

## STRUCTURE OF EARNINGS - F.R. of GERMANY

### Main Results of the 1978/1979 Community Survey

#### Introduction

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

The Community survey for the reporting period 1978/79 was conducted in 1979/80 in the then nine Member States in accordance with Council Regulation (EEC) N° 495/78 of 6 March 1978, using standard methods and definitions; the information relates to October 1978, except for the Netherlands and Ireland where it relates to October 1979 and the United Kingdom, where the survey period was April 1979.

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

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

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

The results of the survey for Germany are based on a sample of 949097 data sets forwarded to EUROSTAT which corresponds to a sampling rate of 9%. This information was provided by 25382 establishments or enterprises, which represent 18,8% of the population of establishments with 10 and more employees.

Notes for the user :

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

Industry :

- all industry (NACE 1-5)
- mining and other extractive industries (NACE 11, 13, 151, 21, 23)
- manufacturing industry (NACE 12, 14, 152, 22, 24-49)
- building and civil engineering (NACE 50)

Services sector :

- wholesale distribution (NACE 61)
- retail distribution (NACE 64/65, excluding NACE 651 + 652)
- banking (NACE 812 + 813, excluding NACE 811)
- insurance (NACE 82)

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

Symbols used :

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

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

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1. INDUSTRY

1.1 Figures on establishments and employees

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

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

			Manual workers	Non-manual workers	Total employees
ALL Industry	T	1966	7 093 696	:	:
		1972	7 042 700	2 341 800	9 384 500
		1978	6 051 408	2 352 831	8 404 239
	M	1966	5 445 300	:	:
		1972	5 333 900	1 583 400	6 917 300
		1978	4 704 105	1 617 263	6 321 468
	F	1966	1 648 400	:	:
		1972	1 708 800	758 500	2 467 300
		1978	1 347 303	735 568	2 082 871
of which Mining and other extractive industries	T	1966	366 602	:	:
		1972	233 800	52 900	286 700
		1978	176 022	47 565	213 587
	M	1966	361 500	:	:
		1972	230 500	44 500	275 000
		1978	174 101	40 043	214 144
	F	1966	5 100	:	:
		1972	3 300	8 400	11 700
		1978	1 921	7 522	9 443
Manufacturing industry	T	1966	5 512 402	:	:
		1972	5 604 200	2 062 400	7 666 600
		1978	4 886 695	2 017 009	6 903 704
	M	1966	3 877 100	:	:
		1972	3 908 200	1 382 300	5 290 500
		1978	3 556 351	1 372 343	4 928 694
	F	1966	1 635 300	:	:
		1972	1 696 000	680 000	1 376 000
		1978	1 330 344	644 666	1 975 010
Building and civil engineering	T	1966	1 214 691	:	:
		1972	1 204 700	226 600	1 430 700
		1978	867 378	191 392	1 058 770
	M	1966	1 206 800	:	:
		1972	1 195 100	156 500	1 351 600
		1978	861 414	130 390	991 804
	F	1966	7 900	:	:
		1972	9 500	70 100	79 600
		1978	5 964	61 002	66 966

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

Tab. 2: Number of establishments by branches

	All Industry	Mining and other extractive industries	Manufacturing industry	Building and civil engineering
1966	118 644	2 257	74 377	42 010
1972	104 515	1 963	67 759	34 793
1978	97 422	1 101	61 844	33 057

Source: T001 <1> <2>

### 1.2 Non-manual and manual workers - Social structure

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

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

Qualification:			1A	1B	2	3	4	5A	5B	T
All industry	Full-time	T	20445	95301	529613	890105	418245	216981	12178	2182868
		M	20202	92520	492517	643628	136247	214591	11138	1610843
		F	243	2781	37096	246677	281998	2390	1040	572025
Part-time	T	T	.	259	7318	67938	93881	489	.	169963
		M	-	129	1196	2444	2239	412	-	6420
		F	.	130	6122	65494	91642	.	.	163543
of which Mining and other extractive industries	Full-time	T	1036	3506	14330	17150	8577	1451	80	46130
		M	1036	3448	13652	14672	5572	1451	80	39911
		F	-	.	678	2478	3005	-	-	6219
Part-time	T	T	-	-	.	655	687	.	-	1435
		M	-	-	-	.	.	-	-	.
		F	-	-	.	614	597	-	-	1303
Manufacturing industry	Full-time	T	18119	84590	452175	758659	368727	181561	11772	1875603
		M	17878	82184	419920	542749	114707	179171	10732	1367341
		F	241	2406	32255	215910	254020	2390	1040	508262
Part-time	T	T	.	195	6058	55060	79535	480	.	141406
		M	-	.	837	1925	1760	403	-	5002
		F	.	118	5221	53135	77775	.	.	136404
Building and civil engineering	Full-time	T	902	4731	43372	69032	23390	26025	256	167708
		M	900	4462	39923	51015	6612	-	-	129193
		F	.	.	3449	18017	16778	26025	256	38515
Part-time	T	T	-	.	1093	11021	11500	.	-	23684
		M	-	.	338	441	360	.	-	1197
		F	-	.	755	10580	11140	-	-	22487

Source : T202

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

Qualification:			1	2	3	T
All industry	Full-time	T	2 880 162	1 684 725	1 102 401	5 667 288
		M	2 810 778	1 239 796	548 103	4 598 677
		F	69 384	444 929	554 298	1 068 611
	Part-time	T	22 474	102 093	146 652	271 219
		M	8 526	6 985	7 853	23 364
		F	13 948	95 108	138 799	247 855
	Short-time	T	46 901	40 572	25 428	112 901
		M	45 423	25 846	10 795	82 064
		F	1 478	14 726	14 633	30 837
of which Mining and other extractive industries	Full-time	T	117 870	41 133	15 689	174 692
		M	117 822	40 828	14 738	173 388
		F	.	305	951	1 304
	Part-time	T	.	84	655	799
		M	.	.	112	186
		F	.	.	543	613
	Short-time	T	454	52	.	531
		M	454	52	.	527
		F	-	-	.	.
Manufacturing industry	Full-time	T	2 052 777	1 538 407	936 778	4 527 962
		M	1 984 063	1 095 163	386 312	3 465 538
		F	68 714	443 244	550 466	1 062 424
	Part-time	T	20 010	100 821	136 331	257 162
		M	6 446	6 521	6 879	19 846
		F	13 564	94 300	129 452	237 316
	Short-time	T	39 667	38 358	23 546	101 571
		M	38 189	23 686	9 092	70 967
		F	1 478	14 672	14 454	30 604
Building and civil engineering	Full-time	T	611 362	90 583	147 452	849 397
		M	611 242	90 483	146 056	847 781
		F	.	.	1 396	1 616
	Part-time	T	2 220	621	4 430	7 271
		M	1 920	365	829	3 114
		F	300	256	3 601	4 157
	Short-time	T	6 729	2 162	1 819	10 710
		M	6 729	2 108	1 682	10 519
		F	-	.	.	.

Source: T102

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

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

Qualification		1	2	3
All industry	M	1,5 (0,2)	2,0 (0,5)	1,9 (1,3)
	F	1,7 (16,4)	2,6 (17,1)	2,0 (19,6)
Mining and other extractive industries	M	0,3 (.)	0,1 (.)	. (0,7)
	F	- (.)	- (.)	. (36,2)
Manufacturing industry	M	1,8 (0,3)	2,1 (0,5)	2,2 (1,7)
	F	1,7 (16,1)	2,6 (17,0)	2,0 (18,6)
Building and civil engineering	M	1,0 (0,3)	2,2 (0,3)	1,1 (0,5)
	F	- (71,4)	. (62,4)	. (16,1)

Source: T102

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

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

Qualification	Manual workers			Non-manual workers						
	1	2	3	1A	1B	2	3	4	5A	5B
All industry	2,9	30,4	55,5	1,4	3,0	8,0	32,6	73,0	1,1	8,7
Mining a. other extract. industries	0,1	0,9	9,2	0,0	1,7	5,3	17,4	38,9	0,0	0,0
Manufacturing ind.	4,0	32,9	63,3	1,6	3,0	8,2	33,1	74,0	1,4	9,1
Building a. civil engineering	0,1	0,4	3,3	0,2	5,9	9,5	35,7	80,0	0,0	0,0

Source: T103, 203

### 1.3 Average earnings and extreme combinations of level

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

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

Qual.	Manual workers			Non-manual workers						
	1	2	3	1A	1B	2	3	4	5A	5B
T	2512	2104	1832		5278	3874	2864	1970	3322	2627
M	2528	2271	2075		5303	3919	3022	2308	3330	2684
F	1830	1633	1594		4428	3272	2451	1807	2573	2032

Source: T122 - T214

(1) Sector number refers to the NACE classification

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

	Manual workers			Non-manual workers		
	M	F	T	M	F	T
NACE	14 451+452	33 44	14 451+452	351 451+452	1 451+452	351 451+452
Qualification	1 3	1 3	1 3	1B 4	1B 4	1B
Monthly earnings	3076 1444	2452 1282	3075 1359	6265 1916	5772 1444	6262 1572

Source: T122 T214

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

2.1 Number of employees

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

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

	All service industries	Wholesale distribution	Retail distribution	Banking	Insurance
T 1974	2 036 000	700 300	799 100	399 900	136 700
1978	2 087 807	672 472	832 157	415 778	167 400
M 1974	936 700	451 700	242 700	180 200	62 100
1978	985 378	441 451	250 369	197 950	95 608
F 1974	1 099 200	248 500	556 400	219 700	74 600
1978	1 102 429	231 021	581 788	217 828	71 792

Source: T005 3

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

	Wholesale distribution	Retail distribution	Banking	Insurance
1978	34 169	18 201	2 893	271

Source: T005



## 2.2 Employees Social Structure

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

Table 11 contains a further breakdown of the figures for employees in the services sector and the proportion of women calculated from this is shown in Table 12.

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

Qualification			A	B	C	D	E	F	T
Wholesale distribution	Full-time	T	2536	13364	59028	257318	181224	72239	585709
		M	2384	12689	52768	209336	114673	41574	433424
		F	152	675	6260	47982	66551	30665	152285
	Part-time	T	-	-	4165	54538	205011	93145	356859
		M	-	-	511	3333	6198	8108	18150
		F	-	-	3654	51205	198813	85037	338709
Retail distribution	Full-time	T	1163	5229	49474	197607	236388	72200	562061
		M	1079	4738	35819	118259	53488	26863	240246
		F	.	491	13655	79348	182900	45337	321815
	Part-time	T	-	-	2902	34778	172160	60256	270096
		M	-	-	278	1606	3685	4554	10123
		F	-	-	2624	33172	168475	55702	259973
Banking	Full-time	T	630	8780	54824	186002	84274	32134	366644
		M	630	8536	49406	100584	27886	9308	196350
		F	-	244	5418	85418	56388	22826	170294
	Part-time	T	-	-	508	12398	16024	20104	49134
		M	-	-	.	408	366	722	1600
		F	-	-	504	11990	15658	19382	47534
Insurance	Full-time	T	2460	4747	32884	77966	29404	7560	155021
		M	2392	4607	28723	43266	13965	2338	95291
		F	.	140	4161	34700	15439	5222	59730
	Part-time	T	-	-	241	5429	2996	3713	12379
		M	-	-	.	150	.	94	317
		F	-	-	210	5279	2954	3619	12062

Source: T302

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

Qualification	A	B	C	D	E	F	T
Wholesale distribution	6,0	5,1	12,1	23,8	45,3	57,1	34,4
Retail distribution	7,2	9,4	31,1	48,4	86,0	76,3	69,9
Banking	0,0	2,8	10,7	49,1	71,8	80,8	52,4
Insurance	2,8	2,9	13,2	47,9	50,8	78,4	42,9

Source: T303

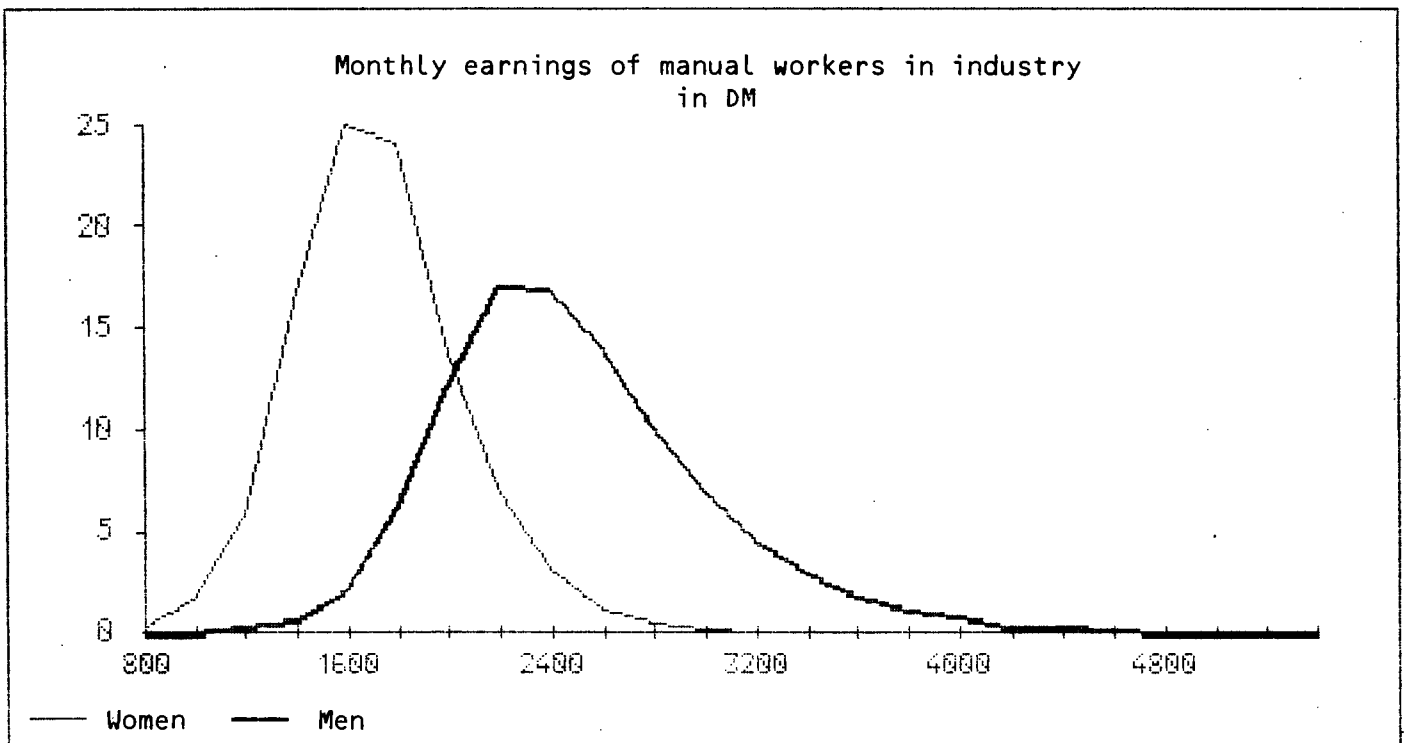
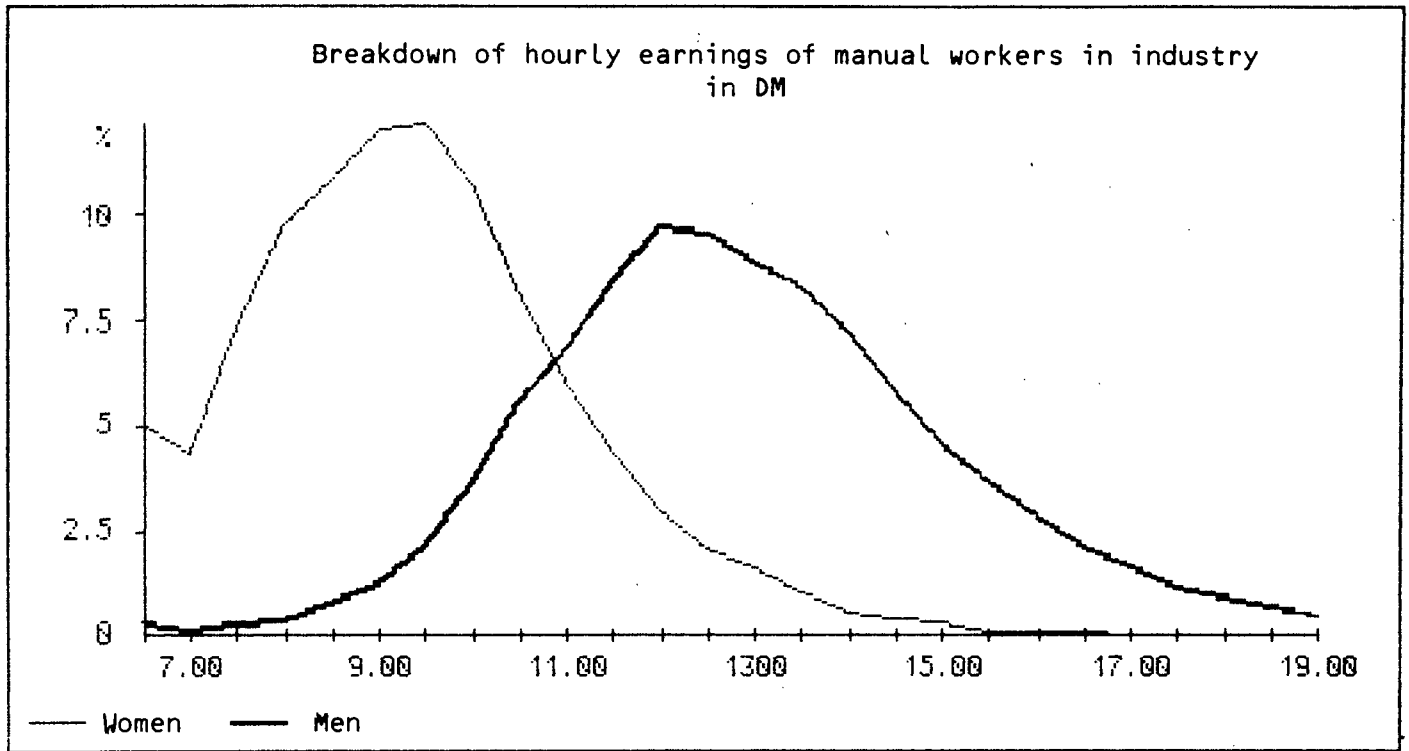
### 2.3 Average earnings

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

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

Qualification		A	B	C	D	E	F	T
Wholesale distribution	T	5156	4882	3530	2485	1863	1617	2355
	M	5227	4944	3587	2566	2010	1811	2549
	F	4246	3829	3051	2135	1611	1352	1801
Retail distribution	T	5000	4484	3129	2176	1522	1419	1915
	M	5033	4612	3249	2345	1812	1654	2338
	F	.	3207	2810	1924	1437	1280	1599
Banking	T	6031	5208	3646	2494	1933	1825	2540
	M	6031	5241	3684	2631	2033	2012	2888
	F	-	4269	3303	2331	1884	1749	2139
Insurance	T	5786	5347	3558	2539	2207	1779	2772
	M	5821	5346	3614	2709	2461	1914	3103
	F	.	5379	3169	2328	1984	1722	2255

Source: T314



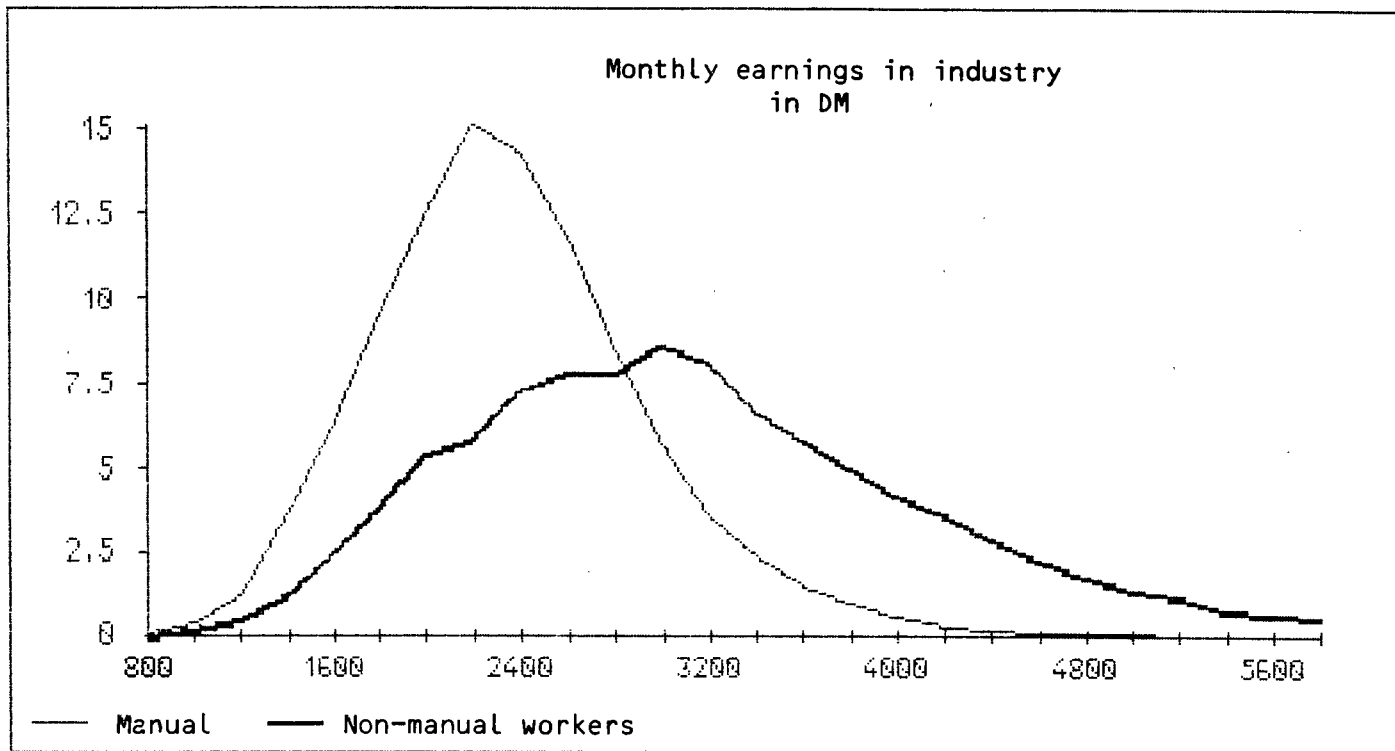
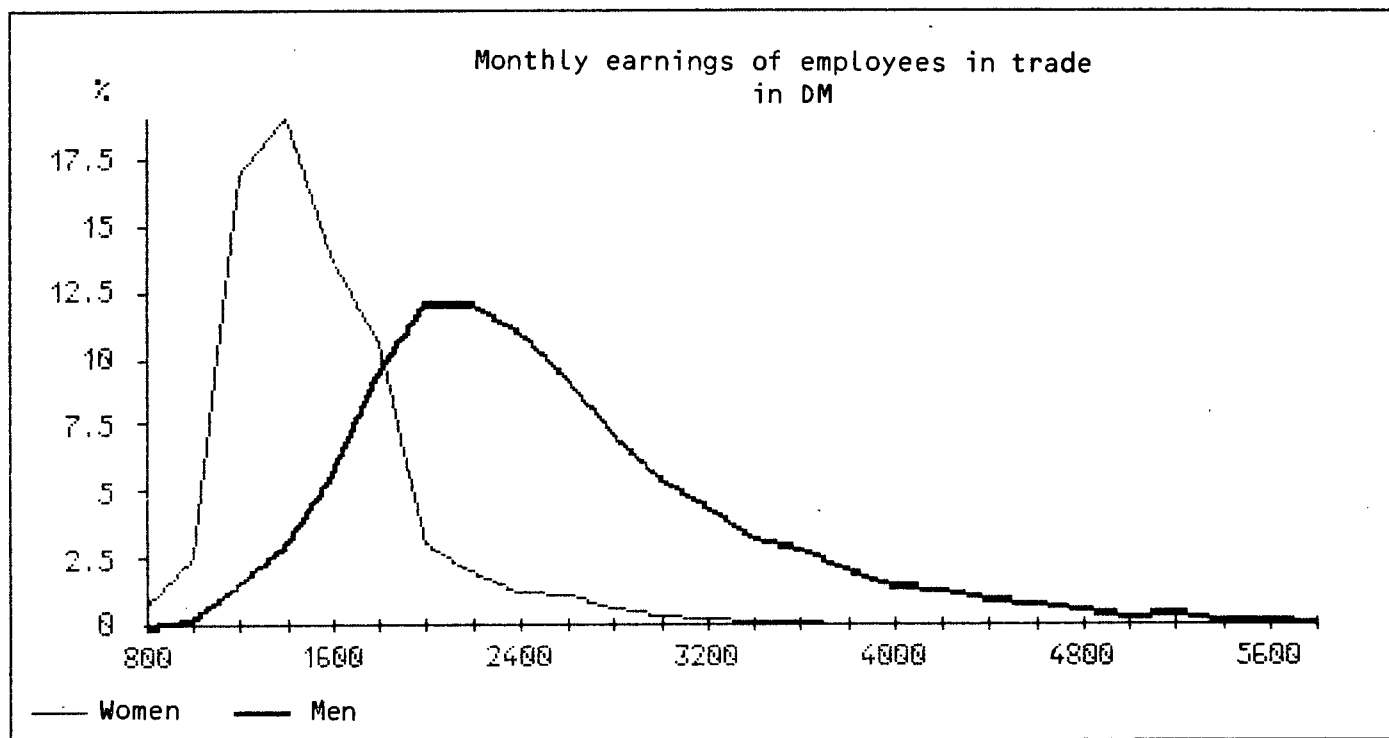


Diagram 4



**PROFESSIONAL QUALIFICATION GROUPS**

**I — Industry**

*(a) Manual workers*

- 1 Skilled
- 2 Semi-skilled
- 3 Unskilled

*(b) Non-manual workers*

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

**II — Services**

*(a) Distributive trades*

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

*(b) Banking*

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

*(c) Insurance*

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

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

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