EARNINGS IN INDUSTRY

Principal results - October 1980

The aim of this bulletin is to make quickly available to users of the EUROSTAT half-yearly publication "Hourly earnings - Hours of work" the principal results of these statistics relating to October 1980. Detailed results will be published at a later date in volume 2-1981 of this publication.

Work aiming at the incorporation of data for Greece into the harmonized earnings statistics is under way; as a first step, some statistics of earnings of manual workers in total manufacturing industries have been included in tables 1 to 3 below.

In addition, in response to requests from various users, it has been decided to supplement the data supplied for the harmonized earnings statistics by data converted into purchasing power standards (PPS). These data, which are confined for the moment to the main industrial groupings, will therefore be included in future editions of the half-yearly publication and this bulletin (table 3).

We would stress that they should be interpreted with caution (see note below table 3).
Table 1
Trend of average gross (nominal) hourly earnings of manual workers

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</tr>
</thead>
<tbody>
<tr>
<td><strong>1. All industries</strong></td>
<td>136.6</td>
<td>191.0</td>
<td>253.3</td>
<td>140.9</td>
<td>151.4</td>
<td>146.5</td>
<td>189.1</td>
<td>211.4</td>
<td>160.2</td>
<td>:</td>
</tr>
<tr>
<td><strong>2. Mining and quarrying</strong></td>
<td>141.7</td>
<td>195.0</td>
<td>260.4</td>
<td>144.7</td>
<td>145.8</td>
<td>136.8</td>
<td>193.5</td>
<td>217.1</td>
<td>210.2</td>
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</tr>
<tr>
<td><strong>3. Manufacturing industries</strong></td>
<td>136.2</td>
<td>189.5</td>
<td>252.1</td>
<td>138.0</td>
<td>151.0</td>
<td>149.4</td>
<td>188.4</td>
<td>211.1</td>
<td>160.2</td>
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</tr>
<tr>
<td><strong>4. Building and civil engineering</strong></td>
<td>138.7</td>
<td>196.6</td>
<td>276.3</td>
<td>146.3</td>
<td>155.3</td>
<td>142.5</td>
<td>192.9</td>
<td>:</td>
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<td><strong>Indices (October 1975 = 100) October 1980</strong></td>
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<tr>
<td><strong>1. All industries</strong></td>
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<td>+16.2</td>
<td>+19.9</td>
<td>+5.4</td>
<td>+8.8</td>
<td>+6.9</td>
<td>+17.2</td>
<td>+16.0</td>
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<td>+14.3</td>
<td>+22.4</td>
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<td>+9.7</td>
<td>+4.9</td>
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<tr>
<td><strong>3. Manufacturing industries</strong></td>
<td>+7.2</td>
<td>+16.2</td>
<td>+19.9</td>
<td>+5.3</td>
<td>+9.2</td>
<td>+7.5</td>
<td>+15.8</td>
<td>+15.9</td>
<td>+8.2</td>
<td>+25.0</td>
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<tr>
<td><strong>4. Building and civil engineering</strong></td>
<td>+7.8</td>
<td>+16.5</td>
<td>+20.2</td>
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<td>+7.4</td>
<td>+10.6</td>
<td>+23.9</td>
<td>:</td>
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</table>

1) Estimated data  
2) Data referring to September  
3) Quarterly averages; data referring to 4th quarter 1980
During the last twelve months under review (October 1979 to October 1980) gross nominal hourly earnings of manual workers in total industry rose by less than 10% in five Member States (FR Germany, Denmark and the Benelux countries), by 16 or 17% in three others (France, United Kingdom and Ireland), and by 20% and 25% respectively in Italy and Greece (table 1). Compared to the previous annual period (April 1979 to April 1980), earnings increased slightly faster or at the same rate in five Member States (D, F, I, B, L) and slightly slower in the others, except for Ireland and Denmark, where there was a marked slowdown.

Since 1975, nominal earnings have shown very different increases from country to country, ranging from 37% in Germany to 153% in Italy and 180% in Greece (see table 1). Accordingly, average annual rates of increase were below 10% in five countries: FR Germany, the Benelux countries and Denmark; three countries showed rises between 14 and 16% (France, United Kingdom and Ireland) and Italy and Greece recorded average annual rates of increase of 21% and 23% respectively during this five-year period.

Real changes in the average gross hourly earnings of manual workers in industry may be assessed approximately by deflating the nominal earnings index, using the consumer prices index. The results of this exercise, presented in table 2, must be interpreted with caution as, firstly, the fields of reference of the two indices are determined differently and, secondly, consumer price indices are calculated according to different methods in the various countries.

It should also be kept in mind that earnings are deflated on a gross basis, i.e. before deduction of contributions to social security and taxes; thus, for example, any relative increase in the fiscal burden will be reflected in the trend of real hourly earnings given below.
TABLE 2:
TREND OF AVERAGE GROSS REAL (1) HOURLY EARNINGS OF MANUAL WORKERS

<table>
<thead>
<tr>
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<th>UK 2)</th>
<th>IRL 3)</th>
<th>DK</th>
<th>GR 4)</th>
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</thead>
<tbody>
<tr>
<td>All industries</td>
<td>112.4</td>
<td>114.9</td>
<td>116.1</td>
<td>105.5</td>
<td>112.4</td>
<td>111.2</td>
<td>99.1</td>
<td>107.3</td>
<td>94.7</td>
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<tr>
<td>Mining and quarrying</td>
<td>116.6</td>
<td>117.3</td>
<td>119.4</td>
<td>108.3</td>
<td>108.2</td>
<td>103.8</td>
<td>101.4</td>
<td>110.2</td>
<td>94.6</td>
<td></td>
</tr>
<tr>
<td>Manufacturing industries</td>
<td>112.1</td>
<td>114.0</td>
<td>115.6</td>
<td>103.3</td>
<td>112.1</td>
<td>113.4</td>
<td>98.7</td>
<td>107.1</td>
<td>94.7</td>
<td>127.0</td>
</tr>
<tr>
<td>Building and civil engineering</td>
<td>114.2</td>
<td>118.2</td>
<td>126.7</td>
<td>109.5</td>
<td>115.3</td>
<td>108.1</td>
<td>101.1</td>
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</table>

a) Indices (October 1975 = 100) October 1980

<table>
<thead>
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<th>IRL 3)</th>
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<th>GR 4)</th>
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<tbody>
<tr>
<td>All industries</td>
<td>+2.3</td>
<td>+2.4</td>
<td>-1.0</td>
<td>-1.5</td>
<td>+1.7</td>
<td>+0.9</td>
<td>+1.5</td>
<td>-2.3</td>
<td>-2.3</td>
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<tr>
<td>Mining and quarrying</td>
<td>+6.2</td>
<td>+0.7</td>
<td>+1.0</td>
<td></td>
<td>+2.5</td>
<td>-0.9</td>
<td>-0.1</td>
<td>-0.2</td>
<td>-3.0</td>
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<tr>
<td>Manufacturing industries</td>
<td>+2.0</td>
<td>+2.4</td>
<td>-1.0</td>
<td>-1.5</td>
<td>+2.1</td>
<td>+1.5</td>
<td>+0.3</td>
<td>-2.5</td>
<td>-2.3</td>
<td>-0.5</td>
</tr>
<tr>
<td>Building and civil engineering</td>
<td>+2.7</td>
<td>+2.6</td>
<td>-0.7</td>
<td>-1.4</td>
<td>+0.4</td>
<td>+4.4</td>
<td>+7.3</td>
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</tr>
</tbody>
</table>

b) Annual variation - October 1979 to October 1980

1) Data obtained by deflation of nominal data by means of consumer price indices
2) Estimated data
3) Data referring to September
4) Quarterly averages; data referring to 4th quarter 1980

From October 1975 to October 1980 gross real hourly earnings of manual workers in total industry rose by 11 to 16% in the original Member States, with the exception of the Netherlands (5.5%), by 7% in Ireland and by 27% in Greece. They fell by approximately 5% in Denmark and remained virtually unchanged in the United Kingdom.

Changes during the last twelve-month period under review (October 1979 to October 1980) show slight increases (between 1% and 2.4%) in five countries (D, F, B, L, UK) and slight decreases (between 0.5% and 2.3%) in the other five.
TABLE 3:
AVERAGE GROSS NOMINAL HOURLY EARNINGS OF MANUAL WORKERS
CONVERTED INTO CURRENT PURCHASING POWER STANDARDS

<table>
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<th>UK</th>
<th>IRL</th>
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</thead>
<tbody>
<tr>
<td>1. All industries</td>
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<td>2,0</td>
<td>2,5</td>
<td>3,0</td>
<td>2,9</td>
<td>3,4</td>
<td>2,8</td>
<td>2,5</td>
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<tr>
<td>2. Mining and quarrying</td>
<td>3,0</td>
<td>2,2</td>
<td>2,7</td>
<td>3,3</td>
<td>3,6</td>
<td>3,7</td>
<td>2,8</td>
<td>2,7</td>
<td>3,3</td>
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</tr>
<tr>
<td>3. Manufacturing industries</td>
<td>2,7</td>
<td>2,0</td>
<td>2,5</td>
<td>2,9</td>
<td>2,9</td>
<td>3,6</td>
<td>2,8</td>
<td>2,5</td>
<td>3,5</td>
<td>1,2</td>
</tr>
<tr>
<td>4. Building and civil engineering</td>
<td>2,9</td>
<td>1,9</td>
<td>2,5</td>
<td>3,2</td>
<td>3,0</td>
<td>3,0</td>
<td>2,9</td>
<td>:</td>
<td>:</td>
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<tr>
<td>a) October 1975</td>
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</tr>
<tr>
<td>1. All industries</td>
<td>5,0</td>
<td>3,8</td>
<td>4,5</td>
<td>5,0</td>
<td>5,4</td>
<td>5,6</td>
<td>4,3</td>
<td>4,4</td>
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<tr>
<td>2. Mining and quarrying</td>
<td>5,6</td>
<td>4,3</td>
<td>5,0</td>
<td>5,6</td>
<td>6,3</td>
<td>5,9</td>
<td>4,3</td>
<td>4,8</td>
<td>5,6</td>
<td>:</td>
</tr>
<tr>
<td>3. Manufacturing industries</td>
<td>4,9</td>
<td>3,8</td>
<td>4,5</td>
<td>4,7</td>
<td>5,4</td>
<td>6,1</td>
<td>4,2</td>
<td>4,4</td>
<td>5,9</td>
<td>2,7</td>
</tr>
<tr>
<td>4. Building and civil engineering</td>
<td>5,3</td>
<td>3,8</td>
<td>4,9</td>
<td>5,4</td>
<td>5,6</td>
<td>5,0</td>
<td>4,4</td>
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<tr>
<td>b) October 1980</td>
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</tbody>
</table>

1) The data converted into PPS should be interpreted with a certain amount of caution in view of:
- the difference between the concepts and the fields of reference of the aggregates used (hourly earnings of manual workers in industry on the one hand, PPS established for gross domestic product on the other hand);
- the importance, varying from country to country, of certain elements of remuneration (bonuses, gratuities, etc.) not taken into consideration in the harmonized earnings statistics;
- the fact that the earnings data converted to PPS are on a gross basis, i.e. before deduction of social security contributions and taxes, which varies from country to country.

The rates used for the conversion into PPS are given below
(1 PPS = .... national currency units)

<table>
<thead>
<tr>
<th></th>
<th>DM</th>
<th>FF</th>
<th>100</th>
<th>HFL</th>
<th>BFR</th>
<th>LFR</th>
<th>UKL</th>
<th>IRL</th>
<th>DKR</th>
<th>DR</th>
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</thead>
<tbody>
<tr>
<td>1975</td>
<td>3,59</td>
<td>5,92</td>
<td>6,25</td>
<td>3,47</td>
<td>51,56</td>
<td>46,16</td>
<td>0,450</td>
<td>0,442</td>
<td>8,94</td>
<td>31,47</td>
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<tr>
<td>1980</td>
<td>2,74</td>
<td>6,05</td>
<td>8,76</td>
<td>2,92</td>
<td>42,26</td>
<td>39,93</td>
<td>0,562</td>
<td>0,532</td>
<td>8,57</td>
<td>40,96</td>
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</table>
Table 3 shows the hourly earnings of manual workers, expressed in purchasing power standards, for October 1975 and October 1980 respectively. These data are comparable between countries for the same period but not over time.

The table shows that quite considerable differences exist between the countries, both in 1975 and in 1980, although the gap between the two countries at opposite extremes has decreased markedly (1975: gap between Greece and Denmark: 192%; 1980: gap between Greece and Denmark: 115%). The same phenomenon occurs if Greece is excluded (1975: gap between Denmark and France: 75%; 1980: gap between Denmark and France: 53%).

In 1980, as in 1975, Denmark, the Benelux countries and Germany occupy the five leading positions in descending order. There has been a sharp deterioration in the United Kingdom's position between 1975 and 1980.

Table 4 shows average gross hourly earnings of male and female manual workers in all manufacturing industries of Member States. In analysing these figures, it should be kept in mind that these are averages per male or female worker which may be used as indicators of short term trends in these earnings. As regards general comparisons of the levels of these earnings, and in particular studies in connection with the principle of equal pay for men and women, as well as other structural analyses, it is imperative to exercise great caution.

Table 5 gives the average gross hourly earnings of workers in industry in October 1980 and previous periods, broken down by branch of industry (two-digit NACE categories). This table not only permits an assessment of salary trends in the different industrial sectors, but also provides some structural information to clarify differences between countries in the development of average hourly earnings of workers in total industry.

Finally, Table 6 shows the trends of average (nominal) gross monthly earnings of non-manual workers in industry, with a breakdown by industrial branch. For all industries, such earnings increased between October 1979 and October 1980 by 5 to 9% in Germany, Denmark and the Benelux countries, and by 15 to 20% in France, Italy and the United Kingdom. (Data for Ireland are not available). During the period October 1975 - October 1980, increases from 40% (D) to 127% (I) were recorded.

Data on the average number of weekly hours of work offered to manual workers in industry, broken down by industrial groups, are supplied in the annex for October 1980 and the preceding periods.

Note: For Italy, 1978, 1979 and 1980 data do not cover firms employing less than 50 employees and are for this reason not fully comparable with data for previous periods.
TABLE 4

Gross hourly earnings of male and female manual workers in manufacturing industries - Averages in national currencies, indices (October 1975 = 100) and percentage differences

<table>
<thead>
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<tr>
<td><strong>A. Average earnings</strong></td>
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<td><strong>a) in national currencies</strong></td>
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<tr>
<td><strong>- Men</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Oct. 1975</td>
<td>10.49</td>
<td>12.88</td>
<td>1642</td>
<td>10.35</td>
<td>159</td>
<td>169</td>
<td>1.36</td>
<td>1.28</td>
<td>32.66</td>
</tr>
<tr>
<td>Apr. 1979</td>
<td>13.21</td>
<td>20.45</td>
<td>3200</td>
<td>13.38</td>
<td>213</td>
<td>243</td>
<td>2.03</td>
<td>2.03</td>
<td>45.10</td>
</tr>
<tr>
<td>Apr. 1980</td>
<td>14.07</td>
<td>23.05</td>
<td>3784</td>
<td>14.15</td>
<td>233</td>
<td>257</td>
<td>2.40</td>
<td>2.46</td>
<td>50.80</td>
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<tr>
<td><strong>- Women</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Oct. 1975</td>
<td>7.61</td>
<td>9.84</td>
<td>1300</td>
<td>7.58</td>
<td>113</td>
<td>103</td>
<td>0.91</td>
<td>0.78</td>
<td>27.54</td>
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<tr>
<td>Apr. 1979</td>
<td>9.55</td>
<td>15.52</td>
<td>2764</td>
<td>10.07</td>
<td>151</td>
<td>136</td>
<td>1.41</td>
<td>1.32</td>
<td>38.94</td>
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<td>17.82</td>
<td>3259</td>
<td>10.56</td>
<td>164</td>
<td>149</td>
<td>1.68</td>
<td>1.69</td>
<td>43.72</td>
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<td>10.40</td>
<td>18.78</td>
<td>3439</td>
<td>10.73</td>
<td>170</td>
<td>154</td>
<td>1.79</td>
<td>1.80</td>
<td>44.89</td>
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<tr>
<td><strong>b) indices (X.1975=100)</strong></td>
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<tr>
<td><strong>- Men</strong></td>
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<td></td>
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<td></td>
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</tr>
<tr>
<td>Apr. 1979</td>
<td>125.9</td>
<td>158.8</td>
<td>194.9</td>
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<td>133.5</td>
<td>143.6</td>
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<td>126.7</td>
<td>164.3</td>
<td>206.8</td>
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<td>139.1</td>
<td>161.8</td>
<td>178.1</td>
<td>147.6</td>
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<td>Apr. 1980</td>
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<td>152.1</td>
<td>176.5</td>
<td>193.8</td>
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<tr>
<td>Oct. 1980</td>
<td>135.7</td>
<td>189.4</td>
<td>247.7</td>
<td>137.5</td>
<td>152.2</td>
<td>149.1</td>
<td>190.4</td>
<td>204.7</td>
<td>159.7</td>
</tr>
<tr>
<td><strong>- Women</strong></td>
<td></td>
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1) October 1980: provisional figures
2) Data referring to March and September; adults only
3) 100 - \( \frac{\text{earnings of women}}{\text{earnings of men}} \) . 100
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**TABLE 5 (continued)**

Average gross hourly earnings of manual workers (October 1975 - October 1980)

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**1** October 1980: provisional figures  
**2** Ireland: March and September  
**3** Including NACE 26  
**4** Including NACE 33
TABLE 5 (continued)

Average gross hourly earnings of manual workers (October 1975 - October 1980)

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**NACE**

44 Manufacture of leather and
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45 Manufacture of clothing and
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46 Timber and wooden furniture
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47 Manufacture of paper and
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    and publishing

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48 Processing of rubber and
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49 Other manufacturing
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1) October 1980: provisional figures
2) Ireland: March and September
| Page 11 |

**TABLE 6**

Indices of average gross monthly earnings of non-manual workers (October 1975 = 100)

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**Table 6 (continued)**

Indices of average monthly earnings of non-manual workers (October 1975 = 100)

Total (men + women)
### TABLE 6 (continued)

Indices of average gross monthly earnings of non-manual workers (October 1975 = 100)

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**NOTE:** Ireland has recently joined the harmonized statistics by classes of NACE.

First results for October 1979 show 42,5 hours for industry without building and civil engineering (NACE 1-4)