

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

Implementation of the Commission Regulation 72/2002

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QUALITY REPORT ON THE SES

COUNTRY: ESTONIA

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Part A

1. Frequency

Frequency distributions and the associated means and medians are presented in the tables below. Distribution by NACE Rev 1 and NUTS level 1 is omitted because NUTS level 1 is whole country. Distributions, means and medians are estimated using sampling weights. The annual earnings were not adjusted according to the working time, about the third of employees did not work whole year.

Frequency distribution of full-time employees by band of hourly gross earnings and sex

Band of hourly earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 12.00 kroons	12.8	10.5	15.9
12.00 – 16.49 kroons	12.2	10.5	14.3
16.50 – 21.49 kroons	12.0	9.7	14.9
21.50 – 26.99 kroons	13.0	11.6	14.8
27.00 – 32.49 kroons	12.2	12.4	11.9
32.50 – 40.49 kroons	12.6	14.0	10.9
40.50 – 56.49 kroons	12.6	15.0	9.6
56.50 kroons and over	12.6	16.3	7.7
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (kroons)	34.25	38.60	28.65
Median value (kroons)	27.00	29.89	22.83

Frequency distribution of part-time employees by band of hourly gross earnings and sex

Band of hourly earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 10.30 kroons	12.5	12.2	12.7
10.30 – 11.29 kroons	12.5	12.0	12.7
11.30 – 14.29 kroons	12.4	10.5	13.2
14.30 – 17.69 kroons	12.5	11.5	13.1
17.70 – 21.79 kroons	12.8	11.1	13.6
21.80 – 29.29 kroons	12.3	11.0	12.9
29.30 – 43.39 kroons	12.2	14.1	11.3
43.40 kroons and over	12.8	17.6	10.5
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (kroons)	25.19	28.90	23.40
Median value (kroons)	17.76	19.76	17.39

Frequency distribution of full-time employees by band of monthly gross earnings and sex

Band of monthly earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 2,200 kroons	12.3	9.9	15.3
2,200 – 3,099 kroons	13.2	11.4	15.6
3,100 – 3,999 kroons	11.5	9.3	14.3
4,000 – 4,999 kroons	12.7	11.3	14.5
5,000 – 5,999 kroons	11.8	11.9	11.7
6,000 – 7,499 kroons	12.9	14.3	11.1
7,500 – 10,499 kroons	13.1	15.5	9.9
10,500 kroons and over	12.5	16.4	7.6
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (kroons)	6,350	7,167	5,300
Median value (kroons)	5,000	5,590	4,246

Frequency distribution of part-time employees by band of monthly gross earnings and sex

Band of monthly earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 750 kroons	13.3	13.2	13.4
750 – 949 kroons	12.1	11.9	12.2
950 – 1,099 kroons	11.4	11.4	11.3
1,100 – 1,499 kroons	11.9	10.1	12.8
1,500 – 1,849 kroons	12.1	10.5	12.9
1,850 – 2,499 kroons	13.8	13.2	14.1
2,500 – 3,999 kroons	13.0	13.1	12.9
4,000 kroons and over	12.4	16.6	10.4
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (kroons)	2,118	2,392	1,985
Median value (kroons)	1,500	1,553	1,500

Frequency distribution of full-time employees by band of annual gross earnings and sex

Band of annual earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 22,000 kroons	12.6	11.1	14.6
22,000 – 29,999 kroons	13.3	11.7	15.3
30,000 – 39,999 kroons	11.9	10.3	14.0
40,000 – 50,999 kroons	12.3	10.5	14.5
51,000 – 64,999 kroons	12.9	12.4	13.5
65,000 – 83,999 kroons	12.3	13.7	10.5
84,000 – 118,999 kroons	12.3	14.6	9.4
119,000 kroons and over	12.4	15.7	8.2
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (kroons)	68,867	77,606	57,622
Median value (kroons)	50,900	58,381	44,436

Frequency distribution of part-time employees by band of annual gross earnings and sex

Band of annual earnings	Men+women	Men only	Women only
	Frequency (%)		
Under 6,200 kroons	12.5	11.1	13.3
6,200 – 9,699 kroons	12.4	12.8	12.2
9,700 – 11,999 kroons	11.6	10.7	12.0
12,000 – 15,999 kroons	13.9	14.7	13.5
16,000 – 59,999 kroons	11.4	10.4	11.8
20,000 – 26,999 kroons	13.5	12.3	14.2
27,000 – 42,999 kroons	12.1	12.7	11.7
43,000 kroons and over	12.6	15.3	11.3
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (kroons)	23,020	25,860	21,643
Median value (kroons)	15,815	16,224	15,583

Frequency distribution of full-time employees by band of annual holidays and sex

Annual holidays	Men+women	Men only	Women only
	Frequency (%)		
0 days	17.6	19.7	14.9
1– 9 days	2.7	2.9	2.6
10 – 19 days	10.6	10.5	10.7
20 – 24 days	51.5	46.8	57.5
25 – 29 days	12.9	14.5	10.8
30 days and over	4.7	5.6	3.5
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (days)	16	17	17
Median value (days)	20	20	20

Frequency distribution of part-time employees by band of annual holidays and sex

Annual holidays	Men+women	Men only	Women only
	Frequency (%)		
0 days	32.2	35.6	30.4
1– 9 days	21.1	20.9	21.2
10 – 19 days	41.7	38.4	43.4
20 days and over	5.0	5.1	5.0
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (days)	7	7	7
Median value (days)	9	6	9

Frequency distribution of full-time employees by band of monthly hours paid and sex

Hours paid	Men+women	Men only	Women only
	Frequency (%)		
140 – 183 hours	4.3	4.3	4.4
184 hours	84.6	83.5	86.0
185 hours and over	11.1	12.2	9.6
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (hours)	186	186	185
Median value (hours)	184	184	184

Frequency distribution of part-time employees by band of monthly hours paid and sex

Hours paid	Men+women	Men only	Women only
	Frequency (%)		
Under 46 hours	10.7	11.1	10.5
46 – 63 hours	14.0	14.2	14.0
64 – 91 hours	8.9	8.9	8.8
92 hours	42.7	44.6	41.8
93 – 137 hours	8.4	7.3	8.9
138 hours and over	15.3	13.9	16.0
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (hours)	88	87	89
Median value (hours)	92	92	92

Frequency distribution of full-time employees by NACE Rev.1 section and sex

NACE REV.1 section	Men+women	Men only	Women only
	Frequency (%)		
C	1.8	2.7	0.7
D	34.1	31.6	37.2
E	2.9	3.7	1.9
F	9.2	14.1	2.8
G	23.0	18.6	28.6
H	3.3	1.6	5.6
I	12.2	14.7	9.1
J	2.2	1.2	3.4
K	11.3	11.8	10.7
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838

Frequency distribution of part-time employees by NACE Rev.1 section and sex

NACE REV.1 section	Men+women	Men only	Women only
	Frequency (%)		
C	0.3	0.5	0.2
D	14.0	16.7	12.7
E	1.0	1.4	0.7
F	4.7	7.1	3.5
G	29.9	26.3	31.6
H	6.0	5.0	6.5
I	11.8	9.8	12.8
J	0.9	1.1	0.9
K	31.4	32.1	31.1
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797

Frequency distribution of full-time employees by occupation and sex

ISCO-88 major groups	Men+women	Men only	Women only
	Frequency (%)		
1	11.5	14.5	7.7
2	7.0	6.3	8.0
3	13.2	10.7	16.4
4	6.6	2.7	11.6
5	11.8	5.5	19.9
6	0.1	0.1	0.1
7	23.6	31.1	13.9
8	16.8	20.4	12.1
9	9.4	8.7	10.3
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838

Frequency distribution of part-time employees by occupation and sex

ISCO-88 major groups	Men+women	Men only	Women only
	Frequency (%)		
1	9.9	19.4	5.3
2	9.0	8.2	9.3
3	17.6	13.2	19.7
4	10.7	6.1	12.9
5	13.8	6.8	17.2
6	0.1	0.3	0.1
7	7.7	17.1	3.2
8	3.2	7.3	1.3
9	28.0	21.6	31.0
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797

Frequency distribution of full-time employees by education and sex

ISCED	Men+women	Men only	Women only
	Frequency (%)		
1	1.0	1.2	0.7
2	10.4	12.6	7.7
3	53.0	53.8	51.9
4	11.8	9.6	14.6
5	23.6	22.5	25.0
6	0.2	0.3	0.1
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838

Frequency distribution of part-time employees by education and sex

ISCED	Men+women	Men only	Women only
	Frequency (%)		
1	1.5	1.4	1.6
2	13.3	16.0	12.0
3	47.5	44.5	48.9
4	10.8	8.8	11.8
5	26.4	28.3	25.4
6	0.5	1.0	0.3
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797

Frequency distribution of full-time employees by age band and sex

Age band	Men+women	Men only	Women only
	Frequency (%)		
15 – 24 years	9.7	10.7	8.4
25 – 54 years	76.3	74.2	79.1
55 – 64 years	11.9	12.6	11.0
65 years and over	2.1	2.5	1.5
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (years)	41	40	41
Median value (years)	40	40	41

Frequency distribution of part-time employees by age band and sex

Age band	Men+women	Men only	Women only
	Frequency (%)		
15 – 24 years	9.4	10.6	8.8
25 – 54 years	59.2	59.6	59.0
55 – 64 years	18.8	15.9	20.2
65 years and over	12.6	13.9	12.0
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (years)	46	45	47
Median value (years)	47	46	47

Frequency distribution of full-time employees by length of service and sex

Length of service	Men+women	Men only	Women only
	Frequency (%)		
Under 10 years	83.4	84.6	82
10 – 19 years	9.3	9.0	9.6
20 – 29 years	4.4	3.6	5.4
30 – 39 years	2.3	2.2	2.5
40 years and over	0.6	0.6	0.5
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838
Overall mean (years)	6	6	6
Median value (years)	3	3	4

Frequency distribution of part-time employees by length of service and sex

Length of service	Men+women	Men only	Women only
	Frequency (%)		
Under 10 years	90	90,4	89,8
10 – 19 years	6,4	7,1	6,1
20 – 29 years	1,7	1,1	2
30 – 39 years	1,2	0,9	1,4
40 years and over	0,7	0,5	0,7
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797
Overall mean (years)	4	4	5
Median value (years)	2	2	2

Frequency distribution of full-time employees by size of enterprise and sex

Size of enterprise	Men+women	Men only	Women only
Number of employees	Frequency (%)		
Under 10 employees	18.4	19.4	17.1
10 – 49 employees	28.8	29.9	27.3
50 – 249 employees	28.3	29.3	27.1
250 – 499 employees	9.2	7.4	11.6
500 – 999 employees	5.3	4.4	6.5
1,000 employees and over	10.0	9.6	10.4
Overall frequency	100.0	100.0	100.0
Total number of employees	299,171	168,333	130,838

Frequency distribution of part-time employees by size of enterprise and sex

Size of enterprise	Men+women	Men only	Women only
Number of employees	Frequency (%)		
Under 10 employees	49.5	52.0	48.3
10 – 49 employees	20.7	24.4	18.8
50 – 249 employees	17.4	16.0	18.1
250 – 499 employees	7.0	4.7	8.2
500 – 999 employees	2.9	0.8	3.9
1,000 employees and over	2.5	2.1	2.7
Overall frequency	100.0	100.0	100.0
Total number of employees	32,367	10,570	21,797

Part B

2. Accuracy

2.1. Sampling errors

2.1.1. Probability sampling

Sample design, selection procedure and stratification.

Sample design of SES is stratified two-stage sample. On the first stage enterprises, organisations and institutions are selected. Before the selecting the first stage sample the units will be stratified with respect to kind of activity and number of employees.

All units with 250 and more employees will be selected into the first stage sample with probability 1. On the second stage in each of them a random sample of employees will be selected by birthday rule whereas the employees belong to the 1 major group of ISCO-88 are completely enumerated.

Among primary sampling units with less than 250 employees a simple random sample will be selected in each stratum. Employees belonging to the units selected into the sample on this first stage will be enumerated totally.

Stage	Stratification	Sampling unit	Inclusion probability
First stage	Economic activity, size of unit	Enterprises, organisations and institutions	Units with less than 250 employees – probability 0.15 - 0.51 Units with 250 employees and more – probability 1.0
Second stage	Size of unit, occupation	Employees	Units with less than 250 employees – probability 1.0 Units with 250 employees and more, ISCO-88 group 1 – probability 1.0 Units with 250 employees and more, ISCO-88 groups 2-9 – probability about 0.1

2.1.1.2. Variance

Coefficients of variation (CV) were calculated for total gross monthly earnings and total hours paid by full-time and part-time employees, sex, economic activity, occupation, age band and education. CV by NACE and region was omitted because NUTS level 1 is whole country. Software SAS and CLAN were used for calculations. Sample design – stratification and inclusion probabilities in both stages were taken into account estimating sample variance. The results are presented in the tables below where ‘standard error’ denotes the square root of the variance.

Overall CV of total gross monthly earnings was 1.43% for full-time employees and 3.88% for part-time employees. CV was below 5% for most of groups of full-time employees. For some small groups with high variability the CV exceeded 10% (ISCO group 6, ISCED 6 and NACE section H for men). Overall CV of total hours paid was 1.00% for full-time employees and it exceeded 10% for the same groups. The CVs for part-time employees were significantly higher because of small sample size.

Coefficient of variation of total gross monthly earnings of full-time employees by NACE Rev.1 and sex

Sex	NACE Rev.1	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	C	39,043,589	1,036,763	2.66
Men	D	364,123,608	12,116,810	3.33
Men	E	46,497,745	1,414,405	3.04
Men	F	149,081,244	7,836,489	5.26
Men	G	222,928,472	9,204,688	4.13
Men	H	12,602,758	1,578,337	12.52
Men	I	176,449,734	7,901,295	4.48
Men	J	38,100,616	2,836,396	7.44
Men	K	157,631,661	8,622,469	5.47
Men	Total	1,206,459,426	21,055,713	1.75
Women	C	3,891,741	383,960	9.87
Women	D	252,930,856	5,845,207	2.31
Women	E	15,179,304	815,304	5.37
Women	F	17,967,703	947,417	5.27
Women	G	176,894,429	6,019,748	3.40
Women	H	25,398,703	2,206,018	8.69
Women	I	73,166,906	4,309,084	5.89
Women	J	44,112,807	1,529,305	3.47
Women	K	83,837,004	4,812,383	5.74
Women	Total	693,379,455	11,002,095	1.59
Men + Women	C	42,935,329	1,048,927	2.44
Men + Women	D	617,054,464	15,501,939	2.51
Men + Women	E	61,677,049	1,400,062	2.27
Men + Women	F	167,048,947	8,292,873	4.96
Men + Women	G	399,822,901	12,419,697	3.11
Men + Women	H	38,001,461	3,498,794	9.21
Men + Women	I	249,616,640	10,945,519	4.38
Men + Women	J	82,213,423	3,279,353	3.99
Men + Women	K	241,468,665	11,571,097	4.79
Men + Women	Total	1,899,838,881	27,259,522	1.43

Coefficient of variation of total gross monthly earnings of full-time employees by occupation (ISCO-88 1-digit level) and sex

Sex	ISCO-88 groups	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	1	277,814,407	6,930,917	2.49
Men	2	126,909,332	6,391,905	5.04
Men	3	166,321,741	6,813,095	4.10
Men	4	32,237,074	1,871,072	5.80
Men	5	45,622,847	2,958,249	6.48
Men	6	780,478	321,419	41.18
Men	7	302,191,709	8,873,255	2.94
Men	8	192,803,447	5,610,604	2.91
Men	9	61,778,389	2,876,668	4.66
Men	Total	1,206,459,426	21,055,713	1.75
Women	1	91,193,334	2,975,576	3.26
Women	2	92,390,313	4,032,478	4.36
Women	3	141,795,514	4,454,859	3.14
Women	4	80,339,950	2,746,975	3.42
Women	5	87,865,862	3,123,272	3.55
Women	6	261,626	113,999	43.57
Women	7	78,562,101	3,095,687	3.94
Women	8	77,543,226	3,334,311	4.30
Women	9	43,427,530	1,746,250	4.02
Women	Total	693,379,455	11,002,095	1.59
Men + Women	1	369,007,741	8,291,357	2.25
Men + Women	2	219,299,644	8,804,884	4.02
Men + Women	3	308,117,255	9,596,771	3.11
Men + Women	4	112,577,024	3,615,214	3.21
Men + Women	5	133,488,710	4,608,000	3.45
Men + Women	6	1,042,104	376,032	36.08
Men + Women	7	380,753,810	9,792,673	2.57
Men + Women	8	270,346,673	6,938,593	2.57
Men + Women	9	105,205,920	3,596,634	3.42
Men + Women	Total	1,899,838,881	27,259,522	1.43

Coefficient of variation of total gross monthly earnings of full-time employees by age band and sex

Sex	Age band	Total gross monthly earnings	Standard error	CV
	years	kroons		%
Men	15-24	101,838,088	3,084,795	3.03
Men	25-54	948,630,369	18,086,185	1.91
Men	55-64	133,843,041	3,382,672	2.53
Men	65+	22,147,929	1,086,035	4.90
Men	Total	1,206,459,426	21,055,713	1.75
Women	15-24	50,459,641	1,867,538	3.70
Women	25-54	567,314,544	9,695,139	1.71
Women	55-64	68,501,378	1,952,984	2.85
Women	65+	7,103,892	519,139	7.31
Women	Total	693,379,455	11,002,095	1.59
Men + Women	15-24	152,297,729	3,859,655	2.53
Men + Women	25-54	1,515,944,913	23,673,983	1.56
Men + Women	55-64	202,344,419	4,230,330	2.09
Men + Women	65+	29,251,820	1,282,311	4.38
Men + Women	Total	1,899,838,881	27,259,522	1.43

Coefficient of variation of total gross monthly earnings of full-time employees by education (ISCED 0 to 6) and sex

Sex	ISCED	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	1	8,957,077	644,619	7.20
Men	2	104,715,919	3,144,124	3.00
Men	3	556,565,914	11,191,005	2.01
Men	4	114,037,232	4,439,792	3.89
Men	5	416,375,350	11,724,534	2.82
Men	6	5,807,934	1,075,358	18.52
Men	Total	1,206,459,426	21,055,713	1.75
Women	1	3,299,727	369,018	11.18
Women	2	38,525,616	1,460,050	3.79
Women	3	306,638,643	5,589,381	1.82
Women	4	95,746,085	3,087,224	3.22
Women	5	247,884,663	6,423,175	2.59
Women	6	1,284,721	294,047	22.89
Women	Total	693,379,455	11,002,095	1.59
Men + Women	1	12,256,804	750,085	6.12
Men + Women	2	143,241,535	3,689,383	2.58
Men + Women	3	863,204,556	13,646,568	1.58
Men + Women	4	209,783,317	5,807,557	2.77
Men + Women	5	664,260,013	15,740,345	2.37
Men + Women	6	7,092,656	1,173,321	16.54
Men + Women	Total	1,899,838,881	27,259,522	1.43

Coefficient of variation of total gross monthly earnings of part-time employees by NACE Rev.1 and sex

Sex	NACE Rev.1	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	C	128,246	38,704	30.18
Men	D	5,811,265	1,092,842	18.81
Men	E	316,192	62,647	19.81
Men	F	1,686,831	277,390	16.44
Men	G	6,119,427	541,355	8.85
Men	H	1,273,853	340,979	26.77
Men	I	2,934,799	394,120	13.43
Men	J	341,817	109,316	31.98
Men	K	6,674,605	608,459	9.12
Men	Total	25,287,035	1,491,143	5.90
Women	C	102,692	23,960	23.33
Women	D	6,460,351	688,981	10.66
Women	E	289,602	55,080	19.02
Women	F	1,454,793	173,737	11.94
Women	G	13,049,941	784,606	6.01
Women	H	2,983,843	399,324	13.38
Women	I	7,205,051	994,171	13.80
Women	J	767,275	183,431	23.91
Women	K	10,959,947	878,125	8.01
Women	Total	43,273,495	1,754,046	4.05

Sex	NACE Rev.1	Total gross monthly earnings	Standard error	CV
		kroons		%
Men + Women	C	230,938	49,752	21.54
Men + Women	D	12,271,616	1,511,007	12.31
Men + Women	E	605,793	81,815	13.51
Men + Women	F	3,141,624	364,216	11.59
Men + Women	G	19,169,368	1,088,310	5.68
Men + Women	H	4,257,697	664,017	15.60
Men + Women	I	10,139,850	1,254,238	12.37
Men + Women	J	1,109,092	216,064	19.48
Men + Women	K	17,634,552	1,183,001	6.71
Men + Women	Total	68,560,530	2,658,870	3.88

Coefficient of variation of total gross monthly earnings of part-time employees by occupation (ISCO-88 1-digit level) and sex

Sex	ISCO-88 groups	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	1	5,900,000	504,450	8.55
Men	2	2,945,923	369,132	12.53
Men	3	3,353,908	405,056	12.08
Men	4	1,524,952	239,437	15.70
Men	5	1,788,778	356,460	19.93
Men	6	55,035	33,795	61.41
Men	7	3,826,859	445,768	11.65
Men	8	2,693,950	807,438	29.97
Men	9	3,197,630	253,451	7.93
Men	Total	25,287,035	1,491,143	5.90
Women	1	3,031,911	311,284	10.27
Women	2	5,691,714	548,827	9.64
Women	3	9,016,915	754,237	8.36
Women	4	6,705,318	788,448	11.76
Women	5	6,762,801	490,618	7.25
Women	6	21,404	12,654	59.12
Women	7	1,401,002	207,924	14.84
Women	8	797,585	177,198	22.22
Women	9	9,844,844	795,542	8.08
Women	Total	43,273,495	1,754,046	4.05
Men + Women	1	8,931,911	600,400	6.72
Men + Women	2	8,637,637	699,867	8.10
Men + Women	3	12,370,823	901,803	7.29
Men + Women	4	8,230,271	913,138	11.09
Men + Women	5	8,551,578	657,476	7.69
Men + Women	6	76,439	40,786	53.36
Men + Women	7	5,227,861	521,677	9.98
Men + Women	8	3,491,535	947,344	27.13
Men + Women	9	13,042,474	917,010	7.03
Men + Women	Total	68,560,530	2,658,870	3.88

Coefficient of variation of total gross monthly earnings of part-time employees by age band and sex

Sex	Age band	Total gross monthly earnings	Standard error	CV
	years	kroons		%
Men	15-24	3,225,326	345,116	10.70
Men	25-54	15,752,529	1,236,620	7.85
Men	55-64	3,851,615	348,272	9.04
Men	65+	2,457,565	240,649	9.79
Men	Total	25,287,035	1,491,143	5.90
Women	15-24	4,588,954	607,624	13.24
Women	25-54	27,723,271	1,242,142	4.48
Women	55-64	7,747,887	474,990	6.13
Women	65+	3,213,384	233,540	7.27
Women	Total	43,273,495	1,754,046	4.05
Men + Women	15-24	7,814,279	819,180	10.48
Men + Women	25-54	43,475,800	1,989,852	4.58
Men + Women	55-64	11,599,502	621,224	5.36
Men + Women	65+	5,670,949	353,188	6.23
Men + Women	Total	68,560,530	2,658,870	3.88

Coefficient of variation of total gross monthly earnings of part-time employees by education (ISCED 0 to 6) and sex

Sex	ISCED	Total gross monthly earnings	Standard error	CV
		kroons		%
Men	1	293,307	76,194	25.98
Men	2	3,257,899	337,710	10.37
Men	3	10,831,912	1,038,600	9.59
Men	4	1,899,654	226,946	11.95
Men	5	8,511,785	680,971	8.00
Men	6	492,478	139,970	28.42
Men	Total	25,287,035	1,491,143	5.90
Women	1	436,745	81,247	18.60
Women	2	3,914,940	312,441	7.98
Women	3	19,941,129	1,115,301	5.59
Women	4	5,113,665	444,700	8.70
Women	5	13,677,586	757,998	5.54
Women	6	189,430	45,240	23.88
Women	Total	43,273,495	1,754,046	4.05
Men + Women	1	730,052	112,517	15.41
Men + Women	2	7,172,840	474,741	6.62
Men + Women	3	30,773,041	1,765,261	5.74
Men + Women	4	7,013,319	521,435	7.43
Men + Women	5	22,189,371	1,114,862	5.02
Men + Women	6	681,908	156,516	22.95
Men + Women	Total	68,560,530	2,658,870	3.88

Coefficient of variation of total monthly hours paid of full-time employees by NACE Rev.1 and sex

Sex	NACE Rev.1	Total monthly hours paid	Standard error	CV
		hours		%
Men	C	812,222	30,002	3.69
Men	D	9,928,951	222,851	2.24
Men	E	1,155,159	31,741	2.75
Men	F	4,397,877	166,532	3.79
Men	G	5,795,103	175,471	3.03
Men	H	487,045	41,846	8.59
Men	I	4,658,754	154,344	3.31
Men	J	372,959	31,649	8.49
Men	K	3,687,280	160,781	4.36
Men	Total	31,295,351	403,136	1.29
Women	C	155,035	19,736	12.73
Women	D	9,063,198	171,323	1.89
Women	E	464,341	22,296	4.80
Women	F	682,020	33,324	4.89
Women	G	6,879,803	194,140	2.82
Women	H	1,356,750	82,630	6.09
Women	I	2,199,047	93,426	4.25
Women	J	817,510	22,203	2.72
Women	K	2,586,934	124,065	4.80
Women	Total	24,204,638	316,986	1.31
Men + Women	C	967,257	42,468	4.39
Men + Women	D	18,992,149	309,994	1.63
Men + Women	E	1,619,500	30,819	1.90
Men + Women	F	5,079,897	178,224	3.51
Men + Women	G	12,674,907	274,466	2.17
Men + Women	H	1,843,795	105,114	5.70
Men + Women	I	6,857,801	192,655	2.81
Men + Women	J	1,190,469	33,572	2.82
Men + Women	K	6,274,215	225,509	3.59
Men + Women	Total	55,499,989	553,255	1.00

Coefficient of variation of total monthly hours paid of full-time employees by occupation (ISCO-88 1-digit level) and sex

Sex	ISCO-88 groups	Total monthly hours paid	Standard error	CV
		hours		%
Men	1	4,493,813	79,237	1.76
Men	2	1,953,435	73,287	3.75
Men	3	3,335,702	107,914	3.24
Men	4	845,956	41,932	4.96
Men	5	1,728,222	101,605	5.88
Men	6	26,451	11,165	42.21
Men	7	9,713,757	227,969	2.35
Men	8	6,472,733	165,315	2.55
Men	9	2,725,282	104,716	3.84
Men	Total	31,295,351	403,136	1.29

Sex	ISCO-88 groups	Total monthly hours paid	Standard error	CV
		hours		%
Women	1	1,862,931	49,866	2.68
Women	2	1,929,138	72,129	3.74
Women	3	3,944,523	100,145	2.54
Women	4	2,810,994	85,894	3.06
Women	5	4,813,279	165,256	3.43
Women	6	18,961	8,781	46.31
Women	7	3,376,601	122,113	3.62
Women	8	2,950,379	114,683	3.89
Women	9	2,497,831	90,432	3.62
Women	Total	24,204,638	316,986	1.31
Men + Women	1	6,356,743	97,805	1.54
Men + Women	2	3,882,573	115,729	2.98
Men + Women	3	7,280,225	164,266	2.26
Men + Women	4	3,656,950	100,890	2.76
Men + Women	5	6,541,501	203,357	3.11
Men + Women	6	45,412	17,623	38.81
Men + Women	7	13,090,358	273,382	2.09
Men + Women	8	9,423,112	210,570	2.23
Men + Women	9	5,223,113	150,674	2.88
Men + Women	Total	55,499,989	553,255	1.00

Coefficient of variation of total monthly hours paid of full-time employees by age band and sex

Sex	Age band	Total monthly hours paid	Standard error	CV
	years	hours		%
Men	15-24	3,348,779	89,949	2.69
Men	25-54	23,216,575	318,542	1.37
Men	55-64	3,937,668	86,884	2.21
Men	65+	792,328	35,895	4.53
Men	Total	31,295,351	403,136	1.29
Women	15-24	2,035,009	68,609	3.37
Women	25-54	19,147,931	264,769	1.38
Women	55-64	2,669,233	69,896	2.62
Women	65+	352,466	22,338	6.34
Women	Total	24,204,638	316,986	1.31
Men + Women	15-24	5,383,788	118,652	2.20
Men + Women	25-54	42,364,506	446,816	1.05
Men + Women	55-64	6,606,901	120,363	1.82
Men + Women	65+	1,144,794	44,896	3.92
Men + Women	Total	55,499,989	553,255	1.00

Coefficient of variation of total monthly hours paid of full-time employees by education (ISCED 0 to 6) and sex

Sex	ISCED	Total monthly hours paid	Standard error	CV
		hours		%
Men	1	378,297	25,225	6.67
Men	2	3,950,241	109,671	2.78
Men	3	16,872,339	282,076	1.67
Men	4	3,009,456	103,031	3.42
Men	5	6,999,507	139,609	1.99
Men	6	85,510	12,522	14.64
Men	Total	31,295,351	403,136	1.29
Women	1	160,516	17,153	10.69
Women	2	1,873,891	64,909	3.46
Women	3	12,588,828	211,192	1.68
Women	4	3,533,667	107,139	3.03
Women	5	6,019,335	121,161	2.01
Women	6	28,400	5,411	19.05
Women	Total	24,204,638	316,986	1.31
Men + Women	1	538,813	31,133	5.78
Men + Women	2	5,824,132	136,604	2.35
Men + Women	3	29,461,168	376,643	1.28
Men + Women	4	6,543,124	159,420	2.44
Men + Women	5	13,018,842	209,102	1.61
Men + Women	6	113,910	15,338	13.46
Men + Women	Total	55,499,989	553,255	1.00

2.2. Non-sampling errors

2.2.1. Coverage errors

The sample was selected from the register updated in the end of the year 2001. The sampling frame used contained certain amount of over-coverage because in the end of the year 2001 all new-born enterprises had been included into the register and a part of them did not start activities during 2002.

Under-coverage of the sampling frame is caused by delay between selection of the sample and data collection. The sample was selected from the register in September 2002 and the enddate of the data collection was set to the 1st of March 2003. During the year 2002 a number of enterprises were born and had started their activities but were not covered by the survey, i.e. formed the undercoverage. In the table below over-coverage rates broken down by 2-digit NACE code are presented. Those rates are calculated as ratios of the number of nonactive units over the total number of units in the register. The number of non-active units is estimated basing on the sample.

NACE Rev. 1	Population size	Over-coverage rate	NACE Rev. 1	Population size	Over-coverage rate
		%			%
10	33	12.1	36	447	16.3
11	4		37	19	
14	24	29.2	40	218	5.8
15	535	21.7	41	58	
17	185	9.1	45	2337	15.3
18	446	10.6	50	1456	16.5
19	67	31.3	51	5234	13.2
20	860	14.5	52	5643	12.7
21	39		55	1499	14.5
22	418	13.1	60	1479	8.7
23	7	28.6	61	16	15.6
24	81	27.8	62	8	
25	137	14.7	63	797	4.8
26	158	9.2	64	145	20.7
27	11		65	226	
28	531	10.3	66	21	40.5
29	211	21.3	67	105	9.0
30	13		70	4290	4.1
31	78	15.4	71	193	15.5
32	98	11.7	72	470	5.1
33	89		73	73	3.1
34	20		74	3493	11.6
35	65				
			Total	32337	11.6

2.2.2. Measurement errors

Structure of earnings survey was conducted in the Statistical Office of Estonia first time in 2002.

In 2002 the structure of earnings pilot survey was the first survey based on individual level survey conducted by the Statistical Office of Estonia. The main purpose of this pilot survey was to test the questionnaire. The pilot survey was conducted from March to May covering the calendar year 2001. All responded units after filling the questionnaire had to fill the additional list of questions about the questionnaire and explanatory notes. Employers answered that in general the definitions were understandable except the variable “number of worked and paid months to which the gross annual earnings relate” and they suggested to rephrase this definition. They mentioned that this variable needed special calculations.

After the checking the filled questionnaires most of mistakes were in variable “number of worked and paid months to which the gross annual earnings relate”. From the variable “number of worked and paid months to which the gross annual earnings relate” the days of sick leave were not subtracted correctly by most of employers. The accounting system of the days of sick leave based on the calendar days. Some of employers said that accounting system of working time based on the days or on the hours.

All these steps helped to compile the SES questionnaire and the logic tests.

After the pilot survey the definition of this variable was rephrased. In the questionnaire of the main survey 2002 above-mentioned variable was defined as follows “number of worked and paid days to which the gross annual earnings relate”.

In the main survey the same problem follow up again. From the variable “number of worked and paid days to which the gross annual earnings relate” the days of sick leave and the days not worked and not paid were not subtracted correctly by employers. At the same time the employees who have not been present the whole year the accounting of working time were not correct in lot of cases.

Below the number of corrected cases is presented for the most of the variables asked by Estonian SES. There are some deviations from the list of the variables in the regulation. For instance paid hours but not worked are estimated through paid days but not worked and through standard for working time in a week according to internal work procedure rules in an enterprise or statutory normal working time.

For estimation paid hours but not worked we used the following additional information or breakdowns: total number of days of annual leave of employees in October and days not worked in October but nevertheless paid and standard for working time in a week according to internal work procedure rules in enterprise or statutory normal working time in a week. Total number of hours paid during the October was calculated to the database as variable through the formula.

For estimation the total number of weeks to which the gross annual earnings relate we used the following additional breakdowns: number of worked and paid days to which the gross annual earnings relate, annual days of holiday leave and days not worked in the year but nevertheless paid. Total number of weeks to which the gross annual earnings relate were calculated to the database as variable through the formula.

Variables which needed the most of cases of correction were overtime hours, days of holiday leave in October, days not worked in October but nevertheless paid, earnings paid for overtime hours, payment for days not worked in October, number of worked and paid days to which the gross annual earnings relate, days not worked in the year but nevertheless paid and relation between the earning in October and annual earnings.

These variables were under extra priority.

The logic test has revealed all errors of magnitude made by respondents and during the data entry by NSI staff. After contacts with respondents and corrections the logic tests were used again.

Number of corrected cases is presented in the table below which are calculated comparing the raw database with the corrected database.

Code	Variable	Corrected cases of	Corrected cases of
		all respondent cases	all employees in the sample
		%	%
2.1.	Sex	0.3	0.3
2.2.	Age	0.8	0.8
2.3.	Occupation	7.5	7.5
2.5.	Level of education	1.1	1.1
2.6.	Length of service	5.7	5.3
2.7.	Full-time or part-time	1.6	1.6
2.8.	Type of employment contract	1.1	1.1
	Standard for working time in a week by internal work procedure rules (hours)	1.3	1.3
	Number of hours worked	4.7	4.7
3.4.1.	of which overtime hours	19.6	1.7
	Days of holiday leave in October	15.5	1.2
	Days not worked in October but nevertheless paid	34.7	0.2
	Payments for actually worked time in October	2.4	2.4
3.1.1.	of which earnings paid for overtime hours	61.2	5.2
3.1.2.	of which premium payments for shift work, night work and holiday work	14.2	1.9
	Payments for holiday leave in October	13.3	1.0
	Payments for days not worked in October	45.2	0.4
	Number of worked and paid days to which the gross annual earnings relate	17.1	17.1
3.5.1.	Annual days of holiday leave	5.7	4.7
	Days not worked in the year but nevertheless paid	19.1	0.7
3.2.	Total gross annual earnings in the reference year	2.0	2.0
3.2.2.	Total annual bonuses	4.0	1.5

2.2.4. Non-response error

Table of unit response rates broken down according to the stratification used for the first stage sampling (see below) shows that the overall response rate was 63.5% and the overall response rate except the units less than 10 employees was 73.7%.

It is assumed that in the strata where random sample was selected the distribution of any variable among responded units is the same as among non-responded units. As a matter of fact, in each stratum the set of responded units is considered as a sample available. The units in the sample selected and having no economic activity are taken into account as respondents with zero data. In the completely enumerated strata (250 and more employees) nonresponse is not adjusted. In the completely enumerated strata overall non-response rate was 9.8% and assumes that 6.1 % of employees were not covered by the statistical register data.

Response rates, %							
NACE Rev.1	Number of employees						
	1-9	10-19	20-49	50-249	250-499	500-999	1000 or more-
10	100.0	100.0	100.0	66.7	100.0	-	-
11	-	-	-	-	100.0	100.0	100.0
14	100.0	100.0	100.0	100.0	-	-	-
15	58.8	71.4	80.0	75.0	100.0	100.0	100.0
17	64.7	57.1	75.0	87.5	100.0	50.0	100.0
18	66.7	50.0	81.4	75.0	100.0	100.0	100.0
19	80.0	100.0	57.1	83.3	100.0	-	-
20	56.3	59.3	75.0	76.9	100.0	0.0	-
21	75.0	50.0	66.7	50.0	100.0	100.0	-
22	65.9	84.6	76.2	78.6	-	-	-
23	50.0	100.0	50.0	-	100.0	100.0	-
24	33.3	50.0	75.0	85.7	100.0	100.0	-
25	83.3	66.7	64.3	66.7	100.0	-	-
26	62.5	60.0	61.5	80.0	50.0	-	-
27	50.0	-	100.0	100.0	-	-	-
28	54.9	80.0	64.9	76.2	-	0.0	-
29	63.6	100.0	66.7	83.3	100.0	-	-
30	50.0	50.0	100.0	-	-	-	-
31	71.4	100.0	100.0	62.5	100.0	100.0	-
32	66.7	50.0	100.0	83.3	100.0	100.0	100.0
33	50.0	100.0	100.0	100.0	-	100.0	-
34	50.0	50.0	50.0	0.0	-	100.0	-
35	83.3	50.0	83.3	75.0	-	100.0	-
36	66.7	55.6	80.0	68.0	66.7	-	100.0
37	66.7	100.0	100.0	100.0	-	-	-
40	85.0	80.0	90.9	83.3	75.0	-	100.0
41	75.0	75.0	100.0	100.0	-	100.0	-
45	58.4	67.5	70.1	83.6	100.0	100.0	-
50	65.4	69.7	67.5	76.9	100.0	-	-
51	51.2	65.9	70.8	69.0	100.0	-	-
52	57.3	64.5	72.3	83.7	100.0	100.0	-
55	55.7	60.5	64.3	78.6	100.0	-	-
60	59.4	60.7	80.0	69.2	100.0	100.0	100.0
61	100.0	100.0	50.0	33.3	-	100.0	-
62	0.0	100.0	100.0	50.0	100.0	-	-
63	58.2	57.9	67.7	75.0	100.0	100.0	-
64	60.0	100.0	71.4	80.0	100.0	-	100.0
65	68.0	75.0	50.0	66.7	66.7	-	100.0
66	50.0	100.0	100.0	75.0	-	50.0	-
67	64.3	100.0	75.0	100.0	-	-	-
70	52.8	64.5	74.5	84.0	100.0	-	-
71	69.2	100.0	33.3	100.0	-	-	-
72	50.0	100.0	71.4	75.0	-	-	-
73	80.0	100.0	100.0	87.5	100.0	-	-
74	59.8	69.8	67.1	80.8	80.0	75.0	100.0
Total	57.3	67.5	72.8	77.6	94.7	85.7	100.0

2.2.5. Model assumption errors

The main error caused by the choice of a certain model is probably concerned with the nonresponse model among sampled units. The assumption is made that the distribution of nonrespondents is similar to that of respondents but this assumption may not be true in some strata.

There was no need for adjustments of fiscal year to calendar year because data were asked always about calendar year independent of the accounting system of particular enterprises.

No data from administrative sources were used. All results presented are obtained basing only on the survey.

3. Timeliness and punctuality

The Statistical Office of Estonia carried out the structure of earnings survey first time.

The sample was selected in September 2002. The questionnaires were sent out in September 2002 and deadline was in the 1st of March 2003.

Some responses were received in October - December 2002 i.e. 484 calls or e-mails containing information about units having no employees or economic activities. There were 1952 completed questionnaires received in the beginning of July.

The number of received completed questionnaires and the information obtained that unit either had stopped economic activities, lead to the bankruptcy or had no employees was fixed on the 1st of July 2003. At that time the overall response rate was 39.3%. The completed questionnaires were received during February, March and April. Collected data were visually checked and entered during March and April.

During August - December additional phone calls were made to nonrespondents. Phone calls were made also to a number of respondents in order to correct possible errors in questionnaires. In the middle of February 2004 2897 completed questionnaires were received and it was known that about 927 units had no economic activities or had no employees. At that time the overall response rate had increased to 61.7%.

During February – April 2004 the final phone calls were made to nonrespondents. The data collection period stopped on the 3rd of May of 2004. Collected data were checked at different levels.

Part of data was collected electronically. Data received from electronic questionnaires were transferred to the main database. The number of received completed electronic questionnaires formed 2.4% of all filled questionnaires and at the same time formed 14.2% of all employees in the sample.

The data transmission to Eurostat took place on the 9th of July 2004.

4. Accessibility and clarity

Statistical Office of Estonia analysed the SES results and then the results were available in publication.

Results will not be sent to the reporting units, but the results were sent to Eurostat.

Statistical Office of Estonia does not find it useful to provide any more methodological documents than the ones given in this quality report.

5. Comparability

5.1. Geographical comparability

Definitions of variables and classifications used in Estonia coincide with corresponding Commission Regulation no 1916/2000 definitions and classifications. However, the population and the sampling frame contained enterprises, institutions and organisations only and not local units.

5.2. Comparability over time

As the SES was conducted the first time in Estonia so it is not possible to report about comparability over time.

6. Coherence

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

The distribution of full-time and part-time employees in SES and labour force survey (LFS) were compared by sex, age group, economic activity (NACE Rev. 1 sections C–K), education and occupation (see tables below). Comparing data from SES and LFS one has to consider following differences between two surveys.

The LFS has smaller sample size and about 4-5 times lower precision than in SES. The annual average of LFS 2002 data is presented in the tables for increasing the precision while employees with earnings in October 2002 only are included from SES. Part-time employees are not broken down by sex and age because of low precision in LFS. Empty cells or cells with CV over 50% are indicated with “...” in tables.

Every person is included only once in LFS with his/her main job but in SES persons with more than one job are included multiple times. This discrepancy affects probably more the structure of part-time employees because part-time jobs are more frequently secondary jobs.

Economic activity, occupation and level of education are coded according to person's own statement in LFS which may differ from the official situation. Especially problematic is education because of large changes in education system during 90th years.

LFS has upper age limit for respondents – 74 years, all older people are considered inactive, and there is no age limit in SES.

Comparison showed that taking into account discrepancies between surveys and sampling error the distributions of full-time employees are quite similar. The proportion of women is slightly higher in SES, especially 25-54 years old women. According to economic activity slight discrepancies are in sections G and I. Distribution by occupation differs more in major groups 3, 7 and 8. Distribution by education differs most in ISCED groups 4 and 5. Structure of part-time employees differ more probably because of reasons mentioned above.

Distribution of full-time employees in SES and LFS by sex, age and economic activity

Sex, age group, NACE Rev. 1 section	Structure of earnings survey		Labour force survey	
	Number of employees with 95% confidence interval (October 2002, thousands)	Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)	Frequency (%)
Men + women				
C	5.4 ± 0.4	1.8	5.4 ± 1.6	1.6
D	101.9 ± 3.2	34.1	118.5 ± 8.3	34.0
E	8.7 ± 0.3	2.9	10.4 ± 2.3	3.0
F	27.4 ± 1.9	9.2	34.9 ± 4.5	10.0
G	68.7 ± 2.9	23.0	71.7 ± 7.0	20.6
H	10.0 ± 1.1	3.3	14.4 ± 3.2	4.1
I	36.6 ± 2.0	12.2	48.9 ± 6.1	14.0
J	6.4 ± 0.4	2.2	7.7 ± 2.5	2.2
K	33.8 ± 2.4	11.3	36.4 ± 5.9	10.4
TOTAL	299.2 ± 5.8	100.0	348.2 ± 10.4	100.0
Men only				
C	4.6 ± 0.3	1.5	5.0 ± 1.5	1.4
D	53.2 ± 2.3	17.8	66.7 ± 6.1	19.2
E	6.2 ± 0.3	2.1	8.4 ± 2.1	2.4
F	23.7 ± 1.8	7.9	31.7 ± 4.3	9.1
G	31.4 ± 1.9	10.5	28.4 ± 4.4	8.2
H	2.6 ± 0.4	0.9	3.8 ± 1.7	1.1
I	24.7 ± 1.6	8.3	32.6 ± 4.7	9.4
J	2.0 ± 0.3	0.7	2.3 ± 1.4	0.6
K	19.8 ± 1.7	6.6	22.4 ± 4.4	6.4
TOTAL	168.3 ± 4.2	56.3	201.3 ± 8.5	57.8
Women only				
C	0.8 ± 0.2	0.3	...	...
D	48.7 ± 1.8	16.3	51.8 ± 5.4	14.9
E	2.5 ± 0.2	0.8	2.0 ± 0.9	0.6
F	3.7 ± 0.4	1.2	3.2 ± 1.3	0.9
G	37.3 ± 2.1	12.5	43.2 ± 5.0	12.4
H	7.4 ± 0.9	2.5	10.6 ± 2.7	3.1
I	11.9 ± 1.0	4.0	16.3 ± 3.4	4.7
J	4.4 ± 0.2	1.5	5.4 ± 2.1	1.6
K	14.0 ± 1.3	4.7	13.9 ± 3.2	4.0
TOTAL	130.8 ± 3.4	43.7	146.8 ± 7.7	42.2
15–24 years men only				
C	0.2 ± 0.1	0.1	...	...
D	6.5 ± 0.5	2.2	8.2 ± 2.1	2.3
E	0.3 ± 0.1	0.1	...	...
F	2.7 ± 0.4	0.9	4.2 ± 1.8	1.2
G	3.7 ± 0.4	1.2	4.9 ± 1.8	1.4
H	0.5 ± 0.1	0.2	1.0 ± 0.8	0.3
I	1.2 ± 0.2	0.4	2.1 ± 1.2	0.6
J	0.2 ± 0.1	0.1	...	...
K	2.7 ± 0.4	0.9	3.6 ± 1.8	1.0
TOTAL	18.0 ± 0.9	6.0	25.1 ± 4.0	7.2

Sex, age group, NACE Rev. 1 section	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
15–24 years women only						
C	0.0	± 0.0	0.0	...	...	...
D	3.3	± 0.3	1.1	3.77	± 1.5	1.1
E	0.1	± 0.0	0.0	...	...	...
F	0.1	± 0.1	0.0	...	...	...
G	3.6	± 0.4	1.2	4.48	± 1.7	1.3
H	1.1	± 0.2	0.4	1.56	± 1.0	0.4
I	0.8	± 0.2	0.3	1.67	± 1.1	0.5
J	0.5	± 0.2	0.2	...	...	...
K	1.5	± 0.3	0.5	...	...	...
TOTAL	11.0	± 0.7	3.7	13.5	± 3.1	3.9
25–54 years men only						
C	3.8	± 0.2	1.3	4.3	± 1.4	1.2
D	37.6	± 1.7	12.6	46.9	± 4.9	13.5
E	4.6	± 0.3	1.5	7.1	± 2.0	2.0
F	17.4	± 1.4	5.8	23.4	± 3.7	6.7
G	24.9	± 1.5	8.3	20.9	± 3.9	6.0
H	1.9	± 0.3	0.6	2.7	± 1.5	0.8
I	19.4	± 1.4	6.5	25.8	± 4.3	7.4
J	1.7	± 0.3	0.6	1.5	± 1.2	0.4
K	13.7	± 1.3	4.6	15.0	± 3.5	4.3
TOTAL	124.9	± 3.4	41.7	147.6	± 7.8	42.4
25–54 years women only						
C	0.7	± 0.2	0.2	...	...	...
D	39.1	± 1.5	13.1	41.5	± 4.9	11.9
E	2.1	± 0.2	0.7	1.6	± 0.8	0.5
F	2.8	± 0.3	0.9	2.8	± 1.3	0.8
G	30.0	± 1.7	10.0	34.7	± 4.5	10.0
H	5.5	± 0.7	1.8	7.2	± 2.2	2.1
I	9.4	± 0.8	3.1	11.9	± 2.9	3.4
J	3.8	± 0.2	1.3	4.2	± 1.7	1.2
K	10.2	± 1.0	3.4	10.6	± 2.9	3.0
TOTAL	103.5	± 2.8	34.6	114.8	± 7.2	33.0
55–64 years men only						
C	0.5	± 0.1	0.2	...	...	...
D	7.6	± 0.6	2.5	9.6	± 2.4	2.7
E	1.3	± 0.2	0.4	0.6	± 0.4	0.2
F	3.2	± 0.3	1.1	3.6	± 1.3	1.0
G	2.2	± 0.3	0.7	2.5	± 1.3	0.7
H	0.2	± 0.1	0.1	...	...	...
I	3.5	± 0.4	1.2	4.0	± 1.5	1.1
J	0.1	± 0.1	0.0	...	...	...
K	2.5	± 0.4	0.8	3.0	± 1.6	0.9
TOTAL	21.2	± 0.9	7.1	24.0	± 3.8	6.9

Sex, age group, NACE Rev. 1 section	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
55–64 years women only						
C	0.1	± 0.1	0.0	...	...	...
D	5.8	± 0.4	1.9	5.7	± 1.7	1.6
E	0.3	± 0.1	0.1	...	...	...
F	0.6	± 0.1	0.2	...	...	...
G	3.3	± 0.4	1.1	3.7	± 1.5	1.0
H	0.7	± 0.2	0.2	1.7	± 1.1	0.5
I	1.5	± 0.3	0.5	2.6	± 1.4	0.7
J	0.1	± 0.1	0.0	...	...	...
K	1.8	± 0.3	0.6	1.5	± 1.2	0.4
TOTAL	14.4	± 0.7	4.8	16.0	± 3.1	4.6
65 years and over men only						
C	0.1	± 0.0	0.0	...	...	...
D	1.5	± 0.2	0.5	2.1	± 1.4	0.6
E	0.1	± 0.1	0.0	...	...	...
F	0.5	± 0.1	0.2	...	...	...
G	0.6	± 0.1	0.2	...	...	...
H	0.0	± 0.0	0.0	...	...	...
I	0.7	± 0.2	0.2	0.8	± 0.6	0.2
J	0.0	± 0.0	0.0	...	...	...
K	0.8	± 0.2	0.3	...	...	...
TOTAL	4.3	± 0.4	1.4	4.6	± 1.9	1.3
65 years and over women only						
C	0.0	± 0.0	0.0	...	...	...
D	0.6	± 0.1	0.2	0.8	± 0.6	0.2
E	0.0	± 0.0	0.0	...	...	...
F	0.1	± 0.1	0.0	...	...	...
G	0.4	± 0.1	0.1	...	...	...
H	0.1	± 0.0	0.0	...	...	...
I	0.2	± 0.1	0.1	...	...	...
J	0.0	± 0.0	0.0	...	...	...
K	0.5	± 0.1	0.2	...	...	...
TOTAL	1.9	± 0.2	0.6	2.6	± 1.1	0.7

Distribution of full-time employees in SES and LFS by sex, age and education

Sex, age group, ISCED	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men + women						
1	2.9	± 0.3	1.0	1.2	± 0.6	0.3
2	31.3	± 1.4	10.5	32.6	± 4.8	9.4
3	158.5	± 4.0	53.0	189.0	± 9.8	54.3
4	35.4	± 1.7	11.8	28.3	± 4.3	8.1
5	70.5	± 2.2	23.6	96.8	± 8.6	27.8
6	0.6	± 0.2	0.2	...	...	...
TOTAL	299.2	± 5.8	100.0	348.2	± 10.4	100.0

Sex, age group, ISCED	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men only						
1	2.0	± 0.3	0.7	0.9	± 0.6	0.3
2	21.2	± 1.2	7.1	22.3	± 3.8	6.4
3	90.6	± 3.0	30.3	116.1	± 7.5	33.3
4	16.2	± 1.1	5.4	14.5	± 3.2	4.2
5	37.9	± 1.5	12.7	47.2	± 5.9	13.6
6	0.5	± 0.1	0.2	...	...	...
TOTAL	168.3	± 4.2	56.3	201.3	± 8.5	57.8
Women only						
1	0.9	± 0.2	0.3	...	...	...
2	10.1	± 0.7	3.4	10.3	± 2.4	2.9
3	67.9	± 2.2	22.7	72.9	± 6.3	21.0
4	19.1	± 1.1	6.4	13.8	± 2.9	4.0
5	32.6	± 1.3	10.9	49.6	± 5.7	14.2
6	0.2	± 0.1	0.1	...	...	...
TOTAL	130.8	± 3.4	43.7	146.8	± 7.7	42.2
15–24 years men only						
1	0.2	± 0.1	0.1	0.5	± 0.4	0.1
2	3.5	± 0.4	1.2	5.6	± 1.9	1.6
3	10.8	± 0.7	3.6	16.3	± 3.2	4.7
4	1.5	± 0.2	0.5	0.8	± 0.8	0.2
5	1.9	± 0.2	0.6	1.9	± 1.2	0.5
6	...	...	...	...	...	...
TOTAL	18.0	± 0.9	6.0	25.1	± 4.0	7.2
15–24 years women only						
1	0.0	± 0.0	0.0	...	...	...
2	1.2	± 0.2	0.4	1.1	± 0.8	0.3
3	6.6	± 0.5	2.2	8.4	± 2.5	2.4
4	1.3	± 0.2	0.4	1.0	± 0.6	0.3
5	1.8	± 0.3	0.6	3.0	± 1.6	0.9
6	...	...	...	...	...	...
TOTAL	11.0	± 0.7	3.7	13.5	± 3.1	3.9
25–54 years men only						
1	0.8	± 0.2	0.3	...	...	...
2	11.6	± 0.8	3.9	12.7	± 2.7	3.6
3	69.7	± 2.4	23.3	86.4	± 6.7	24.8
4	13.0	± 0.9	4.3	11.9	± 2.9	3.4
5	29.6	± 1.3	9.9	36.1	± 5.3	10.4
6	0.3	± 0.1	0.1	...	...	...
TOTAL	124.9	± 3.4	41.7	147.6	± 7.8	42.4
25–54 years women only						
1	0.3	± 0.1	0.1	...	...	...
2	6.1	± 0.5	2.0	6.4	± 1.9	1.8
3	53.9	± 1.9	18.0	56.4	± 5.6	16.2
4	16.2	± 1.0	5.4	11.6	± 2.7	3.3
5	26.9	± 1.1	9.0	40.4	± 5.1	11.6
6	0.1	± 0.0	0.0	...	...	...
TOTAL	103.5	± 2.8	34.6	114.8	± 7.2	33.0

Sex, age group, ISCED	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
55–64 years men only						
1	0.7	± 0.1	0.2	...	...	...
2	5.1	± 0.4	1.7	3.4	± 1.3	1.0
3	8.6	± 0.5	2.9	10.9	± 2.6	3.1
4	1.5	± 0.2	0.5	1.4	± 0.9	0.4
5	5.2	± 0.4	1.7	8.3	± 2.5	2.4
6	0.1	± 0.0	0.0	...	...	...
TOTAL	21.2	± 0.9	7.1	24.0	± 3.8	6.9
55–64 years women only						
1	0.3	± 0.1	0.1	...	...	...
2	2.3	± 0.3	0.8	2.5	± 1.2	0.7
3	6.8	± 0.5	2.3	7.0	± 2.0	2.0
4	1.4	± 0.2	0.5	1.2	± 0.9	0.4
5	3.5	± 0.3	1.2	5.3	± 1.9	1.5
6	0.1	± 0.0	0.0	...	...	...
TOTAL	14.4	± 0.7	4.8	16.0	± 3.1	4.6
65 years and over men only						
1	0.3	± 0.1	0.1	...	...	...
2	1.0	± 0.2	0.3	0.7	± 0.7	0.2
3	1.5	± 0.2	0.5	2.4	± 1.5	0.7
4	0.3	± 0.1	0.1	...	...	...
5	1.2	± 0.2	0.4	1.0	± 0.7	0.3
6	0.0	± 0.0	0.0	...	...	...
TOTAL	4.3	± 0.4	1.4	4.6	± 1.9	1.3
65 years and over women only						
1	0.2	± 0.1	0.1	...	...	...
2	0.5	± 0.1	0.2	...	...	...
3	0.6	± 0.1	0.2	1.2	± 0.8	0.4
4	0.2	± 0.1	0.1	...	...	...
5	0.4	± 0.1	0.1	0.9	± 0.7	0.3
6	0.0	± 0.0	0.0	...	...	...
TOTAL	1.9	± 0.2	0.6	2.6	± 1.1	0.7

Distribution of full-time employees in SES and LFS by sex, age and occupation

Sex, age group, ISCO-88	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men + women						
1	34.5	± 1.0	11.5	39.8	± 4.9	11.4
2	21.1	± 1.2	7.0	24.6	± 4.5	7.1
3	39.4	± 1.7	13.2	35.8	± 4.9	10.3
4	19.8	± 1.1	6.6	23.8	± 4.0	6.8
5	35.2	± 2.2	11.8	41.4	± 4.9	11.9
6	0.2	± 0.2	0.1	...	...	...
7	70.6	± 2.9	23.6	75.6	± 6.4	21.7
8	50.2	± 2.2	16.8	69.8	± 6.3	20.1
9	28.2	± 1.6	9.4	37.4	± 4.8	10.7
TOTAL	299.2	± 5.8	100.0	348.2	± 10.4	100.0
Men only						
1	24.4	± 0.8	8.2	25.6	± 4.0	7.3
2	10.6	± 0.8	3.5	13.8	± 3.1	4.0
3	18.0	± 1.1	6.0	11.7	± 2.9	3.4
4	4.6	± 0.4	1.5	9.6	± 2.7	2.8
5	9.2	± 1.1	3.1	8.3	± 2.3	2.4
6	0.1	± 0.1	0.0	...	...	...
7	52.4	± 2.4	17.5	66.2	± 6.1	19.0
8	34.4	± 1.7	11.5	48.4	± 5.3	13.9
9	14.7	± 1.1	4.9	17.7	± 3.2	5.1
TOTAL	168.3	± 4.2	56.3	201.3	± 8.5	57.8
Women only						
1	10.1	± 0.5	3.4	14.2	± 2.8	4.1
2	10.5	± 0.8	3.5	10.8	± 2.8	3.1
3	21.4	± 1.1	7.2	24.1	± 3.9	6.9
4	15.2	± 0.9	5.1	14.2	± 3.0	4.1
5	26.1	± 1.8	8.7	33.1	± 4.4	9.5
6	0.1	± 0.1	0.0	...	...	...
7	18.1	± 1.3	6.1	9.4	± 2.2	2.7
8	15.8	± 1.2	5.3	21.5	± 3.5	6.2
9	13.5	± 1.0	4.5	19.7	± 3.5	5.6
TOTAL	130.8	± 3.4	43.7	146.8	± 7.7	42.2
15–24 years men only						
1	0.6	± 0.1	0.2	1.0	± 0.9	0.3
2	0.6	± 0.1	0.2	1.6	± 1.1	0.4
3	2.3	± 0.3	0.8	1.6	± 1.0	0.5
4	0.7	± 0.1	0.2	...	...	...
5	2.1	± 0.4	0.7	3.0	± 1.3	0.9
6	0.0	± 0.0	0.0	...	...	...
7	6.5	± 0.6	2.2	10.6	± 2.6	3.0
8	2.4	± 0.3	0.8	4.0	± 1.6	1.1
9	2.7	± 0.4	0.9	2.8	± 1.2	0.8
TOTAL	18.0	± 0.9	6.0	25.1	± 4.0	7.2

Sex, age group, ISCO-88	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
15–24 years women only						
1	0.2	± 0.1	0.1	...	...	...
2	0.4	± 0.1	0.1	...	...	...
3	2.0	± 0.3	0.7	1.3	± 1.0	0.4
4	1.4	± 0.3	0.5	2.1	± 1.3	0.6
5	3.8	± 0.5	1.3	5.3	± 1.9	1.5
6	0.0	± 0.0	0.0	...	...	...
7	1.3	± 0.2	0.4	...	...	...
8	1.1	± 0.2	0.4	2.0	± 1.0	0.6
9	0.7	± 0.2	0.2	0.6	± 0.4	0.2
TOTAL	11.0	± 0.7	3.7	13.5	± 3.1	3.9
25–54 years men only						
1	20.4	± 0.8	6.8	20.0	± 3.5	5.8
2	8.0	± 0.6	2.7	10.3	± 2.6	3.0
3	13.7	± 0.9	4.6	9.5	± 2.7	2.7
4	3.2	± 0.4	1.1	8.1	± 2.5	2.3
5	6.2	± 0.8	2.1	4.5	± 1.6	1.3
6	0.1	± 0.1	0.0	...	...	...
7	38.0	± 1.8	12.7	46.9	± 5.1	13.5
8	26.8	± 1.4	9.0	37.4	± 4.7	10.7
9	8.4	± 0.8	2.8	10.8	± 2.5	3.1
TOTAL	124.9	± 3.4	41.7	147.6	± 7.8	42.4
25–54 years women only						
1	8.6	± 0.5	2.9	11.6	± 2.5	3.3
2	8.5	± 0.7	2.8	8.2	± 2.5	2.4
3	17.2	± 0.9	5.7	20.9	± 3.6	6.0
4	12.0	± 0.7	4.0	10.0	± 2.5	2.9
5	20.2	± 1.5	6.8	24.9	± 3.8	7.2
6	0.1	± 0.1	0.0	...	...	...
7	14.6	± 1.1	4.9	7.5	± 2.0	2.1
8	13.2	± 1.0	4.4	17.6	± 3.2	5.1
9	9.2	± 0.7	3.1	14.2	± 3.0	4.1
TOTAL	103.5	± 2.8	34.6	114.8	± 7.2	33.0
55–64 years men only						
1	2.9	± 0.2	1.0	3.1	± 1.5	0.9
2	1.6	± 0.2	0.5	1.9	± 1.2	0.5
3	1.6	± 0.2	0.5	...	...	...
4	0.5	± 0.1	0.2	0.9	± 0.7	0.3
5	0.7	± 0.2	0.2	...	...	...
6	...	...	...	...	...	...
7	6.8	± 0.5	2.3	7.3	± 2.1	2.1
8	4.5	± 0.4	1.5	6.1	± 1.8	1.8
9	2.5	± 0.3	0.8	3.4	± 1.5	1.0
TOTAL	21.2	± 0.9	7.1	24.0	± 3.8	6.9

Sex, age group, ISCO-88	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
55–64 years women only						
1	1.1	± 0.1	0.4	2.0	± 1.2	0.6
2	1.4	± 0.2	0.5	0.9	± 0.8	0.3
3	2.0	± 0.2	0.7	1.6	± 1.1	0.5
4	1.6	± 0.2	0.5	2.0	± 1.0	0.6
5	1.9	± 0.3	0.6	2.8	± 1.2	0.8
6	...	...	...	...	...	...
7	2.0	± 0.2	0.7	1.2	± 0.9	0.3
8	1.5	± 0.2	0.5	1.6	± 0.8	0.4
9	2.9	± 0.3	1.0	3.9	± 1.6	1.1
TOTAL	14.4	± 0.7	4.8	16.0	± 3.1	4.6
65 years and over men only						
1	0.5	± 0.1	0.2	1.4	± 1.0	0.4
2	0.4	± 0.1	0.1	...	...	...
3	0.4	± 0.1	0.1	...	...	...
4	0.2	± 0.1	0.1	...	...	...
5	0.1	± 0.1	0.0	...	...	...
6	...	...	...	...	...	...
7	1.1	± 0.2	0.4	1.4	± 1.0	0.4
8	0.6	± 0.1	0.2	...	...	...
9	1.1	± 0.2	0.4	...	...	...
TOTAL	4.3	± 0.4	1.4	4.6	± 1.9	1.3
65 years and over women only						
1	0.1	± 0.1	0.0	...	...	...
2	0.2	± 0.1	0.1	...	...	...
3	0.2	± 0.1	0.1	...	...	...
4	0.2	± 0.1	0.1	...	...	...
5	0.1	± 0.0	0.0	...	...	...
6	...	...	...	...	...	...
7	0.2	± 0.1	0.1	...	...	...
8	0.1	± 0.1	0.0	...	...	...
9	0.8	± 0.1	0.3	1.0	± 0.7	0.3
TOTAL	1.9	± 0.2	0.6	2.6	± 1.1	0.7

Distribution of part-time employees in SES and LFS by economic activity

NACE Rev. 1 section	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men + women						
C	0.1	± 0.0	0.3	...	...	...
D	4.5	± 0.6	14.0	4.6	± 1.8	24.4
E	0.3	± 0.1	1.0	...	...	...
F	1.5	± 0.3	4.7	0.6	± 0.5	3.4
G	9.7	± 0.9	29.9	4.2	± 1.6	22.4
H	1.9	± 0.4	6.0	2.2	± 1.3	11.6
I	3.8	± 0.5	11.8	2.3	± 1.2	12.4
J	0.3	± 0.1	0.9	...	...	...
K	10.2	± 1.1	31.5	4.3	± 1.8	22.9
TOTAL	32.4	± 1.7	100.0	18.7	± 3.5	100.0

Distribution of part-time employees in SES and LFS by education

ISCED	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men + women						
1	0.5	± 0.1	1.5	0.7	± 0.5	3.6
2	4.3	± 0.5	13.3	2.5	± 1.2	13.1
3	15.4	± 1.2	47.5	8.8	± 2.4	47.0
4	3.5	± 0.5	10.8	2.8	± 1.5	14.8
5	8.5	± 0.6	26.4	4.1	± 1.7	21.6
6	0.2	± 0.1	0.5	...	...	...
TOTAL	32.4	± 1.7	100.0	18.7	± 3.5	100.0

Distribution of part-time employees in SES and LFS by occupation

ISCO-88	Structure of earnings survey			Labour force survey		
	Number of employees with 95% confidence interval (October 2002, thousands)		Frequency (%)	Number of employees with 95% confidence interval (annual average 2002, thousands)		Frequency (%)
Men + women						
1	0.1	± 0.0	0.3	...	...	...
2	4.5	± 0.6	14.0	4.6	± 1.8	24.4
3	0.3	± 0.1	1.0	...	...	...
4	1.5	± 0.3	4.7	0.6	± 0.5	3.4
5	9.7	± 0.9	29.9	4.2	± 1.6	22.4
6	1.9	± 0.4	6.0	2.2	± 1.3	11.6
7	3.8	± 0.5	11.8	2.3	± 1.2	12.4
8	0.3	± 0.1	0.9	...	...	...
9	10.2	± 1.1	31.5	4.3	± 1.8	22.9
TOTAL	32.4	± 1.7	100.0	18.7	± 3.5	100.0

7. Completeness

Data for apprentices are not available because in Estonian legislation status of the apprentice is not fixed.

Data on NACE Rev.1 2-digit codes 12, 13, and 16 have been set to zero, because there are no enterprises of these activities in Estonia.