

# **QUALITY REPORT**

Implementation of the Commission Regulation 72/2002 of 15 January 2002, implementing Council Regulation (EC) No 530/1999 as regards quality evaluation of structural statistics on earnings.

## **STRUCTURE OF EARNINGS SURVEY 2002**

**May 2005**

**COUNTRY: BELGIUM**

**Date of completion: 30 May 2005**

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**This report has been made up with the readily available information. The survey suffers from discontinuity in experience. A new statistician arrived in april this year, and we do hope that experience will build up again.**

# **PART A**

**Structure of earnings survey: grossed up results; tabular analyses**

Band of hourly gross earnings and by sex

(a) Number of full-time employees

Band of hourly earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 9,16	10%	7,1%	19,4%
EUR 9,16 to 10,24	10%	8,1%	16,3%
EUR 10,24 to 11,04	10%	9,9%	10,5%
EUR 11,04 to 11,76	10%	10,5%	8,4%
EUR 11,76 to 12,56	10%	10,7%	7,8%
EUR 12,56 to 13,43	10%	10,9%	7,0%
EUR 13,43 to 14,80	10%	10,4%	8,8%
EUR 14,80 to 17,01	10%	10,4%	8,7%
EUR 17,01 to 21,02	10%	10,7%	7,7%
EUR 21,02 and over	10%	11,4%	5,4%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (euro)	14,20	14,68	12,63
Median value (euro)	12,55	12,77	11,35

(b) Number of part-time employees

Band of hourly earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 7,78	10%	10,1%	9,9%
EUR 7,78 to 8,35	10%	12,0%	9,4%
EUR 8,35 to 8,97	10%	9,2%	10,2%
EUR 8,97 to 9,39	10%	7,5%	10,8%
EUR 9,39 to 10,04	10%	10,2%	10,0%
EUR 10,04 to 10,95	10%	8,3%	10,5%
EUR 10,95 to 12,03	10%	8,9%	10,3%
EUR 12,03 to 13,49	10%	10,5%	9,8%
EUR 13,49 to 16,09	10%	9,7%	10,1%
EUR 16,09 and over	10%	13,5%	8,9%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (euro)	11,29	11,98	11,08
Median value (euro)	10,04	10,15	10,02

Band of monthly gross earnings and by sex

## (a) Number of full-time employees

Band of monthly earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 1613	10%	6,5%	21,3%
EUR 1613 to 1800	10%	8,4%	15,4%
EUR 1800 to 1944	10%	9,8%	10,7%
EUR 1944 to 2075	10%	10,4%	8,6%
EUR 2075 to 2217	10%	10,7%	7,6%
EUR 2217 to 2375	10%	10,9%	7,3%
EUR 2375 to 2606	10%	10,6%	8,1%
EUR 2606 to 2977	10%	10,6%	8,1%
EUR 2977 to 3671	10%	10,8%	7,5%
EUR 3671 and over	10%	11,4%	5,4%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (euro)	2496	2588	2195
Median value (euro)	2217	2278	1983

## (b) Number of part-time employees

Band of monthly earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 407	10%	16,6%	7,9%
EUR 407 to 724	10%	13,9%	8,8%
EUR 724 to 879	10%	8,6%	10,4%
EUR 879 to 1051	10%	7,2%	10,8%
EUR 1051 to 1219	10%	6,4%	11,2%
EUR 1219 to 1382	10%	6,4%	11,1%
EUR 1382 to 1554	10%	8,6%	10,4%
EUR 1554 to 1808	10%	8,6%	10,5%
EUR 1808 to 2221	10%	10,7%	9,8%
EUR 2221 and over	10%	13,1%	9,0%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (euro)	1305	1303	1306
Median value (euro)	1219	1149	1232

Band of annual gross earnings and by sex

## (a) Number of full-time employees

Band of annual earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 15360	10%	8,5%	15,0%
EUR 15360 to 18851	10%	9,2%	12,6%
EUR 18851 to 21087	10%	10,3%	9,1%
EUR 21087 to 23256	10%	10,6%	8,2%
EUR 23256 to 25635	10%	10,3%	9,1%
EUR 25635 to 28587	10%	10,0%	10,1%
EUR 28587 to 32669	10%	9,8%	10,6%
EUR 32669 to 38887	10%	9,8%	10,6%
EUR 38887 to 50537	10%	10,3%	9,1%
EUR 50537 and over	10%	11,3%	5,6%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (euro)	30408	31414	27097
Median value (euro)	25635	25981	24640

## (b) Number of part-time employees

Band of annual earnings	Men + women	Men only	Women only
	Frequency (%)		
Under EUR 2843	10%	16,1%	8,1%
EUR 2843 to 6109	10%	13,3%	9,0%
EUR 6109 to 8782	10%	13,3%	9,0%
EUR 8782 to 11293	10%	8,3%	10,5%
EUR 11293 to 13564	10%	7,0%	10,9%
EUR 13564 to 15970	10%	6,8%	11,0%
EUR 15970 to 18497	10%	6,6%	11,1%
EUR 18497 to 21873	10%	9,0%	10,3%
EUR 21873 to 28246	10%	8,6%	10,4%
EUR 28246 and over	10%	11,0%	9,7%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (euro)	15172	14571	15358
Median value (euro)	13564	11027	14134

Band of annual holidays and by sex

(a) Number of full-time employees

Band of annual holidays	Men + women	Men only	Women only
	Frequency (%)		
Under DAY 10	2,2%	2,5%	1,4%
DAY 10 to 19	10,7%	12,3%	5,5%
DAY 20 to 24	84,5%	82,7%	90,3%
DAY 25 to 29	2,2%	2,2%	2,3%
DAY 30 to 34	0,2%	0,2%	0,3%
DAY 35 and over	0,1%	0,1%	0,2%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (day)	19,84	19,74	20,17
Median value (day)	20	20	20

(b) Number of part-time employees

Band of annual holidays	Men + women	Men only	Women only
	Frequency (%)		
Under DAY 10	7,2%	12,2%	5,6%
DAY 10 to 19	13,4%	19,7%	11,4%
DAY 20 to 24	78,4%	67,0%	82,0%
DAY 25 to 29	0,9%	0,9%	0,9%
DAY 30 to 34	0%	0%	0%
DAY 35 and over	0,1%	0,1%	0,1%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (day)	18,57	17,39	18,94
Median value (day)	20	20	20

**Band of monthly hours paid or worked and by sex**

## (a) Number of full-time employees

Band of monthly hours paid	Men + women	Men only	Women only
	Frequency (%)		
Under HOUR 130	0,5%	0,4%	0,9%
HOUR 130 to 139	0,3%	0,3%	0,4%
HOUR 140 to 149	0,3%	0,2%	0,6%
HOUR 150 to 159	2,7%	2,4%	3,9%
HOUR 160 to 169	17,9%	17,7%	18,4%
HOUR 170 to 179	45,8%	43,7%	52,7%
HOUR 180 and over	32,6%	35,4%	23,1%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (hour)	176,2	176,9	174,0
Median value (hour)	175,3	176	174,8

## (b) Number of part-time employees

Band of monthly hours paid	Men + women	Men only	Women only
	Frequency (%)		
Under HOUR 130	60,7%	62,0%	60,3%
HOUR 130 to 139	10,0%	6,5%	11,1%
HOUR 140 to 149	11,5%	10,7%	11,8%
HOUR 150 to 159	4,8%	3,7%	5,2%
HOUR 160 to 169	3,3%	3,1%	3,3%
HOUR 170 to 179	6,7%	10,1%	5,6%
HOUR 180 and over	3,1%	3,9%	2,9%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (hour)	112,2	104,3	114,6
Median value (hour)	115	99,6	116

NACE Rev.1 section and by NUTS level 1.

(a) Number of full-time employees

NACE Rev.1 section	Belgium	Brussel	Vlaanderen	Wallonie
	Frequency (%)			
C	0,3%	0%	0,1%	1,0%
D	37,8%	14,0%	42,7%	42,3%
E	1,1%	1,8%	0,8%	1,3%
F	8,9%	6,0%	9,0%	10,7%
G	17,5%	18,9%	17,4%	16,8%
H	2,0%	3,9%	1,7%	1,6%
I	12,6%	12,7%	12,0%	14,3%
J	6,3%	21,2%	3,0%	3,8%
K	13,6%	21,5%	13,4%	8,2%
Overall frequency	100%	100%	100%	100%
Number of employees	96834	18366	53854	24614
Overall mean	N/a	N/a	N/a	N/a
Median value	N/a	N/a	N/a	N/a

(b) Number of part-time employees

NACE Rev.1 section	Belgium	Brussel	Vlaanderen	Wallonie
	Frequency (%)			
C	0%	0%	0%	0,1%
D	16,8%	5,8%	21,6%	11,3%
E	0,4%	0,6%	0,4%	0,4%
F	1,9%	1,0%	2,1%	1,8%
G	38,0%	23,9%	36,6%	52,3%
H	10,1%	10,2%	10,6%	8,7%
I	7,1%	5,4%	7,6%	6,9%
J	7,1%	18,0%	5,0%	4,9%
K	18,7%	35,1%	16,1%	13,6%
Overall frequency	100%	100%	100%	100%
Number of employees	15187	2859	8885	3443
Overall mean	N/a	N/a	N/a	N/a
Median value	N/a	N/a	N/a	N/a



NACE Rev.1 section and by sex

(a) Number of full-time employees

NACE Rev.1 section	Men + women	Men only	Women only
	Frequency (%)		
C	0,3%	0,3%	0,1%
D	37,8%	40,6%	28,4%
E	1,1%	1,2%	0,7%
F	8,9%	11,0%	1,9%
G	17,5%	15,6%	23,8%
H	2,0%	1,5%	3,6%
I	12,6%	13,2%	10,7%
J	6,3%	4,8%	11,3%
K	13,6%	11,8%	19,5%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

(b) Number of part-time employees

NACE Rev.1 section	Men + women	Men only	Women only
	Frequency (%)		
C	0%	0,1%	0%
D	16,8%	21,6%	15,3%
E	0,4%	0,5%	0,4%
F	1,9%	3,3%	1,5%
G	38,0%	22,1%	42,9%
H	10,1%	15,4%	8,4%
I	7,1%	14,5%	4,8%
J	7,1%	3,0%	8,3%
K	18,7%	19,6%	18,4%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

**Occupation (ISCO-88 at the 1-digit level) and by sex**

(a) Number of full-time employees

Occupation (ISCO)	Men + women	Men only	Women only
	Frequency (%)		
1	3,5%	3,8%	2,2%
2	12,1%	11,9%	12,7%
3	9,2%	9,0%	9,9%
4	20,3%	13,8%	41,8%
5	7,2%	5,9%	11,7%
7	21,9%	26,2%	7,7%
8	16,9%	19,7%	7,7%
9	8,9%	9,7%	6,3%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

(b) Number of part-time employees

Occupation (ISCO)	Men + women	Men only	Women only
	Frequency (%)		
1	1,0%	2,1%	0,6%
2	4,4%	5,5%	4,0%
3	4,5%	3,1%	5,0%
4	29,6%	14,7%	34,2%
5	29,5%	25,1%	30,8%
7	8,5%	16,9%	5,8%
8	6,1%	14,2%	3,6%
9	16,5%	18,4%	15,9%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

## **Education (ISCED 0 to 6) and by sex**

### (a) Number of full-time employees

Education (ISCED)	Men + women	Men only	Women only
	Frequency (%)		
0	7,6%	8,2%	5,3%
1			
2	28,5%	31,2%	19,7%
3	38,0%	37,5%	39,6%
4	N/a	N/a	N/a
5A	15,5%	13,1%	23,3%
5B	10,2%	9,7%	11,7%
6	0,3%	0,3%	0,3%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

### (b) Number of part-time employees

Education (ISCED)	Men + women	Men only	Women only
	Frequency (%)		
0			
1	10,5%	12,2%	9,9%
2	31,7%	39,2%	29,4%
3	41,1%	36,7%	42,4%
4	N/a	N/a	N/a
5A	11,9%	6,7%	13,5%
5B	4,8%	5,1%	4,7%
6	0,1%	0,1%	0,1%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean	N/a	N/a	N/a
Median value	N/a	N/a	N/a

#### Comment:

In our survey, no distinction has been made between ISCED 0 and ISCED 1.

In our survey, there was no question about ISCED 4.

### Age band and by sex

#### (a) Number of full-time employees

Age band	Men + women	Men only	Women only
	Frequency (%)		
YEARS 15 to 24	9,4%	8,5%	12,2%
YEARS 25 to 54	85,3%	85,5%	84,8%
YEARS 55 to 64	5,3%	6%	3%
YEARS 65 and over	0%	0%	0%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (year)	37,81	38,57	35,32
Median value (year)	37	38	34

#### (b) Number of part-time employees

Age band	Men + women	Men only	Women only
	Frequency (%)		
YEARS 15 to 24	14%	20%	12,1%
YEARS 25 to 54	78,6%	64,6%	82,9%
YEARS 55 to 64	6,8%	13,3%	4,8%
YEARS 65 and over	0,7%	2,1%	0,2%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (year)	38,03	39,29	37,65
Median value (year)	38	39	38

## **Length of service and by sex**

### (a) Number of full-time employees

Length of service	Men + women	Men only	Women only
	Frequency (%)		
Under YEARS 10	62,8%	60,2%	71,6%
YEARS 10 to 19	19,9%	20,9%	16,6%
YEARS 20 to 29	12,0%	13,1%	8,3%
YEARS 30 to 39	5,1%	5,6%	3,4%
YEARS 40 and over	0,2%	0,2%	0,1%
Overall frequency	100%	100%	100%
Number of employees	96834	73483	23351
Overall mean (year)	9,26	9,84	7,33
Median value (year)	5	6	3

### (b) Number of part-time employees

Length of service	Men + women	Men only	Women only
	Frequency (%)		
Under YEARS 10	65,6%	71,7%	63,8%
YEARS 10 to 19	19,9%	12,3%	22,3%
YEARS 20 to 29	9,9%	9,5%	10,0%
YEARS 30 to 39	4,3%	6,3%	3,7%
YEARS 40 and over	0,2%	0,2%	0,3%
Overall frequency	100%	100%	100%
Number of employees	15187	3531	11656
Overall mean (year)	8,28	7,70	8,46
Median value (year)	4	3	5

### **Size of enterprise in terms of the number of employees**

#### (a) Number of full-time employees

Size of enterprise	Frequency (%)
EMPLOYEES 1 to 9	N/a
EMPLOYEES 10 to 49	29,7%
EMPLOYEES 50 to 199	23,3%
EMPLOYEES 200 to 499	13,4%
EMPLOYEES 500 to 999	8,8%
EMPLOYEES 1000 and over	24,9%
Overall frequency	100%
Number of employees	96834
Overall mean (employees)	730,1
Median value (employees)	149,5

#### (b) Number of part-time employees

Size of enterprise	Frequency (%)
EMPLOYEES 1 to 9	N/a
EMPLOYEES 10 to 49	34,9%
EMPLOYEES 50 to 199	15,9%
EMPLOYEES 200 to 499	8,8%
EMPLOYEES 500 to 999	9,3%
EMPLOYEES 1000 and over	31,1 %
Overall frequency	100%
Number of employees	15187
Overall mean (employees)	588,7
Median value (employees)	149,5

Comment: 2 bands are different in our survey. The band 3 is composed of the total number of employees between 50 and 199 (in place of 50 and 249) and the band 4 is composed of the total number of employees between 200 and 499 (in place of 250 and 499).

# PART B

## 1. Relevance (optional)

## 2. Accuracy

### 2.1. Sampling errors

#### 2.1.1. Probability sampling

##### 2.1.1.1. Bias (optional item)

##### 2.1.1.2. Variance

SEE ANNEXE 1

#### 2.1.2. Non-probability sampling

### 2.2. Non-sampling errors

General remark:

This survey suffers from many problems. The discontinuity in our office creates a great lack of experience. Many errors stayed in the database and had to be solved 'last minute'. The 2 persons who did the extrapolation (grossing up) left our office, one to go to your offices – Eurostat, one to go to another Ministry. Again experience is lost and has to be build up. For the moment there is a new statistician occupied with the Structure of earnings survey, experience = 1 month.

#### 2.2.1. Coverage errors

- The principal economic activity of the local unit is not 'know' in the database used for sampling. It is assumed that it is the same as the NACE of the enterprise. For the Nace sections having the most of the local units (commerce, financial services) this is thru in majority of the cases. It is in the other Nace that this 'proxy' creates miscoding.
- The database used for the sampling of local units is not perfect. The social security organisation (ONSS) is in the process of updating the database with local units and comes to the conclusion that it was necessary. We did not get the new results yet.
- The definition of local unit:  
**For the database we use, a local unit is the settlements of an enterprises in one 'commune', even if there are 2 or more settlements in the same 'commune' the used database will count this as 1 local unit**  
**For Eurostat the local unit is every settlement of an enterprise, even if there are 2 in the same 'commun", they are counted as 2**

#### 2.2.2. Measurement errors

#### 2.2.3. Processing errors (optional item)

#### 2.2.4. Non – response errors

a) Unit response rate.

NACE	Total sample	Response			Total surveyed and deleted		
		Total surveyed	rate	deleted			
Total	8.012	6.990	87,24%	592	7,39%	7.582	94,63%

A response rate of 87% and 7% deleted because of different problems in the database used for the sampling. The 7% covers the local units that were in failure or closed down already or where not available in the administrative registers.

For NACE 2-digits we get the following results, giving quite high percentages for the “deleted” for NACE having few reporting units ( NACE 41: 28%, NACE 30: 20%), but also for NACE having many reporting units: NACE 31: 14% and NACE 55: 15%.

For NACE 55=hotels and restaurants, the survey month of October may cause more problems contacting the reporting units than in other economic sectors. ¼ did not respond for one or another reason.

Belgium is not a touristic high flyer. The month of October is out of season and causes many hotels, and certainly most campingsites to be closed. The limit of 10 persons employed or more is a guarantee that small family owned hotels and restaurants are not in the universe and they are more flexible to close down in low season.

The response rate for NACE 27 and NACE 31 is also rather low and has been low in 1999 also. The exact reasons, I cannot say, but close attention will be paid in the next survey.

Other Nace section having low response rate's also have a small sample.

## 2002

NACE	Total sample	Response			deleted	Total surveyed and deleted		
		Total surveyed	rate					
10	5	5	100,00%	0	0,00%	5	100,00%	
14	35	32	91,43%	0	0,00%	32	91,43%	
15	384	328	85,42%	31	8,07%	359	93,49%	
16	18	17	94,44%	0	0,00%	17	94,44%	
17	163	142	87,12%	6	3,68%	148	90,80%	
18	48	43	89,58%	3	6,25%	46	95,83%	
19	19	19	100,00%	0	0,00%	19	100,00%	
20	78	72	92,31%	5	6,41%	77	98,72%	
21	66	63	95,45%	1	1,52%	64	96,97%	
22	126	109	86,51%	11	8,73%	120	95,24%	
23	30	25	83,33%	4	13,33%	29	96,67%	
24	241	217	90,04%	18	7,47%	235	97,51%	
25	103	89	86,41%	7	6,80%	96	93,20%	
26	176	166	94,32%	4	2,27%	170	96,59%	
27	118	93	78,81%	15	12,71%	108	91,53%	
28	273	237	86,81%	16	5,86%	253	92,67%	
29	185	159	85,95%	9	4,86%	168	90,81%	
30	10	8	80,00%	2	20,00%	10	100,00%	
31	120	93	77,50%	17	14,17%	110	91,67%	
32	57	49	85,96%	4	7,02%	53	92,98%	
33	66	61	92,42%	2	3,03%	63	95,45%	
34	83	73	87,95%	2	2,41%	75	90,36%	
35	65	61	93,85%	2	3,08%	63	96,92%	
36	118	109	92,37%	6	5,08%	115	97,46%	
37	30	28	93,33%	2	6,67%	30	100,00%	
40	66	60	90,91%	6	9,09%	66	100,00%	
41	25	18	72,00%	7	28,00%	25	100,00%	
45	591	539	91,20%	20	3,38%	559	94,59%	
50	205	187	91,22%	12	5,85%	199	97,07%	
51	824	728	88,35%	63	7,65%	791	96,00%	
52	746	664	89,01%	45	6,03%	709	95,04%	



55	360	270	75,00%	55	15,28%	325	90,28%
60	349	318	91,12%	16	4,58%	334	95,70%
61	17	13	76,47%	1	5,88%	14	82,35%
62	26	21	80,77%	3	11,54%	24	92,31%
63	190	166	87,37%	14	7,37%	180	94,74%
64	239	212	88,70%	16	6,69%	228	95,40%
65	191	178	93,19%	10	5,24%	188	98,43%
66	70	67	95,71%	3	4,29%	70	100,00%
67	64	58	90,63%	4	6,25%	62	96,88%
70	74	53	71,62%	15	20,27%	68	91,89%
71	76	65	85,53%	10	13,16%	75	98,68%
72	193	159	82,38%	21	10,88%	180	93,26%
73	65	62	95,38%	3	4,62%	65	100,00%
74	1.024	854	83,40%	101	9,86%	955	93,26%

b) Item response.

When main variables were missing the first approach is to get the missing information from the enterprise, or from other data or registers. If no solution is found, the lines are deleted. This occurred in less than 0,5 % of the records.

For example: formal education.

This type of information is not systematically recorded in companies wage management or human resources management databases. The data are missing in 50% of the cases in the first data collection phase, but we insist towards the enterprise to fill in the missing data. In the end we still have the information missing in more or less 1 % of the records. As it is important to give information about the average hourly or monthly wages by education, an extra measure has been taken. For 2002 the missing data were imputed using the data from the Population Census 2001.

2.2.5. Model –assumption errors

The accounting or fiscal year and calendar year are the same so no problems occurred on that point. The combination of survey data and administrative data is more complex.

Knowing the problems we have to get a complete survey database, it is not surprising that the administrative data are not complete and contain 'error' data. The administrative source, in this case the Social Security administration delivers data on T+7 or T+10 (T=reference period). Moreover, not one file but 4 (one for each trimester) are delivered.

Hereby the list of variables and the way we obtain them:

<b>Variables EUROSTAT</b>	<b>DBRIS, registre des entreprises</b>	<b>Formulaire, INS</b>	<b>ONSS, administration Sécurité Sociale</b>	<b>Calcul par l'INS</b>
<b><i>Informations relatives à l'unité locale</i></b>				
1.1 : Région				
1.2 : Taille de l'entreprise dont dépend l'unité locale				
1.3 : NACE				
1.4 : forme de contrôle économique				
1.5 : existence d'une convention collective				
1.6 : Nombre total de salariés dans l'unité locale				

1.7 : marché principal pour les produits				
1.8 : taille du groupe d'entreprise				
1.9 : pays de résidence de l'organisme de contrôle				
<b>Informations relatives à chaque salarié</b>				
2.1 : Sexe				
2.2 : Age				
2.3 : profession				
2.4 : position de gestion de contrôle du personnel				
2.5 : niveau de formation				
2.6 : ancienneté				
2.7 : condition de travail (temps plein ou partiel)				
2.8 : type de contrat de travail				
2.9 : nationalité				
2.10 : aide à l'emploi				
2.11 : nombre d'années d'interruption de carrière				
<b>Informations relatives aux salaires, heures rémunérées, jours chômés</b>				
3.1 : salaires bruts totaux mois représentatif				
3.1.1 : rémunération des heures supplémentaires				
3.1.2 : rémunérations travail en équipe				
3.2 : rémunération annuelle				
3.2.1 : nombre de semaines/mois auxquels se réfèrent les salaires annuels				
3.2.2 : primes annuelles totales				
3.2.2.1 : primes régulières non payées lors de chaque période salariale				
3.2.2.2 : prime annuelle de productivité				
3.2.2.3 : prime annuelle participation aux bénéfiques				
3.3 : cotisations sociales obligatoires et impôts au nom du salarié				
3.3.1 : cotisation de sécurité sociale				
3.3.2 : taxes et impôts				
3.4 : nombre d'heures rémunérées pendant le mois représentatif				
3.4.1 : nombre d'heures supplémentaires rémunérées pendant le mois représentatif				
3.5 : nombre annuel de jours d'absence				
3.5.1 : nombre annuel de jours de congés				
3.5.2 : nombre annuel de jours de congé maladie				
3.5.2.1: nombre annuel de jours de congé maladie payés par l'employeur				
3.5.2.2 : nombre annuel de jours de congé maladie non payés par l'employeur				
3.5.3 : nombre annuel de jours de formation professionnelle				
3.6 : estimation annuelle des paiements en nature				
<b>Coefficient de pondération</b>				
4.1 : coefficient de pondération pour l'unité locale				
4.2 : coefficient de pondération pour le salarié				

Changes are to be foreseen in the future. More information will be available from administrative registers, but also more different type of registers will be involved which does not make it easier.

Some of the problems encountered:

- employees in the survey, unknown in the administrative data  
=> lines are deleted
- employees in the survey, but in the administrative data they left the enterprise before 2002.  
=> lines are deleted

### **3. Timeliness and punctuality**

#### **Concerning the variables collected by the survey**

95% of the input and coding and plausibility controls finished by June 2003

#### **Concerning the variables obtained through administrative databases**

In Belgium, the emphasis changes towards the use of administrative databases where ever possible. It is the first time that the full process is done using partly information from the administrative source and not asking it in the survey. Few experience is available in the Statistical Office.

Delays: During the year 2003 and major part of 2004 the administrative register from the Social Security Office was switching from one database to another and implementing other changes. It created some problems and delays. Normally the information should be ready 12 months after the reference period (and not 17 months as happened with the data 2002).

The Stats office lost 2 more months because the persons working on it are new, had problems working with the computing tools, a shift in persons had to be done and a more experienced person to join. This happened in August.

Final controls and matching the databases of the survey and the administrative: started AUGUST 2004.

Solving the last problems: August, September and October 2004. This time is short because we noticed that programs could be improved to avoid some of the extra controls in this phase.

### **4. Accessibility and clarity**

A general table is available on the website [http://statbel.fgov.be/figures/d321\\_fr.asp#4](http://statbel.fgov.be/figures/d321_fr.asp#4), and also an article has been written about it [http://statbel.fgov.be/press/fl059\\_fr.asp](http://statbel.fgov.be/press/fl059_fr.asp) which received good comments in the national press.

No publication had been made until now but one is in process.

The units in the sample will get a feedback from 2005 onwards (we do the survey every year).

### **5. Comparability**

#### **5.1. Geographical comparability**

The statistical units: the source used as universe defines local units in a different manner than the European concept: all local units in the same municipality but on different addresses, are considered as being ONE local unit. This is corrected as good as possible when making the survey universe.

In the survey only one of these addresses is considered being a local unit.

## 5.2. Comparability over time

The major change occurred already in 1999 : the use of administrative registers for some of the variables.

## 6. Coherence

### 6.1. Coherence with the structure employees in the labour force survey for the same reference period

#### Sex and Age Crosstab by NACE1d

Structure of earnings 2002					Labourforce survey 2002				
Nace C à K	ageclasses				Nace C à K	ageclasses			
	15-24	25-54	55-64	64+		15-24	25-54	55-64	64+
C homme	153	3.119	258	2	C homme	0	3.999	1.409	39
femme	4	243	54	0	femme	0	168	37	0
D homme	35.760	391.019	27.383	463	D homme	49.695	353.071	78.027	370
femme	11.312	109.260	3.922	37	femme	16.431	121.035	15.221	0
E homme	592	10.495	2.491	0	E homme	1.175	11.358	5.775	34
femme	639	2.336	209	0	femme	651	2.256	86	0
F homme	13.780	100.597	6.851	132	F homme	15.144	93.934	18.163	260
femme	682	7.996	362	0	femme	691	7.365	1.328	0
G homme	22.864	148.185	11.782	246	G homme	17.117	95.733	17.445	87
femme	25.741	132.055	6.453	160	femme	15.665	86.938	11.346	91
H homme	6.847	18.445	801	117	H homme	2.912	14.251	1.472	30
femme	7.181	20.688	950	32	femme	4.125	12.400	1.776	0
I homme	9.884	131.956	10.531	389	I homme	10.159	97.484	22.346	152
femme	4.572	39.179	1.280	7	femme	5.187	29.266	2.470	0
J homme	2.363	46.709	4.717	4	J homme	2.255	39.822	13.237	0
femme	4.053	46.878	2.836	113	femme	4.051	35.725	8.150	0
K homme	12.542	118.587	8.835	254	K homme	12.581	88.311	10.241	79
femme	10.437	87.324	3.325	142	femme	7.260	63.825	6.656	486
	169.406	1.415.072	93.040	2.098		165.099	1.156.943	215.184	1.627

On the whole coherent some detailed differences are problematic.

Not only are the number of man in NACE E underestimated and the biggest wages are paid in NACE E, also for the 55-64 group there is an important difference. SES being closer to the data that come from administrative registers and counts 120.000 workers aged 55-64 on the 31<sup>st</sup> of December 2002 in the NACE sections C to K.

# ANNEXE

## **ANNEXE 1**

### 2.1.1.2. Variance

The high variation coefficients reflect systematically the low occurrence, few observations in the survey in that cell. This goes for the men in part time jobs, as well as for the people aged 65 and more who are very 'rare' in the enterprises.

For the men in part time jobs, the social security office counts at the end of 2002 (31 December) about 110.000 men on a total of 1.394.000 men in their statistics for NACE C to K, which is less than 10%, whereas for women this percentage is about 41%.

To improve the measure of the men in part time jobs the necessary increase in number of surveyed local units is not cost efficient. And the variation coefficient will be high for part time working men whatever distribution is made (Nace, Isco, Age).

For the 65 year old and more, the numbers are even lower: the same source counts about 6.000 who are still part of the workforce in the considered NACE sections. It is impossible to have a survey that will measure them correctly without being exhaustive. In Belgium, even the age-class of 55-64 is not very populated in the workforce and

### **Monthly earning**

NACE	Monthly earning				Variance				Coef var.			
	FT		PT		FT		PT		FT		PT	
	men	women	men	women	men	women	men	women	men	women	men	women
C	2.449,70	2.379,57	1.715,59	2.021,15	2.852,53	3.856,99	10.729,77	32.206,54	2,18%	2,61%	6,04%	8,88%
D	2.617,17	2.130,58	1.925,62	1.561,11	108,74	101,48	1.527,11	424,67	0,40%	0,47%	2,03%	1,32%
E	3.637,71	2.560,31	2.681,60	2.415,86	1.983,24	5.816,45	33.952,51	10.515,79	1,22%	2,98%	6,87%	4,24%
F	2.292,48	2.050,96	1.511,29	1.331,08	93,60	1.050,53	18.764,32	2.418,77	0,42%	1,58%	9,06%	3,69%
G	2.420,10	2.061,54	1.232,13	1.199,97	222,68	367,21	2.152,09	146,69	0,62%	0,93%	3,77%	1,01%
H	1.769,32	1.621,55	566,30	744,14	747,72	461,87	1.185,88	762,39	1,55%	1,33%	6,08%	3,71%
I	2.374,93	2.147,47	1.259,33	1.463,26	129,08	243,29	1.835,73	1.064,87	0,48%	0,73%	3,40%	2,23%
J	3.365,36	2.598,14	2.401,09	1.781,79	1.134,24	700,01	18.894,94	932,67	1,00%	1,02%	5,72%	1,71%
K	2.924,37	2.383,15	1.217,19	1.354,90	640,31	393,61	3.137,09	457,18	0,87%	0,83%	4,60%	1,58%
	FT		PT		FT		PT		FT		PT	

code isco	men	women	men	women	men	women	men	women	men	women	men	women
1	5.214,85	4.040,53	3.814,45	2.779,88	6.313,55	8.624,81	87.500,24	22.131,30	1,52%	2,30%	7,75%	5,35%
2	3.611,37	3.085,80	2.521,79	2.536,42	338,45	667,03	10.560,79	3.390,93	0,51%	0,84%	4,08%	2,30%
3	2.842,84	2.350,46	2.222,90	1.898,79	224,87	360,60	6.182,79	828,38	0,53%	0,81%	3,54%	1,52%
4	2.476,33	2.154,15	1.506,96	1.508,04	87,57	63,60	1.509,92	129,56	0,38%	0,37%	2,58%	0,75%
5	2.146,60	1.707,88	801,81	1.066,21	303,59	404,85	1.330,56	258,01	0,81%	1,18%	4,55%	1,51%
6					0,00	0,00	0,00	0,00				
7	2.183,10	1.728,71	1.416,28	1.082,75	43,38	124,16	1.762,11	1.230,80	0,30%	0,64%	2,96%	3,24%
8	2.293,24	1.891,62	1.528,23	1.362,77	58,15	148,47	2.188,41	1.092,13	0,33%	0,64%	3,06%	2,43%
9	2.181,45	1.689,96	914,35	885,50	215,78	148,26	1.613,83	294,75	0,67%	0,72%	4,39%	1,94%

Age	FT		PT		FT		PT		FT		PT	
	men	women	men	women	men	women	men	women	men	women	men	women
15-24	1.888,51	1.674,52	713,41	732,94	78,21	117,90	1.041,81	686,20	0,47%	0,65%	4,52%	3,57%
25-54	2.613,81	2.261,60	1.502,71	1.404,57	41,33	67,95	952,44	74,26	0,25%	0,36%	2,05%	0,61%
55-64	3.227,84	2.635,61	1.604,14	1.256,17	900,72	2.127,78	2.924,50	1.097,43	0,93%	1,75%	3,37%	2,64%
65+	3.732,49	1.830,13	610,52	472,99	182.130,66	14.848,90	8.670,69	9.444,49	11,43%	6,66%	15,25%	20,55%

### Monthly hours

NACE	Monthly hours				NACE	Variance				NACE	Coef Var			
	FT		PT			FT		PT			FT		PT	
	men	women	men	women		men	women	men	women		men	women	men	women
C	137,92	173,14	104,61	122,36	C	1,95	4,62	85,59	96,92	C	1,01%	1,24%	8,84%	8,05%
D	162,63	161,14	110,53	110,50	D	0,34	0,28	3,76	1,19	D	0,36%	0,33%	1,76%	0,99%
E	173,74	173,01	125,87	130,55	E	0,09	0,12	38,80	15,30	E	0,18%	0,20%	4,95%	3,00%
F	153,79	173,25	102,42	111,55	F	0,71	2,12	24,11	10,12	F	0,55%	0,84%	4,79%	2,85%
G	168,33	169,39	94,40	107,10	G	0,07	0,77	6,98	1,52	G	0,15%	0,52%	2,80%	1,15%
H	163,37	161,12	56,97	76,84	H	1,72	2,02	14,00	9,10	H	0,80%	0,88%	6,57%	3,93%

I	176,55	170,98	99,95	116,79	I	0,66	0,18	8,52	2,79	I	0,46%	0,25%	2,92%	1,43%
J	167,14	164,68	130,03	114,44	J	0,04	0,12	15,37	1,69	J	0,12%	0,21%	3,01%	1,13%
K	154,01	170,92	91,07	105,05	K	0,22	0,14	18,99	2,65	K	0,30%	0,22%	4,79%	1,55%

FT		PT		FT		PT		FT		PT				
code isco	men	women	men	women	code isco	men	women	men	women	code isco	men	women	men	women
1	175,01	176,73	123,78	130,14	1	0,09	6,47	21,64	17,86	1	0,17%	1,44%	3,76%	3,25%
2	174,12	175,19	109,98	136,20	2	0,03	0,57	12,43	16,13	2	0,09%	0,43%	3,21%	2,95%
3	175,00	171,67	128,77	127,34	3	0,07	0,14	10,67	1,55	3	0,15%	0,22%	2,54%	0,98%
4	173,08	170,53	110,71	114,00	4	0,03	0,05	5,97	0,49	4	0,10%	0,13%	2,21%	0,61%
5	165,16	164,45	74,33	102,76	5	0,33	1,45	11,99	2,45	5	0,35%	0,73%	4,66%	1,52%
6					6					6				
7	156,83	153,19	105,61	100,29	7	0,29	1,13	9,55	12,40	7	0,35%	0,69%	2,93%	3,51%
8	163,12	148,37	100,85	98,59	8	0,86	1,70	5,80	4,18	8	0,57%	0,88%	2,39%	2,07%
9	140,89	156,72	76,49	82,89	9	0,59	0,97	9,88	3,14	9	0,54%	0,63%	4,11%	2,14%

FT		PT		FT		PT		FT		PT				
Age	men	women	men	women	Age	men	women	men	women	Age	men	women	men	women
15-24	161,65	165,78	67,67	73,60	15-24	0,29	0,36	8,46	8,93	15-24	0,34%	0,36%	4,30%	4,06%
25-54	163,66	166,98	103,02	111,66	25-54	0,09	0,10	3,31	0,36	25-54	0,19%	0,19%	1,76%	0,54%
55-64	166,46	164,64	95,60	91,81	55-64	0,65	1,13	9,35	3,30	55-64	0,49%	0,64%	3,20%	1,98%
65+	181,99	157,06	55,32	50,07	65+	125,08	168,30	24,20	75,48	65+	6,15%	8,26%	8,89%	17,35%