

**NATIONAL EMPLOYMENT AND SOCIAL OFFICE**

**QUALITY REPORT**  
**on the Structure of Earnings Survey 2006**  
**in Hungary**

Budapest, December 2008

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**Attachments:**

Attachment A: Distributions of full-time employees

Attachment B: Distributions of part-time employees

Attachment C: Coefficients of variation concerning gross monthly earnings of full-time and part-time employees

Attachment D: Coefficients of variation concerning gross hourly earnings of full-time and part-time employees

Attachment E: Tables to compare the results of SES-2006 with the results of LCS-2004

Attachment F: The English versions of the questionnaires used for SES-2006 in Hungary (including the cover sheets and the data sheets for the competitive sector and for the budgetary sector.)

This report is based on Commission Regulation (EC) No 698/2006 of 5 May 2006, implementing Council Regulation (EC) No 530/1999 as regards quality evaluation of structural statistics on earnings

## **Preface**

Hungary has a long tradition (more than 30 years) in conducting similar surveys. Since 1992 it is a yearly survey with the reference month of May.

Part of this tradition is that this survey belongs to the Ministry of Labour in Hungary and it is conducted by a background institution of the Ministry (and not by the Central Statistical Office). This institution is now called the National Employment and Social Office which is the head office of the Public Employment Service in Hungary and – together with the PES – belongs to the Ministry of Social Policy and Labour.

The main uses of the survey:

- It serves as a common database for the social partners participating in the wage bargaining process;
- The government and all the interested parties can analyze the wage rates of different groups of employees;
- It helps to prepare important decisions concerning the development of different wage scale systems (e.g. for public employees and civil servants);
- It provides a sound basis for model computations to prepare minimum wage decisions and other wage agreements on the macro and medium levels;
- Some international statistical obligations can be fulfilled only from these databases (like the October Inquiry of ILO and some Eurostat and OECD data requests);
- It is an extremely good basis for many different research projects on national and international level as well;
- It provides very useful information to potential Hungarian and foreign investors.

Its use for the wage negotiations explains why it is so important to keep May as the reference month: it makes possible the use of the latest figures as early as in November or December of the same year to the wage agreements for the next year.

It was very plausible that the requirements of Structure of Earnings Survey can be fulfilled by some modifications and the development of our traditional survey.

The most important modifications were:

- The scope of the survey was extended to non-profit organizations;
- It was also extended to part-time workers (earlier they were excluded);
- Some new variables were introduced including working time, overtime, length of service, paid vacation etc.

All the necessary modifications were made for SES-2002, and – as it is a yearly survey in Hungary – all the surveys in 2003, 2004 and 2005 were conducted in the same way, i.e. according to the EU requirements regarding the Structure of Earnings Survey.

For SES-2006 some further modifications were prescribed by the Commission. These smaller modifications were also accomplished and since then all the yearly surveys (2007 and 2008) were also conducted according to the new requirements and the preparations were already made for the survey in 2009 to be made the same way.

Because we have to keep May as our reference month, the limitation remains that we are not able to collect the yearly non-regular payments of the same year, so we have to ask for the non-regular yearly payments of the individuals in the previous year. As it was described in the quality report of SES-2002 in great details, we were not able to overcome this problem, but as it was shown in this previous Quality Report, this is not a serious problem, the difference caused by this limitation is certainly less than the sampling error.

The other problem was with SES-2002 that we had serious difficulties to determine the true main activity of the local units if they were different from the NACE code of the whole company. We tried to collect this information from the local units and asked for help from the Central Statistical Office. So the problem was solved, but probably not perfectly. With SES-2006 the situation was similar because the business register of CSO still doesn't contain the local units with their own NACE codes.

## **Part A of the Quality Report**

All the required grossed up results for tabular analyses are attached in Attachments A and B.

The distributions of full-time (FT) employees and part-time (PT) employees are provided separately according to all the required breakdowns.

Distribution of employees by	Attachment A	Attachment B
	Full-time	Part-time employees
- band of hourly gross earnings and by sex:	Table A.1 FT	Table B.1 PT
- band of monthly gross earnings and by sex:	Table A.2 FT	Table B.2 PT
- band of annual gross earnings and by sex:	Table A.3 FT	Table B.3 PT
- band of annual holidays and by sex:	Table A.4 FT	Table B.4 PT
- band of monthly hours paid and by sex:	Table A.5 FT	Table B.5 PT
- NACE Rev. 1 section and by sex:	Table A.6 FT	Table B.6 PT
- ISCO-88 at the 1 digit level and by sex:	Table A.7 FT	Table B.7 PT
- ISCED 0 to 6 and by sex:	Table A.8 FT	Table B.8 PT
- age band and by sex:	Table A.9 FT	Table B.9 PT
- length of service and by sex:	Table A.10 FT	Table B.10 PT
- size of enterprise in terms of no. of employees:	Table A.11 FT	Table B.11 PT
- NACE sections, age and sex:	Table A.12 FT	Table B.12 PT
- education, age and sex:	Table A.13 FT	Table B.13 PT
- occupation, age and sex	Table A.14 FT	Table B.14 PT

The distributions of employees from SES-2006 can be compared with their distributions from SES-2002, which were attached to the Quality Report of SES-2002.

## Part B of the Quality Report

### 1. Relevance

The main objective of the survey is to create a common database for the social partners for the reconciliation of interests. It means that the main users are the three parties participating in wage negotiations on the macro level, i.e. the representatives of the government, the employees and the employers.

The biggest user is the **Ministry of Social Policy and Labour**, but most of the computations made for the Ministry serve the other two parties at the same time.

The main uses are:

- Analyses of wage rates
- Minimum wage computations
- Model computations for the development of wage scale systems to determine the expected impacts of the different modifications

Another important user is the **Central Statistical Office**. It takes over the whole database in each year and uses it to fulfill different international statistical reporting obligations. The **Regional Labour Centres** use the average earnings by occupations to determine the unemployment benefit in special cases and to help judgment on work permit applications of foreign citizens.

The **National Directorate of the Pension Fund** also uses the average earning by occupations to determine pensions in special cases according to the international agreements.

The **juries of justice** also use the data in cases of claims for damages.

**Organizations of employees and employers:** they can also influence the contents of the survey, their opinion is important and taken into consideration in evaluating the results of the survey.

There is a huge set of standard tables, agreed upon by the three parties, which is given for all participating confederations every year, free of charge.

In some cases the special requests of trade unions and employers' organizations can also be satisfied using this database, provided that data protection is respected.

**Other requests:** universities, research institutions, students working on their thesis, embassies, individual companies, etc. Most of these are fulfilled free of charge, in some cases with a solid reimbursement of costs.

In most cases we can satisfy the specific requests, the only occasional limits are lack of capacity and the rules of data protection.

An important user is the media. In the last years they can reach the most important results on the internet.

Potential Hungarian and foreign investors are also interested in basic wages and earnings data. In most cases they can find the requested data on the website of the Public Employment Service ( [www.afsz.hu](http://www.afsz.hu) ) also in English.

The OECD is interested in wage dispersion indicators and the proportions of low wage earners which are all sent to them each year. The ILO is interested in getting the data for the October Inquiry, which are produced for them by the CSO, based on this database.

## **2. Accuracy**

### 2.1 Sampling errors

#### 2.1.1 Probability sampling

Two different methods are used for sampling

- All employers over 50 employees are obliged to report about a sample of their employees: those who were born on specific dates in any month, in any year.\* (One date means a 3,29% perfect probability sample, two dates 6,57% and three dates 9,86%)
- From those employers who have less than 50 employees a 20% random sample is chosen using the business register of the CSO, and those who were chosen have to report about each of their employees.

The second method is based on a stratified random sample which is drawn by the CSO. The method is described in details in the Quality Report of the Labour Cost Survey (LCS-2004) compiled by the CSO.

For budgetary institutions which report individually, the method is the same, but most of these institutions are incorporated in different centrally handled payroll systems and for these institutions we get all the necessary data of each individual employee. (Now about 84% of public employees and 90% of government employees are reported this way.)

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\* We use three birthdates in the case of non-manual workers: the 5th, 15th and 25th day of any month in any year. Three times twelve days in a year results in a  $36/365=0,0986$  sampling ratio. For manual workers within the business sector we use only two birthdates: the 5th and 15th of any month in any year, which results in a  $24/365=0.0657$  sample size. Within the budgetary sector we use three birthdates both for the manual and non-manual workers (the 5th , 15th and 25th).

#### **2.1.1.1 Bias**

Due to the probability sampling methods, there is no systematic bias in the estimations.

#### **2.1.1.2 Variance**

The coefficients of variation for monthly and hourly earnings of full-time and part-time employees, according to the breakdowns required were computed and they are given in Attachments C and D (Tables 1FT to 5FT and tables 1PT to 5PT both for monthly earnings and for hourly earnings). The CVs are much higher because the dispersion of wages is much bigger among individuals than in the case of company averages.

#### **2.1.2 Non-probability sampling**

This is not applicable in our case.

### **2.2 Non-sampling errors**

#### **2.2.1 Coverage errors**

Possible under-coverage may happen because of new units: birth, mergers and demergers of old units. To avoid this to the possible rate, we use the latest updated version of the sampling frame, the business register of the CSO.

Under- or over-coverage may happen because of misclassification by bands of the number of employees. In most cases it does not cause any problem, because for grossing up we use the actual total number of employees, given on the cover-sheet of the report by each employer. (This grossing up method is used for firms over 50 employees.)

Misclassification can also happen if the main activity (NACE code) of the local unit is wrong. We tried to correct these, but probably some misclassifications remained.

#### **2.2.2 Measurement errors**

In our case the measurement errors are equal to the reporting errors. The most important sources of these are:



- The misinterpretation of the questionnaire (the reason in most cases is that the respondents do not read the instructions);
- Erroneous coding of the identifier of the firm or the occupations
- Data entry errors on the respondents' side (if they use the data entry program which anybody can use taken from the internet);
- Data entry errors during the central data entry of reports sent on paper;
- Possible errors during data transmission or transformation;
- Possible errors during data processing at NESO;
- Possible errors during the transformation of national codes of education into ISCED codes.

Measurement errors are checked and amended through a lengthy and thorough editing process.

- missing variables: sometimes they are asked again from the respondents, in other cases they are imputed
- slipped fields: they can be detected through the checking process and in most cases they can be adjusted
- detecting and excluding duplicate reports or records
- checking the possible minimum and maximum values for each field containing elements of earnings
- checking the identifiers and code values, whether they are existing codes (using control tables and control digits): erroneous identifiers are amended using the register
- logical checks and amendments by comparing different fields within the individual records, like education, occupation and wage category.

A special feature of the survey in Hungary is that the majority of data in the budgetary sector come from central payroll computing systems. It means that theoretically measurement errors are not possible, unless some variables are missing from these central systems or there are errors in these systems.

These central payroll systems use the same terms and definitions that are determined and used by the Central Statistical Office for statistical purposes. (The CSO's establishment based labour statistics surveys are also based on these central payroll systems.)

At the time of the SES 2002 survey the variable of paid holidays was missing from these payroll systems. The problem was solved then by imputing these figures for each individual by using the length of holiday determined in the law for each category. This deficiency was mostly amended by the time of SES-2006.

### 2.2.3 Non-response errors

The survey is part of the yearly National Programme of (obligatory) Statistical Reports, so it is compulsory for all firms over 50 employees, for all budgetary institutions and for those firms in the competitive sector with less than 50 employees which were chosen for the sample.

In spite of obligatory reporting, some of the bigger companies do not respond to the survey. (Each gets the questionnaires and the instructions by mail, escorted with a letter and some of the results of the previous survey.)

By using arrival lists we try again the most important respondents by calling them on the phone. In most cases we succeed with the bigger firms. But some remain missing from the survey.

The lack of capacity limits these efforts.

For smaller firms, especially under 20 employees, the non-response rate is higher, but it can be partly corrected through using a different grossing up method. (Where the 20% sample is chosen from among the complete list of the smaller companies, the grossing up factors are determined for the individual size bands by using the total number of employees in the appropriate size band according to the CSO's establishment based labour statistics.)

The response rate in the competitive (enterprise) sector is changing from 94 to 62 per cent (from the biggest to the smallest companies). The smallest are often simply not found at their mail address officially given in the register.

In the budgetary sector the response rate is excellent (99,9%) in the case of local budgetary institutions, thanks to the well functioning central payroll systems. It is also very good in the case of central budgetary institutions, because by now their central payroll computing system contains the great majority of government employees (94%). (It certainly improved substantially since SES-2002.)

The non-response rate certainly causes biases concerning the total number of employees and their distribution by size bands, but these biases are much smaller concerning the estimates of monthly or annual earnings and for hours paid, which are the most important results of the survey.

#### **2.2.4 Model assumption errors**

This is not applicable in our case, because we don't use model assumptions for the Structure of Earnings Survey.

#### **2.2.5 Other possible deficiencies**

It was already explained above why the month of May is used for the Hungarian survey.

The month of May is reasonable, because in most cases the wage raises of the year are implemented before May. The length of this month is somewhat bigger in the number of normal working hours than the average month, but this difference can be corrected during the data processing.

There is no need to adjust the fiscal year to the calendar year, because in Hungary the fiscal year is the same as the calendar year.

In Hungary our survey covers all sections of NACE Rev. 1, including sections A and B and it covers all firms over 4 employees (including the 5-9 size band).

For the data base sent to Eurostat we left out those sections which are excluded from the SES 2006 survey (sections A and B).

The combination of administrative sources (central payroll systems) and the representative survey do not cause any problem because these systems use the same statistical concepts and definitions (determined by the Central Statistical Office) which are used in the survey.

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

The reference month of the Hungarian survey is the month of May.

According to this, key data collection dates are as follows:

- the questionnaires and instructions are sent out to the respondents at the end of April 2006
- the deadlines to send back the questionnaires:
  - = for companies with less than 300 employees: 5<sup>th</sup> July 2006
  - = for companies over 300 employees: 12<sup>th</sup> July 2006
  - = for all budgetary institutions: 14<sup>th</sup> July 2006
- post collection phases:
  - = receiving the reports, manual checks, recall of missing responses using computerized arrival lists: continues until the end of August

- = data entry and compiling the reports received via e-mail and on CDs: parallel with the previous phase
- = logical checks, data corrections using the phone where programmed corrections are not possible: September – October 2006
- = data entry for late arrivals and data corrections: October 2006
- = quality check before data processing: November 2006
- Preliminary results given to the social partners to use during wage negotiations: December 2006
- Final results: February 2007 (on CD)
- Four volume publication: August 2007
- Transforming the database of SES 2006 according to the requirements and sending it to the Eurostat through the CSO: July 2008
- Sending the final version of the database to Eurostat through the CSO: October 2008
- Data processing for the quality report: October-November 2008 (in cooperation with the CSO, concerning the harmonization with the Quality Report of the Labour Cost Survey)
- Quality report writing: December 2008
- Translating, checking, correcting the report: January 2009
- Sending the quality report to Eurostat: February 2009

In the meantime during 2007 and 2008 we had to implement our May 2007 and May 2008 surveys with the same small team which was responsible for preparing the data transmission and the quality report of SES 2006. Now at the beginning of 2009 we are already working on the preparations for our May 2009 survey.

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

- a) For everybody
  - Some of the most important results are accessible for everybody, free of charge, on the website of the Hungarian Public Employment Service ([www.afsz.hu](http://www.afsz.hu)), also in English
  - Some of the aggregated results are sent out to the respondents of the new survey together with the questionnaires of the next year's survey
- b) For the interested ministries and confederations of workers and employers organizations
  - A menu driven collection of all “standard” tables on CDs, agreed with the representatives of social partners (the required tables by sections, wage categories, occupations, education, etc. can be easily found and printed if required)

- the results of model computations to prepare negotiations on minimum wage decisions and macro level wage agreements
- c) For selected important users of the results (social partners, Directorates of CSO, Regional Labour Centres, Universities, Research Institutes, ministries, libraries) a four-volume publication every year on basic wages and earnings (cca 4\*200 pages)
- About the Hungarian economy as a whole
  - About the competitive (enterprise) sector
  - About the budgetary sector
  - By regions (counties, NUTS 3 level)
- d) Users of the whole database
- Each year the CSO takes over the whole database to fulfill some important international reporting obligations (ILO, Eurostat, OECD)
  - Some Hungarian and international research institutes take over the whole database to use them for research purposes (without the individual identifiers of the employers)
  - Some government agencies also take over the whole database (like the Hungarian National Bank and the Ministry of Finance).
- e) Special requests  
Trade unions, companies, potential investors etc. may order for special data processing on a cost reimbursement basis taken into consideration the rules of data protection.
- f) Methodological documents  
Methodological comments and explanations are given to the users with the CD containing the standard tables and with the four-volume publication of basic wages and earnings. The same document also can be found on our website.

## **5. Comparability**

### **5.1 Geographical comparability**

The national concepts, terms and definitions are equivalent with the European ones.

The industrial classification is equivalent with NACE generally used in the EU.

The Hungarian classification of occupations (FEOR-93) is similar to ISCO-88.

The structure and principles are the same, but they are equivalent only on the 1<sup>st</sup> digit level. Transcodig is possible on the two or three-digit levels and even on the 4-digit level.

There is no generally used classification of education in Hungary, but the level of education may be transcoded to ISCED (0 to 6).

The statistical unit in this survey is the local unit.

The industrial classification comes from the register of employers taken care of by the Central Statistical Office (KSH). The quality of the business-register is the responsibility of CSO. It is updated monthly, but this a very difficult task in the case of smaller enterprises. The birth of the new companies can be followed easily (because each of them have to ask for an identifier), but it is much more difficult if they cease to exist. Up till now the business register still does not contain the local units with their own (in some cases different) NACE codes.

## **5.2 Comparability over time**

There were no previous structure of earning surveys in this form in Hungary. Our yearly survey (since 1992) was similar, but not completely equivalent. Earlier we did not collect wages and earnings of part-time workers and some variables were missing from the surveys before 2002. So the earlier results are not fully comparable with the results of SES-2002.

The results of SES-2006 are comparable only with the results of SES-2002. (See in Attachment E, tables E.2, E.3, E.4, E.5, E.6, E.9 and E.10.)

## **6. Coherence**

In close cooperation with the CSO we prepared the same tables from SES-2006 which were prepared for the quality report of LCS-2004 by the CSO. (See in Attachment E)

According to the Commission Regulation in case of SES-2006 we have to investigate the coherence regarding the compensation per employees between SES and SNA-based figures. The results can be found in Attachment E, table E.11.

The table shows that in almost all the NACE sections the compensation per employee figures from SNA are much higher than the average earnings data from the Structure of Earnings Survey. The possible causes of the difference can be:

- The difference in coverage: SNA data are derived from the balance sheets of all companies including the economic units and own account workers employing less than 5 employees and SES covers only those which employ more than four employees.
- National Account data include also estimates on the grey and black economy, which can be significant in some sections of the national economy.
- We have no figures on the number of employees in the ESA, as Hungary has derogation on this. So we had to ask for estimates from the CSO to substitute these figures. They gave us these estimates based on the Labour Force Survey. (The CSO also used these in the coherence chapter of the Quality Report of the Labour Cost Survey.) As it is well known, LFS is a household type survey with a relatively small sample, so these estimates may cause big discrepancies, especially in the case of smaller sections, like sections C and K.

## **7. Completeness**

SES-2006 is complete in the sense that it contains all the compulsory variables and the coverage is also perfect according to the Commission Regulation.

All the necessary breakdowns are possible in case of international classifications (NACE, ISCO, ISCED, NUTS), the transcoding was made on the required levels (NACE sections, ISCO-88 first digit, ISCED 0-6 and NUTS level 1).

This means that SES-2006 Hungary is completely comparable on EU level. The only difference, that we have to use May as our reference month instead of October, doesn't cause serious problems.

At the same time our survey is even more complete as it also covers NACE sections A and B which are not included in the scope prescribed by the Commission Regulation.

What is also important from the point of view of the domestic users, our survey is conducted in every year. All these yearly surveys are conducted according to the EU regulations, which prescribe these surveys to be conducted only once in every fourth year.

## **Attachment A**

### **Distributions of full-time employees SES-2006 HUNGARY**



Distribution of full-time employees  
by bands of hourly gross earnings, by sex

Band of hourly gross earnings	Together	Men		Women
		Frequency (%)		
- 380 HUF	11.1	13.1	9.1	
381 - 480 HUF	12.6	11.6	13.6	
481 - 580 HUF	12.2	10.6	13.7	
581 - 700 HUF	12.9	11.8	14.1	
701 - 850 HUF	12.9	11.9	14.0	
851 - 1050 HUF	12.7	11.7	13.7	
1051 - 1450 HUF	13.2	13.6	12.9	
1451 - HUF	12.4	15.7	8.9	
Overall frequency	100.0	100.0	100.0	
Total number of employees	2248665	1139490	1109174	
Overall mean (HUF)	914.88	984.73	843.12	
Median value (HUF)	710.23	732.06	695.05	

Distribution of full-time employees  
by bands of monthly gross earnings, by sex

Band of monthly gross earnings	Together	Men		Women
		Frequency (%)		
- 70000 HUF	12.5	14.8	10.1	
70001 - 90000 HUF	13.1	11.3	15.0	
90001 - 110000 HUF	13.0	11.4	14.7	
110001 - 130000 HUF	11.7	10.4	13.0	
130001 - 155000 HUF	11.5	10.6	12.5	
155001 - 190000 HUF	12.3	11.3	13.2	
190001 - 260000 HUF	13.0	13.7	12.3	
260001 - HUF	12.9	16.5	9.1	
Overall frequency	100.0	100.0	100.0	
Total number of employees	2248665	1139490	1109174	
Overall mean (HUF)	166933	180754	152734	
Median value (HUF)	129728	134912	125500	

Distribution of full-time employees  
by bands of annual gross earnings, by sex

Band of annual gross earnings	Together	Frequency (%)	
		Men	Women
- 840000 HUF	12.6	15.0	10.1
840001 - 1080000 HUF	11.1	10.3	11.8
1080001 - 1350000 HUF	13.0	11.4	14.6
1350001 - 1650000 HUF	13.0	11.8	14.2
1650001 - 2000000 HUF	11.9	10.9	13.0
2000001 - 2500000 HUF	12.3	11.4	13.1
2500001 - 3500000 HUF	13.3	13.2	13.5
3500001 - HUF	12.9	15.9	9.7
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174
Overall mean (HUF)	2201670	2361120	2037861
Median value (HUF)	1659584	1685688	1632864

Distribution of full-time employees  
by bands of annual holidays, by sex

Band of annual holidays	Together	Men Frequency (%)	Women
- 20	5.1	5.2	5.0
21 - 24	19.6	23.3	15.8
25 - 28	20.4	23.2	17.5
29 -32	37.9	37.0	38.8
33 -	17.0	11.3	23.0
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174
Overall mean (days)	28.1	27.4	28.8
Median value (days)	29	28	30

Distribution of full-time employees  
by bands of monthly hours paid, by sex

Bands of monthly hours paid	Together	Men		Women
		Frequency (%)		
-175	5.5	6.5	4.6	
176	32.1	22.9	41.6	
177-183	2.3	2.4	2.1	
184	46.7	51.6	41.6	
185 - 188	2.1	2.6	1.7	
189 - 192	3.2	3.7	2.7	
193 - 196	1.6	1.9	1.3	
197 -	6.5	8.4	4.5	
Overall frequency	100.0	100.0	100.0	
Total number of employees	2248665	1139490	1109174	
Overall mean (hours)	182.6	183.7	181.4	
Median value (hours)	184	184	184	

Distribution of full-time employees  
by NACE Rev.1 sections, by sex

NACE rev.1 sections	Together	Men Frequency (%)	Women
C	0.3	0.5	0.1
D	22.1	26.5	17.6
E	3.1	4.6	1.5
F	4.8	8.4	1.1
G	12.7	13.3	12.2
H	2.2	1.8	2.6
I	8.2	11.4	5.1
J	2.1	1.2	3.0
K	6.4	7.3	5.5
L	14.0	12.2	15.8
M	12.1	5.4	18.9
N	8.2	3.3	13.2
O	3.7	4.0	3.4
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174

Distribution of full-time employees  
by occupation (ISCO-88 at the 1-digit level), by sex

Occupation (ISCO-88 at the 1-digit level)	Together	Men Frequency (%)	Women
0	2.5	4.1	0.8
1	8.5	9.8	7.1
2	14.5	10.4	18.7
3	17.4	10.9	24.0
4	9.5	5.0	14.1
5	10.1	8.0	12.3
6	0.3	0.5	0.2
7	15.0	24.4	5.4
8	13.0	18.9	6.9
9	9.2	7.9	10.5
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174

Distribution of full-time employees  
by education (ISCED 0 to 6), by sex

Education (ISCED 0 to 6)	Together	Men Frequency (%)	Women
ISCED 0 and 1	0.4	0.4	0.4
ISCED 2	13.5	11.7	15.2
ISCED 3 and 4	62.0	67.1	56.6
ISCED 5B	0.2	0.1	0.2
ISCED 5A	24.0	20.7	27.4
ISCED 6	0.0	0.0	0.0
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174



Distribution of full-time employees  
by age bands, by sex

Age bands	Together	Men Frequency (%)	Women
< 20	0.5	0.6	0.4
20 - 29	18.1	19.7	16.5
30 - 39	28.4	30.8	26.0
40 - 49	25.4	23.1	27.7
50 - 59	24.8	22.4	27.3
60 +	2.8	3.4	2.2
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174

Distribution of full-time employees  
by length of service, by sex

Length of service	Together	Men Frequency (%)	Women
-10	69.3	73.0	65.6
10-19	19.3	17.7	21.0
20-29	7.5	5.9	9.1
30-39	3.7	3.2	4.3
40+	0.2	0.2	0.1
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174

Distribution of full-time employees  
by size of enterprise (in terms of the number of employees), by sex

	Together	Men Frequency (%)	Women
Size categories			
5 - 9	5.7	6.5	5.0
10 - 49	18.0	18.1	17.8
50 - 249	28.4	25.9	31.1
250 - 499	10.7	11.1	10.3
500 - 999	11.2	11.8	10.5
1000 -	26.0	26.6	25.4
Overall frequency	100.0	100.0	100.0
Total number of employees	2248665	1139490	1109174







**Attachment B**

**Distributions of part-time employees  
SES-2006 HUNGARY**

Distribution of part-time employees  
by bands of hourly gross earnings, by sex

Bands of hourly gross earnings	Together	Men Frequency (%)	Women
- 380 HUF	0.2	0.3	0.1
381 - 480 HUF	19.2	21.2	17.9
481 - 580 HUF	11.5	11.0	11.9
581 - 700 HUF	18.9	18.4	19.2
701 - 850 HUF	15.5	15.3	15.6
851 - 1050 HUF	10.4	8.7	11.6
1051 - 1450 HUF	11.1	11.1	11.2
1451 - HUF	13.1	14.0	12.5
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267
Overall mean (HUF)	945.81	987.16	919.21
Median value (HUF)	701.50	695.65	707.61



Distribution of part-time employees  
by bands of monthly gross earnings, by sex

Bands of monthly gross earnings	Together	Men		Women
		Frequency (%)		
- 60000 HUF	0.6	0.9	0.4	
60001 - 70000 HUF	36.8	39.0	35.4	
70001 - 80000 HUF	14.7	14.3	15.0	
80001 - 90000 HUF	9.9	7.6	11.4	
90001 - 110000 HUF	10.7	10.0	11.2	
110001 - 130000 HUF	7.1	6.7	7.4	
130001 - 155000 HUF	5.6	4.6	6.1	
155001 - 190000 HUF	5.3	5.1	5.3	
190001 - 260000 HUF	5.0	5.8	4.6	
260001 - HUF	4.3	6.0	3.1	
Overall frequency	100.0	100.0	100.0	
Total number of employees	209152	81885	127267	
Overall mean (HUF)	107935	113919	104086	
Median value (HUF)	79000	75451	80000	

Distribution of part-time employees  
by bands of annual gross earnings, by sex

Bands of annual gross earnings	Together	Frequency (%)	
		Men	Women
- 720000 HUF	0.6	0.8	0.4
720001 - 840000 HUF	36.9	40.0	34.8
840001 - 960000 HUF	12.3	13.0	11.9
960001 - 1080000 HUF	8.4	6.3	9.7
1080001 - 1350000 HUF	12.8	10.5	14.3
1350001 - 1650000 HUF	9.0	8.2	9.5
1650001 - 2000000 HUF	5.7	4.7	6.3
2000001 - 2500000 HUF	5.3	5.0	5.4
2500001 - 3500000 HUF	5.0	5.6	4.7
3500001 - HUF	4.1	5.8	3.0
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267
Overall mean (HUF)	1368123	1437865	1323250
Median value (HUF)	965108	912408	998436

Distribution of part-time employees  
by bands of annual holidays, by sex

Bands of annual holidays	Together	Men Frequency (%)	Women
- 20	13.2	14.3	12.6
21 - 24	14.6	16.6	13.3
25 - 28	14.3	13.4	14.9
29 -32	45.3	44.2	45.9
33 -	12.6	11.6	13.2
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267
Overall mean (days)	26.3	25.9	26.5
Median value (days)	30	30	30

Distribution of part-time employees  
by bands of monthly hours paid, by sex

Bands of monthly hours paid	Together	Frequency (%)	
		Men	Women
- 90	9.4	10.4	8.7
91 -120	36.9	34.3	38.6
121 - 140	28.8	26.6	30.1
141 - 160	3.6	3.1	3.9
160 - 180	20.9	24.9	18.4
181 -	0.4	0.5	0.3
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267
Overall mean (hours)	121.9	123.4	121.0
Median value (hours)	132	138	132

Distribution of part-time employees  
by NACE Rev.1 sections, by sex

NACE rev.1 section	Together	Men Frequency (%)	Women
C	0.2	0.4	0.1
D	19.0	21.7	17.2
E	0.9	1.3	0.6
F	4.7	9.5	1.6
G	17.1	15.3	18.4
H	4.1	3.6	4.5
I	7.0	7.9	6.5
J	1.9	1.2	2.3
K	8.5	9.3	8.1
L	9.1	6.6	10.6
M	12.8	10.3	14.5
N	8.0	6.0	9.3
O	6.6	7.0	6.4
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267

Distribution of part-time employees  
by occupation (ISCO-88 at the 1-digit level), by sex

Occupation (ISCO-88 at the 1-digit level)	Together	Men Frequency (%)	Women
0	0.0	0.0	0.0
1	4.8	8.2	2.6
2	10.9	10.8	11.0
3	11.4	9.3	12.7
4	10.7	6.7	13.3
5	13.4	9.3	16.0
6	0.6	1.1	0.3
7	11.6	18.1	7.4
8	6.0	10.5	3.2
9	30.6	26.1	33.4
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267

Distribution of part-time employees  
by education (ISCED 0 to 6), by sex

Education (ISCED 0 to 6)	Together	Men Frequency (%)	Women
ISCED 0 and 1	1.4	1.5	1.3
ISCED 2	27.7	22.0	31.3
ISCED 3 and 4	54.6	58.9	51.8
ISCED 5B	0.1	0.1	0.1
ISCED 5A	16.2	17.4	15.5
ISCED 6	0.0	0.0	0.0
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267

Distribution of part-time employees  
by age bands, by sex

Age bands	Together	Men Frequency (%)	Women
< 20	0.7	1.1	0.4
20 - 29	15.0	16.4	14.2
30 -39	21.2	20.0	22.0
40 - 49	21.3	19.7	22.4
50 - 59	28.0	26.2	29.2
60 +	13.7	16.7	11.8
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267



Distribution of part-time employees  
by length of service, by sex

Length of service	Together	Frequency (%)	
		Men	Women
-10	87.0	89.8	85.3
10-19	9.5	7.9	10.5
20-29	2.2	1.2	2.9
30-39	1.1	1.0	1.2
40+	0.2	0.2	0.3
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267

Distribution of part-time employees  
by size of enterprise (in terms of the number of employees), by sex

Size categories	Together	Men Frequency (%)	Women
5 - 9	7.8	7.3	8.1
10 - 49	26.1	30.3	23.4
50 - 249	29.9	29.0	30.5
250 - 499	8.6	9.2	8.2
500 - 999	8.8	8.5	9.1
1000 -	18.7	15.6	20.7
Overall frequency	100.0	100.0	100.0
Total number of employees	209152	81885	127267







**Coefficients of variation concerning gross monthly earnings  
of full-time and part-time employees  
SES-2006 HUNGARY**

Coefficients of variation for monthly earnings  
by NACE Rev.1 section, by sex  
full-time employees

NACE rev.1 section	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
C	136125	152298	0.8938	135685	153381	0.8846	138340	146434	0.9447	
D	138390	161004	0.8595	153924	178880	0.8605	104082	133244	0.7811	
E	178585	209686	0.8517	192221	218647	0.8791	122226	181497	0.6734	
F	101597	120061	0.8462	101536	118699	0.8554	101451	130668	0.7764	
G	177142	141746	1.2497	206356	156128	1.3217	135517	125667	1.0784	
H	103141	108255	0.9528	141181	123531	1.1429	62598	97661	0.6410	
I	177406	184437	0.9619	191240	188111	1.0166	139998	175956	0.7956	
J	333617	317296	1.0514	435704	447497	0.9736	258966	261259	0.9912	
K	201923	180579	1.1182	226596	191318	1.1844	160898	165843	0.9702	
L	114963	197462	0.5822	124144	221937	0.5594	103151	178158	0.5790	
M	76891	164153	0.4684	108528	185691	0.5845	63321	157815	0.4012	
N	72817	143859	0.5062	106803	162646	0.6567	60026	138984	0.4319	
O	103524	146720	0.7056	114239	149757	0.7628	88901	143089	0.6213	
Total C-O	148287	166933	0.8883	174265	180754	0.9641	113942	152734	0.7460	

Coefficients of variation for monthly earnings  
by occupation (ISCO-88 at the 1-digit level), by sex  
full-time employees

Occupation (ISCO-88 at the 1-digit level)	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
0	105427	250293	0.4212	107874	253506	0.4255	88804	232676	0.3817	
1	329835	335199	0.9840	369601	366216	1.0092	256688	291055	0.8819	
2	152340	239623	0.6357	194585	287552	0.6767	112777	212110	0.5317	
3	112510	172106	0.6537	156314	198941	0.7857	81685	159587	0.5119	
4	65147	131805	0.4943	75995	139153	0.5461	60444	129101	0.4682	
5	51983	103189	0.5038	64578	115580	0.5587	39370	94909	0.4148	
6	31596	88634	0.3565	33214	90411	0.3674	25915	83668	0.3097	
7	68336	126021	0.5423	71993	131839	0.5461	37506	99055	0.3786	
8	67162	133478	0.5032	72891	140441	0.5190	41839	113997	0.3670	
9	30667	88484	0.3466	38080	91494	0.4162	23110	86158	0.2682	
Total	148287	166933	0.8883	174265	180754	0.9641	113942	152734	0.7460	



Coefficients of variation for monthly earnings  
by age bands, by sex  
full-time employees

Age bands	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
< 20	60035	97313	0.6169	54656	96483	0.5665	68304	98744	0.6917
20 - 29	90210	139644	0.6460	91048	142341	0.6396	89057	136327	0.6533
30 -39	158563	171052	0.9270	180812	187412	0.9648	123409	151140	0.8165
40 - 49	156789	169180	0.9268	196607	188190	1.0447	109319	152891	0.7150
50 - 59	155455	176393	0.8813	188959	193230	0.9779	118341	162208	0.7296
60 +	177721	209990	0.8463	192857	225960	0.8535	146679	184354	0.7956
Total	148287	166933	0.8883	174265	180754	0.9641	113942	152734	0.7460

Coefficients of variation for monthly earnings  
by size of enterprise (in terms of the number of employees), by sex  
full-time employees

Size categories	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
5 - 9	124265	110522	1.1244	141334	110343	1.2809	96527	110762	0.8715
10 - 49	106920	130384	0.8200	122364	128293	0.9538	87856	132571	0.6627
50 - 249	142015	161909	0.8771	175544	175176	1.0021	103775	150547	0.6893
250 - 499	171583	178569	0.9609	189399	192130	0.9858	148117	163646	0.9051
500 - 999	162326	186699	0.8695	184981	207853	0.8900	126971	162205	0.7828
1000 -	158132	196863	0.8033	183659	222389	0.8258	118977	169381	0.7024
Total	148287	166933	0.8883	174265	180754	0.9641	113942	152734	0.7460

Coefficients of variation for monthly earnings  
by NUTS1 regions, by sex  
full-time employees

NUTS1 regions	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
HU1 Central Hungary	196011	201080	0.9748	228400	218527	1.0452	151495	182308	0.8310
HU2 Transdanubia	115425	151728	0.7607	136129	165604	0.8220	86752	137363	0.6316
HU3 Great Plain and North	95459	142151	0.6715	112376	150152	0.7484	74697	134389	0.5558
Total	148287	166933	0.8883	174265	180754	0.9641	113942	152734	0.7460

Coefficients of variation for monthly earnings  
by NACE Rev.1 section, by sex  
part-time employees

NACE rev.1 section	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
C	146097	131899	1.1076	160031	129491	1.2358	94359	138886	0.6794
D	102787	97397	1.0553	137110	114095	1.2017	58915	83842	0.7027
E	103587	118154	0.8767	123975	122186	1.0146	68405	112937	0.6057
F	76307	92416	0.8257	83012	96115	0.8637	37297	77979	0.4783
G	71171	93080	0.7646	70790	89814	0.7882	71313	94828	0.7520
H	26394	74750	0.3531	32891	77795	0.4228	22182	73190	0.3031
I	112630	121349	0.9282	139990	124528	1.1242	84981	118842	0.7151
J	136514	156563	0.8719	136044	171449	0.7935	136298	151413	0.9002
K	94561	105042	0.9002	98896	107818	0.9172	91176	102994	0.8853
L	66523	106955	0.6220	84927	117982	0.7198	56885	102521	0.5549
M	84018	143651	0.5849	92418	157415	0.5871	79107	137378	0.5758
N	112899	119697	0.9432	180935	141259	1.2809	64837	110777	0.5853
O	64169	99643	0.6440	74401	101013	0.7366	55864	98682	0.5661
Total C-O	90976	107935	0.8429	112673	113919	0.9891	73457	104086	0.7057

Coefficients of variation for monthly earnings  
by occupation (ISCO-88 at the 1-digit level), by sex  
part-time employees

Occupation (ISCO-88 at the 1-digit level)	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
0	0	0	0.0000	0	0	0.0000	0	0	0.0000	
1	240941	203942	1.1814	259005	214519	1.2074	198537	182894	1.0855	
2	117000	198738	0.5887	132050	213263	0.6192	105357	189551	0.5558	
3	100821	131718	0.7654	136785	129206	1.0587	78249	132905	0.5888	
4	47540	105800	0.4493	46908	99486	0.4715	47564	107840	0.4411	
5	48794	83490	0.5844	36356	80891	0.4494	52636	84455	0.6232	
6	47756	87306	0.5470	55522	93051	0.5967	12754	73959	0.1724	
7	34566	81652	0.4233	41181	88313	0.4663	15174	71205	0.2131	
8	45347	94511	0.4798	51749	99372	0.5208	24185	84223	0.2872	
9	19161	76137	0.2517	23600	75800	0.3113	16488	76305	0.2161	
Total	90976	107935	0.8429	112673	113919	0.9891	73457	104086	0.7057	

Coefficients of variation for monthly earnings  
by age bands, by sex  
part-time employees

Age bands	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
< 20	29664	76519	0.3877	31140	77385	0.4024	27082	75135	0.3604
20 - 29	64251	97773	0.6571	70656	95230	0.7420	58962	99666	0.5916
30 - 39	109373	110409	0.9906	138478	111899	1.2375	88067	109541	0.8040
40 - 49	84241	106088	0.7941	110764	113976	0.9718	64171	101629	0.6314
50 - 59	90010	106604	0.8443	112591	118510	0.9501	73040	99738	0.7323
60 +	96439	122496	0.7873	114433	129860	0.8812	75758	115770	0.6544
Total	90976	107935	0.8429	112673	113919	0.9891	73457	104086	0.7057

Coefficients of variation for monthly earnings  
by size of enterprise (in terms of the number of employees), by sex  
part-time employees

Size categories	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
5 - 9	66040	85313	0.7741	79963	88321	0.9054	56260	83556	0.6733
10 - 49	60206	93935	0.6409	69953	95788	0.7303	50613	92389	0.5478
50 - 249	78328	111481	0.7026	90776	115333	0.7871	69530	109127	0.6371
250 - 499	102980	117330	0.8777	108063	124181	0.8702	98855	112387	0.8796
500 - 999	163108	124872	1.3062	229547	152370	1.5065	100348	108218	0.9273
1000 -	96342	118860	0.8106	125384	131466	0.9537	77765	112752	0.6897
Total	90976	107935	0.8429	112673	113919	0.9891	73457	104086	0.7057

Coefficients of variation for monthly earnings  
by NUTS1 regions, by sex  
part-time employees

NUTS1 regions	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
HU1 Central Hungary	124380	127019	0.9792	158284	131169	1.2067	95700	124294	0.7699
HU2 Transdanubia	73495	103565	0.7097	85337	116227	0.7342	64010	95844	0.6679
HU3 Great Plain and North	58026	94151	0.6163	68968	97383	0.7082	49457	92036	0.5374
Total	90976	107935	0.8429	112673	113919	0.9891	73457	104086	0.7057



**Coefficients of variation concerning gross hourly earnings  
of full-time and part-time employees  
SES-2006 HUNGARY**

Coefficients of variation for hourly earnings  
by NACE Rev.1 section, by sex  
full-time employees

NACE rev.1 section	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
C	744.86	829.09	0.8984	742.95	833.91	0.8909	754.58	802.97	0.9397	
D	750.51	864.85	0.8678	833.56	958.8	0.8694	569.19	718.94	0.7917	
E	994.88	1136.53	0.8754	1071.49	1183	0.9057	680.97	990.37	0.6876	
F	542.11	648.19	0.8363	540.13	639.67	0.8444	552.83	714.52	0.7737	
G	965.03	771.64	1.2506	1122.64	850.09	1.3206	740.86	683.94	1.0832	
H	562.28	592.76	0.9486	769.94	675.76	1.1394	340.89	535.2	0.6369	
I	973.87	1015.41	0.9591	1048.75	1034.61	1.0137	772.04	971.1	0.7950	
J	1827.73	1737.13	1.0522	2388.51	2451.24	0.9744	1417.42	1429.79	0.9914	
K	1102.06	982.50	1.1217	1237.32	1040.61	1.1890	877.1	902.77	0.9716	
L	639.73	1109.44	0.5766	691.57	1242.6	0.5565	574.3	1004.42	0.5718	
M	416.10	911.14	0.4567	585.13	1018.86	0.5743	344.85	879.44	0.3921	
N	387.96	794.21	0.4885	563.91	878.93	0.6416	323.6	772.23	0.4190	
O	565.28	800.88	0.7058	621.17	810.19	0.7667	489.92	789.76	0.6203	
Total C-O	811.32	914.88	0.8868	952.57	984.73	0.9673	626.2	843.12	0.7427	

Coefficients of variation for hourly earnings  
by occupation (ISCO-88 at the 1-digit level), by sex  
full-time employees

Occupation (ISCO-88 at the 1-digit level)	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
0	584.04	1385.40	0.4216	596.76	1399.58	0.4264	501.52	1307.61	0.3835	
1	1812.03	1848.52	0.9803	2032.10	2015.14	1.0084	1408.43	1611.37	0.8741	
2	827.29	1323.77	0.6250	1058.52	1576.61	0.6714	613.46	1178.62	0.5205	
3	602.53	946.61	0.6365	830.55	1086.70	0.7643	444.04	881.26	0.5039	
4	352.47	723.09	0.4875	409.53	752.78	0.5440	328.32	712.16	0.4610	
5	289.24	569.13	0.5082	359.20	635.41	0.5653	220.12	524.85	0.4194	
6	159.94	478.62	0.3342	167.51	488.94	0.3426	132.38	449.78	0.2943	
7	353.62	676.67	0.5226	371.74	708.07	0.5250	195.84	531.09	0.3688	
8	356.93	716.98	0.4978	386.29	756.04	0.5109	223.89	607.68	0.3684	
9	161.61	486.70	0.3321	197.91	497.41	0.3979	126.00	478.41	0.2634	
Total	811.32	914.88	0.8868	952.57	984.73	0.9673	626.20	843.12	0.7427	

Coefficients of variation for hourly earnings  
by age bands, by sex  
full-time employees

Age bands	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
< 20	322.68	528.44	0.6106	292.16	522.98	0.5586	369.28	537.84	0.6866	
20 - 29	488.98	760.32	0.6431	490.33	771.23	0.6358	486.97	746.89	0.6520	
30 -39	864.54	935.65	0.9240	985.25	1020.47	0.9655	675.47	832.40	0.8115	
40 - 49	858.27	928.74	0.9241	1074.94	1025.79	1.0479	602.27	845.59	0.7122	
50 - 59	853.59	970.13	0.8799	1037.60	1054.92	0.9836	651.36	898.69	0.7248	
60 +	978.63	1158.43	0.8448	1061.17	1242.61	0.8540	811.06	1023.31	0.7926	
Total	811.32	914.88	0.8868	952.57	984.73	0.9673	626.20	843.12	0.7427	

Coefficients of variation for hourly earnings  
by size of enterprise (in terms of the number of employees), by sex  
full-time employees

Size of categories	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
5 - 9	680.20	608.28	1.1182	773.36	606.26	1.2756	528.89	611.02	0.8656
10 - 49	587.25	719.32	0.8164	668.75	701.95	0.9527	486.97	737.49	0.6603
50 - 249	775.51	890.72	0.8707	956.99	955.38	1.0017	570.51	835.34	0.6830
250 - 499	935.14	971.03	0.9630	1031.47	1038.33	0.9934	809.65	896.97	0.9026
500 - 999	885.53	1011.95	0.8751	1009.84	1120.58	0.9012	694.17	886.17	0.7833
1000 -	869.91	1079.35	0.8060	1009.95	1215.95	0.8306	656.96	932.28	0.7047
Total	811.32	914.88	0.8868	952.57	984.73	0.9673	626.20	843.12	0.7427

Coefficients of variation for hourly earnings  
by NUTS1 regions, by sex  
full-time employees

NUTS1 regions	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
HU1 Central Hungary	1071.75	1100.83	0.9736	1247.96	1190.47	1.0483	831.22	1004.38	0.8276
HU2 Transdanubia	632.86	829.67	0.7628	746.11	899.58	0.8294	478.08	757.30	0.6313
HU3 Great Plain and North	523.20	781.98	0.6691	614.15	820.36	0.7486	413.02	744.74	0.5546
Total	811.32	914.88	0.8868	952.57	984.73	0.9673	626.20	843.12	0.7427

Coefficients of variation for hourly earnings  
by NACE Rev.1 section, by sex  
part-time employees

NACE rev.1 section	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
C	951.37	1002.68	0.9488	1034.64	969.23	1.0675	642.41	1099.73	0.5842
D	816.65	787.37	1.0372	1040.49	913.43	1.1391	553.26	685.05	0.8076
E	1123.71	1072.80	1.0475	1347.73	1076.22	1.2523	739.14	1068.39	0.6918
F	773.98	795.36	0.9731	846.40	822.70	1.0288	355.92	688.64	0.5168
G	677.11	799.10	0.8473	692.06	777.15	0.8905	668.68	810.84	0.8247
H	255.40	687.59	0.3714	289.44	685.46	0.4223	236.05	688.69	0.3427
I	757.95	949.35	0.7984	937.14	979.20	0.9570	577.71	925.81	0.6240
J	1250.34	1437.84	0.8696	1329.92	1528.46	0.8701	1220.04	1406.48	0.8674
K	960.05	934.22	1.0276	940.64	951.26	0.9888	973.93	921.65	1.0567
L	674.44	959.36	0.7030	873.13	1054.02	0.8284	571.12	921.30	0.6199
M	952.63	1383.09	0.6888	1051.75	1545.37	0.6806	894.13	1309.13	0.6830
N	1229.74	1067.33	1.1522	1980.79	1269.36	1.5605	700.59	983.75	0.7122
O	683.46	886.20	0.7712	748.68	873.58	0.8570	633.56	895.06	0.7078
Total C-O	866.07	945.81	0.9157	1035.90	987.16	1.0494	735.15	919.21	0.7998

Coefficients of variation for hourly earnings  
by occupation (ISCO-88 at the 1-digit level), by sex  
part-time employees

Occupation (ISCO-88 at the 1-digit level)	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
0	0.00	0.00	0.0000	0.00	0.00	0.0000	0.00	0.00	0.0000	
1	2221.47	1658.71	1.3393	2315.38	1722.79	1.3440	2015.60	1531.20	1.3164	
2	1264.79	1908.50	0.6627	1447.25	2066.73	0.7003	1122.88	1808.41	0.6209	
3	868.96	1186.03	0.7327	1036.75	1163.60	0.8910	776.96	1196.63	0.6493	
4	463.89	892.00	0.5200	459.17	831.17	0.5524	463.70	911.66	0.5086	
5	369.48	719.86	0.5133	330.03	700.38	0.4712	382.85	727.09	0.5265	
6	433.74	733.74	0.5911	494.03	794.88	0.6215	171.24	591.70	0.2894	
7	300.12	661.17	0.4539	330.53	730.17	0.4527	202.02	552.94	0.3654	
8	345.45	753.29	0.4586	372.37	804.61	0.4628	247.11	644.67	0.3833	
9	243.93	669.57	0.3643	277.00	649.11	0.4267	224.82	679.83	0.3307	
Total	866.07	945.81	0.9157	1035.90	987.16	1.0494	735.15	919.21	0.7998	



Coefficients of variation for hourly earnings  
by age bands, by sex  
part-time employees

Age bands	standard deviation	Together			Men			Women		
		mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	
< 20	330.83	678.10	0.4879	347.65	678.16	0.5126	302.01	677.99	0.4454	
20 - 29	625.73	861.49	0.7263	657.02	826.85	0.7946	600.10	887.27	0.6763	
30 -39	931.72	969.34	0.9612	1043.14	964.71	1.0813	860.14	972.04	0.8849	
40 - 49	801.49	898.74	0.8918	1045.91	942.08	1.1102	620.88	874.24	0.7102	
50 - 59	872.65	896.92	0.9729	1083.96	985.26	1.1002	718.33	845.98	0.8491	
60 +	1028.78	1189.25	0.8651	1208.92	1248.19	0.9685	827.07	1135.41	0.7284	
Total	866.07	945.81	0.9157	1035.90	987.16	1.0494	735.15	919.21	0.7998	

Coefficients of variation for hourly earnings  
by size of enterprise (in terms of the number of employees), by sex  
part-time employees

Size of categories	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
5 - 9	697.02	828.59	0.8412	846.62	861.66	0.9825	591.53	809.27	0.7309
10 - 49	564.75	842.39	0.6704	604.51	833.18	0.7255	529.20	850.07	0.6225
50 - 249	817.31	1005.05	0.8132	931.81	1040.18	0.8958	737.84	983.59	0.7502
250 - 499	1004.77	1003.47	1.0013	1063.27	1063.88	0.9994	957.97	959.88	0.9980
500 - 999	1457.22	1053.00	1.3839	1982.74	1273.88	1.5564	990.57	919.23	1.0776
1000 -	889.01	966.81	0.9195	1136.11	1044.78	1.0874	737.22	929.02	0.7935
Total	866.07	945.81	0.9157	1035.90	987.16	1.0494	735.15	919.21	0.7998

Coefficients of variation for hourly earnings  
by NUTS1 regions, by sex  
part-time employees

NUTS1 regions	Together			Men			Women		
	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation	standard deviation	mean	coefficients of variation
HU1 Central Hungary	1141.24	1135.74	1.0048	1417.56	1178.63	1.2027	914.41	1107.58	0.8256
HU2 Transdanubia	716.89	893.88	0.8020	771.97	960.33	0.8039	677.94	853.37	0.7944
HU3 Great Plain and North	610.38	814.17	0.7497	706.59	836.62	0.8446	537.66	799.48	0.6725
Total	866.07	945.81	0.9157	1035.90	987.16	1.0494	735.15	919.21	0.7998

**Tables to compare the results of SES-2006  
with the results of LCS-2004  
HUNGARY**

Table E.1

## Coefficients of variation of individual earnings by industries by size categories and by NUTS1 regions, 2006

%

NACE code	Hourly earnings of individuals <sup>*</sup>			Monthly earnings of individuals <sup>**</sup>		
	in enterprises with employees 5-9	in enterprises with employees 10-49	in all economic units employing more than 10	in enterprises with employees 5-9	in enterprises with employees 10-49	in all economic units employing more than 10
C	1.1324	0.6842	0.8870	1.1387	0.6754	0.8721
D	0.9579	0.7099	0.8734	1.0000	0.7228	0.8516
E	0.8078	0.8294	0.8773	0.7587	0.8405	0.8486
F	0.5926	0.7831	0.8527	0.5571	0.8420	0.8381
G	1.3238	1.1129	1.1892	1.3651	1.1778	1.2265
H	0.3609	0.5642	0.8865	0.2952	0.6015	0.9585
I	0.9448	0.9102	0.9438	0.9287	0.9477	0.9556
J	1.4013	1.1191	1.0336	1.3846	1.1373	1.0401
K	1.0730	0.8785	1.1112	1.1193	0.8987	1.1125
L	0.5624	0.5907	0.5824	0.5355	0.5886	0.5807
M	0.6762	0.4361	0.5285	0.5222	0.3949	0.4667
N	0.4524	0.6458	0.6365	0.4486	0.4483	0.5055
O	0.6005	0.7142	0.7222	0.6071	0.6934	0.7058
Total C-O	1.0833	0.7983	0.8770	1.1244	0.8200	0.8742
<b>NUTS1 regions</b>						
HU1	1.3548	1.0085	0.9590	1.3914	1.0438	0.9566
HU2	0.6674	0.6247	0.7623	0.6675	0.6035	0.7541
HU3	0.6797	0.6047	0.6722	0.6733	0.6017	0.6643

\* including full-time and part-time employees

\*\* only full-time employees

Table E.2

**Average monthly earnings in economic units employing at least 50\***  
( full-time employees)

NACE code	Sections denomination	Average monthly earnings, 2006			
		HUF/person	2002=100,0	EUR/person	2002=100,0
C	Mining and quarrying	161738	118.2	612	108.7
D	Manufacturing	170005	140.6	643	129.3
E	Electricity, gas, and water supply	219347	158.2	830	145.5
F	Construction	142936	118.9	541	109.4
G	Wholesale and retail trade; repair of motor	162391	146.2	614	134.4
H	Hotels and restaurants	124442	121.7	471	111.9
I	Transport, storage post and telecommunications	194841	152.5	737	140.2
J	Financial intermediation	329590	152.5	1247	140.2
K	Real estate, renting and business activities	194129	145.3	735	133.6
L	Public administration and defence; compulsory social security	204668	-	774	-
M	Education	169776	166.7	642	153.3
N	Health and social work	146858	167.6	556	154.1
O	Other community, social and personal	158657	135.3	600	124.4
	Total C-O	179780	151.2	680	139

\*Average yearly exchange rate of the Hungarian National Bank in 2002 242,97 HUF/EUR; in 2006 264,27 HUF/EUR

Table E.3

**Average monthly earnings in economic units employing at least 10\***  
( full-time employees)

NACE code	Sections denomination	Average monthly earnings, 2006			
		HUF/person	2002=100,0	EUR/person	2002=100,0
C	Mining and quarrying	151096	118.6	572	109
D	Manufacturing	163375	143.9	618	132.3
E	Electricity, gas, and water supply	212336	155.5	803	143
F	Construction	126403	136.8	478	125.8
G	Wholesale and retail trade; repair of motor	147958	149.4	560	137.3
H	Hotels and restaurants	114043	134.3	432	123.5
I	Transport, storage post and telecommunications	187541	150.8	710	138.7
J	Financial intermediation	318563	151.2	1205	139
K	Real estate, renting and business activities	184746	141.3	699	129.9
L	Public administration and defence; compulsory social security	198627	-	-	0
M	Education	164755	166.4	623	153
N	Health and social work	144555	167.2	547	153.7
O	Other community, social and personal	149651	137.4	566	126.3
	Total C-O	170369	152.9	645	140.5

\*Average yearly exchange rate of the Hungarian National Bank in 2002 242,97 HUF/EUR; in 2006 264,27 HUF/EUR

Table E.4

**Average hourly earnings in economic units employing at least 10\* in HUF**  
( full-time and part-time employees together )

NACE code	Sections  denomination	Average hourly earnings, 2006 and 2002		
		HUF/hour		
		2006	2002	2002=100,0
C	Mining and quarrying	834	685	121.7
D	Manufacturing	871	605	144.0
E	Electricity, gas, and water supply	1148	738	155.6
F	Construction	692	500	138.3
G	Wholesale and retail trade; repair of motor	804	541	148.5
H	Hotels and restaurants	636	465	136.9
I	Transport, storage post and telecommunications	1027	669	153.5
J	Financial intermediation	1723	1138	151.5
K	Real estate, renting and business activities	996	700	142.3
L	Public administration and defence; compulsory social security	1107	-	-
M	Education	956	534	178.9
N	Health and social work	821	465	176.4
O	Other community, social and personal	827	586	141.2
	Total C-O	935	599	156.2



Table E.5

**Average hourly earnings in economic units employing at least 10\* in EUR**  
( full-time and part-time employees together )

NACE code	Sections  denomination	Average hourly earnings, 2006 and 2002		
		EUR/hour		
		2006	2002	2002=100,0
C	Mining and quarrying	3.2	2.8	111.9
D	Manufacturing	3.3	2.5	132.4
E	Electricity, gas, and water supply	4.3	3.0	143.0
F	Construction	2.6	2.1	127.1
G	Wholesale and retail trade; repair of motor	3.0	2.2	136.5
H	Hotels and restaurants	2.4	1.9	125.8
I	Transport, storage post and telecommunications	3.9	2.8	141.1
J	Financial intermediation	6.5	4.7	139.2
K	Real estate, renting and business activities	3.8	2.9	130.9
L	Public administration and defence; compulsory social security	4.2	-	-
M	Education	3.6	2.2	164.5
N	Health and social work	3.1	1.9	162.1
O	Other community, social and personal	3.1	2.4	129.8
	Total C-O	3.5	2.5	143.6

Table E.6

**Time series of hourly earnings in economic units employing at least 5\* persons**  
( full-time and part-time employees together )

NACE code	Sections  denomination	Hourly earnings, 2006 and 2002					
		HUF/hour			EUR/hour		
		2006	2002	2002=100,0	2006	2002	2002=100,0
C	Mining and quarrying	839.4	676.3	124.1	3.2	2.8	114.1
D	Manufacturing	859.1	595.8	144.2	3.3	2.5	132.6
E	Electricity, gas, and water supply	1134.9	736.9	154.0	4.3	3.0	141.6
F	Construction	660.4	477.0	138.4	2.5	2.0	127.3
G	Wholesale and retail trade; repair of motor	774.7	515.5	150.3	2.9	2.1	138.2
H	Hotels and restaurants	607.0	442.6	137.1	2.3	1.8	126.1
I	Transport, storage post and telecommunications	1010.6	660.5	153.0	3.8	2.7	140.7
J	Financial intermediation	1713.9	1134.5	151.1	6.5	4.7	138.9
K	Real estate, renting and business activities	977.2	680.8	143.5	3.7	2.8	132.0
L	Public administration and defence; compulsory social	1100.9	n.a.	-	4.2	n.a.	-
M	Education	953.6	533.6	178.7	3.6	2.2	164.3
N	Health and social work	816.9	464.2	176.0	3.1	1.9	161.8
O	Other community, social and personal	813.1	573.2	141.8	3.1	2.4	130.4
	Total C-O	917.5	586.0	156.6	3.5	2.4	144.0

\*Average yearly exchange rate of the Hungarian National Bank in 2002 242,97 HUF/EUR; in 2006 264,27 HUF/EUR

Table E.7

## Spatial disparities in average monthly earnings, 2006

NACE code	NACE sections	NUTS1 regions			Hungary
		Central Hungary HU1	Transdanubia HU2	Great Plain and North HU3	
		HUF/month, person			
C	Mining and quarrying	154477	156754	136475	151085
D	Manufacturing	186452	157879	136679	156304
E	Electricity, gas, and water supply	248285	213722	176224	207323
F	Construction	130913	107983	108545	117774
G	Wholesale and retail trade; repair of motor vehicles and household goods	175466	108235	100408	136334
H	Hotels and restaurants	120533	94192	85026	103223
I	Transport, storage post and telecommunications	228210	147110	137723	179802
J	Financial intermediation	357983	189469	184899	304846
K	Real estate, renting and business activities	210413	117626	116142	172266
L	Public administration and defence; compulsory social security	223148	177858	164514	192316
M	Education	170551	162245	157238	162310
N	Health and social work	154229	137588	135029	141850
O	Other community, social and personal service activities	166656	123018	116697	139997
	Total C-O	195225	147997	137448	161912

Table E.8

**Spatial disparities in average monthly earnings, 2006**  
( full-time employees )

NACE code	NACE sections denomination	NUTS1 regions			Hungary	%
		Central Hungary HU1	Transdanubia HU2	Great Plain and North HU3		
		in percentage of the country average				
C	Mining and quarrying	100.7	103.4	92.6	100.0	
D	Manufacturing	119.5	100.4	87.8	100.0	
E	Electricity, gas, and water supply	119.4	102.9	85.1	100.0	
F	Construction	111.2	89.6	93.5	100.0	
G	Wholesale and retail trade; repair of motor	129.1	78.0	73.0	100.0	
H	Hotels and restaurants	118.9	90.0	80.5	100.0	
I	Transport, storage post and telecommunications	125.4	81.7	77.2	100.0	
J	Financial intermediation	116.5	62.4	60.4	100.0	
K	Real estate, renting and business activities	121.9	66.7	69.1	100.0	
L	Public administration and defence; compulsory social security	113.9	92.5	87.0	100.0	
M	Education	105.2	99.9	97.0	100.0	
N	Health and social work	107.7	98.1	95.2	100.0	
O	Other community, social and personal	118.6	87.1	83.3	100.0	
	Total C-O	120.5	90.9	85.2	100.0	

Table E.9

**Hours actually worked per employee in 2002 and 2006 \***  
( full-time employees )

NACE code	Sections denomination	2006	2002	difference (2006-2002)	% (2006/2002)
		hours worked			
C	Mining and quarrying	2221.1	2308.4	-87.3	96.2
D	Manufacturing	2281.9	2283.3	-1.4	99.9
E	Electricity, gas, and water supply	2255.1	2258.7	-3.6	99.8
F	Construction	2226.9	2247.8	-20.9	99.1
G	Wholesale and retail trade; repair of motor	2216.7	2231.2	-14.5	99.4
H	Hotels and restaurants	2196.2	2224.7	-28.5	98.7
I	Transport, storage post and telecommunications	2212.0	2252.6	-40.6	98.2
J	Financial intermediation	2203.2	2243.8	-40.5	98.2
K	Real estate, renting and business activities	2232.3	2254.7	-22.4	99.0
L	Public administration and defence; compulsory social	2140.7	n.a.	-	-
M	Education	2176.3	2294.3	-118.0	94.9
N	Health and social work	2176.8	2298.2	-121.4	94.7
O	Other community, social and personal	2229.2	2267.6	-38.3	98.3
	Total C-O	2214.4	2269.2	-54.8	97.6

Table E.10

**Growth rate of hourly earnings between 2002 and 2006 \***  
( full-time employees )

NACE code	Sections denomination	2006	2002	difference (2006-2002)	% (2006/2002)
		hourly earnings			
C	Mining and quarrying	833.8	674.4	159.5	123.6
D	Manufacturing	870.7	602.9	267.8	144.4
E	Electricity, gas, and water supply	1138.7	737.7	401.0	154.4
F	Construction	657.5	476.9	180.6	137.9
G	Wholesale and retail trade; repair of motor	773.8	509.7	264.1	151.8
H	Hotels and restaurants	593.5	435.4	158.2	136.3
I	Transport, storage post and telecommunications	1018.5	666.3	352.2	152.9
J	Financial intermediation	1737.8	1135.3	602.6	153.1
K	Real estate, renting and business activities	982.4	681.1	301.4	144.2
L	Public administration and defence; compulsory social security	1112.2	n.a.	-	-
M	Education	920.6	538.9	381.8	170.9
N	Health and social work	797.5	457.7	339.8	174.2
O	Other community, social and personal	802.8	575.6	227.2	139.5
	Total C-O	918.1	588.7	329.3	155.9

Table E.11

**Compensation per employee 2006**  
from SES-2006 and SNA 2006

NACE code	Sections	SES	SNA	difference (SES-SNA)	% (SES/SNA)
	denomination	compensation			
C	Mining and quarrying	1966021	1643727	322294	119.6
D	Manufacturing	1983105	2785520	-802415	71.2
E	Electricity, gas, and water supply	2792552	3812839	-1020287	73.2
F	Construction	1481603	2160559	-678956	68.6
G	Wholesale and retail trade; repair of motor vehicles and household goods	1713380	3014785	-1301405	56.8
H	Hotels and restaurants	1305449	1951927	-646478	66.9
I	Transport, storage post and telecommunications	2322312	3254993	-932681	71.3
J	Financial intermediation	4293410	6210737	-1917327	69.1
K	Real estate, renting and business activities	2203257	6027451	-3824194	36.6
L	Public administration and defence; compulsory social security	2757274	4226406	-1469132	65.2
M	Education	2196865	2826244	-629379	77.7
N	Health and social work	1858838	3028135	-1169297	61.4
O	Other community, social and personal service activities	1820010	3495660	-1675650	52.1
	Total C-O	2135960	3256982	-1121022	65.6

## **Attachment F**

**The English versions of the questionnaires  
used for SES-2006  
in HUNGARY  
(including the cover sheets and the data sheets for  
the competitive sector and for the budgetary sector)**





