

STRUCTURE OF EARNINGS - BELGIUM 1978

Main Results of the 1978/1979 Community Survey

Introduction

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

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

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

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

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

The results of the survey for Denmark are based on a sample of 249 005 data sets forwarded to EUROSTAT which corresponds to a sampling rate of 19.4%. This information was provided by 5 239 establishments or enterprises, which represent 29.2% of the population.

Notes for the user:

The data referred to in this bulletin are mainly concerned with the following economic 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 or in connection with this survey and is explained in the Annex. <>

Symbols used:

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

The abbreviations and symbols used for the qualifications groups and other characteristics investigated by the survey are explained in the Annex |2|.

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1. INDUSTRY

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1.1. Numbers of establishment and employees and trends indicated by the surveys

Tab. 1: Number of manual and non-manual workers in industry branches by sex - 1978

			Manual workers	Non-manual workes	Total employees
Industry	T	1966	1.014.000	:	:
		1972	953.700	219.000	1.172.700
		1978	772.072	239.073	1.011.145
	M	1966	815.500	:	:
		1972	759.100	135.200	894.300
		1978	646.307	187.200	833.507
	F	1966	198.500	:	:
		1972	194.600	52.000	246.600
		1978	125.765	51.873	177.638
Mining and other extractive industries	T	1966	67.500	:	:
		1972	38.500	5.700	44.200
		1978	22.944	3.912	26.856
	M	1966	67.100	:	:
		1972	38.200	5.300	43.500
		1978	22.881	3.700	26.581
	F	1966	400	:	:
		1972	300	400	700
		1978	63	212	275
Manufac- turing industry	T	1966	767.500	:	:
		1972	760.900	194.300	955.200
		1978	526.477	182.168	708.645
	M	1966	569.800	:	:
		1972	566.800	147.000	713.800
		1978	401.591	138.277	439.868
	F	1966	197.700	:	:
		1972	194.100	47.300	241.400
		1978	124.886	43.891	168.777
Building and civil enginee- ring	T	1966	179.000	:	:
		1972	154.300	19.000	173.300
		1978	219.843	28.646	248.489
	M	1966	178.600	:	:
		1972	154.200	14.700	168.900
		1978	219.069	22.636	241.705
	F	1966	400	:	:
		1972	100	4.300	4.400
		1978	774	6.010	6.784

Whilst the number of employees in all industry in France in 1978 represents over 85 % of the number of employees for 1972, the corresponding value for Belgium is just over 88 %. In contrast with France where the number of manual workers rose between 1966 and 1972, figures had been declining in Belgium since 1966, and slumped heavily from 1972 onwards. Only in the building and civil engineering industry has the trend been reversed perceptibly, and this is reflected in the development in the number of establishments.

As in France the number of manual workers in the mining and other extractive industries fell by two thirds between 1966 and 1978. Although the number of manual workers has, as a rule, declined, there are considerable differences from branch to branch: whilst the number of manual workers in the chemical industry in 1978 was still 93.5 % of the 1972 figure, the number in for example the glass industry fell to 47.5 %, and in the textile industry to 54.6 % of the 1972 figure.

The number of non-manual workers rose - as expected - between 1972 and 1978.

Tab. 2: Number of establishments by branches

	Industry	Mining and other extractive industries	Manufacturing industry	Building and civil engineering
1966	15.575	194	10.852	4.529
1972	13.895	171	9.982	4.435
1978	13.265	104	8.358	4.752

Sources: T 001

The number of establishments has - except in building and civil engineering - been generally on the decline since 1966, although at a considerably slower rate than the number of manual workers since 1972. The average number of employees per establishment fell from 84.8 (1972) to approximately 76.2 (1978) and represents a reversal of the trend in France.

1.2 Manual and non-manual workers - social structure

Table 4 shows the distribution of non-manual workers by qualifications group. Essentially the distribution of employees in the whole of industry by qualification group is the same as in France: here, too, the proportion of women in groups 5A and 5B is mainly derived from the manufacturing industry and the largest proportion of women among manual workers is to be found in the clothing industry (NACE 453+454).

A greater proportion of manual workers in the whole of industry is to be found in the lower qualifications groups. There are marked differences according to sex (the number of men decreases appreciably as the level of qualification falls whereas for women the opposite is true). Here too there is a remarkable contrast with France: 48 % of the women in industry are employed in group 3 as against 27.4 % in France.

By comparison with France, there is a remarkably high percentage of short-time work in several branches. Superficial examination reveals for example that the proportion of women on short-time is particularly large in the textile industry (NACE 43), qualifications group 2, at 31 % and in the manufacture and production of footwear (NACE 451 and 452), qualifications group 1, at 36.4 %; for the men the corresponding value in metal manufacture etc. (NACE 3) is fairly high, at 11 %; further figures can be seen from Table 5.

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

Qualification:			1	2	3	T
All in- dustry	Full- time	T	301.658	236.049	169.741	707.448
		M	290.387	195.689	122.077	608.152
		F	11.272	40.361	47.664	99.296
	Part- time	T	840	1.106	4.593	6.539
		M	492	383	1.156	2.030
		F	349	723	3.437	4.509
	Short- time	T	17.207	24.320	16.559	58.085
		M	13.530	14.118	8.478	36.125
		F	3.677	10.202	8.081	21.960
Mining and other extract- ive in- dustries	Full- time	T	10.518	5.935	5.813	22.266
		M	10.516	5.922	5.787	22.225
		F	.	.	.	41
	Part- time	T	.	.	44	64
		M	.	.	24	44
		F	-	-	20	20
	Short- time	T	192	294	128	614
		M	192	292	128	612
		F	-	.	-	.
Manufac- turing industry	Full- time	T	161.163	178.166	131.235	470.564
		M	150.005	138.044	83.813	371.861
		F	11.159	40.123	47.422	98.703
	Part- time	T	456	1.019	3.916	5.391
		M	219	346	584	1.148
		F	238	673	3.332	4.243
	Short- time	T	12.681	22.492	15.350	50.522
		M	9.022	12.292	7.269	28.582
		F	3.659	10.200	8.081	21.940
Building and ci- vil en- gineering	Full- time	T	128.113	51.260	32.454	211.827
		M	128.002	51.037	32.264	211.303
		F	111	223	190	524
	Part- time	T	370	.	627	1.067
		M	259	.	546	835
		F	111	.	.	232
	Short- time	T	4.334	1.534	1.081	6.949
		M	4.316	1.534	1.081	6.931
		F	-	-	-	-

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

Qualification:			1A	1B	2	3	4	5A	5B	T
Industry	Full-time	T	1.945	14.864	34.925	74.947	80.259	13.613	14.042	234.594
		M	1.938	13.828	32.711	59.473	51.825	13.075	13.446	186.295
		F	.	1.036	2.214	15.474	28.434	539	596	48.299
	Part-time	T	-	254	297	1.287	2.541	42	60	4.497
		M	-	155	170	276	254	.	.	905
		F	-	99	127	1.011	2.287	.	.	3.574
Mining and other extractive industries	Full-time	T	36	126	422	782	288	681	1.554	3.889
		M	36	117	417	702	184	681	1.553	3.690
		F	-	.	.	80	104	-	.	199
	Part-time	T	-	.	.	.	.	-	-	23
		M	-	.	.	.	.	.	.	.
		F	-	-	-	.	.	-	-	.
Manufacturing industry	Full-time	T	1.429	11.162	27.650	61.615	55.942	10.085	10.768	178.650
		M	1.422	10.445	25.813	48.509	31.657	9.617	10.181	137.642
		F	.	717	1.837	13.106	24.285	469	587	41.008
	Part-time	T	-	124	230	973	2.101	37	54	3.518
		M	-	64	139	188	205	.	.	635
		F	-	60	91	786	1.897	.	.	2.884
Building and civil engineering	Full-time	T	133	3.349	5.340	9.590	6.938	1.915	634	27.897
		M	133	3.071	5.040	7.627	4.008	1.905	626	22.409
		F	-	278	301	1.963	2.930	.	.	5.489
	Part-time	T	-	.	.	308	252	.	.	749
		M	-	.	.	.	.	.	.	227
		F	-	.	.	221	226	-	-	522

Source: T 202

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

Qualifications:		1	2	3	
All industry	M	4.5 (0.2)	6.7 (0.2)	6.4 (0.9)	5.6 (0.3)
	F	24.0 (2.3)	19.9 (1.4)	13.7 (5.8)	17.5 (3.6)
Mining and other extractive industries	M	1.8 (-)	4.7 (0.0)	2.2 (0.4)	2.7 (0.2)
	F	- (-)	. (-)	- (43.8)	. (31.8)
Manufacturing industry	M	5.7 (0.1)	8.2 (0.2)	7.9 (0.6)	7.1 (0.3)
	F	24.3 (1.6)	20.0 (1.3)	13.7 (5.7)	17.6 (3.4)
Building and civil engineering	M	3.3 (0.2)	2.9 (.)	3.2 (1.6)	3.2 (0.4)
	F	. (46.3)	- (.)	- (.)	. (30.0)
Textile industry	M	13.8 (.)	20.2 (.)	15.6 (.)	16.7 (.)
	F	20.2 (1.9)	31.0 (0.8)	18.2 (1.5)	25.4 (1.2)
Metal manufacture (NACE 3)	M	8.2 (0.1)	9.8 (0.2)	11.1 (0.4)	9.3 (0.2)
	F	12.0 (.)	10.2 (.)	9.6 (4.4)	9.9 (3.2)

Source: T 102

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

Qualification	Manual workers			Non-manual workers							
	1	2	3	1A	1B	2	3	4	5A	5B	
All Industry	4.8	19.6	31.0	0.4	7.5	6.6	21.6	37.1	4.0	4.5	
Mining and other extr. ind.	0.0	0.2	0.8	0.0	6.8	1.2	10.7	38.0	0.0	0.1	
Manufacturing industry	8.6	25.3	39.1	0.5	6.9	6.9	22.2	45.1	4.7	5.8	
Building and civil engin.	0.2	0.5	0.8	0.0	9.1	6.2	22.1	43.9	0.5	1.2	

Source: T 103. T 203

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

As in France the distribution for manual workers in the whole of industry is, as expected, more or less clearly exponential. In some areas (mining and other extractive industries, chemical industry) the distribution is unimodal as is customary for branches with a declining labour force. Amongst male non-manual workers in the manufacturing industry the (slight) unimodality in the corresponding distribution appears to indicate a decline in the labour force, which is quite at odds with the figures for non-manual workers which have risen in absolute terms. This might be explained by the fact that large numbers of long-serving manual workers have been given contracts as non-manual workers (graphs A1 and A2).

1.4. Distribution of employees by weekly hours of work

In industry (as in the services sector, see 2.4) the group working 40 - 42 hours per week is by far the largest; however for non-manual workers the figure for the second largest group, working between 38 and 40 hours is - for both men and women - considerably higher than for manual workers (graphs B1).

1.5 Earnings structure

1.5.1 Temporal comparisons

The data published comprise hourly and monthly earnings for manual workers and monthly earnings for non-manual workers in industry, broken down by economic activity, qualifications and sex (with the hourly earnings for manual workers also being broken down to cover full-time, part-time and short-time work). Taken in conjunction with previous surveys this allows long-term trends in the distribution of earnings to be observed. As for France it is possible to make a comparison, corrected for inflation of manual workers' earnings in the whole of industry (if X represents hourly earnings, the correction can be made by the formula $(X-X)/X$: where X is the average observed; see graphs C1 and C2 and [1], pages 26 and 27.

Compared with 1972 the distribution of hourly earnings for men is less skewed, with a tendency towards reduced concentration; the clearly bimodal form in 1978 is new. This phenomenon was apparent in the case of women in 1972 and was very marked in 1978 whereas skew and concentration seemed to have remained unchanged (graphs C1).

Among non-manual workers the distribution for both sexes is characterised by appreciably greater concentration than among manual workers, otherwise scarcely any time-dependent trends have emerged (graphs C2).

1.5.2 Structural features

The correlation between earnings and qualifications group is virtually the same as in France; a striking feature is that among female manual workers the hourly earnings in qualifications group 3 are highest. The quotient of monthly earnings for women and men is in turn highest for manual workers in qualifications group 3.

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

Qual.	Manual workers				Non-manual workers							
	1	2	3	total	1A	1B	2	3	4	5A	5B	total
T	36.964	32.530	29.748	33.841	-	75.233	63.577	45.235	37.933	54.878	50.831	48.296
M	37.420	34.190	31.504	35.263	-	77.320	64.835	47.772	42.227	55.625	51.641	52.297
F	25.038	24.449	25.300	24.926	-	47.346	45.033	35.361	29.986	36.351	33.909	32.910

Sources: T 122. T 214

In Table 8 the branches with the highest and lowest monthly earnings in absolute terms are given.

Tab. 8: Highest and lowest paid branches and qualification groups of employees in industry by sex - 1978¹⁾

	Manual workers			Non-manual workers		
	M	F	T	M	F	T
NACE	111A 44	50 44	111A 436	14 49	25 49	14 451+452
Qualifi- cation:	1 3	1 3	1 3	1B 4	2 4	1B 4
Monthly earnings (BFR)	49.900 23.444	35.037 18.297	49.900 20.763	136.189 31.315	55.656 25.389	137.120 27.286

Sources: T 122. T 214

¹⁾ NACE heading and (4) - annex 2

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

2.1 Figures on enterprises and employees and trends indicated by the surveys

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	301.000	112.400	103.400	63.600	21.600
1978	270.073	109.100	74.938	62.286	23.749
M 1974	184.700	80.900	47.000	44.300	12.500
1978	164.613	79.422	28.288	41.966	14.429
F 1974	116.000	31.200	56.400	19.300	9.100
1978	105.968	29.678	46.650	20.320	9.320

Sources: T 302

The figure for employees in the services sector (Table 9) is, in general, on the decline; this is particularly marked in retail distribution where the number of men, 47 000 (1974) has fallen to just over 28 000 (1978). A reversal of this general trend is reflected in the rising figures for employees in insurance.

The number of establishments in banking and insurance appears slightly on the decline, whilst it is picking up appreciably in wholesale distribution. The figures for retail distribution are extremely difficult to interpret; here, caution is advised as the figures for 1974 come from a survey in a different field (labour costs).

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

	Wholesale distribution	Retail distribution	Banking	Insurance
1974	2.556	2.313	164	130
1978	2.998	1.394	143	128

Source: T 005. (3)

2.2 Employees - social structure

Table 11 (which corresponds to Tables 3 and 4 for industry) provides information on the distribution by qualifications groups: group C for women is considerably smaller than among men. In addition, the example of wholesale distribution (men and women) illustrates the fact that in Belgium qualifications groups 3 and 4 are considerably larger than in France (graphs E).

The proportion of women given in Table 12 is highest in retail distribution, qualifications group E; the proportion of women in groups A and B appears to be smaller throughout than in France (except in banking) (see 2.5.2 of this bulletin).

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

As in France the distribution exhibits decreasing concentration throughout except in banking (the corresponding distributions for France and Belgium are virtually identical) (graphs A2).

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	
Whole-sale distribution	Full-time	T	2.740	6.604	20.865	29.443	30.920	13.872	104.444	
		M	2.646	6.054	17.703	19.884	22.076	10.129	78.492	
		F	94	550	3.163	9.559	8.844	3.743	25.952	
	Part-time	T	.	44	233	898	1.521	1.936	4.656	
		M	.	.	63	178	218	434	931	
		F	.	.	170	720	1.304	1.502	3.726	
	Retail-distribution	Full-time	T	480	2.010	6.149	16.137	25.695	6.478	56.948
			M	440	1.535	3.796	7.928	9.575	3.845	27.119
			F	40	475	2.353	8.209	16.120	2.633	29.829
Part-time		T	.	47	146	1.779	13.301	2.709	17.990	
		M	.	.	.	118	676	345	1.169	
		F	.	39	126	1.661	12.625	2.364	16.821	
Banking		Full-time	T	1.062	4.835	10.939	24.693	14.360	4.039	59.927
			M	1.012	4.637	9.704	17.107	7.209	2.121	41.789
			F	.	198	1.235	7.586	7.151	1.918	18.138
	Part-time	T	-	.	.	640	686	965	2.360	
		M	-	.	.	.	.	88	177
		F	-	.	.	596	671	877	2.183	
	Insurance	Full-time	T	889	2.680	3.214	5.297	4.697	6.169	22.945
			M	864	2.485	2.778	3.654	2.421	2.127	14.329
			F	.	195	436	1.643	2.276	4.042	8.617
Part-time		T	-	50	.	75	152	510	804	
		M	-	.	.	.	.	.	100
		F	-	.	.	60	132	475	704	

Source: T 302

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

Qual.	A	B	C	D	E	F	T
Wholesale distr.	3.7	8.6	15.8	33.9	31.3	33.2	27.2
Retail distr.	9.5	25.0	39.4	55.1	73.7	54.4	62.3
Banking	4.7	4.3	11.5	32.3	52.0	55.9	32.6
Insurance	2.8	8.4	13.6	31.7	49.7	67.6	39.2

Source: T 303

2.4. Distribution by weekly hours of work

The distribution modes are very different from group to group. It is interesting to compare Belgium with France in this respect: whilst 4.8 % of men in wholesale distribution still work for over 46 hours in France, the group working over 42 hours no longer exists in Belgium. In the Belgian banking sector the mode lies in the group working between 36 and 38 hours a week (graphs B3)

2.5. Earnings structure

2.5.1 Temporal comparisons

As in industry, the available data for the services sector can be compared with those for the 1974 survey; wholesale distribution was selected as an example (graphs D). After adjustment for inflation no striking development in time is apparent.

2.5.2 Structural features

As in France, Table 13 exhibits a clear correlation between the level of qualifications and earnings. The remarkable equality for women in the highest paid qualification group is of only limited significance as the corresponding populations were very small. Men in banking (NACE 812+813, excluding 811) in qualifications group A are the highest paid in absolute terms and the lowest paid are women in retail distribution of footwear and leather goods (NACE 646) in qualifications group F.

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

Qualification		A	B	C	D	E	F	T
Wholesale distribution	T	90.008	66.832	49.312	34.553	30.973	26.969	39.019
	M	90.637	67.978	50.480	36.491	32.697	28.497	41.902
	F	72.133	53.879	42.261	30.475	26.933	22.637	30.299
Retail distribution	T	82.044	63.857	42.771	30.478	25.860	24.965	31.002
	M	82.027	65.077	44.944	34.105	30.683	27.515	36.488
	F	82.224	59.923	39.199	26.829	23.164	21.191	26.073
Banking	T	99.365	83.740	67.121	49.974	40.492	37.615	52.926
	M	100.512	84.180	68.034	51.642	43.066	40.312	57.278
	F	.	74.423	60.032	46.152	37.861	34.552	43.021
Insurance	T	89.925	70.048	55.110	45.640	34.589	30.575	45.127
	M	90.173	70.785	55.584	45.898	34.339	31.460	50.363
	F	.	60.415	52.111	45.053	34.863	30.098	36.241

Source: T 314

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EUROSTAT - Wages and incomes, Statistical Bulletin 4-1983

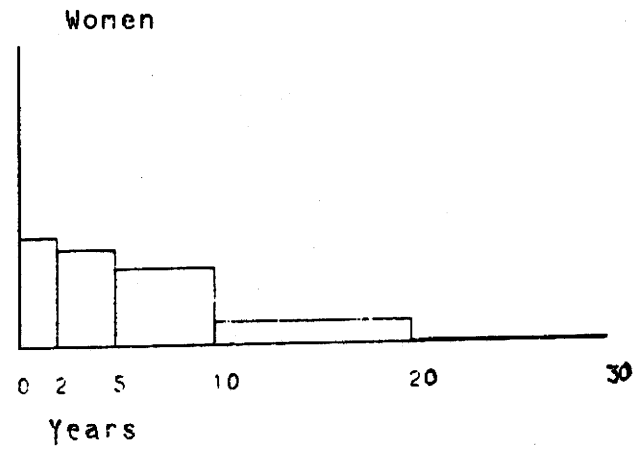
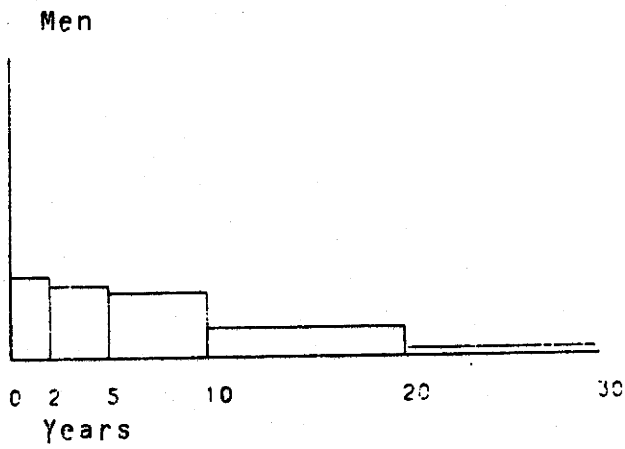
G R A P H S

Note: Any information on sources without the country being specified refers to Belgium.

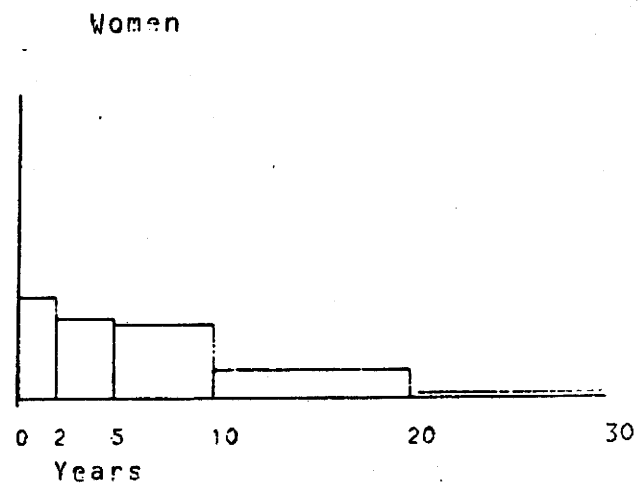
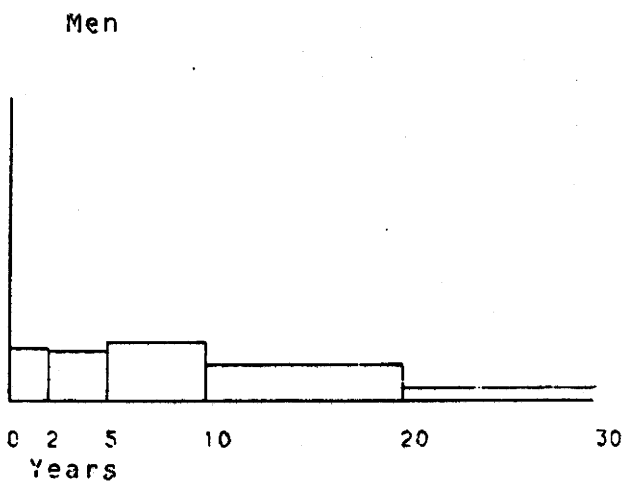
- A1 Employees in manufacturing industries according to length of service in enterprise - 1978
a) Manual workers (M, F) Source: T 105
b) Non-manual workers (M, F) Source: T 205
- A2 Employees in selected branches according to length of service in enterprise (M+F) - 1978
a) Manual workers in mining Source: T 105
b) Manual workers in the chemical industry Source: T 105
c) Employees in banking Source: T 305
- C1 Distribution of manual workers in industry according to hourly pay Comparison - 1966, 1972 and 1978
a) Men Source: T 123
b) Women Source: T 123
- C2 Distribution of employees (non-manual workers) in industry by monthly earnings - 1966, 1972 and 1978
a) Men Source: T 223
b) Women Source: T 223
- D Distribution of employees in wholesale distribution according to monthly earnings - 1974 and 1978
a) Men Source: T 323
b) Women Source: T 323
- E Distribution of employees in wholesale distribution according to qualification grades - 1978
a) Belgium Source: T 302
b) France Source: T 302
(France)

A 1 Employees in manufacturing industries according to length of service in enterprise - 1978

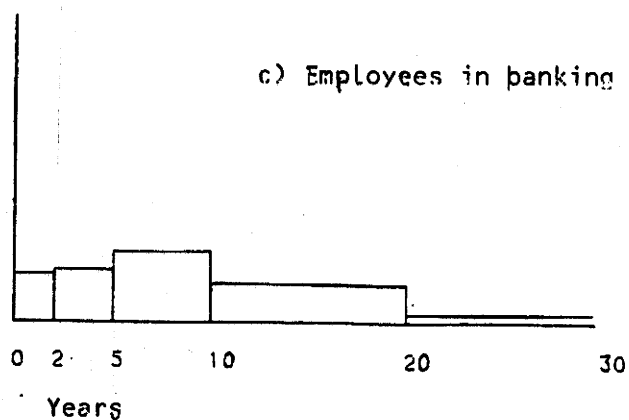
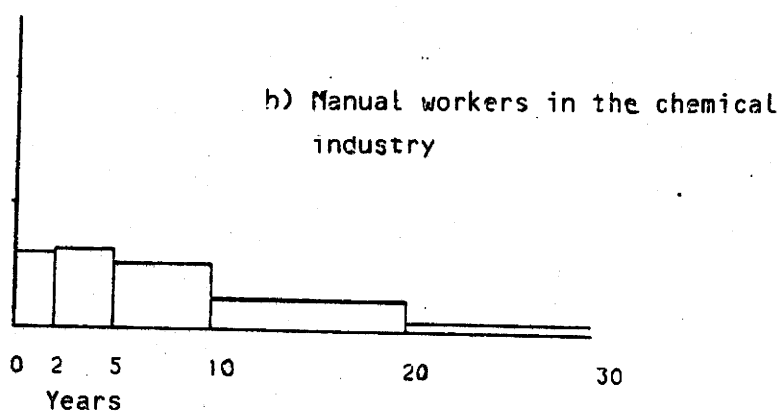
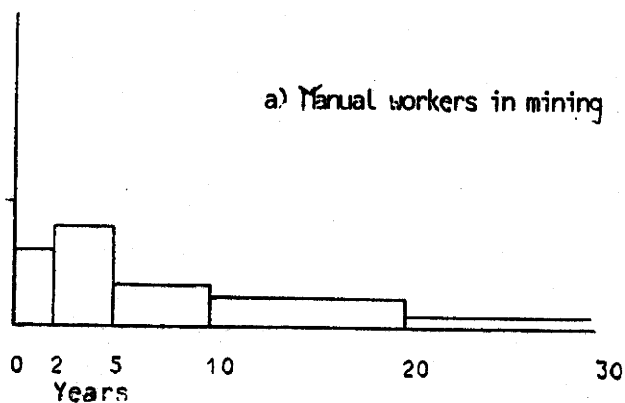
a) Manual workers



b) Non-manual workers

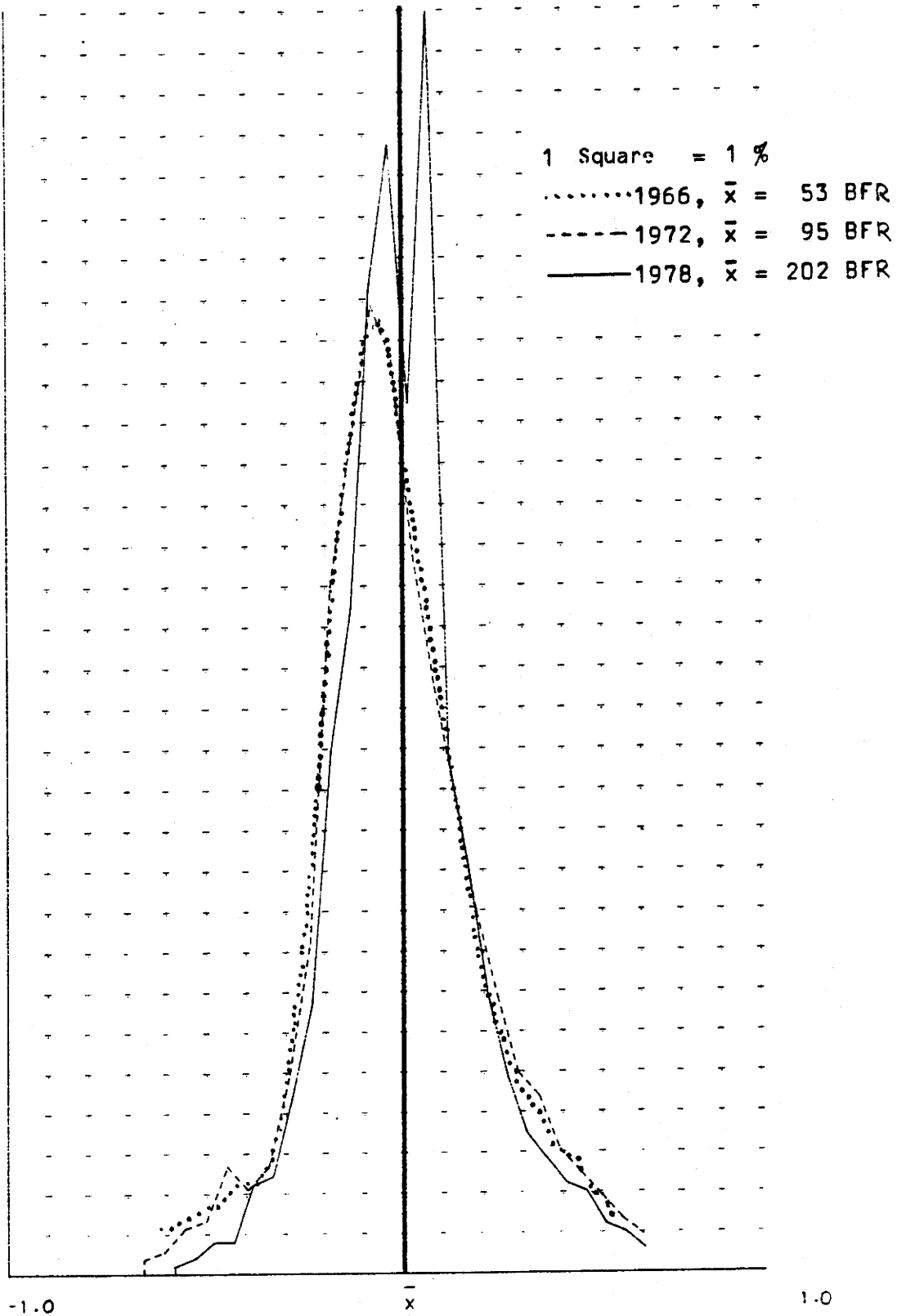


Employees in selected branches according to length of service in enterprise (H + F) - 1978



Distribution of manual workers in industry according to hourly pay
Comparison - 1966 - 1972 and 1978

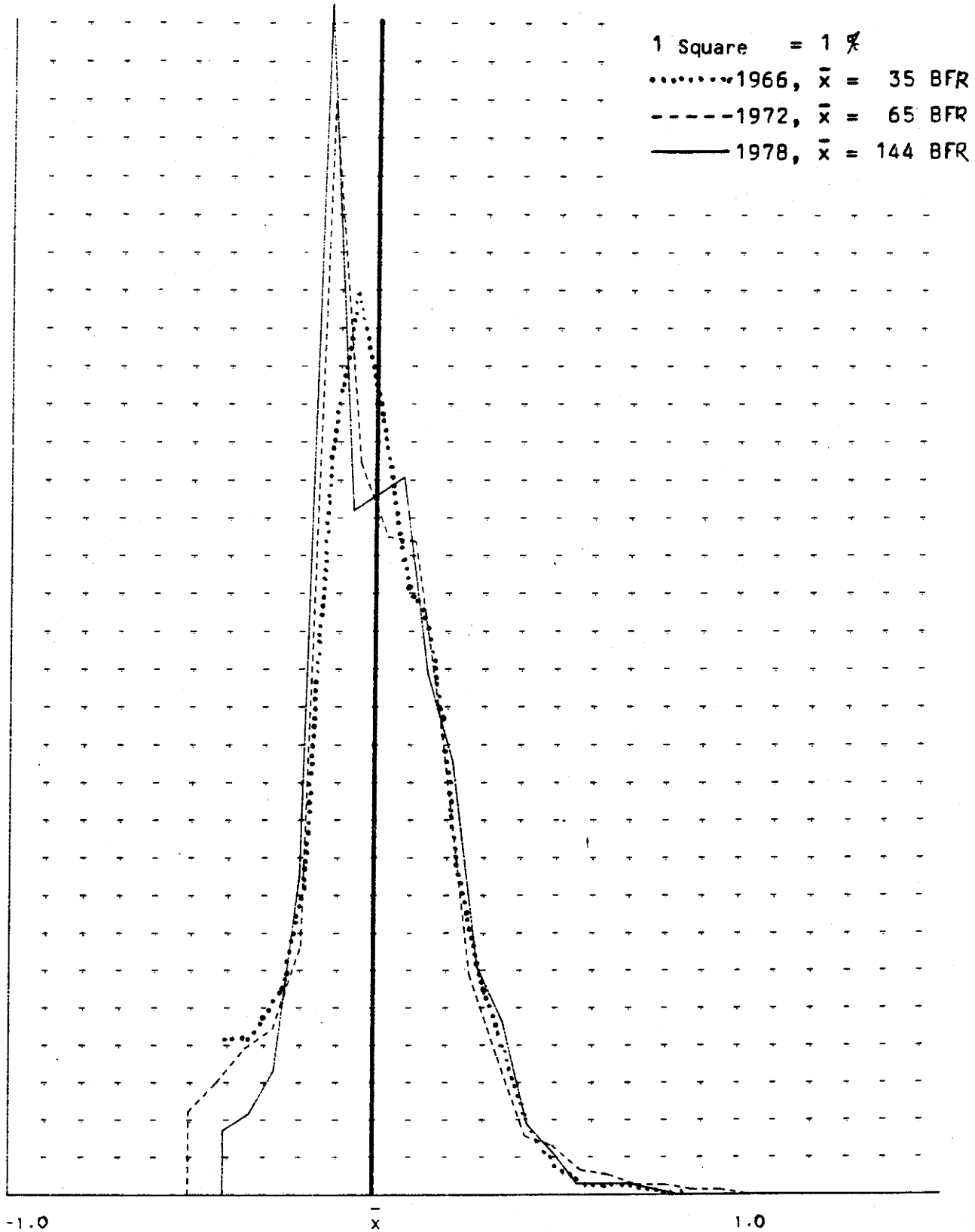
a) Men.



Annex 1

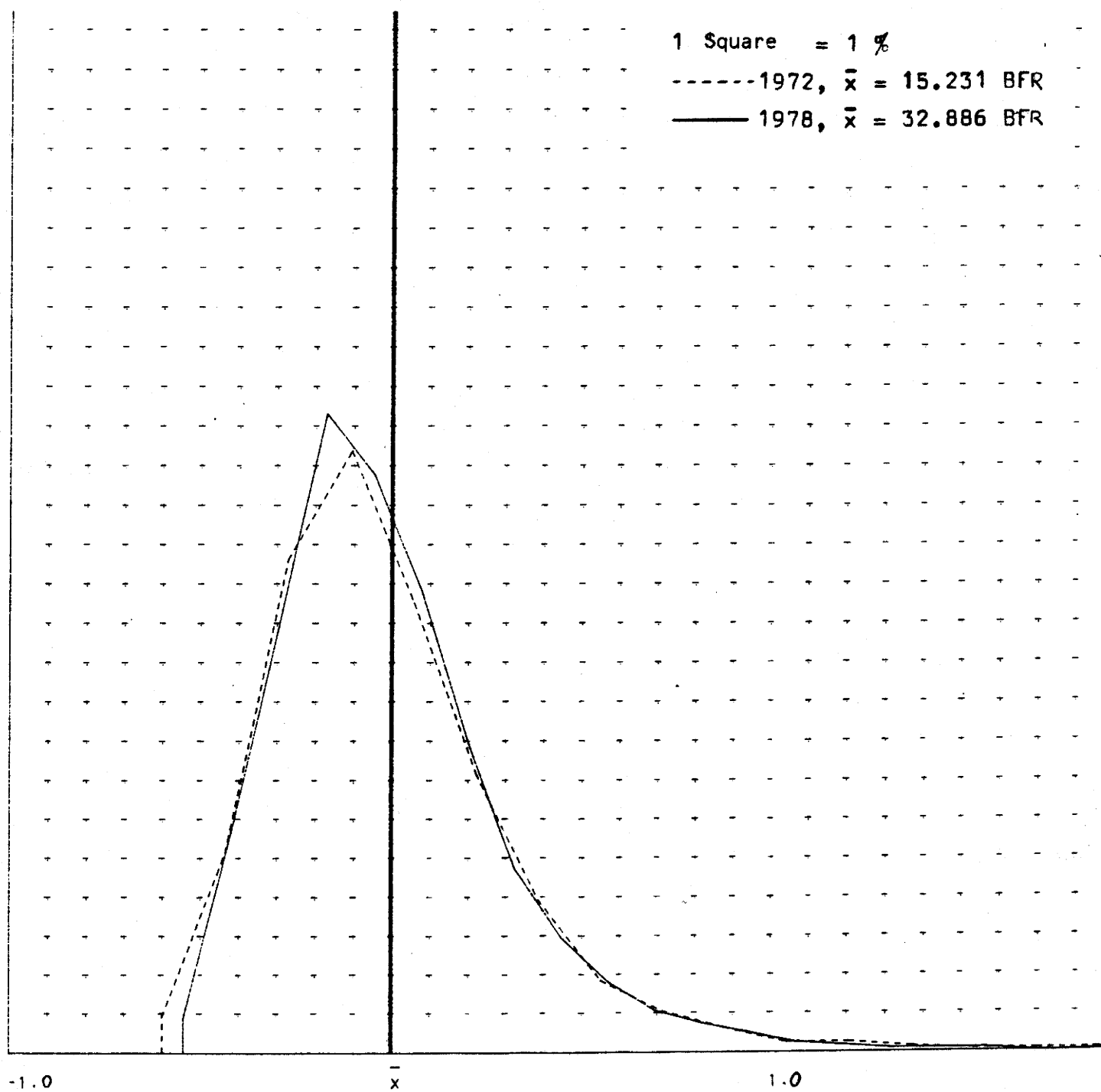
Distribution of manual workers in industry according to hourly pay
Comparison - 1966 - 1972 and 1978

b) Women



Distribution of employees (non-manual workers) in industry by monthly earnings - 1966 - 1972 and 1978

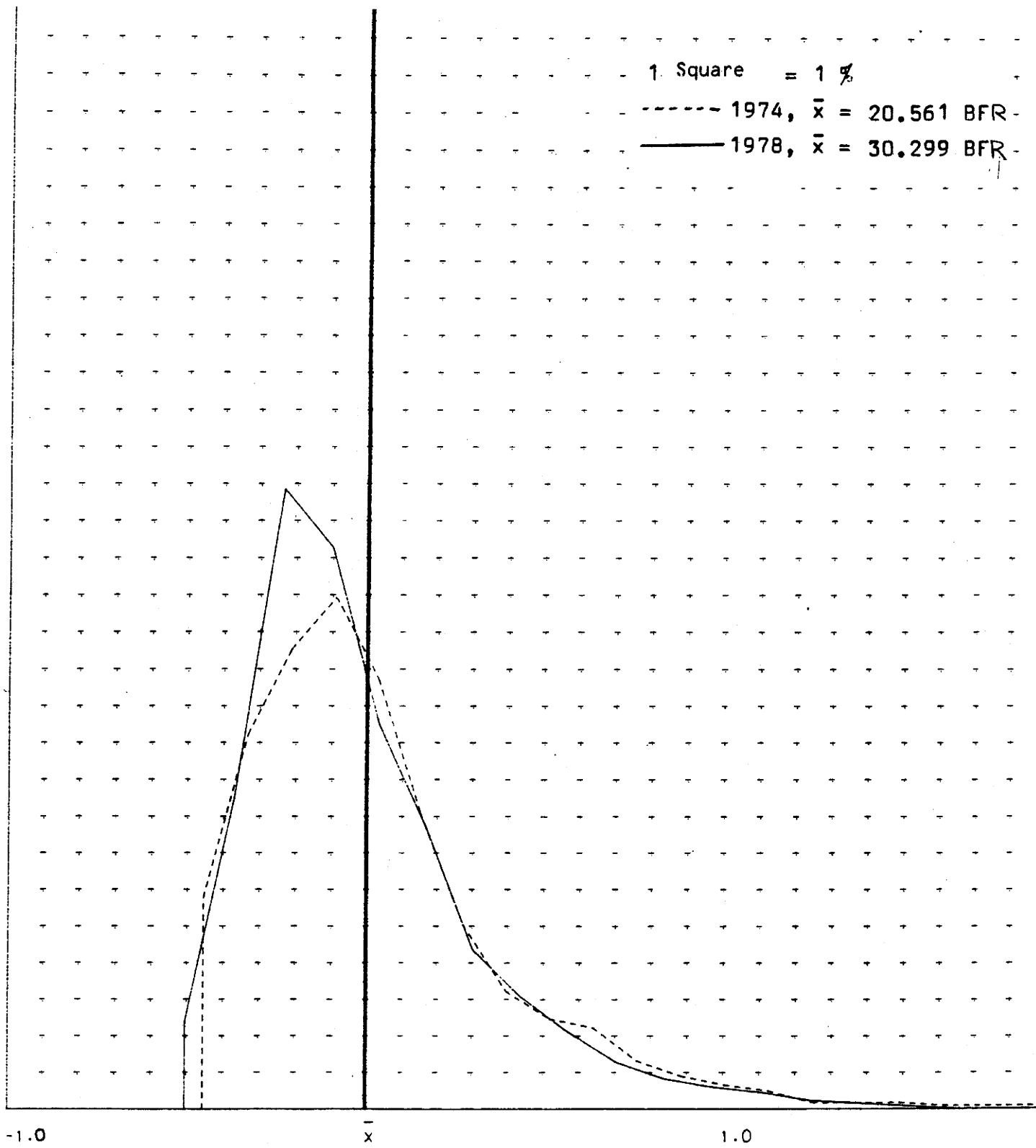
b) Women



Distribution of employees in wholesale distribution according to monthly earnings - 1966 - 1972 and 1978

D

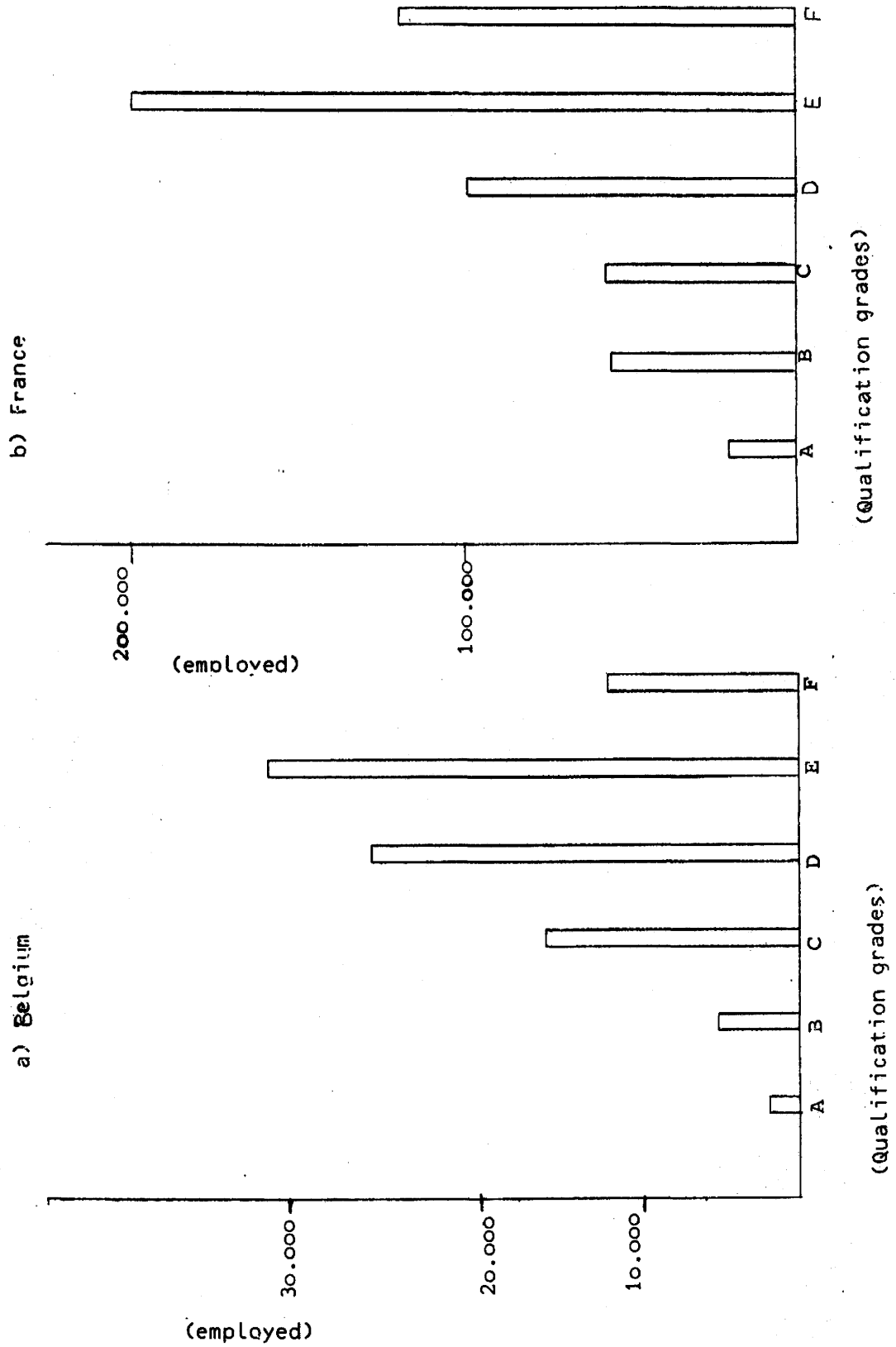
b) Women



E

Annex 1

Distribution of employees in wholesale distribution according to qualification - 1978



Occupational qualifications

I Industry

a) manual workers

- 1 skilled
- 2 semi-skilled
- 3 unskilled

b) non-manual workers

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

II Services

a) Distributive trades

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

b) Banking

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

c) Insurance

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

Classification of economic activities

NACE

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

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

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

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

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T 342	Distribution of full-time employees (aged 21 years and more) according to monthly pay (PPS), by activity, qualification and sex	micro-fiche
T 343	Full-time employees' mean monthly pay: male-female comparison according to size of enterprise and qualification, by activity and age	

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

List of microfiches

Microfiche- Nr.	Table-Nr.	Microfiche- Nr.	Table-Nr.
Reporting Unit			
1	T 001-T 005		
Manual workers - Industry		Employees - Services	
2	T 101-T 110	39	T 301-T 313
3	T 111-T 115	40	T 314-T 322
4	T 116-T 122	41	T 323-T 327
5	T 123-T 127	42	T 328-T 332
6	T 128-T 132	43	T 333+T 334
7	T 133	44	T 335+T 336
8	T 134	45	T 337-T 340
9	T 135	46	T 341-T 343
10	T 136+T 137		
11	T 138-T 141		
12	T 142-T 146		
13	T 147-T 153		
14	T 154-T 157		
15	T 158-T 161		
Non-manual workers - Industry			
16	T 201-T 211		
17	T 212-T 222		
18	T 223		
19	T 224		
20	T 225+T 226		
21	T 227		
22	T 228-T 230		
23	T 231-T 233(1)		
24	T 233(2)		
25	T 233(3)+T 234(1)		
26	T 234(2)		
27	T 234(3)+T 235(1)		
28	T 235(2)		
29	T 235(3)+T 236(1)		
30	T 236(2)		
31	T 236(3)		
32	T 237		
33	T 238		
34	T 239		
35	T 240		
36	T 241		
37	T 242		
38	T 243		

