

STRUCTURE OF EARNINGS - FRANCE, 1978

Main Results of the 1978/1979 Community Survey

Introduction

This bulletin sums up the main results of the Community survey on the structure of earnings in industry, wholesale and retail distribution, banking and insurance for France in the reporting year 1978. Similar bulletins will be published for the other Member States. The complete results (143 tables) are available on microfiche and a selection (34 tables) will appear in printed form (see the list of tables in the Annex).

The Community survey for the reporting period 1978/79 was conducted in 1979/80 in the then nine Member States in accordance with Council Regulation (EEC) No. 495/78 of 6 March 1978, using standard methods and definitions; the information relates to October 1978, except for the Netherlands and Ireland where it relates to October 1979 and the United Kingdom, where the survey period was April 1979.

The 1978/79 survey is closely connected with earlier Community surveys, on industry for the reporting year 1966 (manual workers only) and 1972 (manual workers and non-manual workers) and on the service industries mentioned for 1974, the results of which have been published in the yellow series of EUROSTAT publications.

The concepts, methods and definitions of the 1978/79 survey are basically the same as those for the earlier surveys. They will appear in a special volume in the yellow series; until this is published, users should refer to the volumes describing the methods for the 1972 and 1974 surveys.

The aim of the survey on the structure of earnings is to provide information on the relationships between average earnings levels and the individual characteristics of the employees (sex, qualifications, length of service in the establishment, type of employment, size of establishment, age, etc) and on the dispersion of earnings round the average value.

The results of the survey for France are based on a sample of 825 699 data sets forwarded to EUROSTAT which corresponds to a sampling rate of 11%. This information was provided by 17 501 establishments or enterprises, which represent 20.8% of the population.

Indications for the user:

The data referred to in this bulletin are mainly concerned with the following economic activities:

Industry:

- All industry (NACE¹⁾ 1-5)
- Mining and other extractive industries (NACE 11, 13, 151, 21, 23)
- Manufacturing industry (NACE 12, 14, 152, 22, 24-49)
- Building and civil engineering (NACE 50)

Services sector:

- Wholesale distribution (NACE 61)
- Retail distribution (NACE 64/65 excluding NACE 651 + 652)
- Banking (NACE 821 + 813, excluding NACE 811)
- Insurance (NACE 82).

The NACE codes for these groups are not indicated in the following pages; when referring to further breakdowns (2 or 3 digits) the name and NACE code are given.

Sources quoted in brackets, e.g. (Txxx) refer to the nomenclature of the 34 main tables on which this report is based. Information in square brackets [-] refers to publications on the earlier surveys and is explained in the Annex.

Symbols used:

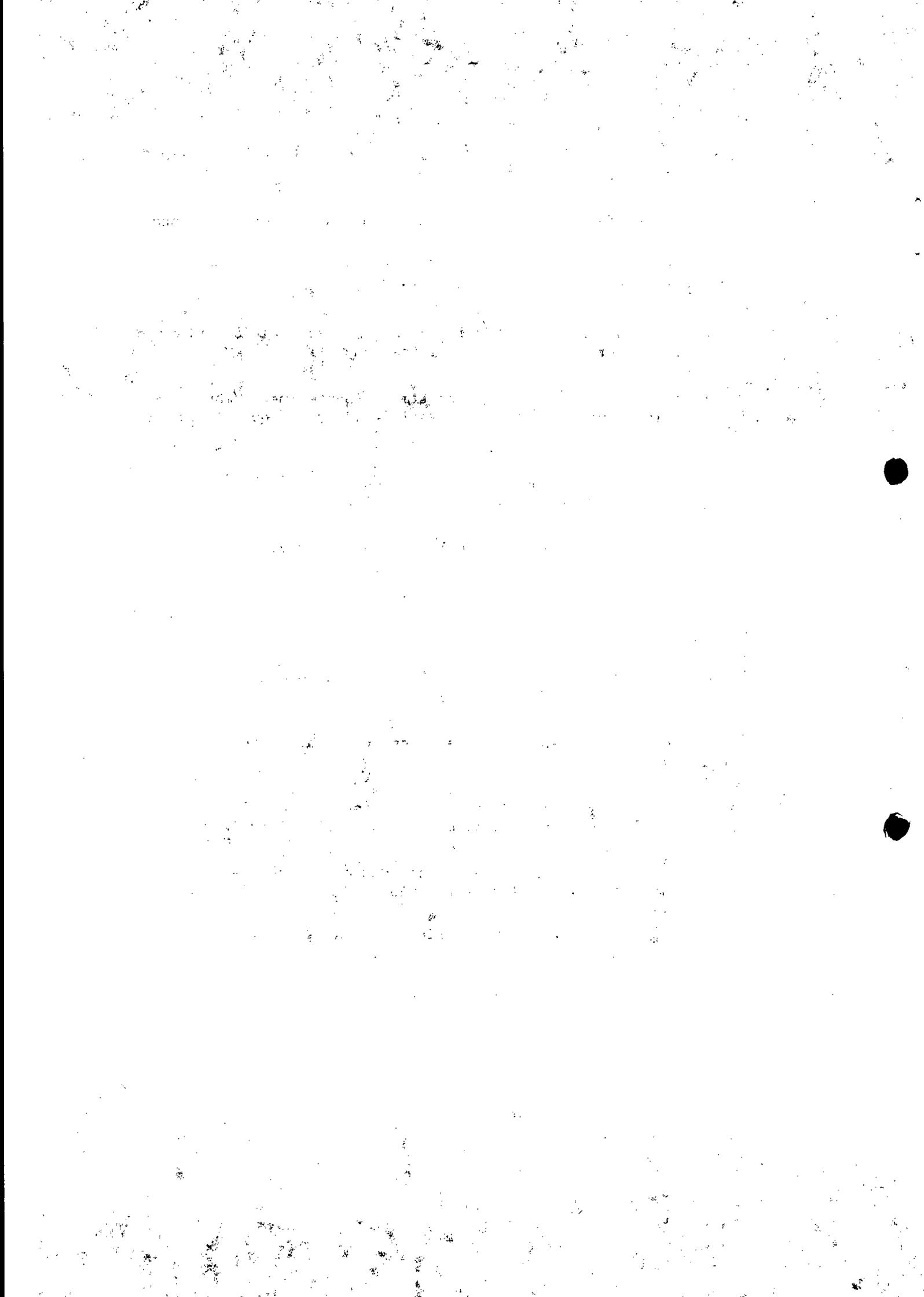
- . Figure withheld since the sample is too small (less than 10 data sets) or the standard error against the estimated mean is higher than or equal to 10%
- Nil value
- : Not included in the survey or withheld for reasons of confidentiality
- T Total
- M Men
- F Women

The abbreviations and symbols used for the qualifications groups and other characteristics investigated by the survey are explained in the Annex.

1) General Industrial Classification of Economic Activities within the European Communities (NACE), see Annex.

TABLES

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1. INDUSTRY

1.1 Figures on establishments and employees and trends indicated by the surveys

Table 1: Number of manual and non-manual workers in industry by economic activity 1966, 1972 and 1978

			Manual workers	Non-manual workes	Total employees
Industry	T	1966	4.013.800	:	:
		1972	4.497.300	1.751.300	6.248.600
		1978	4.064.030	1.902.536	5.966.566
	M	1966	3.097.000	:	:
		1972	3.452.600	1.231.400	4.684.000
		1978	3.088.776	1.349.331	4.438.107
	F	1966	916.800	:	:
		1972	1.044.700	519.900	1.564.600
		1978	975.254	553.205	1.528.459
Mining and other extractive industries	T	1966	186.300	:	:
		1972	133.700	36.100	169.800
		1978	62.886	24.085	86.971
	M	1966	185.600	:	:
		1972	132.700	31.000	163.700
		1978	62.109	20.080	82.189
	F	1966	700	:	:
		1972	1.000	5.100	6.100
		1978	776	4.005	4.781
Manufac- turing industry	T	1966	3.115.900	:	:
		1972	3.397.200	1.405.200	4.802.400
		1978	3.151.531	1.481.365	4.632.897
	M	1966	2.202.700	:	:
		1972	2.361.600	957.200	3.318.800
		1978	2.187.522	1.018.937	3.206.459
	F	1966	913.200	:	:
		1972	1.035.600	448.000	1.483.600
		1978	964.010	462.419	1.426.429
Building and civil enginee- ring	T	1966	711.600	:	:
		1972	920.400	212.200	1.132.600
		1978	800.174	278.109	1.078.283
	M	1966	708.700	:	:
		1972	912.700	163.500	1.076.200
		1978	792.167	220.184	1.012.351
	F	1966	2.900	:	:
		1972	7.700	48.700	56.400
		1978	8.008	57.925	65.933

Source: T 102, T 202, and [a] p. 12, Tab.1

Tab. 2: Number of establishments in industry by branches 1966, 1972 and 1978

	Industry	Mining and other extract- ive industries	Manufactu- ring in- dustry	Building and civil engin- eering	
1966	74.049	1.259	54.067	18.723	
1972	71.508	1.145	47.084	23.050	Sources: T 001,
1978	61.193	609	42.524	17.708	(1) p. 12, tab. 1

Surveys on the structure of earnings were carried out for manual workers in industry in 1966 and 1972 but non-manual workers were not included until 1972. Tables 1 and 2 above compare a number of absolute figures on establishments, manual workers and non-manual workers in the three surveys for industry, mining and other extractive industries, manufacturing industry and building and civil engineering.

The figures on establishments (Table 2) show a trend reversal only in building and civil engineering; all other figures show a decreasing trend since 1966 which is particularly marked in mining and the other extractive industries (the figure has almost halved from 1972 to 1978).

For manual workers in industry (Table 1), comparison of the figures from the three surveys on manufacturing industry and building and civil engineering shows a clear trend reversal which is also reflected in the breakdown by sex and in most of the sub-branches. In mining and the other extractive industries, however, the falling trend during 1966/1972 had become more marked by 1978; the number of men employed in mining and the other extractive industries in 1972 had dropped by more than a half in 1978 (the number of women in the mining and other extractive industries showed the same trend reversal as in industry as a whole, but is not significant because of they constitute a very low percentage of total employees).

The number of non-manual workers employed in mining and the other extractive industries, also dropped between 1972 and 1978. Otherwise there is a general increase in non-manual workers, with the highest percentage rise in building and civil engineering.

In spite of the structural shift towards non-manual workers (an increase of approximately 150 000), the drop in the number of manual workers (approximately 430 000) led to a drop of more than 280 000 in the number of employees in industry. The percentage drop is somewhat higher among men than women.

The average number of employees per establishment rose from 87.4 (1972) to 97.5 (1978).

1.2 Manual and non-manual workers - social structure.

Tables 3 and 4 show figures on manual and non-manual workers in industry broken down in more detail.

Despite the comparatively crude aggregation it is interesting to note the proportion of workers on short-time among manual workers in the sub-population concerned (Table 5). The relatively low values (apart from building and civil engineering) show great differences when broken down by branch. The high figures in the iron and steel industry (NACE 221) (see Table 5) and the fact that they are almost the same for all three qualification groups in that industry are particularly striking. The chemical industry (NACE 25) has the lowest value for men (0.08%) in Group 1.

Table 3: Number of manual workers in industry by economic activity, type of employment, sex and qualifications - 1978

Qualification:			1	2	3	T
All in- dustry	Full- time	T	2.197.777	1.203.368	557.628	3.958.887
		M	2.000.709	715.629	314.548	3.030.887
		F	197.068	487.738	243.097	927.885
	Part- time	T	6.475	11.989	22.523	40.987
		M	3.730	2.757	3.681	10.168
		F	2.744	9.232	18.843	30.819
	Short- time	T	32.862	22.225	9.183	64.270
		M	29.810	14.107	3.804	47.721
		F	3.052	8.118	5.379	16.549
Mining and other extract- ive in- dustries	Full- time	T	48.664	11.553	2.181	62.398
		M	48.572	11.312	1.917	61.800
		F	92	241	264	597
	Part- time	T	.	40	155	206
		M	.	.	.	27
		F	.	.	151	179
	Short- time	T	271	.	-	282
		M	271	.	-	282
		F	-	-	-	-
Manufac- turing industry	Full- time	T	1.492.176	1.077.348	486.453	3.055.978
		M	1.295.886	591.101	244.849	2.131.835
		F	196.290	486.248	241.605	924.143
	Part- time	T	5.422	9.670	17.148	32.241
		M	2.961	2.289	3.090	8.340
		F	2.461	7.381	14.058	23.900
	Short- time	T	32.546	22.214	8.552	63.313
		M	29.495	14.096	3.755	47.346
		F	3.052	8.118	4.797	15.967
Building and ci- vil en- gineering	Full- time	T	618.239	106.944	67.782	792.966
		M	617.635	106.192	66.736	790.563
		F	605	752	1.046	2.403
	Part- time	T	993	1.213	4.328	6.534
		M	740	398	374	1.511
		F	253	816	3.954	5.032
	Short- time	T	.	-	630	675
		M	.	-	.	.
		F	-	-	582	582

Source: T 102

Table 4: Number of non-manual workers in industry by economic activity, type of employment, sex and qualifications - 1978

Qualifications :			1A	1B	2	3	4	5A	5B	T
Industry	Full-time	T	3.283	79.322	290.756	445.583	676.465	199.277	177.780	1.872.466
		M	3.259	74.498	264.580	383.532	254.226	189.071	162.442	1.341.608
		F	.	4.824	26.176	62.051	412.240	10.206	15.338	530.858
	Part-time	T	.	1.659	2.406	2.079	23.402	191	323	30.062
		M	.	1.523	1.583	800	3.361	154	301	7.723
		F	-	136	823	1.279	20.042	37	.	22.339
Mining and other extractive industries	Full-time	T	.	1.458	2.423	5.517	6.738	6.430	1.283	22.862
		M	.	1.427	2.275	5.093	3.610	6.301	1.279	19.997
		F	-	31	148	424	3.128	129	.	3.865
	Part-time	T	-	56	.	.	145	-	-	223
		M	-	49	.	.	.	-	-	83
		F	-	.	-	.	124	-	-	140
Manufacturing industry	Full-time	T	2.292	60.690	223.753	362.241	563.025	122.515	125.460	1.459.976
		M	2.268	56.542	201.727	314.263	213.973	113.465	110.411	1.012.649
		F	.	4.148	22.026	47.977	349.052	9.051	15.048	447.327
	Part-time	T	.	1.360	1.857	1.659	16.073	163	258	21.372
		M	.	1.231	1.148	612	2.930	129	236	6.288
		F	-	129	709	1.047	13.143	33	.	15.084
Building and civil engineering	Full-time	T	976	16.187	46.127	49.456	78.216	44.564	37.131	272.657
		M	976	15.548	43.274	46.280	31.678	44.290	37.073	219.118
		F	-	639	2.854	3.176	46.538	.	.	53.539
	Part-time	T	-	225	428	347	4.393	.	.	5.452
		M	-	225	.	.	277	.	.	1.066
		F	-	-	.	.	4.116	-	-	4.386

Source : T 202

Table 5: Quotient of manual workers short time - (part-time) -/manual workers in industry by economic activity, sex and qualifications - 1978

Qualifications:		1	2	3
All industry	M	1.47 (0.18)	1.93 (0.38)	1.18 (1.14)
	F	1.50 (1.35)	1.61 (1.83)	2.01 (7.05)
Mining and other extractive industries	M	0.55 (.)	. (.)	- (.)
	F	- (.)	- (.)	- (36.39)
Manufacturing industry	M	2.22 (0.22)	2.32 (0.38)	1.49 (1.23)
	F	1.51 (1.22)	1.62 (1.47)	1.84 (5.40)
Building and civil engineering	M	. (0.12)	- (0.37)	. (0.56)
	F	- (29.49)	- (52.04)	10.43 (70.83)
Iron and steel industry	M	20.92 (.)	23.24 (.)	22.97 (.)
	F	. (.)	. (.)	16.34 (.)

Source : T 102

Table 6 shows that the proportion of women among manual workers increases as qualifications decrease in the economic activities covered; this trend also holds good in individual branches. The exceptions are activities where few or no women are employed for physical reasons (the extraction and preparation of iron ore, NACE 211, 211B), the chemical industry (NACE 25), the manufacture of office machinery (NACE 33) and other subdivisions of NACE Group 4.

Tab. 6: Proportion of women among manual and non-manual workers in industry by economic activity and qualifications (%) - 1978

Qualifications:	Manual workers			Non-manual workers						
	1	2	3	1A	1B	2	3	4	5A	5B
Industry	9.1	40.8	45.4	0.7	6.1	9.2	4.1	61.8	5.1	8.6
Min. & other extr. ind.	0.2	2.3	17.8	.	2.5	6.1	7.8	47.3	2.0	0.4
Manufacturing ind.	13.2	45.2	50.9	1.0	6.9	10.1	13.5	62.5	7.4	12.0
Build. & civ. engin.	0.1	1.4	7.7	0.0	3.9	6.3	6.7	61.3	0.6	0.2

Source : T 103

Detailed examination of each branch shows particularly high proportions of women among manual workers in the clothing industry (NACE 453, 454), as follows (in the order of the qualifications groups): 86.1%, 94.9% and 91.4%.

1.3 Distribution of employees by length of service with the enterprise.

Length of service can be a valuable indicator of the economic development and social profile of an economic activity. The histograms (Figure A1) show for example a decreasing level for manufacturing industry among manual workers and the picture is similar for men and women; among male non-manual workers the trend is different which is somewhat surprising in view of the general increase in the numbers of non-manual workers. The fact that distinct deviations from this structure specific to branch and sex are possible is shown by the examples of mining and the other extractive industries (the distribution is certainly a result of the rapid decline in this economic activity already mentioned; quantitative interpretation is, however, difficult) and the nuclear fuels industry (NACE 15), which has the typical structure of a young and expanding branch (in 1972 there were only 100 manual workers and 100 non-manual workers in NACE 15, but in 1978 there were over 7 000 employees!).

1.4 Distribution of employees by weekly hours of work

The distribution by weekly hours of work is unimodal with a pronounced mode at 40-42 hours for employees in the whole of industry. The deviations of some economic activities from the picture for the whole of industry are restricted mainly to fluctuations in the distribution within the range 40-44 hours. For example, the 42-44 hours group is much larger at 45.8% than the 40-42 hours group at 29.3% among male manual workers in building and civil engineering (Figure B1 and B2).

1.5 Structure of earnings

1.5.1 Temporal comparisons

The data published show hourly and monthly earnings for manual workers and monthly earnings for non-manual workers in industry, by economic activity, qualifications and sex (the hourly earnings of manual workers in addition by full-time, part-time and short-time work). Together with the results of the earlier surveys this makes it possible for example to observe long-term trends in the distribution of earnings. Let us for example make a comparison, corrected for currency differences and inflation, of the earnings of manual workers in the whole of industry (if X is the characteristic hourly earnings, the correction is made by defining the characteristic as $(X-\bar{X})/\bar{X}$, where \bar{X} is the average observed; cf [1], Page 24 and Figure C). In both sexes there is a trend towards the groups near the mode and a reduction in the asymmetry of the distribution (in the sense of the measurement of concentration, therefore, an indication of a reduced concentration). Among women this is a continuation of a trend observed as early as 1966/1972, in men it did not start until 1972/1978.

A similar study for non-manual workers on the basis of monthly earnings also points to a slight reduction in the asymmetry and concentration of the distribution for the period 1972/1978.

1.5.2 Structural features

The influence of qualifications on average monthly earnings among employees in the whole of industry classified by sex, (Table 7) corresponds to the picture shown by breakdown by economic activity.

Table 7: Average monthly earnings of employees in industry, by sex and qualifications (FF) - 1978

Qual.:	Manual workers			Non-manual workers						
	1	2	3	1A	1B	2	3	4	5A	5B
T	3.599	2.847	2.570	-	12.128	8.335	5.177	3.632	5.428	4.624
M	3.668	3.044	2.700	-	13.346	8.498	5.267	4.046	5.491	4.703
F	2.852	2.545	2.404	-	8.683	6.656	4.616	3.362	4.273	3.811

Source : T 122. T 214

There is therefore a relatively clear relationship between earnings and qualifications; the difference between Groups 2 and 3 of manual workers is not very pronounced in most branches; sometimes Group 3 even has slightly higher monthly earnings than Group 2, for instance in coal mining (NACE 111.1, 111A, 111B) and among women in the manufacture of office machinery and data processing machinery (NACE 33). Finally in other manufacturing industry (NACE 49), Group 3, women even have slightly higher monthly earnings than men. Together with Table 6, this shows a distinct concentration of female non-manual workers in Group 4 which is also the worst paid for men (which is partially explainable by the definition of the group). If one takes the quotients of the monthly earnings of men and women as a yardstick, the lower level of pay of female non-manual workers is least marked in Group 3.

Further information is provided by Table 8 showing the branches and groups with the very highest (and below them the lowest) monthly earnings:

Tab. 8: Highest and lowest paid in industry by branche, qualifications groups of employees by sex - 1978¹⁾

	Manual workers			Non-manual workers		
	M	F	T	M	F	T
NACE	13 453+454	17 453+454	13 453+454	14 45	25 451+452	14 451+452
Qualifi- cation:	1 3	1 3	1 3	1B 4	1B 4	1B 4
Monthly earnings (FF)	4.669 2.380 ²⁾	4.005 2.111	4.647 2.139	19.398 3.434	12.168 2.843	19.279 ³⁾ 3.005

Sources: T 122, T 214

1) NACE headings: see annex 2

2) The very lowest value was for NACE 49 (2.097) but was not taken into account because this group is not uniform

3) The very highest value was for NACE 211B (20.441) but was not taken into account because of the insignificance of the sub-population concerned (26) and of an excessively high coefficient of variation

2. SERVICES SECTOR (WHOLESALE AND RETAIL DISTRIBUTION, BANKING, INSURANCE)

2.1 Numbers of employees

The first survey on the structure of earnings among employees in the services sector was conducted in 1974 (see introduction). As in the case of industry we shall first compare a few overall figures for the 1974 and 1978 surveys.

Table 9: Number of employees in the services sector by economic activity and sex 1974-1978

	All service industries	Wholesale distri- bution	Retail distri- bution	Banking	Insurance
T 1974	1.430.700	548.200	471.800	327.900	82.800
1978	1.517.333	571.424	485.787	361.451	88.671
M 1974	781.700	381.600	197.300	169.500	32.300
1978	829.430	395.784	199.894	169.428	44.323
F 1974	649.000	166.700	274.500	158.400	49.400
1978	687.904	175.640	285.893	172.023	54.348

Sources : T 302, [2] Tab. A1

There is general growth in the number of employees in wholesale and retail distribution, banking and insurance with the highest percentage in insurance. There are hardly any differences between the sexes except for insurance where the percentage increase for men is much higher than the corresponding value for women.

Tab. 10: Number of enterprises in the services sector by economic activity - 1974 and 1978

	Wholesale distrib- ution	Retail distrib- ution	Banking	Insurance
1974	12.148	8.545	750	272
1978	12.718	8.862	1.001	305

Sources : T 005. [3]

2.2 Employees - Social structure

Table 11 (which corresponds to Tables 3 and 4 for industry) contains a further breakdown of the figures for employees in the services sector and the proportion of women calculated from this is shown in Table 12.

The relatively balanced picture in retail distribution contrasts with a marked concentration of female employees in Groups D, E and F. A further breakdown shows that the highest proportion of women is to be found in the retail distribution of footwear and leather goods (NACE 646), Group E at 91.0% and the lowest in agricultural wholesale distribution (NACE 611), Group A at 2.4%.

2.3 Distribution of employees by length of service with the enterprises

The histograms of this distribution show the usual decrease for both sexes in both large aggregated sectors and individual branches. Banking forms a striking exception where the distribution is unimodal with a distinct mode in the group of persons who have been with the firm for 2-5 years (Figure A2).

2.4 Distribution by weekly hours of work

The comments on industry in 1.4 apply for the most part to the distribution of employees in the services sector by weekly hours of work, i.e. a distinct modal group working 40-42 hours per week. Here too there are deviations from the norm, for instance in wholesale dealing in building materials (NACE 613), where 32.1% work 44-46 hours per week, 29.0% 42-44 and only 20.3% 40-42. By far the highest peaks are in banking and insurance: here more than 95% of employees work 40-42 hours per week.

Tab. 11: Number of employees in the services sector by economic activity, type of employment, sex and qualifications - 1978

Qualifications :			A	B	C	D	E	F	T
Wholesale distribution	Full-time	T	20.362	55.628	57.184	98.826	199.565	119.168	550.733
		M	19.061	49.386	47.917	67.032	130.559	75.642	389.569
		F	1.301	6.243	9.268	31.794	69.005	43.527	161.137
	Part-time	T	628	539	727	1.778	5.086	11.928	20.685
		M	589	397	196	472	1.782	2.746	6.182
		F	.	141	531	1.306	3.304	9.183	14.504
Retail distribution	Full-time	T	10.091	26.411	36.996	82.401	137.893	110.118	439.910
		M	8.432	18.897	24.407	38.822	63.972	38.901	193.414
		F	1.659	7.532	12.589	43.578	109.921	71.217	246.496
	Part-time	T	251	465	958	4.851	17.059	22.294	45.878
		M	193	248	200	656	1.739	3.444	6.480
		F	.	217	758	4.195	15.320	18.850	39.397
Banking	Full-time	T	10.119	39.269	118.841	66.550	87.747	29.815	352.340
		M	9.644	33.096	64.035	31.188	35.456	14.832	188.251
		F	475	6.173	54.806	35.361	52.291	14.983	164.089
	Part-time	T	.	.	318	504	974	7.184	9.099
		M	.	.	61	139	187	698	1.178
		F	.	.	257	365	787	6.485	7.921
Insurance	Full-time	T	1.217	10.053	17.595	26.939	30.241	11.214	97.259
		M	1.139	8.379	11.016	8.563	10.419	4.514	44.032
		F	79	1.674	6.576	18.376	19.822	6.700	53.226
	Part-time	T	59	43	67	283	207	799	1.412
		M	59	.	.	67	.	82	290
		F	-	.	.	171	172	717	1.122

Source : T 302

Tab 12: Proportion of women among employees in the services sector by economic activity and qualifications (%) - 1978

Qual.:	A	B	C	D	E	F	T
Wholesale distrib.	6.4	11.4	16.9	32.9	35.3	40.2	30.7
Retail distribution	16.6	28.8	35.2	54.8	65.6	68.0	58.9
Banking	4.8	15.7	46.2	53.3	59.8	58.0	47.6
Insurance	6.2	16.7	37.5	68.2	65.7	61.7	55.1

Source : T 303

2.5 Structure of earnings

2.5.1 Temporal comparisons

As for industry, the data available may be used for comparisons with the 1974 survey

(Figure D): wholesale distribution was taken as an example. This figure, which is corrected for inflation, shows a tendency among men, as in industry, to a reduction of asymmetry and concentration, while among women the asymmetry of the distribution appears to have increased.

It should, however, be pointed out that more than 2.5% of men received a monthly salary in excess of FF 13 000.

2.5.2 Structural features

Tab. 13: Average monthly earnings of full-time employees in the services sector by economic activity, sex and qualifications (FF)- 1978

		A	B	C	D	E	F	T
Wholesale distrib.	T	11.665	7.383	4.865	3.909	3.173	2.683	4.191
	M	11.897	7.530	4.931	4.104	3.329	2.805	4.584
	F	8.305	6.201	4.524	3.493	2.874	2.459	3.198
Retail distribution	T	10.188	6.631	4.383	3.473	2.928	2.526	3.510
	M	10.542	7.015	4.582	3.918	3.357	2.766	4.262
	F	8.390	5.627	3.991	3.052	2.665	2.396	2.883
Banking	T	13.356	7.435	4.689	3.979	3.324	2.946	4.634
	M	13.486	7.564	4.937	4.128	3.407	3.019	5.258
	F	10.557	6.730	4.395	3.843	3.265	2.872	3.892
Insurance	T	13.205	8.234	5.431	3.476	3.309	2.704	4.348
	M	13.465	8.581	5.757	3.675	3.572	2.774	5.327
	F	9.598	6.520	4.904	3.380	3.173	2.657	3.531

Source : T 314

Taking Groups D and E together there is a clear relationship between earnings and qualifications. The very highest earnings are received by men in Group A in wholesale dealing in fuels, ores and industrial chemicals (NACE 612) (FF 13 668) and the very lowest figure applies to women in Group F in retail distribution of household textiles (NACE 64/) (FF 2 288). In all, here too, there is a clear negative correlation between the proportion of women and qualifications and therefore pay.

The quotient of women's earnings/men's earnings is lowest in wholesale dealing in textiles clothing, footwear and leather goods (NACE 616) (52.8%) and highest in Group C in the retail distribution of footwear and leather goods (NACE 646) at 102%.

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- [2] Structure of earnings in wholesale and retail distribution, banking and insurance in 1974 - France. EUROSTAT - Special series - Vol. 9
- [3] EUROSTAT - Data not published

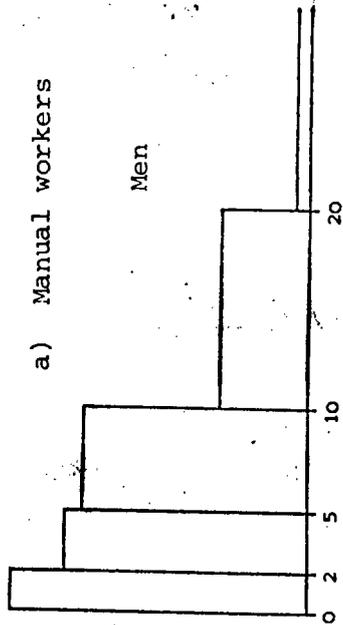
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- B1 Distribution of full-time manual workers in Industry according to scheduled working week - 1978
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Employees in Manufacturing Industries according to length of service in enterprise - 1978

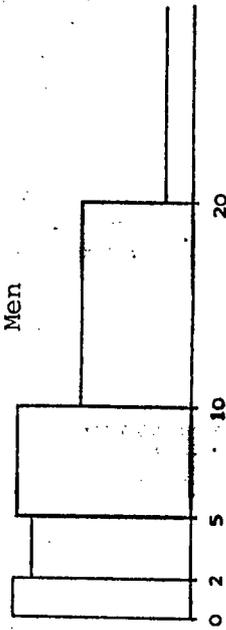
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a) Manual workers



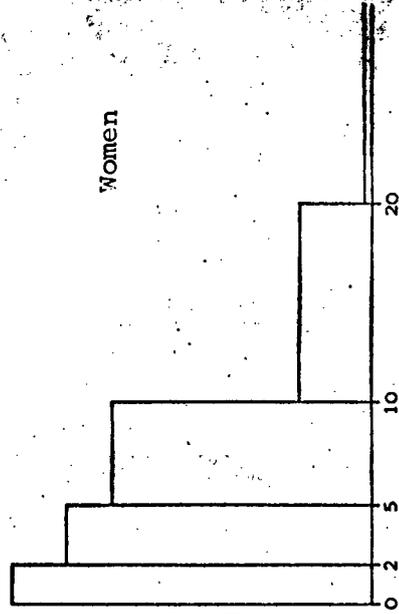
Men

b) Employees (non-manual workers)

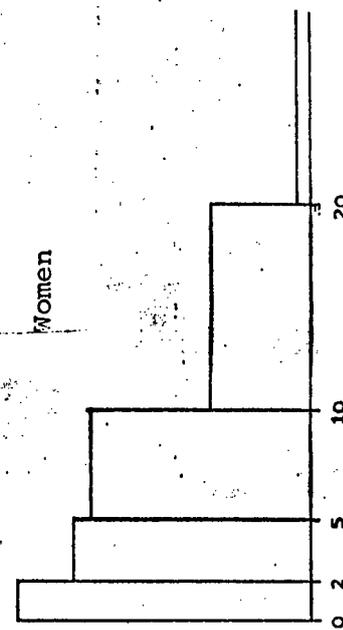


Men

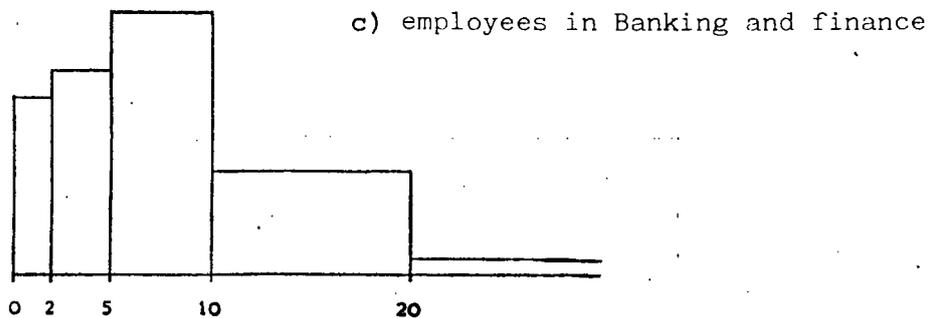
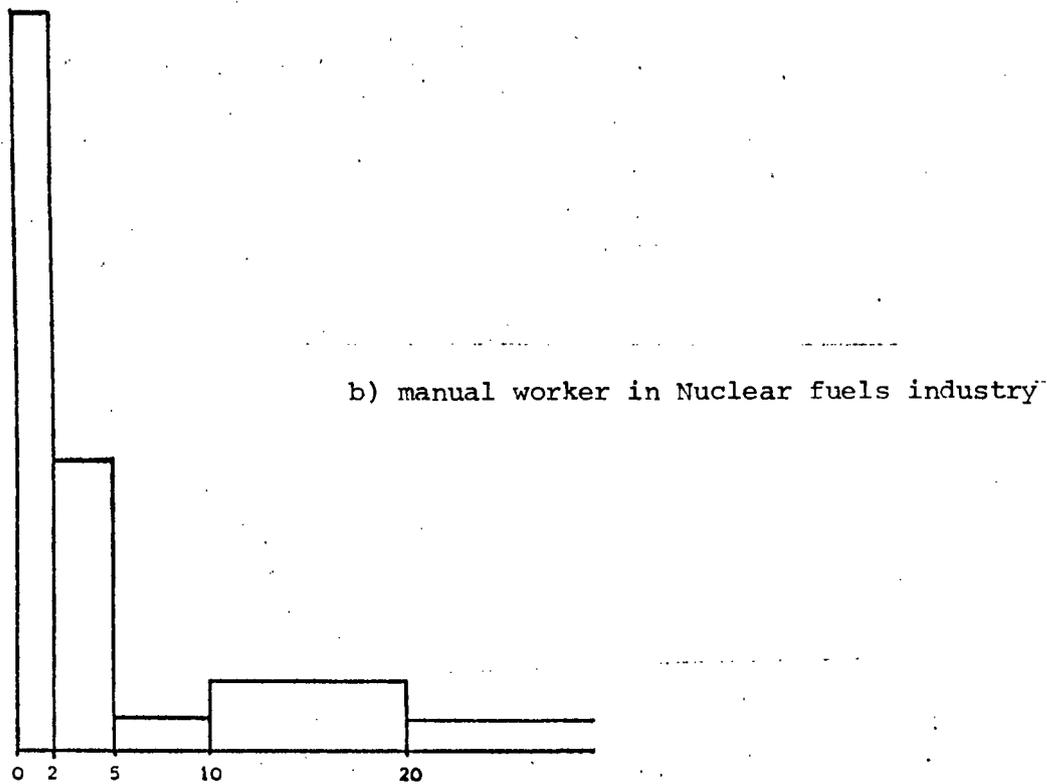
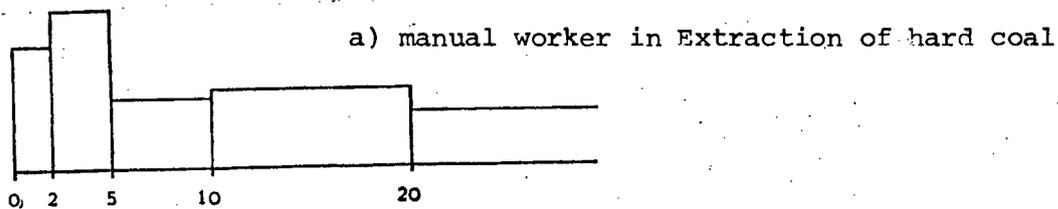
Women



Women

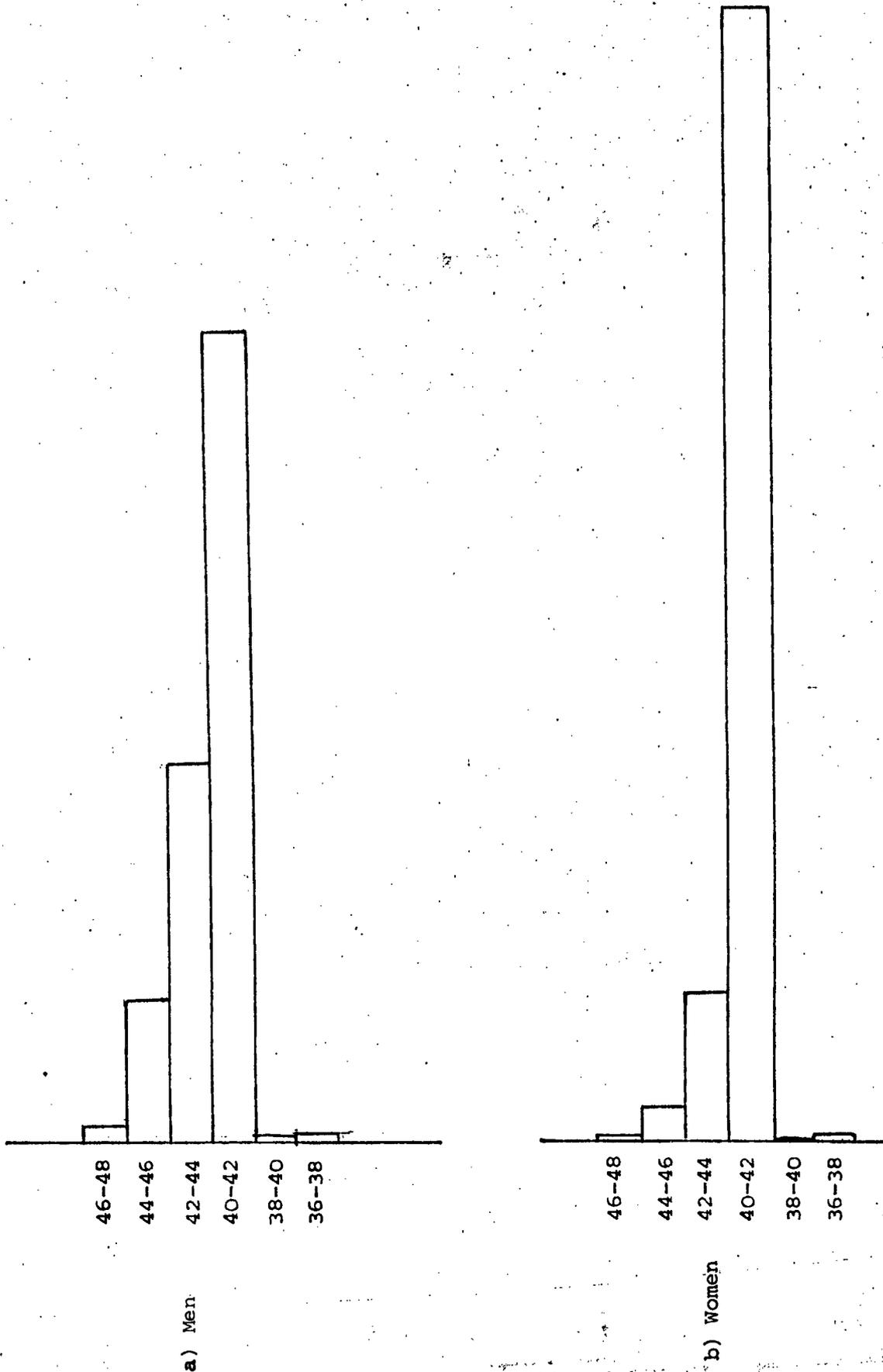


A 2 Employees in selected branches according to length of service in enterprise (M+F)
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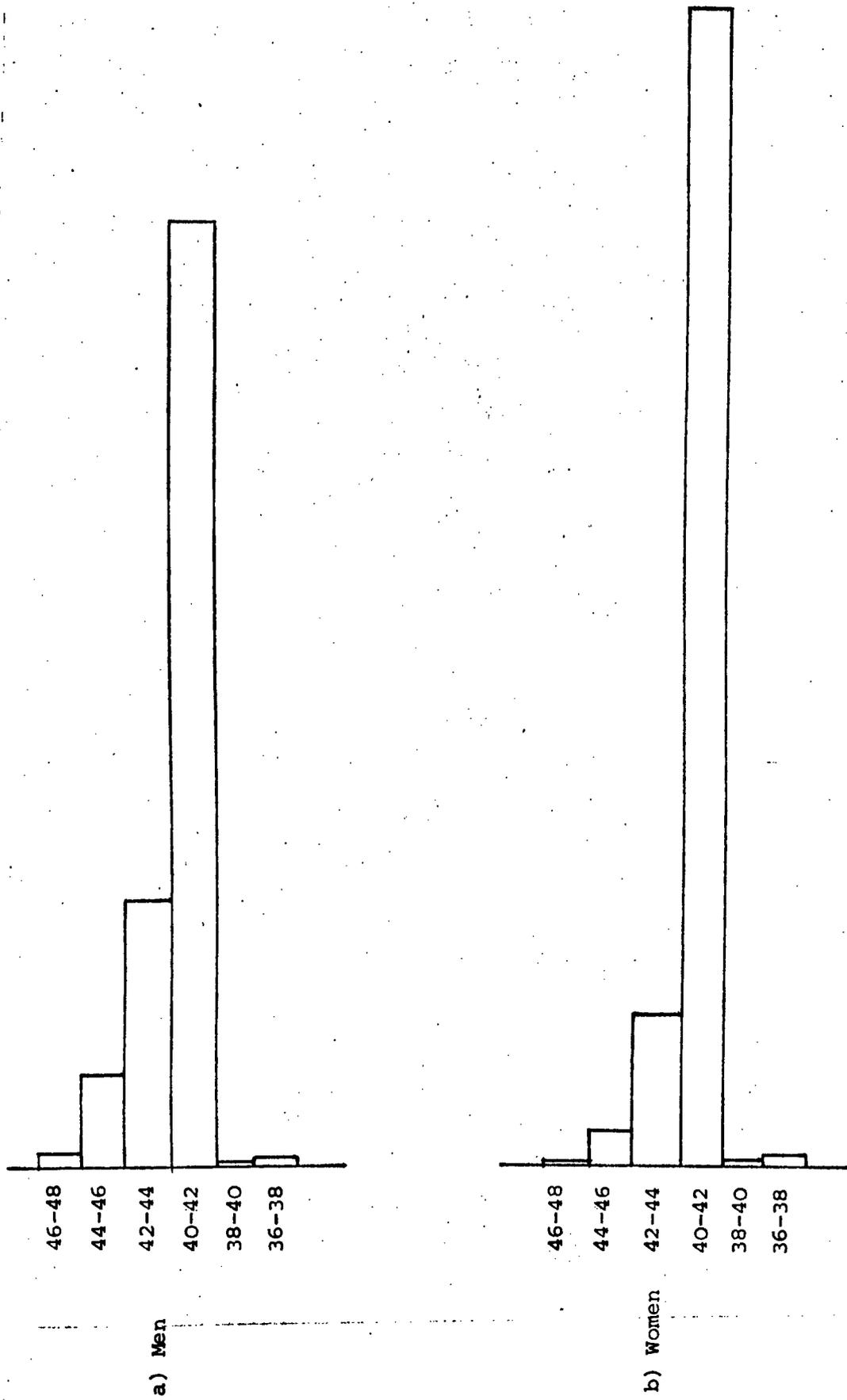
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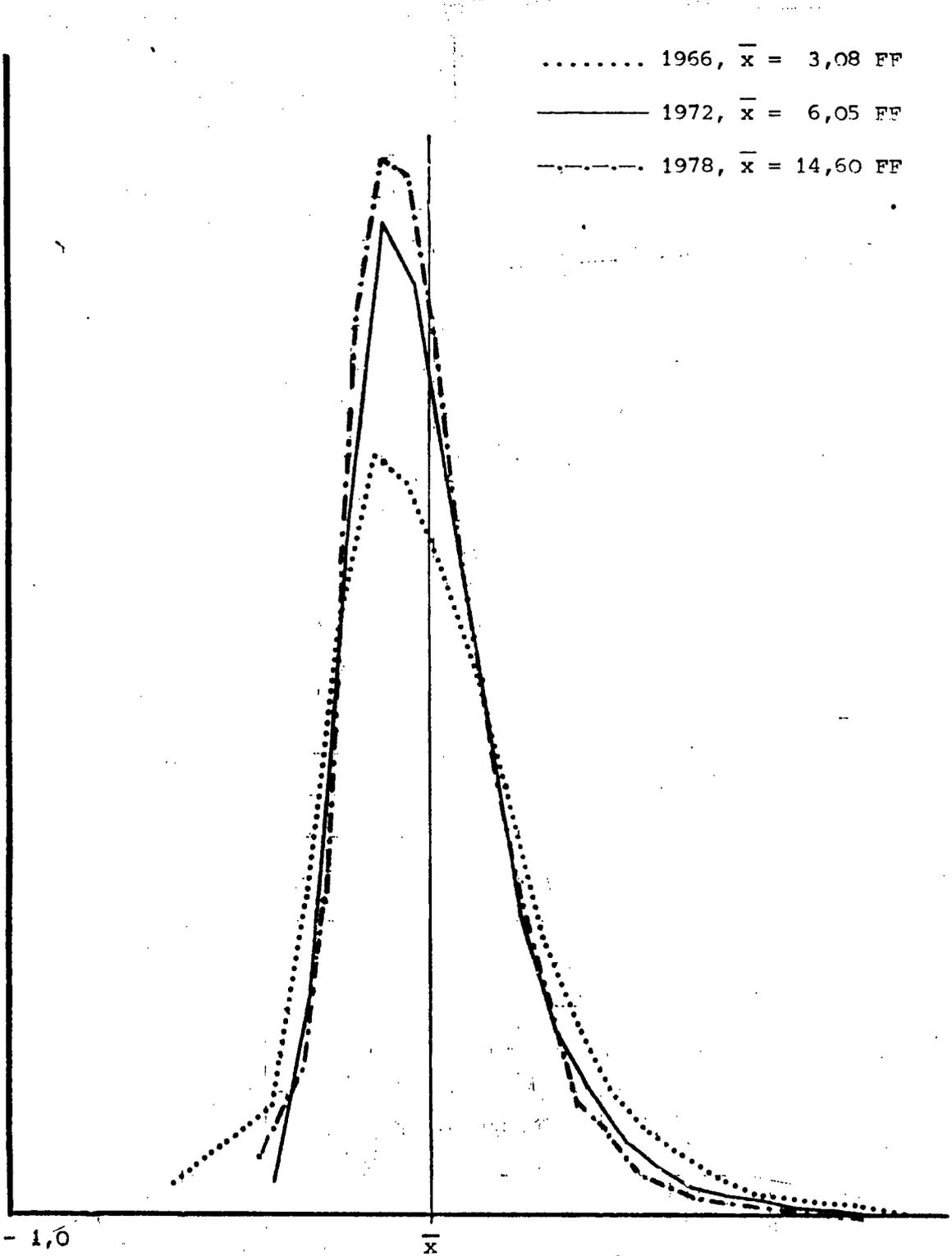
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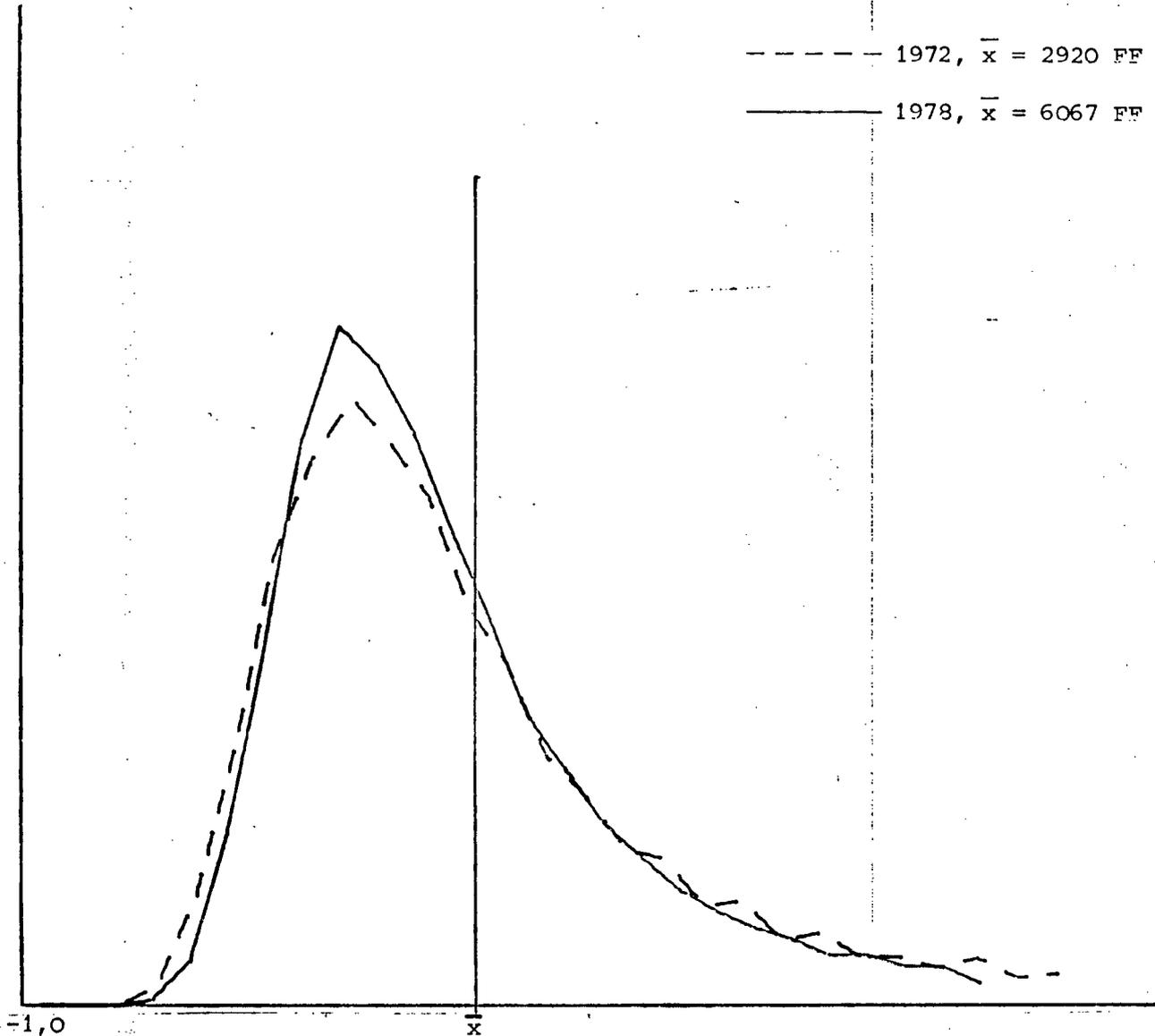
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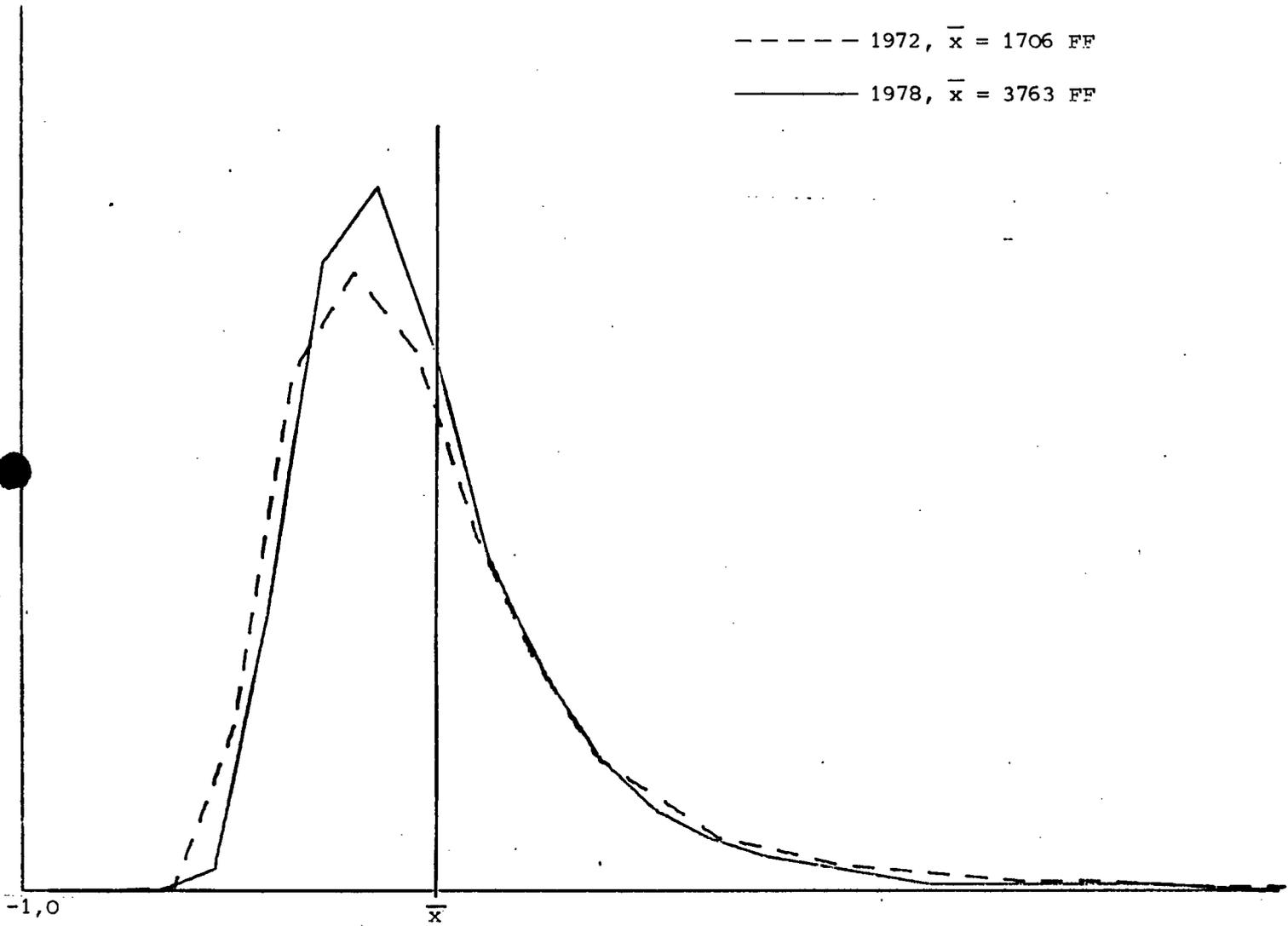
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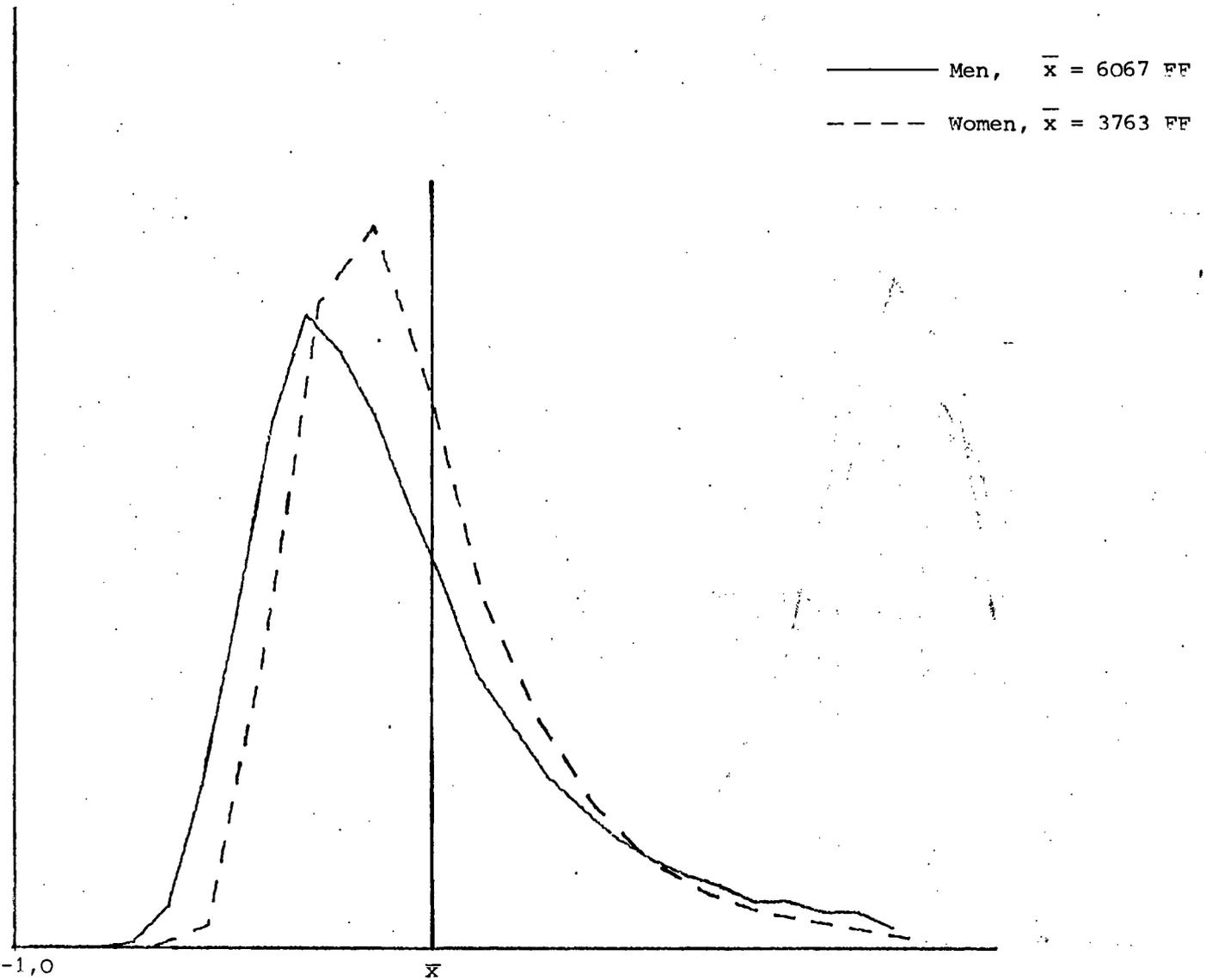
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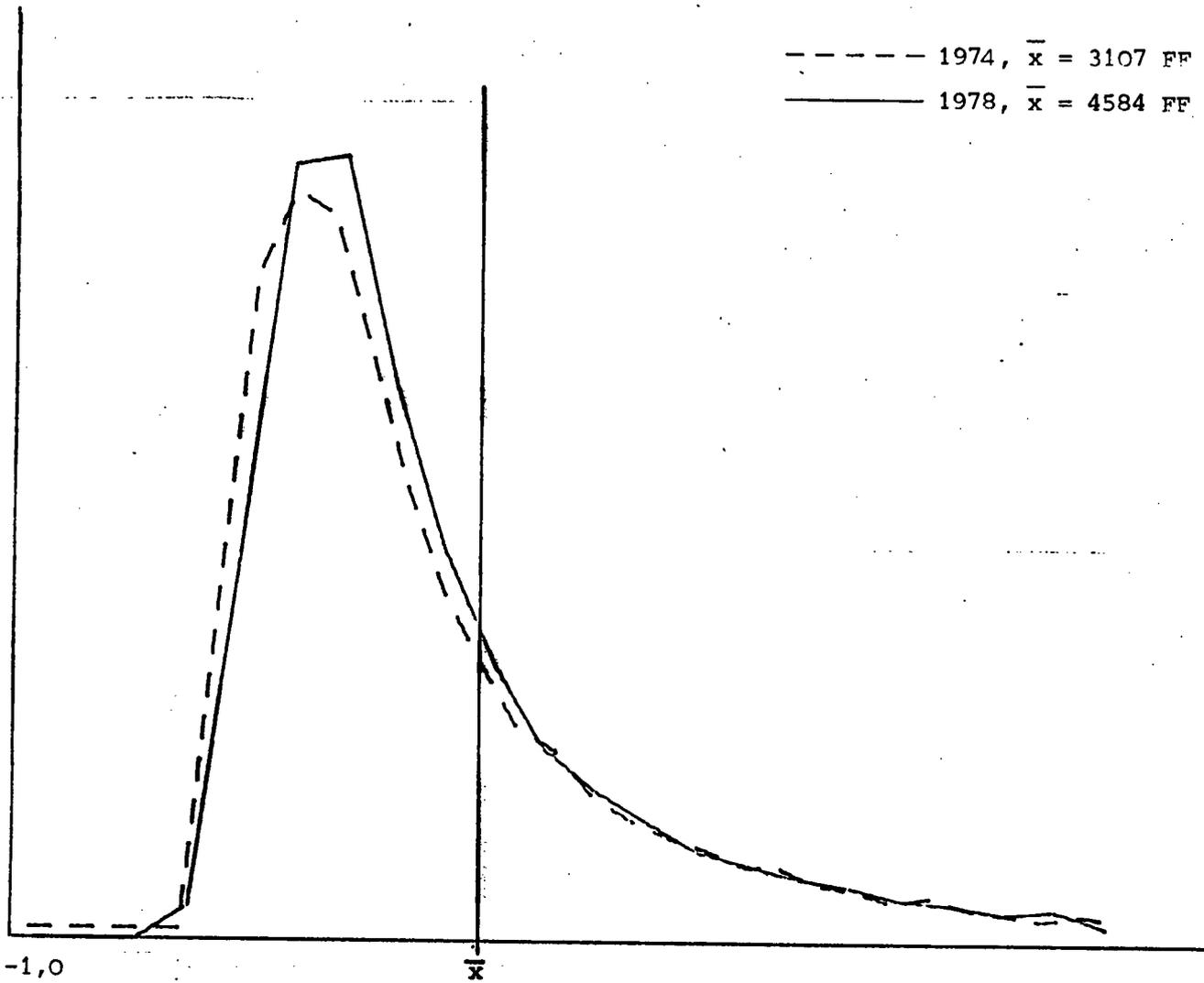
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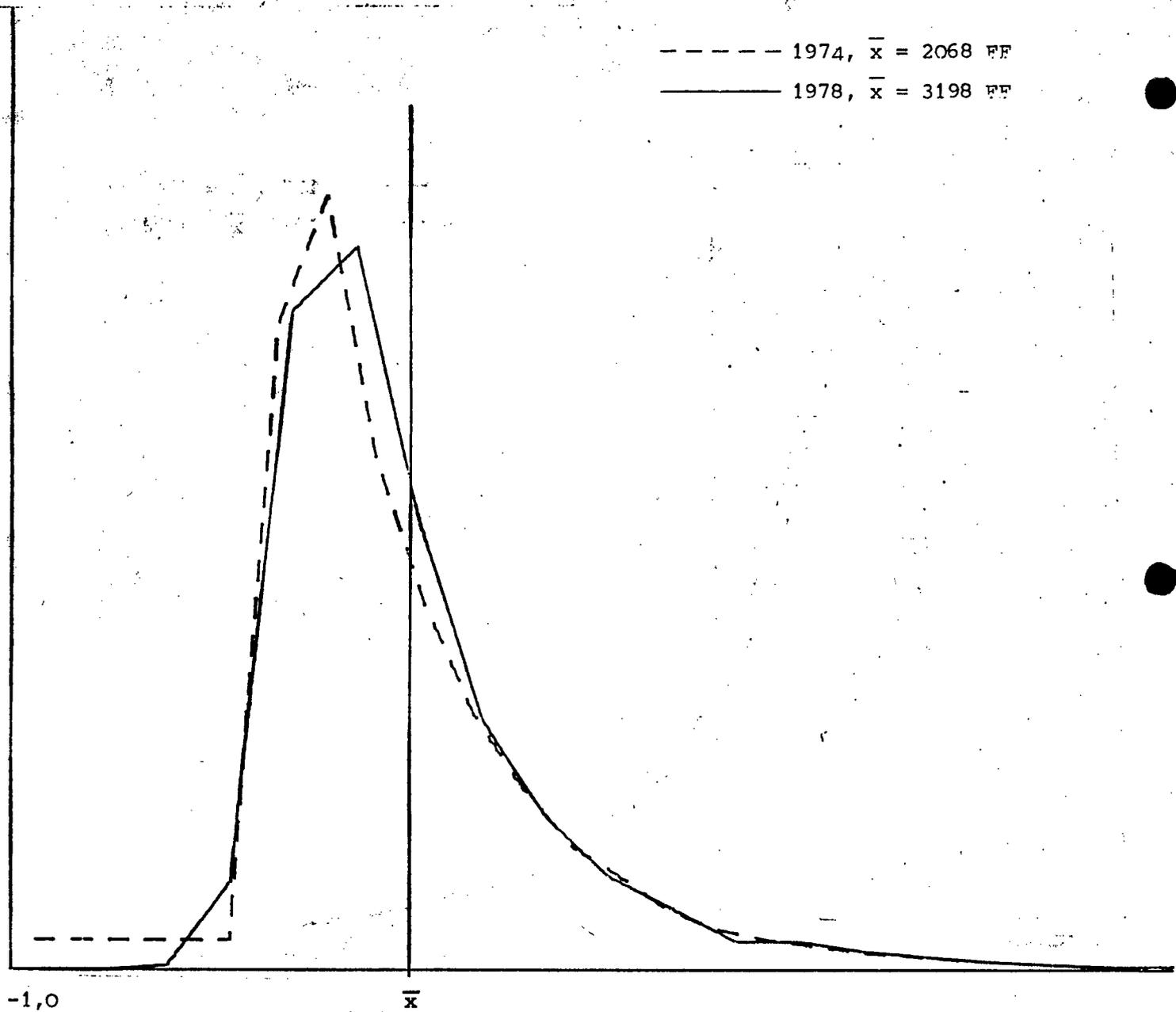
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Occupational qualifications

I Industry

- a) manual workers
 - 1 skilled
 - 2 semi-skilled
 - 3 unskilled

- b) non-manual workers
 - 1 Top management executives
 - 1 (A) Staff whose earning levels exceed a fixed ceiling, according to the country, who are therefore not included
 - 1 (B) Staff for whom the level of earnings is less than or equal to the ceiling referred to above
 - 2 Other senior executives
 - 3 Assistants
 - 4 Clerical
 - 5 Supervisors (incl. foreman)
 - 5A Supervisor with higher proficiency and responsibilities
 - 5B Supervisor with lower proficiency and responsibilities

II Services

- a) Distributive trades
 - (A) Top management personnel
 - (B) Management personnel and senior executives
 - (C) Executives and management staff
 - (D) Highly qualified junior personnel
 - (E) Qualified junior personnel
 - (F) Unqualified junior personnel

- b) Banking
 - (A) Directors, top management
 - (B) Senior executives
 - (C) Executives (junior management)
 - (D) Highly qualified clerical staff
 - (E) Qualified clerical staff
 - (F) Other employees

- c) Insurance
 - (A) Managers and senior management executives
 - (B) Middle management executives
 - (C) Junior executives and personnel with equivalent qualification
 - (D) Highly qualified employees
 - (E) Qualified employees
 - (F) Other employees

Classification of economic activities

NACE

1-5	Industry, building and civil engineering
1-5 (exc 16+17)	Industry, building and civil engineering (excl. electricity, gas and water)
11,13,151,21,23	Mining and quarrying
12,14,152,22,24-49	Manufacturing industries
1	Energy and water production
11	Extraction of solid fuels
111.1	Extraction of hard coal
111.1 A	Extraction of hard coal: underground
111.1 B	Extraction of hard coal: surface
12	Coke ovens
13	Extraction of petroleum and natural gas
14	Mineral oil refining
15	Nuclear fuels industry
16	Production and distribution of electricity, gas, steam and hot water
17	Water supply: collection, purification and distribution of water
21	Extraction and preparation of metalliferous ores
211	Extraction and preparation of iron ore
211 A	Extraction and preparation of iron ore: underground
211 B	Extraction and preparation of iron ore: surface
22	Production and preliminary processing of metals
221	Iron and steel industry
224	Production and preliminary processing of non-ferrous metals
23	Extraction of minerals other than metalliferous and energy-producing minerals; peat extraction
24	Manufacture of non-metallic mineral products
247	Manufacture of glass and glassware
248	Manufacture of ceramic goods
25	Chemical industry
26	Man-made fibres industry
3	Metal manufacture; mechanical, electrical and instrument engineering
31	Manufacture of metal articles
311	Foundries
314	Manufacture of structural metal products
316	Manufacture of tools and finished metal goods, except electrical equipment
32	Mechanical engineering
33	Manufacture of office machinery and electronic data processing machinery
34	Electrical engineering

35	Manufacture of motor vehicles and of motor vehicle parts and accessories
351	Manufacture and assembly of motor vehicles and manufacture of motor vehicle engines
36	Manufacture of other means of transport
361	Shipbuilding and marine engineering
364	Aerospace equipment manufacturing and repairing
37	Instrument engineering
41/42	Food, drink and tobacco industry
411-423	Manufacture, confectionery of food products (excl. sugar)
424-428	Drink industry
429	Tobacco industry
43	Textile industry
431	Wool industry
432	Cotton industry
436	Knitting industry
44	Leather industry
45	Footwear and clothing industries
451+452	Manufacture and production of footwear
453+454	Manufacture of clothing
46	Timber and wooden furniture industries
47	Paper, printing and publishing industries
471	Manufacture of pulp, paper and board
472	Processing of paper and board
473+474	Printing and publishing
48	Processing of rubber and plastics
481	Manufacture of rubber products
483	Processing of plastics
49	Other manufacturing industries
50	Building and civil engineering
500-502	Building and civil engineering (excl. installation and building completion work)
61, (Z') ⁽²⁾ , 812, 813, 82	Distribution trades (excl. (Z) ⁽¹⁾), banking and finance (excl. NACE 811: Central banking authorities) and insurance except for compulsory social insurance
61, (Z') ⁽²⁾	Distribution trades (excl. (Z) ⁽¹⁾)
61	Wholesale distribution (excl. dealing in scrap and waste materials)
611	Wholesale dealing in agricultural raw materials, live animals and raw textile
612	Wholesale dealing in fuels, ores, metals and industrial chemicals
613	Wholesale dealing in timber and in building materials
614	Wholesale dealing in machinery, industrial equipment and vehicles
615	Wholesale dealing in furniture, household goods, hardware and ironmongery

616	Wholesale dealing in textiles, clothing, footwear and leather goods
617	Wholesale dealing in food, drink and tobacco
618	Wholesale dealing in pharmaceutical and medical goods, cosmetics and cleaning materials
64/65 (exc 651+652)	Retail distribution (excl. NACE 651 retail distribution of motor vehicles and cycles and NACE 652 retail distribution of motor fuels and lubricating oils)
641/642	Retail distribution of food, drink and tobacco
643+644	Dispensing chemists and retail distribution of medical goods, cosmetics and cleaning materials
645	Retail distribution of clothing
646	Retail distribution of footwear and leather goods
647	Retail distribution of furnishing fabrics and other household textiles
648/649	Retail distribution of household equipment, fittings and appliances
653	Retail distribution of books, newspapers, stationery and office supplies
656	General retail distribution, with non-food goods predominating
812+813 (exc 811)	Banking and finance (excl. Central banking authorities)
82	Insurance (excl. for compulsory social insurance)

-
- (1) (Z) : NACE 651 retail distribution of motor vehicles and cycles and NACE 652 retail distribution of motor vehicles and lubricating oils
- (2) (Z') : 65+65 (excl. 651+652) Retail distribution excl. (Z)

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General remark: 'Full-time' means, in the context of these tables, a manual worker or an employee who is not only working full-time but also is paid in full by the employer during the period covered by the table concerned.

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3	T 111-T 115	40	T 314-T 322
4	T 116-T 122	41	T 323-T 327
5	T 123-T 127	42	T 328-T 332
6	T 128-T 132	43	T 333+T 334
7	T 133	44	T 335+T 336
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9	T 135	46	T 341-T 343
10	T 136+T 137		
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17	T 212-T 222		
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20	T 225+T 226		
21	T 227		
22	T 228-T 230		
23	T 231-T 233(1)		
24	T 233(2)		
25	T 233(3)+T 234(1)		
26	T 234(2)		
27	T 234(3)+T 235(1)		
28	T 235(2)		
29	T 235(3)+T 236(1)		
30	T 236(2)		
31	T 236(3)		
32	T 237		
33	T 238		
34	T 239		
35	T 240		
36	T 241		
37	T 242		
38	T 243		

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