

PROGRAMME OF RESEARCH AND ACTION ON THE DEVELOPMENT OF THE EMPLOYMENT MARKET

AN OVERALL VIEW OF EMPLOYMENT  
IN SMALL AND MEDIUM SIZED  
ENTERPRISES IN THE EEC

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By:  
ABT FORSCHUNG  
BÖNN

ST. 81/29

For :  
The Commission of  
The European  
Communities, 1971



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The analysis and results presented do not necessarily reflect the views of the Labour Market or on other policy matters.

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## I. Introduction

This report presents an analysis of trends and the recent distribution of employment in small and medium sized enterprises during the seventies in the Member States of the European Communities on the basis of available homogeneous data.

Though policy makers put much emphasis on the employment potential of small and medium sized businesses (subsequently referred to as SMEs), it is not at all clear whether SMEs actually had comparatively higher employment potential than larger firms during the past and under which conditions the existing potential can be stimulated in the future.

It is against this background that research was instigated by the Commission of the European Communities to elaborate on the question of the comparative employment potential in SMEs and to devise some possible strategic solutions to further this potential in the future.

By way of introduction, however, it should be noted that we are far from satisfactory scientific explanations of the job generation process. This is partially due to the currently available data, which do not reveal the complex interactions among, for example, births, deaths, expansions, contractions or amalgamations of businesses<sup>1)</sup>. For this reason, there is a limit to the results that can be obtained from an analysis of official data. The present report contents itself with an investigation of the structure and trends of businesses by their size.

Statistical material upon which our study is based was obtained exclusively from the Statistical Office of the EEC. The advantage of this source is that we avail of comparable data for the various member states. Disadvantageous is that these data are fairly rough and are available for only a few points in time.

The authors of this report also collected the relevant data and other documentation on SMEs from national sources in the BENELUX-countries and the F.R.G.. These data were passed on to the Centre de Recherche Travail et Societe in Paris which had gathered data for the other member states. On the basis of these cooperatively collected national data, the Paris Centre compiled a study report for the Commission, in which the trends and structures of SMEs are discussed<sup>2)</sup>. Being aware of the general shortcomings of

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1) For more details see Birch 1979 p.4.

2) See Centre de Recherche Travail et Societe: Petites et moyennes entreprises, et creation d'emplois en Europe, study report, Paris 1982.

official employment statistics with regard to an analysis of the job generation process, the Statistical Office of the European Communities awarded ABT Forschung a contract to prepare a detailed analysis of the employment potential of SMEs in the Federal Republic and the BENELUX-countries<sup>1)</sup>. This study is based on a large sample of individual firms, thus making it possible to examine the components of the job generation process. Read in conjunction, these various reports provide a more complete picture of the employment potential of SMEs.

The first subsequent chapter discusses the general trends of employment in the EEC. On this basis chapter III deals with the availability of homogeneous Community data on employment by size of enterprises and by industries. Chapters IV and V then elaborate on the employment potential of SMEs in the EEC Member States on the basis of available homogeneous Community data on the recent structure of employment by size of enterprises, by industries and present the trends recorded during the seventies. Chapter VI presents an analysis of labour cost and the size of enterprises. Last but not least, in chapter VII the findings are viewed as a whole and some policy implications are discussed.

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1) The final report on the German study is due in October 1982. The BENELUX-results will be available by the end of this year.

## **II. General Economic and Employment Trends during the Seventies**

This chapter gives a summary description of economic and employment trends during the seventies in order to lay the grounds for the subsequent analysis of employment in SMEs.

Section 2.1 presents a brief overview of the main labour market trends during the seventies. In this framework, section 2.2 describes the broad sectoral trends, the professional structure and trends of employment. Section 2.3 deals with labour cost, productivity and investment<sup>1)</sup>.

### **2.1. Brief Overview of the Main Labour Market Trends During the Seventies**

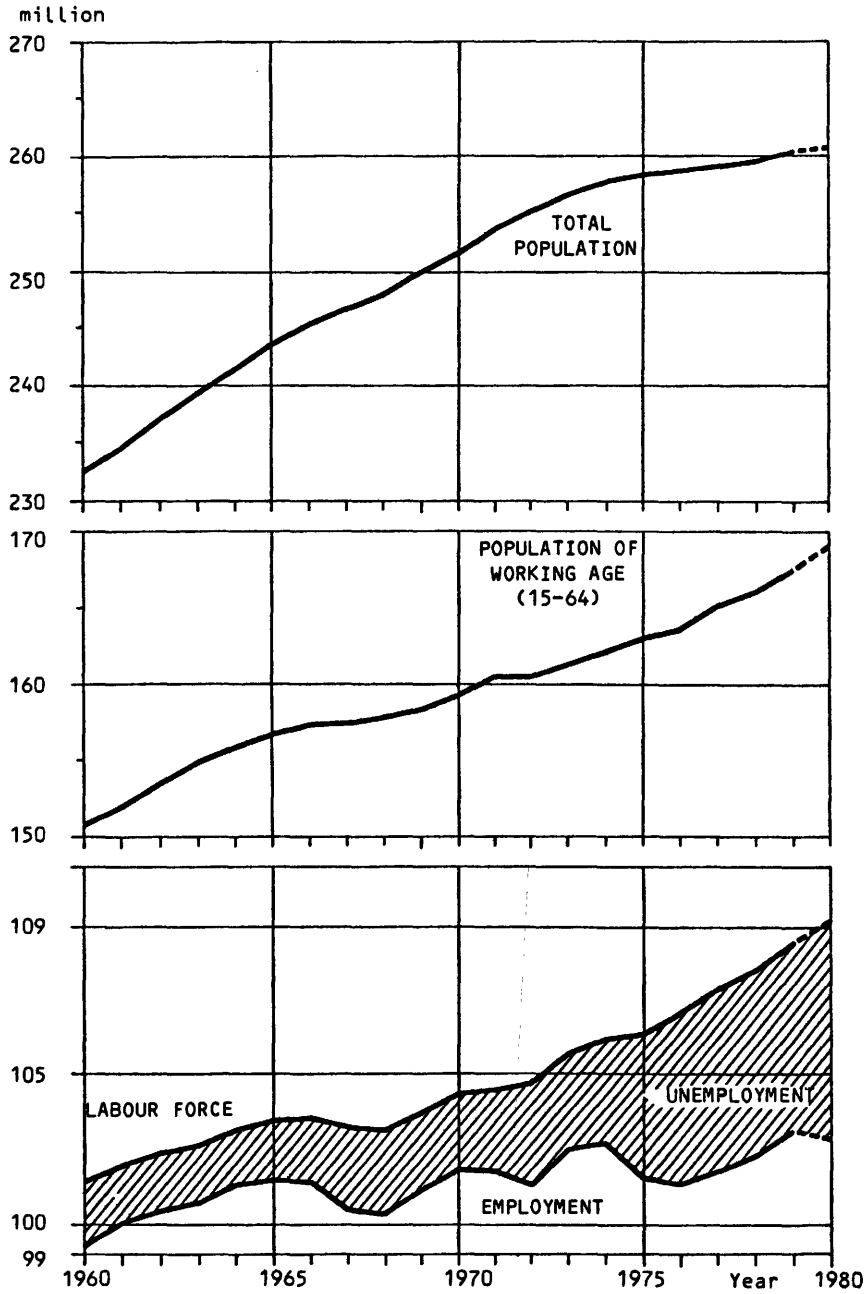
Whereas the rate of increase of total population slackened during the last decade, the numbers of working age continued to grow at rates similar to those of the sixties. Due to increasing female activity, the labour force expanded in the seventies at rates well above the sixties, while employment either fell or grew more slowly than the labour force. The dominant feature of the seventies in relation to the labour market was a sharp rise of unemployment following the oil crisis in 1973. This rise was accompanied by major changes in the structure of unemployment. In particular, the proportions of unemployed young people and women increased substantially. The various trends of population employment and unemployment at Community level are shown figure 2.1.

Looking to the future, the slower rate of population growth is expected to remain in the present decade and into the nineties. However, it is estimated that the population of working age will continue to rise steeply up to the middle eighties and will only flatten off thereafter.

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1) The reader interested in more detailed information is referred to European Economy No. 9, The main medium-term issues: an analysis, Brussels July 1981.

**Figure 2.1:**  
**Main Labour Market Trends**  
**during the Sixties and the Seventies**



**Source:** Steinle, W.J., Probleme regionaler Arbeitslosigkeit in der Europäischen Gemeinschaft. In: Raumforschung und Raumordnung 1981, Heft 2-3, p. 56.

## 2.2 Broad Sectoral Trends

Total numbers employed in the Community showed a slight increase in the seventies - from 101.9 million in 1970 to 103.2 million in 1979. However, as figure 2.1 shows, this trend was composed of three subtrends - first, a rapid growth in most Member States up to 1974; then a substantial fall until 1977; and finally a slight recovery up to the end of the decade. The net result was that unemployment rose by some 2.2 million between 1974 and 1976, the period when the most significant repercussions of the post 1973 recession on employment were felt.

At the level of sectors, the general picture of employment during the sixties showed trends of large reductions in numbers engaged in agriculture coupled with slight growth in employment in manufacturing and high increases in the tertiary sector. During the seventies, while numbers engaged in agriculture continued to fall, there was a substantial drop in employment in industry, leaving an even greater burden of employment creation to be carried by the service sector.

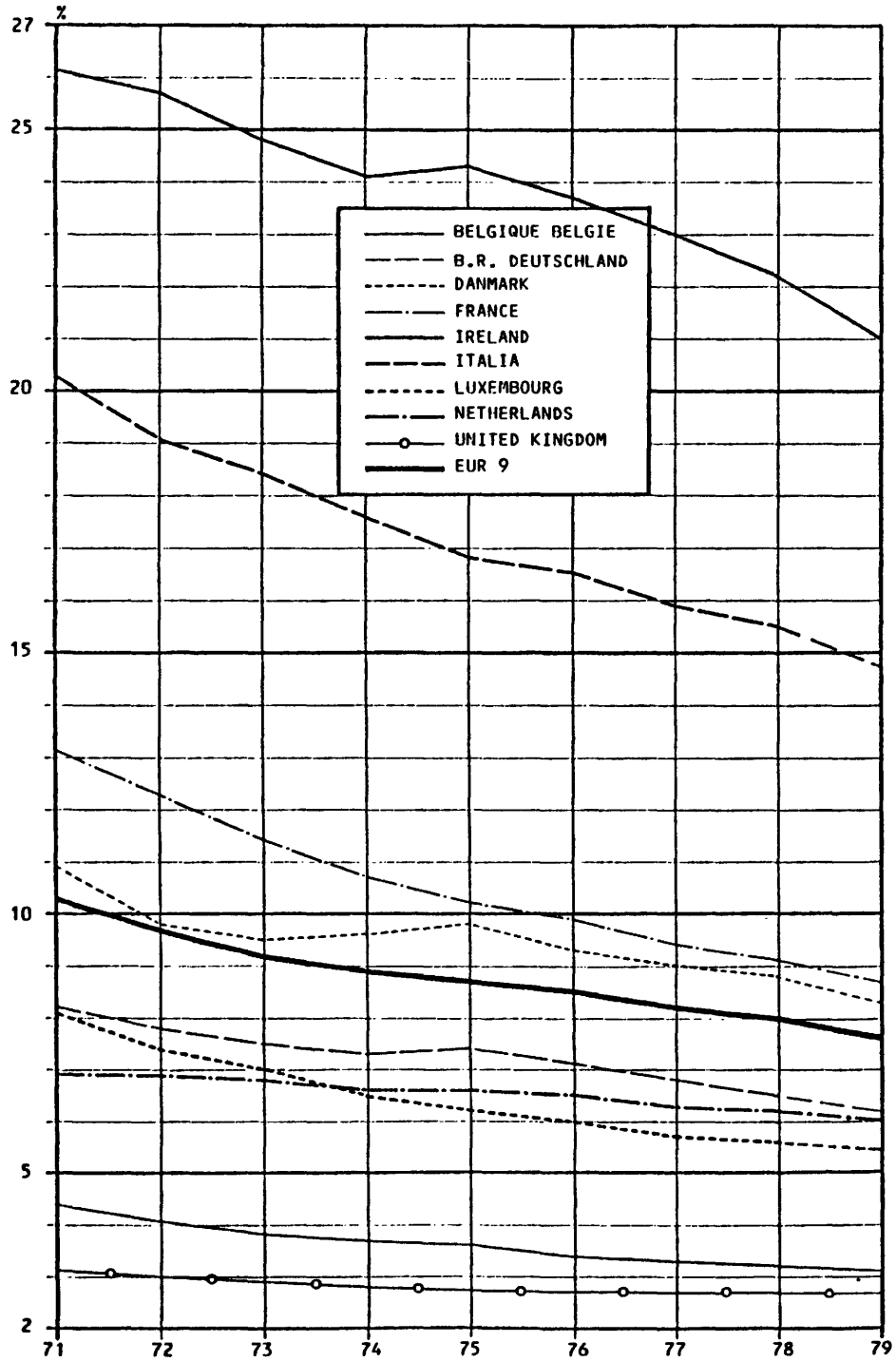
The trends of employment by sector are shown in figures 2.2, 2.3 and 2.4. The relevant data for each Member State are displayed in the statistical appendix (see Appendix Table A 1).

**Employment in agriculture** in the Community fell in the seventies at a rate of about 3% per annum and the proportion of total employment made up by agriculture dropped from 10.5% in 1970 to 7.7% in 1979. At national level, reductions in employment were most significant in France, Italy and Ireland. Nevertheless, these countries continued to have the highest proportions of agricultural employment in the Community throughout the period - 8.8%, 14.8% and 21.0% respectively in 1979.

Comparing recent movements in employment in agriculture with those in the late sixties and early seventies, the effects of the economic recession become clear. Whereas between 1968 and 1973 losses of employment in agriculture were high, they were subsequently reduced. This change is attributable to reduced employment opportunities outside agriculture.

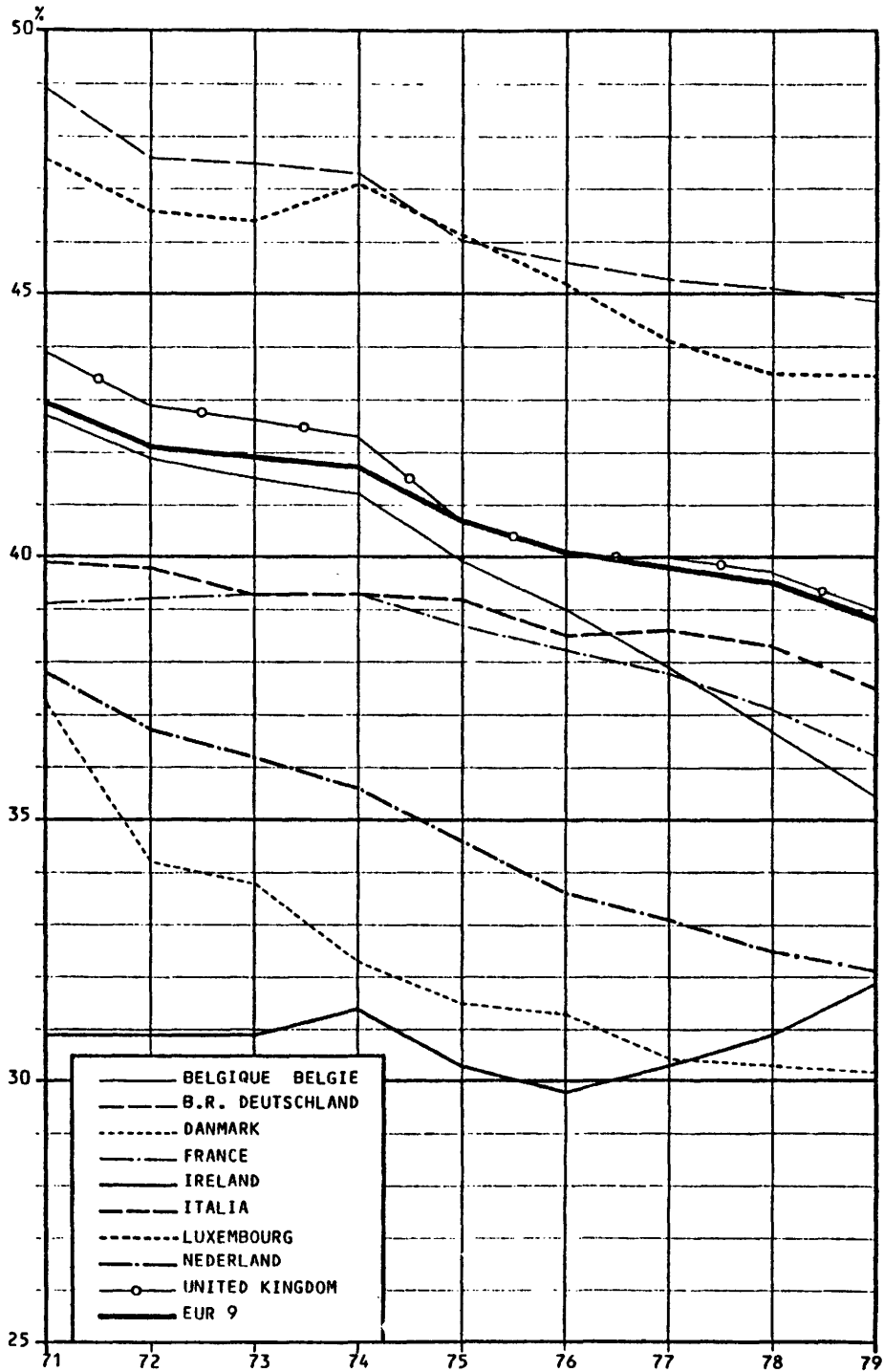
The growth in **manufacturing employment** in the fifties and sixties was reversed during the seventies. The only Member State where the proportion of manufacturing in total employment increased slightly between 1970 and 1979 is Ireland. In the remaining Member States employment in manufacturing decreased significantly.

**Figure 2.2:**  
**Employment in Agriculture**  
**1971-1979 (as % of total employment)**



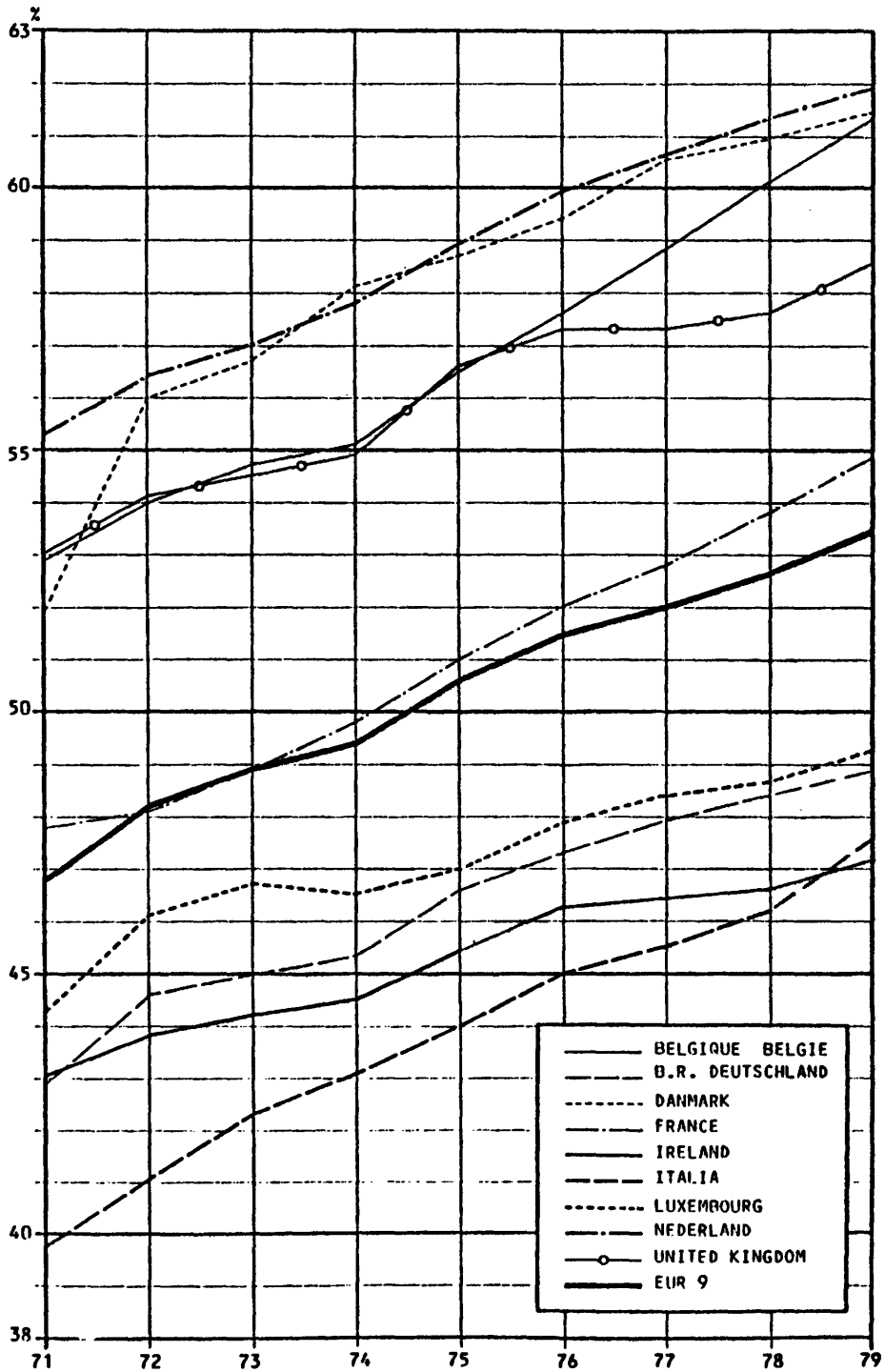
Data source: EUROSTAT, Review 1970-1979, Luxembourg 1981

**Figure 2.3:**  
**Employment in Manufacturing**  
**in 1971-1979 (as % of total employment)**



Data source: EUROSTAT, Review 1970-1979, Luxembourg 1981

**Figure 2.4:**  
**Employment in Services**  
**1971-1979 (as % of total employment)**



Data source: EUROSTAT, Review 1970-1979, Luxembourg 1981



The **service sector** was the main source of newly created jobs during the seventies. Indeed, tertiary employment actually exceeds employment in industry in all Member States. It is the only major sector in which employment continued to grow during the seventies both in terms of numbers and shares of total employment. Furthermore, part-time jobs, which are very important for females, are significant elements of tertiary employment.

Though at the level of grand sectors the picture that emerges is quite similar in the various member states (with the notable exception of increasing manufacturing employment in Ireland), a more detailed analysis shows some significant differences. Broken down by four manufacturing and four tertiary branches, the following trends of employment become apparent (see also figure 2.5) <sup>1)</sup>:

- In **Ireland** all branches witnessed increasing numbers of employees during 1970-1979;
- In **Denmark** the only branch of manufacturing which incurred increases of employment (during 1972-1979) was electricity, gas and water. In the tertiary sector all branches showed increasing employment except trade, restaurants and hotels.
- In the **United Kingdom** all manufacturing branches declined, while the services showed some growth of employment, except in transport and communication;
- In **Belgium, the Netherlands and France** employment decreased in the manufacturing branches except electricity, gas and water, while services employment increased in all four branches;
- In **Federal Republic of Germany** the only manufacturing branch which employed increasing numbers was also electricity, gas and water; in the services, all branches except trade, restaurants and hotels showed increases in employment.

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1) Detailed data are contained in Appendix Table A 2.

**Figure 2.5:**  
**Trends of Employment by Branch of Economic Activity 1970-1979**

	Mining and Quarrying	Manufacturing	Electricity, Gas Water	Construction	Trade, Restaurants, Hotels	Transport, Communication	Finance, Insurance	Community services
FRG	-	-	+	-	-	+	+	+
F	-	-	+	-	+	+	+	+
NL	-	-	+	-	+	+	+	+
B	-	-	+	-	+	+	+	+
UK	-	-	-	-	+	-	+	+
IRL	+	+	+	+	+	+	+	+
DAN	0	-	+	-	-	+	+	+

+ = increasing numbers of employees

- = decreasing numbers of employees

0 = no change

\* no data for the entire period for Luxembourg and Italy; the data for Danmark refer to 1972-1979

Some comments which are more directly related to the employment potential of SMEs, can be made on the basis of the observed changes in the professional structure of employment. With regard to professional trends of employment, the general tendency was towards reductions of numbers self-employed, and increases of dependent employment. In part, this tendency can be drawn back to decreases of agricultural employment. In addition, however, decreases of independent employment occurred in other sectors too, and probably to the detriment of the smallest units of employment. The general trends at Community level are shown in figure 2.6 1).

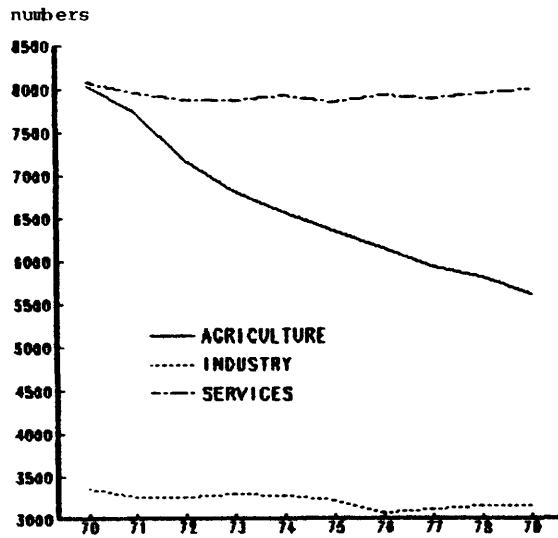
### 2.3 Labour Cost, Productivity and Investment

While the rise in output was around 4.7% p.a. during the sixties, it shrunk in the seventies to between 2.5% and 3.0% p.a. The growth of output from 1970-1979 is shown at national level for the individual member states in figure 2.7. As can be seen, the highest rates of growth occurred in Ireland, Italy, France and the F.R.G.

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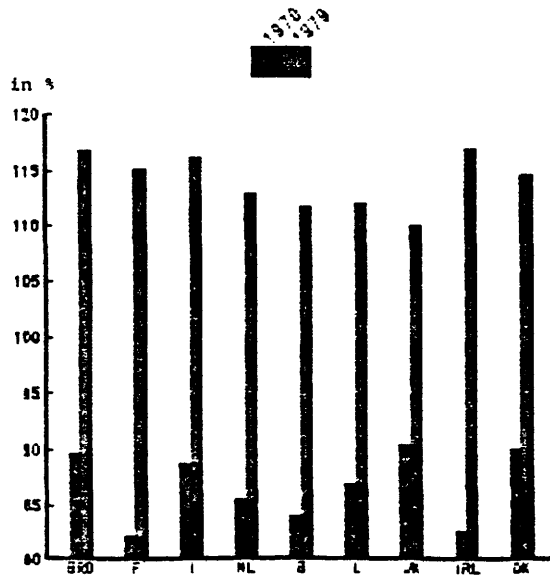
1) More detailed data on the professional structure of employment are displayed in Appendix Tables A 3 and A 4.

**Figure 2.6:**  
**Trends in the Professional Structure of Employment**  
**(numbers self-employed, employers and family workers) 1970-1979**



Data source: EUROSTAT, Review 1970-1979, Luxembourg 1981

**Figure 2.7:**  
**GDP in the Member States 1970 and 1979**  
**(volume indices, 1975 = 100)**

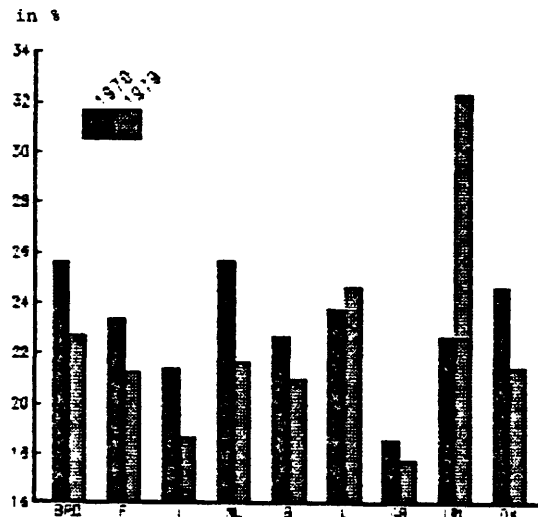


Data Source: EUROSTAT, Review 1970-1979, Luxembourg 1981.

The weak performance of output during the seventies was the result of a variety of developments, such as the steep rise in energy prices, high inflation, lack of investment, high increases of labour cost despite the reduced growth in productivity, etc.

In the period after 1973 the growth of investment slowed considerably. During 1974-1978 the rate of growth of fixed capital formation was about -0.3% p.a., while during the sixties and early seventies it increased at over 5% p.a. Only France, the F.R.G., Ireland, Italy and Luxembourg showed positive growth rates in investment during 1974-1980. Only in Ireland, however, did some significant growth occur as a proportion of output. This can be seen in figure 2.8, which displays fixed capital formation as percent of output 1970 and 1979 for the nine member states.

**Figure 2.8:**  
**Investment as % of GDP 1970 and 1979**



**Data Source:** EUROSTAT, Review 1970-1979, Luxembourg 1981

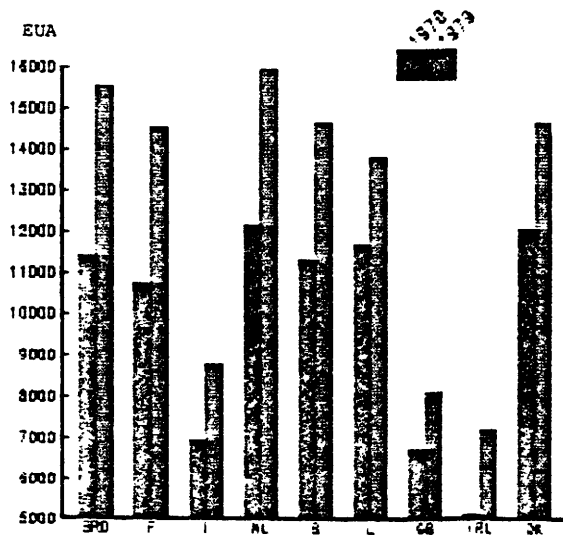
At the same time, productivity increased during the seventies at rates which were about 50% slower than during the sixties. As can be seen from figure 2.9, it was again Ireland which showed the best performance. Due to the initial disparities in levels of productivity the countries with traditionally strong economies - like the F.R.G. or the Netherlands - could maintain their leading position.

The reduced investment and small growth in productivity had severe implications for the sectoral restructuring of the European economies. In the period after the recession this process

slowed down significantly<sup>1)</sup>.

It is amazing, that wage increases were hardly affected by these generally sluggish economic conditions. In 1970, for instance, productivity increased by some 4.3% while wages increased by 8.6%. In 1975, despite the fact that productivity decreased by 0.2%, wages increased by 4.1%. Only in 1976 did increases in real wages start to fall below those in productivity. These trends led to quite substantial increases in the proportion of labour cost in GDP. As can be seen in figure 2.10 this, increase was particularly strong in Italy, Belgium and Luxembourg<sup>2)</sup>.

**Figure 2.9:**  
**Productivity (GDP per person employed) 1970 and 1979**



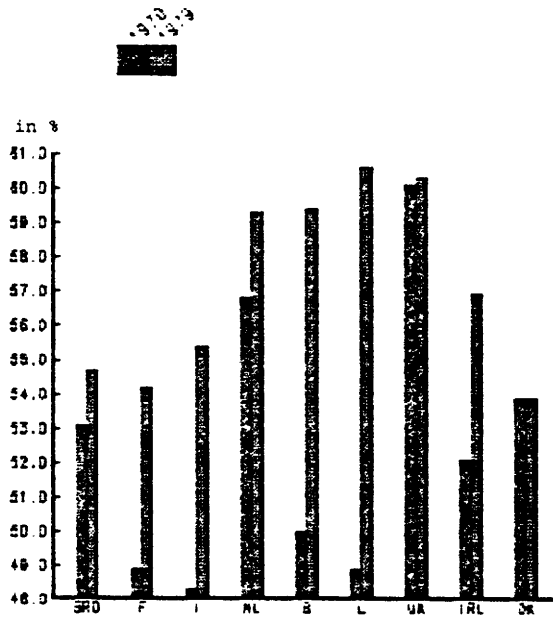
Data Source: EUROSTAT, Review 1970-1979, Luxembourg 1981

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1) See Europäische Wirtschaft, special edition, Die Entwicklung der sektoralen Strukturen der europäischen Volkswirtschaften seit der Erdölkrise, Brussels 1979.

2) More detailed data are displayed in Appendix Table A 5.

**Figure 2.10:**  
**Gross Compensation of Employees as % of GDP**



**Data Source:** EUROSTAT, Review 1970-1979, Luxembourg 1981

### III. Availability of Homogeneous Community Data on Employment in SMEs

The only available sources of valid comparisons of trends and the structure of employment in SMEs in EEC Member States are the Community surveys of the structure of earnings and labour cost. During the seventies the relevant surveys were carried out in 1972, 1975 and 1978 in manufacturing (structure of earnings in industry) and in 1970, 1974 and 1978 in services. However, the 1972 manufacturing survey and the 1970 services survey do not contain data on the three Member States which joined the Community in 1973 (Ireland, U.K., and Denmark). Moreover, the 1970 services survey is limited to banking, insurance and retail trade<sup>1)</sup>.

Using these data, a time series analysis, covering the relevant sectors and the nine Member States of the Community before the accession of Greece, is feasible for the period 1975-1978 in manufacturing and 1974-1978 in services. Partial analyses are possible for the period 1972-1975 in manufacturing (for six Member States), and for 1970-1974 in services (for six Member States for banking, insurance and retail trade). An important difference between the data for manufacturing and services lies in the basic unit of observation used in the survey. For manufacturing the data refer to establishments while the services data are based upon enterprises. Both are classified by industries on the basis of their main activity.

The surveys cover establishments and enterprises with ten or more employees. In order to preserve statistical confidentiality, no data based on less than four statistical units are published. The proportion of employees excluded from the survey varies from country to country and between NACE groups. The average level of coverage, in terms of employees and NACE groups, is shown in the appendix.

The data on employment, labour cost, and working hours contained in the surveys are broken down into six groups:

- |     |               |            |   |
|-----|---------------|------------|---|
| (a) | 10 - 49       | employees* |   |
| (b) | 50 - 99       | employees  |   |
| (c) | 100 - 199     | employees  | * establishments or enterprises with less than ten employees are excluded from the survey |
| (d) | 200 - 499     | employees  |   |
| (e) | 500 - 1000    | employees  |   |
| (f) | 1000 and over | employees  |   |

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1) The various publications which contain the relevant EEC data are listed in the appendix.

#### IV. Recent Structure of Employment in SMEs

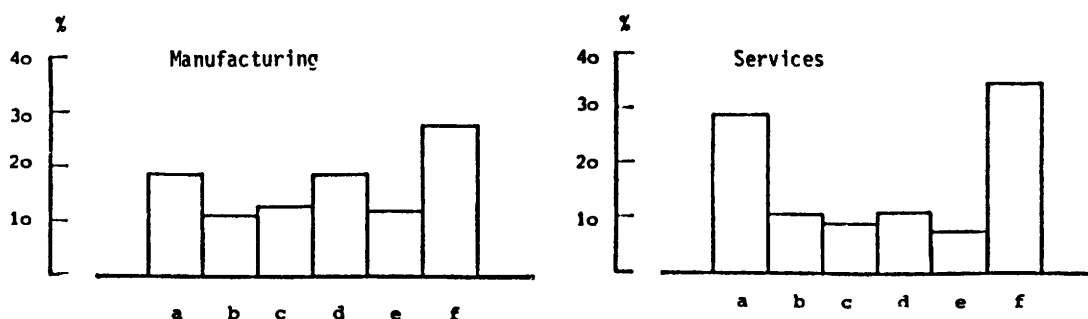
In this chapter, the main results of our investigation of the recent structure of employment in SMEs are presented. By "structure of employment" we mean the distribution of employment by industries. This issue is discussed with reference to the size of enterprises on the basis of the 1978 survey. This was the first survey to comprise all relevant sectors and data on services and manufacturing for the same year.

##### 4.1. Overview of the Recent Distribution of Manufacturing and Services Employment

This section discusses the overall distribution of employment by size of establishment in 1978. It should be borne in mind that the manufacturing sector is defined here as total manufacturing excluding NACE groups 16 and 17 (electricity and water). Similarly, parapublic and public sectors are also excluded from the analysis of services employment.

In order to avail of an overall picture of the recent distribution of employment and the relative importance of SMEs, figure 4.1 displays the global structure of employment at Community level. This figure seems to indicate that both manufacturing and services employment are characterised by a U-shaped distribution

**Figure 4.1:**  
**Distribution of Employment in Enterprises and Establishments**  
**by their Size at European Level 1978\***



\* The EEC-average for the services does not comprise the U.K., Ireland and Luxembourg. The EEC-average for manufacturing excludes Ireland and Luxembourg.

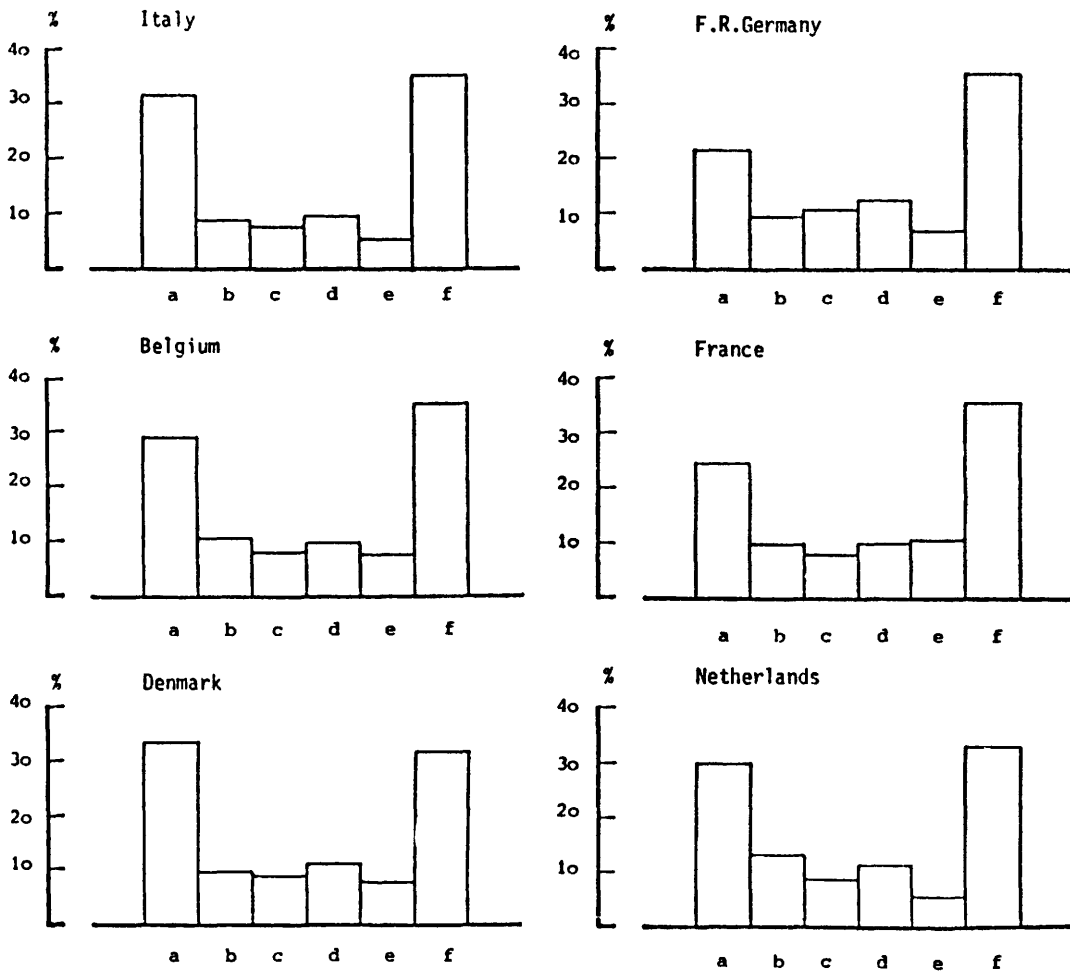
Source: EUROSTAT, Labour Cost Survey 1978



of employment, though this is much less pronounced in manufacturing<sup>1)</sup>.

The subsequent figure 4.2 displays the distribution of manufacturing employment by size of establishment in 1978. From this figure it becomes clear that, in general, manufacturing employment is dominated by larger enterprises (1000 employees and over), with the notable exception of Denmark where enterprises with 10-49 employees are dominant. The largest concentration of

**Figure 4.2:**  
**Distribution of Manufacturing Employment**  
**by Size of Establishments (1978)**



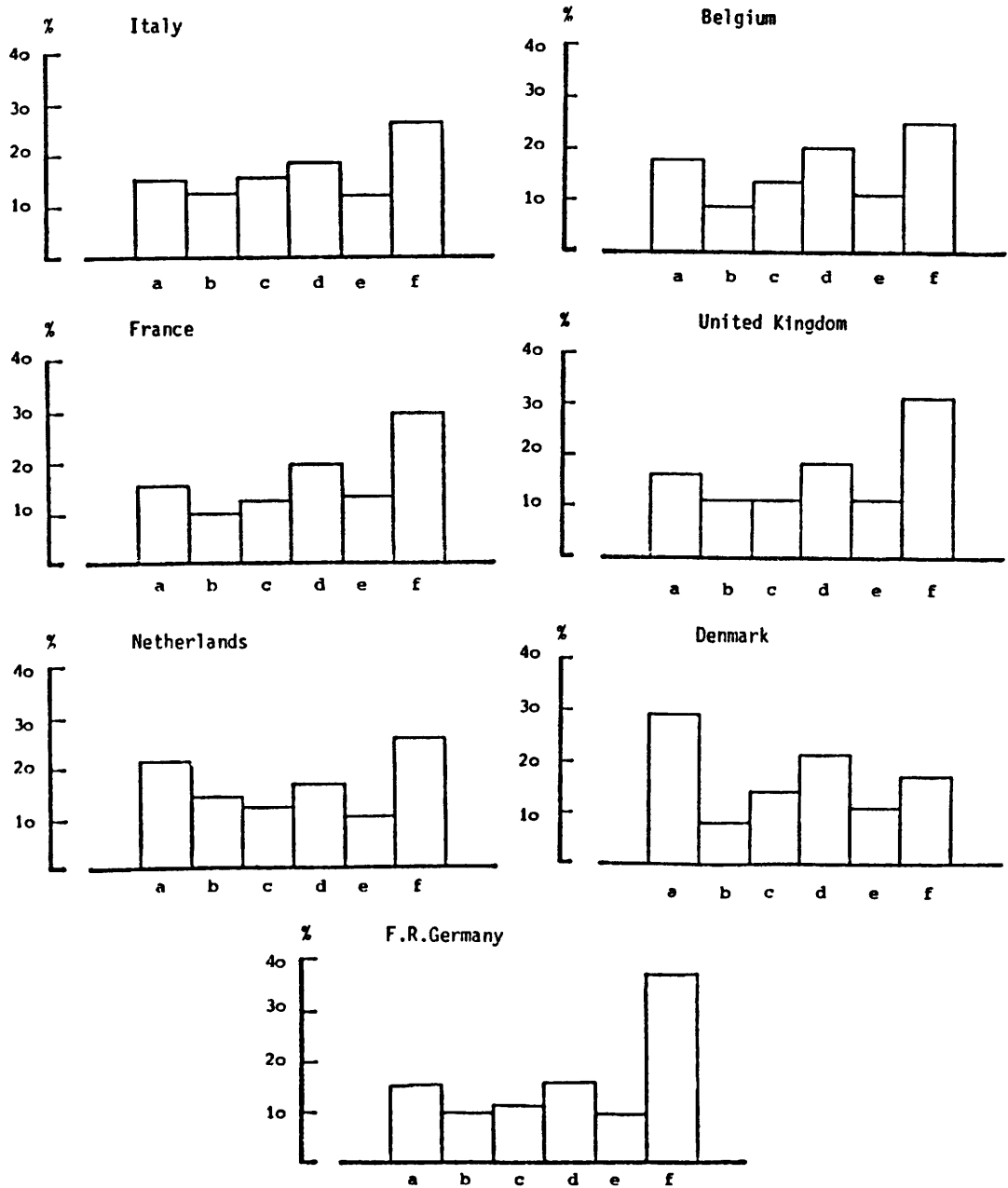
Source: EUROSTAT, Labour Cost Survey 1978

1) However, it should be noted that direct comparisons between manufacturing and services may be seriously misleading, since the size distribution in manufacturing is based upon establishments while the one in services is based upon enterprises.

employment in enterprises with 1000 employees and over can be found in the Federal Republic of Germany (37% of total employment in establishments with 1000 employees and over) and in the U.K. (32%).

The recent distribution of employment by size of establishment in the tertiary sector is shown in figure 4.3 below. In comparison

**Figure 4.3:  
Distributing of Services Employment  
by Size of Enterprises (1978)**



Source: EUROSTAT, Labour Cost Survey 1978

to the distribution of manufacturing employment, employment in services is much more polarized. In all Member States for which data are available, establishments with 10-49 and 1000 employees and over assume the highest shares of employment. Whereas employment in the establishments over the four groups with 50-999 employees hardly exceeds 10% of the total, employment in the 10-49 and the 1000 and over groups accounts for over 20% in all Member States, even exceeding 30% in most of them.

The distribution of employment by size of establishments and enterprises varies among sectors. The subsequent sections analyse this issue in greater detail for services (section 4.2.) and manufacturing respectively (section 4.3.).

#### **4.2. The Distribution of Employment in Services by Size of Enterprises**

It would have been desirable to examine the size distribution of services employment on the basis of a more detailed NACE-break-down (e.g. NACE 3-digit) in order to bring out industry specific effects. However, in several instances, the available data do not go beyond NACE 2-digit. With regard to the service sector this necessarily restricts an analysis to four industries. These are: wholesale trade (NACE 6100), retail trade (NACE 6409), banking (NACE 8129, excluding NACE 811), and insurance (NACE 8200). Similarly, public and para-public employers and employees are excluded from the analysis (e.g. labour exchange offices, hospitals).

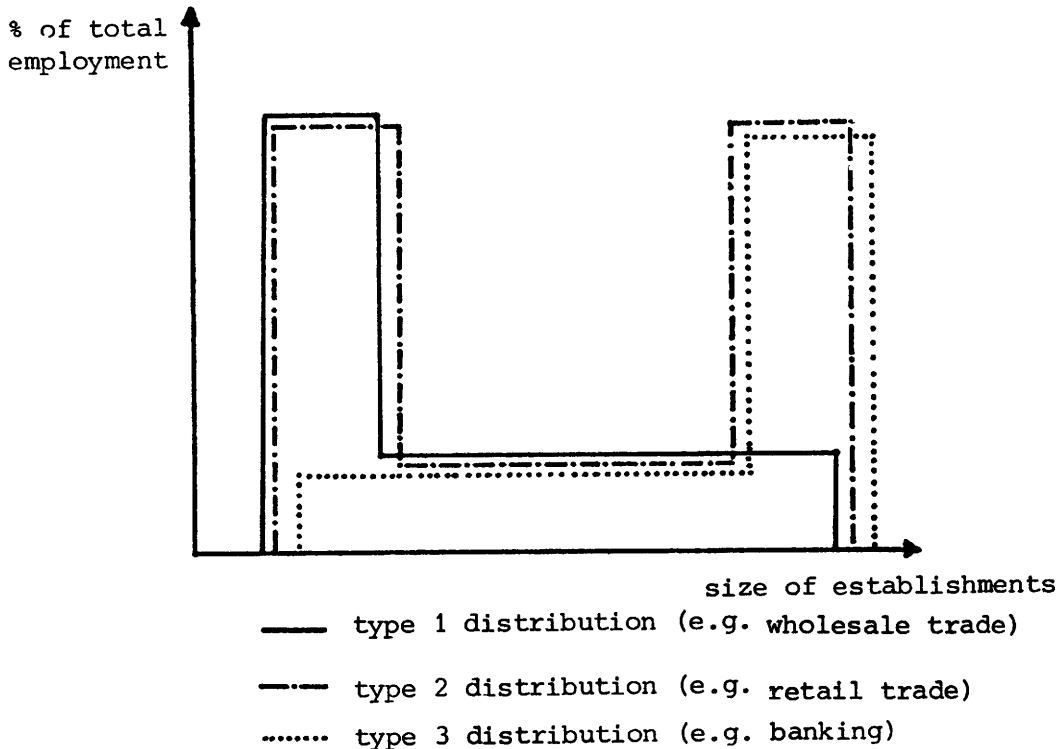
The general pattern in 1978 was one of high concentration of employment for wholesale trade in the smallest units of employment (10-49 employees), for retail trade in the smallest and the largest units (10-49 and 1000 and more employees), and for banking and insurance in the largest units of employment. Hence, there are three typical distributions of employment in services by size of enterprises. These are illustrated in the subsequent figure.

In the Member States for which the relevant data are available<sup>1)</sup>, the concentration of wholesale trade employment in enterprises with 10-49 employees normally exceeds 40% of total employment (type I distribution), except in the case of the Federal Republic, where this size group represents only 33%. With regard to retail trade, the concentration in the smallest units of employment (the group of enterprises with 10-49 employees) varies between 27% (in the Netherlands) and 43% (in Italy) of total employment. For enterprises with 1000 employees and over, the

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1) Data were not available for Luxembourg, the U.K. , or Ireland

**Figure 4.4:**  
**Typical Distributions of Services Employment**



largest units of employment (type II distribution), the concentration of employment ranges from 33% (in Italy) to 47% (in Belgium). In banking, where employment is highly concentrated in the largest units of employment, shares of total employment range between 45% in the F.R.G. and 71% in Belgium. Similarly, in the insurance sector, where the concentration of employment is, in general, slightly less pronounced than in banking, the proportion of employment in establishments with 1000 and more employees ranges between 32% (in Belgium) and 77% (in the F.R.G.).

To the extent that NACE 3-digit figures are available for wholesale and retail trade the following comments can be made:

- In Denmark, all NACE 3 industries follow the general distribution of employment which is typical for wholesale trade (type 1 distribution), except NACE group 6120 (wholesale trade in fuels, ores, metals and industrial chemicals), where employment is concentrated in larger establishments. Though the data on employment in retail trade at NACE 3-digit level are rather incomplete, it seems that the subsectors generally reflect the typical overall distribution of employment in this sector (type 2 distribution). A notable exception is, like in all other Member States, NACE group 6560 (miscellaneous retail trade, mainly non-food) where employment is highly concentrated in the largest enterprises (1000 employees and over).

In Italy, the only notable exception to the general distri-

bution of employment in wholesale and retail trade is the NACE group 6560 (miscellaneous retail trade, mainly non-food). Like in other countries, employment in this sub-sector is highly concentrated in the largest enterprises. It is noteworthy that the typical predominance of small enterprises in wholesale trade is much more pronounced in Italy than in the other Member States.

- In the **Federal Republic**, the NACE groups 6110 and 6180 (wholesale trade of agricultural raw materials and semi-finished products, as well as pharmaceutical, medical, cosmetic and cleaning materials) show atypically high proportions of employment in the largest enterprises. As has been seen, employment in wholesale trade is generally dominated by small firms. With regard to retail trade, it becomes apparent that employment is highly concentrated upon small businesses in the NACE groups 6489 (retail trade of household equipment etc.) and 6530 (retail trade of books, newspapers and office materials). However the distribution of employment in this sector is generally polarized at both extremes (type 2 distribution). As in the other member states, NACE 6560 in the F.R.G. evidences a high concentration of employment in large enterprises.
- In the **Netherlands**, the data are too incomplete to allow for significant conclusions on particular structures at NACE level 3.
- In **France**, notable exceptions to the general distribution of employment in wholesale trade are the NACE groups 6120 (wholesale trade in fuels, ores, metals and industrial chemicals) and NACE 6180 (wholesale trade in pharmaceutical medical, cosmetic and cleaning materials). For these groups, the distribution of employment resembles the type 2 distribution (concentration of employment in smallest and largest units) otherwise typical for retail trade. In retail trade, notable exceptions to the general distribution are NACE group 6419 (retail trade of food, drinking and tobacco) and NACE 656) where employment is concentrated in the largest enterprises.
- In **Belgium**, there are no notable deviations from the general distribution of employment except in NACE group 6450 (retail distribution of clothing) where employment is clearly dominated by the smallest enterprises, although retail trade in general is dominated by the smallest and the largest units of employment. Here again, as in the other member states, employment in NACE 6560 is dominated by large enterprises.

Though quite significant variations among the various subsectors and Member States have been observed, the general pattern of tertiary employment consists of high concentration for banking and insurance in the largest units of employment (type III distribution), for retail trade in the smallest and the largest units (type II distribution), and for wholesale trade in the smallest units (type I distribution).

These patterns partially explain the general size distribution of overall tertiary employment as discussed in the preceding section. The more specific analysis carried out in the present section also brings into focus the close link between the size of establishments or enterprise and the industry mix. A country with a high share of services employment in wholesale trade is likely to show a size distribution of tertiary employment very different from that of a country with high shares of banking or insurance. The former tends towards a distribution biased in favour of smaller units of employment while the latter tends towards a distribution where the highest concentrations are in the largest units of employment.

#### **4.3 The Size Distribution of Employment in Manufacturing**

Similar to the analysis of tertiary employment, patterns of manufacturing employment by individual industries have also been examined. Although the data for 1978 were not available for some countries and several NACE 2 industry groups for reasons of statistical confidentiality, the analysis presented in this section gives an idea of the most important employment trends in the manufacturing sector.

The details of our analysis will not be presented here, since we are dealing with a matrix of 24 manufacturing NACE 2-digit groups and six size groups in each country. The interested reader is referred to the statistical appendix which contains the relevant data.

As is true of the tertiary sector, the size distribution of employment in manufacturing is closely linked to the industry mix. In all Member States for which the 1978 data are available at the present time, we can observe a clear tendency towards concentration of employment in establishments with 10-49 employees in the following NACE 2-digit groups:

- 4400 Manufacture of leather and leather goods
- 4500 Manufacture of clothing and footwear
- 4600 Timber and wooden furniture industries
- 4900 Other manufacturing industries

- 5000 Building and civil engineering (with the notable exception of France which adheres more closely to the type II distribution observed, for example, in retail trade)

These industries can be referred to as type I distributed, in the sense discussed earlier.

At the other extreme, the following industries evidence high concentration of employment in large establishments (1000 employees and over), or the type III distribution:

- c Total mining and quarrying (NACE 11, 13, 21, 23)
- 1400 Mineral oil refining
- 1500 Nuclear fuels industry
- 2200 Production and preliminary processing of metals
- 2500 Chemical industry
- 2600 Production of man-made fibres
- 3300 Manufacture of office machinery and data processing machinery
- 3400 Electrical engineering
- 3500 Manufacture of motor vehicles and of motor vehicle parts and accessories
- 3600 Manufacture of other means of transport

The type II distribution, where employment is polarized at the extremes (10-49 and 1000 employees and over), hardly occurs in manufacturing, unlike in the services in which retail trade conforms to this type.

Although the size distribution of total manufacturing employment tends towards concentrations in larger establishments, these findings suggest that this general distribution is actually composed of two distinctly different subgroups of industries. The smaller of these two subgroups is made up of those industries, in which employment clusters in the smallest units (i.e. manufacture of leather and leather goods, manufacture of clothing and footwear, timber and wooden furniture industries, other manufacturing industries, building and civil engineering). Numbers employed in these industries, however, are not sufficient to counterbalance the weight of employment in the industries dominated by large establishments (i.e. mining and quarrying, mineral oil refining, nuclear fuels industry, production and preliminary processing of metals, chemical industry, production of man-made fibres, manufacture of office and data processing machinery, electrical engineering, manufacture of motor vehicles and of motor vehicle parts and accessories, manufacture of other means of transport). Together, these two subgroups make up the distribution of total manufacturing employment although its bias towards large enterprises is determined by the more dominant latter group.

In general, with respect to the size specific composition of manufacturing industries, SMEs seem to predominate in small productivity sectors and declining industries, such as leather goods, textiles and clothing. Most high productivity and advanced industries, such as data processing and electronics, are characterized mainly by the prevalence of large establishments.



## **V. Trends of Employment by Size of Establishments and Enterprises**

The subsequent investigation is based on net changes of total employment by size of establishments in manufacturing and by size of enterprises in services.

The analysis of trends of employment in manufacturing relates to the changes recorded during the two labour-cost surveys 1975-1978. Reference is also made to the period 1972-1975. The reader interested in earlier developments is referred to a study published by the Commission in 1980<sup>1)</sup>. The examination of trends in services employment is based upon the labour cost surveys carried out in 1974 and 1978. To the extent possible, this analysis is complemented by a description of changes observed during 1970-74 (the data for 1970 are incomplete and cover only the six original Member States).

### **5.1 Trends in Manufacturing Employment**

There is no clear pattern of growth of manufacturing employment according to the size of establishments during 1975-1978. In only a few countries were there unequivocal shifts of employment towards concentration or deconcentration. The United Kingdom and, to a lesser extent, the Netherlands, Denmark and the Federal Republic of Germany showed a tendency towards increasing concentration of manufacturing employment in small establishments. In Italy and France the largest units of employment showed relative increases, while in Belgium the intermediate size groups (100-499 employees) demonstrated the highest relative growth.

It would, however, be too superficial to base our analysis exclusively on these crude figures. Firstly, because the seventies witnessed extremely deep changes of manufacturing structures, coupled with large numbers of manufacturing workers made redundant in several industries, it is necessary to view the changes of employment by size of establishments in relation to dynamic and sluggish industries. In addition, changes in the size distribution over time must also be seen in light of the relative importance of the various size groups of employment. High increases in a small size group are not necessarily indicative of a significant rise in total employment effected by this group if other size groups with small increases represent significantly higher shares of total employment.

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1) See Commission: Small and Medium-Sized Enterprises and the Artisanat in the European Community, Some Basic Quantitative Data, January 1980.

Let us turn to the latter issue first. The subsequent figure shows size specific employment for the years 1972, 1975 and 1978, and for 1975 and 1978 in the Member States for which the 1972 data are not available. This figure takes two factors into account: the distribution of employment by size in any given year and the size specific changes within each group over time. With regard to these components several characteristics become apparent:

- in Italy and in France, there was a continuing tendency towards concentration of employment in larger establishments, with losses in the smallest units of employment throughout the period covered by the three surveys (1972-1978);
- in the Federal Republic, and most obviously in the Netherlands, the smallest establishments showed gains, and whereas the largest units of employment gained in importance until 1975 their significance waned thereafter;
- in Belgium, both the smallest and the largest units suffered losses during 1975-1978, while they increased their share in employment during 1972-1975 to the detriment of intermediate size groups. By contrast there was some growth of the intermediate size groups (c and d, 100-499 employees) during 1975-1978.
- in the U.K. and Denmark, for which the 1972 survey data are not available, the more recent trends showed increases of employment in the smallest establishments. In the U.K., the tendency towards deconcentration was very marked, all establishments with less than 200 employees witnessed increases, whereas in the upper size groups, relative decreases of employment took place (the largest establishments also decreased in number). In Denmark only two groups, establishments with 10-49 and with 500-999 employees showed relative gains.

However, these general trends can not be interpreted correctly without taking into account the branch specific characteristics of changes in employment over time.

With regard to sectoral aspects of changes in the size specific composition of manufacturing employment, the following trends became apparent<sup>1)</sup>:

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1) See also Appendix Table A 9.

Figure 5.1:  
Manufacturing Employment by Size of Establishment 1972, 1975, 1978

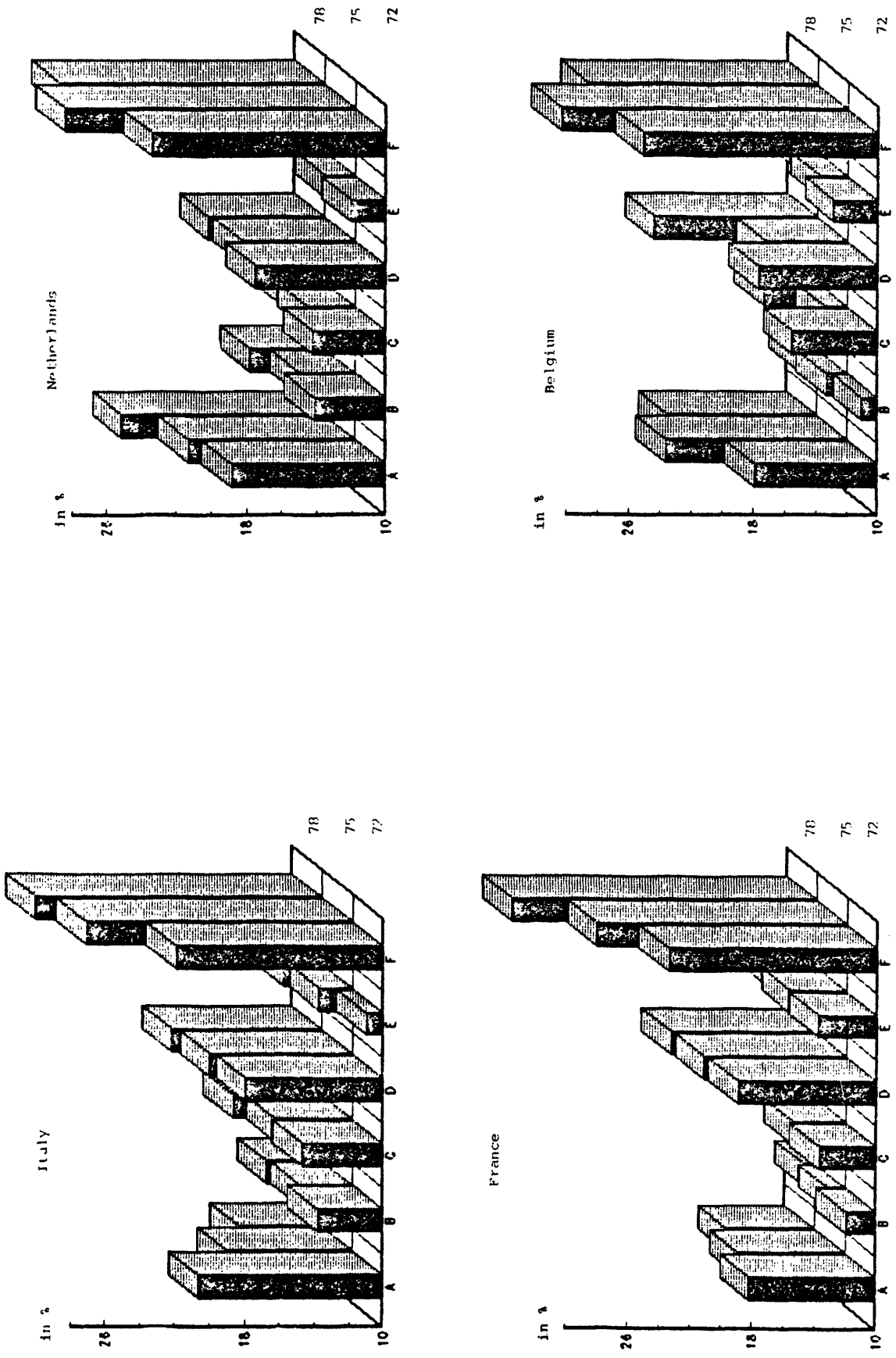
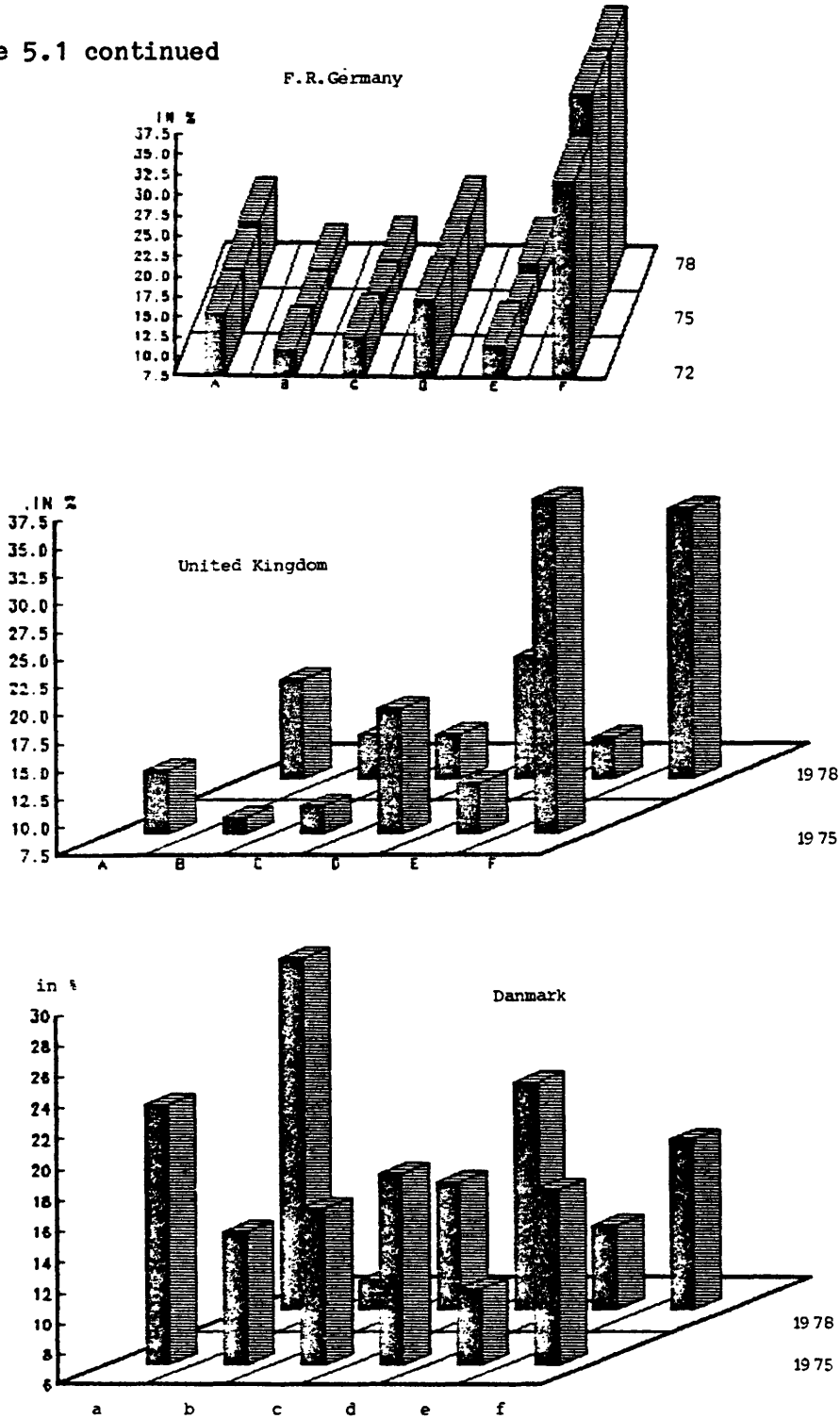


Figure 5.1 continued



- In France, manufacturing employment clustered increasingly in the largest establishments. This trend was composed of two subtrends. Firstly, the majority of industries in which the distribution of employment is biased towards big firms (NACE 1, 2 and 3 as shown in section 4.3) showed further concentration. A notable exception is mining and quarrying where employment shifted in favour of smaller establish-

ments. Secondly, the manufacturing industries which are dominated by small establishments (see section 4.3) witnessed a continuing tendency towards deconcentration. Notable exceptions are the NACE groups 49 (Other manufacturing) where shifts of employment towards the type 2 distribution can be observed, and NACE 50 (Building and civil engineering) where employment shifted towards larger establishments.

- In Italy, the overall trends of employment were similar to those in France, in that during 1972-1978 employment shifted towards the larger establishments. The components of this change, however, were distinctly different from those in France. The Italian trend towards concentration was determined by increasing shares of employment of larger establishments in those industries where the distribution is biased towards small units (see section 4.3) and only marginal gains or even trends toward deconcentration (e.g. mineral oil refining and production of man made fibres) in industries which are dominated by large firms.
- In Belgium, the tendency towards increasing shares of employment in intermediate size groups seems to be due to two different subtrends. Firstly, an increase of employment occurred in establishments with 100-499 employees in - and to the detriment of - those industries which are traditionally dominated by large firms (NACE 1-3). Among these only the NACE group 22, production and preliminary processing of metals, showed significant increases of shares of employment in establishments with 1000 employees and over. Secondly industries where the distribution of employment tends towards smaller firms (NACE 4 and 5) witnessed either trends towards concentration (e.g. NACE 45, 46 and 47) or increasing shares of intermediate size groups. In no industry was there evidence of unequivocal trends towards deconcentration in favour of the smallest units.
- In the Federal Republic of Germany, some deconcentration was observed, during 1975-1978. This was partly due to decreasing shares of employment in larger firms in those industries where employment is dominated by smaller firms (NACE 4 and 5) and partly to the two following subtrends in other industries. On the one hand, some deconcentration occurred in most industries which are dominated by large firms especially in NACE 22 (Production and preliminary processing of metals), 25 (Chemical industry), 32 (Mechanical engineering), 33 (Manufacture of office machinery and data processing machinery), 35 (Manufacture of motor vehicles and of motor vehicle parts and accessories) and 37 (Instrument

engineering). On the other hand, trends towards increasing shares of large establishments were found in industries which are traditionally dominated by large firms, specifically in mining and quarrying, electrical engineering and in manufacture of non-vehicle related means of transport. In addition, two developments were recorded, the one in other industries (NACE 49), where intermediate size groups showed gains of employment, and the other in NACE 31 (metal articles) where employment shifted towards a type 2 distribution.

- In the **Netherlands**, a tendency towards deconcentration during 1975-1978, seems to be due to decreasing shares of employment in the largest units in all of the various industries for which data are available. However, because the time series data for this country are incomplete, a detailed analysis was not possible.
- In **Denmark**, the smallest manufacturing establishments showed the highest relative growth of employment. As was true for the Netherlands, the restricted availability of NACE level 2 data did not allow a more detailed analysis.
- In the **United Kingdom**, the trend towards deconcentration of manufacturing employment during 1975-1978 was unequivocal. This process was determined by increasing shares of employment in the smallest and medium sized business in virtually all industries. The only manufacturing industry in which employment in large establishments showed small relative increases was the NACE group 35 (Manufacture of motor vehicles and vehicle parts and accessories. All other industries, whether dominated by large or by small businesses, showed trends towards deconcentration.

In general, a correlation seems to exist between changes of the composition of employment by size of establishment and aggregative changes in employment. Tendencies towards concentration occurred mostly in those countries and industries which experienced relatively small losses of employment. Deconcentration in turn was found in those countries in which industries suffered rather large losses in manufacturing employment.

Generalization of these findings with regard to size and industry related changes of manufacturing employment may shed more light on this correlation: We are basically dealing here with two groups of countries: the U.K., Belgium, Denmark, the Netherlands and the F.R.G. where trends towards deconcentration became apparent or where the largest businesses suffered relative losses of employment, and France and Italy where clear trends towards high increases in employment in large establishments were observed,

while relative losses were found in the smallest units. In this second group, reductions of employment in manufacturing industries were fairly low. In France, it decreased by 0.6% p.a. during 1970-1979, and in Italy it even showed slight increases of +0.1 p.a. By contrast, in the first group of countries, which showed trends towards deconcentration, manufacturing employment decreased during the seventies by rates varying between -1.4% p.a. and -2.0% p.a.

Surely the assertion of an interdependence of volume and size specific changes of employment - reductions of employment varying with relative growth of small businesses, and increases with relative growth of large businesses - needs further investigation. The available literature seems to provide some additional evidence to support our thesis. Stroetmann, for instance, shows in an analysis of SMEs that: "For example, in leather production, imports and substitute materials more than two-thirds of all jobs have been lost from 1963 to 1973. At the same time, companies having fewer than 200 employees increased the relative percentage of working places provided by about 70 % (from 50 % to more than 85 %), whereas out of six firms having more than 500 employees only one - a smaller one - survived"<sup>1</sup>). The general coincidence of volume and size specific changes in employment suggests that, in a sluggish economic climate, small businesses are more likely to maintain certain levels of demand for labour than larger ones.

## 5.2 Trends in Services Employment

The overall picture of employment change in the services is one of growing concentration in the larger enterprises. This general pattern, however, is composed of a variety of subtrends.

With reference to 2-digit NACE groups, the patterns of changes in employment by size of enterprises in the service sector are fairly diverse.

Figure 5.2 displays the changes in employment during 1974-1978 by size of enterprises and the four main service industries (NACE 2-digit). Whereas the picture is fairly heterogeneous with regard to the small and medium units of employment (up to 499 employees), there is a general increase in shares of employment in the larger enterprises. It appears that there is no single sector and no single size band in which unequivocal trends could be observed. Some deconcentration of employment in the insurance

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1) See Stroetmann, K. Innovation in Small and Medium Industrial Firms. In: Technological Innovation: Government, Industry Cooperation. Edited by Gerstenfeld, A., New York 1978, P. 93/94.

**Figure 5.2:**  
**Trends of Services Employment in the Member States**  
**1974-1978 by Industries and Size of Enterprises**

industry NACE six groups	insurance 8200	banking 8129	retail trade 6409	wholesale trade 6100
10-49 employees	+ DAN, B, F - I, FRG, NL	+ DAN, F - I, FRG, B, NL	+ B, F - I, FRG, DAN, NL	+ I, DAN - FRG, B, F, NL
50-99 employees	+ B, F, NL - I, FRG, DAN	+ F, NL - I, FRG, DAN, B	+ I, FRG, B - DAN, F, NL	+ I, F, NL - FRG, DAN, B
100-199 employees	+ DAN, F - I, FRG, B, NL	+ I, FRG, NL - DAN, B, F	+ I, B - FRG, DAN, NL, F	+ FRG, F - I, DAN, NL, B
200-499 employees	+ DAN - I, F, NL, B, FRG	+ FRG - I, DAN, B, F, NL	+ I, FRG, DAN, NL - B, F	+ I, FRG, DAN, B, NL - F
500-999 employees	+ I, DAN, NL - F, B, FRG	+ I, FRG, B, F - NL, DAN	+ I, FRG, NL, F - B, DAN	+ DAN, F, NL - I, B, FRG
1000 + employees	+ I, FRG, B, F, NL - DAN	+ I, B, F, DAN - NL, FRG	+ I, FRG, DAN, NL, F - B	+ FRG, B, NL - I, DAN, F

+ = increasing shares in employment  
 - = decreasing shares in employment

sector seems to have occurred in Denmark and France, while increasing concentration of employment in this sector could be observed in Italy, the F.R.G. and the Netherlands. In the remaining service industries, most countries experienced decreases in the proportion of employment represented by small enterprises.

In light of these observations it seems appropriate to refine our analysis with regard to the level of disaggregation of service industries. Though the service sector as a whole is the main source of newly created jobs, strangely enough, the current nomenclature of economic activities distinguish only four main industries inside the service sector (NACE 2-digit). By contrast,



in manufacturing, the current nomenclature takes into account over 20 industries at the same level of disaggregation (NACE 2-digit). With due consideration to the fact that the service sector provides over 50 % of all jobs in the Community, it seems that our accounting system for economic activities should be altered to comply with the recent sectoral constellation of employment.

Having made this point, it should be clear that a more precise analysis of services employment, though necessary, is hardly possible. With regard to the available data at a finer breakdown NACE 2-digit service industries, the only available data are NACE 3-digit employment figures in wholesale and retail trade (8 industries in wholesale and in retail trade respectively)<sup>1)</sup>.

To the extent that the relevant data at this level of disaggregation are published, the following observations are in order:

- In Denmark, the general trend of deconcentration of employment in wholesale trade is reflected in the NACE 3-digit industries. For retail trade the data are too incomplete to make any judgement.
- In Italy, the slight deconcentration of wholesale employment occurred as a result of some concentration in NACE 6180 (Wholesale dealing in pharmaceutical and medical goods, cosmetics and cleaning materials), as well as in NACE 6150 (Wholesale dealing in furniture, household goods, hardware and ironmongery). A significant deconcentration could be observed in NACE 6160 (Wholesale dealing in textiles, clothing, footwear and leather goods). The remaining wholesale industries showed some deconcentration. The general concentration of employment in retail trade was accompanied by a significant deconcentration in NACE 6439 (Dispensing chemists and retail distribution of medical goods, cosmetics and cleaning materials) and 6460 ((Retail distribution of footwear and leather goods). For most other retail industries, no data are available to judge their performance.
- In the Federal Republic, the general concentration in wholesale employment could also be observed in most industries inside this sector. No single industry showed higher shares of employment in the smallest units in 1978 than in 1974. Even more pronounced tendencies toward concentration could be observed in retail trade.
- In the Netherlands, the data base is too fragmentary to

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1) See also Appendix Table A 10.

allow for conclusions at the level of NACE 3-digit industries.

- In France, the general trend was towards increasing shares of employment in the intermediate size groups in wholesale trade (50-99 and 100-199 employees). Viewed more closely, there was some concentration of employment in NACE 6180 (Wholesale dealing in pharmaceutical and medical goods, cosmetic and cleaning materials), and some deconcentration in NACE 6150 (Wholesale dealing in furniture, household goods, hardware and ironmongery) as well as in NACE 6120 (Wholesale dealing in fuels, ores, metals, industrial chemicals). The remaining industries followed the general trend of employment in wholesale trade. A general concentration of employment in retail trade occurred which proved detrimental to intermediate size groups, but not to the smallest units of employment with less than 50 employees. This change was the result of the following subtrends: clear trends towards concentration in NACE 6450 (Retail distribution of clothing) and NACE 6560 (Retail distribution of household equipment, fitting and appliances, hardware and ironmongery) and some deconcentration in the remaining industries.
  
- In Belgium, the tendency towards concentration of employment in wholesale trade in the largest units of employment was the result of increasing shares of employment in intermediate size bands in NACE 6140 (Wholesale dealing in machinery, industrial equipment and vehicles (including ships and aircraft) and NACE 6150 (Wholesale dealing in furniture, household goods, hardware and ironmongery), and some deconcentration in NACE 6180 (Wholesale dealing in pharmaceutical and medical goods, cosmetic and cleaning materials). The remaining industries followed the general pattern of concentration. It seems that, in retail trade where a significant overall deconcentration occurred, all retail industries, except NACE 6560 (Retail distribution of wide range of goods, with non-food goods predominating) which showed some concentration, followed the general pattern. However this cannot be precisely determined since the NACE 3-digit data are uncomplete for several retail industries.

It seems that the general pattern of trends in services employment is largely identical with the one observed in manufacturing. At the level of individual industries the employment growth of SMEs has occurred mostly in those NACE groups which represent rather basic services (for instance, wholesale trade of furniture, household material, retail trade of footwear and leather goods, cleaning material, and the like). Most high-productivity services on their turn (like banking, the non-food sector in

retail trade) incurred increasing employment in large enterprises.

## VI. Labour Cost and SMEs

An important facet in considering the employment potential of SMEs is the relative labour cost that they incur by comparison to larger enterprises. If the labour cost in SMEs were significantly lower than in larger businesses it may be argued that - in a period of sluggish economic climate - their chance of maintaining certain levels of employment, or even grow and prosper, is higher than the one of large enterprises.

In view of the available Community wide data on labour cost by size of establishments (in manufacturing) and enterprises (in services), the general impression is, however, that differences in labour cost among the various size bands of businesses are fairly small. The relevant data are displayed for manufacturing and services in figures 6.1 and 6.2. It seems that, in general, the hourly labour cost increases slightly along with the size of

**Figure 6.1:**  
**Labour Cost 1978 in Manufacturing\* by Size of Establishments**

		a	b	c	d	e	f
F.R.Germany	1	2681	2768	2871	3023	3237	3637
	2	637	629	622	613	598	565
France	1	4752	4957	5098	5504	5859	6438
	2	598	589	581	570	561	548
Italy	1	654871	693419	731405	765488	810357	838417
	2	535	541	537	529	523	516
Netherlands	1	3008	3129	3219	3391	3604	3999
	2	601	595	588	581	570	532
Belgium	1	39130	42809	45187	49963	52902	61679
	2	605	599	596	586	579	550
Luxembourg	1	35462	:	:	:	:	:
	2	757	:	:	:	:	:
United Kingdom	1	363	359	373	388	421	463
	2	756	747	738	732	721	705
Danmark	1	7847	7830	7819	8088	8543	8545
	2	861	871	872	868	868	858

1 = labour cost par month (national currencies)

2 = direct labour cost as % of total cost

\* all manufacturing industries except NACE 16 and 17

Source: EUROSTAT, Labour Cost Survey 1978

businesses, whereas the proportion of direct cost to total cost decreases along with size<sup>1)</sup>. Though there are some differences in cost levels among the Member States, this does not affect the general characteristics of this relationship.

**Figure 6.2:**  
**Labour Cost 1978 in Services by Size of Enterprises**

		6000		8129		8200	
		1	2	1	2	1	2
Netherlands	a	3098	740	3392	655	3735	666
	b	3210	735	3456	658	3953	681
	c	3166	738	3719	654	3484	703
	d	3279	729	3833	654	3778	668
	e	3132	741	4457	630	4458	643
	f	2609	747	3702	662	4606	606
Danmark	a	8401	921	9416	893	10389	886
	b	8629	939	9396	894	10778	901
	c	8584	951	9163	898	10769	892
	d	8735	945	9813	881	:	:
	e	9844	890	8623	885	10028	899
	f	7571	915	9699	890	9923	897
Italy	a	749269	596	1464222	549	1299419	586
	b	825947	584	1568400	547	1266588	598
	c	889163	585	1515200	541	1367471	573
	d	993263	571	1539997	527	1457186	568
	e	911191	583	1560068	525	1460675	542
	f	788377	580	1588013	500	1400630	519
F.R.Germany	a	2537	654	3269	579	4021	564
	b	2753	645	3475	570	3885	568
	c	2758	639	3471	554	4020	546
	d	2707	634	3508	535	3916	540
	e	2641	628	3689	535	3730	549
	f	2730	593	4117	495	4024	547
France	a	4998	607	8462	505	6722	520
	b	5175	598	9299	501	6841	511
	c	5527	590	8747	478	6783	506
	d	5219	580	7815	496	7225	507
	e	5446	582	7780	493	7357	500
	f	5149	580	8362	465	7225	478
Belgium	a	46072	720	74415	719	64248	709
	b	51842	709	74119	717	66795	712
	c	54054	704	71489	700	61722	712
	d	57861	700	68314	697	63194	693
	e	59311	690	78507	682	62276	678
	f	49487	660	83164	650	80913	695

1 = labour cost per month (national currencies)

2 = direct labour cost as % of total cost

6000 = wholesale and retail trade

8129 = credit

8200 = insurance

**Source: EUROSTAT, Labour Cost Survey 1978**

1) This can be seen more clearly in Appendix Table A 11, which shows the deviations from the average of labour cost and the share of direct labour in total cost.

At the level of individual manufacturing and services industries, the differences in labour cost among the various size bands carry even less weight than those at the level of grand sectors. It thus appears that the differences in labour cost, as they emerge at the macroeconomic level, cannot be attributed to size specific characteristics - at least not at the level of aggregation of the size bands of businesses considered here. They seem more likely due to industry specific factors. In addition, to the extent that wages are negotiated in industries or professional groups (irrespective of size), it is more realistic to go on this hypothesis than on the assumption that labour cost differentials are due to size specific characteristics.

An analysis of the industry specific structure of labour cost may provide evidence to support this line of reasoning. Appendix Tables A 12 and A 13 display the labour cost structures by Member States and industries in manufacturing and the services<sup>1)</sup>. These tables seem to indicate that the labour cost differentials among industries are extremely pronounced. The labour cost in low-pay industries - like manufacture of clothing and footwear (NACE 4500), manufacture of leather and of leather goods (NACE 4400) or timber and wooden furniture industry (NACE 4600) - very often lies more than 50 % below the labour cost in high-pay industries - such as, for instance, mineral oil refining (NACE 1400), production and preliminary processing of metals (NACE 2200) or chemical industry (NACE 2500). Though labour cost levels and increases vary considerably among Member States, the industry specific rank orders remain much the same.

In comparing the industry specific distribution of labour cost and the size distribution of businesses by industries, an important feature becomes apparent, which brings us back to those labour cost aspects more directly relevant to SMEs. Although the size specific labour cost differentials as has been pointed out above, have little significance, there is a very clear relationship between those industries which are dominated by large businesses and those which incur high labour cost, as well as between the industries where labour cost is low and those in which small businesses are prevalent.

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1) For further investigations see: European Economy, No. 11, March 1982, Unit Labour Costs in Manufacturing Industry and in the Whole Economy. W.M. Lister: The Structure of Earnings in Wholesale Distribution, Retail Distribution, Banking and Insurance in 1974, EUROSTAT, Luxembourg July 1980. Sussex European Research Centre & D. Marsden: Study of Changes in the Wage Structure of Manual Workers in Industry in Six Community Countries since 1966, and Proposals for the Development of Future Community Surveys, EUROSTAT, Luxembourg July 1980.

An examination of these relationships by industries and member states clearly shows that the high labour cost industries are identical with those dominated by large businesses<sup>1)</sup>. In turn, those industries in which labour cost is low are dominated by small businesses. These findings are illustrated in figure 6.3 which displays for each Member State the three industries with the highest and the lowest labour cost, and the proportion of total employment comprised by the smallest and the largest businesses (under 50 employees and 1000 employees and over) respectively.

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1) A notable exception is the NACE group 4700 (Manufacture of paper and paper products; printing and publishing) in Denmark in which labour cost is high but which is dominated by SMEs.

**Figure 6.3:  
Labour Cost by Industries and  
Size of Establishments in Manufacturing 1978<sup>\*)</sup>**

	NACE	% employments in establishments with less than 50 employees	% employments in establishments with 1000 employees and over
<b>ITALY</b>			
three industries with lowest labour cost	45	18,7 %	6,1 %
	46	36,0 %	4,1 %
	44	32,7 %	0,0 %
three industries with highest labour cost	26	0,3 %	80,6 %
	25	6,4 %	28,7 %
	33	0,4 %	83,4 %
<b>FRANCE</b>			
three industries with lowest labour cost	45	20,2 %	2,8 %
	44	40,5 %	0,0 %
	43	15,9 %	7,9 %
three industries with highest labour cost	36	3,6 %	65,2 %
	25	5,2 %	30,0 %
	33	2,7 %	74,1 %
<b>F.R.GERMANY</b>			
three industries with lowest labour cost	44	31,4 %	11,7 % <sup>1)</sup>
	45	21,4 %	4,1 %
	43	9,7 %	11,8 %
three industries with highest labour cost	35	1,3 %	84,6 %
	25	4,7 %	65,5 %
	33	4,2 %	74,5 %
<b>NETHERLANDS</b>			
three industries with lowest labour cost	45	24,7 % <sup>2)</sup>	---
	46	37,1 % <sup>2)</sup>	---
	49	31,6 % <sup>2)</sup>	---
three industries with highest labour cost	33	1,7 % <sup>2)</sup>	---
	22	1,1 % <sup>2)</sup>	---
	25	5,5 %	48,5 %

\*) public and parapublic industries are excluded from this comparison

1) 500 employees and over (applicable if data for 1000 employees and over are not published separately)

2) reference year 1975 (if data for 1978 not published)

- data no-existent or not collected



Figure 6.3 continued

	NACE	% employments in establishments with less than 50 employees	% employments in establishments with 1000 employees and over
<b>DANMARK</b>			
three industries with lowest labour cost	45	45,4 % <sup>2)</sup>	0,0 %
	44	37,4 % <sup>2)</sup>	---
	46	52,4 % <sup>2)</sup>	---
three industries with highest labour cost	36	8,4 %	69,9 %
	25	15,6 %	18,6 %
	47	24,5 %	7,0 %
<b>UNITED KINGDOM</b>			
three industries with lowest labour cost	45	22,3 %	5,0 %
	44	24,2 %	0,0 %
	43	13,0 %	9,6 %
three industries with highest labour cost	26	---	79,9 % <sup>2)</sup>
	25	10,0 %	32,9 %
	33	3,8 %	41,1 %
<b>BELGIUM</b>			
three industries with lowest labour cost	45	35,4 %	0,0 %
	44	41,8 %	0,0 %
	49	38,2 %	0,0 %
three industries with highest labour cost	26	3,5 %	67,1 %
	22	0,8 %	89,4 %
	25	6,9 %	29,3 %

- 1) 500 employees and over (applicable if data for 1000 employees and over are not published separately)
  - 2) reference year 1975 (if data for 1978 not published)
- data no-existent or not collected

Source: EUROSTAT, Labour Cost Survey 1978

## VII. Conclusions

Before turning to a discussion of the main conclusions that emerge on the basis of the previous analysis, it should be stressed again that this report is based exclusively on the data which are available at the Statistical Office of the European Communities. An advantage of using this source is, that the relevant data for the various Member States of the Community are comparable. However, the fact that the size specific data for manufacturing employment are drawn from establishments and not from enterprises and the fact that these data are only available for a few points in time (1974 and 1978 in services and 1972, 1975 and 1978 in manufacturing) have proved to be major inconveniences. Bearing these drawbacks in mind, our previous analysis leads to the following conclusions:

In general, manufacturing employment is dominated by larger establishments (1000 or more employees) with the notable exception of Denmark where enterprises with 10-49 employees are dominant. The largest concentration of employment in establishments with 1000 or more employees can be found in the Federal Republic of Germany (37% of total manufacturing employment in establishments with 1000 or more employees) and in the U.K. (32%).

With respect to sectoral characteristics of the size specific composition of manufacturing industries, SMEs seem to predominate in small productivity sectors and declining industries, such as leather goods, textiles and clothing. Most high productivity and advanced industries, such as data processing and electronics, are characterized mainly by the prevalence of large establishments.

In comparison to the distribution of manufacturing employment, employment in services is much more polarized. In all Member States for which data are available, enterprises with 10-49 and 1000 or more account for the highest proportion of employment. Whereas employment in the four size groups of enterprises with 50-999 employees only slightly exceeds 10% of the total, employment in the 10-49 and the 1000 or more groups accounts for over 20% in all Member States, and for over 30% in most of them. Though quite significant variations among the various subsectors have been observed, the general pattern of tertiary employment consists of high concentration for banking and insurance in the largest units of employment for retail trade in the smallest and the largest units and for wholesale trade in the smallest units.

A correlation seems to exist between changes of the composition of employment by size of establishment or enterprises and aggregative changes in employment. Tendencies towards concentration

occurred mostly in those countries and industries which experienced relatively small losses in employment. Deconcentration, in turn was found in those countries in which industries suffered rather large losses in employment.

It is also noteworthy that the employment growth of SMEs occurred mostly in rather basic services or weak manufacturing industries. In contrast most high productivity and advanced industries experienced increasing shares of employment in large businesses.

In comparing the industry specific distribution of labour cost and the size distribution of businesses by industries, an important feature becomes apparent. Although size specific labour cost differentials have little significance, there is a very clear relationship between those industries which are dominated by large businesses and those which incur high labour cost, as well as between the industries where labour cost is low and those in which small businesses are prevalent.

With regard to the policy implications of these factual results, it seems that the sectoral concentration of SMEs deserves particular attention. In view of tendency - which has been recorded in several instances - towards rising shares of SMEs in weak or declining industries, two comments are in order: On the one hand SMEs could clearly maintain certain levels of employment, even in the intractable economic climate of the seventies. However, their employment clusters in weak sectors whereas larger businesses, in such sectors, either die or switch to more productive ones. On the other hand SMEs are faced with serious barriers to effectively penetrate highly productive growth industries. The latter are dominated by larger businesses. If we want to break this dualism - which is detrimental to SMEs in the longer term - social and economic policies must be geared towards facilitating the process of adaptation to dynamic productions and services in favour of SMEs.

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The Labour Cost Surveys: Sources, Items and Coverage

III — List of publications

Serial Statistics No	Survey reference period	Title of publication
<b>A — INDUSTRY</b>		
from 1965 onwards	April	Twice yearly; Harmonized statistics of gross hourly earnings and hours of work offered in industry (manual workers) and indices of monthly earnings (non-manual workers)
	October	
<b>a) Harmonized statistics of earnings (retrospective series)</b>		
<b>b) Surveys of labour costs</b>		
4/1969	1966	Labour costs in industry 1966
6/1970	1966	Labour costs in industry 1966: Regional results
3/1971	1969	Labour costs in industry 1969
4/1974	1972	Labour costs in industry, preliminary results 1972
6/1975	1972	Labour costs in industry 1972-1975
1978	1975	Labour costs in industry 1975
<b>c) Up-dating of labour costs</b>		
5/1972	1966-1971	Labour costs in industry, manual workers
2/1974	1966-1972	Labour costs in industry, manual workers
1/1977	1972-1975	Up-dating of labour costs to 1975
<b>d) Structure and distribution of earnings in industry</b>		
Special series 8 volumes Special series 13 volumes	1966	Survey of the structure and distribution of earnings 1966
	1972	Structure of earnings in industry 1972
<b>B — DISTRIBUTION, BANKING, INSURANCE</b>		
<b>a) Surveys of labour costs</b>		
4/1972 1977	1970	Labour costs in retail distribution, banking and insurance 1970
	1974	Labour costs in distributive trades, banking and insurance in 1974
<b>b) Survey of the structure and distribution of earnings</b>		
Special series 10 volumes 1977	1974	Structure of earnings in wholesale and retail distribution, banking and insurance in 1974
<b>C — AGRICULTURE</b>		
<b>Survey of earnings</b>		
5/1975 1977	1974	Earnings in agriculture 1974
	1975	Earnings in agriculture 1975

IV — National statistical services which carried out the survey

<i>Federal Republic of Germany</i>	Statistisches Bundesamt, Wiesbaden.	<i>Luxembourg</i>	Service central de la Statistique et des Etudes économiques (STATEC), Luxembourg.
<i>France</i>	Institut national de la Statistique et des Etudes économiques (INSEE), Paris.	<i>United Kingdom</i>	Great Britain: Department of Employment, Statistics Division, London. Northern Ireland: Department of Manpower Services.
<i>Italy</i>	Ministero del Lavoro e della Previdenza sociale, Rome.	<i>Ireland</i>	Central Statistics Office, Dublin.
<i>Netherlands</i>	Centraal Bureau voor de Statistiek (CBS), Voorburg.	<i>Denmark</i>	Danmarks Statistik, Copenhagen.
<i>Belgium</i>	Institut national de Statistique (INS), Brussels.		

The results of the 1978 survey are available on microfiches at EUROSTAT

SURVEY QUESTIONNAIRE ON LABOUR COSTS IN INDUSTRY 1975

This questionnaire is a Community model which has been slightly changed by the national statistical authorities. The explanatory notes to the questionnaire are not reproduced here. The detail of the definitions has been described in the paragraph 'Methods and definitions' of this brochure. A simplified questionnaire has been utilized for the establishments with 10 to 49 employees.

**A — Wage and salary expenditure and related employers' costs in 1975**

Nature of expenditure	Line	Amount in ... (national monetary units)	
		Manual workers	Non-manual workers
<b>I. Wages and salaries related to actual work</b>			
— Basic salaries and wages for normal and overtime hours; premiums and bonuses paid at each pay period	1	.....	.....
— Other premiums and bonuses not paid at each pay period	2	.....	.....
Total: group I (lines 1 + 2)	3	.....	.....
<b>II. Payments to workers' saving scheme</b>			
	4	.....	.....
<b>III. Payments for days not worked</b>			
— Paid holidays and compensation for holidays not taken	5	.....	.....
— Holiday bonuses	6	.....	.....
— Public holidays and other paid holidays	7	.....	.....
— Severance pay and payments in lieu of notice	8	.....	.....
— Provisions for severance pay (Italy) (not to be included in the total)	9	(.....)	(.....)
Total: group III (lines 5 + 6 + 7 + 8)	10	.....	.....
<b>IV. Contributions for social security and family allowances paid by the firm</b>			
<b>(a) Statutory social welfare costs:</b>			
— Health, maternity and disability insurance	11	.....	.....
— Retirement pension	12	.....	.....
— Unemployment insurance	13	.....	.....
— Guaranteed salary/wage in case of illness	14	.....	.....
— Enforced idleness pay fund (Italy)	15	.....	.....
— Occupational illnesses	16	.....	.....
— Industrial accident	17	.....	.....
— Family allowances	18	.....	.....
— Other	19	.....	.....
Total statutory social welfare costs (lines 11-19)	20	.....	.....
<b>(b) Customary, contractual or voluntary costs:</b>			
— Mutual insurance on a firm or industry basis	21	.....	.....
— Supplementary retirement and provident schemes	22	.....	.....
— Contractual or voluntary guaranteed wage/salary	23	.....	.....
— Supplementary redundancy insurance scheme	24	.....	.....
— Customary, contractual or voluntary family allowances and other family subsidies	25	.....	.....
— Other	26	.....	.....
Total customary, contractual or voluntary costs (lines 21-26)	27	.....	.....
of which: payments by the employer to employees direct and not through an institution	28	(.....)	(.....)
Total social security costs: group IV (lines 20 + 27)	29	.....	.....
<b>V. Payments in kind and corresponding compensatory payments</b>			
— Housing, housing-allowances and payments to building schemes	30	.....	.....
— Other payments in kind (coal, gas, electricity, food and drink, footwear, clothing, etc.) or corresponding compensatory payments	31	.....	.....
— Special levies (taxes and dues)	32	.....	.....
Total: group V (lines 30 + 31 + 32)	33	.....	.....

Nature of expenditure	Line	Amount in ... (national monetary units)	
		Manual workers	Non-manual workers
<b>VI. Other social expenditure</b>			
— Miscellaneous liabilities			
direct payments	34	.....	.....
indirect payments	35	.....	.....
— Liabilities under the Disabled Persons Act (Federal Republic of Germany)	36	.....	.....
— Special levies (taxes and dues)	37	.....	.....
Total: group VI (lines 34 + 35 + 36 + 37)	38	.....	.....
<b>VII. Vocational training costs</b>			
— Vocational training costs, excluding apprentices' wages	39	.....	.....
— Apprentices' wages	40	.....	.....
— Special levies (taxes and dues)	41	.....	.....
Total: group VII (lines 37 + 38)	42	.....	.....
<b>TOTAL EXPENDITURE (lines 3 + 4 + 10 + 29 + 33 + 38 + 42)</b>	43	.....	.....

**B — Time worked in 1975**

Hours of work	Line	Manual	Non-manual
<b>Manual workers</b>			
Annual number of normal and overtime hours worked by the workers whose wages are included in line 1	44	.....	
<b>Non-manual workers</b>			
Annual number of hours worked per employee (in accordance with collective agreements of firm's customary working time)	45		.....

**C — Numbers of employees 1975**

Number of persons on the payroll at the end of the month	Line	Manual workers			Non-manual workers		
		Men	Women	Total (for official use)	Men	Women	Total (for official use)
January	46	.....	.....		.....	.....	
February	47	.....	.....		.....	.....	
March	48	.....	.....		.....	.....	
April	49	.....	.....		.....	.....	
May	50	.....	.....		.....	.....	
June	51	.....	.....		.....	.....	
July	52	.....	.....		.....	.....	
August	53	.....	.....		.....	.....	
September	54	.....	.....		.....	.....	
October	55	.....	.....		.....	.....	
November	56	.....	.....		.....	.....	
December	57	.....	.....		.....	.....	
<b>For official use</b>	58						
	59						
<b>Number of apprentices (yearly average)</b>	60	.....	.....		.....	.....	

## Survey methods and scope of sample

	Characteristics of the survey							Response <sup>1</sup> : Coverage <sup>2</sup>		
	Sampling procedure	Records used for sample	Survey unit	Stages	Stratification	Sampling fractions			Size of sample <sup>1</sup>	
						in the Strata	1/1 more than employees			
Federal Republic of Germany	Random sample	Census of places of work 1970 Stat. Bundesamt	Establishment	Single-stage	64 Branches of industry 7 Size categories regions	1/2 - 1/100	5 000	13 % 107 253	91 % 88 %	
France	Random sample	INSEE Register of establishment June 1975	Establishment	Single-stage	67 Branches of industry 9 Size categories 21 Regions	1/2 - 1/48	500	16 895 82 010	82 % 81 %	
Italy	Full survey	Records of 'Ispettorati Provinciali del lavoro	Establishment	—	—	—	—	41 826 41 826	100 % 56 %	
Netherlands	Random sample	CBS Register (1975)	'bedrijf'	Single-stage	61 Branches of industry 4 Size categories	1/2 - 1/16	100	5 093 17 208	87 % 89 %	
Belgium	Random sample	Social insurance Register (ONSS, 1974)	Establishment	Single-stage	84 Branches of industry 5 Size categories	1/2 - 1/20	200	3 265 15 440	21 % 89 %	
Luxembourg	Full survey	STATC Register (1975)	Establishment	—	—	—	—	368 368	100 % 98 %	
United Kingdom	Random sample	Annual census of employment register Department of Employment	Establishment	Single-stage	57 Branches of industry 5 Size categories 11 Regions	1/2 - 1/30	500	11 210 71 118	16 % 81 %	77 %
Ireland	Full survey <sup>4</sup>	Census of industrial production register Department of Employment	Establishment	—	—	—	—	2 012 2 270	89 % 87 %	97 %
Denmark	Random sample	Annual survey of industry 1975 Danmarks statistiek	Establishment	Single-stage	29 Branches of industry 3 Size categories 2 Regions	1/2 - 1/15	200	1 705 5 417	31 % 97 %	

<sup>1</sup> Size of sample and sampling fraction:

number of establishments in the sample;

<sup>2</sup> Percentage response: number of establishments whose data could be used in the results, expressed as a percentage of the number of establishments in the sample.

<sup>3</sup> Number of employees in establishments with 10 or more employees (population), expressed as a percentage of employees of all establishments with 1 and more employees (estimate).

<sup>4</sup> For practical reasons a limited amount of sampling was introduced



Coding of NACE-items

		NACE
A	<u>All industries</u>	1 to 5
B	<u>All industries (except electricity, gas, steam and water</u>	1 to 5 except 16 + 17
C	<u>Mining and quarrying</u>	11, 13, 21, 23
D	<u>Total manufacturing industries</u>	12, 14, 15, 22, 24-26, 3, 4
1100	Extraction and briquetting of solid fuels	11
1111	Hard coal mines	111.1
1200	Coke ovens	12
1300	Extraction of petroleum and natural gas	13
1400	Mineral oil refining	14
1500	Nuclear fuels industry	15
1600	Production and distribution of electricity, gas, steam and hot water	16
1700	Water supply: collection, purification and distribution of water	17
2100	Extraction and preparation of metalliferous ores	21
2110	Extraction and preparation of iron ore	211
2200	Production and preliminary processing of metals	22
2210	Iron and steel industry (as defined in the ECSC treaty)	221
2240	Production and preliminary processing of non-ferrous metals	224
2300	Extraction of minerals other than metalliferous and energy-producing minerals; peat extraction	23
2400	Manufacture of non-metallic mineral products	24
2470	Manufacture of glass and glassware	247
2480	Manufacture of ceramic products	248
2500	Chemical industry	25
2600	Production of man-made fibres	26
3000	Metal manufacture; mechanical, electrical and instrument engineering	3
3100	Manufacture of metal articles	31
3110	Foundry	311
3140	Manufacture of structural metal products	314
3160	Manufacture of tools and finished metal goods, except electrical equipment	316
3200	Mechanical engineering	32
3300	Manufacture of office machinery and data processing machinery	33

3400	Electrical engineering	34
3500	Manufacture of motor vehicles and of motor vehicle parts and accesories	35
3510	Manufacture and assembly of motor vehicles and manufacture of motor vehicle engines	351
3600	Manufacture of other means of transport	36
3610	Shipbuilding and marine engineering	361
3640	Aerospace equipment manufacturing and repairing	364
3700	Instrument engineering	37
4109	Food, drink and tobacco industry	41/42
4119	Food industry	411 to 423
4249	Drink industry	424 to 428
4290	Tobacco industry	429
4300	Textile industry	43
4310	Wool industry	431
4320	Cotton industry	432
4360	Knitting mills	436
4400	Manufacture of leather and of leather goods	44
4500	Manufacture of clothing and footwear	45
4519	Manufacture of footwear	451/452
4539	Manufacture of clothing	453/454
4600	Timber and wooden furniture industry	46
4700	Manufacture of paper and paper products; printing and publishing	47
4710	Manufacture of pulp, paper and board	471
4720	Processing of paper and board	472
4739	Printing and publishing	473/474
4800	Processing of rubber and plastics	48
4810	Manufacture of rubber products	481
4830	Processing of plastics	483
4900	Other manufacturing industries	49
5000	Building and civil engineering	50
5009	Building and civil engineering without installation and building completion work	500 to 502

NACE

6000	<u>Wholesale and retail distribution</u>	61 + 64/653 - 656
6100	<u>Wholesale distribution</u>	61
6110	Wholesale dealing in agricultural raw materials and semi-finished goods	611
6120	Wholesale dealing in fuels, ores, metals, industrial chemicals	612
6130	Wholesale dealing in timber and in building materials	613
6140	Wholesale dealing in machinery, industrial equipment and vehicles (including ships and aircraft)	614
6150	Wholesale dealing in furniture, household goods, hardware and ironmongery	615
6160	Wholesale dealing in textiles, clothing, footwear and leather goods	616
6170	Wholesale dealing in food, drink and tobacco	617
6180	Wholesale dealing in pharmaceutical and medical goods, cosmetic and cleaning materials	618
	<u>Retail distribution</u>	
6409	(except NACE 651 retail distribution of motor vehicles and cycles and NACE 652 retail distribution of motor fuels and lubricating oils)	64/653 - 656
6419	Retail distribution of food, drink and tobacco	641/642
6439	Dispensing chemists and retail distribution of medical goods, cosmetics and cleaning materials	543/644
6450	Retail distribution of clothing	645
6460	Retail distribution of footwear and leather goods	646
6470	Retail distribution of furnishing fabrics and other household textiles	647
6489	Retail distribution of household equipment, fitting and appliances, hardware and ironmongery	648/649
6530	Retail distribution of books, newspapers, stationery and office supplies	653
6560	Retail distribution of wide range of goods, with non-food goods predominating	656
	<u>Credit institutions</u>	
8129	(other than NACE 811 central banking authorities)	812/813
	<u>Insurance</u>	
8200	(except for compulsory social insurance)	82

Table A 1: Employment by Sector 1970 - 1979

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1979 1970	1979
	(1000)											
	Agriculture											
BR Deutschland	2 262	2 144	2 038	1 954	1 882	1 823	1 743	1 655	1 608	1 544	-4,2	19,6
France	2 821	2 668	2 514	2 301	2 193	2 104	2 037	1 977	1 922	1 867	-4,5	23,7
Italia	3 878	3 875	3 593	3 489	3 412	3 274	3 244	3 149	3 090	3 012	-2,8	38,2
Nederland 1)	329	320	315	309	304	299	295	289	284	279	-1,8	3,5
Belgique/België	174	162	151	144	140	136	128	123	118	118	-4,2	1,5
Luxembourg	13,0	13,0	12,5	12,0	11,0	10,5	10,0	10,0	10,0	9,5	-2,3	0,1
United Kingdom	784	736	709	713	681	664	660	655	650	632	-2,4	8,0
Ireland	283	273	267	260	254	252	242	235	229	220	-2,6	2,8
Danmark	266	256	230	227	227	228	223	218	215	208	-2,7	2,6
EUR 9	10 810	10 447	9 830	9 409	9 104	8 791	8 582	8 311	8 126	7 890	-3,4	100,0
	Industry											
BR Deutschland	12 902	12 833	12 433	12 448	12 158	11 408	11 190	11 103	11 112	11 233	-1,5	28,0
France	8 084	8 113	8 148	8 218	8 272	8 025	7 949	7 912	7 780	7 649	-0,6	19,1
Italia	7 591	7 617	7 477	7 470	7 634	7 669	7 566	7 666	7 633	7 646	0,1	19,0
Nederland 1)	1 772	1 743	1 679	1 658	1 629	1 573	1 530	1 506	1 487	1 481	-2,0	3,7
Belgique/België	1 584	1 581	1 550	1 554	1 565	1 494	1 449	1 407	1 361	1 334	-1,9	3,3
Luxembourg	63,0	63,0	65,5	68,5	70,5	72,0	70,5	70,0	69,5	69,5	1,1	0,2
United Kingdom	10 913	10 546	10 317	10 485	10 458	10 016	9 763	9 767	9 698	9 646	-1,4	24,0
Ireland	312	323	317	324	333	319	307	315	324	335	0,8	0,8
Danmark	876	869	806	806	760	734	749	735	750	755	-1,6	1,9
EUR 9	44 097	43 688	42 793	43 033	42 886	41 310	40 574	40 481	40 215	40 149	-1,0	100,0
	Services											
BR Deutschland	11 005	11 248	11 654	11 799	11 648	11 567	11 623	11 753	11 980	12 240	1,2	22,2
France	9 439	9 656	9 890	10 255	10 475	10 585	10 870	11 145	11 398	11 584	2,3	21,0
Italia	7 749	7 684	7 805	8 098	8 419	8 651	8 932	9 133	9 321	9 629	2,4	17,5
Nederland 1)	2 484	2 549	2 575	2 609	2 645	2 680	2 722	2 762	2 806	2 857	1,6	5,2
Belgique/België	1 907	1 960	1 996	2 048	2 096	2 117	2 141	2 181	2 232	2 301	2,1	4,2
Luxembourg	61,5	65,5	67,5	68,5	70,0	73,0	74,0	75,0	75,5	76,5	2,6	0,1
United Kingdom	12 677	12 749	12 993	13 411	13 575	13 912	13 998	14 082	14 204	14 433	1,5	26,2
Ireland	450	451	457	463	470	471	474	477	483	494	1,0	0,9
Danmark	1 174	1 213	1 319	1 352	1 368	1 370	1 420	1 461	1 508	1 538	3,0	2,8
EUR 9	46 946	47 575	48 756	50 103	50 766	51 426	52 254	53 070	54 008	55 153	1,8	100,0

1) in man / years

Source: EUROSTAT

Table A 2: Employment by Industries 1970 - 1979

	(1000)										1974	1979
	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1970	1974
<b>Mining and quarrying</b>												
BR Deutschland	335	335	426	408	380	351	350	323	331	321	3,2	-3,3
France	233	219	207	190	178	173	168	161	153	145	- 6,5	-4,0
Italia	:	:	:	:	:	:	:	:	:	:	:	:
Nederland 2)	21	19	16	10	4	4	4	4	4	4	-33,9	0,0
Belgique/Belgie	52	49	46	42	38	37	34	32	30	29	- 7,5	-5,3
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	410	396	379	363	349	352	348	350	345	337	- 3,9	-0,7
Ireland	10	10	10	10	10	10	10	10	10	11	0,0	1,9
Danmark	:	:	2	2	2	2	2	2	2	2	:	0,0
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:
<b>Manufacturing industry</b>												
BR Deutschland	9 730	9 664	8 995	8 995	8 858	8 347	8 313	8 274	8 282	8 342	-2,3	-1,2
France	5 328	5 409	5 475	5 571	5 651	5 501	5 449	5 426	5 335	5 233	1,5	-1,5
Italia	:	:	:	:	:	:	:	4 800 <sup>1)</sup>	4 732 <sup>1)</sup>	4 754 <sup>1)</sup>	:	:
Nederland 2)	1 145	1 128	1 090	1 076	1 074	1 037	995	968	941	926	-1,6	-2,9
Belgique/Belgie	1 140	1 130	1 115	1 127	1 137	1 066	1 022	981	942	915	-0,1	-4,3
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	8 339	8 058	7 779	7 830	7 873	7 490	7 246	7 292	7 233	7 155	-1,4	-1,9
Ireland	205	204	203	208	215	205	198	206	210	218	1,2	0,3
Danmark	:	:	540	539	506	481	492	476	487	494	:	-0,5
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:
<b>Electricity, gas, water</b>												
BR Deutschland	191	190	216	222	223	237	215	226	216	220	3,9	-0,3
France	166	166	167	164	168	171	173	175	178	182	0,3	1,6
Italia	:	:	:	:	:	:	:	193	181	195	:	:
Nederland 2)	43	43	44	45	45	45	45	45	45	45	1,1	0,0
Belgique/Belgie	32	33	33	33	33	33	33	33	33	33	0,8	0,0
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	391	377	356	344	347	353	353	347	348	354	-2,9	0,4
Ireland	13	14	14	13	14	14	14	13	13	14	1,9	0,0
Danmark	:	:	14	14	14	14	14	14	15	17	:	4,0
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:

1) Incl. 'Mining and quarrying'

2) In man / years

Source: EUROSTAT

Table continued

(1000)

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1974 1970	1979 1974
Construction												
BR Deutschland	1 872	1 393	2 014	2 042	1 917	1 709	1 643	1 607	1 623	1 682	0,6	-2,6
France	1 729	1 708	1 702	1 698	1 686	1 608	1 593	1 580	1 536	1 505	-0,6	-2,2
Italia	:	:	:	:	:	:	:	1 609	1 624	1 607	:	:
Nederland 1)	441	432	412	412	395	381	385	391	399	408	-2,7	0,6
Belgique/Belgie	262	255	244	242	249	249	253	254	249	251	-1,3	0,2
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	1 335	1 262	1 300	1 380	1 329	1 314	1 309	1 270	1 265	1 293	-0,1	-0,5
Ireland	64	73	69	70	72	66	60	60	65	65	3,0	-2,0
Danmark	:	:	165	162	150	150	156	156	160	161	:	1,4
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:
Trades, restaurants, hotels												
BR Deutschland	2 790	2 810	2 824	2 870	2 758	2 689	2 596	2 635	2 682	2 735	-0,3	-0,2
France	2 087	2 145	2 213	2 309	2 350	2 335	2 393	2 450	2 497	2 533	3,0	1,5
Italia	:	:	:	:	:	:	:	1 593	1 601	1 687	:	:
Nederland 1)	582	672	665	667	665	665	671	685	700	713	3,4	1,4
Belgique/Belgie	368	388	396	408	417	419	421	428	424	426	3,2	0,4
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	3 374	3 300	3 372	3 537	3 566	3 589	3 573	3 616	3 649	3 729	1,4	0,9
Ireland	129	130	130	132	132	131	131	133	134	136	0,6	0,6
Danmark	:	:	263	271	257	252	264	263	258	250	:	-0,6
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:
Transport, communication												
BR Deutschland	1 392	1 442	1 422	1 439	1 406	1 388	1 424	1 394	1 389	1 401	0,3	-0,1
France	1 145	1 143	1 146	1 170	1 199	1 201	1 213	1 238	1 262	1 279	1,2	1,3
Italia	:	:	:	:	:	:	:	972	958	961	:	:
Nederland 1)	275	279	275	276	280	282	282	283	286	291	0,5	0,8
Belgique/Belgie	249	228	234	243	248	251	248	249	252	256	-0,1	0,6
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	1 573	1 568	1 543	1 524	1 506	1 518	1 475	1 468	1 467	1 482	-1,1	-0,3
Ireland	54	54	55	55	56	57	57	56	57	59	0,9	1,0
Danmark	:	:	137	143	146	138	146	147	145	154	:	1,1
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:

1) In man / years

Source: EUROSTAT

Table continued

(1000)

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1974 1970	1979 1974
<b>Financing, insurance</b>												
BR Deutschland	933	998	1 106	1 116	1 131	1 120	1 074	1 068	1 106	1 160	4,9	0,5
France	912	967	1 030	1 108	1 153	1 170	1 206	1 254	1 302	1 346	6,0	3,1
Italia	:	:	:	:	:	:	:	394	430	453	:	:
Nederland <sup>1)</sup>	230	242	247	254	262	267	274	283	294	304	3,3	3,0
Belgique, Belgie	93	172	174	180	190	189	193	194	200	208	:	1,8
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	1 129	1 154	1 182	1 249*	1 306*	1 298*	1 306*	1 328*	1 352*	1 379*	3,7	1,1
Ireland	22	23	24	25	26	26	27	27	28	28	4,3	1,5
Danmark	:	:	124	125	133	128	130	136	145	155	:	3,1
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:
<b>Community services</b>												
BR Deutschland	4 029	4 297	4 635	4 735	4 705	4 777	4 899	5 043	5 198	5 331	4,0	2,5
France	3 700	3 823	3 944	4 118	4 233	4 349	4 531	4 676	4 811	4 900	3,4	3,0
Italia	:	:	:	:	:	:	:	3 501	3 590	3 749	:	:
Nederland <sup>1)</sup>	1 006	972	1 007	1 037	1 067	1 101	1 137	1 165	1 185	1 208	1,5	2,5
Belgique, Belgie	763	764	790	815	840	856	874	903	945	994	2,4	3,4
Luxembourg	:	:	:	:	:	:	:	:	:	:	:	:
United Kingdom	5 453	5 575	5 782	6 003*	6 099*	6 396*	6 533*	6 558*	6 624*	6 730*	2,8	2,0
Ireland	180	182	184	189	195	197	198	200	204	211	2,0	1,6
Danmark	:	:	616	632	654	669	692	725	768	786	:	3,7
EUR 9	:	:	:	:	:	:	:	:	:	:	:	:

1) In man / years

Source: EUROSTAT

Table A 3: Employers, self-employed and family workers 1970 - 1979

(1000)											1970	1979
	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1970	1979
Agriculture												
BR Deutschland	1 957	1 859	1 771	1 696	1 635	1 580	1 501	1 411	1 360	1 289	87,0	83,5
France	2 239	2 120	2 000	1 821	1 738	1 674	1 628	1 587	1 544	1 498	79,4	80,2
Italia	2 642	2 612	2 322	2 236	2 177	2 095	2 046	1 963	1 958	1 898	68,1	63,0
Nederland 1)	252	247	243	237	233	229	225	219	214	209	76,6	74,9
Belgique/Belgie	160	149	139	132	127	123	115	110	106	106	92,0	89,8
Luxembourg	12,0	12,0	11,5	11,0	10,0	9,5	9,0	9,0	9,0	8,5	92,3	89,5
United Kingdom	316	304	282	281	266	267	267	267	267	267	40,3	42,3
Ireland	246	237	233	227	223	222	213	209	204	196	86,9	89,1
Danmark	204	197	179	181	177	175	170	166	162	157	76,7	75,5
EUR 9	8 038	7 737	7 181	6 822	6 586	6 371	6 174	5 941	5 824	5 629	74,4	71,4
Industry												
BR Deutschland	774	751	782	781	780	764	669	673	660	668	6,0	6,0
France	629	611	597	595	589	572	566	570	578	584	7,8	7,6
Italia	1 167	1 101	1 054	1 027	1 021	1 042	1 032	1 064	1 096	1 090	15,4	14,3
Nederland 1)	122	121	117	115	111	106	101	98	98	98	6,9	6,6
Belgique/Belgie	118	115	111	111	109	108	107	107	107	107	7,5	8,0
Luxembourg	3,0	3,0	3,0	2,5	2,5	2,5	2,5	2,5	2,5	2,5	4,8	3,6
United Kingdom	438	453	503	569	562	507	507	507	507	507	4,0	5,3
Ireland	20	22	21	22	22	24	25	26	26	27	6,4	8,1
Danmark	97	98	84	90	86	91	86	87	86	82	11,1	10,9
EUR 9	3 368	3 275	3 272	3 312	3 282	3 217	3 096	3 135	3 161	3 166	7,6	7,9
Services												
BR Deutschland	1 681	1 701	1 667	1 671	1 648	1 593	1 630	1 613	1 605	1 613	15,3	13,2
France	1 595	1 578	1 557	1 550	1 540	1 530	1 527	1 527	1 526	1 526	16,9	13,2
Italia	2 598	2 504	2 526	2 563	2 658	2 642	2 677	2 675	2 742	2 778	33,5	28,9
Nederland 1)	389	384	381	375	371	365	358	346	341	341	15,7	11,9
Belgique/Belgie	415	405	401	399	398	399	401	403	408	413	21,8	18,0
Luxembourg	9,0	9,0	9,0	9,5	9,5	9,5	9,0	8,5	8,5	8,0	14,6	10,5
United Kingdom	1 149	1 152	1 114	1 097	1 098	1 112	1 112	1 112	1 112	1 112	9,1	7,7
Ireland	62	59	60	59	58	57	58	58	57	57	13,8	11,5
Danmark	178	178	169	170	163	167	171	170	171	167	15,2	10,9
EUR 9	8 076	7 970	7 884	7 894	7 944	7 875	7 943	7 913	7 971	8 015	17,2	14,5

1) In man / years

Source: EUROSTAT



Table A 4: Employees 1970 - 1979

(1000)

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1970	1979
<b>Agriculture</b>												
BR Deutschland	295	285	267	258	247	243	242	244	248	255	13,0	16,5
France	582	548	514	480	455	430	409	390	378	369	20,6	19,8
Italia	1 236	1 263	1 271	1 253	1 235	1 179	1 198	1 186	1 132	1 113	31,9	37,0
Nederland 1)	77	73	72	72	71	70	70	70	70	70	23,4	25,1
Belgique/België	14	13	12	12	13	13	13	13	12	12	8,0	10,2
Luxembourg	1,0	1,0	1,0	1,0	1,0	1,0	1,0	1,0	1,0	1,0	7,7	10,5
United Kingdom	468	432	427	432	415	397	393	388	383	365	59,7	57,7
Ireland	37	36	34	33	31	30	29	26	25	24	13,1	10,9
Danmark	62	59	51	46	47	53	53	52	53	52	23,3	24,5
<b>EUR 9</b>	<b>2 772</b>	<b>2 710</b>	<b>2 649</b>	<b>2 587</b>	<b>2 515</b>	<b>2 416</b>	<b>2 408</b>	<b>2 370</b>	<b>2 302</b>	<b>2 261</b>	<b>25,6</b>	<b>28,7</b>
<b>Industry</b>												
BR Deutschland	12 128	12 082	11 651	11 667	11 378	10 644	10 521	10 430	10 452	10 565	94,0	94,0
France	7 455	7 502	7 551	7 623	7 683	7 453	7 383	7 342	7 202	7 065	92,2	92,4
Italia	6 624	6 516	6 423	6 443	6 618	6 627	6 534	6 602	6 537	6 557	34,6	85,7
Nederland 1)	1 650	1 622	1 562	1 543	1 518	1 467	1 429	1 408	1 389	1 383	93,1	93,4
Belgique/België	1 466	1 466	1 439	1 443	1 456	1 386	1 342	1 300	1 254	1 228	92,5	92,0
Luxembourg	60,0	60,0	62,5	66,0	68,0	69,5	68,0	67,5	67,0	67,0	95,2	96,4
United Kingdom	10 475	10 093	9 814	9 917	9 897	9 509	9 256	9 259	9 191	9 139	96,0	94,7
Ireland	292	301	296	302	311	245	282	289	298	308	93,6	91,9
Danmark	779	771	722	716	674	643	663	648	664	673	88,9	89,1
<b>EUR 9</b>	<b>40 729</b>	<b>40 413</b>	<b>39 521</b>	<b>39 720</b>	<b>39 603</b>	<b>38 094</b>	<b>37 478</b>	<b>37 346</b>	<b>37 054</b>	<b>36 985</b>	<b>92,4</b>	<b>92,1</b>
<b>Services</b>												
BR Deutschland	9 324	9 547	9 987	10 128	10 000	9 974	9 993	10 140	10 375	10 627	84,7	86,8
France	7 844	8 078	8 333	8 705	8 935	9 055	9 343	9 618	9 872	10 058	83,1	86,8
Italia	5 151	5 180	5 279	5 535	5 761	6 009	6 255	6 458	6 579	6 851	66,5	71,1
Nederland 1)	2 095	2 165	2 194	2 234	2 274	2 315	2 364	2 416	2 465	2 516	84,3	88,1
Belgique/België	1 492	1 555	1 595	1 649	1 698	1 718	1 740	1 778	1 824	1 888	78,2	82,0
Luxembourg	52,5	56,5	58,5	59,0	60,5	63,5	65,0	66,5	67,0	68,5	85,4	89,5
United Kingdom	11 528	11 597	11 879	12 314	12 477	12 800	12 886	12 970	13 092	13 321	90,9	92,3
Ireland	388	392	397	404	412	414	416	419	426	437	86,2	88,5
Danmark	996	1 035	1 150	1 182	1 205	1 203	1 249	1 291	1 337	1 371	84,8	89,1
<b>EUR 9</b>	<b>38 871</b>	<b>39 606</b>	<b>40 873</b>	<b>42 210</b>	<b>42 823</b>	<b>43 552</b>	<b>44 311</b>	<b>45 157</b>	<b>46 037</b>	<b>47 138</b>	<b>82,8</b>	<b>85,5</b>

1) In man / years

Source: EUROSTAT

Table A 5: Compensation of employees as % of GDP 1970 - 1979

(‰ GDP/PIB·BBP)

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
	Compensation of employees									
BR Deutschland	53.1	53.9	54.2	55.4	56.7	56.3	55.7	55.7	55.3	54.7
France	48.9	49.5	49.3	50.1	52.1	54.0	54.2	54.9	54.6	54.2
Italia	48.3	50.7	51.6	52.5	52.9	56.8	55.5	56.0	56.1	55.4
Nederland	56.8	57.5	56.9	57.4	59.0	60.5	58.6	58.7	58.7	59.3
Belgique/Belgie	50.0	52.0	53.3	54.1	55.7	57.9	58.6	59.2	59.3	59.4
Luxembourg	48.9	53.8	55.1	52.1	54.4	65.9	63.6	67.0	65.5	60.6
United Kingdom	60.1	58.7	59.9	60.3	64.3	65.6	62.7	60.2	59.9	60.3
Ireland	52.1	52.8	51.1	51.5	56.4	57.4	55.6	54.6	54.7	56.9
Danmark	53.9	55.1	53.4	53.4	56.4	57.0	54.9	54.5	53.8	53.9
EUR 9	52.8	53.5	53.8	54.5	56.4	57.7	56.7	56.6	56.4	56.1

Source: EUROSTAT

Table A 6: Services employment 1974, 1978

1 = 1974 - % of each size group  
 2 = 1978 - % of each size group  
 3 = % change 1974/78

6100 = wholesale trade  
 6409 = retail trade  
 8129 = banking  
 8200 = insurance

a - f = size groups

France

	6100			6409			8129			8200		
	1	2	3	1	2	3	1	2	3	1	2	3
a	41,0	40,0	-2,4	28,1	28,6	1,8	2,7	3,6	33,3	2,9	3,8	31,0
b	17,0	18,0	5,9	9,5	7,3	-23,2	2,7	2,8	3,7	5,1	5,9	15,7
c	12,1	15,2	25,6	6,9	5,7	-17,4	3,3	3,1	-6,1	5,8	7,0	20,7
d	13,3	11,4	-14,3	10,2	9,6	-5,9	10,9	8,6	-21,1	12,4	11,4	-8,1
e	5,4	5,9	9,3	6,6	8,1	22,7	17,6	17,9	1,7	19,3	16,4	-15,0
f	11,1	9,6	-13,5	38,7	40,8	5,4	62,8	64,1	2,1	54,5	55,6	2,0

Netherlands

	6100			6409			8129			8200		
	1	2	3	1	2	3	1	2	3	1	2	3
a	44,1	43,0	-2,5	33,4	27,0	-19,2	14,1	12,7	-9,9	5,9	3,3	-44,1
b	18,9	21,0	11,1	8,9	8,4	-5,6	5,1	6,6	29,4	5,7	7,4	29,8
c	14,4	12,2	-15,3	6,3	6,2	-1,6	2,6	4,3	65,4	12,5	10,8	-13,6
d	12,9	14,0	8,5	6,8	9,6	41,2	6,1	5,9	-3,3	18,6	16,2	-12,9
e	9,7	5,5	3,1	4,1	5,9	43,9	3,0	2,8	-6,7	8,1	11,8	45,7
f		4,5		40,4	43,0	6,4	69,1	67,7	-2,0	49,2	50,5	2,6

Italy

	6100			6409			8129			8200		
	1	2	3	1	2	3	1	2	3	1	2	3
	58,4	59,5	1,9	46,5	43,4	-6,7	9,8	4,7	-52,1	21,3	4,1	-80,8
	17,0	17,1	0,6	7,1	7,8	9,9	4,8	3,8	-20,3	5,8	5,0	-13,8
	11,2	10,6	-5,4	6,3	7,0	11,1	5,3	7,0	32,1	7,7	7,6	-1,3
	7,3	8,0	9,6	5,5	5,9	7,3	12,2	11,5	-5,7	24,7	22,8	-7,7
	4,1	3,0	-26,8	1,9	3,0	57,9	6,8	8,9	30,9	5,6	12,6	125,0
	2,0	1,8	-10,0	32,8	33,0	0,6	61,0	64,1	5,1	34,8	47,9	37,6

Table continued

F.R. Germany

6100			6409			8129			8200		
1	2	3	1	2	3	1	2	3	1	2	3
36,7	32,8	-10,6	31,8	24,9	-21,7	9,9	7,8	-21,2	1,3	0,9	-30,8
18,3	17,0	-7,1	7,4	7,7	4,1	8,3	7,7	-7,2	2,1	1,3	-38,1
15,6	17,8	14,1	7,8	7,2	-7,7	10,1	11,3	11,9	3,8	3,4	-10,5
14,5	16,6	14,5	8,4	9,1	8,3	16,6	18,0	8,4	10,7	8,1	-24,3
6,6	5,6	-15,2	6,5	7,4	13,8	9,8	10,6	8,2	11,7	9,8	-16,2
8,3	10,2	22,9	38,1	43,7	14,7	45,2	44,7	-1,1	70,4	76,5	8,7

Denmark

6100			6409			8129			8200		
1	2	3	1	2	3	1	2	3	1	2	3
37,6	43,7	16,2	40,3	37,2	-7,7	5,2	8,5	38,8	7,0	8,8	25,7
15,4	14,6	-5,2	9,6	5,5	-42,7	4,5	3,0	-33,3	9,6	3,9	-59,4
14,4	14,0	-2,8	5,6	3,2	-42,9	5,3	3,8	-28,3	4,6	8,1	43,2
13,7	14,3	4,4	3,2	5,7	43,9	9,8	9,3	-5,1	5,2	9,0	42,2
7,9	9,2	16,5	6,4	2,1	-67,2	14,4	8,9	-38,2	19,1	20,4	6,4
11,1	4,2	-62,2	34,9	46,3	32,7	60,8	66,5	9,4	54,6	49,8	-9,6

Belgium

6100			6409			8129			8200		
1	2	3	1	2	3	1	2	3	1	2	3
47,5	46,3	-2,6	22,8	31,1	36,4	3,4	2,8	-17,7	6,3	6,7	6,3
18,3	17,0	-7,6	6,8	7,7	13,2	3,8	2,9	-23,7	7,7	9,8	27,3
13,1	11,7	-12,0	3,5	5,6	60,0	5,4	4,4	-18,5	13,8	9,5	-31,2
10,6	12,9	21,7	7,1	5,4	-24,0	7,9	4,7	-40,5	22,9	22,0	-3,9
7,9	4,3	-45,6	3,7	3,6	-2,7	10,0	14,1	41,0	26,1	19,6	-24,9
2,6	7,9	203,8	56,2	46,7	-16,9	69,5	71,0	2,2	23,2	32,4	39,7

Source: EUROSTAT

Table A 7: Manufacturing Employment 1978 by size of Establishments and Industries

C	F. R. Germany						France						Netherlands					
	a	b	c	d	e	f	a	b	c	d	e	f	a	b	c	d	e	f
1200	7,2	2,7	2,4	2,6	4,7	80,4	11,0	4,3	4,3	7,8	5,2	66,9	-	-	-	-	-	-
1400	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1500	-	-	-	-	-	-	9,4	6,2	5,8	17,2	19,1	42,3	-	-	-	-	-	-
2200	-	-	-	-	-	-	3,3	1,6	10,1	28,6	40,7	15,7	-	-	-	-	-	-
2400	1,8	2,3	4,4	9,8	10,4	71,4	2,4	2,4	4,3	14,4	17,3	59,3	-	-	-	-	-	-
2500	18,2	11,7	11,9	20,3	18,0	19,9	19,5	12,5	15,1	20,5	14,9	17,4	-	-	-	-	-	-
2600	4,7	3,8	5,4	11,8	8,8	65,5	5,2	8,1	13,9	27,6	15,0	30,3	5,5	5,8	8,3	20,2	11,6	48,5
3100	-	-	-	-	-	-	0,8	0,8	4,0	7,2	42,9	44,4	-	-	-	-	-	-
3200	16,6	12,1	14,3	22,9	12,7	21,3	21,5	14,3	15,7	21,4	14,7	12,4	-	-	-	-	-	-
3300	8,2	8,1	10,8	19,2	19,4	34,3	13,8	13,1	14,4	30,6	14,3	13,8	21,0	18,1	19,2	21,3	11,3	9,1
3400	4,2	1,7	1,8	9,5	8,4	74,5	2,7	3,6	5,3	7,9	6,3	74,1	-	-	-	-	-	-
3500	3,6	3,6	5,3	11,0	9,4	67,2	7,8	4,3	6,5	17,0	23,2	41,2	2,7	2,8	3,9	5,8	6,5	78,3
3600	1,3	1,2	2,3	5,1	5,3	84,6	2,1	2,5	2,5	8,6	10,1	74,1	-	-	-	-	-	-
3700	3,4	3,6	5,5	11,0	6,1	70,5	3,6	3,6	3,8	8,8	14,9	65,2	11,1	8,3	8,4	8,9	11,6	51,7
4109	23,1	13,4	11,9	17,1	13,0	21,4	19,3	13,6	18,5	28,1	11,3	9,0	-	-	-	-	-	-
4300	19,2	12,8	16,0	22,0	14,5	15,4	19,0	16,2	14,4	28,5	11,0	11,0	13,9	12,6	13,4	22,5	15,2	22,4
4400	9,7	10,2	16,9	31,3	20,1	11,8	15,9	14,2	22,3	27,7	12,0	7,9	-	-	-	-	-	-
4500	31,4	20,2	14,8	21,8	11,7	0,0	40,5	21,1	21,2	12,4	4,7	0,0	-	-	-	-	-	-
4600	21,4	21,4	21,3	21,7	10,0	4,1	20,2	15,5	19,2	32,6	9,7	2,8	-	-	-	-	-	-
4700	25,8	14,9	16,6	23,1	10,5	9,1	35,8	15,5	20,2	18,2	6,9	3,4	-	-	-	-	-	-
4800	20,2	13,2	14,9	22,7	10,8	18,1	18,7	14,1	20,1	24,6	13,5	9,0	19,8	13,0	18,5	24,8	8,6	15,4
4900	14,1	11,9	13,5	22,2	9,7	28,5	10,6	9,2	14,2	16,8	14,1	35,1	-	-	-	-	-	-
5000	23,1	20,3	16,4	25,4	8,2	6,6	25,2	17,3	20,4	21,2	11,4	4,6	-	-	-	-	-	-
	47,4	20,4	15,3	10,8	3,9	2,2	26,7	13,6	10,6	12,3	8,6	28,2	39,5	20,0	11,7	15,1	7,4	6,3

Table continued

C	Belgium						United Kingdom						Italy						Denmark					
	a	b	c	d	e	f	a	b	c	d	e	f	a	b	c	d	e	f	a	b	c	d	e	f
1200	4,4	3,9	6,0	6,8	2,4	76,5	4,1	1,8	1,0	1,0	2,8	89,3	30,2	16,0	11,0	26,0	16,8	0,0	39,3	60,7	0,0	0,0	0,0	0,0
1400	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1500	0,0	3,3	6,5	30,5	28,7	30,9	-	-	-	-	-	-	2,3	2,3	6,4	13,0	29,6	46,4	-	-	-	-	-	-
2200	0,8	1,3	2,2	4,4	1,9	39,4	4,2	8,3	6,5	15,8	9,0	56,3	2,7	3,9	5,6	14,6	12,8	60,4	9,5	5,0	6,8	21,7	0,0	57,1
2400	20,0	11,1	6,8	26,9	20,6	14,7	14,3	12,8	16,5	21,2	15,5	19,6	23,7	19,6	20,9	20,8	10,5	4,5	29,9	5,0	13,9	10,1	7,3	33,7
2500	6,9	5,3	10,0	31,7	16,8	29,3	10,0	10,4	10,2	21,0	15,5	32,9	6,4	8,8	12,8	22,1	21,1	28,7	15,6	2,3	14,9	28,2	10,4	18,6
2600	3,5	4,6	0,0	24,9	67,1	0,0	-	-	-	-	-	-	0,3	0,7	0,4	4,3	13,7	80,6	-	-	-	-	-	-
3100	22,5	14,4	14,6	15,4	14,9	18,1	22,1	13,8	15,5	20,1	13,6	14,9	16,8	15,4	17,7	18,6	10,0	21,5	35,0	7,5	21,1	26,9	3,2	6,2
3200	13,4	14,1	12,8	22,6	13,1	24,0	17,0	13,1	11,6	21,1	14,7	22,5	11,3	13,7	18,5	23,0	14,2	19,3	17,7	8,7	12,0	18,6	14,9	28,2
3300	-	-	-	-	-	-	3,8	8,9	15,0	16,7	14,6	41,0	0,4	0,5	2,5	4,9	8,2	83,4	-	-	-	-	-	-
3400	5,5	1,3	5,3	10,3	16,3	61,3	6,0	7,0	10,1	20,0	15,0	41,8	3,3	4,7	9,3	17,3	14,9	50,5	12,8	3,8	9,9	24,4	18,1	30,9
3500	7,0	4,7	3,3	12,4	18,4	54,3	4,7	2,4	3,4	9,3	7,5	72,8	1,8	3,2	3,6	5,7	7,2	78,6	-	-	-	-	-	-
3600	7,3	3,3	6,9	19,1	6,2	57,2	4,0	3,5	3,5	6,5	5,0	77,6	4,5	4,3	5,8	11,9	23,7	49,7	8,4	2,4	3,0	4,5	11,8	69,9
3700	24,2	3,6	19,3	37,7	15,2	0,0	24,5	9,2	10,8	16,7	17,1	21,7	14,9	14,2	20,4	15,8	24,4	10,2	-	-	-	-	-	-
4109	22,6	10,9	20,0	25,1	9,4	11,9	11,5	10,0	10,1	25,0	16,5	26,8	19,2	14,6	18,5	24,1	14,8	8,8	16,8	6,6	15,2	26,8	14,2	20,4
4300	18,6	18,0	16,2	28,7	14,6	3,8	13,0	13,6	18,4	33,2	12,2	9,6	15,5	16,6	21,0	26,3	13,6	7,0	-	-	-	-	-	-
4400	41,8	18,8	6,0	33,4	0,0	0,0	24,2	35,4	25,2	11,8	3,4	0,0	32,7	26,3	22,5	15,9	2,6	0,0	-	-	-	-	-	-
4500	35,4	16,3	19,2	19,0	10,1	0,0	22,3	19,7	23,0	24,0	6,0	5,0	18,7	20,3	17,3	17,2	6,2	6,1	45,4	15,8	23,2	15,7	0,0	0,0
4600	42,6	10,3	17,1	13,4	3,6	3,0	35,8	18,8	21,5	16,4	5,5	1,9	36,0	28,8	18,1	11,5	1,5	4,1	-	-	-	-	-	-
4700	19,6	15,0	17,2	25,0	23,1	0,0	18,3	12,9	13,4	23,0	12,7	19,8	15,4	13,3	15,9	22,8	17,0	15,5	24,5	4,5	17,0	32,3	14,6	7,0
4800	18,2	16,4	25,9	18,6	11,3	9,5	13,9	11,1	11,6	23,6	13,9	25,8	12,2	12,9	15,4	19,2	10,1	30,1	-	-	-	-	-	-
4900	38,2	24,7	18,7	14,6	3,8	0,0	24,6	18,5	15,0	19,6	9,2	13,0	22,1	19,8	20,-	25,9	6,8	4,9	-	-	-	-	-	-
5000	30,4	14,4	17,7	24,9	7,0	5,7	37,1	16,1	9,7	12,7	5,8	18,7	36,5	20,1	19,0	16,3	5,6	2,5	50,0	12,0	8,2	14,7	10,7	4,3

Source: EUROSTAT

Table A 8: Manufacturing employment 1972, 1975, 1978 by size of establishments

		Netherlands							
		1	2	3	4	5	6	7	8
a	1 = 1972 numbers	237,5	18,8	3,7	247896	19,5	10,3	261219	21,5
b	2 = 1972 % of total	177,9	14,1	-7,1	167111	13,1	8,4	172363	14,2
c	3 = change 1972/75	179,9	14,2	-10,6	161708	12,7	-2,7	150365	12,4
d	4 = 1975 numbers	220,4	17,5	-6,3	209570	16,4	1,2	201746	16,6
e	5 = 1975 % of total	151,5	12,0	-2,5	149023	11,7	-12,R	123855	10,2
f	6 = change 1975/78	295,0	23,4	13,7	319011	26,6	-5,6	304539	25,1
		7 = 1978 numbers							
		8 = 1978 % of total							

		Italy							
		1	2	3	4	5	6	7	8
a	1 = 1972 numbers	706,8	20,6	-16,5	622513	17,2	-14,5	490679	14,7
b	2 = 1972 % of total	473,2	13,8	-5,0	468178	13,0	0,8	437171	13,1
c	3 = change 1972/75	503,3	14,7	-2,0	520529	14,4	4,7	503948	15,1
d	4 = 1975 numbers	614,8	17,9	1,7	655068	18,2	2,2	621424	18,6
e	5 = 1975 % of total	377,8	11,0	8,2	430420	11,9	2,5	406869	12,2
f	6 = change 1975/78	750,2	21,9	15,5	911672	25,3	4,3	883881	26,4
		7 = 1978 numbers							
		8 = 1978 % of total							

		F.R. Germany							
		1	2	3	4	5	6	7	8
a	1 = 1972 numbers	1411,0	15,4	-1,9	1266662	15,1	3,3	1355760	15,6
b	2 = 1972 % of total	998,4	10,9	-11,0	816699	9,7	2,1	864112	9,9
c	3 = change 1972/75	1157,8	12,6	-12,7	925515	11,0	-1,8	943151	10,8
d	4 = 1975 numbers	1157,0	12,6	-7,0	1345148	16,0	-0,6	1308229	15,9
e	5 = 1975 % of total	1076,4	11,7	-17,1	907307	9,7	11,3	944335	10,8
f	6 = change 1975/78	2944,4	32,1	16,2	3136149	37,3	-1,1	3215771	36,9
		7 = 1978 numbers							
		8 = 1978 % of total							

		Belgium							
		1	2	3	4	5	6	7	8
a	1 = 1972 numbers	205,2	17,9	20,7	258475	21,6	-9,7	207534	19,5
b	2 = 1972 % of total	126,1	11,0	3,6	136647	11,4	-2,6	117938	11,1
c	3 = change 1972/75	178,0	15,5	-25,8	137772	11,5	16,5	142259	13,4
d	4 = 1975 numbers	203,0	17,7	-14,1	182188	15,2	34,2	216749	20,4
e	5 = 1975 % of total	148,0	12,9	-8,5	140942	11,8	-6,8	116502	11,0
f	6 = change 1975/78	288,0	25,1	13,1	339656	28,4	-13,4	261507	24,6
		7 = 1978 numbers							
		8 = 1978 % of total							

		United Kingdom							
		4	5	6	7	8			
a	1 = 1972 numbers	927542	13,1	24,4	1329551	16,3			
b	2 = 1972 % of total	633555	8,9	27,0	923916	11,3			
c	3 = change 1972/75	704257	9,9	14,1	919779	11,3			
d	4 = 1975 numbers	1315875	18,6	-1,6	1494066	18,3			
e	5 = 1975 % of total	851285	12,0	-7,5	902306	11,1			
f	6 = change 1975/78	2658101	37,5	-15,7	2575535	31,6			
		7 = 1978 numbers					8 = 1978 % of total		

		Denmark							
		4	5	6	7	8			
a	1 = 1972 numbers	81703	22,8	25,9	131984	28,7			
b	2 = 1972 % of total	52101	14,6	-45,9	36476	7,9			
c	3 = change 1972/75	57478	16,1	-11,8	65531	14,2			
d	4 = 1975 numbers	65576	18,3	-13,1	95323	20,7			
e	5 = 1975 % of total	39161	10,9	4,6	52284	11,4			
f	6 = change 1975/78	61786	17,3	-1,7	78303	17,0			
		7 = 1978 numbers					8 = 1978 % of total		

Source: EUROSTAT

Table A 9:

**% Employment in Manufacturing Industries 1975 and 1978  
United Kingdom**

	a	b	c	d	e	f
c 1975	:	:	:	:	:	:
1978	:	:	:	:	:	:
22 1975	3,7	8,3	6,5	15,8	9,2	56,3
1978	4,2	8,3	6,5	15,8	9,2	56,3
24 1975	12,4	9,3	11,8	25,6	17,5	23,4
1978	14,3	12,8	16,5	21,2	15,5	19,6
25 1975	8,3	5,1	8,5	16,2	15,8	46,1
1978	10,0	10,4	10,2	21,0	15,5	32,9
26 1975	-	:	-	-	17,8	79,9
1978	-	:	-	-	17,8	79,9
31 1975	18,3	11,2	13,9	24,3	12,7	19,6
1978	22,1	13,8	15,5	20,1	13,6	14,9
32 1975	14,4	8,3	11,6	21,4	16,6	27,7
1978	17,0	13,1	11,6	21,1	14,7	22,5
33 1975	3,8	8,9	15,0	16,7	14,6	41,0
1978	3,8	8,9	15,0	16,7	14,6	41,0
34 1975	5,2	3,2	7,7	16,9	16,1	50,9
1978	6,0	7,0	10,1	20,0	15,0	41,8
35 1975	4,1	2,6	4,7	9,6	10,4	68,6
1978	4,7	2,4	3,4	9,3	7,5	72,8
36 1975	2,2	1,8	4,3	6,0	6,3	79,4
1978	4,0	3,5	3,5	6,5	5,0	77,6
37 1975	10,8	6,8	11,6	17,3	18,4	35,1
1978	24,5	9,2	10,8	16,7	17,1	21,7
41/ 1975	6,6	7,5	9,3	23,5	16,4	36,7
42 1978	11,5	10,0	10,1	25,0	16,5	26,8
43 1975	10,3	9,5	19,7	32,0	15,2	13,8
1978	13,0	13,6	18,4	33,2	12,2	9,6
44 1975	27,7	35,4	25,2	11,8	3,4	:
1978	24,2	35,4	25,2	11,8	3,4	:
45 1975	21,5	19,7	23,0	24,0	6,0	5,0
1978	22,3	19,7	23,0	24,0	6,0	5,0
46 1975	31,0	18,8	21,5	16,4	5,5	1,9
1978	35,8	18,8	21,5	16,4	5,5	1,9
47 1975	14,8	9,4	12,7	23,0	14,7	24,5
1978	18,3	12,9	13,4	23,0	12,7	19,8
48 1975	13,8	11,1	11,6	23,6	13,9	25,8
1978	13,9	11,1	11,6	23,6	13,9	25,8
49 1975	15,5	13,7	11,8	20,6	14,3	24,1
1978	24,6	18,5	15,0	19,4	9,2	13,0
50 1975	29,5	19,8	6,4	14,7	6,0	23,6
1978	37,1	16,1	9,7	12,7	5,8	18,7

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued



**% Employment in Manufacturing Industries 1975 and 1978**  
Denmark

		a	b	c	d	e	f
c	1975	53,8	:	:	:	:	:
	1978	60,7	:	:	:	:	:
14	1975	31,1	15,5	:	:	:	:
	1978						
22	1975	11,0	6,5	6,8	21,7	-	57,1
	1978	9,5	5,0				
24	1975	30,8	13,3	13,1	10,0	7,3	21,6
	1978	29,9	5,0	13,9	10,1		33,7
25	1975	14,6	11,4	18,1	27,1	28,9	-
	1978	15,6	2,3	14,9	28,2	10,4	18,6
31	1975	33,6	20,2	21,3	15,1	3,2	6,2
	1978	35,0	7,5	21,1	26,9		
32	1975	16,4	12,7	14,1	15,9	15,9	24,9
	1978	17,7	8,7	12,0	18,6	14,9	28,2
33	1975	20,0	:	-	:	-	-
	1978						
34	1975	11,2	10,9	14,3	17,3	18,4	27,9
	1978	12,8	3,8	9,9	24,4	18,1	30,9
35	1975	32,3	:	:	38,0	-	-
	1978						
36	1975	6,2	1,8	4,6	4,5	10,5	72,8
	1978	8,4	2,4	3,0		11,8	69,9
37	1975	31,4	21,3	:	:	:	:
	1978						
41/ 42	1975	14,0	14,0	18,3	30,1	9,7	:
	1978	16,8	6,6	15,2	26,8	14,2	20,4
43	1975	34,9	20,1	20,6	:	-	-
	1978						
44	1975	37,4	27,7	34,9	-	-	-
	1978						
45	1975	45,0	25,7	18,0	11,3	-	-
	1978	45,4	15,8	23,2	15,7		
46	1975	52,4	21,5	15,5	:	:	-
	1978						
47	1975	21,4	13,5	16,2	21,9	14,6	7,0
	1978	24,5	4,5	17,0	32,3		
48	1975	28,9	17,1	21,1	:	:	-
	1978						
49	1975	37,7	:	:	-	-	-
	1978						
50	1975	50,0	12,0	8,2	14,7	10,7	4,3
	1978						

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Manufacturing Industries 1975 and 1978**  
Netherlands

		a	b	c	d	e	f
c	1975	8,8	12,2	:	:	:	:
	1978						
22	1975	1,1	3,0	:	:	:	:
	1978						
24	1975	21,5	:	:	17,2	9,4	16,6
	1978						
25	1975	4,2	3,0	8,3	13,2	11,6	48,5
	1978	5,5	5,8	8,3	20,2		
31	1975	22,8	20,1	15,7	20,6	:	:
	1978						
32	1975	19,2	16,2	20,0	22,0	11,0	11,6
	1978	21,0	18,1	19,2	21,3	11,3	9,1
33	1975	1,7	:	:	:	:	:
	1978						
34	1975	2,4	2,5	3,7	5,7	6,0	79,8
	1978	2,7	2,8	3,9	5,8	6,5	78,3
35	1975	12,2	6,5	6,9	8,8	:	:
	1978						
36	1975	8,7	10,8	8,5	6,7	10,1	55,2
	1978	11,1	8,3	8,4	8,9	11,6	51,7
37	1975	17,9	16,1	23,1	:	:	:
	1978						
41/ 42	1975	14,4	11,9	12,7	21,5	18,5	21,1
	1978	13,9	12,6	13,4	22,7	15,2	22,4
43	1975	5,8	11,5	14,5	31,7	:	:
	1978						
44	1975	55,9	:	:	:	-	-
	1978						
45	1975	24,7	:	:	:	:	:
	1978						
46	1975	37,1	24,1	19,7	11,7	7,4	-
	1978						
47	1975	19,4	12,3	19,2	23,4	13,9	11,8
	1978	19,8	13,0	18,5	24,8	8,6	15,4
48	1975	15,9	17,0	17,1	17,1	13,8	19,0
	1978						
49	1975	31,6	22,0	19,1	27,3	-	-
	1978						
50	1975	37,4	16,9	12,7	15,2	10,2	7,5
	1978	39,5	20,0	11,7	15,1	7,4	6,3

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Manufacturing Industries 1975 and 1978**  
Germany

		a	b	c	d	e	f
c	1975	9,0	3,9	2,3	3,8	1,9	79,2
	1978	7,2	2,7	2,4	2,6	4,7	60,4
22	1975	1,9	1,8	2,5	7,8	6,7	79,2
	1978	1,8	2,3	4,4	9,8	10,4	71,4
24	1975	16,4	12,2	10,7	24,2	18,1	18,4
	1978	18,2	11,7	11,9	20,3	18,0	19,9
25	1975	4,6	4,0	5,3	10,2	10,0	66,0
	1978	4,7	3,8	5,4	11,8	8,8	65,5
31	1975	15,2	11,7	16,5	24,6	15,4	16,6
	1978	16,8	12,1	14,3	22,9	12,7	21,3
32	1975	7,8	8,7	9,7	17,5	13,5	42,7
	1978	8,2	8,1	10,8	19,2	18,4	34,3
33	1975	1,1	1,2	7,8	6,9	4,2	78,9
	1978	4,2	1,7	1,8	9,5	8,4	74,5
34	1975	3,4	3,7	6,0	11,2	11,8	64,0
	1978	3,6	3,6	5,3	11,0	9,4	67,2
35	1975	1,6	1,2	2,0	4,7	4,5	86,1
	1978	1,3	1,2	2,3	5,1	5,3	84,6
36	1975	2,8	3,8	5,5	9,2	5,6	73,7
	1978	3,4	3,6	5,5	11,0	6,1	70,5
37	1975	14,5	9,3	10,9	17,8	19,4	28,0
	1978	23,1	13,4	11,9	17,1	13,0	21,4
41/	1975	18,5	13,9	17,3	22,5	14,5	13,3
42	1978	19,2	12,8	16,0	22,0	14,5	15,4
43	1975	10,4	9,2	16,4	28,6	17,3	18,2
	1978	9,7	10,2	16,9	31,3	20,1	11,8
44	1975	32,4	20,7	18,4	20,0	8,5	:
	1978	31,4	20,2	14,1	21,8	11,7	:
45	1975	22,5	19,1	22,0	24,8	7,5	4,2
	1978	21,4	21,4	21,3	21,7	10,0	4,1
46	1975	28,6	17,8	17,7	21,0	9,3	5,7
	1978	25,8	14,9	16,6	23,1	10,5	9,1
47	1975	18,8	9,6	15,7	24,7	14,7	16,5
	1978	20,2	13,2	14,9	22,7	10,8	18,1
48	1975	11,3	10,2	14,9	20,8	10,4	32,4
	1978	14,1	11,9	13,5	22,5	9,7	28,5
49	1975	28,3	14,3	13,9	17,4	:	6,6
	1978	23,1	20,3	16,4	25,7	8,2	6,6
50	1975	43,3	19,5	13,7	12,8	6,2	4,0
	1978	47,4	20,4	15,3	10,8	3,9	2,2

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Manufacturing Industries 1975 and 1978**  
Belgium

		a	b	c	d	e	f
c	1975	5,5	1,8	4,8	6,8	2,4	79,7
	1978	4,4	3,9	6,0	6,8	2,4	76,5
14	1975	-	-	6,5	26,4	28,7	30,9
	1978	-	3,3	6,5	30,5	28,7	30,9
22	1975	1,1	1,4	1,3	5,2	4,9	86,1
	1978	0,8	1,3	2,2	4,4	1,9	89,4
24	1975	22,8	10,7	12,4	15,2	20,8	18,1
	1978	20,0	11,1	6,8	26,9	20,6	14,7
25	1975	7,7	5,4	9,6	16,8	22,5	38,0
	1978	6,9	5,3	10,0	31,7	16,8	29,3
26	1975	3,5	2,6	-	24,9	67,1	-
	1978	3,5	2,6	-	24,9	67,1	-
31	1975	22,9	14,8	14,7	14,9	14,9	17,8
	1978	22,5	14,4	14,6	15,4	14,9	18,1
32	1975	16,1	11,0	13,9	19,4	11,8	27,8
	1978	13,4	14,1	12,8	22,6	13,1	24,0
34	1975	3,6	3,1	3,5	7,5	18,0	64,3
	1978	5,5	1,3	5,3	10,3	16,3	61,3
35	1975	3,2	1,9	3,3	9,9	5,8	77,9
	1978	7,0	4,7	3,3	12,4	18,4	54,3
36	1975	18,1	5,6	1,9	12,2	6,2	63,8
	1978	7,3	3,3	6,9	19,1	6,2	57,2
37	1975	20,5	14,8	-	34,7	15,2	-
	1978	24,2	3,6	19,3	37,7	15,2	-
41/ 42	1975	21,5	15,5	14,5	22,2	14,3	12,4
	1978	22,6	10,9	20,0	25,1	9,4	11,9
43	1975	17,5	14,5	19,3	28,5	11,5	8,7
	1978	18,6	18,0	16,3	28,7	14,6	3,8
44	1975	47,6	17,6	10,3	24,5	-	-
	1978	41,8	18,8	6,0	33,4	-	-
45	1975	45,9	15,8	19,1	13,3	5,9	-
	1978	35,4	16,3	19,2	19,0	10,1	-
46	1975	44,4	19,9	16,5	11,1	3,6	3,0
	1978	42,6	10,3	11,1	13,4	3,6	3,0
47	1975	24,9	14,7	14,4	21,4	20,9	-
	1978	19,6	15,0	17,2	25,0	23,1	-
48	1975	18,8	11,2	21,5	20,7	10,7	-
	1978	18,2	16,4	25,9	18,6	11,3	9,5
49	1975	39,7	19,1	21,6	15,2	3,8	-
	1978	38,2	24,7	18,7	14,6	3,8	-
50	1975	40,6	18,1	11,6	13,1	7,8	8,8
	1978	30,4	14,4	17,7	24,9	7,0	5,7

- Data non-existent or not collected

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Table continued

**% Employment in Manufacturing Industries 1975 and 1978**  
France

		a	b	c	d	e	f
c	1975	7,9	4,0	4,1	8,0	7,1	68,8
	1978	11,0	4,8	4,3	7,8	5,2	66,9
14	1975	12,7	9,0	8,3	16,3	18,2	35,5
	1978	9,4	6,2	5,8	17,2	19,1	42,3
15	1975	2,8	:	19,9	42,0	:	15,7
	1978	3,3	1,6	10,1	28,6	40,7	15,7
22	1975	2,1	2,4	3,4	13,6	16,5	62,1
	1978	2,4	2,4	4,3	14,4	17,3	59,3
24	1975	17,6	10,4	18,1	19,7	13,9	20,4
	1978	19,5	12,5	15,1	20,5	14,9	17,4
25	1975	8,2	7,6	15,2	26,2	16,8	26,0
	1978	5,2	8,1	13,9	27,6	15,0	30,0
26	1975	0,7	1,4	0,8	6,2	47,6	43,2
	1978	0,8	0,8	4,0	7,2	42,9	44,4
31	1975	22,0	12,8	15,1	21,0	14,6	14,5
	1978	21,5	14,3	15,7	21,4	14,7	12,4
32	1975	14,3	14,5	13,4	25,8	15,7	16,3
	1978	13,8	13,1	14,4	30,6	14,3	13,8
33	1975	2,4	2,3	5,0	12,2	10,6	67,5
	1978	2,7	3,6	5,3	7,9	6,3	74,1
34	1975	5,6	7,2	8,3	19,8	20,9	38,2
	1978	7,8	4,3	6,5	17,0	23,2	41,2
35	1975	2,7	2,0	4,2	6,2	11,1	73,9
	1978	2,1	2,5	2,5	8,6	10,1	74,1
36	1975	4,8	2,9	4,9	8,3	16,2	62,8
	1978	3,6	3,6	3,8	8,8	14,9	65,2
37	1975	18,0	18,1	15,3	22,7	15,4	10,6
	1978	19,3	13,6	18,5	28,1	11,3	9,0
41/ 42	1975	19,6	15,1	17,7	26,4	11,9	9,2
	1978	19,0	16,2	14,4	28,5	11,0	11,0
43	1975	14,2	13,5	21,3	27,8	13,9	9,2
	1978	15,9	14,2	22,3	27,7	12,9	7,9
44	1975	36,3	20,6	15,9	17,9	9,3	-
	1978	40,5	21,1	21,2	12,4	4,7	-
45	1975	18,3	15,9	20,1	28,7	13,4	3,6
	1978	20,2	15,5	19,2	32,6	9,7	2,8
46	1975	33,5	21,0	19,3	17,2	7,3	:
	1978	35,8	15,5	20,2	18,2	6,9	3,4
47	1975	16,6	8,8	12,0	20,0	15,2	27,4
	1978	18,7	14,1	20,1	24,6	13,5	9,0
48	1975	10,3	9,3	11,2	15,5	13,6	40,1
	1978	10,6	9,2	14,2	16,8	14,1	35,1
49	1975	26,2	20,1	18,3	16,6	14,9	:
	1978	25,2	17,3	20,4	21,2	11,4	4,6
50	1975	34,9	16,3	17,6	16,9	8,0	6,2
	1978	26,7	13,6	10,6	12,3	8,6	28,2

- Data non-existent or not collected

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Table continued

**% Employment in Manufacturing Industries 1975 and 1978**  
**Italy**

		a	b	c	d	e	f
c	1975	28,7	12,3	11,5	18,1	16,5	∴
	1978	30,2	16,0	11,0	26,0	16,8	∴
14	1975	3,3	2,6	8,9	21,3	42,6	46,4
	1978	2,3	2,3	6,4	13,0	29,6	46,4
22	1975	3,1	3,5	5,8	13,6	13,3	60,7
	1978	2,7	3,9	5,6	14,6	12,8	60,4
24	1975	27,2	18,3	20,2	19,8	9,6	4,9
	1978	3,75	19,6	20,9	20,8	10,5	4,5
25	1975	7,4	8,5	11,9	19,6	19,7	32,9
	1978	6,4	8,8	12,8	22,1	21,1	28,7
26	1975	0,4	0,7	∴	∴	7,2	88,7
	1978	0,3	0,7	0,4	4,3	13,7	80,6
31	1975	19,8	16,5	16,9	19,2	10,7	16,9
	1978	16,8	15,4	17,7	18,6	10,0	21,5
32	1975	12,0	12,8	17,9	23,9	14,9	18,5
	1978	11,3	13,7	18,5	23,0	14,2	19,3
33	1975	0,5	∴	3,5	∴	11,5	82,7
	1978	0,4	0,5	2,5	4,9	8,2	83,4
34	1975	3,5	4,8	8,1	15,7	16,8	51,1
	1978	3,3	4,7	9,3	17,3	14,9	50,5
35	1975	2,1	2,7	3,3	4,7	6,9	80,3
	1978	1,8	3,2	3,6	5,7	7,2	78,6
36	1975	3,9	3,7	4,4	15,7	17,3	55,0
	1978	4,5	4,3	5,8	11,9	23,7	49,7
37	1975	13,4	13,9	15,2	14,6	21,7	21,2
	1978	14,9	14,2	20,4	15,8	24,4	10,2
41/ 42	1975	21,9	13,5	17,2	21,6	15,1	10,7
	1978	19,2	14,6	18,5	24,1	14,8	8,8
43	1975	16,8	16,1	19,1	26,6	14,2	7,2
	1978	15,5	16,6	21,0	26,3	13,6	7,0
44	1975	33,9	26,9	21,8	15,2	∴	∴
	1978	32,7	26,3	22,5	15,9	2,6	∴
45	1975	19,8	18,9	22,0	23,1	7,7	8,5
	1978	18,7	20,3	17,3	17,2	6,2	6,1
46	1975	41,2	26,1	17,0	11,2	2,3	4,1
	1978	36,0	28,0	18,1	11,5	1,5	4,1
47	1975	17,8	13,4	16,0	24,5	15,7	12,6
	1978	15,4	13,3	15,9	22,8	17,0	15,5
48	1975	13,3	12,7	14,2	14,9	11,9	33,0
	1978	12,2	12,9	15,4	19,2	10,1	30,1
49	1975	24,4	19,0	20,0	25,6	6,8	4,9
	1978	21,1	19,8	20,0	25,9	6,8	4,9
50	1975	42,7	20,3	16,7	15,3	3,3	1,7
	1978	36,5	20,1	19,0	16,3	5,6	2,5

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**% Employment in Services 1974 and 1978**  
**Belgium**

		a	b	c	d	e	f
6000	1974	40,0	13,1	9,2	9,8	4,0	24,0
	1978	∴	∴	∴	∴	∴	∴
6100	1974	47,5	18,3	13,1	10,6	7,9	2,6
	1978	46,3	17,0	11,7	12,9	4,3	7,9
6110	1974	83,2	8,0	8,8	-	-	-
	1978	94,2	5,8	-	-	-	-
6120	1974	33,5	22,4	17,5	16,9	9,7	-
	1978	26,6	12,2	18,8	22,7	11,9	7,8
6130	1974	63,8	17,1	13,7	5,4	-	-
	1978	76,4	15,0	-	8,6	-	-
6140	1974	42,9	14,8	9,5	11,8	21,0	-
	1978	35,2	18,1	9,1	19,8	8,1	9,7
6150	1974	60,7	13,3	12,7	7,6	5,6	-
	1978	52,6	23,6	13,4	10,3	-	-
6160	1974	65,9	16,0	10,3	7,8	-	-
	1978	69,5	5,2	18,3	7,1	-	-
6170	1974	42,2	22,8	12,0	9,1	-	13,8
	1978	42,8	16,8	11,0	9,0	4,4	16,1
6180	1974	35,5	17,2	23,1	18,7	5,5	-
	1978	42,4	20,9	27,6	9,0	-	-
6409	1974	22,8	6,8	3,5	7,1	3,7	56,2
	1978	31,1	7,7	5,6	5,4	3,6	46,7
6419	1974	11,8	4,2	1,9	5,5	3,7	72,9
	1978	37,1	8,3	2,7	8,6	9,1	34,2
6439	1974 *	72,7	17,0	10,2	-	-	-
	1978	34,6	20,3	12,3	14,7	18,1	-
6450	1974	43,4	10,3	12,4	19,9	-	14,0
	1978	49,3	18,1	12,2	7,8	-	12,6
6460	1974	31,3	35,2	8,9	-	24,6	-
	1978	44,2	27,6	28,2	-	-	-
6470	1974	72,4	-	27,6	-	-	-
	1978	-	-	-	-	-	-
6489	1974	56,9	18,4	-	7,3	8,0	9,5
	1978	85,5	10,7	-	3,8	-	-
6530	1974	33,1	11,6	15,1	10,8	-	29,4
	1978	51,8	18,0	19,7	10,5	-	-
6560	1974	18,8	2,5	1,3	4,5	-	73,0
	1978	5,4	-	3,1	2,0	-	89,5

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Services 1974 and 1978**  
France

		a	b	c	d	e	f
6000	1974 1978	34,7 34,7	13,0 13,0	10,7 10,7	10,5 10,5	6,9 6,9	24,2 24,2
6100	1974 1978	41,0 40,0	17,0 18,0	12,1 15,2	13,3 11,4	5,4 5,9	11,1 9,6
6110	1974 1978	58,9 36,1	12,5 18,6	12,0 18,1	9,8 19,1	6,8 8,0	-
6120	1974 1978	20,2 23,9	11,7 12,3	12,2 14,6	13,8 12,3	15,0 12,7	27,1 24,2
6130	1974 1978	49,2 50,5	24,9 19,7	11,4 14,3	10,7 10,5	3,8 5,1	-
6140	1974 1978	46,8 45,3	14,5 21,4	13,2 14,4	9,3 9,3	2,9 2,8	13,4 6,8
6150	1974 1978	36,4 40,8	18,2 17,6	13,8 16,7	16,4 12,0	7,3 7,7	8,0 5,2
6160	1974 1978	57,6 54,7	21,1 34,1	9,7 5,6	4,6 5,7	-	7,0 -
6170	1974 1978	42,4 41,4	18,1 19,4	11,0 16,4	16,9 10,3	3,3 6,0	8,3 6,6
6180	1974 1978	30,3 23,8	14,4 9,6	12,1 16,5	12,6 14,6	6,1 3,3	24,5 32,1
6409	1974 1978	28,1 28,6	9,5 7,3	6,9 5,7	10,2 9,6	6,6 8,1	38,7 40,8
6419	1974 1978	12,8 14,1	7,6 6,6	3,9 5,0	10,3 10,5	6,5 8,8	59,0 55,0
6439	1974 * 1978	55,1 -	13,9 8,5	9,1 1,5	8,0 -	- 5,7	13,9 -
6450	1974 1978	60,6 51,2	12,4 9,6	8,6 6,7	6,0 7,2	2,7 12,8	9,6 12,4
6460	1974 1978	54,8 59,6	5,6 7,0	10,1 9,2	7,8 11,6	21,8 12,6	-
6470	1974 1978	56,0 69,0	12,2 12,9	9,1 -	22,7 18,2	-	-
6489	1974 1978	57,8 65,8	19,4 11,6	8,2 4,4	7,9 5,1	4,4 1,5	2,3 11,6
6530	1974 1978	50,2 63,6	5,9 11,7	11,2 6,4	7,2 9,6	-	25,6 8,7
6560	1974 1978	6,0 5,8	6,2 2,6	11,2 7,6	16,4 12,5	12,0 10,5	48,2 61,0

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued



**% Employment in Services 1974 and 1978**  
Netherlands

		a	b	c	d	e	f
6000	1974	35,1	14,8	9,3	11,8	5,7	23,4
	1978						
6100	1974	44,1	18,9	14,4	12,9	:	:
	1978	43,0	21,0	12,2	13,9	5,5	4,4
6110	1974	58,8	11,3	8,0	21,9	-	-
	1978	50,1	16,5	6,0	27,5	-	-
6120	1974	44,1	16,7	10,7	:	:	-
	1978	43,0	14,5	13,9	:	:	:
6130	1974	54,8	15,9	16,7	:	:	-
	1978	50,5	24,1	16,0	:	:	:
6140	1974	37,2	22,9	15,7	15,1	:	:
	1978	36,4	22,1	12,2	19,7	7,6	2,0
6150	1974	36,3	21,5	12,2	8,9	:	:
	1978	41,2	21,1	14,8	5,1	:	:
6160	1974	47,6	15,9	12,5	:	:	-
	1978	45,8	27,3	7,7	:	:	:
6170	1974	48,7	22,9	14,2	6,1	8,2	-
	1978	46,1	20,8	8,8	9,0	:	:
6180	1974	35,1	15,1	14,7	:	:	-
	1978	35,4	16,9	21,0	:	:	:
6409	1974	33,4	8,9	6,3	6,8	4,1	40,4
	1978	27,0	8,4	6,2	9,6	5,9	43,0
6419	1974	22,9	8,7	4,5	8,2	4,8	50,8
	1978	20,6	5,7	6,7	11,0	6,0	50,0
6439	1974 *	56,7	:	:	-	-	-
	1978	88,2	:	:	:	:	:
6450	1974	39,0	10,8	11,1	8,7	:	:
	1978	28,5	16,2	6,9	12,2	:	:
6460	1974	44,2	12,9	13,3	:	:	-
	1978	35,7	7,0	9,8	:	:	:
6470	1974	84,7	:	:	-	-	-
	1978	73,6	13,7	:	:	:	:
6489	1974	67,0	16,3	8,0	:	:	-
	1978	55,4	14,6	10,4	:	:	:
6530	1974	54,7	9,7	:	-	:	-
	1978	43,8	9,7	20,4	:	:	:
6560	1974	0,9	2,2	2,2	:	:	:
	1978	3,2	2,4	1,2	-	7,2	86,0

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Services 1974 and 1978**  
Germany

		a	b	c	d	e	f
6000	1974 1978	28,3 28,3	11,8 11,8	11,9 11,9	12,4 12,4	6,6 6,6	28,9 28,9
6100	1974 1978	36,7 32,8	18,3 17,0	15,6 17,8	14,5 16,6	6,6 5,6	8,3 10,2
6110	1974 1978	39,7 29,4	10,8 11,0	7,3 8,5	8,4 8,6	3,7 4,2	30,0 38,3
6120	1974 1978	28,1 28,6	16,1 12,2	18,3 16,3	19,5 20,5	9,2 3,1	8,8 19,3
6130	1974 1978	50,8 49,1	21,8 20,0	16,8 14,9	7,5 12,6	1,6 3,4	1,6 -
6140	1974 1978	35,1 28,5	21,9 21,8	13,2 23,3	13,4 10,7	5,4 7,5	11,1 8,2
6150	1974 1978	41,0 33,6	22,6 17,2	17,0 21,2	15,1 18,3	3,3 :	1,1 :
6160	1974 1978	42,3 34,6	16,7 28,7	15,2 16,3	11,9 10,0	7,3 :	6,6 :
6170	1974 1978	33,3 32,0	16,3 12,7	15,5 16,0	18,4 26,4	12,0 5,9	4,5 7,1
6180	1974 1978	20,5 17,9	12,8 9,5	17,8 17,5	16,0 17,9	6,9 5,3	26,0 31,9
6409	1974 1978	31,8 24,9	7,4 7,7	7,8 7,2	8,4 9,1	6,5 7,4	38,1 43,7
6419	1974 1978	26,8 23,2	4,7 3,9	5,9 5,9	8,9 10,6	9,8 11,6	43,8 44,7
6439	1974* 1978	79,7 58,3	11,5 7,5	3,9 2,5	4,8 :	- :	- :
6450	1974 1978	39,5 30,2	13,1 15,9	13,7 12,1	13,0 14,9	4,1 5,4	16,6 21,5
6460	1974 1978	53,1 41,6	9,0 14,0	16,6 11,5	8,7 :	7,2 13,0	5,4 :
6470	1974 1978	70,6 55,3	12,6 11,4	9,0 7,1	7,9 :	- :	- :
6489	1974 1978	54,9 51,0	13,6 12,6	8,7 11,6	10,8 10,9	7,1 6,9	4,9 7,0
6530	1974 1978	59,9 51,9	15,2 20,6	8,1 8,9	5,4 8,1	3,1 :	8,3 :
6560	1974 1978	2,6 2,5	3,1 2,8	5,2 4,2	5,3 4,9	6,3 4,1	77,5 81,4

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Services 1974 and 1978**  
Italy

		a	b	c	d	e	f
6000	1974	52,7	13,2	9,1	7,1	3,0	14,9
	1978						
6100	1974	58,4	17,0	11,2	7,3	4,1	2,0
	1978	59,5	17,1	10,6	8,0	3,0	1,8
6110	1974	19,5	33,6	23,4	23,4	-	-
	1978	26,6	30,7	21,3	21,4	-	-
6120	1974	58,4	11,6	14,1	5,8	3,9	6,3
	1978	58,7	11,5	14,0	5,7	3,9	6,2
6130	1974	76,0	19,4	2,0	2,6	-	-
	1978	77,5	20,3	2,2	-	-	-
6140	1974	47,3	18,7	18,1	5,8	7,9	2,3
	1978	43,5	19,5	16,0	14,6	6,4	-
6150	1974	65,5	16,0	2,2	11,0	5,2	-
	1978	62,1	16,4	2,9	8,8	9,8	-
6160	1974	73,0	13,1	4,6	-	2,6	6,7
	1978	81,1	14,0	5,0	-	-	-
6170	1974	71,0	10,5	7,9	3,4	5,5	1,7
	1978	71,7	16,2	8,1	4,0	-	-
6180	1974	62,7	18,0	12,4	2,1	4,9	-
	1978	59,7	17,0	11,6	5,9	5,8	-
6409	1974	46,5	7,1	6,3	5,5	1,9	32,8
	1978	43,4	7,8	7,0	5,9	3,0	33,0
6419	1974	58,4	17,0	11,2	7,3	4,1	2,0
	1978	42,9	6,1	9,2	8,7	6,2	27,0
6439	1974 *	51,8	8,6	9,7	20,6	9,3	-
	1978	66,9	7,7	15,8	9,6	-	-
6450	1974	68,9	16,3	9,6	3,0	2,1	-
	1978	66,4	15,0	8,8	6,3	3,5	-
6460	1974	60,8	2,4	8,5	5,0	23,3	-
	1978	76,8	8,5	14,7	-	-	-
6470	1974	-	-	-	-	-	-
	1978	72,0	4,3	-	23,8	-	-
6489	1974	88,4	7,3	2,1	2,2	-	-
	1978	79,3	11,9	5,8	3,0	-	-
6530	1974	66,3	14,1	11,1	8,5	-	-
	1978	65,4	16,4	10,6	7,6	-	-
6560	1974	4,1	1,8	3,3	3,9	-	87,0
	1978	4,3	2,0	3,2	3,8	3,4	83,4

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Table continued

**% Employment in Services 1974 and 1978**  
Denmark

		a	b	c	d	e	f
6000	1974	41,1	10,9	9,6	10,8	6,3	21,2
	1978	43,7	14,6	14,0	14,3	9,2	4,2
6100	1974	37,0	12,2	10,4	12,0	28,4	=
	1978	36,9	11,7	20,1	:	:	=
6120	1974	10,7	7,8	20,0	12,6	10,7	38,2
	1978	17,3	9,8	14,5	22,1	36,3	-
6130	1974	46,3	19,1	12,6	12,6	3,0	6,3
	1978	51,4	16,1	7,8	12,0	:	5,2
6140	1974	36,2	17,2	15,3	12,6	9,3	9,5
	1978	40,8	17,6	16,2	15,5	2,3	7,6
6150	1974	45,1	15,7	19,1	5,9	14,2	-
	1978	47,3	19,3	13,0	:	-	15,8
6160	1974	67,6	5,9	26,4	-	-	-
	1978	69,1	8,4	:	:	-	-
6170	1974	34,2	13,9	11,1	18,4	3,3	19,1
	1978	46,6	13,6	14,9	20,0	:	-
6180	1974	34,1	22,8	8,3	34,8	-	-
	1978	49,5	9,6	14,0	26,9	-	-
6409	1974	40,3	9,6	5,6	3,2	6,4	34,9
	1978	37,2	5,5	3,2	5,7	2,1	46,3
6419	1974	30,0	15,3	8,0	1,4	13,4	31,9
	1978	27,3	6,2	3,0	:	-	55,4
6439	1974 *	-	19,6	-	-	-	-
	1978	-	-	-	-	-	-
6450	1974	62,5	16,6	10,3	10,6	-	-
	1978	79,4	7,5	4,8	:	-	-
6460	1974	74,7	6,8	18,5	-	-	-
	1978	83,9	:	:	-	-	-
6470	1974	34,1	13,8	-	52,1	-	-
	1978	-	-	-	-	-	-
6489	1974	57,1	10,7	18,2	3,3	10,7	-
	1978	67,6	9,8	7,2	:	:	-
6530	1974	68,6	31,4	-	-	-	-
	1978	45,0	:	:	-	:	-
6560	1974	-	:	-	-	5,2	94,1
	1978	-	-	-	-	-	-

\* only Sector 6440 in 1974

- Data non-existent or not collected

: Data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%

Source: EUROSTAT

Table continued

Table A 11: Labour cost in manufacturing by size of establishments 1978 (deviation from the average)

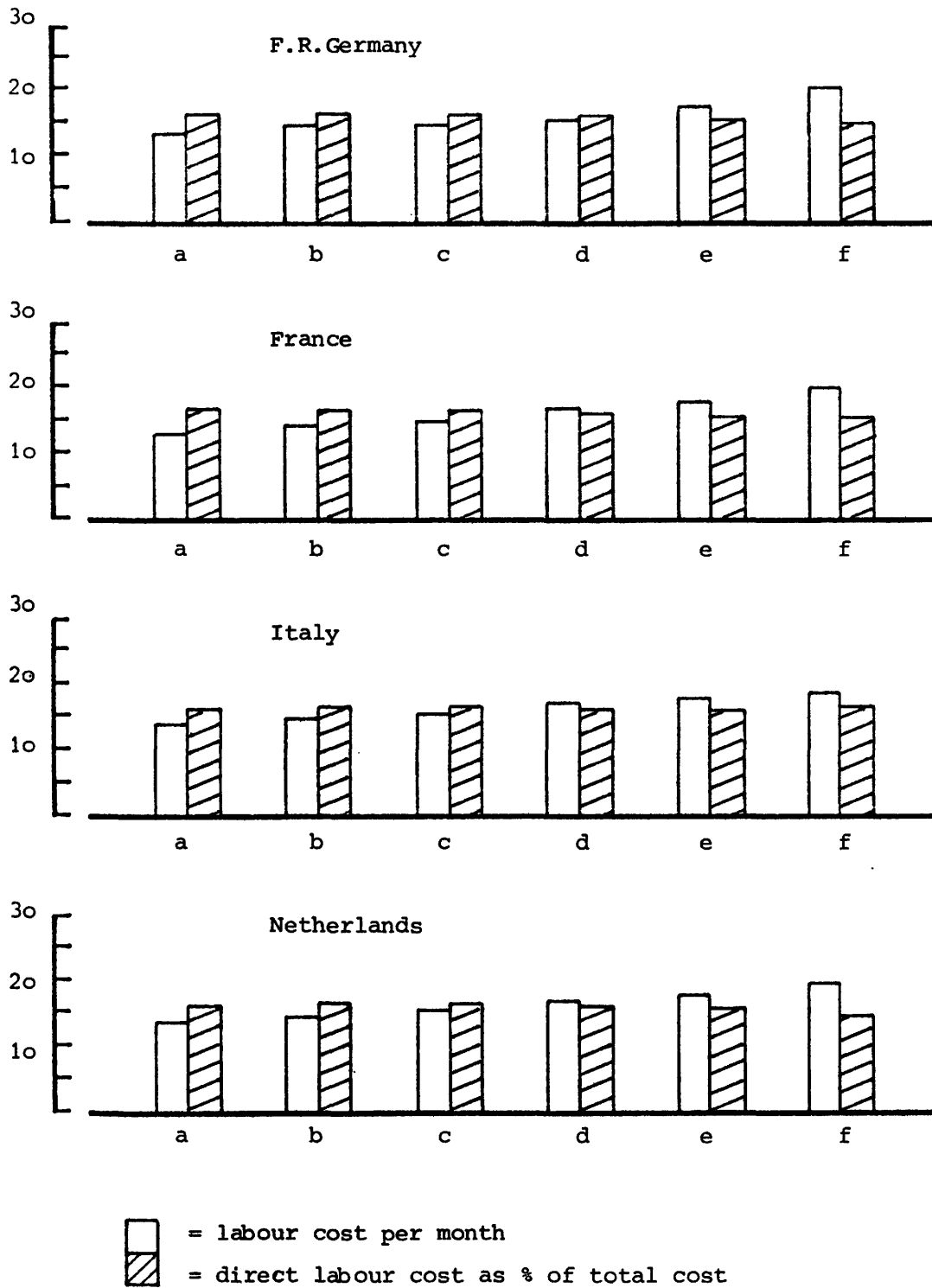
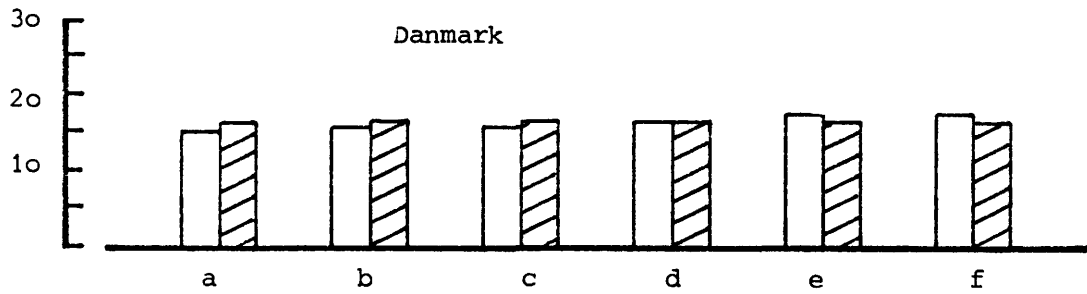
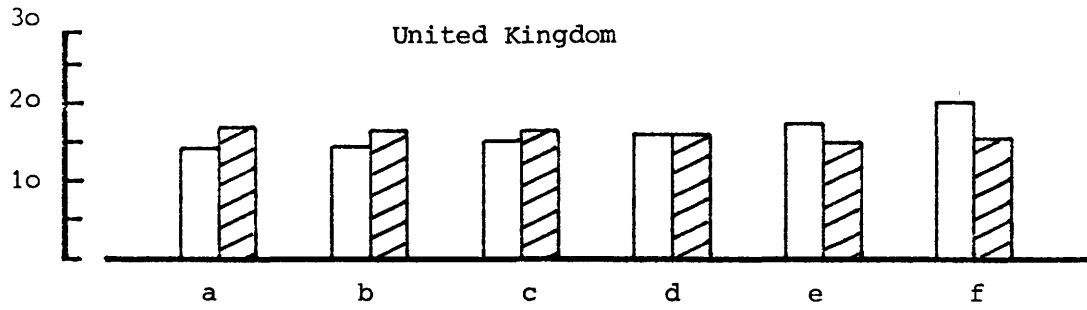
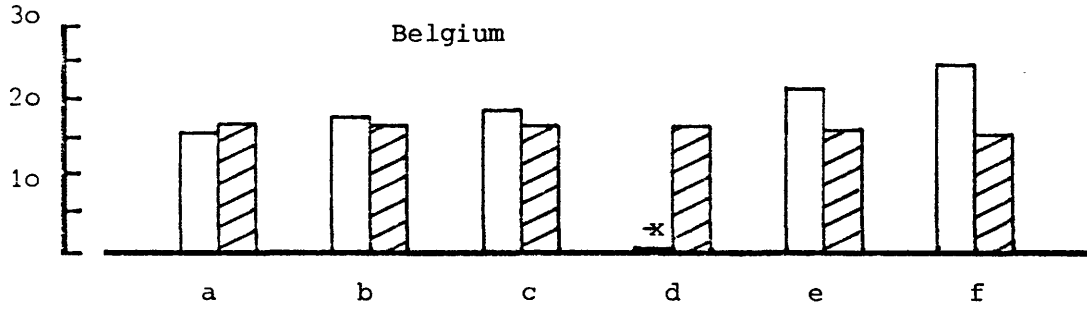




Table continued



 = labour cost per month  
 = direct labour cost as % of total cost  
\* = missing data

Source: EUROSTAT

Table A 12: Hourly labour cost in manufacturing by industries  
1975, 1978 (manual and nonmanual labour)

NETHERLANDS 1975

45	: *****	4.43
44	: *****	5.18
46	: *****	5.25
49	: *****	5.37
43	: *****	5.52
48	: *****	5.92
31	: *****	5.99
41	: *****	6.04
24	: *****	6.1
37	: *****	6.23
32	: *****	6.24
50	: *****	6.37
36	: *****	6.4
35	: *****	6.51
47	: *****	6.61
34	: *****	7.31
33	: *****	7.41
22	: *****	7.68
25	: *****	7.86
14	: *****	9.07

NETHERLANDS 1978

45	: *****	6.3
46	: *****	7.5
49	: *****	7.5
44	: *****	7.5
43	: *****	7.8
31	: *****	8.4
48	: *****	8.7
36	: *****	8.8
32	: *****	8.8
41	: *****	8.9
24	: *****	8.9
50	: *****	9.1
35	: *****	9.2
37	: *****	9.2
47	: *****	9.4
34	: *****	10.6
33	: *****	10.8
22	: *****	11
25	: *****	11.4
14	: *****	13.2

Table continued

GERMANY 1975

44 : \*\*\*\*\* 3.98  
45 : \*\*\*\*\* 4  
43 : \*\*\*\*\* 4.5  
49 : \*\*\*\*\* 4.85  
46 : \*\*\*\*\* 4.88  
41 : \*\*\*\*\* 4.94  
23 : \*\*\*\*\* 5.04  
48 : \*\*\*\*\* 5.23  
37 : \*\*\*\*\* 5.37  
24 : \*\*\*\*\* 5.38  
47 : \*\*\*\*\* 5.47  
50 : \*\*\*\*\* 5.47  
31 : \*\*\*\*\* 5.62  
34 : \*\*\*\*\* 5.98  
32 : \*\*\*\*\* 6.17  
36 : \*\*\*\*\* 6.37  
26 : \*\*\*\*\* 6.42  
22 : \*\*\*\*\* 6.5  
25 : \*\*\*\*\* 6.81  
35 : \*\*\*\*\* 6.9  
21 : \*\*\*\*\* 6.93  
13 : \*\*\*\*\* 7.56  
33 : \*\*\*\*\* 7.82  
14 : \*\*\*\*\* 8.36

GERMANY 1978

44 : \*\*\*\*\* 5.8  
45 : \*\*\*\*\* 5.8  
43 : \*\*\*\*\* 6.5  
49 : \*\*\*\*\* 7  
46 : \*\*\*\*\* 7.1  
41 : \*\*\*\*\* 7.2  
23 : \*\*\*\*\* 7.3  
48 : \*\*\*\*\* 7.6  
24 : \*\*\*\*\* 7.7  
50 : \*\*\*\*\* 7.8  
37 : \*\*\*\*\* 7.8  
47 : \*\*\*\*\* 8  
31 : \*\*\*\*\* 8.1  
34 : \*\*\*\*\* 8.7  
32 : \*\*\*\*\* 8.9  
21 : \*\*\*\*\* 9.3  
36 : \*\*\*\*\* 9.3  
22 : \*\*\*\*\* 9.4  
26 : \*\*\*\*\* 9.6  
35 : \*\*\*\*\* 10  
25 : \*\*\*\*\* 10  
13 : \*\*\*\*\* 10.7  
33 : \*\*\*\*\* 11.7  
14 : \*\*\*\*\* 12.3



FRANCE 1975

45	: *****	3.09
44	: *****	3.33
46	: *****	3.47
43	: *****	3.59
49	: *****	3.76
50	: *****	3.93
41	: *****	4.24
31	: *****	4.34
48	: *****	4.4
37	: *****	4.41
24	: *****	4.46
34	: *****	4.76
32	: *****	4.84
23	: *****	4.95
35	: *****	4.96
47	: *****	5.48
36	: *****	5.49
22	: *****	5.51
25	: *****	6.15
21	: *****	7.14
33	: *****	8.24
14	: *****	8.43
13	: *****	10.07

FRANCE 1978

45	: *****	4.3
44	: *****	4.6
43	: *****	4.9
46	: *****	5
49	: *****	5.4
50	: *****	5.5
41	: *****	5.9
31	: *****	6
48	: *****	6
24	: *****	6.1
37	: *****	6.2
34	: *****	6.6
32	: *****	6.7
35	: *****	6.8
23	: *****	7
47	: *****	7.2
22	: *****	7.5
36	: *****	7.7
25	: *****	8.3
21	: *****	9.8
33	: *****	10.6
14	: *****	11.3
13	: *****	13.6

Table continued

ITALY 1975

45	: *****	2.99
46	: *****	3.29
44	: *****	3.33
43	: *****	3.52
49	: *****	3.52
50	: *****	3.55
24	: *****	3.84
37	: *****	4.05
31	: *****	4.17
32	: *****	4.41
41	: *****	4.43
34	: *****	4.43
48	: *****	4.57
35	: *****	4.62
36	: *****	4.63
22	: *****	4.96
26	: *****	4.99
23	: *****	5.01
47	: *****	5.05
25	: *****	5.15
33	: *****	5.33
21	: *****	5.66
13	: *****	6.45
14	: *****	6.58

ITALY 1977

45	: *****	4
46	: *****	4.3
44	: *****	4.4
43	: *****	4.6
49	: *****	4.6
24	: *****	4.9
50	: *****	5.1
31	: *****	5.2
41	: *****	5.3
37	: *****	5.3
23	: *****	5.6
32	: *****	5.6
48	: *****	5.6
34	: *****	5.6
35	: *****	5.8
36	: *****	5.8
47	: *****	6.1
22	: *****	6.2
26	: *****	6.3
25	: *****	6.5
21	: *****	6.6
33	: *****	6.8
13	: *****	7.4
14	: *****	7.8

Table continued

LUXEMBOURG 1975

45 : \*\*\*\*\* 2.63  
46 : \*\*\*\*\* 3.83  
50 : \*\*\*\*\* 4.13  
41 : \*\*\*\*\* 4.14  
35 : \*\*\*\*\* 4.36  
23 : \*\*\*\*\* 4.49  
24 : \*\*\*\*\* 4.52  
31 : \*\*\*\*\* 4.57  
25 : \*\*\*\*\* 4.66  
34 : \*\*\*\*\* 4.74  
32 : \*\*\*\*\* 5.68  
48 : \*\*\*\*\* 5.98  
26 : \*\*\*\*\* 5.98  
22 : \*\*\*\*\* 6.74  
21 : \*\*\*\*\* 7.4

LUXEMBOURG 1978

45 : \*\*\*\*\* 4.1  
46 : \*\*\*\*\* 5.6  
50 : \*\*\*\*\* 6  
41 : \*\*\*\*\* 6.2  
23 : \*\*\*\*\* 6.4  
24 : \*\*\*\*\* 6.9  
31 : \*\*\*\*\* 7  
35 : \*\*\*\*\* 7.2  
25 : \*\*\*\*\* 7.4  
34 : \*\*\*\*\* 7.8  
32 : \*\*\*\*\* 8.6  
26 : \*\*\*\*\* 9.3  
48 : \*\*\*\*\* 9.3  
22 : \*\*\*\*\* 11  
21 : \*\*\*\*\* 11.8

UNITED KINGDOM 1975

45	: *****	1.96
44	: *****	2.23
43	: *****	2.32
49	: *****	2.37
41	: *****	2.66
46	: *****	2.68
48	: *****	2.75
37	: *****	2.79
34	: *****	2.84
24	: *****	2.84
31	: *****	2.86
50	: *****	2.96
32	: *****	3.05
47	: *****	3.23
35	: *****	3.43
36	: *****	3.46
22	: *****	3.52
25	: *****	3.52
26	: *****	3.61
33	: *****	3.68
14	: *****	4.77

UNITED KINGDOM 1978

45	: *****	2.3
44	: *****	2.5
43	: *****	2.6
49	: *****	2.9
46	: *****	3.1
41	: *****	3.1
48	: *****	3.3
34	: *****	3.3
50	: *****	3.3
37	: *****	3.3
31	: *****	3.4
24	: *****	3.4
32	: *****	3.6
47	: *****	3.8
35	: *****	3.9
36	: *****	4
22	: *****	4.1
26	: *****	4.1
25	: *****	4.1
33	: *****	4.4
14	: *****	5.5

DENMARK 1975

45	:	*****	4.23
44	:	*****	4.59
43	:	*****	4.75
46	:	*****	4.78
49	:	*****	5.17
23	:	*****	5.25
48	:	*****	5.3
35	:	*****	5.4
31	:	*****	5.44
37	:	*****	5.57
34	:	*****	5.68
24	:	*****	5.71
32	:	*****	5.93
41	:	*****	5.96
36	:	*****	6.23
22	:	*****	6.27
25	:	*****	6.49
47	:	*****	6.6
14	:	*****	6.69

DENMARK 1978

45	:	*****	5.6
44	:	*****	6.3
46	:	*****	6.4
43	:	*****	6.5
49	:	*****	6.6
35	:	*****	7
23	:	*****	7.1
48	:	*****	7.3
31	:	*****	7.3
34	:	*****	7.6
32	:	*****	7.6
24	:	*****	7.8
37	:	*****	7.9
41	:	*****	8
22	:	*****	8.2
36	:	*****	8.2
25	:	*****	8.4
14	:	*****	9.2
47	:	*****	9.3

Table continued

BELGIUM 1975

45	: *****	3.73
49	: *****	4.19
44	: *****	4.22
43	: *****	4.69
46	: *****	4.85
41	: *****	5.43
48	: *****	5.69
24	: *****	5.82
37	: *****	5.82
31	: *****	5.83
50	: *****	6.04
47	: *****	6.1
23	: *****	6.12
32	: *****	6.21
34	: *****	6.26
35	: *****	6.58
36	: *****	6.83
26	: *****	7.06
25	: *****	7.26
22	: *****	7.38
14	: *****	10.61

BELGIUM 1978

45	: *****	5.5
44	: *****	6.4
49	: *****	6.5
43	: *****	6.8
46	: *****	7.5
41	: *****	8.5
48	: *****	8.6
37	: *****	8.6
31	: *****	8.7
24	: *****	9
47	: *****	9.1
32	: *****	9.2
50	: *****	9.4
34	: *****	9.4
23	: *****	9.5
36	: *****	9.7
35	: *****	9.8
26	: *****	10.1
22	: *****	10.9
25	: *****	11
14	: *****	16.5

Table A 13: Monthly labour cost (manual and nonmanual labour)  
in EUA 1974, 1978 in Trade, Banking and Insurance

DISTRIBUTIVE TRADES 1974

UK	:	*****	272
IR	:	*****	324
L	:	*****	474
I	:	*****	475
F	:	*****	514
B	:	*****	578
D	:	*****	629
NL	:	*****	629
DK	:	*****	713

DISTRIBUTIVE TRADES 1978

UK	:	*****	480
IR	:	*****	553
I	:	*****	741
F	:	*****	900
L	:	*****	945
D	:	*****	1045
NL	:	*****	1110
DK	:	*****	1201
B	:	*****	1250

BANKING 1974

UK	:	*****	493
IR	:	*****	531
L	:	*****	735
NL	:	*****	776
F	:	*****	803
D	:	*****	858
DK	:	*****	875
B	:	*****	982
I	:	*****	1046

BANKING 1978

UK	:	*****	731
IR	:	*****	929
NL	:	*****	1335
DK	:	*****	1363
F	:	*****	1438
I	:	*****	1452
D	:	*****	1477
L	:	*****	1587
B	:	*****	2016

Table continued