

Labour Cost Survey

Year 2008

Istat disseminates the main results of the Labour cost survey (LCS), with reference to the year 2008 (the survey is carried out every four years) according to the requirements of Council Regulation 530/99. Labour cost includes compensation of employees (wages and salaries and employers' social contributions), vocational training costs, and other expenditures such as recruitment costs and other costs (related to employing labour) paid by the employers. The data for LCS 2008 refers to enterprises and institutions with at least ten employees, belonging to the sections of NACE Rev. 2 from B to S excluding O. All variables are broken down by enterprise size category, economic activity and region (NUTS at 1-digit level). The final estimates resulted from an integration approach based on Istat statistical sources, administrative files and tax data.

Main results

In 2008 the firms and institutions covered by the survey had 10.9 million jobs (10.7 million employees). The full-time contract remained largely the prevailing typology: part-time employees were only 10.6% of the total, with an higher share in the services (13.9%) than in industry (5.0%).

In 2008, the average number of hours paid per employee was 1,791 hours per year. This amount can be distinguished into hours worked by the employees that are 1,541 (86.0% of the total) and hours paid but not actually worked (250 hours per capita), that represent the remaining 14.0%. Overtime hours represent 3.2% of the total hours worked (49 hours per capita).

The major share of employers' labour cost is by all means the compensation of employees (97.9%) that includes wages and salaries (71.5%) and compulsory and voluntary social contributions paid by the employer (25.4%). The remaining components of the labour cost - vocational training costs and other expenditure - represent a very little share of the total (0.2% and 1.9% respectively).

In 2008, the average annual gross wage per employee was 28,364 EUR (28,638 EUR excluding apprentices). The gross wages per capita (excluding apprentices) are very similar in the two main economic sectors (industry excluding construction and services, respectively 28,732 and 28,806 EUR) while are lower in the construction sector (26,140 EUR). At section level, the financial and insurance activities present the highest average annual wage (52,677 EUR) and accommodation and food service activities the lowest one (16,304 EUR).

The annual average labour cost per employee was 39,647 EUR and the average contributions paid by the employer were 10,078 EUR. The compulsory social contributions are the prevailing part of the total (8,132 EUR per employee). The average share of the contributions paid by the employer on the gross wages (excluding apprentices) was 29.0% and is rather stable across economic sectors.

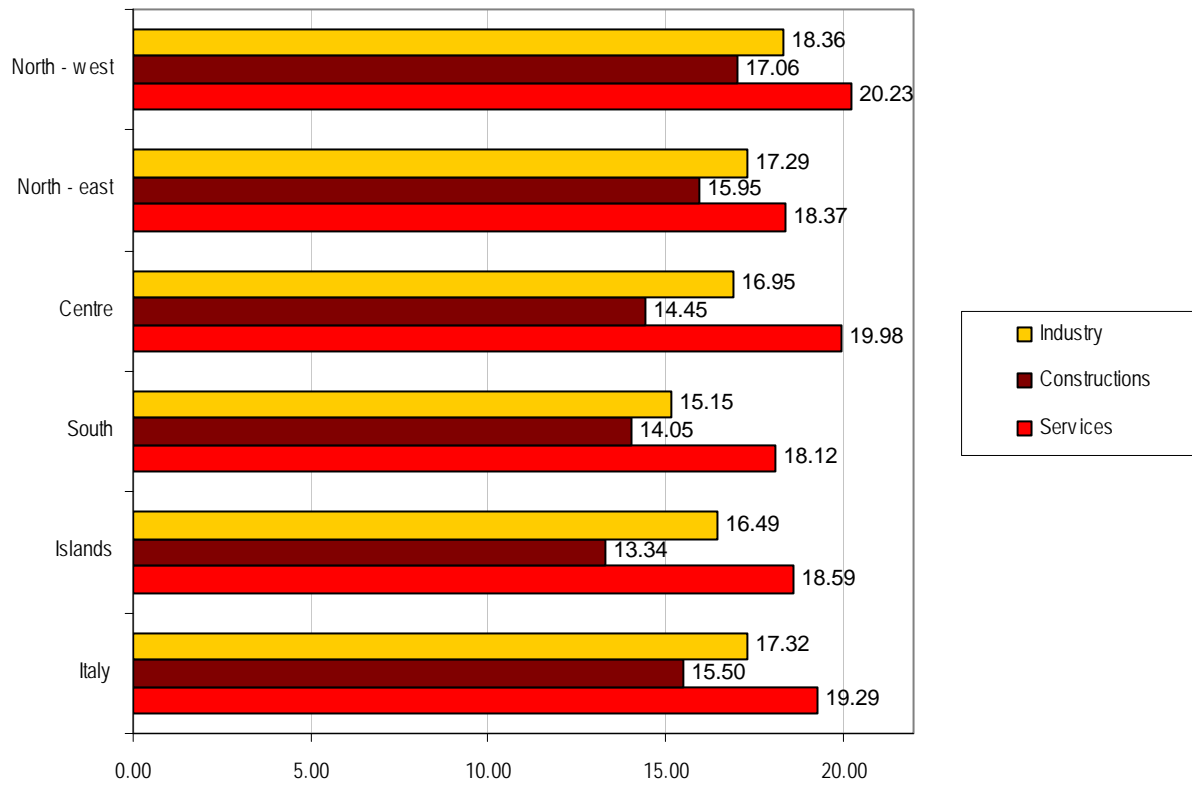
In 2008 the per capita annual labour cost for apprentice was 18,788 euro, only 47.8% of the cost of the others worker categories.

In 2008, the overall average hourly labour cost (excluding apprentices) was 25.23 EUR per hour worked, with some differences in industry excluding construction (24,33 EUR), services (26,06 EUR) and construction (21,90 EUR).

Significant differences among the NUTS regions at one digit level are measured both in the cost of labour and in the level of wages per hour worked, due mainly to industrial specialization and share of part time jobs.

The highest levels of wages were in North-west and Centre (19.37 and 18.81 EUR per hours worked), compared to lower level in the Islands (17.88 EUR) and North-east (17.77 EUR). The lowest wages were in the South (17,02 EUR).

FIGURE 1. Gross wages per hours worked for regions (NUTS 1 digit) and economic sectors.
2008, EUR



For more detailed information please refer to the Italian version

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