

Report on quality for 2002 Structural Earnings Survey of Spain

December 2004

0. Introduction

In Spain, two Structural Earning Surveys were undertaken, all in collaboration with the Statistical Office of the European Communities (Eurostat). The first was the Structural Earning Survey for the period referring to 1995, which covered the activities of industry, building, commerce, hotels and restaurants, transport, communications, finance institutions and insurance. The second and the last survey, which referred to the 2002, broadened the coverage to include the activities outlined in sections M, N and O of NACE Rev.1.

The Community Regulations used as the bases for producing the last survey were as follows:

- Council Regulation (EC) No. 530/99 of 9 March 1999 concerning structural statistics on earnings and labour costs.
- Commission Regulation (EC) No. 1916/2000 of 8 September 2000 Implementing Council Regulation (EC) No. 530/99 concerning structural statistics on earnings and labour costs as regards the definition and transmission of information on structure of earnings.
- Commission Regulation (EC) No. 72/2002 of 16 January 2002 Implementing Council Regulation (EC) No. 530/99 concerning structural statistics on earnings and labour costs as regards quality evaluation of structural statistics on earnings.

The aim of this document is to be used to evaluate the quality of the survey. The structure of this report follows the content of Commission Regulation (EC) No. 72/2002 of 16 January 2002 Implementing Council Regulation (EC) No. 530/99 concerning structural statistics on earnings and labour costs as regards quality evaluation of structural statistics on earnings.

Part A

Structure of earnings survey: grossed up results: tabular analyses

Frequency distributions of PT and FT employees and by sex

1. Band of hourly gross earnings

Band of hourly earnings	Part time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 3	3,0	3,7	2,8
EUR 3 to under 4	16,3	12,0	17,9
EUR 4 to under 5	26,9	16,0	30,8
EUR 5 to under 6	15,6	13,8	16,2
EUR 6 to under 7	7,7	7,3	7,9
EUR 7 to under 10	11,6	14,8	10,4
EUR 10 to under 15	11,4	18,1	8,9
EUR 15 to under 20	4,3	7,1	3,3
EUR 20 and over	3,2	7,1	1,7
Overall frequency	100,0	100,0	100,0
Total number of employees	804443	213188	591255
Overall mean (euro)	7,28	9,56	6,45
Median value (euro)	5,17	6,57	4,93

Band of hourly earnings	Full time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 4	7,4	4,6	13,2
EUR 4 to under 5	14,9	12,9	18,9
EUR 5 to under 6	16,5	16,9	15,5
EUR 6 to under 7	12,0	12,5	11,1
EUR 7 to under 8	8,9	9,4	8,1
EUR 8 to under 10	13,1	13,9	11,5
EUR 10 to under 12	9,2	9,7	8,2
EUR 12 to under 15	8,0	8,5	6,9
EUR 15 to under 20	5,5	6,1	4,2
EUR 20 to under 30	3,2	3,9	2,0
EUR 30 and over	1,3	1,6	0,5
Overall frequency	100,0	100,0	100,0
Total number of employees	6650234	4482643	2167591
Overall mean (euro)	8,76	9,28	7,68
Median value (euro)	6,92	7,3	6,16

2. Band of monthly gross earnings

Band of monthly earnings	Part time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 200	12,6	11,6	13,0
EUR 200 to under 300	10,7	10,9	10,6
EUR 300 to under 400	14,1	12,7	14,6
EUR 400 to under 500	14,6	12,5	15,4
EUR 500 to under 600	10,7	9,1	11,2
EUR 600 to under 700	8,8	7,2	9,3
EUR 700 to under 1000	13,1	13,1	13,1
EUR 1000 to under 1500	7,0	8,5	6,4
EUR 1500 to under 2000	3,8	5,8	3,1
EUR 2000 to under 3000	3,3	4,9	2,7
EUR 3000 and over	1,4	3,7	0,5
Overall frequency	100,0	100,0	100,0
Total number of employees	804443	213188	591255
Overall mean (euro)	671,9	856,63	605,3
Median value (euro)	483	520	474

Band of monthly earnings	Full time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 500	0,6	0,4	0,9
EUR 500 to under 700	5,2	2,9	9,8
EUR 700 to under 900	15,1	12,5	20,4
EUR 900 to under 1100	18,2	18,3	18,0
EUR 1100 to under 1300	13,0	13,3	12,3
EUR 1300 to under 1500	9,7	10,2	8,7
EUR 1500 to under 2000	17,7	18,4	16,3
EUR 2000 to under 3000	13,3	15,1	9,5
EUR 3000 and over	7,2	8,7	4,2
Overall frequency	100,0	100,0	100,0
Total number of employees	6650234	4482643	2167591
Overall mean (euro)	1571,9	1680,33	1347,66
Median value (euro)	1263	1345	1112

3. Band of annual gross earnings

Band of annual earnings	Part time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 3000	15,8	14,8	16,2
EUR 3000 to under 4000	8,8	9,0	8,7
EUR 4000 to under 5000	9,9	8,2	10,5
EUR 5000 to under 6000	11,2	9,9	11,6
EUR 6000 to under 8000	18,2	15,3	19,2
EUR 8000 to under 10000	12,7	11,5	13,1
EUR 10000 to under 12000	7,7	7,6	7,7
EUR 12000 to under 14000	4,9	5,7	4,6
EUR 14000 to under 16000	3,2	3,9	2,9
EUR 16000 and over	7,7	14,1	5,4
Overall frequency	100,0	100,0	100,0
Total number of employees	804443	213188	591255
Overall mean (euro)	7831,52	9456,11	7245,74
Median value (euro)	6407,06	6889	6276

Band of annual earnings	Full time employees (Frequency %)		
	Men+women	Men only	Women only
Under EUR 6000	0,3	0,2	0,5
EUR 6000 to under 10000	8,6	5,6	15,0
EUR 10000 to under 12000	12,4	10,8	15,7
EUR 12000 to under 14000	13,6	13,5	13,9
EUR 14000 to under 16000	11,1	11,2	10,9
EUR 16000 to under 20000	15,4	16,0	14,1
EUR 20000 to under 25000	13,6	14,2	12,4
EUR 25000 to under 30000	8,9	9,5	7,7
EUR 30000 to under 35000	5,2	5,9	3,8
EUR 35000 to under 40000	3,2	3,8	2,1
EUR 40000 and over	7,6	9,4	4,0
Overall frequency	100,0	100,0	100,0
Total number of employees	6650234	4482643	2167591
Overall mean (euro)	21189,23	22717,49	18028,75
Median value (euro)	16855	18000	14862,78

4. Band of annual holidays

Band of annual holidays	Part time employees (Frequency %)		
	Men+women	Men only	Women only
Under 5 days	14,1	17,2	13,0
5-9 days	18,7	20,2	18,2
10-14 days	35,8	31,8	37,3
15-19 days	24,0	22,4	24,6
20-24 days	4,5	5,0	4,3
25 days and over	2,9	3,5	2,6
Overall frequency	100,0	100,0	100,0
Total number of employees	804443	213188	591255
Overall mean (days)	11,91	11,66	12,01
Median value (days)	11	11	12

Band of annual holidays	Full time employees (Frequency %)		
	Men+women	Men only	Women only
Under 10 days	1,0	1,0	0,9
10-19 days	1,5	1,5	1,4
20-24 days	70,6	71,4	68,8
25-29 days	19,7	19,9	19,2
30-34 days	5,3	4,8	6,3
35 days and over	2,0	1,3	3,4
Overall frequency	100,0	100,0	100,0
Total number of employees	6650234	4482643	2167591
Overall mean (days)	23,38	23,1	23,94
Median value (days)	22	22	22

5. Band of monthly hours paid

Band of monthly hours paid	Part time employees (Frequency %)		
	Men+women	Men only	Women only
Under 30 hours paid	10,8	14,0	9,6
30-49 hours paid	9,8	11,4	9,3
50-69 hours paid	11,2	12,7	10,7
70-89 hours paid	6,9	6,6	6,9
90-99 hours paid	21,9	20,8	22,3
100-119 hours paid	14,0	10,4	15,2
120-139 hours paid	13,7	10,2	15,0
140 hours paid and over	11,8	14,0	11,0
Overall frequency	100,0	100,0	100,0
Total number of employees	804443	213188	591255
Overall mean (hours)	91,6	87,24	93,17
Median value (hours)	92	92	92

Band of monthly hours paid	Full time employees (Frequency %)		
	Men+women	Men only	Women only
Under 160 hours paid	2,5	1,5	4,5
160-169 hours paid	7,2	5,7	10,4
170-179 hours paid	15,1	13,0	19,3
180-184 hours paid	66,4	69,2	60,4
185-190 hours paid	3,7	4,2	2,7
190-194 hours paid	2,1	2,5	1,3
195 hours paid and over	3,1	4,0	1,4
Overall frequency	100,0	100,0	100,0
Total number of employees	6650234	4482643	2167591
Overall mean (hours)	181,09	182,49	178,2
Median value (hours)	184	184	184

6. NACE Rev.1 sections and by NUTs level 1

NUTS	ES1	ES2	ES3	ES4	ES5	ES6	ES7	TOTAL
SECTIONS	Part time employees (Frequency %)							
C	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,1
D	0,8	1,2	0,5	0,8	2,4	1,1	0,1	6,9
E	0,0	0,0	0,0	0,0	0,1	0,0	0,0	0,1
F	0,1	0,2	0,4	0,2	1,0	0,8	0,1	2,7
G	1,8	1,7	4,8	1,5	6,6	4,1	1,0	21,5
H	0,6	1,2	2,1	0,7	3,1	1,5	0,6	9,9
I	0,3	0,4	1,1	0,3	1,1	0,3	0,2	3,7
J	0,0	0,1	0,2	0,0	0,3	0,1	0,0	0,7
K	2,0	3,3	6,8	2,8	9,0	5,0	1,1	30,0
M	0,9	1,2	2,0	1,0	3,8	1,5	0,3	10,8
N	0,3	0,8	0,9	0,8	3,2	0,6	0,1	6,8
O	0,4	0,7	1,3	0,4	2,9	0,9	0,2	6,8
Overall frequency	7,2	10,7	20,1	8,6	33,5	16,1	3,8	100,0
Total number of employees	58055	86386	161764	68834	269810	129167	30427	804443

NUTS	ES1	ES2	ES3	ES4	ES5	ES6	ES7	TOTAL
SECTIONS	Full time employees (Frequency %)							
C	0,2	0,0	0,0	0,1	0,1	0,1	0,0	0,6
D	2,5	4,7	3,0	2,6	10,5	2,7	0,3	26,3
E	0,1	0,1	0,1	0,1	0,3	0,2	0,0	1,0
F	1,3	1,1	2,2	1,4	3,6	2,8	0,8	13,2
G	1,2	1,2	3,2	1,1	5,7	2,4	0,8	15,6
H	0,2	0,3	0,8	0,3	1,5	0,7	0,8	4,5
I	0,5	0,6	1,9	0,5	1,9	0,8	0,3	6,5
J	0,3	0,5	1,3	0,4	1,5	0,6	0,1	4,8
K	0,7	1,0	4,0	0,6	3,5	1,3	0,4	11,5
M	0,3	0,5	0,7	0,4	1,2	0,6	0,2	3,9
N	0,8	1,1	1,3	0,7	2,1	1,8	0,4	8,3
O	0,3	0,3	1,0	0,2	1,2	0,6	0,2	3,9
Overall frequency	8,4	11,4	19,4	8,5	33,1	14,7	4,5	100,0
Total number of employees	557829	757798	1291707	563708	2200131	978178	300884	6650234

7. NACE Rev.1 sections and by sex

SECTIONS	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
C	0,1	0,0	0,0	0,6	0,5	0,0
D	6,9	2,6	4,3	26,3	20,1	6,2
E	0,1	0,0	0,1	1,0	0,8	0,1
F	2,7	1,4	1,3	13,2	12,4	0,8
G	21,5	5,3	16,3	15,6	9,7	5,9
H	9,9	3,0	6,9	4,5	2,4	2,1
I	3,7	1,8	1,9	6,5	5,1	1,5
J	0,7	0,2	0,5	4,8	3,1	1,7
K	30,0	4,1	25,9	11,5	6,8	4,7
M	10,8	4,5	6,3	3,9	1,5	2,4
N	6,8	1,0	5,8	8,3	2,7	5,5
O	6,8	2,5	4,3	3,9	2,3	1,6
Overall frequency	100,0	26,5	73,5	100,0	67,4	32,6

8. ISCO 88 at the 1-digit level and by sex

ISCO-88	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
1	0,4	0,3	0,2	2,3	1,9	0,4
2	13,0	5,7	7,3	11,9	6,4	5,5
3	7,9	2,9	5,1	16,4	10,3	6,0
4	14,0	3,0	11,0	12,2	5,4	6,8
5	24,1	5,2	18,9	11,7	5,6	6,2
6	0,0	0,0	0,0	0,2	0,2	0,0
7	2,7	1,8	0,8	17,7	16,7	1,0
8	3,8	2,3	1,5	16,3	13,6	2,6
9	34,0	5,3	28,7	11,2	7,3	4,0
Overall frequency	100,0	26,5	73,5	100,0	67,4	32,6

9. Education (ISCED) and by sex

ISCED	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
ISCED 0-1	29,9	5,5	24,4	25,1	19,6	5,5
ISCED 2	29,9	8,0	21,9	27,3	19,9	7,4
ISCED 3	16,5	4,2	12,3	17,8	10,5	7,3
ISCED 4	0,0	0,0	0,0	0,0	0,0	0,0
ISCED 5 A	5,5	1,7	3,7	9,4	6,4	3,0
ISCED 5 B	17,5	6,6	10,9	20,1	10,9	9,2
ISCED 6	0,7	0,4	0,3	0,2	0,1	0,1
Overall frequency	100,0	26,5	73,5	100,0	67,4	32,6

10. Age band

Age band	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
15-24 years old	18,5	24,8	16,2	10,0	9,6	11
25-54 years old	74,2	66,6	77,0	81,8	80,8	84
55-64 years old	7,0	8,3	6,5	8,0	9,5	5
65 years old and over	0,3	0,3	0,3	0,1	0,1	0
Overall frequency	100,0	100,0	100,0	100	100,0	100
Total number of employees	804443	213188	591255	6650234	4482643	2167591
Overall mean (years)	35,77	34,36	36,28	37,72	38,48	36,15
Median value (years)	34	32	35	36	37	35

11. Length of service

Length of service	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
Under 5 years	75,7	77,4	75,1	55,3	54,2	57,5
5-9 years	11,5	9,4	12,2	13,5	13,3	13,9
10-19 years	9,0	7,3	9,7	16,4	16,4	17
20-29 years	2,9	3,6	2,7	10,3	10,8	9
30-39 years	0,7	1,9	0,3	4,3	4,9	3
40 years and over	0,1	0,5	0,0	0,3	0,4	0
Overall frequency	100,0	100,0	100,0	100	100,0	100
Total number of employees	804443	213188	591255	6650234	4482643	2167591
Overall mean (years)	3,7	4,06	3,57	7,92	8,29	7,15
Median value (years)	1	1	1	3	4	3

12. Size of enterprise

Size	Part time employees (Frequency %)			Full time employees (Frequency %)		
	Men+women	Men only	Women only	Men+women	Men only	Women only
10-49 employees	31,3	8,6	22,6	35,4	25,5	9,8
50-249 employees	19,9	5,7	14,2	24,3	16,8	7,5
250-499 employees	7,9	1,5	6,4	7,9	5,3	2,5
500-999 employees	7,3	1,8	5,5	6,6	4,3	2,3
1000 or more employees	33,7	8,9	24,8	25,9	15,5	10,4
Overall frequency	100,0	26,5	73,5	100,0	67,4	32,6

Part B

1. Relevance

The main users may be classified in the following groups:

- International Organisations: European Union Institutions, the OECD. International Monetary Fund, International Labour Organisation, etc.
- Public Organisms: different Ministries such as the Ministry for Economy and Labour. The National Statistical Institute itself for several of its units, such as National Accounts. Bank of Spain, etc.
- Social Institutions such as the Trade Unions and the Political Parties
- Research Centres and Universities
- The media

No survey has been carried out among users to know their needs of information and whether they are satisfied with the published results. This may be accounted for by the lack of contact with most users since the remittance of results is often impersonal, and by the fact that most results are looked for in INTERNET. Moreover, the national publication was available on 16 November 2004 so, there is not much time to know the users' opinion.

2. Accuracy

2.1 Sampling errors

2.1.1 Probability sampling

2.1.1.1 Bias (Not applicable)

2.1.1.2 Variance

The estimators used for the survey are separate ratio estimators, the number of employees in the register being used as an auxiliary variable.

The estimators for economic data of the employee j in the unit i classified in the activity r , size h and region t are formed:

The grossing up factors of first and second stage are respectively:

$$F_{1j} = \frac{\sum_{i=1}^{N_{rth}} D_i}{\sum_{i=1}^{n_{rth}} D_i} \quad \text{and} \quad F_{2j} = \frac{B_i}{b_i}$$

where, D_i is the number of employees in the register for the unit i , B_i is the number of employees that were joined during the whole month of October 2002 in the Social Security Institutions and b_i is the number of employees in the sample.

Thus:

$$\hat{GH}_C = \frac{\hat{X}_C}{\hat{Y}_C} \quad \text{and} \quad \hat{GT}_C = \frac{\hat{X}_C}{\hat{Z}_C}$$

are the hourly earnings and the earnings per employee in any cell C of the table (by activity, occupation, sex, and regions...)

Being:

$$\hat{X}_C = \sum_{j \in C} F_{1j} * F_{2j} * X_j \quad \text{Total earnings (monthly or annual)}$$

$$\hat{Y}_C = \sum_{j \in C} F_{1j} * F_{2j} * Y_j \quad \text{Hours}$$

$$\hat{Z}_C = \sum_{j \in C} F_{1j} * F_{2j} \quad \text{Employees}$$

j makes reference to the employees included in the cell C.

Sampling errors

Calling h to the cross of variables region, activity and size:

$$\varepsilon(\hat{X}_C) = \frac{\sqrt{V(\hat{X}_C)}}{\hat{X}_C} * 100$$

where

$$\hat{V}(\hat{X}_C) = \sum \hat{V}(\hat{X}_{Ch}), \quad \hat{X}_{Ch} = \sum_{j \in h, C} F_{1j} * F_{2j} * X_j \quad \text{and}$$

$$\hat{V}(\hat{X}_{Ch}) = \frac{N_h(N_h - n_h)}{n_h} * \frac{\sum_{i=1}^{n_h} (\hat{X}_{Ci} - R_{Ch} * D_i)^2}{n_h - 1} + \frac{N_h}{n_h} * \sum_{i=1}^{n_h} \frac{B_i(B_i - b_i)}{b_i} * S_{Ci}^2$$

being

$$- \hat{X}_{C_i} = \frac{B_i}{b_i} * \sum_{j=1}^{b_i} X_j ; \text{ where } X_j = 0 \text{ if } j \notin C$$

$$- R_{C_h} = \frac{\sum_{i=1}^{n_h} \hat{X}_{C_i}}{\sum_{i=1}^{n_h} D_i}$$

$$- S_{C_i}^2 = \frac{\sum_{j=1}^{b_i} \left(X_j - \frac{\sum_{j=1}^{b_i} X_j}{b_i} \right)^2}{b_i - 1}$$

- **Coefficients of variation of monthly earnings**

Full time employees									
Section	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	9876565,40	1885374497,51	0,5	8351315,765	1176926457	0,7	5272766,739	708448040,4	0,7
C	1737184,06	77546035,34	2,2	1404623,237	48801071,53	2,9	1022175,15	28744963,81	3,6
D	6446398,23	983064676,02	0,7	4959088,628	591807728,2	0,8	4118675,773	391256947,8	1,1
E	864206,79	72006290,94	1,2	718528,7783	49081657,4	1,5	480176,8179	22924633,54	2,1
F	3038269,29	88381711,87	3,4	2903452,98	61519089,68	4,7	895008,9905	26862622,19	3,3
G	3260858,94	90456405,83	3,6	3132329,191	60308760,24	5,2	906484,8822	30147645,59	3,0
H	1870530,13	88876819,63	2,1	1703393,876	58423526,72	2,9	772872,7338	30453292,91	2,5
I	2200584,00	87974591,17	2,5	2033089,196	52550148,02	3,9	842091,6103	35424443,15	2,4
J	1732172,80	90518829,19	1,9	1179773,928	58722753,28	2,0	1268288,644	31796075,91	4,0
K	3688342,10	105856777,70	3,5	3175331,06	68199001,85	4,7	1876470,118	37657775,85	5,0
M	1634622,29	71713938,50	2,3	1374882,299	44458174,62	3,1	884131,6135	27255763,88	3,2
N	1901565,64	68476190,95	2,8	1758492,786	42524115,58	4,1	723640,105	25952075,37	2,8
O	1062010,31	60502230,36	1,8	963817,9944	40530429,95	2,4	446005,3488	19971800,41	2,2

Part time employees									
Section	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	1521115,53	154273925,28	1,0	1250736,253	49371439,2	2,5	865708,545	104902486,1	0,8
C	187435,91	5899603,81	3,2	117459,9255	1903291,486	6,2	146066,3704	3996312,322	3,7
D	520259,19	71629378,45	0,7	258097,5556	22125648,32	1,2	451724,775	49503730,13	0,9
E	219920,05	4383670,36	5,0	146099,9904	1956165,679	7,5	164376,4674	2427504,677	6,8
F	253460,07	7102539,64	3,6	127590,056	1675860,009	7,6	219004,0738	5426679,63	4,0
G	174162,87	6995860,97	2,5	71362,96159	2260016,966	3,2	158871,1197	4735844,007	3,4
H	192983,92	7530384,69	2,6	152525,5083	1831036,001	8,3	118231,8194	5699348,686	2,1
I	226825,35	7408349,01	3,1	111984,373	2513715,93	4,5	197254,2516	4894633,081	4,0
J	425473,60	7441138,83	5,7	386862,7179	1912227,878	20,2	177101,7262	5528910,952	3,2
K	1128101,45	12356505,23	9,1	1052721,329	7464481,824	14,1	405451,2195	4892023,407	8,3
M	314548,10	7801581,05	4,0	264160,0968	2131382,749	12,4	170762,8496	5670198,299	3,0
N	463042,59	11034400,96	4,2	267340,3095	2257701,223	11,8	378070,8969	8776699,733	4,3
O	96793,18	4690512,28	2,1	79195,96911	1339911,125	5,9	55649,96291	3350601,158	1,7

Full time employees									
ISCO-88	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	9876565,40	1885374497,51	0,5	8351315,765	1176926457	0,7	5272766,739	708448040,4	0,7
1	2561467,32	89729398,48	2,9	2461328,49	72264018,07	3,4	709208,6559	17465380,41	4,1
2	5519073,31	253916550,60	2,2	4037888,421	122404982,3	3,3	3762396,491	131511568,3	2,9
3	4948271,11	408201982,32	1,2	4309412,764	219440622,1	2,0	2431943,386	188761360,2	1,3
4	2515327,27	254710033,90	1,0	1942043,281	108863960,5	1,8	1598542,833	145846073,4	1,1
5	2453512,66	156788862,45	1,6	1806424,772	66474997,97	2,7	1660287,304	90313864,48	1,8
6	83700,70	1822500,39	4,6	82797,40161	1648968,604	5,0	12263,67012	173531,7825	7,1
7	3112772,06	253611622,17	1,2	3016713,836	234567949,8	1,3	767324,9052	19043672,41	4,0
8	3464478,12	276381925,50	1,3	3400381,809	230297152	1,5	663334,1683	46084773,51	1,4
9	1412201,10	190211621,71	0,7	1051683,894	120963805,8	0,9	942482,3262	69247815,87	1,4

Part time employees									
ISCO-88	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	1521115,53	154273925,28	1,0	1250736,253	49371439,2	2,5	865708,545	104902486,1	0,8
1	122482,05	1706494,78	7,2	120146,1164	1123193,979	10,7	23806,80561	583300,7969	4,1
2	387473,74	30196433,84	1,3	251022,5708	12687967,5	2,0	295167,0211	17508466,34	1,7
3	535282,79	20595319,53	2,6	488394,3174	7846501,255	6,2	219085,9584	12748818,28	1,7
4	317813,81	20687953,59	1,5	222647,9575	4751359,39	4,7	226789,5563	15936594,2	1,4
5	708150,07	29516977,74	2,4	461841,4602	5670248,512	8,1	536823,0489	23846729,22	2,3
6	28251,78	72355,12	39,0	28251,78061	72355,12444	39,0	.	.	.
7	522955,23	5035080,82	10,4	518730,311	3527754,822	14,7	66340,34641	1507325,998	4,4
8	892777,49	8601443,07	10,4	828460,2185	5515411,482	15,0	332724,0825	3086031,591	10,8
9	433950,36	37861866,78	1,1	171083,2094	8176647,131	2,1	398802,5177	29685219,65	1,3

Full time employees									
AGE	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	9876565,40	1885374497,51	0,5	8351315,765	1176926457	0,7	5272766,739	708448040,4	0,7
15-24	1433056,02	149662424,67	1,0	1195168,318	89140698	1,3	790709,9712	60521726,67	1,3
25-54	9155266,20	1490452660,78	0,6	7639799,739	895471894	0,9	5045033,12	594980766,8	0,8
55-64	3397257,86	240953097,88	1,4	3145572,646	189374228,2	1,7	1283251,21	51578869,67	2,5
65 and over	364189,98	4306314,17	8,5	234265,6015	2939636,84	8,0	278843,9919	1366677,334	20,4

Part time employees									
AGE	Men+women			Men only			Women only		
	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation	Numerator	Denominator	Coefficient of variation
Total	1521115,53	154273925,28	1,0	1250736,253	49371439,2	2,5	865708,545	104902486,1	0,8
15-24	761103,20	28422834,06	2,7	648451,5878	11882770,11	5,5	398482,8986	16540063,96	2,4
25-54	1301444,41	113915218,10	1,1	1061884,465	32752759,81	3,2	752435,3405	81162458,29	0,9
55-64	201310,41	11622337,40	1,7	126859,6379	4632051,617	2,7	156309,0261	6990285,782	2,2
65 and over	15196,67	313535,72	4,8	12638,33404	103857,6645	12,2	8438,674515	209678,0539	4,0

- **Coefficients of variation of monthly hours**

Full time employees									
Section	Men+women			Men only			Women only		
	Coefficient			Coefficient			Coefficient		
	Numerator	Denominator	of variation	Numerator	Denominator	of variation	Numerator	Denominator	of variation
Total	868807,95	219979458,05	0,4	701174,2323	129405645,8	0,5	513012,6262	90573812,25	0,6
C	153203,69	9675198,80	1,6	101547,4306	5571383,031	1,8	114714,8201	4103815,764	2,8
D	530794,89	113468635,74	0,5	383628,3007	65176914,08	0,6	366841,3046	48291721,66	0,8
E	73373,38	8988791,63	0,8	57421,8751	5594310,717	1,0	45676,92332	3394480,911	1,3
F	289747,65	10160822,73	2,9	248148,9179	6633252,602	3,7	149585,4863	3527570,126	4,2
G	304348,21	9834423,02	3,1	283469,0148	6006890,348	4,7	110784,2442	3827532,671	2,9
H	170186,75	10813417,14	1,6	148737,6196	6649070,095	2,2	82708,23294	4164347,044	2,0
I	139923,65	9037920,57	1,5	120954,1993	5019431,729	2,4	70347,06547	4018488,838	1,8
J	166514,25	10685451,74	1,6	103189,1546	6451293,657	1,6	130686,6286	4234158,083	3,1
K	353446,25	12495740,66	2,8	308358,0297	7452176,314	4,1	172741,349	5043564,346	3,4
M	140728,26	8507001,57	1,7	110907,7059	5191997,6	2,1	86625,19554	3315003,974	2,6
N	153392,14	8053343,04	1,9	125617,9544	4380778,359	2,9	88029,9788	3672564,679	2,4
O	152054,23	8258711,42	1,8	135525,0794	5278147,258	2,6	68945,2135	2980564,161	2,3

Full time employees									
ISCO-88	Men+women			Men only			Women only		
	Coefficient			Coefficient			Coefficient		
	Numerator	Denominator	of variation	Numerator	Denominator	of variation	Numerator	Denominator	of variation
Total	868807,95	219979458,05	0,4	701174,232	129405646	0,5	513012,626	90573812,3	0,6
1	123491,03	4414349,67	2,8	115755,267	3292201,24	3,5	43020,385	1122148,43	3,8
2	347033,48	19151361,21	1,8	239430,655	7882013,9	3,0	251207,476	11269347,3	2,2
3	374017,62	37111640,13	1,0	294444,598	17608335,4	1,7	230632,957	19503304,8	1,2
4	248919,50	32013385,24	0,8	163280,52	11299332,2	1,4	187883,978	20714053	0,9
5	342985,60	23634324,27	1,5	238471,182	9023944,69	2,6	246516,978	14610379,6	1,7
6	14206,40	267170,58	5,3	14036,6149	232624,328	6,0	2189,8321	34546,2562	6,3
7	337327,36	34911802,22	1,0	320913,796	31754151,6	1,0	103942,705	3157650,61	3,3
8	361989,06	36171316,33	1,0	346742,592	28793123,7	1,2	103950,232	7378192,64	1,4
9	233726,58	32304108,40	0,7	165164,202	19519918,7	0,8	165375,035	12784189,7	1,3

Full time employees									
AGE	Men+women			Men only			Women only		
	Coefficient			Coefficient			Coefficient		
	Numerator	Denominator	of variation	Numerator	Denominator	of variation	Numerator	Denominator	of variation
Total	868807,95	219979458,05	0,4	701174,232	129405646	0,5	513012,626	90573812,3	0,6
15-24	208309,26	23441211,97	0,9	150554,238	13537595,4	1,1	143965,863	9903616,53	1,5
25-54	804845,62	171716727,11	0,5	649970,674	97322283,9	0,7	474673,141	74394443,2	0,6
55-64	250287,95	24323335,44	1,0	215357,81	18240577,1	1,2	127534,591	6082758,33	2,1
65 and over	31843,12	498183,53	6,4	11741,4612	305189,292	3,8	29599,3639	192994,234	15,3

2.1.2 Non-probability sampling

This type of sampling has not been applied

2.2 Non-sampling errors

2.2.1 Coverage errors

The framework of the survey is obtained from the Social Security General Register of Contributions Accounts. When the Register is received from the Social Security, a first debugging is made prior to the selection of the sample, which implies several stages:

To eliminate economic activities regarding agricultural activities, livestock, fishery, public administration, defence, households with domestic employees and extra-territorial organisms since these are not part of the survey.

To eliminate the units that belong to the special regime of Social Security sales agents, whose main compensation consists in commissions on sales and who, consequently cannot be surveyed either.

After this, the sample is selected and the questionnaires are sent to the selected units; the data collection and debugging reveal the errors in the surveyed units.

The sample was composed by 23.156 selected units. 22.197 units were surveyed: 21.977 units answered and 959 not.

The data collection showed that 189 units were not located, 25 units were inactive or closed down in 2002 and 6 units were erroneously classified.

2.2.2- Measurement errors

Before sending the questionnaires, the telephone numbers and addresses for the units were checked and updated.

When they were ready, the questionnaires were mailed to the units. They were to be mailed back to the statistical office in the enclosed postage paid envelope.

Often the respondents wished to send their questionnaires by electronic mail, to which purpose a registration and transmission format on Internet was designed.

Debugging errors

After receiving the questionnaires, the statistical offices recorded them. To this end, a computer application was created, which recorded and at the same time made a first debugging for the questionnaire's internal consistency.

This first debugging consists in using filters referring to errors that allow to separate valid questionnaires from those with inconsistencies to be revised.

The filters are of two kinds: those detecting type I and type II errors.

Type I errors:

If they are not thoroughly corrected, the questionnaire cannot be considered as valid.

Type II errors:

They affect norms that have to be complied with towards the coherence of the data. The non-satisfaction of these norms does not necessarily mean that the questionnaire is not valid, but it should be explained why an error is stated. In cases of doubts, a telephone call is made to the respondent for him to elucidate them.

The questionnaires are filtered a first time during the recording and a second time by the team responsible for the results of the survey (this team is different from the recording one), after which the explanations are checked again.

There are more than four hundred rules checked in each employee data that assure:

- not missing data (partial non-response is not allowed)
- coherence between the individual characteristics: age, length of service, level of education, type of contract, occupation, and so on.

- coherence between economic data: monthly and annual earnings related between themselves, related with the hours paid, related to the economic activities, occupations, etc.
- the codes assigned for the level of education and the occupation exist in the classification used (ISCED-97 and ISCO-88) and are coherence with the other variables like economic activity, age, etc.

2.2.3- Processing errors

The variables level of education and the occupation were codified by the statistical offices at the time of recording the questionnaires. Rules to assure that the code assigned exists in the classification were established. Moreover, the sample was divided in portions. Random subsamples were selected from each portion and the codification in it was revised. If the errors in the codification were higher than the 3% of the total number of employees in the subsample, the whole of the portion was recodified. This process was repeated until this percentage of errors was achieved.

The processing, grossing up and tabulation of the data have been programmed and supervised by two different teams. After the tabulation, the results obtained were analysed in order to know whether they were coherent with the available short term statistics on labour and wage costs, in particular with the 2002 Quarterly Labour Costs Survey.

Error rates are not available.

2.2.4- Non-response errors

The following tables show the response rates by economic activity and Nuts.

Section	Units		Employees	
	Sample collected	Response rate	Sample collected	Response rate
Total	21977	94,9	217147	93,9
C	427	96,4	3368	93,9
D	9008	96,2	84155	95,2
E	416	95,2	4632	95,9
F	1791	90,2	15667	89,7
G	1925	95,3	19279	93,9
H	1303	93,8	11626	92,6
I	1257	93,7	12569	92,1
J	797	97,4	10444	96,9
K	1670	92,1	19125	90,3
M	1165	97,0	11275	96,6
N	1078	95,3	14524	94,1
O	1140	94,2	10483	93,2

NUTS	Units		Employees	
	Sample collected	Response rate	Sample collected	Response rate
Total	21977	94,9	217147	93,9
ES1	2983	96,4	27818	95,8
ES2	3978	93,1	37164	90,9
ES3	2229	94,6	26584	94,4
ES4	3172	96,3	29002	95,4
ES5	5408	95,1	56334	94,3
ES6	3132	94,7	29803	93,7
ES7	1075	93,7	10442	92,4

As it is said above, partial non-response is not allowed. When there was no response or an incidence in the sample, the value of the analysis variables for each 'empty' sampling unit or unit without information was imputed using the information obtained for the stratum to which the unit belonged. This form of imputation only requires replacing the raising factors obtained with the selected sample with the ones that result from the effective sample.

There is only one exception in the item non-response: the level of education of the employee. This variable has been the most difficult variable to obtain, mainly in large units or groups of units with a great number of employees selected in occupations where the level of education is not an important requirement in the job (Major Group 9 of ISCO-88).

Most of this kind of units asked for much time to answer the questionnaire in order to ask to the employees their level of education. At the end, this item was empty for 2746 employees (1,3% of the sample).

The level of education of these employees was imputed using the software application IVEware: Imputation and Variance estimation Software. This software performs imputations of missing values using the Sequential Regression Imputation Method ¹. This method has two main advantages: It takes into account the structure of correlations of the whole set of variables in the sample and it is built on the SAS Macro Language, that is the software used for the rest of processes.

The effect in the final results of the imputation is negligible due to the small number of missing values imputed.

2.2.5- Model assumption errors

- **to ensure that a representative month is selected:**

The monthly questions have as reference October 2002 in the questionnaire. It is not possible to answer for other month.

Practices in the companies in Spain suggest using October because it is a month without seasonal payments and absences (like Christmas pay or summer holidays). On the other hand, October was the month used in the previous SES -1995 so it was necessary to choose this month to keep comparability over time.

- **to adjust the accounting or fiscal year to the calendar year**

The accounting or fiscal year coincides with the calendar year in Spain.

- **to ensure that NACE Rev.1 sections are fully covered**

- The register used to select the sample has the economic activity as a variable of classification. The design of the sample takes into account this variable in the stratification process jointly the size of the unit and the region.

¹ This method is described in the article "A multivariate technique for multiply imputing missing values using a sequence of regression models" by Raghunthan, Lepkowski, Van Hoewyk and Solenberger (Survey Methodology, June 2001).

3. Timeliness and punctuality

Key data collection dates:

The fieldwork took place during the last quarter of 2003. The stages of the collection period are the following:

Remittance: In a first stage of 2 or 3 days, the material was forwarded to the respondent units. In general terms, each mailing contains the following documents:

- A questionnaire that must be remitted in a delay not surpassing 20 days after it is received.
- A list with the number of Social Security of the employees selected in the unit.
- A letter from the General Director that besides indicating the purpose of the survey, informs on the laws that oblige to complete the questionnaires and on those regarding Statistical Confidentiality.
- A postage paid envelope bearing the address where the respondent has to send the filled in questionnaire.

Location: The length of this stage depends on the number of respondent units to be located and lasted about one or two weeks.

The work consisted in finding the telephone numbers and/or the addresses of those units for which no contact telephone number was available or when the envelope with the documents was returned.

The most frequent steps to locate a unit were the following:

- To phone nº 1003 for information
- To consult telephone directories: White Pages and Yellow Pages (manual search)
- To contact municipalities (Tax Department)
- To contact Social Security Treasuries
- To contact enterprises of the same sector in the same municipality
- To contact Tax Agencies
- To search INTERNET: White Pages, Yellow Pages, Camerdata
- To send electronic mails to nº 1003
- To consult CdRoms with information from telephone directories

Contacts and claims: This stage is essential for a fluent and efficient collection, whose percentage of success is very high.

At this point, the calls to enterprises were started and the questionnaires claimed. The most useful tool for this activity was the telephone.

Telephone contacts may occur in both directions. To foster the respondents' willingness to call the NSI, they are provided whenever possible (in some of the documents forwarded to them) with a free telephone number. The calls are preferably answered by the interviewer in charge of obtaining their questionnaires. If this is not possible, any person tasked with the collection will resolve the respondent's doubt or duly take the message (indicating the enterprise's National Register Number (NIF), its address, name of the person who calls, contact telephone number, identification number in the survey and other comments).

There is also a free fax number that may come in handy to receive questionnaires and written communications.

This stage lasted approximately two or three weeks and each interviewer must contact the enterprises assigned to him and request their questionnaire.

Claim with acknowledgement of receipt: All the respondent units which had not re-mitted their filled in questionnaire by the end of the above stage, received by registered mail and with an acknowledgement of receipt, a second questionnaire with the mention "Claim of compulsory statistical data" (document PS2)

Location of non-found units: At the end of the first round of calls (to all the units in the survey), it turned out that a percentage of them could not be touched. They all belonged to a special queue of units: the QUEUE OF NON TOUCHED UNITS". Despite the implementation of all the available means, it was impossible to touch some of them. However, the above mentioned periodically updated web pages, continued to be looked through.

Stage following the collection of questionnaires

One of the Interviewer's tasks is the recording and debugging of all the incoming questionnaires.

The general rule is that the questionnaires must be recorded at the latest from 3 to 5 days following their arrival, to facilitate consultations with the enterprise as soon as possible after they were filled in. At the outset of the collection period, the location and first contact with respondent units have the priority over the recording and debugging of questionnaires.

After the recording, the questionnaires pass to the codification team. The Occupation and the education level are codified at this point.

As to the debugging of errors, all computer applications classify the errors in two large blocks: type I or big errors and type II or small errors. Type I errors are so important that they invalidate the questionnaire. Type II errors may arise from specific circumstances of the enterprise's activity, from its activity during the data reference period or from any specific event of the respondent unit.

The first debugging should be carried out at the latest from 8 to 10 days after the recording, that is 10-15 days after the questionnaires are received.

The recording and the first debugging stage finished by the end of January 2004.

The second debugging of all the units was completed in May 2004. The tabulation was prepared at the end of May and in June.

The first remittance of data to Eurostat was done at the end of June 2004; several errors were found and corrected so that in August the final version was sent.

Publication dates:

On 2 July 2004 the advanced results were disseminated. This publication was a brief release with the main results.

On 16 November 2004, the detailed results were disseminated. This publication is composed by a document with the comment of the main results and large set of tables. The information is available on INTERNET and on electronic support at request.

4. Accessibility and clarity

The tables, the document on the results and the methodological document are available for free on the INE web-site.

The release was sent to the main official users.

The results are not remitted to the respondents.

5. Comparability

5.1 Spatial comparability

There are no differences between national and European concepts regarding statistical units, reference population and classification of activities.

Most of the effort made by the unit responsible for Labour Cost Statistics went on the detailed study of the variables contained in Commission Regulation No. 1916/2000 and its comparison with labour laws and forms of retribution in force in Spain in the year 2002. From this comparative study we obtained a version of the questionnaire adapted to the reality of the country which allowed us to obtain the variables as defined in the above-mentioned regulation without producing deviations.

5.2. Comparability over time

The main different between both SES are the inclusion of the section M, N and O in SES-2002, so only the General Government (Section L of NACE rev.1) activity remains to be researched upon.

The questionnaire has been improve including some more questions like nationality, management position, covered by a government scheme designed to promote employment, etc.

6. Coherence

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

Distribution of employees in the SES expressed in percentages, reference period October 2002:

a) Full-time employees

Section	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	10,0	81,8	8,0		0,1
C	0,6	0,0	0,5	0,0		0,0
D	26,3	2,7	20,9	2,6		0,0
E	1,0	0,0	0,8	0,1		0,0
F	13,2	1,9	10,2	1,1		0,0
G	15,6	2,4	12,4	0,8		0,0
H	4,5	0,5	3,7	0,3		0,0
I	6,5	0,3	5,6	0,5		0,0
J	4,8	0,1	4,4	0,3		0,0
K	11,5	1,2	9,6	0,7		0,0
M	3,9	0,1	3,4	0,4		0,0
N	8,3	0,3	7,1	0,8		0,0
O	3,9	0,4	3,2	0,3		0,0

Section	Men only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	9,6	80,8	9,5		0,1
C	0,8	0,0	0,7	0,1		0,0
D	29,8	2,9	23,4	3,5		0,0
E	1,2	0,0	1,0	0,2		0,0
F	18,4	2,6	14,1	1,6		0,0
G	14,4	1,7	11,6	1,1		0,0
H	3,6	0,4	2,9	0,3		0,0
I	7,5	0,3	6,4	0,8		0,0
J	4,6	0,1	4,1	0,3		0,0
K	10,1	1,1	8,3	0,7		0,0
M	2,2	0,1	1,8	0,2		0,0
N	4,1	0,1	3,4	0,5		0,0
O	3,5	0,3	2,9	0,3		0,0

Section	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	11,0	84,0	4,9		0,2
C	0,1	0,0	0,1	0,0		0,0
D	18,9	2,4	15,7	0,8		0,0
E	0,4	0,0	0,4	0,0		0,0
F	2,4	0,3	2,0	0,1		0,0
G	18,2	3,7	14,1	0,4		0,0
H	6,5	0,8	5,3	0,4		0,0
I	4,5	0,3	4,0	0,1		0,0
J	5,2	0,2	4,9	0,1		0,0
K	14,5	1,5	12,1	0,8		0,0
M	7,4	0,3	6,5	0,6		0,0
N	17,0	0,7	14,8	1,4		0,1
O	4,9	0,6	4,0	0,2		0,0

ISCED		Men+women					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	10,0	81,8	8,0	0,1	
	0-1	25,1	2,5	19,1	3,4	0,0	
	2	27,3	3,9	21,4	1,9	0,0	
	3	17,8	1,9	15,0	1,0	0,0	
	4	0,0	0,0	0,0	0,0	0,0	
	5	29,5	1,8	26,1	1,6	0,0	
	6	0,2	0,0	0,2	0,0	0,0	

ISCED		Men only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	9,6	80,8	9,5	0,1	
	0-1	29,0	2,7	22,0	4,3	0,0	
	2	29,5	4,0	23,2	2,3	0,0	
	3	15,6	1,5	13,1	1,0	0,0	
	4	0,0	1,4	0,0	0,0	0,0	
	5	25,6	0,0	22,3	1,8	0,1	
	6	0,2	0,0	0,2	0,0	0,0	

ISCED		Women only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	11,0	84,0	4,9	0,2	
	0-1	16,9	1,9	13,3	1,7	0,0	
	2	22,8	3,9	17,8	1,0	0,0	
	3	22,4	2,6	18,8	0,9	0,0	
	4	0,0	0,0	0,0	0,0	0,0	
	5	37,6	2,5	33,8	1,2	0,0	
	6	0,3	0,0	0,3	0,0	0,0	

ISCO-88		Men+women					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	10,0	81,8	8,0	0,1	
	1	2,3	0,0	2,0	0,3	0,0	
	2	11,9	0,3	10,7	0,8	0,0	
	3	16,4	0,7	14,3	1,3	0,0	
	4	12,2	1,4	10,2	0,6	0,0	
	5	11,7	1,6	9,4	0,7	0,0	
	6	0,2	0,0	0,1	0,0	0,0	
	7	17,7	2,1	13,9	1,7	0,0	
	8	16,3	1,6	13,1	1,6	0,0	
	9	11,2	2,3	8,0	0,9	0,0	

ISCO-88		Men only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	9,6	80,8	9,5	0,1	
	1	2,8	0,0	2,4	0,4	0,0	
	2	9,5	0,2	8,5	0,8	0,0	
	3	15,3	0,6	13,1	1,6	0,0	
	4	8,1	0,6	6,7	0,7	0,0	
	5	8,3	0,8	6,9	0,5	0,0	
	6	0,3	0,0	0,2	0,0	0,0	
	7	24,7	3,0	19,3	2,4	0,0	
	8	20,2	1,7	16,2	2,3	0,0	
	9	10,8	2,7	7,4	0,7	0,0	

ISCO-88	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	11,0	84,0	4,9		0,2
1	1,3	0,0	1,2	0,1		0,0
2	16,8	0,7	15,3	0,8		0,0
3	18,5	0,9	16,9	0,7		0,0
4	20,9	3,0	17,4	0,5		0,0
5	18,9	3,2	14,7	1,0		0,0
6	0,1	0,0	0,0	0,0		0,0
7	3,2	0,4	2,6	0,2		0,0
8	8,1	1,2	6,5	0,3		0,0
9	12,2	1,5	9,4	1,3		0,0

Part-time employees

Section	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	18,5	74,2	7,0		0,3
C	0,1	0,0	0,1	0,0		0,0
D	6,9	1,2	4,7	0,9		0,0
E	0,1	0,0	0,1	0,0		0,0
F	2,7	0,6	1,9	0,2		0,0
G	21,5	6,0	15,0	0,5		0,0
H	9,9	3,6	5,9	0,4		0,0
I	3,7	0,6	2,8	0,3		0,0
J	0,7	0,1	0,6	0,1		0,0
K	30,0	3,2	23,6	3,0		0,1
M	10,8	0,7	9,1	0,9		0,1
N	6,8	0,8	5,6	0,3		0,0
O	6,8	1,6	4,8	0,4		0,0

Section	Men only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	24,8	66,6	8,3		0,3
C	0,2	0,0	0,1	0,0		0,0
D	9,9	2,0	5,0	2,8		0,1
E	0,2	0,0	0,1	0,0		0,0
F	5,4	1,6	3,2	0,5		0,0
G	19,8	6,1	13,2	0,6		0,0
H	11,2	5,7	5,3	0,2		0,0
I	6,8	1,5	4,7	0,6		0,0
J	0,8	0,1	0,6	0,1		0,0
K	15,4	4,2	10,5	0,8		0,0
M	17,0	0,7	14,2	2,0		0,2
N	3,8	0,4	3,2	0,2		0,0
O	9,6	2,6	6,5	0,5		0,0

Section	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	16,2	77,0	6,5		0,3
C	0,0	0,0	0,0	0,0		0,0
D	5,8	0,9	4,7	0,2		0,0
E	0,1	0,0	0,1	0,0		0,0
F	1,8	0,2	1,5	0,1		0,0
G	22,1	6,0	15,6	0,5		0,0
H	9,4	2,8	6,1	0,5		0,0
I	2,6	0,3	2,1	0,1		0,0
J	0,7	0,1	0,6	0,0		0,0
K	35,2	2,9	28,3	3,8		0,2
M	8,6	0,7	7,3	0,5		0,0
N	7,9	1,0	6,5	0,4		0,0
O	5,9	1,2	4,2	0,4		0,0

ISCED		Men+women					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	18,5	74,2	7,0	0,3	
	0-1	29,9	3,5	22,5	3,7	0,2	
	2	29,9	7,0	21,4	1,5	0,1	
	3	16,5	4,9	11,2	0,5	0,0	
	4	0,0	0,0	0,0	0,0	0,0	
	5	22,9	3,2	18,6	1,2	0,0	
	6	0,7	0,0	0,6	0,1	0,0	

ISCED		Men only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	24,8	66,6	8,3	0,3	
	0-1	20,9	5,2	12,6	3,1	0,0	
	2	30,2	10,0	18,8	1,3	0,1	
	3	15,9	6,1	9,3	0,5	0,0	
	4	0,0	0,0	0,0	0,0	0,0	
	5	31,3	3,6	24,6	2,9	0,1	
	6	1,7	0,0	1,2	0,4	0,1	

ISCED		Women only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	16,2	77,0	6,5	0,3	
	0-1	33,2	2,9	26,1	3,9	0,3	
	2	29,8	5,9	22,3	1,6	0,1	
	3	16,7	4,4	11,9	0,4	0,0	
	4	0,0	0,0	0,0	0,0	0,0	
	5	19,9	3,0	16,4	0,5	0,0	
	6	0,4	0,0	0,3	0,0	0,0	

ISCO-88		Men+women					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	18,5	74,2	7,0	0,3	
	1	0,4	0,0	0,3	0,1	0,0	
	2	13,0	0,6	11,3	1,0	0,0	
	3	7,9	1,3	6,2	0,4	0,0	
	4	14,0	4,0	9,8	0,3	0,0	
	5	24,1	7,3	16,1	0,7	0,0	
	6	0,0	0,0	0,0	0,4	0,0	
	7	2,7	0,6	1,6	0,4	0,0	
	8	3,8	1,1	2,3	3,7	0,0	
	9	34,0	3,6	26,6	3,7	0,2	

ISCO-88		Men only					
		Age bands					
		Total	15-24	25-54	55-64	+65	
Total		100,0	24,8	66,6	8,3	0,3	
	1	0,9	0,5	0,7	0,3	0,0	
	2	21,4	2,3	18,2	2,6	0,1	
	3	10,8	3,9	7,7	0,8	0,1	
	4	11,5	7,0	7,0	0,5	0,0	
	5	19,6	0,0	12,3	0,3	0,0	
	6	0,1	1,8	0,0	0,0	0,0	
	7	6,9	2,9	3,6	1,5	0,0	
	8	8,8	6,5	4,6	1,3	0,0	
	9	20,1	6,5	12,5	1,0	0,0	

ISCO-88	Women only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	16,2	77,0	6,5	0,3
1	0,2	0,0	0,2	0,0	0,0
2	9,9	0,7	8,8	0,4	0,0
3	6,9	0,9	5,6	0,3	0,0
4	15,0	4,0	10,8	0,2	0,0
5	25,8	7,4	17,5	0,9	0,0
6	0,0	0,0	0,0	0,0	0,0
7	1,1	0,2	0,9	0,0	0,0
8	2,0	0,5	1,5	0,0	0,0
9	39,1	2,5	31,7	4,6	0,3

Distribution of employees in the Labour Force Survey (LFS) expressed in percentages: reference period Fourth Quarter of 2002:

a) Full-time employees

Section	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	13,0	78,9	7,9	0,2	
C	0,6	0,0	0,5	0,0	0,0	
D	24,7	3,4	19,1	2,2	0,0	
E	0,8	0,1	0,7	0,1	0,0	
F	14,3	2,5	10,6	1,2	0,0	
G	15,4	2,9	11,6	0,9	0,0	
H	6,3	1,2	4,7	0,4	0,0	
I	7,0	0,5	5,9	0,6	0,0	
J	3,4	0,2	3,0	0,2	0,0	
K	8,1	0,9	6,8	0,4	0,0	
M	7,2	0,2	6,2	0,8	0,0	
N	7,8	0,5	6,6	0,7	0,0	
O	4,4	0,7	3,3	0,3	0,0	

Section	Men only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	12,4	78,0	9,4	0,2	
C	0,8	0,1	0,7	0,1	0,0	
D	28,8	3,7	22,0	3,1	0,0	
E	1,1	0,1	0,9	0,1	0,0	
F	21,1	3,7	15,6	1,8	0,0	
G	13,7	2,1	10,5	1,1	0,0	
H	4,9	0,9	3,6	0,4	0,0	
I	8,4	0,5	6,9	0,9	0,0	
J	3,3	0,1	2,9	0,3	0,0	
K	6,6	0,7	5,6	0,3	0,0	
M	4,3	0,1	3,6	0,6	0,0	
N	3,1	0,1	2,5	0,4	0,0	
O	3,9	0,4	3,0	0,4	0,1	

Section	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	14,1	80,6	5,2	0,1	
C	0,1	0,0	0,1	0,0	0,0	
D	17,3	3,0	13,8	0,5	0,0	
E	0,4	0,0	0,4	0,0	0,0	
F	1,9	0,3	1,6	0,0	0,0	
G	18,5	4,3	13,5	0,6	0,0	
H	8,7	1,7	6,5	0,5	0,0	
I	4,6	0,4	4,1	0,1	0,0	
J	3,7	0,3	3,3	0,1	0,0	
K	10,7	1,3	8,8	0,6	0,0	
M	12,4	0,4	10,7	1,2	0,0	
N	16,3	1,0	13,9	1,3	0,0	
D	5,4	1,2	3,9	0,2	0,0	

ISCED	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	13,0	78,9	7,9	0,2	
0-1	18,5	1,2	12,9	4,3	0,1	
2	29,3	6,0	22,3	1,1	0,0	
3	19,8	3,2	15,9	0,7	0,0	
4	0,1	0,0	0,1	0,0	0,0	
5	31,8	2,7	27,3	1,7	0,1	
6	0,5	0,0	0,4	0,1	0,0	

ISCED	Men only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	12,4	78,0	9,4	0,2	
0-1	22,1	1,4	15,3	5,3	0,1	
2	32,5	6,3	24,8	1,4	0,0	
3	18,4	2,8	14,7	0,9	0,0	
4	0,1	1,9	0,1	0,0	0,0	
5	26,4	0,0	22,6	1,8	0,1	
6	0,5	0,0	0,4	0,1	0,0	

ISCED	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	14,1	80,6	5,2	0,1	
0-1	11,8	0,7	8,7	2,4	0,1	
2	23,6	5,4	17,6	0,6	0,0	
3	22,5	4,0	17,9	0,6	0,0	
4	0,1	0,0	0,1	0,0	0,0	
5	41,5	4,0	35,9	1,5	0,0	
6	0,5	0,0	0,5	0,0	0,0	

ISCO-88	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	13,0	78,9	7,9	0,2	
1	2,4	0,0	2,1	0,3	0,0	
2	13,5	0,5	11,8	1,1	0,1	
3	11,4	0,9	9,7	0,7	0,0	
4	11,1	1,3	9,2	0,6	0,0	
5	15,5	3,0	11,6	1,0	0,0	
6	0,2	0,0	0,2	0,0	0,0	
7	21,1	3,3	15,8	2,0	0,0	
8	12,4	1,4	9,9	1,1	0,0	
9	12,3	2,4	8,7	1,1	0,0	

ISCO-88	Men only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	12,4	78,0	9,4	0,2
1	3,0	0,0	2,5	0,4	0,0
2	10,1	0,3	8,7	1,0	0,1
3	10,4	0,6	8,8	0,9	0,0
4	7,2	0,5	6,1	0,6	0,0
5	9,7	1,6	7,3	0,8	0,0
6	0,3	0,0	0,2	0,1	0,0
7	30,9	4,7	23,1	3,0	0,0
8	16,3	1,6	13,0	1,6	0,0
9	12,2	3,0	8,1	1,0	0,0

ISCO-88	Women only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	14,1	80,6	5,2	0,1
1	1,3	0,0	1,2	0,1	0,0
2	19,7	0,8	17,6	1,2	0,0
3	13,1	1,5	11,2	0,5	0,0
4	18,2	2,8	14,9	0,5	0,0
5	26,1	5,6	19,2	1,3	0,0
6	0,1	0,0	0,0	0,0	0,0
7	3,5	0,8	2,4	0,2	0,0
8	5,5	1,1	4,3	0,1	0,0
9	12,6	1,5	9,8	1,3	0,0

b) Part-time employees

Section	Men+women				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	21,7	72,5	5,3	0,5
C	0,0	0,0	0,0	0,0	0,0
D	9,3	1,8	6,9	0,5	0,0
E	0,2	0,0	0,1	0,1	0,0
F	1,9	0,6	1,3	0,0	0,0
G	20,4	5,4	14,4	0,6	0,0
H	12,4	4,1	7,5	0,7	0,0
I	4,4	1,5	2,9	0,1	0,0
J	1,6	0,2	1,2	0,2	0,0
K	19,1	1,9	15,7	1,3	0,2
M	12,9	1,5	10,3	1,0	0,1
N	8,8	1,3	7,1	0,4	0,0
O	8,9	3,3	5,0	0,4	0,1

Section	Men only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	37,2	58,1	4,3	0,3
C	0,1	0,0	0,1	0,0	0,0
D	10,9	4,2	5,5	1,2	0,0
E	0,3	0,0	0,0	0,3	0,0
F	4,3	1,9	2,4	0,0	0,0
G	14,0	6,8	7,3	0,0	0,0
H	16,2	8,9	7,1	0,2	0,0
I	9,1	3,0	5,9	0,2	0,0
J	1,0	0,1	1,0	0,0	0,0
K	11,7	3,9	7,0	0,8	0,0
M	15,7	1,7	12,8	1,0	0,3
N	3,2	0,8	2,1	0,2	0,0
O	13,5	5,9	7,1	0,4	0,1

Section	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	17,5	76,4	5,5	0,5	
C	0,0	0,0	0,0	0,0	0,0	
D	8,9	1,2	7,3	0,3	0,0	
E	0,2	0,1	0,1	0,0	0,0	
F	1,3	0,3	1,0	0,0	0,0	
G	22,1	5,0	16,4	0,7	0,0	
H	11,4	2,8	7,6	0,9	0,0	
I	3,1	1,0	2,1	0,0	0,0	
J	1,8	0,3	1,2	0,3	0,0	
K	21,1	1,4	18,1	1,4	0,3	
M	12,1	1,4	9,7	1,0	0,0	
N	10,4	1,4	8,4	0,5	0,0	
O	7,6	2,6	4,5	0,4	0,1	

ISCED	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	21,7	72,5	5,3	0,5	
0-1	18,5	1,2	13,5	3,4	0,3	
2	27,5	6,1	20,6	0,7	0,0	
3	25,3	9,4	15,5	0,4	0,0	
4	0,3	0,0	0,2	0,0	0,0	
5	28,1	5,0	22,3	0,8	0,1	
6	0,4	0,0	0,4	0,0	0,0	

ISCED	Men only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	37,2	58,1	4,3	0,3	
0-1	9,8	2,0	5,9	1,8	0,0	
2	26,2	13,4	12,0	0,8	0,0	
3	30,2	16,0	13,9	0,3	0,0	
4	0,5	0,1	0,3	0,0	0,0	
5	32,4	5,6	24,9	1,5	0,3	
6	0,9	0,0	0,9	0,0	0,0	

ISCED	Women only					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	17,5	76,4	5,5	0,5	
0-1	20,8	0,9	15,6	3,8	0,4	
2	27,8	4,1	22,9	0,7	0,0	
3	23,9	7,6	15,9	0,4	0,0	
4	0,2	0,0	0,2	0,0	0,0	
5	27,0	4,8	21,6	0,6	0,0	
6	0,2	0,0	0,2	0,0	0,0	

ISCO-88	Men+women					
	Age bands					
	Total	15-24	25-54	55-64	+65	
Total	100,0	21,7	72,5	5,3	0,5	
1	0,2	0,0	0,2	0,0	0,0	
2	13,0	1,4	10,8	0,7	0,1	
3	10,4	2,6	7,4	0,3	0,0	
4	13,3	3,2	9,8	0,2	0,0	
5	28,5	9,1	18,6	0,9	0,0	
6	0,1	0,0	0,1	0,2	0,0	
7	4,0	1,2	2,6	0,0	0,0	
8	3,4	0,9	2,4	2,9	0,0	
9	27,0	3,3	20,5	2,9	0,3	

ISCO-88	Men only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	37,2	58,1	4,3	0,3
1	0,5	1,8	0,5	0,0	0,0
2	20,5	5,9	17,1	1,3	0,3
3	14,9	2,8	8,2	0,7	0,1
4	7,5	11,9	4,6	0,1	0,0
5	23,2	0,1	10,6	0,6	0,0
6	0,1	3,9	0,0	0,0	0,0
7	9,1	3,5	4,6	0,5	0,0
8	7,0	7,2	3,3	0,2	0,0
9	17,2	7,2	9,2	0,8	0,0

ISCO-88	Women only				
	Age bands				
	Total	15-24	25-54	55-64	+65
Total	100,0	17,5	76,4	5,5	0,5
1	0,1	0,0	0,1	0,0	0,0
2	11,0	1,3	9,1	0,5	0,0
3	9,2	1,8	7,2	0,2	0,0
4	14,9	3,4	11,3	0,3	0,0
5	30,0	8,3	20,7	0,9	0,0
6	0,1	0,0	0,1	0,0	0,0
7	2,6	0,4	2,0	0,1	0,0
8	2,5	0,2	2,2	0,0	0,0
9	29,7	2,3	23,6	3,4	0,4

Taking into account the differences in the frames, methodologies, estimators, reference periods and so on in both surveys, the distributions of employees are quite similar: the main groups are the same in both set of data.

It also has to be pointed out that in those crosses that the number of employees are very small (the percentage is very low) the sample errors are very high and the comparison between the surveys is not possible.

7. Completeness

All the variables and breakdowns required in the Regulation are available.