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## Statistics Belgium Working Paper

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### Structure and Distribution of Earnings Survey Analysis 1995

Christophe Demunter  
Statistician, Social Statistics

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# **Structure and Distribution of Earnings Survey (1995)**

Belgium

**Nationaal Instituut voor de Statistiek  
Institut National de Statistique**

Analysis

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## 1. Introduction

This document contains a brief analysis of the data resulting from the structure of earnings survey (1995). This survey was conducted by the Belgian National Statistical Institute, according to the instructions given by Eurostat (EU-regulation Nr. 2744/95, 27<sup>th</sup> of November 1995).

6015 enterprises were sampled, which resulted in data for 145107 employees<sup>1</sup>. On the one hand, data concerning the unit were collected, on the other hand, data concerning the individual employee, such as function, educational level, age and of course data on earnings. A more detailed discussion of the sample and the population, as well as a description of the variables, can be found in the methodology report on this survey.

It should be stressed that this survey only covers a part of the economic activity : the population consists of enterprises whose principal activity falls under NACE-sections C to K<sup>2</sup>. A second restriction is that only enterprises (local unit level) with 10 or more employees are included.

The first part (completed) of this document gives an overview of some general characteristics of the enterprises and employees in the sample; a second part (to be added to this analysis later) will focus on specific earnings-related variables. The findings in the first part will probably facilitate understanding of the relationships or differences between sectors or socio-demographic groups revealed in the second part.

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<sup>1</sup> For a more extended discussion of the sampling, see the Methodology Report on this survey.

<sup>2</sup> For a description of the NACE sections, see Annex I.1.

## 2. General characteristics

In this first part, some not earnings-related, general characteristics of the units and employees in the survey are discussed. It can be useful to take these into account when analysing the earnings data or when relating earnings data to personal or sectorial characteristics.

### 2.1. Characteristics concerning the local units

#### 2.1.1. Form of economic and financial control

In Table 1, we see that on average 88% of the enterprises are privately owned, of course it should be mentioned that the public sector was not included in the survey. In NACE-sections E and I, this percentage is significantly lower, but these sections include some important non-privately owned state-approved enterprises in transport, communication or energy supply. The 51% 'Other' in section E are the enterprises in division<sup>3</sup> 41 (water) which have a specific form of inter-municipal control (*'intercomunales'*).

A general remark is that the manufacturing industry and trading represent more than half of the enterprises.

Form of economic and financial control <sup>4</sup>									
NACE	Fully state-owned		Mainly state-owned		Privately owned		Other		Total
	% within section	% within category	% within section	% within category	% within section	% within category	% within section	% within category	% within section
<b>C</b>					70,4		20,6		
	9,0	1,2	-	-		0,2		0,8	0,3
<b>D</b>					91,7	25,9		24,4	24,9
	0,0	0,1	0,3	4,0			8,1		
<b>E</b>					48,9		51,1		
	-	-	-	-		0,2		1,8	0,3
<b>F</b>				38,7	91,1	14,8			14,3
	-	-	4,6				4,3	7,5	
<b>Industry</b>	<b>0,1</b>	<b>1,4</b>	<b>1,8</b>	<b>42,7</b>	<b>91,0</b>	<b>41,2</b>	<b>7,1</b>	<b>34,5</b>	<b>39,8</b>
<b>G</b>					93,6	30,1		21,9	28,3
	-	-	0,0	0,2			6,3		
<b>H</b>					87,0		13,0	10,3	
	-	-	-	-		6,4			6,5
<b>I</b>	20,4	91,7		44,7	62,4			11,8	10,0
			7,6			7,1	9,7		
<b>J</b>					93,3				
	0,2	0,5	0,1	0,2		4,8	6,4	3,6	4,6
<b>K</b>				12,2	83,2	10,3	13,6	18,0	10,9
	1,3	6,5	1,9						
<b>Services</b>	<b>3,7</b>	<b>98,6</b>	<b>1,6</b>	<b>57,3</b>	<b>85,8</b>	<b>58,8</b>	<b>8,9</b>	<b>65,5</b>	<b>60,2</b>

<sup>3</sup> For a description of the NACE divisions, see Annex I.2.

<sup>4</sup> Form of economic and financial control within the meaning of European Commission Directive ECC n° 723/80.

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<b>Total</b>	<b>2,2</b>	<b>100,0</b>	<b>1,7</b>	<b>100,0</b>	<b>87,9</b>	<b>100,0</b>	<b>8,2</b>	<b>100,0</b>	<b>100,0</b>
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**Table 1 : Economic activity versus form of economic and financial control**

### 2.1.2. Collective agreement on pay covering the majority of employees in the observation unit

On average, 71,6% of the enterprises fall under a national sectorial collective agreement on pay, in some cases concurring with an agreement at enterprise or unit level (Table 2). In some service sections, this percentage is a bit lower, in favour of enterprise/unit level agreements or because there is another type or no such agreement.

Level of the collective agreement on pay <sup>5</sup>									
NACE	a		b		c		d		All
	% within section	% within category	% within section	% within category	% within section	% within category	% within section	% within category	% within section
<b>C</b>	77,4	0,4	1,1	0,0	12,4	0,4	9,1	0,1	0,3
<b>D</b>	66,8	25,9	8,3	27,2	12,0	33,8	12,9	16,4	24,9
<b>E</b>	38,6	0,2					61,4	0,9	0,3
<b>F</b>	79,8	17,8	2,5	4,7	4,0	6,5	13,7	10,0	14,3
<b>Industry</b>	<b>71,3</b>	<b>44,3</b>	<b>6,1</b>	<b>32,0</b>	<b>9,1</b>	<b>40,7</b>	<b>13,5</b>	<b>27,4</b>	<b>39,8</b>
<b>G</b>	66,2	29,2	8,9	33,1	6,2	19,9	18,7	27,1	28,3
<b>H</b>	58,3	5,9	1,6	1,4	11,1	8,1	29,0	9,6	6,5
<b>I</b>	49,9	7,8	2,5	3,3	10,3	11,7	37,3	19,2	10,0
<b>J</b>	20,8	1,5	28,4	17,0	29,4	15,1	21,4	5,0	4,6
<b>K</b>	66,3	11,3	9,2	13,2	3,6	4,4	21,2	11,7	10,9
<b>Services</b>	<b>59,2</b>	<b>55,7</b>	<b>8,6</b>	<b>68,0</b>	<b>8,7</b>	<b>59,3</b>	<b>23,5</b>	<b>72,6</b>	<b>60,2</b>
<b>Total</b>	<b>64,0</b>	<b>100,0</b>	<b>7,6</b>	<b>100,0</b>	<b>8,9</b>	<b>100,0</b>	<b>19,5</b>	<b>100,0</b>	<b>100,0</b>

**Table 2 : Economic activity versus level of the collective agreement on pay**

<sup>5</sup> The original answering categories were recoded into the following four :

- a : National sectorial agreement only
- b : National sectorial and enterprise/unit level agreement
- c : Enterprise/unit level agreement only
- d : Other or none



### 2.1.3. Geographical location of the observation unit

As expected, the industrial sector is only of minor importance in Brussels (Table 3). In the other two regions (Flanders in the northern part of the country and Wallonia in the southern part), the proportions are similar : four in ten enterprises belong to the services sector. In all three regions, the trading sector<sup>6</sup> (G) represents one fourth to one third of the enterprises.

Geographical Location <sup>7</sup>							
NACE	Brussel		Vlaams Gewest		Région Wallonne		Belgium
	% within section	% within region	% within section	% within region	% within section	% within region	% within section
<b>C</b>	-	-	26,9	0,1	73,1	1,0	0,3
<b>D</b>	5,9	10,9	74,1	28,7	20,0	22,2	24,9
<b>E</b>			67,0		26,1		
<b>F</b>	6,8	0,1		0,3		0,3	0,3
<b>F</b>	7,8	8,3	63,5	14,2	28,6	18,3	14,3
<b>Industry</b>	<b>6,6</b>	<b>19,4</b>	<b>69,9</b>	<b>43,4</b>	<b>23,6</b>	<b>41,8</b>	<b>39,8</b>
<b>G</b>	15,5	32,4	59,9	26,4	24,6	31,0	28,3
<b>H</b>	18,5	8,9	64,0	6,5	17,5	5,1	6,5
<b>I</b>	9,2	6,8	68,2	10,7	22,6	10,1	10,0
<b>J</b>	25,4	8,5	58,2	4,1	16,5	3,3	4,6
<b>K</b>	29,8	24,0	52,5	8,9	17,7	8,6	10,9
<b>Services</b>	<b>18,1</b>	<b>80,6</b>	<b>60,3</b>	<b>56,6</b>	<b>21,6</b>	<b>58,2</b>	<b>60,2</b>
<b>Total</b>	<b>13,5</b>	<b>100,0</b>	<b>64,1</b>	<b>100,0</b>	<b>22,4</b>	<b>100,0</b>	<b>100,0</b>

**Table 3 : Economic activity versus geographical location**

<sup>6</sup> Includes sale, maintenance and repair of motor vehicles and motorcycles, retail sale of automotive fuel, wholesale trade and commission trade, retail trade.

<sup>7</sup> The regions are classified according to the nomenclature of territorial statistical units (NUTS) at level 1.

## 2.2. Characteristics concerning the individual employees

### 2.2.1. Sex and type of employment

Table 4 on the next page and Figure 1 give an overview of the percentages male, female, fulltime and parttime workers in each NACE-division. The average male employment for all divisions in sections C to K is 70 percent, but of course there's a significant difference between the services and the industrial sector, 59 and 82 percent respectively.

As expected, the percentage of women in sections C (Mining and quarrying) and F (Construction), hardly exceeds 5%. Heavy industry NACE-divisions - such as petroleum, metal, machinery and transport vehicles - also show a low female employment. On the other hand, women provide more than 50% of the labour force in the manufacturing of tobacco (NACE16) and leather products (NACE19), but especially in the manufacturing of clothes (NACE18): 89% !

As said, relatively more women are employed in the services (see Figure 1), on average 41 percent. In the retail trade (NACE52), even two in three employees is female.

The average percentage of fulltime workers is 86%, but there's a significant difference between the industrial sector and the services : 96% versus 77%. The number of parttime workers is approximately eight times higher among women than among men, so to a certain extent the difference between the economic sectors can be explained by the larger importance of female employment in the services. In retail trade (NACE52) and hotels and restaurants (NACE55), nearly half of the employees have a parttime status, for the latter this high percentage also goes for male employees (43%). When we take a look at the sex of the employee, we see that 5% of the men work parttime, among women over one third works parttime.

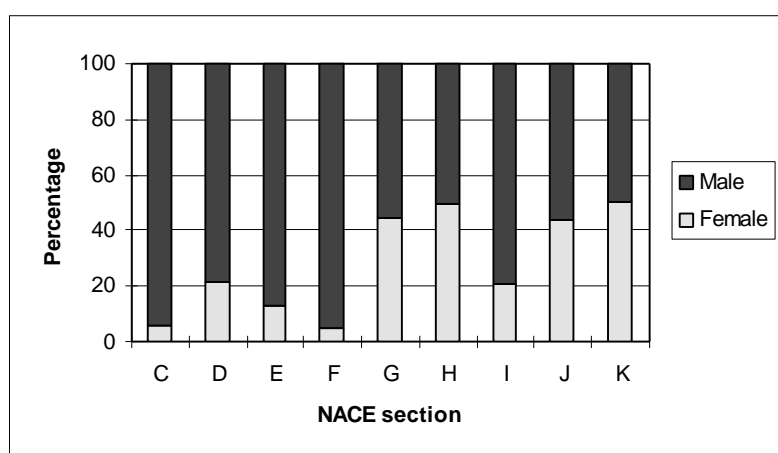


Figure 1 : Proportion of jobs held by women or men by branch

Sex and employment status (fulltime or parttime)								
NACE	Sex		Employment status		Male		Female	
	Male	Female	Fulltime	Parttime	Fulltime	Parttime	Fulltime	Parttime
14	94,6	5,4	98,1	1,9	99,3	0,7	76,8	23,2
<b>Total C</b>	<b>94,6</b>	<b>5,4</b>	<b>98,1</b>	<b>1,9</b>	<b>99,3</b>	<b>0,7</b>	<b>76,8</b>	<b>23,2</b>
15	70,3	29,7	89,4	10,6	94,8	5,2	76,4	23,6
16	49,3	50,7	84,0	16,0	98,0	2,0	70,4	29,6
17	60,1	39,9	95,0	5,0	95,9	4,1	93,6	6,4
18	11,3	88,7	92,8	7,2	97,6	2,4	92,2	7,8
19	49,6	50,4	92,9	7,1	98,3	1,7	87,7	12,3
20	87,0	13,0	94,7	5,3	98,3	1,7	70,4	29,6
21	79,4	20,6	98,6	1,4	99,4	0,6	95,3	4,7
22	68,6	31,4	93,7	6,3	96,9	3,1	86,5	13,5
23	93,2	6,8	98,1	1,9	99,7	0,3	76,8	23,2
24	80,5	19,5	94,9	5,1	98,6	1,4	79,6	20,4
25	81,8	18,2	94,9	5,1	97,5	2,5	83,1	16,9
26	91,6	8,4	98,5	1,5	99,4	0,6	88,6	11,4
27	95,6	4,4	99,1	0,9	99,7	0,3	84,8	15,2
28	90,1	9,9	96,6	3,4	98,6	1,4	79,0	21,0
29	89,7	10,3	97,8	2,2	99,1	0,9	86,0	14,0
30	60,8	39,2	97,0	3,0	100,0	0,0	92,5	7,5
31	78,8	21,2	95,2	4,8	99,2	0,8	80,6	19,4
32	68,0	32,0	94,7	5,3	99,4	0,6	84,9	15,1
33	63,0	37,0	94,0	6,0	98,8	1,2	85,9	14,1
34	89,5	10,5	97,0	3,0	97,9	2,1	89,7	10,3
35	92,0	8,0	98,7	1,3	99,7	0,3	87,5	12,5
36	80,2	19,8	95,8	4,2	98,4	1,6	85,1	14,9
37	52,9	47,1	96,4	3,6	100,0	0,0	92,4	7,6
<b>Total D</b>	<b>78,7</b>	<b>21,3</b>	<b>95,4</b>	<b>4,6</b>	<b>98,1</b>	<b>1,9</b>	<b>85,1</b>	<b>14,9</b>
40	88,2	11,8	95,5	4,5	99,3	0,7	67,0	33,0
41	80,4	19,6	92,6	7,4	97,2	2,8	73,5	26,5
<b>Total E</b>	<b>87,1</b>	<b>12,9</b>	<b>95,1</b>	<b>4,9</b>	<b>99,1</b>	<b>0,9</b>	<b>68,4</b>	<b>31,6</b>
45	94,9	5,1	97,6	2,4	99,1	0,9	70,0	30,0
<b>Total F</b>	<b>94,9</b>	<b>5,1</b>	<b>97,6</b>	<b>2,4</b>	<b>99,1</b>	<b>0,9</b>	<b>70,0</b>	<b>30,0</b>
<b>Industry</b>	<b>81,9</b>	<b>18,1</b>	<b>95,8</b>	<b>4,2</b>	<b>98,4</b>	<b>1,6</b>	<b>84,0</b>	<b>16,0</b>
50	83,9	16,1	92,9	7,1	96,8	3,2	72,2	27,8
51	67,8	32,2	91,0	9,0	97,1	2,9	78,1	21,9
52	34,7	65,3	55,2	44,8	87,1	12,9	38,2	61,8
<b>Total G</b>	<b>55,1</b>	<b>44,9</b>	<b>75,7</b>	<b>24,3</b>	<b>94,4</b>	<b>5,6</b>	<b>52,7</b>	<b>47,3</b>
55	50,2	49,8	50,1	49,9	56,7	43,3	43,4	56,6
<b>Total H</b>	<b>50,2</b>	<b>49,8</b>	<b>50,1</b>	<b>49,9</b>	<b>56,7</b>	<b>43,3</b>	<b>43,4</b>	<b>56,6</b>
60	90,3	9,7	88,1	11,9	90,2	9,8	67,8	32,2
61	81,1	18,9	94,6	5,4	99,6	0,4	73,2	26,8
62	58,2	41,8	85,6	14,4	91,2	8,8	77,7	22,3
63	63,0	37,0	86,1	13,9	90,9	9,1	77,9	22,1
64	75,4	24,6	92,5	7,5	98,1	1,9	75,3	24,7
<b>Total I</b>	<b>79,0</b>	<b>21,0</b>	<b>89,4</b>	<b>10,6</b>	<b>93,2</b>	<b>6,8</b>	<b>74,8</b>	<b>25,2</b>
65	58,1	41,9	83,8	16,2	97,9	2,1	64,3	35,7
66	52,3	47,7	87,8	12,2	99,3	0,7	75,3	24,7
67	40,4	59,6	90,3	9,7	98,2	1,8	85,0	15,0
<b>Total J</b>	<b>55,9</b>	<b>44,1</b>	<b>85,1</b>	<b>14,9</b>	<b>98,3</b>	<b>1,7</b>	<b>68,4</b>	<b>31,6</b>
70	58,6	41,4	82,3	17,7	93,6	6,4	66,4	33,6
71	71,0	29,0	93,6	6,4	98,3	1,7	82,2	17,8
72	69,9	30,1	93,1	6,9	97,3	2,7	83,3	16,7
73	69,3	30,7	88,9	11,1	95,8	4,2	73,2	26,8
74	45,8	54,2	64,4	35,6	85,6	14,4	46,5	53,5
<b>Total K</b>	<b>49,9</b>	<b>50,1</b>	<b>69,2</b>	<b>30,8</b>	<b>88,3</b>	<b>11,7</b>	<b>50,1</b>	<b>49,9</b>
<b>Services</b>	<b>58,6</b>	<b>41,4</b>	<b>76,7</b>	<b>23,3</b>	<b>91,4</b>	<b>8,6</b>	<b>55,9</b>	<b>44,1</b>
<b>All</b>	<b>70,1</b>	<b>29,9</b>	<b>86,1</b>	<b>13,9</b>	<b>95,4</b>	<b>4,6</b>	<b>64,3</b>	<b>35,7</b>

Table 4 : Economic activity versus sex and employment status (fulltime or parttime)

### 2.2.2. Age

Table 5 shows that female workers are slightly younger than their male colleagues, this can probably be explained by the fact that large scale female employment is a rather recent phenomenon, so we can expect that this difference might disappear the coming decades.

Another reason is the lower pensionable age for women, this earlier retirement pushes the distribution to the left.

The 'youngest' sector is definitely the hotels and restaurants where half of the employees are under 28 and only one fourth is older than 37 years old.

NACE	Age distribution							
	Male	Female	Total <sup>8</sup>					
	Mean	Mean	Mean	d <sub>1</sub>	Q <sub>1</sub>	Median	Q <sub>3</sub>	d <sub>9</sub>
<b>C</b>	40	39	40	25	31	40	48	54
<b>D</b>	38	35	37	25	29	36	45	51
<b>E</b>	43	39	43	28	34	44	51	56
<b>F</b>	37	35	37	24	28	36	45	51
<b>Industry</b>	<b>38</b>	<b>35</b>	<b>37</b>	<b>24</b>	<b>29</b>	<b>36</b>	<b>45</b>	<b>51</b>
<b>G</b>	37	34	36	23	27	34	43	50
<b>H</b>	31	31	31	20	23	28	37	46
<b>I</b>	40	35	39	26	31	39	46	52
<b>J</b>	41	38	39	27	32	39	47	51
<b>K</b>	36	34	35	24	27	33	42	50
<b>Services</b>	<b>38</b>	<b>35</b>	<b>36</b>	<b>24</b>	<b>28</b>	<b>35</b>	<b>44</b>	<b>51</b>
<b>Total</b>	<b>38</b>	<b>35</b>	<b>37</b>	<b>24</b>	<b>29</b>	<b>36</b>	<b>44</b>	<b>51</b>

**Table 5 : Economic activity versus age distribution**

### 2.2.3. Occupation

In Table 6 on the next page, we find the distribution of the different occupational groups<sup>9</sup> within each economic sector (at NACE 2-digit level), categories P1 to P5 group the (mainly) non-manual occupations, categories P7 to P9 group the (mainly) manual occupations. It's not surprising to see that the majority of employees in industrial sectors have a manual function (68,8%), while most of the employees in the services have a non-manual function (73,5%).

In the industries, the petroleum (NACE23), chemical (NACE24) and electrical and optical equipment sector (NACE30-32-33) have an high percentage of non-manual workers. The electricity, gas and water supply sector has a percentage non-manual workers (86,3%) which is even bigger than the average for the services (73,5%). For the most part, this is caused by the very high number of technicians and associate professionals (P3) in this sector. On the other hand, only 17,2% of the employees in the construction sector (NACE45) have a non-manual function. Also remarkable is the fact that almost half of the employees in the manufacture of office machinery and computers (NACE30) are in the

<sup>8</sup> The descriptive statistics listed are : the mean, the first decile (d<sub>1</sub>), the first quartile (Q<sub>1</sub>), the median, the third quartile (Q<sub>3</sub>) and the ninth decile (d<sub>9</sub>).

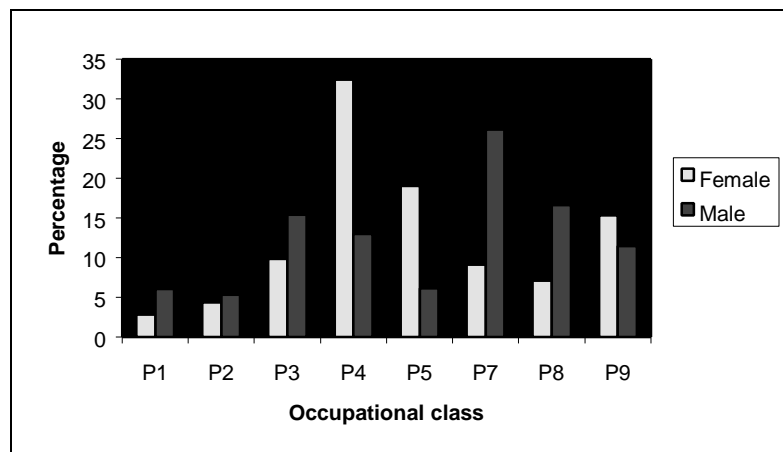
<sup>9</sup> The categories are listed in Annex III.

Occupation										
NACE	P1	P2	P3	P4	P5	P1-P5	P7	P8	P9	P7-P9
14	1,9	1,3	7,2	8,3	0,7	<b>19,3</b>	37,7	25,1	17,9	<b>80,7</b>
<b>Total C</b>	<b>1,9</b>	<b>1,3</b>	<b>7,2</b>	<b>8,3</b>	<b>0,7</b>	<b>19,3</b>	<b>37,7</b>	<b>25,1</b>	<b>17,9</b>	<b>80,7</b>
15	2,9	1,4	8,5	8,4	5,0	<b>26,3</b>	27,6	29,4	16,7	<b>73,7</b>
16	9,1	0,5	12,8	11,4	0,6	<b>34,4</b>	60,9	1,8	2,9	<b>65,6</b>
17	0,8	0,7	6,7	4,5	2,3	<b>14,9</b>	33,8	32,0	19,3	<b>85,1</b>
18	2,9	1,4	3,7	8,5	4,0	<b>20,5</b>	52,3	24,6	2,5	<b>79,5</b>
19	0,5	0,9	1,7	3,7	0,6	<b>7,4</b>	75,9	12,7	4,0	<b>92,6</b>
20	1,7	1,2	6,7	6,5	2,1	<b>18,1</b>	44,2	24,5	13,2	<b>81,9</b>
21	2,6	1,1	8,4	7,5	0,3	<b>20,0</b>	17,3	54,4	8,4	<b>80,0</b>
22	2,5	6,5	8,1	22,9	1,0	<b>41,1</b>	33,1	17,8	8,0	<b>58,9</b>
23	8,7	6,1	38,2	17,0	0,9	<b>70,9</b>	5,0	20,2	3,9	<b>29,1</b>
24	6,5	9,7	24,2	20,9	2,4	<b>63,8</b>	4,8	27,3	4,2	<b>36,2</b>
25	2,1	4,2	16,2	18,5	3,1	<b>44,1</b>	5,1	48,3	2,5	<b>55,9</b>
26	2,0	3,0	11,2	7,3	0,5	<b>24,0</b>	41,4	16,8	17,8	<b>76,0</b>
27	2,3	3,3	22,0	9,0	1,6	<b>38,2</b>	14,8	39,2	7,8	<b>61,8</b>
28	1,7	1,7	9,5	10,1	1,6	<b>24,6</b>	33,1	8,2	34,1	<b>75,4</b>
29	3,7	3,3	11,1	11,1	1,6	<b>30,7</b>	41,1	8,7	19,4	<b>69,3</b>
30	14,1	14,7	19,2	5,6	0,3	<b>54,0</b>		45,1	0,9	<b>46,0</b>
31	0,9	4,7	10,9	7,6	1,5	<b>25,6</b>	37,8	12,9	23,6	<b>74,4</b>
32	7,2	19,1	18,0	12,3	2,6	<b>59,1</b>	18,5	8,2	14,2	<b>40,9</b>
33	6,0	5,8	19,4	16,1	1,9	<b>49,3</b>	33,5	3,9	13,4	<b>50,7</b>
34	1,5	1,7	9,4	4,4	0,6	<b>17,5</b>	71,9	6,8	3,7	<b>82,5</b>
35	4,3	5,2	31,7	8,7	0,5	<b>50,5</b>	37,4	6,6	5,5	<b>49,5</b>
36	1,6	1,2	6,8	8,4	0,8	<b>18,8</b>	59,8	13,5	7,8	<b>81,2</b>
37	0,1	0,3	4,6	4,7	0,4	<b>10,1</b>	7,8	19,1	63,0	<b>89,9</b>
<b>Total D</b>	<b>3,0</b>	<b>3,9</b>	<b>13,0</b>	<b>10,9</b>	<b>2,0</b>	<b>32,8</b>	<b>32,0</b>	<b>22,2</b>	<b>13,0</b>	<b>67,2</b>
40	8,1	5,5	57,4	15,3	1,7	<b>88,1</b>	9,4	1,1	1,5	<b>11,9</b>
41	5,0	3,0	40,4	26,8		<b>75,2</b>		0,7	24,1	<b>24,8</b>
<b>Total E</b>	<b>7,7</b>	<b>5,2</b>	<b>55,0</b>	<b>17,0</b>	<b>1,5</b>	<b>86,3</b>	<b>8,0</b>	<b>1,0</b>	<b>4,7</b>	<b>13,7</b>
45	1,0	0,8	8,3	6,6	0,6	<b>17,2</b>	61,4	8,0	13,4	<b>82,8</b>
<b>Total F</b>	<b>1,0</b>	<b>0,8</b>	<b>8,3</b>	<b>6,6</b>	<b>0,6</b>	<b>17,2</b>	<b>61,4</b>	<b>8,0</b>	<b>13,4</b>	<b>82,8</b>
<b>Industry</b>	<b>2,7</b>	<b>3,3</b>	<b>13,2</b>	<b>10,2</b>	<b>1,8</b>	<b>31,2</b>	<b>36,8</b>	<b>19,1</b>	<b>12,9</b>	<b>68,8</b>
50	3,6	1,3	10,5	21,6	11,3	<b>48,3</b>	41,9	1,3	8,4	<b>51,7</b>
51	11,9	4,9	17,3	30,6	7,7	<b>72,4</b>	8,5	8,2	10,9	<b>27,6</b>
52	3,1	1,5	3,9	15,2	58,4	<b>82,1</b>	10,0	2,2	5,7	<b>17,9</b>
<b>Total G</b>	<b>7,2</b>	<b>3,1</b>	<b>10,8</b>	<b>22,9</b>	<b>30,1</b>	<b>74,1</b>	<b>12,7</b>	<b>4,9</b>	<b>8,4</b>	<b>25,9</b>
55	2,6	0,6	2,3	8,1	65,8	<b>79,5</b>	0,6	0,8	19,1	<b>20,5</b>
<b>Total H</b>	<b>2,6</b>	<b>0,6</b>	<b>2,3</b>	<b>8,1</b>	<b>65,8</b>	<b>79,5</b>	<b>0,6</b>	<b>0,8</b>	<b>19,1</b>	<b>20,5</b>
60	1,7	1,1	4,3	11,4	1,7	<b>20,2</b>	4,3	69,9	5,6	<b>79,8</b>
61	8,9	1,6	22,1	27,2	0,3	<b>60,1</b>	1,8	26,0	12,2	<b>39,9</b>
62	4,2	3,2	18,3	44,5	4,3	<b>74,6</b>	3,4	11,5	10,6	<b>25,4</b>
63	6,9	3,9	9,0	54,2	5,0	<b>79,0</b>	2,4	8,2	10,3	<b>21,0</b>
64	3,7	7,0	36,5	45,6	0,2	<b>93,0</b>	0,3	0,9	5,7	<b>7,0</b>
<b>Total I</b>	<b>3,5</b>	<b>3,8</b>	<b>17,7</b>	<b>32,1</b>	<b>1,8</b>	<b>58,9</b>	<b>2,5</b>	<b>31,9</b>	<b>6,7</b>	<b>41,1</b>
65	16,9	4,1	22,9	51,6	0,3	<b>95,8</b>	0,3	0,1	3,8	<b>4,2</b>
66	7,7	5,1	32,7	52,2	0,3	<b>98,1</b>	0,6	0,0	1,3	<b>1,9</b>
67	18,0	13,3	6,8	60,1		<b>98,2</b>	0,2	0,1	1,5	<b>1,8</b>
<b>Total J</b>	<b>14,7</b>	<b>4,8</b>	<b>24,6</b>	<b>52,1</b>	<b>0,3</b>	<b>96,4</b>	<b>0,4</b>	<b>0,1</b>	<b>3,1</b>	<b>3,6</b>
70	6,9	8,5	7,5	22,9	2,7	<b>48,5</b>	13,5	0,9	37,2	<b>51,5</b>
71	8,7	9,1	4,5	36,9	3,8	<b>62,9</b>	11,2	7,0	18,9	<b>37,1</b>
72	10,5	54,3	9,4	23,8	0,5	<b>98,7</b>	0,0	0,2	1,2	<b>1,3</b>
73	19,1	39,4	24,5	8,3	0,4	<b>91,7</b>	0,6	0,1	7,6	<b>8,3</b>
74	6,9	14,5	14,6	18,7	10,8	<b>65,6</b>	0,7	0,8	32,9	<b>34,4</b>
<b>Total K</b>	<b>7,9</b>	<b>18,9</b>	<b>14,3</b>	<b>19,0</b>	<b>9,0</b>	<b>69,2</b>	<b>1,2</b>	<b>0,9</b>	<b>28,8</b>	<b>30,8</b>
<b>Services</b>	<b>7,4</b>	<b>6,7</b>	<b>14,3</b>	<b>27,1</b>	<b>18,0</b>	<b>73,5</b>	<b>5,7</b>	<b>8,5</b>	<b>12,3</b>	<b>26,5</b>
<b>All</b>	<b>5,1</b>	<b>5,0</b>	<b>13,8</b>	<b>18,8</b>	<b>10,0</b>	<b>52,6</b>	<b>21,0</b>	<b>13,7</b>	<b>12,6</b>	<b>47,4</b>

Table 6 : Economic activity versus distribution of occupational groups

groups P1, P2 or P3, probably because this is a relatively hi-tech sector (important R&D departments).

In the services, the financial intermediation (NACE65-66-67), show a extremely high percentage of non-manual employees, on average 96,4%. Two sectors, computer related activities (NACE72) and research and development (NACE73), have a remarkably high percentage of professionals (group P2); both sectors require a high skill level. The most striking deviation from the mean is found in the land transport and transport via pipelines (NACE60) : almost 80% manual workers and especially 70% of the employees in category P8, this could be expected since a lot of workers in this sector have a function which falls under occupational sub-group P83 (drivers and mobile plant operators).



**Figure 2 : Distribution of employees (male/female) over occupational classes (major groups)**

Figure 2 learns that female workers mostly take jobs in class P4 or P5 (clerks or service workers and shop and market sales workers) while a majority of men tend to take class P7- or P8-jobs (craft and related workers or plant and machine operators and assemblers). Males are relatively overrepresented in the occupational groups that oblige a higher skill level (groups P1 to P3).

#### 2.2.4. Highest completed level of education<sup>10</sup>

To a certain extent, the above discussed Table 6 can be seen as a mirror for Table 7, giving a crosstable of the economic activity and the educational level, in this sense that a higher level of education probably involves a higher skill level of occupation. So much of the findings from Table 6 can be projected on Table 7.

In general, the educational level in the services seems to be slightly higher than in the industrial sectors, for instance 27% of the employees in the services have a post-secondary degree (i.e. categories 3a, 3b or 3c), compared with only 13,2% in the industry.

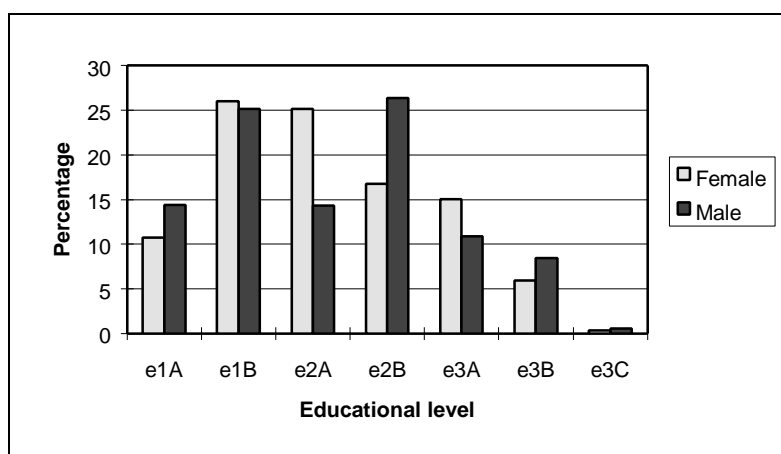
Again, some sectors show some specific differences. In a lot of industrial sectors less than half of the employees have finished lower secondary education (only 13,1% in manufacture of leather and leather products (NACE19) !). Two sectors (NACE32-33) in the manufacture of electrical and optical equipment have a relatively high percentage (over 30%) of employees holding a post-secondary degree.

<sup>10</sup> The different categories are described in Annex IV.

Educational level							
NACE	1a	1b	2a	2b	3a	3b	3c
14	18,9	29,9	12,0	31,2	5,1	2,9	
<b>Total C</b>	<b>18,9</b>	<b>29,9</b>	<b>12,0</b>	<b>31,2</b>	<b>5,1</b>	<b>2,9</b>	
15	11,1	36,3	15,1	25,9	7,3	3,9	0,3
16	12,1	45,3	13,1	17,7	8,4	3,3	
17	24,1	42,4	10,1	19,5	2,9	0,9	0,1
18	14,4	41,3	11,7	24,7	5,7	2,3	
19	29,8	57,1	5,4	5,9	1,5	0,3	
20	10,3	44,6	11,6	27,5	3,6	2,3	
21	17,9	29,1	14,5	28,2	7,7	2,4	0,3
22	3,7	15,7	19,9	38,5	15,3	6,8	0,2
23	2,6	23,5	6,6	42,2	12,4	12,8	
24	15,4	20,8	10,6	26,1	15,8	10,7	0,5
25	12,4	31,4	15,0	25,7	11,4	3,8	0,5
26	19,1	28,1	11,1	31,0	6,4	4,1	0,1
27	24,0	23,7	9,7	30,5	7,0	4,6	0,5
28	11,6	27,3	16,2	37,0	5,7	2,0	0,1
29	13,9	26,4	10,5	36,0	8,2	4,6	0,4
30		50,0	2,3	22,7	18,2	6,8	
31	15,2	36,0	10,7	27,1	5,2	5,4	0,5
32	11,0	12,4	8,1	31,7	16,8	18,1	2,0
33	6,3	9,5	15,5	38,6	18,5	10,6	0,9
34	20,6	38,4	9,2	25,1	4,7	2,0	0,0
35	13,8	35,9	7,1	27,5	8,1	7,6	
36	11,7	43,8	10,6	26,7	6,0	1,1	0,1
37	20,1	57,4	4,9	16,2	0,8	0,6	
<b>Total D</b>	<b>15,5</b>	<b>30,7</b>	<b>11,9</b>	<b>28,4</b>	<b>8,3</b>	<b>4,9</b>	<b>0,3</b>
40	7,8	29,0	6,1	33,1	13,8	8,8	1,3
41	20,7	40,2	24,3	5,2	1,9	7,6	
<b>Total E</b>	<b>9,6</b>	<b>30,6</b>	<b>8,7</b>	<b>29,2</b>	<b>12,1</b>	<b>8,6</b>	<b>1,2</b>
45	20,9	29,1	10,8	29,7	5,2	4,1	0,1
<b>Total F</b>	<b>20,9</b>	<b>29,1</b>	<b>10,8</b>	<b>29,7</b>	<b>5,2</b>	<b>4,1</b>	<b>0,1</b>
<b>Industry</b>	<b>16,1</b>	<b>30,5</b>	<b>11,6</b>	<b>28,6</b>	<b>8,0</b>	<b>4,9</b>	<b>0,3</b>
50	3,8	19,0	19,6	43,2	10,4	4,0	0,1
51	6,1	15,4	24,5	21,6	19,9	11,6	1,0
52	6,0	29,0	26,3	26,8	8,7	3,2	0,1
<b>Total G</b>	<b>5,8</b>	<b>21,3</b>	<b>24,7</b>	<b>26,0</b>	<b>14,3</b>	<b>7,4</b>	<b>0,5</b>
55	13,2	23,1	22,5	29,9	9,3	2,0	0,1
<b>Total H</b>	<b>13,2</b>	<b>23,1</b>	<b>22,5</b>	<b>29,9</b>	<b>9,3</b>	<b>2,0</b>	<b>0,1</b>
60	22,7	28,9	19,0	21,1	5,7	2,5	0,1
61	21,7	15,6	22,8	20,0	14,3	5,6	
62	2,0	4,4	23,2	23,2	35,8	9,7	1,8
63	7,4	15,0	33,0	16,2	22,3	5,9	0,4
64	63,7	15,8	8,6	2,2	5,5	4,1	0,2
<b>Total I</b>	<b>31,9</b>	<b>21,9</b>	<b>18,5</b>	<b>14,6</b>	<b>9,1</b>	<b>3,7</b>	<b>0,2</b>
65	4,4	13,3	34,4	7,5	25,2	14,8	0,4
66	4,9	11,0	32,1	9,1	25,2	16,9	0,8
67	2,5	6,8	27,3	20,1	26,7	14,1	2,4
<b>Total J</b>	<b>4,5</b>	<b>12,4</b>	<b>33,5</b>	<b>8,4</b>	<b>25,3</b>	<b>15,3</b>	<b>0,6</b>
70	20,1	36,5	12,2	15,8	8,3	6,6	0,4
71	0,8	16,1	22,8	25,6	22,0	12,8	
72	0,3	1,7	12,0	14,9	33,7	35,4	2,2
73	3,3	5,4	8,3	11,3	17,7	48,8	5,2
74	8,3	25,8	18,7	11,5	18,3	16,3	1,0
<b>Total K</b>	<b>7,6</b>	<b>22,7</b>	<b>17,5</b>	<b>12,2</b>	<b>19,4</b>	<b>19,4</b>	<b>1,3</b>
<b>Services</b>	<b>10,8</b>	<b>20,4</b>	<b>23,3</b>	<b>18,4</b>	<b>16,0</b>	<b>10,4</b>	<b>0,6</b>
<b>All</b>	<b>13,4</b>	<b>25,4</b>	<b>17,6</b>	<b>23,5</b>	<b>12,1</b>	<b>7,7</b>	<b>0,5</b>

Table 7 : Economic activity versus distribution of educational levels

Computer and related activities (NACE72) and research and development (NACE73) are the sectors with the highest percentage of higher educated employees (both over 71%), in NACE73, over half of the employees hold a university degree, which conforms the conclusions from Table 6 for these sectors. On the other hand, 63,7% of the post and telecommunications sectors workers education is at preprimary or primary level, it should be stressed that the analyses involving educational level are based on a subsample, for this sector, this subsample mainly consists of enterprises in NACE641 (postal activities), while the more technical NACE642 (telecommunication) is hardly represented.



**Figure 3 : Distribution of the employees (male/female) over the different levels of educational achievement**

When the categories are regrouped in e1, e2 and e3, men and women show the same distribution. When using the seven categories (see Figure 3), there appear to be some differences, especially in the middle categories. As expected relatively more males chose a vocational or technical field of study (e2b). Concerning higher education, relatively more females prefer the short type, for the long type it's the other way around.

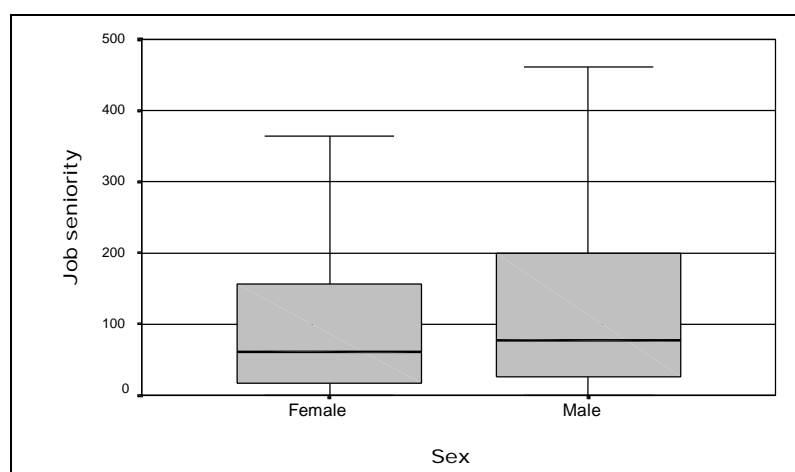
#### *2.2.5. Length of service within the enterprise*

The data in Table 8 reveal that Belgium has a quite low job rotation, in almost every age group, the highest percentage of employees has a job seniority (within the firm) indicating they worked in this firm most of their life (i.e. age is approximately 20 years higher than job seniority).



Job seniority (in years)											
Age Groups	≤ 1	1 - 2	3 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	≥ 36	All
<17	94,52	5,48									100,00
17 - 19	82,94	16,18	0,88								100,00
20 - 24	52,45	30,02	16,63	0,89							100,00
25 - 29	25,09	23,07	31,64	19,14	1,05						100,00
30 - 34	15,44	14,67	23,82	29,81	13,93	2,33					100,00
35 - 39	11,91	11,08	16,52	19,05	18,51	19,14	3,80				100,00
40 - 44	9,58	8,21	12,70	14,13	11,31	19,06	22,40	2,62			100,00
45 - 49	6,95	7,08	10,34	11,10	9,11	12,44	24,60	15,43	2,95		100,00
50 - 54	5,79	5,77	8,63	11,02	8,31	9,85	17,00	18,32	12,67	2,65	100,00
55 - 59	5,39	5,78	8,33	11,03	7,76	10,33	13,10	11,94	15,52	10,81	100,00
≥ 60	9,75	10,05	11,46	13,53	8,05	7,58	10,72	6,19	9,39	13,28	100,00
All	18,03	14,15	17,89	16,26	9,21	8,79	8,70	4,22	2,02	0,74	100,00

**Table 8 : Age group versus job seniority (in percentages)**



**Figure 4 : Distribution of job seniority (in months) by sex**

Figure 4 and Table 9 links seniority with the age of the employee. The average seniority is 10 years for men and 8¼ years for women. As expected the distribution is very skewed to the right, for half of the female workers, the seniority doesn't exceed 5 years (for men 6¼ years) and around 10% have been in their current job less than 6 months.

Job seniority (in months)						
Sex	Mean	d <sub>1</sub>	Q <sub>1</sub>	Median	Q <sub>3</sub>	d <sub>9</sub>
Female	98,9	5	17	61	156	263
Male	120,7	6	25	77	200	298

**Table 9 : Distribution of job seniority by sex**

### 3. Discussion of the earnings data

The primary objective of the Structure of Earnings Survey was to produce statistics on the relationship between the level of remuneration and individual characteristics of the employee and the enterprise. In this following part, we try to unfold some differential tendencies concerning earnings for different demographic or sectorial groups.

First, we take a closer look on some overall conclusions concerning the earnings data.

#### 3.1. Dispersion of the earnings

Figure 5 gives an idea of the total income distribution; it indicates which percentage of the workers earns which percentage of the total income, f.i. the 40% workers with the lowest annual earnings<sup>11</sup> represent about 25% of the total earnings, while the 10% top-earners take over 20% of the total income. The area between the Lorenz curve (the tick line) and the linear curve  $y = x$ , gives an indication of the income inequality in a country. For Belgium, this index, known as the Gini-coefficient, is 0,12 (estimation using percentiles).

Of course it should be stressed that this number is not representative for Belgium 'as a whole', but only for the considered universe, i.e. full-time employed persons in enterprises with at least ten employees, in economic sectors C to K. This means part-time workers, members of the Board of Directors, unemployed, retired, etc. are not included.

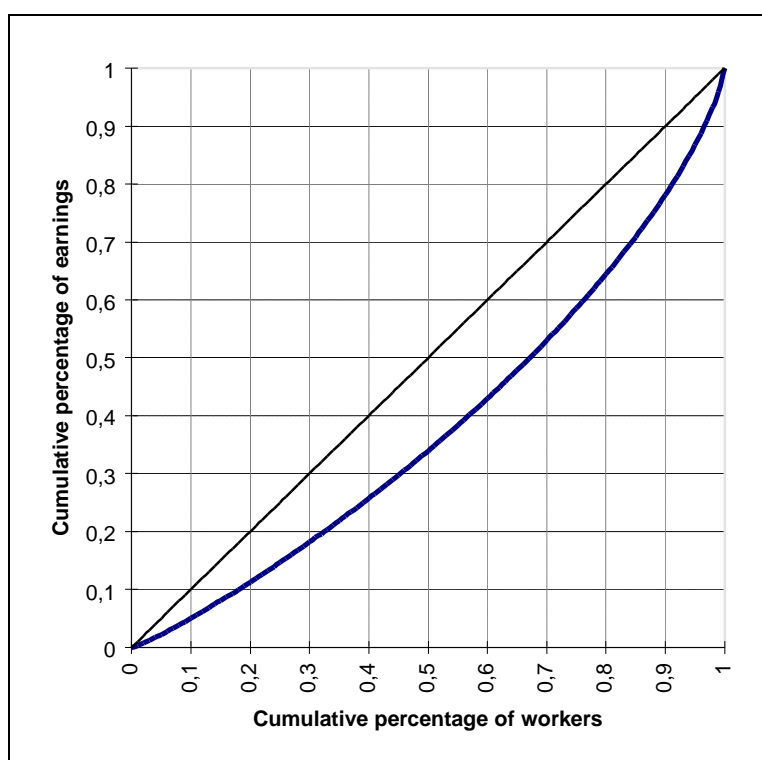
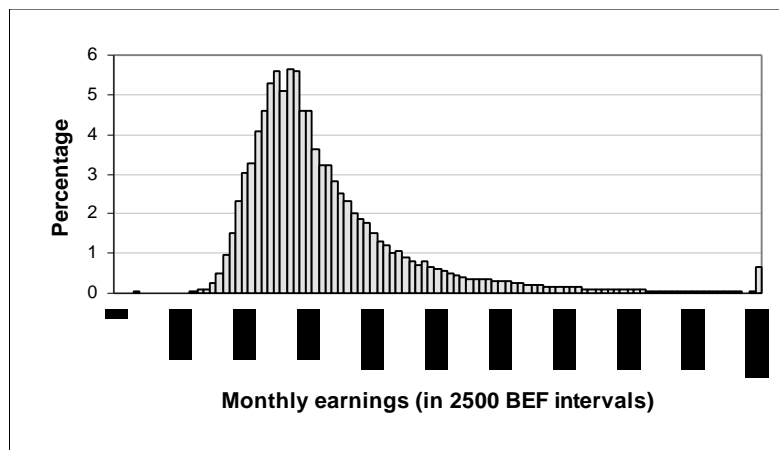


Figure 5 : Lorenz curve (adjusted gross annual earnings, full-time workers)

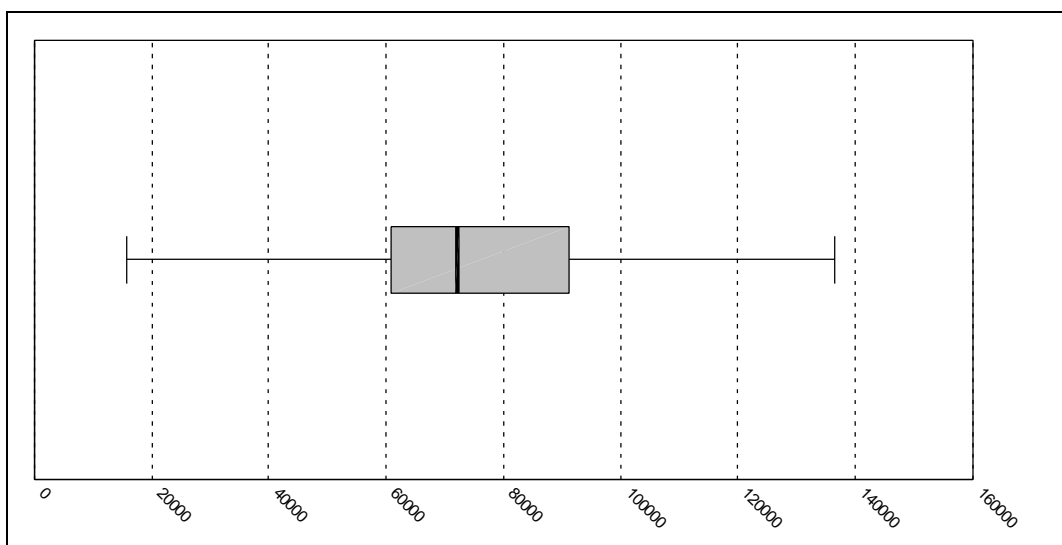
<sup>11</sup> The earnings over 1995 are adjusted to an annual level for workers who entered the unit during 1995.

The distribution of gross monthly earnings for full-time workers is shown in the histogram in Figure 6, earnings were regrouped in 2500 BEF intervals, earnings exceeding 250000 BEF were grouped in one category (250000+). As expected for earnings data, the distribution is skewed to the right, the spread is much larger among the high incomes, this extends the distribution much further at the right side (higher incomes) than at the left side (lower incomes).



**Figure 6 : Distribution of gross monthly earnings (full-time workers)**

From Figure 7, we learn that 50% of the employees earn between 61000 and 91000 BEF per month, the average is 81970 BEF (cf. infra, Table 10) and the median is 72209 BEF, this average-median deviation indicates that the distribution is skewed to the right (see also Figure 6). 10% earn less than 52000 BEF and only 10% earn over 121000 per month (see infra, Table 10, for the quartiles).



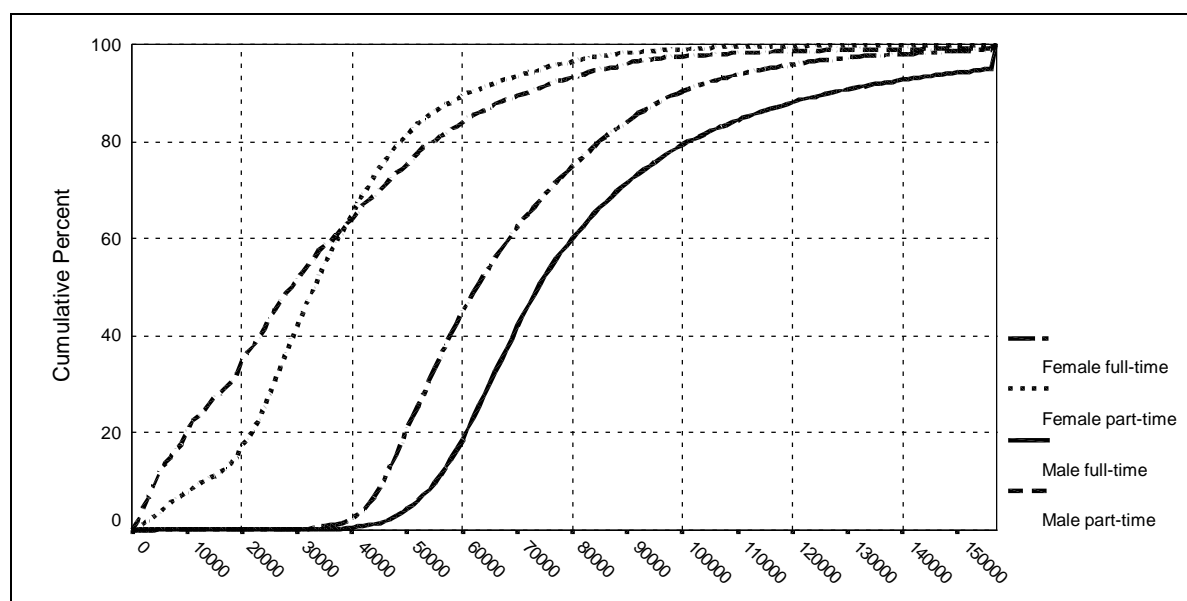
**Figure 7 : Boxplot of gross monthly earnings (full-time workers)**

### 3.2. Distribution of earnings

In what follows, the distribution of earnings between and within different subgroups of the universe will be discussed. In a first part, the influence of gender will be studied, further we take a closer look at the earnings differentials between economic branches, age and seniority groups, occupations, educational levels and at the interaction between some of these variables.

#### 3.2.1. Sex and type of employment

It can be expected that a worker's sex and type of employment, i.e. full-time or part-time, will have a significant influence on the monthly earnings. In Figure 8, the cumulative distribution functions<sup>12</sup> of the monthly earnings for the four groups are given. All curves have a similar shape; the lower earnings for male part-time workers compared to female part-time workers can be explained by the fact that men with part-time status work on average less than women with a part-time status, 55%<sup>13</sup> and 59% respectively. From Figure 9, it's clear that men are relatively more inclined to work less than half-time. 25% of the part-time working men work less than 33% of the normal full-time hours; for part-time working women, the first quartile is 50% (half-time).



**Figure 8 : Cumulative distribution of monthly earnings by sex and type of employment**

<sup>12</sup> To improve the picture, the highest earners are not displayed, the cut-off value is 156500 BEF, which means that the top 5% male full-time workers are not represented (therefore the curve jumps from 95% to 100% at the right end); for the female full-time workers, only 1% is not represented by this restriction, there are only a few part-time workers whose monthly earnings exceed 156500 BEF.

<sup>13</sup> The part-time percentage for part-time workers calculated as the number of normal hours for this part-time employed employee divided by the average of the number of normal hours for the full-time employees in the same local unit.

If we take into account the percentage part-time, these 'lower earnings' for men disappear : within each 'percentage group', the earnings for men and women are quite similar with a slight tendency for a higher male average (see Figure 10). In Table 10, we see that part-time working women earn on average more than their male colleagues : 36580 BEF and 36002 BEF respectively, in this table the above mentioned effect is not taken into account. Compared to the full-time workers, the differences between male and female workers are rather small : among full-time workers, female earnings are on average 81,5% of the male earnings (i.e. 69638 BEF versus 85458 BEF, see also the last bar in Figure 10).

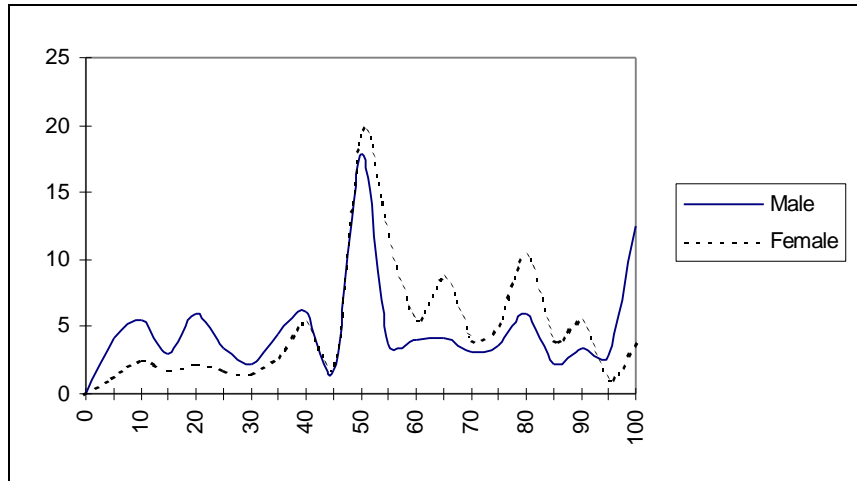


Figure 9 : Normal hours for part-time registered workers as percentage of normal full-time hours

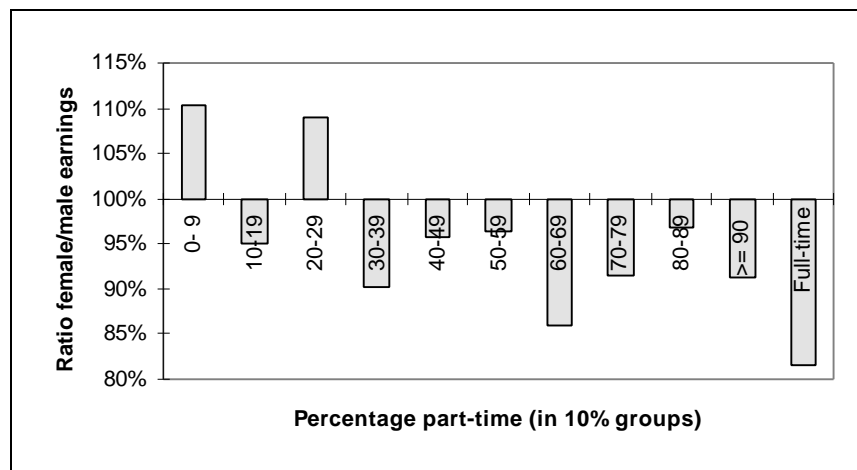


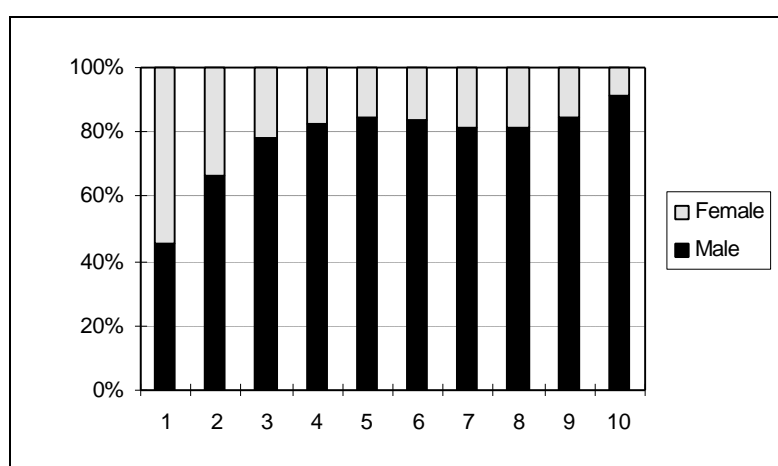
Figure 10 : Ratio female/male monthly earnings related to percentage part-time

Sex and employment status (fulltime or parttime)									
	Sex		Employment status		Male		Female		Total
	Male	Female	Fulltime	Parttime	Fulltime	Parttime	Fulltime	Parttime	
Mean	83322	57712	81970	36453	85458	36002	69638	36580	75706
Percentile 05	46833	18450	47880	5099	51206	2640	43184	6890	27124
Percentile 25	62138	40510	60785	22840	63193	13772	52200	24348	55725
Median	73396	54268	72209	32946	74265	29509	63107	33557	69106
Percentile 75	93299	71802	91085	46541	94482	50201	80478	45624	87410
Percentile 95	154863	106057	148808	77390	156557	85764	115324	74987	143063
Percentile 99	236599	148032	225053	105140	237713	134124	161850	99511	216788
Row %	70	30	86	14	67	3	19	11	100

**Table 10 : Monthly earnings by sex and type of employment, descriptive statistics**

The difference between the male and female full-time average gross monthly earnings is 15820 BEF, the percentile and quartile values in Table 10 show that this difference is partly caused by the big gap in the higher earnings groups; for part-time workers we see the same increase of the male-female earnings gap with increasing earnings.

To a large extent, this gap can be explained by the fact the women are underrepresented in the higher earnings groups (see Figure 11), one of the consequences is that the percentile-related concept 'highest earners' for women will refer to a lower earnings category compared to the male group. Among the 10% highest earners (i.e. gross monthly earnings exceeding 116175 BEF), we find only 8,8% women, while their weight in the total universe is 30% (see Table 4). We also see the large proportions of women in the lowest earnings categories<sup>14</sup>; if we use all employees (i.e. full-time as well as part-time), the proportion females in these categories even more pronounced : 77% (all) vs. 55% (full-time only) in the lowest-10% category, 61% vs. 33% for the second category and 36% vs. 22% for the third category, for the other categories (i.e. bars 4 to 10 in Figure 11) the proportion females is quite similar in the full-time only and in the total group.



**Figure 11 : Proportion of men and women per earnings category (full-time workers)**

<sup>14</sup> The cut-off values for the ten earnings categories (in other words the deciles) are 52159 BEF, 58392 BEF, 63008 BEF, 67492 BEF, 72209 BEF, 78006 BEF, 86007 BEF, 97560 BEF and 121105 BEF.

For reasons of comparison, we mainly focus on the full-time workers' earnings. To compare these with the earnings of part-time workers, these last should be changed in full-time equivalents (by multiplying the (gross annual) earnings with a factor (f.i. 4 if a person works 25%). These 'adjusted' earnings seem to be one fifth lower than the average full-time earnings (i.e. 1055346 BEF versus 800396 BEF). At the NACE-division level (two digits), we find a few sectors where these 'adjusted' part-time earnings are slightly higher, but these appear to be sectors where part-time employment is only of a minor importance<sup>15</sup>.

### 3.2.2. Branch of economic activity

In the industrial sector, the average monthly income (80431 BEF) is slightly under the total average (81970 BEF), in the services (83778 BEF) it lies slightly above this average (see Figure 12). Within these two groups, there are important differences between the different economic activities (NACE sections). In electricity, gas and water supply (E) and financial intermediation (J), the average earnings are around 30% higher than the average; at the other side of the average level, we see that in hotels and restaurants (H), average earnings are only 75% of the total average.

Figure 12 shows that the earnings in manufacturing (D) lie close to the average, but Table 11 reveals important differences within this sector. In NACE-divisions 17, 18 and 19 (textile and clothing related manufacturing) and 37 (recycling), the average gross monthly earnings are 25% to 30% under the average for the manufacturing sector; on the other hand, we find highly above average earnings in NACE-sections 23 (50% !) and 24 (25%), taking into account the average hours worked<sup>16</sup>, we also see a significant surplus in section 34 (manufacturing of motor vehicles). If we compare these findings with Tables 4 and 7, we see that the lower earnings divisions also have a high female employment rate and a relatively high number of lower educated workers, but there seems to be no clear relationship between female employment and workers' educational level in the higher earnings sections.

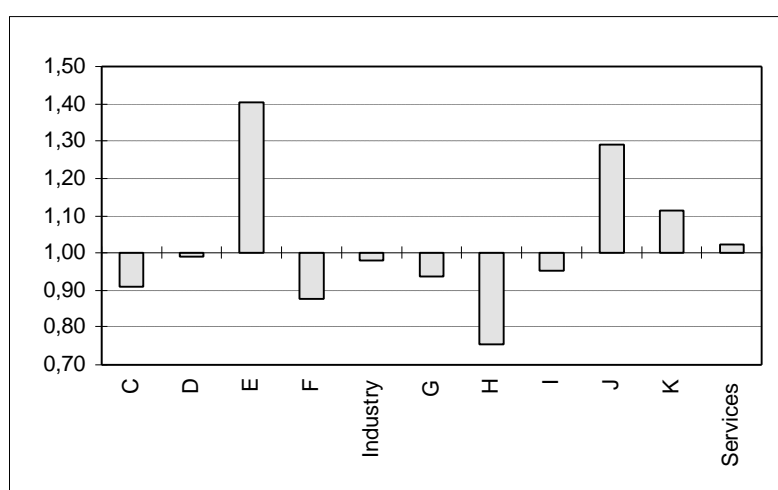


Figure 12 : Ratio sectorial average monthly earnings / total average monthly earnings

<sup>15</sup> Further, in some of these sectors the number of part-time employees in the sample is too small to draw general conclusions.

<sup>16</sup> The last column of Table 11 indicates the average number of hours worked during October 1995.

Average full-time gross monthly and annual earnings							
NACE	Gross monthly earnings			Gross annual earnings			Hours
	Male	Female	Total	Male	Female	Total	
14	74365	73926	74340	911714	983372	915659	158
<b>Total C</b>	<b>74365</b>	<b>73926</b>	<b>74340</b>	<b>911714</b>	<b>983372</b>	<b>915659</b>	<b>158</b>
15	75942	62193	72753	980653	785295	935337	159
16	97155	74229	88418	1333236	939726	1183272	146
17	67729	52689	62751	810972	624624	749292	148
18	82975	53240	58426	1062135	647217	719585	149
19	65289	56353	61051	814441	680286	750814	156
20	68349	61979	67746	822129	750449	815347	151
21	82866	62903	78765	1067324	826338	1017816	149
22	87535	68411	82089	1121753	856072	1046102	158
23	124639	88528	122368	1673097	1138743	1639487	160
24	108606	86456	105017	1456754	1143555	1406011	168
25	79829	65760	77488	1018574	833568	987786	161
26	81874	65437	80515	1035910	844900	1020117	153
27	93886	84678	93466	1265971	1137359	1260105	166
28	72521	63281	71708	904098	816783	896415	157
29	80829	69302	79783	1052052	888875	1037248	161
30	95069	63293	84840	1133607	723857	1001705	165
31	81402	65781	78695	1046589	841427	1011037	145
32	108593	70521	98499	1436386	912921	1297599	163
33	87822	64598	79765	1168487	861636	1062040	162
34	85056	73565	84069	1114490	972264	1102274	131
35	88529	82067	88193	1146555	1068397	1142498	163
36	67143	60192	66110	829205	754012	818036	154
37	65527	49788	57968	831330	644548	741624	166
<b>Total D</b>	<b>84805</b>	<b>64874</b>	<b>81187</b>	<b>1098467</b>	<b>822357</b>	<b>1048344</b>	<b>156</b>
40	122984	102558	121366	1775377	1451497	1749726	168
41	75394	76865	75619	932148	955229	935682	168
<b>Total E</b>	<b>116870</b>	<b>96481</b>	<b>115048</b>	<b>1667060</b>	<b>1334123</b>	<b>1637293</b>	<b>168</b>
45	72106	64825	71754	772553	830530	775358	145
<b>Total F</b>	<b>72106</b>	<b>64825</b>	<b>71754</b>	<b>772553</b>	<b>830530</b>	<b>775358</b>	<b>145</b>
<b>Industry</b>	<b>83228</b>	<b>65344</b>	<b>80431</b>	<b>1051670</b>	<b>830448</b>	<b>1017070</b>	<b>155</b>
50	74272	66721	73274	956799	862180	944300	164
51	90334	73487	85673	1218854	978862	1152451	165
52	66471	56975	62163	861378	734538	803837	164
<b>Total G</b>	<b>81774</b>	<b>65636</b>	<b>76714</b>	<b>1087140</b>	<b>861790</b>	<b>1016479</b>	<b>165</b>
55	65478	55825	61577	773357	664941	729540	170
<b>Total H</b>	<b>65478</b>	<b>55825</b>	<b>61577</b>	<b>773357</b>	<b>664941</b>	<b>729540</b>	<b>170</b>
60	75433	66054	74685	909581	829149	903165	165
61	98924	75446	95289	1289201	1021861	1247807	161
62	123206	87838	108344	1437495	1028676	1265699	168
63	87483	69942	81451	1131433	904423	1053367	168
64	77506	69472	76056	935902	828184	916452	168
<b>Total I</b>	<b>79678</b>	<b>71382</b>	<b>78237</b>	<b>969429</b>	<b>877710</b>	<b>953495</b>	<b>167</b>
65	118086	89973	109204	1692428	1246452	1551532	163
66	107733	83149	98028	1511706	1133740	1362504	162
67	113445	75237	92266	1538807	1000103	1240195	167
<b>Total J</b>	<b>115510</b>	<b>86914</b>	<b>105588</b>	<b>1645160</b>	<b>1195702</b>	<b>1489217</b>	<b>163</b>
70	84024	67325	79067	1096007	887765	1034191	164
71	79049	84357	80359	1020786	1140644	1050366	171
72	110978	88068	104965	1480256	1153875	1394601	169
73	112728	83845	105665	1479223	1067960	1378650	169
74	96864	75530	88937	1286753	983199	1173957	166
<b>Total K</b>	<b>98953</b>	<b>76941</b>	<b>91374</b>	<b>1312231</b>	<b>1002196</b>	<b>1205472</b>	<b>166</b>
<b>Services</b>	<b>88594</b>	<b>72306</b>	<b>83778</b>	<b>1165193</b>	<b>945679</b>	<b>1100292</b>	<b>165</b>
<b>All</b>	<b>85458</b>	<b>69638</b>	<b>81970</b>	<b>1098845</b>	<b>901527</b>	<b>1055346</b>	<b>160</b>

Table 11 : Average gross monthly and annual earnings by economic activity and sex



There seem to be similar intra-sectorial differences in the other NACE-sections too. The high earnings in section E are mainly due to NACE-division 40 where monthly earnings are nearly 50% above the average. In the wholesale and retail trade (G), the lower earnings are especially caused by the retail trade (two thirds female workers, see Table 4). In the transport, storage and communication sector (I), average earnings are below the total average (see Figure 12), but a closer look at Table 11 learns that workers in water (61) and air transport (62) earn on average, 15% and 25% respectively, more than the total average.

The financial intermediation sector (J), shows an overall surplus, but this surplus is the highest in NACE-division 65 (31%).

At the two-digit NACE-level, we further see quite high average earnings for divisions 72 (computer and related activities) and 73 (research and development); in Table 7, the high number of higher educated workers in these economic activities was already pointed out.

Table 12 gives the top-10 sectors with the highest and lowest gross annual earnings<sup>17</sup> (for full-time workers). We see that the number of hours in the best paid sectors is above the total average, for the lowest paid sectors mainly under this average. This difference can't explain the contrast between the upper and lower sectors : in the first group, earnings are almost twice as high ! We see a high proportion male employment in the top-earning sectors, but some lowest earnings sector also show a high share of male workers (in this sectors the lower earnings are partly caused by the low qualification of these male workers, cf. infra). The sector with the lowest annual earnings, the confection sector, also has the lowest male employment rate (only 12%). The best explanatory variable appears to be the proportion of higher educated workers (correlation with the gross annual earnings is 0,65 while this is only 0,21 (non-significant) for the male employment proportion). The nine best paid sectors all show proportion high-educated workers above the average (some even two or three times the average !), all low-paid sectors are far under this average, with an exception for the retail trade.

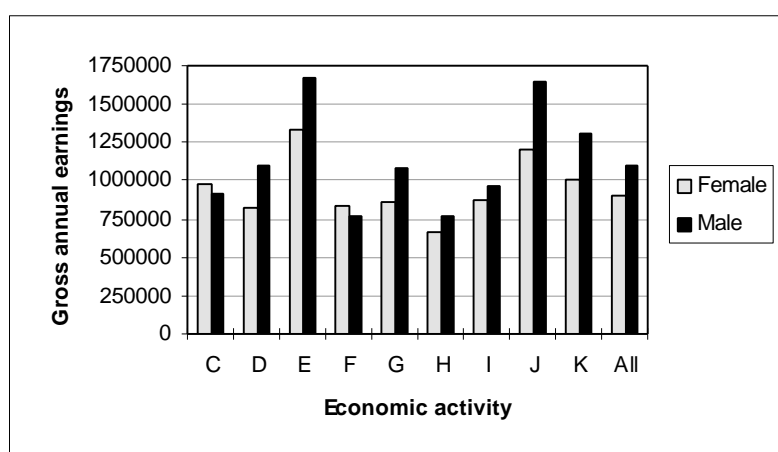


Figure 13 : Average gross annual earnings by branch and sex

In almost all sectors (two-digit level), male monthly earnings exceed female earnings (see Table 11); a closer look at the annual earnings shows the same conclusions, excepting for Mining (C) and Construction (F) (see also Figure 13). In the first one, women work on

<sup>17</sup> The annual earnings were used because these include the irregular premiums

average 170 hours while men work 157 hours, this 8% difference can explain the 8% difference in annual earnings. In the Construction, women work on average 17% more (168 hours versus 143 hours for men) while their earnings are only 7,5% higher. In both sectors, female employment is only of minor importance (ca. 5%). In the Financial Intermediation (J), the gap between male and female earnings is the largest, namely 35%; in subsector Activities auxiliary to financial intermediation, men earn on average 54% more than women (1538807 BEF versus 1000103 BEF). This large gap is probably due to the fact that women take only 18% of the jobs in the highest occupational category<sup>18</sup> (P1) while they take 72% of the lower occupational categories (P4 to P9), in this sector 60% of the workers are female (see Table 4).

### NACE-divisions with highest and lowest average gross annual earnings<sup>19</sup>

	Average gross earnings		Proportion		Hours per month
	Monthly	Annual	Male	High edu <sup>20</sup>	
<b>Highest paid NACE-divisions</b>					
1. Electricity, gas, steam and hot water supply (40)	121366	1749726	91,72	23,93	168
2. Manufacture of coke, refined petroleum products and nuclear fuel (23)	122368	1639487	94,66	25,18	160
3. Financial intermediation, except insurance and pension funding (65)	109204	1551532	67,93	40,40	163
4. Manufacture of chemicals, chemical products and man-made fibres (24)	105017	1406011	83,63	27,08	168
5. Computer and related activities (72)	104965	1394601	73,02	71,19	169
6. Research and development (73)	105665	1378650	74,70	71,71	169
7. Insurance and pension funding, except compulsory social security (66)	98028	1362504	59,10	42,92	162
8. Manufacture of radio, television and communication equipment and apparatus (32)	98499	1297599	71,31	36,83	163
9. Air transport (62)	108344	1265699	62,00	47,25	168
10. Manufacture of basic metals (27)	93466	1260105	96,26	12,07	166
<b>Lowest paid NACE-divisions</b>					
1. Manufacture of wearing apparel; dressing; dyeing of fur (18)	58426	719585	11,83	7,95	149
2. Hotels and restaurants (55)	61577	729540	56,91	11,35	170
3. Recycling (37)	57968	741624	54,86	1,39	166
4. Manufacture of textiles (17)	62751	749292	60,64	3,92	148
5. Manufacture of leather and leather products (19)	61051	750814	52,41	1,80	156
6. Construction (45)	71754	775358	96,34	9,43	145
7. Retail trade, except of motor vehicles, motorcycles, repair of personal and household goods (52)	62163	803837	54,77	22,19	164
8. Manufacture of wood and wood products (20)	67746	815347	90,35	5,88	151
9. Manufacture of furniture; manufacturing n.e.c. (36)	66110	818036	82,38	7,17	154
10. Manufacture of fabricated metal products, except machinery and equipment (28)	71708	896415	91,88	7,91	157
<b>Average over all divisions</b>	81970	1055346	77,68	20,30	160

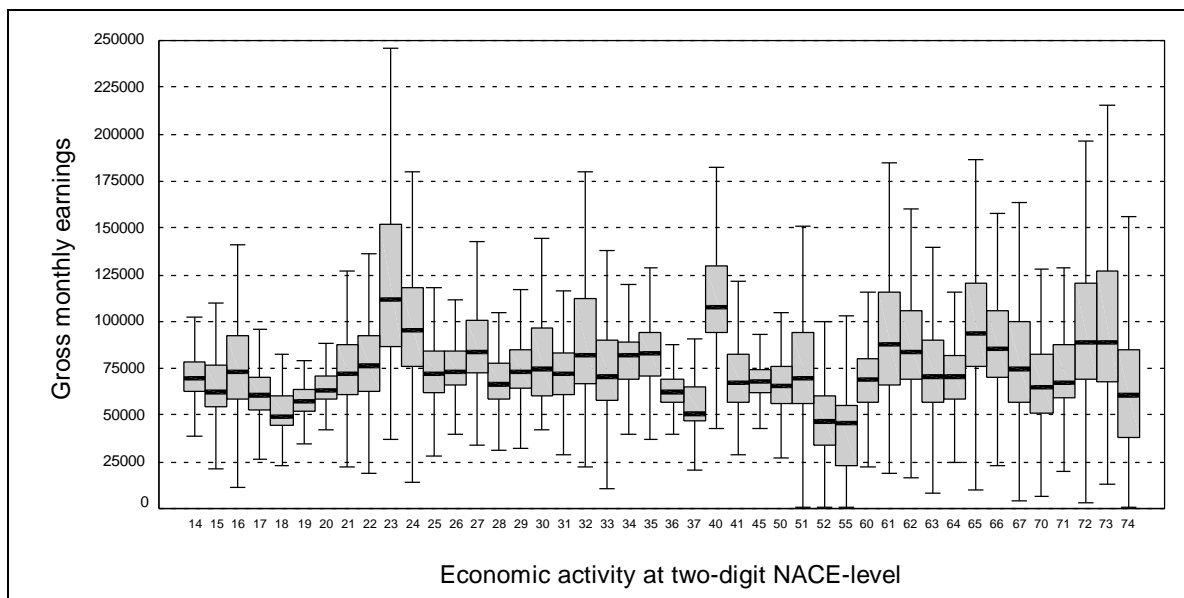
**Table 12 : Highest and lowest paid economic activities (ranked by average gross annual earnings)**

<sup>18</sup> In Activities auxiliary to financial intermediation, 19% of the jobs (full-time workers) fall under occupational category P1, which makes this a important category compared to other sectors where the average employment in this category is only 5% (see Table 6).

<sup>19</sup> Comparisons with other sectors can be made using Tables 4 (applying Bayes' theorem), 7 and 11.

<sup>20</sup> The proportion high educated workers is the proportion of workers with a tertiary education (cf. levels e3a, e3b and e3c in Annex IV).

In Figure 14, the box-plots<sup>21</sup> for the gross monthly earnings are printed for each NACE-division separately. In a way, it summarizes the previous conclusions about high and low paid sectors. Apparently, the spread (measured by the interquartile range, i.e. the box-length) is - roughly taken - bigger in the services than in the industrial sectors. This spread tends to be higher in sectors with relatively high earnings.



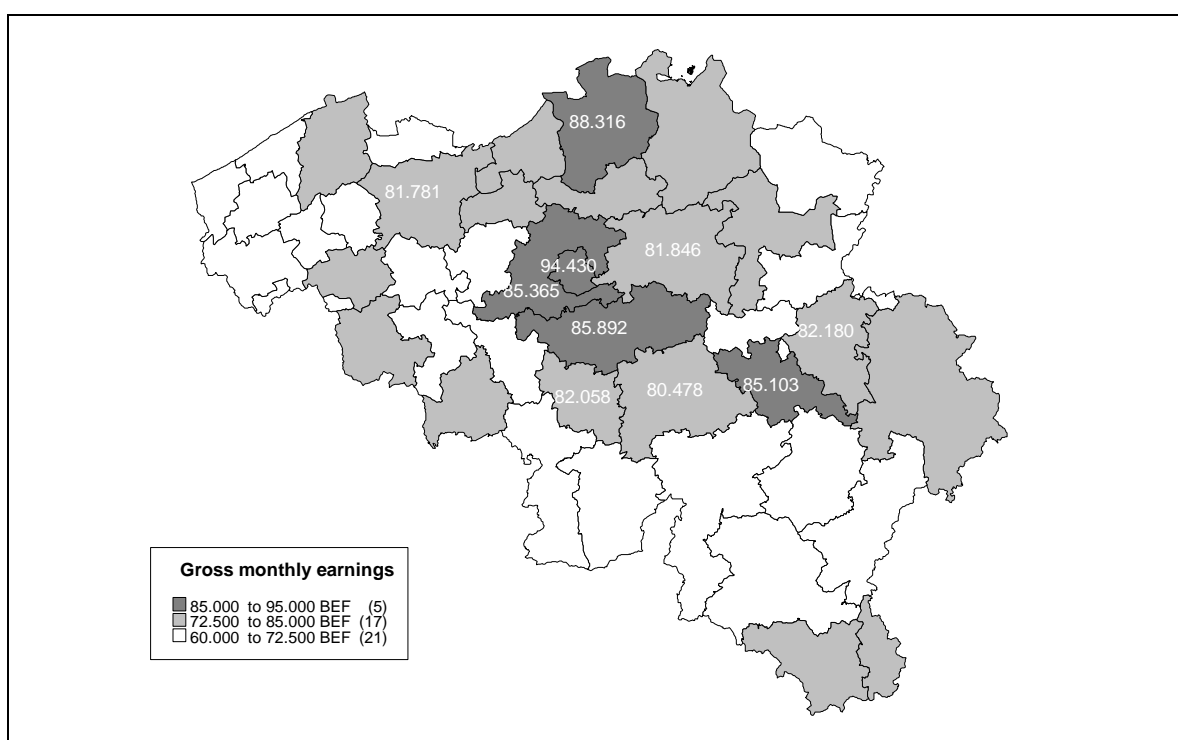
**Figure 14 : Box-plots of gross monthly earnings per NACE-division**

<sup>21</sup> This figure was made using SPSS, in this package the whiskers are not defined as the first and ninth decile, but as the value of the smallest/highest observed value that is not an outlier (outliers are values more than 1,5 box-lengths (or 1,5 times the interquartile range) from the first/third quartile.

### 3.2.3. Geographical location

At NUTS1-level, no big difference is observed between the northern and the southern part of the country : in Flanders gross monthly earnings are on average 79769 BEF, in Wallonia 77955 BEF. In the third region, Brussels, average earnings are much higher, namely 94430 BEF; this high average is of course strongly related to the structure of the economy in this region.

In Figure 15, a more detailed division is used. The districts with the highest earnings include most of the major Belgian cities, the top-districts are located around Brussels and Antwerp. The more rural parts of the country coincide - to a certain extent - with the lower earnings regions. For the ten 'best' districts, the absolute value of the gross monthly earnings is given in the map, all ten exceed 80000 BEF.



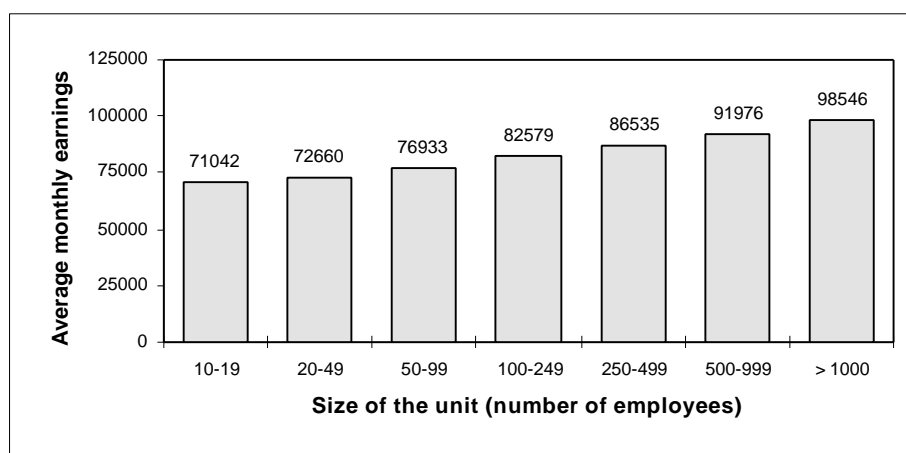
**Figure 15 : Gross monthly earnings per district ('arrondissement')**

### 3.2.4. Size of the unit

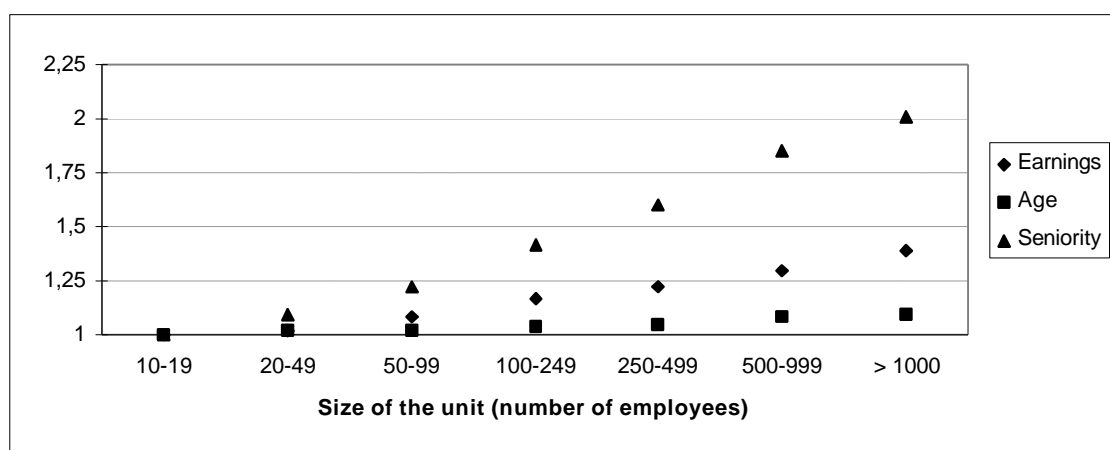
When we look at Figure 16, we see that earnings increase as the size of the enterprise increases, but this 'linear' relationship is also found when we compare the size of the unit with some other (income-related) variables : in Figure 17<sup>22</sup> we see a similar increase of the average age and average length of service of the employees with an increase of the number of persons employed in the enterprise. In the smallest size group (10 to 19 employees), the average age is 36 years, in the large-size enterprises (over 1000 employees), this average is 39 years; for length of service, we find 7½ and 15 years

<sup>22</sup> The three variables were rescaled to some kind of index with enterprise size '10 to 19 employees') as 100%.

respectively. Both age and seniority have a positive (and significant) correlation with the earnings (0,35 and 0,27 respectively, cf. infra).



**Figure 16 : Gross monthly earnings by size of the unit (number of employees)**



**Figure 17 : Relationship between earnings, age, seniority and the size of the unit**

	Size category							All
	10-19	20-49	50-99	100-249	250-499	500-999	> 1000	
Share of the ten highest paid sectors in the total of units in each size category	6,29	6,28	10,35	14,75	22,29	32,67	48,90	7,73
Share of the ten lowest paid sectors in the total of units in each size category	46,32	41,87	39,18	26,07	28,30	16,66	12,02	42,50

**Table 13 : Shares of highest and lowest paid sectors in the number of units per size category**

The distribution of enterprises (over the size categories) is not the same in each sector of economic activity, more specifically we find that the number of larger size enterprises is higher in the better paid sectors. In Table 13, the share in each size category is compared for the highest and lowest paid NACE-divisions (as listed in Table 12). The enterprises in the highest paid sectors represent 7,73% of the total number of enterprises in the universe, but nearly half of the large size enterprises (over 1000 employees) belong to one of these ten sectors. At the other side we see that only 10% of the enterprises in the lowest paid sectors have over 1000 employees, while these sectors represent 42,5% of all enterprises.

Table 14 shows that there seems to be no big difference in distribution of the educational levels in each size category, the percentage higher educated employees is slightly above the average in the larger-size firms; the same conclusion goes for the variable 'sex of the employee' where the only worth mentioning difference in the proportion of males is found in the largest-size enterprises.

		Size category							All
		10-19	20-49	50-99	100-249	250-499	500-999	> 1000	
<b>Educational level</b>	e1A	9,13	12,52	11,93	10,59	11,21	11,49	16,02	13,4
	e1B	21,81	22,99	22,92	20,85	24,24	25,30	23,01	25,4
	e2A	19,69	19,87	16,46	17,81	15,80	14,49	13,75	17,6
	e2B	27,10	24,19	26,21	23,95	24,12	24,51	21,77	23,5
	e3A	14,46	13,47	13,15	15,22	13,26	13,28	14,34	12,1
	e3B	7,41	6,48	8,82	10,90	10,74	10,28	10,55	7,7
	e3C	0,39	0,48	0,52	0,69	0,63	0,65	0,56	0,5
<b>Sex</b>	Male	66,62	70,31	68,44	67,59	69,49	70,43	78,06	70,10
	Female	33,38	29,69	31,56	32,41	30,51	29,57	21,94	29,90

**Table 14 : Size of the unit versus educational level and sex of the employees**

Concluding we can probably say that the wage differences related with the size of the enterprise can be explained by structural differences between different sized enterprises.

### 3.2.5. Level of collective agreement

From Table 15 it's clear that people employed under a collective agreement on pay at the national sectorial and enterprise/unit level or enterprise/unit level only have significantly higher earnings. For a small part, this can be explained by differences between the sectors, f.i. the financial sector (a high-paid sector, cf. supra) mainly fall under these two levels of collective agreement (cf. Table 2). A look within the sectors learns that this effect of the agreement on pay is not the same for each sector, f.i. in the Wholesale and Retail Trade (section G) gross monthly earnings appear to be the same for the four levels.

<u>Level of the collective agreement on pay</u>	<u>Gross monthly earnings</u>
National sectorial agreement only	77951
National sectorial and enterprise/unit level agreement	89051
Enterprise/unit level agreement only	89057
Other or none	78549

**Table 15 : Gross monthly earnings versus level of the collective agreement on pay**

### 3.2.6. Form of economic and financial control

For the mainly state-owned, privately owned and 'other' enterprises (see also Table 1), average earnings lie around the overall average, 83296 BEF, 82023 BEF and 84792 BEF respectively; only the fully state-owned enterprises have lower average earnings : 69472 BEF. It should be added that most of the fully state-owned enterprises fall outside the universe of this survey, further, over 90% of the fully state-owned enterprises belong to the lower-earnings NACE-group 641 (the lower earnings agree with the lower level of educational achievement in this sector).

### 3.2.7. Type of contract of the employee

In 3.2.1., the influence of full-time or part-time employment was discussed, in this paragraph we focus on the duration of the contract. Table 15 shows higher earnings for contracts with an indefinite duration, compared to fixed-term contracts. There seems to be no significant difference in the number of hours worked or in the educational achievement of the workers in the two groups, but it's clear that the wage difference will to a large extent be due to the differences in age and job seniority (see Table 15). Further the proportion males tends to be higher among the workers with an indefinite duration contract.

<u>Type of contract</u>	<u>Gross monthly earnings</u>	<u>Normal hours</u>	<u>Proportion males</u>	<u>Age (in years)</u>	<u>Job seniority (in months)</u>
Indefinite duration	82505	160	0,78	37	131
Fixed-term	66828	159	0,67	28	20
Apprentice/trainee	32532	163	0,69	22	27
Other	72820	150	0,75	36	106

**Table 15 : Gross monthly earnings versus type of contract of the employee**

3.2.8. Occupational class of the employee

Since the ISCO-classification relates to the nature of the skills that are required to carry out the tasks and duties of the corresponding jobs, we can expect that the occupation of an employee will have an influence on his earnings. The lowest skill levels (corresponding with ISCO -groups P4 to P9) show no big differences between the jobs, but as the skill level goes up, we see that also earnings rise (Figure 18).

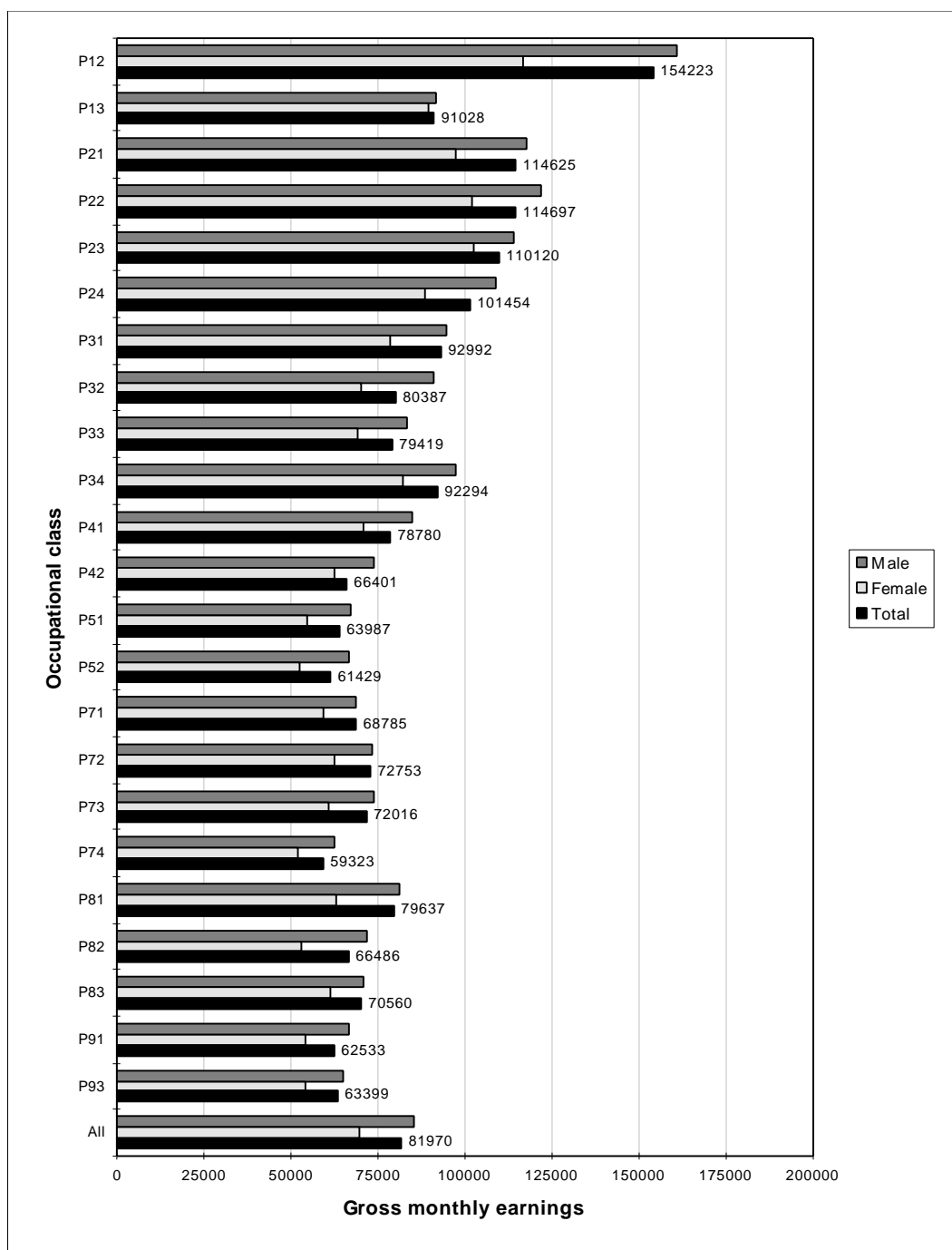


Figure 18: Gross monthly earnings (full-time workers) by occupational class



In Figure 18 and Table 16, we again find a gap between male and female earnings, the latter being on average 20% lower. The proportion male workers seems to have no strong relationship with the occupational category : high proportions are found all over the range of jobs, not only in the highest skill level but also in the lower levels, such as plant and machine operators and assemblers. On the other hand, the proportion higher educated employees (i.e. employees with a tertiary education) appears to have a quite strong relation with the occupation one has : amongst the manual groups this proportion is only 2,32%, for the higher, non-manual groups this proportion is over 75% (excepting for managers of small enterprises (P13), but maybe this groups consists to a large part of so-called 'self-made-men'). The number of monthly hours worked is a bit higher for the non-manual jobs, so this can probably explain a part of the higher earnings in this group (on average 25000 BEF higher), especially because these jobs typically have a significant number of non-paid - thus non-recorded - overtime hours ? The job seniority is slightly higher in the higher occupational groups but the age differences are very small.

	Occupation at two digit level of ISCO-88(COM) classification							
	Average gross monthly earnings			Proportion		Hours per month	Seniority (months)	Age (years)
	Male	Female	Total	Male	High edu			
<b>P12</b>	160863	116625	154223	84,99	75,45	168	154	42
<b>P13</b>	91529	89598	91028	74,03	26,92	167	102	39
<b>P21</b>	117585	97373	114625	85,35	79,65	170	122	37
<b>P22</b>	121639	102344	114697	64,02	91,82	169	114	36
<b>P23</b>	113984	102848	110120	65,30	59,63	166	130	41
<b>P24</b>	108942	88401	101454	63,55	72,83	167	114	36
<b>P31</b>	94819	78901	92992	88,52	29,26	164	168	40
<b>P32</b>	90960	70350	80387	48,70	16,44	167	125	36
<b>P33</b>	83165	69151	79419	73,27	39,49	169	111	37
<b>P34</b>	97363	82221	92294	66,52	41,09	166	141	38
<b>P41</b>	84990	70981	78780	55,67	29,35	167	131	36
<b>P42</b>	73829	62434	66401	34,81	24,45	167	97	34
<b>P51</b>	67411	54705	63987	73,05	8,19	167	70	34
<b>P52</b>	66728	52590	61429	62,52	8,36	164	102	34
<b>Non-manual</b>	<b>100924</b>	<b>74654</b>	<b>93114</b>	<b>70,27</b>	<b>36,27</b>	<b>166</b>	<b>137</b>	<b>38</b>
<b>P71</b>	68898	59592	68785	98,79	1,95	142	99	36
<b>P72</b>	73283	62733	72753	94,97	3,22	150	132	36
<b>P73</b>	74075	60871	72016	84,41	5,42	139	132	37
<b>P74</b>	62438	52131	59323	69,77	1,47	155	112	35
<b>P81</b>	81073	62871	79637	92,11	3,78	158	149	37
<b>P82</b>	72027	52986	66486	70,90	1,69	148	132	36
<b>P83</b>	70754	61658	70560	97,86	2,46	157	103	38
<b>P91</b>	66680	54246	62533	66,64	1,67	156	107	37
<b>P93</b>	64962	54116	63399	85,59	1,62	156	107	35
<b>Manual</b>	<b>70055</b>	<b>54867</b>	<b>68154</b>	<b>87,48</b>	<b>2,32</b>	<b>151</b>	<b>117</b>	<b>36</b>
<b>All</b>	<b>85458</b>	<b>69638</b>	<b>81970</b>	<b>77,95</b>	<b>22,21</b>	<b>160</b>	<b>128</b>	<b>37</b>

Table 16 : Average gross monthly earnings by occupational class and sex

### 3.2.9. Level of education of the employee<sup>23</sup>

In the previous paragraph, it was already noticed that the level of education has an important influence on ones earnings. Table 17 gives evidence to the supposition that earnings raise with the educational level<sup>24</sup> of an employee. In the group 'lower educational level', we see that earnings are higher for men as well as for women with lower secondary education (compared to primary or none), for both groups together we find the opposite conclusion, due to a higher share of female workers (a less paid group) in this level e1b (see also Figure 3). Among the lower and middle educational levels, we only find minor differences, in the higher group differences are much more pronounced. Average gross monthly earnings for the highest educational level<sup>25</sup> are twice the average for the other six categories together (i.e. 164252 BEF versus 82507 BEF).

Earlier, it was already noticed that male earnings are on average one fifth to one fourth higher than female earnings, in the last columns of Table 17, we see that this gap increases with the level of educational achievement (especially in the higher categories).

	Average gross monthly and annual earnings							
	Gross monthly earnings			Gross annual earnings			Ratio M/F	
	Male	Female	All	Male	Female	All	Monthly	Annual
Primary or none	72625	57897	70202	900799	711276	869620	1,25	1,27
Lower secondary	73083	58592	70108	914794	741931	879298	1,25	1,23
<b>Lower educational level</b>	<b>72922</b>	<b>58388</b>	<b>70140</b>	<b>909852</b>	<b>732925</b>	<b>875990</b>	<b>1,25</b>	<b>1,24</b>
Upper secondary general	85799	69542	79950	1132219	916592	1054638	1,23	1,24
Upper second., vocat./tech.	79169	63745	76653	1017039	824133	985565	1,24	1,23
<b>Middle educational level</b>	<b>81484</b>	<b>67266</b>	<b>78012</b>	<b>1057260</b>	<b>880286</b>	<b>1014039</b>	<b>1,21</b>	<b>1,20</b>
Non-univ. (max. 3 yrs)	101412	78325	93726	1375462	1042536	1264629	1,29	1,32
University, non-univ.	140910	100789	132314	1963606	1350470	1832237	1,40	1,45
Post graduate	175682	118795	164252	2459238	1587311	2284038	1,48	1,55
<b>Higher educational level</b>	<b>120175</b>	<b>85580</b>	<b>110358</b>	<b>1654273</b>	<b>1141824</b>	<b>1508856</b>	<b>1,40</b>	<b>1,45</b>
<b>All</b>	<b>86952</b>	<b>70009</b>	<b>82965</b>	<b>1136037</b>	<b>913664</b>	<b>1083708</b>	<b>1,24</b>	<b>1,24</b>

**Table 17 : Average gross monthly and annual earnings by educational level and sex**

Table 18 and Figure 19 discuss the relationship between educational level and economic activity, concerning average gross monthly earnings. For the lower and middle levels, the intersectorial differences for each of the categories are quite similar to the overall

<sup>23</sup> Please note that the results are not completely comparable to the findings in other paragraphs since analyses involving the educational level of the employee are based on a subsample (an the educational level was no stratification characteristic in the sampling). For instance, we find an overall monthly average of 82965 BEF (Table 18) while the large sample gave an average of 81970 BEF (Table 11), a 1% difference. See also the Methodology Report.

<sup>24</sup> The ordinal character of this variable is violated because category 'e2b' (*upper secondary general*) can be seen as higher than 'e2a' (*upper secondary, vocational or technical*). If the order of these two categories is reversed, the variable can be handled as an ordinal measurement level variable.

<sup>25</sup> Only 0,5% of the employees achieved this level of education (see Table 7), this small number should be taken into account when interpreting the results (impact on the reliability).

differences (cf. supra, Table 11 and Figure 12). For the higher levels, there is a deviation from this overall pattern<sup>26</sup>.

The electricity, gas and water supply sector (E) excels all other sector in all levels, excepting for the upper secondary (general) level, where earnings are slightly higher in the financial intermediation (F).

In the sector of hotels and restaurants (H), earnings are the lowest for all educational levels; for employees with a university degree (category 'e3b') average earnings are far under the averages for other sectors (74670 BEF versus an overall average of 132314 BEF), for employees with a postgraduate degree ('e3c'), average earnings are relatively high in this sector, but the estimation is based on a small number of employees and - more important - they all have a job seniority between 9 and 14 years, within this group average earnings for employees with a postgraduate degree are much higher than the 159784 BEF we find in Table 18 (cf. infra, Table 22). These lower earnings for higher educated in the hotels and restaurant sector are probably caused by the fact that this sector does not have jobs necessitating a university degree.

For all educational levels - excepting 'e2a' - average earnings are higher in the industrial sector than in the services, but the overall average appears to be higher in the services, when we take Table 7, it's clear that employees with a lower level of educational achievement ('e1a', 'e1b' and 'e2b') are overrepresented in the industrial sectors, namely 75% (only 50% in the services).

In the financial intermediation (J), we see that the earnings-gap between 'e3b' and 'e3c' is relatively small while the difference in job seniority is not much larger as in the other sectors.

NACE	Educational level							All
	e1a	e1b	e2a	e2b	e3a	e3b	e3c	
C	66489	68793	77933	79042	106087	126986	-	76340
D	72615	70930	78993	79183	97658	138604	160984	81656
E	90278	101881	99246	112596	110564	199055	241266	115237
F	68693	67938	72987	71956	83240	113623	-	72676
<b>Industry</b>	<b>72447</b>	<b>71596</b>	<b>78887</b>	<b>79454</b>	<b>97214</b>	<b>139643</b>	<b>169300</b>	<b>81759</b>
G	63123	59839	72413	68104	90543	126141	151099	77134
H	55672	51765	59229	58068	69735	74670	159784	59564
I	66639	70898	80172	75203	89626	132216	177346	76497
J	91945	97026	102106	91156	98248	136965	147410	105588
K	60521	63317	72246	77601	90311	126284	171199	91606
<b>Services</b>	<b>66590</b>	<b>67187</b>	<b>80557</b>	<b>71738</b>	<b>91704</b>	<b>128591</b>	<b>161703</b>	<b>84305</b>
<b>All</b>	<b>70202</b>	<b>70108</b>	<b>79950</b>	<b>76653</b>	<b>93726</b>	<b>132314</b>	<b>164252</b>	<b>82965</b>

**Table 18: Average gross monthly and annual earnings by educational level and economic activity**

<sup>26</sup> No cases with a postgraduate degree ('e3c') were recorded for the subsample in sectors C and F (Table 7 mentions 0,1% employees with this educational level in the Construction (F), but is based on the full sample).

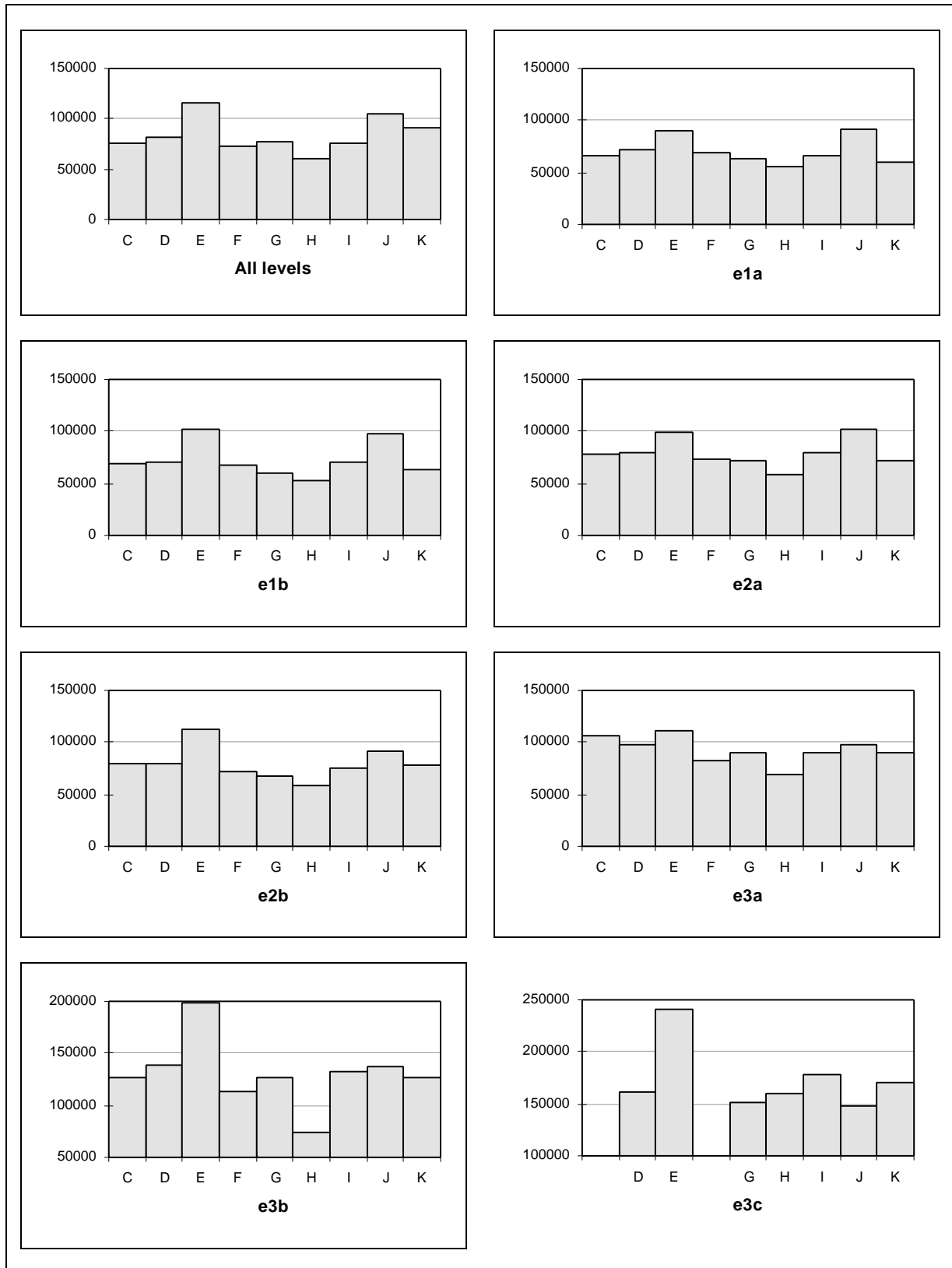


Figure 19: Average gross monthly earnings by educational level and economic activity

### 3.2.10. Age of the employee

On Figure 20<sup>27</sup>, we see that age has a positive influence on earnings : the average gross monthly earnings climb steadily with the age, for men as well as for women, again we see that male earnings lie about 15000 BEF above female earnings, but this gap seems to increase a little with the age.

The average earnings in the older age groups seem to be twice the earnings in the youngest groups (Table 19).

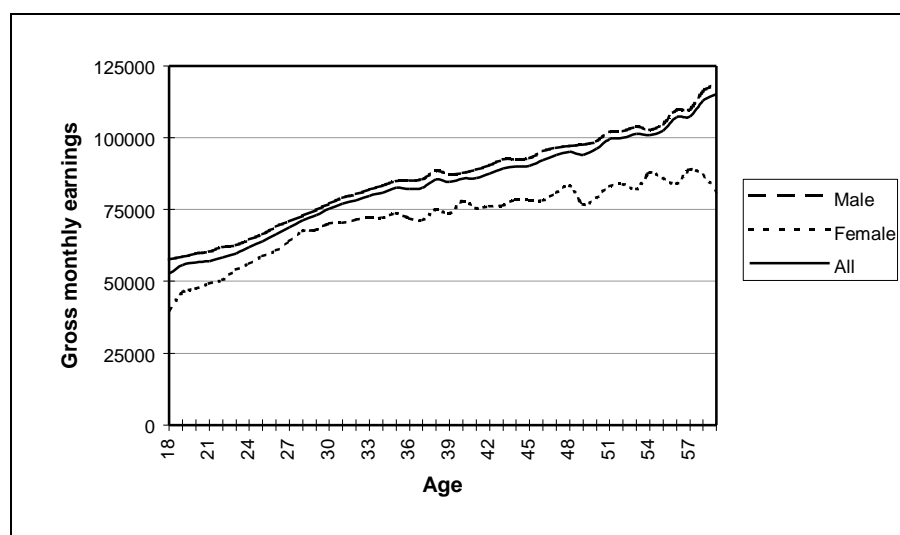


Figure 20 : Gross monthly earnings by age of the employee

Age group	Average full-time monthly and annual earnings								
	Gross monthly earnings			Gross annual earnings			Proportion of total group		
	Male	Female	All	Male	Female	All	Male	Female	All
<= 19	54274	42659	51580	625986	496833	596023	0,69	0,74	0,70
20 - 24	62454	52953	59509	749374	654001	719807	7,86	12,49	8,88
25 - 29	71024	63679	68831	886801	816293	865746	15,33	23,08	17,04
30 - 34	80289	71160	78148	1027679	919520	1002313	17,37	18,82	17,69
35 - 39	86185	73043	83435	1104015	951618	1072134	15,86	14,84	15,63
40 - 44	90360	76806	87662	1172613	1006530	1139553	14,79	13,00	14,39
45 - 49	95840	79349	93007	1255922	1045728	1219805	14,06	10,31	13,23
50 - 54	101649	82736	99250	1335888	1103761	1306443	9,10	4,67	8,12
55 - 59	110390	85792	107686	1468019	1141348	1432109	4,17	1,82	3,65
>= 60	126984	81955	123516	1723402	1088169	1674474	0,78	0,23	0,66
All	85458	69638	81970	1098845	901527	1055346	100,00	100,00	100,00

Table 19 : Average gross monthly and annual earnings by age group and sex

<sup>27</sup> Only employees over 17 and under 60 years are included. There were not enough younger employees in the sample to yield reliable estimates; in the oldest age groups especially the number of female workers was very low (only 7 to 13 cases for each age (one-year categories)).

### 3.2.11. Job seniority of the employee

This variable has a high correlation with the age of the employee, so we can expect the results will be similar to what we found in the previous paragraph. The curves in Figure 21 have the same steadily climbing shape as the ones in Figure 20<sup>28</sup>, but the 'slope' seems to be a bit more flat. The relationship with the gross monthly earnings seems to be a bit stronger for age than for the job seniority of the employee, the correlations are 0,35 and 0,27 respectively.



**Figure 21 : Gross monthly earnings by job seniority of the employee**

Seniority	Average full-time monthly and annual earnings								
	Gross monthly earnings			Gross annual earnings			Proportion of total group		
	Male	Female	All	Male	Female	All	Male	Female	All
£ 12 months	71121	60116	68316	851299	729104	820155	10,46	12,65	10,94
1+ to 2 yrs	74264	62735	71415	918913	803721	890443	13,49	15,66	13,96
3 to 5 yrs	79564	66151	76129	1011953	851863	970948	17,70	21,55	18,55
6 to 10 yrs	85530	71039	82371	1104766	928033	1066248	19,28	19,00	19,22
11 to 15 yrs	90045	74246	86788	1172522	972410	1131259	9,50	8,72	9,33
16 to 20 yrs	91211	75741	88235	1193734	998671	1156213	9,62	8,11	9,29
21 to 25 yrs	96123	79157	92963	1272127	1045595	1229939	10,31	8,34	9,88
26 to 30 yrs	105939	85079	102610	1416186	1143951	1372735	5,53	3,71	5,13
31 to 35 yrs	106241	91132	103990	1433766	1224468	1402581	3,00	1,86	2,75
<sup>3</sup> 36 yrs	102690	96125	102081	1349051	1323579	1346687	1,12	0,41	0,96
<b>All</b>	<b>85458</b>	<b>69638</b>	<b>81970</b>	<b>1098845</b>	<b>901527</b>	<b>1055346</b>	<b>100,00</b>	<b>100,00</b>	<b>100,00</b>

**Table 20 : Average gross monthly and annual earnings by job seniority and sex**

<sup>28</sup> Again, some extremes values were omitted from the figure because the number of cases in the sample is too small, in this figure employees with a job seniority of 40 years or more were not included (only 22 female employees recorded).

<b>Occupational class (ISCO-88(COM) major groups)</b>									
<b>Seniority</b>	P1	P2	P3	P4	P5	P7	P8	P9	All
0	135049	93778	74351	65370	53706	61418	67559	56713	68316
1	143196	91693	76429	66278	54905	64299	66960	58301	70515
2	136191	96811	80213	69371	59127	63153	65645	58102	72574
3	149551	97672	82591	70154	58674	65311	67427	59114	74259
4	143227	101032	86536	72540	59601	65844	68335	60913	75911
5	140266	104206	88687	74775	61689	68475	70372	61953	78238
6	140358	111761	89170	75216	61997	68663	69648	64511	79572
7	146403	111981	92395	76249	61724	69606	70988	64815	81160
8	144724	114715	92598	80238	64610	69830	70612	64518	83481
9	159902	112818	93743	81669	68090	70484	72015	65794	85297
10	147753	119561	95877	81666	64336	69366	72839	66069	85475
11	144814	117222	96447	84076	67256	70235	74720	67210	86868
12	162551	111295	96130	85108	68990	69764	70033	66478	85759
13	147812	112562	92949	83645	65675	71306	71404	62561	84452
14	157186	128059	95718	88279	73887	72204	71010	66116	89066
15	152121	120877	95677	85550	70416	73086	71773	66677	87610
16	156335	117245	89513	83085	71484	72751	74935	69254	85275
17	161972	120055	99446	87378	67870	74118	75440	68841	89507
18	164744	125376	104399	83573	71345	72728	71143	70328	89658
19	164779	124208	100748	86648	75971	73945	72850	68501	88108
20	166065	130936	102127	83455	70961	73291	72024	70152	90410
21	165366	129338	99489	90239	68797	73841	74220	72280	90445
22	168573	125388	94041	85507	74450	73829	77031	72162	89768
23	170532	135082	97411	84282	79793	73829	76204	71306	92954
24	163665	134760	103512	89582	72876	75722	73606	69450	95096
25	172711	141360	105350	91047	82465	75300	79072	69952	97282
26	172144	142898	105338	96875	74993	74055	76686	72523	98451
27	174857	146695	108303	99847	76525	74565	75308	76809	102109
28	183013	137469	112722	100075	74286	77066	80574	73020	105682
29	172223	128777	114201	100640	90340	77144	73027	73141	107602
30	170643	140867	108160	94621	78206	75015	73778	74019	102781

**Table 21 : Average gross monthly earnings by job category and job seniority (in number of years)**

In Table 21, an overview is given of the average gross monthly earnings by occupational class. We see that commencing salaries are higher for employees in a 'higher' occupational class, we also see that among these occupational classes earnings increase much faster with job seniority. Figure 22 proves that earnings stay quite stable for manual workers while earnings steadily climb with seniority for manual workers. In these two subgroups, no important differences were found for male and female workers.



**Figure 22 : Average gross monthly earnings by job seniority and job qualification**

Since we know that occupational class and educational achievement are related, we can expect similar results when taking into account the educational level of the employees. In Figure 23, we see that the slope of the curves increases with a higher educational level. In Table 22, we see that the gap between lower and higher educated employees' earnings increases with the length of service (from a 42% surplus for seniority under 1½ years to 94% for employees whose seniority exceeds 20 years). In the last column of this table, we see that the length of service seems to decrease with the level of education, since there are no big differences in average age between the categories of educational level, we can say that the job rotation is higher for employees with higher educational achievement.



**Figure 23 : Average gross monthly earnings by job seniority and educational achievement**



Educational level	Average full-time gross monthly earnings						Average seniority
	Job seniority (years)					All	
	<= 1,5	1,5+ to 5	5+ to 10	10+ to 20	20+		
Primary or none	61141	62250	66802	70324	77471	70202	15
Lower secondary	59500	61857	67700	72519	83112	70108	12
<b>Lower educational level</b>	<b>59963</b>	<b>61965</b>	<b>67424</b>	<b>71804</b>	<b>80580</b>	<b>70140</b>	<b>13</b>
Upper secondary general	63002	67780	74669	84607	103333	79950	11
Upper second., vocat./tech.	63808	67026	75696	82520	94908	76653	10
<b>Middle educational level</b>	<b>63507</b>	<b>67334</b>	<b>75299</b>	<b>83402</b>	<b>98830</b>	<b>78012</b>	<b>11</b>
Non-univ. (max. 3 yrs)	73162	81882	93299	109070	129685	93726	8
University, non-univ.	98506	114782	134105	158524	190790	132314	8
Post graduate	138328	142967	160816	191825	246390	164252	8
<b>Higher educational level</b>	<b>85465</b>	<b>96353</b>	<b>110242</b>	<b>128289</b>	<b>156643</b>	<b>110358</b>	<b>8</b>
<b>All</b>	<b>69063</b>	<b>74186</b>	<b>82462</b>	<b>87988</b>	<b>98066</b>	<b>82965</b>	<b>11</b>

**Table 22 : Average gross monthly earnings by job seniority and educational achievement**

### 3.3. Structure of earnings

#### 3.3.1. Share of annual bonuses in gross annual earnings

Not regularly paid bonuses can cause the gross annual earnings to be very different from the (sum of) monthly earnings. These irregular payments (i.e. not occurring during each pay period) include profit sharing, holiday pay, 13<sup>th</sup> month, etc.

On average<sup>29</sup>, these premiums' share in the total gross annual earnings is 11,5%. For women, this share is a bit higher as for men (12,2% and 11,3% respectively).

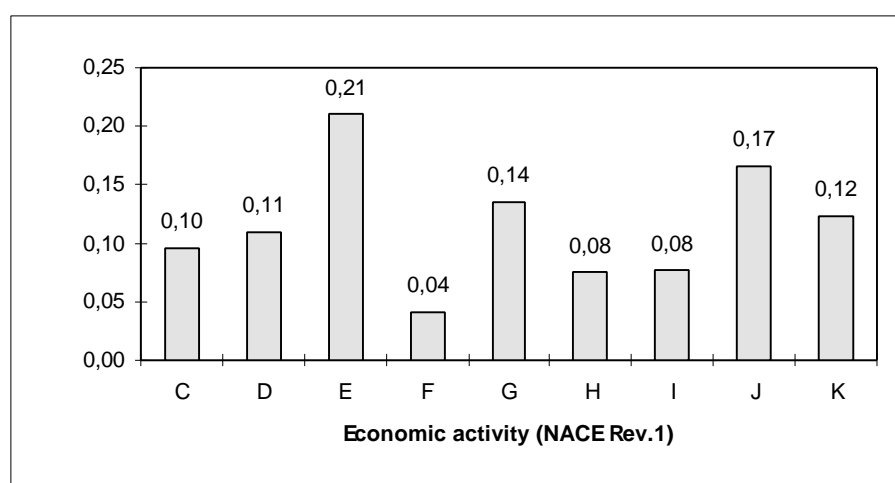


Figure 24 : Share of irregular bonuses in gross annual earnings, by economic activity

Figure 24 shows that the better paid sectors (cf. supra) also have a high percentage of non-regular bonuses. In the Construction (F), the share appears to be far below that of the other sectors.

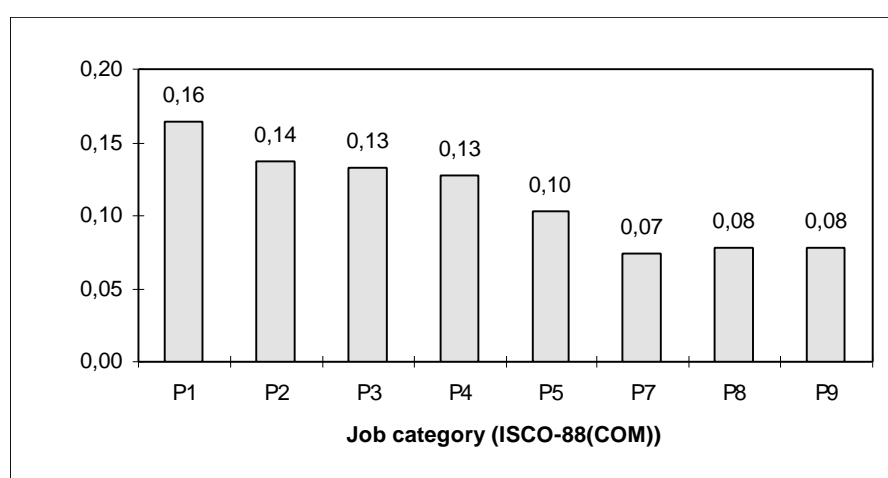
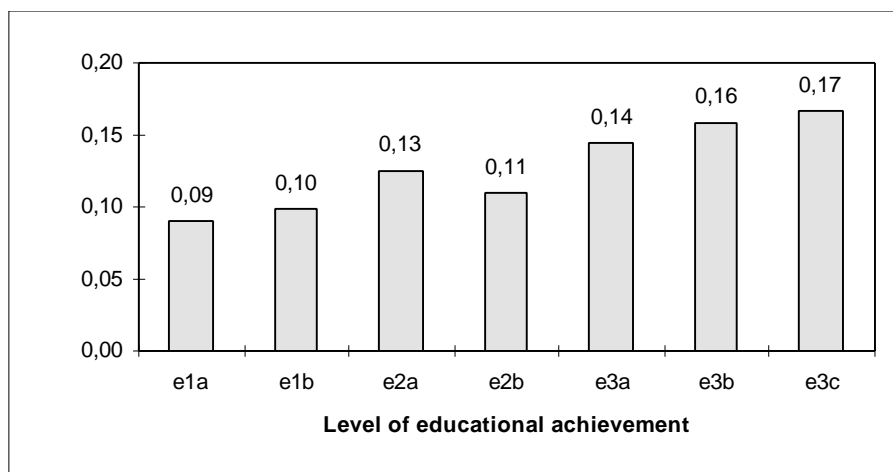


Figure 25 : Share of irregular bonuses in gross annual earnings, by job category

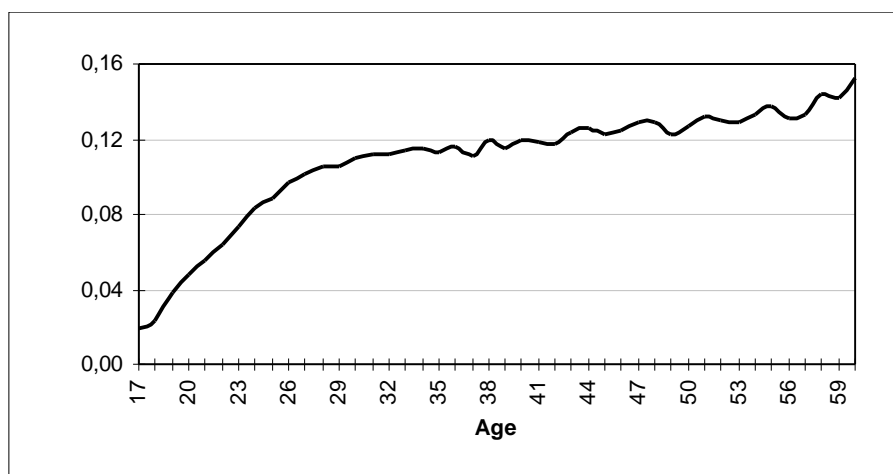
<sup>29</sup> This average was calculated as the sum of all bonuses (over all employees) divided by the sum of all gross annual earnings, and *not* the average of the ratio bonuses/gross annual earnings per employee.

In the highest occupational class, the share of bonuses in the gross annual earnings is twice as high as in the lower classes (see Figure 25), or 13,6% versus 7,6% for non-manual and manual occupations respectively. As usual, we find the same conclusions when looking at the educational achievement of the employees (Figure 26) : the share of bonuses in the annual earnings increases with a higher educational level (again considering 'e2a' to be a higher level as 'e2b').



**Figure 26 : Share of irregular bonuses in gross annual earnings, by educational level**

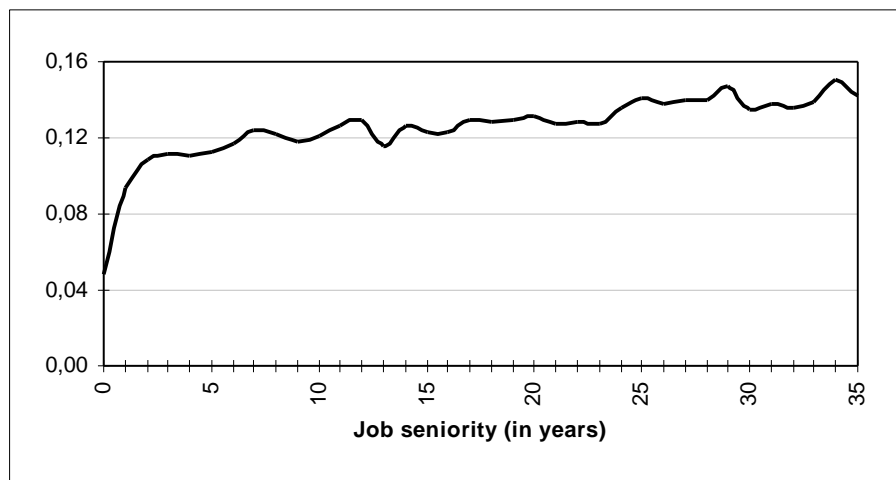
Figures 27<sup>30</sup> and 28<sup>31</sup> indicate that this share is positively related to the age and job seniority of the employees.



**Figure 27 : Share of irregular bonuses in gross annual earnings, by age**

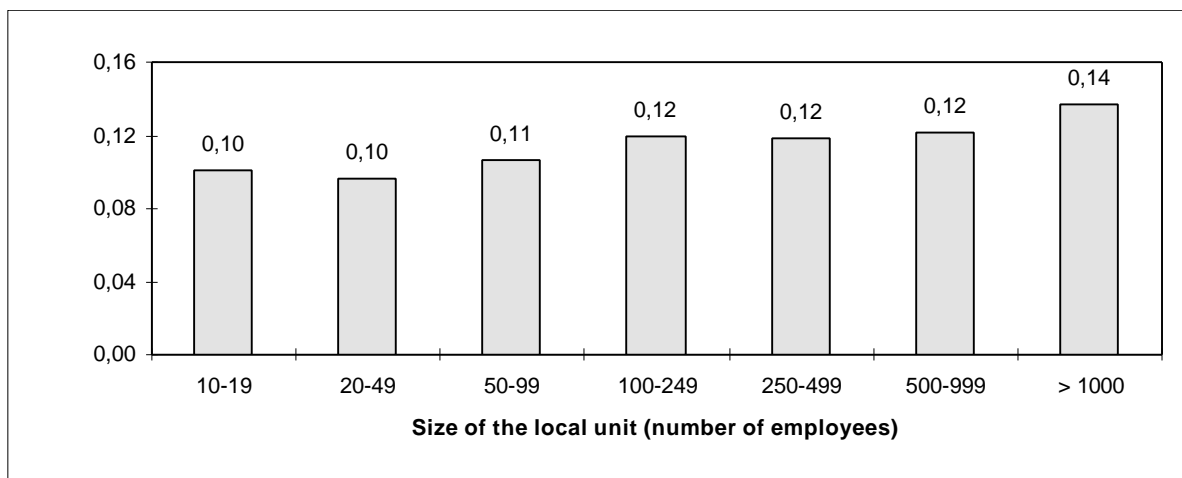
<sup>30</sup> As in Figure 20, the range is limited to the age group 17 to 60 years (here, the borders (17 and 60) are included).

<sup>31</sup> As in Figures 22 and 23, the range is limited a job seniority of 35 years.



**Figure 28 : Share of irregular bonuses in gross annual earnings, by job seniority**

To conclude, we also find a small increase as the size of the local unit/enterprise increases (Figure 29).



**Figure 29 : Share of irregular bonuses in gross annual earnings, by size of the local unit**

The above results are for full-time workers only, but no big differences are found for part-time workers : the overall average in this group is 11,0% (versus 11,5% for full-time workers).

### 3.3.2. Make-up of gross monthly earnings

The basic payments represent the biggest share in the gross monthly earnings, namely 97,5%. Overtime payments take 0,8% and shift-, night- and weekend-premiums take 1,7% of the gross monthly earnings (all full-time and part-time workers). Of course, this is influenced by the fact that only a minor part of the employees get paid overtime hours : 8,3% of the full-time workers and 3,4% of the part-time workers (Table 23).

Type of employment		Sex		Job group				
Full-time	Part-time	Male	Female	Non-manual	Manual			
8,29%	3,39%	9,61%	2,90%	5,39%	10,51%			
Economic activity (NACE)								
C	D	E	F	G	H	I	J	K
15,82%	10,21%	0,88%	5,73%	4,18%	3,40%	15,73%	1,31%	4,20%
Job category (ISCO-88(COM) - 1 digit level)								
P1	P2	P3	P4	P5	P7	P8	P9	
1,68%	3,84%	8,41%	4,63%	5,36%	9,21%	15,45%	7,16%	

**Table 23 : Percentage of employees with overtime payments**

	Structure of earnings								
	Male			Female			Total		
	Non-manual	Manual	All	Non-manual	Manual	All	Non-manual	Manual	All
<b>All full-time employees</b>									
Gross monthly earnings	100924	70055	85458	74654	54867	69638	93114	68154	81970
Overtime payments	597	1137	867	120	176	134	455	1017	706
in % of total	0,59%	1,62%	1,01%	0,16%	0,32%	0,19%	0,49%	1,49%	0,86%
Premium payments	1512	2052	1782	174	654	295	1114	1877	1455
in % of total	1,50%	2,93%	2,09%	0,23%	1,19%	0,42%	1,20%	2,75%	1,77%
<b>Subgroups of employees who received overtime payments</b>									
Gross monthly earnings	91285	80026	84294	74047	63493	69825	89263	79177	83173
Overtime payments	7946	9316	8797	5069	3816	4568	7608	9034	8469
in % of total	8,70%	11,64%	10,44%	6,85%	6,01%	6,54%	8,52%	11,41%	10,18%
Paid overtime hours	11	15	14	8	7	8	11	15	13
<b>Subgroups of employees who received overtime payments</b>									
Gross monthly earnings	93593	78504	83810	70249	60997	64576	91236	76962	82028
Premium payments	11444	8457	9507	4948	3990	4361	10788	8063	9030
in % of total	12,23%	10,77%	11,34%	7,04%	6,54%	6,75%	11,82%	10,48%	11,01%

**Table 24 : Make-up of gross monthly earnings, by sex and job group**

Overtime payments appear to be more important for manual workers (but non-manual workers typically have *non*-paid overtime hours), we also see that overtime is more important for male workers, they work on average 14 hours overtime per month, compared to 8 hours for their female colleagues.

For non-manual workers, premium payments are more important than for non-manual workers, the share of premium payments in the total gross monthly earnings is also larger for male workers compared to female workers.

The average hourly earnings are 512 BEF (i.e. 81970 BEF divided by 160, the average number of normal hours), for overtime is on average paid at 642 BEF (i.e. 8469 BEF divided by the 13h10', the average number of paid overtime hours).

**4. Conclusion**

This document gives an overview of the results based on the data collected through the 1995 Structure and Distribution of Earnings Survey. This was the first large scale earnings-related survey in Belgium that took into account employee-related variables such as function or educational attainment.

The inclusion of such variables made this survey an instrument for in-depth analyses, useful for all kind of institutions, national as well as supra-national. The fact that similar surveys are held in all Member States of the European Union, makes this survey an interesting tool for international comparisons.

This survey was also a first step in the reform of the Belgian wages statistics, to a large extent this new statistical system will be based on an annual structure and distribution of earnings survey.

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## *Annex II : NACE sections and divisions*

### *II.1. Sections*

C	Mining and quarrying
D	Manufacturing
E	Electricity, gas and water supply
F	Construction
G	Wholesale and retail trade; repair of motor vehicles
H	Hotels and restaurants
I	Transport, storage and communication
J	Financial intermediation
K	Real estate, renting and business activities

### *II.2. Divisions<sup>32</sup>*

R14	14	Other mining and quarrying
R15	15	Manufacture of food products and beverages
R16	16	Manufacture of tobacco products
R17	17	Manufacture of textiles
R18	18	Manufacture of wearing apparel; dressing; dyeing of fur
RDC	19	Manufacture of leather and leather products
RDD	20	Manufacture of wood and wood products
R21	21	Manufacture of pulp, paper and paper products
R22	22	Publishing, printing, reproduction of recorded media
RDF	23	Manufacture of coke, refined petroleum products and nuclear fuel
RDG	24	Manufacture of chemicals, chemical products and man-made fibres
RDH	25	Manufacture of rubber and plastic products
RDI	26	Manufacture of other non-metallic mineral products
R27	27	Manufacture of basic metals
R28	28	Manufacture of fabricated metal products, except machinery and equipment
RDK	29	Manufacture of machinery and equipment n.e.c.
R30	30	Manufacture of office machinery and computers
R31	31	Manufacture of electrical machinery and apparatus n.e.c.

<sup>32</sup> The first column represents the codes as defined in Doc. Eurostat/E1/97/Sal. EN, the second column gives 2 digits as used in the tables throughout this document, the third column gives the description of the economic activity.

R32	32	Manufacture of radio, television and communication equipment and apparatus
R33	33	Manufacture of medical, precision and optical instruments, watches and clocks
R34	34	Manufacture of motor vehicles, trailers and semi-trailers
R35	35	Manufacture of other transport equipment
R36	36	Manufacture of furniture; manufacturing n.e.c.
R37	37	Recycling
R40	40	Electricity, gas, steam and hot water supply
R41	41	Collection, purification and distribution of water
RF	45	Construction
R50	50	Sale, maintenance and repair of motor vehicles and motorcycles, retail sale of automotive fuel
R51	51	Wholesale trade and commission trade, except of motor vehicle and motorcycles
R52	52	Retail trade, except of motor vehicles, motorcycles, repair of personal and household goods
RH	55	Hotels and restaurants
R60	60	Land transport; transport via pipelines
R61	61	Water transport
R62	62	Air transport
R63	63	Supporting and auxiliary transport activities; activities of travel agencies
R64	64	Post and telecommunications
R65	65	Financial intermediation, except insurance and pension funding
R66	66	Insurance and pension funding, except compulsory social security
R67	67	Activities auxiliary to financial intermediation
R70	70	Real estate activities
R71	71	Renting of machinery and equipment without operator and of personal and household goods
R72	72	Computer and related activities
R73	73	Research and development
R74	74	Other business activities

### ***Annex III : Occupations<sup>33</sup> (ISCO-88(COM))***

#### *III.1. Major groups (1 digit level)*

P1	Legislators, senior officials and managers
P2	Professionals
P3	Technicians and associate professionals
P4	Clerks
P5	Service workers and shop and market sales workers
P6	(Skill agricultural and fishery workers)
P7	Craft and related workers
P8	Plant and machine operators and assemblers
P9	Elementary occupations
P0	(Armed forces)

#### *III.2. Sub-major groups<sup>34</sup> (2 digit level)*

<sup>33</sup> As defined in Eurostat document "ISCO-88(COM), definitions and structure" (February 1993).

<sup>34</sup> Only the categories that apply to this survey are mentioned.

P11	Legislators and senior officials (11)
P12	Corporate managers (12)
P13	Managers of small enterprises (13)
P21	Physical, mathematic and engineer science professionals (21)
P22	Life science and health professionals (22)
P23	Teaching professionals (23)
P24	Other professionals (24)
P31	Physical and engineer science associate professionals (31)
P32	Life science and health associate professionals (32)
P33	Teaching associate professionals (33)
P34	Other associate professionals (34)
P41	Office clerks (41)
P42	Customer services clerks (42)
P51	Personal and protective services workers (51)
P52	Models, salespersons and demonstrators (52)
P71	Extraction and building trading workers (71)
P72	Metal, machinery and related trades workers (72)
P73	Precision, handicraft, printing workers (73)
P74	Other craft and related trades workers (74)
P81	Stationary plant and related operators (81)
P82	Machine operators and assemblers (82)
P83	Drivers and mobile plant operators (83)
P91	Sales and services elementary occupations (91)
P93	Labourers in mining, construction, manufacturing and transport (93)

#### ***Annex IV : Classification of educational levels***

The highest completed level of education of the employee, the following categories are used :

- e1a : Lager onderwijs of geen onderwijs  
*Enseignement primaire ou pas d'enseignement*
- e1b : Secundair onderwijs, lagere graad (gewoon, buitengewoon en sociale promotie)  
*Secondaire inférieur (ordinaire, spécial et de promotion sociale) achevé*
- e2a : Algemeen secundair onderwijs, hogere graad  
*Secondaire supérieur général*
- e2b : Technisch, kunst en beroeps secundair onderwijs, hogere graad (gewoon en sociale promotie)  
Specifieke beroepsopleiding (tweeledig opleidingsstelsel)  
*Secondaire supérieur technique ou professionnel (ordinaire, et promotion sociale)*  
*Formation professionnelle spécifique en alternance, formation des classes moyennes, formation socio-culturelle*
- e3a : Hoger, niet-universitair onderwijs; hoger onderwijs van het korte type  
*Supérieur non-universitaire de type court, formation artistique supérieure*
- e3b : Universitair; hoger onderwijs van het lange type  
*Universitaire et supérieur non-universitaire de type long*
- e3c : Post-universitair (post-licentie)  
*Post universitaire (post licence)*

## ***Annex V : Methodology of the structure of earnings survey 1995***

### *V.1. Reference period*

The survey is related to a period within the year 1995. October was chosen as reference period (one or more week(s) or the whole month) because this month is least influenced by absences due to annual leave or public holidays. This surely improves the comparability of the data.

### *V.2. Sample*

The survey covers all activities in NACE-sections C to K. Within these economic sectors, only local units with at least 10 employees are considered.

In the first place, the survey is addressed to enterprises, in case an enterprise has several local units, it distributes the questionnaires to the selected units. This method is followed because the addresses of the individual units are not available.

The statistical unit is the person employed in a local unit with at least 10 employees in NACE-section C, D, E, F, G, H, I, J or K.

In the first instance, the enterprises or local units are sampled, in the second instance the employees within these units.

31500 of the 245000 units in the universe are part of the population for this survey; 1500000 of the 3500000 employees in the universe are part of the population. The rest is employed in units with less than 10 employees or with an economic activity not covered by the above mentioned NACE-sections.

The universe consists of all units registered in the files of the Social Security Organisation<sup>35</sup> on June 30<sup>th</sup> 1995.

A stratified sample was used, the three-way stratification refers to the region (NUTS1), the principal economic activity (NACE-groups) and the size of the local unit (this size is determined by the data obtained from the Social Security Organization).

The sample size in each stratum depends on the size of the unit :

	<i>10-19 emp</i>	<i>20-49 emp</i>	<i>50-99 emp</i>	<i>&gt; 99 emp</i>
Size category	3	4	5	6, 7, 8, 9
Sampling percentage units	10%	10%	50%	100%

Within a local unit, the number of employees to be considered in the sample also depends on the size :

	<i>10-19 emp</i>	<i>20-49 emp</i>	<i>50-99 emp</i>	<i>&gt; 99 emp</i>
Size category	3	4	5	6, 7, 8, 9
Sampling perc. employees	100%	100%	20%	10%

<sup>35</sup> ONSS - Organisation Nationale de la Sécurité Sociale / RSZ - Rijksdienst voor Sociale Zekerheid.

After sampling and collection of the questionnaires, 6015 units were withheld, these units supplied data for 145107 employees.

The subsample of employees for analyses involving educational level only consists of the persons employed in units who gave details about the educational level for at least 25% of the employees. This limit was used to avoid non-representativity of the data supplied. Data for 101916 employees were recorded, 4283 local units provided the data.

A short discussion on the extrapolations can be found under the description of the variables (cf. *infra*).

A report comparing the sample to the population (before as well as after extrapolation) can be found in the annexes to this document.

### *V.3. Corrections of the 'raw data' and remarks*

After the data entry, several controls were designed and executed to trace and correct impossible or illogical responses.

A large part of the inconsistencies were data entry mistakes which could be corrected immediately by comparing with the original questionnaire; in other cases the local units were contacted.

Apart from data entry mistakes, misinterpretation of the questionnaire sometimes led to inconsistencies too. Here too, the firms were contacted or the data were adjusted or imputed from overall results or sectorial results.

The units were also contacted in case of missing data. In case they didn't or couldn't response - which seldom happened - the data were imputed from the results or distributions of those variables in similar units. In exceptional cases, the records were deleted.

Comparisons (after extrapolation) with data from other sources or countries gave satisfactory results concerning the representativity of the sample.

In very specific or detailed analyses, some strata or cells might have a poor number of observations (or even zero-cells), but for aggregated tables very few shortcomings should be encountered.

### *V.4. Description of the variables*

Only the variables asked for by Eurostat are described (cf. Doc. Eurostat/E1/97/Sal. EN), the supplementary variables in the Belgian survey are omitted here.

#### **4.1. Variables concerning the unit (form A)**

##### A.0. Key

Links the data of the employee (form B) to the data of the unit where he/she is employed; this key consists of six figures, the first three referring to the NACE-group of the unit, the last three give the serial number of the unit within this group.

### A.1. Region

Geographic location of the reporting unit, based on the NUTS1 classification.

BE1 : Brussels Hoofdstedelijk Gewest

BE2 : Vlaams Gewest

BE3 : Région Wallonne

### A.2. Economic activity

Principal economic activity of the reporting unit, reference is the NACE Rev. 1 classification (in the files sent to Eurostat, the 2-digit codification was used, in the survey, the 3-digit codification was used).

An explanatory note on the codes can be found in Annex II.

### A.3. Economic and financial control

The economic/financial control of the enterprises was codified as follows :

A. fully state owned

B. public enterprise (> 50% state owned)

C. private enterprise (> 50% privately owned)

D. other

### A.4. Collective agreement on pay

Returns the level of the agreement applicable for most of the employees :

A. national

B. industry

C. enterprise

D. single observation unit

E. other level

F. none

Multiple answers are allowed.

First, a filter is used to check whether most of the employees fall within the scope of a collective agreement.

An ambiguity in the questionnaire made that some enterprises with a sectorial agreement indicated option A. (national level) instead of B. (industry level). Nevertheless, the original data were maintained.

### A.5. Number of paid annual holidays (per employee)

The (minimum) number of paid holidays per employee; public and national holidays are excluded.

### A.6. Number of employees

The total number of employees (full-time and part-time) on the 1<sup>st</sup> of October 1995.

Some of the units in NACE-section 745 - the agencies employing interim workers - supposed the remark that interim workers should be excluded, also applied to their case and only declared the staff and administrative personnel in the office itself.

For some units, the number of employees stated in the survey was less than 10. The reason for this is probably that their number of employees changed during the period in which the administrative data - on which sampling is based - were registered (June 1995) and the

reference period during which the surveys were filled in by the selected enterprises (October 1995). This makes it possible that a firm had 12 employees at the point of sampling but only 7 at the point of receiving our survey. This also happened for other strata, f.i. a firm with 18 employees ex ante (i.e. sampling moment) has 23 employees ex post (i.e. survey moment), the total effect is not so important because this happens in both directions (i.e. smaller firms end up in the stratum for larger firms and the other way around).

According to the scope of these statistics, units whose number of employees stays below 10 are excluded. If we do so in this case, the mentioned compensating effect only goes in one direction for the lowest stratum: firms in stratum 10-19 employees ex ante that are in stratum <10 employees ex post disappear, but no firms with <10 employees ex ante and >10 ex post take their place since these were a priori excluded from the survey. This means that the sample might become a bit less representative for the lowest stratum. This danger of non-representativity can be avoided by keeping the units with <10 employees ex post in the sample, assuming they take the place of the firms that would have had >10 employees ex post but that

were excluded from the survey because they had <10 employees at the moment of sampling.

For uniformity of the data files, the number of employees was set to 10 in these cases, to calculate the extrapolation coefficient B.14, the stated number of employees was used.

#### A.7. Principal market

Optional variable, not included in the Belgian questionnaire.

#### A.8. Factor<sup>36</sup>

The factor to extrapolate the units in the sample to the entire stratum. In the file, the length of this variable is eight characters, of which the last two are the decimal places.

The number of local units in the population (within a stratum) is divided by the number of units in this stratum that are in the final sample :

$$w_j = \frac{M'_h}{m_h},$$

with  $w_j$  the weight for local unit  $j$ ,  $M'_h$  the number of units in a certain stratum of the population (at the moment of the sampling) and  $m_h$  the number of units in the sample (ex post).

For NACE-section F (Construction), the weighting factors are not obtained as described above. The reason for this exception is that the data received from the questioned units differ substantially from the data found in the Social Security file for these units. These differences are caused by the lag between the collection of the Social Security data (June 1995) and the structure of earnings survey data (October 1995). During this period, several building yards disappeared or expanded, which had of course an impact on the number of people employed. Hence the ex ante classification of the local units is changed according to the number of employees reported in part A.6 of the questionnaire. Since this happens in all directions and in all strata, this exception doesn't affect the representativity.

#### **4.2. Variables concerning the individual employee (form B)**

<sup>36</sup> The format of this variable in the datafiles transmitted to Eurostat is F8.2, eight characters of which the last two represent the decimals.

**B.0. Key**

Identical to A.0.

**B.1. Sex**

Sex of the employee.

**B.2. Age**

Age of the employee, in years.

**B.3a. Occupation**

The function of the employee, the classification used is the ISCO-88(COM)-classification at a two digit level.

In Annex III, an explanatory note on the codes can be found.

**B.3b. Supervising ?**

Dichotomous variable that indicates whether the employee supervises others or not.

**B.4. Educational level (cfr. Annex IV)**

The highest completed level of education of the employee, the following codes are used :

e1a : Lager onderwijs of geen onderwijs

e1b : Secundair onderwijs, lagere graad (gewoon, buitengewoon en sociale promotie)

e2a : Algemeen secundair onderwijs, hogere graad

e2b : Technisch, kunst en beroeps secundair onderwijs, hogere graad (gewoon en sociale promotie)

Specifieke beroepsopleiding (tweeledig opleidingsstelsel)

e3a : Hoger, niet-universitair onderwijs; hoger onderwijs van het korte type

e3b : Universitair; hoger onderwijs van het lange type

e3c : Post-universitair (post-licentie)

Note : this variable was not filled out for every employee in the sample

**B.5. Length of service**

The number of months that the employee has been employed in the enterprise; this variable is used to measure seniority.



B.6a. Type of contract

FT : Full-time  
PT : Part-time

B.6b. Type of contract

1. Fixed-term
2. Indefinite duration
3. Apprentice/trainee
4. Other

B.7. Number of paid annual holidays

Cf. A.5., i.e. the number on the level of the enterprise is also applied on the individual employees.

B.8. Pay period

The period the earnings data are related to.

W : week

M : month

For employees who are paid every week, every two, three, four or five weeks, the data are divided in order to reduce to a weekly level.

B.8.1a. Are the earnings affected by absences during the reference period ?

Dichotomous variable that indicates whether the earnings of the employee during the pay period considered have been influenced by sickness or other absences. If so, the data on earnings (i.e. the following variables) are not filled out.

B.8.1b. Total gross earnings in the pay period

The earnings relating to the pay period, including regularly paid bonuses and paid overtime. Pay for holiday, 13<sup>th</sup> month, arrears, advances, traveling expenses, etc. are excluded.

B.8.2a. Overtime earnings

The earnings for extra hours during the pay period.

B.8.2b. Fully paid hours overtime

The number of actual hours of overtime work, in addition to the normal or conventional hours, for which these overtime earnings were paid.

B.8.3a. Normal hours in the pay period

The number of hours the employee normally works during a pay period as mentioned in the contract (excluding overtime).

B.8.3d. Part-time percentage

Only relevant for employees with a part-time contract. This variable was not inserted in the questionnaire, but was derived from other data : the number of normal hours for this employee divided by the average number of normal hours for the full-time employees in the same local unit.

B.8.3e. Number of pay periods per month<sup>37</sup>

In fact, the inverse of variable B.8. If the pay period is one week, there are 4,43 pay periods per month (i.e. 31 divided by 7).

In the file, the length of this variable is eight characters, of which the last two are the decimal places.

B.8.4. Premium payments for shift work in pay period

The premium payments for shift work, night work and weekend work, only if not treated as overtime work.

B.9a. Total gross annual earnings

The earnings declared to the Social Security Organization for the year 1995 (including bonuses, pay for holiday, ...).

B.9b. Annual earnings affected by absence ?

This dichotomous variable was not inserted in the questionnaire, but is derived from other data. Employees who entered or left the local unit during the year (but before the reference month, October) are obviously part of the category of employees whose earnings are influenced by absence. Employees who left the local unit during or after October 1995 or whose annual earnings are influenced by short or longer absences, are selected through the divergence of the 'observed' earnings from the 'expected' earnings (i.e. an extrapolation of the known data for October, taking into account the distinction between '*arbeiders*' and '*bedienden*'). If the ratio observed gross annual earnings / expected gross annual earnings is below 0,90, the employees annual earnings are considered to be influenced by absences. This method implicitly assumes that the data for October are sufficiently representative, but the option for October was chosen because of this representativeness.

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<sup>37</sup> The format of this variable in the datafiles transmitted to Eurostat is F8.2, eight characters of which the last two represent the decimals.

B.9c. Annual bonuses

The irregular payments which do not occur during each pay period, such as pay for holiday, 13<sup>th</sup> month, profit sharing, ...

B.9d. Number of months to which the premiums filed B.9c. correspond

The recorded number of months is usually 12. This variable can be used to spread the bonuses over the different month, instead of taking them into account in the month these bonuses are paid.

The share of these not regularly paid bonuses in the total annual earnings is quite different from Member State to Member State, so it might be necessary to keep these bonuses in mind when comparing hourly or monthly data (which do not take into account these irregular bonuses).

B.10a. Income tax

To calculate the income tax, the starting point were the gross annual earnings, excluding social security contributions (13,07 %). After subtraction of the professional costs ('*forfaitaire beroepskosten*'), the assessable income ('*belastbaar inkomen*') is obtained. From this, the base income tax ('*basisbelasting*'), the local (town) taxes ('*gemeentebelasting*'), the supplementary crisis contribution ('*aanvullende crisisbijdrage*') and the special social security contribution ('*bijzondere bijdrage sociale zekerheid*') are derived; these four sum up to the income tax. A more detailed description of this derivation is given under B.10c (cfr. infra). The obtained data are estimated values, the most important restriction is of course the fact that no details about the specific situation of the employee are known (f.i. composition of the family).

B.10b. Social security contributions

The value of this variable is equal to 13,07 % of the gross annual earnings (B.9a.).

B.10c. Net annual earnings

This variable is obtained by subtracting the social security contributions (B.10b.) and the income tax (B.10a.) from the gross annual earnings (B.9a.).

What follows is an example, using a person with a gross annual income of one million Belgian Francs, and the functions needed to derive the net annual income

**Schatting netto-loon werknemers (op basis van bruto-loon 1995)**

*\* Werknemers worden verondersteld tot de categorie "ongehuwd, geen personen ten laste" te behoren*

*\* Enkel in het veld 'Bruto-inkomen' (cel B8, niet cel B17 !) dient een waarde te worden ingegeven*

*\* Onder de samengevatte resultaten staat de berekening van de te betalen belastingen*

<b>Bruto-inkomen</b> (weden/lonen)	<b>1.000.000 BEF</b>
<b>Bijdrage Sociale Zekerheid</b>	<b>130.700 BEF</b>
<b>Totaal te betalen (inkomens)belastingen</b>	<b>268.859 BEF</b>
<b>(Geschat) Netto-inkomen</b>	<b>600.441 BEF</b>

<b>Bruto-inkomen</b> (wedden/lonen), excl. bijdrage soc. zekerheid	<b>869.300 BEF</b>
<b>Forfaitaire beroepskosten</b>	<b>70.079 BEF</b>
<b>Belastbaar inkomen</b>	<b>799.221 BEF</b>
<b>Basisbelasting</b>	<b>289.599 BEF</b>
Belastingvrij bedrag	196.000 BEF
Belastingvermindering op belastingvrij bedrag	49.000 BEF
<b>(Verminderde) basisbelasting</b>	<b>240.599 BEF</b>
Gemeentebelasting (opcentiem van 7%)	16.842 BEF
Aanvullende crisisbijdrage (opcentiem van 3%)	7.218 BEF
<b>Te betalen belasting</b>	<b>264.659 BEF</b>
Bijzondere bijdrage sociale zekerheid	4.200 BEF
<b>Totaal te betalen belastingen</b>	<b>268.859 BEF</b>

```
Function ForfaitaireBeroepskosten(Bruto_inkomen_excl_soc_zek)
  Select Case Bruto_inkomen_excl_soc_zek
    Case Is <= 165000
      ForfaitaireBeroepskosten = 0.2 * Bruto_inkomen_excl_soc_zek
    Case 165001 To 330000
      ForfaitaireBeroepskosten = 33000 + 0.1 * (Bruto_inkomen_excl_soc_zek - 165000)
    Case 330001 To 550000
      ForfaitaireBeroepskosten = 49500 + 0.05 * (Bruto_inkomen_excl_soc_zek - 330000)
    Case 550001 To 2200000
      ForfaitaireBeroepskosten = 60500 + 0.03 * (Bruto_inkomen_excl_soc_zek - 550000)
    Case Is >= 2200001
      ForfaitaireBeroepskosten = 110000
  End Select
End Function
```

```
Function Basisbelasting(Belastbaar_inkomen)
  Select Case Belastbaar_inkomen
    Case Is <= 253000
      Basisbelasting = 0.25 * Belastbaar_inkomen
    Case 253001 To 335000
      Basisbelasting = 63250 + 0.3 * (Belastbaar_inkomen - 253000)
    Case 335001 To 478000
      Basisbelasting = 87850 + 0.4 * (Belastbaar_inkomen - 335000)
    Case 478001 To 1100000
      Basisbelasting = 145050 + 0.45 * (Belastbaar_inkomen - 478000)
    Case 1100001 To 1650000
      Basisbelasting = 424950 + 0.5 * (Belastbaar_inkomen - 1100000)
    Case 1650001 To 2420000
      Basisbelasting = 699950 + 0.525 * (Belastbaar_inkomen - 1650000)
    Case Is >= 2420001
      Basisbelasting = 1104200 + 0.55 * (Belastbaar_inkomen - 2420000)
  End Select
End Function
```

```
Function BijzondereBijdrageSocialeZekerheid(Bruto_inkomen_excl_soc_zek)
  Select Case Bruto_inkomen_excl_soc_zek
    Case Is <= 818556
      BijzondereBijdrageSocialeZekerheid = 0
    Case 818557 To 899999
      BijzondereBijdrageSocialeZekerheid = 4200
    Case 900000 To 1199999
      BijzondereBijdrageSocialeZekerheid = 9000
    Case 1200000 To 1499999
      BijzondereBijdrageSocialeZekerheid = 12000
    Case 1500000 To 2107215
      BijzondereBijdrageSocialeZekerheid = 18000
    Case Is >= 2107216
      BijzondereBijdrageSocialeZekerheid = 24000
  End Select
End Function
```

**B.14. Factor**<sup>38</sup>

The factor to extrapolate the employees in the sample to the total number of employees in the local unit.

In the file, the length of this variable is eight characters, of which the last two are the decimal places.

The number of employees in the local unit, as recorded in variable A.6, is divided by the number of employees in the sample (i.e. the number of records in the survey for that specific local unit). The obtained factor is multiplied with the extrapolating factor at the unit level (cf. supra, variable A.8) :

$$W_{ij} = W_j \frac{n_{hj}}{n'_{hj}},$$

with  $w_{ij}$  the weight for employee  $i$  in unit  $j$  in stratum  $h$ ,  $n_{hj}$  the number of employees in the local unit and  $n'_{hj}$  the number of employees in the sample.

---

<sup>38</sup> The format of this variable in the datafiles transmitted to Eurostat is F8.2, eight characters of which the last two represent the decimals.

### V.5. Post-survey coverage of the sample

This annex gives an overview of the representativity of the sample (local units), before as well as after extrapolation.

In the first part, the number of local units in the sample (column (a)) is compared to the number of local units in the population (column (b)). Generally, the post-survey coverage percentages correspond with the planned percentages, i.e. 10% for small units (10 to 49 employees), 50% for medium-sized units (50 to 99 employees), 100% for large units (more than 100 employees).

Table 25 gives the results divided by size category of the Social Security Organisation, Table 26 gives a regrouped version. On average 19,1% of the units in the population are in the sample.

In the second part, the number of local units after extrapolation of the sample (column (a)) is compared to the number of local units in the population (column (b)). Generally, the results are satisfying, the smaller units seem to be slightly underrepresented while the larger units (more than 200 employees) are a bit overrepresented.

Table 27 gives the extrapolated results divided by size category of the Social Security Organisation, Table 28 gives a regrouped version. On average 96,1% of the units in the population are covered.

First column : Nace Rev.1 (2-digit)

First row : Size (categories used by Social Security Organisation)

3. 10 to 19 employees
4. 20 to 49 employees
5. 50 to 99 employees
6. 100 to 199 employees
7. 200 to 499 employees
8. 500 to 999 employees
9. Over 1000 employees

Columns Annex I

- (a) Number of units in the sample
- (b) Number of units in the population
- (c) Percentage (a)/(b) : sampling percentage

Columns Annex II

- (a) Extrapolated number of units in the sample
- (b) Number of units in the population
- (c) Percentage (a)/(b) : coverage of the population by the sample

	<b>3</b>			<b>4</b>			<b>5</b>			<b>6</b>		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	8	41	19,5	6	33	18,2	6	8	75,0	9	8	112,5
<b>15</b>	55	610	9,0	48	428	11,2	72	160	45,0	73	80	91,3
<b>16</b>	2	6	33,3	2	9	22,2	2	3	66,7	3	3	100,0
<b>17</b>	20	207	9,7	26	259	10,0	50	119	42,0	55	60	91,7
<b>18</b>	18	167	10,8	17	165	10,3	21	42	50,0	20	16	125,0
<b>19</b>	5	22	22,7	5	15	33,3	6	6	100,0	3	3	100,0
<b>20</b>	20	174	11,5	15	126	11,9	13	28	46,4	11	9	122,2
<b>21</b>	6	47	12,8	6	49	12,2	12	20	60,0	15	20	75,0
<b>22</b>	23	271	8,5	18	188	9,6	26	70	37,1	31	32	96,9
<b>23</b>	2	1	200,0	1	5	20,0	4	5	80,0	4	4	100,0
<b>24</b>	15	96	15,6	18	135	13,3	41	71	57,7	57	63	90,5
<b>25</b>	12	108	11,1	11	127	8,7	25	53	47,2	32	39	82,1
<b>26</b>	22	189	11,6	23	177	13,0	28	54	51,9	25	29	86,2
<b>27</b>	5	37	13,5	8	57	14,0	14	27	51,9	15	15	100,0
<b>28</b>	50	522	9,6	47	484	9,7	46	105	43,8	48	49	98,0
<b>29</b>	20	179	11,2	21	202	10,4	35	77	45,5	39	38	102,6
<b>30</b>	2	2	100,0	1	3	33,3		4	0,0	1	1	100,0
<b>31</b>	9	57	15,8	10	76	13,2	10	25	40,0	22	20	110,0
<b>32</b>	6	16	37,5	5	12	41,7	6	10	60,0	9	10	90,0
<b>33</b>	7	64	10,9	10	44	22,7	13	20	65,0	1	4	25,0
<b>34</b>	8	46	17,4	8	58	13,8	10	17	58,8	13	15	86,7
<b>35</b>	6	21	28,6	7	22	31,8	5	11	45,5	6	9	66,7
<b>36</b>	30	268	11,2	25	203	12,3	30	64	46,9	28	33	84,8
<b>37</b>	6	52	11,5	4	19	21,1	2	7	28,6	3	4	75,0
<b>40/1</b>	6	73	8,2	6	69	8,7	4	37	10,8	7	19	36,8
<b>45</b>	203	2417	8,4	127	1427	8,9	133	293	45,4	77	90	85,6
<b>50</b>	83	787	10,5	36	356	10,1	25	47	53,2	18	16	112,5
<b>51</b>	195	2270	8,6	117	1271	9,2	127	291	43,6	100	118	84,7
<b>52</b>	171	1907	9,0	88	885	9,9	67	208	32,2	71	96	74,0
<b>55</b>	99	1320	7,5	53	643	8,2	49	105	46,7	29	36	80,6
<b>60/3</b>	105	1232	8,5	87	985	8,8	99	223	44,4	57	76	75,0
<b>64</b>	9	127	7,1	33	364	9,1	68	130	52,3	66	71	93,0
<b>65</b>	60	558	10,8	25	260	9,6	40	79	50,6	40	45	88,9
<b>66</b>	5	46	10,9	5	58	8,6	18	30	60,0	14	15	93,3
<b>67</b>	10	98	10,2	6	42	14,3	5	12	41,7	8	10	80,0
<b>70</b>	12	124	9,7	7	83	8,4	9	16	56,3	4	6	66,7
<b>71</b>	7	54	13,0	8	46	17,4	6	10	60,0	3	4	75,0
<b>72</b>	13	142	9,2	16	129	12,4	16	36	44,4	6	16	37,5
<b>73</b>	7	44	15,9	6	25	24,0	9	25	36,0	10	14	71,4
<b>74</b>	97	1186	8,2	73	808	9,0	141	369	38,2	190	284	66,9
<b>All</b>	<b>1439</b>	<b>15588</b>	<b>9,2</b>	<b>1035</b>	<b>10347</b>	<b>10,0</b>	<b>1293</b>	<b>2917</b>	<b>44,3</b>	<b>1223</b>	<b>1480</b>	<b>82,6</b>

Table 25 : Post-survey coverage of the sample before extrapolation

	<b>7</b>			<b>8</b>			<b>9</b>			<b>Total</b>		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	2	2	100,0							<b>31</b>	<b>92</b>	<b>33,7</b>
<b>15</b>	48	54	88,9	11	10	110,0	1	2	50,0	<b>308</b>	<b>1344</b>	<b>22,9</b>
<b>16</b>	6	6	100,0							<b>15</b>	<b>27</b>	<b>55,6</b>
<b>17</b>	25	29	86,2	7	8	87,5	2	2	100,0	<b>185</b>	<b>684</b>	<b>27,0</b>
<b>18</b>	10	12	83,3							<b>86</b>	<b>402</b>	<b>21,4</b>
<b>19</b>	1	1	100,0		1	0,0				<b>20</b>	<b>48</b>	<b>41,7</b>
<b>20</b>	4	4	100,0							<b>63</b>	<b>341</b>	<b>18,5</b>
<b>21</b>	18	19	94,7	4	5	80,0				<b>61</b>	<b>160</b>	<b>38,1</b>
<b>22</b>	17	16	106,3	4	6	66,7				<b>119</b>	<b>583</b>	<b>20,4</b>
<b>23</b>	6	6	100,0				2	2	100,0	<b>19</b>	<b>23</b>	<b>82,6</b>
<b>24</b>	51	63	81,0	15	16	93,8	6	11	54,5	<b>203</b>	<b>455</b>	<b>44,6</b>
<b>25</b>	15	15	100,0	5	5	100,0				<b>100</b>	<b>347</b>	<b>28,8</b>
<b>26</b>	25	28	89,3	10	9	111,1				<b>133</b>	<b>486</b>	<b>27,4</b>
<b>27</b>	14	17	82,4	7	8	87,5	11	12	91,7	<b>74</b>	<b>173</b>	<b>42,8</b>
<b>28</b>	19	23	82,6	4	4	100,0	1	1	100,0	<b>215</b>	<b>1188</b>	<b>18,1</b>
<b>29</b>	27	27	100,0	4	3	133,3	5	6	83,3	<b>151</b>	<b>532</b>	<b>28,4</b>
<b>30</b>										<b>4</b>	<b>10</b>	<b>40,0</b>
<b>31</b>	16	17	94,1	6	4	150,0	3	5	60,0	<b>76</b>	<b>204</b>	<b>37,3</b>
<b>32</b>	9	10	90,0	5	6	83,3	4	6	66,7	<b>44</b>	<b>70</b>	<b>62,9</b>
<b>33</b>	5	5	100,0							<b>36</b>	<b>137</b>	<b>26,3</b>
<b>34</b>	8	11	72,7	4	3	133,3	8	10	80,0	<b>59</b>	<b>160</b>	<b>36,9</b>
<b>35</b>	3	4	75,0	3	3	100,0	5	7	71,4	<b>35</b>	<b>77</b>	<b>45,5</b>
<b>36</b>	14	14	100,0							<b>127</b>	<b>582</b>	<b>21,8</b>
<b>37</b>										<b>15</b>	<b>82</b>	<b>18,3</b>
<b>40/1</b>	14	19	73,7	6	7	85,7	3	6	50,0	<b>46</b>	<b>230</b>	<b>20,0</b>
<b>45</b>	32	37	86,5	9	10	90,0	3	2	150,0	<b>584</b>	<b>4276</b>	<b>13,7</b>
<b>50</b>	5	7	71,4	2	1	200,0				<b>169</b>	<b>1214</b>	<b>13,9</b>
<b>51</b>	34	41	82,9	8	9	88,9				<b>581</b>	<b>4000</b>	<b>14,5</b>
<b>52</b>	36	43	83,7	9	9	100,0	2	3	66,7	<b>444</b>	<b>3151</b>	<b>14,1</b>
<b>55</b>	14	14	100,0	2	3	66,7				<b>246</b>	<b>2121</b>	<b>11,6</b>
<b>60/3</b>	25	33	75,8	14	14	100,0	15	20	75,0	<b>402</b>	<b>2583</b>	<b>15,6</b>
<b>64</b>	33	30	110,0	16	15	106,7	12	11	109,1	<b>237</b>	<b>748</b>	<b>31,7</b>
<b>65</b>	34	34	100,0	14	13	107,7	12	14	85,7	<b>225</b>	<b>1003</b>	<b>22,4</b>
<b>66</b>	21	24	87,5	10	10	100,0	2	2	100,0	<b>75</b>	<b>185</b>	<b>40,5</b>
<b>67</b>	2	2	100,0							<b>31</b>	<b>164</b>	<b>18,9</b>
<b>70</b>		1	0,0							<b>32</b>	<b>230</b>	<b>13,9</b>
<b>71</b>										<b>24</b>	<b>114</b>	<b>21,1</b>
<b>72</b>	6	6	100,0	2	3	66,7				<b>59</b>	<b>332</b>	<b>17,8</b>
<b>73</b>	7	6	116,7	2	2	100,0				<b>41</b>	<b>116</b>	<b>35,3</b>
<b>74</b>	115	163	70,6	18	33	54,5	6	8	75,0	<b>640</b>	<b>2851</b>	<b>22,4</b>
<b>All</b>	<b>721</b>	<b>843</b>	<b>85,5</b>	<b>201</b>	<b>220</b>	<b>91,4</b>	<b>103</b>	<b>130</b>	<b>79,2</b>	<b>6015</b>	<b>31525</b>	<b>19,1</b>

Table 25 (continued) : Post-survey coverage of the sample before extrapolation



	10 to 49			50 to 99			Over 100			Total		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	14	74	18,9	6	8	75,0	11	10	110,0	<b>31</b>	<b>92</b>	<b>33,7</b>
<b>15</b>	103	1038	9,9	72	160	45,0	133	146	91,1	<b>308</b>	<b>1344</b>	<b>22,9</b>
<b>16</b>	4	15	26,7	2	3	66,7	9	9	100,0	<b>15</b>	<b>27</b>	<b>55,6</b>
<b>17</b>	46	466	9,9	50	119	42,0	89	99	89,9	<b>185</b>	<b>684</b>	<b>27,0</b>
<b>18</b>	35	332	10,5	21	42	50,0	30	28	107,1	<b>86</b>	<b>402</b>	<b>21,4</b>
<b>19</b>	10	37	27,0	6	6	100,0	4	5	80,0	<b>20</b>	<b>48</b>	<b>41,7</b>
<b>20</b>	35	300	11,7	13	28	46,4	15	13	115,4	<b>63</b>	<b>341</b>	<b>18,5</b>
<b>21</b>	12	96	12,5	12	20	60,0	37	44	84,1	<b>61</b>	<b>160</b>	<b>38,1</b>
<b>22</b>	41	459	8,9	26	70	37,1	52	54	96,3	<b>119</b>	<b>583</b>	<b>20,4</b>
<b>23</b>	3	6	50,0	4	5	80,0	12	12	100,0	<b>19</b>	<b>23</b>	<b>82,6</b>
<b>24</b>	33	231	14,3	41	71	57,7	129	153	84,3	<b>203</b>	<b>455</b>	<b>44,6</b>
<b>25</b>	23	235	9,8	25	53	47,2	52	59	88,1	<b>100</b>	<b>347</b>	<b>28,8</b>
<b>26</b>	45	366	12,3	28	54	51,9	60	66	90,9	<b>133</b>	<b>486</b>	<b>27,4</b>
<b>27</b>	13	94	13,8	14	27	51,9	47	52	90,4	<b>74</b>	<b>173</b>	<b>42,8</b>
<b>28</b>	97	1006	9,6	46	105	43,8	72	77	93,5	<b>215</b>	<b>1188</b>	<b>18,1</b>
<b>29</b>	41	381	10,8	35	77	45,5	75	74	101,4	<b>151</b>	<b>532</b>	<b>28,4</b>
<b>30</b>	3	5	60,0	0	4	0,0	1	1	100,0	<b>4</b>	<b>10</b>	<b>40,0</b>
<b>31</b>	19	133	14,3	10	25	40,0	47	46	102,2	<b>76</b>	<b>204</b>	<b>37,3</b>
<b>32</b>	11	28	39,3	6	10	60,0	27	32	84,4	<b>44</b>	<b>70</b>	<b>62,9</b>
<b>33</b>	17	108	15,7	13	20	65,0	6	9	66,7	<b>36</b>	<b>137</b>	<b>26,3</b>
<b>34</b>	16	104	15,4	10	17	58,8	33	39	84,6	<b>59</b>	<b>160</b>	<b>36,9</b>
<b>35</b>	13	43	30,2	5	11	45,5	17	23	73,9	<b>35</b>	<b>77</b>	<b>45,5</b>
<b>36</b>	55	471	11,7	30	64	46,9	42	47	89,4	<b>127</b>	<b>582</b>	<b>21,8</b>
<b>37</b>	10	71	14,1	2	7	28,6	3	4	75,0	<b>15</b>	<b>82</b>	<b>18,3</b>
<b>40/1</b>	12	142	8,5	4	37	10,8	30	51	58,8	<b>46</b>	<b>230</b>	<b>20,0</b>
<b>45</b>	330	3844	8,6	133	293	45,4	121	139	87,1	<b>584</b>	<b>4276</b>	<b>13,7</b>
<b>50</b>	119	1143	10,4	25	47	53,2	25	24	104,2	<b>169</b>	<b>1214</b>	<b>13,9</b>
<b>51</b>	312	3541	8,8	127	291	43,6	142	168	84,5	<b>581</b>	<b>4000</b>	<b>14,5</b>
<b>52</b>	259	2792	9,3	67	208	32,2	118	151	78,1	<b>444</b>	<b>3151</b>	<b>14,1</b>
<b>55</b>	152	1963	7,7	49	105	46,7	45	53	84,9	<b>246</b>	<b>2121</b>	<b>11,6</b>
<b>60/3</b>	192	2217	8,7	99	223	44,4	111	143	77,6	<b>402</b>	<b>2583</b>	<b>15,6</b>
<b>64</b>	42	491	8,6	68	130	52,3	127	127	100,0	<b>237</b>	<b>748</b>	<b>31,7</b>
<b>65</b>	85	818	10,4	40	79	50,6	100	106	94,3	<b>225</b>	<b>1003</b>	<b>22,4</b>
<b>66</b>	10	104	9,6	18	30	60,0	47	51	92,2	<b>75</b>	<b>185</b>	<b>40,5</b>
<b>67</b>	16	140	11,4	5	12	41,7	10	12	83,3	<b>31</b>	<b>164</b>	<b>18,9</b>
<b>70</b>	19	207	9,2	9	16	56,3	4	7	57,1	<b>32</b>	<b>230</b>	<b>13,9</b>
<b>71</b>	15	100	15,0	6	10	60,0	3	4	75,0	<b>24</b>	<b>114</b>	<b>21,1</b>
<b>72</b>	29	271	10,7	16	36	44,4	14	25	56,0	<b>59</b>	<b>332</b>	<b>17,8</b>
<b>73</b>	13	69	18,8	9	25	36,0	19	22	86,4	<b>41</b>	<b>116</b>	<b>35,3</b>
<b>74</b>	170	1994	8,5	141	369	38,2	329	488	67,4	<b>640</b>	<b>2851</b>	<b>22,4</b>
<b>All</b>	<b>2474</b>	<b>25935</b>	<b>9,5</b>	<b>1293</b>	<b>2917</b>	<b>44,3</b>	<b>2248</b>	<b>2673</b>	<b>84,1</b>	<b>6015</b>	<b>31525</b>	<b>19,1</b>

Table 26 : Post-survey coverage of the sample before extrapolation (regrouped)

	<b>3</b>			<b>4</b>			<b>5</b>			<b>6</b>		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	42	41	102,4	30	33	90,9	10	8	125,0	9	8	112,5
<b>15</b>	533	610	87,4	420	428	98,1	150	160	93,8	80	80	100,0
<b>16</b>	7	6	116,7	5	9	55,6	3	3	100,0	3	3	100,0
<b>17</b>	198	207	95,7	276	259	106,6	112	119	94,1	64	60	106,7
<b>18</b>	186	167	111,4	158	165	95,8	43	42	102,4	21	16	131,3
<b>19</b>	20	22	90,9	10	15	66,7	8	6	133,3	3	3	100,0
<b>20</b>	164	174	94,3	129	126	102,4	21	28	75,0	11	9	122,2
<b>21</b>	33	47	70,2	51	49	104,1	21	20	105,0	17	20	85,0
<b>22</b>	264	271	97,4	194	188	103,2	61	70	87,1	34	32	106,3
<b>23</b>	2	1	200,0	2	5	40,0	7	5	140,0	4	4	100,0
<b>24</b>	68	96	70,8	97	135	71,9	81	71	114,1	58	63	92,1
<b>25</b>	103	108	95,4	99	127	78,0	53	53	100,0	34	39	87,2
<b>26</b>	176	189	93,1	165	177	93,2	54	54	100,0	28	29	96,6
<b>27</b>	32	37	86,5	57	57	100,0	25	27	92,6	15	15	100,0
<b>28</b>	456	522	87,4	450	484	93,0	111	105	105,7	53	49	108,2
<b>29</b>	141	179	78,8	146	202	72,3	69	77	89,6	41	38	107,9
<b>30</b>	3	2	150,0	3	3	100,0		4	0,0	1	1	100,0
<b>31</b>	46	57	80,7	53	76	69,7	16	25	64,0	22	20	110,0
<b>32</b>	10	16	62,5	10	12	83,3	9	10	90,0	11	10	110,0
<b>33</b>	41	64	64,1	40	44	90,9	18	20	90,0	2	4	50,0
<b>34</b>	43	46	93,5	50	58	86,2	19	17	111,8	13	15	86,7
<b>35</b>	18	21	85,7	14	22	63,6	8	11	72,7	8	9	88,9
<b>36</b>	267	268	99,6	210	203	103,4	60	64	93,8	32	33	97,0
<b>37</b>	30	52	57,7	19	19	100,0	3	7	42,9	4	4	100,0
<b>40/1</b>	22	73	30,1	28	69	40,6	5	37	13,5	7	19	36,8
<b>45</b>	2326	2417	96,2	1172	1427	82,1	488	293	166,6	130	90	144,4
<b>50</b>	818	787	103,9	337	356	94,7	45	47	95,7	19	16	118,8
<b>51</b>	2298	2270	101,2	1237	1271	97,3	277	291	95,2	114	118	96,6
<b>52</b>	2025	1907	106,2	964	885	108,9	206	208	99,0	99	96	103,1
<b>55</b>	1290	1320	97,7	518	643	80,6	105	105	100,0	31	36	86,1
<b>60/3</b>	1163	1232	94,4	829	985	84,2	218	223	97,8	68	76	89,5
<b>64</b>	102	127	80,3	332	364	91,2	136	130	104,6	68	71	95,8
<b>65</b>	598	558	107,2	271	260	104,2	79	79	100,0	44	45	97,8
<b>66</b>	55	46	119,6	34	58	58,6	36	30	120,0	15	15	100,0
<b>67</b>	82	98	83,7	50	42	119,0	7	12	58,3	9	10	90,0
<b>70</b>	116	124	93,5	77	83	92,8	15	16	93,8	4	6	66,7
<b>71</b>	39	54	72,2	39	46	84,8	7	10	70,0	4	4	100,0
<b>72</b>	111	142	78,2	119	129	92,2	31	36	86,1	8	16	50,0
<b>73</b>	44	44	100,0	25	25	100,0	16	25	64,0	12	14	85,7
<b>74</b>	1110	1186	93,6	750	808	92,8	345	369	93,5	239	284	84,2
<b>All</b>	<b>15082</b>	<b>15588</b>	<b>96,8</b>	<b>9470</b>	<b>10347</b>	<b>91,5</b>	<b>2978</b>	<b>2917</b>	<b>102,1</b>	<b>1439</b>	<b>1480</b>	<b>97,2</b>

Table 27 : Post-survey coverage of the sample after extrapolation

	7			8			9			Total		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	2	2	100,0							<b>93</b>	<b>92</b>	<b>101,1</b>
<b>15</b>	53	54	98,1	11	10	110,0	1	2	50,0	<b>1248</b>	<b>1344</b>	<b>92,9</b>
<b>16</b>	8	6	133,3							<b>26</b>	<b>27</b>	<b>96,3</b>
<b>17</b>	31	29	106,9	8	8	100,0	2	2	100,0	<b>691</b>	<b>684</b>	<b>101,0</b>
<b>18</b>	11	12	91,7							<b>419</b>	<b>402</b>	<b>104,2</b>
<b>19</b>	1	1	100,0		1	0,0				<b>42</b>	<b>48</b>	<b>87,5</b>
<b>20</b>	4	4	100,0							<b>329</b>	<b>341</b>	<b>96,5</b>
<b>21</b>	19	19	100,0	4	5	80,0				<b>145</b>	<b>160</b>	<b>90,6</b>
<b>22</b>	19	16	118,8	4	6	66,7				<b>576</b>	<b>583</b>	<b>98,8</b>
<b>23</b>	6	6	100,0				2	2	100,0	<b>23</b>	<b>23</b>	<b>100,0</b>
<b>24</b>	57	63	90,5	16	16	100,0	8	11	72,7	<b>385</b>	<b>455</b>	<b>84,6</b>
<b>25</b>	15	15	100,0	5	5	100,0				<b>309</b>	<b>347</b>	<b>89,0</b>
<b>26</b>	27	28	96,4	10	9	111,1				<b>460</b>	<b>486</b>	<b>94,7</b>
<b>27</b>	16	17	94,1	7	8	87,5	12	12	100,0	<b>164</b>	<b>173</b>	<b>94,8</b>
<b>28</b>	20	23	87,0	4	4	100,0	1	1	100,0	<b>1095</b>	<b>1188</b>	<b>92,2</b>
<b>29</b>	27	27	100,0	4	3	133,3	5	6	83,3	<b>433</b>	<b>532</b>	<b>81,4</b>
<b>30</b>										<b>7</b>	<b>10</b>	<b>70,0</b>
<b>31</b>	18	17	105,9	6	4	150,0	3	5	60,0	<b>164</b>	<b>204</b>	<b>80,4</b>
<b>32</b>	9	10	90,0	6	6	100,0	4	6	66,7	<b>59</b>	<b>70</b>	<b>84,3</b>
<b>33</b>	5	5	100,0							<b>106</b>	<b>137</b>	<b>77,4</b>
<b>34</b>	10	11	90,9	4	3	133,3	8	10	80,0	<b>147</b>	<b>160</b>	<b>91,9</b>
<b>35</b>	4	4	100,0	3	3	100,0	6	7	85,7	<b>61</b>	<b>77</b>	<b>79,2</b>
<b>36</b>	16	14	114,3							<b>585</b>	<b>582</b>	<b>100,5</b>
<b>37</b>										<b>56</b>	<b>82</b>	<b>68,3</b>
<b>40/1</b>	15	19	78,9	7	7	100,0	4	6	66,7	<b>88</b>	<b>230</b>	<b>38,3</b>
<b>45</b>	104	37	281,1	80	10	800,0	34	2	1700	<b>4334</b>	<b>4276</b>	<b>101,4</b>
<b>50</b>	5	7	71,4	2	1	200,0				<b>1226</b>	<b>1214</b>	<b>101,0</b>
<b>51</b>	44	41	107,3	9	9	100,0				<b>3979</b>	<b>4000</b>	<b>99,5</b>
<b>52</b>	47	43	109,3	11	9	122,2	3	3	100,0	<b>3355</b>	<b>3151</b>	<b>106,5</b>
<b>55</b>	15	14	107,1	3	3	100,0				<b>1962</b>	<b>2121</b>	<b>92,5</b>
<b>60/3</b>	31	33	93,9	16	14	114,3	17	20	85,0	<b>2342</b>	<b>2583</b>	<b>90,7</b>
<b>64</b>	33	30	110,0	16	15	106,7	12	11	109,1	<b>699</b>	<b>748</b>	<b>93,4</b>
<b>65</b>	34	34	100,0	14	13	107,7	13	14	92,9	<b>1053</b>	<b>1003</b>	<b>105,0</b>
<b>66</b>	24	24	100,0	11	10	110,0	2	2	100,0	<b>177</b>	<b>185</b>	<b>95,7</b>
<b>67</b>	2	2	100,0							<b>150</b>	<b>164</b>	<b>91,5</b>
<b>70</b>		1	100,0							<b>212</b>	<b>230</b>	<b>92,2</b>
<b>71</b>										<b>89</b>	<b>114</b>	<b>78,1</b>
<b>72</b>	8	6	133,3	2	3	66,7				<b>279</b>	<b>332</b>	<b>84,0</b>
<b>73</b>	7	6	116,7	2	2	100,0				<b>106</b>	<b>116</b>	<b>91,4</b>
<b>74</b>	135	163	82,8	22	33	66,7	7	8	87,5	<b>2608</b>	<b>2851</b>	<b>91,5</b>
<b>All</b>	<b>882</b>	<b>843</b>	<b>104,6</b>	<b>287</b>	<b>220</b>	<b>130,5</b>	<b>144</b>	<b>130</b>	<b>110,8</b>	<b>30282</b>	<b>31525</b>	<b>96,1</b>

Table 27 (continued) : Post-survey coverage of the sample after extrapolation

	10 to 49			50 to 99			Over 100			Total		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<b>14</b>	72	74	97,3	10	8	125,0	11	10	110,0	<b>93</b>	<b>92</b>	<b>101,1</b>
<b>15</b>	953	1038	91,8	150	160	93,8	145	146	99,3	<b>1248</b>	<b>1344</b>	<b>92,9</b>
<b>16</b>	12	15	80,0	3	3	100,0	11	9	122,2	<b>26</b>	<b>27</b>	<b>96,3</b>
<b>17</b>	474	466	101,7	112	119	94,1	105	99	106,1	<b>691</b>	<b>684</b>	<b>101,0</b>
<b>18</b>	344	332	103,6	43	42	102,4	32	28	114,3	<b>419</b>	<b>402</b>	<b>104,2</b>
<b>19</b>	30	37	81,1	8	6	133,3	4	5	80,0	<b>42</b>	<b>48</b>	<b>87,5</b>
<b>20</b>	293	300	97,7	21	28	75,0	15	13	115,4	<b>329</b>	<b>341</b>	<b>96,5</b>
<b>21</b>	84	96	87,5	21	20	105,0	40	44	90,9	<b>145</b>	<b>160</b>	<b>90,6</b>
<b>22</b>	458	459	99,8	61	70	87,1	57	54	105,6	<b>576</b>	<b>583</b>	<b>98,8</b>
<b>23</b>	4	6	66,7	7	5	140,0	12	12	100,0	<b>23</b>	<b>23</b>	<b>100,0</b>
<b>24</b>	165	231	71,4	81	71	114,1	139	153	90,8	<b>385</b>	<b>455</b>	<b>84,6</b>
<b>25</b>	202	235	86,0	53	53	100,0	54	59	91,5	<b>309</b>	<b>347</b>	<b>89,0</b>
<b>26</b>	341	366	93,2	54	54	100,0	65	66	98,5	<b>460</b>	<b>486</b>	<b>94,7</b>
<b>27</b>	89	94	94,7	25	27	92,6	50	52	96,2	<b>164</b>	<b>173</b>	<b>94,8</b>
<b>28</b>	906	1006	90,1	111	105	105,7	78	77	101,3	<b>1095</b>	<b>1188</b>	<b>92,2</b>
<b>29</b>	287	381	75,3	69	77	89,6	77	74	104,1	<b>433</b>	<b>532</b>	<b>81,4</b>
<b>30</b>	6	5	120,0	0	4	0,0	1	1	100,0	<b>7</b>	<b>10</b>	<b>70,0</b>
<b>31</b>	99	133	74,4	16	25	64,0	49	46	106,5	<b>164</b>	<b>204</b>	<b>80,4</b>
<b>32</b>	20	28	71,4	9	10	90,0	30	32	93,8	<b>59</b>	<b>70</b>	<b>84,3</b>
<b>33</b>	81	108	75,0	18	20	90,0	7	9	77,8	<b>106</b>	<b>137</b>	<b>77,4</b>
<b>34</b>	93	104	89,4	19	17	111,8	35	39	89,7	<b>147</b>	<b>160</b>	<b>91,9</b>
<b>35</b>	32	43	74,4	8	11	72,7	21	23	91,3	<b>61</b>	<b>77</b>	<b>79,2</b>
<b>36</b>	477	471	101,3	60	64	93,8	48	47	102,1	<b>585</b>	<b>582</b>	<b>100,5</b>
<b>37</b>	49	71	69,0	3	7	42,9	4	4	100,0	<b>56</b>	<b>82</b>	<b>68,3</b>
<b>40/1</b>	50	142	35,2	5	37	13,5	33	51	64,7	<b>88</b>	<b>230</b>	<b>38,3</b>
<b>45</b>	3498	3844	91,0	488	293	166,6	348	139	250,4	<b>4334</b>	<b>4276</b>	<b>101,4</b>
<b>50</b>	1155	1143	101,0	45	47	95,7	26	24	108,3	<b>1226</b>	<b>1214</b>	<b>101,0</b>
<b>51</b>	3535	3541	99,8	277	291	95,2	167	168	99,4	<b>3979</b>	<b>4000</b>	<b>99,5</b>
<b>52</b>	2989	2792	107,1	206	208	99,0	160	151	106,0	<b>3355</b>	<b>3151</b>	<b>106,5</b>
<b>55</b>	1808	1963	92,1	105	105	100,0	49	53	92,5	<b>1962</b>	<b>2121</b>	<b>92,5</b>
<b>60/3</b>	1992	2217	89,9	218	223	97,8	132	143	92,3	<b>2342</b>	<b>2583</b>	<b>90,7</b>
<b>64</b>	434	491	88,4	136	130	104,6	129	127	101,6	<b>699</b>	<b>748</b>	<b>93,4</b>
<b>65</b>	869	818	106,2	79	79	100,0	105	106	99,1	<b>1053</b>	<b>1003</b>	<b>105,0</b>
<b>66</b>	89	104	85,6	36	30	120,0	52	51	102,0	<b>177</b>	<b>185</b>	<b>95,7</b>
<b>67</b>	132	140	94,3	7	12	58,3	11	12	91,7	<b>150</b>	<b>164</b>	<b>91,5</b>
<b>70</b>	193	207	93,2	15	16	93,8	4	7	57,1	<b>212</b>	<b>230</b>	<b>92,2</b>
<b>71</b>	78	100	78,0	7	10	70,0	4	4	100,0	<b>89</b>	<b>114</b>	<b>78,1</b>
<b>72</b>	230	271	84,9	31	36	86,1	18	25	72,0	<b>279</b>	<b>332</b>	<b>84,0</b>
<b>73</b>	69	69	100,0	16	25	64,0	21	22	95,5	<b>106</b>	<b>116</b>	<b>91,4</b>
<b>74</b>	1860	1994	93,3	345	369	93,5	403	488	82,6	<b>2608</b>	<b>2851</b>	<b>91,5</b>
<b>All</b>	<b>24552</b>	<b>25935</b>	<b>94,7</b>	<b>2978</b>	<b>2917</b>	<b>102,1</b>	<b>2752</b>	<b>2673</b>	<b>103,0</b>	<b>30282</b>	<b>31525</b>	<b>96,1</b>

Table 28 : Post-survey coverage of the sample after extrapolation (regrouped)