

STRUCTURE OF EARNINGS - NETHERLANDS

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 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) N° 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 Netherlands are based on a sample of 330 818 data sets forwarded to EUROSTAT which corresponds to a sampling rate of 17,3%. This information was provided by 9 769 establishments or enterprises, which represent 28,9% of the population.

Notes for the user :

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

Industry :

- all industry (NACE 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 812 + 813, excluding NACE 811)
- insurance (NACE 82)

Sources quoted in brackets, e.g. (T XXX) 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" Male
- "F" Female

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

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1. INDUSTRY

1.1 Figures on establishments and employees

Table 1 shows the development of employment in the four major branches of industry, further subdivided by manual and non-manual workers and by sex.

Tab. 1: Number of manual and non-manual workers in industry branches by sex

| | | | Manual workers | Non-manual workers | Total employees |
|--|---|------|-------------------|-----------------------|--------------------|
| Industry | T | 1966 | 993 065 | - | |
| | | 1972 | 916 000 | 361 300 | 1 277 300 |
| | | 1978 | 903 579 | 420 668 | 1 324 247 |
| | M | 1966 | 867 700 | - | |
| | | 1972 | 812 100 | 300 100 | 1 112 200 |
| | | 1978 | 816 687 | 348 037 | 1 164 724 |
| | F | 1966 | 125 300 | - | |
| | | 1972 | 103 800 | 61 200 | 165 000 |
| | | 1978 | 86 892 | 72 631 | 159 524 |
| Mining and other extractive industries | T | 1966 | 36 806 | - | |
| | | 1972 | 11 400 | 3 800 | 15 200 |
| | | 1978 | 3 855 | 3 612 | 7 467 |
| | M | 1966 | 36 806 | - | |
| | | 1972 | 11 200 | 3 500 | 14 700 |
| | | 1978 | 3 677 | 3 349 | 7 026 |
| | F | 1966 | - | - | |
| | | 1972 | 200 | 300 | 500 |
| | | 1978 | 178 | 263 | 441 |
| Manufacturing industry | T | 1966 | 742 189 | - | |
| | | 1972 | 679 600 | 302 800 | 982 400 |
| | | 1978 | 602 441 | 310 669 | 913 110 |
| | M | 1966 | 617 600 | - | |
| | | 1972 | 577 800 | 248 800 | 826 600 |
| | | 1978 | 518 834 | 251 610 | 770 444 |
| | F | 1966 | 124 600 | - | |
| | | 1972 | 101 800 | 54 000 | 155 800 |
| | | 1978 | 83 607 | 59 060 | 142 667 |
| Building and civil engineering | T | 1966 | 214 070 | - | |
| | | 1972 | 224 900 | 54 700 | 279 600 |
| | | 1978 | 280 132 | 80 906 | 361 038 |
| | M | 1966 | 213 300 | - | |
| | | 1972 | 223 100 | 47 800 | 270 900 |
| | | 1978 | 277 497 | 70 466 | 347 963 |
| | F | 1966 | 700 | - | |
| | | 1972 | 1 900 | 7 000 | 8 900 |
| | | 1978 | 2 635 | 10 441 | 13 076 |

Table 2 shows the number of establishments that were covered in the various surveys.

Tab. 2: Number of establishments by branches

| | Industry | Mining and other extractive industries | Manufacturing industry | Building and civil engineering |
|------|----------|--|------------------------|--------------------------------|
| 1966 | 17 322 | 67 | 11 296 | 5 959 |
| 1972 | 16 291 | 90 | 10 306 | 5 896 |
| 1978 | 21 644 | 94 | 11 326 | 9 942 |

Source: 66 TAB A1 p. 13
72 TAB I/1 p. 2 5A
78 T001

1.2 Non-manual and manual workers - Social structure

Table 3 shows the composition of the non-manual labour force by sex and qualification for both part time and full time workers. Table 4 presents the same data for manual workers.

Tab. 3: Number of non-manual workers in industry by economic activity, type of employment, sex and qualification - 1978

| Qualification: | | | 1A | 1B | 2 | 3 | 4 | 5A | 5B | T | |
|------------------------|--|-----------|-----|-------|-------|--------|--------|--------|-------|--------|--------|
| All industry | Full-time | T | 988 | 19955 | 65859 | 74 658 | 145747 | 40699 | 48976 | 396881 | |
| | | M | 975 | 19601 | 64101 | 70541 | 103302 | 39835 | 46748 | 345103 | |
| | | F | . | 354 | 1758 | 4117 | 42445 | 864 | 2228 | 51778 | |
| | Part-time | T | . | 205 | 942 | 1357 | 20283 | 298 | 701 | 23787 | |
| | | M | . | 151 | 313 | 302 | 1845 | 159 | 163 | 2934 | |
| | | F | - | . | 629 | 1055 | 18438 | 139 | 537 | 20853 | |
| | Mining and other extractive industries | Full-time | T | 27 | 76 | 880 | 766 | 1153 | 300 | 355 | 3558 |
| | | | M | 27 | 76 | 875 | 749 | 979 | 300 | 332 | 3339 |
| | | | F | - | - | . | . | 174 | - | . | 219 |
| Part-time | | T | - | - | . | . | 42 | - | - | 54 | |
| | | M | - | - | - | . | - | - | - | . | |
| | | F | - | - | . | - | 42 | - | - | 44 | |
| Manufacturing industry | | Full-time | T | 787 | 11617 | 53060 | 58645 | 113475 | 26647 | 27806 | 292037 |
| | | | M | 781 | 11368 | 51620 | 55133 | 78850 | 25899 | 25851 | 249502 |
| | | | F | . | 250 | 1440 | 3512 | 34625 | 747 | 1954 | 42535 |
| | Part-time | T | . | 128 | 716 | 1051 | 15926 | 231 | 581 | 18632 | |
| | | M | . | 87 | 269 | 207 | 1342 | 104 | 97 | 2107 | |
| | | F | - | . | 447 | 844 | 14584 | 127 | 484 | 16525 | |
| | Building and civil engineering | Full-time | T | 129 | 7940 | 9405 | 11851 | 20054 | 10663 | 16442 | 76484 |
| | | | M | 123 | 7835 | 9112 | 11337 | 14436 | 10592 | 16307 | 69742 |
| | | | F | . | 104 | 293 | 514 | 5618 | 71 | 135 | 6741 |
| Part-time | | T | - | 75 | 228 | 282 | 3704 | . | 102 | 4423 | |
| | | M | - | . | . | 81 | 442 | . | . | 723 | |
| | | F | - | . | 175 | 201 | 3262 | . | . | 3699 | |

Source: T202

Tab. 4: Number of manual workers in industry by economic activity, type of employment, sex and qualification - 1978

| Qualification: | | | 1 | 2 | 3 | T |
|--|------------|---|---------|---------|---------|---------|
| All industry | Full-time | T | 334 442 | 363 299 | 166 629 | 864 369 |
| | | M | 326 725 | 338 942 | 140 300 | 805 967 |
| | | F | 7 717 | 24 356 | 26 328 | 58 402 |
| | Part-time | T | 5 161 | 14 648 | 18 944 | 38 752 |
| | | M | 2 328 | 4 284 | 3 706 | 10 318 |
| | | F | 2 833 | 10 364 | 15 237 | 28 434 |
| | Short-time | T | 59 | 271 | 128 | 458 |
| | | M | 57 | 271 | 74 | 402 |
| | | F | . | - | 54 | 56 |
| Mining and other extractive industries | Full-time | T | 2 058 | 1 362 | 392 | 3 812 |
| | | M | 1 995 | 1 271 | 382 | 3 648 |
| | | F | 63 | 90 | . | 164 |
| | Part-time | T | . | . | . | . |
| | | M | - | . | - | . |
| | | F | . | - | . | . |
| | Short-time | T | - | - | . | . |
| | | M | - | - | . | . |
| | | F | - | - | - | - |
| Manufacturing industry | Full-time | T | 195 068 | 241 676 | 131 714 | 568 458 |
| | | M | 187 840 | 217 757 | 105 847 | 511 443 |
| | | F | 7 228 | 23 919 | 25 867 | 57 015 |
| | Part-time | T | 3 994 | 12 858 | 16 702 | 33 554 |
| | | M | 1 297 | 2 847 | 2 873 | 7 017 |
| | | F | 2 698 | 10 010 | 13 829 | 26 536 |
| | Short-time | T | 59 | 271 | 100 | 430 |
| | | M | 57 | 271 | 46 | 374 |
| | | F | . | - | 54 | 56 |
| Building and civil engineering | Full-time | T | 129 494 | 113 002 | 32 747 | 275 243 |
| | | M | 129 097 | 112 683 | 32 450 | 274 229 |
| | | F | 397 | 319 | 298 | 1 014 |
| | Part-time | T | 1 133 | 1 749 | 2 007 | 4 890 |
| | | M | 1 014 | 1 426 | 828 | 3 268 |
| | | F | 119 | 323 | 1 179 | 1 621 |
| | Short-time | T | - | - | - | - |
| | | M | - | - | - | - |
| | | F | - | - | - | - |

Source : T102

Table 5 shows the proportion of short-time/part-time manual workers between branches of industry, by sex and qualification.

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

| Qualification | | 1 | 2 | 3 |
|--|---|-----------|-----------|------------|
| All industry | M | 0,0 (0,7) | 0,0 (1,2) | 0,0 (2,5) |
| | F | . (26,8) | - (29,8) | 0,1 (36,6) |
| Mining and other extractive industries | M | - (-) | - (-) | - (-) |
| | F | - (-) | - (-) | - (-) |
| Manufacturing industry | M | 0,0 (0,6) | 0,1 (1,2) | 0,0 (2,6) |
| | F | . (27,1) | - (29,5) | 0,1 (34,7) |
| Building and civil engineering | M | - (0,7) | - (1,2) | - (2,4) |
| | F | - (23,0) | - (50,3) | - (79,8) |

Source: T102

Table 6 shows the proportion of women among manual and non-manual workers with various qualifications in each branch of industry.

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

| Qualification | Manual workers | | | Non-manual workers | | | | | | |
|-------------------------------------|----------------|------|------|--------------------|-----|-----|-----|------|-----|-----|
| | 1 | 2 | 3 | 1A | 1B | 2 | 3 | 4 | 5A | 5B |
| All industry | 3,1 | 9,2 | 22,4 | 1,2 | 2,0 | 3,6 | 6,8 | 36,7 | 2,4 | 5,6 |
| Mining a. other extract. industries | 3,2 | 6,6 | 4,8 | 0,0 | 0,0 | 0,8 | 2,2 | 18,1 | 0,0 | 6,4 |
| Manufacturing ind. | 5,0 | 13,3 | 26,8 | 0,8 | 2,5 | 3,5 | 7,3 | 38,0 | 3,3 | 8,6 |
| Building a. civil engineering | 0,4 | 0,6 | 4,2 | 4,8 | 1,5 | 4,9 | 5,9 | 37,4 | 0,8 | 1,0 |

Source: T103 and 203

1.3 Average earnings and extreme combinations of level

In table 7 the average monthly earnings of manual and non-manual workers in all industries are presented by qualification while in Table 8 the highest paid and lowest paid combinations of sector (1) and qualification level are contrasted.

Tab. 7: Average monthly earnings of full-time manual and non-manual workers in industry, by sex and qualification - 1978

| Qual. | Manual workers | | | Non-manual workers | | | | | | |
|-------|----------------|-------|-------|--------------------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 1A | 1B | 2 | 3 | 4 | 5A | 5B |
| T | 2 683 | 2 419 | 2 168 | | 5 785 | 4 747 | 3 558 | 2 498 | 3 495 | 3 121 |
| M | 2 699 | 2 468 | 2 251 | | 5 807 | 4 780 | 3 604 | 2 732 | 3 511 | 3 150 |
| F | 2 038 | 1 679 | 1 706 | | 4 021 | 3 424 | 2 769 | 1 915 | 2 790 | 2 520 |

Source : T122. 214

(1) Sector number refers to the NACE classification

Tab. 8: Highest and lowest paid branches and qualification groups of employees in industry by sex - 1978

| | Manual workers | | | Non-manual workers | | |
|------------------|----------------|--------------|----------------|--------------------|--------------|---------------|
| | M | F | T | M | F | T |
| NACE | 23 453-454 | 33 32 | 221 453-454 | 13 33 | (1) 436 | 34 453-454 |
| Qualification | 1 3 | 1 3 | 1 3 | 1B 4 | 1B 4 | 1B 4 |
| Monthly earnings | 3176 1829 | 2420 1458 | 3147 1568 | 9976 2419 | 4275 1684 | 8899 2110 |

(1) Manufacturing industry

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

2.1 Number of employees

Table 9 gives the number of employees in the four service sectors, broken down by sex. Table 10 shows the number of enterprises in the sectors at the time of each survey.

Tab. 9: Number of employees in the services sector by economic activity and sex

| | All service industries | Wholesale distribution | Retail distribution | Banking | Insurance |
|--------|------------------------|------------------------|---------------------|---------|-----------|
| T 1974 | 543 700 | 225 000 | 201 000 | 88 800 | 28 900 |
| 1978 | 585 506 | 226 752 | 218 917 | 104 758 | 35 079 |
| M 1974 | 339 100 | 179 900 | 89 300 | 50 700 | 19 200 |
| 1978 | 351 232 | 178 045 | 91 019 | 57 018 | 25 150 |
| F 1974 | 204 500 | 45 000 | 111 700 | 38 100 | 9 700 |
| 1978 | 234 274 | 48 707 | 127 897 | 47 741 | 9 928 |

Source: TA1 T302

Tab. 10: Number of enterprises in the services sector by economic activity

| | Wholesale distribution | Retail distribution | Banking | Insurance |
|------|------------------------|---------------------|---------|-----------|
| 1978 | 6 116 | 4 900 | 881 | 165 |

Source: T005

2.2 Employees Social Structure

Employees in the services sectors are not divided into manual and non-manual workers, rather the division by qualifications applies to the group as a whole.

Table 11 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.

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

| Qualification | | | A | B | C | D | E | F | T |
|------------------------|-----------|---|------|-------|-------|-------|-------|-------|--------|
| Wholesale distribution | Full-time | T | 7146 | 14944 | 27363 | 74977 | 67914 | 12777 | 205120 |
| | | M | 6960 | 14331 | 25618 | 64580 | 54211 | 8752 | 174452 |
| | | F | 187 | 612 | 1744 | 10397 | 13703 | 4025 | 30668 |
| | Part-time | T | 88 | 243 | 438 | 4822 | 9549 | 6491 | 21632 |
| | | M | . | 78 | 83 | 539 | 1825 | 1002 | 3593 |
| | | F | . | 165 | 355 | 4283 | 7723 | 5490 | 18039 |
| Retail distribution | Full-time | T | 3706 | 4169 | 13186 | 38924 | 71230 | 4558 | 135773 |
| | | M | 3421 | 3646 | 10164 | 27662 | 27654 | 2842 | 75390 |
| | | F | 285 | 523 | 3021 | 11262 | 43576 | 1716 | 60383 |
| | Part-time | T | 56 | 278 | 1630 | 7187 | 69856 | 4136 | 83143 |
| | | M | . | 53 | 138 | 773 | 13975 | 670 | 15629 |
| | | F | . | 225 | 1493 | 6414 | 55881 | 3466 | 67514 |
| Banking | Full-time | T | 1068 | 2714 | 3993 | 17104 | 38246 | 31569 | 94695 |
| | | M | 1057 | 2677 | 3877 | 16030 | 22913 | 9613 | 56168 |
| | | F | . | 37 | 115 | 1075 | 15333 | 21956 | 38527 |
| | Part-time | T | - | . | . | 214 | 2761 | 7062 | 10063 |
| | | M | - | . | . | 104 | 149 | 573 | 850 |
| | | F | - | . | . | 110 | 2611 | 6489 | 9213 |
| Insurance | Full-time | T | 241 | 834 | 1539 | 8353 | 10148 | 10556 | 31670 |
| | | M | 239 | 804 | 1464 | 7967 | 8856 | 5476 | 24806 |
| | | F | . | 30 | 75 | 386 | 1292 | 5079 | 6864 |
| | Part-time | T | . | . | 28 | 133 | 694 | 2458 | 3409 |
| | | M | . | . | . | 39 | 93 | 202 | 344 |
| | | F | - | . | . | 94 | 600 | 2346 | 3064 |

Source: T302

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

| Qualification | A | B | C | D | E | F | T |
|------------------------|-----|------|------|------|------|------|------|
| Wholesale distribution | 2,9 | 5,1 | 7,6 | 18,4 | 27,7 | 49,4 | 21,5 |
| Retail distribution | 8,5 | 16,8 | 30,5 | 38,3 | 70,5 | 59,6 | 58,4 |
| Banking | 1,0 | 1,4 | 2,9 | 6,8 | 43,8 | 73,6 | 45,6 |
| Insurance | 0,9 | 3,7 | 6,2 | 5,7 | 17,5 | 56,7 | 28,3 |

Source: T303

2.3 Average earnings

In Table 13 average monthly earnings for the various levels of qualification are shown for men and women.

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

| Qualification | | A | B | C | D | E | F | T |
|------------------------|---|------|------|------|------|------|------|------|
| Wholesale distribution | T | 5831 | 4468 | 3452 | 2603 | 2084 | 1899 | 2720 |
| | M | 5866 | 4522 | 3489 | 2682 | 2184 | 2025 | 2857 |
| | F | 4333 | 3143 | 2870 | 2102 | 1686 | 1589 | 1926 |
| Retail distribution | T | 4886 | 4091 | 3101 | 2322 | 1652 | 1799 | 2149 |
| | M | 4905 | 4239 | 3324 | 2480 | 1915 | 1894 | 2544 |
| | F | 4665 | 3056 | 2338 | 1927 | 1482 | 1630 | 1644 |
| Banking | T | 6560 | 5351 | 4852 | 3547 | 2359 | 1803 | 2614 |
| | M | 6603 | 5383 | 4883 | 3588 | 2608 | 2160 | 3157 |
| | F | . | . | 3806 | 2927 | 1992 | 1646 | 1829 |
| Insurance | T | 7773 | 6303 | 4759 | 3716 | 2738 | 1862 | 2920 |
| | M | 7786 | 6379 | 4783 | 3744 | 2805 | 2030 | 3196 |
| | F | . | . | 4290 | 3156 | 2273 | 1679 | 1917 |

Source: T314

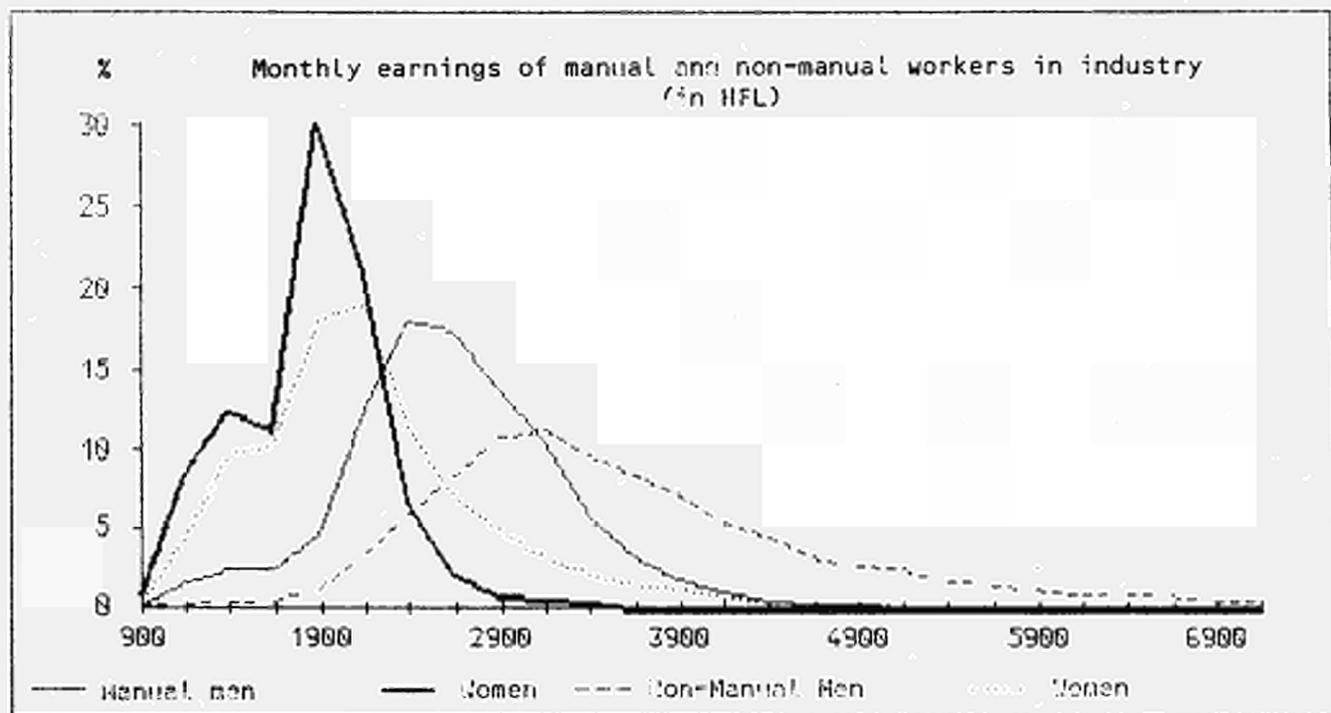


Diagram 2

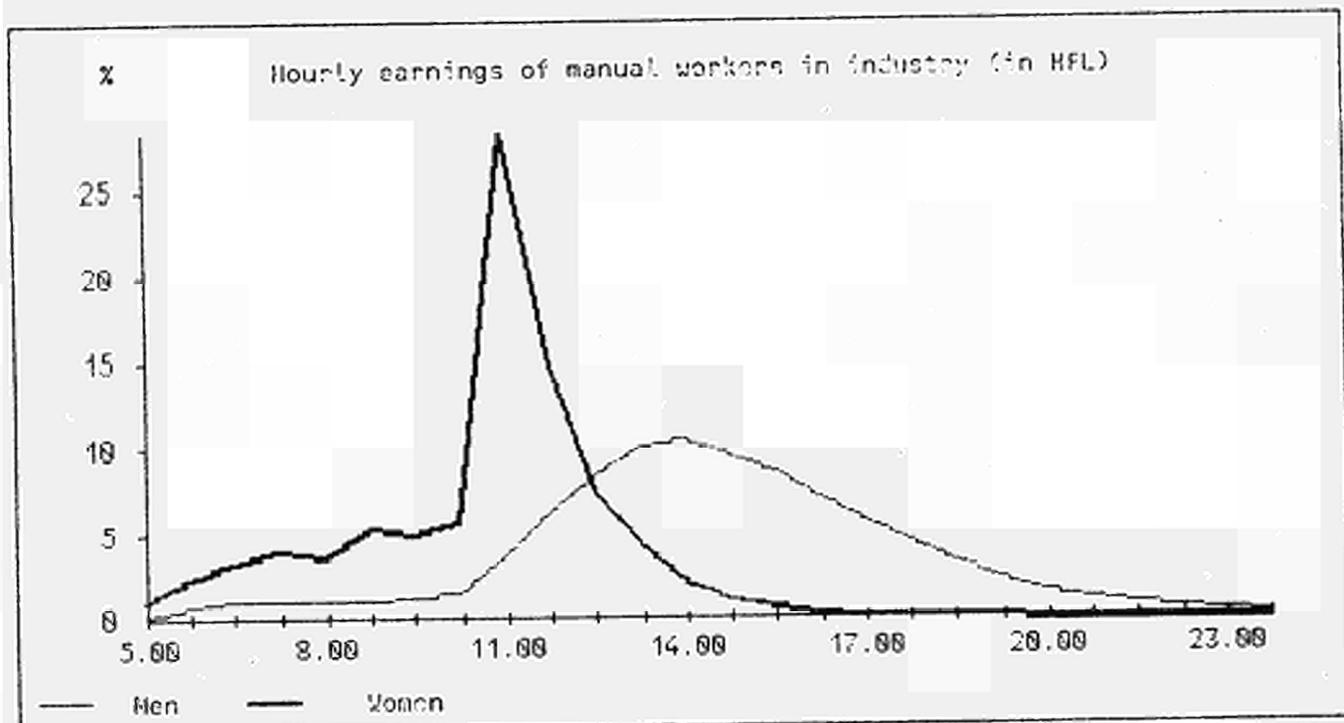


Diagram 3

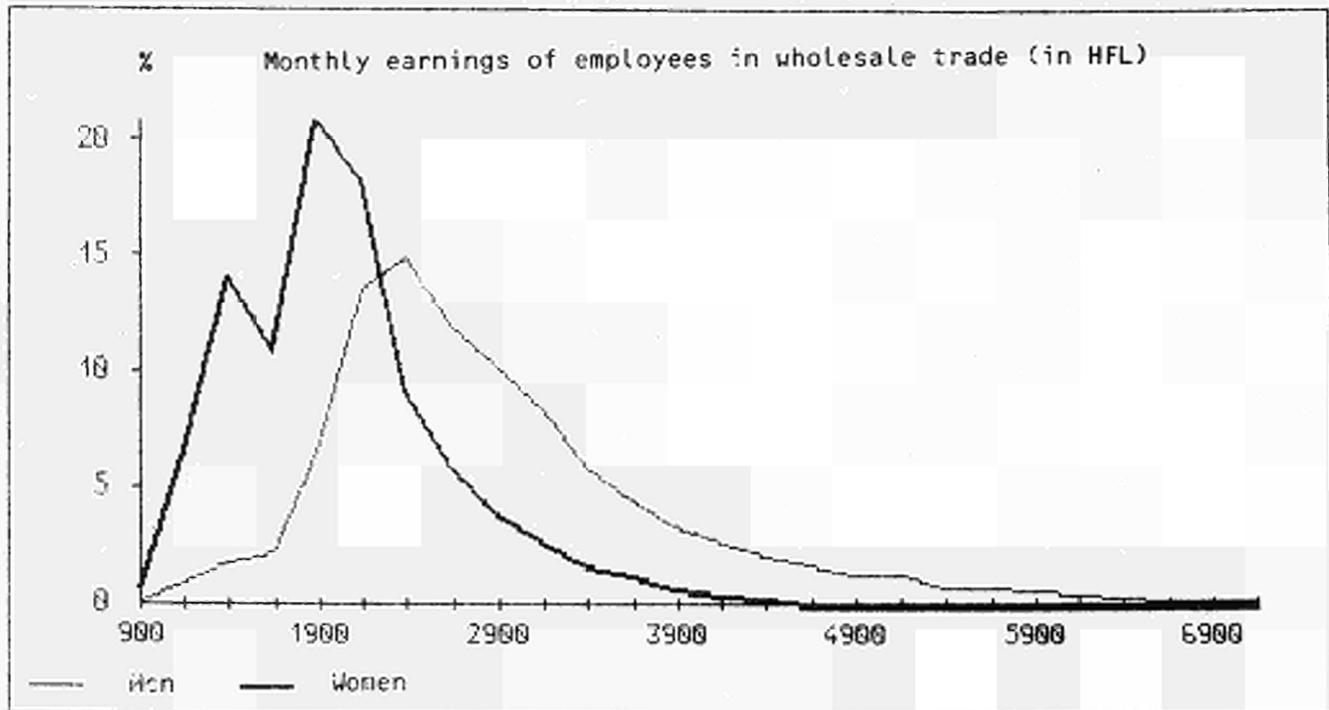
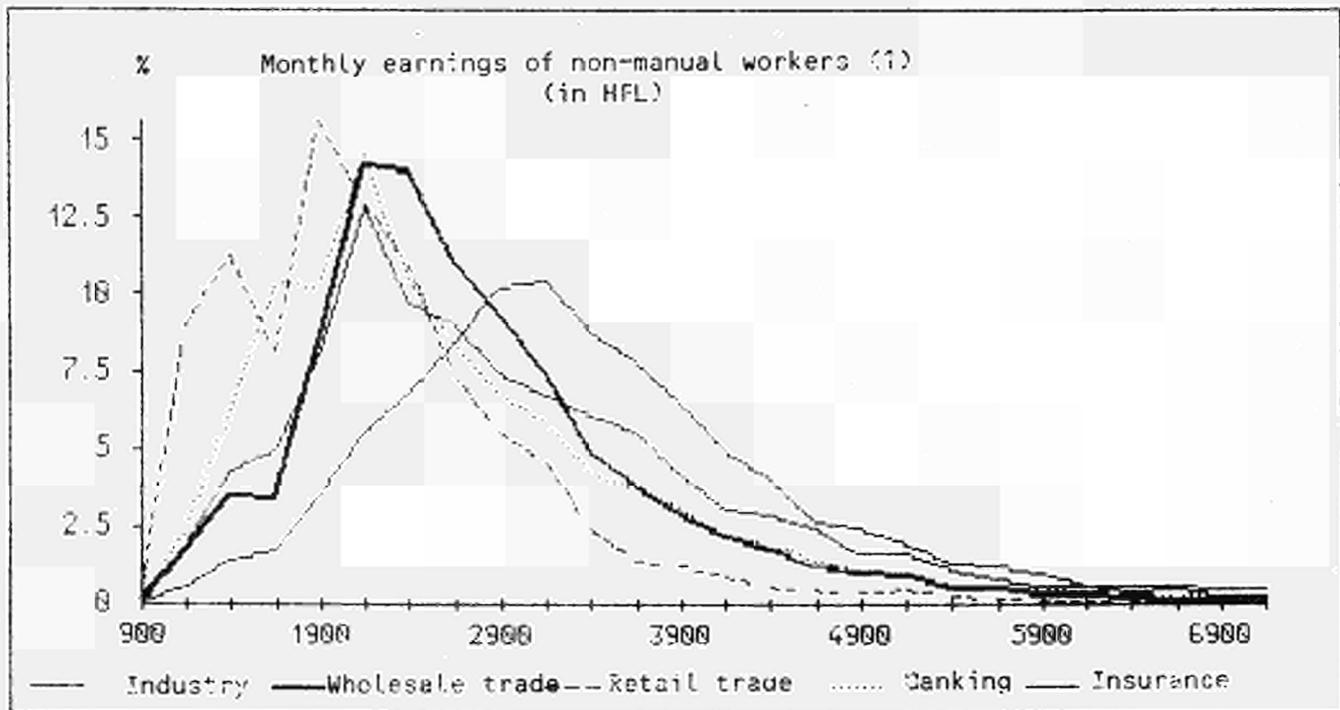


Diagram 4



(1) Employees in trade, banking and insurance

PROFESSIONAL QUALIFICATION GROUPS**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 qualifications
- (D) Highly qualified employees
- (E) Qualified employees
- (F) Other employees

Sources : <1> EUROSTAT, Structure of earnings in industry 1966
 <2> EUROSTAT, Structure of earnings in industry 1972
 <3> EUROSTAT, Structure of earnings in industry 1974

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