



STATISTICAL SERVICE
OF CYPRUS

**QUALITY REPORT ON THE
STRUCTURE OF EARNINGS SURVEY 2002**

June 2005

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LIST OF ABBREVIATIONS USED

SES	Structure of Earnings Survey
OECD	Organisation for Economic Co-operation and Development
ILO	International Labour Office
NACE Rev. 1	Statistical Classification of Economic Activities <i>System</i> of the European Union, Revision 1
IT	Information Technology
LFS	Labour Force Survey

INTRODUCTION

The Statistical Service of Cyprus conducted the Structure of Earnings Survey (SES) for the year 2002, during 2003. This was the first time that the SES was conducted in Cyprus. The survey was based on the Council Regulation No. 530/1999 and the Commission Regulation No. 1916/2000. The data collection and verification was completed by mid-September 2004 and raw data were sent to Eurostat by the end of September 2004. The data sent covered sections C – K of the NACE Rev 1 Classification of Economic Activities System, of the European Union. Data were sent for 658 enterprises in Cyprus, representing 13178 employees.

The aim of the Report is to evaluate the quality of the data from the Structure of Earnings Survey 2002 (SES 2002) in Cyprus, focusing on seven main areas of interest:

1. Relevance
2. Accuracy
3. Timeliness and Punctuality
4. Accessibility and Clarity
5. Comparability
6. Coherence
7. Completeness

The report is based on the *Commission Regulation (EC) N° 72/2002* of 16 January 2002, implementing Council Regulation (EC) N° 530/1999 as regards quality evaluation of structural statistics on earnings.

PART A

STRUCTURE OF EARNINGS SURVEY 2002 – GROSSED UP RESULTS – TABULAR ANALYSES

The tables below present the frequency distribution derived from the Structure of Earnings Survey 2002 (SES 2002), and the associated arithmetic mean and median, for full-time and part-time employees separately, for a number of variables. Please note the following:

- The results are grossed up
- SES 2002 only covers enterprises with at least 2 employees
- The data represent economic activities in sections C-K of the NACE Rev.1 Classification System
- Because the percentage figures have been rounded at 1 decimal point, the percentage total in the tables may differ from the sum of the components.

1. Band of hourly gross earnings

a) Number of full-time employees

Band of Hourly Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £2	8.0	3.6	14.4
£2 - less than £3	25.3	16.5	37.9
£3 - less than £4	24.3	23.8	24.8
£4 - less than £5	16.2	20.7	9.6
£5 - less than £6	9.6	13.0	4.8
£6 - less than £7	5.2	6.9	2.7
£7 - less than £8	3.0	3.8	1.9
£8 - less than £9	2.2	2.9	1.1
£9 - less than £10	1.6	2.2	0.9
£10 - less than £11	1.4	1.9	0.8
£11 - less than £13	1.4	2.0	0.7
£13 - less than £15	0.8	1.2	0.2
£15 - less than £20	0.7	1.0	0.2
£20 or more	0.4	0.6	0.1
Overall Frequency	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257
Overall mean (C£)	4.41	5.06	3.47
Median value (C£)	3.68	4.26	2.98

b) Number of part-time employees (head count)

Band of Hourly Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
£1 - less than £2	24.5	17.3	29.7
£2 - less than £3	51.6	65.9	41.2
£3 - less than £4	10.7	6.5	13.7
£4 - less than £5	8.2	4.3	11.1
£5 - less than £6	1.9	2.8	1.2
£6 - less than £7	1.9	1.6	2.2
£7 - less than £8	0.0	0.0	0.0
£8 - less than £9	1.0	1.7	0.5
£9 or more	0.2	0.0	0.4
Overall Frequency	100.0	100.0	100.0
Total number of employees	5,781	2,432	3,349
Overall mean (C£)	2.72	2.69	2.74
Median value (C£)	2.33	2.33	2.34

2. Band of monthly gross earnings**a) Number of full-time employees**

Band of Monthly Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £300	2.8	1.3	5.1
£300 - less than £400	12.1	5.0	22.2
£400 - less than £500	14.8	11.3	19.7
£500 - less than £600	16.5	13.8	20.4
£600 - less than £700	13.7	15.4	11.2
£700 - less than £800	9.3	11.7	6.0
£800 - less than £900	7.2	9.4	3.9
£900 - less than £1000	4.4	5.7	2.5
£1000 - less than £1200	6.6	8.8	3.5
£1200 - less than £1400	4.2	5.6	2.1
£1400 - less than £1600	2.5	3.4	1.2
£1600 - less than £1800	1.9	2.5	1.0
£1800 - less than £2000	1.3	1.8	0.5
£2000 - less than £2500	1.6	2.3	0.5
£2500 or more	1.2	1.8	0.2
Overall Frequency	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257
Overall mean (C£)	755	872	587
Median value (C£)	625	725	500

b) Number of part-time employees (head count)

Band of Monthly Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £200	45.1	55.7	37.4
£200 - less than £300	29.6	22.6	34.6
£300 - less than £400	14.2	16.9	12.2
£400 - less than £500	6.7	2.3	10.0
£500 - less than £600	2.7	2.0	3.2
£600 - less than £700	0.9	0.6	1.1
£700 - less than £800	0.0	0.0	0.0
£800 - less than £900	0.0	0.0	0.0
£900 - less than £1000	0.7	0.0	1.2
£1000 - less than £1200	0.2	0.0	0.4
Overall Frequency	100.0	100.0	100.0
Total number of employees	5,781	2,432	3,349
Overall mean (C£)	231	197	255
Median value (C£)	218	133	240

3. Band of annual gross earnings (actually paid)**a) Number of full-time employees**

Band of Annual Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £3000	6.2	4.8	8.2
£3000 - less than £4000	7.0	4.2	10.9
£4000 - less than £5000	8.8	5.0	14.2
£5000 - less than £6000	10.4	7.0	15.4
£6000 - less than £7000	9.9	7.4	13.4
£7000 - less than £8000	9.8	9.7	9.9
£8000 - less than £9000	8.5	9.5	7.0
£9000 - less than £10000	7.5	9.5	4.5
£10000 - less than £11000	5.6	7.2	3.2
£11000 - less than £12000	4.9	6.2	2.9
£12000 - less than £14000	6.0	8.0	3.2
£14000 - less than £16000	4.4	5.8	2.2
£16000 - less than £18000	2.7	3.7	1.4
£18000 - less than £20000	2.2	2.9	1.1
£20000 - less than £25000	3.3	4.4	1.8
£25000 - less than £30000	1.5	2.2	0.4
£30000 or more	1.5	2.3	0.4
Overall Frequency	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257
Overall mean (C£)	9,353	10,876	7,162
Median value (C£)	7,800	9,230	6,000

b) Number of part-time employees (head count)

Band of Annual Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £1000	30.4	41.4	22.5
£1000 - less than £2000	17.7	15.0	19.7
£2000 - less than £3000	24.0	27.7	21.4
£3000 - less than £4000	13.7	8.6	17.4
£4000 - less than £5000	7.2	5.1	8.7
£5000 - less than £6000	3.1	1.4	4.4
£6000 - less than £7000	1.7	0.2	2.8
£7000 - less than £8000	0.3	0.0	0.6
£8000 - less than £9000	0.8	0.6	1.0
£9000 or more	0.9	0.0	1.6
Overall Frequency	100.0	100.0	100.0
Total number of employees	5,781	2,432	3,349
Overall mean (C£)	2,428	1,917	2,799
Median value (C£)	2,096	1,320	2,600

4. Band of annual gross earnings (full year equivalent)**a) Number of full-time employees**

Band of Annual Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £3000	0.5	0.6	0.5
£3000 - less than £4000	4.4	2.0	7.9
£4000 - less than £5000	8.3	4.0	14.5
£5000 - less than £6000	11.3	6.7	17.9
£6000 - less than £7000	12.1	9.1	16.6
£7000 - less than £8000	10.8	10.3	11.6
£8000 - less than £9000	9.9	11.1	8.1
£9000 - less than £10000	8.0	9.8	5.3
£10000 - less than £11000	6.1	7.9	3.5
£11000 - less than £12000	5.5	7.2	3.1
£12000 - less than £14000	6.7	9.0	3.5
£14000 - less than £16000	4.6	6.1	2.3
£16000 - less than £18000	2.9	3.9	1.5
£18000 - less than £20000	2.2	3.1	1.0
£20000 - less than £25000	3.5	4.6	1.8
£25000 - less than £30000	1.6	2.3	0.5
£30000 or more	1.5	2.3	0.4
Overall Frequency	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257
Overall mean (C£)	9,912	11,451	7,697
Median value (C£)	8,237	9,654	6,488

Note: The annual earnings actually paid, were converted in order to represent a full year of work (12 months)

b) Number of part-time employees (head count)

Band of Annual Earnings Currency: C£	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than £1000	2.6	0.7	3.9
£1000 - less than £2000	31.1	48.4	18.5
£2000 - less than £3000	21.5	14.8	26.4
£3000 - less than £4000	26.5	23.7	28.6
£4000 - less than £5000	7.0	7.6	6.7
£5000 - less than £6000	5.7	1.1	9.1
£6000 - less than £7000	2.5	2.0	2.8
£7000 - less than £8000	1.4	1.2	1.5
£8000 - less than £9000	0.8	0.6	1.0
£9000 or more	0.9	0.0	1.6
Overall Frequency	100.0	100.0	100.0
Total number of employees	5,781	2,432	3,349
Overall mean (C£)	3,020	2,541	3,368
Median value (C£)	2,872	2,057	3,173

Note: The annual earnings actually paid, were converted in order to represent a full year of work (12 months)

5. Band of annual holidays

Band of Annual Holidays	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
Less than 10 days	5.4	4.9	6.0	62.3	70.7	56.2
10 to 19 days	44.9	42.5	48.3	35.1	29.3	39.4
20 to 24 days	38.7	40.3	36.5	2.0	0.0	3.5
25 to 29 days	9.4	10.5	7.8	0.5	0.0	0.9
30 to 34 days	1.6	1.7	1.5	0.0	0.0	0.0
35 days or more	0.1	0.1	0.0	0.0	0.0	0.0
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349
Overall mean (days)	19	19	18	8	6	9
Median value (days)	19	20	18	7	3	8

6. Band of monthly hours paid or worked

a) Number of full-time employees

Band of Monthly Hours Paid	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than 130 hours	0.0	0.0	0.0
130 to 139 hours	1.7	1.4	2.2
140 to 149 hours	0.4	0.3	0.5
150 to 159 hours	1.2	1.0	1.4
160 to 169 hours	53.7	55.7	50.9
170 to 179 hours	31.5	28.9	35.1
180 hours or more	11.5	12.8	9.8
Overall Frequency	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257
Overall mean (hours)	171	172	170
Median value (hours)	168	165	169

b) Number of part-time employees (head count)

Band of Monthly Hours Paid	TOTAL	MALES	FEMALES
	Frequency (%)		
Less than 20 hours	1.3	0.0	2.2
20 to 39 hours	5.4	3.2	7.1
40 to 59 hours	20.5	41.0	5.7
60 to 79 hours	13.2	10.9	14.9
80 to 99 hours	15.0	10.0	18.5
100 to 129 hours	39.9	31.7	45.9
130 to 149 hours	4.0	3.2	4.5
150 hours or more	0.7	0.0	1.2
Overall Frequency	100.0	100.0	100.0
Total number of employees	5,781	2,432	3,349
Overall mean (hours)	84	73	92
Median value (hours)	87	65	102

7. NACE Rev.1 section

NACE REV 1 - SECTION	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
C Mining and Quarrying	0.3	0.5	0.1	0.0	0.0	0.0
D Manufacturing	18.5	18.4	18.6	12.3	4.2	18.2
E Electricity, Gas and Water Supply	1.7	2.5	0.4	0.0	0.0	0.1
F Construction	13.3	20.2	3.3	9.3	14.1	5.9
G Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	22.1	22.8	21.0	22.8	22.6	23.0
H Hotels and Restaurants	16.6	11.8	23.6	43.1	51.6	36.8
I Transport, Storage and Communication	10.7	11.0	10.2	2.7	4.9	1.1
J Financial Intermediation	9.5	7.4	12.6	2.0	1.4	2.4
K Real Estate, Renting and Business Activities	7.4	5.4	10.3	7.8	1.2	12.6
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349

8. Occupation (ISCO 88 – 1 digit level)

OCCUPATION ISCO-88 1-DIGIT LEVEL	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
1 Legislators, Senior Officials and Managers	5.1	7.5	1.7	0.0	0.0	0.0
2 Professionals	4.4	5.6	2.7	1.3	0.4	1.9
3 Technicians and Associate Professionals	12.7	10.0	16.6	5.3	4.1	6.1
4 Clerks	17.5	7.8	31.5	22.4	7.0	33.6
5 Service Workers and Shop and Market Sales Workers	18.2	15.5	22.3	27.7	50.4	11.2
6 Skilled Agricultural and Fishery Workers	0.2	0.4	0.0	0.0	0.0	0.0
7 Craft and Related Trades Workers	16.1	25.5	2.5	7.9	17.4	1.0
8 Plant and Machine Operators and Assemblers	8.8	12.0	4.1	5.0	6.8	3.6
9 Elementary Occupations	16.9	15.7	18.5	30.5	13.9	42.6
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349

9. Education (ISCED 0 – 6 – 1 digit level)

EDUCATION LEVEL ISCED 0 TO 6	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
0 & 1 ELEMENTARY	18.2	19.7	16.1	11.3	8.8	13.2
2 LOWER SECONDARY	9.5	11.4	6.8	9.5	8.8	9.9
3 UPPER SECONDARY	46.8	43.3	51.8	68.7	74.7	64.4
4 POST SECONDARY	1.4	0.8	2.4	0.6	0.0	1.0
5 TERTIARY - FIRST STAGE	23.9	24.6	22.8	9.9	7.7	11.6
6 TERTIARY - SECOND STAGE	0.1	0.2	0.1	0.0	0.0	0.0
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349

10. Age band

Band of Age	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
15 to 24 years old	11.2	9.2	14.2	37.3	53.7	25.4
25 to 54 years old	77.0	77.5	76.2	53.7	32.9	68.9
55 to 64 years old	10.8	12.1	9.0	6.5	7.9	5.5
65 years old or more	1.0	1.2	0.6	2.4	5.5	0.2
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349
Overall mean (years)	39	40	37	34	32	35
Median value (years)	38	40	36	32	22	35

11. Length of service

Length of Service	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
0 years	16.2	15.8	16.7	53.6	56.7	51.3
1 to 4 years	33.7	31.2	37.3	21.1	16.4	24.5
5 to 9 years	18.2	16.9	20.1	13.4	19.0	9.3
10 to 19 years	21.4	23.1	18.8	9.6	4.6	13.2
20 to 29 years	7.9	9.4	5.7	1.7	1.7	1.7
30 to 39 years	2.3	3.1	1.2	0.0	0.0	0.0
40 years or more	0.4	0.5	0.2	0.7	1.6	0.0
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349
Overall mean (years)	8	8	7	3	3	3
Median value (years)	5	6	4	0	0	0

12. Size of the enterprise

SIZE OF THE ENTERPRISE	a) Number of full-time employees			b) Number of part-time employees (head count)		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
	Frequency (%)			Frequency (%)		
2 TO 9 EMPLOYEES	24.7	24.2	25.4	54.3	65.6	46.2
10 TO 49 EMPLOYEES	27.7	27.9	27.6	15.3	14.2	16.1
50 TO 249 EMPLOYEES	26.2	26.1	26.2	13.5	10.7	15.6
250 TO 499 EMPLOYEES	6.4	6.9	5.6	15.6	9.0	20.4
500 TO 999 EMPLOYEES	6.0	5.5	6.7	1.2	0.5	1.8
1000 OR MORE EMPLOYEES	9.1	9.4	8.6	0.0	0.0	0.1
Overall Frequency	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	146,985	86,728	60,257	5,781	2,432	3,349

PART B

1. RELEVANCE

In what follows, the users of the SES 2002 data will be described, as well as their needs and whether or not these needs are satisfied.

1.1. Description and classification of the users of the SES 2002 data.

Please note that even though this is the first time that the SES is conducted in Cyprus, the data it collects are similar to data collected in other surveys in Cyprus, such as the annual Wages and Salaries Survey and the Labour Cost Survey, which was conducted in year 2000 for the first time in Cyprus. It is therefore safe to assume that the users of the data of these surveys will also be users of the SES 2002 data.

On the basis of the above assumption, the users of the SES 2002 data can be divided into two main categories: a) Internal users: Users in Cyprus

b) External users: Users outside Cyprus, i.e. international users.

a) *Internal users can be distinguished into the following groups:*

- ***Government bodies*** such as the Ministry of Finance, the Ministry of Labour and Social Insurance, the Ministry of Industry and Tourism, the Planning Bureau, the Cyprus Productivity Centre.
- ***Semi-government bodies*** such as the Human Resource Development Authority of Cyprus.
- ***Private Enterprises*** (especially in the banking sector).
- ***Trade Unions***
- ***Employers Associations***
- ***Mass Media***
- ***Research Centres*** such as the University of Cyprus, private Institutions of Tertiary education.
- ***Students, pupils***

b) *External users can be distinguished into the following groups:*

- ***European Union bodies*** such as the European Council, the European Commission, Eurostat.
 - ***International Bodies*** such as the OECD, the Monetary international Fund, the International Labour Organisation.
 - ***Foreign Employers***
 - ***Foreign Research Centres***
-

1.2. Description of the users' needs

In general terms, the users of the SES 2002 data are mainly interested in comparing the level of education with the earnings of employees, the hours worked, as well as the earnings by occupation and economic activity. Recent interest has also been shown in the percentage of enterprises covered by collective agreements. More specifically:

- **Government bodies** are mainly interested in the average earnings of the employees in Cyprus, by occupation and economic activity (especially when negotiating with the trade unions), in order to formulate economic and labour policies that will protect the low-paid occupations and generally enhance the labour market. The hours worked, maternity leave, paid sick leave as well as the percentage of employees covered by collective agreements, are also areas of interest.
- **Semi-government bodies**, particularly those that have to do with human resource issues, such as the Human Resource Development Authority of Cyprus, are mainly interested in the earnings of employees by occupation, as well as the education of the employees related to their earnings and years of service, and the vocational training.
- **Private enterprises, trade unions and employers associations** are mainly interested in the average level of earnings of the employees and the percentage covered by collective pay agreements, by occupation and economic activity.
- **The mass media** request data, depending on the recent socio-economic developments in the country. Mainly, however, the main focus is on the earnings of employees by occupation.
- **Research centres and students** usually perform analyses of data investigating the connection between the education and earnings of the employees, as well as the different level of earnings in different occupations and economic activities.
- **International bodies** such as Eurostat, the ILO, etc., request information on the earnings and hours worked by the employees in each country, estimated using a common methodology and definition, in order to compare the results between different countries.

1.3. Satisfaction of the users' needs

Overall, the users' needs are satisfied, since data from the SES 2002 provide more than the information requested, with additional detail. The only problem is that there are no similar data available for previous years (in Cyprus) and thus, it is impossible to make comparisons and reach conclusions regarding the changes in the market in a given period of time. However, since this is the first of many Structure of Earnings surveys that will be conducted every 4 years in Cyprus, this problem will be solved in the future.

Summary: The table below presents the main groups of users and their main needs with regard to the SES 2002 data, as well as the level of satisfaction of their needs.

Table 1.1: Users' needs and level of satisfaction

USERS	USERS' MAIN NEEDS	SATISFACTION OF NEEDS
<p>1. Government and Semi-government bodies</p>	<p>Earnings and Hours worked: These bodies are mainly interested in the basic measures of Earnings and Hours worked, for all the employees in Cyprus, in order to formulate the labour policies to be applied in the future.</p> <p>Earnings – by occupation and education: Specific interest has been shown in data regarding the education, earnings and training of employees, by occupation. Such data can be used to compare earnings between different occupations, economic activities and education level.</p>	<p>The data of the SES 2002 are sufficient to cover all the needs specified.</p> <p>Please note that data linking the level of education to the level of earnings and the occupation of employees have not been available in Cyprus for many years. Thus, the data of the SES 2002 are satisfying a need that has been present for a long time.</p>
<p>2. Private Enterprises</p>	<p>Average earnings and hours worked of the employees: Private enterprises are usually interested in comparing the average earnings and hours worked of the employees in the economic activity they belong to, with the earnings of their own employees. This helps them to formulate their economic and investment policies, in order to remain competitive.</p>	<p>Both types of information needed are available from the SES 2002 survey.</p>
<p>3. Trade Unions</p>	<p>Earnings of employees by occupation, and hours worked: This group of users is mainly interested in the earnings of employees by occupation, as well as the hours worked, for negotiation in collective agreements.</p>	<p>Data available from the SES 2002.</p>
<p>4. Employers associations</p>	<p>Labour costs by economic activity: Employers' associations are mainly interested in monitoring the market trends in terms of labour costs of the enterprises</p>	<p>No data are available for full labour costs. However, the employees' earnings are a liable indicator of the market trends.</p>
<p>5. Mass media</p>	<p>Financial data for employees and enterprises/hours worked: The interests of the mass media change according to the socio-economic developments. Recent interest has been shown in the percentage of enterprises and employees covered by collective agreements as well as the level of the average earnings of employees by occupation.</p>	<p>Data available from the SES 2002, are sufficient to cover the needs specified.</p>
<p>6. Research Centres and students</p>	<p>Earnings / education / hours worked: Research centres and students are interested in comparing the level of education with the earnings of the employees, their occupation and the hours worked.</p>	<p>The data of the SES 2002 cover these needs, although due to the fact that no similar data are available for previous years, there cannot be any comparisons of the results with previous results.</p>
<p>7. European Union and International bodies</p>	<p>Comparison with other countries The main need of these bodies is to obtain data on a specific number of variables (earnings, hours worked, education, etc.) estimated on a common basis in each country and compare the results between the various countries.</p>	<p>The data of the SES 2002 were collected in accordance with the Regulation of the survey. Thus, the needs of the users will be satisfied.</p>

2. ACCURACY

2.1. Sampling errors

2.1.1. Probability Sampling

2.1.1.1. Bias

As mentioned earlier on, the Structure of Earnings Survey for the year 2002 was conducted in Cyprus for the first time. It should also be noted that no pilot survey took place before the actual survey. Generally, the data requested for the survey were available from the employers, even though in most cases due to the lack of computerised systems in the enterprises, it was difficult to actually locate the information needed, and the collection of the data was quite time-consuming. Since all the information required was provided by the enterprises, no estimation occurred for any of the variables of the survey. However, in some cases problems were encountered with regard to the following:

- *Annual Days of Sick Leave*

In some cases, the employers did not have data available individually for each employee regarding the days of sick leave taken. In these cases, the employers provided the *average* number of days of sick leave *taken* by the employees, sometimes even distinguishing between the employees of different departments. In this way, the bias was minimised at the individual employee level, while the overall picture was even more accurate at the enterprise level.

2.1.1.2. Variance

The tables that follow present the coefficients of variation (C.V.), for the *grossed-up* results of the SES 2002, for the variables:

- **Monthly Earnings:** separately for full-time and part-time employees
- **Monthly Hours:** for full-time employees only

The above are broken down by:

- NACE Rev. 1 section and by sex,*
- Age band and by sex,*
- Occupation (ISCO-88 at the 1-digit level) and by sex,*
- Education (ISCED 0 to 6) and by sex*

Please note that no breakdown by *NACE Rev. 1 section and by NUTS level 1* is provided, since at this level, the whole of Cyprus is considered to be a single region. The estimator used for the coefficients of variation is the *sum of monthly earnings and the sum of hours paid*.

MONTHLY EARNINGS**a) FULL-TIME EMPLOYEES**

Large coefficients of variation are observed in groupings with a small number of employees in the sample.

i) MONTHLY EARNINGS - OCTOBER 2002, BY NACE AND SEX

NACE REV. 1 BY SECTION	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
C	Total Monthly Earnings (C£)	464285	448007	16278	8.4	8.4	7.8
	Standard Deviation of the Total	39192	37766	1267			
D	Total Monthly Earnings (C£)	17706226	12401749	5304477	2.2	2.6	2.6
	Standard Deviation of the Total	383839	320039	137742			
E	Total Monthly Earnings (C£)	2574429	2357991	216438	2.3	2.5	5.0
	Standard Deviation of the Total	59711	58630	10768			
F	Total Monthly Earnings (C£)	15123152	13807460	1315692	3.7	3.9	10.3
	Standard Deviation of the Total	563297	533892	136158			
G	Total Monthly Earnings (C£)	21353520	15215190	6138330	3.5	4.3	4.1
	Standard Deviation of the Total	755491	658115	252933			
H	Total Monthly Earnings (C£)	14500964	7072910	7428054	5.2	7.3	6.1
	Standard Deviation of the Total	754333	513288	454107			
I	Total Monthly Earnings (C£)	15091576	10830955	4260621	2.5	2.8	3.6
	Standard Deviation of the Total	380011	307006	153328			
J	Total Monthly Earnings (C£)	15748821	8743717	7005104	2.0	2.7	2.2
	Standard Deviation of the Total	308651	238246	154781			
K	Total Monthly Earnings (C£)	8476332	4773261	3703071	5.0	5.0	7.6
	Standard Deviation of the Total	419812	239126	283223			
TOTAL	Total Monthly Earnings (C£)	111039304	75651239	35388065	1.7	2.0	2.5
	Standard Deviation of the Total	1871195	1488144	889681			

ii) MONTHLY EARNINGS - OCTOBER 2002, BY AGE AND SEX

AGE IN BANDS	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
15 to 24 years old	Total Monthly Earnings (C£)	8043196	4329178	3714018	2.9	4.9	3.1
	Standard Deviation of the Total	236961	210381	114427			
25 to 54 years old	Total Monthly Earnings (C£)	88908487	60617323	28291165	1.7	2.0	2.4
	Standard Deviation of the Total	1472500	1221727	680816			
55 to 64 years old	Total Monthly Earnings (C£)	13013478	9763979	3249499	8.4	6.5	21.3
	Standard Deviation of the Total	1093342	630153	691186			
65 years old or more	Total Monthly Earnings (C£)	1074142	940759	133383	25.6	17.8	35.5
	Standard Deviation of the Total	274688	167781	47296			
TOTAL	Total Monthly Earnings (C£)	111039304	75651239	35388065	1.7	2.0	2.5
	Standard Deviation of the Total	1871195	1488144	889681			

iii) MONTHLY EARNINGS - OCTOBER 2002, BY OCCUPATION AND SEX

OCCUPATION ISCO-88 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Earnings (C£)	13927725	12247994	1679730	2.7	2.9	6.4
	Standard Deviation of the Total	370267	354899	106868			
2	Total Monthly Earnings (C£)	7952711	6292112	1660599	2.9	3.1	6.7
	Standard Deviation of the Total	230447	197040	110714			
3	Total Monthly Earnings (C£)	17516196	9395057	8121139	2.7	4.0	2.6
	Standard Deviation of the Total	466008	380046	213788			
4	Total Monthly Earnings (C£)	15827858	5412287	10415571	2.2	2.5	2.8
	Standard Deviation of the Total	350411	137158	289558			
5	Total Monthly Earnings (C£)	15417616	9030684	6386932	4.3	5.4	6.3
	Standard Deviation of the Total	665187	483709	404261			
6	Total Monthly Earnings (C£)	194881	194881	-	10.4	10.4	-
	Standard Deviation of the Total	20286	20286	-			
7	Total Monthly Earnings (C£)	17402760	16614052	788708	2.6	2.7	6.3
	Standard Deviation of the Total	456114	444105	49874			
8	Total Monthly Earnings (C£)	8761806	7746077	1015730	2.6	2.6	3.8
	Standard Deviation of the Total	230215	203812	38091			
9	Total Monthly Earnings (C£)	14037751	8718094	5319657	2.1	2.2	2.6
	Standard Deviation of the Total	296660	190606	136085			
TOTAL	Total Monthly Earnings (C£)	111039304	75651239	35388065	1.7	2.0	2.5
	Standard Deviation of the Total	1871195	1488144	889681			

iv) MONTHLY EARNINGS - OCTOBER 2002, BY EDUCATION AND SEX

EDUCATION ISCED 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Earnings (C£)	16627443	11979584	4647859	2.9	3.0	3.3
	Standard Deviation of the Total	479894	357144	152243			
2	Total Monthly Earnings (C£)	8412745	6468099	1944647	4.6	4.9	7.3
	Standard Deviation of the Total	389950	313896	142687			
3	Total Monthly Earnings (C£)	47390673	29884971	17505701	1.8	2.0	3.1
	Standard Deviation of the Total	869755	612334	544437			
4	Total Monthly Earnings (C£)	1403554	556804	846750	12.6	28.7	9.5
	Standard Deviation of the Total	177423	159803	80777			
5	Total Monthly Earnings (C£)	36836549	26446343	10390206	2.5	3.0	3.5
	Standard Deviation of the Total	927579	803801	361355			
6	Total Monthly Earnings (C£)	368341	315438	52903	12.1	10.7	34.0
	Standard Deviation of the Total	44597	33848	17999			
TOTAL	Total Monthly Earnings (C£)	111039304	75651239	35388065	1.7	2.0	2.5
	Standard Deviation of the Total	1871195	1488144	889681			

MONTHLY EARNINGS**b) PART -TIME EMPLOYEES**

Please note that for part-time employees the **large variability** in the gross monthly earnings is attributed to the large **variability in the monthly hours worked** for part-time employees, as well as the **small number of employees** in the sample (259 persons only).

i) MONTHLY EARNINGS - OCTOBER 2002, BY NACE AND SEX

NACE REV. 1 BY SECTION	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
C	Total Monthly Earnings (C£)	-	-	-	-	-	-
	Standard Deviation of the Total						
D	Total Monthly Earnings (C£)	189020	27932	161088	9.7	17.2	11.3
	Standard Deviation of the Total	18284	4815	18198			
E	Total Monthly Earnings (C£)	226	-	226	0.0	-	0.0
	Standard Deviation of the Total	0		0			
F	Total Monthly Earnings (C£)	162279	103421	58858	17.0	17.3	22.8
	Standard Deviation of the Total	27622	17940	13397			
G	Total Monthly Earnings (C£)	379830	126082	253748	10.2	16.7	11.8
	Standard Deviation of the Total	38607	21083	29884			
H	Total Monthly Earnings (C£)	407151	171574	235576	30.4	61.3	16.2
	Standard Deviation of the Total	123815	105195	38185			
I	Total Monthly Earnings (C£)	36967	27727	9239	8.4	7.5	23.6
	Standard Deviation of the Total	3090	2083	2176			
J	Total Monthly Earnings (C£)	25374	9901	15473	14.5	31.6	12.5
	Standard Deviation of the Total	3671	3133	1932			
K	Total Monthly Earnings (C£)	133775	13262	120513	13.6	33.8	11.4
	Standard Deviation of the Total	18156	4480	13743			
TOTAL	Total Monthly Earnings (C£)	1334621	479899	854722	10.0	22.9	6.5
	Standard Deviation of the Total	134060	109790	55437			

ii) MONTHLY EARNINGS - OCTOBER 2002, BY AGE AND SEX

AGE IN BANDS	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
15 to 24 years old	Total Monthly Earnings (C£)	355896	182545	173350	31.4	56.5	11.2
	Standard Deviation of the Total	111919	103183	19370			
25 to 54 years old	Total Monthly Earnings (C£)	843948	206758	637190	7.8	19.2	7.9
	Standard Deviation of the Total	65856	39793	50655			
55 to 64 years old	Total Monthly Earnings (C£)	98099	55708	42391	13.6	19.9	19.4
	Standard Deviation of the Total	13342	11099	8222			
65 years old or more	Total Monthly Earnings (C£)	36678	34888	1790	14.6	14.6	52.9
	Standard Deviation of the Total	5348	5089	947			
TOTAL	Total Monthly Earnings (C£)	1334621	479899	854722	10.0	22.9	6.5
	Standard Deviation of the Total	134060	109790	55437			

iii) MONTHLY EARNINGS - OCTOBER 2002, BY OCCUPATION AND SEX

OCCUPATION ISCO 88 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Earnings (C£)	-	-	-	-	-	-
	Standard Deviation of the Total						
2	Total Monthly Earnings (C£)	32894	3944	28950	25.2	31.1	33.0
	Standard Deviation of the Total	8287	1228	9556			
3	Total Monthly Earnings (C£)	148875	42055	106820	15.6	19.2	21.7
	Standard Deviation of the Total	23248	8081	23153			
4	Total Monthly Earnings (C£)	335240	45536	289704	7.4	21.2	7.7
	Standard Deviation of the Total	24919	9635	22246			
5	Total Monthly Earnings (C£)	244491	146414	98077	28.1	43.0	7.1
	Standard Deviation of the Total	68673	63012	7009			
6	Total Monthly Earnings (C£)	-	-	-	-	-	-
	Standard Deviation of the Total						
7	Total Monthly Earnings (C£)	133933	126879	7054	24.0	26.9	28.6
	Standard Deviation of the Total	32150	34158	2016			
8	Total Monthly Earnings (C£)	66292	38138	28154	7.8	9.3	11.5
	Standard Deviation of the Total	5173	3549	3243			
9	Total Monthly Earnings (C£)	372896	76933	295964	9.7	12.7	12.0
	Standard Deviation of the Total	36049	9739	35372			
TOTAL	Total Monthly Earnings (C£)	1334621	479899	854722	10.0	22.9	6.5
	Standard Deviation of the Total	134060	109790	55437			

iv) MONTHLY EARNINGS - OCTOBER 2002, BY EDUCATION AND SEX

EDUCATION ISCED 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Earnings (C£)	159631	55295	104336	7.2	7.7	10.7
	Standard Deviation of the Total	11437	4250	11151			
2	Total Monthly Earnings (C£)	122163	49032	73131	10.6	23.7	11.1
	Standard Deviation of the Total	12938	11613	8109			
3	Total Monthly Earnings (C£)	817816	310647	507169	13.4	29.3	7.9
	Standard Deviation of the Total	109569	90992	40273			
4	Total Monthly Earnings (C£)	19852	-	19852	33.6	-	33.6
	Standard Deviation of the Total	6677		6677			
5	Total Monthly Earnings (C£)	215160	64926	150234	13.8	22.3	17.9
	Standard Deviation of the Total	29761	14473	26936			
6	Total Monthly Earnings (C£)	-	-	-	-	-	-
	Standard Deviation of the Total						
TOTAL	Total Monthly Earnings (C£)	1334621	479899	854722	10.0	22.9	6.5
	Standard Deviation of the Total	134060	109790	55437			

MONTHLY HOURS PAID**FULL -TIME EMPLOYEES***a) MONTHLY HOURS PAID - OCTOBER 2002, BY NACE AND SEX*

NACE REV. 1 BY SECTION	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
C	Total Monthly Hours Paid	92232	85426	6806	2.29	2.55	1.38
	Standard Deviation of the Total	2111	2178	94			
D	Total Monthly Hours Paid	4688144	2757200	1930944	0.29	0.40	0.40
	Standard Deviation of the Total	13628	11074	7746			
E	Total Monthly Hours Paid	416773	373861	42912	0.25	0.28	0.07
	Standard Deviation of the Total	1063	1057	28			
F	Total Monthly Hours Paid	3314347	2985326	329021	0.83	0.94	0.83
	Standard Deviation of the Total	27422	28116	2722			
G	Total Monthly Hours Paid	5629613	3437891	2191722	0.35	0.47	0.52
	Standard Deviation of the Total	19950	16222	11410			
H	Total Monthly Hours Paid	4114125	1711392	2402732	0.51	0.47	0.86
	Standard Deviation of the Total	21134	8117	20609			
I	Total Monthly Hours Paid	2744759	1698361	1046398	0.42	0.57	0.40
	Standard Deviation of the Total	11583	9678	4174			
J	Total Monthly Hours Paid	2327922	1071823	1256099	0.12	0.22	0.12
	Standard Deviation of the Total	2899	2336	1491			
K	Total Monthly Hours Paid	1870362	819169	1051193	0.46	0.70	0.38
	Standard Error of the Total	8627	5720	3998			
TOTAL	Total Monthly Hours Paid	25198277	14940448	10257829	0.20	0.28	0.23
	Standard Deviation of the Total	50024	41362	23541			

ii) MONTHLY HOURS PAID - OCTOBER 2002, BY AGE AND SEX

AGE IN BANDS	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
15 to 24 years old	Total Monthly Hours Paid	2822212	1364917	1457295	0.49	0.92	0.49
	Standard Deviation of the Total	13866	12559	7098			
25 to 54 years old	Total Monthly Hours Paid	19426265	11604425	7821840	0.21	0.31	0.23
	Standard Deviation of the Total	41466	35936	18309			
55 to 64 years old	Total Monthly Hours Paid	2714194	1792073	922122	0.85	0.80	1.19
	Standard Deviation of the Total	23179	14362	10996			
65 years old or more	Total Monthly Hours Paid	235605	179033	56572	1.45	1.11	4.46
	Standard Deviation of the Total	3409	1982	2524			
TOTAL	Total Monthly Hours Paid	25198277	14940448	10257829	0.20	0.28	0.23
	Standard Deviation of the Total	50024	41362	23541			

iii) MONTHLY HOURS PAID - OCTOBER 2002, BY OCCUPATION AND SEX

OCCUPATION ISCO 88 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Hours Paid	1260585	1092053	168531	0.22	0.25	0.43
	Standard Deviation of the Total	2787	2703	717			
2	Total Monthly Hours Paid	1114707	831919	282787	0.43	0.53	0.65
	Standard Deviation of the Total	4783	4369	1841			
3	Total Monthly Hours Paid	3173671	1483410	1690261	0.35	0.65	0.27
	Standard Deviation of the Total	11144	9628	4563			
4	Total Monthly Hours Paid	4366279	1156601	3209678	0.26	0.49	0.26
	Standard Deviation of the Total	11551	5652	8354			
5	Total Monthly Hours Paid	4601329	2300839	2300491	0.67	0.95	0.94
	Standard Deviation of the Total	30700	21822	21568			
6	Total Monthly Hours Paid	52663	52663	-	1.07	1.07	-
	Standard Deviation of the Total	564	564				
7	Total Monthly Hours Paid	4054504	3783819	270686	0.63	0.67	1.32
	Standard Deviation of the Total	25508	25419	3562			
8	Total Monthly Hours Paid	2289444	1865794	423650	0.68	0.77	1.04
	Standard Deviation of the Total	15586	14404	4416			
9	Total Monthly Hours Paid	4285094	2373351	1911744	0.52	0.62	0.75
	Standard Deviation of the Total	22473	14743	14250			
TOTAL	Total Monthly Hours Paid	25198277	14940448	10257829	0.20	0.28	0.23
	Standard Deviation of the Total	50024	41362	23541			

iv) MONTHLY HOURS PAID - OCTOBER 2002, BY EDUCATION AND SEX

EDUCATION ISCED 1-DIGIT LEVEL	STATISTICS	TOTAL	MALES	FEMALES	COEFFICIENTS OF VARIATION %		
					TOTAL	MALES	FEMALES
1	Total Monthly Hours Paid	4631407	2958586	1672821	0.69	0.86	0.95
	Standard Deviation of the Total	32064	25502	15813			
2	Total Monthly Hours Paid	2407713	1708361	699352	1.06	1.28	1.42
	Standard Deviation of the Total	25457	21901	9940			
3	Total Monthly Hours Paid	11775526	6476680	5298847	0.28	0.39	0.32
	Standard Deviation of the Total	32390	25167	17025			
4	Total Monthly Hours Paid	361088	114328	246760	1.53	4.61	1.05
	Standard Deviation of the Total	5524	5265	2590			
5	Total Monthly Hours Paid	5989652	3658126	2331526	0.24	0.36	0.24
	Standard Deviation of the Total	14443	13267	5494			
6	Total Monthly Hours Paid	32890	24368	8522	0.57	0.60	1.16
	Standard Deviation of the Total	187	146	99			
TOTAL	Total Monthly Hours Paid	25198277	14940448	10257829	0.20	0.28	0.23
	Standard Deviation of the Total	50024	41362	23541			

2.1.2. Non-probability sampling

The SES 2002 was based on *probability sampling*. Thus, no lack of precision due to non-probability sampling occurred in this survey.

2.2. Non-sampling errors

2.2.1. Coverage errors

Coverage errors include errors due to the misclassification, the under-coverage and the over-coverage of units that belong to the target population of the survey.

2.2.1.1. Misclassification errors

Misclassification refers to incorrect classification of units that belong to the target population.

Misclassification with respect to the size-groups

In the SES 2002, certain misclassifications in the size groups of the enterprises were located and corrected. More specifically, 60 enterprises out of 658 were misclassified, representing **9.12%** of the total number of enterprises in the sample. The table below provides a more detailed description of the misclassification errors, by size group.

Table 2.1: Misclassification of enterprises by size classes (% of the total number of enterprises in each size class)

Size of the enterprise in the sampling frame (No of employees)	Size of the enterprise after data collection (No of Employees)						
	2 – 9	10 – 49	50 – 249	250 – 499	500 – 999	1000 +	TOTAL
2 – 9	96.21%	3.79%	0.00%	0.00%	0.00%	0.00%	100.00%
10 – 49	8.33%	87.04%	4.63%	0.00%	0.00%	0.00%	100.00%
50 – 249	0.85%	11.11%	88.03%	0.00%	0.00%	0.00%	100.00%
250 – 499	0.00%	0.00%	13.04%	73.91%	13.04%	0.00%	100.00%
500 – 999	0.00%	0.00%	0.00%	14.29%	85.71%	0.00%	100.00%
1000 +	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
TOTAL	45.29%	32.22%	17.63%	2.74%	1.37%	0.76%	100.00%

In order to correct the misclassification errors, all of the enterprises where the total employment was not consistent with the size group in the sampling frame were located. Then, they were reclassified into the correct size groups, adjusting the weights of the enterprises accordingly. In cases where the employment reported in the sampling frame was considered to be wrong, corrections were made.

Misclassification with respect to the economic activity

Out of the 658 enterprises for which data were collected, 7 were misclassified with respect to their economic activity, at the NACE Rev.1, **2-digit** level. This represents **1.1%** of the total number of enterprises in the final sample. If the misclassification rate is calculated with respect to the economic activity at the NACE Rev. 1, **1-digit** level, then only 4 out of 658 enterprises were misclassified, representing **0.6 %** of the total number of enterprises in the sample. The table below provides a more detailed description of the misclassification errors

Table 2.2: Misclassification of enterprises economic activity (% of the total number of enterprises in each activity class)

Economic activity of the enterprise in the sampling frame NACE Rev. 1	Economic Activity of the enterprise after data collection (NACE Rev. 1)									
	C	D	E	F	G	H	I	J	K	TOTAL
C (10 – 14)	90.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
D (15 – 37)	0.00%	99.57%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	100.00%
E (40 – 41)	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
F (45)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
G (50 – 52)	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
H (55)	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
I (60-64)	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	96.97%	0.00%	0.00%	100.00%
J (65 – 67)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
K (70 – 74)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
TOTAL	1.37%	34.95%	0.61%	8.36%	20.97%	4.71%	9.73%	7.90%	11.40%	100.00%

In order to correct the misclassification errors with respect to the economic activity, all the enterprises where the economic activity reported was not consistent with that of the sampling frame were located. Then, they were reclassified into the correct NACE groups, adjusting the weights of the enterprises accordingly.

2.2.1.2. Under-coverage errors

Under-coverage errors refer to errors either due to units not included in the frame (real birth or de-mergers) or to wrongly classified units.

The SES 2002 was conducted under the assumption that the percentage of new enterprises not included in the sampling frame was negligible, since the sampling frame was constructed at a period fairly close to the reference period of the survey.

There were only 7 misclassified units in terms of the economic activity of enterprises in the sample (section 2.2.1.1.). Misclassification problems were also encountered in the size class of some enterprises, as mentioned in section 2.2.1.1. All misclassification errors were corrected in order to obtain a more realistic representation of the labour market in the sampling frame and the sample. Where appropriate, the weights of the affected enterprises were adjusted.

2.2.1.3. *Over-coverage errors*

Over-coverage errors derive from the following:

- Wrongly classified units that are in fact out of scope
- Duplications in the sampling frame
- Dead or inactive units

In the SES 2002, two types of over-coverage errors were encountered:

- *Dead or inactive units*
- *Misclassified units that are in fact out of scope*

2.2.1.3.1. *Methodology followed for Dead or inactive units.*

In the first type of cases, an investigation was carried out to determine whether the enterprise had closed down before or after the reference period of the survey.

If the closing-down had occurred *after* the reference period of the survey, then the enterprise was either removed from the sample (the weights of the remaining enterprises being adjusted accordingly) or, where the time and cost limitations of the survey permitted it, it was replaced by another enterprise with the same characteristics (economic activity, size class, total employment). The latter was definitely the case where the removal of an enterprise would result in specific strata of the survey not being represented at all in the sample.

If there were strong reasons to believe that the enterprise had closed down before the reference period of the survey and that the sampling frame *wrongly* included the enterprise, then the sampling frame was corrected and the weights of the enterprises were adjusted accordingly.

On the other hand if the sampling frame was considered to be correct and the enterprise had closed down just before the reference period of the survey, then the enterprise was removed from the sample and the weights of the remaining enterprises remained unchanged.

2.2.1.3.2. *Methodology followed for misclassified units in fact out of scope*

Some units were misclassified in terms of their total employment, which was actually 1 employee, a size that was out of scope, since the SES 2002 covered enterprises with 2 or more employees. In such cases, the enterprises were removed from the sample and the sampling frame was also corrected. Then, the weights of the affected enterprises still in the sample were adjusted according to the correct sampling frame.

2.2.2. Measurement errors

Measurement errors encountered in the Structure of Earnings Survey 2002 are divided into:

- *Survey instrument errors*
- *Mode of Data Collection Errors*
- *Respondent Errors*
- *Information System Errors*
- *Interviewer Errors*

2.2.2.1. Survey Instrument Errors

The SES 2002 was a new survey for Cyprus and due to time limitations it was not possible to conduct a pilot survey. Therefore, the questionnaire designed, was actually put to test in the process of the data collection.

The questionnaire consisted of four pages and contained all the compulsory variables defined in the regulation for the SES 2002, as well as many optional variables. Some of the data requested were not as straightforward to understand as other. Thus, to prevent any misunderstandings, explanatory notes were prepared, providing detailed explanations on all the variables, as well as guidance on what to include and what to exclude from each variable.

When the data collection was completed, feedback showed that the questionnaire was well understood, but nevertheless, some improvements in the layout of the questionnaire were suggested. It was therefore decided that in the next SES, the questionnaire will be modified so as to accommodate all the suggestions for improvement in the layout.

2.2.2.2. Mode of Data Collection Errors

Data for the SES 2002 were collected by means of *personal interviews*. The interviewers were trained specifically for the Structure of Earnings Survey and then, they got in touch with the enterprises in the sample, in order to visit them and collect the data.

In most cases an employee of the enterprise would co-operate with the interviewer from the Statistical Service and provide the information necessary. In such cases, the errors were kept to a minimum, since the interviewers were familiar with both the questionnaire and the information needed for the survey.

In other cases the enterprise would provide the interviewer with administrative sources (accounts, payrolls, etc.) and ask them to locate and record the information needed without any further help. In these cases, since the questionnaires were completed by the interviewers the errors were minimised. However, some mistakes occurred in cases where the information provided by the enterprises was not fully understood by the interviewers.

In even fewer cases, the interviewers made the necessary explanations to the contact person from the enterprise and then, the enterprise would take the responsibility of filling out the questionnaires. In such cases the control over the data was even smaller for the Statistical Service, and the probability of errors in the data was larger.

In all of the above cases, the completed questionnaires were sent back to the Statistical Service, where the controlling officers would check the questionnaires for any inconsistencies, uncompleted fields or other errors, and if any of these occurred, the enterprises were contacted again in order to clarify or correct the information given.

2.2.2.3. Respondent Errors

Respondent errors are most common in surveys where questionnaires are filled out by the respondents. Since in the SES 2002 the method used was that of personal interviews, such errors were minimised. Nevertheless, in the few cases where the respondents filled out the questionnaires, the interviewers and the controlling officers were extra careful in order to locate and correct any misleading data or mistakes.

In addition to the above, consistency checks were designed (using a software programme), in order to locate any inconsistencies in the data, which might have resulted from the provision of wrong information by the enterprises.

2.2.2.4. Information System Errors

These errors occur when the information system of the enterprise is unable to provide the data required for a specific survey. The information system of most enterprises in the sample could not provide accurate information on the following variables:

- 1. Highest completed level of education*
- 2. Annual Days of Sick-leave taken by the employee*
- 3. Actual Holiday Leave taken*
- 4. Date of Birth (age of the employee)*

The main source of these problems was that some enterprises did not keep proper records of their employees, especially with regard to their education level. This problem was more common in economic activities such as the construction, or industry sector. Another problem that was quite common was that if the employees had left the enterprise by the time the data were collected, some enterprises usually did not keep their records.

Such problems were dealt with, in the following ways:

- In the cases where the data were not available at the local unit, but it *was* possible to locate the information needed from other administrative sources, then the interviewers would collect the data available from the local units, and then complete the missing data from the administrative sources. For example, the age of employees (especially in the construction sector where the data were not readily available), was in many cases recorded from the Social Insurance Archive.

- In cases where the employees selected in the sample had left the enterprise by the time the data were collected, they were replaced by other employees in the same position (occupation). It was therefore possible to obtain information from the records of the newly-selected employees. In cases where the position of employees who had left the enterprise ceased to exist after the employees left, then the employees were completely removed from the sample.

- The vast majority of enterprises in the sample were not able to provide the actual holiday leave taken by the employees and thus, the annual holiday leave *entitlement* was recorded.

- In the cases where it was impossible to obtain data on the above mentioned variables (especially for the days of sick-leave), the enterprises were asked to provide representative estimates.

2.2.2.5. Interviewer Errors

Interviewers were hired and trained to collect data specifically for the Structure of Earnings Survey. As was expected, at the beginning of the survey, some of the interviewers had not fully understood some of the concepts of the survey and how to locate the requested data from payrolls, accounts and other sources of information. With the help of the controlling officers who were more experienced in similar types of surveys, the questions and problems encountered were solved.

Measurement errors and bias

As can be concluded from the above, the methods used to assess measurement errors were preventative methods, i.e. methods that mostly prevented measurement errors to occur. However, even if they did occur, close monitoring of the data by the controlling officers and the software programme developed (double checking for inconsistent data), ensured that they were corrected. Therefore, due to the methods used to prevent measurement errors, as well as the fact that the main sources of data for the SES 2002 were the payrolls of enterprises, and the personal records of their employees, it can be assumed that the bias due to measurement errors is negligible.

2.2.3. Non-response errors

2.2.3.1. Unit response rate

The number of enterprises initially selected in the sample for the NACE sections C – K was 1049, including enterprises with only one employee. However, it was decided to remove enterprises with only one employee from the survey, because it is empirically known that data collected from such enterprises are usually not representative of the true situation, while in most cases, the employee of the enterprise might also be the owner. To include these enterprises in the sample would have been extremely time-consuming and with no benefit in terms of the quality of the data.

After the removal of the enterprises with one employee, the sample size came down to 788 enterprises. Of the 788 enterprises selected, it was later on discovered that 62 were dead units and 41 were enterprises with only one or no employees. These enterprises should not have been included in the sampling frame in the first place and they were therefore removed. Thus, the sample size came down to 685 enterprises. Data were fully collected for 658 enterprises.

Thus, if *unit response rate* for the SES 2002, is defined as *the number of in-scope respondents to the number of questionnaires sent to the population selected*, then:

Unit Response Rate for the SES 2002:

658 enterprises out of the 685 in the sample = **96.1 %** (=658/685).

2.2.3.2. Item response rates

For the 658 respondents of the Structure of Earnings Survey 2002, data for all the compulsory variables were collected as well as the optional variables that were included in the questionnaire. Even in cases where it was difficult for the enterprises to locate the information requested (for optional or secondary variables), realistic estimates were provided, or the data were collected using administrative sources. Therefore, the item response rates, defined as *the ratio of item responses to the number of in-scope dependents*, are very high – practically 100%, especially for the main variables (annual/monthly earnings and monthly hours), for which data were collected using the payrolls of the various enterprises.

2.2.3.3. Methods for imputation and re-weighting for non-response

Since data were collected for all variables either by means of personal interviews or by means of administrative sources, there was no need for imputations. On the other hand, there were some enterprises that had either refused to co-operate, or did not have data available, or had closed down. In such cases re-weighting had to be used. The methods used for re-weighting were as follows:

Non – response due to refusal to co-operate

If an enterprise refused to co-operate, then there were two possible treatments:

- It was removed from the sample, and the weights of the remaining enterprises in the same stratum of the enterprise (size class and economic activity) were adjusted, so as to represent the total employment of the stratum, as recorded in the sampling frame.
- If the time and cost limitations permitted it, the enterprise was replaced by another enterprise with the same characteristics (economic activity, size, etc).

Non-response due to inactive or dead units

- If an enterprise had closed down *after* the reference period of the survey, then it was removed from the sample, and the weights of the remaining enterprises in the same stratum were adjusted accordingly to represent the total number of enterprises in the specific stratum.
- In cases where the removal of an enterprise from the sample would result in losing representation of specific strata, then instead of removing the enterprise from the sample, the enterprise was replaced by another one with the same characteristics.

Non-response due to data not available for employees

- If data for an employee were not available, then the employee was removed from the sample, and the weights of the remaining employees in the enterprise were adjusted so as to represent the real total employment.
- However, if by not including an employee in the sample the representation of a certain occupation that continued to exist in the enterprise would be lost, then instead of completely removing the employee from the sample, the employee was replaced by another employee of the same occupation.

2.2.3.4. Reasons for non-response and assessment of non/response biases

Reasons for non-response

As mentioned in section 2.2.3.3, the main reasons for non-response were the following

- Refusal of the enterprise to co-operate
- Closing-down of the enterprise, after the reference period of the survey
- Data not available for employees. For example, if an employee had left the enterprise after the reference period of the survey, and the enterprise did not keep the records of the employee.

Non-response biases

The enterprises of non-response were only few and their weights were relatively small. Furthermore, the non-response problems were observed in various sectors of the economy and various sizes of enterprises. It could be therefore assumed that since non-responses were few in number and not observed all in one category of enterprises, the non-response biases with respect to any of the main variables of the survey are negligible.

2.2.4. Model assumption errors

Selection of a representative month

The month of October was selected as a representative month for the survey for the following reasons:

- Not in the period of summer holidays (when most employees would be taking their leave and would also be difficult to contact the enterprises).
- Not close to the periods of Christmas or Easter, when some irregularities might be recorded in terms of salaries and bonuses.
- A month when the majority of hotels in Cyprus are still open (they are usually closed in the period of November to February), so it would be possible to collect data on the economic activity of hotels as well.
- In general, the month with the least probability of irregularities being observed either in the pay of employees or in their leave.

Adjustment of the fiscal year to the calendar year

In all cases calendar figures were available.

Ensuring that NACE Rev.1 Sections C – K were fully covered for all enterprises

Stratified sampling was used in order to ensure full coverage of the enterprises of all sizes and economic activities. More specifically, the strata constructed took into account the economic activities at the NACE Rev. 1 two-digit level, as well as the size of the enterprises in terms of the number of employees (2-9, 10-49, 50-249, 500 – 999, 1000+).

Combination of data from administrative sources and surveys

The data regarding the enterprises' characteristics, such as total employment, economic activity, existence of collective pay agreements, etc., were taken from the Wages and Salaries Survey 2002. Also, data at the employee level, such as the date of birth, were taken from the Social Insurance Register. In cases where the data in the Social Insurance Register were considered to be credible, the wages of certain employees were also taken from the Archive.

3. TIMELINESS AND PUNCTUALITY

Timeliness and punctuality refer mainly to pre-established and actual reference periods of data and publication dates.

3.1. The data collection phase

Compiling the questionnaire

The first draft of the questionnaire was designed in year 2002. It was later on revised many times, in order to meet the needs of the controlling officers and the interviewers. The questionnaire was finalised in the spring of 2003.

Methodological and explanatory notes for the questionnaire

Methodological and explanatory notes for the questionnaire were prepared as soon as the questionnaire was finalised, in spring 2003.

Drawing the sample

It was decided to use the same sample of enterprises as the Wages and Salaries Survey 2002, in order to be able to use some of the data collected under this survey, in the SES 2002. Thus, the sample of enterprises was drawn in the summer of 2002. The second stage of the sampling procedure (sampling of the employees for each enterprise) was completed in September 2003.

Data collection process

The Structure of Earnings Survey was conducted by means of personal interviews. Thus, no questionnaires were sent out to the enterprises. The data collection began in October 2003 and was completed (for the NACE Rev.1 sections C – K) in the summer of 2004 (beginning of July).

3.2. The post-collection phase

Checking of the questionnaires by the controlling officers, and coding

At a first stage the questionnaires were checked by the controlling officers as soon as they were filled out, in order to clarify and correct any misleading or inaccurate data. Then, the coding of the questionnaires occurred. This phase was conducted simultaneously with the data collection phase, and was completed by the end of August 2004.

Keying the data into the computer system

The data of the survey were keyed into the computer system simultaneously with the data collection. As soon as a batch of questionnaires was checked by the controlling officers, it was sent to the IT Department of the Statistical Service to be punched. The process of entering the data into the computer system was completed in the beginning of September 2004.

Plausibility checks

A software programme was developed in order to perform plausibility checks on the data of the survey, after they were entered into the computer system. The procedure for developing this programme was initiated in January 2004. The plausibility checks were performed simultaneously with the data collection and the data punching phase (as soon as the software programme was developed), and they were completed by mid-September 2004.

3.3. Publication of the results

Micro-data sent to Eurostat

The micro-data were sent to Eurostat in the requested format, as soon as the plausibility and quality checks on the data were completed, on the 30th of September 2004. However, in the months that followed they were revised, in order to increase the size of the sample in a specific sector of the economy (NACE Rev. 1, sector 73) and to make some minor corrections in the data sent. The dates when the micro data were revised were: 25/10/2004, 6/12/2004 and 1/3/2005.

Dissemination of advance and detail results

The Structure of Earnings Survey 2002 in Cyprus, covered sectors L – O of the NACE Rev. 1 classification system, *in addition* to the sectors C- K for which data were sent to Eurostat. Thus, the data collection for these sectors (L –O), as well as the data validation and quality controls, were conducted after sending the data for the sectors C-K to Eurostat. As a consequence to the above, advance and detail results for the SES 2002, covering *all* sectors of the economy, have not been released yet in Cyprus. It is estimated that this will be achieved by the end of autumn 2005.

4. ACCESSIBILITY AND CLARITY

As mentioned in chapter 3 of the report, the results of the SES 2002 have not been released yet. However, the Statistical Service of Cyprus plans to release a report containing a brief analysis of the main results of the survey and detailed tables, concerning all the main and optional variables covered. It is expected that the report will be released by the end of autumn 2005.

The report will be available in both the English and the Greek language, on printed and electronic versions. The printed version of the report will be available from both the Statistical Service of Cyprus and the Government Printing Office of the Republic of Cyprus. The electronic version of the report will be available only from the offices of the Statistical Service of Cyprus. Furthermore, the Statistical Service of Cyprus also plans to publish the results of the SES 2002 on its official website, <http://www.mof.gov.cy/cystat>, under the theme of labour statistics.

Even though the results will be published on the internet, the Statistical Service of Cyprus will notify governmental and semi-governmental departments that are interested in the issues covered by the survey, for the publication of these results. Such departments are: the Ministry of Finance, the Ministry of Labour and Social Insurance, the Human Resource Development Authority, etc.

Methodological notes on the statistics provided, can be found in *APPENDIX A* of the report.

5. COMPARABILITY

5.1. Geographical comparability

The statistical units, economic activities to be covered and the definitions of the variables for the Structure of Earnings Survey 2002 (SES 2002) were based on the Council Regulation No. 530/1999 and the Commission Regulation No. 1916/2000, and were as follows:

5.1.1. Economic Activities covered:

For the SES 2002, NACE Rev.1 C – K activities were covered.

5.1.2. Statistical Units:

Data were collected from enterprises (and not local units) since the NUTS 1 level refers to the whole of Cyprus. The population of employees targeted for the SES 2002 were those who actually received remuneration during the reference month (October 2002).

5.1.3. Categories of workers included in the survey:

- Employees having a direct employment contract with the enterprise and which received remuneration, irrespective of the type of work performed, the number of hours worked (*full-time or part-time*) and the duration of the contract (*fixed or indefinite*).
- Apprentices and trainees with an employment contract with the reporting unit.
- Seasonal and occasional workers who were working pre-defined hours on a contractual basis with the enterprise.
- Interim or temporary workers employed by/through agencies – providing that the reporting unit was the agency actually employing them.
- Outworkers, but only if there was an explicit agreement that they were remunerated on the basis of the amount of hours worked.
- Employees on maternity leave as long as they received remuneration from the employer.

5.1.4. Size Groups of the enterprises:

Size groups were classified according to the requirements of the regulation, including the optional size group of 2 – 9 employees. Enterprises with only 1 employee were excluded from the survey, due to the poor quality of the data for such enterprises.

5.2. Comparability over time

This was the first time that the Structure of Earnings Survey was conducted in Cyprus. Therefore, no comparison to previous years can be made.

6. COHERENCE

Coherence refers to comparability of data from different domains and sources. The aim is to inform the users of data about the conceptual differences that exist between several sources of variables that are very similar and to provide information on how to move from one concept to the other. Another objective is to check that statistics, which are in principle coherent conceptually, give comparable results for the same year and reference population.

6.1. Coherence with the structure of employees in the Labour Force Survey

In the case of the Structure of Earnings Survey 2002, statistics sent to Eurostat should be compared with the structure of the Labour Force Survey (LFS) – reference year 2002, since both surveys have several variables in common.

Differences between the SES and the LFS

Before comparing the percentage distribution of employees in both surveys and drawing any conclusions, one should take into account the following:

- The reference period for the SES 2002 is October (2002), while for the LFS it is the second quarter of 2002 (data for the LFS 2002 were collected only for the 2nd quarter of the year).
- The SES is an enterprise survey, while the LFS is a household survey. Thus, there might be differences between the two surveys due to the difference in the way employers and employees view various situations. Such differences are more probable to arise in variables such as the economic activity of the enterprise and the occupation of the employee.
- The SES covers enterprises with 2 or more employees, while the LFS covers all employees. According to the business register (for 2002) the enterprises with only one employee were 6837 for NACE Rev. 1 C – K. Since this number is not negligible for the size of Cyprus, some differences in the percentage distribution of the employees between the two surveys might be caused.
- In several of the groupings constructed, there is only a limited number of persons, especially for part-timers. Thus, the distribution of employees among the various groups might also involve wide margins of statistical errors.

Cross analyses of the distribution of employees in the SES and LFS are provided in the tables that follow. The figures are expressed in percentages and provided separately for full-time and part-time employees. The following variables are used in the cross-tabulations:

- a) Sex, age and economic activity (NACE Rev. 1 at the section level)
- b) Sex, age and educational level (ISCED 0 to 6)
- c) Sex, age and occupation (ISCO 88 at the 1-digit level)

Table 6.a(i): Percentage distribution of full-time employees by Economic Activity (NACE Rev. 1), Age Group and Sex

NACE REV.1	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
C	15 to 24 years old	0.0	0.0	0.0	0.1	0.0	0.0
	25 to 54 years old	0.2	0.2	0.4	0.3	0.0	0.0
	55 to 64 years old	0.1	0.0	0.1	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.3	0.2	0.5	0.4	0.1	0.0
D	15 to 24 years old	2.0	2.0	1.9	2.0	2.2	1.8
	25 to 54 years old	14.1	15.0	13.8	15.7	14.7	14.0
	55 to 64 years old	2.1	1.9	2.5	2.1	1.6	1.6
	65 years old or more	0.2	0.2	0.3	0.3	0.1	0.1
	TOTAL	18.5	19.0	18.4	20.1	18.6	17.5
E	15 to 24 years old	0.1	0.1	0.1	0.2	0.0	0.1
	25 to 54 years old	1.5	1.6	2.2	2.3	0.4	0.5
	55 to 64 years old	0.2	0.2	0.2	0.4	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	1.7	1.9	2.5	2.9	0.4	0.6
F	15 to 24 years old	0.7	2.0	1.2	3.2	0.1	0.3
	25 to 54 years old	10.5	11.0	16.0	17.4	2.7	2.5
	55 to 64 years old	1.9	1.8	2.9	3.0	0.4	0.3
	65 years old or more	0.1	0.1	0.1	0.2	0.0	0.0
	TOTAL	13.3	15.0	20.2	23.9	3.3	3.1
G	15 to 24 years old	3.1	4.9	2.7	4.3	3.8	5.6
	25 to 54 years old	17.0	17.3	17.6	15.0	16.2	20.2
	55 to 64 years old	1.7	1.4	2.3	1.4	0.9	1.5
	65 years old or more	0.2	0.1	0.3	0.2	0.1	0.0
	TOTAL	22.1	23.7	22.8	20.9	21.0	27.3
H	15 to 24 years old	2.6	2.1	2.2	1.7	3.1	2.7
	25 to 54 years old	11.2	10.3	8.0	7.7	15.7	13.8
	55 to 64 years old	2.6	1.0	1.4	1.0	4.4	0.9
	65 years old or more	0.2	0.0	0.1	0.1	0.4	0.0
	TOTAL	16.6	13.4	11.8	10.4	23.6	17.4
I	15 to 24 years old	1.0	1.0	0.5	0.9	1.7	1.1
	25 to 54 years old	8.6	6.8	9.1	7.0	7.9	6.6
	55 to 64 years old	1.0	0.6	1.2	1.0	0.7	0.2
	65 years old or more	0.1	0.1	0.1	0.2	0.0	0.1
	TOTAL	10.7	8.6	11.0	9.1	10.2	7.9
J	15 to 24 years old	0.6	1.0	0.2	0.3	1.2	2.0
	25 to 54 years old	8.1	8.6	6.3	6.1	10.8	12.0
	55 to 64 years old	0.6	0.6	0.7	0.6	0.5	0.5
	65 years old or more	0.1	0.0	0.1	0.1	0.0	0.0
	TOTAL	9.5	10.2	7.4	7.0	12.6	14.6
K	15 to 24 years old	1.1	1.5	0.5	0.6	2.0	2.8
	25 to 54 years old	5.7	6.1	4.2	4.4	7.8	8.4
	55 to 64 years old	0.6	0.2	0.7	0.2	0.5	0.3
	65 years old or more	0.0	0.1	0.1	0.2	0.0	0.0
	TOTAL	7.4	8.0	5.4	5.4	10.3	11.5
GRAND TOTAL	15 to 24 years old	11.2	14.6	9.2	13.2	14.2	16.5
	25 to 54 years old	77.0	76.9	77.5	76.0	76.2	78.1
	55 to 64 years old	10.8	7.7	12.1	9.6	9.0	5.3
	65 years old or more	1.0	0.7	1.2	1.2	0.6	0.2
	TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Table 6.a (ii): Percentage distribution of part-time employees by Economic Activity (NACE Rev. 1), Age Group and Sex

NACE REV.1	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
C	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.0	0.0	0.0	0.0	0.0	0.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.0	0.0	0.0	0.0	0.0	0.0
D	15 to 24 years old	0.6	0.0	0.1	0.0	1.0	0.0
	25 to 54 years old	10.2	11.0	2.5	3.8	15.8	13.5
	55 to 64 years old	0.8	3.1	0.0	8.9	1.4	1.1
	65 years old or more	0.7	0.0	1.6	0.0	0.0	0.0
	TOTAL	12.3	14.1	4.2	12.7	18.2	14.6
E	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.0	0.0	0.0	0.0	0.1	0.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.0	0.0	0.0	0.0	0.1	0.0
F	15 to 24 years old	1.5	0.0	3.5	0.0	0.0	0.0
	25 to 54 years old	7.9	3.8	10.7	14.8	5.8	0.0
	55 to 64 years old	0.0	2.3	0.0	9.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	9.3	6.2	14.1	23.8	5.8	0.0
G	15 to 24 years old	2.0	1.9	0.9	0.0	2.8	2.6
	25 to 54 years old	15.1	38.3	12.7	9.4	16.8	48.4
	55 to 64 years old	4.6	3.9	6.6	8.3	3.2	2.4
	65 years old or more	1.1	0.8	2.4	2.9	0.1	0.0
	TOTAL	22.8	45.0	22.6	20.7	23.0	53.5
H	15 to 24 years old	32.0	1.0	48.4	0.0	20.1	1.3
	25 to 54 years old	10.9	12.3	2.8	19.5	16.8	9.9
	55 to 64 years old	0.2	0.0	0.5	0.0	0.0	0.0
	65 years old or more	0.0	0.8	0.0	2.9	0.0	0.0
	TOTAL	43.1	14.1	51.6	22.4	36.8	11.1
I	15 to 24 years old	0.6	0.8	0.7	3.0	0.5	0.0
	25 to 54 years old	1.3	1.2	2.4	0.0	0.4	1.6
	55 to 64 years old	0.4	0.0	0.8	0.0	0.1	0.0
	65 years old or more	0.4	0.9	1.0	3.4	0.0	0.0
	TOTAL	2.7	2.9	4.9	6.4	1.1	1.6
J	15 to 24 years old	0.3	0.0	0.1	0.0	0.4	0.0
	25 to 54 years old	1.4	3.0	0.8	4.3	1.9	2.5
	55 to 64 years old	0.1	0.0	0.0	0.0	0.2	0.0
	65 years old or more	0.2	0.0	0.5	0.0	0.0	0.0
	TOTAL	2.0	3.0	1.4	4.3	2.4	2.5
K	15 to 24 years old	0.3	1.8	0.0	0.0	0.6	2.5
	25 to 54 years old	7.0	10.5	1.1	3.1	11.3	13.0
	55 to 64 years old	0.4	1.6	0.0	3.2	0.6	1.1
	65 years old or more	0.0	0.9	0.0	3.4	0.0	0.0
	TOTAL	7.8	14.8	1.2	9.7	12.6	16.6
GRAND TOTAL	15 to 24 years old	37.3	5.5	53.7	3.0	25.4	6.4
	25 to 54 years old	53.8	80.2	32.9	55.0	68.9	89.0
	55 to 64 years old	6.5	11.0	7.8	29.3	5.5	4.6
	65 years old or more	2.4	3.3	5.5	12.6	0.2	0.0
	TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Table 6.b(i): Percentage distribution of full-time employees by Education Level (ISCED 0 - 6), Age Group and Sex

EDUCATION LEVEL ISCED 0 - 6	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
1 ELEMENTARY	15 to 24 years old	0.7	1.4	1.1	2.1	0.2	0.6
	25 to 54 years old	11.6	11.6	12.5	12.2	10.2	10.8
	55 to 64 years old	5.5	4.5	5.7	5.3	5.1	3.3
	65 years old or more	0.5	0.4	0.4	0.6	0.6	0.1
	TOTAL	18.2	17.9	19.7	20.2	16.1	14.8
2 LOWER SECONDARY	15 to 24 years old	1.5	2.3	1.8	2.3	1.1	2.2
	25 to 54 years old	6.8	6.0	8.5	5.7	4.4	6.4
	55 to 64 years old	1.1	0.6	0.9	0.8	1.3	0.3
	65 years old or more	0.1	0.0	0.2	0.1	0.0	0.0
	TOTAL	9.5	8.9	11.4	8.9	6.8	8.9
3 UPPER SECONDARY	15 to 24 years old	6.8	7.9	5.1	7.4	9.2	8.5
	25 to 54 years old	36.6	33.1	33.8	34.2	40.6	31.6
	55 to 64 years old	3.1	1.7	3.9	2.2	2.0	1.1
	65 years old or more	0.3	0.3	0.5	0.5	0.0	0.0
	TOTAL	46.8	43.0	43.3	44.4	51.8	41.2
4 POST SECONDARY	15 to 24 years old	0.3	0.2	0.0	0.0	0.6	0.6
	25 to 54 years old	1.1	1.5	0.7	0.4	1.6	3.1
	55 to 64 years old	0.1	0.1	0.0	0.1	0.2	0.2
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.1
	TOTAL	1.4	1.9	0.8	0.4	2.4	4.0
5 TERTIARY - FIRST STAGE	15 to 24 years old	2.0	2.8	1.2	1.4	3.2	4.7
	25 to 54 years old	20.8	24.4	21.8	23.2	19.3	25.8
	55 to 64 years old	1.0	0.7	1.4	1.1	0.4	0.2
	65 years old or more	0.1	0.0	0.1	0.0	0.0	0.0
	TOTAL	23.9	27.9	24.6	25.8	22.8	30.8
6 TERTIARY - SECOND STAGE	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.1	0.3	0.1	0.3	0.1	0.3
	55 to 64 years old	0.0	0.1	0.0	0.1	0.0	0.1
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.1	0.4	0.2	0.4	0.1	0.4
GRAND TOTAL	15 to 24 years old	11.2	14.6	9.2	13.2	14.2	16.5
	25 to 54 years old	77.0	76.9	77.5	76.0	76.2	78.1
	55 to 64 years old	10.8	7.7	12.1	9.6	9.0	5.3
	65 years old or more	1.0	0.7	1.2	1.2	0.6	0.1
	TOTAL	100.00	100.0	100.00	100.0	100.00	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Table 6.b(ii): Percentage distribution of part-time employees by Education Level (ISCED 0 - 6), Age Group and Sex

EDUCATION LEVEL ISCED 0 - 6	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
1 ELEMENTARY	15 to 24 years old	1.3	0.0	1.9	0.0	0.9	0.0
	25 to 54 years old	6.1	20.9	2.4	20.4	8.7	21.0
	55 to 64 years old	2.3	3.6	0.8	7.0	3.4	2.5
	65 years old or more	1.6	2.5	3.7	9.7	0.1	0.0
	TOTAL	11.3	27.1	8.8	37.2	13.2	23.5
2 LOWER SECONDARY	15 to 24 years old	3.7	1.0	5.1	0.0	2.6	1.4
	25 to 54 years old	3.8	9.2	1.4	4.3	5.5	10.9
	55 to 64 years old	1.6	0.0	1.6	0.0	1.7	0.0
	65 years old or more	0.3	0.0	0.7	0.0	0.0	0.0
	TOTAL	9.5	10.2	8.8	4.3	9.9	12.3
3 UPPER SECONDARY	15 to 24 years old	30.8	4.5	46.1	3.0	19.8	5.0
	25 to 54 years old	35.0	34.5	22.5	11.7	44.2	42.5
	55 to 64 years old	2.5	3.1	5.5	8.9	0.4	1.1
	65 years old or more	0.3	0.8	0.7	2.9	0.0	0.0
	TOTAL	68.7	42.9	74.7	26.5	64.4	48.7
4 POST SECONDARY	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.6	0.7	0.0	0.0	1.0	1.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.6	0.7	0.0	0.0	1.0	1.0
5 TERTIARY - FIRST STAGE	15 to 24 years old	1.5	0.0	0.7	0.0	2.1	0.0
	25 to 54 years old	8.3	14.9	6.6	18.6	9.5	13.5
	55 to 64 years old	0.0	4.3	0.0	13.4	0.0	1.1
	65 years old or more	0.2	0.0	0.5	0.0	0.0	0.0
	TOTAL	9.9	19.1	7.7	32.0	11.6	14.6
6 TERTIARY - SECOND STAGE	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.0	0.0	0.0	0.0	0.0	0.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.0	0.0	0.0	0.0	0.0	0.0
GRAND TOTAL	15 to 24 years old	37.3	5.5	53.7	3.0	25.4	6.4
	25 to 54 years old	53.8	80.2	32.9	55.0	68.9	89.0
	55 to 64 years old	6.5	11.0	7.8	29.3	5.5	4.6
	65 years old or more	2.4	3.3	5.5	12.7	0.2	0.0
	TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Table 6.c(i): Percentage distribution of full-time employees by Occupation (ISCO 88 -1 digit), Age Group and Sex

OCCUPATION ISCO 88 1 DIGIT	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
1 Legislators, Senior Officials and Managers	15 to 24 years old	0.0	0.1	0.0	0.2	0.1	0.0
	25 to 54 years old	4.2	2.3	6.1	3.5	1.3	0.8
	55 to 64 years old	0.7	0.4	1.1	0.5	0.2	0.2
	65 years old or more	0.2	0.1	0.2	0.2	0.0	0.0
	TOTAL	5.1	2.9	7.5	4.4	1.7	1.0
2 Professionals	15 to 24 years old	0.3	0.6	0.3	0.2	0.3	1.2
	25 to 54 years old	3.9	5.4	4.9	6.4	2.4	4.1
	55 to 64 years old	0.3	0.2	0.4	0.3	0.0	0.1
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	4.4	6.2	5.6	6.8	2.7	5.4
3 Technicians and Associate Professionals	15 to 24 years old	0.7	1.3	0.5	1.2	1.0	1.4
	25 to 54 years old	11.0	12.5	8.4	12.2	14.6	12.9
	55 to 64 years old	0.9	0.6	0.9	0.9	1.0	0.3
	65 years old or more	0.1	0.1	0.1	0.1	0.0	0.1
	TOTAL	12.7	14.5	10.0	14.3	16.6	14.7
4 Clerks	15 to 24 years old	3.4	4.3	0.6	1.2	7.5	8.3
	25 to 54 years old	12.7	15.0	6.1	6.5	22.1	26.4
	55 to 64 years old	1.4	0.9	1.0	0.8	1.9	1.2
	65 years old or more	0.0	0.0	0.1	0.1	0.0	0.0
	TOTAL	17.5	20.3	7.8	8.5	31.5	36.0
5 Service Workers and Shop and Market Sales Workers	15 to 24 years old	3.0	3.0	2.3	2.4	3.9	3.9
	25 to 54 years old	13.3	11.2	11.5	7.8	15.8	15.8
	55 to 64 years old	1.8	0.5	1.5	0.6	2.1	0.3
	65 years old or more	0.2	0.1	0.1	0.1	0.4	0.0
	TOTAL	18.2	14.8	15.5	10.9	22.3	20.1
6 Skilled Agricultural and Fishery Workers	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.1	0.0	0.2	0.1	0.0	0.0
	55 to 64 years old	0.1	0.1	0.1	0.1	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.2	0.1	0.4	0.2	0.0	0.0
7 Craft and Related Trades Workers	15 to 24 years old	1.4	3.0	2.1	5.0	0.4	0.4
	25 to 54 years old	12.9	13.3	20.5	21.9	2.0	1.7
	55 to 64 years old	1.6	2.0	2.7	3.5	0.1	0.0
	65 years old or more	0.2	0.1	0.3	0.2	0.0	0.0
	TOTAL	16.1	18.4	25.5	30.7	2.5	2.1
8 Plant and Machine Operators and Assembles	15 to 24 years old	0.8	0.8	1.1	1.3	0.2	0.2
	25 to 54 years old	6.7	6.3	8.9	9.0	3.4	2.7
	55 to 64 years old	1.3	1.3	1.8	1.9	0.5	0.5
	65 years old or more	0.1	0.1	0.1	0.1	0.0	0.0
	TOTAL	8.8	8.5	12.0	12.3	4.1	3.4
9 Elementary Occupations	15 to 24 years old	1.6	1.5	2.2	1.7	0.7	1.1
	25 to 54 years old	12.3	10.9	10.9	8.8	14.4	13.6
	55 to 64 years old	2.8	1.7	2.5	1.0	3.2	2.6
	65 years old or more	0.2	0.3	0.2	0.4	0.2	0.1
	TOTAL	16.9	14.2	15.7	11.9	18.5	17.3
GRAND TOTAL	15 to 24 years old	11.2	14.6	9.2	13.2	14.2	16.5
	25 to 54 years old	77.0	76.9	77.5	76.0	76.2	78.1
	55 to 64 years old	10.8	7.7	12.1	9.6	9.0	5.3
	65 years old or more	1.0	0.7	1.2	1.2	0.6	0.2
	TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Table 6.c(ii): Percentage distribution of part-time employees by Occupation (ISCO 88 – 1 digit), Age Group and Sex

OCCUPATION ISCO 88 1 DIGIT	AGE GROUP	PERCENTAGE DISTRIBUTION (%)					
		TOTAL		MALES		FEMALES	
		SES 2002	LFS 2002	SES 2002	LFS 2002	SES 2002	LFS 2002
1 Legislators, Senior Officials and Managers	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.0	0.0	0.0	0.0	0.0	0.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.0	0.0	0.0	0.0	0.0	0.0
2 Professionals	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	1.3	3.3	0.4	0.0	1.9	4.5
	55 to 64 years old	0.0	2.1	0.0	8.3	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	1.3	5.5	0.4	8.3	1.9	4.5
3 Technicians and Associate Professionals	15 to 24 years old	0.2	0.0	0.0	0.0	0.4	0.0
	25 to 54 years old	4.9	5.8	3.9	10.3	5.7	4.2
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.1	0.0	0.2	0.0	0.0	0.0
	TOTAL	5.2	5.8	4.1	10.3	6.1	4.2
4 Clerks	15 to 24 years old	3.9	1.9	2.1	0.0	5.2	2.5
	25 to 54 years old	17.2	17.7	3.8	9.9	27.0	20.4
	55 to 64 years old	0.9	0.8	0.1	0.0	1.4	1.1
	65 years old or more	0.4	0.8	1.0	2.9	0.0	0.0
	TOTAL	22.4	21.1	6.9	12.8	33.6	24.0
5 Service Workers and Shop and Market Sales Workers	15 to 24 years old	17.8	2.7	40.2	3.0	1.6	2.6
	25 to 54 years old	8.4	30.1	6.7	13.0	9.7	36.1
	55 to 64 years old	1.4	0.8	3.2	0.0	0.0	1.1
	65 years old or more	0.1	0.0	0.2	0.0	0.0	0.0
	TOTAL	27.7	33.7	50.4	16.0	11.2	39.8
6 Skilled Agricultural and Fishery Workers	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	0.0	0.0	0.0	0.0	0.0	0.0
	55 to 64 years old	0.0	0.0	0.0	0.0	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	0.0	0.0	0.0	0.0	0.0	0.0
7 Craft and Related Trades Workers	15 to 24 years old	1.8	0.0	4.3	0.0	0.0	0.0
	25 to 54 years old	5.4	5.2	11.4	15.5	0.9	1.6
	55 to 64 years old	0.7	2.0	1.6	7.6	0.0	0.0
	65 years old or more	0.0	0.0	0.0	0.0	0.0	0.0
	TOTAL	7.9	7.2	17.4	23.1	0.9	1.6
8 Plant and Machine Operators and Assembles	15 to 24 years old	0.0	0.0	0.0	0.0	0.0	0.0
	25 to 54 years old	3.4	5.3	3.2	0.0	3.6	7.2
	55 to 64 years old	0.8	1.0	1.7	0.0	0.1	1.3
	65 years old or more	0.8	0.9	2.0	3.4	0.0	0.0
	TOTAL	5.0	7.2	6.8	3.4	3.6	8.5
9 Elementary Occupations	15 to 24 years old	13.5	0.9	7.1	0.0	18.2	1.3
	25 to 54 years old	13.1	12.8	3.5	6.3	20.1	15.0
	55 to 64 years old	2.8	4.3	1.2	13.4	4.0	1.1
	65 years old or more	1.0	1.6	2.2	6.4	0.2	0.0
	TOTAL	30.5	19.6	13.9	26.0	42.6	17.4
GRAND TOTAL	15 to 24 years old	37.3	5.5	53.7	3.0	25.4	6.4
	25 to 54 years old	53.8	80.2	32.9	55.1	68.9	89.0
	55 to 64 years old	6.5	11.0	7.8	29.3	5.5	4.6
	65 years old or more	2.4	3.3	5.5	12.6	0.2	0.0
	TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Note: Because the percentage figures have been rounded independently, the percentage total may differ from the sum of the components.

Conclusions on coherence

As mentioned earlier on, there are differences in the methodology, the sampling frame and the reference period between the two surveys. *Taking into account these differences, the percentage distribution of the employees in the two surveys is quite similar.*

One reason why some differences in the distribution of employees occur is the coverage of the two surveys, since the SES does not cover enterprises with 1 employee. Employees working in small enterprises of 1 employee might have certain common characteristics that affect the distribution significantly, such as the level of education, or the occupation.

Differences in the distribution of employees between the two surveys are also recorded in groupings with a small number of persons in the sample, since the sample errors associated are quite high. This is more common for *part-time employees*. In such cases it is not advisable to make comparisons between the two surveys.

7. COMPLETENESS

All the compulsory variables requested by the Regulation for the Structure of Earnings Survey 2002, and many optional variables are available.

APPENDIX A METHODOLOGICAL NOTES

This appendix provides information on the methodology relating to the statistics provided for the Structure of Earnings Survey 2002 (SES 2002).

1. The survey

The Statistical Service of Cyprus decided to integrate the annual survey on Wages, Salaries and Hours of Work with the SES, since the annual survey was in many ways similar to the SES. This was achieved by extending the existing survey in order to collect data relating to regulatory variables concerning the enterprise and designing an additional questionnaire, to cover any regulatory variables that concerned the employee and were not covered by the annual survey.

Both surveys were conducted by means of personal interviews.

2. The sampling frame

Initially the SES 2002 would cover all enterprises with employees (including 1 employee) for the NACE Rev. 1 sections C – K. It would exclude all the government departments, even if their economic activity was classified under the NACE sections C- K. However, it was later on decided to exclude all enterprises with only one employee from the sample, because the data provided by such enterprises were empirically known to be incredible and of bad quality. Government departments with economic activities in sections C- K of the NACE Rev. 1 classification system were later on included in the survey.

Thus, the sampling frame for the Structure of Earnings Survey 2002, covered the NACE Rev. 1 sections C – K, and included enterprises with 2 or more employees, in the private, public or semi-government sector.

The sampling frame was constructed, using the Enterprises Register of the Statistical Service.

3. The sample design

The sampling procedure applied was divided into two stages, employing the enterprise as the primary sampling unit (first stage) and the employee as the secondary sampling unit (second stage).

4. Selection procedure - Stratification

First stage

In the first stage of the sampling procedure, the selection of enterprises to be included in the sample was made. This was done by taking a systematic random sample from the sampling frame. However, before drawing the sample, the population of enterprises was stratified by economic activity (NACE.Rev.1 at the two-digit level) and within each NACE.Rev.1 division, by employment size class. No regional breakdown was conducted, since the NUTS1 level refers to the country level in the case of Cyprus. This was also the reason why it was preferred to hold the survey at the enterprise level and not at the local unit level.

Thus, the enterprises were stratified into 44 NACE groups (C –K at the 2-digit level) with the following employee size classes per group:

Employee size class	Number of Employees
1	2-9
2	10-49
3	50-249
4	250-499
5	500-999
6	1000+

Within each stratum, the number of enterprises to be included in the sample was decided, in order to achieve adequate representation.

Second stage

The second stage of the sampling process concerned the selection of employees.

The sampling frame for the selection of the employees was actually the set of all employees of the enterprises selected in the first stage of the sampling procedure. This was obtained from the Wages and Salaries Survey 2002, where all employees of the selected enterprises were recorded (occupation, full-time or part-time, monthly paid or weekly paid, etc.).

The employees within each enterprise were stratified according to the following criteria:

1. Full-time or part-time employee
2. Monthly paid or weekly paid
3. Occupation

Then, a systematic random sub-sample was selected within each stratum. The number of employees from each stratum to be included in the sample was determined as follows:

Size of stratum	Number of employees included in the sample
Up to 4 employees	1
5 employees or more	1 in every 4 (25%)

The stratified sampling procedure ensured that all occupational groups were adequately represented for each type of employee (full-time or part-time, monthly paid or weekly paid).

5. Sample size

The final sample of enterprises (respondents) consisted of 658 enterprises from all over Cyprus, covering NACE Rev.1 sections C to K¹. These enterprises represented 13178 employees (excluding non-responses), of whom 12919 were full-timers and 259 were part-time employees.

The 658 enterprises in the final sample of the SES represent **5.46%** of the total number of enterprises in the sampling frame for the survey (12057 enterprises, excluding those with only 1 employee), while the number of employees in the final sample, represents **9.67%** of the total number of employees in the sampling frame (136346 employees in total).

¹ The SES 2002 covered NACE Rev. 1 sectors C – K. All establishments of the government sector with economic activities in NACE C – K, were included in the sample. Local government and semi-government establishments were also included in the sample (were appropriate).