

Quality report, Swedish Structure of Earnings Survey 2002

1. Relevance

The main users of the results from the survey are the National Mediation Office, media, researchers, EU institutions, Statistics Sweden and other national statistical offices.

To give a description of users' needs is not easy. The needs vary between different users. What can be said though is that the main part of the Structure of Earnings Survey 2002 comes from a yearly survey concerning earnings. This survey is well known in Sweden and has been built up according to users' needs. Furthermore, the collecting of annual bonuses has not been done before in Sweden and the National Mediation Office expressed needs and feelings of importance for this variable.

2. Accuracy

2.1. Sampling errors

2.1.1. Probability sampling

2.1.1.1. *Bias (optional)*

The main part of the variables in the Structure of Earnings Survey 2002 is collected in a yearly earnings survey. Some other variables comes from administrative registers. One variable that is not to be found in any other source is annual bonuses. This variable is of high importance and is therefore collected in a separate survey, which uses the same sample as the yearly earnings survey. In the latter the respondent provides bonuses paid in each pay period. But if a respondent not have information for the representative month concerning this variable, the respondent may calculate an average over a longer period of time. In this case the reported bonus may include bonus not paid in each pay period. In the separate questionnaire on annual bonuses the respondent shall report annual bonuses that are not already reported in the yearly earnings survey. The questionnaires for the two different surveys are sent out during different times of the year, about six months apart. To collect annual bonuses in this way, relating to another survey, may give a bias in variable 3.2.2 "Total annual bonuses", 3.1 "Total gross earnings in the reference month" and 3.0 "Average gross hourly earnings". An eventual bias can arise when the respondent reports the same bonus in both surveys or do not report bonus in any survey, even though they have bonus.

Number of hours paid in the reference month is calculated by using information from the yearly earnings survey. In this survey agreed hours in the employment contract is collected, and this information is used when calculating number of hours paid in the reference month. This calculation may give a bias in variables 3.4 “Number of hours paid in the reference month” and 3.0 “Average gross hourly earnings”.

2.1.1.2. Variance

When calculating coefficients of variation the SAS-program CLAN is used to extract the point- and standard error estimates. The program takes into account both survey design and non-response.

The coefficients of variation concerning monthly earnings and monthly hours are presented in Annex A.

2.1.2. Non-probability sampling

Non-probability sampling was not used in the survey.

2.2. Non-sampling errors

2.2.1. Coverage errors

The sample was drawn from the Business register at Statistics Sweden in August 2002. Units selected had 10 or more employees and an economic activity within NACE sections C to K. Stratified simple random sampling with Neyman allocation was used. Each stratum was set up by combining size class and economic activity of the enterprise. The biggest size class, 500 or more employees, is fully covered in the sample and the overall sample fraction is 16,6 percents. Table 1 shows the sample fraction by size class of enterprise.

Table 1. Sample fraction, by size class of enterprise

Size class of enterprise (employees)	Number of enterprises in the universe	Number of enterprises in the sample	Sample fraction (percent)
10-49	24 340	2 438	10,0
50-199	3 999	1 521	38,0
200-499	753	503	66,8
500-	439	439	100,0
Total	29 531	4 901	16,6

The frame of August 2002 is expected to well reflect the target population, since the reference month surveyed is September 2002. Even though the frame is set up close in time to the reference month problems with under- and over-coverage may arise, since updates concerning information in the Business register sometimes takes time. An analysis on the rates of under-coverage has not been done. The overall rate of over-coverage is 2,1 percent.

An enterprise is considered as over-coverage when it did not exist in practice. Table 2 shows the rates of over-coverage by NACE section.

Table 2. Over-coverage, by NACE section

NACE	Number of enterprises in the universe	Number of enterprises in the sample	Number of over-coverage enterprises in the sample	Rate of over-coverage in the sample (percent)
10	15	15	3	20,0
13	4	4	0	0
14	40	40	1	2,5
15	626	83	0	0
16	4	4	0	0
17	130	77	1	1,3
18	45	45	1	2,2
19	24	24	1	4,2
20	599	235	3	1,3
21	174	87	0	0
22	782	177	1	0,6
23	11	10	0	0
24	226	131	1	0,8
25	396	137	0	0
26	178	71	1	1,4
27	129	42	0	0
28	1 695	241	3	1,2
29	1 049	135	1	0,7
30	42	31	0	0
31	290	63	1	1,6
32	134	40	1	2,5
33	241	87	0	0
34	263	52	1	1,9
35	131	39	1	2,6
36	385	126	0	0
37	43	43	0	0
40	236	78	0	0
41	7	7	0	0
45	3 425	345	7	2,0
50	1 034	179	6	3,4
51	3 660	262	4	1,5
52	2 792	242	8	3,3
55	1 800	223	3	1,3
60	1 673	340	9	2,6
61	60	52	3	5,8
62	43	24	1	4,2
63	584	107	1	0,9
64	129	55	5	9,1
65	220	37	4	10,8
66	84	41	1	2,4
67	148	95	8	8,4
70	706	199	2	1,0
71	163	107	2	1,9
72	1 243	175	13	7,4

73	168	80	0	0
74	3 700	214	5	2,3
Total	29 531	4 901	103	2,1

2.2.2. Measurement errors

The main part of data for the structure of earnings survey was collected in a yearly earnings survey and a separate survey concerning annual bonuses. These data was collected by using a questionnaire. The yearly earnings survey has been carried out since 1997 and is a well known survey both for the users and the main part of the respondents, and the results from the survey are of high importance for the users. Due to being an “old” survey with well-used results the questionnaire has been evaluated and improved during the years. On the other hand, the bonus questionnaire was used for the first time. The experiences from the survey show that some minor changes can be done to the questionnaire to make it more clear in future surveys.

Besides receiving a questionnaire all respondents receive a guidance, which gives explanations to all questions in the questionnaire. To further help the respondents, the guidance also included the most frequently asked questions and information concerning contact persons.

A well-constructed software system was used in both surveys and scanning was used for the registration of the data. All data was validated both on micro and macro level. In the validation different kind of logic tests were used. For the yearly earnings survey these tests have been evaluated during the years, and are now considered to reveal most errors in the data. Since it was the first time to collect annual bonuses the validation of the data was not that easy. Problems to set up logic test on annual bonus was both due to not having any previous data to relate to and that bonus is a variable that may vary a lot between enterprises, from zero to high amounts. In both surveys, contact was often taken with the respondents in the validation of the data. If a possible error was considered as an error it was corrected.

Possible sources of errors that perhaps are not revealed in the validation can be different codes, which are correct codes but not correct for the individual, for example occupation. Other possible sources of errors may be information in administrative registers, at Statistics Sweden or other agencies, which are used in the survey. This may have an impact on for example level of education, gross annual earnings and number of weeks to which the gross annual earnings relate.

The possible measurement errors have not been evaluated further and it is difficult to say what impact they may have on the results of the survey.

2.2.3. Processing errors (optional)

Nothing further to add besides what is written concerning measurement errors.

2.2.4. Non-response errors

To reduce the unit non-response rate different actions was taken. First, a reminder of the survey was sent out by post. Secondly, telephone calls to remind of the survey were done. Thirdly, for certain large enterprises a request of fine was used. The overall, non-weighted, response rate was 92,5 percent, including 2,1 percent over-coverage. Table 3 shows the unit response rates, by NACE section and size class of the enterprise.

Table 3. Response rate (percent), by NACE section and size class of enterprise

NACE	10-49 employees	50-199 employees	200-499 employees	500-employees
10	85	100		
13	100		100	100
14	91	83	100	
15	83	84	100	100
16	100	100	100	100
17	95	96	100	100
18	87	100	100	
19	85	100	100	
20	91	95	100	100
21	95	92	100	100
22	90	99	100	100
23	100	100	100	100
24	98	97	100	100
25	91	98	100	100
26	88	96	93	100
27	100	100	100	100
28	92	96	100	100
29	97	93	91	97
30	77	100	100	100
31	91	100	90	89
32	80	80	90	90
33	91	91	86	100
34	100	100	90	100
35	100	94	75	100
36	88	96	93	100
37	84	83		
40	95	92	94	100
41	75	100		100
45	89	93	100	92
50	92	89	100	83
51	94	96	100	100
52	87	91	95	97
55	82	91	100	100
60	82	89	93	100

61	95	92	100	100
62	90	71	67	100
63	93	92	100	100
64	100	91	92	100

Table 3 cont.

NACE	10-49 employees	50-199 employees	200-499 employees	500- employees
65	80	100	100	100
66	80	92	100	100
67	92	100	86	100
70	93	100	95	100
71	94	100	100	100
72	94	100	96	96
73	94	90	100	100
74	87	92	100	100
Total	89	94	96	98

Note: Empty cells mean that there existed no enterprises.

Item non-response for main variables is usually not accepted. In the yearly earnings survey, some data is collected and validated by other organizations. Statistics Sweden does not further validate this data and it includes item non-response. The unit non-response in the survey on annual bonuses is considered as item non-response when putting together the Structure of Earnings Survey. The Swedish SES also includes data from administrative registers. When combining these data with survey results a match is not always to be found and it is considered as item non-response. The registers may also include item non-response and will then also be considered as item non-response in the SES.

No imputation was done in the Structure of Earnings Survey for item non-response. Statistics Sweden is not legally allowed to make imputation on data concerning individuals.

The item non-response has an impact, in different extent, on both mandatory and optional variables. Variables that are affected to a full extent are "Collective pay agreement", "Length of service in enterprise", "Type of employment contract", "Annual days of absence", "Annual days of holiday leave" and "Normal annual holiday entitlement or days of leave actually taken". Variables which are affected to a partial extent are "Occupation", "Highest completed level of education and training", "Citizenship", "Total gross annual earnings in the reference year", "Number of weeks to which the gross annual earnings relate", "Total annual bonuses" and "Annual estimation for payments in kind".

2.2.5. Model assumption errors

- Reference month chosen is September. Which is considered as a representative month, since it does not include any public holidays or

- a lot of absence due to holidays. Further more, changes in wages and salaries due to new wage agreements are rare in September.
- No adjustment from fiscal to calendar year has been made in the survey. The main part of data concerning earnings related to the reference year comes from administrative registers at the Swedish Tax Agency and refers to the calendar year.
 - NACE sections C to K is covered for the private sector for enterprises with 10 or more employees. These NACE sections also include some enterprises/organizations within the public sector, which are not covered in the survey. Employees surveyed in the enterprises are between 18 and 64 years of age, in the reference month.
 - Some variables in the Structure of Earnings Survey come from administrative registers. These variables are “Size of enterprise to which the local unit belongs”, “Economic activity” and “Economic and financial control” in table A. Variables in table B which comes from registers are “Highest completed level of education and training”, “Citizenship”, “Total gross annual earnings in the reference year”, “Number of weeks to which the gross annual earnings relate” and “Annual estimation for payments in kind”. To combine data for an individual or enterprise with data from a register, the identity number for the individual or enterprise is used. The registers may have under-coverage and in the Structure of Earnings Survey this will be considered as item non-response.

3. Timeliness and punctuality

Both the yearly earnings survey and the survey on annual bonuses use the same sample. The frame was set up in August 2002 and the sample was drawn at the same time.

The yearly earnings survey

In this survey pre-hand information was sent out in August 2002 and the questionnaire was sent out by end of September 2002. The respondents had approximately three weeks to answer the questionnaire. Soon after the last day to respond to the questionnaire a reminder was sent out by post. To try to further reduce the non-response rate telephone calls, to remind of the survey, was used. And for certain important enterprises a request of fine was also used. Scanning, coding and validation of the data started as soon as any questionnaires were answered. The data collection was stopped in March 2003.

The survey on annual bonuses

Since it was the first time to send out the questionnaire it seemed important to give the respondents pre-hand information about the survey. The pre-hand information was sent out in November 2002. Since annual premiums related to profit sharing depend on the results of the enterprise, it was important to

let the respondents finalize the balancing of their accounts. This is often done in the first months of the year. Due to this the questionnaire was sent out in March 2003, and the respondents were given three weeks to answer. To reduce the non-response rate the respondents were reminded of the survey both by letter and telephone. And for certain large enterprises a request of fine was also used. Scanning, coding and validation of the data started as soon as any questionnaires were answered. The data collection was stopped in September 2003.

The Swedish Structure of Earnings data for the reference year 2002 was delivered to Eurostat in July 2004.

4. Accessibility and clarity

No national publication of results from the Structure of Earnings Survey has been made, and no results from the survey have been sent to the reporting units.

5. Comparability

5.1. Geographical comparability

According to the regulations regarding the Structure of Earnings Survey local units shall be surveyed. Due to problems related to the survey design enterprises are surveyed in the Swedish Structure of Earnings Survey. All local units in an enterprise are surveyed. To survey enterprises instead of local units may have an impact on the results. The results may be affected in basically two ways. First, data broken down by region might be incorrect. This will not be a problem on the Swedish data, since Sweden is regarded as one region at NUTS 1 level. Secondly, data broken down by NACE might be affected, since local units within an enterprise may belong to a different economic activity than the enterprise. These problems were analyzed when carrying out the Labour Cost Survey 2000 and the analyses indicated that the problem was minimal.

The Swedish Structure of Earnings Survey only includes employees in the age of 18 to 64 years. The age of the employee is set in the reference month. The survey does not cover the public sector.

5.2. Comparability over time

The Structure of Earnings Survey has been carried out twice in Sweden, for the reference years 1995 and 2002. The survey design is rather different between the two surveys. In 1995 a questionnaire was sent out to sampled enterprises. The respondents should answer the questionnaire for a sample of employees. In 2002 information from two surveys was used in combination

with data from different administrative registers. Comparisons between the two surveys should be done with cautiousness, since the survey design has changed a lot between 1995 and 2002.

6. Coherence

6.1. Coherence with the structure of employees in the Labour Force Survey for the same reference period

Due to differences in the definitions of employed in the Structure of Earnings Survey (SES) and the Labour Force Survey (LFS) comparisons should be made with cautiousness. In SES the population is employed between 18 and 64 years of age with the additional restriction that the wage/salary and working time can be measured. In LFS the definition of the population is wider. For example, the age span is defined as between 16 and 64 years, with no restrictions concerning the possibilities to measure a correct wage/salary. Another important difference is the survey design. In SES the sample-unit is enterprise and the information is collected from the employers and contains information for all the employees within the enterprise. In LFS the sample-unit is individuals and the information is collected direct from the individual employees in the sample.

In SES full time employees are defined as those with agreed individual working hours corresponding with full time hours. In LFS full time employees are defined as those with working hours greater than or equal to 35 hours per week. Thus, an individual working 36 hours per week when the full time week is 40 hours is considered as a part time employee in SES but full time employee in LFS.

Due to the differences in definitions and survey design comparisons made by cross-analyses of other variables together with sex and age-band will be uncertain. Therefore, the comparisons between SES and LFS in table 4 have been made only for part time and full time employees crossed by sex and age-band. Even though there are differences in some combinations, the pattern in general is rather consistent. In eight of the 42 combinations the difference is larger than three percentage points with a maximum difference of seven percentage points.

Table 4. Comparisons between SES and LFS concerning the percentage distribution of employees by full time, part time, sex and age-band

Sex Age	Full time employees		Part time employees	
	SES	LFS	SES	LFS
Both sexes				
16-19	1%	1%	7%	8%
20-24	8%	7%	15%	11%
25-34	27%	25%	21%	19%
35-44	27%	25%	24%	24%
45-54	22%	25%	16%	19%
55-59	10%	12%	10%	11%
60-64	4%	4%	7%	8%
16-64	100%	100%	100%	100%
Men				
16-19	1%	1%	8%	16%
20-24	7%	7%	20%	16%
25-34	26%	25%	22%	19%
35-44	28%	26%	17%	14%
45-54	23%	24%	15%	13%
55-59	11%	11%	9%	9%
60-64	4%	5%	10%	12%
16-64	100%	100%	100%	100%
Women				
16-19	2%	1%	6%	7%
20-24	9%	6%	13%	9%
25-34	29%	25%	21%	19%
35-44	25%	24%	26%	26%
45-54	21%	27%	17%	21%
55-59	10%	12%	10%	11%
60-64	3%	4%	6%	7%
16-64	100%	100%	100%	100%

7. Completeness

Some mandatory variables are not reported in the results of the survey. These variables are "Collective pay agreement", "Length of service in the enterprise", "Type of employment contract", "Annual days of absence", "Annual days of holiday leave" and "Normal annual holiday entitlement or days of leave actually taken".

For other variables there is an item non-response, and these variables are "Occupation", "Highest completed level of education and training", "Citizenship", "Total gross annual earnings in the reference year", "Number of weeks to which the gross annual earnings relate", "Total annual bonuses" and "Annual estimation for payments in kind".

Table 1. Average monthly earnings, average monthly hours, standard deviation and coefficient of variation concerning monthly earnings and monthly hours, by full-time/part-time employees, NACE section and sex

FT/PT	NACE	Sex	Average earnings	St.dev. earnings	CV_earnings	Average hours	St.dev. hours	CV_hours
FT	C	M+F	23 832	31	0,0013	167,90	0,1116	0,0007
FT	D	M+F	23 503	125	0,0053	173,28	0,0644	0,0004
FT	E	M+F	26 628	236	0,0089	173,18	0,1873	0,0011
FT	F	M+F	23 663	118	0,0050	175,83	0,2648	0,0015
FT	G	M+F	24 173	215	0,0089	173,19	0,1722	0,0010
FT	H	M+F	18 080	198	0,0110	174,28	0,2693	0,0016
FT	I	M+F	22 828	105	0,0046	174,63	0,1143	0,0007
FT	J	M+F	32 689	303	0,0093	167,78	0,1774	0,0011
FT	K	M+F	26 763	361	0,0135	172,90	0,3594	0,0021
FT	Total	M+F	24 391	87	0,0036	173,34	0,0791	0,0005
FT	C	F	22 377	67	0,0030	170,13	0,0566	0,0003
FT	D	F	21 329	111	0,0052	172,31	0,0586	0,0003
FT	E	F	23 036	181	0,0078	173,28	0,1895	0,0011
FT	F	F	22 197	436	0,0196	173,09	0,1720	0,0010
FT	G	F	21 143	151	0,0071	171,78	0,1918	0,0011
FT	H	F	17 129	149	0,0087	174,35	0,3184	0,0018
FT	I	F	21 478	105	0,0049	172,75	0,1038	0,0006
FT	J	F	26 137	136	0,0052	167,93	0,1506	0,0009
FT	K	F	22 770	327	0,0144	171,98	0,2377	0,0014
FT	Total	F	21 799	92	0,0042	172,00	0,0740	0,0004
FT	C	M	23 982	33	0,0014	167,67	0,1202	0,0007
FT	D	M	24 103	133	0,0055	173,54	0,0726	0,0004
FT	E	M	27 709	285	0,0103	173,15	0,2183	0,0013
FT	F	M	23 740	120	0,0051	175,98	0,2765	0,0016
FT	G	M	25 582	268	0,0105	173,85	0,1880	0,0011
FT	H	M	19 366	285	0,0147	174,19	0,2196	0,0013
FT	I	M	23 330	116	0,0050	175,33	0,1353	0,0008
FT	J	M	39 205	437	0,0111	167,62	0,2217	0,0013
FT	K	M	29 069	410	0,0141	173,44	0,4709	0,0027
FT	Total	M	25 360	94	0,0037	173,85	0,0912	0,0005

Note: FT = full-time employees, PT = part-time employees, M = male, F = female

Table 1. cont.

FT/PT	NACE	Sex	Average earnings	St.dev. earnings	CV_earnings	Average hours	St.dev. hours	CV_hours
PT	C	M+F	14 587	182	0,0125	119,14	0,9961	0,0084
PT	D	M+F	14 268	154	0,0108	119,10	0,7157	0,0060
PT	E	M+F	17 222	276	0,0160	127,31	1,2497	0,0098
PT	F	M+F	12 638	376	0,0297	104,24	2,6759	0,0257
PT	G	M+F	10 766	192	0,0179	94,94	1,1013	0,0116
PT	H	M+F	7 063	216	0,0306	75,33	2,2245	0,0295
PT	I	M+F	12 048	149	0,0124	99,57	0,9992	0,0100
PT	J	M+F	16 073	239	0,0149	111,32	1,6072	0,0144
PT	K	M+F	12 209	444	0,0363	98,47	2,7335	0,0278
PT	Total	M+F	11 904	118	0,0099	100,63	0,7238	0,0072
PT	C	F	12 556	166	0,0132	112,82	1,2960	0,0115
PT	D	F	13 701	125	0,0092	119,90	0,7034	0,0059
PT	E	F	16 056	240	0,0149	128,29	1,2519	0,0098
PT	F	F	11 654	394	0,0338	101,64	2,5728	0,0253
PT	G	F	10 965	146	0,0133	98,36	1,0206	0,0104
PT	H	F	7 243	227	0,0313	78,44	2,3196	0,0296
PT	I	F	12 918	91	0,0071	110,23	0,7522	0,0068
PT	J	F	16 379	161	0,0099	115,45	0,9117	0,0079
PT	K	F	12 476	407	0,0327	102,53	2,6286	0,0256
PT	Total	F	11 949	104	0,0087	103,64	0,7046	0,0068
PT	C	M	16 566	214	0,0129	125,29	0,9167	0,0073
PT	D	M	15 242	249	0,0163	117,73	1,2534	0,0107
PT	E	M	19 787	551	0,0279	125,14	2,7737	0,0222
PT	F	M	13 751	553	0,0402	107,18	4,6285	0,0432
PT	G	M	9 937	488	0,0492	80,65	2,2627	0,0281
PT	H	M	6 665	316	0,0475	68,43	3,1549	0,0461
PT	I	M	11 061	244	0,0221	87,46	1,4612	0,0167
PT	J	M	13 875	959	0,0691	81,71	5,6413	0,0690
PT	K	M	11 508	649	0,0564	87,85	3,5673	0,0406
PT	Total	M	11 791	202	0,0172	93,03	1,1300	0,0122

Note: FT = full-time employees, PT = part-time employees, M = male, F = female

Table 2. Average monthly earnings, average monthly hours, standard deviation and coefficient of variation concerning monthly earnings and monthly hours, by full-time/part-time employees, ISCO-88 1-digit and sex

FT/PT	ISCO	Sex	Average earnings	St.dev. earnings	cv_earnings	Average hours	St.dev. hours	cv_hours
FT	1	M+F	42 455	522	0,0123	172,28	0,0788	0,0005
FT	2	M+F	33 708	217	0,0064	171,28	0,1300	0,0008
FT	3	M+F	26 171	113	0,0043	172,04	0,0811	0,0005
FT	4	M+F	19 234	74	0,0039	173,37	0,1115	0,0006
FT	5	M+F	19 073	211	0,0111	172,69	0,2015	0,0012
FT	6	M+F	18 943	313	0,0165	176,05	1,2996	0,0074
FT	7	M+F	21 144	62	0,0029	176,06	0,1091	0,0006
FT	8	M+F	19 977	40	0,0020	173,62	0,1344	0,0008
FT	9	M+F	17 289	122	0,0071	175,79	0,8100	0,0046
FT	*	M+F	26 362	382	0,0145	172,49	0,1225	0,0007
FT	Total	M+F	24 391	87	0,0036	173,34	0,0791	0,0005
FT	1	F	34 621	500	0,0144	171,93	0,1262	0,0007
FT	2	F	30 165	305	0,0101	170,49	0,1684	0,0010
FT	3	F	23 153	109	0,0047	170,97	0,0945	0,0006
FT	4	F	18 999	84	0,0044	172,45	0,1250	0,0007
FT	5	F	18 587	339	0,0182	172,02	0,2751	0,0016
FT	6	F	17 457	232	0,0133	174,92	0,3870	0,0022
FT	7	F	18 459	130	0,0071	173,31	0,1617	0,0009
FT	8	F	18 733	62	0,0033	171,93	0,1018	0,0006
FT	9	F	16 223	68	0,0042	174,74	0,2877	0,0017
FT	*	F	23 319	631	0,0271	171,45	0,1677	0,0010
FT	Total	F	21 799	92	0,0042	172,00	0,0740	0,0004
FT	1	M	44 252	566	0,0128	172,36	0,0796	0,0005
FT	2	M	35 213	217	0,0062	171,62	0,1229	0,0007
FT	3	M	27 474	126	0,0046	172,51	0,0886	0,0005
FT	4	M	19 541	88	0,0045	174,57	0,1318	0,0008
FT	5	M	19 507	130	0,0067	173,29	0,1709	0,0010
FT	6	M	19 186	330	0,0172	176,23	1,5065	0,0086
FT	7	M	21 308	61	0,0029	176,23	0,1130	0,0006
FT	8	M	20 206	40	0,0020	173,93	0,1533	0,0009
FT	9	M	18 107	167	0,0092	176,59	1,2565	0,0071
FT	*	M	27 161	311	0,0115	172,76	0,1124	0,0007
FT	Total	M	25 360	94	0,0037	173,85	0,0912	0,0005

Note: FT = full-time employees, PT = part-time employees, M = male, F = female

* = occupation unknown

Table 2. cont.

FT/PT	ISCO	Sex	Average earnings	St.dev. earnings	cv_earnings	Average hours	St.dev. hours	cv_hours
PT	1	M+F	25 529	949	0,0372	128,30	3,2263	0,0252
PT	2	M+F	22 359	351	0,0157	126,08	1,5273	0,0121
PT	3	M+F	17 444	200	0,0115	124,63	1,4703	0,0118
PT	4	M+F	11 105	196	0,0176	102,21	1,6857	0,0165
PT	5	M+F	9 232	154	0,0167	85,80	1,3324	0,0155
PT	6	M+F	7 534	1 208	0,1603	73,59	11,4976	0,1562
PT	7	M+F	13 162	572	0,0434	114,35	2,2996	0,0201
PT	8	M+F	12 210	192	0,0157	108,53	1,3844	0,0128
PT	9	M+F	8 280	118	0,0143	89,07	1,0484	0,0118
PT	*	M+F	15 804	523	0,0331	112,84	1,0820	0,0096
PT	Total	M+F	11 904	118	0,0099	100,63	0,7238	0,0072
PT	1	F	22 673	670	0,0296	135,24	4,0892	0,0302
PT	2	F	21 985	317	0,0144	129,12	1,6297	0,0126
PT	3	F	16 855	168	0,0100	126,40	1,5729	0,0124
PT	4	F	11 682	181	0,0155	107,11	1,5341	0,0143
PT	5	F	9 666	143	0,0148	90,01	1,2559	0,0140
PT	6	F	8 682	2 184	0,2516	89,29	20,0881	0,2250
PT	7	F	12 562	675	0,0537	117,19	2,5403	0,0217
PT	8	F	12 550	124	0,0099	119,05	0,8464	0,0071
PT	9	F	8 139	112	0,0137	89,76	1,0281	0,0115
PT	*	F	14 414	729	0,0506	113,68	1,4128	0,0124
PT	Total	F	11 949	104	0,0087	103,64	0,7046	0,0068
PT	1	M	29 663	1 567	0,0528	118,25	3,6340	0,0307
PT	2	M	23 505	656	0,0279	116,76	2,1183	0,0181
PT	3	M	19 612	505	0,0257	118,09	2,5116	0,0213
PT	4	M	8 723	307	0,0352	81,97	2,8269	0,0345
PT	5	M	7 606	232	0,0305	70,01	2,0145	0,0288
PT	6	M	6 479	1 233	0,1903	59,17	12,3637	0,2090
PT	7	M	13 478	548	0,0406	112,85	2,6243	0,0233
PT	8	M	11 974	286	0,0239	101,25	1,9553	0,0193
PT	9	M	8 602	181	0,0210	87,51	1,7104	0,0196
PT	*	M	17 960	496	0,0276	111,53	1,8542	0,0166
PT	Total	M	11 791	202	0,0172	93,03	1,1300	0,0122

Note: FT = full-time employees, PT = part-time employees, M = male, F = female
 * = occupation unknown

Table 3. Average monthly earnings, average monthly hours, standard deviation and coefficient of variation concerning monthly earnings and monthly hours, by full-time/part time employees, age band and sex

FT/PT	Age	Sex	Average earnings	St.dev. earnings	cv_earnings	Average hours	St.dev. hours	cv_hours
FT	-24	M+F	17 542	59	0,0034	174,48	0,1629	0,0009
FT	25-54	M+F	25 006	92	0,0037	173,25	0,0823	0,0005
FT	55-64	M+F	25 559	113	0,0044	173,14	0,0595	0,0003
FT	65-	M+F	..	..	..	..	..	..
FT	Total	M+F	24 391	87	0,0036	173,34	0,0791	0,0005
FT	-24	F	16 499	100	0,0061	173,14	0,1452	0,0008
FT	25-54	F	22 537	99	0,0044	171,91	0,0766	0,0005
FT	55-64	F	22 035	76	0,0035	171,56	0,0762	0,0004
FT	65-	F	..	..	..	..	..	..
FT	Total	F	21 799	92	0,0042	172,00	0,0740	0,0004
FT	-24	M	18 048	51	0,0028	175,13	0,1937	0,0011
FT	25-54	M	25 926	99	0,0038	173,75	0,0957	0,0006
FT	55-64	M	26 675	140	0,0052	173,64	0,0671	0,0004
FT	65-	M	..	..	..	..	..	..
FT	Total	M	25 360	94	0,0037	173,85	0,0912	0,0005
PT	-24	M+F	6 720	154	0,0230	67,73	1,2374	0,0183
PT	25-54	M+F	13 341	118	0,0088	109,73	0,6692	0,0061
PT	55-64	M+F	13 383	122	0,0091	110,04	0,5538	0,0050
PT	65-	M+F	..	..	..	..	..	..
PT	Total	M+F	11 904	118	0,0099	100,63	0,7238	0,0072
PT	-24	F	6 475	138	0,0214	66,64	1,2564	0,0189
PT	25-54	F	13 408	101	0,0076	112,72	0,6656	0,0059
PT	55-64	F	12 695	111	0,0087	111,86	0,6351	0,0057
PT	65-	F	..	..	..	..	..	..
PT	Total	F	11 949	104	0,0087	103,64	0,7046	0,0068
PT	-24	M	7 148	228	0,0320	69,63	1,7365	0,0249
PT	25-54	M	13 137	247	0,0188	100,68	1,2400	0,0123
PT	55-64	M	14 875	228	0,0153	106,10	0,8660	0,0082
PT	65-	M	..	..	..	..	..	..
PT	Total	M	11 791	202	0,0172	93,03	1,1300	0,0122

Note: FT = full-time employees, PT = part-time employees, M = male, F = female
 .. = data not available