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Continuing vocational training survey (CVTS2)

Data 1999



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Yves Franchet
Director-General

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INTRODUCTION

This publication provides comparable statistical results on continuing vocational training in enterprises in the fifteen Member States of the European Union, Norway and nine Accession Countries (Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland – Pomorskie region only, Romania, Slovenia). The source of the data is the second Continuing Vocational Training Survey (CVTS2) that was conducted in 2000/2001. The reference year was 1999. The survey covered enterprises with 10 and more employees in the NACE sections C to K and O. A total of some 76 000 enterprises took part in the survey and provided comparable statistical data on the volume and content of continuing vocational training at work as well as background information on training policy and training management.

Eurostat is grateful to the National Statistical Institutes respectively the Ministries of Education or Ministries of Labour in each country that conducted the survey and provided the data.

Luxembourg, December 2002

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1. CONCEPTS

1.1. The survey subject

The Continuing Vocational Training Survey (CVTS2) aimed to collect information exclusively on continuing vocational training (CVT) in enterprises. The exclusion of initial vocational training (IVT) measures from the survey was important. However, it is difficult in many countries to distinguish between initial vocational training and continuing vocational training. The following remarks give a short overview on characteristics and aspects that should be taken into consideration to identify the survey subject – CVT in enterprises.

Vocational Training			
Initial Vocational Training	Continuing vocational training		
		Continuing Vocational Training financed by individuals	Continual Vocational Training financed by public authorities

Continuing Vocational Training are training measures or activities, which the enterprise finances wholly or partly, for their employees who have a working contract.

Continuing Vocational Training is characterised by:

- **Decision:**
The training-activity must be the result of a decision in the enterprise. The employee's line-manager or the general management of the enterprise would normally take this decision.
- **Objectives:**
The primary objective must be the acquisition of new competencies or the development and improvement of existing competencies. Routine work-adjustment training (i.e. basic familiarisation with the job, organisation or working environment) and routine information passing should be excluded.
- **Employees:**
Employees included in this survey are all persons having a working contract. Included are also working proprietors, partners working regularly in the enterprise and unpaid family workers, as well as persons who work outside the enterprise they belong to and are paid by (e.g. sales representatives, delivery personnel, repair and maintenance teams). It includes people absent for a short period (e.g. sick leave, paid leave or special leave), and also those on strike but not absent for an indefinite period. It also includes

part-time workers, as well as seasonal workers and home workers on the payroll of the enterprise.

- Apprentices, trainees etc. with a special training contract are excluded.
- Not included are also those people working in the enterprise who are subcontracted or have a working-contract with another firm (e.g. building cleaners).

➤ **Financing:**

A training measure or activity has to be financed in total or partly by enterprises, whether direct or indirect. Part financing could include the use of work-time for the training activity as well as the financing of training equipment (books, computers, CD-ROMs, etc.).

➤ **Identified training time:**

There must be an actual activity or event or set of activities or events, which can be identified as a specific and separate period of training, rather than an on-going activity that cannot be distinguished from work - such as learning by experience.

➤ **Mediator:**

There must be a training mediator (either a person, i.e. a trainer coach or supervisor, or a piece of equipment used for training, i.e. a computer or other training medium).

The following aspects were taken into consideration additionally to identify Continuing Vocational Training measures:

- The CVTS covers only those training measures that are wholly or partly paid by the enterprise for those employees, being the regular staff, personnel, management, etc. Training measures offered by the enterprise to trainees, apprentices or other persons in order to gain practical experience are excluded from this survey.
- Employees without a working contract are excluded from this survey. Apprentices, trainees etc. with a special training contract must be excluded from the total number of employees, even if these groups are in the staff register of the enterprise.
- Measures for unemployed persons initiated and financed by the labour market authorities, are not part of CVT and are excluded from this survey. Measures for previously unemployed persons recruited by the enterprise and given a contract of employment are part of CVT even if the labour market authorities give financial support.
- Training measures for employed persons leaving the enterprise, which are targeted to improve their situation on the external labour market and which are financed at least partly by the enterprise, are part of CVT.
- Training measures for post-university graduates, which are financed at least partly by the enterprise, are included into this survey, unless the graduates are engaged on training contracts. Work experience by undergraduates in enterprises as part of their degree courses (e.g. sandwich courses) is not part of CVT.
- Vocational training which commences before the person employed is 20 years of age and which has the purpose of providing initial training for an occupation is excluded from this survey, whether or not the person has a training contract.

1.2. Types of continuing vocational training

Enterprises provide for their employees on the one hand continuing vocational training through external and internal courses and, on the other hand, training measures 'beyond' these courses ("other forms").

A. Continuing vocational training courses

Information was required on two types of courses:

- a) External courses are designed and managed by organisations not part of the enterprise.
- b) Internal courses are designed and managed by the enterprise itself.

For courses, information was asked about participants, training hours, fields of training, training providers and training costs.

B. "Other forms" of continuing vocational training

Information was required on the following other forms of training:

- c) Planned periods of training, instruction or practical experience,
- d) Job rotation, exchanges with other enterprises,
- e) Learning Circles / Quality Circles,
- f) Self-learning,
- g) Instruction at conferences, workshops, seminars etc.

1.3. Fields of training

“Fields of training” is a new classification¹ used internationally for the first time in the VET² data collection 1998. It was decided to use the classification of fields of training in CVTS2. The classification of fields of training contains 9 broad fields (one-digit level), 25 fields of education (two-digit level) and 65 fields of training (three-digit level).

There are two alternatives to ask the enterprise about continuing vocational training by fields:

1. The enterprise is asked to write down the subjects in which staff training has been given and how many hours. The coding is then made by the national agency carrying out the survey. This is a situation similar to the VET data collection mentioned above.
2. The enterprise is given a number of field categories and asked to divide the training hours by these categories.

In CVTS2 it was decided to use the second method. Using this method it was necessary to limit the number of categories. There was also a demand for comparison with CVTS1. Therefore, several of the categories are the ‘same’ as in CVTS1. It was also important to differentiate between ‘manufacturing’ and ‘services’. The following categories of fields were used in CVTS2 (detailed description see manual):

Field	Code
Foreign languages and cultures; mother tongue	222; 223
Wholesale and retail sales; marketing and advertising	341; 342
Finance, banking, insurance; accounting and taxation	343; 344
Management and administration	345
Secretarial and office work	346
Personal development; working life	090; 347
Computer science; computer use	481; 482
Engineering, manufacturing and construction	5
Environmental protection; occupational health and safety	850; 862
Personal services (including tourism, hotel, restaurants); transport services; security services	81; 84; 861; 863
Other fields	-

¹ CEDEFOP/Eurostat: Fields of Training. Manual. January 1999

² VET= Vocational Education and Training

1.4. Training providers

The following categories of providers of external training courses were used in CVTS2:

Provider	Description
Public schools and Colleges	<i>This includes (lower and upper) secondary schools, tertiary non-university institutions and polytechnics that are under public authority, government dependent and provide training as core business.</i>
Universities	<i>Concerns universities under public authority, government dependent, providing training as core business.</i>
Specialised training institutions	<i>This includes public adult education and training institutions (under public authority, government dependent, providing training as core business) that provide training for adult job-seekers and/or employees (including open learning centres, folkhighschools and training centres related to the employment service).</i>
Private training Organisations	<i>This includes private for-profit providers that provide training as a core business; this does not only concern training companies and consultancy agencies, but also private schools/Colleges and other private training bodies, that operate on a profit basis.</i>
Equipment suppliers	<i>This includes private enterprises that provide training as an additional service to their core business; the training is not considered as being a core business that should result in profit.</i>
Parent/associate companies	<i>Parent/associate companies exist as a training provider when the enterprise which is the reporting unit in the survey is linked financially to other enterprises, e.g. a subsidiary of a larger enterprise, and an enterprise in the group (usually, but not always, the parent enterprise) provides training for the employees of other enterprises in the group.</i>
Unions	<i>This includes trade unions and professional or occupational employee organisations (or associations).</i>
Chambers, sectoral bodies and employers' organisations	<i>This includes chambers of commerce, industry or trade, sectoral or branch organisations and employers' organisations/associations.</i>

1.5. Costs of external and internal courses continuing vocational training courses (CVT courses)

Enterprises were asked to

- provide exact figures on training costs from the sources, which are known in their enterprise (accounts, data files, minutes etc) and to
- provide estimates of the training sub-costs only if this data were not available.

The following gives details on the sub-costs included into the survey.

(a) Fees and payments(to CVT providers and external trainers)

This refers to the total amount paid in fees for external courses or for external trainers or instructors (including those providing internal courses). It includes also payments made to external consultants, assessors or examiners for course-related activities. Any payments made by employers for courses that have been undertaken in employees' own time were included. Fees for training courses undertaken by apprentices or trainees were excluded. Fees and payments for learning material for open and distance courses were, wherever possible, excluded.

(b) Travel and subsistence payments

This refers to actual payments made to cover the travel and subsistence costs of employees participating in CVT courses. It includes also any additional payments made for time spent travelling to courses.

(c) Labour costs of internal trainers exclusively involved in managing and delivering CVT courses

(d) Labour cost of internal trainers, partly involved in managing and delivering CVT courses

The staff who is engaged in designing, managing, conducting or supporting CVT courses comprises:

- internal trainers and staff of training centres,
- directors and other top managers concerned with training policy,
- instructors and training managers or officers,
- clerical/administrative and other personnel supporting these activities.

Anyone dealing solely with apprenticeship training and anyone who is not a member of the normal workforce of the enterprise were excluded. For staff engaged full time in course-related activities, the figures quoted should be the total annual labour costs of all those identified. For staff engaged part time in course-related activities, it should be a proportion of their labour costs, reflecting the proportion of time they spent on course-related activities.

(e) Costs of premises

These costs include:

- the cost of running a training centre (excluding staff labour costs) or any other premises used for CVT courses,
- equipment or materials bought specifically for CVT courses.

If the training centre or other premises or equipment are used only partly for CVT courses, (e.g. if used also for training of apprentices) a proportion of the total cost should be included, representing the proportion of time they are used for CVT courses.

(f) Contributions to collective funding arrangements

(g) Receipts from collective funds, i.e. grants for CVT courses, and from sources of revenue for CVT courses

In order to identify the co-financing and refinancing of CVT courses their total costs are defined as the sum of the detailed costs under (a) to (f) minus the receipts from collective funds etc. and from sources of revenue for CVT courses under (g).

In order to identify the sources of the co-financing and refinancing of CVT courses the following breakdown was used:

- Receipts from Regional/Sector funds
- Receipts from National Funds
- Subsidies from EU sources
- Government subsidies
- Government rebates on expenditures
- Tax concessions on the expenditures
- External financial assistance from non-government sources, such as private foundations
- Royalty payments from external bodies and persons for the use of training resources developed by the enterprise
- Receipts for CVT courses provided to external bodies and persons

Note: The enterprises were not asked to provide data on the labour costs of participants in CVT courses. These costs were calculated based on the hourly labour costs and the number of training hours.

2. DEFINITIONS

1	Enterprise Council Regulation (EEC) No 696/93 of 15 March 1993 on the statistical units for the observation and analysis of the production system in the Community, (OJ No L 76, 30.3.1993)	"The <i>enterprise</i> is the smallest combination of legal units that is an organisational unit producing goods or services, which benefits from a certain degree of autonomy in decision-making, especially for the allocation of its current resources. An enterprise carries out one or more activities at one or more locations. An enterprise may be a sole legal unit."
2	Continuing Vocational Training	Continuing Vocational Training are training measures or activities, which the enterprises finance, partly or wholly, for their employees who have a working contract.
3	Working contract	Working contract is a work-agreement between the enterprise and its employees. A working contract can be formal (written) or informal (oral agreement). In some countries a working contract does not exist. In those countries an appointment-letter should have the same legal relevance.
4	Initial Vocational Training	Initial Vocational Training are training measures or activities, which the enterprises finance partly or wholly for their apprentices or others who have a special training contract.
5	Apprentices, trainees	Apprentices and trainees are defined as those employees who have a special training contract.
6	Continuing vocational training measures and activities	Continuing Vocational Training are training measures and activities, which the enterprises finance, partly or wholly, for their employees who have a working contract. Continuing vocational training measures and activities include continuing vocational training courses (CVT courses) and other forms of continuing vocational training: <i>Continuing vocational training courses (CVT courses)</i> a) Internal continuing vocational training courses are designed and managed by the enterprise itself. b) External continuing vocational training courses are designed and managed by organisations not part of the enterprise. <i>Other forms of continuing vocational training</i> c) Planned periods of training, instruction or practical experience d) Job rotation, exchanges with other enterprises e) Learning/Quality circles. f) Self-learning g) Instruction at conferences, workshops, seminars etc.
7	Continuing vocational training courses (CVT courses)	CVT courses are events designed solely for the purpose of providing training or vocational education which take place away from the place of work, i.e. in a classroom or training centre, at which the participants receive instruction from teachers/tutors/lecturers for a period of time specified in advance. There are two

		<p>types of courses:</p> <p>a) Internal CVT courses, b) External CVT courses.</p> <p>Internal courses are those designed and managed by the enterprise itself even if they are held at a location away from the enterprise, e.g. in a hotel conference room. External courses are those designed and managed by an organisation not part of the enterprise even if they are held in the enterprise.</p> <p>Training or vocational education provided by flexible or distance learning methods at a place and for a period determined by the trainee is not to be counted as a course but is a separate category for which information will be needed.</p>
8	Other forms of continuing vocational training	<p>Other forms of continuing vocational training are those forms of continuing vocational training beyond the CVT courses. It comprises the following forms:</p> <p>c) Planned periods of training, instruction or practical experience, using the normal tools of work, either at the immediate place of work or in the work situation.</p> <p>d) Planned learning through job rotation, exchanges or secondments.</p> <p>e) Attendance at learning/quality circles.</p> <p>f) Self-learning through open and distance learning. (Methods used in this form of CVT can include using video/audio tapes, correspondence courses, computer based methods or the use of a Learning Resources Centre.)</p> <p>g) Instruction at conferences, workshops, lectures and seminars at which The purpose of the employees' participation is CVT.</p>
9	Principal economic activity of the enterprise Council Regulation (EEC) No 3037/90 of 9 October 1990 on the statistical classification of economic activities in the European Community, ("NACE Rev. 1"), (OJ No L 293, 24.10.1990) and Commission Regulation (EEC) No 761/93 of 24 March 1993 amending Council Regulation (EEC) No 3037/90 (OJ No L 83, 3.4.93)	<p>The "principal economic activity" is defined as the activity, which contributes most to the total value added of the unit (enterprise). Units are classified to the most detailed level of NACE Rev. 1. The principal economic activity has to be taken from the Statistical Business Register (SBR) or to be defined on the basis of information supplied by the enterprise.</p>
10	Total number of persons employed	<p>The focus of the survey is on Continuing, rather than Initial Vocational Training. Therefore, in this survey, "employees" refers to the total number of employed persons minus apprentices and trainees. All persons who are employed by the enterprise and have a formal or informal working contract should be included under the total number of employed persons. All questions should be answered in respect of these employees only.</p>

		<p>Specifically, the definition includes:</p> <ul style="list-style-type: none"> ➤ Working owners and managers, ➤ casual or temporary staff, ➤ "roving" or off-site workers. <p>It excludes anyone who is working at the enterprise but whose salary does another company pay, e.g. employees of firms under contract or seconded staff.</p>
11	Total number of hours worked	<p>This refers to the total number of paid hours actually worked by all employees, excluding apprentices and trainees, in the reference year. It includes paid working time spent on CVT. It includes time worked during normal periods of work, time worked in addition to normal periods of work and generally paid at a higher rate (overtime), time spent at the place of work standing by or during which no work is done (but for which payment is made) and time corresponding to short rest periods, including tea and coffee breaks. It excludes time spent on paid leave, paid public holidays, paid sick leave, paid meal breaks and time spent travelling between home and the workplace.</p>
12	Total labour costs	<p>The total labour costs represent all expenditure borne by employers in order to employ workers. It should include direct labour costs,</p> <ul style="list-style-type: none"> ➤ direct pay, ➤ other bonuses and gratuities, ➤ payments for days not worked, ➤ benefits in kind, <p>and indirect labour costs,</p> <ul style="list-style-type: none"> ➤ statutory social security contributions and family allowances, ➤ non-statutory payments, ➤ other social expenditure, ➤ vocational training costs (gross), ➤ taxes, less subsidies.
13	Technologically new or improved products or services	<p>A technologically new product is a product whose technological characteristics or intended uses differ significantly from those of previously produced products. Such innovations can involve radically new technologies, can be based on combining existing technologies in new uses, or can be derived from the use of new knowledge.</p> <p>A technologically improved product is an existing product whose performance has been significantly enhanced or upgraded. A simple product may be improved (in terms of better performance or lower cost) through use of higher-performance components or materials, or a complex product, which consists of a number of integrated technical subsystems, may be improved by partial changes to one of the subsystems. A new or improved service is considered to be a technological innovation when its characteristics and ways of use are either completely new or signifi-</p>

		cantly improved qualitatively or in terms of performance and technologies used. The adoption of a production or delivery method, which is characterised by significantly improved performance, is also a technological innovation. Such adoption may involve change in equipment, organisation of production or both and may be intended to produce or deliver new or significantly improved services which cannot be produced or delivered using existing production methods or to improve the production or delivery efficiency of existing services.
14	Technologically new or improved methods of producing products or services	The introduction of a new or significantly improved service or production or delivery method can require the use of radically new technologies or a new combination of existing technologies or new knowledge. The technologies involved are often embodied in new or improved machinery, equipment or software. The new knowledge involved could be the result of research, acquisition or utilisation of specific skills and competencies.
15	Unemployed people	“Unemployed” refers in this survey to those persons, who were previously unemployed whether or not they were unskilled or skilled.
16	Unskilled people	“Unskilled” refers in this survey to those persons who do not have skills and were previously employed in another enterprise.
17	Planned periods of training, instruction or practical experience	This type of training is characterised by planned periods of training, instruction or practical experience, using normal tools of work, either as the immediate place of work or in the work-situation.
18	Job rotation, exchanges with other enterprises	Job rotation and exchanges with other enterprises is only continuing vocational training if these measures are planned in advance with the specific purpose of developing or improving the skills of the employees involved. Normal transfers of workers from one job to another which are not part of a planned developmental programme should be excluded.
19	Learning Circles / Quality Circles	<ul style="list-style-type: none"> ➤ Learning circles are groups of employees who come together on a regular-basis with the primary aim to learn about the requirements of the work organisation, work-procedures and work place. It is a form of individual learning within groups. ➤ Quality circles are working groups with the aim to discuss about problems and search for problem solving in the production and on the work place. Participants have to be integrated in the planning and controlling procedures of the enterprise. A moderator co-ordinates quality circles.
20	Self-learning	Self learning through open and distance learning courses, video/audio tapes, correspondence courses, computer based methods (including internet) or the use of a Learning Resource Centre is only continuing vocational training if it is the trainee/learner who manages the training time and the place at which the learning takes place.

21	Instruction at conferences, workshops, lectures and seminars	Attendance at conferences, workshops, trade fairs and lectures/seminars are only counted as continuing vocational training actions, if the primary purpose of an employee attending them is training/learning.
22	Participants in CVT courses	A participant in courses is a person who has taken part in one or more CVT courses at some time during the reference year. Each person should be counted only once, irrespective of the number of times he or she has participated in a CVT course. Therefore, if an employee has attended two external courses, and one internal course, he or she should be counted as one participant.
23	Paid working time spent on CVT courses (hours)	The total number of hours of CVT relates to the total time that all participants have in total spent on CVT courses during the reference year. If courses were only partly within the reference period, only the time spent during the reference period should be included. The number of hours spent on CVT courses should cover only the actual training time. It should exclude any periods of normal work in between training and any time spent travelling etc. For example, if a training course lasts for one week, only the time spent actually in the training course or working on training material should be included. If a person attends a course on one day a week for several weeks, the one day a week should be included (added together) but the days of normal work in between should be excluded. Only the time spent in employees' paid working time should be included (i.e. any time that participants are on training when they would normally be working or time being paid for by the enterprise).
24	Fields (subjects) of training	The fields of continuing vocational training are: <ul style="list-style-type: none"> ➤ Languages ➤ Sales and marketing ➤ Accounting, finance ➤ Management and administration ➤ Office work ➤ Personal skills, working life ➤ Computer science/Computer use ➤ Engineering and manufacturing (production) ➤ Environmental protection, occupational health and safety ➤ Services: personal, transport, security ➤ Other fields
25	Training providers	Provider of external continuing vocational training courses means the person or organisation, which delivers the training. <ul style="list-style-type: none"> ➤ Public schools and Colleges ➤ Universities ➤ Specialised training institutions ➤ Private training organisations ➤ Equipment suppliers ➤ Parent/associate companies ➤ Unions ➤ Chambers, sectoral bodies, employers' organis.

26	Fees and payments	These costs are payments to CVT providers for those employees, who are participating in courses and/or the payments to external trainers.
27	Travel and subsistence payments	These are the costs of participants travelling to training courses and the payments or subsistence allowances for accommodation, meals, allowances and local transport etc.
28	Labour costs of internal trainers exclusively involved in managing and delivering CVT courses	These costs are the total labour costs of internal trainers, staff of training centres and other staff exclusively involved in training courses. It should include: <ul style="list-style-type: none"> ➤ Internal trainers and staff of training centres ➤ Directors and other top managers concerned with training policy ➤ Instructors and training managers or officers ➤ Clerical/administrative support to these activities.
29	Labour costs of internal trainers partly involved in managing and delivering CVT courses	These costs are the partly labour costs of internal trainers, staff of training centres and other staff involved in training courses, for the time they are engaged in these activities. It should include: <ul style="list-style-type: none"> ➤ Internal trainers and staff of training centres ➤ Directors and other top managers concerned with training policy ➤ Instructors and training managers or officers ➤ Clerical/administrative support to these activities.
30	Costs of premises	These costs should include: <ul style="list-style-type: none"> ➤ The cost of running a training centre (excluding staff labour costs) or any other premises used for CVT courses. ➤ The cost of equipment and materials bought specifically for CVT courses. This includes capital equipment and consumables. For capital equipment, only the annual depreciation in 1999 should be included (which can also relate to purchases of equipment in an earlier year). Consumables have to be treated as 'current expenditure' and therefore included at their purchase price.
31	Contributions	Contributions are payments by the enterprise to collective funding arrangements that are related to CVT, through Government and intermediary organisations. Payments for the training of apprentices and trainees are excluded.
32	Receipts	Receipts are payments to the enterprise from different collective funding arrangements, subsidies and financial assistance through Government and other sources and receipts from sources of revenue for CVT courses. Receipts for the training of apprentices and trainees are excluded.

ANNEX A: NACE20 categories in CVTS2 based on NACE Rev. 1

NACE 20	Section /Sub-section	Division	Description
01	C/CA, CB	10-14	Mining and quarrying
02	D/DA	15-16	Manufacture of food products, beverages and tobacco
03	D/DB, DC	17-19	Manufacture of textiles and textile products; manufacture of leather and leather products
04	D/DE	21-22	Manufacture of pulp, paper and paper products; publishing and printing
05	D/DF to DI	23-26	Manufacture of coke, refined petroleum products and nuclear fuel; manufacture of chemicals, chemical products and man-made fibres; manufacture of rubber and plastic products; manufacture of other non-metallic mineral products
06	D/DJ	27-28	Manufacture of basic metals and fabricated metal products
07	D/DK, DL	29-33	Manufacture of machinery and equipment n.e.c.; manufacture of electrical and optical equipment
08	D/DM	34-35	Manufacture of transport equipment
09	D/DD, DN	20, 36-37	Manufacture of wood and wood products; manufacturing n.e.c.
10	E	40-41	Electricity, gas and water supply
11	F	45	Construction
12	G	50	Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel
13	G	51	Wholesale trade and commission trade, except of motor vehicles and motorcycles
14	G	52	Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods
15	H	55	Hotels and restaurants
16	I	60-63	Land transport; transport via pipelines; water transport; air transport; supporting and auxiliary transport activities; activities of travel agencies
17	I	64	Post and telecommunications
18	J	65-66	Financial intermediation, except insurance and pension funding; insurance and pension funding, except compulsory social security
19	J	67	Activities auxiliary to financial intermediation
20	K; O	70-74; 90-93	Real estate, renting and other business activities; other community, social, personal service activities

ANNEX B: SIZE CLASSIFICATION OF ENTERPRISES

(a) Classification used

- especially for sample size calculation,
- for stratification (depending on the country)
- for analysis
 - 10 – 49 employees,
 - 50 – 249 employees,
 - 250 and more employees.

(b) Classification used

- for stratification (depending on the country)
- for analysis
 - 10 –19 employees,
 - 20 – 49 employees,
 - 50 – 249 employees,
 - 250 – 499 employees,
 - 500 – 999 employees,
 - 1000 and more employees.

ANNEX C: Symbols and abbreviations


:	data not available
-	zero
0	less than half of the unit used
.	unreliable or uncertain data
c	confidential

PPS (purchasing-power standards): Costs are indicated in PPS to allow for price differences between countries. The PPS conversion factors indicate how many national currency units the same quantity of goods and services would cost in individual countries.

EU-15	European Union	S	Sweden
B	Belgium	UK	United Kingdom
DK	Denmark		
D	Germany	NO	Norway
EL	Greece		
E	Spain	BG	Bulgaria
F	France	CZ	Czech Republic
IRL	Ireland	EE	Estonia
I	Italy	HU	Hungary
L	Luxembourg	LV	Latvia
NL	Netherlands	LT	Lithuania
A	Austria	PL	Poland
P	Portugal	RO	Romania
FIN	Finland	SI	Slovenia

3. STATISTICAL RESULTS - EU MEMBER STATES

3.1.1. TRAINING ENTERPRISES AS A PERCENTAGE OF ALL ENTERPRISES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	50	100	50	64	27	30	82	84
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	56	73	87	63	22	38	76	100
17-19 Textiles, clothing, leather	28	63	89	55	11	21	75	84
21-22 Paper, publishing, printing	63	73	100	81	19	40	78	98
23-26 Non-metallic products	60	75	95	79	22	41	81	94
27-28 Metals, metallic products	58	67	96	74	17	47	70	63
29-33 Machinery, electrical/optical equipm.	70	72	99	79	25	54	85	89
34-35 Transport equipment	64	100	89	88	17	52	84	22
20,36,37 Wood, manufacturing n.e.c	48	51	91	66	11	26	72	91
Section E								
Electricity, gas and water supply	92	100	100	97	22	48	96	100
Section F								
Construction	56	65	93	66	8	26	62	59
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	75	71	100	96	28	61	85	63
51 Wholesale trade	64	73	100	75	17	42	77	71
52 Retail trade, repair of personal goods	61	71	100	79	15	26	70	86
Section H								
Hotels and restaurants	52	88	91	63	15	28	66	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	59	36	87	58	22	41	80	33
64 Post and telecommunications	61	78	87	64	35	25	75	73
Section J								
Financial intermediation								
65-66 Banking and insurance	95	100	100	100	76	69	92	100
67 Auxiliary activities	82	100	100	99	24	82	79	80
Section K and O								
Real estate, renting, business activities, other personal services	73	82	98	88	26	38	80	80
TOTAL	62	70	96	75	18	36	76	79

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	49	62	94	68	7	27	56	71
20 to 49	67	71	97	76	19	38	77	84
50 to 249	81	93	98	87	43	58	93	98
250 to 499	94	100	100	98	78	82	97	99
500 to 999	96	100	100	98	68	91	99	100
1000 and more	99	100	100	100	95	96	100	100
TOTAL	62	70	96	75	18	36	76	79

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
25	c	87	74	15	67	89	90	93	Mining and quarrying Section C
25	c	79	63	21	70	87	98	80	Manufacturing Section D
11	c	87	63	14	59	83	71	64	Food, beverages, tobacco 15-16
17	c	91	71	21	74	92	80	91	Textiles, clothing, leather 17-19
27	c	96	77	24	86	93	89	94	Paper, publishing, printing 21-22
24	c	94	79	23	75	86	84	84	Non-metallic products 23-26
38	c	91	76	35	90	95	95	93	Metals, metallic products 27-28
37	c	85	75	31	75	89	66	80	Machinery, electrical/optical equipm. 29-33
15	c	87	73	12	66	88	81	82	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
64	c	96	96	67	100	100	100	100	Electricity, gas and water supply Section E
24	c	90	72	16	75	83	90	87	Construction Section F
39	c	96	88	28	92	96	78	92	Wholesale, retail, repair Section G
24	c	86	75	26	84	94	88	95	Sale and repair of motor vehicles 50
17	c	84	61	19	83	94	79	80	Wholesale trade 51
									Retail trade, repair of personal goods 52
18	c	81	44	12	75	85	75	70	Hotels and restaurants Section H
22	c	79	66	30	86	83	85	74	Transport, storage and communication Section I
22	c	81	74	68	83	85	91	79	Transport, supporting activities 60-63
									Post and telecommunications 64
93	c	97	98	72	100	100	97	100	Financial intermediation Section J
24	c	98	78	49	100	100	90	93	Banking and insurance 65-66
									Auxiliary activities 67
24	c	90	85	39	90	94	91	95	Real estate, renting, business activities, other personal services Section K and O
24	71	88	72	22	82	91	87	86	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
16	c	82	63	13	77	85	77	82	10 to 19
30	c	88	75	22	81	93	93	88	20 to 49
48	c	96	91	46	97	99	91	97	50 to 249
78	c	97	95	75	97	99	99	100	250 to 499
81	c	98	97	79	100	100	96	100	500 to 999
93	c	100	100	88	100	100	100	100	1000 and more
24	71	88	72	22	82	91	87	86	TOTAL

3.1.2. ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	42	100	50	46	16	26	79	17
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	48	58	71	53	11	29	72	70
17-19 Textiles, clothing, leather	22	22	81	42	7	13	70	62
21-22 Paper, publishing, printing	53	56	91	75	7	27	70	98
23-26 Non-metallic products	52	62	81	74	13	30	75	88
27-28 Metals, metallic products	50	47	89	63	10	37	68	53
29-33 Machinery, electrical/optical equipm.	63	67	95	68	14	45	79	80
34-35 Transport equipment	59	46	89	76	10	47	78	22
20,36,37 Wood, manufacturing n.e.c	40	25	79	59	5	16	70	85
Section E								
Electricity, gas and water supply	91	100	100	95	9	42	96	100
Section F								
Construction	47	42	84	52	5	18	58	37
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	71	58	91	95	16	53	81	41
51 Wholesale trade	54	40	87	67	7	34	76	55
52 Retail trade, repair of personal goods	52	46	94	73	8	20	62	24
Section H								
Hotels and restaurants	45	39	74	55	9	19	60	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	53	25	81	50	7	32	75	21
64 Post and telecommunications	55	78	87	55	18	17	72	73
Section J								
Financial intermediation								
65-66 Banking and insurance	90	100	96	100	58	62	89	79
67 Auxiliary activities	77	100	83	98	24	71	76	80
Section K and O								
Real estate, renting, business activities, other personal services	68	72	95	84	16	30	75	57
TOTAL	54	48	88	67	9	28	71	56

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	41	40	86	57	3	20	51	40
20 to 49	58	46	86	69	8	28	71	71
50 to 249	75	77	94	80	27	49	92	80
250 to 499	91	94	100	94	54	74	96	93
500 to 999	91	97	100	86	47	85	98	100
1000 and more	98	100	100	99	89	95	100	95
TOTAL	54	48	88	67	9	28	71	56

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
25	c	83	72	7	58	81	77	87	Section C Mining and quarrying
									Section D Manufacturing
25	c	68	61	9	63	71	90	74	Food, beverages, tobacco 15-16
10	c	70	63	5	42	67	56	46	Textiles, clothing, leather 17-19
17	c	79	69	10	67	83	60	87	Paper, publishing, printing 21-22
26	c	87	76	13	68	86	67	88	Non-metallic products 23-26
23	c	88	77	13	69	78	68	75	Metals, metallic products 27-28
36	c	88	74	19	76	89	85	88	Machinery, electrical/optical equipm. 29-33
37	c	82	73	23	64	80	63	79	Transport equipment 34-35
14	c	77	72	5	55	67	59	71	Wood, manufacturing n.e.c 20,36,37
64	c	96	94	53	100	99	100	100	Section E Electricity, gas and water supply
22	c	86	72	6	64	75	75	80	Section F Construction
39	c	96	83	17	88	88	78	88	Section G Wholesale, retail, repair Sale and repair of motor vehicles 50
23	c	82	74	15	77	89	61	85	Wholesale trade 51
16	c	70	59	8	74	85	70	80	Retail trade, repair of personal goods 52
15	c	70	42	7	53	70	74	56	Section H Hotels and restaurants
22	c	72	66	18	79	71	85	71	Section I Transport, storage and communication Transport, supporting activities 60-63
22	c	59	74	40	83	80	83	79	Post and telecommunications 64
93	c	91	98	45	94	100	89	99	Section J Financial intermediation Banking and insurance 65-66
24	c	96	78	26	75	95	85	80	Auxiliary activities 67
24	c	86	83	22	90	91	83	91	Section K and O Real estate, renting, business activities, other personal services
23	50	82	71	11	75	83	76	81	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
16	c	73	62	5	67	73	66	75	10 to 19
29	c	82	73	12	74	88	77	84	20 to 49
46	c	92	90	26	91	97	88	95	50 to 249
76	c	96	95	52	95	99	98	99	250 to 499
80	c	97	97	58	100	100	96	99	500 to 999
92	c	100	100	82	100	100	99	100	1000 and more
23	50	82	71	11	75	83	76	81	TOTAL

3.1.3. ENTERPRISES PROVIDING OTHER FORMS OF TRAINING AS A PERCENTAGE OF ALL ENTERPRISES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	39	100	50	61	23	20	26	79
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	48	73	79	62	20	29	44	100
17-19 Textiles, clothing, leather	23	63	87	54	8	16	39	75
21-22 Paper, publishing, printing	55	69	96	79	17	31	43	89
23-26 Non-metallic products	53	70	93	74	18	34	53	94
27-28 Metals, metallic products	50	63	93	73	12	38	39	63
29-33 Machinery, electrical/optical equipm.	63	72	94	76	23	42	49	89
34-35 Transport equipment	55	100	74	83	14	43	48	22
20,36,37 Wood, manufacturing n.e.c	39	51	86	59	9	22	32	87
Section E								
Electricity, gas and water supply	88	100	100	94	20	32	52	100
Section F								
Construction	45	64	68	63	6	19	28	42
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	62	64	92	89	23	41	50	59
51 Wholesale trade	54	70	92	74	15	29	33	57
52 Retail trade, repair of personal goods	52	70	90	73	12	17	40	86
Section H								
Hotels and restaurants	46	78	87	63	12	21	37	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	46	34	71	53	22	31	36	33
64 Post and telecommunications	51	78	87	64	35	21	44	73
Section J								
Financial intermediation								
65-66 Banking and insurance	86	90	100	98	64	56	58	100
67 Auxiliary activities	77	100	100	98	8	70	44	80
Section K and O								
Real estate, renting, business activities, other personal services	65	80	96	83	19	29	49	79
TOTAL	53	67	87	72	15	27	41	75

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	40	59	79	63	6	19	25	65
20 to 49	57	68	90	75	17	29	40	80
50 to 249	71	91	96	84	34	45	57	98
250 to 499	85	100	100	96	62	63	62	99
500 to 999	90	100	98	98	63	75	76	100
1000 and more	96	100	100	99	86	76	91	100
TOTAL	53	67	87	72	15	27	41	75

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
25	c	66	19	13	63	75	88	85	Mining and quarrying Section C
22	c	68	20	20	59	75	93	73	Manufacturing Section D
9	c	77	18	12	45	81	69	53	Food, beverages, tobacco 15-16
16	c	77	23	20	63	85	76	84	Textiles, clothing, leather 17-19
25	c	79	26	23	81	84	89	88	Paper, publishing, printing 21-22
23	c	76	25	18	65	78	79	75	Non-metallic products 23-26
35	c	81	31	31	83	86	95	75	Metals, metallic products 27-28
33	c	61	27	29	60	80	66	68	Machinery, electrical/optical equipm. 29-33
14	c	69	17	11	59	72	75	76	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
64	c	96	42	60	90	95	100	98	Electricity, gas and water supply Section E
21	c	54	22	16	51	60	78	76	Construction Section F
35	c	83	36	24	75	79	71	76	Wholesale, retail, repair Section G
22	c	73	28	24	84	82	88	90	Sale and repair of motor vehicles 50
17	c	69	15	18	71	77	75	60	Wholesale trade 51
									Retail trade, repair of personal goods 52
18	c	72	15	10	69	77	75	61	Hotels and restaurants Section H
20	c	53	15	28	73	60	84	70	Transport, storage and communication Section I
22	c	76	51	66	80	76	85	66	Transport, supporting activities 60-63
									Post and telecommunications 64
87	c	89	64	71	100	98	93	95	Financial intermediation Section J
24	c	91	35	47	100	95	90	85	Banking and insurance 65-66
									Auxiliary activities 67
23	c	75	45	37	79	84	89	84	Real estate, renting, business activities, other personal services Section K and O
22	65	70	27	20	72	78	83	75	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
15	c	57	19	12	63	69	71	67	10 to 19
28	c	70	26	21	69	81	92	82	20 to 49
45	c	86	44	41	92	91	90	89	50 to 249
76	c	95	70	69	97	97	97	99	250 to 499
78	c	95	59	75	95	99	93	99	500 to 999
92	c	98	94	83	100	99	99	100	1000 and more
22	65	70	27	20	72	78	83	75	TOTAL

3.1.4. ENTERPRISES PROVIDING EXTERNAL CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	93	18	100	90	86	97	97	100
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	90	92	95	85	82	98	97	100
17-19 Textiles, clothing, leather	86	100	97	92	80	98	89	79
21-22 Paper, publishing, printing	92	100	100	89	88	96	91	98
23-26 Non-metallic products	93	98	98	97	92	97	93	49
27-28 Metals, metallic products	94	98	95	94	76	96	100	100
29-33 Machinery, electrical/optical equipm.	93	85	92	96	79	92	97	93
34-35 Transport equipment	94	96	100	92	100	91	98	100
20,36,37 Wood, manufacturing n.e.c	93	100	87	96	68	88	94	100
Section E								
Electricity, gas and water supply	90	100	100	64	100	95	100	100
Section F								
Construction	92	91	100	90	33	95	97	95
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	94	99	100	94	90	95	100	52
51 Wholesale trade	90	92	93	88	94	91	96	98
52 Retail trade, repair of personal goods	91	92	89	90	79	79	87	98
Section H								
Hotels and restaurants	84	94	86	76	22	90	88	82
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	94	88	93	88	80	90	97	100
64 Post and telecommunications	97	91	100	96	0	82	100	100
Section J								
Financial intermediation								
65-66 Banking and insurance	96	90	100	97	88	88	98	93
67 Auxiliary activities	82	100	100	11	100	59	99	100
Section K and O								
Real estate, renting, business activities, other personal services	90	94	97	92	73	89	95	90
TOTAL	91	93	95	91	76	92	95	88

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	89	95	95	90	46	93	94	83
20 to 49	91	92	95	89	79	91	94	95
50 to 249	93	93	97	92	84	91	97	82
250 to 499	95	92	100	97	82	91	99	93
500 to 999	98	95	98	100	88	89	100	99
1000 and more	95	97	100	97	71	90	98	87
TOTAL	91	93	95	91	76	92	95	88

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
100	c	100	92	84	92	100	89	96	Section C Mining and quarrying
									Section D Manufacturing
79	c	94	97	83	96	88	90	89	Food, beverages, tobacco 15-16
73	c	95	100	86	97	89	83	91	Textiles, clothing, leather 17-19
90	c	94	92	74	94	90	91	94	Paper, publishing, printing 21-22
86	c	96	99	82	88	94	91	96	Non-metallic products 23-26
83	c	100	99	89	95	91	94	96	Metals, metallic products 27-28
84	c	99	97	70	100	87	95	95	Machinery, electrical/optical equipm. 29-33
85	c	99	97	79	98	92	100	100	Transport equipment 34-35
89	c	97	95	86	91	89	89	93	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
99	c	100	100	77	100	100	100	98	
									Section F Construction
86	c	99	100	86	94	97	89	96	
									Section G Wholesale, retail, repair
88	c	98	100	90	97	88	93	100	Sale and repair of motor vehicles 50
86	c	97	90	72	100	90	81	93	Wholesale trade 51
90	c	96	99	81	99	87	92	81	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
66	c	92	89	42	91	85	87	84	
									Section I Transport, storage and communication
85	c	97	100	97	83	87	99	94	Transport, supporting activities 60-63
100	c	95	100	93	98	96	100	92	Post and telecommunications 64
									Section J Financial intermediation
99	c	99	98	97	100	95	93	99	Banking and insurance 65-66
47	c	94	100	100	83	91	93	100	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
89	c	98	100	80	93	94	82	97	
85	94	97	97	81	95	91	89	93	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
82	c	97	97	82	94	87	84	90	10 to 19
85	c	97	97	79	91	93	89	96	20 to 49
89	c	98	98	81	98	94	93	95	50 to 249
91	c	100	98	81	99	98	93	98	250 to 499
90	c	97	100	83	97	98	98	96	500 to 999
96	c	98	97	78	100	98	94	97	1000 and more
85	94	97	97	81	95	91	89	93	TOTAL

3.1.5. ENTERPRISES PROVIDING INTERNAL CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	61	82	100	53	83	37	41	35
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	56	47	54	65	57	16	50	53
17-19 Textiles, clothing, leather	52	34	44	55	49	17	54	63
21-22 Paper, publishing, printing	54	34	68	62	36	34	49	55
23-26 Non-metallic products	61	51	52	65	50	46	62	77
27-28 Metals, metallic products	52	43	46	54	31	29	54	48
29-33 Machinery, electrical/optical equipm.	64	67	69	70	60	44	54	70
34-35 Transport equipment	67	100	41	79	25	53	62	65
20,36,37 Wood, manufacturing n.e.c	48	14	45	43	50	30	55	13
Section E								
Electricity, gas and water supply	84	100	57	75	0	44	53	100
Section F								
Construction	41	17	32	45	77	16	38	18
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	43	31	43	51	42	21	33	60
51 Wholesale trade	56	35	54	77	57	33	43	45
52 Retail trade, repair of personal goods	59	38	72	61	68	46	51	63
Section H								
Hotels and restaurants	59	38	69	70	98	32	53	62
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	48	38	47	51	39	36	42	43
64 Post and telecommunications	69	45	78	68	100	38	49	63
Section J								
Financial intermediation								
65-66 Banking and insurance	76	71	75	87	75	68	64	49
67 Auxiliary activities	67	3	59	96	33	65	41	100
Section K and O								
Real estate, renting, business activities, other personal services	63	58	69	59	71	39	52	91
TOTAL	56	42	55	59	60	33	49	58

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	46	33	43	48	59	19	38	53
20 to 49	54	43	51	58	50	31	44	50
50 to 249	68	51	80	74	54	47	56	79
250 to 499	82	69	99	83	84	67	82	92
500 to 999	85	79	96	77	91	80	92	100
1000 and more	95	93	100	98	92	88	96	99
TOTAL	56	42	55	59	60	33	49	58

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
99	c	43	52	32	50	63	86	53	Section C Mining and quarrying
									Section D Manufacturing
65	c	35	61	50	37	61	76	58	Food, beverages, tobacco 15-16
56	c	35	68	45	33	62	63	45	Textiles, clothing, leather 17-19
54	c	40	62	70	50	63	54	63	Paper, publishing, printing 21-22
68	c	41	62	62	61	70	60	67	Non-metallic products 23-26
60	c	26	54	51	23	67	60	62	Metals, metallic products 27-28
72	c	43	61	66	55	72	63	57	Machinery, electrical/optical equipm. 29-33
80	c	26	85	73	37	69	75	49	Transport equipment 34-35
56	c	32	58	50	46	56	61	63	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
59	c	63	60	70	63	70	99	80	
									Section F Construction
64	c	19	37	45	23	38	54	49	
									Section G Wholesale, retail, repair
41	c	22	46	46	35	61	52	48	Sale and repair of motor vehicles 50
68	c	42	70	62	45	68	60	75	Wholesale trade 51
56	c	37	53	59	34	56	73	60	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
53	c	29	56	66	54	72	68	65	
									Section I Transport, storage and communication
72	c	26	52	39	53	46	57	53	Transport, supporting activities 60-63
95	c	61	84	83	70	85	63	70	Post and telecommunications 64
									Section J Financial intermediation
60	c	45	73	49	63	79	84	79	Banking and insurance 65-66
98	c	42	90	41	41	63	71	35	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
70	c	34	68	54	59	70	79	61	
64	41	32	57	55	47	63	68	60	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
52	c	24	49	47	35	53	57	56	10 to 19
69	c	27	58	48	50	60	66	54	20 to 49
75	c	45	68	58	55	79	80	78	50 to 249
84	c	64	87	79	90	95	86	92	250 to 499
89	c	78	94	78	91	99	86	94	500 to 999
94	c	85	93	97	100	100	96	100	1000 and more
64	41	32	57	55	47	63	68	60	TOTAL

3.1.6. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING PLAN THAT INCLUDES CVT


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	52	.	100	20	58	53	49	14
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	41	.	27	24	47	33	60	55
17-19 Textiles, clothing, leather	44	.	14	20	42	34	49	44
21-22 Paper, publishing, printing	39	.	20	30	53	34	50	67
23-26 Non-metallic products	58	.	20	46	43	53	64	76
27-28 Metals, metallic products	45	.	17	29	51	46	53	65
29-33 Machinery, electrical/optical equipm.	53	.	25	36	43	48	57	86
34-35 Transport equipment	58	.	10	48	79	66	62	100
20,36,37 Wood, manufacturing n.e.c	36	.	5	19	48	26	43	19
Section E								
Electricity, gas and water supply	67	.	38	22	15	58	91	100
Section F								
Construction	35	.	27	14	55	28	40	32
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	53	.	46	51	55	51	57	54
51 Wholesale trade	41	.	23	19	54	40	46	26
52 Retail trade, repair of personal goods	45	.	31	28	58	33	48	54
Section H								
Hotels and restaurants	46	.	14	28	54	34	52	61
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	47	.	30	27	31	38	63	58
64 Post and telecommunications	45	.	28	31	100	43	65	21
Section J								
Financial intermediation								
65-66 Banking and insurance	70	.	30	74	74	72	75	83
67 Auxiliary activities	68	.	41	93	100	65	51	91
Section K and O								
Real estate, renting, business activities, other personal services	51	.	30	25	54	41	48	63
TOTAL	47	.	26	28	51	40	51	53

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	36	.	20	13	28	26	32	46
20 to 49	46	.	25	31	45	39	42	55
50 to 249	60	.	36	43	67	59	75	65
250 to 499	70	.	45	55	49	82	94	82
500 to 999	78	.	64	78	64	91	94	100
1000 and more	89	.	85	80	79	96	98	93
TOTAL	47	.	26	28	51	40	51	53

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
90	c	25	.	17	29	30	83	36	Section C Mining and quarrying
									Section D Manufacturing
64	c	28	.	30	22	20	76	41	Food, beverages, tobacco 15-16
46	c	23	.	31	22	35	66	23	Textiles, clothing, leather 17-19
68	c	20	.	44	30	25	47	20	Paper, publishing, printing 21-22
62	c	34	.	51	36	43	80	48	Non-metallic products 23-26
50	c	33	.	47	30	43	65	32	Metals, metallic products 27-28
69	c	34	.	46	39	39	69	30	Machinery, electrical/optical equipm. 29-33
75	c	34	.	75	13	35	75	35	Transport equipment 34-35
57	c	20	.	31	29	23	62	25	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
54	c	28	.	59	38	32	99	44	
									Section F Construction
70	c	37	.	21	4	29	66	33	
									Section G Wholesale, retail, repair
40	c	38	.	32	30	36	71	21	Sale and repair of motor vehicles 50
69	c	24	.	20	31	19	66	33	Wholesale trade 51
36	c	16	.	29	35	23	81	33	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
41	c	26	.	43	21	20	66	30	
									Section I Transport, storage and communication
74	c	24	.	49	50	23	57	30	Transport, supporting activities 60-63
31	c	24	.	41	34	18	58	27	Post and telecommunications 64
									Section J Financial intermediation
46	c	42	.	38	56	24	83	35	Banking and insurance 65-66
60	c	24	.	16	30	23	81	8	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
65	c	23	.	40	33	28	83	31	
60	32	27	.	34	31	28	73	31	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
52	c	21	.	16	19	26	70	25	10 to 19
63	c	21	.	32	28	23	69	29	20 to 49
69	c	41	.	46	46	37	82	48	50 to 249
71	c	58	.	65	74	42	83	69	250 to 499
79	c	67	.	64	81	49	76	89	500 to 999
94	c	69	.	96	89	57	93	90	1000 and more
60	32	27	.	34	31	28	73	31	TOTAL

3.1.7. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING BUDGET THAT INCLUDES PROVISION FOR CVT


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	35	.	100	11	59	47	57	14
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	28	.	37	13	49	15	64	34
17-19 Textiles, clothing, leather	32	.	32	16	38	10	67	42
21-22 Paper, publishing, printing	36	.	42	28	30	21	60	33
23-26 Non-metallic products	39	.	30	31	56	25	67	66
27-28 Metals, metallic products	26	.	13	21	22	18	58	26
29-33 Machinery, electrical/optical equipm.	38	.	33	31	45	21	63	74
34-35 Transport equipment	46	.	22	41	44	36	71	100
20,36,37 Wood, manufacturing n.e.c	29	.	22	18	36	12	59	17
Section E								
Electricity, gas and water supply	29	.	62	37	30	42	84	100
Section F								
Construction	16	.	7	7	55	7	55	14
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	23	.	21	20	56	15	46	10
51 Wholesale trade	30	.	30	27	58	24	56	13
52 Retail trade, repair of personal goods	29	.	22	17	54	18	63	16
Section H								
Hotels and restaurants	29	.	21	28	52	16	65	36
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	33	.	13	22	19	24	68	11
64 Post and telecommunications	51	.	38	41	50	31	80	59
Section J								
Financial intermediation								
65-66 Banking and insurance	59	.	64	61	82	64	74	43
67 Auxiliary activities	46	.	66	93	100	56	62	68
Section K and O								
Real estate, renting, business activities, other personal services	49	.	55	27	51	31	61	47
TOTAL	33	.	29	22	48	21	61	30

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	19	.	16	12	23	10	52	20
20 to 49	33	.	28	16	40	17	55	37
50 to 249	49	.	50	38	64	37	72	40
250 to 499	69	.	58	63	61	61	85	80
500 to 999	73	.	81	57	70	72	88	99
1000 and more	86	.	85	83	90	89	96	90
TOTAL	33	.	29	22	48	21	61	30

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
6	c	28	.	9	25	46	52	39	Section C Mining and quarrying
									Section D Manufacturing
27	c	23	.	14	18	34	43	22	Food, beverages, tobacco 15-16
32	c	21	.	19	26	43	24	18	Textiles, clothing, leather 17-19
33	c	27	.	20	46	56	36	46	Paper, publishing, printing 21-22
35	c	37	.	32	40	64	35	35	Non-metallic products 23-26
29	c	22	.	28	21	46	18	26	Metals, metallic products 27-28
41	c	35	.	25	38	60	37	38	Machinery, electrical/optical equipm. 29-33
52	c	30	.	52	20	54	48	32	Transport equipment 34-35
41	c	32	.	19	26	31	31	23	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
67	c	59	.	65	59	78	8	67	
									Section F Construction
39	c	18	.	7	5	28	10	15	
									Section G Wholesale, retail, repair
30	c	14	.	17	30	45	19	26	Sale and repair of motor vehicles 50
38	c	29	.	12	33	64	13	48	Wholesale trade 51
23	c	22	.	20	22	35	35	23	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
13	c	22	.	22	26	50	24	22	
									Section I Transport, storage and communication
25	c	18	.	27	25	33	32	37	Transport, supporting activities 60-63
31	c	42	.	45	74	61	53	68	Post and telecommunications 64
									Section J Financial intermediation
37	c	62	.	44	55	73	60	59	Banking and insurance 65-66
60	c	33	.	26	46	61	34	37	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
44	c	40	.	33	57	75	61	56	
35	27	28	.	22	34	54	35	35	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
29	c	17	.	8	21	42	14	24	10 to 19
30	c	21	.	18	33	54	39	42	20 to 49
48	c	45	.	30	51	72	51	52	50 to 249
62	c	70	.	54	79	83	75	74	250 to 499
77	c	80	.	64	80	92	77	88	500 to 999
92	c	84	.	89	86	86	83	92	1000 and more
35	27	28	.	22	34	54	35	35	TOTAL

3.1.8. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING CENTRE THAT IS USED EXCLUSIVELY OR PARTLY FOR CVT


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	21	.	0	2	48	30	10	7
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	16	.	6	6	29	12	10	11
17-19 Textiles, clothing, leather	17	.	2	2	25	3	7	4
21-22 Paper, publishing, printing	22	.	12	2	13	10	8	11
23-26 Non-metallic products	27	.	8	5	26	16	16	17
27-28 Metals, metallic products	19	.	4	4	18	7	9	12
29-33 Machinery, electrical/optical equipm.	26	.	12	10	25	14	13	34
34-35 Transport equipment	28	.	16	10	54	21	15	65
20,36,37 Wood, manufacturing n.e.c	18	.	6	1	17	7	7	12
Section E								
Electricity, gas and water supply	57	.	14	5	0	22	32	100
Section F								
Construction	14	.	6	0	26	5	5	8
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	19	.	13	5	24	10	16	11
51 Wholesale trade	24	.	21	9	19	14	7	19
52 Retail trade, repair of personal goods	28	.	12	4	51	22	34	16
Section H								
Hotels and restaurants	31	.	3	7	44	13	18	1
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	23	.	18	4	5	12	12	28
64 Post and telecommunications	30	.	28	6	50	29	28	12
Section J								
Financial intermediation								
65-66 Banking and insurance	39	.	24	31	47	48	25	33
67 Auxiliary activities	51	.	42	90	0	20	15	22
Section K and O								
Real estate, renting, business activities, other personal services	31	.	18	3	33	16	14	31
TOTAL	25	.	13	5	28	13	13	16

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	20	.	8	2	15	8	9	14
20 to 49	22	.	8	4	21	11	10	8
50 to 249	29	.	24	8	30	18	17	26
250 to 499	42	.	41	19	59	32	29	75
500 to 999	55	.	47	22	58	44	37	85
1000 and more	75	.	74	54	72	67	62	94
TOTAL	25	.	13	5	28	13	13	16

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
22	c	14	.	7	30	12	46	14	Mining and quarrying Section C
									Section D
									Manufacturing
21	c	6	.	7	9	12	63	10	Food, beverages, tobacco 15-16
21	c	7	.	12	15	4	45	3	Textiles, clothing, leather 17-19
23	c	8	.	19	14	17	54	14	Paper, publishing, printing 21-22
24	c	10	.	15	20	15	78	7	Non-metallic products 23-26
17	c	5	.	18	9	8	54	7	Metals, metallic products 27-28
31	c	13	.	18	10	16	53	13	Machinery, electrical/optical equipm. 29-33
36	c	9	.	23	8	15	67	12	Transport equipment 34-35
14	c	10	.	11	13	5	58	7	Wood, manufacturing n.e.c 20,36,37
									Section E
41	c	48	.	23	4	15	99	19	Electricity, gas and water supply
									Section F
25	c	5	.	7	12	5	48	6	Construction
									Section G
									Wholesale, retail, repair
21	c	22	.	9	13	29	47	19	Sale and repair of motor vehicles 50
24	c	14	.	20	10	20	57	19	Wholesale trade 51
25	c	4	.	9	10	20	69	25	Retail trade, repair of personal goods 52
									Section H
17	c	8	.	18	22	16	73	4	Hotels and restaurants
									Section I
									Transport, storage and communication
25	c	5	.	8	16	11	56	11	Transport, supporting activities 60-63
22	c	24	.	28	23	35	38	10	Post and telecommunications 64
									Section J
									Financial intermediation
36	c	17	.	24	34	33	51	13	Banking and insurance 65-66
77	c	14	.	2	18	20	64	10	Auxiliary activities 67
									Section K and O
32	c	11	.	18	17	21	67	6	Real estate, renting, business activities, other personal services
25	16	10	.	14	14	16	60	13	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
16	c	5	.	7	10	14	58	10	10 to 19
29	c	7	.	11	10	14	54	10	20 to 49
32	c	16	.	17	19	16	69	18	50 to 249
44	c	35	.	38	46	44	85	46	250 to 499
55	c	44	.	40	53	56	88	62	500 to 999
68	c	58	.	74	83	63	90	73	1000 and more
25	16	10	.	14	14	16	60	13	TOTAL

3.1.9. PERCENTAGE OF TRAINING ENTERPRISES WITH A JOINT AGREEMENT THAT COVERS CVT


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	22	.	0	3	33	12	6	0
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	12	.	18	6	24	15	15	19
17-19 Textiles, clothing, leather	16	.	24	11	17	21	10	9
21-22 Paper, publishing, printing	14	.	21	5	17	18	6	47
23-26 Non-metallic products	18	.	15	9	38	21	11	11
27-28 Metals, metallic products	16	.	12	13	15	24	7	33
29-33 Machinery, electrical/optical equipm.	14	.	23	7	28	22	8	13
34-35 Transport equipment	22	.	16	13	24	31	11	0
20,36,37 Wood, manufacturing n.e.c	13	.	19	5	7	14	7	14
Section E								
Electricity, gas and water supply	11	.	19	10	0	28	31	86
Section F								
Construction	18	.	35	4	28	22	5	13
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	13	.	16	11	17	9	8	5
51 Wholesale trade	14	.	14	8	20	17	6	17
52 Retail trade, repair of personal goods	16	.	28	13	17	7	8	15
Section H								
Hotels and restaurants	20	.	10	4	15	15	10	3
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	13	.	12	9	8	16	9	7
64 Post and telecommunications	19	.	14	3	50	20	13	44
Section J								
Financial intermediation								
65-66 Banking and insurance	15	.	14	18	26	34	20	47
67 Auxiliary activities	15	.	0	2	0	11	13	7
Section K and O								
Real estate, renting, business activities, other personal services	22	.	29	10	22	14	12	2
TOTAL	17	.	22	8	21	17	9	12

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	14	.	21	5	15	12	6	10
20 to 49	16	.	21	10	18	15	5	9
50 to 249	19	.	25	10	23	24	16	18
250 to 499	22	.	33	13	35	42	19	33
500 to 999	27	.	33	14	29	50	20	42
1000 and more	38	.	33	41	34	64	28	5
TOTAL	17	.	22	8	21	17	9	12

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
74	c	29	.	5	6	23	41	47	Section C Mining and quarrying
13	c	29	.	1	11	19	11	34	Section D Manufacturing Food, beverages, tobacco 15-16
21	c	16	.	6	1	14	19	38	Textiles, clothing, leather 17-19
23	c	23	.	11	14	30	16	29	Paper, publishing, printing 21-22
25	c	23	.	3	11	30	29	33	Non-metallic products 23-26
17	c	44	.	8	6	16	15	42	Metals, metallic products 27-28
18	c	33	.	6	8	25	14	34	Machinery, electrical/optical equipm. 29-33
38	c	27	.	9	14	26	25	43	Transport equipment 34-35
29	c	26	.	5	2	19	15	43	Wood, manufacturing n.e.c 20,36,37
12	c	87	.	15	19	28	6	61	Section E Electricity, gas and water supply
20	c	41	.	3	13	16	34	40	Section F Construction
12	c	48	.	6	4	28	9	33	Section G Wholesale, retail, repair Sale and repair of motor vehicles 50
17	c	28	.	10	11	33	13	44	Wholesale trade 51
17	c	25	.	7	20	23	18	34	Retail trade, repair of personal goods 52
16	c	34	.	13	9	36	33	37	Section H Hotels and restaurants
10	c	32	.	6	7	16	11	45	Section I Transport, storage and communication Transport, supporting activities 60-63
8	c	28	.	10	5	41	22	63	Post and telecommunications 64
12	c	38	.	14	6	37	8	57	Section J Financial intermediation Banking and insurance 65-66
34	c	33	.	0	13	28	13	31	Auxiliary activities 67
18	c	44	.	8	12	29	30	46	Section K and O Real estate, renting, business activities, other personal services
19	6	35	.	7	11	26	22	40	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
19	c	31	.	10	9	19	22	33	10 to 19
16	c	33	.	6	7	26	21	44	20 to 49
19	c	41	.	4	15	33	20	51	50 to 249
23	c	59	.	10	27	46	12	68	250 to 499
22	c	62	.	7	20	54	28	79	500 to 999
39	c	73	.	25	51	65	32	63	1000 and more
19	6	35	.	7	11	26	22	40	TOTAL

3.1.10. ENTERPRISES EVALUATING THE EFFECT OF CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES


 NACE Rev. 1		EU-15	B	DK	D	EL	E	F	IRL
Section C									
	Mining and quarrying	44	82	0	43	65	60	12	67
Section D									
	Manufacturing								
15-16	Food, beverages, tobacco	46	52	51	40	50	69	38	36
17-19	Textiles, clothing, leather	40	53	28	45	20	53	16	31
21-22	Paper, publishing, printing	40	22	35	31	35	53	22	47
23-26	Non-metallic products	48	34	50	56	36	67	42	19
27-28	Metals, metallic products	43	31	56	52	9	55	27	38
29-33	Machinery, electrical/optical equipm.	45	53	48	48	48	54	32	56
34-35	Transport equipment	58	25	43	66	34	72	39	65
20,36,37	Wood, manufacturing n.e.c	41	55	48	34	32	51	21	13
Section E									
	Electricity, gas and water supply	22	100	46	30	36	67	50	100
Section F									
	Construction	43	56	46	42	47	54	21	65
Section G									
	Wholesale, retail, repair								
50	Sale and repair of motor vehicles	43	55	50	50	62	59	28	69
51	Wholesale trade	35	29	31	46	45	55	26	41
52	Retail trade, repair of personal goods	39	40	57	45	59	62	20	74
Section H									
	Hotels and restaurants	40	7	64	44	35	56	33	23
Section I									
	Transport, storage and communication								
60-63	Transport, supporting activities	45	45	41	48	62	62	22	41
64	Post and telecommunications	53	36	63	55	0	51	32	21
Section J									
	Financial intermediation								
65-66	Banking and insurance	50	45	58	57	67	74	49	68
67	Auxiliary activities	52	33	50	96	67	40	31	41
Section K and O									
	Real estate, renting, business activities, other personal services	49	37	53	35	39	65	30	33
TOTAL		44	40	47	44	42	59	28	39

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	40	30	38	40	30	54	15	43
20 to 49	38	35	46	41	38	56	21	24
50 to 249	52	57	62	50	40	67	38	51
250 to 499	64	57	81	58	54	79	61	82
500 to 999	71	73	86	60	77	84	71	100
1000 and more	83	92	95	70	79	93	88	97
TOTAL	44	40	47	44	42	59	28	39

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
24	c	38	.	57	.	19	71	37	Section C Mining and quarrying
59	c	26	.	51	.	26	54	17	Section D Manufacturing Food, beverages, tobacco 15-16
50	c	30	.	61	.	39	44	21	Textiles, clothing, leather 17-19
47	c	31	.	77	.	25	60	16	Paper, publishing, printing 21-22
53	c	30	.	87	.	32	38	15	Non-metallic products 23-26
50	c	27	.	61	.	28	37	12	Metals, metallic products 27-28
58	c	35	.	86	.	23	41	17	Machinery, electrical/optical equipm. 29-33
66	c	39	.	82	.	30	63	18	Transport equipment 34-35
63	c	32	.	73	.	18	60	16	Wood, manufacturing n.e.c 20,36,37
54	c	59	.	90	.	24	8	16	Section E Electricity, gas and water supply
56	c	35	.	53	.	19	49	11	Section F Construction
64	c	31	.	61	.	30	24	12	Section G Wholesale, retail, repair Sale and repair of motor vehicles 50
63	c	25	.	47	.	27	21	30	Wholesale trade 51
54	c	41	.	71	.	30	31	12	Retail trade, repair of personal goods 52
41	c	39	.	61	.	37	41	26	Section H Hotels and restaurants
54	c	29	.	71	.	27	59	28	Section I Transport, storage and communication Transport, supporting activities 60-63
100	c	37	.	79	.	36	63	17	Post and telecommunications 64
51	c	38	.	69	.	42	43	34	Section J Financial intermediation Banking and insurance 65-66
80	c	42	.	29	.	23	51	17	Auxiliary activities 67
57	c	31	.	62	.	27	70	22	Section K and O Real estate, renting, business activities, other personal services
56	73	32	.	63	.	27	48	19	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
52	c	28	.	55	.	29	42	17	10 to 19
54	c	29	.	61	.	19	41	17	20 to 49
59	c	37	.	66	.	26	62	23	50 to 249
71	c	55	.	79	.	57	65	43	250 to 499
76	c	66	.	79	.	65	75	74	500 to 999
90	c	73	.	90	.	88	86	79	1000 and more
56	73	32	.	63	.	27	48	19	TOTAL


3.1.11. NON-TRAINING ENTERPRISES, BY REASON FOR NOT PROVIDING CVT (%)⁽¹⁾

 Reason	Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
No need	10 to 49	72	75	76	79	3	78	69	89
	50 to 249	66	86	83	85	4	73	39	80
	250 and more	54	-	-	74	0	72	48	100
	TOTAL	72	75	77	79	3	78	67	89
No time	10 to 49	23	24	31	28	1	25	47	18
	50 to 249	24	18	46	26	0	25	48	0
	250 and more	19	-	-	52	0	19	26	0
	TOTAL	23	24	32	28	1	25	47	18
Too expensive	10 to 49	16	12	18	29	1	12	17	0
	50 to 249	14	6	6	16	2	13	6	0
	250 and more	10	-	-	26	0	10	5	0
	TOTAL	15	12	16	28	1	12	16	0
People recruited with the skills needed	10 to 49	27	42	76	20	2	27	35	77
	50 to 249	34	43	51	24	2	30	36	32
	250 and more	29	-	-	65	0	32	33	100
	TOTAL	27	42	74	21	2	27	35	77
Initial training sufficient	10 to 49	20	40	59	28	1	27	21	36
	50 to 249	25	41	40	31	1	24	37	25
	250 and more	12	-	-	3	0	25	23	0
	TOTAL	21	40	58	28	1	27	22	36
Investment recently made; no need this year	10 to 49	4	24	3	1	0	1	8	0
	50 to 249	7	31	6	12	0	3	6	20
	250 and more	6	-	-	0	0	2	0	0
	TOTAL	4	24	3	2	0	1	8	0
Difficult to assess enterprise's needs	10 to 49	13	7	41	7	0	6	21	13
	50 to 249	12	17	6	18	0	7	8	11
	250 and more	9	-	-	3	0	11	10	100
	TOTAL	12	7	38	8	0	6	20	13

⁽¹⁾ It was possible to tick a maximum of three reasons

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)	Reason
73	86	71	64	69	71	66	70	61	10 to 49	No need
62	60	76	58	57	58	35	80	47	50 to 249	
59	100	57	81	61	100	18	0	-	250 and more	
72	83	72	64	68	71	66	71	61	TOTAL	
20	27	15	28	19	27	17	18	14	10 to 49	No time
25	27	14	20	22	23	21	17	21	50 to 249	
16	0	0	22	25	0	0	0	-	250 and more	
21	27	14	28	19	27	17	18	15	TOTAL	
15	10	8	13	15	16	24	14	12	10 to 49	Too expensive
15	3	3	6	16	13	21	17	26	50 to 249	
5	0	0	3	28	0	0	0	-	250 and more	
15	9	8	12	15	16	24	14	13	TOTAL	
17	52	58	9	43	54	39	61	33	10 to 49	People recruited with the skills needed
31	63	60	9	44	42	40	66	30	50 to 249	
26	0	22	8	41	50	18	0	-	250 and more	
18	53	58	9	43	54	39	61	33	TOTAL	
12	30	8	8	20	22	19	39	15	10 to 49	Initial training sufficient
14	60	11	10	21	14	0	65	0	50 to 249	
9	0	14	0	18	50	0	0	-	250 and more	
12	34	8	8	20	22	19	42	15	TOTAL	
5	2	6	8	1	3	5	8	4	10 to 49	Investment recently made; no need this year
10	1	2	8	3	7	33	3	0	50 to 249	
16	0	0	21	3	0	21	0	-	250 and more	
5	2	6	8	1	3	6	8	4	TOTAL	
17	7	7	6	9	7	10	29	18	10 to 49	Difficult to assess enterprise's needs
18	4	10	5	11	12	0	10	10	50 to 249	
12	0	0	0	15	0	0	0	-	250 and more	
17	6	7	6	9	7	10	27	18	TOTAL	

3.2.1. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	87	100	84	95	91	58	92	98
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	83	92	98	83	54	64	94	100
17-19 Textiles, clothing, leather	56	74	96	82	38	37	90	87
21-22 Paper, publishing, printing	86	92	100	90	39	60	91	98
23-26 Non-metallic products	87	95	99	94	58	70	96	98
27-28 Metals, metallic products	84	84	96	91	49	66	87	81
29-33 Machinery, electrical/optical equipm.	91	95	100	94	59	75	96	99
34-35 Transport equipment	95	100	98	99	63	91	98	89
20,36,37 Wood, manufacturing n.e.c	71	73	93	81	32	41	87	95
Section E								
Electricity, gas and water supply	99	100	100	99	47	93	100	100
Section F								
Construction	76	78	96	76	20	39	80	78
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	85	79	100	98	49	70	94	66
51 Wholesale trade	88	84	100	92	39	62	88	81
52 Retail trade, repair of personal goods	90	88	100	93	72	70	93	87
Section H								
Hotels and restaurants	82	93	98	81	31	53	81	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	90	68	98	90	52	72	97	74
64 Post and telecommunications	98	98	99	99	85	91	94	99
Section J								
Financial intermediation								
65-66 Banking and insurance	99	100	100	100	99	96	100	100
67 Auxiliary activities	95	100	100	100	52	88	92	92
Section K and O								
Real estate, renting, business activities, other personal services	90	94	99	95	50	66	93	92
TOTAL	88	88	99	92	56	64	93	92


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	50	63	94	69	8	27	57	70
20 to 49	68	73	98	76	19	39	78	85
50 to 249	83	95	99	88	48	62	94	99
250 to 499	94	100	100	98	78	82	97	100
500 to 999	96	100	100	98	70	91	99	100
1000 and more	100	100	100	100	97	98	100	100
TOTAL	88	88	99	92	56	64	93	92

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
49	c	97	90	34	92	99	98	99	Mining and quarrying Section C
56	c	93	84	42	95	97	99	90	Manufacturing Section D
24	c	93	88	37	84	95	92	81	Food, beverages, tobacco 15-16
48	c	97	89	51	98	98	95	97	Textiles, clothing, leather 17-19
58	c	99	95	53	94	98	98	99	Paper, publishing, printing 21-22
51	c	98	92	51	92	96	98	91	Non-metallic products 23-26
66	c	98	95	74	99	99	98	97	Metals, metallic products 27-28
86	c	97	91	83	92	99	98	95	Machinery, electrical/optical equipm. 29-33
24	c	96	87	31	88	94	93	93	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
96	c	100	100	97	100	100	100	100	Electricity, gas and water supply Section E
37	c	96	83	39	89	95	98	93	Construction Section F
49	c	97	94	48	97	98	86	97	Wholesale, retail, repair Section G
41	c	93	90	46	95	98	99	98	Sale and repair of motor vehicles 50
53	c	95	88	59	94	99	97	89	Wholesale trade 51
									Retail trade, repair of personal goods 52
37	c	91	67	44	94	95	97	80	Hotels and restaurants Section H
65	c	93	92	66	94	95	98	92	Transport, storage and communication Section I
98	c	99	96	98	95	99	100	98	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	100	98	96	100	100	99	100	Financial intermediation Section J
40	c	99	86	65	100	100	98	98	Banking and insurance 65-66
									Auxiliary activities 67
50	c	95	91	54	97	98	95	98	Real estate, renting, business activities, other personal services Section K and O
56	87	96	90	52	95	98	97	94	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
17	c	82	65	14	78	86	78	83	10 to 19
32	c	88	76	24	83	93	94	88	20 to 49
52	c	96	93	52	97	99	90	97	50 to 249
78	c	97	95	75	98	99	99	100	250 to 499
82	c	98	97	82	100	100	97	100	500 to 999
98	c	100	100	91	100	100	100	100	1000 and more
56	87	96	90	52	95	98	97	94	TOTAL

3.2.2. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	90	:	89	93	91	66	92	98
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	81	:	97	78	47	60	92	100
17-19 Textiles, clothing, leather	50	:	94	78	35	33	89	86
21-22 Paper, publishing, printing	87	:	100	89	34	64	89	97
23-26 Non-metallic products	88	:	100	94	62	73	96	97
27-28 Metals, metallic products	83	:	99	88	43	69	89	88
29-33 Machinery, electrical/optical equipm.	92	:	99	95	61	82	96	100
34-35 Transport equipment	95	:	100	97	65	90	99	96
20,36,37 Wood, manufacturing n.e.c	69	:	90	81	31	39	85	87
Section E								
Electricity, gas and water supply	99	:	100	99	55	90	100	100
Section F								
Construction	84	:	99	80	19	52	80	77
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	87	:	100	94	49	75	94	74
51 Wholesale trade	87	:	100	95	45	65	87	85
52 Retail trade, repair of personal goods	91	:	100	92	75	72	93	86
Section H								
Hotels and restaurants	85	:	98	82	30	57	84	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	94	:	100	96	48	75	96	79
64 Post and telecommunications	98	:	99	98	86	93	96	100
Section J								
Financial intermediation								
65-66 Banking and insurance	99	:	100	100	99	95	99	100
67 Auxiliary activities	94	:	100	100	51	85	92	99
Section K and O								
Real estate, renting, business activities, other personal services	87	:	99	92	49	65	91	97
TOTAL	88	:	99	92	56	66	92	95


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	50	:	95	70	8	27	59	83
20 to 49	68	:	97	79	19	40	77	88
50 to 249	80	:	98	83	49	61	92	99
250 to 499	93	:	100	98	83	81	96	100
500 to 999	96	:	100	98	72	87	99	100
1000 and more	100	:	100	100	97	98	100	100
TOTAL	88	:	99	92	56	66	92	95

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
76	c	97	88	34	94	99	97	99	Mining and quarrying Section C
49	c	91	79	39	95	97	100	89	Manufacturing Section D
22	c	90	88	35	83	93	94	83	Food, beverages, tobacco 15-16
45	c	98	86	46	98	98	97	97	Textiles, clothing, leather 17-19
53	c	99	95	54	93	98	99	99	Paper, publishing, printing 21-22
39	c	97	89	50	89	97	98	90	Non-metallic products 23-26
67	c	98	95	86	100	99	99	97	Metals, metallic products 27-28
82	c	93	90	85	96	100	100	93	Machinery, electrical/optical equipm. 29-33
23	c	95	88	36	94	96	92	94	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
94	c	100	99	98	100	100	100	100	Electricity, gas and water supply Section E
37	c	96	83	40	86	96	98	95	Construction Section F
49	c	98	91	49	95	99	90	93	Wholesale, retail, repair Section G
42	c	91	87	49	96	97	98	96	Sale and repair of motor vehicles 50
54	c	94	90	63	94	99	98	88	Wholesale trade 51
									Retail trade, repair of personal goods 52
45	c	93	73	49	95	97	97	80	Hotels and restaurants Section H
60	c	96	88	70	98	98	98	95	Transport, storage and communication Section I
99	c	100	97	99	96	99	100	99	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	100	100	95	100	100	100	100	Financial intermediation Section J
39	c	100	85	67	100	100	97	97	Banking and insurance 65-66
									Auxiliary activities 67
46	c	96	90	49	99	98	95	99	Real estate, renting, business activities, other personal services Section K and O
51	89	95	89	51	96	98	98	93	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
15	c	81	66	15	81	88	81	83	10 to 19
28	c	87	79	21	89	96	94	82	20 to 49
48	c	94	92	48	97	99	89	97	50 to 249
75	c	97	94	70	97	99	99	100	250 to 499
77	c	97	97	78	100	100	98	100	500 to 999
97	c	100	100	85	100	100	100	100	1000 and more
51	89	95	89	51	96	98	98	93	TOTAL

3.2.3. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	86	:	83	95	91	57	92	98
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	85	:	99	87	58	67	95	100
17-19 Textiles, clothing, leather	61	:	97	86	42	41	93	88
21-22 Paper, publishing, printing	86	:	100	90	41	58	93	99
23-26 Non-metallic products	86	:	99	94	57	69	96	98
27-28 Metals, metallic products	85	:	95	91	50	66	87	80
29-33 Machinery, electrical/optical equipm.	91	:	100	94	59	74	96	99
34-35 Transport equipment	95	:	97	99	62	91	98	81
20,36,37 Wood, manufacturing n.e.c	72	:	95	81	32	42	87	95
Section E								
Electricity, gas and water supply	99	:	100	99	46	93	100	100
Section F								
Construction	75	:	96	75	21	39	80	78
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	85	:	100	99	48	69	94	64
51 Wholesale trade	89	:	100	91	37	60	89	78
52 Retail trade, repair of personal goods	88	:	100	94	69	67	93	89
Section H								
Hotels and restaurants	79	:	99	79	31	51	78	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	89	:	97	88	53	71	98	73
64 Post and telecommunications	97	:	99	99	84	90	93	97
Section J								
Financial intermediation								
65-66 Banking and insurance	99	:	100	100	99	97	100	100
67 Auxiliary activities	96	:	100	99	52	90	93	86
Section K and O								
Real estate, renting, business activities, other personal services	91	:	100	97	51	67	94	86
TOTAL	87	:	99	92	55	64	93	89


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	49	:	93	68	8	27	56	66
20 to 49	68	:	98	75	19	38	78	83
50 to 249	84	:	99	90	47	62	95	99
250 to 499	94	:	100	98	75	83	97	100
500 to 999	96	:	100	99	68	93	99	100
1000 and more	100	:	100	100	98	98	100	100
TOTAL	87	:	99	92	55	64	93	89

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
44	c	97	90	33	92	99	99	99	Mining and quarrying Section C
59	c	94	87	45	95	98	99	91	Manufacturing Section D
26	c	95	89	42	86	97	90	79	Food, beverages, tobacco 15-16
49	c	97	90	53	99	99	94	97	Textiles, clothing, leather 17-19
59	c	100	94	52	95	98	98	99	Paper, publishing, printing 21-22
54	c	98	93	51	93	96	98	91	Non-metallic products 23-26
66	c	98	95	66	98	99	98	98	Metals, metallic products 27-28
87	c	97	91	82	91	99	98	95	Machinery, electrical/optical equipm. 29-33
24	c	96	86	30	87	94	94	92	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
96	c	100	100	97	100	100	100	100	Electricity, gas and water supply Section E
37	c	96	82	38	89	94	98	93	Construction Section F
49	c	97	95	47	97	98	83	98	Wholesale, retail, repair Section G
40	c	93	91	45	94	98	99	99	Sale and repair of motor vehicles 50
53	c	96	84	52	92	99	96	90	Wholesale trade 51
									Retail trade, repair of personal goods 52
29	c	89	59	37	92	93	96	80	Hotels and restaurants Section H
66	c	92	93	65	92	94	98	91	Transport, storage and communication Section I
97	c	99	95	98	95	99	100	98	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	100	97	96	100	100	99	100	Financial intermediation Section J
41	c	99	87	64	100	100	98	98	Banking and insurance 65-66
									Auxiliary activities 67
54	c	95	92	60	94	98	95	98	Real estate, renting, business activities, other personal services Section K and O
58	86	96	90	53	94	97	97	95	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
18	c	82	65	13	76	85	77	83	10 to 19
34	c	89	75	25	80	92	94	91	20 to 49
54	c	97	93	54	97	99	91	96	50 to 249
80	c	97	96	80	98	99	99	100	250 to 499
84	c	98	98	84	100	100	96	100	500 to 999
98	c	100	100	96	100	100	100	100	1000 and more
58	86	96	90	53	94	97	97	95	TOTAL

3.2.4. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	84	100	84	93	86	55	91	82
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	79	88	94	75	40	57	92	91
17-19 Textiles, clothing, leather	48	53	93	74	25	29	89	60
21-22 Paper, publishing, printing	81	84	98	86	26	51	86	98
23-26 Non-metallic products	83	85	96	93	50	62	92	92
27-28 Metals, metallic products	81	72	92	87	29	59	86	66
29-33 Machinery, electrical/optical equipm.	89	94	99	90	50	68	94	90
34-35 Transport equipment	94	92	98	98	60	89	97	89
20,36,37 Wood, manufacturing n.e.c	65	33	87	75	23	31	86	90
Section E								
Electricity, gas and water supply	98	100	100	99	34	91	100	100
Section F								
Construction	69	56	89	65	9	31	76	66
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	83	73	92	97	33	61	91	49
51 Wholesale trade	84	59	96	89	23	52	87	70
52 Retail trade, repair of personal goods	86	74	99	90	38	65	91	43
Section H								
Hotels and restaurants	78	49	94	78	21	43	78	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	88	53	96	87	41	67	96	63
64 Post and telecommunications	97	98	99	98	82	90	94	99
Section J								
Financial intermediation								
65-66 Banking and insurance	99	100	100	100	92	95	99	84
67 Auxiliary activities	94	100	94	99	52	80	92	92
Section K and O								
Real estate, renting, business activities, other personal services	86	89	99	86	43	59	92	78
TOTAL	84	77	97	88	43	58	91	79


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	42	40	86	58	3	20	52	42
20 to 49	59	48	87	69	8	29	72	73
50 to 249	78	84	96	82	32	52	92	84
250 to 499	91	94	100	95	53	75	96	93
500 to 999	91	97	100	85	50	84	98	100
1000 and more	99	100	100	100	90	97	100	97
TOTAL	84	77	97	88	43	58	91	79

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
49	c	96	87	23	89	98	97	99	Mining and quarrying Section C
56	c	90	82	25	93	94	99	87	Manufacturing Section D
22	c	84	88	20	70	86	83	63	Food, beverages, tobacco 15-16
48	c	93	88	32	98	96	87	96	Textiles, clothing, leather 17-19
57	c	96	94	36	87	96	91	96	Paper, publishing, printing 21-22
50	c	95	92	36	89	94	93	86	Non-metallic products 23-26
64	c	97	94	61	95	98	97	95	Metals, metallic products 27-28
86	c	96	91	77	87	98	98	94	Machinery, electrical/optical equipm. 29-33
22	c	94	85	19	84	88	84	87	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
96	c	100	100	88	100	100	100	100	Electricity, gas and water supply Section E
36	c	93	82	22	82	92	94	90	Construction Section F
49	c	97	91	33	87	96	86	94	Wholesale, retail, repair Section G
40	c	90	90	32	92	95	95	94	Sale and repair of motor vehicles 50
51	c	90	88	50	91	97	95	88	Wholesale trade 51
									Retail trade, repair of personal goods 52
34	c	86	64	25	84	91	96	73	Hotels and restaurants Section H
65	c	89	92	53	90	90	98	91	Transport, storage and communication Section I
98	c	98	96	93	95	99	99	98	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	99	98	90	98	100	99	100	Financial intermediation Section J
40	c	98	86	39	85	100	97	88	Banking and insurance 65-66
									Auxiliary activities 67
49	c	94	90	41	96	98	93	97	Real estate, renting, business activities, other personal services Section K and O
55	74	93	89	38	92	96	95	92	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
16	c	74	64	5	68	74	67	75	10 to 19
31	c	82	74	13	75	89	78	84	20 to 49
50	c	93	92	29	92	97	87	95	50 to 249
76	c	96	95	53	96	99	98	99	250 to 499
80	c	97	97	61	100	100	96	99	500 to 999
98	c	100	100	87	100	100	100	100	1000 and more
55	74	93	89	38	92	96	95	92	TOTAL

3.2.5. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	86	:	89	90	80	61	91	87
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	76	:	91	69	32	53	90	92
17-19 Textiles, clothing, leather	43	:	89	70	23	25	86	58
21-22 Paper, publishing, printing	82	:	98	86	21	55	82	97
23-26 Non-metallic products	84	:	97	93	55	64	92	86
27-28 Metals, metallic products	80	:	95	85	30	62	87	78
29-33 Machinery, electrical/optical equipm.	90	:	99	92	54	75	94	89
34-35 Transport equipment	93	:	100	95	61	88	97	96
20,36,37 Wood, manufacturing n.e.c	64	:	84	76	19	30	85	76
Section E								
Electricity, gas and water supply	98	:	100	98	39	89	100	100
Section F								
Construction	79	:	91	66	11	42	77	67
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	85	:	88	93	35	67	92	58
51 Wholesale trade	83	:	97	92	26	55	86	74
52 Retail trade, repair of personal goods	88	:	99	90	42	67	91	46
Section H								
Hotels and restaurants	82	:	94	79	20	44	81	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	93	:	99	95	28	71	94	72
64 Post and telecommunications	97	:	99	97	84	91	96	100
Section J								
Financial intermediation								
65-66 Banking and insurance	99	:	100	100	92	93	99	83
67 Auxiliary activities	93	:	99	100	51	77	91	99
Section K and O								
Real estate, renting, business activities, other personal services	82	:	98	80	43	57	90	82
TOTAL	85	:	97	87	42	59	91	81


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	44	:	86	61	3	21	51	47
20 to 49	60	:	87	73	9	29	71	79
50 to 249	75	:	95	79	33	49	90	75
250 to 499	90	:	100	96	56	71	96	92
500 to 999	88	:	100	74	53	81	98	100
1000 and more	99	:	100	100	85	96	100	95
TOTAL	85	:	97	87	42	59	91	81

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
76	c	96	85	22	93	97	96	99	Mining and quarrying Section C
49	c	86	77	22	93	93	99	84	Manufacturing Section D
21	c	79	88	17	70	83	85	63	Food, beverages, tobacco 15-16
45	c	93	83	23	97	96	91	97	Textiles, clothing, leather 17-19
52	c	96	95	36	88	97	93	96	Paper, publishing, printing 21-22
38	c	96	89	34	85	96	95	83	Non-metallic products 23-26
64	c	97	94	75	95	98	98	95	Metals, metallic products 27-28
82	c	93	90	79	78	99	100	93	Machinery, electrical/optical equipm. 29-33
21	c	93	84	22	89	91	84	87	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
94	c	100	99	87	100	100	100	100	Electricity, gas and water supply Section E
34	c	95	83	22	78	93	96	87	Construction Section F
49	c	98	83	36	88	96	90	90	Wholesale, retail, repair Section G
42	c	87	87	35	94	95	92	93	Sale and repair of motor vehicles 50
52	c	89	90	55	93	97	97	87	Wholesale trade 51
									Retail trade, repair of personal goods 52
43	c	88	69	25	86	92	97	72	Hotels and restaurants Section H
60	c	93	88	57	96	96	98	95	Transport, storage and communication Section I
99	c	99	97	94	96	99	99	99	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	99	100	89	98	100	99	100	Financial intermediation Section J
39	c	99	85	41	80	100	96	81	Banking and insurance 65-66
									Auxiliary activities 67
46	c	94	88	36	99	98	93	98	Real estate, renting, business activities, other personal services Section K and O
50	77	93	88	36	94	97	96	90	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
14	c	71	63	6	73	75	73	75	10 to 19
27	c	79	75	11	82	93	80	79	20 to 49
46	c	89	90	25	92	98	88	95	50 to 249
73	c	96	94	46	97	99	98	98	250 to 499
75	c	95	97	56	100	100	96	98	500 to 999
97	c	100	100	80	100	100	100	100	1000 and more
50	77	93	88	36	94	97	96	90	TOTAL

3.2.6. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	84	:	83	94	87	55	91	81
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	81	:	96	80	44	58	94	91
17-19 Textiles, clothing, leather	55	:	96	80	27	34	92	63
21-22 Paper, publishing, printing	80	:	98	87	28	49	87	99
23-26 Non-metallic products	82	:	96	93	48	61	93	96
27-28 Metals, metallic products	81	:	92	87	29	59	85	64
29-33 Machinery, electrical/optical equipm.	88	:	99	89	49	66	95	91
34-35 Transport equipment	94	:	97	98	60	89	97	81
20,36,37 Wood, manufacturing n.e.c	66	:	88	75	24	32	86	92
Section E								
Electricity, gas and water supply	98	:	100	99	33	92	100	100
Section F								
Construction	68	:	89	65	9	31	76	66
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	83	:	93	98	33	60	91	48
51 Wholesale trade	86	:	96	88	21	51	88	68
52 Retail trade, repair of personal goods	84	:	99	92	32	63	91	39
Section H								
Hotels and restaurants	75	:	94	76	22	42	75	100
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	87	:	94	83	44	66	96	61
64 Post and telecommunications	97	:	99	99	81	89	93	97
Section J								
Financial intermediation								
65-66 Banking and insurance	99	:	100	100	91	96	99	85
67 Auxiliary activities	94	:	88	99	52	83	92	86
Section K and O								
Real estate, renting, business activities, other personal services	88	:	99	91	43	60	93	73
TOTAL	84	:	96	88	43	57	91	77


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	42	:	85	57	3	20	52	41
20 to 49	60	:	86	67	8	29	73	66
50 to 249	79	:	97	84	31	53	93	90
250 to 499	91	:	100	94	51	77	96	94
500 to 999	93	:	100	92	48	86	98	100
1000 and more	100	:	100	100	92	97	100	99
TOTAL	84	:	96	88	43	57	91	77

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
44	c	96	87	23	88	98	98	99	Mining and quarrying Section C
59	c	91	86	27	93	95	98	89	Manufacturing Section D
25	c	88	88	25	71	90	82	63	Food, beverages, tobacco 15-16
49	c	94	90	37	98	96	85	95	Textiles, clothing, leather 17-19
58	c	96	94	36	87	96	91	96	Paper, publishing, printing 21-22
53	c	95	92	36	89	94	93	86	Non-metallic products 23-26
63	c	96	94	52	94	98	97	95	Metals, metallic products 27-28
87	c	97	91	76	88	98	97	94	Machinery, electrical/optical equipm. 29-33
22	c	94	86	18	83	87	84	87	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
96	c	100	100	88	100	100	100	100	Electricity, gas and water supply Section E
36	c	92	82	22	83	92	94	90	Construction Section F
49	c	97	95	33	87	95	83	94	Wholesale, retail, repair Section G
39	c	91	91	30	92	95	96	94	Sale and repair of motor vehicles 50
49	c	92	83	43	86	96	92	90	Wholesale trade 51
									Retail trade, repair of personal goods 52
26	c	83	57	25	79	89	94	74	Hotels and restaurants Section H
66	c	88	93	52	87	88	98	90	Transport, storage and communication Section I
97	c	97	95	93	95	99	99	98	Transport, supporting activities 60-63
									Post and telecommunications 64
98	c	99	97	90	96	100	99	100	Financial intermediation Section J
41	c	98	87	37	89	100	97	91	Banking and insurance 65-66
									Auxiliary activities 67
53	c	93	91	46	94	98	94	96	Real estate, renting, business activities, other personal services Section K and O
57	72	93	89	39	91	95	94	93	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
17	c	75	64	5	65	73	64	76	10 to 19
33	c	84	73	14	72	87	77	87	20 to 49
52	c	94	92	32	92	97	87	95	50 to 249
77	c	96	96	57	95	99	98	100	250 to 499
82	c	97	98	64	100	100	96	100	500 to 999
98	c	100	100	94	100	100	100	100	1000 and more
57	72	93	89	39	91	95	94	93	TOTAL

3.3.1. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	44	15	84	36	25	24	37	40
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	33	47	34	28	13	23	45	53
17-19 Textiles, clothing, leather	15	15	44	15	4	8	27	17
21-22 Paper, publishing, printing	31	30	46	24	6	19	35	33
23-26 Non-metallic products	38	49	52	38	16	31	49	61
27-28 Metals, metallic products	25	31	48	30	10	25	38	38
29-33 Machinery, electrical/optical equipm.	42	61	54	29	13	31	47	45
34-35 Transport equipment	48	61	34	39	19	51	56	40
20,36,37 Wood, manufacturing n.e.c	23	9	42	17	5	9	28	30
Section E								
Electricity, gas and water supply	52	75	54	54	2	54	48	82
Section F								
Construction	28	21	37	19	1	11	31	21
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	38	39	58	40	11	27	42	27
51 Wholesale trade	53	30	67	24	8	22	39	30
52 Retail trade, repair of personal goods	34	37	49	24	14	32	51	31
Section H								
Hotels and restaurants	43	25	70	15	8	17	30	55
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	49	26	38	22	6	33	57	23
64 Post and telecommunications	62	57	68	77	7	32	65	45
Section J								
Financial intermediation								
65-66 Banking and insurance	45	67	64	42	52	62	73	61
67 Auxiliary activities	51	34	79	55	15	50	59	25
Section K and O								
Real estate, renting, business activities, other personal services	40	49	58	35	10	21	43	44
TOTAL	40	41	53	32	15	25	46	41


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	19	18	49	24	1	8	18	21
20 to 49	25	21	47	26	4	12	25	33
50 to 249	33	39	50	27	10	20	38	41
250 to 499	39	54	45	27	13	33	47	59
500 to 999	44	49	60	33	17	39	53	63
1000 and more	50	66	56	38	33	46	62	52
TOTAL	40	41	53	32	15	25	46	41

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
34	c	60	22	6	27	74	81	69	Mining and quarrying
									Section C
									Section D
									Manufacturing
22	c	37	25	11	56	52	40	29	Food, beverages, tobacco 15-16
7	c	27	15	6	28	51	35	18	Textiles, clothing, leather 17-19
16	c	37	28	16	54	63	34	41	Paper, publishing, printing 21-22
27	c	51	28	15	47	69	38	50	Non-metallic products 23-26
14	c	45	25	10	43	60	17	39	Metals, metallic products 27-28
27	c	49	33	39	49	63	55	51	Machinery, electrical/optical equipm. 29-33
36	c	42	39	44	33	78	54	42	Transport equipment 34-35
9	c	22	24	7	28	35	46	28	Wood, manufacturing n.e.c 20,36,37
									Section E
59	c	47	45	52	75	91	43	81	Electricity, gas and water supply
									Section F
14	c	57	18	6	35	56	41	42	Construction
									Section G
									Wholesale, retail, repair
21	c	53	43	15	49	50	40	49	Sale and repair of motor vehicles 50
18	c	39	34	17	45	55	82	49	Wholesale trade 51
17	c	32	34	33	49	57	34	35	Retail trade, repair of personal goods 52
									Section H
19	c	32	16	10	61	45	63	34	Hotels and restaurants
									Section I
									Transport, storage and communication
32	c	39	41	22	42	47	67	40	Transport, supporting activities 60-63
82	c	43	43	51	82	66	44	53	Post and telecommunications 64
									Section J
									Financial intermediation
55	c	65	54	48	55	87	36	.	Banking and insurance 65-66
23	c	64	29	24	40	68	50	43	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
24	c	36	26	13	51	63	47	62	
26	36	41	31	17	50	61	49	48	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
8	c	37	25	2	39	47	34	45	10 to 19
14	c	36	24	6	38	53	36	42	20 to 49
20	c	42	29	12	41	53	44	48	50 to 249
31	c	44	31	22	47	57	51	48	250 to 499
35	c	43	29	27	52	72	48	57	500 to 999
52	c	42	43	43	62	68	52	55	1000 and more
26	36	41	31	17	50	61	49	48	TOTAL

3.3.2. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	57	:	89	27	29	33	39	44
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	32	:	35	25	9	23	40	62
17-19 Textiles, clothing, leather	12	:	37	11	4	6	22	15
21-22 Paper, publishing, printing	35	:	46	23	8	21	31	49
23-26 Non-metallic products	36	:	51	36	18	35	47	44
27-28 Metals, metallic products	27	:	43	32	12	27	36	53
29-33 Machinery, electrical/optical equipm.	42	:	53	27	14	34	41	42
34-35 Transport equipment	71	:	52	38	21	51	55	31
20,36,37 Wood, manufacturing n.e.c	23	:	44	14	4	10	27	28
Section E								
Electricity, gas and water supply	47	:	51	50	4	50	45	72
Section F								
Construction	32	:	51	20	3	17	28	31
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	37	:	49	38	11	24	42	39
51 Wholesale trade	42	:	70	22	9	25	36	28
52 Retail trade, repair of personal goods	32	:	50	23	15	32	46	31
Section H								
Hotels and restaurants	45	:	71	13	9	18	28	52
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	54	:	35	24	11	40	49	39
64 Post and telecommunications	61	:	68	63	6	34	78	48
Section J								
Financial intermediation								
65-66 Banking and insurance	37	:	64	39	54	62	69	56
67 Auxiliary activities	48	:	86	50	13	40	57	28
Section K and O								
Real estate, renting, business activities, other personal services	38	:	57	29	10	19	42	45
TOTAL	38	:	54	29	16	26	44	43


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	21	:	58	25	2	9	22	29
20 to 49	27	:	49	27	5	12	26	37
50 to 249	33	:	50	25	10	20	35	39
250 to 499	37	:	45	24	13	31	43	57
500 to 999	41	:	61	27	16	35	51	60
1000 and more	44	:	57	33	39	44	57	50
TOTAL	38	:	54	29	16	26	44	43

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
34	c	49	28	8	53	68	98	.	Mining and quarrying
									Section C
									Section D
									Manufacturing
14	c	25	23	9	51	55	45	.	Food, beverages, tobacco 15-16
6	c	21	10	5	26	46	38	.	Textiles, clothing, leather 17-19
14	c	36	25	11	51	59	51	.	Paper, publishing, printing 21-22
21	c	50	28	12	47	72	35	.	Non-metallic products 23-26
12	c	38	24	9	37	63	23	.	Metals, metallic products 27-28
23	c	47	25	52	47	62	57	.	Machinery, electrical/optical equipm. 29-33
27	c	35	39	48	35	76	.	.	Transport equipment 34-35
9	c	19	24	7	26	35	58	.	Wood, manufacturing n.e.c 20,36,37
									Section E
55	c	32	44	62	77	91	41	.	Electricity, gas and water supply
									Section F
12	c	35	23	9	39	61	43	.	Construction
									Section G
									Wholesale, retail, repair
20	c	42	29	15	41	45	41	.	Sale and repair of motor vehicles 50
19	c	31	32	17	44	55	70	.	Wholesale trade 51
15	c	30	34	34	52	58	31	.	Retail trade, repair of personal goods 52
									Section H
23	c	31	17	10	66	45	65	.	Hotels and restaurants
									Section I
									Transport, storage and communication
26	c	50	52	25	56	58	68	.	Transport, supporting activities 60-63
88	c	37	42	65	83	68	46	.	Post and telecommunications 64
									Section J
									Financial intermediation
56	c	67	62	48	53	89	24	.	Banking and insurance 65-66
26	c	59	26	27	37	74	47	.	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
22	c	31	28	10	54	61	51	.	
23	39	35	32	17	53	61	46	66	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
6	c	30	23	3	47	48	42	.	10 to 19
12	c	28	28	5	47	55	47	.	20 to 49
17	c	36	30	10	44	52	54	.	50 to 249
27	c	36	32	17	49	56	62	.	250 to 499
29	c	39	26	25	50	71	49	.	500 to 999
52	c	37	45	42	63	69	44	.	1000 and more
23	39	35	32	17	53	61	46	66	TOTAL

3.3.3. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	42	:	83	37	24	23	37	40
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	34	:	32	30	15	23	47	48
17-19 Textiles, clothing, leather	20	:	50	20	5	11	35	20
21-22 Paper, publishing, printing	30	:	46	26	6	19	37	27
23-26 Non-metallic products	39	:	53	39	16	30	50	70
27-28 Metals, metallic products	25	:	49	30	9	25	38	35
29-33 Machinery, electrical/optical equipm.	42	:	54	30	12	30	49	47
34-35 Transport equipment	43	:	29	39	19	51	56	48
20,36,37 Wood, manufacturing n.e.c	23	:	41	18	5	9	29	30
Section E								
Electricity, gas and water supply	52	:	55	55	2	55	49	86
Section F								
Construction	27	:	35	18	1	10	31	20
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	38	:	60	41	11	28	42	24
51 Wholesale trade	58	:	66	26	8	21	41	31
52 Retail trade, repair of personal goods	38	:	46	26	13	31	58	31
Section H								
Hotels and restaurants	42	:	68	19	7	17	32	63
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	47	:	40	20	6	32	59	20
64 Post and telecommunications	63	:	67	85	8	32	58	38
Section J								
Financial intermediation								
65-66 Banking and insurance	54	:	63	44	51	62	78	66
67 Auxiliary activities	53	:	70	68	17	56	60	21
Section K and O								
Real estate, renting, business activities, other personal services	41	:	59	40	10	23	43	42
TOTAL	41	:	52	34	14	25	48	40


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	19	:	46	23	1	8	16	18
20 to 49	24	:	46	25	3	12	24	29
50 to 249	32	:	50	29	10	20	40	43
250 to 499	38	:	45	29	12	35	48	61
500 to 999	45	:	59	37	18	41	55	66
1000 and more	54	:	56	41	30	48	64	56
TOTAL	41	:	52	34	14	25	48	40

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
35	c	62	21	6	22	75	77	.	Mining and quarrying
									Section C
									Section D
									Manufacturing
26	c	41	26	13	60	50	36	.	Food, beverages, tobacco 15-16
9	c	31	24	8	32	56	34	.	Textiles, clothing, leather 17-19
17	c	37	29	19	55	65	26	.	Paper, publishing, printing 21-22
29	c	51	28	16	47	67	39	.	Non-metallic products 23-26
15	c	46	25	10	45	59	16	.	Metals, metallic products 27-28
28	c	49	36	30	50	64	55	.	Machinery, electrical/optical equipm. 29-33
38	c	43	39	43	33	78	36	.	Transport equipment 34-35
9	c	23	24	7	28	35	42	.	Wood, manufacturing n.e.c 20,36,37
									Section E
60	c	49	45	51	74	92	44	.	Electricity, gas and water supply
									Section F
14	c	59	17	5	34	55	40	.	Construction
									Section G
									Wholesale, retail, repair
21	c	56	47	15	51	51	40	.	Sale and repair of motor vehicles 50
18	c	42	34	17	45	55	85	.	Wholesale trade 51
20	c	35	34	29	40	55	42	.	Retail trade, repair of personal goods 52
									Section H
15	c	33	14	11	50	45	61	.	Hotels and restaurants
									Section I
									Transport, storage and communication
33	c	36	39	21	35	43	67	.	Transport, supporting activities 60-63
78	c	46	45	44	80	65	43	.	Post and telecommunications 64
									Section J
									Financial intermediation
55	c	64	49	48	61	83	53	.	Banking and insurance 65-66
20	c	68	32	22	42	63	52	.	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
25	c	41	24	15	49	65	45	.	
27	34	44	31	17	48	60	50	40	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
9	c	40	26	2	34	47	29	.	10 to 19
14	c	39	21	6	34	52	31	.	20 to 49
22	c	44	28	13	40	53	38	.	50 to 249
32	c	47	30	26	47	58	45	.	250 to 499
37	c	45	31	28	54	73	48	.	500 to 999
52	c	46	42	44	61	67	58	.	1000 and more
27	34	44	31	17	48	60	50	40	TOTAL

3.3.4. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	52	15	100	39	29	44	41	49
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	42	54	36	37	32	41	49	58
17-19 Textiles, clothing, leather	32	28	48	20	17	27	31	28
21-22 Paper, publishing, printing	39	36	47	28	24	38	41	34
23-26 Non-metallic products	46	57	54	41	33	50	53	66
27-28 Metals, metallic products	32	43	52	35	33	43	44	57
29-33 Machinery, electrical/optical equipm.	48	64	54	33	25	45	49	50
34-35 Transport equipment	51	66	35	40	33	57	58	45
20,36,37 Wood, manufacturing n.e.c	35	26	48	22	21	29	33	33
Section E								
Electricity, gas and water supply	53	75	54	54	7	59	48	82
Section F								
Construction	40	38	41	28	15	34	40	32
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	46	53	63	42	32	44	46	54
51 Wholesale trade	63	51	70	27	37	43	45	43
52 Retail trade, repair of personal goods	40	50	49	27	38	48	56	71
Section H								
Hotels and restaurants	55	51	75	20	38	40	39	55
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	55	49	40	25	16	50	60	36
64 Post and telecommunications	64	58	68	79	8	36	69	45
Section J								
Financial intermediation								
65-66 Banking and insurance	46	67	64	42	57	65	74	73
67 Auxiliary activities	54	34	83	55	29	62	64	27
Section K and O								
Real estate, renting, business activities, other personal services	47	55	59	41	23	36	47	56
TOTAL	47	54	55	36	34	44	51	52


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	46	45	58	41	47	40	35	49
20 to 49	42	45	54	37	44	40	34	46
50 to 249	42	46	52	33	32	39	41	49
250 to 499	42	58	45	29	24	45	48	63
500 to 999	48	50	60	39	34	46	54	63
1000 and more	50	66	56	38	37	48	62	54
TOTAL	47	54	55	36	34	44	51	52

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
70	c	63	25	27	30	75	84	69	Section C Mining and quarrying
									Section D Manufacturing
40	c	41	30	44	60	55	41	34	Food, beverages, tobacco 15-16
31	c	32	18	31	39	59	43	28	Textiles, clothing, leather 17-19
34	c	39	31	50	55	66	39	43	Paper, publishing, printing 21-22
48	c	53	29	41	54	71	42	52	Non-metallic products 23-26
29	c	47	27	28	49	64	18	46	Metals, metallic products 27-28
42	c	50	35	63	52	65	57	54	Machinery, electrical/optical equipm. 29-33
42	c	44	43	57	38	79	55	44	Transport equipment 34-35
42	c	24	28	38	33	40	55	32	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
62	c	47	45	59	75	92	43	81	
									Section F Construction
38	c	62	22	25	42	61	43	47	
									Section G Wholesale, retail, repair
43	c	55	46	46	56	52	47	52	Sale and repair of motor vehicles 50
46	c	44	38	53	49	58	86	53	Wholesale trade 51
34	c	36	39	65	54	59	36	40	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
56	c	37	25	42	73	49	66	47	
									Section I Transport, storage and communication
49	c	44	45	41	46	53	69	44	Transport, supporting activities 60-63
83	c	44	45	55	86	67	44	54	Post and telecommunications 64
									Section J Financial intermediation
57	c	66	55	53	56	87	36	.	Banking and insurance 65-66
58	c	65	33	63	47	69	51	49	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
48	c	39	29	31	53	65	50	64	
47	48	44	35	45	54	63	51	53	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
49	c	50	39	44	57	64	50	60	10 to 19
44	c	44	32	44	51	59	46	50	20 to 49
41	c	45	31	41	45	54	50	51	50 to 249
40	c	46	32	42	50	58	52	48	250 to 499
43	c	45	30	44	52	72	50	57	500 to 999
53	c	42	43	49	62	68	52	55	1000 and more
47	48	44	35	45	54	63	51	53	TOTAL

3.3.5. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	66	:	100	30	36	55	43	50
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	42	:	39	36	29	44	45	67
17-19 Textiles, clothing, leather	29	:	42	16	17	23	26	25
21-22 Paper, publishing, printing	42	:	47	26	36	38	37	50
23-26 Non-metallic products	43	:	52	39	33	55	51	52
27-28 Metals, metallic products	33	:	46	38	39	44	41	68
29-33 Machinery, electrical/optical equipm.	46	:	53	29	25	45	44	47
34-35 Transport equipment	76	:	52	39	35	58	56	32
20,36,37 Wood, manufacturing n.e.c	36	:	52	19	21	33	32	37
Section E								
Electricity, gas and water supply	48	:	51	50	11	57	45	72
Section F								
Construction	41	:	56	30	28	42	37	46
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	44	:	56	41	32	36	46	67
51 Wholesale trade	51	:	72	24	36	46	42	37
52 Retail trade, repair of personal goods	37	:	51	26	35	47	50	68
Section H								
Hotels and restaurants	55	:	76	16	44	40	35	52
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	58	:	36	26	39	56	52	53
64 Post and telecommunications	63	:	69	65	7	37	81	48
Section J								
Financial intermediation								
65-66 Banking and insurance	38	:	65	39	58	67	70	67
67 Auxiliary activities	52	:	86	50	25	52	63	29
Section K and O								
Real estate, renting, business activities, other personal services	46	:	58	36	23	34	46	55
TOTAL	45	:	55	33	38	44	48	53


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	49	:	67	42	77	45	43	61
20 to 49	45	:	56	37	51	41	37	47
50 to 249	44	:	52	31	32	40	39	52
250 to 499	42	:	45	25	23	44	44	62
500 to 999	46	:	61	36	30	43	52	60
1000 and more	44	:	57	33	46	45	58	52
TOTAL	45	:	55	33	38	44	48	53

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
45	c	51	33	37	58	70	.	.	Section C Mining and quarrying
									Section D Manufacturing
28	c	30	30	38	55	59	45	.	Food, beverages, tobacco 15-16
27	c	26	12	30	37	55	45	.	Textiles, clothing, leather 17-19
31	c	39	30	47	53	61	55	.	Paper, publishing, printing 21-22
41	c	52	29	33	53	74	38	.	Non-metallic products 23-26
32	c	39	27	26	43	66	24	.	Metals, metallic products 27-28
36	c	48	27	69	49	63	59	.	Machinery, electrical/optical equipm. 29-33
33	c	38	43	60	45	77	.	.	Transport equipment 34-35
41	c	20	28	30	30	38	69	.	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
59	c	32	44	71	77	92	41	.	
									Section F Construction
36	c	37	27	40	49	66	44	.	
									Section G Wholesale, retail, repair
40	c	43	35	41	47	47	46	.	Sale and repair of motor vehicles 50
45	c	36	37	49	47	58	76	.	Wholesale trade 51
28	c	34	38	63	56	60	32	.	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
54	c	35	25	40	76	49	67	.	
									Section I Transport, storage and communication
43	c	54	59	45	58	61	69	.	Transport, supporting activities 60-63
89	c	37	43	69	87	69	47	.	Post and telecommunications 64
									Section J Financial intermediation
57	c	67	62	54	54	89	24	.	Banking and insurance 65-66
65	c	60	30	65	46	75	49	.	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
48	c	33	32	29	54	63	55	.	
46	50	38	36	47	57	63	48	73	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
45	c	42	36	46	65	64	58	.	10 to 19
46	c	36	38	42	57	59	59	.	20 to 49
37	c	40	33	41	48	53	62	.	50 to 249
37	c	37	33	38	50	57	63	.	250 to 499
39	c	41	27	44	50	71	50	.	500 to 999
54	c	37	45	53	63	69	44	.	1000 and more
46	50	38	36	47	57	63	48	73	TOTAL

3.3.6. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	50	:	100	40	27	43	40	49
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	42	:	34	38	34	40	51	53
17-19 Textiles, clothing, leather	36	:	52	25	17	31	38	31
21-22 Paper, publishing, printing	37	:	46	30	20	38	42	27
23-26 Non-metallic products	47	:	55	42	33	48	54	73
27-28 Metals, metallic products	31	:	53	35	32	42	45	55
29-33 Machinery, electrical/optical equipm.	48	:	54	34	25	45	51	52
34-35 Transport equipment	46	:	30	40	32	57	58	59
20,36,37 Wood, manufacturing n.e.c	35	:	46	24	21	28	34	33
Section E								
Electricity, gas and water supply	53	:	55	55	6	60	49	86
Section F								
Construction	40	:	39	28	13	34	40	31
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	46	:	64	42	32	46	46	51
51 Wholesale trade	67	:	69	29	38	41	46	46
52 Retail trade, repair of personal goods	46	:	47	28	41	49	64	78
Section H								
Hotels and restaurants	56	:	73	25	33	40	43	63
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	54	:	42	25	13	48	61	32
64 Post and telecommunications	65	:	68	86	9	36	63	40
Section J								
Financial intermediation								
65-66 Banking and insurance	55	:	63	44	57	64	79	78
67 Auxiliary activities	56	:	80	69	32	68	65	25
Section K and O								
Real estate, renting, business activities, other personal services	47	:	59	44	22	37	47	57
TOTAL	48	:	54	38	32	44	52	52


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	45	:	54	41	34	38	32	44
20 to 49	40	:	53	37	40	39	33	43
50 to 249	41	:	52	34	32	38	43	48
250 to 499	42	:	45	31	24	45	50	65
500 to 999	48	:	59	40	37	48	56	66
1000 and more	54	:	56	41	33	49	65	56
TOTAL	48	:	54	38	32	44	52	52

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
78	c	64	24	26	25	76	79	.	Mining and quarrying
									Section C
									Section D
									Manufacturing
44	c	46	31	48	65	53	37	.	Food, beverages, tobacco 15-16
35	c	35	27	33	45	62	41	.	Textiles, clothing, leather 17-19
35	c	39	32	51	56	68	30	.	Paper, publishing, printing 21-22
50	c	53	29	45	54	70	43	.	Non-metallic products 23-26
28	c	48	27	29	50	63	17	.	Metals, metallic products 27-28
44	c	51	38	58	53	65	56	.	Machinery, electrical/optical equipm. 29-33
44	c	44	42	57	37	79	37	.	Transport equipment 34-35
42	c	25	28	42	34	40	50	.	Wood, manufacturing n.e.c 20,36,37
									Section E
63	c	49	45	57	74	92	44	.	Electricity, gas and water supply
									Section F
39	c	64	21	24	41	60	43	.	Construction
									Section G
									Wholesale, retail, repair
44	c	57	50	47	58	53	48	.	Sale and repair of motor vehicles 50
46	c	46	38	55	49	58	89	.	Wholesale trade 51
40	c	39	41	68	47	57	45	.	Retail trade, repair of personal goods 52
									Section H
58	c	40	24	44	64	50	65	.	Hotels and restaurants
									Section I
									Transport, storage and communication
50	c	41	42	40	40	49	68	.	Transport, supporting activities 60-63
80	c	47	47	47	84	66	43	.	Post and telecommunications 64
									Section J
									Financial intermediation
56	c	64	50	53	63	83	53	.	Banking and insurance 65-66
48	c	70	37	60	48	64	53	.	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
48	c	44	27	33	52	66	48	.	
48	47	47	35	45	53	63	53	43	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
51	c	54	40	43	52	64	45	.	10 to 19
44	c	47	29	45	47	59	40	.	20 to 49
42	c	47	30	41	43	55	44	.	50 to 249
42	c	49	32	45	49	58	46	.	250 to 499
46	c	47	32	44	54	73	50	.	500 to 999
53	c	46	42	46	61	67	58	.	1000 and more
48	47	47	35	45	53	63	53	43	TOTAL

3.4.1. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	15	3	29	4	8	14	13	5
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	10	11	12	4	5	9	12	18
17-19 Textiles, clothing, leather	4	5	26	2	4	4	9	3
21-22 Paper, publishing, printing	11	10	17	5	4	10	11	14
23-26 Non-metallic products	11	11	28	10	5	13	16	17
27-28 Metals, metallic products	9	8	17	7	3	12	11	11
29-33 Machinery, electrical/optical equipm.	13	24	22	10	7	14	17	24
34-35 Transport equipment	20	14	14	22	16	26	20	20
20,36,37 Wood, manufacturing n.e.c	8	4	13	3	3	4	9	17
Section E								
Electricity, gas and water supply	18	15	25	17	2	24	19	26
Section F								
Construction	11	5	26	3	1	4	8	8
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	11	9	15	11	4	13	13	4
51 Wholesale trade	10	9	28	5	3	9	12	7
52 Retail trade, repair of personal goods	7	11	10	4	4	9	10	12
Section H								
Hotels and restaurants	6	8	31	2	4	6	9	27
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	16	8	15	3	2	14	33	14
64 Post and telecommunications	18	33	18	17	2	10	27	10
Section J								
Financial intermediation								
65-66 Banking and insurance	15	22	26	15	18	28	27	17
67 Auxiliary activities	17	21	36	21	3	20	13	8
Section K and O								
Real estate, renting, business activities, other personal services	15	18	33	11	4	10	16	20
TOTAL	12	13	22	9	6	11	17	17


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	7	7	20	6	1	5	8	14
20 to 49	8	8	18	6	1	6	8	13
50 to 249	10	12	22	8	4	8	11	15
250 to 499	14	15	16	7	7	14	14	17
500 to 999	19	13	20	9	6	16	19	44
1000 and more	13	21	24	10	12	18	25	14
TOTAL	12	13	22	9	6	11	17	17

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
11	c	18	6	10	25	25	41	26	Section C Mining and quarrying
									Section D Manufacturing
5	c	14	6	4	10	12	18	13	Food, beverages, tobacco 15-16
2	c	8	2	3	15	14	6	4	Textiles, clothing, leather 17-19
5	c	11	8	11	19	21	14	10	Paper, publishing, printing 21-22
9	c	23	8	6	14	17	7	16	Non-metallic products 23-26
4	c	16	7	3	20	18	9	13	Metals, metallic products 27-28
9	c	21	10	14	20	23	12	17	Machinery, electrical/optical equipm. 29-33
9	c	11	8	23	13	39	21	18	Transport equipment 34-35
2	c	9	6	3	10	9	19	7	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
16	c	21	11	18	26	38	17	25	
									Section F Construction
6	c	17	5	1	15	13	22	9	
									Section G Wholesale, retail, repair
11	c	20	11	5	14	12	9	11	Sale and repair of motor vehicles 50
6	c	15	9	5	16	15	11	15	Wholesale trade 51
5	c	10	9	6	10	12	7	12	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
4	c	9	2	3	13	9	5	6	
									Section I Transport, storage and communication
11	c	16	9	6	23	13	15	10	Transport, supporting activities 60-63
22	c	10	14	21	24	21	25	43	Post and telecommunications 64
									Section J Financial intermediation
20	c	32	27	26	21	17	9	24	Banking and insurance 65-66
8	c	25	6	16	9	37	16	11	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
10	c	14	8	5	21	21	17	28	
8	14	15	9	7	18	18	13	16	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
3	c	10	7	1	14	14	15	13	10 to 19
5	c	11	7	2	18	16	11	12	20 to 49
7	c	15	7	5	14	14	13	13	50 to 249
8	c	15	9	8	18	17	26	17	250 to 499
11	c	16	8	18	21	24	30	25	500 to 999
16	c	19	14	14	20	22	10	22	1000 and more
8	14	15	9	7	18	18	13	16	TOTAL

3.4.2. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	26	:	99	6	7	23	29	5
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	10	:	16	4	5	9	11	21
17-19 Textiles, clothing, leather	4	:	37	2	4	2	8	3
21-22 Paper, publishing, printing	11	:	19	5	4	13	9	17
23-26 Non-metallic products	10	:	41	9	6	13	15	11
27-28 Metals, metallic products	9	:	26	8	3	20	13	11
29-33 Machinery, electrical/optical equipm.	13	:	31	12	11	15	16	22
34-35 Transport equipment	39	:	23	20	31	28	21	15
20,36,37 Wood, manufacturing n.e.c	9	:	15	3	3	5	10	13
Section E								
Electricity, gas and water supply	22	:	24	14	5	23	36	17
Section F								
Construction	22	:	86	5	2	10	10	16
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	9	:	23	9	6	12	10	4
51 Wholesale trade	10	:	40	5	3	9	11	7
52 Retail trade, repair of personal goods	6	:	10	3	4	9	9	9
Section H								
Hotels and restaurants	6	:	42	2	4	6	9	29
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	15	:	24	3	4	19	24	17
64 Post and telecommunications	17	:	19	11	2	9	24	9
Section J								
Financial intermediation								
65-66 Banking and insurance	12	:	30	13	19	29	24	16
67 Auxiliary activities	17	:	52	17	2	22	13	9
Section K and O								
Real estate, renting, business activities, other personal services	12	:	56	7	4	9	14	20
TOTAL	11	:	30	7	6	11	14	18


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	8	:	34	6	1	6	9	19
20 to 49	9	:	27	6	1	8	7	16
50 to 249	11	:	32	8	5	8	10	17
250 to 499	14	:	19	6	7	13	13	16
500 to 999	15	:	25	9	5	13	18	41
1000 and more	11	:	31	7	14	15	20	12
TOTAL	11	:	30	7	6	11	14	18

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
18	c	13	10	6	79	21	46	130	Mining and quarrying Section C
4	c	7	4	4	9	12	18	13	Manufacturing Section D
2	c	6	1	4	15	13	7	3	Food, beverages, tobacco 15-16
4	c	9	8	5	14	19	18	14	Textiles, clothing, leather 17-19
6	c	21	12	6	14	15	6	59	Paper, publishing, printing 21-22
4	c	10	8	3	19	24	8	49	Non-metallic products 23-26
7	c	17	7	18	22	22	13	43	Metals, metallic products 27-28
6	c	9	9	23	17	41	96	79	Machinery, electrical/optical equipm. 29-33
2	c	6	7	2	9	10	28	8	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
16	c	20	8	17	27	38	23	41	Electricity, gas and water supply Section E
9	c	9	6	2	15	18	35	34	Construction Section F
10	c	9	8	6	12	8	8	16	Wholesale, retail, repair Section G
6	c	10	10	6	15	15	10	18	Sale and repair of motor vehicles 50
3	c	9	9	6	10	11	6	9	Wholesale trade 51
									Retail trade, repair of personal goods 52
4	c	8	2	3	12	9	5	6	Hotels and restaurants Section H
10	c	30	12	6	33	16	15	28	Transport, storage and communication Section I
21	c	9	14	27	23	21	28	69	Transport, supporting activities 60-63
									Post and telecommunications 64
20	c	35	29	30	19	17	7	25	Financial intermediation Section J
8	c	22	5	17	6	39	16	9	Banking and insurance 65-66
									Auxiliary activities 67
7	c	11	8	4	20	19	14	34	Real estate, renting, business activities, other personal services Section K and O
7	13	13	10	6	17	18	12	23	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
2	c	6	5	2	15	14	20	13	10 to 19
5	c	6	9	2	23	17	15	10	20 to 49
6	c	11	8	5	14	13	17	13	50 to 249
7	c	12	8	7	18	15	32	31	250 to 499
8	c	12	7	17	16	24	21	50	500 to 999
14	c	17	17	12	18	20	8	40	1000 and more
7	13	13	10	6	17	18	12	23	TOTAL

3.4.3. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	14	:	18	3	8	14	11	4
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	11	:	9	4	6	9	12	16
17-19 Textiles, clothing, leather	5	:	17	3	4	5	10	4
21-22 Paper, publishing, printing	11	:	15	6	4	9	12	13
23-26 Non-metallic products	12	:	22	11	5	13	17	21
27-28 Metals, metallic products	8	:	15	7	3	11	10	10
29-33 Machinery, electrical/optical equipm.	12	:	18	9	6	13	18	25
34-35 Transport equipment	17	:	12	22	14	26	20	24
20,36,37 Wood, manufacturing n.e.c	7	:	12	3	3	4	9	17
Section E								
Electricity, gas and water supply	17	:	26	18	1	24	14	29
Section F								
Construction	9	:	17	3	0	3	8	7
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	11	:	14	11	3	13	13	4
51 Wholesale trade	10	:	19	6	3	9	13	7
52 Retail trade, repair of personal goods	9	:	11	6	4	10	12	18
Section H								
Hotels and restaurants	5	:	16	3	4	6	10	24
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	17	:	10	3	2	13	35	14
64 Post and telecommunications	19	:	18	19	2	10	29	12
Section J								
Financial intermediation								
65-66 Banking and insurance	18	:	20	16	18	27	31	17
67 Auxiliary activities	18	:	17	29	3	20	13	8
Section K and O								
Real estate, renting, business activities, other personal services	16	:	20	14	4	10	17	20
TOTAL	13	:	16	10	6	11	18	16


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	7	:	14	6	1	4	7	12
20 to 49	7	:	13	6	1	6	8	10
50 to 249	10	:	17	9	4	8	12	14
250 to 499	14	:	14	7	6	15	15	18
500 to 999	22	:	18	10	7	17	19	46
1000 and more	15	:	17	13	11	19	28	16
TOTAL	13	:	16	10	6	11	18	16

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
9	c	19	6	10	15	26	40	10	Mining and quarrying Section C
6	c	17	7	5	11	11	19	12	Manufacturing Section D
4	c	10	4	3	13	16	6	7	Food, beverages, tobacco 15-16
5	c	12	9	13	20	21	12	8	Textiles, clothing, leather 17-19
10	c	24	7	6	14	17	7	5	Paper, publishing, printing 21-22
4	c	17	6	3	20	16	9	9	Non-metallic products 23-26
9	c	21	12	11	19	23	12	11	Metals, metallic products 27-28
9	c	12	8	23	13	39	6	11	Machinery, electrical/optical equipm. 29-33
2	c	10	6	3	10	9	16	6	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
16	c	21	11	18	26	38	15	21	Electricity, gas and water supply Section E
6	c	17	5	1	14	13	19	7	Construction Section F
11	c	23	12	5	14	13	9	10	Wholesale, retail, repair Section G
5	c	16	8	5	16	14	11	14	Sale and repair of motor vehicles 50
7	c	12	7	5	10	12	7	16	Wholesale trade 51
									Retail trade, repair of personal goods 52
4	c	10	3	3	15	8	4	7	Hotels and restaurants Section H
11	c	12	9	6	19	11	14	6	Transport, storage and communication Section I
22	c	11	13	18	25	21	23	30	Transport, supporting activities 60-63
									Post and telecommunications 64
20	c	29	25	24	26	17	14	24	Financial intermediation Section J
7	c	28	7	14	12	35	16	12	Banking and insurance 65-66
									Auxiliary activities 67
12	c	18	7	7	22	23	18	24	Real estate, renting, business activities, other personal services Section K and O
9	14	17	9	7	18	19	14	13	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
4	c	12	8	1	13	13	12	12	10 to 19
5	c	13	6	2	16	16	10	13	20 to 49
7	c	16	7	5	14	14	11	13	50 to 249
9	c	17	9	9	17	19	23	11	250 to 499
13	c	17	9	19	23	24	35	14	500 to 999
17	c	21	12	15	22	23	11	13	1000 and more
9	14	17	9	7	18	19	14	13	TOTAL

3.4.4. HOURS IN CVT COURSES PER PARTICIPANT

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	35	21	35	10	34	59	34	11
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	31	24	36	14	42	38	26	34
17-19 Textiles, clothing, leather	28	34	58	16	87	45	33	21
21-22 Paper, publishing, printing	35	34	36	22	61	52	32	43
23-26 Non-metallic products	29	23	51	27	33	44	33	29
27-28 Metals, metallic products	34	27	35	22	30	47	29	28
29-33 Machinery, electrical/optical equipm.	30	40	40	34	59	45	37	53
34-35 Transport equipment	42	23	31	55	80	52	36	49
20,36,37 Wood, manufacturing n.e.c	34	40	30	19	66	48	32	56
Section E								
Electricity, gas and water supply	35	20	46	32	85	45	40	32
Section F								
Construction	39	24	64	16	46	34	27	36
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	28	25	26	27	35	47	30	14
51 Wholesale trade	19	29	41	22	37	40	32	24
52 Retail trade, repair of personal goods	21	30	21	16	29	30	20	39
Section H								
Hotels and restaurants	13	31	43	15	50	34	31	49
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	33	32	39	15	37	42	57	63
64 Post and telecommunications	29	58	27	21	25	30	42	22
Section J								
Financial intermediation								
65-66 Banking and insurance	34	33	41	35	35	44	37	27
67 Auxiliary activities	34	62	46	38	19	41	22	33
Section K and O								
Real estate, renting, business activities, other personal services	37	37	57	31	43	45	37	45
TOTAL	31	31	41	27	39	42	36	40


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	37	37	39	24	53	57	42	67
20 to 49	32	36	36	22	35	52	31	39
50 to 249	32	32	44	31	45	41	29	36
250 to 499	36	27	36	24	53	43	31	29
500 to 999	45	27	34	28	38	41	35	69
1000 and more	26	31	42	27	35	39	41	27
TOTAL	31	31	41	27	39	42	36	40

TOTAL

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
31	c	31	29	155	93	34	50	37	Mining and quarrying
									Section C
									Section D
									Manufacturing
24	c	38	24	39	18	23	46	43	Food, beverages, tobacco 15-16
35	c	31	14	56	52	28	17	25	Textiles, clothing, leather 17-19
31	c	31	31	65	35	33	40	25	Paper, publishing, printing 21-22
32	c	45	31	42	30	24	17	33	Non-metallic products 23-26
30	c	35	27	30	46	30	52	33	Metals, metallic products 27-28
32	c	42	31	36	41	36	22	34	Machinery, electrical/optical equipm. 29-33
24	c	27	21	53	40	51	38	43	Transport equipment 34-35
24	c	41	25	36	36	27	41	24	Wood, manufacturing n.e.c 20,36,37
									Section E
26	c	45	24	34	35	41	40	31	Electricity, gas and water supply
									Section F
45	c	29	30	27	42	24	53	21	Construction
									Section G
									Wholesale, retail, repair
50	c	38	26	35	28	24	21	23	Sale and repair of motor vehicles 50
31	c	37	26	32	35	26	13	30	Wholesale trade 51
27	c	31	25	17	20	20	19	33	Retail trade, repair of personal goods 52
									Section H
19	c	27	16	27	20	20	7	18	Hotels and restaurants
									Section I
									Transport, storage and communication
33	c	41	22	29	56	26	22	25	Transport, supporting activities 60-63
27	c	24	31	41	30	32	57	80	Post and telecommunications 64
									Section J
									Financial intermediation
35	c	49	49	55	38	20	26	24	Banking and insurance 65-66
33	c	39	20	64	24	54	32	25	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
42	c	40	30	43	42	34	36	45	
32	39	37	29	38	36	31	26	33	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
43	c	27	27	47	36	29	44	28	10 to 19
35	c	30	28	33	47	31	32	29	20 to 49
33	c	35	26	38	34	26	30	27	50 to 249
27	c	35	28	36	37	30	51	36	250 to 499
33	c	36	28	68	39	33	62	44	500 to 999
30	c	45	32	32	33	32	18	41	1000 and more
32	39	37	29	38	36	31	26	33	TOTAL

3.4.5. HOURS IN CVT COURSES PER PARTICIPANT

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	46	:	111	21	25	69	73	12
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	30	:	44	15	51	38	27	34
17-19 Textiles, clothing, leather	31	:	97	18	92	41	38	20
21-22 Paper, publishing, printing	32	:	41	21	59	62	30	35
23-26 Non-metallic products	28	:	76	26	32	38	33	25
27-28 Metals, metallic products	34	:	56	24	26	74	36	20
29-33 Machinery, electrical/optical equipm.	32	:	59	46	79	46	39	54
34-35 Transport equipment	55	:	35	54	149	56	38	48
20,36,37 Wood, manufacturing n.e.c	38	:	34	20	73	50	37	45
Section E								
Electricity, gas and water supply	46	:	48	29	108	47	80	24
Section F								
Construction	68	:	160	27	61	56	35	53
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	24	:	47	24	53	49	25	10
51 Wholesale trade	23	:	57	22	34	35	32	26
52 Retail trade, repair of personal goods	20	:	19	13	25	28	19	28
Section H								
Hotels and restaurants	14	:	57	14	44	33	31	56
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	29	:	67	12	33	47	50	43
64 Post and telecommunications	28	:	27	17	28	26	31	18
Section J								
Financial intermediation								
65-66 Banking and insurance	34	:	47	33	35	47	35	29
67 Auxiliary activities	35	:	61	35	20	54	23	30
Section K and O								
Real estate, renting, business activities, other personal services	32	:	98	24	39	46	34	44
TOTAL	29	:	54	25	38	41	33	41


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	38	:	57	23	53	63	39	65
20 to 49	32	:	52	22	28	63	28	42
50 to 249	33	:	63	33	48	42	29	42
250 to 499	37	:	42	24	54	42	30	28
500 to 999	38	:	40	33	30	36	36	69
1000 and more	24	:	55	21	35	35	34	24
TOTAL	29	:	54	25	38	41	33	41

FEMALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
52	c	26	35	68	149	30	47	45	Mining and quarrying
									Section C
									Section D
									Manufacturing
29	c	27	19	43	17	23	40	41	Food, beverages, tobacco 15-16
28	c	29	12	69	58	28	18	24	Textiles, clothing, leather 17-19
29	c	26	30	46	28	32	35	25	Paper, publishing, printing 21-22
28	c	43	43	47	30	21	16	49	Non-metallic products 23-26
32	c	27	33	31	53	38	36	36	Metals, metallic products 27-28
29	c	37	27	35	47	36	22	43	Machinery, electrical/optical equipm. 29-33
22	c	25	23	48	48	54	63	47	Transport equipment 34-35
26	c	33	30	36	33	30	49	22	Wood, manufacturing n.e.c 20,36,37
									Section E
29	c	63	18	27	36	42	56	33	Electricity, gas and water supply
									Section F
69	c	25	26	21	39	30	81	25	Construction
									Section G
									Wholesale, retail, repair
50	c	22	27	42	29	18	20	22	Sale and repair of motor vehicles 50
32	c	33	32	33	35	27	14	27	Wholesale trade 51
18	c	30	28	16	19	19	20	30	Retail trade, repair of personal goods 52
									Section H
16	c	25	14	26	18	20	7	16	Hotels and restaurants
									Section I
									Transport, storage and communication
38	c	60	24	23	59	27	22	30	Transport, supporting activities 60-63
24	c	24	33	41	28	31	61	85	Post and telecommunications 64
									Section J
									Financial intermediation
35	c	53	47	62	36	19	27	20	Banking and insurance 65-66
31	c	37	19	64	17	52	34	24	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
34	c	34	29	40	38	31	27	47	
29	34	36	31	37	32	29	25	35	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
39	c	20	21	58	32	29	48	26	10 to 19
38	c	21	30	34	48	30	32	23	20 to 49
33	c	32	26	45	33	25	32	25	50 to 249
24	c	33	27	43	37	27	52	36	250 to 499
28	c	31	27	67	33	33	42	47	500 to 999
26	c	45	39	29	29	29	17	44	1000 and more
29	34	36	31	37	32	29	25	35	TOTAL

3.4.6. HOURS IN CVT COURSES PER PARTICIPANT

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	34	:	22	9	36	58	30	11
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	32	:	29	14	39	38	25	34
17-19 Textiles, clothing, leather	26	:	35	14	80	49	29	21
21-22 Paper, publishing, printing	36	:	33	22	63	48	33	49
23-26 Non-metallic products	30	:	40	27	33	46	33	30
27-28 Metals, metallic products	34	:	29	22	31	43	27	30
29-33 Machinery, electrical/optical equipm.	29	:	33	31	53	45	36	52
34-35 Transport equipment	39	:	29	56	74	51	36	50
20,36,37 Wood, manufacturing n.e.c	32	:	29	19	64	47	30	57
Section E								
Electricity, gas and water supply	33	:	46	32	74	44	29	34
Section F								
Construction	35	:	44	15	41	32	26	33
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	29	:	23	27	30	47	32	15
51 Wholesale trade	18	:	29	23	39	44	32	24
52 Retail trade, repair of personal goods	23	:	24	22	33	32	21	59
Section H								
Hotels and restaurants	13	:	23	16	57	35	32	38
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	35	:	25	16	39	40	59	70
64 Post and telecommunications	30	:	26	23	23	32	50	30
Section J								
Financial intermediation								
65-66 Banking and insurance	34	:	31	37	34	43	39	26
67 Auxiliary activities	33	:	24	43	18	35	21	36
Section K and O								
Real estate, renting, business activities, other personal services	39	:	34	34	47	45	39	48
TOTAL	31	:	31	28	40	42	38	40


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	36	:	29	24	53	55	44	68
20 to 49	31	:	27	22	41	48	32	35
50 to 249	31	:	33	30	43	40	30	33
250 to 499	35	:	31	24	53	43	31	29
500 to 999	48	:	31	27	42	43	34	69
1000 and more	27	:	31	31	36	40	44	29
TOTAL	31	:	31	28	40	42	38	40

MALES

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
26	c	31	28	167	68	34	51	29	Mining and quarrying
									Section C
									Section D
									Manufacturing
23	c	41	26	37	19	23	51	45	Food, beverages, tobacco 15-16
41	c	32	16	39	40	29	16	26	Textiles, clothing, leather 17-19
31	c	33	31	70	37	33	45	25	Paper, publishing, printing 21-22
33	c	46	26	39	29	26	18	16	Non-metallic products 23-26
30	c	36	26	30	44	28	58	31	Metals, metallic products 27-28
33	c	43	32	37	38	36	21	28	Machinery, electrical/optical equipm. 29-33
24	c	27	20	54	39	50	18	40	Transport equipment 34-35
24	c	43	23	35	36	26	37	26	Wood, manufacturing n.e.c 20,36,37
									Section E
26	c	43	25	36	35	41	34	30	Electricity, gas and water supply
									Section F
42	c	29	30	28	42	23	46	20	Construction
									Section G
									Wholesale, retail, repair
50	c	41	26	34	27	25	22	23	Sale and repair of motor vehicles 50
30	c	38	24	32	35	26	13	32	Wholesale trade 51
34	c	33	21	19	24	22	17	38	Retail trade, repair of personal goods 52
									Section H
23	c	30	19	27	31	19	7	20	Hotels and restaurants
									Section I
									Transport, storage and communication
33	c	34	22	30	53	26	21	22	Transport, supporting activities 60-63
29	c	24	30	41	32	32	54	76	Post and telecommunications 64
									Section J
									Financial intermediation
35	c	46	51	51	42	20	26	30	Banking and insurance 65-66
36	c	41	21	65	28	56	31	25	Auxiliary activities 67
									Section K and O
49	c	43	30	45	46	36	41	44	Real estate, renting, business activities, other personal services
33	42	38	28	39	38	32	27	32	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
45	c	29	30	39	40	28	41	29	10 to 19
33	c	32	26	33	47	31	31	31	20 to 49
33	c	36	26	35	35	26	28	28	50 to 249
28	c	35	29	33	37	32	50	36	250 to 499
35	c	38	28	69	44	33	72	39	500 to 999
32	c	45	29	36	36	34	19	36	1000 and more
33	42	38	28	39	38	32	27	32	TOTAL

3.4.7. HOURS IN CVT COURSES PER 1000 WORKING HOURS (ALL ENTERPRISES)


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	9	2	18	2	4	8	7	3
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	6	7	8	2	3	5	7	9
17-19 Textiles, clothing, leather	3	3	16	1	2	2	5	2
21-22 Paper, publishing, printing	6	7	10	3	2	6	7	8
23-26 Non-metallic products	7	7	17	6	3	8	10	9
27-28 Metals, metallic products	5	6	10	4	2	7	6	5
29-33 Machinery, electrical/optical equipm.	7	15	13	6	4	8	10	12
34-35 Transport equipment	12	9	9	13	12	15	12	11
20,36,37 Wood, manufacturing n.e.c	4	2	8	2	2	2	5	8
Section E								
Electricity, gas and water supply	10	10	16	10	1	14	11	15
Section F								
Construction	6	3	16	2	0	2	5	4
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	6	6	9	6	2	7	7	2
51 Wholesale trade	6	5	17	3	2	5	7	4
52 Retail trade, repair of personal goods	5	7	6	3	2	6	7	8
Section H								
Hotels and restaurants	3	5	25	1	2	4	7	21
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	9	5	9	2	1	8	19	7
64 Post and telecommunications	12	22	11	12	1	6	17	5
Section J								
Financial intermediation								
65-66 Banking and insurance	9	13	16	9	9	17	16	9
67 Auxiliary activities	10	13	22	11	2	12	8	4
Section K and O								
Real estate, renting, business activities, other personal services	9	12	21	7	2	6	11	11
TOTAL	7	8	14	5	3	6	10	9

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	4	4	12	3	1	3	5	7
20 to 49	5	5	11	4	1	4	5	8
50 to 249	6	8	14	5	2	5	7	8
250 to 499	8	9	10	4	4	9	9	9
500 to 999	12	9	13	6	3	9	12	24
1000 and more	8	13	15	6	6	11	16	7
TOTAL	7	8	14	5	3	6	10	9

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
6	c	11	4	5	14	15	22	15	Mining and quarrying
									Section C
									Section D
									Manufacturing
3	c	9	3	2	6	7	10	8	Food, beverages, tobacco 15-16
2	c	5	1	2	9	10	3	3	Textiles, clothing, leather 17-19
3	c	7	5	6	10	12	7	6	Paper, publishing, printing 21-22
5	c	14	5	3	9	10	4	9	Non-metallic products 23-26
3	c	10	4	2	12	11	6	8	Metals, metallic products 27-28
5	c	13	6	8	12	13	7	10	Machinery, electrical/optical equipm. 29-33
5	c	7	5	13	8	26	11	11	Transport equipment 34-35
1	c	6	3	1	6	6	10	4	Wood, manufacturing n.e.c 20,36,37
									Section E
10	c	14	6	10	15	22	9	15	Electricity, gas and water supply
									Section F
									Construction
									Section G
									Wholesale, retail, repair
6	c	13	6	3	8	7	5	7	Sale and repair of motor vehicles 50
3	c	9	5	3	8	8	6	8	Wholesale trade 51
3	c	10	5	3	7	9	4	10	Retail trade, repair of personal goods 52
									Section H
2	c	8	1	1	8	6	3	5	Hotels and restaurants
									Section I
									Transport, storage and communication
6	c	10	5	3	14	8	8	5	Transport, supporting activities 60-63
13	c	8	7	12	40	13	13	27	Post and telecommunications 64
									Section J
									Financial intermediation
12	c	21	15	16	12	10	5	14	Banking and insurance 65-66
5	c	17	3	9	6	21	9	6	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
7	c	10	4	3	13	13	9	18	
5	8	11	5	4	11	12	7	10	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
2	c	6	4	1	8	8	8	8	10 to 19
3	c	7	4	1	9	10	6	8	20 to 49
4	c	10	4	3	8	8	7	8	50 to 249
5	c	11	5	5	10	11	14	11	250 to 499
7	c	12	5	10	12	16	17	15	500 to 999
10	c	14	8	8	13	14	6	14	1000 and more
5	8	11	5	4	11	12	7	10	TOTAL

3.4.8. HOURS IN EXTERNAL CVT COURSES AS A PERCENTAGE OF TOTAL HOURS IN CVT COURSES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	39	71	90	37	19	50	63	35
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	40	47	57	49	39	75	65	58
17-19 Textiles, clothing, leather	49	63	73	53	32	73	55	37
21-22 Paper, publishing, printing	52	89	52	46	25	64	70	53
23-26 Non-metallic products	48	57	46	46	44	48	60	33
27-28 Metals, metallic products	48	68	57	47	19	68	71	42
29-33 Machinery, electrical/optical equipm.	48	42	53	44	31	65	69	42
34-35 Transport equipment	41	55	81	19	26	49	62	53
20,36,37 Wood, manufacturing n.e.c	45	99	60	54	15	76	69	92
Section E								
Electricity, gas and water supply	43	38	55	40	100	54	71	51
Section F								
Construction	49	56	62	64	50	71	72	64
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	68	85	76	66	58	82	75	60
51 Wholesale trade	31	59	52	31	56	65	64	61
52 Retail trade, repair of personal goods	39	45	61	40	39	30	47	58
Section H								
Hotels and restaurants	36	48	32	34	16	62	55	7
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	34	45	48	55	26	38	12	35
64 Post and telecommunications	30	44	51	5	0	55	73	36
Section J								
Financial intermediation								
65-66 Banking and insurance	34	28	35	31	17	32	44	34
67 Auxiliary activities	37	50	60	10	36	41	56	67
Section K and O								
Real estate, renting, business activities, other personal services	46	51	35	34	25	52	69	18
TOTAL	42	49	47	37	28	52	49	36

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	62	73	77	71	51	85	73	65
20 to 49	56	60	69	65	44	70	70	23
50 to 249	54	58	48	52	52	67	70	33
250 to 499	48	52	45	49	24	57	66	43
500 to 999	43	49	41	47	22	54	59	34
1000 and more	31	32	41	17	17	33	36	20
TOTAL	42	49	47	37	28	52	49	36

I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
72	c	71	65	84	31	54	32	77	Mining and quarrying
									Section C
									Section D
									Manufacturing
39	c	41	54	43	39	43	19	45	Food, beverages, tobacco 15-16
42	c	67	51	41	67	50	38	39	Textiles, clothing, leather 17-19
34	c	61	56	18	47	42	50	57	Paper, publishing, printing 21-22
31	c	50	49	43	48	42	48	29	Non-metallic products 23-26
47	c	50	58	39	47	37	33	44	Metals, metallic products 27-28
39	c	63	53	24	51	46	40	33	Machinery, electrical/optical equipm. 29-33
38	c	68	41	18	51	43	50	51	Transport equipment 34-35
35	c	78	39	71	68	47	20	42	Wood, manufacturing n.e.c 20,36,37
									Section E
26	c	66	40	64	57	41	34	71	Electricity, gas and water supply
									Section F
40	c	79	66	31	51	47	38	57	Construction
									Section G
									Wholesale, retail, repair
67	c	79	55	54	64	51	60	59	Sale and repair of motor vehicles 50
37	c	43	45	28	57	44	9	49	Wholesale trade 51
47	c	45	29	13	51	28	27	49	Retail trade, repair of personal goods 52
									Section H
38	c	55	54	32	32	52	27	48	Hotels and restaurants
									Section I
									Transport, storage and communication
24	c	40	31	46	70	33	58	36	Transport, supporting activities 60-63
22	c	51	40	14	32	50	38	56	Post and telecommunications 64
									Section J
									Financial intermediation
22	c	27	34	20	45	34	39	26	Banking and insurance 65-66
19	c	31	56	75	60	35	38	85	Auxiliary activities 67
									Section K and O
35	c	66	56	37	64	54	40	57	Real estate, renting, business activities, other personal services
33	48	55	44	30	53	45	37	50	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
43	c	82	72	36	82	59	48	52	10 to 19
42	c	68	67	58	64	58	40	70	20 to 49
43	c	65	57	50	67	50	45	52	50 to 249
34	c	57	44	28	47	43	42	45	250 to 499
36	c	53	43	26	46	38	38	41	500 to 999
25	c	43	26	19	42	41	32	43	1000 and more
33	48	55	44	30	53	45	37	50	TOTAL

3.4.9. HOURS IN INTERNAL CVT COURSES AS A PERCENTAGE OF TOTAL HOURS IN CVT COURSES


 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	61	29	10	63	81	50	37	65
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	60	53	43	51	61	25	35	42
17-19 Textiles, clothing, leather	51	37	27	47	68	27	45	63
21-22 Paper, publishing, printing	48	11	48	54	75	36	30	47
23-26 Non-metallic products	52	43	54	54	56	52	40	67
27-28 Metals, metallic products	52	32	43	53	81	32	29	58
29-33 Machinery, electrical/optical equipm.	52	58	47	56	69	35	31	58
34-35 Transport equipment	59	45	19	81	74	51	38	47
20,36,37 Wood, manufacturing n.e.c	55	1	40	46	85	24	31	8
Section E								
Electricity, gas and water supply	57	62	45	60	0	46	29	49
Section F								
Construction	51	44	38	36	50	29	28	36
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	32	15	24	34	42	18	25	40
51 Wholesale trade	69	41	48	69	44	35	36	39
52 Retail trade, repair of personal goods	61	55	39	60	61	70	53	42
Section H								
Hotels and restaurants	64	52	68	66	84	38	45	93
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	66	55	52	45	74	62	88	65
64 Post and telecommunications	70	56	49	95	100	45	27	64
Section J								
Financial intermediation								
65-66 Banking and insurance	66	72	65	69	83	68	56	66
67 Auxiliary activities	63	50	40	90	64	59	44	33
Section K and O								
Real estate, renting, business activities, other personal services	54	49	65	66	75	48	31	82
TOTAL	58	51	53	63	72	48	51	64

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	38	27	23	29	49	15	27	35
20 to 49	44	40	31	35	56	30	30	77
50 to 249	46	42	52	48	48	33	30	67
250 to 499	52	48	55	51	76	43	34	57
500 to 999	57	51	59	53	78	46	41	66
1000 and more	69	68	59	83	83	67	64	80
TOTAL	58	51	53	63	72	48	51	64


I	L	NL	A	P	FIN	S	UK	NO	NACE Rev. 1
28	c	29	35	16	69	46	68	23	Section C Mining and quarrying
									Section D Manufacturing
61	c	59	46	57	61	57	81	55	Food, beverages, tobacco 15-16
58	c	33	49	59	33	50	62	61	Textiles, clothing, leather 17-19
66	c	39	44	82	53	58	50	43	Paper, publishing, printing 21-22
69	c	50	51	57	52	58	52	71	Non-metallic products 23-26
53	c	50	42	61	53	63	67	56	Metals, metallic products 27-28
61	c	37	47	76	49	54	60	67	Machinery, electrical/optical equipm. 29-33
62	c	32	59	82	49	57	50	49	Transport equipment 34-35
65	c	22	61	29	32	53	80	58	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
74	c	34	60	36	43	59	66	29	
									Section F Construction
60	c	21	34	69	49	53	62	43	
									Section G Wholesale, retail, repair
33	c	21	45	46	36	49	40	41	Sale and repair of motor vehicles 50
63	c	57	55	72	43	56	91	51	Wholesale trade 51
53	c	55	71	87	49	72	73	51	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
62	c	45	46	68	68	48	73	52	
									Section I Transport, storage and communication
76	c	60	69	54	30	67	42	64	Transport, supporting activities 60-63
78	c	49	60	86	68	50	62	44	Post and telecommunications 64
									Section J Financial intermediation
78	c	73	66	80	55	66	61	74	Banking and insurance 65-66
81	c	69	44	25	40	65	62	15	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
65	c	34	44	63	36	46	60	43	
67	52	45	56	70	47	55	63	50	TOTAL

I	L	NL	A	P	FIN	S	UK	NO	Size class (number of employees)
57	c	18	28	64	18	41	52	48	10 to 19
58	c	32	33	42	36	42	60	30	20 to 49
57	c	35	43	50	33	50	55	48	50 to 249
66	c	43	56	72	53	57	58	55	250 to 499
64	c	47	57	74	54	62	62	59	500 to 999
75	c	57	74	81	58	59	68	57	1000 and more
67	52	45	56	70	47	55	63	50	TOTAL

3.4.10. PERCENTAGE OF HOURS IN EXTERNAL CVT COURSES BY TRAINING PROVIDER

 Providers	EU-15	B	DK	D	EL	E	F	IRL
Public schools and colleges	8	7	15	3	0	1	5	9
Universities	4	5	5	1	3	3	2	7
Specialised training institutions	11	20	30	4	3	6	5	7
Private training organisations	48	38	19	36	40	58	65	57
Equipment suppliers	10	10	6	16	6	7	7	11
Parent/associate companies	6	9	7	4	8	8	6	1
Unions	1	1	3	2	3	3	0	1
Chambers, sectoral bodies and employers' organisations	7	9	6	21	4	7	6	3
Other providers	6	2	9	12	31	7	3	3


3.4.11. PERCENTAGE OF HOURS IN CVT COURSES BY FIELD OF TRAINING

 Field of training	EU-15	B	DK	D	EL	E	F	IRL
Foreign languages and cultures; mother tongue	4	6	3	7	5	14	6	1
Wholesale and retail sales; marketing and advertising	9	7	5	11	11	10	10	8
Finance, banking, insurance; accounting and taxation	5	6	3	4	18	5	5	4
Management and administration	11	7	5	10	8	6	7	9
Secretarial and office work	2	3	2	1	3	2	1	2
Personal development; working life	12	12	9	9	3	9	9	10
Computer science; computer use	17	16	15	21	17	16	20	17
Engineering, manufacturing and construction	16	29	13	11	21	14	14	16
Environmental protection; occupational health and safety	9	6	3	4	3	8	5	20
Personal services (including tourism, hotel, restaurants); transport services; security services	5	3	3	6	2	4	12	8
Other field of training	10	5	39	15	8	11	11	6

I	L	NL	A	P	FIN	S	UK	NO	Providers
1	2	5	1	0	5	3	15	1	Public schools and colleges
1	4	5	3	3	7	3	5	10	Universities
28	8	18	4	27	23	6	11	15	Specialised training institutions
42	44	49	37	35	32	58	48	27	Private training organisations
9	13	8	14	5	8	11	9	16	Equipment suppliers
9	11	6	11	12	6	7	4	8	Parent/associate companies
0	1	0	2	0	2	3	1	2	Unions
3	11	6	19	5	2	6	4	8	Chambers, sectoral bodies and employers' organisations
6	7	2	8	12	14	4	4	12	Other providers

I	L	NL	A	P	FIN	S	UK	NO	Field of training
7	8	2	5	4	5	3	1	1	Foreign languages and cultures; mother tongue
8	8	8	14	9	12	9	8	16	Wholesale and retail sales; marketing and advertising
5	10	15	5	3	5	8	5	9	Finance, banking, insurance; accounting and taxation
7	8	8	14	7	11	10	15	13	Management and administration
3	1	1	2	1	3	1	2	2	Secretarial and office work
16	10	13	7	12	15	14	14	6	Personal development; working life
13	15	17	16	10	16	23	15	22	Computer science; computer use
11	20	17	15	20	14	15	19	11	Engineering, manufacturing and construction
10	5	11	3	4	4	7	15	6	Environmental protection; occupational health and safety
4	2	5	2	4	3	4	2	5	Personal services (including tourism, hotel, restaurants); transport services; security services
16	14	3	16	25	12	6	5	9	Other field of training

3.5.1. TOTAL COST OF CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	2.5	0.5	9.6	0.3	0.5	1.7	2.2	0.8
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	1.8	1.5	2.1	0.7	0.7	1.2	1.8	2.0
17-19 Textiles, clothing, leather	1.0	0.7	5.3	0.4	1.0	0.5	1.6	0.8
21-22 Paper, publishing, printing	2.1	1.1	2.5	0.9	2.8	1.3	1.6	2.1
23-26 Non-metallic products	1.9	1.4	2.7	1.6	1.0	1.7	2.3	3.3
27-28 Metals, metallic products	1.4	1.2	1.8	1.0	0.5	1.3	1.6	1.5
29-33 Machinery, electrical/optical equipm.	2.3	2.5	3.1	1.6	0.9	1.6	2.2	3.2
34-35 Transport equipment	2.6	2.0	1.7	2.2	3.0	2.4	2.5	3.1
20,36,37 Wood, manufacturing n.e.c	1.3	0.4	1.6	0.6	0.6	0.6	1.4	2.0
Section E								
Electricity, gas and water supply	2.4	1.6	3.2	1.9	0.3	3.1	2.4	4.2
Section F								
Construction	1.8	0.6	2.4	0.4	0.2	0.5	0.8	0.9
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	2.0	1.3	2.2	1.7	0.7	1.6	1.4	1.1
51 Wholesale trade	2.3	1.4	3.4	0.9	1.3	1.4	1.9	1.0
52 Retail trade, repair of personal goods	1.5	1.6	1.1	0.6	0.7	1.2	1.8	1.7
Section H								
Hotels and restaurants	1.5	1.0	4.3	0.5	0.5	0.6	1.5	6.7
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	2.5	1.1	1.9	0.8	0.2	1.8	3.4	1.8
64 Post and telecommunications	3.0	4.9	6.5	2.3	0.1	1.6	3.6	1.1
Section J								
Financial intermediation								
65-66 Banking and insurance	2.7	2.0	4.4	2.5	1.4	2.5	3.3	2.0
67 Auxiliary activities	6.2	2.6	5.0	2.7	0.4	2.6	2.1	2.0
Section K and O								
Real estate, renting, business activities, other personal services	2.9	2.1	5.2	1.9	0.8	1.4	2.6	2.5
TOTAL	2.3	1.6	3.0	1.5	0.9	1.5	2.4	2.4


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	1.5	1.0	2.5	1.0	0.2	0.5	0.7	2.0
20 to 49	1.4	1.1	2.4	0.9	0.3	0.7	1.1	2.2
50 to 249	2.4	1.6	3.3	1.4	1.4	1.1	1.8	2.1
250 to 499	2.3	1.7	2.8	1.1	1.0	1.9	2.3	2.5
500 to 999	2.7	1.9	3.0	1.6	0.7	2.1	2.7	5.2
1000 and more	2.5	2.0	3.2	1.8	1.0	2.1	3.2	1.9
TOTAL	2.3	1.6	3.0	1.5	0.9	1.5	2.4	2.4

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
1.6	c	3.4	1.2	1.5	2.5	3.0	10.4	.	Mining and quarrying Section C
0.9	c	2.1	0.8	0.6	1.3	2.0	5.4	.	Manufacturing Section D
0.8	c	1.7	0.4	0.4	1.8	1.9	1.7	.	Food, beverages, tobacco 15-16
1.0	c	1.8	1.2	1.3	2.1	2.5	4.9	.	Textiles, clothing, leather 17-19
1.5	c	2.9	1.3	1.3	1.9	2.5	2.4	.	Paper, publishing, printing 21-22
0.9	c	2.4	0.9	0.4	2.4	1.8	2.1	.	Non-metallic products 23-26
1.7	c	2.7	1.5	1.7	2.7	3.0	3.9	.	Metals, metallic products 27-28
1.3	c	2.1	0.9	2.4	1.4	4.0	5.0	.	Machinery, electrical/optical equipm. 29-33
0.7	c	1.4	0.9	0.4	1.3	1.6	3.8	.	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
2.3	c	2.9	1.7	1.9	3.0	6.9	2.7	.	Electricity, gas and water supply Section E
1.6	c	2.3	0.7	0.2	1.4	1.9	4.4	.	Construction Section F
3.4	c	2.4	1.7	0.9	2.0	2.0	2.7	.	Wholesale, retail, repair Section G
1.1	c	2.2	1.3	0.9	2.3	2.1	3.9	.	Sale and repair of motor vehicles 50
1.3	c	2.1	1.1	1.2	1.7	1.9	3.3	.	Wholesale trade 51
									Retail trade, repair of personal goods 52
1.1	c	1.9	0.3	0.4	1.6	1.4	2.0	.	Hotels and restaurants Section H
1.7	c	2.5	1.3	1.1	3.5	2.1	3.0	.	Transport, storage and communication Section I
2.3	c	3.9	3.0	2.4	7.9	4.2	9.3	.	Transport, supporting activities 60-63
									Post and telecommunications 64
2.9	c	5.5	3.7	2.7	3.1	2.5	2.5	.	Financial intermediation Section J
1.3	c	4.1	1.3	1.6	2.4	5.6	9.2	.	Banking and insurance 65-66
									Auxiliary activities 67
2.7	c	3.3	1.1	1.6	3.0	3.3	3.9	.	Real estate, renting, business activities, other personal services Section K and O
1.7	1.9	2.8	1.3	1.2	2.4	2.8	3.6	2.3	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
1.1	c	1.6	1.0	0.2	1.8	1.8	4.8	.	10 to 19
1.3	c	1.5	1.0	0.4	1.8	2.3	3.1	.	20 to 49
1.5	c	2.5	1.2	0.8	1.9	2.1	5.9	.	50 to 249
1.8	c	2.9	1.5	1.2	2.4	2.6	6.2	.	250 to 499
2.3	c	3.2	1.1	3.2	2.7	3.7	4.5	.	500 to 999
2.2	c	4.2	1.8	2.0	2.9	3.2	2.6	.	1000 and more
1.7	1.9	2.8	1.3	1.2	2.4	2.8	3.6	2.3	TOTAL

3.5.2. DIRECT COST OF CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	1.6	0.3	7.8	0.1	0.1	0.5	1.1	0.6
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	1.1	0.6	1.4	0.4	0.3	0.4	0.8	1.2
17-19 Textiles, clothing, leather	0.7	0.2	3.9	0.3	0.4	0.1	0.5	0.7
21-22 Paper, publishing, printing	1.3	0.3	1.4	0.5	0.2	0.4	0.6	1.3
23-26 Non-metallic products	1.1	0.6	1.1	0.9	0.6	0.6	1.0	2.2
27-28 Metals, metallic products	0.8	0.5	1.0	0.5	0.3	0.4	0.7	0.9
29-33 Machinery, electrical/optical equipm.	1.5	0.8	1.7	1.0	0.4	0.5	1.0	1.9
34-35 Transport equipment	1.4	0.9	1.0	0.9	0.4	0.8	1.0	2.4
20,36,37 Wood, manufacturing n.e.c	0.8	0.1	0.8	0.4	0.3	0.3	0.5	1.4
Section E								
Electricity, gas and water supply	1.3	0.5	1.8	0.8	0.1	1.2	1.2	2.7
Section F								
Construction	1.1	0.2	0.9	0.2	0.2	0.1	0.3	0.5
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	1.3	0.6	1.3	1.0	0.4	0.4	0.8	1.0
51 Wholesale trade	1.5	0.6	1.6	0.6	0.9	0.5	0.6	0.7
52 Retail trade, repair of personal goods	1.0	0.8	0.4	0.4	0.5	0.5	0.8	0.9
Section H								
Hotels and restaurants	0.9	0.4	2.0	0.4	0.2	0.2	0.6	4.7
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	1.3	0.4	0.9	0.5	0.2	0.7	1.2	0.7
64 Post and telecommunications	1.9	1.7	5.6	1.2	0.1	0.8	1.6	0.7
Section J								
Financial intermediation								
65-66 Banking and insurance	1.6	0.7	2.8	1.6	0.5	0.7	1.6	1.1
67 Auxiliary activities	5.0	1.2	2.9	1.5	0.3	1.3	1.0	1.6
Section K and O								
Real estate, renting, business activities, other personal services	1.8	0.9	3.1	1.0	0.4	0.6	1.1	1.4
TOTAL	1.4	0.6	1.7	0.9	0.4	0.5	1.0	1.5


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	1.0	0.4	1.3	0.6	0.2	0.2	0.2	1.3
20 to 49	0.9	0.5	1.3	0.5	0.2	0.2	0.3	1.6
50 to 249	1.6	0.7	1.8	0.8	0.6	0.5	0.7	1.2
250 to 499	1.4	0.7	1.9	0.7	0.6	0.7	1.0	1.5
500 to 999	1.5	0.8	1.8	0.9	0.3	0.8	1.2	2.9
1000 and more	1.5	0.7	1.7	1.0	0.3	0.7	1.3	1.1
TOTAL	1.4	0.6	1.7	0.9	0.4	0.5	1.0	1.5

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
0.7	c	2.3	0.9	0.8	1.2	1.4	7.7	.	Mining and quarrying Section C
0.6	c	1.2	0.5	0.3	0.7	1.3	4.2	.	Manufacturing Section D
0.9	c	1.1	0.3	0.3	1.1	1.0	1.4	.	Food, beverages, tobacco 15-16
0.7	c	1.1	0.7	0.7	1.0	1.3	3.9	.	Textiles, clothing, leather 17-19
1.1	c	1.4	0.7	0.8	0.9	1.4	1.9	.	Paper, publishing, printing 21-22
0.6	c	1.4	0.5	0.2	1.0	0.9	1.5	.	Non-metallic products 23-26
1.3	c	1.5	0.8	0.9	1.6	1.7	3.2	.	Metals, metallic products 27-28
0.8	c	1.4	0.5	0.9	0.5	1.4	4.0	.	Machinery, electrical/optical equipm. 29-33
0.6	c	0.8	0.6	0.3	0.7	1.1	2.7	.	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
1.4	c	1.5	1.1	0.8	1.5	4.7	1.9	.	Electricity, gas and water supply Section E
1.3	c	1.2	0.4	0.2	0.7	1.1	2.9	.	Construction Section F
2.7	c	1.1	1.1	0.5	1.2	1.4	2.2	.	Wholesale, retail, repair Section G
1.0		1.3	0.8	0.5	1.4	1.3	3.2	.	Sale and repair of motor vehicles 50
1.0	c	1.1	0.5	0.9	0.9	1.1	2.9	.	Wholesale trade 51
									Retail trade, repair of personal goods 52
1.0	c	1.1	0.2	0.3	0.7	0.9	1.4	.	Hotels and restaurants Section H
1.0	c	1.5	0.8	0.8	2.4	1.2	2.1	.	Transport, storage and communication Section I
1.0	c	3.2	2.3	1.1	4.2	2.8	7.6	.	Transport, supporting activities 60-63
									Post and telecommunications 64
1.6	c	3.4	2.2	0.9	2.0	1.5	1.9	.	Financial intermediation Section J
0.8	c	2.3	0.9	0.5	1.7	4.0	8.1	.	Banking and insurance 65-66
									Auxiliary activities 67
2.0	c	2.1	0.7	1.1	1.7	1.9	2.9	.	Real estate, renting, business activities, other personal services Section K and O
1.2	1.0	1.7	0.8	0.7	1.3	1.6	2.8	1.4	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
0.9	c	1.0	0.6	0.1	1.0	1.1	3.9	.	10 to 19
1.0	c	0.8	0.6	0.2	1.1	1.4	2.3	.	20 to 49
1.2	c	1.4	0.8	0.5	1.1	1.3	4.6	.	50 to 249
1.2	c	1.7	1.0	0.7	1.4	1.5	4.9	.	250 to 499
1.6	c	1.9	0.7	1.5	1.3	2.0	2.8	.	500 to 999
1.2	c	2.5	1.0	1.0	1.6	1.8	2.1	.	1000 and more
1.2	1.0	1.7	0.8	0.7	1.3	1.6	2.8	1.4	TOTAL

3.5.3. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	0.8	0.2	1.8	0.2	0.4	1.3	0.7	0.3
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	0.6	0.8	0.8	0.3	0.4	0.7	0.8	0.9
17-19 Textiles, clothing, leather	0.3	0.5	1.6	0.2	0.2	0.3	0.6	0.2
21-22 Paper, publishing, printing	0.7	0.7	1.0	0.4	0.3	0.7	0.7	0.8
23-26 Non-metallic products	0.8	0.7	1.7	0.7	0.4	1.0	1.1	1.2
27-28 Metals, metallic products	0.6	0.6	1.0	0.5	0.2	0.8	0.7	0.6
29-33 Machinery, electrical/optical equipm.	0.8	1.6	1.4	0.6	0.5	0.9	1.0	1.2
34-35 Transport equipment	1.3	1.1	0.7	1.4	2.6	1.7	1.3	1.0
20,36,37 Wood, manufacturing n.e.c	0.4	0.2	0.8	0.2	0.2	0.3	0.5	0.6
Section E								
Electricity, gas and water supply	1.1	1.0	1.5	1.1	0.1	1.7	1.1	1.5
Section F								
Construction	0.6	0.4	1.5	0.2	0.1	0.3	0.5	0.4
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	0.7	0.6	0.9	0.7	0.3	0.7	0.8	0.2
51 Wholesale trade	0.7	0.7	1.8	0.3	0.2	0.8	0.8	0.4
52 Retail trade, repair of personal goods	0.5	0.7	0.6	0.2	0.3	0.6	0.7	1.0
Section H								
Hotels and restaurants	0.5	0.6	2.3	0.2	0.4	0.4	0.8	2.0
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	1.1	0.6	1.1	0.2	0.1	1.0	2.1	1.0
64 Post and telecommunications	1.2	2.3	1.1	1.2	0.1	0.6	1.8	0.4
Section J								
Financial intermediation								
65-66 Banking and insurance	1.1	1.2	1.6	0.9	0.9	1.7	1.6	0.9
67 Auxiliary activities	1.1	1.4	2.0	1.2	0.2	1.1	0.8	0.4
Section K and O								
Real estate, renting, business activities, other personal services	1.0	1.2	2.1	0.9	0.3	0.8	1.3	1.1
TOTAL	0.8	0.9	1.4	0.7	0.5	0.9	1.2	1.0


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	0.5	0.5	1.3	0.4	0.1	0.3	0.5	0.9
20 to 49	0.5	0.5	1.1	0.4	0.1	0.4	0.5	0.6
50 to 249	0.7	0.9	1.5	0.6	0.3	0.6	0.8	0.8
250 to 499	0.8	0.9	0.9	0.5	0.5	1.1	1.0	1.0
500 to 999	1.2	1.0	1.3	0.7	0.4	1.2	1.3	2.3
1000 and more	1.0	1.3	1.5	0.8	0.7	1.3	1.7	0.8
TOTAL	0.8	0.9	1.4	0.7	0.5	0.9	1.2	1.0

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
0.9	c	1.1	0.4	0.7	1.3	1.6	2.3	.	Section C Mining and quarrying
									Section D Manufacturing
0.4	c	0.9	0.4	0.4	0.6	0.7	1.3	.	Food, beverages, tobacco 15-16
0.2	c	0.5	0.1	0.2	0.8	1.0	0.4	.	Textiles, clothing, leather 17-19
0.4	c	0.7	0.6	0.9	1.1	1.3	0.8	.	Paper, publishing, printing 21-22
0.6	c	1.4	0.6	0.5	0.9	1.1	0.4	.	Non-metallic products 23-26
0.3	c	1.0	0.4	0.2	1.4	1.1	0.6	.	Metals, metallic products 27-28
0.6	c	1.3	0.6	1.0	1.2	1.4	0.7	.	Machinery, electrical/optical equipm. 29-33
0.6	c	0.7	0.5	1.6	1.0	2.7	1.0	.	Transport equipment 34-35
0.2	c	0.7	0.4	0.2	0.6	0.6	1.0	.	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
0.9	c	1.4	0.6	1.1	1.5	2.3	0.9	.	
									Section F Construction
0.4	c	1.2	0.3	0.1	0.7	0.9	1.2	.	
									Section G Wholesale, retail, repair
0.7	c	1.3	0.7	0.5	0.8	0.7	0.5	.	Sale and repair of motor vehicles 50
0.4	c	0.9	0.5	0.4	0.9	0.9	0.6	.	Wholesale trade 51
0.4	c	1.0	0.6	0.4	0.7	1.0	0.4	.	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
0.2	c	0.8	0.1	0.2	0.9	0.6	0.5	.	
									Section I Transport, storage and communication
0.7	c	1.0	0.5	0.4	1.6	0.9	0.9	.	Transport, supporting activities 60-63
1.4	c	0.8	0.7	1.3	3.7	1.4	1.4	.	Post and telecommunications 64
									Section J Financial intermediation
1.3	c	2.1	1.5	1.8	1.1	1.0	0.6	.	Banking and insurance 65-66
0.5	c	1.7	0.3	1.1	0.7	1.8	1.0	.	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
0.8	c	1.2	0.5	0.6	1.5	1.5	0.9	.	
0.6	1.0	1.1	0.5	0.6	1.1	1.3	0.8	0.9	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
0.2	c	0.7	0.4	0.1	0.9	0.9	0.9	.	10 to 19
0.3	c	0.7	0.4	0.1	1.0	1.1	0.7	.	20 to 49
0.5	c	1.0	0.4	0.4	0.9	0.9	0.7	.	50 to 249
0.6	c	1.1	0.5	0.5	1.1	1.1	1.5	.	250 to 499
0.9	c	1.2	0.5	1.9	1.4	1.7	1.9	.	500 to 999
1.0	c	1.6	0.8	1.1	1.3	1.5	0.6	.	1000 and more
0.6	1.0	1.1	0.5	0.6	1.1	1.3	0.8	0.9	TOTAL

3.5.4. TOTAL COST OF CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	906	218	6041	135	181	524	754	158
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	438	698	680	163	151	298	523	543
17-19 Textiles, clothing, leather	196	225	1656	110	164	88	394	149
21-22 Paper, publishing, printing	626	458	1108	331	610	368	554	648
23-26 Non-metallic products	609	734	1081	591	284	560	846	989
27-28 Metals, metallic products	391	414	660	362	116	350	485	347
29-33 Machinery, electrical/optical equipm.	693	1074	1251	621	205	470	764	817
34-35 Transport equipment	860	918	552	938	666	830	916	651
20,36,37 Wood, manufacturing n.e.c	299	108	509	162	102	127	350	629
Section E								
Electricity, gas and water supply	936	1118	1217	998	67	1390	1199	1952
Section F								
Construction	445	214	972	126	21	110	234	261
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	498	465	763	530	141	372	438	248
51 Wholesale trade	552	567	1466	264	275	349	641	274
52 Retail trade, repair of personal goods	308	507	461	148	112	233	368	398
Section H								
Hotels and restaurants	222	250	745	99	92	113	309	795
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	610	404	407	131	56	557	1091	436
64 Post and telecommunications	1004	2220	2448	1057	67	588	1621	431
Section J								
Financial intermediation								
65-66 Banking and insurance	889	1181	1926	1096	594	1305	1462	709
67 Auxiliary activities	1518	1134	2472	855	143	994	974	866
Section K and O								
Real estate, renting, business activities, other personal services	773	919	1880	655	166	296	870	654
TOTAL	603	675	1132	506	223	385	753	600


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	338	302	980	246	29	108	209	466
20 to 49	356	351	852	255	52	160	309	444
50 to 249	662	685	1145	422	294	279	526	546
250 to 499	671	759	971	364	245	533	742	705
500 to 999	777	830	1194	530	159	649	961	1521
1000 and more	651	1105	1230	695	361	729	1098	540
TOTAL	603	675	1132	506	223	385	753	600

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
683	c	2064	370	284	745	1257	2766	.	Section C Mining and quarrying
288	c	795	219	104	373	624	749	.	Section D Manufacturing Food, beverages, tobacco 15-16
181	c	471	95	43	408	491	279	.	Textiles, clothing, leather 17-19
354	c	729	408	342	815	890	925	.	Paper, publishing, printing 21-22
556	c	1283	407	257	562	798	411	.	Non-metallic products 23-26
281	c	847	252	69	710	552	399	.	Metals, metallic products 27-28
610	c	1041	476	363	847	1046	712	.	Machinery, electrical/optical equipm. 29-33
480	c	735	291	640	444	1339	977	.	Transport equipment 34-35
163	c	340	228	54	339	434	676	.	Wood, manufacturing n.e.c 20,36,37
740	c	1260	578	821	1368	2627	627	.	Section E Electricity, gas and water supply
478	c	794	171	43	547	592	873	.	Section F Construction
1015	c	769	426	187	575	520	425	.	Section G Wholesale, retail, repair Sale and repair of motor vehicles 50
377	c	799	347	221	834	801	622	.	Wholesale trade 51
337	c	290	277	175	333	377	377	.	Retail trade, repair of personal goods 52
238	c	306	73	60	334	308	224	.	Section H Hotels and restaurants
637	c	896	325	310	1067	654	519	.	Section I Transport, storage and communication Transport, supporting activities 60-63
909	c	1238	775	981	648	1097	915	.	Post and telecommunications 64
1526	c	2491	985	1133	1088	994	411	.	Section J Financial intermediation Banking and insurance 65-66
438	c	1463	335	644	740	1800	1716	.	Auxiliary activities 67
847	c	899	322	298	743	1108	816	.	Section K and O Real estate, renting, business activities, other personal services
563	592	875	365	240	698	868	628	666	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
265	c	564	242	31	465	509	792	.	10 to 19
359	c	521	249	59	576	696	540	.	20 to 49
494	c	821	315	145	540	670	1299	.	50 to 249
622	c	873	433	260	748	855	1107	.	250 to 499
905	c	920	341	781	852	1277	835	.	500 to 999
934	c	1129	510	528	827	997	426	.	1000 and more
563	592	875	365	240	698	868	628	666	TOTAL

3.5.5. DIRECT COST OF CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	582	117	4919	40	36	145	382	107
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	277	294	435	100	70	111	228	309
17-19 Textiles, clothing, leather	144	61	1206	69	67	27	127	127
21-22 Paper, publishing, printing	398	138	606	192	45	124	216	398
23-26 Non-metallic products	344	312	421	343	151	188	375	645
27-28 Metals, metallic products	230	173	355	196	62	123	216	202
29-33 Machinery, electrical/optical equipm.	457	345	681	381	89	162	347	482
34-35 Transport equipment	451	438	335	379	81	285	380	500
20,36,37 Wood, manufacturing n.e.c	187	35	259	100	56	55	121	435
Section E								
Electricity, gas and water supply	503	369	710	431	31	550	577	1253
Section F								
Construction	270	78	376	69	20	30	105	156
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	327	230	445	319	90	106	233	222
51 Wholesale trade	372	262	693	169	186	137	211	172
52 Retail trade, repair of personal goods	198	258	174	87	74	96	158	220
Section H								
Hotels and restaurants	141	99	355	69	41	44	122	555
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	319	152	198	94	37	218	370	179
64 Post and telecommunications	605	793	2086	553	37	281	736	252
Section J								
Financial intermediation								
65-66 Banking and insurance	527	405	1221	694	200	376	694	398
67 Auxiliary activities	1219	505	1472	466	111	500	459	676
Section K and O								
Real estate, renting, business activities, other personal services	480	387	1127	346	79	125	366	364
TOTAL	370	268	625	288	90	139	311	368


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	234	130	484	153	21	38	58	295
20 to 49	217	165	474	149	29	47	102	325
50 to 249	433	277	631	233	130	111	221	327
250 to 499	420	313	655	215	134	205	331	433
500 to 999	437	370	719	286	76	255	434	836
1000 and more	390	380	658	398	103	255	451	310
TOTAL	370	268	625	288	90	139	311	368

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
299	c	1393	257	149	368	583	2068	.	Section C Mining and quarrying
									Section D Manufacturing
213	c	456	130	56	210	408	587	.	Food, beverages, tobacco 15-16
211	c	315	75	35	247	268	225	.	Textiles, clothing, leather 17-19
257	c	437	227	183	393	460	748	.	Paper, publishing, printing 21-22
397	c	643	235	159	275	468	331	.	Non-metallic products 23-26
199	c	491	153	42	311	287	286	.	Metals, metallic products 27-28
450	c	558	272	198	501	596	586	.	Machinery, electrical/optical equipm. 29-33
292	c	490	148	240	140	460	775	.	Transport equipment 34-35
135	c	183	154	42	181	302	472	.	Wood, manufacturing n.e.c 20,36,37
									Section E Electricity, gas and water supply
442	c	661	360	350	684	1813	449	.	
									Section F Construction
366	c	398	98	29	253	329	575	.	
									Section G Wholesale, retail, repair
803	c	368	269	95	341	358	349	.	Sale and repair of motor vehicles 50
319	c	462	217	124	504	497	522	.	Wholesale trade 51
252	c	153	128	123	186	218	329	.	Retail trade, repair of personal goods 52
									Section H Hotels and restaurants
211	c	178	38	48	150	198	154	.	
									Section I Transport, storage and communication
385	c	549	198	210	738	391	361	.	Transport, supporting activities 60-63
380	c	1001	598	458	343	728	751	.	Post and telecommunications 64
									Section J Financial intermediation
867	c	1525	585	364	693	597	314	.	Banking and insurance 65-66
284	c	840	247	197	527	1287	1501	.	Auxiliary activities 67
									Section K and O Real estate, renting, business activities, other personal services
641	c	567	197	204	412	621	606	.	
390	291	521	221	129	386	496	481	404	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
227	c	339	141	20	255	317	643	.	10 to 19
290	c	282	149	38	337	434	397	.	20 to 49
400	c	481	204	93	294	414	1014	.	50 to 249
431	c	524	294	160	414	500	877	.	250 to 499
623	c	560	205	372	418	696	517	.	500 to 999
525	c	687	281	257	469	541	337	.	1000 and more
390	291	521	221	129	386	496	481	404	TOTAL

3.5.6. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	303	95	1122	95	143	422	262	51
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	160	364	244	63	94	172	235	250
17-19 Textiles, clothing, leather	61	149	489	41	33	50	139	39
21-22 Paper, publishing, printing	210	291	453	138	62	215	255	256
23-26 Non-metallic products	258	372	658	248	111	344	401	357
27-28 Metals, metallic products	156	200	369	169	53	213	198	144
29-33 Machinery, electrical/optical equipm.	234	718	557	239	121	276	364	317
34-35 Transport equipment	416	487	229	582	586	586	472	220
20,36,37 Wood, manufacturing n.e.c	104	63	263	62	29	64	139	189
Section E								
Electricity, gas and water supply	433	706	584	567	24	758	551	698
Section F								
Construction	163	123	599	58	7	64	155	112
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	166	218	318	207	53	176	233	39
51 Wholesale trade	169	280	776	95	51	196	283	104
52 Retail trade, repair of personal goods	99	233	268	61	51	120	141	224
Section H								
Hotels and restaurants	73	141	395	30	69	65	160	239
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	279	234	222	36	35	310	663	258
64 Post and telecommunications	394	1050	396	552	51	209	802	171
Section J								
Financial intermediation								
65-66 Banking and insurance	353	748	697	400	394	872	697	319
67 Auxiliary activities	276	598	1021	387	68	437	375	190
Section K and O								
Real estate, renting, business activities, other personal services	279	520	746	311	64	160	420	293
TOTAL	224	381	506	220	108	224	373	239


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	112	162	485	99	8	63	151	220
20 to 49	129	180	387	105	25	92	146	126
50 to 249	196	370	528	189	68	152	230	218
250 to 499	248	412	319	149	109	299	328	274
500 to 999	344	427	499	244	96	364	453	684
1000 and more	258	699	559	302	259	445	576	219
TOTAL	224	381	506	220	108	224	373	239

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
367	c	671	115	140	401	680	619	.	Section C Mining and quarrying
122	c	339	95	60	159	225	175	.	Section D Manufacturing Food, beverages, tobacco 15-16
42	c	155	29	26	182	257	58	.	Textiles, clothing, leather 17-19
136	c	292	192	230	420	448	161	.	Paper, publishing, printing 21-22
231	c	640	178	108	275	345	63	.	Non-metallic products 23-26
94	c	356	112	34	420	320	108	.	Metals, metallic products 27-28
197	c	483	208	207	366	479	123	.	Machinery, electrical/optical equipm. 29-33
209	c	244	146	422	315	902	204	.	Transport equipment 34-35
39	c	157	86	30	160	171	181	.	Wood, manufacturing n.e.c 20,36,37
309	c	599	218	474	684	873	210	.	Section E Electricity, gas and water supply
128	c	395	76	20	289	288	249	.	Section F Construction
215	c	401	163	96	230	196	73	.	Section G Wholesale, retail, repair Sale and repair of motor vehicles 50
132	c	337	137	104	319	341	100	.	Wholesale trade 51
93	c	137	150	54	144	193	47	.	Retail trade, repair of personal goods 52
46	c	128	35	26	181	135	54	.	Section H Hotels and restaurants
280	c	347	128	110	489	276	147	.	Section I Transport, storage and communication Transport, supporting activities 60-63
538	c	236	177	526	306	354	139	.	Post and telecommunications 64
691	c	966	403	773	396	403	91	.	Section J Financial intermediation Banking and insurance 65-66
156	c	623	91	446	213	578	195	.	Auxiliary activities 67
256	c	332	132	109	366	515	190	.	Section K and O Real estate, renting, business activities, other personal services
209	303	354	149	125	330	398	135	262	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
58	c	225	103	13	220	266	152	.	10 to 19
95	c	239	106	23	302	328	119	.	20 to 49
154	c	340	118	67	248	294	158	.	50 to 249
219	c	349	146	121	336	372	270	.	250 to 499
333	c	360	141	450	435	585	347	.	500 to 999
441	c	442	230	288	382	459	92	.	1000 and more
209	303	354	149	125	330	398	135	262	TOTAL

3.5.7. TOTAL COST OF CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	2074	1408	7228	370	738	2169	2044	394
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	1318	1474	2021	586	1180	1276	1167	1022
17-19 Textiles, clothing, leather	1270	1515	3739	746	3928	1124	1448	889
21-22 Paper, publishing, printing	2000	1505	2423	1359	9833	1916	1595	1961
23-26 Non-metallic products	1591	1508	2075	1542	1737	1823	1722	1626
27-28 Metals, metallic products	1540	1344	1382	1191	1211	1389	1282	922
29-33 Machinery, electrical/optical equipm.	1648	1772	2334	2117	1634	1535	1643	1823
34-35 Transport equipment	1809	1516	1629	2412	3418	1635	1637	1620
20,36,37 Wood, manufacturing n.e.c	1330	1228	1223	965	2138	1402	1234	2114
Section E								
Electricity, gas and water supply	1809	1487	2240	1860	2895	2569	2484	2381
Section F								
Construction	1618	1006	2644	682	1575	1014	762	1221
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	1306	1205	1313	1312	1317	1374	1052	928
51 Wholesale trade	1044	1891	2174	1091	3251	1564	1641	922
52 Retail trade, repair of personal goods	897	1381	944	618	795	738	724	1293
Section H								
Hotels and restaurants	516	985	1067	652	1135	661	1018	1436
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	1256	1563	1067	608	876	1668	1909	1924
64 Post and telecommunications	1616	3891	3614	1366	1022	1816	2483	964
Section J								
Financial intermediation								
65-66 Banking and insurance	1959	1776	3014	2629	1133	2103	1994	1167
67 Auxiliary activities	2993	3299	3146	1552	958	2000	1661	3468
Section K and O								
Real estate, renting, business activities, other personal services	1936	1872	3239	1846	1690	1405	2033	1497
TOTAL	1524	1644	2141	1593	1529	1514	1625	1454


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	1736	1672	1984	1023	1973	1333	1147	2236
20 to 49	1436	1639	1813	990	1377	1360	1255	1330
50 to 249	2016	1765	2297	1548	2935	1380	1373	1319
250 to 499	1737	1406	2155	1343	1956	1595	1595	1195
500 to 999	1784	1701	2006	1586	935	1669	1799	2405
1000 and more	1299	1668	2181	1837	1084	1569	1769	1029
TOTAL	1524	1644	2141	1593	1529	1514	1625	1454

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
1981	c	3427	1714	4553	2776	1701	3398	.	Mining and quarrying
									Section C
									Section D
									Manufacturing
1302	c	2141	875	942	670	1204	1865	.	Food, beverages, tobacco 15-16
2630	c	1764	614	700	1469	962	791	.	Textiles, clothing, leather 17-19
2193	c	1994	1477	2107	1520	1410	2737	.	Paper, publishing, printing 21-22
2041	c	2526	1472	1748	1198	1161	1081	.	Non-metallic products 23-26
1943	c	1870	1004	681	1637	924	2332	.	Metals, metallic products 27-28
2283	c	2140	1439	941	1719	1654	1288	.	Machinery, electrical/optical equipm. 29-33
1325	c	1749	753	1454	1350	1728	1808	.	Transport equipment 34-35
1765	c	1513	941	759	1209	1249	1475	.	Wood, manufacturing n.e.c 20,36,37
									Section E
1244	c	2683	1287	1572	1835	2871	1445	.	Electricity, gas and water supply
									Section F
3489	c	1385	949	785	1578	1061	2136	.	Construction
									Section G
									Wholesale, retail, repair
4802	c	1437	1002	1219	1179	1050	1054	.	Sale and repair of motor vehicles 50
2072	c	2035	1025	1325	1854	1450	758	.	Wholesale trade 51
1973	c	898	807	538	680	661	1097	.	Retail trade, repair of personal goods 52
									Section H
1249	c	958	466	572	543	689	356	.	Hotels and restaurants
									Section I
									Transport, storage and communication
2003	c	2287	790	1432	2563	1382	770	.	Transport, supporting activities 60-63
1112	c	2885	1790	1915	795	1657	2076	.	Post and telecommunications 64
									Section J
									Financial intermediation
2749	c	3822	1813	2376	1978	1147	1155	.	Banking and insurance 65-66
1879	c	2285	1164	2668	1848	2635	3454	.	Auxiliary activities 67
									Section K and O
									Real estate, renting, business activities, other personal services
3584	c	2480	1247	2357	1452	1751	1751	.	
2177	1666	2132	1160	1387	1393	1434	1286	1844	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
3372	c	1517	976	1273	1192	1074	2351	.	10 to 19
2633	c	1446	1055	1053	1514	1320	1513	.	20 to 49
2430	c	1954	1104	1208	1311	1263	2971	.	50 to 249
2026	c	1992	1408	1164	1578	1490	2173	.	250 to 499
2617	c	2123	1155	2901	1635	1773	1730	.	500 to 999
1798	c	2684	1187	1229	1340	1468	813	.	1000 and more
2177	1666	2132	1160	1387	1393	1434	1286	1844	TOTAL

3.5.8. DIRECT COST OF CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	1333	753	5886	109	145	601	1037	265
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	832	620	1293	361	542	476	509	583
17-19 Textiles, clothing, leather	933	408	2723	470	1606	348	468	757
21-22 Paper, publishing, printing	1273	454	1327	788	729	647	622	1204
23-26 Non-metallic products	898	640	807	895	922	612	762	1062
27-28 Metals, metallic products	906	561	742	645	648	486	572	538
29-33 Machinery, electrical/optical equipm.	1086	569	1271	1300	712	530	745	1075
34-35 Transport equipment	948	724	989	974	414	561	679	1245
20,36,37 Wood, manufacturing n.e.c	831	402	622	596	1164	610	428	1460
Section E								
Electricity, gas and water supply	971	491	1307	804	1342	1017	1195	1529
Section F								
Construction	980	365	1023	370	1502	281	342	728
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	857	595	764	791	840	393	558	831
51 Wholesale trade	704	874	1028	699	2196	613	540	579
52 Retail trade, repair of personal goods	577	702	356	363	524	304	312	713
Section H								
Hotels and restaurants	328	393	509	450	505	255	403	1003
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	657	588	518	437	576	654	647	788
64 Post and telecommunications	975	1389	3079	714	564	867	1128	563
Section J								
Financial intermediation								
65-66 Banking and insurance	1160	609	1911	1664	382	606	947	656
67 Auxiliary activities	2403	1469	1873	847	744	1005	783	2708
Section K and O								
Real estate, renting, business activities, other personal services	1202	787	1942	977	802	590	855	833
TOTAL	935	654	1181	906	615	549	671	893


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	1201	720	981	636	1437	472	316	1417
20 to 49	874	770	1010	577	768	401	412	974
50 to 249	1318	712	1266	853	1297	547	576	790
250 to 499	1087	580	1455	792	1072	614	712	734
500 to 999	1004	758	1208	855	447	657	812	1321
1000 and more	777	574	1168	1052	310	548	726	590
TOTAL	935	654	1181	906	615	549	671	893

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
867	c	2313	1189	2394	1372	788	2541	.	Mining and quarrying Section C
965	c	1228	519	507	377	788	1461	.	Manufacturing Food, beverages, tobacco 15-16
3066	c	1182	488	577	891	526	635	.	Textiles, clothing, leather 17-19
1588	c	1195	822	1125	732	730	2215	.	Paper, publishing, printing 21-22
1455	c	1267	849	1083	586	682	871	.	Non-metallic products 23-26
1378	c	1084	609	414	716	480	1670	.	Metals, metallic products 27-28
1682	c	1147	821	515	1018	942	1059	.	Machinery, electrical/optical equipm. 29-33
805	c	1167	384	544	426	593	1435	.	Transport equipment 34-35
1468	c	814	637	587	646	870	1029	.	Wood, manufacturing n.e.c 20,36,37
743	c	1408	802	671	917	1981	1036	.	Electricity, gas and water supply Section E
2669	c	695	546	518	730	589	1407	.	Construction Section F
3799	c	688	632	619	699	724	866	.	Wholesale, retail, repair Sale and repair of motor vehicles 50
1755	c	1176	640	743	1121	900	637	.	Wholesale trade 51
1472	c	473	373	378	381	382	957	.	Retail trade, repair of personal goods 52
1107	c	557	240	457	244	443	245	.	Hotels and restaurants Section H
1211	c	1401	481	969	1772	826	536	.	Transport, storage and communication Transport, supporting activities 60-63
464	c	2334	1381	894	421	1100	1704	.	Post and telecommunications 64
1563	c	2339	1078	763	1260	689	882	.	Financial intermediation Banking and insurance 65-66
1217	c	1312	861	818	1317	1884	3022	.	Auxiliary activities 67
2710	c	1563	764	1618	806	982	1299	.	Real estate, renting, business activities, other personal services Section K and O
1508	818	1270	701	744	770	819	984	1119	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
2889	c	912	568	834	654	670	1908	.	10 to 19
2129	c	782	633	688	886	822	1113	.	20 to 49
1969	c	1145	716	774	713	780	2319	.	50 to 249
1405	c	1196	956	717	874	871	1722	.	250 to 499
1801	c	1292	695	1384	802	966	1072	.	500 to 999
1012	c	1634	654	598	760	796	644	.	1000 and more
1508	818	1270	701	744	770	819	984	1119	TOTAL

3.5.9. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	694	614	1342	261	581	1745	711	127
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	482	769	726	227	736	736	525	470
17-19 Textiles, clothing, leather	394	1002	1105	281	790	634	510	235
21-22 Paper, publishing, printing	672	956	992	565	1003	1119	734	773
23-26 Non-metallic products	675	765	1263	647	677	1119	816	588
27-28 Metals, metallic products	613	650	772	555	553	846	523	384
29-33 Machinery, electrical/optical equipm.	557	1185	1040	816	968	901	782	707
34-35 Transport equipment	876	803	674	1497	3007	1154	843	547
20,36,37 Wood, manufacturing n.e.c	461	717	631	368	608	710	490	635
Section E								
Electricity, gas and water supply	836	939	1075	1057	1040	1401	1140	852
Section F								
Construction	592	579	1630	312	490	591	504	525
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	436	564	548	512	491	649	560	144
51 Wholesale trade	321	934	1151	391	602	876	726	351
52 Retail trade, repair of personal goods	289	633	550	253	363	380	278	727
Section H								
Hotels and restaurants	170	556	565	194	859	377	526	432
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	575	904	583	166	546	928	1160	1138
64 Post and telecommunications	634	1841	584	713	769	645	1229	383
Section J								
Financial intermediation								
65-66 Banking and insurance	777	1125	1090	961	752	1405	951	525
67 Auxiliary activities	545	1741	1299	703	455	879	640	760
Section K and O								
Real estate, renting, business activities, other personal services	698	1059	1285	878	650	760	981	671
TOTAL	566	929	957	694	739	882	806	580


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	574	897	981	413	555	779	825	1057
20 to 49	521	839	825	406	664	784	594	377
50 to 249	596	952	1060	693	679	752	601	527
250 to 499	642	764	708	549	872	893	704	464
500 to 999	789	875	838	731	565	936	847	1082
1000 and more	514	1055	992	799	779	957	928	418
TOTAL	566	929	957	694	739	882	806	580

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
1065	c	1114	533	2244	1495	920	760	.	Mining and quarrying
									Section C
									Section D
									Manufacturing
551	c	913	382	541	285	434	435	.	Food, beverages, tobacco 15-16
616	c	582	184	423	656	504	165	.	Textiles, clothing, leather 17-19
842	c	799	696	1414	784	711	476	.	Paper, publishing, printing 21-22
849	c	1260	643	737	587	502	165	.	Non-metallic products 23-26
651	c	787	447	341	968	535	629	.	Metals, metallic products 27-28
736	c	993	630	538	743	757	222	.	Machinery, electrical/optical equipm. 29-33
575	c	582	378	959	960	1164	377	.	Transport equipment 34-35
426	c	699	357	417	570	493	395	.	Wood, manufacturing n.e.c 20,36,37
									Section E
519	c	1275	485	909	917	955	484	.	Electricity, gas and water supply
									Section F
937	c	690	423	358	832	517	608	.	Construction
									Section G
									Wholesale, retail, repair
1018	c	749	385	628	471	395	181	.	Sale and repair of motor vehicles 50
729	c	859	405	622	711	616	122	.	Wholesale trade 51
546	c	425	438	167	294	338	136	.	Retail trade, repair of personal goods 52
									Section H
242	c	401	226	249	294	301	86	.	Hotels and restaurants
									Section I
									Transport, storage and communication
882	c	886	310	508	1176	583	218	.	Transport, supporting activities 60-63
658	c	551	410	1027	375	534	316	.	Post and telecommunications 64
									Section J
									Financial intermediation
1245	c	1482	741	1621	720	464	256	.	Banking and insurance 65-66
667	c	974	318	1850	531	845	392	.	Auxiliary activities 67
									Section K and O
1082	c	917	513	867	716	813	407	.	Real estate, renting, business activities, other personal services
808	852	862	474	722	659	657	277	725	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
735	c	605	414	528	565	562	452	.	10 to 19
700	c	664	450	411	795	621	333	.	20 to 49
759	c	808	415	559	601	555	361	.	50 to 249
714	c	797	474	543	709	648	530	.	250 to 499
962	c	831	477	1674	835	812	718	.	500 to 999
849	c	1050	536	671	619	676	175	.	1000 and more
808	852	862	474	722	659	657	277	725	TOTAL

3.5.10. TOTAL COST OF CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	58	67	207	38	22	37	59	35
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	43	63	55	41	28	33	45	30
17-19 Textiles, clothing, leather	45	44	64	48	45	25	44	43
21-22 Paper, publishing, printing	58	45	67	63	160	37	50	46
23-26 Non-metallic products	54	67	40	58	53	42	52	57
27-28 Metals, metallic products	46	50	39	53	40	30	45	33
29-33 Machinery, electrical/optical equipm.	55	44	58	62	28	34	45	34
34-35 Transport equipment	43	65	52	44	43	32	45	33
20,36,37 Wood, manufacturing n.e.c	39	30	40	50	32	29	39	38
Section E								
Electricity, gas and water supply	52	76	48	59	34	57	62	75
Section F								
Construction	41	42	42	42	34	30	29	34
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	47	49	49	49	37	29	35	67
51 Wholesale trade	54	66	53	49	87	39	52	38
52 Retail trade, repair of personal goods	43	46	45	39	28	25	36	33
Section H								
Hotels and restaurants	38	32	25	43	23	19	33	29
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	38	49	27	41	24	40	33	31
64 Post and telecommunications	55	67	135	64	41	60	59	44
Section J								
Financial intermediation								
65-66 Banking and insurance	58	54	74	76	33	47	54	43
67 Auxiliary activities	88	53	69	41	51	49	76	106
Section K and O								
Real estate, renting, business activities, other personal services	53	51	57	60	39	31	55	33
TOTAL	50	53	52	59	39	36	45	36


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	47	45	49	43	37	23	27	33
20 to 49	45	46	50	44	40	26	41	34
50 to 249	64	55	52	50	65	34	47	36
250 to 499	49	52	59	55	37	37	52	42
500 to 999	40	62	59	56	24	41	52	35
1000 and more	49	53	52	67	31	41	43	39
TOTAL	50	53	52	59	39	36	45	36

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
65	c	112	60	29	30	50	67	.	Mining and quarrying Section C
53	c	56	37	24	37	53	41	.	Manufacturing Section D
76	c	57	43	12	28	34	46	.	Food, beverages, tobacco 15-16
72	c	64	48	32	44	43	68	.	Textiles, clothing, leather 17-19
64	c	56	48	42	41	48	62	.	Paper, publishing, printing 21-22
65	c	53	38	23	36	31	45	.	Non-metallic products 23-26
71	c	51	46	26	42	46	60	.	Metals, metallic products 27-28
56	c	64	36	28	33	34	47	.	Machinery, electrical/optical equipm. 29-33
73	c	37	38	21	34	46	36	.	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
47	c	60	54	46	52	69	36	.	Electricity, gas and water supply Section E
78	c	48	32	29	38	45	40	.	Construction Section F
95	c	38	38	35	42	45	49	.	Wholesale, retail, repair Section G
67	c	55	39	41	54	55	57	.	Sale and repair of motor vehicles 50
74	c	29	32	31	33	33	58	.	Wholesale trade 51
									Retail trade, repair of personal goods 52
67	c	35	30	22	27	35	49	.	Hotels and restaurants Section H
60	c	56	35	50	46	52	36	.	Transport, storage and communication Section I
42	c	122	57	46	27	52	37	.	Transport, supporting activities 60-63
									Post and telecommunications 64
78	c	78	37	43	52	59	44	.	Financial intermediation Section J
58	c	59	59	41	78	49	108	.	Banking and insurance 65-66
									Auxiliary activities 67
85	c	62	42	55	35	52	49	.	Real estate, renting, business activities, other personal services Section K and O
68	42	57	40	36	39	47	49	59	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
78	c	56	36	27	33	38	54	.	10 to 19
76	c	48	38	32	32	43	48	.	20 to 49
73	c	56	42	31	39	49	101	.	50 to 249
75	c	57	50	32	43	49	43	.	250 to 499
79	c	59	41	43	41	53	28	.	500 to 999
59	c	60	37	38	41	46	45	.	1000 and more
68	42	57	40	36	39	47	49	59	TOTAL

3.5.11. DIRECT COST OF CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	38	36	169	11	4	10	30	23
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	27	26	35	25	13	12	20	17
17-19 Textiles, clothing, leather	33	12	47	30	18	8	14	37
21-22 Paper, publishing, printing	37	13	37	37	12	13	19	28
23-26 Non-metallic products	31	28	16	34	28	14	23	37
27-28 Metals, metallic products	27	21	21	29	21	10	20	19
29-33 Machinery, electrical/optical equipm.	36	14	31	38	12	12	20	20
34-35 Transport equipment	23	31	31	18	5	11	19	25
20,36,37 Wood, manufacturing n.e.c	25	10	20	31	18	13	14	26
Section E								
Electricity, gas and water supply	28	25	28	26	16	23	30	48
Section F								
Construction	25	15	16	23	33	8	13	20
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	31	24	29	30	24	8	19	60
51 Wholesale trade	36	30	25	31	59	15	17	24
52 Retail trade, repair of personal goods	27	23	17	23	18	10	16	18
Section H								
Hotels and restaurants	24	13	12	29	10	8	13	20
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	20	19	13	29	16	16	11	13
64 Post and telecommunications	33	24	115	33	23	29	27	26
Section J								
Financial intermediation								
65-66 Banking and insurance	34	18	47	48	11	14	25	24
67 Auxiliary activities	71	24	41	23	40	24	36	82
Section K and O								
Real estate, renting, business activities, other personal services	33	21	34	32	19	13	23	18
TOTAL	31	21	29	33	16	13	18	22


Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	33	20	24	27	27	8	7	21
20 to 49	28	22	28	26	22	8	13	25
50 to 249	42	22	29	28	29	13	20	22
250 to 499	30	21	40	33	20	14	23	26
500 to 999	22	28	36	30	12	16	23	19
1000 and more	29	18	28	38	9	14	18	22
TOTAL	31	21	29	33	16	13	18	22

⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
28	c	76	41	15	15	23	50	.	Mining and quarrying Section C
39	c	32	22	13	21	35	32	.	Manufacturing Section D
88	c	38	34	10	17	19	37	.	Food, beverages, tobacco 15-16
52	c	39	27	17	21	22	55	.	Textiles, clothing, leather 17-19
45	c	28	28	26	20	28	50	.	Paper, publishing, printing 21-22
46	c	31	23	14	16	16	32	.	Non-metallic products 23-26
52	c	27	26	14	25	26	49	.	Metals, metallic products 27-28
34	c	43	19	10	11	12	38	.	Machinery, electrical/optical equipm. 29-33
61	c	20	26	17	18	32	25	.	Transport equipment 34-35
									Wood, manufacturing n.e.c 20,36,37
28	c	31	34	19	26	48	26	.	Electricity, gas and water supply Section E
60	c	24	18	19	17	25	27	.	Construction Section F
75	c	18	24	18	25	31	40	.	Wholesale, retail, repair Section G
57	c	32	24	23	32	34	48	.	Sale and repair of motor vehicles 50
55	c	15	15	22	19	19	51	.	Wholesale trade 51
									Retail trade, repair of personal goods 52
59	c	20	15	17	12	23	34	.	Hotels and restaurants Section H
36	c	34	21	34	32	31	25	.	Transport, storage and communication Section I
17	c	99	44	22	14	35	30	.	Transport, supporting activities 60-63
									Post and telecommunications 64
44	c	47	22	14	33	35	33	.	Financial intermediation Section J
37	c	34	44	13	56	35	94	.	Banking and insurance 65-66
									Auxiliary activities 67
64	c	39	26	38	19	29	36	.	Real estate, renting, business activities, other personal services Section K and O
47	21	34	24	19	22	27	37	36	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
67	c	34	21	18	18	23	44	.	10 to 19
62	c	26	23	21	19	27	35	.	20 to 49
59	c	33	27	20	21	30	78	.	50 to 249
52	c	34	34	20	24	29	34	.	250 to 499
54	c	36	25	20	20	29	17	.	500 to 999
33	c	36	20	18	23	25	35	.	1000 and more
47	21	34	24	19	22	27	37	36	TOTAL

3.5.12. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	B	DK	D	EL	E	F	IRL
Section C								
Mining and quarrying	20	29	38	27	17	29	21	11
Section D								
Manufacturing								
15-16 Food, beverages, tobacco	16	33	20	16	18	19	20	14
17-19 Textiles, clothing, leather	14	29	19	18	9	14	15	11
21-22 Paper, publishing, printing	19	28	27	26	16	22	23	18
23-26 Non-metallic products	23	34	24	24	21	26	25	21
27-28 Metals, metallic products	18	24	22	25	18	18	18	14
29-33 Machinery, electrical/optical equipm.	19	29	26	24	16	20	21	13
34-35 Transport equipment	21	35	21	27	37	22	23	11
20,36,37 Wood, manufacturing n.e.c	14	18	21	19	9	15	15	11
Section E								
Electricity, gas and water supply	24	48	23	34	12	31	28	27
Section F								
Construction	15	24	26	19	11	17	19	15
Section G								
Wholesale, retail, repair								
50 Sale and repair of motor vehicles	16	23	21	19	14	14	19	10
51 Wholesale trade	17	32	28	18	16	22	23	14
52 Retail trade, repair of personal goods	14	21	26	16	13	13	14	18
Section H								
Hotels and restaurants	13	18	13	13	17	11	17	9
Section I								
Transport, storage and communication								
60-63 Transport, supporting activities	17	29	15	11	15	22	20	18
64 Post and telecommunications	22	32	22	33	31	21	29	17
Section J								
Financial intermediation								
65-66 Banking and insurance	23	34	27	28	22	32	26	19
67 Auxiliary activities	16	28	29	19	24	21	29	23
Section K and O								
Real estate, renting, business activities, other personal services	19	29	22	29	15	17	27	15
TOTAL	19	30	23	25	19	21	22	14

Size class (number of employees)	EU-15	B	DK	D	EL	E	F	IRL
10 to 19	16	24	24	17	10	14	19	16
20 to 49	16	24	23	18	19	15	19	10
50 to 249	19	30	24	22	15	18	20	15
250 to 499	18	28	19	23	16	21	23	16
500 to 999	18	32	25	26	15	23	24	16
1000 and more	19	34	23	29	22	25	23	16
TOTAL	19	30	23	25	19	21	22	14


⁽¹⁾ Due to the omission of indirect labour cost in the total labour cost data, the UK training costs figures are not comparable with other countries.

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	NACE Rev. 1
35	c	37	19	14	16	27	15	.	Mining and quarrying Section C
23	c	24	16	14	16	19	10	.	Manufacturing Section D
18	c	19	13	8	13	18	10	.	Food, beverages, tobacco 15-16
28	c	26	23	22	22	22	12	.	Textiles, clothing, leather 17-19
26	c	28	21	18	20	21	9	.	Paper, publishing, printing 21-22
22	c	22	17	11	21	18	12	.	Non-metallic products 23-26
23	c	24	20	15	18	21	10	.	Metals, metallic products 27-28
24	c	21	18	18	24	23	10	.	Machinery, electrical/optical equipm. 29-33
18	c	17	15	12	16	18	10	.	Transport equipment 34-35
20	c	28	20	26	26	23	12	.	Wood, manufacturing n.e.c 20,36,37
21	c	24	14	13	20	22	11	.	Electricity, gas and water supply Section E
20	c	20	15	18	17	17	8	.	Construction Section F
24	c	23	15	19	21	23	9	.	Wholesale, retail, repair Section G
21	c	14	17	10	14	17	7	.	Sale and repair of motor vehicles 50
13	c	15	14	9	14	15	12	.	Wholesale trade 51
26	c	22	14	18	21	22	10	.	Retail trade, repair of personal goods 52
25	c	23	13	25	13	17	6	.	Hotels and restaurants Section H
35	c	30	15	29	19	24	10	.	Transport, storage and communication Section I
20	c	25	16	29	22	16	12	.	Transport, supporting activities 60-63
26	c	23	17	20	17	24	11	.	Post and telecommunications 64
25	22	23	16	19	18	22	11	23	Financial intermediation Section J
									Banking and insurance 65-66
									Auxiliary activities 67
26	c	23	17	20	17	24	11	.	Real estate, renting, business activities, other personal services Section K and O
25	22	23	16	19	18	22	11	23	TOTAL

I	L	NL	A	P	FIN	S	UK ⁽¹⁾	NO	Size class (number of employees)
17	c	22	15	11	16	20	10	.	10 to 19
20	c	22	16	12	17	20	11	.	20 to 49
23	c	23	16	15	18	22	12	.	50 to 249
26	c	23	17	15	19	21	10	.	250 to 499
29	c	23	17	25	21	24	12	.	500 to 999
28	c	23	17	21	19	21	10	.	1000 and more
25	22	23	16	19	18	22	11	23	TOTAL


4. STATISTICAL RESULTS - ACCESSION COUNTRIES

4.1.1. TRAINING ENTERPRISES AS A PERCENTAGE OF ALL ENTERPRISES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	50	52	81	85	42	49	64	-	23	55
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	56	28	70	65	35	43	59	34	11	48
17-19 Textiles, clothing, leather	28	24	61	57	22	34	37	18	10	51
21-22 Paper, publishing, printing	63	23	64	66	41	39	78	36	9	56
23-26 Non-metallic products	60	35	80	65	35	51	58	47	13	62
27-28 Metals, metallic products	58	26	73	65	31	51	36	30	11	42
29-33 Machinery, electrical/optical equipm.	70	37	77	62	53	57	47	38	29	58
34-35 Transport equipment	64	40	89	51	53	45	44	36	28	70
20,36,37 Wood, manufacturing n.e.c	48	26	52	55	24	32	51	37	6	45
Section E										
Electricity, gas and water supply	92	64	91	81	68	72	81	59	25	77
Section F										
Construction	56	27	68	66	30	56	51	48	10	40
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	75	25	77	74	55	37	49	42	11	37
51 Wholesale trade	64	28	63	67	33	48	53	34	5	31
52 Retail trade, repair of personal goods	61	21	59	50	38	35	50	29	11	26
Section H										
Hotels and restaurants	52	22	49	63	21	28	35	21	10	48
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	59	32	70	62	35	35	53	41	11	42
64 Post and telecommunications	61	35	82	96	68	62	69	100	16	82
Section J										
Financial intermediation										
65-66 Banking and insurance	95	53	91	88	79	70	85	70	32	73
67 Auxiliary activities	82	29	85	92	-	68	75	37	16	40
Section K and O										
Real estate, renting, business activities, other personal services	73	31	76	65	45	51	60	52	18	62
TOTAL	62	28	69	63	37	43	53	39	11	48


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	49	19	58	56	29	31	46	29	7	32
20 to 49	67	30	68	62	37	44	53	44	9	41
50 to 249	81	34	84	85	51	60	70	52	13	72
250 to 499	94	54	95	94	75	71	90	53	27	94
500 to 999	96	67	97	100	85	92	91	80	40	99
1000 and more	99	85	99	100	86	92	92	100	64	100
TOTAL	62	28	69	63	37	43	53	39	11	48

4.1.2. ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	42	32	77	67	34	30	32	-	20	39
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	48	17	60	55	21	19	30	19	8	39
17-19 Textiles, clothing, leather	22	8	54	40	10	13	18	13	5	39
21-22 Paper, publishing, printing	53	13	55	53	24	18	31	23	3	34
23-26 Non-metallic products	52	21	74	53	20	32	25	30	10	47
27-28 Metals, metallic products	50	17	66	47	19	27	23	22	8	24
29-33 Machinery, electrical/optical equipm.	63	25	70	44	37	29	27	31	22	50
34-35 Transport equipment	59	27	85	47	32	28	23	32	24	52
20,36,37 Wood, manufacturing n.e.c	40	13	47	43	11	15	21	17	3	31
Section E										
Electricity, gas and water supply	91	43	83	71	55	51	48	47	20	55
Section F										
Construction	47	14	64	51	19	36	24	29	7	25
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	71	16	71	56	32	21	23	33	8	28
51 Wholesale trade	54	21	54	52	19	19	32	22	2	14
52 Retail trade, repair of personal goods	52	10	53	36	30	10	18	21	7	21
Section H										
Hotels and restaurants	45	8	35	45	13	9	10	13	6	35
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	53	21	63	47	30	14	25	28	9	29
64 Post and telecommunications	55	22	79	84	62	42	30	100	11	59
Section J										
Financial intermediation										
65-66 Banking and insurance	90	31	84	88	70	67	60	66	27	52
67 Auxiliary activities	77	16	57	92	-	29	42	19	15	20
Section K and O										
Real estate, renting, business activities, other personal services	68	19	64	44	29	31	36	37	14	40
TOTAL	54	17	61	47	24	21	26	26	7	33


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	41	9	48	37	17	11	18	14	4	15
20 to 49	58	18	60	48	23	22	27	30	5	28
50 to 249	75	20	79	72	37	35	39	44	9	54
250 to 499	91	39	94	89	59	46	68	49	22	80
500 to 999	91	53	96	100	68	81	70	75	29	92
1000 and more	98	73	99	100	79	85	84	100	58	98
TOTAL	54	17	61	47	24	21	26	26	7	33

4.1.3. ENTERPRISES PROVIDING OTHER FORMS OF TRAINING AS A PERCENTAGE OF ALL ENTERPRISES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	39	47	70	70	29	47	60	-	14	34
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	48	23	55	61	31	40	57	32	6	45
17-19 Textiles, clothing, leather	23	23	47	51	20	31	35	16	7	48
21-22 Paper, publishing, printing	55	21	59	60	38	35	74	35	6	55
23-26 Non-metallic products	53	32	70	59	33	48	55	45	10	60
27-28 Metals, metallic products	50	22	62	60	24	48	32	25	7	42
29-33 Machinery, electrical/optical equipm.	63	31	70	60	45	51	42	33	21	55
34-35 Transport equipment	55	37	80	51	40	39	39	34	20	70
20,36,37 Wood, manufacturing n.e.c	39	22	42	46	22	27	48	35	5	44
Section E										
Electricity, gas and water supply	88	61	82	72	62	66	77	55	17	72
Section F										
Construction	45	25	54	57	23	51	47	44	6	39
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	62	24	65	69	51	31	45	35	7	37
51 Wholesale trade	54	27	55	62	25	43	48	28	4	26
52 Retail trade, repair of personal goods	52	17	52	46	28	33	48	26	6	26
Section H										
Hotels and restaurants	46	20	42	59	19	27	33	21	6	43
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	46	28	54	58	24	31	49	39	6	37
64 Post and telecommunications	51	31	76	85	46	54	69	100	10	82
Section J										
Financial intermediation										
65-66 Banking and insurance	86	51	85	84	66	70	81	64	18	72
67 Auxiliary activities	77	29	77	84	-	68	75	37	10	40
Section K and O										
Real estate, renting, business activities, other personal services	65	26	67	60	38	49	55	49	11	58
TOTAL	53	25	59	57	30	39	50	36	7	46


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	40	17	49	50	23	28	43	27	3	28
20 to 49	57	25	57	57	31	41	49	41	6	40
50 to 249	71	31	73	76	42	56	65	45	9	69
250 to 499	85	51	85	88	65	66	90	49	15	91
500 to 999	90	63	89	100	77	88	87	77	31	93
1000 and more	96	83	97	100	85	92	88	100	44	100
TOTAL	53	25	59	57	30	39	50	36	7	46

4.1.4. ENTERPRISES PROVIDING EXTERNAL CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	93	86	94	91	62	100	88	-	87	100
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	90	85	96	95	78	99	97	98	97	95
17-19 Textiles, clothing, leather	86	49	96	99	88	97	97	80	71	99
21-22 Paper, publishing, printing	92	85	96	100	74	100	98	100	95	95
23-26 Non-metallic products	93	75	96	100	96	98	97	100	88	94
27-28 Metals, metallic products	94	87	95	94	95	100	100	100	77	99
29-33 Machinery, electrical/optical equipm.	93	76	95	94	89	100	100	91	82	93
34-35 Transport equipment	94	67	97	100	100	100	100	89	86	100
20,36,37 Wood, manufacturing n.e.c	93	87	92	98	84	98	98	100	90	95
Section E										
Electricity, gas and water supply	90	75	99	100	97	95	98	100	92	100
Section F										
Construction	92	84	95	100	80	98	97	93	85	93
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	94	77	92	91	87	100	99	100	99	100
51 Wholesale trade	90	100	92	95	84	100	95	88	84	84
52 Retail trade, repair of personal goods	91	95	90	97	96	100	98	99	85	98
Section H										
Hotels and restaurants	84	62	88	97	75	100	91	78	95	95
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	94	89	95	98	98	99	99	92	97	98
64 Post and telecommunications	97	79	90	100	100	100	81	100	92	100
Section J										
Financial intermediation										
65-66 Banking and insurance	96	85	96	95	94	100	84	89	89	100
67 Auxiliary activities	82	100	96	100	-	100	100	100	84	100
Section K and O										
Real estate, renting, business activities, other personal services	90	82	96	94	85	99	97	87	92	90
TOTAL	91	84	94	97	88	99	97	92	88	94


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	89	93	90	94	88	99	98	89	86	91
20 to 49	91	85	95	99	85	100	96	92	92	90
50 to 249	93	78	97	98	89	99	96	95	90	97
250 to 499	95	74	99	86	83	96	99	96	82	94
500 to 999	98	86	97	100	94	98	94	83	84	96
1000 and more	95	71	96	88	100	97	95	100	85	100
TOTAL	91	84	94	97	88	99	97	92	88	94

4.1.5. ENTERPRISES PROVIDING INTERNAL CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	61	54	39	37	53	9	38	-	59	49
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	56	33	33	42	47	15	26	53	19	52
17-19 Textiles, clothing, leather	52	66	36	13	38	22	14	49	46	74
21-22 Paper, publishing, printing	54	50	32	47	40	5	23	58	19	42
23-26 Non-metallic products	61	44	47	42	50	24	22	16	56	66
27-28 Metals, metallic products	52	33	47	28	41	14	7	28	61	63
29-33 Machinery, electrical/optical equipm.	64	62	50	42	49	33	7	43	65	57
34-35 Transport equipment	67	61	60	33	54	27	10	48	75	67
20,36,37 Wood, manufacturing n.e.c	48	21	32	14	55	8	14	37	41	53
Section E										
Electricity, gas and water supply	84	70	48	19	47	17	10	27	44	24
Section F										
Construction	41	33	33	20	38	12	11	30	34	50
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	43	54	31	36	28	7	27	31	8	67
51 Wholesale trade	56	25	35	40	37	4	21	50	41	18
52 Retail trade, repair of personal goods	59	35	30	36	16	7	7	22	15	31
Section H										
Hotels and restaurants	59	65	37	27	55	16	38	54	17	44
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	48	25	33	21	31	12	15	20	17	34
64 Post and telecommunications	69	82	60	54	29	14	81	100	56	70
Section J										
Financial intermediation										
65-66 Banking and insurance	76	69	57	61	26	30	61	42	44	41
67 Auxiliary activities	67	42	35	57	-	33	20	100	24	0
Section K and O										
Real estate, renting, business activities, other personal services	63	38	34	19	36	17	25	32	33	41
TOTAL	56	40	37	28	36	14	19	36	34	48


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	46	35	29	22	27	10	12	33	14	33
20 to 49	54	29	31	21	34	6	18	33	20	29
50 to 249	68	45	44	40	39	16	23	36	28	57
250 to 499	82	61	64	71	68	27	40	55	58	69
500 to 999	85	68	87	87	69	37	52	70	65	66
1000 and more	95	92	88	87	85	81	76	83	74	85
TOTAL	56	40	37	28	36	14	19	36	34	48

4.1.6. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING PLAN THAT INCLUDES CVT

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	52	50	39	34	68	5	13	-	52	72
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	41	11	32	20	23	17	15	18	36	83
17-19 Textiles, clothing, leather	44	13	32	12	14	15	11	6	50	79
21-22 Paper, publishing, printing	39	29	23	26	32	8	6	24	13	65
23-26 Non-metallic products	58	31	44	22	51	20	13	20	72	84
27-28 Metals, metallic products	45	34	47	12	36	17	24	8	61	69
29-33 Machinery, electrical/optical equipm.	53	39	51	21	41	26	19	25	66	92
34-35 Transport equipment	58	42	67	48	48	5	16	39	88	89
20,36,37 Wood, manufacturing n.e.c	36	12	19	4	25	16	9	16	26	72
Section E										
Electricity, gas and water supply	67	34	38	17	42	32	17	24	46	80
Section F										
Construction	35	11	35	15	29	15	9	17	33	70
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	53	28	48	10	24	17	9	34	19	75
51 Wholesale trade	41	21	25	29	15	9	10	5	13	62
52 Retail trade, repair of personal goods	45	22	16	18	8	10	6	13	21	81
Section H										
Hotels and restaurants	46	21	22	14	21	7	7	0	34	77
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	47	14	37	17	48	14	11	15	49	74
64 Post and telecommunications	45	23	49	35	35	26	24	0	36	72
Section J										
Financial intermediation										
65-66 Banking and insurance	70	31	46	30	31	64	41	34	50	86
67 Auxiliary activities	68	22	21	31	-	0	33	0	53	75
Section K and O										
Real estate, renting, business activities, other personal services	51	29	23	24	19	26	10	9	39	75
TOTAL	47	22	32	19	26	16	10	15	38	76


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	36	17	17	14	15	8	5	9	16	57
20 to 49	46	18	25	15	20	14	9	10	31	74
50 to 249	60	22	49	27	39	22	15	23	38	85
250 to 499	70	43	70	59	60	35	31	56	55	90
500 to 999	78	52	81	70	68	48	44	69	72	96
1000 and more	89	72	87	87	84	84	70	100	78	100
TOTAL	47	22	32	19	26	16	10	15	38	76

4.1.7. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING BUDGET THAT INCLUDES PROVISION FOR CVT

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	35	14	45	10	26	35	0	-	53	72
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	28	9	21	22	18	17	8	18	54	81
17-19 Textiles, clothing, leather	32	11	22	20	12	13	6	4	41	79
21-22 Paper, publishing, printing	36	15	18	28	16	20	10	13	29	70
23-26 Non-metallic products	39	15	34	24	25	25	8	13	45	80
27-28 Metals, metallic products	26	14	30	13	15	10	11	7	46	61
29-33 Machinery, electrical/optical equipm.	38	24	33	17	27	17	4	16	53	89
34-35 Transport equipment	46	35	48	31	34	10	5	19	71	82
20,36,37 Wood, manufacturing n.e.c	29	4	14	10	11	9	2	5	35	69
Section E										
Electricity, gas and water supply	29	26	47	39	37	22	5	35	62	90
Section F										
Construction	16	10	12	5	7	13	4	12	29	70
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	23	11	12	16	13	20	6	19	34	75
51 Wholesale trade	30	27	23	26	7	10	9	4	23	70
52 Retail trade, repair of personal goods	29	8	14	14	7	8	3	7	18	82
Section H										
Hotels and restaurants	29	7	27	8	12	6	3	10	35	77
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	33	18	20	22	22	10	6	16	58	70
64 Post and telecommunications	51	22	47	54	35	26	31	0	34	78
Section J										
Financial intermediation										
65-66 Banking and insurance	59	35	61	62	22	61	39	19	58	75
67 Auxiliary activities	46	16	37	48	-	29	44	0	46	50
Section K and O										
Real estate, renting, business activities, other personal services	49	12	23	24	21	21	12	20	40	73
TOTAL	33	15	23	19	16	15	7	13	38	75


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	19	8	13	12	7	10	4	5	24	56
20 to 49	33	16	16	20	10	11	6	12	34	72
50 to 249	49	12	31	25	25	18	9	19	37	83
250 to 499	69	23	59	52	47	35	29	53	53	92
500 to 999	73	36	77	71	61	39	35	63	57	99
1000 and more	86	49	79	94	89	80	61	74	61	100
TOTAL	33	15	23	19	16	15	7	13	38	75

4.1.8. PERCENTAGE OF TRAINING ENTERPRISES WITH A TRAINING CENTRE THAT IS USED EXCLUSIVELY OR PARTLY FOR CVT

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	21	23	7	17	0	0	0	-	22	17
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	16	4	4	3	3	4	2	0	4	4
17-19 Textiles, clothing, leather	17	7	6	7	3	9	5	0	21	3
21-22 Paper, publishing, printing	22	10	3	2	1	0	1	0	5	0
23-26 Non-metallic products	27	8	4	8	12	6	6	4	14	12
27-28 Metals, metallic products	19	14	10	2	5	3	11	0	10	9
29-33 Machinery, electrical/optical equipm.	26	11	8	5	4	11	3	4	22	13
34-35 Transport equipment	28	18	22	5	7	10	10	9	28	13
20,36,37 Wood, manufacturing n.e.c	18	1	2	0	4	2	2	8	4	2
Section E										
Electricity, gas and water supply	57	6	7	4	10	8	6	9	10	7
Section F										
Construction	14	3	4	3	2	2	3	0	6	3
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	19	11	7	4	6	2	1	0	2	0
51 Wholesale trade	24	10	9	7	2	1	6	0	3	0
52 Retail trade, repair of personal goods	28	4	7	1	1	1	0	5	0	1
Section H										
Hotels and restaurants	31	9	5	2	11	1	7	0	4	4
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	23	8	10	8	5	4	4	0	7	1
64 Post and telecommunications	30	35	10	15	0	5	8	0	28	35
Section J										
Financial intermediation										
65-66 Banking and insurance	39	6	13	35	8	20	27	8	12	15
67 Auxiliary activities	51	0	4	0	-	14	0	0	8	0
Section K and O										
Real estate, renting, business activities, other personal services	31	5	8	4	3	7	10	4	16	0
TOTAL	25	7	7	5	4	4	5	2	9	4


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	20	5	5	3	1	2	2	1	0	1
20 to 49	22	2	6	3	3	1	6	3	5	2
50 to 249	29	9	8	5	4	4	5	2	9	3
250 to 499	42	16	12	26	16	14	12	0	19	12
500 to 999	55	27	28	29	20	30	14	28	13	24
1000 and more	75	50	38	62	23	63	65	50	34	45
TOTAL	25	7	7	5	4	4	5	2	9	4

4.1.9. PERCENTAGE OF TRAINING ENTERPRISES WITH A JOINT AGREEMENT THAT COVERS CVT

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	22	34	29	10	5	0	13	-	50	8
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	12	7	14	3	9	8	7	5	19	1
17-19 Textiles, clothing, leather	16	10	11	12	11	9	6	21	37	3
21-22 Paper, publishing, printing	14	9	11	9	8	4	5	3	29	7
23-26 Non-metallic products	18	17	16	7	22	13	7	5	44	7
27-28 Metals, metallic products	16	21	21	6	10	7	9	0	40	16
29-33 Machinery, electrical/optical equipm.	14	9	21	8	12	6	10	4	53	11
34-35 Transport equipment	22	26	44	0	10	6	16	6	68	20
20,36,37 Wood, manufacturing n.e.c	13	7	7	1	5	12	4	0	16	1
Section E										
Electricity, gas and water supply	11	34	37	6	25	21	13	5	48	2
Section F										
Construction	18	3	9	6	15	8	9	6	27	5
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	13	9	8	2	19	8	5	23	19	0
51 Wholesale trade	14	9	11	11	4	1	5	7	9	8
52 Retail trade, repair of personal goods	16	8	9	5	16	4	4	0	27	1
Section H										
Hotels and restaurants	20	22	12	9	14	1	3	9	22	17
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	13	7	18	11	18	7	6	0	30	10
64 Post and telecommunications	19	15	14	12	9	13	15	0	19	0
Section J										
Financial intermediation										
65-66 Banking and insurance	15	13	13	15	31	8	17	3	43	15
67 Auxiliary activities	15	0	19	9	-	14	11	0	24	0
Section K and O										
Real estate, renting, business activities, other personal services	22	12	17	11	12	10	10	4	30	0
TOTAL	17	10	14	8	13	7	7	5	30	6


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	14	8	8	7	10	3	4	1	16	3
20 to 49	16	7	10	6	14	4	7	9	28	2
50 to 249	19	11	21	10	15	12	9	3	26	6
250 to 499	22	25	36	24	16	14	17	4	43	11
500 to 999	27	32	46	38	29	20	26	6	54	22
1000 and more	38	37	56	48	34	55	57	19	58	37
TOTAL	17	10	14	8	13	7	7	5	30	6

4.1.10. ENTERPRISES EVALUATING THE EFFECT OF CVT COURSES AS A PERCENTAGE OF ALL ENTERPRISES PROVIDING CVT COURSES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	44	35	57	24	62	62	0	-	92	49
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	46	20	33	27	77	56	9	48	78	16
17-19 Textiles, clothing, leather	40	37	36	22	61	57	12	26	89	59
21-22 Paper, publishing, printing	40	47	39	29	54	53	12	50	94	49
23-26 Non-metallic products	48	33	53	27	75	49	31	31	92	44
27-28 Metals, metallic products	43	37	46	14	70	70	7	22	78	54
29-33 Machinery, electrical/optical equipm.	45	51	49	28	81	59	18	34	90	48
34-35 Transport equipment	58	42	61	41	93	47	10	62	88	54
20,36,37 Wood, manufacturing n.e.c	41	29	28	14	67	53	12	43	86	33
Section E										
Electricity, gas and water supply	22	43	50	25	65	65	12	36	85	19
Section F										
Construction	43	15	42	19	63	59	12	53	88	29
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	43	20	43	26	86	55	20	71	75	33
51 Wholesale trade	35	35	37	26	78	49	12	21	91	1
52 Retail trade, repair of personal goods	39	43	27	31	70	66	14	34	90	6
Section H										
Hotels and restaurants	40	65	39	16	95	31	28	32	94	47
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	45	49	39	33	56	59	24	31	89	44
64 Post and telecommunications	53	72	50	26	55	62	63	0	84	70
Section J										
Financial intermediation										
65-66 Banking and insurance	50	45	53	39	77	74	35	39	82	49
67 Auxiliary activities	52	71	46	26	-	33	20	0	92	100
Section K and O										
Real estate, renting, business activities, other personal services	49	37	34	36	65	65	16	38	90	31
TOTAL	44	36	39	26	71	59	15	39	87	36


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	40	31	29	26	74	62	12	33	82	20
20 to 49	38	34	34	21	61	55	14	34	92	29
50 to 249	52	32	47	27	73	57	17	48	87	38
250 to 499	64	49	73	53	83	60	26	51	90	51
500 to 999	71	56	77	69	78	72	27	73	86	50
1000 and more	83	63	94	68	88	90	67	76	89	76
TOTAL	44	36	39	26	71	59	15	39	87	36

4.1.11. NON-TRAINING ENTERPRISES, BY REASON FOR NOT PROVIDING CVT (%) ⁽¹⁾

 Reason	Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
No need	10 to 49	72	83	86	68	83	54	80	83	78	66
	50 to 249	66	81	89	82	82	53	73	81	75	23
	250 and more	54	70	73	41	85	52	37	68	75	38
	TOTAL	72	82	86	69	83	54	79	82	77	60
No time	10 to 49	23	13	6	16	12	5	9	15	11	16
	50 to 249	24	11	8	29	10	7	10	10	12	16
	250 and more	19	17	2	59	12	6	11	4	8	0
	TOTAL	23	13	6	17	12	5	9	14	11	16
Too expensive	10 to 49	16	38	14	41	22	45	16	38	29	19
	50 to 249	14	33	11	32	20	45	17	32	31	43
	250 and more	10	48	5	36	13	30	16	41	32	30
	TOTAL	15	37	14	41	22	45	16	37	29	22
People recruited with the skills needed	10 to 49	27	70	48	54	70	48	40	24	61	63
	50 to 249	34	76	52	51	71	57	53	41	70	37
	250 and more	29	59	49	23	68	74	42	42	66	69
	TOTAL	27	71	48	54	70	50	42	27	63	59
Initial training sufficient	10 to 49	20	14	12	29	39	0	13	37	40	26
	50 to 249	25	15	11	50	41	2	15	33	38	29
	250 and more	12	22	15	43	44	6	26	23	39	31
	TOTAL	21	14	12	30	39	1	13	36	40	27
Investment recently made; no need this year	10 to 49	4	0	3	1	3	2	5	3	1	2
	50 to 249	7	2	3	10	7	5	6	6	1	0
	250 and more	6	2	9	0	10	8	5	2	2	0
	TOTAL	4	1	3	2	3	3	5	3	1	2
Difficult to assess enterprise's needs	10 to 49	13	9	5	7	5	9	11	0	3	11
	50 to 249	12	10	9	10	7	12	12	0	4	11
	250 and more	9	8	4	21	5	14	16	0	4	30
	TOTAL	12	9	5	7	5	9	11	0	3	11


⁽¹⁾ It was possible to tick a maximum of three reasons

4.2.1. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	87	88	98	98	43	58	79	-	85	95
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	83	45	88	87	61	67	83	41	23	77
17-19 Textiles, clothing, leather	56	39	85	81	41	68	68	24	27	87
21-22 Paper, publishing, printing	86	49	85	82	53	57	91	62	20	88
23-26 Non-metallic products	87	77	95	77	70	76	73	72	52	91
27-28 Metals, metallic products	84	68	94	74	51	68	63	40	62	79
29-33 Machinery, electrical/optical equipm.	91	58	92	80	70	85	70	64	73	84
34-35 Transport equipment	95	62	99	82	71	83	90	85	77	91
20,36,37 Wood, manufacturing n.e.c	71	43	71	69	50	56	69	49	18	67
Section E										
Electricity, gas and water supply	99	90	99	96	94	93	97	88	67	91
Section F										
Construction	76	36	84	75	47	70	63	54	31	75
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	85	53	87	81	56	44	62	52	14	60
51 Wholesale trade	88	39	75	73	45	55	66	46	11	50
52 Retail trade, repair of personal goods	90	32	81	71	59	48	55	38	14	70
Section H										
Hotels and restaurants	82	35	73	64	57	42	46	32	31	72
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	90	79	94	83	75	69	86	57	66	89
64 Post and telecommunications	98	96	99	100	76	97	98	100	55	98
Section J										
Financial intermediation										
65-66 Banking and insurance	99	82	100	96	92	97	94	68	86	98
67 Auxiliary activities	95	38	91	96	-	80	86	20	16	54
Section K and O										
Real estate, renting, business activities, other personal services	90	32	83	74	56	65	74	67	32	78
TOTAL	88	57	88	79	60	67	74	57	44	81


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	50	20	58	55	29	32	46	29	7	32
20 to 49	68	30	70	61	38	44	54	45	9	44
50 to 249	83	35	86	85	54	62	72	56	15	74
250 to 499	94	56	96	93	75	73	90	53	28	95
500 to 999	96	69	97	100	85	93	92	82	42	98
1000 and more	100	93	100	100	87	96	97	100	78	100
TOTAL	88	57	88	79	60	67	74	57	44	81

4.2.2. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - FEMALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	90	87	97	99	46	61	85	-	85	91
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	81	44	88	87	59	67	81	41	24	84
17-19 Textiles, clothing, leather	50	40	84	81	39	68	66	23	27	85
21-22 Paper, publishing, printing	87	44	83	81	50	54	91	58	17	87
23-26 Non-metallic products	88	75	95	79	70	76	80	76	52	90
27-28 Metals, metallic products	83	65	94	79	56	72	66	41	65	82
29-33 Machinery, electrical/optical equipm.	92	60	92	82	70	90	73	72	75	88
34-35 Transport equipment	95	58	99	89	64	85	92	83	82	90
20,36,37 Wood, manufacturing n.e.c	69	46	71	69	55	60	77	48	20	67
Section E										
Electricity, gas and water supply	99	90	99	96	93	93	98	88	65	91
Section F										
Construction	84	37	86	70	49	69	62	53	34	78
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	87	57	86	81	57	41	66	59	13	74
51 Wholesale trade	87	36	77	71	47	55	68	49	11	45
52 Retail trade, repair of personal goods	91	31	84	71	63	49	55	36	15	74
Section H										
Hotels and restaurants	85	31	73	62	57	39	45	29	28	71
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	94	81	95	86	75	77	91	63	70	93
64 Post and telecommunications	98	98	100	100	74	97	99	100	51	99
Section J										
Financial intermediation										
65-66 Banking and insurance	99	84	100	95	90	97	94	73	87	98
67 Auxiliary activities	94	36	90	94	-	83	77	17	16	55
Section K and O										
Real estate, renting, business activities, other personal services	87	37	80	74	62	64	76	63	32	74
TOTAL	88	54	88	79	59	67	74	52	40	82


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	50	17	56	52	30	34	47	26	8	35
20 to 49	68	29	68	60	38	40	55	43	9	46
50 to 249	80	33	83	85	52	60	73	51	16	72
250 to 499	93	53	95	91	72	71	88	53	24	97
500 to 999	96	67	96	100	83	93	92	80	39	96
1000 and more	100	95	100	100	83	96	94	100	72	100
TOTAL	88	54	88	79	59	67	74	52	40	82

4.2.3. EMPLOYEES IN TRAINING ENTERPRISES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	86	88	98	98	43	56	78	-	85	95
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	85	45	88	86	62	66	85	42	22	72
17-19 Textiles, clothing, leather	61	39	88	82	45	71	74	25	27	94
21-22 Paper, publishing, printing	86	54	87	85	55	60	91	66	22	89
23-26 Non-metallic products	86	78	95	76	69	76	69	70	53	92
27-28 Metals, metallic products	85	70	93	73	50	66	62	39	61	79
29-33 Machinery, electrical/optical equipm.	91	57	92	79	70	81	68	60	72	81
34-35 Transport equipment	95	64	99	79	73	83	90	86	76	92
20,36,37 Wood, manufacturing n.e.c	72	41	70	68	48	54	67	49	17	67
Section E										
Electricity, gas and water supply	99	90	99	96	94	93	97	88	68	91
Section F										
Construction	75	36	84	76	46	71	63	54	31	75
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	85	51	87	81	55	45	60	51	14	57
51 Wholesale trade	89	42	74	75	44	54	64	45	11	54
52 Retail trade, repair of personal goods	88	34	76	71	52	47	53	43	13	62
Section H										
Hotels and restaurants	79	39	74	71	58	49	50	37	37	75
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	89	78	94	81	75	66	83	55	65	87
64 Post and telecommunications	97	93	99	99	77	95	97	100	60	98
Section J										
Financial intermediation										
65-66 Banking and insurance	99	78	100	98	95	96	94	54	82	98
67 Auxiliary activities	96	40	92	98	-	77	92	29	18	51
Section K and O										
Real estate, renting, business activities, other personal services	91	28	85	73	52	66	73	69	32	81
TOTAL	87	59	89	79	61	68	73	59	47	80


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	49	22	59	58	28	31	46	31	7	31
20 to 49	68	31	71	63	37	47	53	46	9	43
50 to 249	84	37	88	85	55	64	71	58	15	75
250 to 499	94	58	96	95	77	75	93	53	31	94
500 to 999	96	71	98	100	88	93	92	82	45	100
1000 and more	100	91	100	100	91	96	99	100	82	100
TOTAL	87	59	89	79	61	68	73	59	47	80

4.2.4. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	84	79	97	96	42	44	57	-	79	92
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	79	35	84	82	51	47	49	33	18	67
17-19 Textiles, clothing, leather	48	26	81	69	30	47	51	20	19	77
21-22 Paper, publishing, printing	81	45	82	76	40	42	57	53	12	61
23-26 Non-metallic products	83	62	94	65	59	66	46	64	47	81
27-28 Metals, metallic products	81	65	92	59	42	43	54	34	57	65
29-33 Machinery, electrical/optical equipm.	89	44	90	65	53	68	56	61	54	80
34-35 Transport equipment	94	56	98	82	54	75	79	84	74	87
20,36,37 Wood, manufacturing n.e.c	65	30	68	61	31	36	44	35	13	62
Section E										
Electricity, gas and water supply	98	83	98	93	86	87	87	78	60	79
Section F										
Construction	69	20	82	62	37	53	38	45	24	62
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	83	17	80	67	33	30	36	44	10	57
51 Wholesale trade	84	33	66	60	29	26	36	35	7	29
52 Retail trade, repair of personal goods	86	20	78	62	42	17	26	31	9	68
Section H										
Hotels and restaurants	78	19	62	49	53	18	23	22	29	57
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	88	69	93	76	61	56	60	47	64	84
64 Post and telecommunications	97	95	99	99	59	95	95	100	54	85
Section J										
Financial intermediation										
65-66 Banking and insurance	99	68	99	96	84	93	87	68	75	93
67 Auxiliary activities	94	25	57	96	-	45	63	9	16	32
Section K and O										
Real estate, renting, business activities, other personal services	86	23	76	53	40	39	48	57	26	58
TOTAL	84	46	85	69	47	49	50	49	38	70


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	42	10	48	36	17	12	18	15	5	16
20 to 49	59	19	62	48	24	22	29	32	6	31
50 to 249	78	22	82	73	39	38	41	49	11	58
250 to 499	91	40	94	88	60	48	68	50	23	81
500 to 999	91	55	97	100	68	82	72	75	30	92
1000 and more	99	87	100	100	82	91	89	100	70	98
TOTAL	84	46	85	69	47	49	50	49	38	70

4.2.5. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - FEMALES

 NACE Rev. 1		EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C											
	Mining and quarrying	86	78	97	97	45	48	54	-	79	86
Section D											
	Manufacturing										
15-16	Food, beverages, tobacco	76	34	83	82	50	45	48	34	19	73
17-19	Textiles, clothing, leather	43	25	79	69	28	46	49	19	19	76
21-22	Paper, publishing, printing	82	40	80	75	37	39	55	51	11	57
23-26	Non-metallic products	84	62	94	65	58	64	56	65	47	80
27-28	Metals, metallic products	80	61	92	63	46	40	56	35	59	66
29-33	Machinery, electrical/optical equipm.	90	43	91	68	53	75	60	69	53	84
34-35	Transport equipment	93	53	98	89	52	76	80	80	78	86
20,36,37	Wood, manufacturing n.e.c	64	34	69	63	32	42	51	35	15	64
Section E											
	Electricity, gas and water supply	98	82	98	92	85	88	87	79	58	81
Section F											
	Construction	79	22	83	55	39	53	36	45	25	66
Section G											
	Wholesale, retail, repair										
50	Sale and repair of motor vehicles	85	12	80	73	29	29	41	46	10	70
51	Wholesale trade	83	31	67	54	31	24	35	39	8	32
52	Retail trade, repair of personal goods	88	19	81	63	45	19	27	30	10	71
Section H											
	Hotels and restaurants	82	16	61	49	52	16	21	18	25	56
Section I											
	Transport, storage and communication										
60-63	Transport, supporting activities	93	72	94	81	63	66	64	53	68	85
64	Post and telecommunications	97	97	100	99	53	96	97	100	51	79
Section J											
	Financial intermediation										
65-66	Banking and insurance	99	73	99	95	82	94	87	72	78	93
67	Auxiliary activities	93	21	50	94	-	42	47	7	15	30
Section K and O											
	Real estate, renting, business activities, other personal services	82	27	72	53	43	42	48	52	25	56
TOTAL		85	43	84	69	46	48	50	44	33	71


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	44	9	46	33	19	13	19	12	5	18
20 to 49	60	16	60	48	23	20	28	31	5	34
50 to 249	75	20	77	74	37	34	40	43	10	58
250 to 499	90	38	93	86	59	44	65	51	19	84
500 to 999	88	53	94	100	62	80	72	76	24	89
1000 and more	99	90	99	100	78	89	85	100	64	98
TOTAL	85	43	84	69	46	48	50	44	33	71

4.2.6. EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	84	80	98	96	42	42	57	-	79	92
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	81	35	85	82	52	49	51	31	17	63
17-19 Textiles, clothing, leather	55	26	86	73	36	50	57	22	19	81
21-22 Paper, publishing, printing	80	51	84	77	42	47	59	55	13	65
23-26 Non-metallic products	82	62	94	64	59	66	40	63	47	82
27-28 Metals, metallic products	81	66	91	58	41	44	53	33	57	64
29-33 Machinery, electrical/optical equipm.	88	44	90	64	53	62	54	58	54	77
34-35 Transport equipment	94	58	98	79	54	75	79	85	73	87
20,36,37 Wood, manufacturing n.e.c	66	27	68	60	31	34	42	35	12	61
Section E										
Electricity, gas and water supply	98	83	98	94	86	86	87	78	60	78
Section F										
Construction	68	19	82	63	36	53	39	45	24	61
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	83	19	80	65	33	31	34	43	10	54
51 Wholesale trade	86	34	65	64	28	27	38	33	7	27
52 Retail trade, repair of personal goods	84	23	73	58	38	13	22	35	8	61
Section H										
Hotels and restaurants	75	22	64	51	53	22	28	28	34	59
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	87	67	92	74	61	52	58	46	62	83
64 Post and telecommunications	97	92	99	98	63	93	91	100	58	87
Section J										
Financial intermediation										
65-66 Banking and insurance	99	62	99	98	91	90	87	53	69	93
67 Auxiliary activities	94	28	64	98	-	48	76	13	16	36
Section K and O										
Real estate, renting, business activities, other personal services	88	20	79	53	37	35	49	61	26	60
TOTAL	84	48	86	69	48	49	50	52	41	69


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	42	11	49	39	16	11	18	16	4	15
20 to 49	60	21	64	48	25	24	29	32	6	29
50 to 249	79	23	84	73	41	40	42	52	11	59
250 to 499	91	42	96	91	60	52	71	50	25	80
500 to 999	93	58	98	100	74	85	72	74	35	94
1000 and more	100	85	100	100	85	92	92	100	74	97
TOTAL	84	48	86	69	48	49	50	52	41	69

4.3.1. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	44	17	36	9	13	10	18	-	4	61
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	33	5	31	15	10	7	11	12	4	21
17-19 Textiles, clothing, leather	15	3	21	6	2	4	5	4	3	35
21-22 Paper, publishing, printing	31	11	31	23	6	8	15	15	3	22
23-26 Non-metallic products	38	17	49	21	20	15	22	21	14	43
27-28 Metals, metallic products	25	21	48	10	8	7	11	6	9	33
29-33 Machinery, electrical/optical equipm.	42	14	51	18	17	18	8	23	12	47
34-35 Transport equipment	48	23	63	38	13	25	8	34	18	58
20,36,37 Wood, manufacturing n.e.c	23	5	23	12	5	4	8	5	1	26
Section E										
Electricity, gas and water supply	52	52	55	31	26	25	35	40	8	29
Section F										
Construction	28	4	40	16	10	7	8	11	3	13
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	38	3	38	22	12	7	14	15	2	15
51 Wholesale trade	53	11	28	25	7	6	12	12	1	20
52 Retail trade, repair of personal goods	34	3	23	19	7	3	5	7	2	26
Section H										
Hotels and restaurants	43	5	25	16	15	2	8	10	7	24
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	49	14	62	19	15	6	11	14	21	43
64 Post and telecommunications	62	13	47	56	27	42	29	75	7	45
Section J										
Financial intermediation										
65-66 Banking and insurance	45	34	71	65	45	32	40	40	12	57
67 Auxiliary activities	51	8	31	72	-	18	47	6	6	15
Section K and O										
Real estate, renting, business activities, other personal services	40	6	34	10	10	8	11	16	7	22
TOTAL	40	13	42	19	12	10	12	16	8	32


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	19	4	22	12	7	3	7	5	2	8
20 to 49	25	5	25	12	7	5	8	10	1	16
50 to 249	33	5	34	18	9	6	9	14	2	20
250 to 499	39	7	45	19	12	8	15	12	5	31
500 to 999	44	13	50	27	17	13	16	26	8	37
1000 and more	50	28	55	37	26	23	23	46	13	61
TOTAL	40	13	42	19	12	10	12	16	8	32

4.3.2. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - FEMALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	57	8	30	36	8	7	14	-	4	57
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	32	5	25	14	10	6	12	14	4	26
17-19 Textiles, clothing, leather	12	3	16	6	2	4	4	3	3	35
21-22 Paper, publishing, printing	35	8	30	22	6	8	14	12	3	18
23-26 Non-metallic products	36	14	41	19	18	13	28	17	14	46
27-28 Metals, metallic products	27	9	45	18	11	4	5	6	9	31
29-33 Machinery, electrical/optical equipm.	42	12	42	18	17	19	6	33	12	46
34-35 Transport equipment	71	4	55	44	13	5	3	40	17	58
20,36,37 Wood, manufacturing n.e.c	23	5	15	11	4	3	13	4	1	27
Section E										
Electricity, gas and water supply	47	18	55	31	26	19	28	33	9	30
Section F										
Construction	32	5	33	18	13	6	7	14	4	14
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	37	2	33	16	8	4	15	17	2	25
51 Wholesale trade	42	10	23	23	7	7	11	13	1	21
52 Retail trade, repair of personal goods	32	3	19	21	8	4	5	6	3	26
Section H										
Hotels and restaurants	45	6	23	15	14	2	8	7	7	23
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	54	13	60	23	10	6	13	14	17	28
64 Post and telecommunications	61	15	51	56	25	39	21	89	6	48
Section J										
Financial intermediation										
65-66 Banking and insurance	37	43	68	66	44	31	40	43	12	56
67 Auxiliary activities	48	8	25	79	-	10	32	5	5	11
Section K and O										
Real estate, renting, business activities, other personal services	38	7	28	11	13	9	11	12	9	26
TOTAL	38	9	35	20	11	9	12	15	7	33


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	21	3	17	12	7	3	7	4	2	9
20 to 49	27	3	19	12	7	5	9	11	2	19
50 to 249	33	4	26	18	9	5	9	12	2	21
250 to 499	37	5	32	19	11	6	13	10	4	33
500 to 999	41	9	38	25	13	12	13	32	7	36
1000 and more	44	19	50	45	23	20	20	44	12	59
TOTAL	38	9	35	20	11	9	12	15	7	33

4.3.3. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ALL ENTERPRISES - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	42	20	37	3	13	11	19	-	4	61
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	34	6	36	17	10	7	10	9	3	18
17-19 Textiles, clothing, leather	20	3	33	10	3	8	10	5	3	36
21-22 Paper, publishing, printing	30	14	32	24	5	9	17	18	3	26
23-26 Non-metallic products	39	19	54	22	22	17	17	23	14	41
27-28 Metals, metallic products	25	26	49	8	8	8	13	6	9	33
29-33 Machinery, electrical/optical equipm.	42	16	55	18	17	17	9	19	12	48
34-35 Transport equipment	43	30	67	36	13	32	9	34	19	58
20,36,37 Wood, manufacturing n.e.c	23	5	28	13	5	4	6	5	1	25
Section E										
Electricity, gas and water supply	52	64	56	31	27	27	38	42	8	28
Section F										
Construction	27	3	41	16	10	7	9	11	3	12
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	38	4	40	24	13	8	14	15	2	13
51 Wholesale trade	58	11	32	26	7	5	13	11	1	19
52 Retail trade, repair of personal goods	38	4	29	10	7	2	4	10	1	28
Section H										
Hotels and restaurants	42	4	28	18	17	3	9	14	7	26
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	47	15	63	17	16	6	11	14	22	48
64 Post and telecommunications	63	11	42	58	28	46	42	67	9	44
Section J										
Financial intermediation										
65-66 Banking and insurance	54	21	78	62	47	34	40	32	14	60
67 Auxiliary activities	53	8	36	65	-	25	59	6	9	21
Section K and O										
Real estate, renting, business activities, other personal services	41	5	37	10	8	8	10	20	6	20
TOTAL	41	16	46	18	13	10	13	17	8	32


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	19	4	24	12	7	3	7	5	1	8
20 to 49	24	6	28	11	7	5	8	9	1	14
50 to 249	32	5	39	19	9	6	9	15	2	20
250 to 499	38	8	53	19	13	10	16	14	6	30
500 to 999	45	16	59	29	19	14	19	22	9	38
1000 and more	54	34	59	31	27	27	26	46	15	64
TOTAL	41	16	46	18	13	10	13	17	8	32

4.3.4. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	52	22	37	9	30	24	31	-	5	66
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	42	15	37	19	19	14	23	36	20	32
17-19 Textiles, clothing, leather	32	11	26	9	7	9	11	19	15	46
21-22 Paper, publishing, printing	39	24	38	30	14	19	27	28	26	36
23-26 Non-metallic products	46	27	52	32	35	23	47	33	29	53
27-28 Metals, metallic products	32	32	52	17	20	17	20	17	16	51
29-33 Machinery, electrical/optical equipm.	48	33	56	27	33	26	14	38	23	59
34-35 Transport equipment	51	40	64	47	24	34	9	41	25	67
20,36,37 Wood, manufacturing n.e.c	35	17	33	20	15	10	18	14	8	42
Section E										
Electricity, gas and water supply	53	62	57	33	31	29	40	52	14	36
Section F										
Construction	40	18	49	27	28	14	22	25	14	20
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	46	19	47	33	36	23	40	35	21	27
51 Wholesale trade	63	33	42	41	25	23	33	33	18	68
52 Retail trade, repair of personal goods	40	17	29	30	18	20	18	23	22	39
Section H										
Hotels and restaurants	55	28	40	32	29	13	36	45	24	42
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	55	21	67	24	25	11	19	30	33	52
64 Post and telecommunications	64	14	48	57	46	44	30	75	14	54
Section J										
Financial intermediation										
65-66 Banking and insurance	46	50	71	68	53	35	46	60	17	62
67 Auxiliary activities	54	33	54	74	-	39	74	64	41	47
Section K and O										
Real estate, renting, business activities, other personal services	47	26	44	19	26	21	22	29	27	38
TOTAL	47	28	49	28	26	20	25	33	20	46


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	46	38	46	34	40	26	38	34	37	51
20 to 49	42	25	40	24	28	22	29	31	26	50
50 to 249	42	22	42	25	22	15	22	28	19	35
250 to 499	42	16	48	22	21	17	21	24	22	38
500 to 999	48	23	52	27	24	16	23	34	26	41
1000 and more	50	33	56	37	31	26	26	46	19	63
TOTAL	47	28	49	28	26	20	25	33	20	46

4.3.5. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES - FEMALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	66	10	31	37	18	14	26	-	5	66
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	42	13	31	18	21	13	25	41	23	35
17-19 Textiles, clothing, leather	29	11	21	8	6	8	9	18	15	46
21-22 Paper, publishing, printing	42	20	38	30	17	20	25	23	26	32
23-26 Non-metallic products	43	22	44	29	31	20	50	26	29	57
27-28 Metals, metallic products	33	14	49	28	23	11	8	17	16	48
29-33 Machinery, electrical/optical equipm.	46	28	46	26	32	25	9	47	23	55
34-35 Transport equipment	76	8	56	50	24	6	3	50	21	67
20,36,37 Wood, manufacturing n.e.c	36	14	22	18	12	8	25	12	8	42
Section E										
Electricity, gas and water supply	48	22	56	33	30	21	32	42	15	37
Section F										
Construction	41	24	40	32	32	11	20	30	15	21
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	44	16	41	23	29	13	36	37	20	36
51 Wholesale trade	51	34	34	42	22	31	32	33	16	65
52 Retail trade, repair of personal goods	37	17	24	33	17	22	17	21	25	36
Section H										
Hotels and restaurants	55	39	38	31	27	11	38	40	27	41
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	58	17	63	28	16	9	20	27	25	32
64 Post and telecommunications	63	15	51	56	47	41	22	89	12	60
Section J										
Financial intermediation										
65-66 Banking and insurance	38	59	68	70	53	33	46	60	15	60
67 Auxiliary activities	52	38	51	83	-	24	67	75	34	38
Section K and O										
Real estate, renting, business activities, other personal services	46	26	39	20	31	21	22	24	35	47
TOTAL	45	20	41	29	25	19	24	33	20	47


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	49	32	38	37	38	27	39	36	43	50
20 to 49	45	19	32	26	28	23	33	37	31	55
50 to 249	44	22	34	24	23	15	22	28	20	36
250 to 499	42	14	35	22	19	14	20	20	22	40
500 to 999	46	18	40	25	22	15	19	42	28	41
1000 and more	44	21	50	45	30	22	24	44	18	60
TOTAL	45	20	41	29	25	19	24	33	20	47

4.3.6. PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF EMPLOYEES IN ENTERPRISES PROVIDING CVT COURSES - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	50	25	38	3	32	27	32	-	6	66
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	42	17	43	20	19	15	20	29	16	29
17-19 Textiles, clothing, leather	36	12	39	14	7	15	18	23	16	44
21-22 Paper, publishing, printing	37	27	38	31	12	19	29	32	26	40
23-26 Non-metallic products	47	31	57	34	37	25	44	37	29	50
27-28 Metals, metallic products	31	39	53	15	19	18	24	17	16	52
29-33 Machinery, electrical/optical equipm.	48	35	61	28	33	28	16	33	22	63
34-35 Transport equipment	46	52	69	45	24	43	11	40	26	67
20,36,37 Wood, manufacturing n.e.c	35	20	41	21	16	11	15	15	8	41
Section E										
Electricity, gas and water supply	53	77	57	34	31	31	44	54	13	36
Section F										
Construction	40	17	50	26	27	14	22	24	14	20
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	46	20	50	37	38	26	42	34	22	24
51 Wholesale trade	67	32	48	41	27	19	34	33	19	70
52 Retail trade, repair of personal goods	46	16	40	18	19	15	20	30	16	46
Section H										
Hotels and restaurants	56	19	43	35	32	16	32	51	21	43
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	54	22	68	23	27	12	19	31	35	58
64 Post and telecommunications	65	12	42	59	45	49	47	67	15	51
Section J										
Financial intermediation										
65-66 Banking and insurance	55	34	79	63	52	37	46	60	21	65
67 Auxiliary activities	56	30	56	66	-	51	77	50	54	60
Section K and O										
Real estate, renting, business activities, other personal services	47	27	47	19	23	22	21	32	22	33
TOTAL	48	33	53	27	27	21	26	33	20	46


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	45	41	49	31	41	26	37	33	30	51
20 to 49	40	29	44	23	28	20	26	27	23	46
50 to 249	41	22	46	26	22	15	22	28	18	34
250 to 499	42	18	56	21	22	19	23	27	23	37
500 to 999	48	28	60	29	26	16	26	30	25	41
1000 and more	54	40	59	31	32	29	28	46	20	65
TOTAL	48	33	53	27	27	21	26	33	20	46

4.4.1. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	15	3	8	1	3	4	3	-	6	7
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	10	1	8	3	4	2	3	1	1	4
17-19 Textiles, clothing, leather	4	1	6	4	1	4	1	1	1	6
21-22 Paper, publishing, printing	11	2	6	7	3	3	3	14	2	5
23-26 Non-metallic products	11	4	9	4	8	6	13	4	4	8
27-28 Metals, metallic products	9	3	9	1	3	4	2	2	2	7
29-33 Machinery, electrical/optical equipm.	13	2	16	5	5	7	2	9	6	9
34-35 Transport equipment	20	2	12	15	2	1	3	7	4	25
20,36,37 Wood, manufacturing n.e.c	8	1	6	2	1	1	2	1	1	4
Section E										
Electricity, gas and water supply	18	6	12	9	14	11	10	11	5	27
Section F										
Construction	11	1	9	5	3	3	2	3	4	3
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	11	1	10	5	5	4	4	4	1	6
51 Wholesale trade	10	4	7	11	2	3	3	4	0	3
52 Retail trade, repair of personal goods	7	1	5	8	4	1	1	1	1	3
Section H										
Hotels and restaurants	6	1	6	2	9	1	1	4	3	7
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	16	18	10	6	5	2	4	3	7	10
64 Post and telecommunications	18	9	11	10	6	22	14	16	6	9
Section J										
Financial intermediation										
65-66 Banking and insurance	15	7	29	32	9	9	13	15	3	15
67 Auxiliary activities	17	5	16	10	-	5	10	0	6	4
Section K and O										
Real estate, renting, business activities, other personal services	15	4	14	3	4	3	5	7	4	10
TOTAL	12	4	10	6	5	4	4	4	3	8


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	7	1	6	4	3	2	2	3	1	7
20 to 49	8	2	6	4	3	2	4	3	1	5
50 to 249	10	1	8	5	3	2	3	4	1	5
250 to 499	14	2	14	4	4	3	4	3	2	6
500 to 999	19	3	16	15	5	4	4	8	2	12
1000 and more	13	11	12	12	10	10	9	11	6	13
TOTAL	12	4	10	6	5	4	4	4	3	8

4.4.2. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) - FEMALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	26	2	6	2	2	4	2	-	3	9
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	10	2	5	2	4	2	4	1	1	5
17-19 Textiles, clothing, leather	4	1	6	3	1	4	1	1	1	6
21-22 Paper, publishing, printing	11	2	6	7	3	2	3	10	1	4
23-26 Non-metallic products	10	2	8	3	8	3	6	3	4	9
27-28 Metals, metallic products	9	0	8	2	6	2	2	4	2	7
29-33 Machinery, electrical/optical equipm.	13	2	17	3	4	7	2	14	9	7
34-35 Transport equipment	39	0	10	6	2	1	0	13	3	28
20,36,37 Wood, manufacturing n.e.c	9	1	4	2	2	1	3	2	0	4
Section E										
Electricity, gas and water supply	22	2	13	8	15	8	8	12	5	13
Section F										
Construction	22	2	7	4	6	2	3	5	10	3
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	9	1	9	3	4	2	3	2	0	8
51 Wholesale trade	10	4	6	10	2	2	3	5	0	3
52 Retail trade, repair of personal goods	6	1	4	10	3	1	1	1	1	3
Section H										
Hotels and restaurants	6	2	6	2	7	0	1	3	4	7
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	15	22	10	4	7	3	6	3	7	5
64 Post and telecommunications	17	10	11	9	4	17	10	18	4	12
Section J										
Financial intermediation										
65-66 Banking and insurance	12	8	26	33	9	8	12	16	3	15
67 Auxiliary activities	17	5	13	10	-	5	9	0	5	2
Section K and O										
Real estate, renting, business activities, other personal services	12	4	12	3	5	3	4	5	4	9
TOTAL	11	4	9	6	4	4	4	5	3	7


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	8	1	5	4	3	1	2	1	2	6
20 to 49	9	1	6	3	4	2	3	3	1	5
50 to 249	11	1	6	4	4	2	2	3	1	5
250 to 499	14	2	11	4	4	3	3	3	2	6
500 to 999	15	2	16	19	4	4	3	10	1	7
1000 and more	11	11	11	13	8	8	8	17	6	11
TOTAL	11	4	9	6	4	4	4	5	3	7

4.4.3. HOURS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	14	4	8	0	4	4	3	-	7	6
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	11	1	11	3	4	2	2	1	0	4
17-19 Textiles, clothing, leather	5	1	7	6	1	4	2	1	1	9
21-22 Paper, publishing, printing	11	3	6	8	2	3	3	18	2	6
23-26 Non-metallic products	12	5	10	4	9	7	17	5	4	8
27-28 Metals, metallic products	8	4	9	1	2	4	2	2	2	7
29-33 Machinery, electrical/optical equipm.	12	2	16	7	5	7	2	6	4	10
34-35 Transport equipment	17	3	13	18	2	1	4	6	4	25
20,36,37 Wood, manufacturing n.e.c	7	1	6	2	1	1	2	1	1	3
Section E										
Electricity, gas and water supply	17	7	12	9	14	13	11	11	5	31
Section F										
Construction	9	1	9	5	2	3	2	2	2	2
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	11	1	10	6	6	5	5	4	1	5
51 Wholesale trade	10	4	8	13	2	3	3	4	0	3
52 Retail trade, repair of personal goods	9	1	7	3	4	1	1	3	0	2
Section H										
Hotels and restaurants	5	1	8	2	11	1	1	5	3	8
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	17	17	10	7	5	2	4	3	7	12
64 Post and telecommunications	19	7	10	11	8	30	23	16	7	8
Section J										
Financial intermediation										
65-66 Banking and insurance	18	5	34	28	7	12	14	11	4	17
67 Auxiliary activities	18	4	18	10	-	5	11	1	9	8
Section K and O										
Real estate, renting, business activities, other personal services	16	3	16	3	4	3	5	9	3	10
TOTAL	13	5	11	6	5	4	5	4	3	9


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	7	2	7	4	3	2	2	3	0	8
20 to 49	7	3	7	4	3	3	4	3	1	4
50 to 249	10	1	9	5	3	3	4	4	1	5
250 to 499	14	2	15	4	5	4	4	4	3	6
500 to 999	22	4	16	10	6	4	4	6	3	15
1000 and more	15	11	13	11	11	12	10	9	6	14
TOTAL	13	5	11	6	5	4	5	4	3	9

4.4.4. HOURS IN CVT COURSES PER PARTICIPANT - TOTAL

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	35	19	21	8	27	41	18	-	141	11
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	31	26	26	17	39	30	28	12	15	19
17-19 Textiles, clothing, leather	28	36	28	56	42	82	18	18	41	18
21-22 Paper, publishing, printing	35	21	18	32	48	31	20	94	54	22
23-26 Non-metallic products	29	21	19	18	42	38	60	19	28	20
27-28 Metals, metallic products	34	13	19	13	36	50	16	39	20	20
29-33 Machinery, electrical/optical equipm.	30	15	32	30	27	36	28	38	48	18
34-35 Transport equipment	42	11	19	39	16	3	43	19	19	44
20,36,37 Wood, manufacturing n.e.c	34	11	24	16	27	30	32	18	95	14
Section E										
Electricity, gas and water supply	35	11	23	28	55	46	29	27	64	95
Section F										
Construction	39	38	21	31	26	36	22	25	105	21
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	28	39	25	23	45	59	30	26	41	39
51 Wholesale trade	19	37	26	46	30	52	27	34	10	15
52 Retail trade, repair of personal goods	21	26	22	45	49	31	22	20	39	10
Section H										
Hotels and restaurants	13	28	26	13	57	25	15	36	47	31
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	33	126	16	34	34	41	39	20	34	23
64 Post and telecommunications	29	66	23	17	24	53	50	22	77	20
Section J										
Financial intermediation										
65-66 Banking and insurance	34	20	41	49	19	29	32	37	25	27
67 Auxiliary activities	34	55	51	14	-	29	21	8	96	28
Section K and O										
Real estate, renting, business activities, other personal services	37	60	43	29	43	40	46	41	51	45
TOTAL	31	35	25	31	38	41	34	28	42	24


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	37	40	27	31	43	51	32	54	60	88
20 to 49	32	40	26	30	47	46	43	28	55	29
50 to 249	32	24	24	26	38	39	33	27	40	24
250 to 499	36	27	31	21	35	39	24	28	46	19
500 to 999	45	22	32	55	31	32	22	31	28	32
1000 and more	26	39	22	32	39	44	38	23	44	21
TOTAL	31	35	25	31	38	41	34	28	42	24

4.4.5. HOURS IN CVT COURSES PER PARTICIPANT - FEMALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	46	24	19	5	23	62	16	-	80	16
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	30	33	21	16	36	30	33	10	15	18
17-19 Textiles, clothing, leather	31	37	34	55	37	99	16	15	46	16
21-22 Paper, publishing, printing	32	20	19	32	53	23	21	83	51	20
23-26 Non-metallic products	28	13	18	17	43	27	23	16	27	19
27-28 Metals, metallic products	34	6	18	9	56	40	37	63	18	21
29-33 Machinery, electrical/optical equipm.	32	14	40	16	24	34	29	44	75	15
34-35 Transport equipment	55	12	19	13	18	12	12	32	17	49
20,36,37 Wood, manufacturing n.e.c	38	14	28	18	48	25	21	39	42	14
Section E										
Electricity, gas and water supply	46	11	24	25	59	41	28	35	54	42
Section F										
Construction	68	35	21	25	44	34	36	38	267	24
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	24	45	29	20	50	39	22	14	10	30
51 Wholesale trade	23	38	25	43	34	33	27	36	9	13
52 Retail trade, repair of personal goods	20	31	19	47	46	31	22	17	43	12
Section H										
Hotels and restaurants	14	27	24	13	51	13	16	40	52	31
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	29	178	16	19	65	48	44	22	43	18
64 Post and telecommunications	28	67	22	17	18	44	45	20	70	26
Section J										
Financial intermediation										
65-66 Banking and insurance	34	18	39	50	21	24	31	37	25	26
67 Auxiliary activities	35	59	52	12	-	45	28	8	93	16
Section K and O										
Real estate, renting, business activities, other personal services	32	65	45	31	39	39	38	36	51	36
TOTAL	29	45	27	31	38	40	31	31	46	21


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	38	43	27	30	37	37	34	32	80	72
20 to 49	32	33	31	21	59	40	38	26	48	25
50 to 249	33	26	23	23	44	32	23	29	29	22
250 to 499	37	31	34	23	34	48	22	28	40	18
500 to 999	38	20	42	76	32	34	22	33	21	19
1000 and more	24	58	22	29	34	43	40	38	53	19
TOTAL	29	45	27	31	38	40	31	31	46	21

4.4.6. HOURS IN CVT COURSES PER PARTICIPANT - MALES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	34	18	21	17	28	37	19	-	149	10
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	32	22	29	17	41	31	20	15	15	21
17-19 Textiles, clothing, leather	26	31	20	61	54	50	20	23	19	25
21-22 Paper, publishing, printing	36	22	18	32	43	39	20	100	57	22
23-26 Non-metallic products	30	25	19	18	41	43	97	20	29	20
27-28 Metals, metallic products	34	14	19	14	31	52	14	32	21	20
29-33 Machinery, electrical/optical equipm.	29	15	29	37	28	38	28	34	34	20
34-35 Transport equipment	39	11	19	51	16	3	46	17	20	42
20,36,37 Wood, manufacturing n.e.c	32	10	23	16	21	32	38	13	127	13
Section E										
Electricity, gas and water supply	33	11	22	28	54	47	30	26	67	109
Section F										
Construction	35	39	21	32	23	37	20	22	76	20
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	29	37	24	24	44	62	33	29	54	43
51 Wholesale trade	18	35	26	48	28	67	26	32	11	16
52 Retail trade, repair of personal goods	23	19	25	25	55	31	21	25	26	8
Section H										
Hotels and restaurants	13	28	28	13	63	39	11	32	39	32
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	35	110	16	43	30	38	36	19	32	25
64 Post and telecommunications	30	65	24	19	28	65	54	24	82	17
Section J										
Financial intermediation										
65-66 Banking and insurance	34	25	44	45	14	37	36	35	25	29
67 Auxiliary activities	33	51	51	15	-	22	19	8	99	38
Section K and O										
Real estate, renting, business activities, other personal services	39	56	42	28	48	41	52	44	52	54
TOTAL	31	31	24	31	38	42	35	26	40	27


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	36	38	27	32	48	65	30	66	26	98
20 to 49	31	43	24	38	40	51	47	29	62	32
50 to 249	31	23	24	27	33	43	39	26	48	25
250 to 499	35	25	29	19	35	35	26	28	50	20
500 to 999	48	22	28	36	31	30	23	29	32	39
1000 and more	27	32	21	36	42	45	37	19	39	22
TOTAL	31	31	24	31	38	42	35	26	40	27

4.4.7. HOURS IN CVT COURSES PER 1000 WORKING HOURS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	9	2	4	0	2	2	2	-	4	4
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	6	1	4	1	2	1	2	1	0	2
17-19 Textiles, clothing, leather	3	1	3	2	0	2	1	0	1	4
21-22 Paper, publishing, printing	6	1	3	4	2	1	2	8	1	3
23-26 Non-metallic products	7	2	5	2	5	3	7	2	2	5
27-28 Metals, metallic products	5	2	5	1	2	2	1	1	1	4
29-33 Machinery, electrical/optical equipm.	7	1	9	3	3	4	1	5	4	5
34-35 Transport equipment	12	2	7	8	1	0	2	4	2	14
20,36,37 Wood, manufacturing n.e.c	4	0	3	1	1	1	1	1	1	2
Section E										
Electricity, gas and water supply	10	3	7	6	8	6	6	6	3	16
Section F										
Construction	6	1	4	3	1	1	1	2	2	1
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	6	1	5	3	3	2	2	2	0	4
51 Wholesale trade	6	2	4	6	1	2	2	2	0	2
52 Retail trade, repair of personal goods	5	0	3	5	2	1	1	1	0	1
Section H										
Hotels and restaurants	3	1	3	1	5	0	1	2	2	4
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	9	10	5	3	3	1	2	1	4	6
64 Post and telecommunications	12	6	6	5	4	12	8	10	3	5
Section J										
Financial intermediation										
65-66 Banking and insurance	9	4	16	19	5	5	7	9	2	10
67 Auxiliary activities	10	2	8	6	-	3	6	0	4	2
Section K and O										
Real estate, renting, business activities, other personal services	9	2	8	2	2	2	3	4	2	5
TOTAL	7	3	6	3	3	2	2	2	2	4


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	4	1	3	2	2	1	1	1	1	4
20 to 49	5	1	4	2	2	1	2	2	0	2
50 to 249	6	1	4	3	2	1	2	2	0	3
250 to 499	8	1	7	2	3	2	2	2	1	3
500 to 999	12	2	9	9	3	2	2	4	1	7
1000 and more	8	6	7	7	6	6	5	6	3	7
TOTAL	7	3	6	3	3	2	2	2	2	4

4.4.8. HOURS IN EXTERNAL CVT COURSES AS A PERCENTAGE OF TOTAL HOURS IN CVT COURSES

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	39	10	37	56	40	94	66	-	8	61
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	40	41	75	65	66	87	42	57	69	78
17-19 Textiles, clothing, leather	49	16	46	19	75	28	54	52	24	43
21-22 Paper, publishing, printing	52	33	77	72	93	62	68	17	20	84
23-26 Non-metallic products	48	15	61	70	74	46	85	75	21	50
27-28 Metals, metallic products	48	9	44	49	57	66	99	44	11	59
29-33 Machinery, electrical/optical equipm.	48	29	43	67	50	76	56	68	13	40
34-35 Transport equipment	41	16	44	17	73	69	18	44	26	36
20,36,37 Wood, manufacturing n.e.c	45	52	60	48	63	94	40	65	27	61
Section E										
Electricity, gas and water supply	43	5	56	79	70	32	33	78	9	58
Section F										
Construction	49	51	76	83	63	91	91	88	10	69
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	68	78	83	84	60	95	84	90	84	81
51 Wholesale trade	31	33	75	80	66	97	69	42	28	56
52 Retail trade, repair of personal goods	39	51	55	28	82	85	88	46	52	57
Section H										
Hotels and restaurants	36	38	61	65	42	89	57	47	58	45
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	34	3	29	60	63	73	57	84	12	24
64 Post and telecommunications	30	50	22	32	83	68	38	72	20	40
Section J										
Financial intermediation										
65-66 Banking and insurance	34	29	25	36	75	58	39	17	32	52
67 Auxiliary activities	37	74	75	96	-	82	88	0	23	100
Section K and O										
Real estate, renting, business activities, other personal services	46	30	53	69	65	82	48	47	25	66
TOTAL	42	17	49	55	65	65	52	55	18	51


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	62	60	78	64	70	93	84	85	64	39
20 to 49	56	68	76	84	72	98	58	61	66	77
50 to 249	54	40	71	79	68	84	71	47	49	72
250 to 499	48	34	50	41	57	85	66	53	15	61
500 to 999	43	23	43	21	60	68	50	51	19	55
1000 and more	31	8	28	43	64	48	31	54	13	33
TOTAL	42	17	49	55	65	65	52	55	18	51

4.4.9. HOURS IN INTERNAL CVT COURSES AS A PERCENTAGE OF TOTAL HOURS IN CVT COURSES


 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	61	90	63	44	60	6	34	-	92	39
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	60	59	25	35	34	13	58	43	31	22
17-19 Textiles, clothing, leather	51	84	54	81	25	72	46	48	76	57
21-22 Paper, publishing, printing	48	67	23	28	7	38	32	83	80	16
23-26 Non-metallic products	52	85	39	30	26	54	15	25	79	50
27-28 Metals, metallic products	52	91	56	51	43	34	1	56	89	41
29-33 Machinery, electrical/optical equipm.	52	71	57	33	50	24	44	32	87	60
34-35 Transport equipment	59	84	56	83	27	31	82	56	74	64
20,36,37 Wood, manufacturing n.e.c	55	48	40	52	37	6	60	35	73	39
Section E										
Electricity, gas and water supply	57	95	44	21	30	68	67	22	91	42
Section F										
Construction	51	49	24	17	37	9	9	12	90	31
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	32	22	17	16	40	5	16	10	16	19
51 Wholesale trade	69	67	25	20	34	3	31	58	72	44
52 Retail trade, repair of personal goods	61	49	45	72	18	15	12	54	48	43
Section H										
Hotels and restaurants	64	62	39	35	58	11	43	53	42	55
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	66	97	71	40	37	27	43	16	88	76
64 Post and telecommunications	70	50	78	68	17	32	62	28	80	60
Section J										
Financial intermediation										
65-66 Banking and insurance	66	71	75	64	25	42	61	83	68	48
67 Auxiliary activities	63	26	25	4	-	18	12	100	77	0
Section K and O										
Real estate, renting, business activities, other personal services	54	70	47	31	35	18	52	53	75	34
TOTAL	58	83	51	45	35	35	48	45	82	49

Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	38	40	22	36	30	7	16	15	36	61
20 to 49	44	32	24	16	28	2	42	39	34	23
50 to 249	46	60	29	21	32	16	29	53	51	28
250 to 499	52	66	50	59	43	15	34	47	85	39
500 to 999	57	77	57	79	40	32	50	49	81	45
1000 and more	69	92	72	57	36	52	69	46	87	67
TOTAL	58	83	51	45	35	35	48	45	82	49


4.4.10. PERCENTAGE OF HOURS IN EXTERNAL CVT COURSES BY TRAINING PROVIDER

 Providers	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Public schools and colleges	8	10	1	3	14	3	2	1	7	15
Universities	4	16	4	4	19	11	6	6	9	8
Specialised training institutions	11	9	24	8	17	21	40	32	23	27
Private training organisations	48	28	44	63	31	34	16	49	30	12
Equipment suppliers	10	11	12	6	10	2	5	3	4	9
Parent/associate companies	6	2	5	5	2	5	4	3	7	0
Unions	1	4	0	2	0	0	2	1	0	0
Chambers, sectoral bodies and employers' organisations	7	3	2	1	2	5	4	1	9	6
Other providers	6	17	9	6	5	19	21	4	11	22

4.4.11. PERCENTAGE OF HOURS IN CVT COURSES BY FIELD OF TRAINING


 Field of training	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Foreign languages and cultures; mother tongue	4	6	14	7	7	14	10	6	3	12
Wholesale and retail sales; marketing and advertising	9	3	7	12	9	4	8	7	3	6
Finance, banking, insurance; accounting and taxation	5	2	7	13	11	9	11	6	4	7
Management and administration	11	4	8	8	5	8	9	5	3	5
Secretarial and office work	2	0	1	1	2	1	2	1	0	1
Personal development; working life	12	1	8	12	4	6	6	22	59	15
Computer science; computer use	17	7	11	5	13	8	12	8	5	10
Engineering, manufacturing and construction	16	27	13	19	22	23	22	23	6	23
Environmental protection; occupational health and safety	9	3	7	4	6	6	5	2	2	7
Personal services (including tourism, hotel, restaurants); transport services; security services	5	2	5	3	6	2	6	9	6	7
Other field of training	10	45	20	16	14	18	9	10	8	6

4.5.1. TOTAL COST OF CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	2.5	0.2	0.7	0.2	0.8	0.9	0.3	-	0.5	1.1
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	1.8	0.3	1.5	1.2	1.1	0.6	0.6	0.3	0.2	0.8
17-19 Textiles, clothing, leather	1.0	0.1	0.7	0.4	0.3	0.4	0.2	0.1	0.1	1.0
21-22 Paper, publishing, printing	2.1	0.3	1.1	2.1	0.7	0.3	0.6	1.4	0.2	0.8
23-26 Non-metallic products	1.9	0.3	1.5	1.6	1.4	0.9	1.7	1.0	0.4	1.5
27-28 Metals, metallic products	1.4	0.2	1.4	0.4	0.9	0.6	0.3	0.7	0.3	1.0
29-33 Machinery, electrical/optical equipm.	2.3	0.3	1.6	1.3	1.0	1.0	0.4	1.3	0.6	1.4
34-35 Transport equipment	2.6	0.4	1.8	1.4	0.9	0.4	0.6	1.2	0.5	2.2
20,36,37 Wood, manufacturing n.e.c	1.3	0.1	0.7	0.7	0.5	0.2	0.5	0.2	0.2	0.7
Section E										
Electricity, gas and water supply	2.4	5.4	6.6	1.8	2.0	1.6	1.6	1.3	0.8	4.2
Section F										
Construction	1.8	0.2	1.1	1.2	0.8	0.4	0.4	0.6	0.3	0.3
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	2.0	0.5	2.0	2.8	1.4	0.8	1.3	1.9	0.4	1.1
51 Wholesale trade	2.3	1.1	1.6	5.3	0.8	0.5	2.2	1.0	0.3	0.4
52 Retail trade, repair of personal goods	1.5	0.1	1.0	1.7	1.3	0.3	0.2	0.3	0.1	0.7
Section H										
Hotels and restaurants	1.5	0.2	1.0	1.1	1.4	0.2	0.5	0.5	0.6	0.9
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	2.5	1.7	1.0	1.4	0.9	0.6	1.2	0.5	1.1	1.1
64 Post and telecommunications	3.0	1.2	1.7	2.5	2.1	4.0	3.6	4.2	1.3	1.1
Section J										
Financial intermediation										
65-66 Banking and insurance	2.7	1.1	5.1	4.8	1.7	1.6	2.9	1.9	1.1	2.6
67 Auxiliary activities	6.2	1.3	2.5	4.0	-	0.7	2.3	0.0	1.4	2.0
Section K and O										
Real estate, renting, business activities, other personal services	2.9	0.4	3.0	1.6	1.8	0.8	1.3	0.9	0.5	1.6
TOTAL	2.3	1.0	1.9	1.8	1.2	0.8	1.1	0.8	0.5	1.3


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	1.5	0.7	1.1	1.7	0.9	0.3	0.9	0.4	0.2	1.0
20 to 49	1.4	0.3	1.1	1.5	1.2	0.4	1.5	0.7	0.3	0.8
50 to 249	2.4	0.2	1.6	2.3	1.0	0.5	0.8	0.6	0.2	0.9
250 to 499	2.3	0.2	2.6	1.3	1.2	0.7	1.3	0.6	0.4	1.0
500 to 999	2.7	0.4	1.7	1.5	1.1	0.7	1.1	1.2	0.3	2.0
1000 and more	2.5	2.0	2.4	1.8	1.5	1.6	1.4	1.7	0.8	1.8
TOTAL	2.3	1.0	1.9	1.8	1.2	0.8	1.1	0.8	0.5	1.3

4.5.2. DIRECT COST OF CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	1.6	0.0	0.3	0.2	0.2	0.6	0.2	-	0.1	0.8
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	1.1	0.1	1.0	1.0	0.4	0.5	0.4	0.2	0.2	0.5
17-19 Textiles, clothing, leather	0.7	0.1	0.4	0.2	0.1	0.1	0.1	0.1	0.1	0.6
21-22 Paper, publishing, printing	1.3	0.1	0.8	1.6	0.3	0.2	0.4	0.6	0.1	0.5
23-26 Non-metallic products	1.1	0.1	0.9	1.3	0.5	0.5	0.6	0.7	0.2	1.0
27-28 Metals, metallic products	0.8	0.0	0.9	0.3	0.3	0.4	0.2	0.5	0.1	0.6
29-33 Machinery, electrical/optical equipm.	1.5	0.2	0.7	0.8	0.4	0.5	0.2	0.7	0.2	0.9
34-35 Transport equipment	1.4	0.1	1.1	0.6	0.4	0.3	0.4	0.9	0.3	0.8
20,36,37 Wood, manufacturing n.e.c	0.8	0.1	0.3	0.6	0.2	0.1	0.3	0.1	0.1	0.5
Section E										
Electricity, gas and water supply	1.3	5.1	5.9	1.1	0.5	0.8	1.2	0.6	0.4	2.6
Section F										
Construction	1.1	0.1	0.6	0.9	0.4	0.2	0.3	0.4	0.1	0.2
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	1.3	0.4	1.4	2.3	0.9	0.4	0.8	1.6	0.3	0.6
51 Wholesale trade	1.5	0.7	1.1	4.3	0.4	0.3	1.8	0.7	0.3	0.2
52 Retail trade, repair of personal goods	1.0	0.0	0.6	1.4	0.5	0.2	0.2	0.2	0.1	0.6
Section H										
Hotels and restaurants	0.9	0.1	0.5	0.9	0.6	0.1	0.4	0.2	0.3	0.5
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	1.3	0.7	0.5	0.8	0.4	0.4	0.8	0.3	0.6	0.5
64 Post and telecommunications	1.9	0.5	1.0	1.9	1.2	2.3	2.4	3.1	1.0	0.6
Section J										
Financial intermediation										
65-66 Banking and insurance	1.6	0.6	3.5	2.8	1.0	1.0	2.1	1.2	1.0	1.6
67 Auxiliary activities	5.0	0.9	1.3	3.4	-	0.5	1.6	0.0	0.6	1.5
Section K and O										
Real estate, renting, business activities, other personal services	1.8	0.2	1.4	0.8	0.9	0.5	0.9	0.6	0.3	0.9
TOTAL	1.4	0.7	1.2	1.3	0.5	0.5	0.8	0.5	0.3	0.8


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	1.0	0.4	0.7	1.3	0.5	0.2	0.7	0.3	0.2	0.5
20 to 49	0.9	0.2	0.7	0.9	0.5	0.2	1.1	0.5	0.2	0.5
50 to 249	1.6	0.1	1.0	1.9	0.5	0.3	0.5	0.4	0.2	0.6
250 to 499	1.4	0.1	1.2	1.1	0.5	0.5	0.9	0.3	0.2	0.7
500 to 999	1.5	0.2	0.8	1.0	0.5	0.4	0.8	0.7	0.2	1.3
1000 and more	1.5	1.4	1.7	1.0	0.5	0.9	0.9	1.1	0.4	1.0
TOTAL	1.4	0.7	1.2	1.3	0.5	0.5	0.8	0.5	0.3	0.8

4.5.3. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES AS A PERCENTAGE OF TOTAL LABOUR COSTS (ALL ENTERPRISES)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	0.8	0.2	0.4	0.0	0.2	0.3	0.1	-	0.5	0.5
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	0.6	0.2	0.5	0.2	0.3	0.2	0.2	0.1	0.0	0.3
17-19 Textiles, clothing, leather	0.3	0.1	0.4	0.2	0.1	0.3	0.1	0.0	0.1	0.4
21-22 Paper, publishing, printing	0.7	0.2	0.4	0.5	0.2	0.2	0.2	0.8	0.1	0.3
23-26 Non-metallic products	0.8	0.2	0.6	0.3	0.6	0.4	1.2	0.3	0.3	0.5
27-28 Metals, metallic products	0.6	0.2	0.5	0.1	0.2	0.3	0.1	0.1	0.1	0.4
29-33 Machinery, electrical/optical equipm.	0.8	0.2	0.9	0.5	0.2	0.5	0.1	0.5	0.4	0.5
34-35 Transport equipment	1.3	0.3	0.7	0.8	0.1	0.0	0.2	0.4	0.2	1.4
20,36,37 Wood, manufacturing n.e.c	0.4	0.0	0.3	0.1	0.1	0.1	0.2	0.1	0.2	0.2
Section E										
Electricity, gas and water supply	1.1	0.4	0.7	0.7	1.2	0.8	0.6	0.6	0.4	2.1
Section F										
Construction	0.6	0.1	0.5	0.3	0.2	0.2	0.1	0.2	0.2	0.2
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	0.7	0.1	0.7	0.4	0.3	0.4	0.5	0.3	0.1	0.5
51 Wholesale trade	0.7	0.4	0.5	1.1	0.2	0.2	0.4	0.2	0.0	0.2
52 Retail trade, repair of personal goods	0.5	0.1	0.4	0.3	0.4	0.1	0.1	0.1	0.0	0.2
Section H										
Hotels and restaurants	0.5	0.1	0.5	0.2	0.6	0.1	0.1	0.3	0.3	0.4
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	1.1	1.1	0.6	0.5	0.3	0.2	0.4	0.2	0.4	0.6
64 Post and telecommunications	1.2	0.7	0.6	0.5	0.4	1.7	1.3	1.0	0.3	0.5
Section J										
Financial intermediation										
65-66 Banking and insurance	1.1	0.5	1.6	2.0	0.4	0.7	0.8	0.8	0.2	1.0
67 Auxiliary activities	1.1	0.4	1.3	0.7	-	0.2	0.7	0.0	0.8	0.4
Section K and O										
Real estate, renting, business activities, other personal services	1.0	0.2	1.6	0.8	0.5	0.3	0.4	0.4	0.2	0.7
TOTAL	0.8	0.3	0.7	0.5	0.4	0.3	0.4	0.3	0.2	0.5


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	0.5	0.3	0.4	0.5	0.3	0.1	0.2	0.2	0.0	0.5
20 to 49	0.5	0.1	0.4	0.6	0.3	0.2	0.4	0.2	0.1	0.3
50 to 249	0.7	0.1	0.6	0.5	0.3	0.2	0.3	0.2	0.1	0.4
250 to 499	0.8	0.1	1.4	0.3	0.3	0.3	0.3	0.2	0.2	0.4
500 to 999	1.2	0.2	0.9	0.5	0.3	0.3	0.3	0.5	0.2	0.9
1000 and more	1.0	0.6	0.7	0.8	0.7	0.7	0.6	0.6	0.4	0.8
TOTAL	0.8	0.3	0.7	0.5	0.4	0.3	0.4	0.3	0.2	0.5

4.5.4. TOTAL COST OF CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	906	50	122	29	187	91	26	-	89	207
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	438	38	186	103	131	48	48	23	13	109
17-19 Textiles, clothing, leather	196	10	72	45	29	22	13	7	7	82
21-22 Paper, publishing, printing	626	32	154	295	80	31	61	166	16	104
23-26 Non-metallic products	609	62	211	156	210	97	133	158	39	221
27-28 Metals, metallic products	391	49	175	38	107	37	20	70	24	116
29-33 Machinery, electrical/optical equipm.	693	42	213	123	127	80	24	135	41	155
34-35 Transport equipment	860	71	250	152	100	38	39	186	43	306
20,36,37 Wood, manufacturing n.e.c	299	10	67	60	46	13	29	16	12	76
Section E										
Electricity, gas and water supply	936	1078	1093	243	380	159	157	207	97	660
Section F										
Construction	445	20	153	109	81	30	32	69	23	45
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	498	59	278	321	133	52	96	213	21	167
51 Wholesale trade	552	133	232	740	84	37	165	93	19	47
52 Retail trade, repair of personal goods	308	7	95	104	97	17	11	28	6	93
Section H										
Hotels and restaurants	222	17	102	72	204	10	28	36	36	92
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	610	261	121	162	114	50	117	78	103	173
64 Post and telecommunications	1004	136	238	310	453	417	401	752	100	199
Section J										
Financial intermediation										
65-66 Banking and insurance	889	231	1019	1156	557	247	325	213	165	573
67 Auxiliary activities	1518	97	658	770	-	89	343	5	116	350
Section K and O										
Real estate, renting, business activities, other personal services	773	35	444	198	194	60	110	116	37	233
TOTAL	603	134	250	197	144	65	90	97	41	167


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	338	61	132	148	75	15	57	38	9	126
20 to 49	356	27	140	155	110	25	95	71	14	100
50 to 249	662	20	205	240	116	39	59	68	15	108
250 to 499	671	29	364	121	150	63	121	70	28	129
500 to 999	777	58	233	152	137	65	118	149	26	288
1000 and more	651	373	327	316	289	162	130	291	74	248
TOTAL	603	134	250	197	144	65	90	97	41	167

4.5.5. DIRECT COST OF CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	582	10	57	23	51	65	14	-	13	139
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	277	12	121	84	47	36	30	16	11	70
17-19 Textiles, clothing, leather	144	4	36	29	10	8	8	5	3	50
21-22 Paper, publishing, printing	398	15	105	222	31	17	44	70	7	64
23-26 Non-metallic products	344	24	131	125	77	57	43	104	15	145
27-28 Metals, metallic products	230	6	112	32	39	24	13	56	12	69
29-33 Machinery, electrical/optical equipm.	457	19	98	77	57	37	15	79	13	98
34-35 Transport equipment	451	24	153	66	47	33	25	130	22	107
20,36,37 Wood, manufacturing n.e.c	187	6	33	52	20	8	17	11	3	55
Section E										
Electricity, gas and water supply	503	1007	973	149	101	82	111	103	43	404
Section F										
Construction	270	11	87	83	34	18	23	44	8	33
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	327	48	186	270	83	24	57	184	16	90
51 Wholesale trade	372	86	159	594	43	23	136	70	18	24
52 Retail trade, repair of personal goods	198	3	62	87	38	10	8	20	5	74
Section H										
Hotels and restaurants	141	8	54	59	91	7	21	16	17	51
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	319	102	55	101	47	32	79	45	63	84
64 Post and telecommunications	605	59	147	243	270	241	270	565	76	108
Section J										
Financial intermediation										
65-66 Banking and insurance	527	124	693	679	336	145	234	129	141	360
67 Auxiliary activities	1219	68	325	641	-	63	237	2	47	270
Section K and O										
Real estate, renting, business activities, other personal services	480	15	212	98	91	39	76	70	20	135
TOTAL	370	91	154	139	60	38	62	62	22	101


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	234	37	87	108	38	9	43	23	7	60
20 to 49	217	16	85	96	48	14	71	51	10	64
50 to 249	433	12	129	194	53	25	39	42	10	68
250 to 499	420	14	172	97	63	42	88	42	16	84
500 to 999	437	25	115	98	57	38	84	93	13	181
1000 and more	390	265	231	178	101	90	78	192	36	140
TOTAL	370	91	154	139	60	38	62	62	22	101

4.5.6. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER EMPLOYEE (ALL ENTERPRISES) (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	303	39	69	6	50	26	12	-	76	85
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	160	26	67	19	35	12	19	7	2	39
17-19 Textiles, clothing, leather	61	6	35	18	6	15	5	3	4	36
21-22 Paper, publishing, printing	210	17	49	74	22	14	16	97	10	40
23-26 Non-metallic products	258	38	81	31	92	41	90	54	24	77
27-28 Metals, metallic products	156	43	66	6	30	18	7	15	12	49
29-33 Machinery, electrical/optical equipm.	234	24	118	47	32	43	9	57	28	60
34-35 Transport equipment	416	48	100	90	16	5	14	56	21	201
20,36,37 Wood, manufacturing n.e.c	104	4	34	11	8	6	13	5	8	21
Section E										
Electricity, gas and water supply	433	71	120	97	215	77	59	105	48	336
Section F										
Construction	163	9	67	27	19	13	9	24	15	22
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	166	10	92	51	30	28	39	31	5	77
51 Wholesale trade	169	51	77	146	16	14	29	24	1	23
52 Retail trade, repair of personal goods	99	4	35	17	32	7	3	9	1	19
Section H										
Hotels and restaurants	73	9	47	13	91	3	6	20	18	42
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	279	160	67	60	34	18	38	33	39	92
64 Post and telecommunications	394	77	91	68	80	176	141	187	24	91
Section J										
Financial intermediation										
65-66 Banking and insurance	353	107	326	477	148	101	91	85	24	214
67 Auxiliary activities	276	29	333	129	-	27	106	3	68	80
Section K and O										
Real estate, renting, business activities, other personal services	279	19	233	100	52	21	35	46	17	100
TOTAL	224	43	97	59	48	27	29	34	19	71


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	112	24	47	40	22	7	14	14	2	68
20 to 49	129	12	56	59	33	11	24	20	4	39
50 to 249	196	9	78	47	30	14	20	26	5	42
250 to 499	248	15	194	26	38	21	33	29	12	48
500 to 999	344	32	119	53	39	28	33	56	13	128
1000 and more	258	108	97	139	133	73	57	99	36	110
TOTAL	224	43	97	59	48	27	29	34	19	71

4.5.7. TOTAL COST OF CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	2074	288	339	328	1476	881	145	-	2062	340
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	1318	715	603	672	1321	745	434	194	367	508
17-19 Textiles, clothing, leather	1270	333	342	719	1445	493	240	198	244	232
21-22 Paper, publishing, printing	2000	290	493	1274	1404	378	393	1116	522	469
23-26 Non-metallic products	1591	363	429	760	1040	639	618	755	286	518
27-28 Metals, metallic products	1540	235	366	377	1310	518	182	1214	272	355
29-33 Machinery, electrical/optical equipm.	1648	292	419	695	734	444	309	580	338	327
34-35 Transport equipment	1809	315	397	398	776	149	519	542	237	526
20,36,37 Wood, manufacturing n.e.c	1330	182	297	490	980	347	380	326	1134	293
Section E										
Electricity, gas and water supply	1809	2092	1972	779	1438	639	448	511	1189	2311
Section F										
Construction	1618	562	384	664	782	422	376	622	675	360
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	1306	1883	733	1455	1139	764	663	1406	990	1093
51 Wholesale trade	1044	1238	839	3001	1171	614	1366	800	1418	238
52 Retail trade, repair of personal goods	897	211	421	560	1300	493	240	390	279	353
Section H										
Hotels and restaurants	516	329	408	455	1331	443	334	367	514	388
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	1256	1815	196	873	749	815	1024	556	494	400
64 Post and telecommunications	1616	1004	502	551	1691	1000	1393	1009	1351	439
Section J										
Financial intermediation										
65-66 Banking and insurance	1959	682	1440	1781	1246	764	815	530	1327	1005
67 Auxiliary activities	2993	1181	2149	1075	-	504	733	81	1781	2298
Section K and O										
Real estate, renting, business activities, other personal services	1936	577	1320	1929	1868	726	1038	704	535	1043
TOTAL	1524	1053	602	1030	1166	659	729	598	541	515


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	1736	1657	602	1201	1094	502	815	767	527	1538
20 to 49	1436	590	563	1325	1633	531	1152	726	957	637
50 to 249	2016	423	597	1306	1317	672	649	494	756	530
250 to 499	1737	435	807	632	1200	767	829	575	556	416
500 to 999	1784	448	461	562	821	501	727	579	327	770
1000 and more	1299	1316	591	846	1123	702	564	634	549	403
TOTAL	1524	1053	602	1030	1166	659	729	598	541	515

4.5.8. DIRECT COST OF CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	1333	60	159	262	406	629	79	-	299	229
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	832	232	391	550	474	557	267	133	321	325
17-19 Textiles, clothing, leather	933	144	174	452	522	182	151	127	99	141
21-22 Paper, publishing, printing	1273	136	337	959	533	203	288	467	214	288
23-26 Non-metallic products	898	141	266	606	383	376	200	499	107	338
27-28 Metals, metallic products	906	29	234	314	477	334	120	963	139	212
29-33 Machinery, electrical/optical equipm.	1086	131	194	437	330	208	199	337	109	208
34-35 Transport equipment	948	104	242	172	368	130	332	379	122	184
20,36,37 Wood, manufacturing n.e.c	831	113	147	426	427	202	216	231	298	213
Section E										
Electricity, gas and water supply	971	1954	1755	479	383	331	315	256	526	1413
Section F										
Construction	980	309	219	502	329	247	270	394	232	260
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	857	1548	491	1224	710	358	392	1214	745	592
51 Wholesale trade	704	803	575	2410	602	383	1123	595	1371	123
52 Retail trade, repair of personal goods	577	95	273	472	503	277	172	271	225	281
Section H										
Hotels and restaurants	328	152	216	371	594	316	256	161	249	213
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	657	710	89	543	311	524	692	319	305	193
64 Post and telecommunications	975	438	309	431	1006	577	937	757	1028	238
Section J										
Financial intermediation										
65-66 Banking and insurance	1160	367	980	1046	751	451	586	320	1128	631
67 Auxiliary activities	2403	830	1062	895	-	352	506	34	730	1771
Section K and O										
Real estate, renting, business activities, other personal services	1202	257	630	954	879	477	716	426	287	604
TOTAL	935	718	372	724	483	386	500	386	283	311


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	1201	1004	397	876	563	304	614	473	411	736
20 to 49	874	341	340	822	714	293	859	524	701	411
50 to 249	1318	247	375	1056	604	431	427	305	496	337
250 to 499	1087	211	382	507	501	512	606	340	307	270
500 to 999	1004	198	227	364	340	288	521	361	169	483
1000 and more	777	936	417	475	392	388	339	418	271	228
TOTAL	935	718	372	724	483	386	500	386	283	311

4.5.9. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER PARTICIPANT (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	694	228	193	69	391	252	66	-	1763	140
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	482	483	217	125	349	188	166	61	46	183
17-19 Textiles, clothing, leather	394	191	169	289	286	329	89	71	145	101
21-22 Paper, publishing, printing	672	154	156	322	385	175	102	649	308	182
23-26 Non-metallic products	675	223	165	151	457	269	417	257	177	179
27-28 Metals, metallic products	613	207	138	64	365	247	61	251	133	149
29-33 Machinery, electrical/optical equipm.	557	163	232	267	184	236	111	242	233	127
34-35 Transport equipment	876	215	158	237	121	19	188	163	115	346
20,36,37 Wood, manufacturing n.e.c	461	69	151	92	165	148	164	96	836	81
Section E										
Electricity, gas and water supply	836	138	217	311	814	308	169	261	589	1175
Section F										
Construction	592	250	167	163	183	174	106	219	443	173
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	436	335	242	232	257	406	271	203	245	501
51 Wholesale trade	321	471	277	591	224	231	243	205	93	115
52 Retail trade, repair of personal goods	289	116	153	92	421	216	66	119	70	72
Section H										
Hotels and restaurants	170	177	190	83	592	127	78	202	264	175
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	575	1114	108	326	224	295	330	237	188	212
64 Post and telecommunications	634	568	193	121	298	423	490	251	323	200
Section J										
Financial intermediation										
65-66 Banking and insurance	777	315	461	735	330	313	229	211	196	375
67 Auxiliary activities	545	351	1087	180	-	151	226	47	1052	527
Section K and O										
Real estate, renting, business activities, other personal services	698	319	693	975	496	256	331	280	246	449
TOTAL	566	338	234	309	386	276	237	212	254	219


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	574	649	214	327	320	216	200	294	116	824
20 to 49	521	249	225	509	489	238	294	201	259	249
50 to 249	596	190	228	255	340	246	226	189	271	209
250 to 499	642	224	430	137	301	262	223	235	245	154
500 to 999	789	251	237	197	238	215	206	217	162	342
1000 and more	514	382	176	371	518	315	246	216	272	179
TOTAL	566	338	234	309	386	276	237	212	254	219

4.5.10. TOTAL COST OF CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	58	16	16	42	54	22	8	-	15	32
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	43	27	24	40	34	25	16	16	24	26
17-19 Textiles, clothing, leather	45	9	12	13	35	6	14	11	6	13
21-22 Paper, publishing, printing	58	14	27	40	29	12	19	12	10	22
23-26 Non-metallic products	54	17	23	43	25	17	10	40	10	26
27-28 Metals, metallic products	46	18	20	29	36	10	11	31	14	18
29-33 Machinery, electrical/optical equipm.	55	20	13	23	27	12	11	15	7	18
34-35 Transport equipment	43	29	21	10	47	46	12	28	12	12
20,36,37 Wood, manufacturing n.e.c	39	16	12	30	36	12	12	18	12	22
Section E										
Electricity, gas and water supply	52	184	88	28	26	14	15	19	19	24
Section F										
Construction	41	15	18	21	30	12	17	25	6	17
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	47	49	29	64	25	13	22	55	24	28
51 Wholesale trade	54	34	32	65	39	12	51	24	140	16
52 Retail trade, repair of personal goods	43	8	20	13	27	16	11	19	7	34
Section H										
Hotels and restaurants	38	12	16	34	23	18	23	10	11	12
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	38	14	12	26	22	20	26	28	14	17
64 Post and telecommunications	55	15	22	32	72	19	28	46	18	22
Section J										
Financial intermediation										
65-66 Banking and insurance	58	34	36	37	64	27	25	14	53	37
67 Auxiliary activities	88	21	42	79	-	18	34	10	18	82
Section K and O										
Real estate, renting, business activities, other personal services	53	10	31	66	43	18	23	17	10	23
TOTAL	50	30	24	33	31	16	22	22	13	21


Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	47	42	22	39	25	10	25	14	9	17
20 to 49	45	15	22	44	35	12	27	26	17	22
50 to 249	64	18	25	51	35	17	20	18	19	22
250 to 499	49	16	26	30	34	19	34	21	12	22
500 to 999	40	21	14	10	26	16	32	19	12	24
1000 and more	49	34	27	26	29	16	15	27	13	19
TOTAL	50	30	24	33	31	16	22	22	13	21

4.5.11. DIRECT COST OF CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	38	3	8	33	15	15	4	-	2	21
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	27	9	15	33	12	18	10	11	21	17
17-19 Textiles, clothing, leather	33	4	6	8	13	2	9	7	2	8
21-22 Paper, publishing, printing	37	6	19	30	11	7	14	5	4	13
23-26 Non-metallic products	31	7	14	34	9	10	3	27	4	17
27-28 Metals, metallic products	27	2	13	25	13	7	8	25	7	11
29-33 Machinery, electrical/optical equipm.	36	9	6	14	12	6	7	9	2	11
34-35 Transport equipment	23	10	13	4	22	41	8	20	6	4
20,36,37 Wood, manufacturing n.e.c	25	10	6	26	16	7	7	12	3	16
Section E										
Electricity, gas and water supply	28	172	78	17	7	7	11	9	8	15
Section F										
Construction	25	8	10	16	13	7	12	16	2	13
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	31	40	19	54	16	6	13	48	18	15
51 Wholesale trade	36	22	22	52	20	7	42	18	136	8
52 Retail trade, repair of personal goods	27	4	13	11	10	9	8	13	6	27
Section H										
Hotels and restaurants	24	5	8	28	10	13	17	4	5	7
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	20	6	5	16	9	13	18	16	9	8
64 Post and telecommunications	33	7	14	25	43	11	19	34	13	12
Section J										
Financial intermediation										
65-66 Banking and insurance	34	18	24	21	39	16	18	9	45	23
67 Auxiliary activities	71	15	21	66	-	12	24	4	8	63
Section K and O										
Real estate, renting, business activities, other personal services	33	4	15	32	20	12	16	10	6	13
TOTAL	31	21	15	23	13	9	15	14	7	13

Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	33	25	15	28	13	6	19	9	7	8
20 to 49	28	9	13	27	15	6	20	19	13	14
50 to 249	42	10	16	41	16	11	13	11	12	14
250 to 499	30	8	13	24	14	13	25	12	7	14
500 to 999	22	9	7	7	11	9	23	12	6	15
1000 and more	29	24	19	15	10	9	9	18	6	11
TOTAL	31	21	15	23	13	9	15	14	7	13

4.5.12. LABOUR COSTS OF PARTICIPANTS IN CVT COURSES PER TRAINING HOUR (PPS)

 NACE Rev. 1	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
Section C										
Mining and quarrying	20	12	9	9	14	6	4	-	13	13
Section D										
Manufacturing										
15-16 Food, beverages, tobacco	16	18	8	7	9	6	6	5	3	9
17-19 Textiles, clothing, leather	14	5	6	5	7	4	5	4	4	6
21-22 Paper, publishing, printing	19	7	9	10	8	6	5	7	6	8
23-26 Non-metallic products	23	11	9	9	11	7	7	14	6	9
27-28 Metals, metallic products	18	15	7	5	10	5	4	7	7	7
29-33 Machinery, electrical/optical equipm.	19	11	7	9	7	7	4	6	5	7
34-35 Transport equipment	21	20	8	6	7	6	4	8	6	8
20,36,37 Wood, manufacturing n.e.c	14	6	6	6	6	5	5	5	9	6
Section E										
Electricity, gas and water supply	24	12	10	11	15	7	6	10	9	12
Section F										
Construction	15	7	8	5	7	5	5	9	4	8
Section G										
Wholesale, retail, repair										
50 Sale and repair of motor vehicles	16	9	10	10	6	7	9	8	6	13
51 Wholesale trade	17	13	11	13	7	4	9	6	9	8
52 Retail trade, repair of personal goods	14	4	7	2	9	7	3	6	2	7
Section H										
Hotels and restaurants	13	6	7	6	10	5	5	6	6	6
Section I										
Transport, storage and communication										
60-63 Transport, supporting activities	17	9	7	10	7	7	9	12	6	9
64 Post and telecommunications	22	9	8	7	13	8	10	11	4	10
Section J										
Financial intermediation										
65-66 Banking and insurance	23	16	11	15	17	11	7	6	8	14
67 Auxiliary activities	16	6	21	13	-	5	11	6	11	19
Section K and O										
Real estate, renting, business activities, other personal services	19	5	16	33	11	6	7	7	5	10
TOTAL	19	10	9	10	10	7	7	8	6	9

Size class (number of employees)	EU-15	BG	CZ	EE	HU	LT	LV	PL	RO	SI
10 to 19	16	16	8	11	7	4	6	5	2	9
20 to 49	16	6	9	17	10	5	7	7	5	9
50 to 249	19	8	10	10	9	6	7	7	7	9
250 to 499	18	8	14	6	9	7	9	8	5	8
500 to 999	18	12	7	4	8	7	9	7	6	11
1000 and more	19	10	8	11	13	7	6	9	6	9
TOTAL	19	10	9	10	10	7	7	8	6	9

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