

Luxemburg, July 1980

Statistical Office  
of the European Communities  
Demographic and Social Statistics  
Wages and Incomes

The structure of earnings  
in wholesale distribution, retail distribution,  
banking and insurance in 1974

A country by country synthesis

Study by:  
Dr.W.M. Lister  
Civil Service College  
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## CHAPTER 1: GENERAL INTRODUCTION AND SOME OVERALL FEATURES

### 1.1. The Background to the Report

In 1974 the Statistical Office of the European Communities (SOEC) carried out a survey into the Structure of Earnings in Wholesale and Retail Distribution, Banking and Insurance in the nine member countries of the European Community. The survey was carried out in all countries on the basis of similar methods and definitions and the results processed according to a standard plan drawn up by SOEC. A volume was produced for each country (Volumes 2-10) together with an introductory volume (Volume 1) giving the methodological characteristics and objectives of the survey, together with the plan for analysing the data.

This report gives a country-by-country synthesis of the main features of the data collected, together with some commentary and additional analysis.

For brevity the details of the conduct of the survey and methods used, which are given in Volume 1 as indicated above, will not be repeated in this report. However, it is worth noting that the scope and objectives of the survey were defined as follows:-

- a. "the survey covers all undertakings employing 10 or more employees, in the sectors of wholesale

and retail distribution, banking and insurance in the nine countries of the Community: the Federal Republic of Germany, France, Italy, the Netherlands, Belgium, Luxembourg, the United Kingdom, Ireland and Denmark.

b. it covers the earnings and individual characteristics of every category of employees in such undertakings ie manual and non-manual workers, supervisory and executive staff". Also:- "The returns related, for the most part, to the statistical survey unit, ie the employee, which means any person bound to the returning unit by a contract of employment on 31 October 1974 excluding articulated apprentices, family employees, outworkers and in general all persons without a contract of employment."

The condition at a. means that the coverage of the sectors will be different from one country to another and may have very noticeable effects particularly in the wholesale and retail distribution sectors. The interpretation of the conditions under b. in the separate countries may have been different. The effects of these conditions on the results will be discussed at a later stage.

## 1.2. The Structure of the Report

The structure of this report is as follows. It contains the following chapters:-

1. General Introduction and Some Overall Features
2. Wholesale Distribution
3. Retail Distribution
4. Banking
5. Insurance
6. Summary and Conclusions
7. Technical Annex

The purpose of the survey was to enable comparisons of the structure of earnings in Wholesale Distribution, Retail Distribution, Banking and Insurance to be made throughout the member states of the European Communities. To facilitate the interpretation of the earnings data it is however useful to consider some of the general features of the labour force and some of these (eg number and percentage of part-time employees) are given in this introductory chapter.

It should be emphasised also that the purpose of the survey was to compare the structure of earnings, and not the level of earnings, and that in the subsequent chapters on the sectors, earnings figures will always be given relative to the overall averages of the group concerned (eg all male employees, all female employees etc). It is of interest, however, to have for reference purposes only, some of the absolute figures upon which these index figures have been based. This general introductory chapter therefore contains tables of the

mean gross monthly earnings and mean annual earnings for the broadest groupings of employees (full-time male employees, full-time female employees, - part-time male employees, etc).

After this introductory chapter, there follow four chapters, each of which deals with one sector in the order given above.

Each chapter, in turn, follows a pattern. The first three sections deal with some of the overall features.

Section 1 gives the numbers of employees (part-time plus full-time together) and also these categories given separately; full-time female employees; and part-time female employees. Next there follows a section describing the composition of the sector (apart from the Insurance sector which has no subdivisions) and section 3 gives the distribution of all employees by the size of undertaking in which they are employed. Each section is accompanied by a table of figures with the reference to the source table in the country volumes given below it (where appropriate).

Section 4 deals with the graphs of the distribution of earnings of full-time male and female employees about the overall mean values. In the chapter on Wholesale

Distribution, an indication is given of the methodology used - and more details are given later in the Technical Annex - but this is not repeated in subsequent chapters where only an outline and references are given.

Section 5 in each chapter considers the various indices of mean gross monthly earnings by the following factors of classification

- 5.1 sex
- 5.2 age
- 5.3 length of service
- 5.4 occupational qualification group
- 5.5 size of undertaking

Tables are given using the conventions regarding source tables, as in previous sections. The notation for unattributed values, cells rendered empty for reasons of confidentiality etc, is that given on page 1 at the beginning of this report and follows that used in the volumes for each country. Where appropriate, each subsection contains a table of the frequency distribution of male and female employees separately for each factor of classification, and tables of indices are given comparing groups of employees of the same sex and also male and female employees in the same groups.

Section 6 considers the indices of mean gross annual earnings by occupational qualification group both for employees of the same sex and between male and female employees in the same occupational qualification group.

Section 7 gives the frequency distribution of employees (male and female separately) by length of scheduled working week and section 8 considers the distribution of employees by percentage bonus payment.

The final section in each chapter (section 9) relates to the characteristics and earnings of part-time employees. This section is further subdivided into 5 subsections as follows:-

- 9.2 length of scheduled Working Week
- 9.2 age
- 9.3 length of service
- 9.4 occupational qualification group and indices of earnings (mean gross monthly and mean gross annual)
- 9.5 size of undertaking.

Chapter 6 gives a summary of the main findings in report, bringing together in particular the main features of the indices calculated for the various groupings in the four sectors.



Chapter 7, the Technical Annex, contains details of any calculations involved, the methodology of the constructions of graphs for the distribution of earnings, and the definitions used in the various sectors.

1.3 Some General Features of the Labour Force Covered by the Survey

In Table 1, the estimated population figures for full-time and part-time employees have been presented and in Table 2, these are expressed as percentages of the corresponding "Whole sector" totals.

TABLE 1 NUMBER OF EMPLOYEES  
(000's)

FULL-TIME AND PART-TIME	GERMANY	FRANCE	ITALY	NETH	BELG	LUX	UK	IRELAND	DENMARK
WHOLESALE DISTRIBUTION	700.3	548.2	375.2	225.0	116.4	5.6	537.2	30.5	106.5
RETAIL DISTRIBUTION	799.1	471.8	247.2	201.0	124.6	3.1	1466.7	26.7	67.0
BANKING	399.9	327.9	353.3	88.8	65.3	5.4	395.8	15.3	39.9
INSURANCE	136.7	82.8	54.5	28.9	22.0	0.4	184.1	5.2	9.8
TOTAL	2036.0	1430.7	1030.7	543.7	328.3	14.5	2583.8	77.7	223.2

SOURCE TABLE A1 COUNTRY VOLUMES

Perhaps the most interesting features arising from Tables 1 and 2 are the size of the Retail Distribution sector in the United Kingdom and the proportionate sizes of the Banking sector in both Italy and Luxembourg.

The Retail Distribution sector in the United Kingdom is almost twice as large as that in Germany which is next largest. It is also interesting to note that in Germany, Belgium and the United Kingdom the Retail Distribution sector is larger than the Wholesale Distribution sector with the position reversed in other countries.

The Banking sectors in Italy and Luxembourg account for 34.3% and 37.2% of the estimated total labour force covered by the survey in these countries. The percentages employed in Retail Distribution in these countries are correspondingly low (24% in Italy, 21.4% in Luxembourg) and these percentages may possibly reflect an effect of restricting from the scope of the survey undertakings with less than 10 employees. (Some additional comments are given on this in the Technical Annex).

In all countries the Insurance sector is consistently the smallest with that in the United Kingdom being largest both in absolute and proportionate terms.

TABLE 2

## SECTORS AS % OF WHOLE SERVICES SECTOR (FULL-TIME AND PART-TIME)

	GERMANY	FRANCE	ITALY	NETH	BELG	LUX	UK	IRELAND	DENMARK
WHOLESALE DISTRIBUTION	34.4	38.3	36.4	41.4	35.4	38.6	20.8	39.2	47.7
RETAIL DISTRIBUTION	39.2	33.0	24.0	37.0	38.0	21.4	56.8	34.4	30.0
BANKING	19.6	22.9	34.3	16.3	19.9	37.2	15.3	19.7	17.9
INSURANCE	6.7	3.8	5.3	5.3	6.7	2.8	7.1	6.7	4.4

SOURCE TABLE A1 COUNTRY VOLUMES

1.4 Female Employees - Full-time plus Part-time

Article 119 of the Treaty of Rome states that men and women should receive equal pay for equal work. This type of structure survey makes it possible - after eliminating the specific influence of the main structural factors on the overall averages - to pinpoint the disparities which still persist in this respect in the various countries. This is of particular interest in Wholesale and Retail Distribution, Banking and Insurance in which women represent a particularly large proportion of the total labour force. Table 3 gives the figures on this, where each entry is the percentage of female employees in each sector and in each country.

TABLE 3 FEMALE EMPLOYEES AS A % OF ALL EMPLOYEES IN EACH SECTOR

	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
WHOLESALE	35.5	30.6	32.5	20.0	29.6	30.4	31.3	23.0	26.0
RETAIL	69.6	58.1	50.0	55.6	61.3	71.0	62.7	51.3	65.4
BANKING	54.9	48.3	15.1	42.9	32.1	44.5	54.5	50.3	55.4
INSURANCE	54.6	59.8	35.1	33.6	43.2	50.0	49.4	50.0	65.3
TOTAL% (ALL SECTORS)	54.0	45.3	30.8	37.6	43.0	44.8	54.0	39.9	44.8

**SOURCE TABLE A1 COUNTRY VOLUMES**

In interpreting these figures it is very useful to remember the background against which they occur. In the Technical Annex Figure 5 which has been extracted from the 1975 Labour Force Sample Survey supplies this information. Each graph shows for women the percentage of the age group who are in employment. A variety of patterns is revealed. These patterns are well known and have been discussed elsewhere (cf for example Social Trends 10, 1980, p123) and we shall return to them when we consider the separate sectors.

Returning to Table 3 we find that, in general, the level of female participation is highest in the Retail Distribution sector for all countries and lowest in Wholesale Distribution with considerable

variations in the percentages observed. Banking and Insurance occupy, in general, an intermediate position though there are several noticeable exceptions. Perhaps the most noticeable is the very low percentage (15.1) of female employees in Banking in Italy and to a lesser extent the percentage (32.1) in Belgium. At the other extreme is Denmark with a figure of 65.4% in Insurance. These figures will be considered in more detail in subsequent chapters.

### 1.5. Part-time Employees

Another important characteristic of the labour force is the percentage of employees who work part-time. There may have been some slight difficulties in the application of the definition (cf. Technical Annex) on a consistent basis over all countries but the figures are given below, expressed as a percentage of all employees in each sector and in each country.

Table 4 PART-TIME EMPLOYEES AS A % OF ALL EMPLOYEES IN EACH SECTOR

	GERMANY	FRANCE	ITALY	NETH	BELG	LUX	UK	IRELAND	DENMARK
WHOLESALE DISTRIBUTION	15.5	4.4	1.9	7.7	3.4	5.4	12.3	1.3	12.9
RETAIL DISTRIBUTION	33.3	11.2	5.3	33.4	16.9	12.9	27.7	3.7	47.5
BANKING	13.5	2.1	0.6	11.9	2.6	1.8	5.7	-	23.1
INSURANCE	11.2	1.4	0.4	12.1	2.3	-	10.4	-	23.5
ALL SECTORS	21.8	5.9	2.2	18.1	8.3	5.5	19.9	1.8	25.5

SOURCE: TABLE A1, COUNTRY VOLUMES

As might be expected there are considerable variations in the percentages observed from one sector to another and from one country to another.

Taken over all sectors Ireland and Italy have the smallest percentages of part-time employees (1.8% and 2.2% respectively). Denmark and Germany are at the other end of the scale (25.5% and 21.8% respectively) with Denmark particularly noticeable for its high percentages in Retail Distribution, Banking and Insurance.

Between sectors, Retail Distribution is consistently the highest as regards the percentage of part-time employees in the labour force with Banking and Insurance employing proportionately very few apart from in the countries previously mentioned.

Table 5 shows the figures for part-time female employees expressed as a percentage of all employees.

Table 5

PART-TIME FEMALE EMPLOYEES AS A % OF ALL EMPLOYEES IN EACH SECTOR

	GERMANY	FRANCE	ITALY	NETHS	BELG	LUX	UK	IRELAND	DENMARK
WHOLESALE	13.7	2.9	1.4	6.2	2.5	3.6	9.3	1.0	11.5
RETAIL	31.7	9.0	4.7	25.7	16.0	9.7	25.1	3.0	42.7
BANKING	12.9	1.6	0.5	10.5	2.5	1.9	4.8	-	20.6
INSURANCE	10.7	1.1	0.2	10.4	1.8	-	9.2	-	22.4

SOURCE TABLE A1 COUNTRY VOLUMES

A comparison of the figures in Tables 4 and 5 illustrates that in all countries and sectors the majority of part-time employees are female. The figures also confirm the extent of part-time working in Denmark.

#### 1.6 Earnings Data

As has been stated earlier, the purpose of this report was to enable comparisons of the structure of earnings in the various sections to be made. It was not intended that the information collected should be used to compare levels of earnings. In each of the chapters, therefore, the average earnings figures have been converted into index

form so that the mean gross monthly earnings, for example, of one sub group is expressed relative to the mean gross monthly earnings of the whole group. This facilitates comparison of the structure of earnings and avoids the well-known problem of which rates of exchange, should be used, - and in any case these considerations are outwith the scope of this present survey.

It is, however, useful for workers who may wish to calculate further index figures to have available in summary form the values of the various averages in national currencies upon which these indices have been based. Tables 6, 7, 8, and 9 therefore give respectively the following information, - where the averages are given in the respective national currencies:-

Table 6: Mean Gross Monthly Earnings	} - Full-time Employees
Table 7: Mean Gross Monthly Earnings	} - Part-time Employees
Table 8: Mean Gross Annual Earnings	} - Full-time Employees
Table 9: Mean Gross Annual Earnings	} - Part-time Employees

It should always be remembered, however, that these averages should not be used to compare levels of earnings for it was not for this purpose that they were originally collected.



TABLE 6: MEAN GROSS MONTHLY EARNINGS -- IN NATIONAL CURRENCIES -- FULL-TIME EMPLOYEES

MALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	2180	3107	289406	2166	31615	29052	240	197	5957
RETAIL	2032	2816	270696	1843	28308	25423	226	181	5539
BANKING	2656	3947	570441	2341	42025	36699	294	263	7185
INSURANCE	2784	3577	508713	2432	37057	40212	298	240	8173

FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	1523	2068	228718	1324	20561	17064	126	111	4240
RETAIL	1349	1860	232387	1128	20129	14310	125	106	4023
BANKING	1883	2836	453696	1325	29908	22894	158	162	5033
INSURANCE	1997	2417	361655	1469	25350	21878	149	141	5160

MALE & FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	2011	2811	270776	2043	28483	25683	212	178	5669
RETAIL	1644	2300	254080	1527	23840	17318	174	143	4877
BANKING	2278	4323	553545	1970	38384	30626	223	213	6202
INSURANCE	2394	2888	458067	2181	32176	31690	231	192	6480

SOURCE:

TABLE C1

COUNTRY VOLUMES



TABLE 7: MEAN GROSS MONTHLY EARNINGS - IN NATIONAL CURRENCIES - PART-TIME EMPLOYEES

SEX	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kf
MALE									
WHOLESALE	834	1452	198172	-	.	9766	.	-	2896
RETAIL	776	1058	201975	-	8479	3234	69 #	-	1360
BANKING	904	1287 #	415647	-	.	15410	.	-	2016
INSURANCE	.	2073 #	.	-	.	-	.	-	.

FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kf
WHOLESALE	825	824	166703	-	11017	9533	76	-	2497
RETAIL	709	881	178405	-	12642	8689	63	-	2218
BANKING	989	703	371235	-	13126	11966	84	-	2224
INSURANCE	1113	890 #	308876	-	12610	-	74	-	2835

MALE & FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kf
WHOLESALE	826	1061	175654	-	11508	9619	81	-	2529
RETAIL	738	914	181888	-	12472	8629	63	-	2136
BANKING	935	832	379242	-	13370	12375	92 #	-	2202
INSURANCE	1100	1181 #	353948	-	12703	-	81 #	-	2768

SOURCE:

TABLE C8

COUNTRY VOLUMES



TABLE 8: MEAN GROSS ANNUAL EARNINGS - IN NATIONAL CURRENCIES - FULL-TIME EMPLOYEES

SEX	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	25969	38056	3490930	26203	391255	346150	2637	2408	70307
RETAIL	24436	34074	3159090	22398	342206	295499	2443	2205	65779
BANKING	31635	46480	7058521	28238	507535	434148	3341	3350	82153
INSURANCE	32973	43195	6263083	29115	440263	485423	3418	2995	94475

SEX	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	18179	24447	2642736	16136	252978	204025	1353	1367	48670
RETAIL	16004	21110	2532693	13615	232699	165496	1332	1291	46552
BANKING	22259	32582	5498627	15876	356307	271856	1784	2021	55877
INSURANCE	23249	27499	4407099	17767	298438	251532	1656	1742	57478

SEX	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	24036	34293	3243280	24940	352786	307713	2333	2189	66894
RETAIL	19682	27135	2907127	18782	283214	200784	1904	1760	57667
BANKING	27143	39980	6848202	24303	464407	365359	2568	2745	70416
INSURANCE	28185	33917	5640369	26459	383582	381120	2696	2420	74042

SOURCE: COUNTRY VOLUMES



TABLE 9: MEAN GROSS ANNUAL EARNINGS - IN NATIONAL CURRENCIES - PART-TIME EMPLOYEES

MALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	10271	20546	2123387	-	.	112674	.	-	32252
RETAIL	9448	15790	2509222	-	92650 #	94032	821 #	-	19317
BANKING	10623	.	4739352	-	.	.	.	-	26189
INSURANCE	.	27443 #	.	-	.	-	.	-	.

FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	9816	9778	1798967	-	132137	103929	832	-	29061
RETAIL	9297	10496	2059787	-	135591	97874	695	-	26750
BANKING	11628	8022	4922562	-	154301 #	155865	910	-	25870
INSURANCE	13277	11106 #	3777646	-	147841	-	798	-	32208

MALE & FEMALE	GERMANY DM	FRANCE FF	ITALY LIT	NETHERLANDS FI	BELGIUM BF	LUXEMBOURG F.LUX	UNITED KINGDOM £	IRELAND £	DENMARK Kr
WHOLESALE	9864	13812	1891134	-	138232	106900	911 #	-	29320
RETAIL	9303	11421	2162817	-	133736	97378	707	-	26232
BANKING	11584	9381	4896702	-	159128 #	160785	1035 #	-	25899
INSURANCE	13180	15832 #	4383997 #	-	146220	-	888 #	-	31711

SOURCE:

TABLE C 10

COUNTRY VOLUMES





CHAPTER 2: WHOLESALE DISTRIBUTION NACE 61

2.1 Some Overall Features

Some important characteristics of the labour force in this sector are given in Table 10 below. These are the number of employees, full-time plus part-time and these categories given separately, the number of full-time female employees and the number of part-time female employees. These are also expressed as percentages of all employees in the sector in each country.

TABLE 10 EMPLOYEES 000's

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	700.3	548.2	375.2	225.2	116.4	5.6	537.2	30.5	106.5
FULL-TIME	591.8	524.2	368.1	207.9	112.4	5.3	471.3	30.1	92.8
PART-TIME	108.5	24.0	7.1	17.3	4.0	0.3	65.9	0.4	13.7
FULL-TIME FEMALE	152.6	151.9	116.6	31.0	31.5	1.5	118.2	6.7	15.4
PART-TIME FEMALE	95.9	14.7	5.4	14.0	2.9	0.2	50.1	0.3	12.3

FULL-TIME AND PART-TIME = 100

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	100	100	100	100	100	100	100	100	100
FULL-TIME	84.5	95.6	98.1	92.3	96.6	94.6	87.7	98.7	87.1
PART-TIME	15.5	4.4	1.9	7.7	3.4	5.4	12.3	1.3	12.9
FULL-TIME FEMALE	21.8	27.7	31.1	13.8	27.1	26.8	22.0	22.0	14.5
PART-TIME FEMALE	13.7	2.9	1.4	6.2	2.5	3.6	9.3	1.0	11.5

SOURCE

TABLE A1

COUNTRY VOLUMES

The role of female employees is of particular interest and the percentages observed from country to country show interesting variations. Italy has the highest percentage of full-time female employees and apart from Ireland the lowest percentage of female employees who work part-time. France, Belgium and Luxembourg have of the order of 26-28% full-time female employees in the labour force whereas the Netherlands and Denmark have only of the order of 14% in this category. The majority of employees who work part-time are female and the percentages for this category (part-time female employees) vary from figures of the order of 1% (Ireland and Italy) to a figure of the order of 14% for Germany. The other countries fall into two groups with percentages between these two extremes:- France, Belgium, Luxembourg and the Netherlands with percentages of the order of 3-6% and the United Kingdom and Denmark with percentages of the order 9-12%.

## 2.2 The Composition of the Wholesale Distribution Sector

Throughout this report, results will be given at the sector level - ie Wholesale Distribution, Retail Distribution, Banking and Insurance. It is useful to remember, however, that results are available from the survey at a greater level of disaggregation and where sample size permits, a similar analysis may be carried out for the various subsectors. Also, the composition of the sector varies from one country to another and these different compositions may have had some effect on the results which are quoted only at sector level. For example, some subsectors, by the nature of the

the work involved may be more likely to have more female employees or perhaps more part-time employees than others. In Table 11, therefore, are given figures which illustrate the differences in the overall structure of the sector from one country to another

TABLE 11 COMPOSITION OF WHOLESALE SECTOR

(a)

NUMBERS OF EMPLOYEES (FULL-TIME + PART-TIME) 000's

NACE CODE	GERMANY	FRANCE	ITALY	NETHS.	BELGIUM	LUX.	UK	IRELAND	DENMARK
611	7.9	21.7	48.1	16.1	2.3	0.1	32.0	6.3	8.7
612	82.5	69.4	45.3	18.0	14.9	0.4	26.6	2.9	9.1
613	80.1	47.5	35.6	25.4	9.3	0.7	66.4	5.1	20.1
614	120.0	106.8	52.4	54.4	27.3	0.7	40.8	4.4	29.2
615	101.9	85.5	33.1	29.3	13.3	1.6	26.2	1.6	7.5
616	37.1	20.0	34.5	10.8	5.5	0.1	27.8	1.2	2.2
617	139.9	148.0	73.5	38.5	21.7	1.5	169.4	6.1	17.3
617.6	6.4	-	-	-	0.3	-	8.5	0.1	0.4
618	42.6	30.3	31.9	12.4	13.0	0.2	19.0	0.5	4.8
618.1	28.5	15.0	21.5	-	7.5	0.2	13.9	0.3	1.8
619	48.3	19.1	20.8	19.9	9.0	0.3	129.0	2.3	7.7
619.1) 619.2)	25.9	5.4	3.7	-	3.0	0.2	22.1	1.1	3.0
Total	700.3	548.2	375.2	225.0	116.4	5.6	537.2	30.5	106.5

(b) SUB-SECTORS AS % OF WHOLESECTOR WHOLESALE DISTRIBUTION NACE 61

CE CODE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
611	6.8	4.0	12.8	7.2	2.0	2.0	6.0	20.6	8.2
612	11.8	12.7	12.1	8.0	12.8	7.1	5.0	9.5	8.5
613	11.4	8.7	9.5	11.3	8.0	12.5	12.4	16.7	18.9
614	17.1	19.5	14.0	24.2	23.4	12.5	7.6	14.4	27.4
615	14.6	15.6	8.8	13.0	11.4	28.6	4.9	15.2	7.0
616	5.3	3.6	9.2	4.8	4.7	2.0	5.2	3.9	2.1
617	20.0	27.0	19.6	17.1	18.6	26.8	31.5	20.0	16.2
617.6	0.9	-	-	-	0.3	-	1.6	0.3	0.4
618	6.1	5.5	8.5	5.5	11.2	3.6	3.5	1.5	4.5
618.1	4.1	2.7	5.7	-	6.4	3.6	2.6	1.0	1.7
619	6.9	3.5	5.5	8.8	7.7	5.4	24.0	7.5	7.2
619.1)	3.7	1.0	1.0	-	2.6	3.6	4.1	3.6	2.8
619.2)									

SOURCE TABLE A1 COUNTRY VOLUMES

Some comments on the subsectors are as follows:-

Food, Drink and Tobacco (617) is the largest sector in Germany, France, Italy and the United Kingdom. It is the second largest sector in Belgium, Ireland, Luxembourg and the Netherlands and the third largest in Denmark.

Machinery, Equipment and Vehicles (614) is the largest sector in Belgium, the Netherlands and Denmark and is the second largest sector in Germany, France and Italy.

Furniture, Household Goods and Hardware (615) is the largest sector in Luxembourg.

Agriculture, Primary Products and Textiles (611)

is the largest sector in Ireland and third largest in Italy.

Other sectors which have not previously been mentioned and which occur in the top three for particular countries are:

Timber and Building Materials (613) which is the second largest in Denmark, third largest in the United Kingdom and Ireland, and equal third largest in Luxembourg.

Other Wholesale Distribution (619) which is the second largest in the United Kingdom.

Fuels, Ores, Metals and Industrial Chemicals (612) which is third largest in Belgium.

In all countries apart from Italy the three largest sectors employ in each case between 51% and 68% of all employees in the wholesale distribution sector.

### 2.3 The Sector by size of Undertaking

Another important feature which has an influence on the structure of earnings is the size of the undertaking in which the employee works. The percentages of employees (both male and female and full-time and part-time) by size of undertaking are given in Table 12.

In each country the smallest size of undertaking category contains the greatest concentration of employees, but the concentration varies from 27.1% in Ireland to 56.4% in Italy. The United Kingdom has a noticeably higher percentage of employees in the largest size category of undertaking (greater than or equal to 1000 employees). In Ireland, 40.4% of employees are in undertakings with between 100 and 499 employees - the next largest percentage in this category is 30.1% and is for Germany.

Later in this chapter we shall consider the distribution of full-time and part-time employees separately over undertakings of different sizes.

TABLE 12 SIZE OF UNDERTAKING (FULL-TIME AND PART-TIME EMPLOYEES)

SIZE OF UNDERTAKING (EMPLOYEES)	WEST GERMANY	FRANCE	ITALY	NETH	BELG	LUX	UK	IRELAND	DENMARK
10-49	36.7	41.0	58.4	44.1	47.5	49.3	31.1	27.1	37.6
50-99	18.3	17.0	17.0	18.9	18.3	25.2	14.7	18.5	15.4
100-199	15.6	12.1	11.2	14.4	13.1	17.9	12.9	22.1	14.4
200-499	14.5	13.3	7.3	12.9	10.6	7.6	13.1	18.3	13.7
500-999	6.6	5.4	4.1	.}	7.9	- }	8.8	9.7	7.9
≥ 1000	8.3	11.1	2.0	.}	2.6	- }	19.4	4.3	11.1

%

TOTAL NUMBERS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
(000's)	700.3	548.2	375.2	225.0	116.4	5.6	537.2	30.5	106.5

SOURCE TABLE A2 COUNTRY VOLUMES

#### 2.4 Distribution of the labour force according to gross monthly earnings

One of the main aims of the survey was to examine the structure of earnings in the labour force analysed by various characteristics. This section considers the distribution of employees according to gross monthly earnings.

The analysis is limited to full-time employees and to (gross) monthly earnings which has been adjusted to take account of bonuses and premiums not paid on a regular monthly basis but which would be included in annual earnings. This was done to ensure improved comparability between monthly and annual figures. It should also be remembered that certain countries did not record earnings which fell above certain ceiling values determined in each case by the national statistical institute. Some comments are given on these in the Technical Annex and details are given in Volume 1, section 8.14 and footnote, and sections 9.2.5 and 9.2.6.

In each of the volumes for the different countries, a frequency distribution of full-time employees containing 27 class intervals of gross monthly earnings (adjusted as mentioned above) has been given by activity, sex and occupational qualification group . The earnings were expressed in different national currencies and therefore presented a problem in comparing the distributions from one country to another. To convert each distribution into a common currency would have been of limited usefulness, in particular since the purpose of the survey was to enable comparisons of the "structure" of earnings to be made rather than the "level" of earnings from one country to another. In addition, such a conversion would have been subject to the well-known problems of deciding which rates of exchange to use.



This is why, in the present comparison, the distributions have not been considered as a function of the level of gross monthly earnings but rather as a function of the relative deviation of the earnings from the mean gross monthly earnings. This is a procedure which has been adopted in the analysis of similar data in previous structure surveys (cf of the special series 'Structure of earnings in industry' of 1966 and 1972). To gain a better appreciation of the comparison between the gross monthly earnings of male and female full-time employees the distributions have been also expressed in terms of deviations from the overall mean gross monthly earnings (for male and female full-time employees combined). The frequency distributions have been adjusted to take account of the new class interval sizes produced (which varied from country to country). The frequencies have also been scaled so that the area between each curve and the x-axis is proportional to the number of full-time employees, male or female, as appropriate. [ AN OUTLINE OF THE FORMULAE USED IS GIVEN ON PAGE 28 ] . [ NB For the purposes of this report the values corresponding to the open ended first and last intervals have not been plotted ]

The resulting graphs are presented in Figure 1. The graphs illustrate very clearly the differing percentages of full-time female employees in the full-time labour force, which are given below:

Graphs These have been constructed from the frequency distributions of gross monthly earnings for full-time male and female employees in each country.

Relative Deviation,  $u = (x - \bar{x}) / \bar{x}$

where  $x$  denotes earnings in the national currency

$\bar{x}$  = mean gross monthly earnings (male and female employees combined)

$\Delta x$  = class interval in  $x$

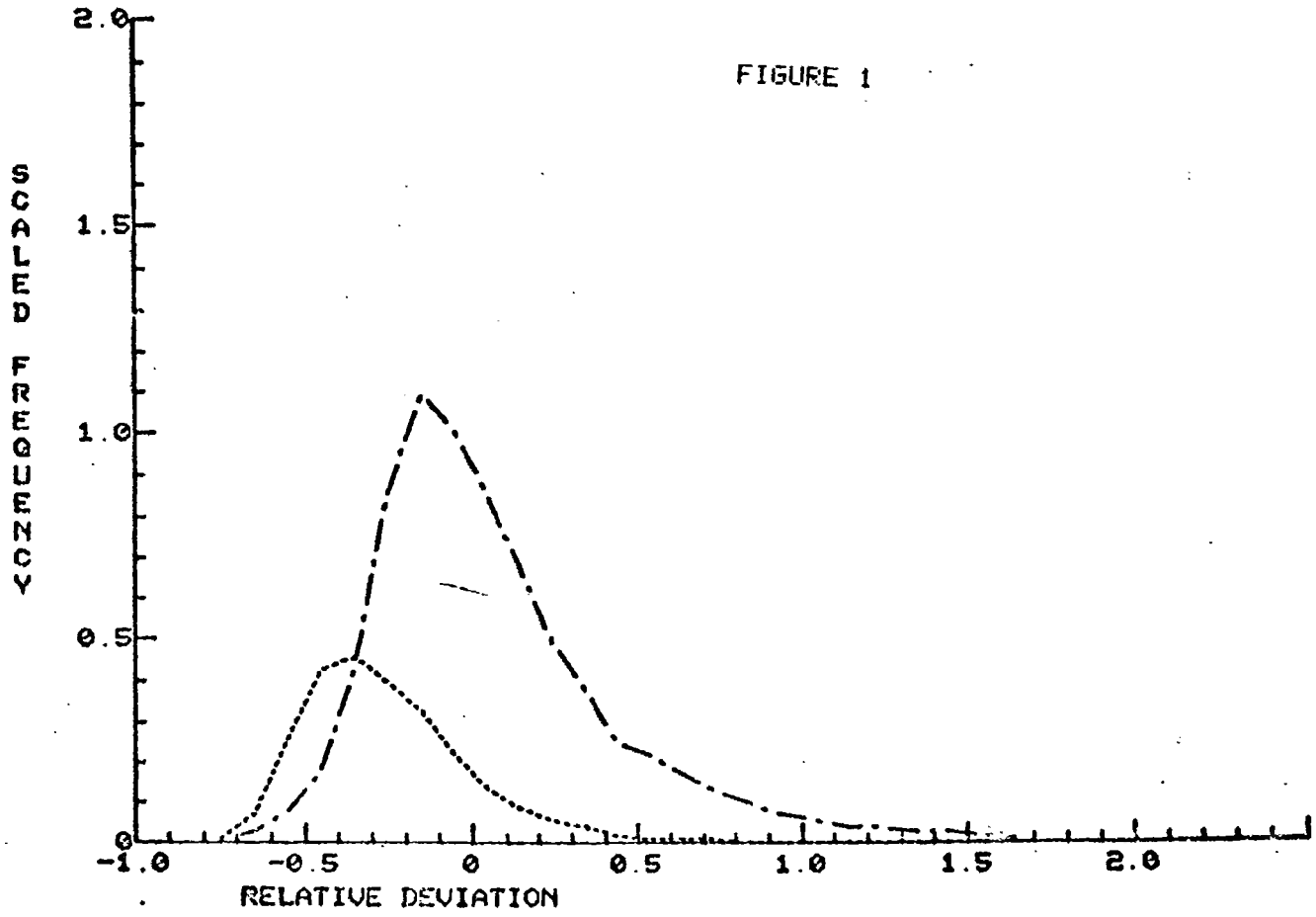
$$\Delta u = \Delta x / \bar{x}$$

Scaled Frequency,  $Y = f / \Delta u$  where  $f$  is the percentage frequency. The values of  $Y$  have been scaled such that the area between the graph and the horizontal axis in each case is proportional to the number of full-time male/female employees.

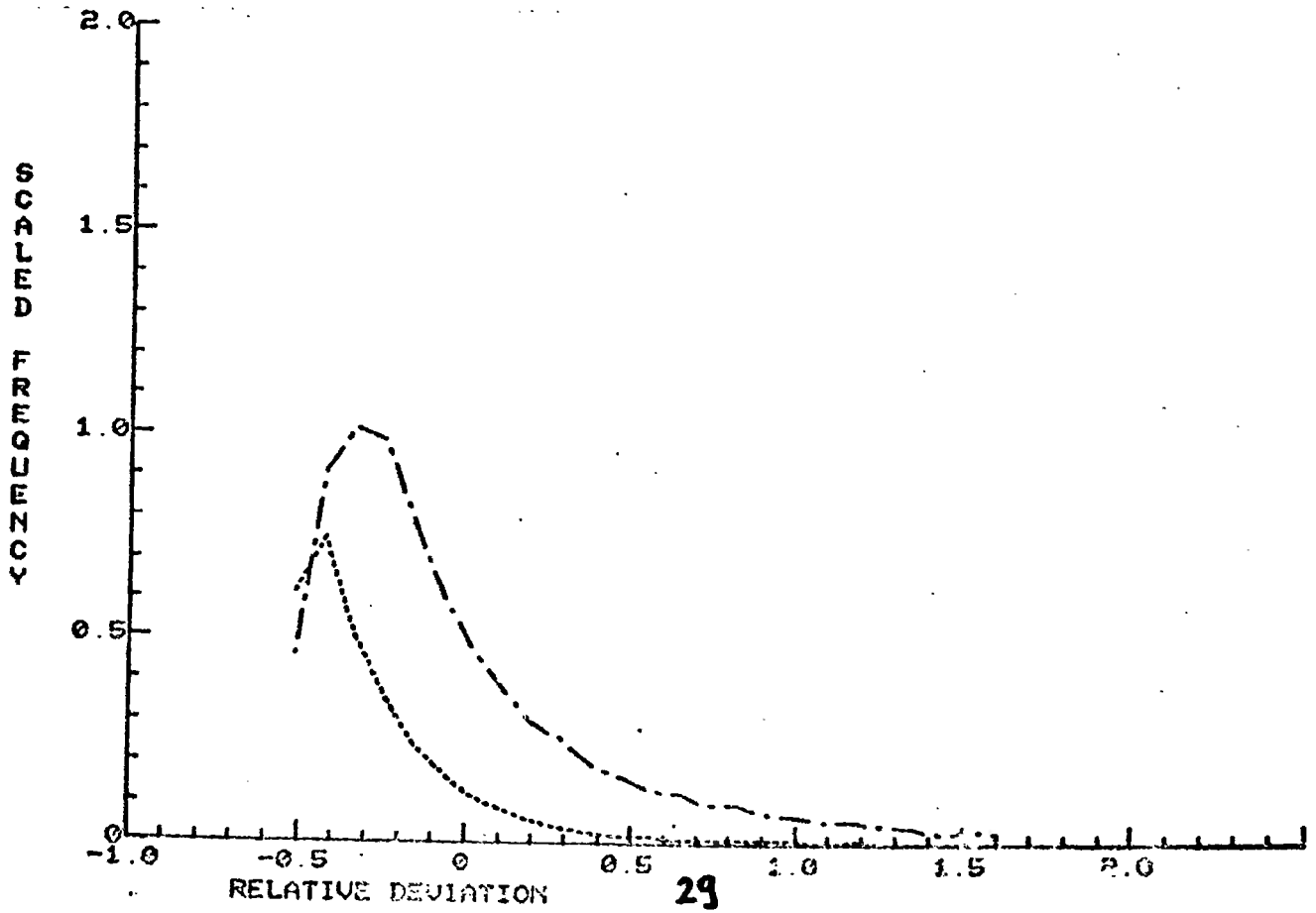
..... FEMALE

- - - - - MALE

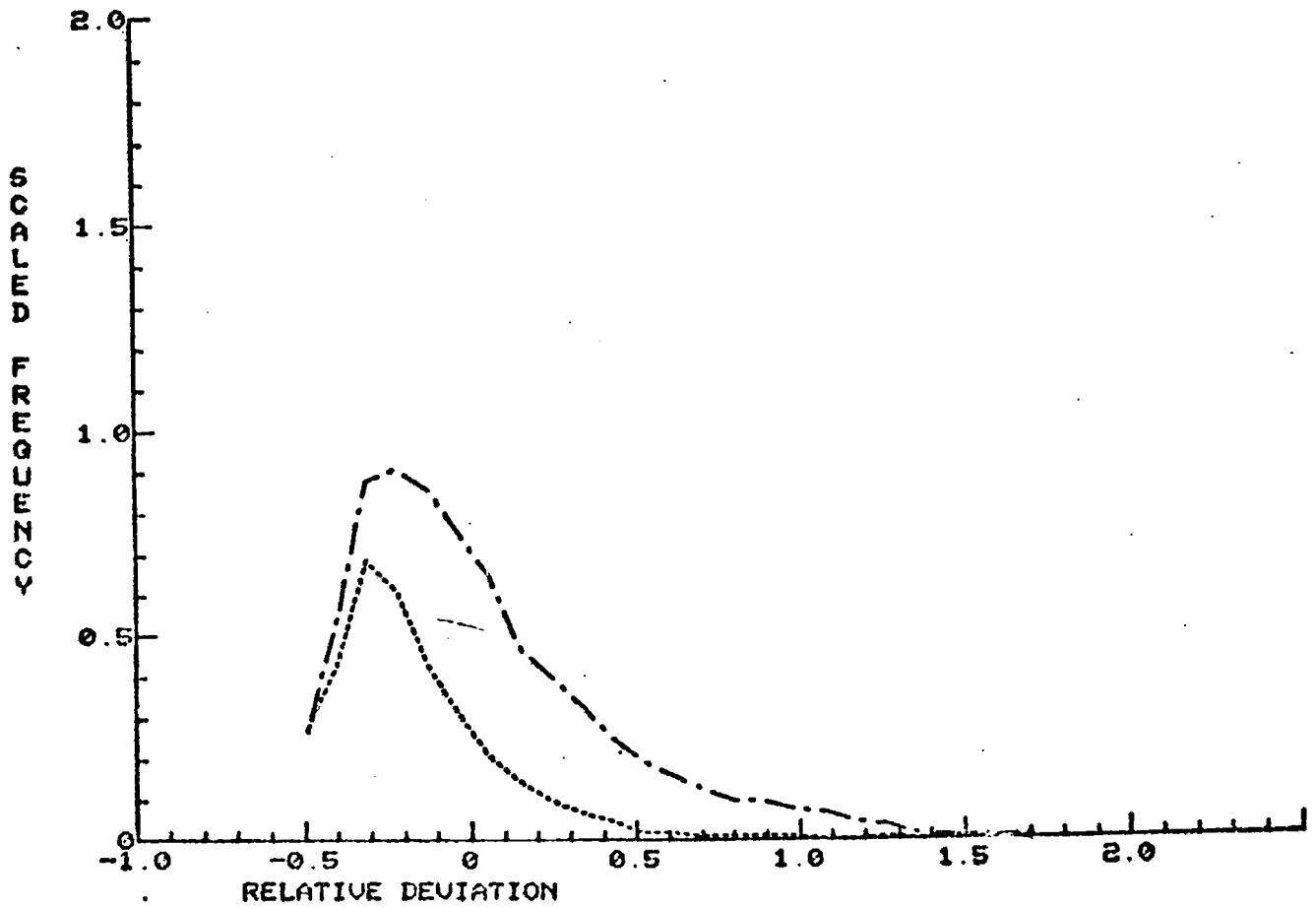
WHOLESALE · GERMANY



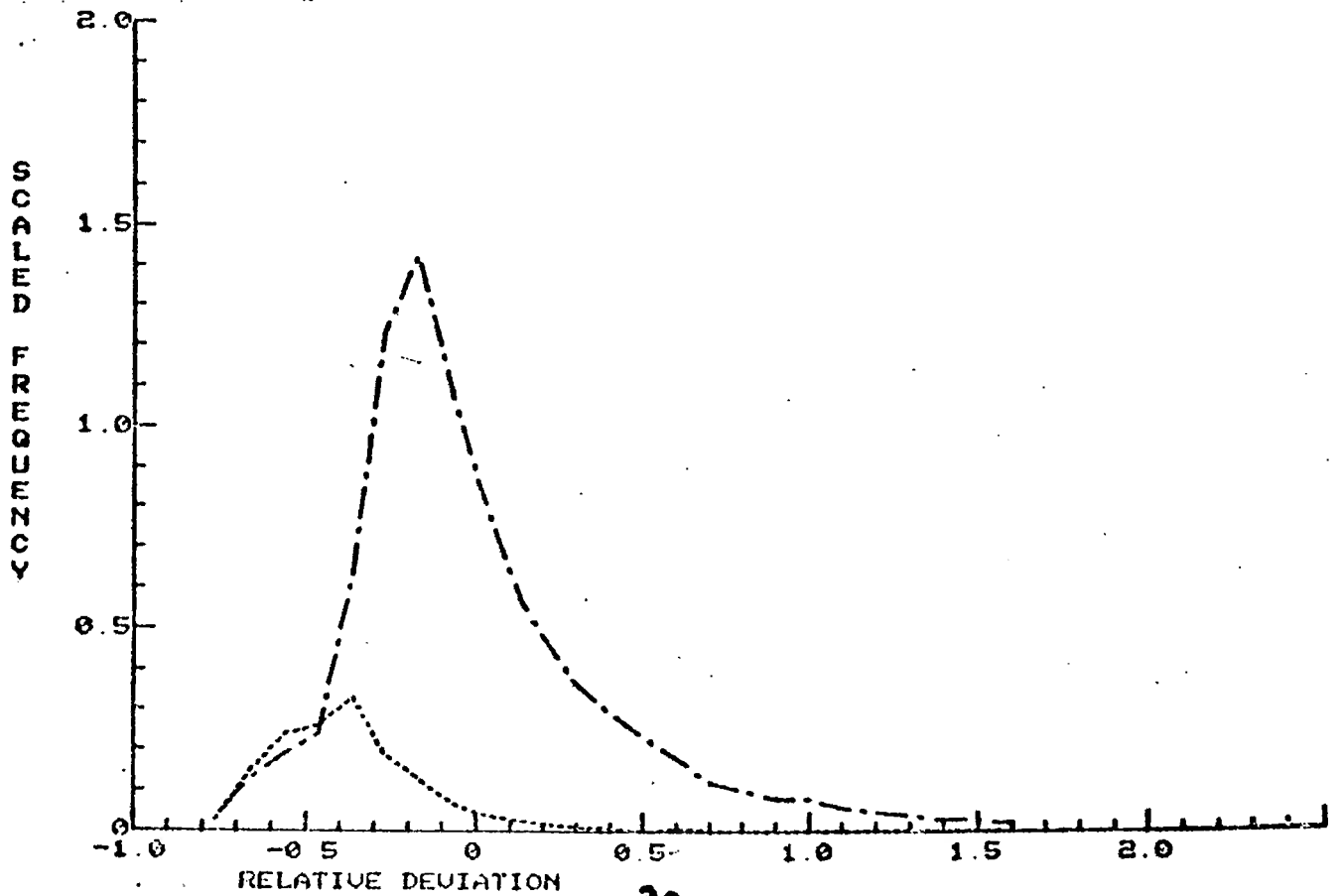
WHOLESALE · FRANCE



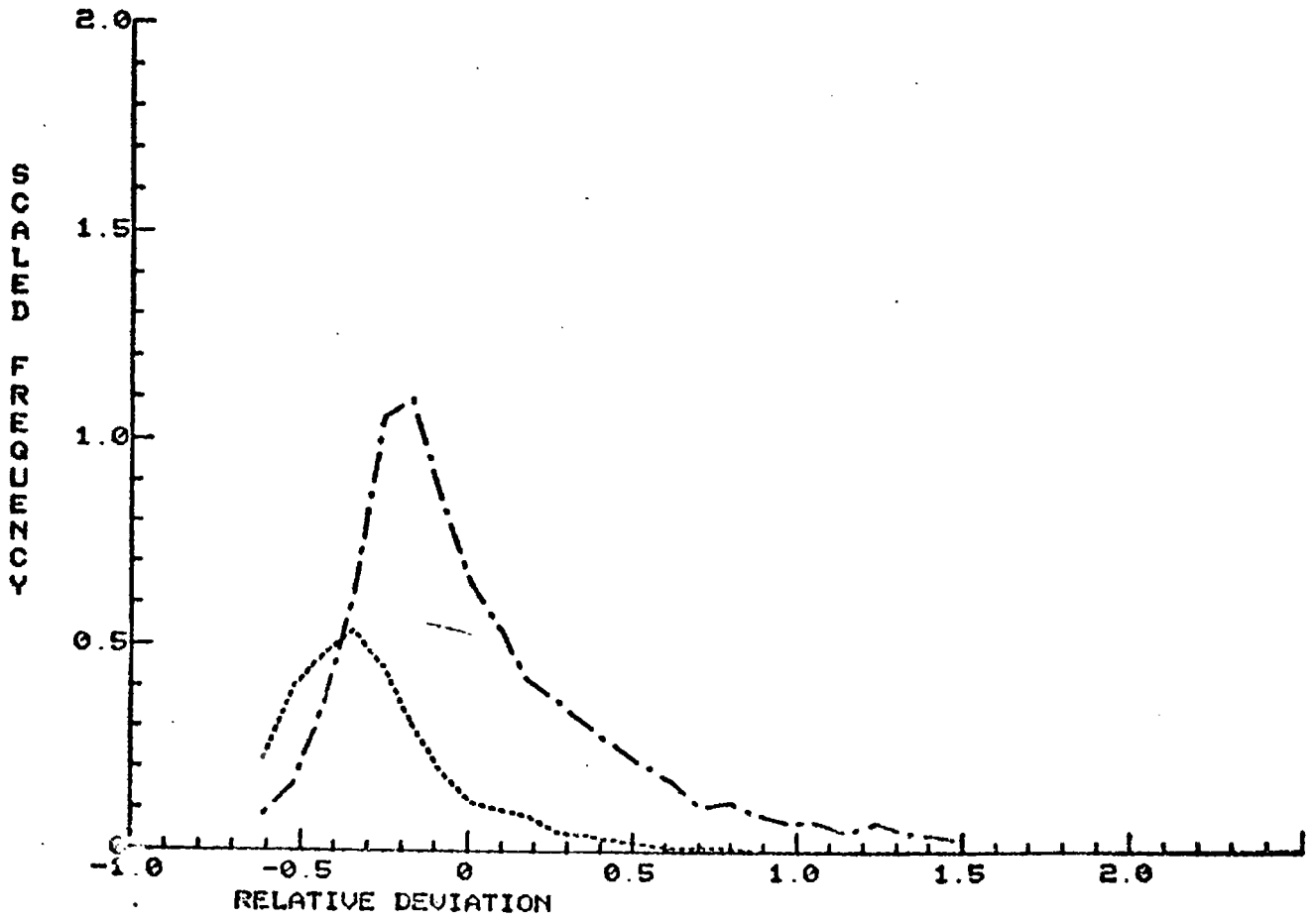
WHOLESALE: ITALY



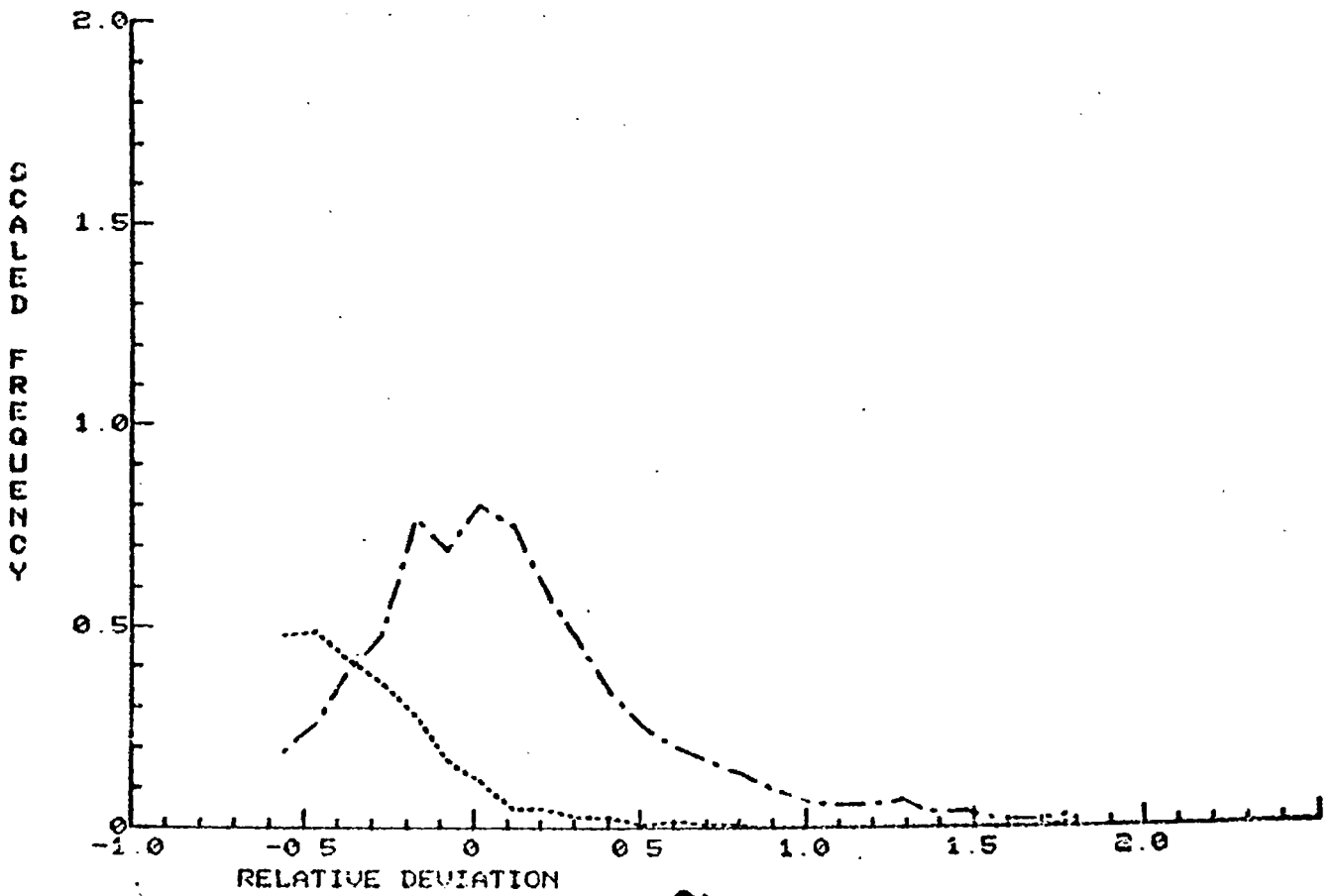
WHOLESALE: NETHERLANDS



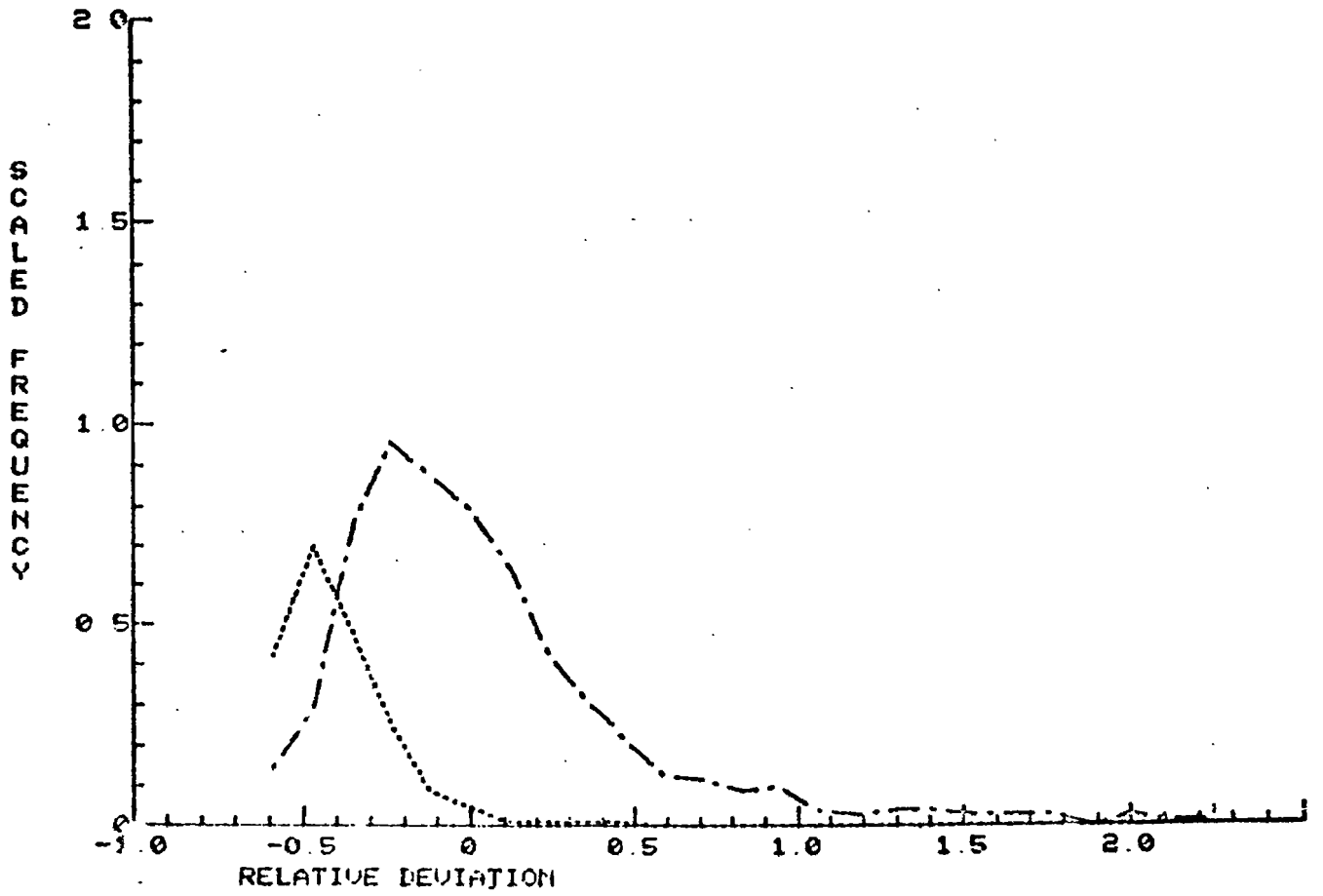
WHOLESALE BELGIUM



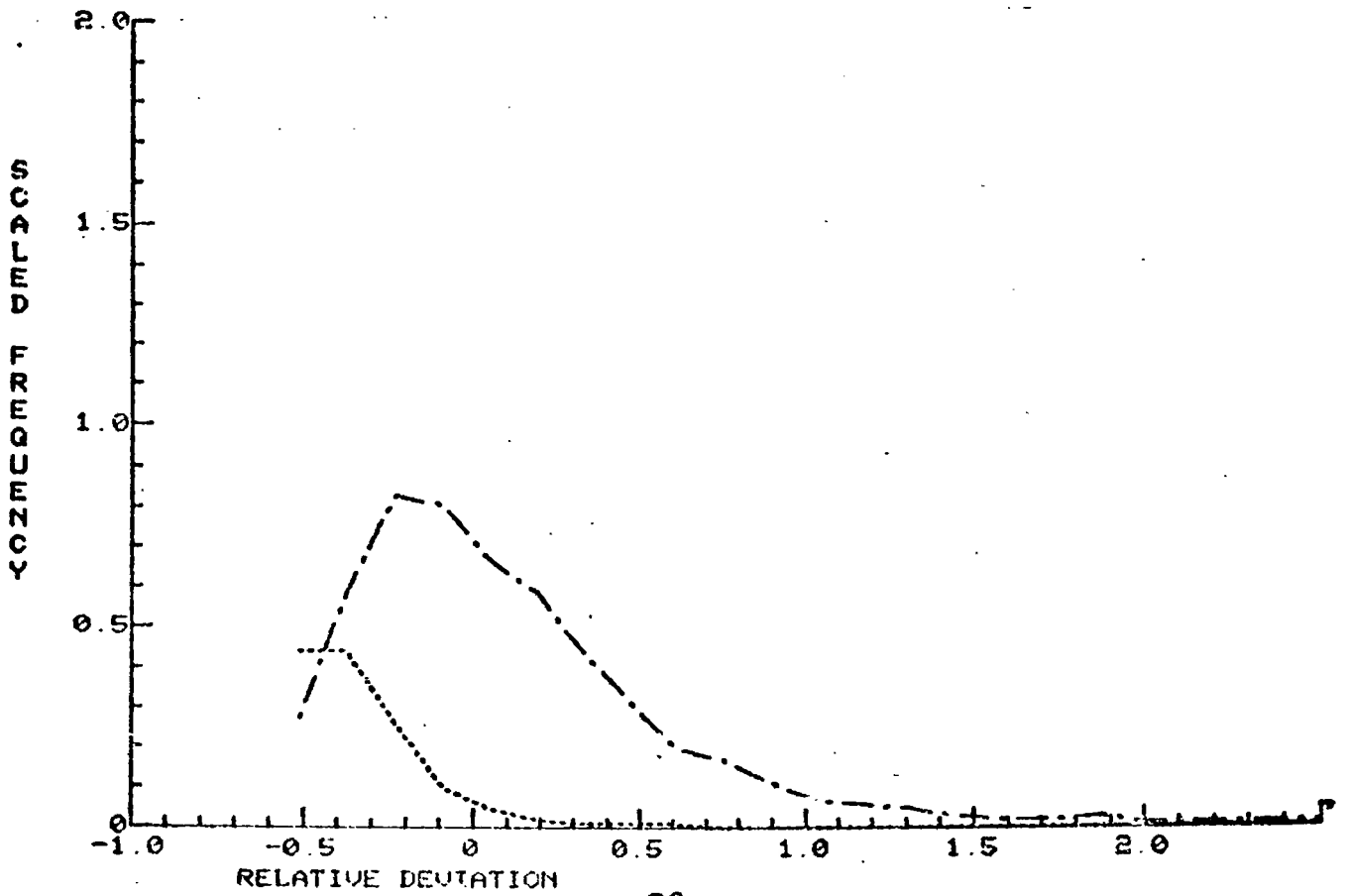
WHOLESALE LUXEMBOURG



WHOLESALE UNITED KINGDOM



WHOLESALE IRELAND



WHOLESALE DENMARK

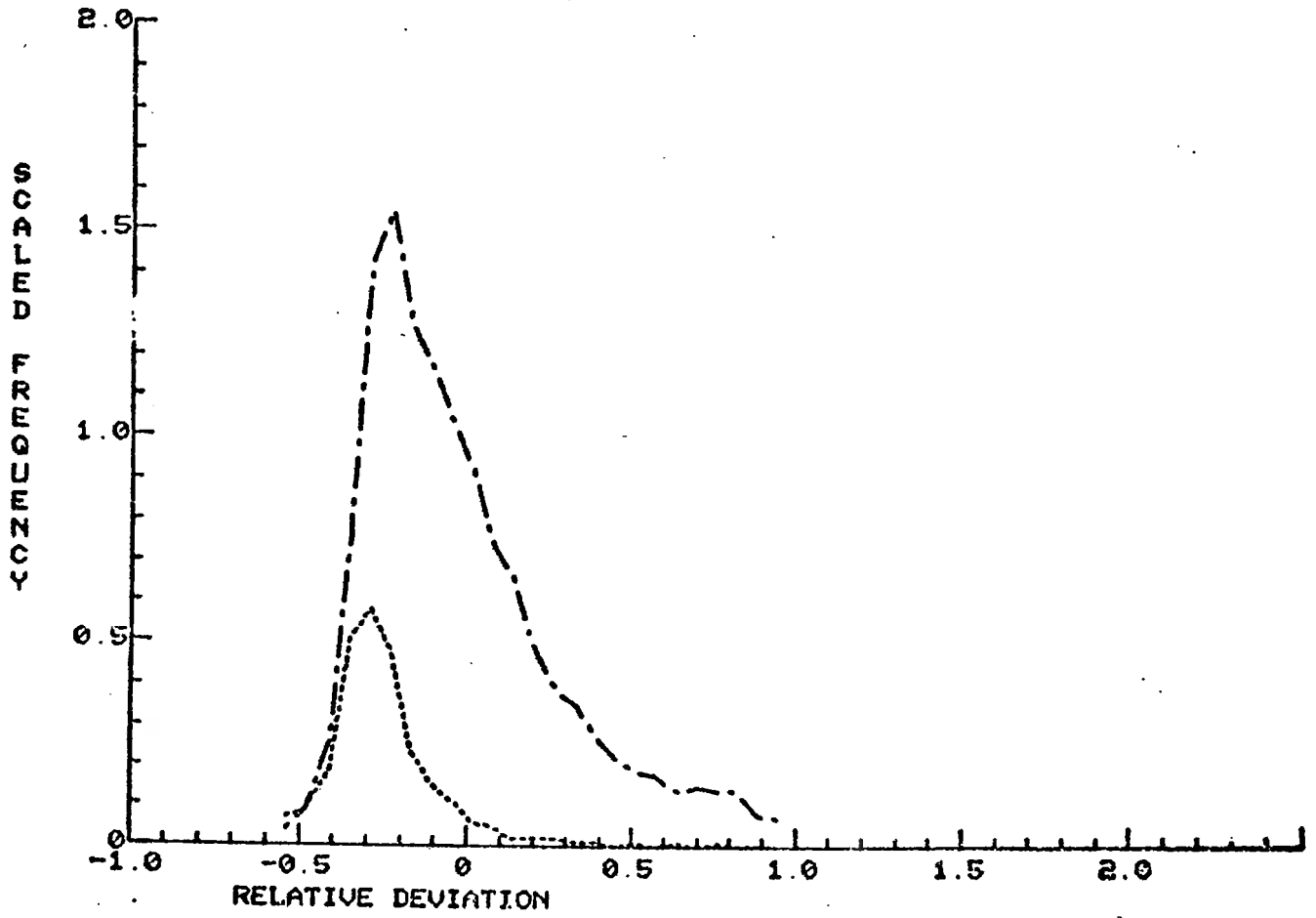


Table 13

Full-time female employees as a % of all full-time employees:

Germany	25.8
France	29.0
Italy	31.7
Netherlands	14.9
Belgium	28.0
Luxembourg	28.3
United Kingdom	25.1
Ireland	22.3
Denmark	16.6

Source: Table A1 Country Volumes

In particular the figures for the Netherlands and Denmark are much lower than elsewhere.

It is also noticeable that the earnings of female employees are in all countries in the lower part of the earnings distribution with the highest earnings (more than 20% above the overall mean) being almost the exclusive preserve of male employees.

In general the graphs are unimodal (male employees in Luxembourg being the exception) and are positively skewed with the variation in the earnings of male employees being greater than that for female employees, as is shown in Table 14 below which gives the relevant coefficients of variation.



Table 14 Coefficients of Variation (%)

Gross Monthly Earnings of Full-time male and female employees

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	37.8	36.3
France	.	51.4
Italy	44.0	32.9
Netherlands	54.2	41.1
Belgium	51.0	38.5
Luxembourg	45.7	44.8
United Kingdom	66.1	30.2
Ireland	50.8	38.3
Denmark	42.2	25.2

SOURCE TABLE C1 COUNTRY VOLUMES

2.5 Gross Monthly Earnings as a function of the structural characteristics of the labour force - full-time Employees

This section of the report considers the effects which the various characteristics of the labour force have had on the distribution of gross monthly earnings around the mean value in each case. The characteristics to be considered are as follows:-

- a. sex
- b. age
- c. length of service
- d. occupational qualification group
- e. size of undertaking

As has been outlined in Volume 1, the information on earnings was collected and presented in units of the national currency of the various member countries. The results of this survey are intended to be used to facilitate comparisons of 'structure' of earnings rather than 'levels' of earnings and to make these comparisons easier the absolute values have been converted into indices. These indices are then directly comparable not only as between economic activities but also as between countries. Most of the results for any given group are therefore presented in the form of indices derived from the general mean value calculated for the group, and it is with these indices and the frequency distributions of employees that this section will be primarily concerned.

The analysis has been limited to what may be derived from the data which has been published in the volumes for each country and in fact further analysis (eg the fitting of regression lines) is also possible but has not been attempted in this report. In addition the raw data would seem to be amenable to a more sophisticated analysis using multivariate techniques.

### 2.5.1 Employees classified by Sex

The distribution and graphs shown in the previous section illustrated the position of the earnings of full-time male and female employees. Many factors will have to be considered to explain the differences eg age, length of service, occupational qualification group, size of undertaking, length of scheduled working week and system of payments - and this will be done in this section and subsequent ones. The global picture however is of interest and is shown below in Table 15.

Table 15

Summary of Female/Male Mean Gross Monthly Earnings.

(Full-time employees, earnings of full-time male employees = 100)

Germany	69.8
France	66.6
Italy	79.0
Netherlands	61.1
Belgium	65.0
Luxembourg	58.7
United Kingdom	52.3
Ireland	56.4
Denmark	71.2

SOURCE TABLE C2 COUNTRY VOLUMES

What is very noticeable from these figures is the position of Italy where the difference is smallest, and at the other extreme the position of the United Kingdom, Ireland and Luxembourg where the differences are much greater.

## 2.5.2 Employees classified by age

The average age in years is given below for full-time male and female employees:-

	Male Employees	Female Employees
Germany	36.0	30.8
France	35.5	30.8
Italy	35.4	28.0
Netherlands	34.5	23.9
Belgium	35.2	28.7
Luxembourg	33.4	24.5
United Kingdom	36.6	32.2
Ireland	34.7	25.6
Denmark	38.2	31.8

SOURCE TABLE A6 COUNTRY VOLUMES

It can be seen that whereas the average age for male employees is very similar in all countries the values for female employees vary considerably with the averages for the Netherlands, and to a slightly lesser extent those for Luxembourg and Ireland noticeably lower than elsewhere. At the other end of the scale the averages for Denmark and the United Kingdom for both male and female employees are consistently higher than elsewhere. The frequency distributions which are shown in Table 16 below serve to confirm these different age patterns and it is useful to remember that these reflect the underlying activity patterns which were discussed in Chapter 1.

TABLE 16: AGE DISTRIBUTION FULL-TIME EMPLOYEES

MALE (%)

AGE (YRS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
<21	3.8	5.4	4.4	6.5	6.6	13.0	10.7	10.2	2.3
21-29	23.3	27.9	25.4	28.2	26.8	26.0	22.6	26.5	23.4
30-44	43.8	35.3	41.6	38.8	36.5	35.2	30.6	33.0	37.4
45-54	18.2	20.1	21.4	16.7	20.8	16.6	20.1	17.6	20.4
>55	10.8	10.1	7.2	9.7	9.4	9.3	16.0	12.0	16.6

UNDISCLOSED

0.2

FEMALE (%)

AGE (YRS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
<21	17.4	15.6	17.0	36.4	18.4	40.3	22.8	31.4	8.6
21-29	34.7	37.0	43.3	42.6	38.9	32.7	25.4	41.8	42.2
30-44	34.9	25.2	26.5	11.8	27.4	16.1	22.6	13.9	25.2
45-54	16.0	14.1	11.3	6.0	12.2	8.3	19.9	7.2	15.6
>55	7.0	7.0	1.8	3.2	3.2	2.7	9.2	4.9	8.3

UNDISCLOSED

0.7

SOURCE TABLE A3 COUNTRY VOLUMES

In particular the concentration of female employees into the youngest age group in Netherlands, Luxembourg and to a lesser extent in Ireland is most noticeable. Another interesting feature, again concerned with female employees is the contribution of women in the older age group to the labour force particularly in the United Kingdom and to a lesser extent in Denmark, Germany and France. Italy and Belgium hold a middle position in respect of both younger and older age groups.

For male employees the differences are less pronounced apart from the slightly higher percentages of older employees in the United Kingdom and Denmark.

Indices of Mean Gross Monthly Earnings - Employees  
classified by Age and Sex

Two sets of indices are given. Table 17 gives the "within sex" comparisons with the figures for male and female employees combined also given. Table 19 gives the "between sex" comparison with the mean gross monthly pay of male employees in the same age group taken equal to 100.

For male employees taken alone the index figures rise from values in the range 48-65 (Netherlands 48.8, Italy 64.5) to a peak in the range 108-119 (Germany 108.4, Luxembourg 118.3) occurring in the age group 45-54 years for all countries apart from Germany, Ireland and the United Kingdom where it occurs in the 30-44 years age old. In the oldest age group, 55 years of age and older the index takes values in the range 96-109 (United Kingdom 96.5, Italy 106.1).

For female employees alone the values of the indices tend to be higher than those for the corresponding age groups for males. This reflects the different age distribution patterns for male and female employees, with proportionately more women being concentrated in the younger age groups than men. In the under 21 years of age category the

TABLE 17 INDEX OF MEAN GROSS MONTHLY EARNINGS - BY AGE

MALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	56.7	51.9	64.5	48.8	54.5	50.5	56.0	51.2	58.2
21 - 29	86.8	79.7	86.2	82.6	83.3	90.7	87.5	90.1	85.3
30 - 44	108.4	110.9	105.2	111.6	110.7	113.9	115.8	113.9	107.6
45 - 54	106.8	115.0	109.7	117.4	111.6	118.3	114.5	112.2	108.2
≥ 55	96.7	108.0	108.1	107.4	104.3	103.6	96.5	104.5	98.6
(*)	75.0#	95.5	-	95.0#	-	-	-	142.0#	-
ALL	100	100.0	100	100.0	100.0	100.0	100.0	100.0	100

FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	70.6	72.6	83.3	70.4	64.9	73.4	82.8	75.7	73.0
21 - 29	100.2	92.4	96.9	107.7	95.5	105.0	107.4	103.0	96.4
30 - 44	114.4	112.6	108.7	133.6	116.1	125.7	105.5	125.1	107.2
45 - 54	106.7	114.2	114.5	138.5	121.7	138.4	103.0	121.5	106.7
≥ 55	103.6	119.3	108.2	137.2	119.3	147.6	100.2	125.0	108.7
(*)	•	101.5	-	•	-	-	-	•	-
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	56.5	55.2	69.8	48.7	52.8	52.4	57.5	52.2	58.3
21 - 29	87.8	81.1	87.7	83.9	83.9	91.7	89.4	88.7	85.0
30 - 44	112.4	113.8	107.9	116.8	114.0	122.1	117.8	121.0	109.1
45 - 54	107.6	117.6	113.3	122.5	117.1	126.9	113.3	119.2	109.0
≥ 55	100.0	112.5	113.0	112.5	112.2	115.1	101.3	111.8	101.6
(*)	77.5#	97.3	-	98.1#	-	-	-	•	-
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0

SOURCE

TABLE 18

41

COUNTRY VOLUMES

values range from 64.9 for Belgium to 83.3 for Italy. For the United Kingdom the peak value (107.4) comes in the 21-29 years group, for Germany and Ireland in the 30-44 years group, and for Italy, the Netherlands and Belgium in the 45-54 years group (values 114.5, 138.5 and 121.7 respectively). For France, Luxembourg and Denmark the peak comes in the 55 years and over age group with the value for Luxembourg (147.6) noticeably higher than elsewhere. The only other country where the index value is of comparable order is in the Netherlands (137.2) and both of these countries have a female labour force concentrated in the younger age groups.

Of particular interest are the indices for the youngest age-group. To illustrate the change between this group and the next youngest 21-29 years of age the following table has been constructed where the mean gross monthly pay for the 21-29 age group has been taken equal to 100.



Table 18

Mean gross monthly earnings of full-time employees under 21 years of age (Earnings of full-time employees aged 21-29 = 100, male and female employees considered separately).

	Male	Female
Germany	65.3	70.4
France	65.1	78.6
Italy	74.8	86.0
Netherlands	59.1	65.4
Belgium	65.4	68.0
Luxembourg	55.7	69.9
United Kingdom	64.0	77.1
Ireland	56.8	73.5
Denmark	68.2	75.7

In all cases the change is greater for male employees than for females with the difference between the sexes least in the case of Belgium. Of all countries Italy shows the least difference between the age groups both for male and female employees. For male employees Luxembourg, Ireland and the Netherlands show the greatest differences between the age groups with a similar feature as regards female employees (though the order is interrupted by the figure for Belgium).

For comparisons between male and female employees when the effect of age is removed, (see Table 19 below) the value of the index for each of the subgroups observed to be greater than the ratio of the overall means. This reflects the different age distribution patterns for male and female employees as has been mentioned previously.

TABLE 19

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES  
(BY AGE)  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	86.9	93.0	102.1	88.1	77.5	85.4	77.4	83.5	89.3
21 - 29	80.6	77.2	88.8	79.7	74.5	67.9	64.2	64.5	80.4
30 - 44	73.7	67.6	81.6	73.2	68.2	64.8	47.7	62.0	70.9
45 - 54	69.8	66.1	82.5	72.1	70.9	68.7	47.1	61.1	70.2
≥ 55	74.8	73.5	79.1	78.1	74.4	83.7	54.3	67.5	78.5
(*)	.	70.7	—	.	—	—	—	.	—
ALL	69.8	66.6	79.0	61.1	65.0	58.7	52.3	56.4	71.2

SOURCE

TABLE D8

COUNTRY VOLUMES

Of particular interest is the figure for the under 21 years age group in Italy which exceeds 100 and also the figures for this age group in Belgium and the United Kingdom, which are noticeably lower than elsewhere. The figures for Italy are uniformly high while those for the United Kingdom are uniformly low (particularly in the 30-44 and 45-54 years age groups). The figure for the 55 years and older category in the United Kingdom is very noticeably lower than elsewhere and may reflect a "return to work" effect with older women in the United Kingdom returning to work in the lower paid jobs.

## 2. 5.3 Employees classified by length of service

There will obviously be a relationship between the length of service distribution and the age distribution in that younger employees will necessarily have served a shorter time than their older colleagues - except, perhaps, in jobs with high "turn-over" rates.

The figures are given below in Table 20

TABLE 20

LENGTH OF SERVICE DISTRIBUTION

(FULL-TIME EMPLOYEES)

MALE

%

YEARS	GERMANY	FRANCE	ITALY	NETH.	BELG.	LUX	UK	IRELAND	DENMARK
< 2	26.7	28.0	27.1	28.6	30.4	33.6	30.6	13.0	20.0
2-4	23.9	24.1	25.1	24.2	24.2	24.3	23.7	24.8	25.1
5-9	20.2	20.2	20.6	19.6	19.2	16.0	17.5	22.5	20.9
10-19	19.8	17.3	20.2	17.1	16.9	17.2	15.6	21.3	18.5
≥ 20	9.4	7.8	7.0	9.9	9.3	8.9	12.1	18.3	13.0
	100	100	100	100	100.0	100.0	100	100	100

NUMBERS  
000's

439.1	372.0	251.4	176.7	80.9	3.8	353.1	23.4	77.2
								%

FEMALE

YEARS	GERMANY	FRANCE	ITALY	NETH.	BELG.	LUX.	UK	IRELAND	DENMARK
< 2	34.9	32.7	35.6	51.4	37.0	48.5	38.3	26.3	32.0
2-4	30.5	27.9	28.2	29.3	27.5	28.1	29.4	36.1	32.3
5-9	19.1	18.2	19.6	11.7	18.5	13.9	17.1	19.9	17.9
10-19	11.3	12.7	13.1	4.8	11.7	6.5	9.1	10.6	10.1
≥ 20	4.2	5.4	3.5	2.3	5.3	3.0	4.7	7.0	5.5
	100	100	100	100.0	100	100	100	100	100

NUMBERS  
000's

152.6	151.9	116.6	31.0	31.5	1.5	118.2	6.7	15.4
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Between 50 and 60 per cent of full-time male employees have served less than 5 years and between 25 and 30 per cent have served 10 years or more in all countries apart from Ireland and Denmark. In these countries the distribution is more equally balanced between longer and shorter lengths of service, particularly in Ireland where 37.8% have served less than 5 years and 39.6% have served 10 years or more. The different position of Ireland is shown even more clearly if only the longest, and shortest, length of service categories are considered.

For full-time female employees, there is evidence of a greater concentration into the shorter length of service categories than for male employees with considerable variations from one country to another. Netherlands and Luxembourg show the most pronounced concentration into the shortest length of service categories (a reflection of the age structure in Table 16) and Ireland the least. As in the case of male employees in Ireland, it is there that the percentage of females in the longest length of service category is highest - though it is less noticeable than in the case of male employees.

In a more detailed analysis it would obviously be desirable to analyse the length of service distribution for narrower age bands as has been done in the 1966 Structure of Earnings Survey (eg male employees aged 30-44 years). However this information is not available from the published data and so we have confined our analysis to the global pictures.

### Indices

As in the previous section, two sets of indices are considered - "within sex" and "between sex". - Tables 21 and 22 respectively.

For males there is an increase in the index with increasing length of service for all countries with the most noticeable increases for the longest service (20 years and over) for France (146.8) and Luxembourg (140.6) respectively.

For female employees there is a similar pattern. The entries in the cells are higher than the corresponding entries for male employer - a similar (and related) feature to that observed for the indices for various categories in the age distribution. The figures for France, Italy and Belgium are similar-particularly in the 20 years and over category (145.8, 245.3 and 145.4 respectively). The figures for Germany and Ireland are similar for this category (140.6 and 139.9) and those for the United Kingdom and Denmark comparable but much lower (127.5 and 124.5) respectively).

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TABLE 21

## INDEX OF MEAN GROSS MONTHLY EARNINGS - BY LENGTH OF SERVICE

MALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	88.8	78.2	84.9	81.9	79.7	75.9	83.3	77.7	82.8
2 - 4	94.9	90.6	94.8	95.3	95.8	94.4	86.8	86.3	90.8
5 - 9	102.6	102.7	102.4	104.5	108.4	108.6	106.7	99.7	101.1
10 - 19	109.4	119.3	112.7	115.3	116.0	120.6	119.3	112.5	112.5
≥ 20	117.3	146.8	130.1	126.8	121.8	140.6	130.9#	118.4	122.9
(*)	-	103.4	-	126.0#	-	-	-	-	105.0
ALL	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	90.2	84.6	85.7	88.0	81.7	79.8	93.0	81.1	89.7
2 - 4	94.1	94.2	97.4	99.8	98.3	99.7	96.2	93.4	98.5
5 - 9	106.2	104.1	106.4	120.5	108.2	117.7	105.7	110.8	105.4
10 - 19	118.5	121.6	120.8	143.9	122.2	144.8	114.4	121.0	113.9
≥ 20	140.6	145.8	145.3	171.1	145.4	194.6	127.5#	139.9	124.5
(*)	-	99.0	-	97.7#	-	-	-	-	93.7
ALL	100	100	100	100	100	100.0	100.0	100.0	100.0

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	87.5	78.7	83.1	79.8	78.6	74.1	83.0	72.7	82.2
2 - 4	93.2	90.4	95.0	94.8	95.5	93.7	86.4	84.5	91.0
5 - 9	103.6	103.7	103.8	107.7	108.8	111.3	106.4	102.2	102.1
10 - 19	113.8	122.2	116.3	120.8	120.0	131.1	124.8	118.5	114.9
≥ 20	124.3	149.9	136.0	133.5	129.5	155.3	140.2	126.9	126.2
(*)	-	101.1	-	125.9#	-	-	-	-	104.0
ALL	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE D10

COUNTRY VOLUMES

Perhaps the most noticeable values are those for Netherlands and Luxembourg where the values attained in the longest length of service category are considerably higher than elsewhere (171.1 and 194.6) respectively). A possible explanation lies in the age and length of service distributions. In these countries, proportionately more are younger and have served a shorter length of time than in other countries. This concentration tends to depress the overall average earnings and the mean earnings of these longer serving employees therefore appears proportionately much greater than those for other countries. In the comparison between male and female employees, when the effect of length of service is removed, see Table 22 below, the values of the indices for most of the subgroups increase but apart from Netherlands and Luxembourg less noticeably than in the case of the age distribution.

TABLE 22 INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY LENGTH OF SERVICE  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	70.9	71.9	79.8	65.7	66.6	61.7	58.4	58.9	77.0
2 - 4	69.2	69.2	81.2	64.0	66.8	62.1	58.0	61.0	77.2
5 - 9	72.3	67.4	82.1	70.5	64.9	63.6	51.8	62.7	74.2
10 - 19	75.6	67.8	84.8	76.3	68.6	70.5	50.2	60.7	72.0
≥ 20	83.8	66.1	88.3	82.5	77.7	81.3	51.0 <sup>#</sup>	66.7	72.1
(*)	.	63.7	-	47.4 <sup>#</sup>	-	-	.	.	63.5
ALL	69.8	66.6	79.0	61.1	65.0	58.7	52.3	56.4	71.2

SOURCE

TABLE D10

COUNTRY VOLUMES





Once again the figures for Italy are consistently higher than elsewhere while those for the United Kingdom consistently lower. In Germany, Italy, Netherlands, Belgium and Luxembourg there is evidence of an increase in the value of the ratio with increasing length of service. In France, Denmark and the United Kingdom the reverse pattern is observed.

#### 2.5.4 Employees by Occupational Qualification Group

So far we have discussed the full-time labour force analysed by sex, age and length of service. All these factors are inter-related and also with occupational qualification group which is the factor which is discussed in this section.

Classification of employees according to qualifications differ considerably between economic activities and between countries, and it was therefore left to the national statistical institutes to classify employees in broad groups on the basis of qualifications which were defined by common agreement for the separate sectors of wholesale and retail distribution, banking and insurance.

For wholesale distribution every employee was assigned to one of the five qualification groups given below depending on the tasks performed, the degree of difficulty involved, the inherent responsibilities and the level of training or experience required for doing the job.

The groupings are:

1. Management personnel
2. Executives and managerial staff
3. Highly qualified junior personnel
4. Skilled junior personnel
5. Unskilled junior personnel

A fuller description of these categories is given in the Technical Annex.

Groups 1, 3 and 4 were subdivided into 2 further categories but in the main tables only the subdivision of category 1 was given (Annex).

With these definitions the figures given in Table 23 were obtained.

TABLE 23 GRADE STRUCTURE (% OF FULL-TIME EMPLOYEES IN EACH CATEGORY)

MALE

%

GRADE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	0.9	4.3	1.4	3.7	2.8	3.0	3.1	5.6	3.1
1B	2.5	10.0	2.6	8.3	6.2	3.9	3.2	-	3.4
2	14.5	17.3	6.7	17.1	16.5	11.5	15.9	8.3	11.9
3	44.8	15.9	13.6	32.9	29.1	29.0	16.8	18.6	22.4
4	26.7	34.7	38.0	31.5	27.3	36.1	48.5	48.1	32.0
5	10.6	17.8	37.6	6.5	18.0	16.6	12.5	19.3	27.1
NUMBERS (000's)	439.1	372.0	251.4	176.7	80.9	3.8	353.1	23.4	77.2

FEMALE

%

GRADE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	0.3	0.7	0.1	0.5	0.2	0.8	-	-	-
1B	0.5	2.8	0.4	2.9	1.2	0.9	-	-	-
2	4.0	5.6	2.2	9.7	7.0	8.6	3.4	1.4	3.2
3	35.6	16.1	9.8	30.8	34.1	27.5	7.2	6.2	15.4
4	40.9	47.5	45.2	51.0	39.2	50.1	71.8	80.6	52.3
5	18.7	27.3	42.2	5.0	18.3	12.2	16.9	11.5	28.7
NUMBERS (000's)	152.6	151.9	116.6	31.0	31.5	1.5	118.2	6.7	15.4

MALE AND FEMALE

%

GRADE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	0.7	3.3	1.0	3.2	2.0	2.4	2.3	4.7	2.6
1B	2.0	7.9	1.9	7.5	4.7	3.0	2.6	-	2.9
2	11.8	13.9	5.3	16.0	13.5	10.7	12.7	6.6	10.5
3	42.4	15.9	12.4	32.6	30.4	28.6	14.4	15.7	21.2
4	30.4	38.4	40.3	34.5	30.3	40.0	54.3	55.3	35.4
5	12.7	20.5	39.1	6.3	19.1	15.3	13.6	17.6	27.4
NUMBERS (000's)	591.7	523.9	363.0	207.7	112.4	5.3	471.3	30.1	92.6

There are considerable variations in the percentages for all the categories for the different countries. The figures would seem to indicate very different structures though perhaps some of the effect might be due to problems in the interpretation of the definitions, in particular those for category 3 (highly qualified junior personnel) and category 4 (skilled junior personnel).

Some of the main differences may be seen by considering the percentages for male and female employees combined. For example, in Italy 79.4% of full-time employees fall into either category 4 or category 5, (skilled junior personnel and unskilled junior personnel respectively). For Ireland, the United Kingdom and Denmark the corresponding percentages are 72.9, 67.9 and 62.8. Germany and Netherlands present a different picture with 43.1% and 40.7% respectively. Germany has proportionately the largest category 3 (highly qualified junior personnel) with 42.4% of all full-time employees in that category. This contrasts with the percentages for Ireland, the UK and Italy at 15.9, 14.4 and 12.4 respectively. Management Personnel (category 1) accounts for 2.7% of full-time employees in Germany (and 2.9% in Italy) whereas in France the corresponding percentage is 11.2 and in the Netherlands, 10.7.

When the figures for men and women are considered separately these differences in structure are confirmed. Female employees tend to be more concentrated into categories 4 and 5 than do male employees with very few female employees in the top two categories, particularly in the United Kingdom, Ireland and Denmark.

### Indices

There are two main considerations to be noted when interpreting these particular indices and are as follows:-

1. Several of the entries in the tables, particularly for female employees in category 1A have restrictions put on them and are marked either 'data for which the standard error of the estimate of the mean lies between 5% and 10%' or 'data is non-existent or not collected' or 'data not published, or confidential, or relating to an undersize sample (less than 10 employees), or for which the standard error of the estimate of the mean equals or exceeds 10%'.
2. Most member countries did not record the exact remuneration of employees whose earnings exceeded a certain ceiling (cf. footnote to section 8.14 of Volume 1 of the survey and also the Technical Annex). These ceilings varied from country to country and

and in the volume for each country there is a preliminary table which gives the percentages in each occupational group exceeding the ceiling. As a percentage of all full-time employees in Wholesale Distribution the numbers exceeding the ceiling in each country are very small, and in every case is less than 1 per cent. However, most of these 'high earners' tend to be concentrated in either category 1A or 1B and when taken as a percentage of all employees in these categories the percentages are somewhat larger. Volume 1 indicates that these earners were excluded from the calculation of the mean. The effect of this on the overall mean might be expected to be small but on the means of these particular categories much greater. This would have the effect of depressing some of the indices obtained for these topmost categories. A fuller discussion, with examples is given in the Technical Annex.

The figures which have been obtained are given in Table 24. With the above comments in mind it is interesting to note that for males the most variation by occupational qualification appears in France with employees in categories 2, 3, 4 and 5 faring proportionately worse than their counterparts in

INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 24

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	198.3	283.6	254.6	226.2	240.5	207.3	276.5#	193.6	201.7
1B	184.6	179.4	184.7	156.8	1730	181.2	188.2#	-	177.8
2	139.8	121.0	152.0	127.4	125.1	130.1	125.8	131.6	138.1
3	99.5	84.7	122.6	91.6	93.6	100.6	101.5	116.0	106.0
4	80.0	69.1	92.1	75.5	78.1	84.7	79.3	86.3	85.6
5	71.4	57.3	76.0	65.8	67.5	70.4	70.4	74.8	74.9
(*)	-	-	-	-	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100	100

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	231.9#	349.8	282.7#	273.8#	264.8#	.	-	.	.
1B	229.7	212.6	214.2	155.0	195.6	225.0	.	-	.
2	159.1	156.5	174.0	133.2	147.9	137.3	130.5#	185.9#	147.5
3	117.5	116.9	137.5	107.5	108.6	112.9	128.1	133.4	117.0
4	87.8	89.6	101.2	85.6	89.9	88.0	98.1	97.6	98.9
5	73.7	74.3	83.0	80.6	76.4	69.3	85.2	83.3	84.1
(*)	-	-	-	-	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100	

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	210.5	309.7	270.6	238.2	265.2	226.4	313.7#	213.1	211.7
1B	198.3	194.1	196.3	162.4	188.5	200.1	207.7#	-	186.0
2	148.9	131.7	160.5	125.9	134.5	134.5	138.4	144.5	143.3
3	103.8	91.4	127.4	93.3	95.9	103.1	110.4	124.7	108.5
4	79.7	72.7	94.0	74.7	78.7	82.9	79.2	84.3	86.0
5	69.1	59.9	77.5	67.8	69.0	71.6	71.0	78.5	76.0
(*)	-	-	-	-	-	-	-	-	-
	100	100	100	100	100	100	100	100	100

other countries. On the other hand males in these categories in Italy fare proportionately better than elsewhere.

For female employees, the percentages tend to be higher than in the corresponding categories for men. This may be traced to the different distribution of employees over the occupational qualifications with the concentration towards the lower categories - a feature seen earlier with similar indices for age and length of service.

Proportionately fewer reach the higher categories - in particular 1A and 1B, but relative to all full-time female employees, those who do, fare better. Of particular interest in this connection are the figures for categories 2 and 3 for Italy and Ireland which are noticeably higher than for the same categories in other countries.

When the effect of the occupational qualification structure is removed (from the comparisons between male and female employees (see Table 25 below) the values taken by the indices in each of the individual categories are higher than the overall index figure in each case.



TABLE 25

## INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	81.7#	82.1	87.7#	74.0#	71.6#	—	—	—	—
2	86.9	78.9	91.6	60.4	73.5	72.9	—	—	—
3	79.4	86.0	90.5	66.5	76.9	62.0	54.3#	79.7#	76.0
4	82.4	91.9	88.6	71.7	75.4	65.9	66.0	64.9	78.6
5	76.6	86.3	86.8	69.3	74.9	61.1	64.7	63.9	82.2
6	72.1	86.3	86.3	74.9	73.6	57.8	63.3	62.8	79.9
(*)	—	—	—	—	—	—	—	—	—
	69.8	66.6	79.0	61.1	65.0	58.7	52.3	56.4	71.2

SOURCE

TABLE C2

COUNTRY VOLUMES

This is an effect which has been noted for the other indices and may be traced to the properties of the occupational qualification distributions for male and female employees.

It is interesting to note that the figures for Italy for each category are consistently higher than elsewhere (apart from category 3 in France) and that the figures for Luxembourg, the United Kingdom and Ireland (apart from category 2 - where the reliability is suspect in any case) are low. In Germany and Luxembourg (and to a much lesser extent in Italy) the ratios for the higher grades (1A, 1B and 2) are noticeably higher than those for the lower (4 and 5). This pattern is reversed in France, with the United Kingdom, Denmark and Belgium showing similar if less pronounced features, and with Belgium showing the least variation across occupational qualifications.

### 2.5.5 Employees classified by size of undertaking

The final set of indices which we shall consider in this section is that where the factor of classification is the size of the undertaking to which the employee belongs. In an earlier section (SECTION 2.3) we considered the distribution of all employees over the different sizes of undertakings. In Table 26 the figures are shown for full-time employees only together with the distributions for male and female employees separately are also given.

As full-time employees predominate in the labour force the features mentioned earlier are observed for these figures (eg the concentration in all countries into the smaller sizes of undertakings with the United Kingdom the main exception in the case of the largest size category of undertaking). The figures for male and female employees are also very similar with some evidence of a greater concentration of male employees (than female employees) in the smallest size of undertaking category in Germany, France, the Netherlands, Luxembourg and the United Kingdom with the opposite effect observed in Belgium, Ireland and Denmark.

TABLE 26 FULL-TIME EMPLOYEES BY SIZE OF UNDERTAKING

## MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	37.4	41.1	58.1	43.6	46.8	50.1	31.4	26.7	37.3
50-99	18.6	16.9	16.8	18.8	18.4	27.2	15.2	18.9	15.1
100-199	15.2	11.9	11.2	14.3	13.1	17.2	13.1	22.2	14.0
200-499	14.3	13.2	7.8	13.2	10.4	5.5	12.6	18.6	13.0
500-999	6.2	5.5	4.2	.	8.9	-	8.1	10.1	8.8
≥1000 (*)	8.3	11.4	2.0	.	2.4	-	19.7	3.4	11.7
ALL	100.0	100	100	100	100	100	100	100	100

## FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	33.2	37.1	58.1	42.7	48.3	46.1	26.5	28.5	38.4
50-99	18.1	18.2	17.9	20.3	18.3	22.0	15.3	17.4	14.4
100-199	16.9	13.4	11.1	15.3	13.4	21.0	12.7	22.0	15.0
200-499	16.0	14.6	6.8	13.0	12.0	10.9	14.9	16.8	16.1
500-999	7.7	5.5	4.1	.	6.3	-	11.4	7.9	5.4
≥1000 (*)	8.1	11.3	2.0	.	1.7	-	19.2	7.3	10.7
ALL	100.0	100.0	100	100	100	100	100	100	100

## MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	36.3	39.9	58.1	43.4	47.2	49.0	30.2	27.1	37.5
50-99	18.5	17.3	17.1	19.0	18.4	25.7	15.2	18.6	15.0
100-199	15.7	12.3	11.2	14.5	13.2	18.2	13.0	22.2	14.2
200-499	14.7	13.6	7.5	13.2	10.9	7.0	13.1	18.2	13.5
500-999	6.6	5.5	4.1	.	8.1	-	8.9	9.6	8.3
≥1000 (*)	8.3	11.4	2.0	.	2.2	-	19.6	4.2	11.5
ALL	100.0	100	100	100	100	100	100	100	100

### Indices

The values obtained are given in Table 27 and 28. Table 27 gives the comparisons between employees of the same sex. Table 28 compares male and female employees in the same size of undertaking category.

Of particular interest in Table 27 are the differing patterns which are in evidence for male employees. Apart from Luxembourg and the United Kingdom, there is evidence of an increase in the index with increasing size of undertaking. This feature is most noticeable for Italy and to a slightly lesser extent for Ireland. On the contrary the United Kingdom exhibits the reverse pattern with a decrease in index as the size of undertaking increases.

For female employees there are several patterns. There is a noticeable increase in the index with increasing size of undertaking in Italy and Ireland. France and Germany show increases in the index between the smallest size category and the largest but pass through lower values in between. The Netherlands and Denmark show increases with size, though the increase is not a smooth and progressive one. Belgium

TABLE 27

## INDEX OF MEAN OF MEAN GROSS MONTHLY EARNINGS BY SIZE OF UNDERTAKING

## MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	96.0	95.4	91.2	98.5	94.7	101.6	107.4	92.5	95.9
50-99	101.4	99.2	105.8	98.2	100.4	96.0	100.1	92.4	100.4
100-199	99.2	102.2	108.0	99.1	105.3	102.5	100.5	99.6	101.7
200-499	102.2	101.9	124.4	105.0	104.7	96.8	96.2	105.0	98.6
500-999	103.0	103.8	132.5	-	112.1	-	95.7	129.6	106.3
≥1000 (*)	110.4	110.8	-	-	103.5	-	92.0	.	107.1
	-	-	-	-	-	-	-	-	-
ALL	100.0	100	100	100	100.0	100.0	100.0	100.0	100.0

## FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	100.9	100.0	95.4	98.2	93.8	105.8	102.6	92.0	97.5
50-99	100.2	99.7	97.8	99.5	100.5	91.5	99.4	97.7	100.6
100-199	98.7	96.2	101.6	99.3	107.9	97.1	92.6	98.5	101.0
200-499	99.4	95.8	119.2	103.9	103.4	97.3	99.5	110.5	100.0
500-999	96.7	103.5	121.3	-	117.1	-	101.3	131.8	102.2
≥1000 (*)	102.7	108.3	-	-	114.7	-	101.7	.	105.1
	-	-	-	-	-	-	-	-	-
ALL	100.0	100.0	100.0	100.0	100.0	100	100	100	100.0

## MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	97.6	97.0	92.3	98.5	94.3	102.8	108.9	91.9	96.0
50-99	101.3	98.8	103.1	97.8	100.3	96.5	99.3	93.7	100.6
100-199	98.4	100.0	105.5	98.8	105.6	98.7	99.3	99.5	101.2
200-499	100.8	99.8	124.3	105.2	103.0	95.3	94.8	106.8	97.8
500-999	100.2	103.8	128.4	-	116.0	-	93.5	132.1	107.7
≥1000 (*)	109.2	110.4	-	-	107.6	-	93.9	.	107.2
	-	-	-	-	-	-	-	-	-
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100

also shows increases with size with the peak in the 500-999 size category. For the United Kingdom the index decreases uniformly to its lowest value corresponding to the 100-199 size category, from which it increases uniformly to a value, for the greater than or equal to 1000 employee category, which is less than that for the 10-49 employee category. Luxembourg shows a similar pattern with a high (105.8) in the smallest size category, a low in the 50-99 size category and rising to 97.3 in the 200-499 size category. A more detailed analysis of the undertaking sizes in the subsectors would probably throw more light on these variations in pattern.

When the effect of size of undertaking is taken out of the comparison between male and female employees as is shown below in Table 28 it is seen that the indices for the individual categories vary less in general from the overall ratios than was the case when a similar procedure was adopted for age, length of service and occupational qualification group.

TABLE 20

## INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY SIZE OF UNDERTAKING

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY=100)

Table 20

NO OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10 - 49	73.4	69.8	82.9	60.9	64.5	61.1	50.0	56.2	72.4
50 - 99	69.0	66.9	76.7	61.9	65.1	56.0	51.9	59.7	71.3
100 - 199	69.5	62.7	74.8	61.3	66.6	55.6	48.2	55.8	70.7
200 - 499	68.0	62.5	72.8	60.5	64.3	59.0	54.1	59.4	72.2
500 - 999	65.6	66.3	72.1	-	67.9	-	55.4	57.4	69.5
≥ 1000 (*)	64.9	65.1	78.4	-	72.1	-	57.8	52.5	69.8
ALL	69.8	66.6	79.0	61.1	65.0	58.7	52.3	56.4	71.2

SOURCE

TABLE D6

COUNTRY VOLUMES

This is due in part to the fact that the distributions for male and female employees by size of undertaking are similar (which was not the case in the other distributions).

As in the case of the other indices the figures for Italy are higher than elsewhere and those for the United Kingdom, Luxembourg and the United Kingdom low. There is some slight evidence of a decline in the index with increasing size in Germany (and France) and of the reverse effect in Belgium and the United Kingdom. In the Netherlands the ratio remains fairly constant (but no figures are disclosed for the categories with undertakings of sizes above 499 employees). In Ireland there is an overall decline in the index from smallest to largest size category but higher values are reached in between. In the remaining countries a "U" shaped pattern is exhibited with the ratio for the largest size category less than that for the smallest.

## 2.6 Gross Annual Earnings

The analysis so far has looked at gross monthly earnings for full-time employees, classified by various factors. A similar analysis is possible for gross annual earnings for which a frequency distribution containing 27 class intervals was drawn up for each country.

Indices were calculated for mean gross annual earnings in a manner similar to that for mean gross monthly earnings and are available for all full-time male employees, all full-time female employees and for these groups classified by occupational qualification group. Indices are also available to compare male and female earnings for each of these categories and the global figures are given in the summary table below.

Table 29

### Summary of Female/Male Mean Gross Annual Earnings

(Earnings of full-time male employees = 100)

Germany	70.0	(69.8)
France	64.2	(66.6)
Italy	75.7	(79.0)
Netherlands	61.6	(61.1)
Belgium	64.7	(65.0)
Luxembourg	58.9	(58.7)
United Kingdom	51.3	(52.3)
Ireland	56.8	(56.4)
Denmark	69.2	(71.2)

Figures in brackets are the monthly ratios

SOURCE TABLE C4 COUNTRY VOLUMES



INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 30

MALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	196.5	293.9	295.2	220.9	231.3	200.6	277.1#	195.5	202.0
1B	183.4	170.4	218.0	155.0	164.5	175.4	191.3#	-	173.4
2	139.1	116.8	153.6	118.8	120.6	126.2	119.2	129.7	136.9
3	97.9	79.8	120.9	90.5	90.2	97.1	97.0	113.2	105.5
4	78.4	65.2	87.9	74.0	73.6	81.2	77.6	85.1	83.5
5 (*)	70.1	53.7	72.0	66.3	64.5	67.1	70.6	75.0	73.3
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	225.2#	361.2	301.8#	258.3#	267.9#	•	-	•	•
1B	224.8	212.6	237.3	159.9	195.8	213.6	•	-	•
2	155.8	153.9	178.3	133.7	143.5	129.8	133.4#	182.4#	146.8
3	115.9	113.3	135.8	106.4	106.5	110.5	126.0	131.6	117.3
4	87.1	87.0	98.7	83.5	88.3	86.9	97.4	97.1	97.0
5 (*)	72.1	71.3	82.3	74.8	75.7	66.4	81.9	82.5	83.8
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	207.3	321.5	314.9	230.3	255.2	217.9	313.3#	213.4	212.3
1B	196.0	185.3	231.8	159.8	179.8	192.6	210.2#	-	181.5
2	147.5	127.3	162.7	121.7	129.7	130.0	130.6	141.4	142.0
3	102.0	86.3	125.4	91.9	92.7	99.6	105.1	121.1	107.8
4	78.2	68.7	89.9	73.2	74.4	79.8	77.5	83.3	83.7
5 (*)	67.5	56.2	74.2	67.6	66.4	68.2	69.4	78.5	74.4
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

For most countries as might be expected, the agreement between the values for annual ratios and monthly ratios is good, with the annual ratios tending to be lower in most cases than the monthly ones. The most noticeable difference between annual and monthly ratios is for Italy (and may possibly be related to the different structure of bonus payments, see section 2.8)

Table 30 gives the various indices of mean gross annual earnings by occupational qualification group. The comments made earlier regarding gross monthly earnings apply to the annual figures (cf section 5.4). The figures are generally in good agreement with the monthly ones in Table 24. The differentials between the mean earnings of the higher as opposed to the lower occupational qualification groups appear to be slightly narrower in the case of the annual figures than was observed for the monthly ones, in Germany, Belgium, the Netherlands and Denmark with a widening in the remaining countries with the effect most pronounced in Italy and France.

The figures giving the comparisons between female and male mean gross annual earnings are given below in

Table 31

TABLE 31 INDEX OF MEAN GROSS ANNUAL EARNINGS OF FULL-TIME FEMALE EMPLOYEES BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS ANNUAL EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY=100)

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	80.2#	79.0	77.4#	72.0#	74.9#	-	-	.	.
1B	85.8	80.1	82.4	63.5	77.0	71.8	.	-	.
2	78.4	84.7	87.9	69.3	76.9	60.6	57.4#	79.8#	74.2
3	82.8	91.2	85.0	72.4	76.4	67.1	66.6	66.0	77.0
4	77.7	85.8	85.0	69.5	77.5	63.1	64.4	64.8	80.4
5 (*)	72.0	85.2	86.6	69.5	75.9	58.3	59.5	62.5	79.2
	70.0	64.2	75.7	61.6	64.7	58.9	51.3	56.8	69.2

SOURCE

TABLE C4

COUNTRY VOLUMES

As in the figures in the previous table, these are also, in general, in good agreement with the corresponding monthly ones given in Table 25. Perhaps the most noticeable differences are that the values in categories 1A and 1B in Italy are much lower than the corresponding

entries for the monthly figures (87.7 and 91.6 respectively). Similarly figures noticeably lower than the monthly ones are found in category 5 in the Netherlands and the United Kingdom.

## 2.7. Length of Scheduled Working Week

An important factor which has a bearing on all the earnings data and indices considered so far is the length of scheduled working week. As is set out in section 8.11 of Volume 1, the figure entered was the number of hours which the employee was required to work each week under the relevant contract, regulations or system operated in the undertaking, regardless of the rate of payment for these hours.

If, in the undertaking, the duration of work varied from week to week, the figure entered was the average weekly duration in the reference period.

The results obtained are shown in Table 32 below.

It is interesting to note the variations which the figures reveal. It is noticeable that for both men and women the United Kingdom (and Ireland) has much higher percentages working shorter hours (38 hours or less) than in other countries. For Germany and Italy the concentration of employees, both male and female, having a scheduled working week of more than 38 hours but less than or

but for males two categories, greater than 38 hours and less than or equal to 40 hours, and greater than 42 hours but less than or equal to 44 hours together account for 88.8% of employees. It is also interesting to note that France has the highest percentages both for men and women working a scheduled week of more than 42 hours.

TABLE 82 . LENGTH OF SCHEDULED WORKING WEEK - FULL TIME EMPLOYEES

MALE									
HOURS	GERMANY	FRANCE	ITALY	NETHS.	BELGIUM	LUX.	UK	IRELAND	DENMARK
≤ 36	-	0.0	1.0	0.2	0.7	-	12.6	11.6	1.5
>36- 38	0.1	0.1	0.4	3.6	4.1	-	16.2	13.9	12.5
>38- 40	80.8	27.9	93.2	42.5	54.7	60.9	51.2	59.4	35.7
>40- 42	11.6	14.4	0.8	49.4	39.2	7.6	4.3	5.0	47.9
>42- 44	1.9	19.4	2.2	1.3	0.8	27.9	2.8	4.2	0.5
>44- 46	3.0	16.2	1.0	2.6	0.4	0.9	1.9	2.4	0.5
>46- 48	1.3	12.2	1.2	0.2	-	1.4	0.8	1.2	.
> 48	-	9.3	0.1	0.2	.	1.2	1.0	2.3	0.4
% UNDISCLOSED	1.3	0.4	0.1				9.2		0.8
FEMALE									
HOURS	GERMANY	FRANCE	ITALY	NETHS.	BELGIUM	LUX.	UK	IRELAND	DENMARK
≤ 36	0.1	0.1	1.3	0.5	1.1	.	39.4	21.9	5.3
>36- 38	0.2	0.4	0.2	7.9	5.9	.	33.6	26.4	20.7
>38- 40	86.9	49.4	91.1	52.4	52.5	89.3	24.4	46.2	43.0
>40- 42	10.0	21.7	0.8	37.5	39.3	1.7	.	2.9	29.9
>42- 44	1.2	15.7	2.7	0.5	0.7	8.3	.	1.7	.
>44- 46	1.1	8.6	0.6	1.2	0.4	.	.	.	-
>46- 48	0.3	2.6	2.9	.	-	-	.	.	-
> 48	-	1.2	0.1	-	-	.	.	.	-
% UNDISCLOSED	0.1	0.1	0.4						

SOURCE TABLE A8 COUNTRY VOLUMES

## 2.8 BONUS PAYMENTS

The sections in Volume 1 which relate to bonus payments are 8.17 and 9.2.5. (p85 in English translation) and the interpretation of the definition of "bonuses and premiums not paid on a monthly basis in 1974" may have created some problems and have tended to accentuate differences in the structure of bonus payments across the countries.

The figures are given in Table 33 and perhaps the most striking feature is the position of the United Kingdom France and Denmark on the one hand with high percentages in the "0 percent" bonus category and the position of Italy on the other hand with the 15 to 20 per cent bonus category being the largest. Similar patterns hold for both male and female employees with the pattern for female employees, if anything, slightly more concentrated. The other countries fall between these two extremes. Germany, France and Luxembourg are towards the lower end (over 75 per cent of male employees in these countries have bonuses of less than 10 per cent). In Netherlands over 75 per cent of the male employees have bonuses in the range 5-20 per cent. In Belgium the main concentration covers the 5-15 per cent bonus range. It is interesting to note that the UK has a relatively much higher percentage figure (3.2) for males in the 50 per cent or more bonus category.

TABLE 33

## BONUS PAYMENTS - WHOLESALE DISTRIBUTION

MALE

(FULL-TIME EMPLOYEES)

% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	4.5	30.0	-	5.3	11.9	25.5	65.5	76.6	84.4
>0-5	39.3	20.1	3.8	5.1	16.5	25.4	16.9	14.8	7.0
>5-10	34.6	31.3	9.8	39.3	24.9	32.1	6.4	3.8	2.3
>10-15	13.8	9.6	19.5	22.6	27.7	8.2	2.5	1.5	2.0
>15-20	3.6	3.6	49.1	14.8	8.3	5.3	1.4	1.1	0.9
>20-30	2.5	2.2	13.6	7.4	8.0	2.1	2.3	1.0	1.0
>30-50	1.1	1.2	3.7	3.3	2.0	0.9	1.9	0.8	1.0
>50	0.6	0.8	0.5	2.2	0.7	0.6	3.2	0.4	0.9
FEMALE									
% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	4.5	26.3	-	8.7	13.4	34.5	70.6	78.9	87.5
>0-5	32.1	16.4	2.9	7.0	13.8	15.6	17.9	14.5	8.7
>5-10	38.5	36.3	10.0	38.9	23.1	33.8	6.5	4.5	1.7
>10-15	17.9	13.0	14.4	22.8	30.2	8.1	2.3	0.8	.
>15-20	4.4	4.2	52.8	15.6	9.9	5.3	.	.	.
>20-30	1.9	1.6	12.8	5.2	8.4	2.3	.	.	.
>30-50	0.6	0.6	6.0	1.0	1.1	.	.	.	.
>50	0.2	0.4	1.1	0.8	0.1	.	.	.	.

SOURCE TABLE B1 COUNTRY VOLUMES

The final section of this chapter is concerned with part-time employees. From section 8.10 of Volume 1 of the series we have the note that 'the term 'part-time' was taken to denote a weekly duration of work that was systematically shorter than the normal working week'. Some summary statistics were given about part-time employees in Table 10. These are given again in a slightly rearranged form in Table 34 below.

Table 34 Part-time Employees

	NUMBERS (000's)		AS A PERCENTAGE OF ALL EMPLOYEES	
	All part-time	Part-time Female	All part-time	Part-time female
Germany	108.5	95.9	15.5	13.7
France	24.0	14.7	4.4	2.9
Italy	7.1	5.4	1.9	1.4
Netherlands	17.3	14.0	7.7	6.2
Belgium	4.0	2.9	3.4	2.5
Luxembourg	0.3	0.2	5.4	3.6
United Kingdom	65.9	50.1	12.3	9.3
Ireland	0.4	0.3	1.3	1.0
Denmark	13.7	12.3	12.9	11.5

As can be seen from these figures, and as was mentioned earlier part-time employees play a role of varying importance from country to country within all cases, the majority of part-time employees being female.

These results are based on samples and in many cases the cell sizes became very small and the resulting percentages, averages etc subject to large standard errors. There are therefore many occasions on which the results were considered to be too unreliable for publication. In particular no values of the index for mean gross monthly earnings or mean gross annual earnings have been quoted for Ireland or the Netherlands. However it is useful to consider the results which are available.



## 2.9.1 Length of Scheduled Working Week

It is perhaps of interest to see how this varies from country to country. Table 32 gave the figures for full-time employees. Table 35 now gives the figures for part-time employees.

In all countries, the concentration for both male and female employees is in the less than or equal to 24 hours category with the degree of concentration varying from one country to another. For male employees it is interesting to note that the only figures quoted for Belgium, Luxembourg, the United Kingdom and Ireland (for reasons of small sample size) are in the shortest time categories (with 26.3 of employees not disclosing figures at all in the United Kingdom). Other countries show sizeable percentages working more than 30 hours in particular the Netherlands (36.7) and Italy (25.9).

For female employees the concentration into the shortest time category is more extreme than for male employees in France, Netherlands (very slightly) and Denmark, with the reverse pattern observed in the other countries, the most extreme difference being observed in Belgium.

TABLE 35 LENGTH OF SCHEDULED WORKING WEEK

MALE

HRS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	61.8	61.8	45.8	65.1	90.5	83.6	64.6	96.3	56.6	
>24-26	15.5	6.7	4.3	4.0	7.1	•	•	•	10.3	
>26-28	4.3	2.6	3.0	•	•	•	•	-	•	
>28-30	8.5	7.7	•	8.9	•	•	•	-	8.5	
>30-32	10.3	8.8	13.1	16.2	•	•	•	-	12.4	
>32-34	3.1	2.5	10.8	16.6	•	•	-	-	•	
>34-36	4.6	7.9	2.0	3.9	-	-	-	-	•	
>36	1.2	•	•	-	-	-	-	-	-	
(UNDISCLOSED)	FEMALE (9.4)		(28.7)				26.3			15.0
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	57.2	66.1	45.1	66.3	67.6	61.9	56.5	85.2	61.7	
>24-26	17.8	6.8	1.8	5.3	13.0	•	12.1	•	9.8	
>26-28	4.5	2.8	3.2	3.5	9.3	25.9	6.4	•	6.2	
>28-30	8.6	9.7	6.4	7.0	3.8	6.1	12.5	-	7.7	
>30-32	12.0	11.0	8.4	14.1	8.8	8.1	12.5	-	12.2	
>32-34	5.6	5.1	3.4	10.7	•	•	-	-	5.5	
>34-36	3.6	6.1	3.0	6.2	-	•	-	-	2.1	
>36	1.1	•	0.9	-	-	-	-	-	•	
(UNDISCLOSED)	(10.4)	(2.7)	(36.2)				12.5			4.5
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	57.8	64.4	45.3	66.1	74.1	69.7		88.7	61.2	
>24-26	17.5	6.8	2.4	5.1	11.3	3.6		•	9.8	
>26-28	4.5	2.8	3.1	3.0	6.8	17.9		•	5.9	
>28-30	8.6	8.9	5.7	7.3	6.7	5.9		-	7.8	
>30-32	11.8	10.2	9.5	14.5	6.8	7.5		-	12.2	
>32-34	5.3	4.1	5.1	11.8	•	•		-	5.4	
>34-36	3.7	6.8	2.8	5.8	-	•		-	2.0	
>36	1.1	0.5	1.1	-	-	-		-	•	
(UNDISCLOSED)	(10.4)	(5.3)	(34.4)							5.5

SOURCE TABLE A3 COUNTRY VOLUMES

The Netherlands, as in the case of male employees, has proportionately more serving more than 30 hours than elsewhere.

## 2.9.2 Age

The average ages are given below:

	Male	Female
Germany	52.4	37.9
France	43.9	41.6
Italy	39.3	35.3
Netherlands	37.5	34.0
Belgium	45.1	37.4
Luxembourg	43.2	35.7
United Kingdom	59.1	42.1
Ireland		Not quoted
Denmark	42.9	36.9

As might have been expected, the average age for part-time employees, both male and female, is higher in all cases quoted than it was for full-time employees. However, whereas in the case of full-time male employees, the average ages were very much of the same order, those for part-time employees are not with over twenty years difference between that for the Netherlands (37.5 years) and the United Kingdom (59.1 years). Part-time female employees are younger on average than their male counterparts and show variations from country to country but less marked than for male part-time employees.

As was the case for full-time female employees, part-time employees in the Netherlands tend to be younger than elsewhere.

The frequency distributions given in Table 36 confirm these differences.

TABLE 36 AGE DISTRIBUTION PART-TIME EMPLOYEES

MALE									
AGE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
<21	2.9	4.9	7.3	18.3	3.5	-	.	58.2	15.4
21-29	8.5	13.3	15.4	17.6	13.7	15.5	.	.	15.7
30-44	16.7	27.5	38.3	19.1	20.9	31.8	.	.	18.9
45-54	10.5	20.8	17.6	21.1	22.5	17.3	.	.	10.7
>55	60.1	31.1	21.4	23.4	39.4	30.9	76.8	.	39.4
	100.0	100.0	100.0	100.0	100.0	100.0			100.0
UNDISCLOSED NUMBERS 000's	(1.3) 12.6	(2.4) 9.2	1.7	3.2	1.2	0.1	15.8	0.1	1.3
FEMALE									
AGE	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
<21	1.7	4.7	6.3	7.7	3.5	.	8.9	15.7	2.4
21-29	17.2	13.0	25.9	27.6	24.4	26.9	42.9	23.2	23.9
30-44	47.0	33.4	37.2	39.0	35.0	41.6	26.8	25.7	42.0
45-54	23.5	25.3	22.6	17.4	24.4	20.3	19.8	20.1	19.7
>55	10.4	21.4	8.0	8.1	12.7	8.1			11.9
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
UNDISCLOSED NUMBERS 000's	(0.2) 95.9	(2.2) 14.7	5.4	14.0	2.9	0.2	50.1	0.3	12.3

### 9.3 Length of Service

The percentages obtained are shown in Table 37 and a comparison between these and those for full-time employees (Table 20) reveals some interesting features.

For male employees, the concentration into the shortest length of service category for part-time employees is more pronounced in all countries apart from the United Kingdom than for full-time male employees. In the United Kingdom, over the two longest length of service categories the percentages are higher than elsewhere. Germany has a similar if less pronounced characteristic, with Denmark most noticeably higher for the 20 years or more category.

For female employees, there are both some noticeable differences and agreements between the percentages for full-time and part-time employees. For Germany, the Netherlands, the United Kingdom, Luxembourg and to a lesser extent in Belgium the patterns are similar. In Italy and Ireland the concentration into the shortest length of service category is much more pronounced than for full-time employees with a similar, if less pronounced effect in France. Denmark exhibits a different

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TABLE 37

## LENGTH OF SERVICE

MALE

LENGTH OF SERVICE (YEARS)										%
	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK	
< 2	35.3	35.9	40.2	52.8	44.7	42.7	25.3	61.3	40.1	
2 - 4	25.2	25.4	31.1	22.4	26.0	29.1	28.3	•	23.6	
5 - 9	17.9	15.9	11.4	11.6	10.6	11.8	16.2	•	11.2	
10 - 19	10.8	11.3	13.7	7.1	9.8	9.1	15.2	•	•	
≥ 20	10.8	6.7	3.6	5.6	8.9	•	13.1	•	14.9	
(*)		4.7								
ALL	100	100	100	100	100	100	100			

FEMALE

LENGTH OF SERVICE (YEARS)										%
	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK	
< 2	34.5	39.1	59.0	48.5	41.4	51.3	38.7	45.0	25.9	
2 - 4	31.6	26.8	19.7	30.5	30.1	23.9	25.9	15.7	33.3	
5 - 9	20.5	17.2	13.1	12.9	14.0	15.7	17.6	20.8	22.5	
10 - 19	10.8	9.7	7.6	6.1	8.0	6.6	11.2	•	12.1	
≥ 20	2.6	3.7	•	1.4	6.6	•	5.1	•	3.6	
(*)		3.5		0.5					2.7	
ALL	100	100	100	100	100	100	100	100	100	

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)										%
	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK	
< 2	34.6	37.9	54.5	49.3	42.3	48.2	35.4	50.1	27.3	
2 - 4	30.9	26.3	22.4	29.0	28.9	25.7	26.5	16.0	32.3	
5 - 9	20.2	16.7	12.7	12.7	13.0	14.3	17.2	18.9	21.4	
10 - 19	10.8	10.3	9.1	6.3	8.5	7.5	12.1	•	11.6	
≥ 20	3.5	4.9	1.3	2.2	7.2	4.2	7.0	•	4.7	
(*)		3.9		0.5					2.7	
ALL	100	100	100	100	100	100	100	100	100	

SOURCE

TABLE A4

COUNTRY VOLUMES

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TABLE 38

## OCCUPATIONAL QUALIFICATION GROUP

MALE

%

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	8.2	•	1.8	•	•	11.1	•	•
1B	—	4.6	2.1	3.2	•	•	•	—	—
2	4.4	13.8	5.0	5.4	4.7	•	•	—	•
3	21.8	7.0	8.5	16.0	18.7	15.5	•	—	8.8
4	31.0	24.3	35.5	51.8	20.9	38.2	31.3	•	36.5
5 (*)	42.9	42.1	47.5	21.8	53.4	35.5	41.4	63.4	47.8
ALL	100	100	100	100	100	100	100		

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	0.4	•	•	•	•	•	—	—
1B	—	0.9	•	2.3	•	•	—	—	•
2	1.6	2.1	1.3	4.1	2.6	•	•	—	•
3	22.9	7.3	10.4	24.9	30.0	9.6	3.5	—	9.5
4	39.9	22.3	20.5	54.8	21.1	51.3	62.6	45.0	54.5
5 (*)	35.6	67.0	67.5	13.6	45.4	32.5	31.0	55.0	35.4
ALL	100	100.0	100	100	100	100	100	100	100

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	3.4	•	0.6	•	•	3.4	•	•
1B	—	2.3	0.7	2.4	•	•	•	—	•
2	1.9	6.6	2.2	4.3	3.2	4.2	3.6	—	•
3	22.7	7.2	9.9	23.3	26.8	11.7	3.9	—	9.4
4	38.9	23.1	24.1	54.2	21.1	46.6	55.1	41.2	52.8
5 (*)	36.4	57.4	62.7	15.1	47.7	33.6	33.5	57.6	36.6
	100	100	100	100	100	100	100	100	100

pattern with a shift towards the longer length of service categories.

#### 2.9.4 Occupational Qualification Group

The distribution of part-time employees over the occupational groups is given in Table 38. In all countries the concentration of part-time employees is into the lower occupational qualification groups with the concentration greater than in the case of full-time employees. One feature which is particularly noticeable for the United Kingdom (and to a less extent in France) is the percentage falling into category 1A. [An overall feature of this table is the number of cells which have no entries - because of problems with small sample size<sup>7</sup>.

#### Indices

Because of the problems of small sample size the main interest lies in the indices for female employees in categories 3, 4 and 5 since for most of the other categories, data has either not been collected or is subject to large standard errors. This applies both to the figures for mean gross monthly earnings and mean gross annual earnings (of Tables 39 and 40).



INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 39

MALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	300.5#	•		•	•	•		•
1B	-	232.2#	•		•	•	•		•
2	179.9#	135.6#	•		•	•	•		•
3	119.8	120.7#	130.8#		99.5#	126.6	•		•
4	94.9	59.1	95.6		82.0#	85.2	68.2#		90.1
5 (*)	84.7	47.6	84.5		75.6	70.9	56.2#		•
ALL	100	100	100		•	100	•		100

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	•	-		•	•	•		-
1B	-	307.9#	•		•	•	-		•
2	158.2	213.3#	129.0#		132.4#	•	•		•
3	127.2	151.6	125.3		109.9	152.0	•		127.9
4	102.0	123.5	102.9		94.9	100.8	101.4		105.8
5 (*)	77.2	77.4	91.1		91.4	72.4	79.4		81.4
ALL	100	100	100		100	100	100		100

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	399.8#	•		•	•	•		•
1B	-	300.3#	•		•	•	•		•
2	164.3	181.7#	153.2#		119.4#	168.9	•		•
3	126.4	134.1	123.1		106.1	142.2	•		127.5
4	101.3	89.9	101.9		90.7	94.8	93.1		104.3
5 (*)	78.2	61.5	88.5		86.1	71.8	72.7		80.2
	100	100	100		100	100	100		100

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 40

MALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	276.1#	•		•	•	•		•
1B	-	197.2#	•		•	•	•		•
2	180.2#	127.9#	•		•	•	•		•
3	120.2	106.9#	•		95.1#	•	•		•
4	94.3	49.2	94.4		70.7#	73.2	61.4#		91.3
5	80.6	38.9	86.3		74.2#	73.7	48.7#		•
(*)									
ALL	100	100	100		•	100	•		100

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	•	-		•	•	•		•
1B	-	322.3#	•		•	•	•		•
2	164.9	242.1#	•		137.3#	•	•		•
3	127.5	151.6	119.1		108.7	130.3	•		128.5
4	101.4	126.6	99.1		98.6	106.0	99.3		105.7
5	75.3	72.9	92.6		88.1	75.0	75.0		80.2
(*)									
ALL	100	100	100		100.0	100.	100		100

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	-	397.3#	•		•	•	•		•
1B	-	280.4#	•		•	•	•		•
2	171.0	187.0#	148.3#		129.9#	161.8	•		•
3	126.7	126.6	116.9		104.6	127.2	•		128.3
4	100.7	83.5	99.5		91.2	95.6	89.0		104.5
5	76.0	53.1	90.0		84.0	74.6	66.5		78.7
(*)									
ALL	100	100	100		100	100	100#		100

The most variation over categories 3, 4 and 5 is shown in Luxembourg and France, the least in Belgium, with Germany, Italy and Denmark having similar patterns.

#### 2.9.5 Size of Undertaking

The distribution of employees over differently sized undertakings shown in Table . In general part-time employees are concentrated into the smallest size of undertaking category with the degree of concentration varying from one country to country. However for female employees in Ireland there is a much more even distribution (where figures have been disclosed) over the different sizes of undertaking. In the United Kingdom the percentages in the largest size of undertaking category for both male and female employees is noticeably higher than elsewhere (as was noted for full-time employees).

TABLE 41 SIZE OF UNDERTAKING

MALE

%

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	46.4	62.6	81.4	59.0	61.5	67.3	49.5	•	50.4
50-99	16.5	13.4	5.7	15.5	10.5	20.0	•	•	20.1
100-199	13.6	6.9	8.2	11.6	9.1	10.0	12.1	•	8.7
200-499	10.8	6.3	•	9.2	•	•	13.1	•	17.1
500-999	5.9	5.4	•	•	•	—	•	—	—
≥1000 (*)	6.8	5.5	2.6	•	17.5	—	10.1	•	•
ALL	100	100	100	100	100	100	100	100	100

FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	37.6	62.7	72.8	51.0	52.7	48.2	34.2	24.0	36.5
50-99	17.7	12.4	9.4	17.9	20.0	14.7	11.5	•	17.2
100-199	15.3	9.1	12.3	13.7	9.5	12.2	11.8	•	16.8
200-499	13.7	6.5	0.6	9.5	3.9	24.9	13.1	20.8	14.5
500-999	7.1	3.5	1.2	•	2.2	—	8.6	20.6	6.0
≥1000 (*)	8.5	5.8	3.8	•	11.8	—	20.8	•	9.0
ALL	100	100	100	100	100	100	100	100	100

MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	38.6	62.7	74.9	52.5	55.2	55.0	37.9	24.5	37.9
50-99	17.6	12.8	8.5	17.4	17.2	16.6	10.9	10.7	17.5
100-199	15.1	8.2	11.3	13.3	9.4	11.4	11.9	20.3	16.0
200-499	13.4	6.4	0.8	9.5	2.9	16.9	13.1	21.0	14.7
500-999	7.0	4.2	1.0	•	1.8	—	8.0	14.2	5.4
≥1000 (*)	8.3	5.6	3.5	•	13.4	—	18.2	•	8.5
ALL	100	100	100	100	100	100	100	100	100

SOURCE

TABLE A2

COUNTRY VOLUMES

### Chapter 3: Retail Distribution NACE 64/653-656

This chapter covers the structure of earnings in the Retail Distribution sector and follows the same pattern as that for the Wholesale Distribution sector which was discussed in the previous chapter. The terms and definitions used are those which are to be found in Chapter 1.

#### 3.1 Some Overall Features

Some important characteristics of the labour force are given in Table 42 - number of employees, (also full-time and part-time separately) number of part-time employees number of full-time employees and number of part-time female employees. These are also given as percentages of all employees.

TABLE 42 EMPLOYEES 000's

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	799.1	471.8	247.2	201.0	124.6	3.1	1466.7	26.7	67.0
FULL-TIME	533.2	418.6	234.1	133.8	103.4	2.7	1059.7	25.6	35.1
PART-TIME	265.8	52.9	13.2	67.2	21.1	0.4	407.0	1.0	31.8
FULL-TIME FEMALE	302.8	231.7	112.0	60.1	56.4	1.9	551.8	12.9	15.2
PART-TIME FEMALE	253.6	42.6	11.6	51.7	20.0	0.3	368.3	0.8	28.6

FULL-TIME AND PART-TIME = 100

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	100	100	100	100	100	100	100	100	100
FULL-TIME	66.7	88.8	94.7	66.6	83.1	87.1	72.3	96.3	52.5
PART-TIME	33.3	11.2	5.3	33.4	16.9	12.9	27.7	3.7	47.5
FULL-TIME FEMALE	37.9	49.1	45.3	29.9	45.3	61.3	37.6	48.3	22.7
PART-TIME FEMALE	31.7	9.0	4.7	25.7	16.0	9.7	25.1	3.0	42.7

SOURCE

TABLE A1

COUNTRY VOLUMES

Perhaps the most interesting feature in the number of employees is the size of retail distribution in the United Kingdom which is almost double the next largest which arises in Germany.

There are also noticeable variations in the percentages of part-time employees. At one extreme are Ireland and Italy with percentages of 3.7 and 5.3 respectively in this category and at the other extreme is Denmark with a percentage of 47.5. The other countries fall into two groups - Germany, Netherlands and the United Kingdom with percentages in the range 27-34 and France, Belgium and Luxembourg with percentages in the range 11-17. The percentages for full-time female employees also show considerable variations from 22.7 for Denmark to 61.3 for Luxembourg (though this latter percentage is based on very small numbers). The figure for Denmark is of particular interest indicating that the size of the full-time female workforce is just over half that of the part time female workforce. In all countries apart from Netherlands with a percentage of 29.9, the percentages full-time female employees fall in the range 37-50%.

When full-time and part-time employees are considered together the female workforce constitutes between 50% (Italy) and 72% (Luxembourg) of the total workforce in each country.

### 3.2 Composition of the Retail Distribution Sector

As was the case in the Wholesale Distribution sector part of the variation in the number of female employees and part-time employees in the labour force from one country to another may be related to variations in the composition of the sector.

The figures are given in Table 43(a) and (b). In all countries apart from Luxembourg, the largest subsector is either Food, Drink and Tobacco (641/642) or Retail Distribution of a wide range of goods with non-food goods predominating (656). Food, Drinks and Tobacco (641/642) is the largest subsector in Germany, France, Netherlands, Belgium and Denmark. In France, Netherlands and Belgium it is considerably larger than the next largest subsector which is 656, mentioned above. In Italy, sector 641/642 is the third largest and is proportionately much smaller than elsewhere.

Retail Distribution of a wide range of goods with non-food goods predominating (656) is the largest subsector in Italy and Ireland and in the United Kingdom (though there is very little difference between the size and the next largest (641/642) in this case).

Clothing (645) is the largest subsector in Luxembourg. The only other subsectors not previously mentioned which appear in the top three are:-

Household equipment, fittings and appliances, hardware and ironmongery (648/649)

which is second largest in Italy and third largest in France, Belgium, Luxembourg and the United Kingdom.

Dispensing Chemists (643) which is third largest in Denmark. In all cases the three largest subsectors in each country employ at least 70% of all persons in the retail distribution sector.



**TABLE 43: COMPOSITION OF RETAIL DISTRIBUTION SECTOR**

(a)

NUMBERS 000'S (FULL TIME & PART TIME)

NACE CODE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
641/642	228.2	220.1	44.0	74.4	71.5	0.9	463.8	8.7	19.8
643	11.9	4.3	2.8	6.6	2.6	0.0	-	-	8.8
644	10.9	7.7	3.7	2.1	1.1	0.1	89.0	0.2	0.5
645	136.6	43.1	29.9	33.7	10.2	1.3	122.2	2.7	7.5
646	36.4	10.7	5.9	6.9	2.0	0.1	44.0	0.7	1.2
647	12.0	3.8	0.8	3.0	0.4	0.0	8.0	0.6	1.1
648/649	84.7	61.5	54.5	24.6	10.5	0.5	149.9	1.9	6.5
653	29.1	16.7	6.6	4.1	4.8	0.1	59.2	0.5	1.6
654/655	27.4	16.9	13.9	6.9	2.3	0.1	64.8	1.2	1.9
656	222.0	87.0	85.2	38.5	19.1	-	465.8	10.1	18.1
64/653-656	799.2	471.8	247.2	201.0	124.6	3.1	1466.7	26.7	67.0

(b)

SUB-SECTORS AS % OF WHOLE SECTOR

NACE CODE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
641/642	28.6	46.7	17.8	37.0	57.4	29.0	31.6	32.6	29.6
643	1.5	0.9	1.1	3.3	2.1	0.0	-	-	13.1
644	1.4	1.6	1.5	1.0	0.9	3.2	6.1	0.7	0.7
645	17.1	9.1	12.1	16.8	6.2	41.9	8.3	10.1	11.2
646	4.6	2.3	2.4	3.4	1.6	3.2	3.0	2.6	1.8
647	1.5	0.8	0.3	1.5	0.3	0.0	0.5	2.2	1.6
648/649	10.6	13.0	22.0	12.2	8.4	16.1	10.2	7.1	9.7
653	3.6	3.5	2.7	2.0	3.8	3.2	4.0	1.9	2.4
654/655	3.4	3.6	5.6	3.4	1.8	3.2	4.4	4.5	2.8
656	27.8	18.4	34.5	49.2	15.3	-	31.8	37.8	27.0
64/653-656	100	100	100	100	100	100	100	100	100

SOURCE TABLE A1 COUNTRY VOLUMES

### 3.3 Size of Undertaking

Another important point to be considered is the size of undertaking in which the employee is employed.

The distribution of employees by size of undertaking is given below in Table 44

TABLE 44: EMPLOYEES BY SIZE OF UNDERTAKING (FULL-TIME AND PART-TIME EMPLOYEES)

SIZE OF UNDERTAKING (EMPLOYEES)	W GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK	%
10-49	31.8	28.1	46.5	33.4	22.8	57.3	13.8	25.2	40.3	
50-99	7.4	9.5	7.1	8.9	6.8	14.5	4.3	10.4	9.6	
100-199	7.8	6.9	6.3	6.3	3.5	17.3	4.1	11.4	5.6	
200-499	8.4	10.2	5.5	6.8	7.1	11.0	7.9	13.5	3.2	
500-999	6.5	6.6	1.9	4.1	3.7	-	7.0	22.6	6.4	
≥ 1000	38.1	38.7	32.8	40.4	56.2	-	62.9	17.0	34.9	
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBERS (000's)	799.2	471.8	247.2	201.0	124.6	3.1	1466.7	26.7	67.0	

SOURCE TABLE A2 COUNTRY VOLUMES

Apart from Ireland and Luxembourg, all other countries show patterns where between 65 and 80 per cent of employees are distributed between the two size categories, 10-49 employees and 1,000 employees or more. The distribution of employees between these two categories varies from one country to another but the United Kingdom exhibits the pattern with the greatest concentration in the largest undertakings, and the least concentration in the smallest. In Luxembourg, where the sector is numerically small and has different characteristics in its composition, the concentration of employees is in the smallest size category. In Ireland, just over a quarter of employees are in the smallest size of undertaking category and just under 40 per cent are distributed between the two largest size categories, somewhat as in wholesale distribution. However, the very large undertaking is everywhere much more common in retail distribution: 33-63% of employees across all countries (apart from Ireland and Luxembourg), compared with 2%-20% in wholesale distribution.

**3.4 Distribution of the labour force according to gross monthly pay**

As has been mentioned in the previous chapter, one of the main aims of the survey was to examine the structure of earnings in the labour force analysed by various characteristics. This section considers the distribution of employees in the Retail Distribution sector according to gross monthly pay and uses the same notation and methodology as was outlined in the previous chapter.

The graphs which have been constructed from the data are given in Figure 2. The table below gives the percentages of full-time female employees in the full-time labour force and the graphs reflect these percentages, which are higher than the corresponding entries for the Wholesale Distribution sector.

**Full-time female employees as a % of all full-time employees:**

Germany	56.8
France	55.4
Italy	47.9
Netherlands	44.9
Belgium	54.5
Luxembourg	73.1*
United Kingdom	52.1
Ireland	50.4
Denmark	43.3

SOURCE TABLE A1 COUNTRY VOLUMES

\*[based on a figure of 700 male employees, 1900 female employees, and a total of 2600 employees (Vol 2 gives a rounded figure of 2700)]. As an aside, perhaps one of the interesting features which this table reveals is how similar the percentages are in five of the countries - Germany, France, Belgium, the United Kingdom and Ireland. Luxembourg is noticeably high (and is based on small numbers) and Denmark, the Netherlands and Italy noticeably lower than elsewhere. In Denmark, however, it should be remembered that the percentage of part-time female employees is particularly high and that in the Netherlands and in Italy the underlying activity patterns (- and possibly in Italy, the coverage of the survey) are different.

When we return to the graphs, we notice that in general the graphs are unimodal (female employees in the Netherlands being an exception) and that they tend to be positively skewed. The variation in earnings which is shown in the graphs and (perhaps more clearly) in the table of coefficients of variation given below is in all cases apart from Belgium greater for male employees than for female employees.

Table 46 Coefficients of Variation (%)

Gross Monthly Earnings of Full-time male and female employees

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	37.3	35.0
France	64.8	45.5
Italy	42.7	30.2
Netherlands	93.5	42.3
Belgium	46.5	50.3
Luxembourg	49.4	38.5
United Kingdom	73.5	35.2
Ireland	49.7	42.9
Denmark	41.5	27.7

[For male employees the figures for the Netherlands and the United Kingdom are noticeably higher than elsewhere - and a closer examination of Table C1 in the volumes for each country reveals extremely high coefficients of variation in subsector 653 in the Netherlands, and subsector 654/655 in the United Kingdom]. In general the coefficients of variation are very similar to those in the Wholesale Distribution sector with the most noticeable difference (apart from those mentioned above) occurring for female employees in Belgium (coefficient of variation in Wholesale Distribution = 38.5%)

As was also noted in the Wholesale Distribution sector, it is noticeable that the earnings of female employees are in all countries in the lower part of the earnings distribution.

Graphs These have been constructed from the frequency distributions of gross monthly earnings for full-time male and female employees in each country.

Relative Deviation,  $u = (x - \bar{x})/\bar{x}$

where  $x$  denotes earnings in the national currency

$\bar{x}$  = mean gross monthly earnings (male and female employees combined)

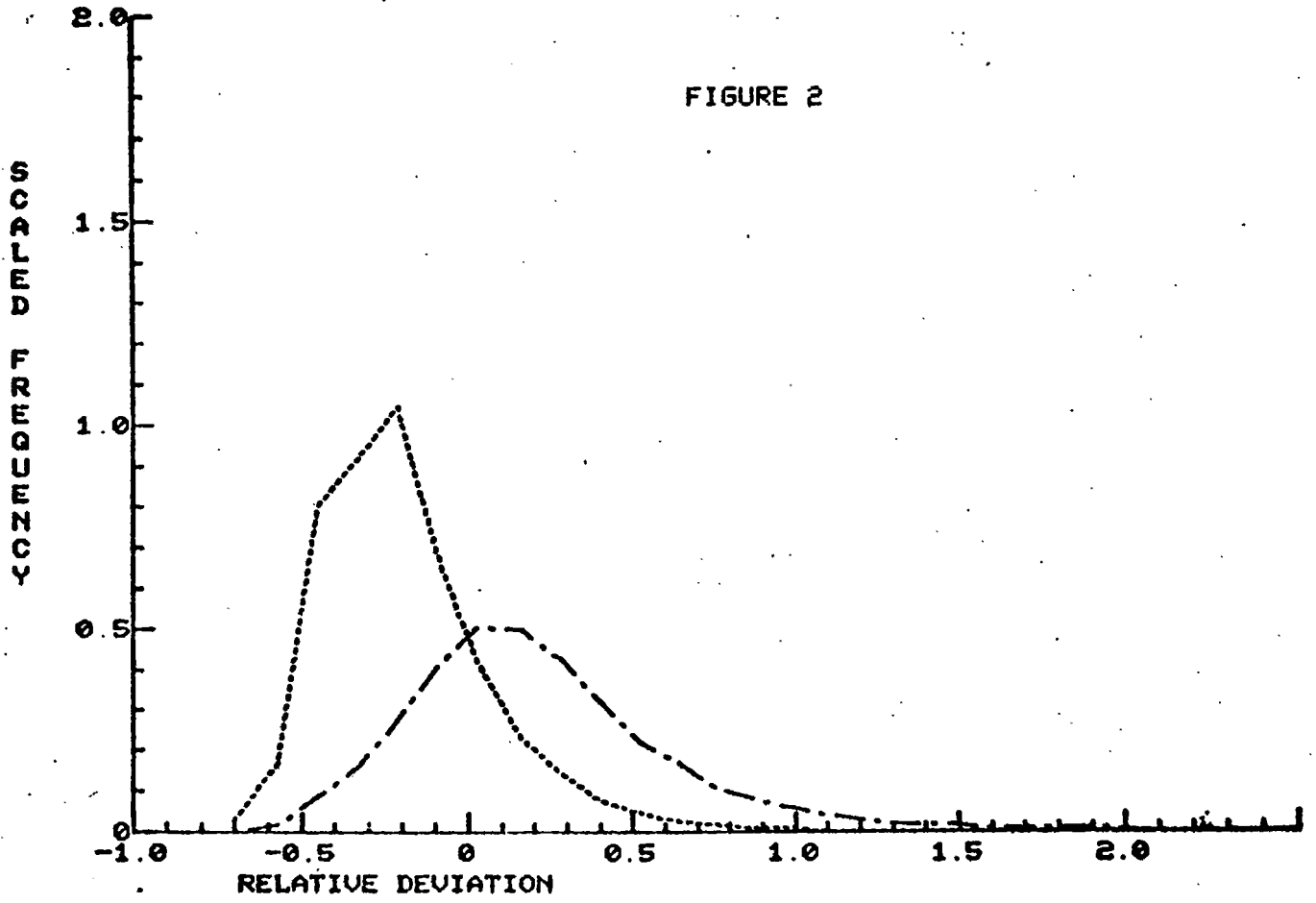
$\Delta x$  = class interval in  $x$

$\Delta u = \Delta x / \bar{x}$

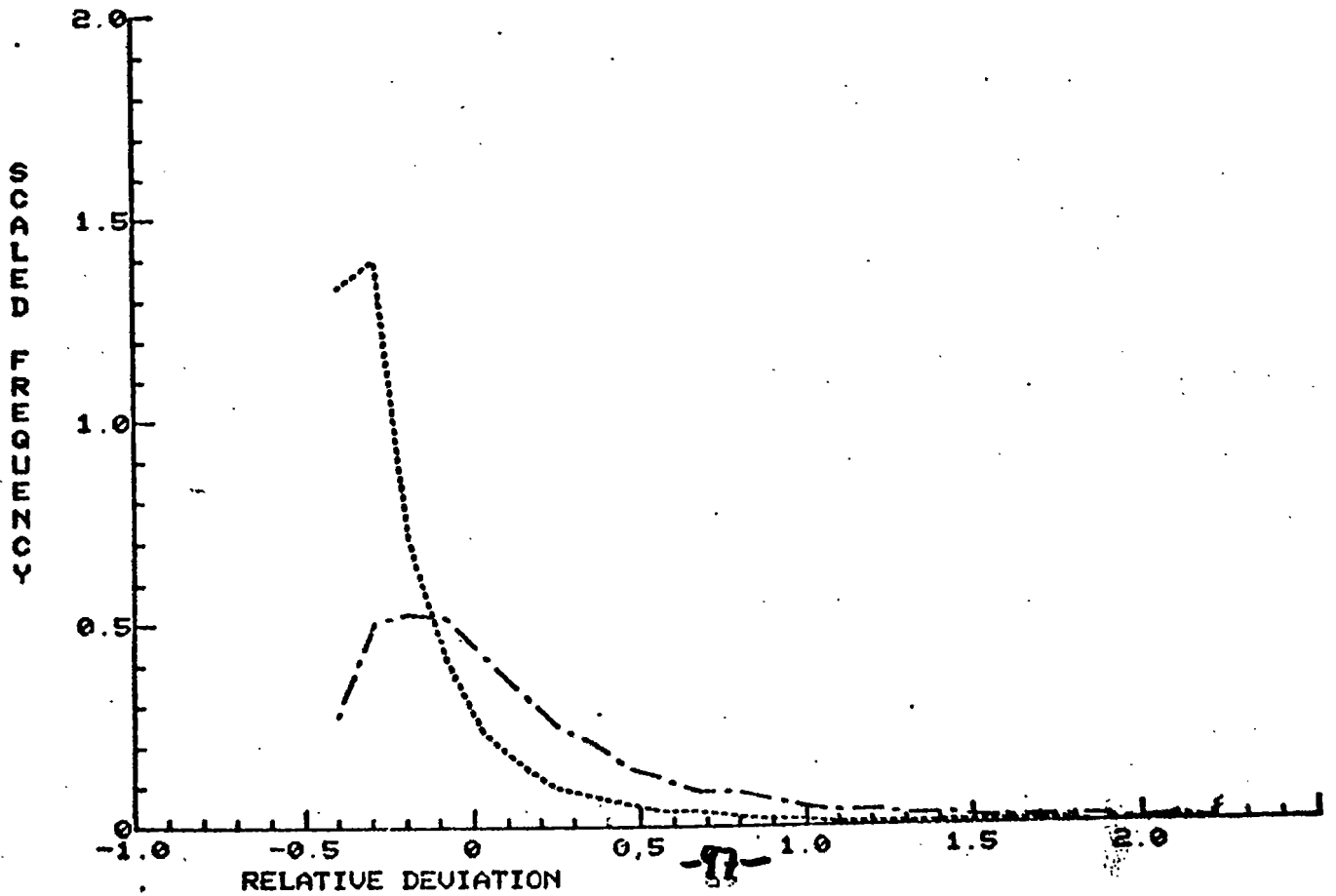
Scaled Frequency,  $Y = f/\Delta u$  where  $f$  is the percentage frequency. The values of  $Y$  have been scaled such that the area between the graph and the horizontal axis in each case is proportional to the number of full-time male/female employees.

..... FEMALE  
- - - - - MALE

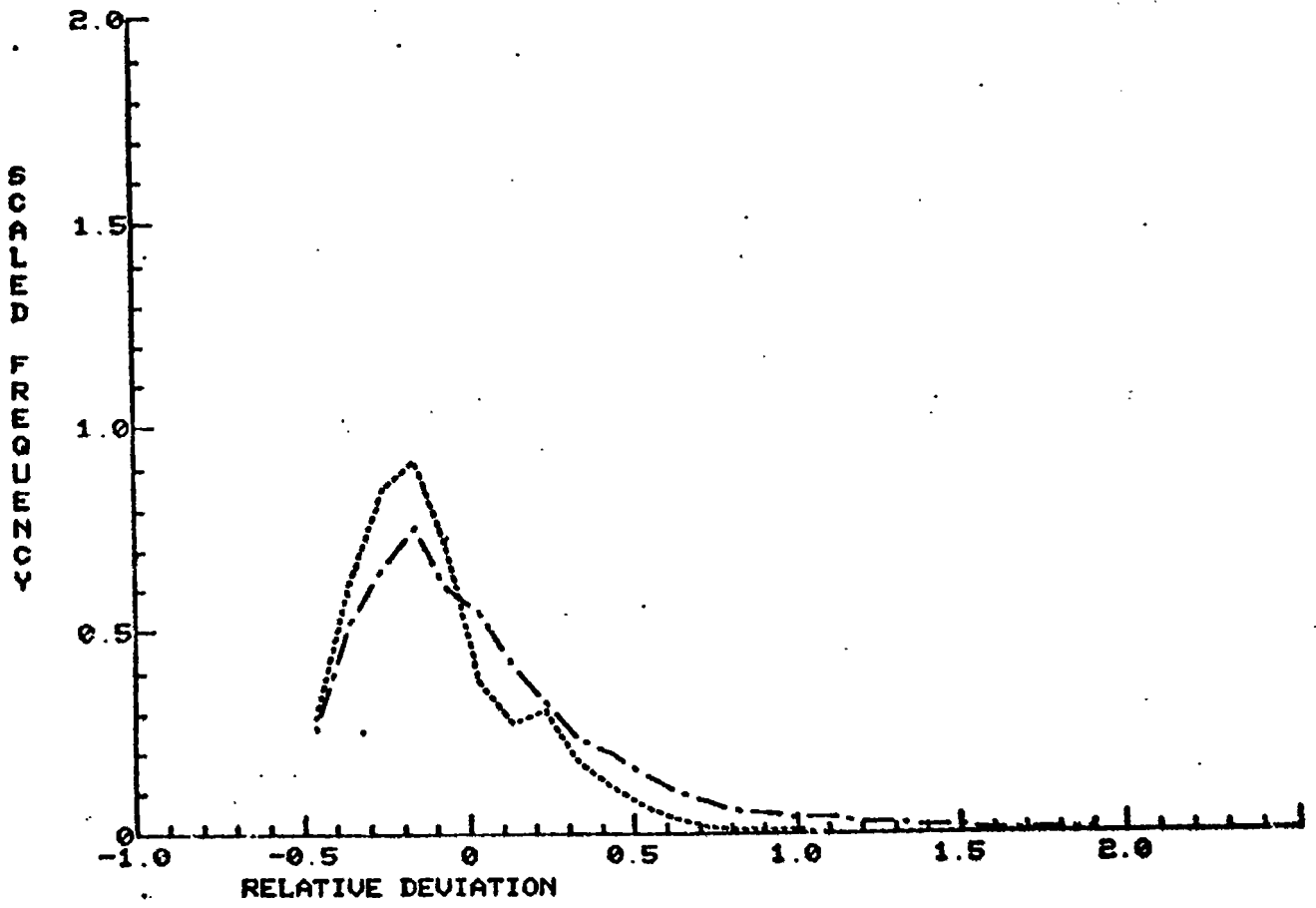
RETAIL: GERMANY.



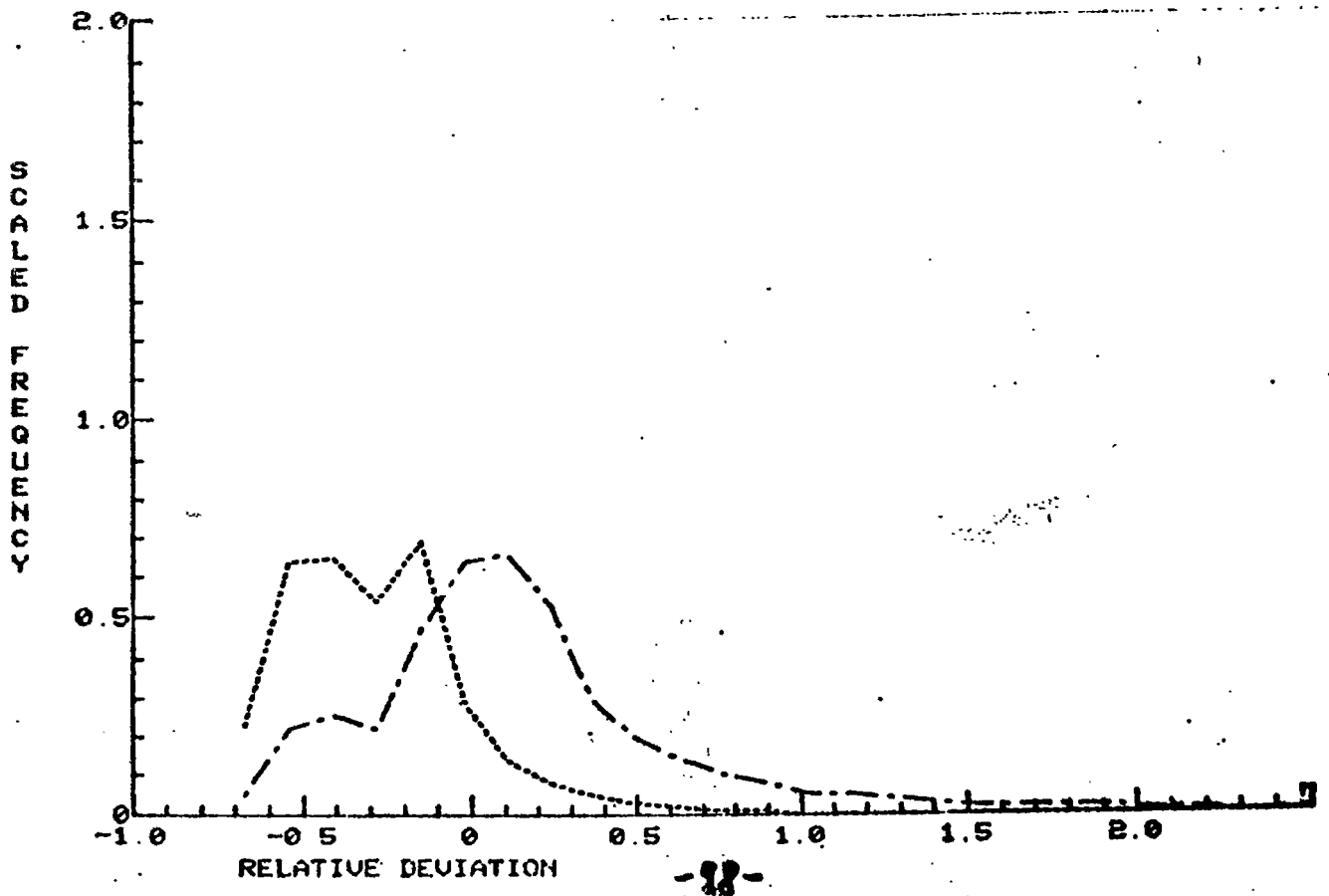
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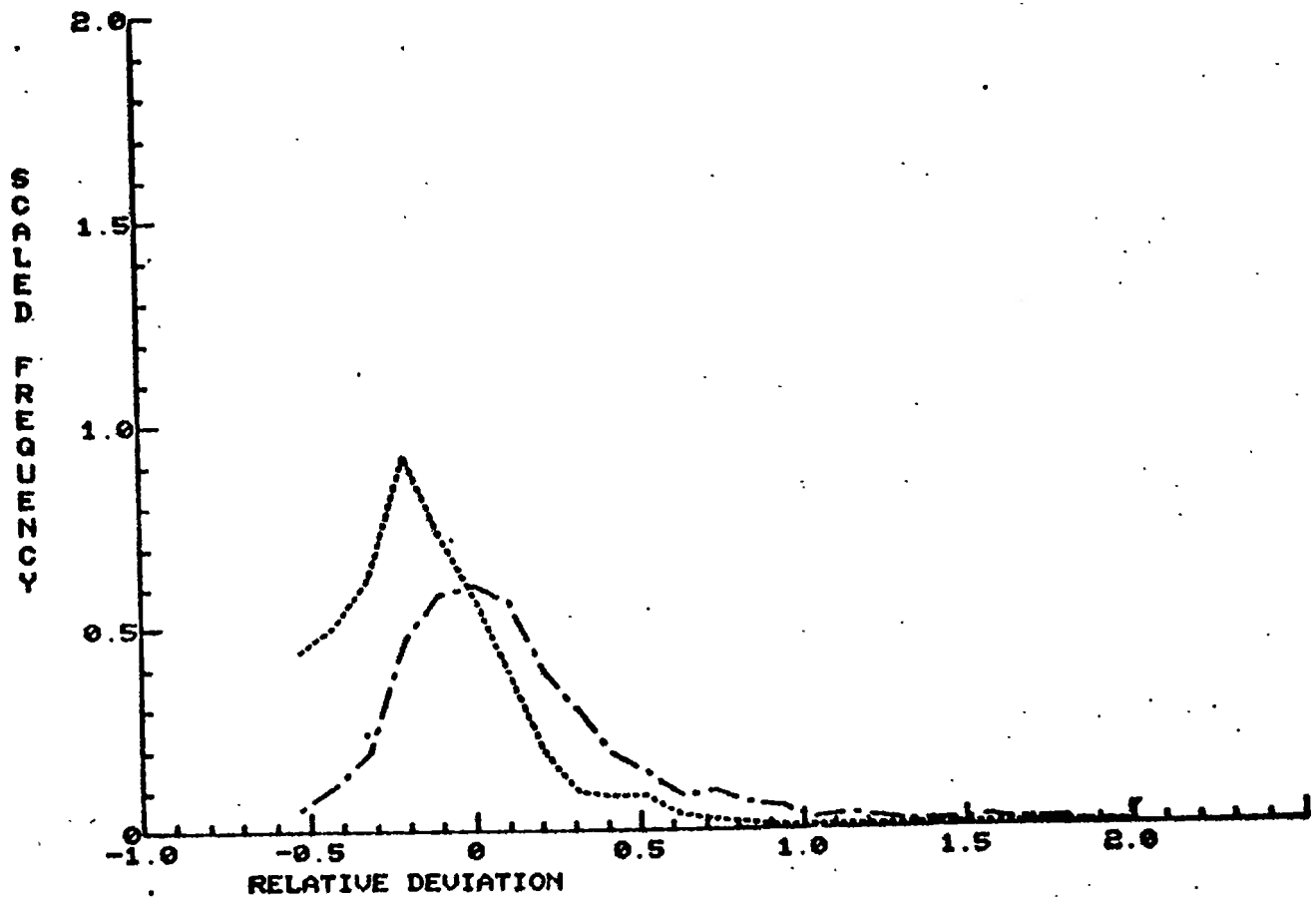




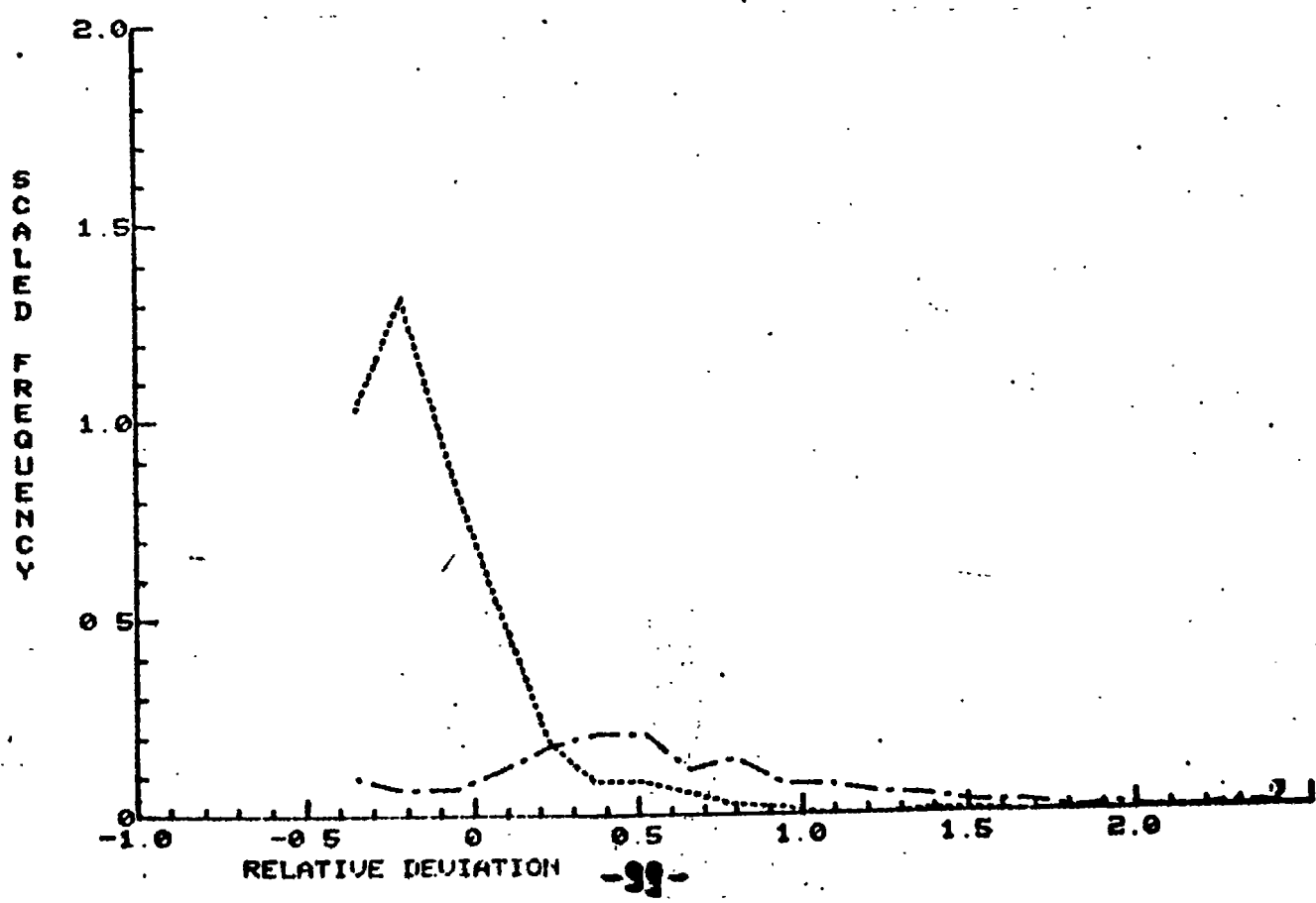


RETAIL NETHERLANDS

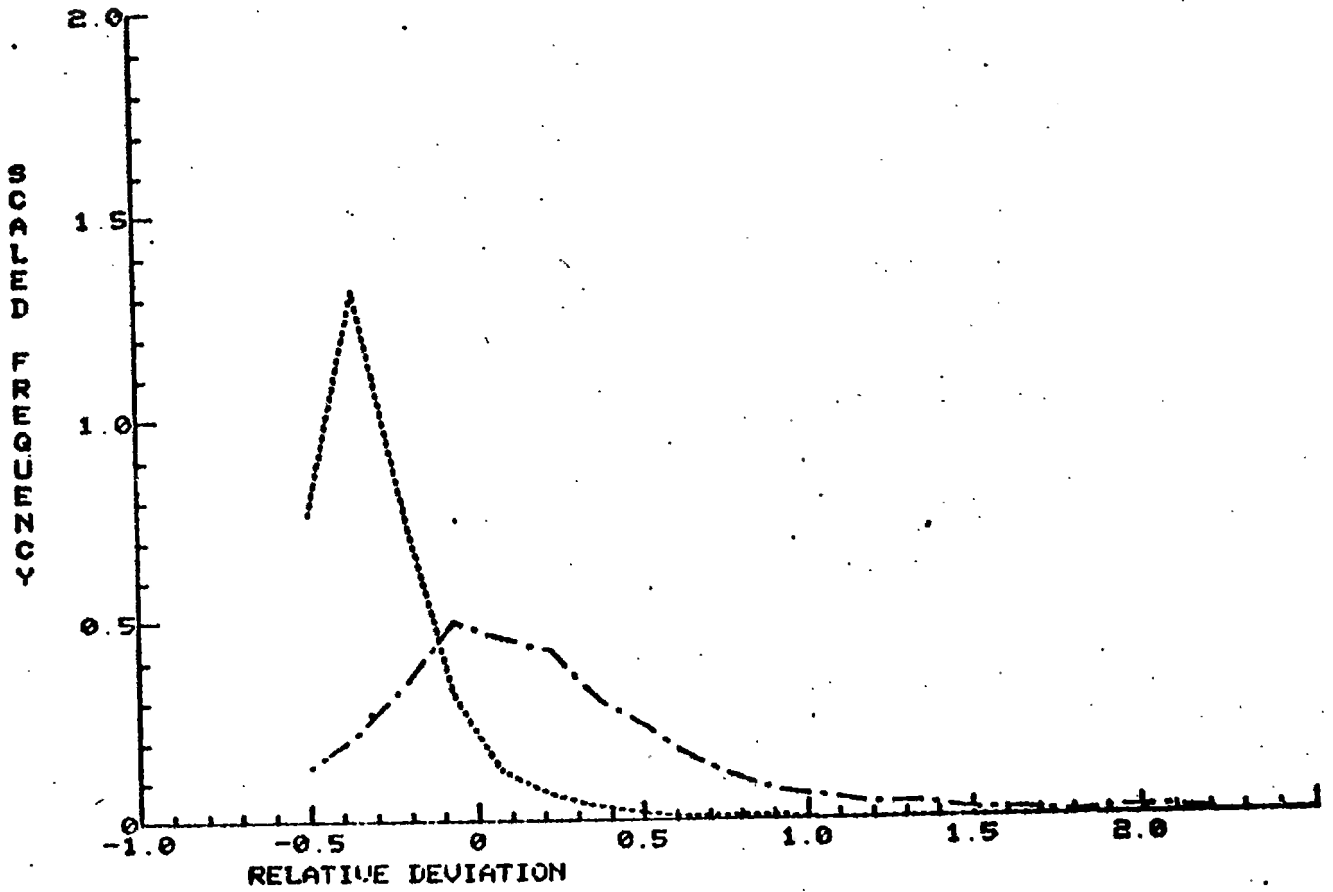




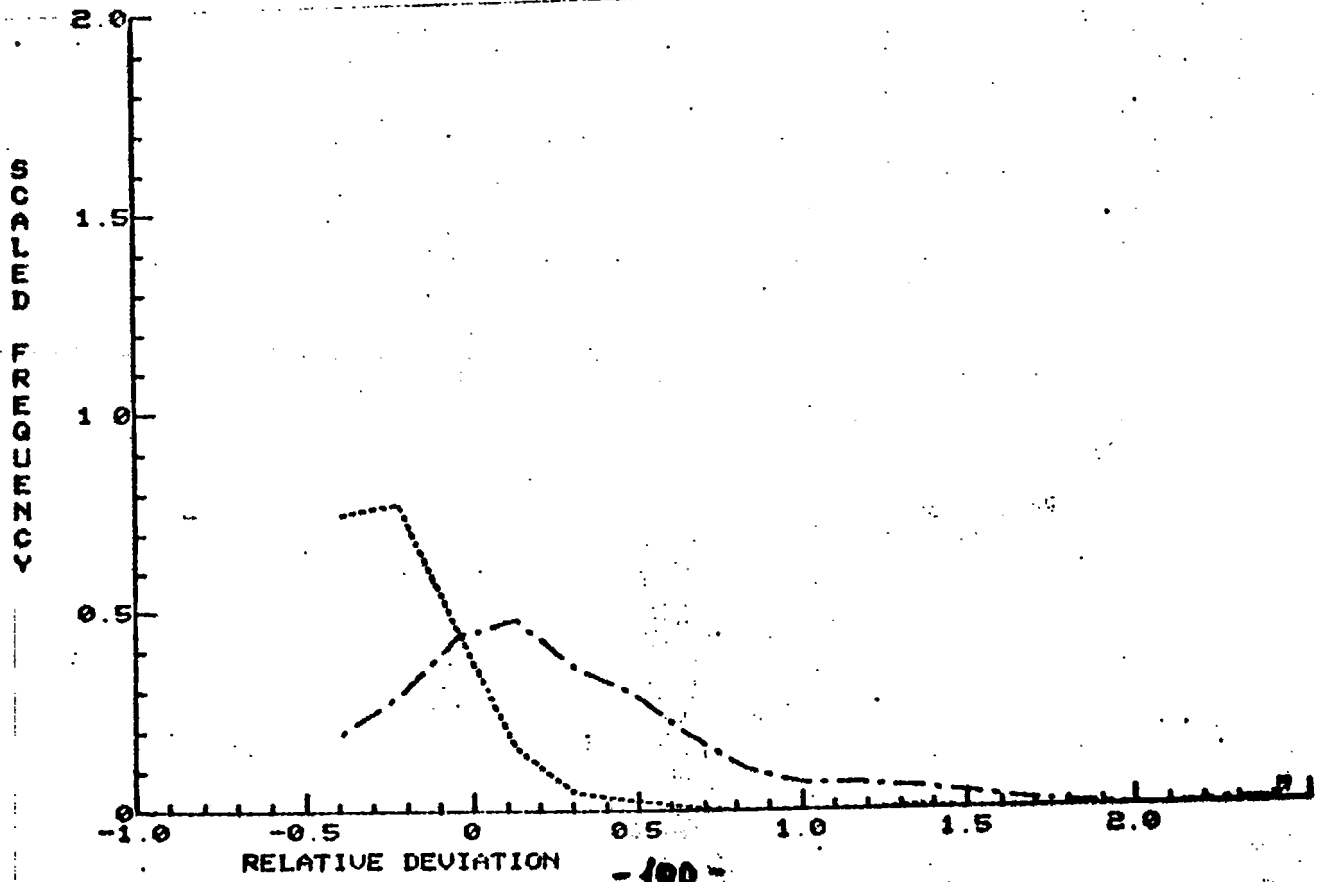
RETAIL LUXEMBOURG



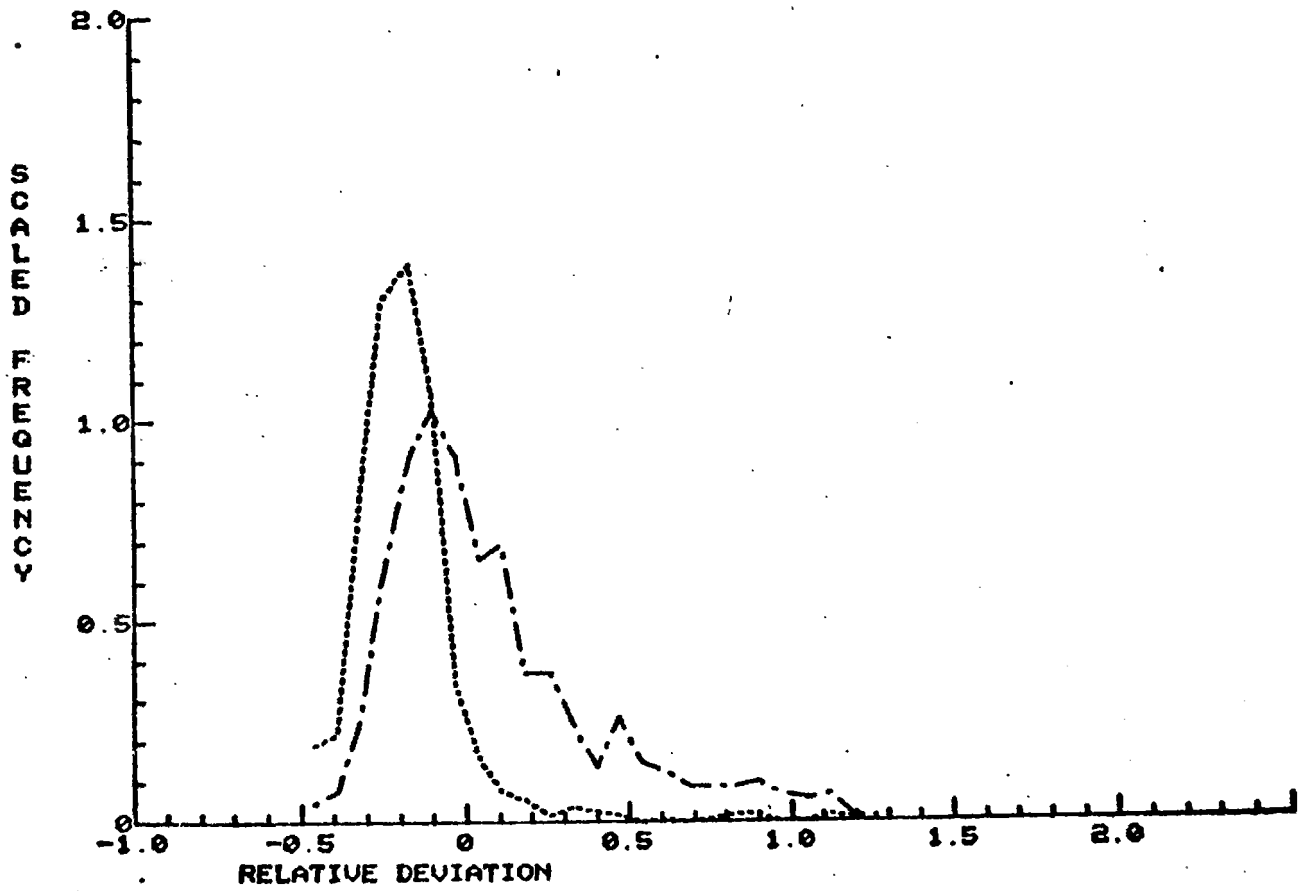
RETAIL UNITED KINGDOM



RETAIL IRELAND



RETAIL: DENMARK



3.5 Gross Monthly Earnings as a function of the structural characteristics of the labour force - full-time employees

This section of the report considers the effects which the various characteristics of the labour force have had on the distribution of gross monthly earnings around the mean value in each case. The characteristics to be considered are as follows:-

- a. sex
- b. age
- c. length of service
- d. occupational qualification group
- e. size of undertaking

The notation, and definitions of the various indices to be considered are the same as for Wholesale Distribution.

3.5.1 Employees classified by sex

The graphs and tables of the previous section illustrated the position of the earnings of full-time male and female employees. Table 47 below gives a summary of these characteristics.



Table 47

Summary of Female/Male Mean Gross Monthly Earnings,  
(Full-time, employees, earnings of full-time male  
employees = 100)

Germany	66.4
France	66.1
Italy	85.8
Netherlands	61.2
Belgium	71.1
Luxembourg	56.3
United Kingdom	55.2
Ireland	58.5
Denmark	72.6

As was the case in Wholesale Distribution, it is in Italy that the difference is smallest and in Ireland, Luxembourg and the United Kingdom is largest. Also, in general, the figures for both the Wholesale and Retail sectors are very similar with the more noticeable differences occurring in Italy and Belgium. These are global figures, however, and we shall in the following sections consider the effects which the various characteristics of the labour force have upon them.

### 3.5.2 Employees classified by age

The average age in years is given below for full-time male and female employees:-

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	34.7	31.8
France	34.2	32.2
Italy	33.9	26.7
Netherlands	31.3	23.5
Belgium	36.0	31.2
Luxembourg	32.2	26.1
United Kingdom	35.6	32.5
Ireland	33.8	27.5
Denmark	35.2	31.0

SOURCE TABLE A6 COUNTRY VOLUMES

The figures reveal an effect similar to that observed in the Wholesale Distribution sector. The averages for male employees are very much of the same order (when rounded - all apart from Luxembourg and the Netherlands falling in the range 34-36 years) whereas the averages for female employees show greater variation, with that for the Netherlands lower than elsewhere. Luxembourg, Italy and Ireland also form a group of "younger" averages. The frequency distributions which are shown below in Table 48 serve to confirm these different age patterns.

TABLE 48 : AGE DISTRIBUTION - FULL-TIME EMPLOYEES

MALE										%
AGE (YRS)	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK	
< 21	7.0	8.7	5.4	15.8	8.2	19.0	14.3	15.2	5.6	
21-29	26.8	30.8	28.8	33.2	25.2	25.7	24.4	25.7	32.3	
30-44	38.8	31.6	41.6	30.1	32.3	30.3	26.1	29.7	32.3	
45-54	15.9	18.3	18.5	12.0	22.2	15.1	17.6	16.4	15.3	
≥ 55	11.3	9.8	5.8	8.7	12.0	9.9	17.6	11.6	14.6	
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	

Undisclosed

(0.3)

1.3

FEMALE

%

AGE (YRS)	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK	
< 21	21.6	16.0	13.6	47.0	17.7	38.1	26.8	33.1	13.8	
21-29	27.8	31.2	51.7	31.0	28.6	29.2	20.3	33.3	42.6	
30-44	23.1	26.7	27.2	11.1	31.0	19.1	21.2	14.2	19.3	
45-54	17.4	17.5	6.9	7.2	18.9	8.6	21.3	9.4	12.6	
≥ 55	10.1	7.9	0.9	3.4	3.8	4.9	10.5	8.5	11.7	
	(100.)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	

Undisclosed

(0.3)

1.5

SOURCE TABLE A3 COUNTRY VOLUMES



For full-time male employees, there are various patterns. In Italy the youngest and oldest age categories are proportionately smaller than in other countries with a concentration in the 30-44 years of age category. Denmark also has a proportionately small under 21 years of age category but a proportionately large (14.6%) oldest age category. In Luxembourg and the Netherlands the youngest age category is proportionately larger than elsewhere and in the United Kingdom the oldest age category occupies the same position.

Perhaps the most interesting features occur in the age distributions for female employees. In Luxembourg and the Netherlands there is a pronounced concentration in the under 21 years of age category (particularly in the Netherlands) and correspondingly few in the older age groups. Ireland has a similar if slightly less extreme distribution. In Italy the concentration is in the 21-29 years category with correspondingly low percentages in the youngest and oldest (in particular) age groups. The United Kingdom is interesting in the fact that over 30% of female employees are aged over 45 with the position in Germany somewhat similar.

TABLE 49 INDEX OF MEAN CROSS MONTHLY EARNINGS - BY AGE

## MALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	56.7	56.6	68.1	48.6	59.0	45.3	56.5	53.1	58.5
21 - 29	90.9	85.5	86.2	89.2	87.8	97.1	95.9	91.9	87.2
30 - 44	112.2	114.7	107.3	121.4	108.1	122.4	116.5	118.0	118.2
45 - 54	105.7	112.4	111.1	129.5	112.2	119.7	117.7	116.1	110.0
≥ 55	95.9	104.4	105.5	111.9	100.5	112.9	97.4	107.1	94.0
(*)	79.1#	97.4	-	83.8#	-	-	-	97.9	-
ALL	100	100	100	100	100	100	100	100	100

## FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	71.2	77.8	83.2	71.5	61.1	74.1	83.3	75.1	79.2
21 - 29	98.8	93.7	96.6	114.4	91.4	105.0	107.4	105.2	99.6
30 - 44	115.8	109.9	109.7	139.9	112.3	121.6	107.5	118.1	105.9
45 - 54	110.7	107.6	116.1	139.1	120.9	132.0	104.9	123.0	109.3
≥ 55	108.7	111.9	115.6	144.0	121.0	129.1	102.6	115.6	105.2
(*)	99.7#	103.2	-	89.0#	-	-	-	120.1	-
ALL	100	100	100	100	100	100	100	100	100

## MALE AND FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	60.6	64.8	75.0	54.5	56.1	62.0	64.3	59.1	65.7
21 - 29	94.3	89.0	89.9	97.7	88.6	100.7	102.2	94.4	90.5
30 - 44	119.6	114.7	109.6	136.8	110.4	128.8	117.7	129.0	119.2
45 - 54	107.2	110.7	115.5	139.3	117.6	136.8	108.9	126.6	111.3
≥ 55	102.6	109.5	111.5	128.3	114.6	131.4	105.9	113.9	98.8
(*)	92.2#	99.0	-	85.7#	-	-	-	106.0	-
ALL	100	100	100	100	100	100	100	100.0	100

SOURCE

TABLE D3

COUNTRY VOLUMES

These patterns reflect the underlying activity patterns for male and female employees as was discussed in the two previous chapters.

Indices of Mean Gross Monthly Earnings -  
Employees classified by Age and Sex

Three sets of indices are considered. Table 49 considers comparisons between groups of the same sex; Table 50 considers the position of employees under 21 relative to those aged between 21 and 30 years; and Table 51 considers the position between female and male employees.

For male employees the index figures rise from values in the range 45 to 69 (Luxembourg 45.3, Italy 68.1) for the under 21 age group to peak values in the range 111-130. For Germany, France, Luxembourg, Ireland and Denmark the peak values occur in the 30-44 years age group, whereas for Italy, Netherlands, Belgium and the United Kingdom the Peak comes in the 45-54 years age group.

For women the index figures take values in the range 61 to 84 (Belgium 61.1, UK 83.3) for the under 21 years age group. The peak values for Germany and the United Kingdom comes in the 30-44 years age group (115.8 and 107.5 respectively). Those for Italy, Luxembourg, Ireland and Denmark come in the 45-54 years age group and those for France, Netherlands and Belgium in the 55 years and older group, with the figures for Netherlands noticeably higher than elsewhere.

In general, the values taken by the indices are very similar to those for the same groups in the Wholesale sector though there are noticeable differences for the oldest age groups for female employees in Luxembourg and Ireland (where the corresponding entries are 147.6 and 125.0 respectively).

Table 50

Mean gross monthly earnings of full-time employees aged under 21 years (Earnings of full-time employees aged 21-29 = 100, male and female employees considered separately.)

	<u>Male</u>	<u>Female</u>
Germany	62.4	72.1
France	66.2	83.0
Italy	79.0	86.1
Netherlands	54.5	62.5
Belgium	67.2	66.8
Luxembourg	46.6	70.6
United Kingdom	58.9	77.6
Ireland	57.8	71.4
Denmark	67.1	79.5

The figures reveal a pattern similar to that observed in the Wholesale sector. In all cases apart from Belgium (where there is very little difference at all between the figures quoted for male, and female employees) the change is greater for male employees than for female employees. Once again, Italy shows the least change both for male and female employees and Luxembourg most noticeably the greatest change for male employees. In general (apart from male employees in Luxembourg) the figures are of a very similar order to those in the Wholesale sector.

When the effect of age is removed (see Table 51 below) the values of the indices for each of the subgroups are observed to be greater than the ratio of the overall means. This effect, also observed in Wholesale Distribution, reflects the different age distribution patterns for male and female employees.

TABLE 51

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES  
(BY AGE)  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	83.3	90.8	104.9	90.0	73.6	92.2	81.4	82.7	98.3
21 - 29	72.1	72.4	96.2	78.5	74.0	60.8	61.8	66.9	82.9
30 - 44	68.5	63.3	87.8	70.5	73.8	55.9	51.0	58.5	65.1
45 - 54	69.5	63.2	89.7	65.8	76.6	62.0	49.2	61.9	72.2
≥ 55	75.2	70.8	94.1	78.8	85.6	64.4	58.2	63.1	81.3
(*)	83.7	70.0	-	65.0	-	-	-	71.7	-
ALL	66.4	66.1	85.8	61.2	71.1	56.3	55.2	58.5	72.6

SOURCE

TABLE D3

COUNTRY VOLUMES

The figure for Italy in the under 21 years of age group is noticeable in that it exceeds 100. By comparison the figure for Belgium for the same age group is low. Italy is consistently high for groups while the United Kingdom is correspondingly low in particular for the 45-54 years of age group. This figure and that for the 55 years and over age group may reflect a "return to work effect in the United Kingdom, as was mentioned in the previous chapter.

### 3.53 Employees classified by length of service

It is to be expected that there will be a relationship between the length of service distribution and the age distribution as has been discussed earlier.

The figures are given below in Table 52

**TABLE 52: LENGTH OF SERVICE DISTRIBUTION - FULL-TIME EMPLOYEES**

MALE

%

YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<2 YRS	29.5	31.8	24.8	34.1	26.9	40.8	31.2	16.0	28.7
2- 4	26.9	22.8	27.8	24.6	21.5	27.7	22.7	19.8	26.3
5- 9	19.9	17.9	20.9	17.9	18.9	15.4	16.6	21.1	17.7
10-19	16.4	16.5	20.2	14.0	20.0	10.7	14.8	20.8	16.3
>> 20	7.3	7.9	6.3	8.4	12.6	5.4	13.9	20.9	8.9
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

Undisclosed

(3.1)

(10.9)

(10.9)

1.4

(2.0)

FEMALE

%

YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<2 YRS	31.2	32.0	26.3	48.0	26.3	40.6	37.6	27.3	35.2
2- 4	30.4	26.1	29.0	30.2	25.1	32.6	27.7	31.2	33.1
5- 9	20.7	18.4	25.2	13.3	19.4	15.1	18.2	21.6	18.4
10-19	13.0	14.8	17.0	5.5	18.8	8.9	10.5	11.4	8.2
>> 20	4.8	5.9	2.5	2.3	10.4	2.8	4.7	7.1	3.9
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

Undisclosed

2.8

0.7

1.1

1.4

1.3





For male employees, perhaps the most interesting feature is the differing pattern which occurs for Ireland where it is very noticeable that the percentage in the longest length of service category is much higher than elsewhere. In other countries the weight of the distribution is towards the shorter length of service categories the most extreme case occurring in Luxembourg.

For female employees, the high percentages occurring in the shortest length of service categories in Netherlands and Luxembourg are most noticeable and are consistent with the patterns for age distribution observed in the previous section. At the other end of the scale the figure for Belgium in the 20 years or longer length of service category is noticeably higher than elsewhere and in fact 29.2% of female employees have served 10 years or longer there (which is more than 8% higher than the next highest figure recorded for this category (France: 20.7%)).

### Indices

Two sets of indices are considered - Table 53 gives comparisons of mean gross monthly earnings of employees of the same sex; Table 54 gives comparisons between male and female employees.

For male employees alone there is a smooth increase in the values taken by the index with increasing length of service in all countries apart from the United Kingdom,

where the values for the two "longest serving" countries are of very similar order. The value for Luxembourg in the longest length of service category is noticeably higher than elsewhere.

The values for the indices for female employees alone show some interesting variations. Perhaps the most noticeable features are the values which correspond to the longest length of service category in Netherlands and Luxembourg. They are markedly higher than elsewhere and reflect the different underlying age, length of service and activity patterns in these countries. For this category in France and the United Kingdom the figures recorded are lower than elsewhere.

As was noted in the Wholesale Distribution sector, the values taken by the indices for female employees tend to be higher than the corresponding entries for male employees - a reflection of the different distributions of length of service between male and female employees.

Apart from the exceptions mentioned above (and a low figure for Belgium corresponding to the shortest length of service category) the entries<sup>are</sup> of similar order of magnitude.

## INDEX OF MEAN GROSS MONTHLY EARNINGS - BY LENGTH OF SERVICE

## MALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	87.0	78.7	83.8	77.4	78.7	75.6	80.3	71.4	83.6
2 - 4	95.9	93.0	92.2	93.9	93.4	97.1	90.7	85.9	92.4
5 - 9	104.7	105.4	106.3	108.3	104.5	123.6	107.2	101.9	106.2
10 - 19	114.2	119.9	115.2	124.0	111.5	131.3	124.4	114.2	121.4
≥ 20	118.9	134.0	124.0	134.9	123.0	150.4	123.3	116.5	130.2
(*)	-	112.6	-	.	-	-	.	111.3#	92.8
ALL	100	100	100	100	100	100	100	100.0	100

## FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	88.0	87.0	87.1	84.2	70.5	81.0	88.8	81.9	91.7
2 - 4	93.2	95.0	95.2	98.1	90.4	97.3	99.0	92.3	97.9
5 - 9	104.9	102.8	104.6	124.4	106.2	117.0	107.8	108.8	104.4
10 - 19	120.5	116.0	116.8	147.1	118.0	137.2	114.1	117.4	114.3
≥ 20	138.2	129.8	138.9	169.8	140.0	177.5	130.6	135.3	143.7
(*)	.	103.8	-	116.0	-	-	90.5	141.7#	80.8
ALL	100	100	100	100	100	100	100	100	100

## MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	87.0	82.3	84.8	76.9	75.1	78.7	81.7	71.4	85.8
2 - 4	93.3	92.7	93.1	93.1	90.7	95.6	91.2	83.6	93.0
5 - 9	104.4	104.1	105.1	116.4	105.3	120.0	105.8	103.9	105.1
10 - 19	119.5	119.5	116.6	139.7	114.9	137.8	127.3	123.8	125.5
≥ 20	131.4	136.1	130.9	155.9	132.1	178.2	142.5	135.0	139.7
(*)	.	110.0	-	.	-	-	87.5#	124.4#	93.8
ALL	100	100	100	100	100	100	100	100	100

SOURCE

TABLE D10

COUNTRY VOLUMES

In the comparison between male and female employees, when the effect of length of service is removed, see Table 54 below, the values of the indices for most of the subgroups are greater than the value given for the ratio of overall means in each country. Where there is a rise above the overall ratio it tends to correspond to the longer length of service categories. In particular, the effect is to be observed for the longest length of service category in all countries apart from France, though the amount of the increase shows considerable variations - with Netherlands the greatest and the United Kingdom the least.

There is an increase in the ratio for the longest length of service category over the shortest in all countries apart from France and the United Kingdom though only in Belgium is the increase a smooth one. As was observed in the case of Wholesale Distribution the figures for Italy are higher than for elsewhere (particularly in the longest length of service category) whereas those for Luxembourg and the United Kingdom lower than elsewhere.

**TABLE 55.: GRADE STRUCTURE (OCCUPATIONAL QUALIFICATION) -- FULL-TIME EMPLOYEES**

**MALE**

GRADE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
1A	0.5	3.6	1.1	3.5	2.4	4.8	2.0	4.5	3.5
1B	1.9	7.8	2.6	5.9	4.2	9.6	3.7	-	6.1
2	14.3	18.9	5.8	12.7	10.4	13.1	19.9	10.9	14.0
3	47.7	14.4	10.9	34.6	27.9	24.4	18.3	22.9	26.0
4	26.8	36.3	47.0	43.3	40.2	30.8	47.1	47.5	34.5
5	8.8	19.0	32.7	-	14.9	17.3	8.9	14.1	15.9
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
NUMBERS 000's	230.4	186.9	122.0	73.8	47.0	0.7	507.8	12.7	19.8

**FEMALE**

GRADE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
1A	0.1	0.5	0.1	0.4	0.1	0.9	0.1	0.1	2.3
1B	0.2	2.3	0.3	1.3	1.1	4.6	5.1	2.1	2.4
2	3.5	8.2	1.2	4.5	3.8	26.2	9.2	6.7	21.8
3	23.8	13.5	6.6	22.5	32.4	52.9	74.7	80.2	58.1
4	60.3	42.1	67.8	71.3	49.6	15.1	10.6	10.6	15.2
5	12.2	33.4	24.1	-	12.9				
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
NUMBERS 000's	302.8	231.7	112.0	60.1	56.4	1.9	551.8	12.4	15.2

**MALE & FEMALE**

GRADE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
1A	0.2	1.9	0.6	2.1	1.1	1.6	1.1	2.4	2.1
1B	1.0	4.8	1.5	3.8	2.5	3.3	1.9	0.1	4.5
2	8.2	13.0	3.6	9.0	6.8	7.0	12.2	6.5	8.9
3	34.1	13.9	8.8	29.2	30.4	25.7	13.6	14.8	24.2
4	45.8	39.5	56.9	55.2	45.3	46.8	61.5	64.0	44.8
5	10.7	27.0	28.6	-	13.8	15.7	9.8	12.4	15.6
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
NUMBERS 000's	533.2	418.6	234.1	133.8	103.4	2.7	1059.7	25.6	35.1

When the figures for male and female employees are considered separately the concentration of female employees into category 4 is most noticeable with proportionately very few reaching the higher job categories. A similar, though less extreme effect, is observed for male employees, with category 4 once again the largest one in all countries apart from Germany where category 3 is in this position.

### Indices

The considerations to be noted when interpreting the corresponding set of indices for Wholesale Distribution (cf page 28) apply to these indices also.

Table 56 gives comparisons between groups of employees of the same sex - Table 57 the comparisons between male and female employees.

Some of considerations mentioned on page 28 may help to explain the situations in Germany and Denmark for males where the index figure for category 1A is lower than that for 1B. A similar situation occurs for females in these categories in Germany and Belgium.

For the remaining categories (2-5) the values of the indices for women tend to be higher than those for their male counterparts. As was discussed in the case of Wholesale Distribution this may probably be traced to the different distribution of women over the categories with proportionately more in the lower ones and proportionately fewer in the higher ones. For males, the figures for Italy are consistently higher (categories 2-5) than in the corresponding categories for any other country and in France (apart from category 2) consistently lower. The occupational qualification structure (cf Table 55) exhibits different patterns for these countries with

TABLE 56

## MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	185.5	264.5	214.7	236.5	251.0	196.3	•	183.3	166.2
1B	195.1	171.7	188.6	164.7	185.0	143.6	213.7#	—	169.4
2	136.1	121.3	162.5	132.3	132.4	122.1	114.9	136.6	130.6
3	101.1	90.8	122.4	97.1	97.6	100	96.6	108.8	100.6
4	79.9	76.0	94.6	73.5	84.8	85.2	82.9	85.6	81.7
5	69.5	61.1	75.7	—	67.8	56.2	72.6	75.7	72.7
(*)	—	—	—	—	—	—	—	—	—
ALL	100	100	100	100	100	100	100	100	100

## FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	240.7	319.1	228.5#	253.3#	212.5#	•	•	•	•
1B	248.4	211.1	192.6	184.7	236.0	244.2	•	—	208.9
2	176.5	146.5	171.0	157.7	154.9	155.0	140.6	205.4#	146.5
3	121.7	110.8	132.7	118.1	100.0	116.5	131.6	134.0	110.9
4	89.9	91.7	100.8	87.8	97.5	91.3	93.9	95.9	93.5
5	79.9	80.4	81.8	—	75.2	71.4	89.1	84.4	83.7
(*)	—	—	—	—	—	—	—	—	—
ALL	100	100	100	100	100	100	100	100	100

## MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	222.4	314.1	227.5	275.3	294.2	268.5	•	223.8	190.0
1B	236.2	199.7	198.8	189.8	214.8	209.1	272.5#	—	187.8
2	162.5	138.3	170.7	150.0	149.1	154.5	138.9	169.3	145.3
3	115.0	99.8	127.3	106.9	97.8	109.2	114.6	128.5	105.3
4	80.0	82.1	96.3	75.3	89.7	84.2	82.3	84.7	84.0
5	72.6	68.1	78.5	—	71.5	65.9	77.1	81.4	76.8
(*)	—	—	—	—	—	—	—	—	—
ALL	100	100	100	100	100	100	100	100	100

large proportional differences in the highest and lowest categories which may help explain these differences.

When the effect of the occupational qualification structure is removed see Table 57 below, the values taken by the index for each of the individual categories is higher in all cases (apart from category 1A in Belgium, where the figure quoted is of limited reliability) than the value for the ratio of overall means.

This is an effect which has been noted in most cases for other indices and also in the Wholesale Distribution sector and may be traced to the different distributions of male and female employees over the occupational qualification groups.

TABLE 57

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	86.1	79.7	91.4#	65.6#	60.2#	•	•	•	•
1B	84.5	81.2	87.7	68.7	90.7	95.7	•	-	89.6
2	86.1	79.8	90.4	73.0	83.2	71.4	67.5	87.9#	81.4
3	79.9	80.6	93.0	74.5	72.8	65.6	75.2	72.0	80.1
4	74.7	79.6	91.5	73.1	81.8	60.3	62.5	65.4	83.1
5	76.4	86.9	92.7	-	78.9	71.5	67.8	65.2	83.6
(*)	-	-	-	-	-	-	-	-	-
	66.4	66.1	85.8	61.2	71.1	56.3	55.2	58.5	72.6

SOURCE

TABLE C2

COUNTRY VOICES



Once again the values for Italy are higher (apart from category 1B) than elsewhere for all categories. In Germany, Luxembourg and Denmark there is a decrease in the ratio over groups 1 to 4 with an upturn in 5. For Ireland, for groups 2-5 there is a decrease and for France, the Netherlands and Italy (to a lesser extent) there is an increase but the increase is not a smooth one. Belgium and the United Kingdom exhibit irregular patterns.

### 3.5.5 Employees classified by size of undertaking

The final set of indices which we shall consider in this section is that where the factor of classification is the size of undertaking. We have already considered the distribution of all employees over different sizes of undertakings (cf Section 3.3).

Table 58, gives the figures for full-time employees alone.

These patterns follow those given in Table 44. The most noticeable difference occurs in the case of Italy with the concentration of male employees into the smallest size of undertaking category accentuated and that for female employees split almost equally between the largest and smallest size categories.

TABLE 58

## FULL-TIME EMPLOYEES BY SIZE OF UNDERTAKING

MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	32.6	29.9	56.5	36.5	25.4	66.9	17.5	27.9	40.9
50-99	7.9	9.9	7.5	10.3	8.5	12.9	4.9	11.5	10.2
100-199	7.2	5.8	6.7	7.3	4.8	15.0	4.7	12.5	7.4
200-499	8.6	8.9	6.1	9.2	6.9	5.2	8.2	13.1	6.1
500-999	7.0	6.3	1.7	3.7	5.2	-	7.7	17.9	6.4
≥1000 (*)	36.8	39.2	21.4	33.1	49.1	-	57.1	17.2	29.0
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	31.7	26.0	38.7	38.7	25.9	51.7	10.8	22.7	41.8
50-99	7.1	9.5	7.0	9.6	6.6	15.2	4.1	9.1	10.8
100-199	7.9	7.4	6.4	7.3	3.5	19.8	4.0	10.3	5.5
200-499	8.2	11.6	5.3	7.0	7.7	13.3	8.0	13.9	2.8
500-999	6.1	6.8	2.1	4.9	3.2	-	6.9	26.2	6.9
≥1000 (*)	39.0	28.7	40.5	32.5	53.1	-	66.3	17.7	32.1
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	32.1	27.7	48.0	37.5	25.6	55.9	14.0	25.3	41.3
50-99	7.5	9.7	7.3	10.0	7.5	14.6	4.5	10.3	10.5
100-199	7.6	6.7	6.5	7.3	4.1	18.4	4.3	11.4	6.6
200-499	8.3	10.4	5.7	8.2	7.4	11.1	8.1	13.5	4.7
500-999	6.5	6.6	1.9	4.2	4.1	-	7.3	22.1	6.6
≥1000 (*)	38.0	38.9	30.6	32.8	51.3	-	61.9	17.4	30.4
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A2

COUNTRY VOLUMES

## Indices

Two sets of indices are considered:- Table 59 gives comparisons between groups of employees of the same sex; Table 60 gives the comparisons between male and female employees.

For males, perhaps the most noticeable features are the figures for Italy which show a marked rise in the index for the largest size categories. Some explanation of this may be found by considering within which subsectors these largest undertakings may be found and in Italy these are restricted to 641/642- Food, Drink and Tobacco, and 656 (wide range of goods, with non food goods predominating). The variation by size of undertaking in other countries is less noticeable with no one pattern applying uniformly across all countries - though Ireland has a pattern similar to that for Italy but less pronounced.

For women, with the exception of Denmark where the index is highest for the smallest size category, there is some slight evidence of an increase in index with increasing size - though the rise is not smooth. Italy, Belgium and Ireland show the greatest values of the index in the case of the largest size of Undertaking.

TABLE 59

## INDEX OF MEAN OF MEAN GROSS MONTHLY EARNINGS BY SIZE OF UNDERTAKING

MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	98.7	101.6	87.4	100.1	89.5	103.1	101.2	89.9	98.3
50-99	103.5	100.6	109.1	103.1	99.8	87.2	95.0	97.5	106.0
100-199	102.3	97.5	102.8	101.1	102.6	98.3	94.1	94.8	105.8
200-499	103.0	96.4	112.7	97.1	97.5	98.1	103.6	99.5	101.5
500-999	103.3	103.4	123.6	103.7	102.8	-	98.5	111.7	102.1
≥1000 (*)	98.6	99.2	131.2	99.1	104.8	-	100.2	111.0	98.0
ALL	100	100	100	100	100	100	100	100	100

FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	97.9	99.5	88.0	97.7	77.9	96.8	90.3	89.2	104.3
50-99	98.8	99.7	96.3	93.7	91.3	98.3	93.3	99.5	97.1
100-199	96.8	98.1	95.5	95.9	98.0	100.0	93.6	91.3	94.7
200-499	98.9	95.8	107.5	98.7	92.5	114.3	97.7	97.9	98.2
500-999	98.0	102.0	103.3	97.1	93.9	-	96.8	107.0	91.5
≥1000 (*)	103.2	101.9	120.8	106.3	112.8	-	103.0	111.0	98.3
ALL	100	100	100	100	100	100	100	100.0	100

MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	98.6	102.1	88.3	98.3	83.7	103.2	105.3	92.0	100.3
50-99	102.6	100.5	103.6	101.2	99.1	92.4	96.5	100.9	102.2
100-199	98.6	95.1	99.8	99.0	104.0	96.4	96.3	96.2	104.8
200-499	101.8	93.2	110.8	100.7	94.2	100.6	101.2	98.6	106.2
500-999	102.3	102.1	112.8	97.6	103.5	-	99.5	103.4	97.7
≥1000 (*)	100.2	100.8	123.6	101.8	107.9	-	99.2	110.9	97.3
ALL	100	100	100	100	100	100	100	100.0	100

SOURCE

TABLE D6

COUNTRY VOLUMES

When the effect of size of undertaking is removed as is shown below in Table 60, there is some variation from the values for the ratio of overall means but the variation is less noticeable than for any of the other cases (as was also noted for Wholesale Distribution).

In Germany and France there is little variation with size with a slight increase in the ratio for the largest size category over the smallest. A similar pattern is observed for Netherlands, Belgium, Luxembourg, Ireland and the United Kingdom. For Italy and Denmark there is a decrease in the ratio with increasing size though the decrease is not a smooth one.

TABLE 60

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY SIZE OF UNDERTAKING

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

NO OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10 - 49	65.8	64.7	86.5	59.8	61.9	52.9	49.3	58.1	77.1
50 - 99	63.3	65.4	75.7	55.6	65.1	63.5	54.2	59.7	66.5
100 - 199	62.8	66.5	79.7	58.1	67.9	57.3	54.9	56.4	65.0
200 - 499	63.7	65.7	81.9	62.2	67.4	65.6	52.1	57.5	70.3
500 - 999	63.0	65.1	71.8	57.3	64.9	-	54.3	56.0	65.1
≥ 1000 (*)	69.5	67.8	79.1	65.6	76.5	-	56.8	58.5	72.9
ALL	66.4	66.1	85.8	61.2	71.1	56.3	55.2	58.5	72.6

SOURCE

TABLE DS

COUNTRY VOLUMES

### 3.6 Gross Annual Earnings

The analysis so far has considered gross monthly earnings for full-time employees, classified by various factors. As in the case of Wholesale Distribution, a similar analysis is possible for gross annual earnings for which a frequency distribution containing 27 class intervals has been drawn up for each country.

Indices have been calculated for mean gross annual earnings in a manner similar to that for mean gross monthly earnings and are available for all full-time male employees, all full-time female employees and for these groups classified by occupational qualification group. Indices are also available to compare male and female earnings for each of these categories. The global figures are given in the summary table below

Table 61

Summary of Female/Male Mean Gross Annual Earnings  
(Earnings of full-time male employees = 100)

Germany	65.5	(66.4)	Figures in brackets are the ratios for mean gross monthly earnings
France	62.0	(66.1)	
Italy	80.2	(85.8)	
Netherlands	60.8	(61.2)	
Belgium	68.0	(71.1)	
Luxembourg	56.0	(56.3)	
United Kingdom	54.5	(55.2)	
Ireland	58.6	(58.5)	
Denmark	70.8	(72.6)	

SOURCE TABLE C4 COUNTRY VOLUMES

The same features as were noted for Wholesale Distribution apply in general to these figures. The annual ratios are in good agreement with the monthly ratios and are in all cases (lower than in the monthly case) - apart from in Ireland where the difference is very slight. Also the greatest difference between annual and monthly ratios occurs in Italy - as was the case in Wholesale Distribution.

Table 62 gives the various indices of mean gross annual earnings by occupational qualification group and these in general in good agreement with the corresponding monthly figures (cf Table 58). France, Italy, Denmark, Ireland and to a lesser extent Luxembourg show some evidence of a widening of differentials of the higher qualification groups over the lower qualification groups as compared with the monthly figures. The remaining countries show a narrowing with the effect most pronounced in Netherlands.

The figures giving the comparisons between female and male mean gross annual earnings are given below in Table 63

TABLE 64

## MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	182.3	270.7	241.8	204.0	242.9	197.8	230.6#	178.8	173.1
1B	191.8	164.5	230.8	164.5	176.0	140.1	208.0#	—	160.4
2	133.9	115.9	168.0	130.7	129.1	119.7	113.6	132.6	129.2
3	99.2	86.5	120.4	93.9	95.1	91.5	95.4	109.4	97.5
4	78.7	72.6	89.5	73.4	79.7	82.8	80.5	84.0	80.8
5 (*)	69.2	57.7	72.2	—	64.8	52.9	74.3	76.3	72.3
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

## FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	229.0	327.2	213.4#	230.1#	•	•	•	•	•
1B	248.1	213.2	210.5	184.4	244.4	242.3	•	—	214.2
2	174.5	140.6	181.6	152.2	148.6	157.2	138.1	190.9#	149.2
3	119.9	107.9	135.4	117.4	98.4	111.8	129.8	131.5	110.8
4	88.8	89.9	99.0	85.7	95.9	89.0	92.7	95.4	91.9
5 (*)	80.3	79.0	81.4	—	76.1	69.4	86.1	85.5	81.1
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

## MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	218.4	327.3	257.2	235.4	290.3	269.4	286.8#	216.5	199.6
1B	233.6	195.5	245.7	187.4	210.0	204.9	260.9#	—	180.8
2	160.3	133.4	179.3	146.0	145.7	152.7	135.4	161.8	143.9
3	112.8	95.5	126.6	103.0	95.0	102.9	111.0	127.3	103.2
4	78.4	78.7	91.9	73.8	85.8	81.3	80.1	83.5	82.0
5 (*)	72.1	64.7	75.8	—	70.2	63.6	74.3	82.0	75.6
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



Table 63: MEAN GROSS ANNUAL EARNINGS - FULL-TIME  
FEMALE EMPLOYEES (EARNINGS OF FULL-TIME  
MALE EMPLOYEES IN EACH GROUP = 100)

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	82.3	74.9	70.7#	68.6#	•	-	•	•	•
1B	84.7	80.3	73.1	68.1	94.4	96.9	•	-	94.5
2	85.4	75.2	86.6	70.8	78.3	73.6	66.3	84.3#	81.7
3	79.2	71.3	90.2	76.0	70.3	68.4	74.2	70.4	80.4
4	73.9	76.7	88.6	71.0	81.8	60.2	62.7	66.5	80.5
5 (* )	76.0	84.8	90.4	-	79.8	73.6	63.1	65.6	79.4
ALL	65.5	62.0	80.2	60.8	68.0	56.0	54.5	58.6	70.8

As with the figures in the previous table, these are also, in general, in good agreement with the corresponding monthly ones given in Table 53. The annual ratios tend to be lower than the corresponding monthly ones - though this is not uniform across all countries - with the difference most noticeable in categories 1A and 1B in Italy.

### 3.7 Length of Scheduled Working Week

The figures which have been obtained for the length of scheduled working week for full-time male and female employees are shown below in Table 64.

TABLE 64 : LENGTH OF SCHEDULED WORKING WEEK - FULL-TIME EMPLOYEES

#### MALE

HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	.	0.2	0.9	.	0.1	.	7.7	7.9	.
> 36-38	0.0	0.1	0.2	1.8	0.9	-	13.5	23.0	3.0
> 38-40	84.6	37.7	89.1	28.0	63.9	60.4	62.9	50.3	28.1
> 40-42	6.1	12.4	1.3	65.9	34.3	2.9	3.4	5.5	63.7
> 42-44	3.1	11.4	5.8	1.9	0.2	28.5	3.0	7.3	0.6
> 44-46	3.6	13.5	0.5	2.2	0.3	.	1.5	1.7	1.9
> 46-48	1.5	12.7	1.3	0.1	0.3	1.6	0.8	1.4	.
> 48	-	11.7	0.1	0.1	0.1	5.2	0.5	2.3	1.6
	100	100	100	100	100	100	100	(100)	100

Undisclosed (0.9) (0.4) (1.0)

#### FEMALE

HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	0.2	0.3	0.5	0.5	0.2	-	20.8	13.1	1.6
> 36-38	0.3	0.3	.	2.1	1.0	-	24.1	38.1	6.2
> 38-40	92.0	64.2	93.2	30.4	69.0	84.2	51.4	36.4	38.2
> 40-42	4.3	13.0	0.6	63.5	27.1	0.5	1.7	3.5	52.4
> 42-44	1.4	9.4	4.1	1.5	0.5	14.5	0.3	8.0	.
> 44-46	1.3	7.5	0.1	1.9	0.2	-	-	0.6	.
> 46-48	0.4	3.0	0.5	.	2.0	0.8	-	.	.
> 48	-	2.2	.	-	.	-	-	.	.
	100	100	100	100	100	100	100	(100)	100

Undisclosed (0.1) (0.2) (0.9) (1.7)

SOURCE TABLE A8 COUNTRY VOLUMES

Perhaps the most interesting features are the figures for the United Kingdom and Ireland for both male and female employees which indicate that proportionately more employees work a shorter scheduled working week than in other countries - an effect also noted in Wholesale Distribution. In Germany and Italy there is a great concentration in the 38 to 40 hour band both for men and women. There is a similar, if less pronounced, effect for this grouping in Belgium and Luxembourg. In the Netherlands and Denmark the model grouping shifts upwards to the 40 to 42 hour band both for men and women. The figures for France indicate that both for men and for women proportionately more work a longer scheduled (working) week (particularly - longer than 44 hours in the case of male employees) than in other countries.

The patterns observed above are similar, in general, to those in Wholesale Distribution, due no doubt to national agreements and legislation, with some interesting variations such as the Netherlands where in Wholesale Distribution the model value is lower for females and less marked for males. In the United Kingdom also, the scheduled hours for female employees tend to be shorter in Wholesale Distribution.

### 3.8 Bonus Payments

The figures are given in Table 65 and for both male and female employees exhibit a pattern similar to that for Wholesale Distribution with, if anything, slightly greater concentration in the "most popular" percentage bonus categories. The United Kingdom, Ireland and Denmark are once again noticeable for the (high) figures in the "0 per cent" bonus category (the UK also for the figure of 2.1 per cent in the 50 per cent and over category). Italy has a noticeable concentration in the 15 to less than 20 per cent bonus category and Netherlands in the 5 to less than 10 per cent category. The figures for Belgium are interesting for the percentages in the 20 to less than 30 per cent range and particularly the value of 27.4 in this category for female employees.

TABLE 65 BONUS PAYMENTS

MALE		(FULL-TIME EMPLOYEES)								
% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK	
0	4.3	37.2	-	8.3	13.3	28.5	68.0	78.4	88.0	
>0-5	43.1	17.1	9.7	8.7	11.0	22.2	16.5	11.2	3.5	
>5-10	34.3	29.5	10.7	55.8	19.6	36.5	4.8	4.3	2.6	
>10-15	11.8	9.9	18.3	19.1	31.2	8.4	3.6	1.8	1.4	
>15-20	3.2	1.9	42.0	3.0	8.6	2.4	1.4	1.1	.	
>20-30	2.0	1.6	11.6	2.5	14.3	1.4	2.0	0.7	1.4	
>30-50	1.0	0.8	6.3	1.6	1.2	.	1.5	1.6	0.9	
>50 (*)	0.3	0.5	1.5	0.9	0.6	.	2.1	1.0	1.1	
	100	100	100	100	100	100	100	100	100	
FEMALE										
% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK	
0	3.8	32.1	-	11.8	11.8	25.4	66.7	77.6	93.0	
>0-5	34.5	14.9	15.3	12.9	12.6	17.7	19.5	14.2	4.0	
>5-10	38.4	28.1	15.6	53.5	15.0	38.6	7.4	3.9	1.8	
>10-15	18.3	19.7	10.4	18.2	25.2	10.3	4.6	2.7	.	
>15-20	3.2	2.0	36.7	1.8	5.7	5.2	0.8	0.7	.	
>20-30	1.3	1.2	10.6	0.9	27.4	2.6	0.5	.	.	
>30-50	0.4	0.5	9.7	0.4	1.1	.	.	.	.	
>50 (*)	0.1	0.2	1.6	0.3	0.8	-	0.3	.	.	
	100	100	100	100	100	100	100	100	100	

SOURCE TABLE B1 COUNTRY VOLUMES

### 3.9 Part-time Employees

The final section of this chapter is concerned with the characteristics and earnings of part-time employees. The comments applied to the definition of part-time employees discussed in the previous chapter (and in the Technical Appendix) apply also to these figures.

It is useful to consider separately the figures for part-time employees and those given below in Table 66 have also been given earlier in Table 42

Table 66 Part-time Employees

	NUMBERS (000's)		AS A PERCENTAGE OF ALL EMPLOYEES	
	<u>All part-time</u>	<u>Part-time Female</u>	<u>All part-time</u>	<u>Part-time female</u>
Germany	265.8	253.6	33.3	31.7
France	52.9	42.6	11.2	9.0
Italy	13.2	11.6	5.3	4.7
Netherlands	67.2	51.7	33.4	25.7
Belgium	21.1	20.0	16.9	16.0
Luxembourg	0.4	0.3	12.9	9.7
United Kingdom	407.0	368.3	27.7	25.1
Ireland	1.0	0.8	3.7	3.0
Denmark	31.8	28.6	47.5	42.7

The above table draws attention to the interesting features which have already received some comment in Chapter 1 of this report. The contribution of part-time employees - particularly part-time female employees - to the labour force varies considerably

from one country to another. Denmark is noticeably higher than elsewhere, Germany and the Netherlands next in order with very similar percentages and then comes the United Kingdom with a percentage figure of similar order. At the other end of the scale Ireland and Italy are noticeably lower than elsewhere. In all cases part-time employees form a greater proportion of the labour force than they did in Wholesale Distribution with the contribution being anything from the order of just over twice as great (Germany, Luxembourg) over to four times as great (Netherlands and Belgium).

### 3.9.1 Length of Scheduled Working Week

It is of interest to see how this varies from country to country for it constitutes the main factor of classification of part-time employees. The patterns observed are similar to those for Wholesale Distribution. In all countries the greatest concentration of employees (for both men and women) fall into the shortest time category but the degree of concentration varies considerably both from one country to country and between male and female employees.

For male employees, because of the small numbers involved in some countries eg Italy and Ireland, the distribution is not completely specified for reasons of confidentiality and small sample size, (and also in Italy 33.5% of this small number disclosed no information on scheduled length of working week). Where it is (almost) completely specified eg in Germany, France and the Netherlands it is interesting to note the variation in the percentages working 30 hours or more (eg 22.9 in Germany as compared with 10.8 in the Netherlands).

For female employees, more information is available. No doubt the effect of legislation concerning part-time working in the various countries is being reflected in these figures. For example in the United Kingdom 4.7% of part-time female employees are quoted as working 30 hours or more and in Italy the figure is 3.7%. On the other hand the corresponding percentages for Germany and France are 27.3 and 27.5 respectively. The pattern for Belgium is worth a separate comment with its low percentage in the 24 hours or less category and its noticeably high percentage (25.9) in the 26-28 hours category.



TABLE 67 LENGTH OF SCHEDULED WORKING WEEK

MALE										%
HRS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	
≤24	59.4	69.5	49.9	88.6	79.6	92.9	78.9	85.8	76.2	
>24-26	10.1	5.7	•	1.3	•	•	•	•	7.4	
>26-28	6.5	2.4	•	0.5	•	-	•	•	•	
>28-30	10.0	7.2	•	2.0	•	-	•	•	•	
>30-32	11.7	8.3	10.4	3.3	5.5	-	•	•	•	
>32-34	4.3	3.8	•	7.1	•	-	-	•	•	
>34-36	4.9	3.6	1.7	0.4	•	-	-	-	•	
7:36	2.0	•	•	-	-	-	-	-	-	
UNDISCLOSED		7.3	33.5		5.1		14.9			5.0
FEMALE										%
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	
≤24	49.7	60.9	89.5	72.5	48.3	78.9	70.5	89.1	60.1	
>24-26	15.1	7.2	0.4	6.5	13.3	4.4	10.1	•	10.5	
>26-28	9.2	3.5	1.1	3.2	25.9	3.2	6.8	•	6.9	
>28-30	11.3	13.1	1.4	5.6	5.4	7.3	6.8	•	6.3	
>30-32	15.0	17.7	2.2	9.1	6.5	8.2	4.7	-	9.3	
>32-34	6.4	6.0	0.9	9.0	4.3	•	-	-	5.9	
>34-36	3.8	3.8	0.6	2.6	1.4	4.1	-	-	4.1	
7:36	1.6	•	•	-	-	-	-	-	2.1	
UNDISCLOSED	0.4	4.6	5.4		•		5.8		1.7	
MALE AND FEMALE										%
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	
≤24	50.1	62.6	84.8	76.2	50.0	80.9	71.3	88.3	61.7	
>24-26	14.8	6.9	0.5	5.3	12.8	4.5	9.3	•	10.2	
>26-28	9.1	3.3	1.3	2.5	24.8	2.8	6.4	•	6.4	
>28-30	11.2	11.9	2.3	4.7	5.3	6.3	6.4	•	5.9	
>30-32	14.4	15.4	3.2	7.7	6.5	7.0	4.4	-	8.7	
>32-34	6.7	5.6	1.1	8.5	4.1	•	-	-	5.5	
>34-36	3.9	3.7	0.8	2.1	1.3	3.8	-	-	4.1	
7:36	1.6	•	•	-	-	-	-	-	2.0	
UNDISCLOSED	0.5	5.1	9.2		0.4		6.6		2.7	

### 3.9.2 Age

The average ages in years of male and female part-time employees are given below:

	Male	Female
Germany	51.4	39.4
France	36.3	35.3
Italy	32.3	28.5
Netherlands	19.3	30.5
Belgium	45.1	34.8
Luxembourg	41.2	36.1
United Kingdom	54.7	42.4
Ireland	NOT QUOTED	
Denmark	27.7	38.0

These averages show considerable variations both as between employees of the same sex and between male and female employees in the same country. For female employees the averages are consistently higher than for full-time female employees though there are variations. In particular the figure for the United Kingdom is noticeably higher than elsewhere, whereas that for Italy is low. The frequency distributions given in Table 68 illustrate these different characteristics.

The averages given for part-time male employees show much greater variation and an unexpectedly low value appears for the Netherlands (and is confirmed by the frequency distribution). As in the case of Wholesale Distribution, the average for the United Kingdom is higher than elsewhere.

**TABLE 68: AGE DISTRIBUTION - PART-TIME EMPLOYEES**

**MALE**

AGE (YRS)	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<21	5.4	18.7	15.5	80.3	8.9	.	12.0	87.5	56.1
21-29	7.9	21.8	29.6	9.2	10.2	.	4.1	.	13.9
30-44	16.6	20.9	32.4	3.0	19.9	44.6	5.8	-	5.6
45-54	9.6	15.2	14.3	2.8	20.7	.	6.2	.	4.2
≥ 55	58.8	21.4	8.3	4.4	40.4	30.4	71.9	.	20.2
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

(%)            1.7            2.1

**FEMALE**

AGE (YRS)	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<21	1.7	14.6	6.3	32.0	5.7	5.6	4.3	32.5	7.6
21-29	13.3	20.1	47.0	16.4	24.8	18.4	8.5	10.1	18.3
30-44	45.7	30.5	39.8	25.7	42.2	48.5	35.4	23.1	35.0
45-54	26.6	23.0	5.6	17.9	23.8	18.7	29.8	22.2	21.5
≥ 55	12.6	10.1	1.3	7.5	3.4	8.8	22.0	12.2	17.6
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

(%)            0.1            1.7            0.6

SOURCE TABLE A3 COUNTRY VOLUMES

### 3.9.3 Length of Service

The percentages obtained are shown in Table 69 and as with the case of Wholesale Distribution, a comparison between these figures and those for full-time employees (Table 52) reveals some interesting features.

For male employees the concentration is in the shortest length of service category in all countries and the concentration is noticeably greater than in the cases of full-time employees - markedly so in the case of the Netherlands (of age distribution) and Ireland.

For female employees there are both some interesting similarities and differences between the figures for part-time and full-time employees. In both cases the concentration in all countries (apart from Belgium) lies in the shortest length of service category. Belgium is different in that the concentration comes in the 2-4 years grouping and in fact 26.5% have lengths of service of 10 years or more, considerably than in any other country apart from Italy where the

TABLE 69 LENGTH OF SERVICE

MALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	40.6	54.8	41.5	75.5	37.7	55.4	41.3	81.3	67.4
2 - 4	28.4	19.1	21.5	20.8	34.1	25.0	26.9	•	18.2
5 - 9	17.6	10.5	21.0	2.0	14.4	•	14.0	•	6.6
10 - 19	8.1	6.8	13.3	0.6	6.5	•	7.0	•	•
≥ 20	5.3	3.4	2.8	0.7	2.2	•	10.7	•	3.5
(*)		5.5			5.1				
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	31.0	51.5	27.2	57.3	18.3	45.3	41.4	47.5	37.1
2 - 4	33.3	23.5	26.1	26.1	36.1	25.4	28.1	35.7	32.2
5 - 9	21.8	12.2	26.2	11.6	19.1	15.5	18.3	7.4	18.9
10 - 19	11.1	6.7	19.6	3.8	20.0	10.8	8.4	7.5	8.4
≥ 20	2.7	1.8	0.9	0.6	6.5	2.9	2.7	•	2.2
(*)		4.2		0.6			1.1		1.2
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	31.4	52.2	28.9	61.5	19.3	46.7	41.4	55.9	40.2
2 - 4	33.1	22.6	25.6	24.9	36.0	25.4	27.9	29.2	30.8
5 - 9	21.6	11.9	25.6	9.4	18.9	15.1	17.9	6.5	17.7
10 - 19	11.0	6.7	18.8	3.1	19.3	10.1	8.3	6.1	7.8
≥ 20	2.8	2.1	1.1	0.6	6.3	2.8	3.5	•	2.3
(*)		4.4		0.5	0.3		1.0		1.2
ALL	100	100	100	100	100	100	100	100	100

SOURCE

TABLE A4

COUNTRY VOLUMES

corresponding figure is 20.5%. In Denmark and in Germany where there are high percentages of part-time working the length of service patterns are very similar for both full-time and part-time female employees. In the remaining countries the concentration is more towards the shortest length of service category than in the case of full-time employees.

#### 3.9.4 Occupational Qualification Group

The distribution of part-time employees over occupational qualification groups is given in Table 70. In all countries the concentration of part-time employees is into the lower occupational qualification groups with the concentration greater than in the case of full-time employees. This feature is similar to that observed for Wholesale Distribution. Another feature which was also noted for Wholesale Distribution is the percentage of part-time male employees falling in category 1A in the United Kingdom and France.

#### Indices

Two sets of indices are given. Table 71 gives the figures relating to mean gross monthly earnings by occupational qualification group. Table 72 gives the figures for mean gross annual earnings.

TABLE 70 OCCUPATIONAL QUALIFICATION GROUP

MALE

%

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	—	4.4	•	•	•	•	5.8	•	•
1B	—	2.7	•	0.7	•	•	•	—	•
2	3.2	5.3	2.9	0.7	•	•	•	—	•
3	21.2	9.4	3.2	6.2	9.8	•	5.0	•	3.5
4	29.7	24.9	43.2	92.3	49.7	33.9	42.6	23.4	20.4
5	45.9	53.2	49.7	—	37.0	37.5	40.9	73.2	72.6
(*)									
ALL	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	—	0.4	•	•	—	—	•	•	•
1B	—	0.4	•	0.6	0.2	•	•	—	2.2
2	0.7	3.0	0.4	1.5	0.6	•	0.6	—	•
3	12.7	10.3	1.6	11.1	15.4	24.9	1.4	•	7.0
4	66.6	31.9	71.5	86.7	72.1	44.7	73.8	72.3	60.2
5	20.0	53.9	26.3	—	11.7	27.5	23.9	25.8	30.4
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1A	—	1.2	•	0.1	•	•	0.7	•	•
1B	—	0.9	0.3	0.6	0.2	•	•	—	2.2
2	0.8	3.5	0.7	1.3	0.7	3.0	0.8	—	0.4
3	13.1	10.1	1.8	10.0	15.1	23.1	1.8	•	6.6
4	64.9	30.6	68.1	88.0	70.9	43.2	70.8	60.2	56.2
5	21.2	53.8	29.1	—	13.0	28.9	25.6	37.6	34.6
(*)									
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A1

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COUNTRY VOLUNTEES

Most of the comments made about the corresponding figures for Wholesale Distribution apply to those for Retail Distribution. The main interest lies in the figures for part time female employees who form the major part of the part time workforce and tend to be concentrated in job categories 3, 4 and 5. There are however entries for female employees in category 1 for France, Belgium and Denmark, (the French and Belgian figures being subject to large standard errors) and for category 2 in Germany, France and Belgium. Both in France and Belgium there is not a smooth decrease in index as job category ranges from 1 to 5. The effect disappears in France when the figures for male and female employees are considered together (but appears for the Luxembourg figures). Over the job categories 3, 4 and 5 the least variation is observed in the United Kingdom, the most in Denmark with a variety of patterns being observed for the other countries.



INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 71

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	328.9#	•		•	•	•		•
1B	—	280.2#	•		•	•	•		•
2	195.2#	174.5#	187.0#		•	•	•		•
3	126.9	136.8#	125.2#		•	•	•		•
4	100.6	76.6	104.4		90.6#	92.2	78.0#		157.0
5 (*)	80.2	63.6	87.1		96.8	79.5	80.2		71.6
ALL	100.0	100.0	100.0		100.0	100.0	100.0#		100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	338.1#	•		—	—	•		•
1B	—	282.3#	•		146.2#	•	•		183.3
2	186.6	112.7	•		151.9#	•	•		•
3	122.1	119.0	129.4		97.3	124.5	103.3#		142.4
4	100.3	111.5	102.0		102.7	94.7	101.2		101.9
5 (*)	81.5	84.8	91.0		80.1	81.3	93.9		78.9
ALL	100.0	100.0	100.0		100.0	100.0	100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	364.9#	•		•	•	•		•
1B	—	302.0#	150.0		136.9#	•	•		188.5
2	187.6	136.0	182.0#		150.8#	122.0	•		•
3	122.4	122.1	129.9		98.4	125.2	105.1#		148.8
4	100.3	104.5	101.4		102.7	94.7	99.3		105.6
5 (*)	81.3	80.2	91.1		79.7	80.8	92.2		74.4
	100.0	100.0	100.0	-146-	100.0	100.0	100.0		100.0

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 72

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	300.5#	•		•	•	•		•
1B	—	222.8#	•		•	•	•		•
2	199.6#	•	189.9#		•	•	•		•
3	127.7	99.8#	123.5#		•	•	•		•
4	96.5	67.4	102.2		84.2#	•	73.5#		135.6
5 (*)	78.7	50.2	85.3		112.7#	76.4	71.7#		66.6
ALL	100.0	100.0	100.0		100.0#	100.0	100.0#		100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	•	•		—	—	•		•
1B	—	271.4#	•		161.9#	•	•		190.2
2	185.2	121.0	•		170.6#	•	•		•
3	121.3	118.2	133.7#		101.7	123.4	•		141.0
4	100.1	108.1	102.2		100.9	94.8	100.7		100.6
5 (*)	81.4	82.3	88.7		82.8	71.5	92.9		78.1
ALL	100.0	100.0	100.0		100.0	100.0	100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1A	—	386.8#	•		•	•	•		•
1B	—	288.1#	•		150.8#	•	•		191.8
2	188.1	150.2#	204.3#		168.7#	111.4	164.9#		•
3	121.8	114.0	132.2		102.8	125.5	122.9#		144.1
4	100.0	98.5	100.8		100.5	94.2	98.1		102.5
5 (*)	81.2	74.7	89.1		83.6	72.3	89.9		75.2
ALL	100.0	100.0	100.0		100.0	100.0	100.0		100.0

1967

No figures are available for Ireland and the Netherlands. The annual figures reveal patterns very similar to those for the monthly figures (with slightly more entires available)

### 3.9.5 Size of Undertaking

The distribution of part-time employees over different sizes of undertakings is shown in Table and it is interesting to note the different patterns observed both as between male and female employees and as between countries.

For male employees, part-timers in the majority of countries are split between the smallest size of undertaking and the largest size. In Italy, where there are few male part-time workers, the concentration is very much into the smallest size of undertaking. In the Netherlands, and to a slightly lesser extent in the United Kingdom, the concentration comes in the largest size of undertaking.

For female employees, there are two main patterns in evidence (three if we count that for Luxembourg where the concentration into the smallest size of undertaking is most pronounced). Germany, Denmark and to a

slightly lesser extent France each has a pattern where the majority of part-time female employees are almost equally split between the largest and the smallest size of undertaking. On the other hand in Belgium, Italy and the United Kingdom (and to a lesser extent the Netherlands, and perhaps even Ireland over a restricted range) the concentration comes in the largest size of undertaking category. No doubt these figures reflect the policy of various sizes of retail distribution undertakings towards the employment of part-time employees - and also the capacity to do so.

TABLE 73

## SIZE OF UNDERTAKING

## MALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	35.1	40.8	56.7	12.6	30.0	58.9	21.1	21.9	37.1
50-99	7.6	7.9	10.7	5.8	12.1	•	6.6	•	4.4
100-199	6.5	7.3	2.5	3.7	2.0	19.6	•	•	4.7
200-499	7.8	7.0	2.8	3.1	12.9	•	4.1	•	•
500-999	6.0	5.7	1.6	3.1	—	—	6.2	31.0	•
≥1000 (*)	37.1	31.3	25.6	71.8	43.0	—	59.5	•	50.4
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## FEMALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	30.9	28.4	14.2	29.0	7.8	67.5	12.3	22.7	39.3
50-99	7.4	7.7	3.0	7.1	2.8	14.3	3.7	13.3	9.1
100-199	8.4	9.4	2.4	4.7	0.8	7.9	3.7	11.1	4.6
200-499	8.5	9.7	1.2	4.5	5.2	10.2	7.7	11.8	1.4
500-999	6.7	6.5	1.0	4.1	1.4	—	6.3	38.4	6.7
≥1000 (*)	38.2	38.3	78.2	50.8	82.1	—	66.2	•	38.8
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## MALE AND FEMALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	31.1	30.8	19.3	25.2	9.0	66.3	13.2	22.5	39.1
50-99	7.4	7.7	3.9	6.8	3.3	13.8	4.0	12.8	8.7
100-199	8.3	9.0	2.4	4.5	0.8	9.5	3.6	10.3	4.6
200-499	8.5	9.2	1.4	4.2	5.6	10.3	7.4	11.5	1.5
500-999	6.6	6.3	1.1	3.9	1.3	—	6.3	36.6	6.2
≥1000 (*)	38.1	36.9	71.9	53.5	80.0	—	65.5	6.3	40.0
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A2

COUNTRY VOLUMES



## Chapter 4: Banking NACE 812/813

This chapter considers the structure of earnings and the characteristics of the labour force in the Banking sector as defined under the NACE headings 812 and 813. It is useful to remember that central banking authorities are excluded and that, on the other hand, some other financial institutions (for example the Building Societies in the United Kingdom) have been included. The terms and definitions to be used are similar to those of the first three chapters and a separate list of occupational qualification groups is given at the end of this report.

### 4.1 Some Overall Features

Some important characteristics of the labour force are given in Table 74 below - the number of employees, the number of part-time employees, the number of full-time female employees and the number of part-time female employees. These are also given as percentages of all employees.

Of particular interest are the percentages quoted for full-time female employees. The countries may be put into three broad groupings according to the values which these percentages take. Germany, France, Luxembourg, Ireland and the United Kingdom all have percentages which fall in the range 42 to 50 (approx).

Belgium, the Netherlands and Denmark have values in the range 30-35% (approx) and Italy is noticeably lower with a value of 14.6%. This low percentage is a feature to which we shall return in subsequent sections.

TABLE 74 EMPLOYEES 000's

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	399.9	327.9	353.8	88.8	65.3	5.4	395.8	15.3	39.9
FULL-TIME	345.8	320.9	351.6	78.3	63.6	5.3	373.5	15.3	30.7
PART-TIME	54.1	7.0	2.2	10.6	1.7	0.1	22.4	-	9.2
FULL-TIME FEMALE	168.1	153.0	51.5	28.8	19.3	2.3	196.7	7.7	13.9
PART-TIME FEMALE	51.6	5.4	1.7	9.3	1.6	0.1	19.0	-	8.2

FULL-TIME AND PART-TIME = 100

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	100	100	100	100	100	100	100	100	100
FULL-TIME	86.5	97.7	99.4	88.1	97.4	98.1	94.3	100	76.9
PART-TIME	13.5	2.3	0.6	11.9	2.6	1.9	5.7	-	23.1
FULL-TIME FEMALE	42.0	46.7	14.6	32.4	29.6	42.6	49.7	50.3	34.8
PART-TIME FEMALE	12.9	1.6	0.5	10.5	2.5	1.9	4.8	-	20.6

SOURCE

TABLE A1

COUNTRY VOLUMES



There are also considerable variations in the percentages of part-time employees in the labour force. In Ireland, the numbers observed are too small to be quoted and in Italy the percentage is extremely small. On the other hand in Denmark the figure is considerably higher than elsewhere with just under a quarter of the labour force falling into the part-time category. This high figure for part-time working is consistent with the similar high figures noted in earlier chapters. As has also happened in previous sectors, the majority of part-time employees are female.

An interesting point to remember as background to these figures is that both in Italy and Luxembourg the Banking sector, as defined and presented by the figures collected in this survey, is proportionately much larger than in any of the other EEC countries.

#### 4.2 Composition of the Banking Sector

The figures are given in Table 75 and the following notation has been used:

- I Credit Institutions with staff of Civil Service status
- II Credit Institutions with staff of collective agreement status
- III Credit Institutions with staff of other status

The figures reveal the varying ways in which the Banking industry is organised in different countries. In Germany, employees are split almost evenly between categories I and II. In the UK the main split is between categories II and III, with category III proportionately larger than elsewhere. In Denmark, employees are concentrated in category II (with the position for Ireland somewhat similar). The remaining countries follow patterns between these with category II uniformly the largest, and, apart from Luxembourg, category I the smallest.

TABLE 75 COMPOSITION OF SECTOR (PART TIME + FULL TIME EMPLOYEES)

NUMBERS 000's

	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
I	195.5	7.5	18.9	9.1	7.5	0.9	32.4	-	-
II	204.5	284.1	296.9	53.9	46.7	4.4	203.3	14.0	39.9
III	-	36.3	37.9	25.8	11.1	0.1	160.2	1.2	-
TOTAL	399.9	327.9	353.8	88.8	65.3	5.4	395.8	15.3	39.9

FULL TIME + PART TIME = 100

	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
I	48.8	2.3	5.3	10.2	11.5	16.7	8.2	-	-
II	51.1	86.6	83.9	60.7	71.5	81.5	51.4	91.5	100.0
III	-	11.1	10.7	29.1	17.0	1.8	40.5	7.8	-
	100	100	100	100	100	100	100	100	100.0

SOURCE TABLE A1 COUNTRY VOLUMES

### 4.3 The Sector by size of Undertaking

The figures relating to this aspect of the sector are given below in Table 76 and illustrate the concentration of employees into the largest size of undertaking, particularly in the United Kingdom.

TABLE 76 EMPLOYEES BY SIZE OF UNDERTAKING

SIZE OF UNDERTAKING (EMPLOYEES)	GERMANY	FRANCE	ITALY	NETHS.	BELGIUM	LUX	UK	IRELAND	DENMARK	%
10- 49	9.9	2.7	9.8	14.1	3.4	11.6	2.6	3.8	5.2	
50- 99	8.3	2.7	4.8	5.1	3.8	8.0	2.1	4.7	4.5	
100-199	10.1	3.3	5.3	2.6	5.4	12.9	4.2	7.6	5.3	
200-499	16.6	10.9	12.2	6.1	7.9	4.1	5.8	8.0	9.8	
500-999	9.8	17.6	6.8	3.0	10.0	63.4	6.2	4.7	14.4	
> 1000	45.2	62.8	61.0	69.1	69.5	-	79.2	71.2	60.8	
TOTAL	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	
NUMBERS 000's	399.9	327.9	353.8	88.8	65.3	5.4	395.8	15.3	39.9	

SOURCE TABLE A2 COUNTRY VOLUMES

Apart from Luxembourg, Germany has proportionately the least in the largest size category. In Germany it is also noticeable that a larger proportion than elsewhere are in enterprises with between 200 and 499 employees (the disaggregated figures show that these smaller enterprises tend to come in "credit institutions with staff of Civil Service status"). The proportion in the smallest size enterprises in the Netherlands is also of interest.

4.4 The Distribution of the labour force according to gross monthly earnings - full-time employees

The methodology of this section is the same as has been used in the corresponding section in earlier chapters, (cf pp25, 26 and 27 in the chapter in Wholesale Distribution).

The graphs which have been produced are given in Figure 3.

Graphs These have been constructed from the frequency distributions of gross monthly earnings for full-time male and female employees in each country.

Relative Deviation,  $u = (x - \bar{x})/\bar{x}$

where  $x$  denotes earnings in the national currency

$\bar{x}$  = mean gross monthly earnings (male and female employees combined)

$\Delta x$  = class interval in  $x$

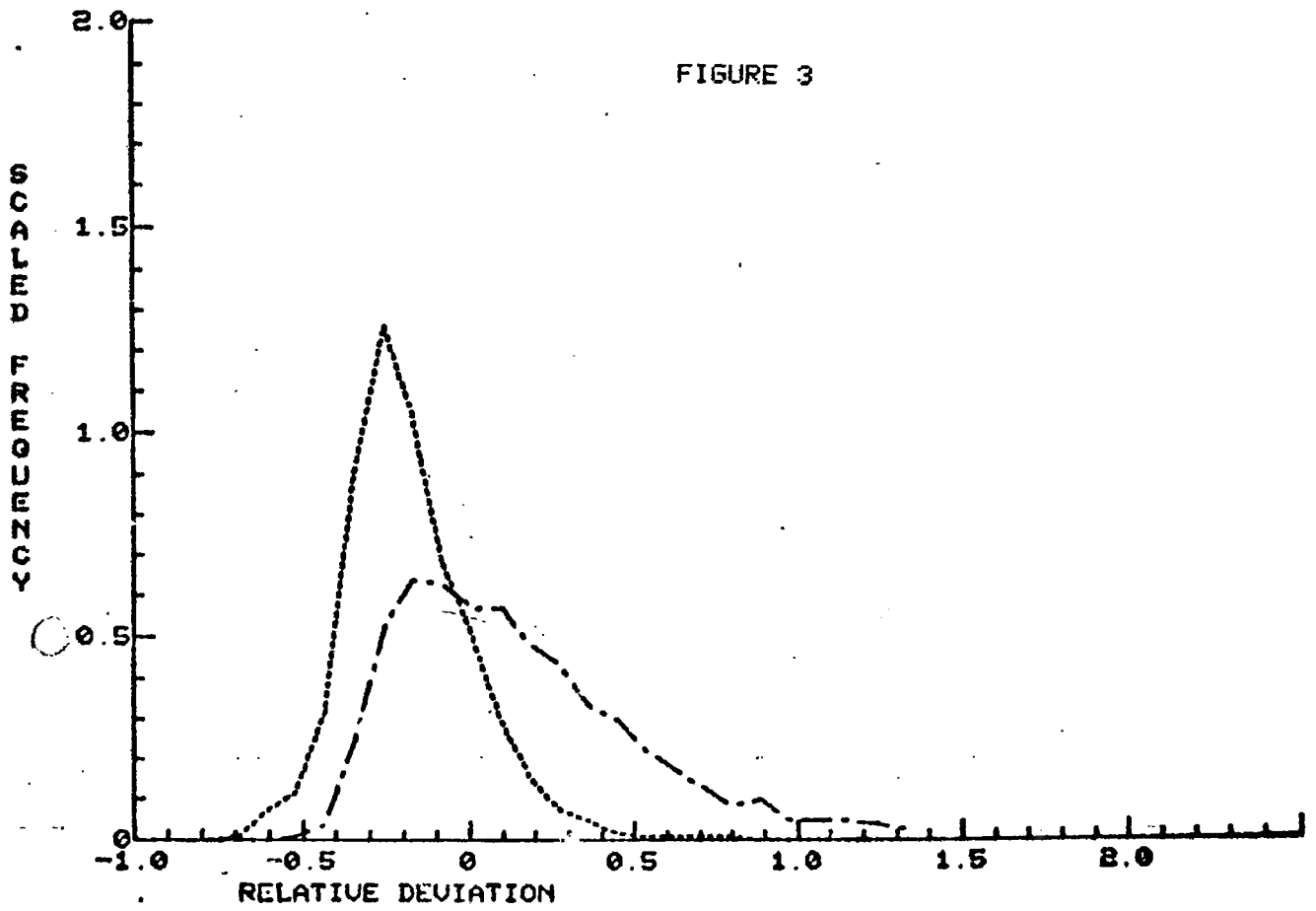
$$\Delta u = \Delta x / \bar{x}$$

Scaled Frequency,  $Y = f/\Delta u$  where  $f$  is the percentage frequency. The values of  $Y$  have been scaled such that the area between the graph and the horizontal axis in each case is proportional to the number of full-time male/female employees.

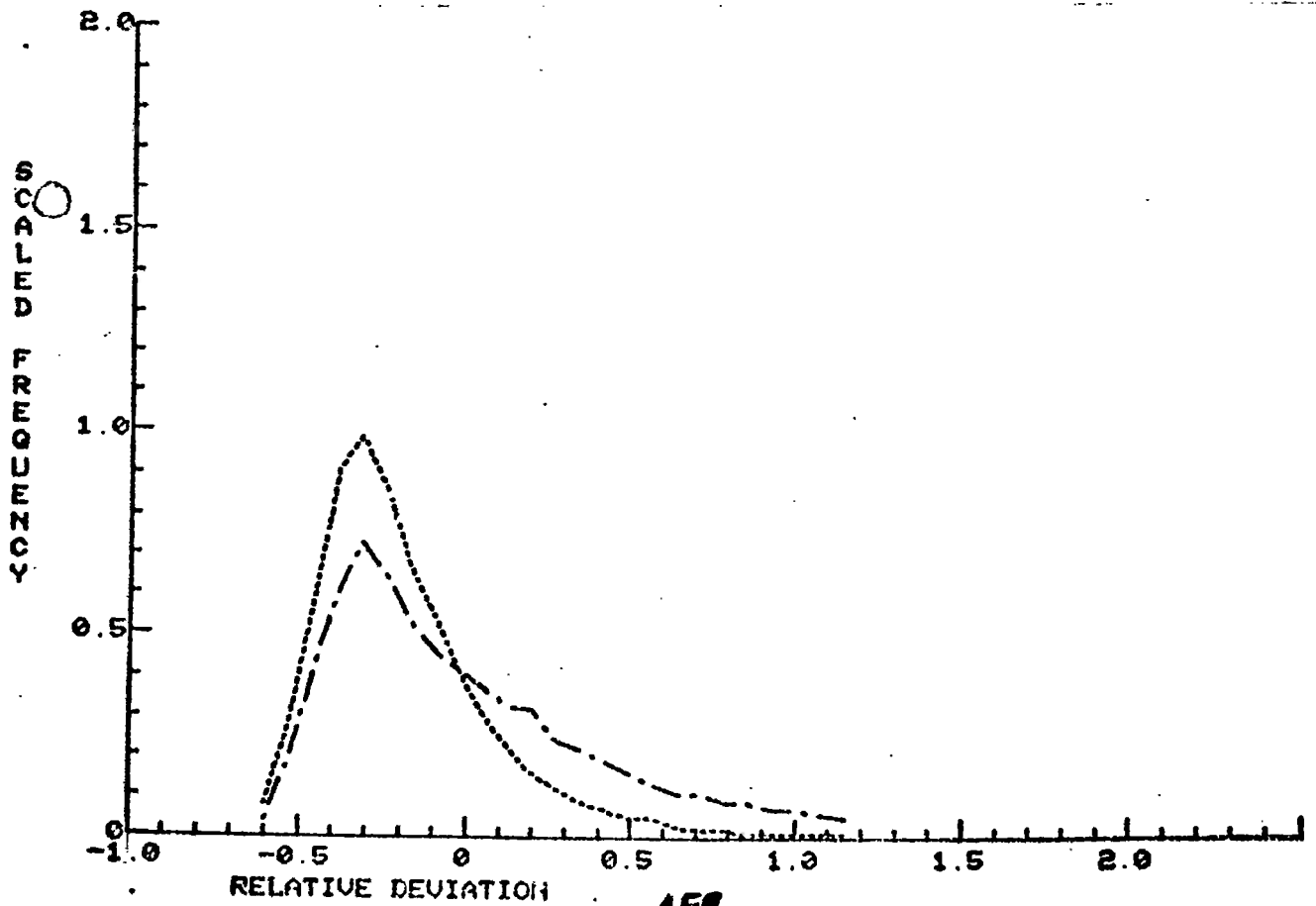
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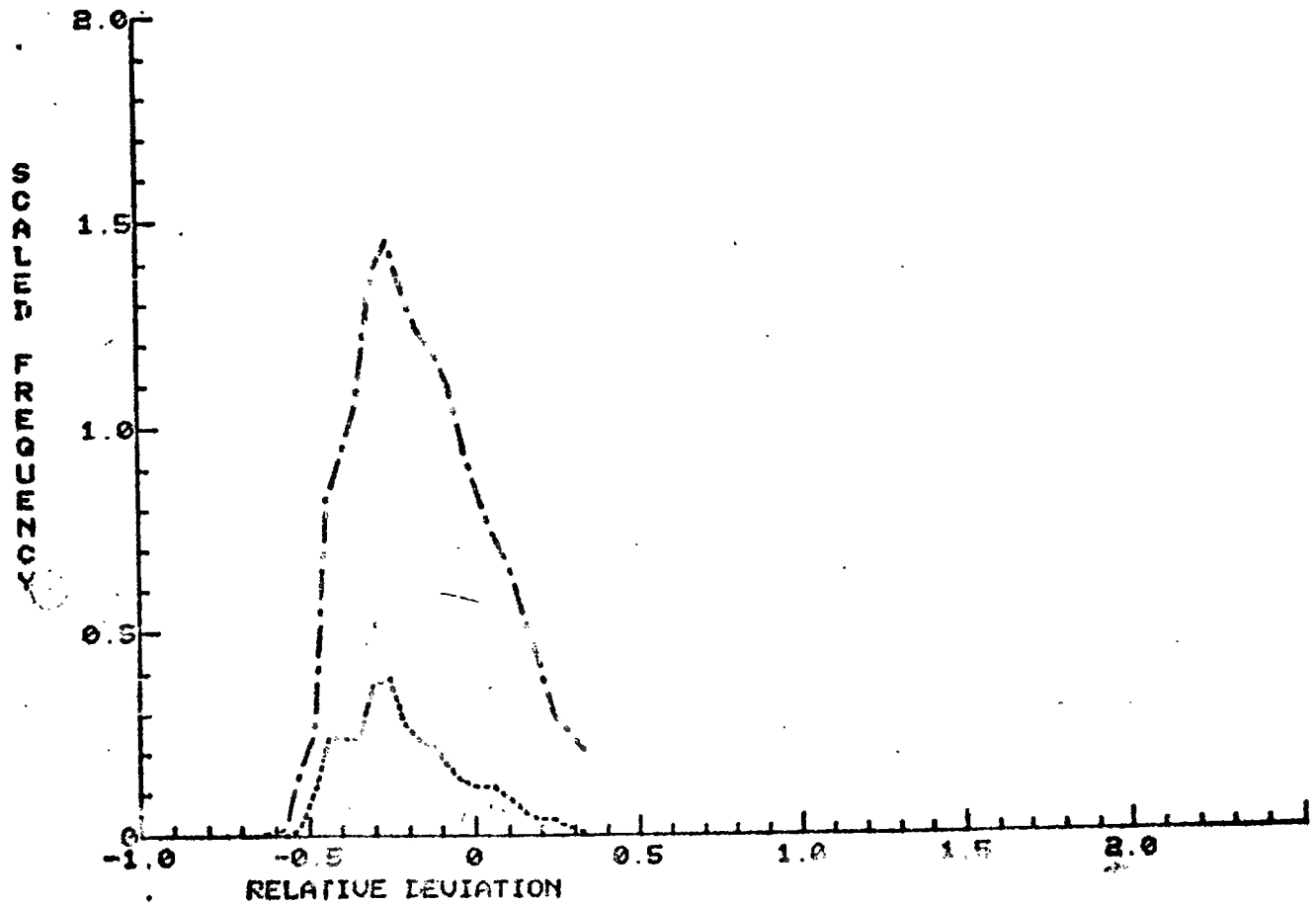
BANKING: GERMANY



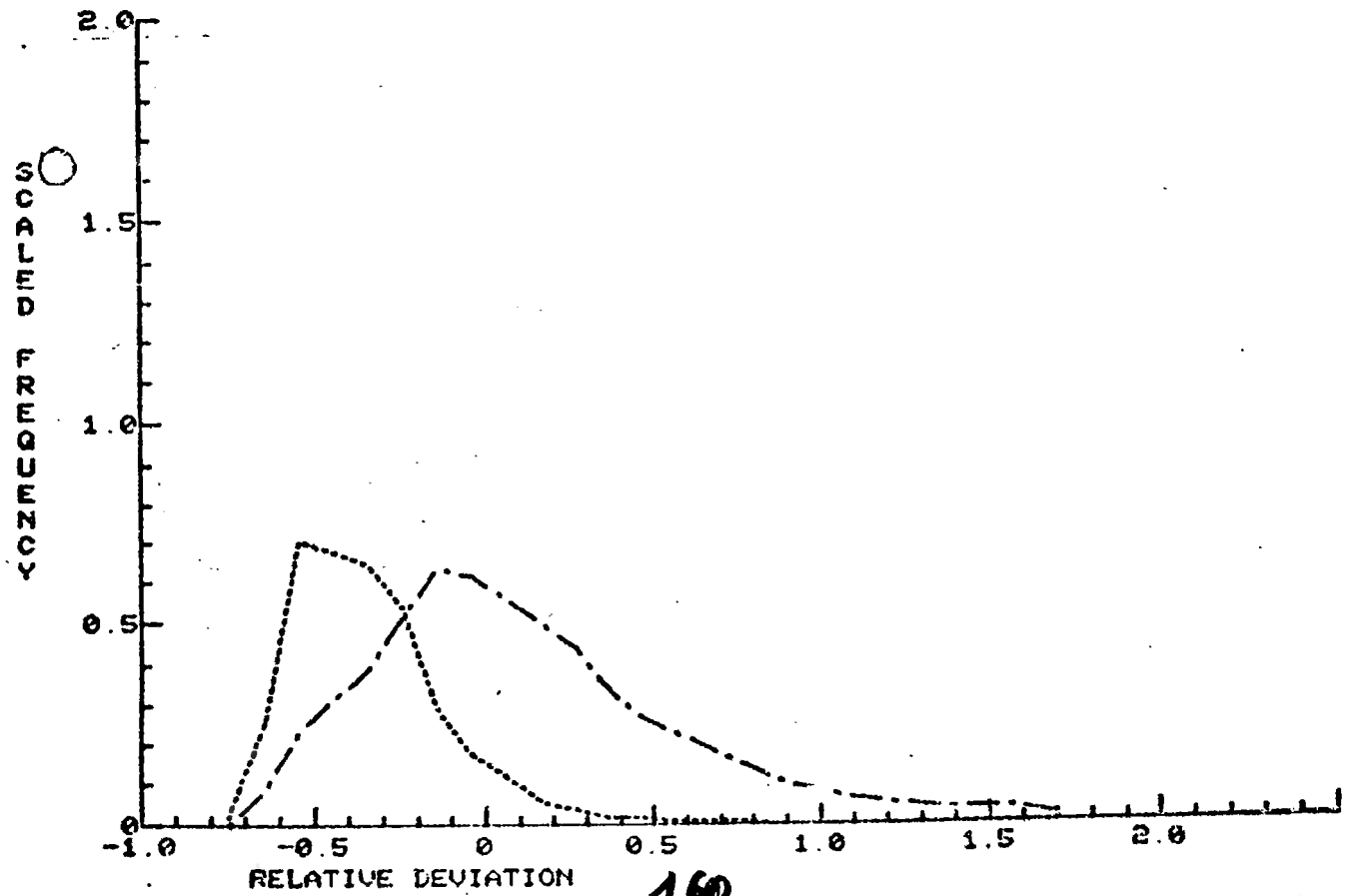
BANKING: FRANCE



BANKING: ITALY

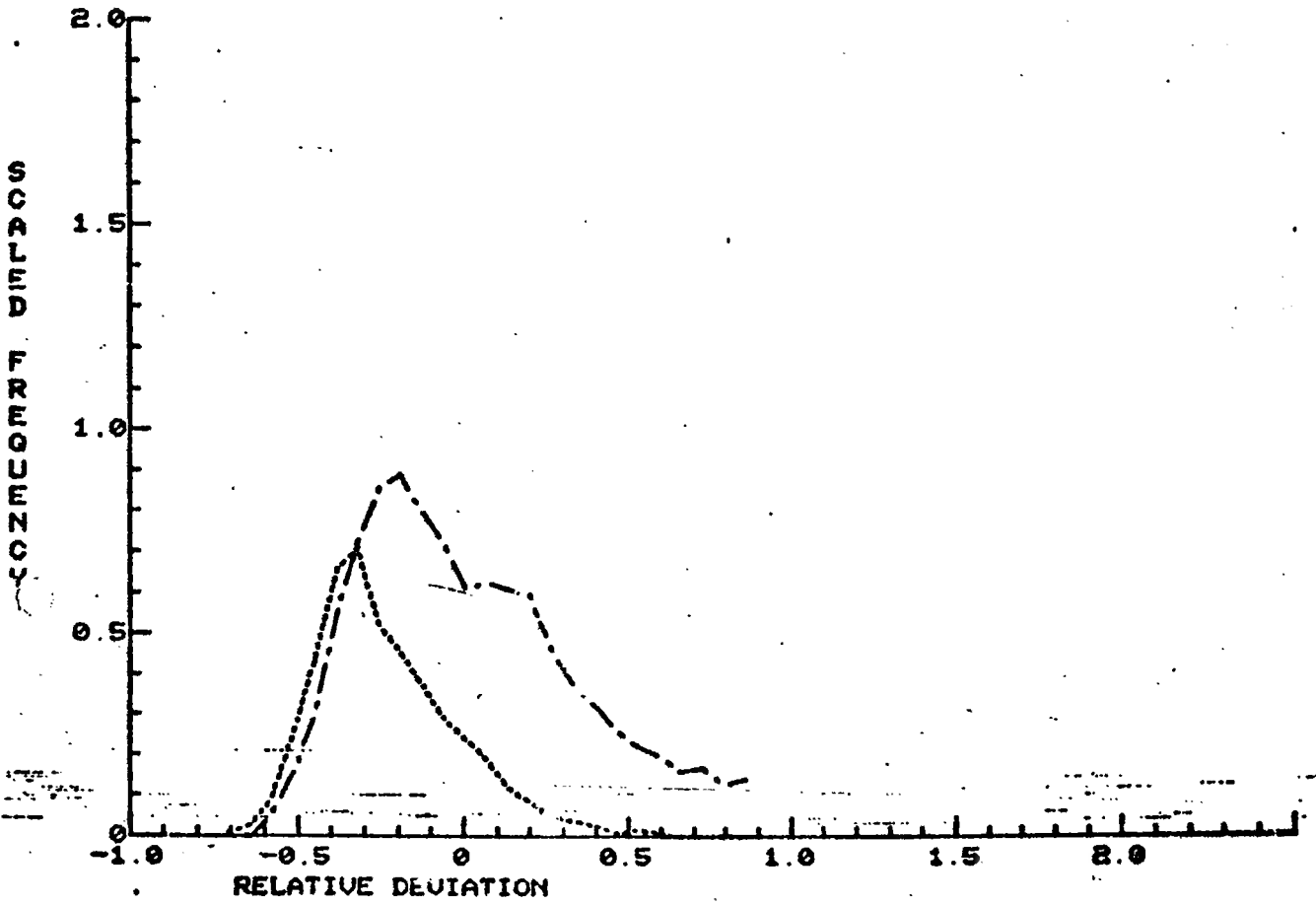


BANKING: NETHERLANDS

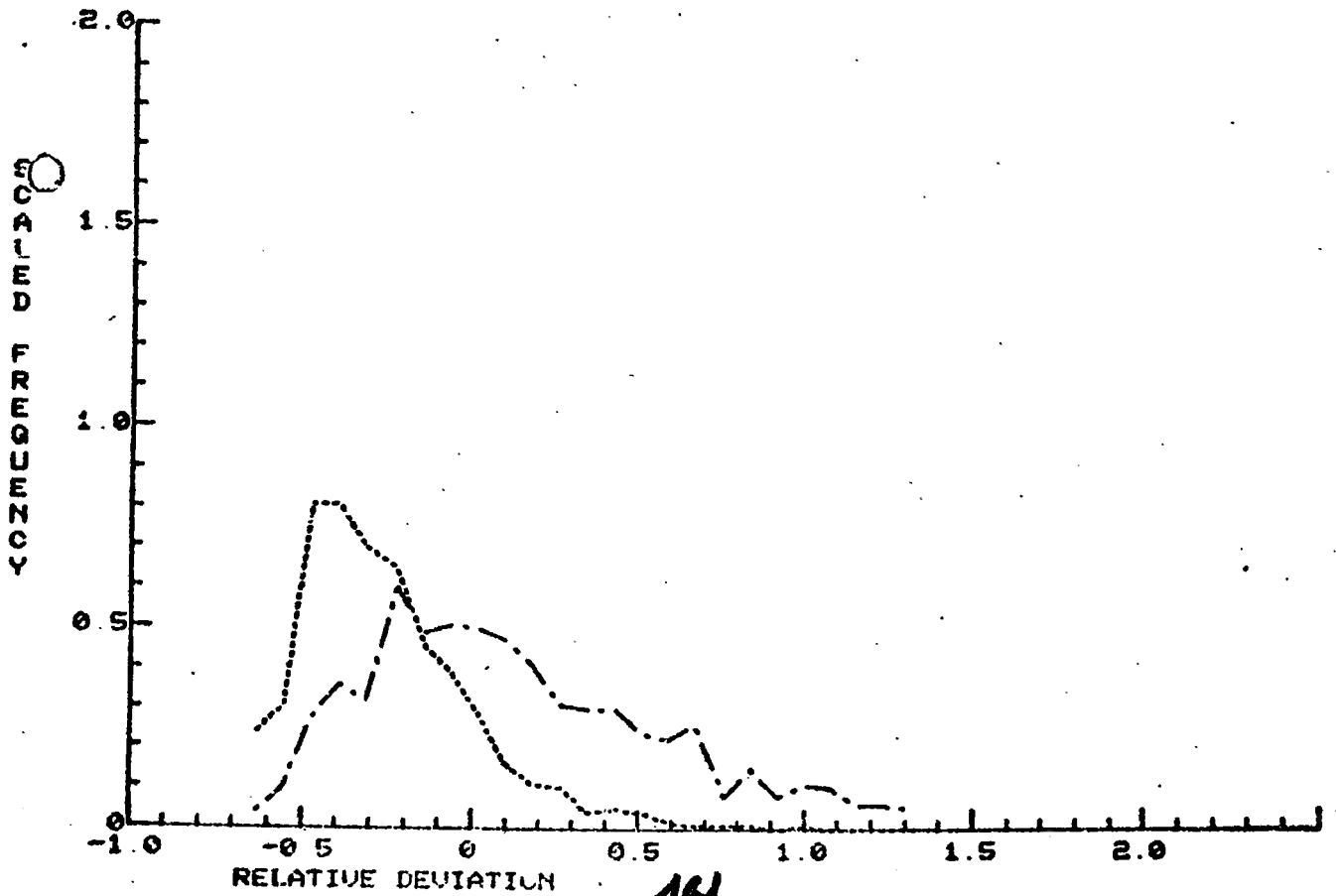




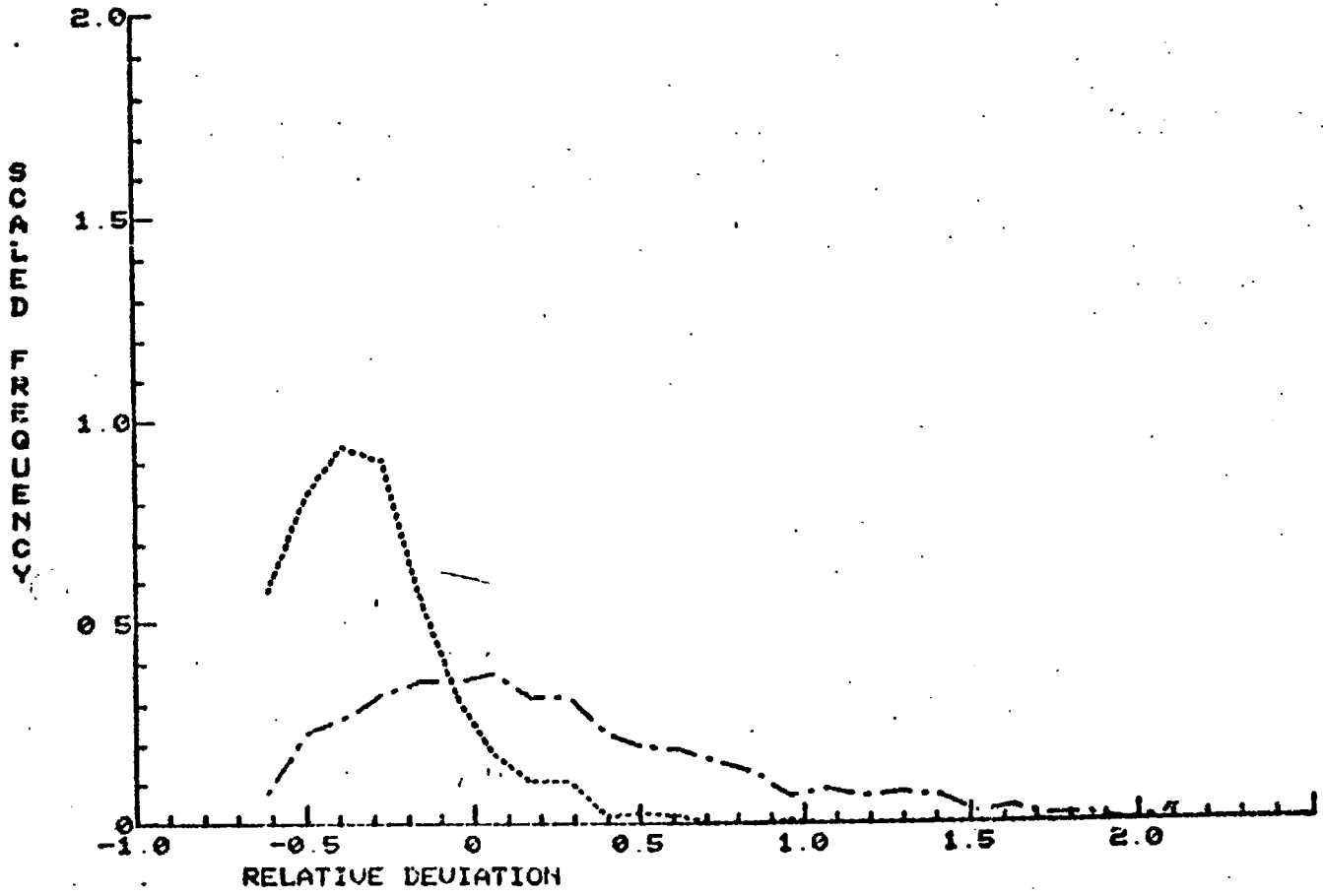
BANKING: BELGIUM



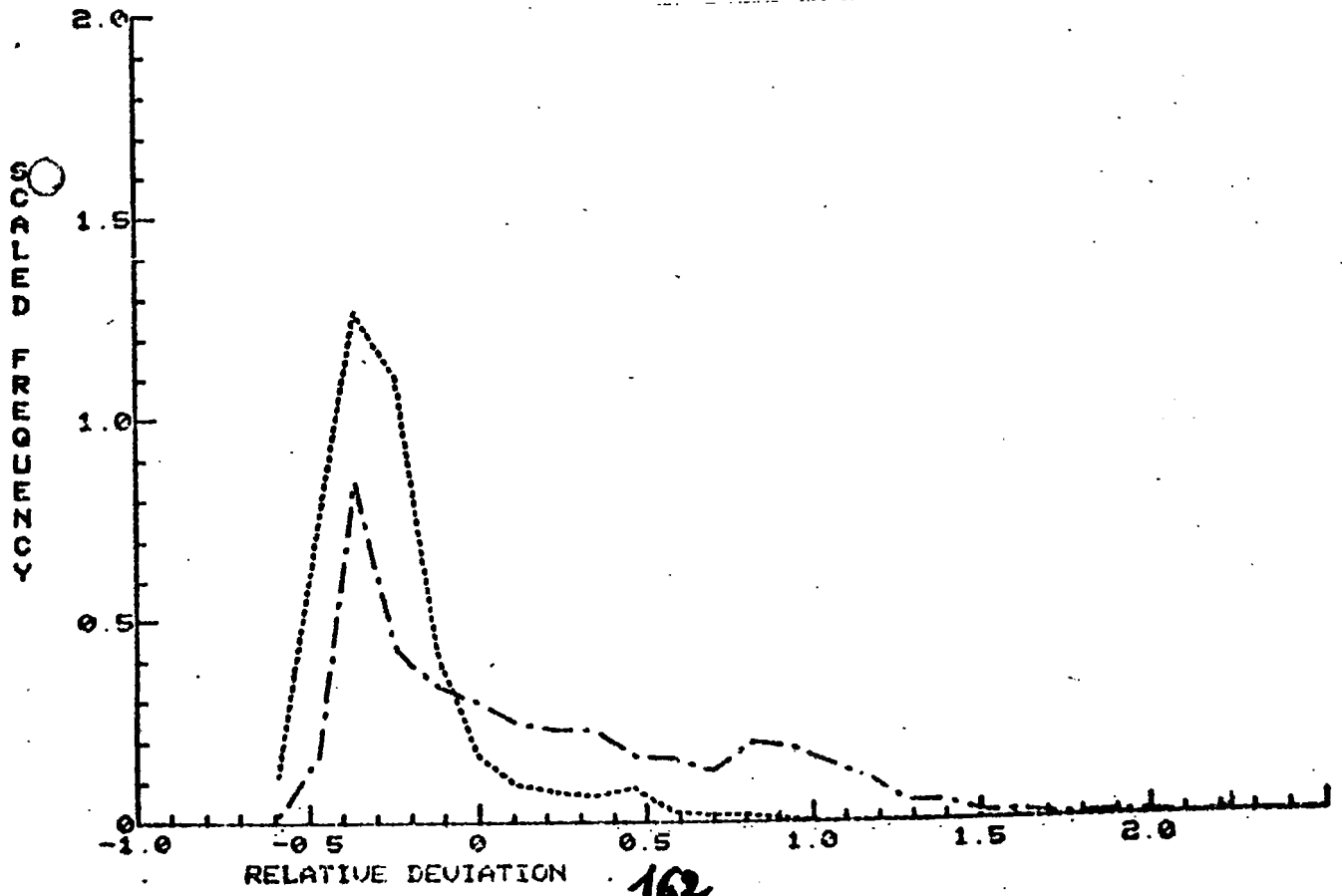
BANKING: LUXEMBOURG



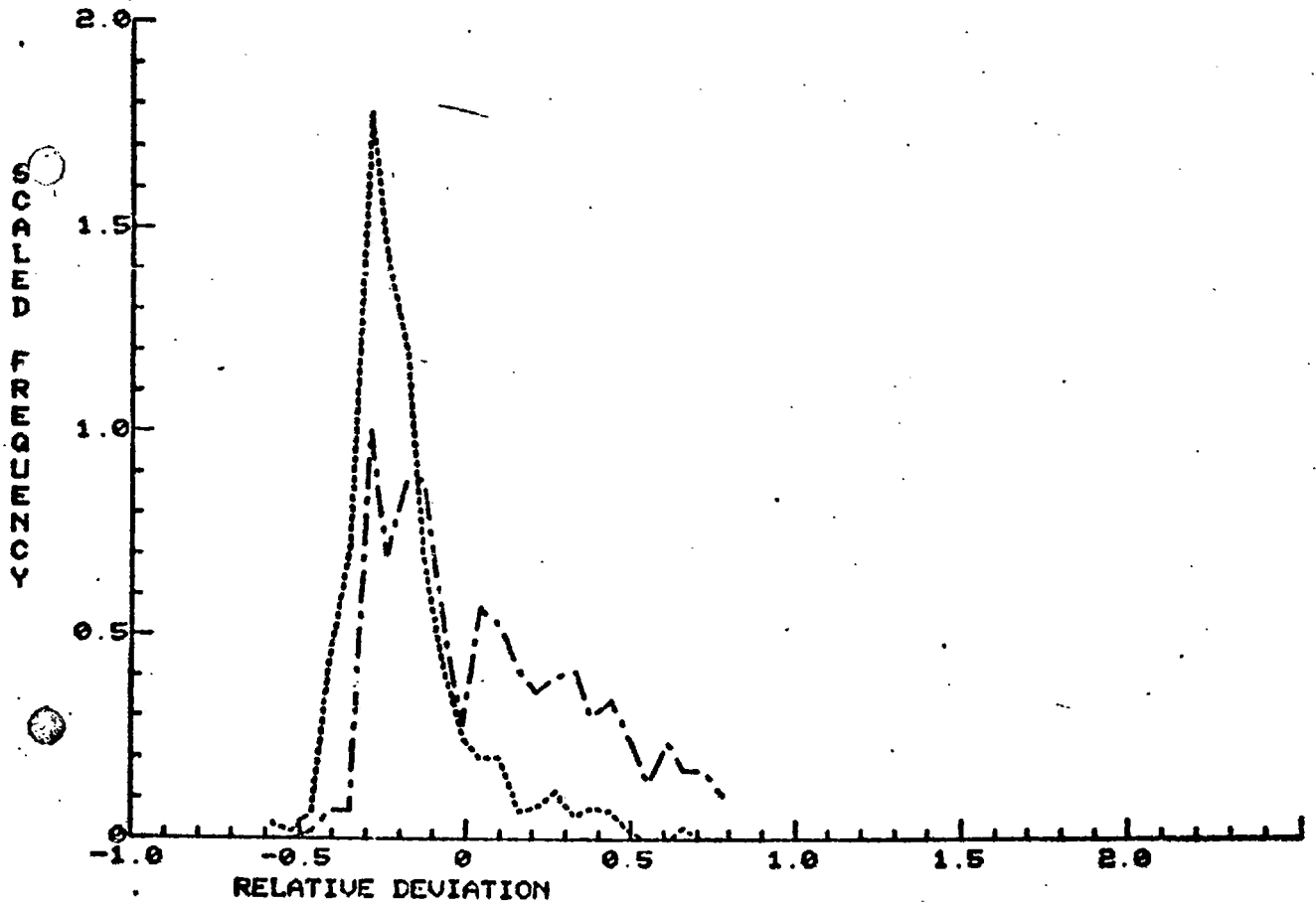
BANKING: UNITED KINGDOM



BANKING: IRELAND



BANKING · DENMARK



As has happened in the two previous sectors, the graphs illustrate the differing percentages of full time female employees in the full-time labour force. These percentages are given below.

TABLE 77

Full-time female employees as a % of all full-time employees:-

Germany	48.6
France	47.7
Italy	14.6
Netherlands	36.8
Belgium	30.3
Luxembourg	43.4
United Kingdom	52.7
Ireland	50.7
Denmark	45.3

SOURCE TABLE A1 **COUNTRY VOLUMES**

Several features are very noticeable - for example the low percentage of full-time female employees in Italy, the very sharply peaked earnings distribution for female employees in Denmark, the separation of the distributions in the Netherlands and the very flat distribution for male employees in the United Kingdom. As has been observed in other sectors the graphs are in general unimodal (male employees in Denmark, almost an exception), positively skewed and with the earnings of female employees towards the lower end of the distribution.   
 The pattern for female employees in Italy does seem to be different from elsewhere, in that it follows the distribution for male employees more

closely than elsewhere - though it has to be remembered that in these graphs as they stand 16.1% of male employees have been excluded as they fall in the open-ended interval at the top end of the earnings distribution<sup>7</sup>.

The variation in the distributions is summarised in Table 78 below which gives the relevant (%) coefficients of variation for gross monthly earnings.

Table 78: Coefficients of Variation (%)

Gross Monthly Earnings of full-time male and female employees

	<u>Male</u>	<u>Female</u>
Germany	33.5	24.4
France	61.3	34.7
Italy	48.1	30.3
Netherlands	56.1	40.8
Belgium	40.4	29.7
Luxembourg	45.5	35.8
United Kingdom	61.3	37.6
Ireland	51.9	35.3
Denmark	38.4	23.3

This table serves to confirm the features displayed in the graphs (eg the small variation in earnings about the mean of earnings for female employees in Denmark and the more extended distributions for male employees in the United Kingdom (and France)).

4.5 Gross Monthly Earnings as a function of the structural characteristics of the labour force - full time employees

This section of the report considers the effects which the various characteristics of the labour force have had on the distribution of gross monthly earnings around the mean value in each case. The characteristics to be considered are as follows:-

- a. sex
- b. age
- c. length of service
- d. occupational qualification group
- e. size of undertaking

The definitions of the various indices are the same as for those used in the chapters on Wholesale and Retail Distribution.

4.5.1 Employees classified by Sex

The graphs and tables of the previous section illustrated the position of the earnings of full-time male and female employees.

Table 79 below gives a summary of these characteristics.

Table 79:

Summary of Female/Male Mean Gross Monthly Earnings  
(Full-time employees, earnings of full-time male  
employees = 100)

Germany	70.9
France	71.8
Italy	79.5
Netherlands	56.6
Belgium	71.2
Luxembourg	62.4
United Kingdom	53.8
Ireland	61.7
Denmark	70.0

SOURCE TABLE C2 COUNTRY VOLUMES

These figures follow a pattern similar to those observed in the Wholesale and Retail Distributions sectors. In Italy the difference is least whereas in Netherlands and the United Kingdom the difference is largest. The following sections consider the effects of various structural characteristics on these overall figures.

#### 4.5.2 Employees classified by age

The average ages in years are given below for full-time male and female employees:-

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	35.5	28.0
France	32.4	29.3
Italy	34.4	29.5
Netherlands	33.3	22.0
Belgium	33.6	26.9
Luxembourg	30.1	21.7
United Kingdom	33.2	24.2
Ireland	31.7	23.0
Denmark	33.2	28.2

SOURCE TABLE A6 COUNTRY VOLUMES

These averages are of similar order to those in the previous sectors with the variation in the averages for male employees less than that for female employees. The female averages might almost be put into two groups, the Netherlands, Luxembourg, the United Kingdom and Ireland with average roughly in the range 22-24 years and Germany, France, Italy, Belgium and Denmark with averages roughly in the range 27-30 years. A comparison with the average ages for female employees observed in the previous sectors reveals that for all countries apart from Italy the average age in Banking is lower than in the other two sectors. (The figures for age in Italy in Banking also have the lowest coefficient of variation (33%)).

The age distributions are given in Table 80 below. For men there are interesting variations in the proportions in the youngest age group (under 21 years of age) from 1.1% in Italy to 13.9% in the United Kingdom. There are also interesting variations in the percentages of males in the 55 years and older age group from Italy and Luxembourg with 4.7% to Denmark with 11.5% possibly reflecting different retirement ages.



For women the most noticeable variations come in the youngest age group (under 21 years of age) where Netherlands, Luxembourg and the United Kingdom are noticeably high and Italy and Denmark noticeably low.

TABLE 80 AGE DISTRIBUTION FULL-TIME EMPLOYEES

MALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	3.3	4.6	1.1	9.8	2.9	10.7	13.9	12.8	2.6
21-29	27.0	43.1	29.9	33.6	36.9	41.0	28.9	34.7	43.5
30-44	39.9	29.2	45.9	29.4	36.6	32.2	30.5	31.5	29.9
45-54	19.5	14.4	18.5	16.4	16.8	11.4	16.6	11.0	12.4
≥ 55	10.2	8.0	4.7	10.8	6.8	4.7	10.1	10.0	11.5
UNDISCLOSED	(100)	(100) 0.6	(100)	(100)	(100)	(100)	(100)	(100)	(100)
FEMALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	19.3	11.2	6.9	44.7	11.0	37.9	38.4	32.4	4.1
21-29	42.3	47.4	46.7	41.8	56.2	49.4	38.1	51.7	59.1
30-44	23.1	23.9	32.5	7.3	24.2	9.3	12.7	9.7	25.2
45-54	12.0	13.5	12.8	4.3	6.8	2.5	8.7	4.2	7.8
≥ 55	3.3	3.6	1.2	1.9	1.9	0.8	2.1	2.0	3.8
UNDISCLOSED	(100)	(100) 0.4	(100.0)	(100.0)	(100)	(100)	(100)	(100)	(100.0)

SOURCE TABLE A3 COUNTRY VOLUMES

Indices of Mean Gross Monthly Earnings - Employees classified by Age and Sex

Two main sets of indices are considered one giving comparisons between groups of employees of the same sex and the other giving comparisons between male and female employees of the same age. A further table considers the particular case of the earnings of those aged under 21 with those aged 21-29 years.

Table 31 gives the comparisons between employees of the same sex. For men, the indices rise from values in the range 42-61 (Netherlands 42.1, Italy 60.1) for the under 21 years of age category to peak values in the range 111-147. (Germany 111.5, Italy 146.3). For all countries apart from Germany and Italy the peak comes in the 45-54 years age group. In Germany the peak is in the 30-44 years age group and in Italy in the 55 years and over age group.

For women the indices rise from values in the range 69-86 for the under 21 years age group (Belgium 69.9, Denmark 85.1) to peak values in the range 113-170. These peak values come in the 45-54 years age group for all countries apart from Denmark and Italy where the peak values come in the 55 years and older age group.

Of particular interest are the indices for the youngest age group. To illustrate the change in earnings between this group and the next youngest group Table 32 has been constructed which gives the mean gross monthly earnings of the under 21 years of age group as a percentage of the corresponding mean for the 21-29 years of age group.

TABLE 81 INDEX OF MEAN GROSS MONTHLY EARNINGS - BY AGE

NOTE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	58.3	50.3	60.1	42.1	49.5	48.7	44.3	55.3	58.2
21 - 29	78.6	73.4	69.7	75.1	74.6	81.8	81.4	74.9	76.3
30 - 44	111.5	121.7	100.7	119.5	110.0	125.9	119.3	127.2	112.6
45 - 54	110.4	143.8	137.5	133.4	133.8	141.1	134.6	131.0	133.0
≥ 55	103.7	111.5	146.3	126.1	125.0	115.1	113.2	122.2	129.9
(*)	.	86.2 <sup>#</sup>	-	.	-	-	-	-	-
ALL	100.0	100	100.0	100	100.0	100.0	100.0	100	100.0

FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	76.4	71.1	73.8	73.7	69.9	72.8	73.7	81.5	85.1
21 - 29	95.0	89.5	86.7	109.2	91.8	107.9	107.7	98.7	93.4
30 - 44	116.0	115.5	109.6	153.2	121.9	144.9	130.4	150.9	112.8
45 - 54	119.4	126.4	133.3	169.0	132.8	169.9	132.3	158.4	109.7
≥ 55	118.6	119.8	141.8	162.2	120.1 <sup>#</sup>	143.6	116.9 <sup>#</sup>	.	113.1
(*)	.	85.6 <sup>#</sup>	-	.	-	-	-	-	-
ALL	100	100.0	100	100.0	100	100.0	100	100	100.0

MALE AND FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	63.8	58.6	61.1	49.7	54.4	55.4	53.9	63.8	68.4
21 - 29	83.8	79.5	71.7	82.7	77.7	89.7	89.1	82.1	81.6
30 - 44	117.9	121.4	102.3	137.1	114.9	142.9	137.2	147.5	114.6
45 - 54	117.5	137.8	138.2	152.7	139.9	162.4	147.1	153.1	131.6
≥ 55	115.4	120.0	149.3	146.4	131.8	134.1	137.0	144.2	137.1
(*)	.	89.6 <sup>#</sup>	-	.	-	-	-	-	-
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE DS

COUNTRY VOLUMES

**TABLE 82**

Mean Gross Monthly earnings of full-time employees under 21 years of age. (Earnings of full-time employees aged 21-29=100, male and female employees considered separately)

	<u>Male</u>	<u>Female</u>
Germany	74.2	80.4
France	68.5	79.4
Italy	86.2	85.1
Netherlands	56.0	67.5
Belgium	66.4	76.1
Luxembourg	59.5	67.5
United Kingdom	54.4	68.4
Ireland	73.8	82.6
Denmark	76.3	91.1

The patterns revealed in this table are similar to the ones seen in the corresponding tables in the previous chapters. The change with age is greater for male employees than for female employees in all countries with once again the ratios high for Italy (though not the highest for female employees in this case) and low for the United Kingdom, the Netherlands and Luxembourg. The change is smaller both for male and female employees in Banking in Germany, Italy and Denmark and greater for both sexes in the United Kingdom than it was in the previously considered sectors. The remaining countries fall into the two groupings (a) France, Luxembourg and Italy where the change for males is smaller, and that for females greater and (b) the reverse position in Netherlands and Belgium.

Table 83 gives comparisons between male and female employees when the effect of age is removed.

TABLE 83

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES  
(BY AGE)  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	93.0	101.6	97.7	99.1	100.4	93.2	89.4	90.9	102.4
21 - 29	85.7	87.7	98.9	82.3	87.5	82.2	71.1	81.3	85.8
30 - 44	73.8	68.1	86.6	72.6	78.9	71.8	58.7	73.2	70.1
45 - 54	76.6	63.2	77.1	71.7	70.6	75.1	52.8	74.6#	57.8
≥ 55	81.1	77.2	77.1	72.8	68.4#	77.8	55.5#	.	61.0
(*)	.	71.3#	—	.	—	—	—	—	—
ALL	70.9	71.8	79.5	56.6	71.2	62.4	53.8	61.7	70.0

SOURCE

TABLE D8

COUNTRY VOLUMES

The figures for France, Belgium and Denmark for the under 21 age group are interesting in that they exceed 100.

The figures for all countries in this age group are high though those for the United Kingdom slightly lower by comparison. The figures for the United Kingdom show a marked fall-off with increasing age. Similar, if less pronounced, patterns are observed up to the age range 30 - 44 years in Germany and Luxembourg and up to the age range 45 - 54 years in the remaining countries.

### 4.5.3 Employees classified by length of service

As in the previous chapters it is to be expected that there will be a relationship between the length of service distribution and the age distribution.

The percentages which have been obtained are shown in Table 84 below:

TABLE 84: LENGTH OF SERVICE - FULL TIME EMPLOYEES

MALE YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
> 2	10.5	15.9	17.6	22.2	12.5	22.9	20.9	15.6	6.7
2-4	22.4	26.1	17.3	24.2	20.1	28.9	18.2	22.0	20.4
5-9	27.7	21.5	15.0	20.1	24.3	20.8	20.7	19.8	25.9
10-19	24.0	21.1	32.4	17.3	23.8	14.9	22.0	22.2	24.2
≥ 20	15.4	14.5	17.6	16.1	19.4	12.4	18.2	20.4	22.8
UNDISCLOSED	(100)	(100) (0.7)	(100)	(100)	(100.0)	(100.0)	(100.0)	(100)	(100.0)
FEMALE YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 2	20.0	19.4	27.0	39.1	19.5	35.6	36.2	31.0	14.3
2-4	36.1	25.5	21.5	37.0	26.9	37.2	28.3	37.0	36.6
5-9	26.2	23.0	16.9	16.1	25.9	19.9	23.1	20.9	30.8
10-19	12.5	18.4	23.4	5.2	20.5	5.9	8.9	7.2	14.2
≥ 20	5.2	12.7	11.2	2.6	6.2	1.5	3.2	3.9	3.8
UNDISCLOSED	(100.0)	(100.0) 1.0	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100)	(100.0)

SOURCE TABLE 84 COUNTRY VOLUMES

For male employees perhaps the most noticeable variations come in the percentages for the group with under 2 years of service - from 6.7 for Denmark to 22.9 for Luxembourg. Another interesting feature is the relatively high percentage of 32.4 in the 10-19 years of service category in Italy. It is also noticeable (cf Tables 20 and 52) that the percentages in the longest length of service category in Banking are (much) higher in all countries than in other sectors - no doubt reflecting different career patterns in the sectors.

For female employees the Netherlands, Luxembourg and the United Kingdom have high percentages in the shortest length of service categories reflecting the age distribution figures of Table 80. France, Italy and, to a lesser extent, Belgium exhibit a different pattern with percentages in the longest length of service categories which are noticeably higher than elsewhere. A comparison with the figures for the other sectors indicates a slight shift in the distribution towards longer lengths of service in Banking. The percentage in the longest length of service category is however very similar for all countries to that in the corresponding category in Wholesale and Retail Distribution apart from in France and Italy as mentioned above. Belgium is an exception to this rule with the percentage in the longest length of service category in Retail Distribution higher than elsewhere.

## Indices

Two sets of indices are considered - Table 85 gives comparisons between employees of the same sex. Table 86 gives comparisons between male and female employees with the same length of service.

For male employees alone there is a smooth rise in the index in all countries (apart from Denmark) as length of service increases from values in the range 67-85 (France 67.1, Denmark 84.7) for the under 2 years length of service category to values in the range 129-160 (Germany 129, France 159.8) for the 20 years and over length of service.

For female employees, the values tend to be higher than the entries in the corresponding cells for men (apart from Italy and France in the longer length of service categories) reflecting the different length of service distributions for men and women. As in the case of men the indices rise from values in the range 74-85 (France 74.4, Germany 85.0) for the under 2 years length of service to values in the range 135 to 207 (Germany 135.3, Luxembourg 207.0) for the 20 years or more length of service.



## MALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	83.8	67.1	66.2	69.2	68.5	76.9	67.5	68.8	84.7
2 - 4	87.1	78.1	78.4	85.6	77.7	84.6	84.8	75.2	76.6
5 - 9	91.1	91.9	87.5	101.6	91.3	102.1	89.1	83.9	83.5
10 - 19	110.8	118.1	107.7	121.6	110.4	122.5	109.7	109.0	102.7
≥ 20	129.0	155.8	150.9	138.0	142.3	149.5	152.3	154.5	139.8
(*)	•	87.7	-	•	-	-	•	-	•
ALL	100	100.0	100	100	100	100	100	100.0	100

## FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	85.0	74.4	78.3	80.2	77.1	84.9	77.3	80.4	84.9
2 - 4	93.4	87.4	90.5	98.8	88.6	95.5	95.1	92.8	90.8
5 - 9	103.4	97.7	96.5	117.7	101.5	113.9	115.0	107.6	102.1
10 - 19	120.8	117.5	115.0	158.7	119.9	143.0	146.3	152.9	120.8
≥ 20	135.3	141.1	143.4	181.1	148.8	207.0	163.7	193.5	151.7
(*)	-	85.1	-	•	-	-	•	-	•
ALL	100	100.0	100	100	100	100	100	100	100

## MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	79.9	69.2	67.3	68.0	68.9	76.5	66.5	68.9	79.3
2 - 4	86.7	81.8	79.7	85.2	79.2	86.4	83.9	79.1	79.5
5 - 9	96.4	93.8	88.5	107.6	93.3	106.5	97.8	92.7	89.9
10 - 19	119.4	119.2	109.2	138.9	113.6	137.2	132.3	130.4	112.2
≥ 20	140.8	154.5	151.8	160.3	150.7	177.0	187.5	184.1	157.1
(*)	•	84.0	-	•	-	-	•	-	•
ALL	100	100.0	100	100	100	100	100	100	100

Once again the values of the index corresponding to the longest length of service category show some extremely interesting variations. In particular the values for Luxembourg, the Netherlands and Ireland are markedly higher than elsewhere (a feature also observed for the Netherlands and Luxembourg) in other sectors and no doubt reflects the different underlying age distribution patterns of female employees in these countries. The figures below in Table 86 illustrate the comparisons between the mean gross monthly earnings of male and female employees having the same length of service.

TABLE 86

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES -  
BY LENGTH OF SERVICE  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN  
SAME CATEGORY = 100)

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	71.9	79.7	94.2	65.7	80.0	68.8	61.6	72.1	70.2
2 - 4	76.0	80.5	91.8	65.3	81.2	70.4	60.3	76.1	83.0
5 - 9	80.5	76.4	87.7	65.6	79.1	69.6	69.4	79.1	85.6
10 - 19	77.3	71.5	84.9	73.9	77.3	72.8	71.7	86.5	82.4
≥ 20	74.4	63.4	75.6	74.3	74.4	86.4	57.8	77.3	76.0
(*)	-	69.7	-	.	-	-	.	-	.
ALL	70.9	71.8	79.5	56.6	71.2	62.4	53.8	61.7	70.0

SOURCE

TABLE D10

COUNTRY VOLUMES

As in previous sectors, the figures for Italy tend to be higher than elsewhere but they are only noticeably higher than elsewhere for the shortest length of service categories. In fact Luxembourg is highest for the longest length of service category. The figures for the United Kingdom and the Netherlands are lower than elsewhere with the figure for the United Kingdom particularly low for the longest length of service category. In France, Italy, Belgium and the United Kingdom there is some evidence of a decrease in the ratio with increasing length of service with the reverse pattern in the remaining countries - though in neither case is the change a smooth one.

In the majority of cases the values in the individual cells are greater than the value of the ratio of overall means, reflecting the different distribution patterns for male and female employees.

#### 4.5.4 Employees classified by Occupational Qualification Group

The general remarks given in Sections 2.5.4 and 3.5.4 relating to the difficulties of classifying employees into broad groupings apply also to this section. In this case the broad groupings are:-

1. Directors, top management
2. Senior executives
3. Executives (junior management)
4. Highly-qualified clerical staff
5. Qualified clerical staff
6. Other employees

A fuller explanation of these is given in the *Technical Annex*,

With the definitions given above, the figures given in Table 87 were obtained and they exhibit some features which, at first sight would suggest some very different structures. The figures for Netherlands are particularly noticeable with proportionately far more employees than in other countries being classified as category 6 (other workers). Even when these figures are combined with those for category 5 (qualified clerical staff) the figures for the Netherlands are high. On the other hand the proportions falling in these categories in Italy are noticeably lower and show up particularly for women when the figures are considered separately. (The extremes for women are 23.4% category 5 or 6 in Italy, 94.3% category 5 or 6 in Netherlands.) The figures for France are also of interest, particularly the proportion (26.2%) in category 3 (executives/junior management) for women which apart from Italy is much higher than elsewhere.

TABLE 37 OCCUPATIONAL QUALIFICATIONS

FULL TIME EMPLOYEES

%

MALE

	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
1	0.9	4.4	1.0	2.1	1.3	4.3	1.2	2.3	1.9
2	4.2	15.2	12.6	3.9	5.8	7.4	5.7	12.8	8.5
3	30.3	30.9	29.0	5.7	21.5	12.8	22.4	27.4	22.4
4	42.0	12.7	40.7	23.6	33.1	28.1	26.3	16.9	25.4
5	15.1	22.4	6.4	30.4	30.3	31.4	28.9	29.1	24.9
6	7.5	14.3	10.3	34.3	7.9	15.9	15.6	11.4	16.9
NUMBERS	100.0	100.0	100.0	100.0	100	100	100	100	100.0
000's	177.7	167.9	300.1	49.4	44.3	3.0	176.8	7.5	16.8
FEMALE	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK

1	-	0.1	0.1	.	-	-	-	-	-
2	0.1	2.7	0.8	0.2	.	.	-	.	.
3	5.6	26.2	17.0	0.7	4.0	2.3	1.1	1.6	2.6
4	41.2	16.2	58.6	4.8	27.8	15.9	13.7	25.7	11.7
5	34.3	33.9	20.9	31.3	56.0	53.8	55.5	68.2	40.4
6	18.7	20.9	2.5	63.0	11.9	27.7	29.6	4.5	45.1
NUMBERS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
000's	168.1	153.0	51.5	28.8	19.3	2.3	196.7	7.7	13.9

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
1	0.5	2.4	0.9	1.4	0.9	2.4	0.6	1.1	1.1
2	2.2	9.3	10.8	2.5	4.2	4.3	2.7	6.4	4.7
3	18.3	28.7	27.3	3.9	16.2	8.3	11.2	14.4	13.5
4	41.6	14.4	43.3	16.6	31.5	22.8	19.7	21.3	19.2
5	24.5	27.9	8.5	30.7	38.1	41.1	42.9	48.9	31.9
6	13.0	17.4	9.2	44.9	9.1	21.0	23.0	7.9	29.6
NUMBERS	100	100	100	100	100	100	100	100	100
000's	345.8	320.9	351.6	78.3	63.6	5.3	373.5	15.3	30.7

SOURCE TABLE A1 COUNTRY VOLUMES

The very noticeable differences say between the Netherlands and Italy are rather puzzling. Italy has proportionately a large banking sector but with proportionately few women which could mean that the women who do enter the banking sector do have particular qualifications etc which might enable them to reach higher levels than in other countries. Netherlands has a full time female workforce which is noticeably biased towards the youngest age groups who might be expected to occupy the more junior positions. [The differences are so noticeable, however, that it leads me to speculate that the question asked in the Netherlands might have made reference to the possession of some banking qualification, which in other countries was not included?]

## Indices

As in previous sections and chapters two sets of indices are considered, one giving comparisons of mean gross monthly earnings of employees of the same sex, the other giving comparisons between male and female employees in the same occupational qualification group.

Table 88 gives the figures for comparisons between employees of the same sex. The considerations mentioned on page (re cut off values etc) complicate the interpretation.

These considerations may help to explain why the figures for France, Italy and Ireland for category 1 sales are much higher than elsewhere, (in that fewer of the top earners have been excluded from the calculations). On the other hand Germany is lower than might have been expected (?) even allowing for the problems of cut-off values. At the other end of the occupational qualification scale, the figure for males in France is noticeably lower than elsewhere. In terms of occupational qualification structure France has proportionately more males in the top two categories whose earnings might be expected to pull up the overall mean and so depress the value of the index figure for category 6. This would, however, tend to work against the high figure for category 1, unless the inclusion of high earners in France in category 1 has had a marked effect. The high figures for the Netherlands in 3, 4 and 5 may, in part, be explained, I feel,

TABLE 88

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	187.4	286.0	263.6	205.1	203.6	229.0	•	259.2	222.2
2	176.1	158.9	184.3	179.7	173.0	176.6	209.8	165.3	164.2
3	121.2	100.7	106.0	166.9	130.7	139.6	138.3	126.1	128.4
4	91.7	76.8	77.9	124.8	94.3	98.1	97.5	84.4	97.1
5	74.0	64.3	75.7	89.5	77.1	78.0	67.5	59.0	69.5
6	69.4	53.9	66.6	67.1	69.4	67.5	60.2	57.5	71.0
(*)	—	—	—	—	—	—	—	—	—
ALL	100	100	100	100	100	100	100	100	100

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	—	294.2	303.7#	•	—	—	—	—	—
2	223.9#	194.6	218.6	192.2#	•	•	—	•	•
3	141.5	126.7	128.0	143.8#	155.4	181.0	201.4#	203.4#	167.8
4	109.4	100.9	97.2	155.6	115.5	131.4	142.4	128.6	129.4
5	92.7	86.8	81.7	112.2	91.3	93.2	97.3	87.5	99.3
6	78.7	71.2	72.9	89.1	83.2	86.2	81.0	54.6#	88.6
(*)	—	—	—	—	—	—	—	—	—
ALL	100	100	100	100	100	100	100	100	100

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	218.4	327.6	271.1	243.4	222.4	274.4	•	320.3	257.4
2	204.5	180.1	189.8	211.1	188.6	210.9	277.3	204.2	189.3
3	137.6	111.3	108.8	191.6	141.5	163.3	180.6	155.8	147.6
4	98.9	85.9	80.2	143.9	99.8	111.7	118.6	100.4	110.5
5	79.7	72.8	74.1	94.9	78.6	80.0	75.5	68.5	80.5
6	69.8	60.4	68.2	69.6	71.6	71.6	64.6	67.4	75.1
(*)	—	—	—	—	—	—	—	—	—
	100	100	100	100	100	100	100	100	100

SOURCE

TABLE 82

184

COUNTRY WORDS



by its occupational qualification structure which is different from elsewhere.

For females the entries tend to be higher than in the corresponding cells for men, a feature noticed in other sectors and probably attributable to the more noticeable concentration of women in the lower occupational qualification groups. The figures for categories 1 and 2 have been particularly affected by the problems of small numbers with France, and Italy (to a lesser extent), the exceptions. The figures for Netherlands reflect the occupational qualification structure, though the figure for category 3 is unusual.

Table 89 gives comparisons between male and female employees.

TABLE 89

## INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	-	73.9	91.6#	.	-	-	.	-	-
2	90.1#	88.0	94.4	60.6#	.	.	-	.	.
3	82.8	90.4	96.1	48.8#	84.7	80.9	78.3#	99.5#	91.5
4	84.6	94.4	99.2	70.6	87.2	83.6	78.5	94.0	93.3
5	88.9	97.0	85.9	70.9	84.2	74.5	77.5	91.4	100.0
6	80.4	94.9	87.1	75.2	85.4	79.7	72.4	58.6#	87.4
(*)	-	-	-	-	-	-	-	-	-
ALL	70.9	71.8	79.5	56.6	71.2	62.4	53.8	61.7	70.0

SOURCE

TABLE C2

COUNTRY VOLUMES

For categories 1-3 the ratios for Italy are higher than elsewhere (category 3 in Ireland, being the exception), a feature noted in other sectors. The figures for the Netherlands are lower than elsewhere (apart from category 6, where Ireland records the lowest figure) with the value for category 3 particularly low. There is some evidence of a decrease in ratio over grades 1 to 6 in Germany, Ireland and the United Kingdom - though only in Ireland is the decrease an unbroken one. The reverse effect is observed in France, Netherlands and Belgium (to a lesser extent) - though once again the change is not a smooth one. In Italy and Denmark the values show an eventual decline though passing through higher values in between. The values for all categories are almost consistently higher

than in other sectors, perhaps reflecting some difference in career patterns across the sectors. Once again, the values in the individual cells are higher (in all cases apart from the Netherlands, category 3 and Ireland, category 6) than the ratio of overall means, reflecting the different distributions of male and female employees over the occupational qualification groups.

#### 4.5.5 Employees classified by size of undertaking

The final set of indices which we consider is concerned with the size of undertaking as the factor of classification. In Table 76, the figures for all employees were given.

Table 90 gives the figures for full-time employees only and also for male and female employees separately. Since the percentage of part-time employees in the Banking sector is small in most countries these figures agree closely with those in Table 76 and comments were given then.

#### Indices

Table 91 gives the figures comparing employees of the same sex.

TABLE 90 FULL-TIME EMPLOYEES BY SIZE OF UNDERTAKING

MALE

NO. OF EMPs	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	11.0	2.5	9.8	11.1	2.9	10.3	2.8	4.4	5.2
50-99	8.2	2.8	4.7	4.3	3.1	7.0	2.4	4.1	4.5
100-199	10.1	3.5	5.2	2.8	4.5	10.6	5.1	6.9	4.7
200-499	16.0	11.6	12.2	6.6	7.0	4.0	6.3	8.3	10.3
500-999	9.6	19.3	6.7	3.0	10.8	68.1	6.8	4.6	14.8
≥1000 (*)	45.1	59.9	61.3	72.2	71.6	-	76.7	71.7	60.5
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

NO. OF EMPs	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	8.1	2.2	9.3	18.9	4.5	12.8	2.0	3.2	5.4
50-99	8.5	2.1	5.6	6.6	5.2	9.0	1.7	5.4	3.4
100-199	10.5	3.0	5.9	2.5	7.7	14.9	3.4	8.2	6.6
200-499	17.7	9.8	11.8	5.9	9.8	4.3	5.3	7.7	10.7
500-999	10.1	15.1	7.6	3.4	7.4	58.9	5.6	4.8	14.9
≥1000 (*)	45.1	67.8	59.7	62.7	65.4	-	82.0	70.7	59.0
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

NO. OF EMPs	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	9.6	2.3	9.7	14.0	3.3	11.4	2.4	3.8	5.3
50-99	8.3	2.5	4.8	5.1	3.8	7.9	2.7	4.7	4.0
100-199	10.3	3.3	5.3	2.7	5.5	12.5	4.2	7.6	5.6
200-499	16.8	10.8	12.2	6.3	7.9	4.1	5.7	8.0	10.5
500-999	9.9	17.5	6.9	3.1	9.8	64.1	6.2	4.7	14.9
≥1000 (*)	45.1	63.7	61.1	68.7	69.7	-	79.5	71.2	59.8
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A2

COUNTRY VOLUMES

TABLE 91

## INDEX OF MEAN OF MEAN GROSS MONTHLY EARNINGS BY SIZE OF UNDERTAKING

## MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	87.5	123.3	95.6	98.2	98.8	128.9	.	117.5	101.5
50-99	93.2	113.8	95.4	102.5	99.7	107.0	.	116.6	103.0
100-199	97.3	108.2	94.6	126.8	91.5	103.3	110.0	96.2	96.8
200-499	96.6	94.6	99.0	107.8	93.9	95.0	110.0	103.9	97.0
500-999	102.0	92.8	102.4	101.3	99.2	95.2	95.9	98.1	100.7
≥1000 (*)	105.8	101.4	101.5	98.3	101.3	-	96.6	-	100.2
ALL	100	100	100	100	100	100	100	100	100

## FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	91.5	108.4	95.9	88.1	86.4	115.1	103.2	83.0	100.2
50-99	96.9	113.7	96.7	88.1	90.7	104.8	115.6	98.1	94.7
100-199	96.9	100.4	96.2	119.6	93.0	99.7	92.6	81.7	104.4
200-499	100.1	92.1	104.8	101.3	90.5	110.2	113.1	94.7	103.4
500-999	102.2	94.4	106.6	101.8	93.3	95.4	101.9	103.7	97.7
≥1000 (*)	102.3	101.7	99.5	103.7	104.9	-	98.9	-	99.7
ALL	100	100	100	100	100	100	100	100	100

## MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	91.2	118.9	95.7	88.1	91.4	119.0	.	111.1	101.0
50-99	94.6	116.6	95.1	93.0	92.5	103.1	.	105.4	102.6
100-199	96.9	106.4	94.5	127.1	88.3	97.6	110.6	87.9	97.3
200-499	97.3	95.1	99.7	107.6	90.6	98.7	113.6	101.0	99.0
500-999	101.5	95.3	102.6	99.6	100.3	97.0	101.1	100.0	99.8
≥1000 (*)	104.3	100.5	101.3	101.1	102.8	-	96.5	-	100.2
ALL	100	100	100	100	100	100	100	100	100

SOURCE

TABLE 05

COUNTRY VOLUMES

There are some interesting differences. For males in France, Ireland and Luxemburg there appears a decrease in index with increasing size (apart from the largest size category in France), Belgium and Italy show slight increases with size, an effect slightly more noticeable in Germany - though the increase is not smooth. Netherlands has a pronounced peak in the 100-199 employees group. Denmark shows some signs of a "U" - shaped distribution and the United Kingdom a drop from the middle range to the largest range.

For women in Germany, Belgium, Ireland and Italy (apart from the largest size category) there is some evidence of an increase in index with increasing size - though the increase is not uniform. Netherlands has a pronounced "peak" in the 100-199 employee size range, as does Denmark but to a much lesser extent. France shows signs of a "U"-shaped distribution, as does Luxembourg over the range up to 499 employees. The United Kingdom has two noticeably higher values, one in the 50-99 employee size range, the other in the 200-499 size range.

Table 92 gives the comparisons between the earnings of male and female employees.

TABLE 92

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY SIZE OF UNDERTAKING

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY=100)

NO OF EMPLOYEES	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10 - 49	74.1	63.1	79.8	50.8	62.2	55.7	40.6#	43.6	69.1
50 - 99	73.7	71.7	80.6	48.6	64.8	61.1	46.8#	51.9	64.4
100 - 199	70.6	66.7	80.9	53.4#	72.4	60.3	45.3	52.4	75.6
200 - 499	73.5	70.0	84.2	53.2	68.6	72.4	55.3	56.2	74.7
500 - 999	71.1	73.1	82.8	56.9	66.9	62.5	57.2	65.1	68.0
≥ 1000 (*)	68.5	72.1	78.0	59.7	73.7	-	55.1	-	69.7
ALL	70.9	71.8	79.5	56.6	71.2	62.4	53.8	61.7	70.0

SOURCE

TABLE D6

COUNTRY VOLUMES

The values of the ratios in Italy are consistently higher than elsewhere and those in the United Kingdom low but only consistently lower than elsewhere for the three smallest size categories, and the largest size category. For the remaining two categories the Netherlands has the lowest values. In Germany there is some evidence of a

decrease in ratio with increasing size of undertaking. In all other countries apart from Italy, the reverse pattern may be observed though only in Ireland is the movement smooth and in Denmark there is little variation between the largest and smallest size categories, the main variation coming in between. Italy shows only small variations with change of size of enterprise.

As has been observed with this factor of classification in other sectors there is the least variation between the values in the individual cells and the ratio of the overall averages, as compared with other factors of classification (age, length of service and occupational qualification group).

#### 4.6 Gross Annual Earnings

The analysis so far has considered gross monthly earnings for full-time employees, classified by various factors. As in the case of the Wholesale and Retail Distribution sectors, a similar analysis is possible for gross annual earnings for which a frequency distribution containing 27 class intervals has been drawn up for each country.



Indices have been calculated for mean gross monthly earnings and are available for all full-time male employees, all full-time female employees and for these groups broken down into occupational qualification groups. Indices are also available to compare male and female earnings for each of these categories. The global figures are given in the summary table below:

Table 93 :

Summary of Female/Male Mean Gross Annual  
(Earnings of full-time male employees = 100)

Germany	70.4	(70.9)
France	70.1	(71.8)
Italy	77.9	(79.5)
Netherlands	56.2	(56.6)
Belgium	70.2	(71.2)
Luxembourg	62.6	(62.4)
United Kingdom	53.4	(53.8)
Ireland	60.3	(66.7)
Denmark	68.0	(70.0)

Figures in brackets are those for mean/gross monthly earnings

SOURCE TABLE C4 COUNTRY VOLUMES

In general the agreement between the annual and monthly ratios is very good, with the annual ratios tending to be slightly lower than the monthly ones (Luxembourg - being the exception - but the difference is very small) - a feature also noticed in the Wholesale and Retail Distribution sectors.

Table 94 gives the various indices of mean gross annual earnings by occupational qualification group. In general the agreement between annual and monthly figures is very good. For male employees the only noticeable differences come in category 1. In most cases these are small though in Ireland, Denmark (and Luxembourg) the annual ratios are of a higher order and are noticeable. Similarly for female employees the agreement is good.

The comparisons of mean gross annual earnings between male and female employees in the same occupational qualification groups is given below in Table 95. Here the figures are in good agreement with the monthly ones with the United Kingdom slightly lower in category 3 as compared with the monthly figures.

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 94

MALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	185.3	288.0	261.2	202.8	196.5	224.5	•	241.8	210.0
2	174.3	155.3	181.3	171.4	167.8	172.3	203.1	162.6	164.0
3	119.7	98.2	102.1	162.4	129.4	136.2	133.1	126.2	124.6
4	91.5	74.4	77.3	120.5	92.4	96.5	93.2	82.6	95.1
5	74.0	61.7	74.2	88.0	76.2	77.7	66.0	57.6	68.5
6	68.2	54.5	67.4	66.6	69.8	68.0	62.6	57.5	70.4
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	-	302.9	308.9#	•	-	-	-	-	-
2	220.0#	194.0	221.5	186.6#	•	•	-	•	•
3	140.8	124.1	123.4	136.7#	156.9	176.9	179.3#	194.4	164.5
4	108.3	98.7	97.1	156.6	116.1	128.8	135.0	124.4	128.5
5	91.7	84.0	80.6	109.9	90.7	91.8	95.0	87.1	98.2
6	78.9	72.4	73.7	88.4	82.5	88.0	83.4	52.2#	88.1
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	215.9	332.5	268.7	237.9	214.7	266.8	•	295.0	245.0
2	202.3	177.4	186.7	199.3	182.6	204.0	264.2	198.3	190.4
3	136.0	108.5	104.7	184.3	140.0	158.2	170.6	153.4	144.1
4	98.0	83.2	79.4	138.1	98.1	109.1	111.1	95.4	108.5
5	78.6	69.8	72.7	92.3	77.1	78.9	72.6	66.1	78.7
6	69.5	60.9	69.0	68.4	71.3	72.3	65.9	66.5	73.8
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 95

Mean Gross Annual Earnings - Full-time Female Employees  
(Earnings of full-time male employees in each group = 100)

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	-	73.7	92.1#	.	-	-	-	-	-
2	88.8#	87.6	95.2	61.2#	.	.	-	.	.
3	82.7	88.6	94.2	47.3#	85.1	81.3	71.9#	92.9	89.8
4	83.3	93.0	97.8	73.0	88.2	83.6	77.4	90.9	91.8
5	87.3	95.4	84.7	70.2	83.5	74.0	76.9	91.2	97.5
6 (*)	81.4	93.1	85.2	74.6	82.9	81.1	71.2	54.7#	85.1
ALL	70.4	70.1	77.9	56.2	70.2	62.6	53.4	60.3	68.0

SOURCE TABLE C4 COUNTRY VOLUMES

#### 4.7 Length of Scheduled Working Week

The figures which have been obtained for the length of scheduled working week for male and female employees are shown below in Table 96. These have been obtained using the terms and definitions which were set out on p of this report (and in section 8.11 of Volume 1).

One of the main points of interest in the figures which are given in Table 96 is the position of the UK and Ireland where the proportions working shorter scheduled hours are noticeably higher for both men and women than elsewhere. There is little variation between the figures for men and women for each country. For Germany, France and Luxembourg

there is great concentration into the 38-40 hours grouping, and for Italy similarly in the 36-38 hour group. Netherlands, Belgium and Denmark also have 38-40 hours as the modal group but with less concentration than elsewhere.

TABLE 96: LENGTH OF SCHEDULED WORKING WEEK  
FULL TIME EMPLOYEES

MALE

HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	-	.	0.8	.	11.9	-	83.5	83.9	6.9
> 36-38	0.3	0.7	91.5	3.0	22.6	.	10.6	3.8	29.3
> 38-40	98.0	97.4	6.2	86.4	63.5	99.2	1.8	11.6	60.9
> 40-42	1.2	1.2	0.2	10.6	1.9	-	.	.	2.4
> 42-44	0.1	0.5	0.0	-	-	.	-	.	.
> 44-46	0.2	.	0.8	.	-	.	-	.	.
> 46-48	0.2	0.1	0.3	-	-	-	-	.	-
> 48	-	.	-	-	-	.	.	.	-
TOTAL UNDISCLOSED	100	100	100 (0.1)	100	100	100	100 (3.8)	100	100

FEMALE

HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	.	.	0.2	.	9.9	-	90.3	92.7	9.9
> 36-38	0.5	0.9	95.5	4.7	19.8	.	8.4	2.0	28.2
> 38-40	98.7	97.8	3.7	81.4	68.9	99.5	.	5.2	58.6
> 40-42	0.7	1.1	.	13.7	1.3	-	-	.	3.2
> 42-44	.	0.1	0.3	-	-	.	-	-	-
> 44-46	.	0.1	0.1	.	-	-	-	-	-
> 46-48	.	.	.	-	-	-	-	-	-
> 48	-	-	-	-	-	-	-	-	-
TOTAL UNDISCLOSED	100	100	100 (0.1)	100	100	100	100 (0.7)	100	100

SOURCE TABLE A8 COUNTRY VOLUMES

#### 4.8 BONUS PAYMENTS

The figures are given in Table 97 and the patterns for male and female employees within each country are similar, though in Ireland proportionately far more women than men are in the 0 per cent bonus category. It is interesting to note the figures for Denmark, Ireland and the United Kingdom with the concentration in the "0 per cent" bonus category and also the very small (or lack of) entries in the categories of bonuses of 15 per cent and above in each of these countries. At the other extreme the figures for Italy are noticeably high for both male and female employees in the 30 but less than 50 per cent category. Italy has also a "high" percentage in the 20 to less than 30 per cent bonus category a feature also noticeable in France. In Germany, and for males in the Netherlands (and to a lesser extent in Belgium) the main concentration comes in the 15 to less than 20 per cent bonus category. The 10 to less than 15 per cent bonus category is the largest single category for female employees in Netherlands, Belgium and Luxembourg (where the main concentration for men is in the 5 - less than 10 per cent category).

TABLE 97 BONUS PAYMENTS

MALE

(FULL-TIME EMPLOYEES)

% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	0.6	3.6	—	0.5	2.2	1.3	62.2	44.4	79.3
>0-5	2.1	3.2	1.2	2.3	3.5	0.7	22.1	44.4	14.5
>5-10	14.0	6.9	7.6	10.8	7.6	34.7	12.1	9.8	4.0
>10-15	27.2	7.6	4.3	27.4	24.6	22.5	1.5	1.3	1.3
>15-20	40.7	13.3	5.6	38.2	25.4	25.4	•	•	0.5
>20-30	12.1	42.4	35.6	16.9	24.2	13.0	•	—	•
>30-50	2.8	20.6	43.1	3.0	10.6	1.9	•	—	•
>50 (*)	0.5	2.3	2.6	0.9	1.8	0.5	•	—	•
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALE									
% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	0.4	4.5	—	1.0	2.9	2.2	68.5	63.8	83.4
>0-5	1.7	2.8	1.4	4.6	2.2	0.7	20.2	30.4	15.4
>5-10	17.3	6.4	11.6	15.9	11.9	29.6	8.1	4.9	0.7
>10-15	29.8	8.1	4.8	37.7	32.5	31.0	2.0	0.6	•
>15-20	42.7	12.5	6.1	28.8	30.2	24.1	•	•	•
>20-30	7.3	50.7	27.8	10.7	14.2	11.9	•	—	•
>30-50	0.7	13.9	45.9	1.0	5.4	0.5	•	—	—
>50 (*)	0.1	0.9	2.4	0.3	0.7	•	•	—	—
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE TABLE 84 COUNTRY VOLUMES

#### 4.9 Part-time Employees

The final section of this chapter is concerned with the characteristics and earnings of part-time employees. The comments applied to the definition of part-time employees discussed in the previous chapter (and in the Technical Annex) apply also to these figures.

Figures were given earlier on part-time employees in Table 74 but it is useful to consider them separately in Table 98 below:

Table 98 Part-time Employees

	Numbers (000's)		As a percentage of all employees	
	<u>All part-time</u>	<u>Part-time female</u>	<u>All part-time</u>	<u>Part-time female</u>
Germany	54.1	51.6	13.5	12.9
France	7.0	5.4	2.3	1.6
Italy	2.2	1.7	0.6	0.5
Netherlands	10.6	9.3	11.9	10.5
Belgium	1.7	1.6	2.6	2.5
Luxembourg	0.1	0.1	1.9	1.9
United Kingdom	22.4	19.0	5.7	4.8
Ireland	-	-	-	-
Denmark	9.2	8.2	23.1	20.6

These figures have received comment in an earlier section ( 4.1 ), but it is worth noting the variation in the percentages of part-time employees from Italy and Ireland where the percentages are very low to Denmark which is considerably higher than elsewhere - a feature also noted for Denmark in Wholesale and Retail Distribution.



#### 4.9.1 Length of Scheduled Working Week

The sample numbers on which many of the tables in this section on part-time employees are based are very small and the information collected is therefore subject to the problems of large standard errors and disclosure which would breach confidentiality. As a result the tables for male employees in particular, contain many empty cells and in several instances are incomplete.

The general pattern, where figures are available however, is for the concentration of employees to come in the 24 hours or less category. The degree of concentration varies from one country to another and in all countries apart from Germany is greater for female employees than for male employees.

Some interesting features relate to the figures for both male and female employees in the Netherlands and the proportionately large percentages which occur in the 30-34 hours band. Also of interest are the figures quoted for Italy and Denmark in the 36 hours and over category.

TABLE 99 LENGTH OF SCHEDULED WORKING WEEK

MALE											
HRS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%	
≤24	76.5	82.7	62.0	66.0	•	•	38.5	—	50.5		
>24-26	9.4	•	9.2	6.3	—	—	•	—	•		
>26-28	•	•	—	•	•	—	•	—	•		
>28-30	•	6.3	11.1	•	•	•	•	—	•		
>30-32	6.2	8.7	10.8	24.3	•	•	•	—	•		
>32-34	•	4.8	—	9.9	—	—	—	—	•		
>34-36	•	•	•	•	—	•	—	—	•		
236	—	—	16.2	—	—	—	—	—	18.9		
(*)	FEMALE							(385)		(235)	%
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%	
≤24	61.9	83.8	89.0	68.1	72.2	68.8	69.9	—	79.0		
>24-26	20.0	2.9	5.3	2.7	•	12.5	6.8	—	3.0		
>26-28	3.9	1.6	•	2.6	7.7	•	•	—	2.7		
>28-30	6.7	3.3	1.8	6.1	8.6	•	•	—	1.7		
>30-32	8.9	4.6	2.1	20.0	9.0	•	•	—	3.3		
>32-34	4.2	2.1	—	14.0	•	•	—	—	2.2		
>34-36	1.9	2.7	•	4.6	—	•	—	—	•		
7-36	0.5	•	•	—	—	—	—	—	3.4		
(*)		(2.7)					(18.5)		(7.1)	%	
MALE AND FEMALE											
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%	
≤24	62.6	83.6	83.2	67.9	72.6	69.4	65.1	—	75.9		
>24-26	19.5	2.9	6.1	3.1	•	11.1	6.4	—	2.9		
>26-28	3.9	1.6	•	2.4	7.8	•	•	—	2.6		
>28-30	6.6	4.0	3.8	5.7	8.6	•	•	—	1.6		
>30-32	8.7	5.5	4.0	20.5	9.0	9.3	•	—	3.4		
>32-34	4.0	2.7	—	13.5	•	•	—	—	2.2		
>34-36	2.0	2.5	•	4.2	—	•	—	—	•		
2-36	0.5	•	5.3	—	—	—	—	—	5.1		
(*)		(2.1)					(21.5)		(8.9)		

SOURCE TABLE A8 COUNTRY VOLUMES

#### 4.9.2 Age

The average ages in years of male and female part-time employees are given below:

	<u>Male</u>	<u>Female</u>
Germany	52.6	37.8
France	50.5	43.3
Italy	40.5	44.9
Netherlands	33.7	32.8
Belgium	50.2	36.6
Luxembourg	60.8	34.3
United Kingdom	57.1	40.7
Ireland	NOT QUOTED	
Denmark	46.7	35.9

As might be expected, and as has been noted in most countries in the previous sectors the average ages of part-time employees are higher than those for full-time employees. There are however considerable variations both between the averages for male and female employees in the same country and amongst the averages for employees of the same sex from one country to another.

For male employees, the averages for Luxembourg and the United Kingdom are high, while those for Italy and the Netherlands in particular are low. A similar variation is observed in the averages for female employees. In particular, those for France and Italy are higher, while the Netherlands takes on a lower value.

The frequency distributions are given below in Table 100 and though there are problems resulting from small sample sizes they show up the variations about these mean values.

TABLE 100 AGE DISTRIBUTION - PART TIME EMPLOYEES

MALE

YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	-	.	.	25.0	-	-	-	-	14.2
21-29	.	9.6	16.4	19.8	.	-	.	-	12.1
30-44	13.4	16.7	35.3	21.7	.	.	.	-	10.6
45-54	19.3	17.8	29.9	11.6	.	-	.	-	13.7
≥ 55	59.1	51.7	17.4	22.0	.	91.7	73.1	-	49.5
TOTAL UNDISCLOSED	(100)	(100)	(100)	(100)	(100)	(100)	(100)		(100)

FEMALE

YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	0.9	2.4	-	14.7	.	.	.	-	1.3
21-29	17.9	12.4	2.6	27.0	22.3	34.4	9.6	-	29.4
30-44	46.5	31.2	32.0	31.3	43.9	32.3	43.2	-	41.7
45-54	24.8	27.3	51.4	19.7	17.9	21.9	34.2	-	16.9
≥ 55	9.8	25.7	14.0	6.9	13.5	.	11.0	-	10.7
TOTAL UNDISCLOSED	(100)	(100)	(100)	(100)	(100)	(100)	(100)		(100)

SOURCE TABLE A3 COUNTRY VOLUMES

When considering them it should also be remembered that there are considerable variations in the percentages of part time employees in different countries.

(Denmark has the highest percentage (23.1) of part time employees, with Germany and the Netherlands also high with 13.5 and 11.9% respectively. Apart from the UK with 5.7% the others fall below 3%) The majority of part time employees are female and in the younger and middle range age groups (21-29 and 30-44).

Netherlands has a noticeably higher figure in the under 21 years age group.

#### 4.9.3 LENGTH OF SERVICE

The percentages are shown in Table 101 and a comparison with the figures for full-time employees given in Table 84 is interesting. Where sample sizes have permitted disclosure of the figures, there is evidence in all countries apart from Italy of a greater concentration of male employees into the shortest length of service category for part-time employees than was seen full-time employees. The degree of concentration varies from one country to another and is most pronounced in the Netherlands and Denmark. Italy, (where the proportion of part-time employees is very small in any case) exhibits a different pattern with a surprisingly large percentage (40.2) in the 10-19 years length of service category.

For female employees the patterns of some countries are in agreement with those for full-time and for other countries there are differences. The similar patterns occur in Germany, the Netherlands, Belgium and Luxembourg. In France, the concentration of part-time employees into the shortest length of service category is greater than for full-time employees and in Italy, the United Kingdom and Denmark it is less.

TABLE 101

## LENGTH OF SERVICE

MALE

%

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	27.6	25.1	14.2	52.2	•	•	•	—	44.0
2 - 4	32.8	22.8	11.4	27.6	•	•	•	—	30.1
5 - 9	17.8	19.1	18.2	12.5	•	•	•	—	16.7
10 - 19	9.4	20.4	42.2	•	•	•	•	—	—
≥ 20	12.5	10.9	13.9	•	•	•	•	—	—
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	20.0	29.9	18.3	38.9	23.1	38.5	29.5	—	20.8
2 - 4	34.9	28.1	12.9	31.8	26.6	37.5	28.8	—	31.5
5 - 9	28.2	23.6	27.4	21.2	25.4	18.8	33.6	—	28.7
10 - 19	13.9	13.3	30.5	6.8	23.3	•	•	—	15.7
≥ 20	2.9	2.4	10.9	1.0	•	•	•	—	2.4
(*)									0.9
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	20.4	28.8	17.4	40.5	22.9	38.9	27.9	—	23.4
2 - 4	34.8	26.9	12.6	31.3	26.1	37.0	29.7	—	31.4
5 - 9	27.7	22.6	25.4	20.1	25.6	17.6	30.2	—	27.4
10 - 19	13.7	14.9	33.0	6.4	23.5	•	7.0	—	14.7
≥ 20	3.3	4.3	11.5	1.3	•	•	•	—	2.3
(*)		2.5							0.9
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A4

COUNTRY VOLUMES

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#### 4.9.4 Occupational Qualification Group

The percentages of employees falling in the various occupational qualification groups is given in Table 102. Because the sample sizes have been very small, in particular for male employees, the tables have many empty cells and because of the need for confidentiality and distributions are also incompletely specified.

For male employees, where figures are given, the concentration is in the lowest occupational qualification group (category 6) with as might be expected the degree of concentration varying from one country to another. It is of interest to see, though, that in France 5.9% are classified in category 1 and 10.9% are classified in category 2 in Italy.

For female employees, the concentration also comes in the lower occupational qualification groups, though the concentration is not so pronounced in some countries (eg Germany, Netherlands and Denmark) as for male employees - perhaps reflecting the different nature of the part-time jobs for male and female employees. As was the case for male employees, the percentage occurring in category 2 for Italy is of interest.

TABLE 102 OCCUPATIONAL QUALIFICATION GROUP

MALE

%

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	—	5.9	•	•	—	—	•	—	—
2	—	•	10.9	•	•	—	•	—	•
3	•	7.8	8.0	•	—	—	•	—	•
4	17.6	11.3	21.9	•	•	—	•	—	•
5	19.3	21.4	•	9.6	•	•	—	—	9.4
6	58.0	51.4	56.9	85.2	•	•	53.8	—	83.1
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	—	•	•	—	•	—	—	—	—
2	—	•	9.1	—	—	—	—	—	—
3	1.6	2.0	•	•	•	•	—	—	—
4	19.9	4.4	2.0	1.7	15.4	10.4	•	—	3.6
5	29.5	14.1	•	17.1	19.4	18.8	37.0	—	27.1
6	48.9	78.8	87.0	80.9	62.7	67.7	62.3	—	69.3
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
1	—	1.4	•	•	•	—	•	—	—
2	—	1.0	9.5	•	•	—	•	—	•
3	1.8	3.3	2.4	•	•	•	•	—	•
4	19.8	6.0	6.2	1.8	15.0	9.3	•	—	3.7
5	29.0	15.7	1.0	16.2	19.0	22.2	33.7	—	25.2
6	49.4	72.7	80.6	81.4	62.9	65.7	61.0	—	70.8
(*)									
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0



## Indices

The only indices of average earnings which have been calculated for part-time employees are given in Table 103 and 104. Table 103 gives the indices by occupational qualification group of mean gross monthly earnings and Table 104 gives the figures for mean gross annual earnings.

For male employees there are entries only for Germany, France and Italy and all apart from categories 4 and 6 in Italy are subject to the standard error of the estimate of the mean lying between 5 and 10 per cent. [This is not surprising given the small numbers of part time male employees recorded (of Table 74 of this chapter).

It is also interesting to note the percentages of part time employees - both male and female in category 2 in Italy, 10.9 per cent for men, 9.1 per cent for women. Given the availability of the figures, and the fact that the majority of part time employees are female we can see that the greatest variability over categories 4, 5 and 6 (for female employees) occurs in Belgium (though the figures are subject to large standard errors) and the figure for France for category 4 is not available and that for category 5 this is extremely high). The least variation appears to be for Italy but Luxembourg could well hold that position given the

INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 103

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	-	•	•		-	-	•		•
2	-	•	•		•	-	•		•
3	•	•	158.8#		-	-	-		•
4	120.7#	•	107.6		•	-	•		•
5	115.9#	57.2#	•		•	•	•		•
6	83.2#	66.0#	76.6		•	•	•		83.5
(*)									
ALL	100.0	100.0#	100.0		•	100.0	•		100

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	-	-	•		•	-	-		-
2	-	•	204.3		•	•	-		-
3	176.1	•	•		•	158.7	•		130.3
4	136.2	•	123.7		194.3#	99.4	112.7		122.3
5	110.7	184.4#	•		135.0#	86.2	91.9		89.7
6	76.3	71.0	87.5		67.0#	•	•		•
(*)									
ALL	100.0	100.0	100.0		100.0	100.0	100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	-	•	•		•	-	•		•
2	-	•	206.4		•	•	•		•
3	174.5	•	176.1#		•	•	•		•
4	135.8	150.8#	118.9		187.9#	153.5	•		144.6
5	111.0	134.7#	•		130.1#	100.0	100.0		124.6
6	76.6	66.3	85.4		66.4	88.3	80.9		88.8
(*)									
ALL	100.0	100.0	100.0		100.0	100.0	100.0#		100.0

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP  
 TABLE 104  
 MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	—	•	—		—	—	•		—
2	—	•	•		•	—	•		•
3	•	•	•		—	—	•		•
4	121.2#	•	107.9#		•	—	—		•
5	120.0#	•	•		•	•	•		•
6 (* )	80.6#	65.3#	77.4		•	•	•		84.3
ALL	100.0	•	100.0		•	•	•		100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	—	—	•		—	—	—		—
2	—	•	210.5		—	—	—		—
3	175.3	•	•		•	•	—		—
4	136.6	209.1#	•		•	151.3	—		122.9
5	111.2	195.1#	•		149.3#	91.1	116.1		125.8
6 (* )	74.6	66.8	84.7		61.4#	84.6	91.1#		89.1
ALL	100.0	100.0	100.0		100.0#	100.0	100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
1	—	•	•		—	—	•		—
2	—	•	215.3		•	—	•		•
3	173.0	•	•		•	•	•		•
4	136.1	150.5#	106.4#		202.5#	146.7	—		135.2
5	111.6	136.3#	•		140.4#	93.4	100.2		126.9
6 (* )	74.8	63.3	83.7		60.2#	87.6	77.8#		88.6
	100.0	100.0	100.0	-211-	100.0#	100.0	100.0#		100.0

lack of an entry for category 4 there.

Where annual figures are given, these tend to be in good agreement with the monthly ones.

#### 4.9.5 Size of Undertaking

The distribution of employees over differently sized undertakings is given in Table 105. It is interesting to note the different patterns which occur both for male and female employees and from one country to another.

Where the figures are given, for male employees the concentration of part-timers is mainly in the largest size category of undertaking in the Netherlands, Italy, Denmark and the United Kingdom. In France, and to a slightly lesser extent in Germany, the concentration comes in the smallest size category.

For part-time female employees in all countries apart from France, and Luxembourg - which is a special case, the concentration comes in the largest size of undertaking category with the degree of concentration varying across countries - the United Kingdom the most pronounced and Germany the least. In Italy

more than 80% of part-time employees (who form a small percentage of all employees) fall either into the largest size of undertaking category or the smallest. France, on the other hand, exhibits a pattern where employees are fairly evenly distributed across the different size category (100-199 employees being the exception).

TABLE 105 SIZE OF UNDERTAKING

MALE

%

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	34.3	30.7	8.2	8.0	•	•	•	—	4.1
50-99	13.1	21.9	•	7.7	—	•	•	—	•
100-199	10.1	7.6	8.0	•	•	•	•	—	•
200-499	9.6	9.4	10.2	•	•	—	•	—	•
500-999	•	11.6	•	4.0	•	•	•	—	18.4
≥1000 (*)	25.4	18.9	63.7	76.4	•	—	46.2	—	60.0
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0

FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	10.7	17.2	31.1	15.7	3.2	20.8	•	—	4.8
50-99	8.2	13.7	3.8	4.6	7.2	15.6	•	—	6.4
100-199	9.2	5.8	3.4	1.5	•	31.3	•	—	4.7
200-499	15.9	16.2	9.1	4.5	6.1	•	•	—	7.5
500-999	9.5	23.8	•	2.2	19.3	31.3	6.8	—	12.2
≥1000 (*)	46.5	23.3	51.4	71.5	61.7	—	79.5	—	64.5
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0

MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	11.8	20.2	26.2	14.8	3.9	21.3	•	—	4.7
50-99	8.5	15.6	4.4	5.0	6.9	14.8	•	—	6.3
100-199	9.2	6.2	4.4	1.6	•	33.3	•	—	4.7
200-499	15.6	14.7	9.3	4.1	7.1	•	6.4	—	7.5
500-999	9.4	21.0	1.7	2.5	19.3	29.6	6.4	—	12.8
≥1000 (*)	45.5	22.3	54.0	72.1	59.8	—	74.4	—	64.0
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0

SOURCE

TABLE A2

COUNTRY VOLUMES

## Chapter 5:

### Insurance      NACE 82

This chapter considers the earnings of employees classified under the NACE heading 82. - Insurance, except for compulsory Social Insurance. An important characteristic to note when interpreting these figures is that in Germany, Belgium, the United Kingdom and Ireland, employees in the Insurance sector account for the order of 7% of employees in the "services" sector (as defined in the survey). The equivalent figure for Italy and the Netherlands is 5%, for France and Denmark 4% and for Luxembourg 3%.

#### 5.1 Some Overall Features

The figures for full-time plus part-time employees, full-time, and part-time employees, full-time female employees, and part-time female employees are given in Table 106 . . . These are also given as percentages of all employees (full-time plus part-time). The percentages of part-time employees (the majority of whom are female) show interesting variations, with Denmark (23.5%) much higher than elsewhere and Italy (0.4%) much lower (if we exclude Luxembourg and Ireland where the percentages are too small to be recorded). The United Kingdom, Germany and Netherlands have

similar percentages of part-time employees (10% to just over 12%) and France and Belgium similar to each other but at a lower level (1.4 and 2.3 per cent respectively). The percentages of full-time female employees also show interesting variations with France (58.7%) noticeably high and Netherlands low (23.2%), Italy, too, is low with 34.9% and apart from Ireland and Luxembourg the other countries have percentages in the range 40-45%.

TABLE 106 EMPLOYEES 000's

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	136.7	82.8	54.5	28.9	22.0	0.4	154.1	5.2	9.8
FULL-TIME	121.4	81.6	54.3	25.5	21.6	0.4	165.0	5.2	7.5
PART-TIME	15.3	1.2	0.2	3.5	0.5	.	19.1	-	2.3
FULL-TIME FEMALE	60.0	48.6	19.0	6.7	9.1	0.2	74.0	2.6	4.2
PART-TIME FEMALE	14.6	0.9	0.1	3.0	0.4	.	17.0	-	2.2

FULL-TIME AND PART-TIME = 100

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
FULL-TIME AND PART-TIME	100	100	100	100	100	100	100	100	100
FULL-TIME	88.8	98.6	99.6	87.9	97.7	100	89.6	100	76.5
PART-TIME	11.2	1.4	0.4	12.1	2.3	.	10.4	-	23.5
FULL-TIME FEMALE	43.9	58.7	34.9	23.2	41.4	50.0	40.2	50	42.9
PART-TIME FEMALE	10.7	1.1	0.2	10.4	1.8	.	9.2	-	22.4

SOURCE

TABLE A1

COUNTRY VOLUMES



## 5.2 The Sector by Size of Undertaking

The figures are given in Table 107 . In Germany and the United Kingdom there is a very noticeable concentration of employees into the largest size (1000 employees or more) category. France and Denmark show a similar if less pronounced distribution, Italy has an interesting distribution with the largest single percentage appearing in the 1000 employees or more category but also having noticeably large percentages in the 10-49 employees and 200-499 employees categories. Belgium has just over 72% of its employees in Insurance distributed almost evenly over the top three size categories. Ireland, is interesting in that the concentration of employees tends to come in 200-499 and 500-999 employee size categories.

TABLE 107: EMPLOYEES BY SIZE OF ENTERPRISE (FULL-TIME + PART-TIME EMPLOYEES)

SIZE OF UNDERTAKING (NUMBER OF EMPLOYEES)	W GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX.	UK	IRELAND	DENMARK	%
10-49	1.3	2.9	21.3	5.9	6.3	29.9	2.9	2.7	7.0	
50-99	2.1	5.1	5.8	5.7	7.7	-	1.0	5.6	9.6	
100-199	3.8	5.8	7.7	12.5	13.8	70.1	2.5	13.7	4.6	
200-499	10.7	12.4	24.7	18.6	22.9	-	6.4	38.0	5.2	
500-999	11.7	19.3	5.6	57.3	26.1	-	10.4	29.8	19.1	
≥ 1000	70.4	54.5	34.3		23.2	-	76.8	10.2	54.6	
TOTAL	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	
NUMBERS .000's	136.7	92.8	54.5	28.9	22.0	0.4	184.1	5.2	9.8	

SOURCE TABLE A2 COUNTRY VOLUMES

5.3 Distribution of the full-time employees labour force according to gross monthly earnings

The methodology of this section is the same as has been used in the corresponding sections in previous chapters (2.4, 3.4, 4.4) and the graphs produced are given in Fig 4. As has happened in previous sectors, the graphs illustrate the differing percentages of full-time female employees in the full-time labour force from one country to another.

Graphs These have been constructed from the frequency distributions of gross monthly earnings for full-time male and female employees in each country.

Relative Deviation,  $u = (x - \bar{x}) / \bar{x}$

where  $x$  denotes earnings in the national currency

$\bar{x}$  = mean gross monthly earnings (male and female employees combined)

$\Delta x$  = class interval in  $x$

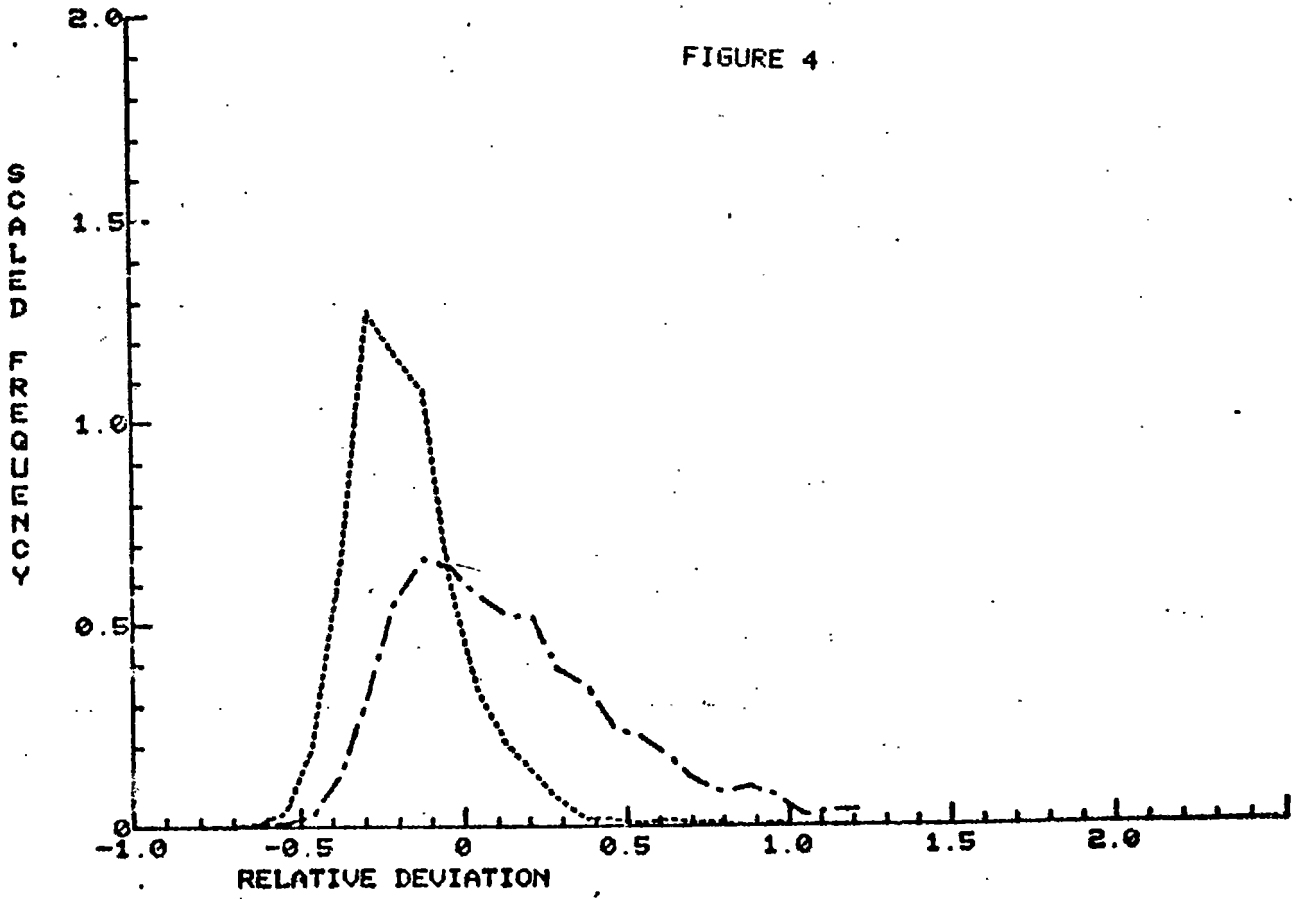
$$\Delta u = \Delta x / \bar{x}$$

Scaled Frequency,  $Y = f / \Delta u$  where  $f$  is the percentage frequency. The values of  $Y$  have been scaled such that the area between the graph and the horizontal axis in each case is proportional to the number of full-time male/female employees.

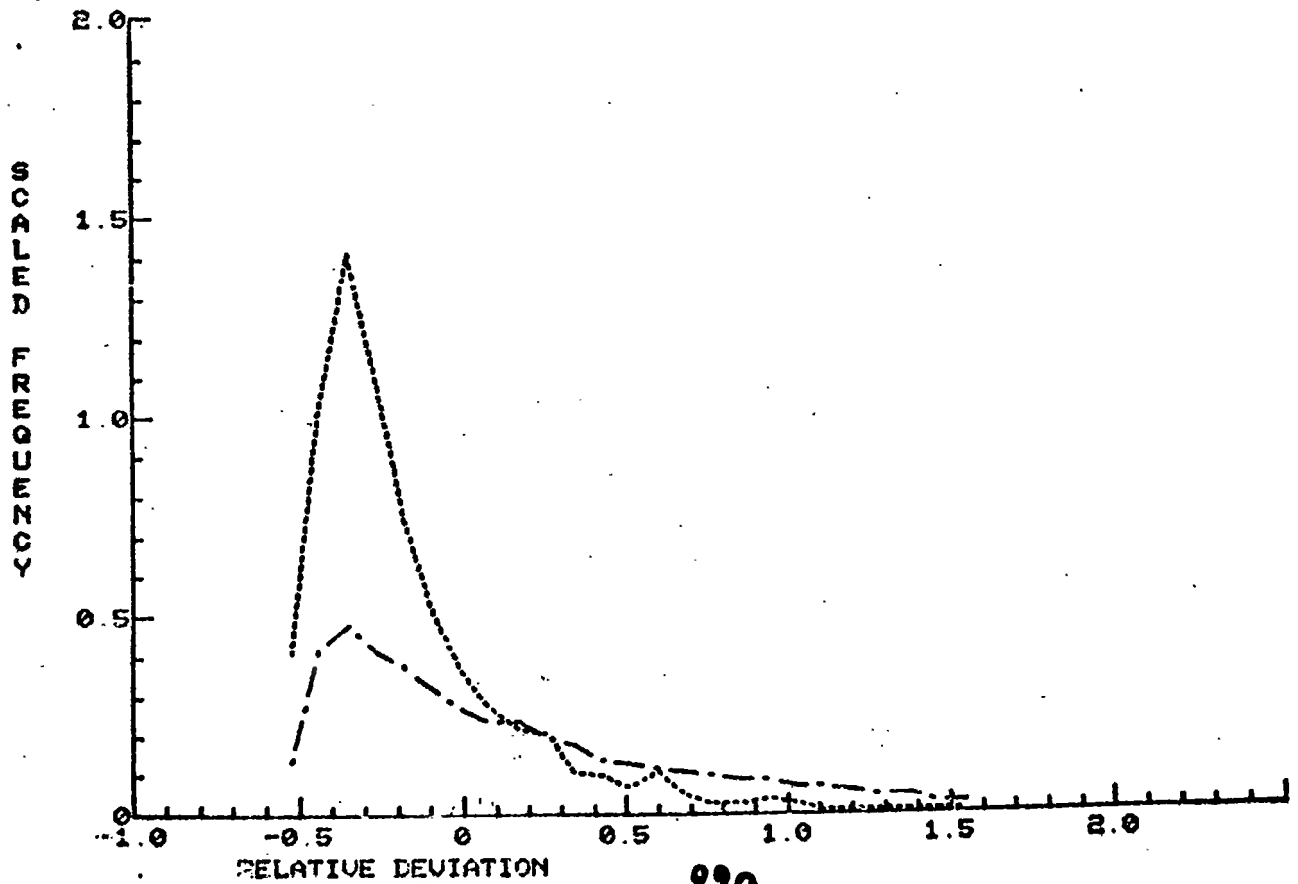
..... FEMALE

----- MALE

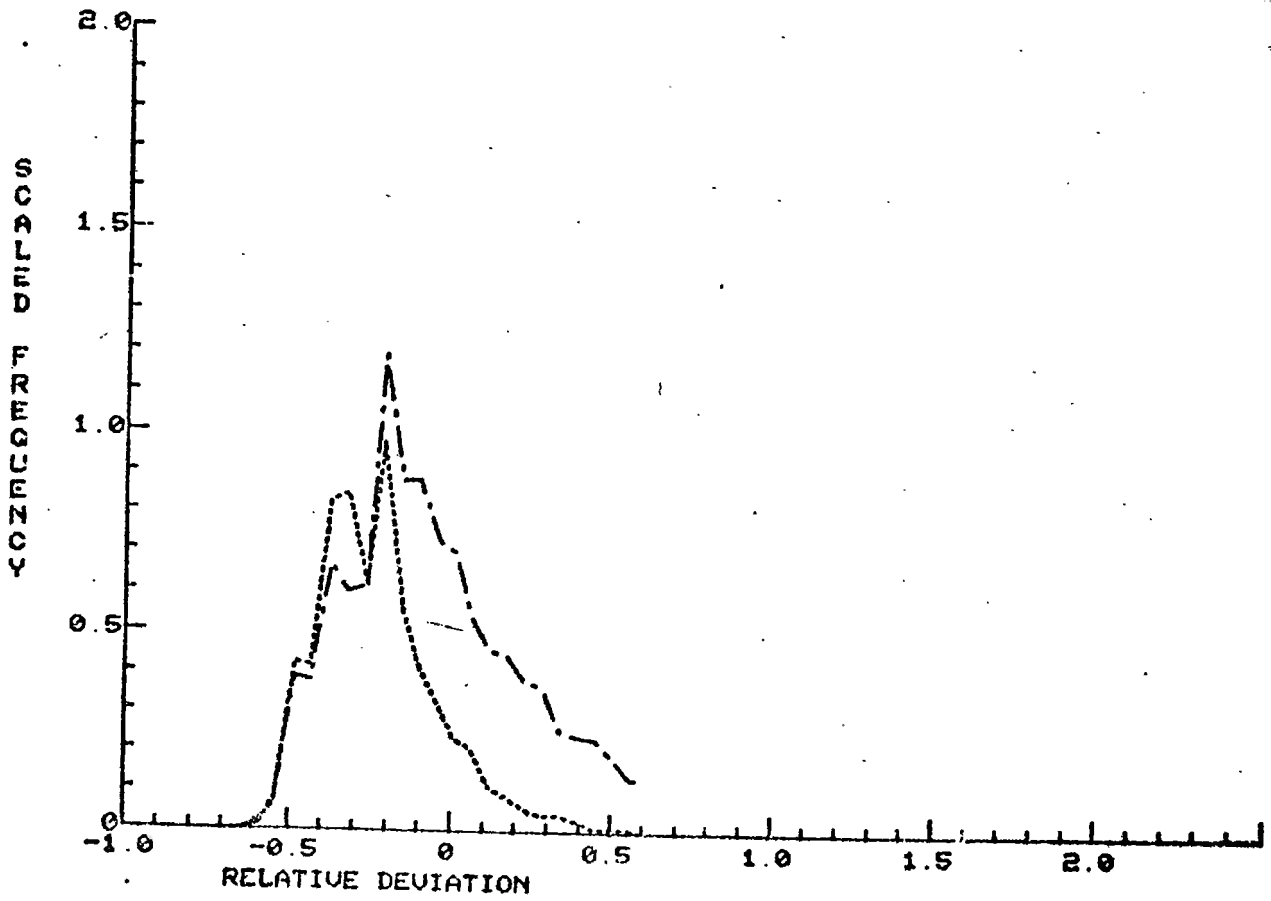
INSURANCE · GERMANY



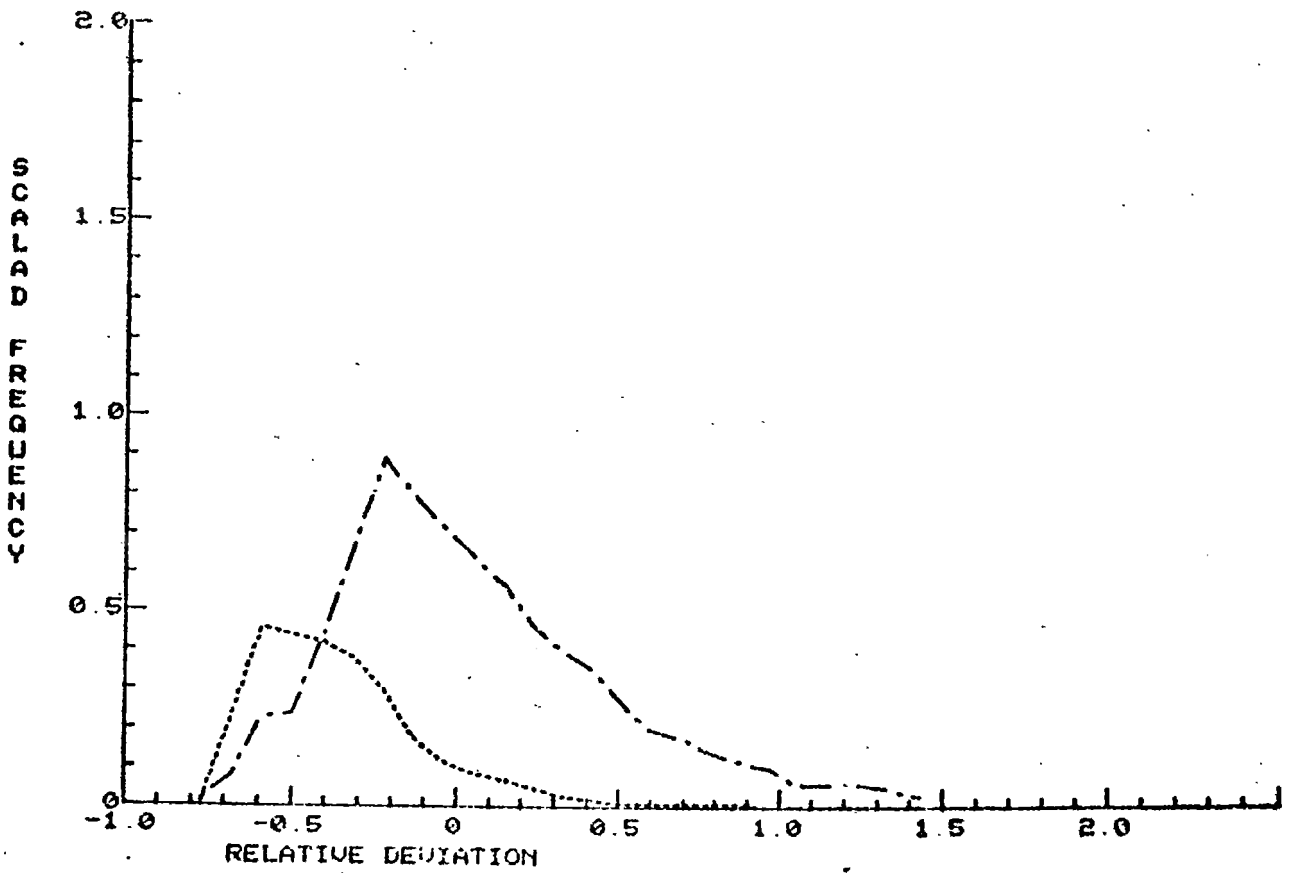
INSURANCE · FRANCE



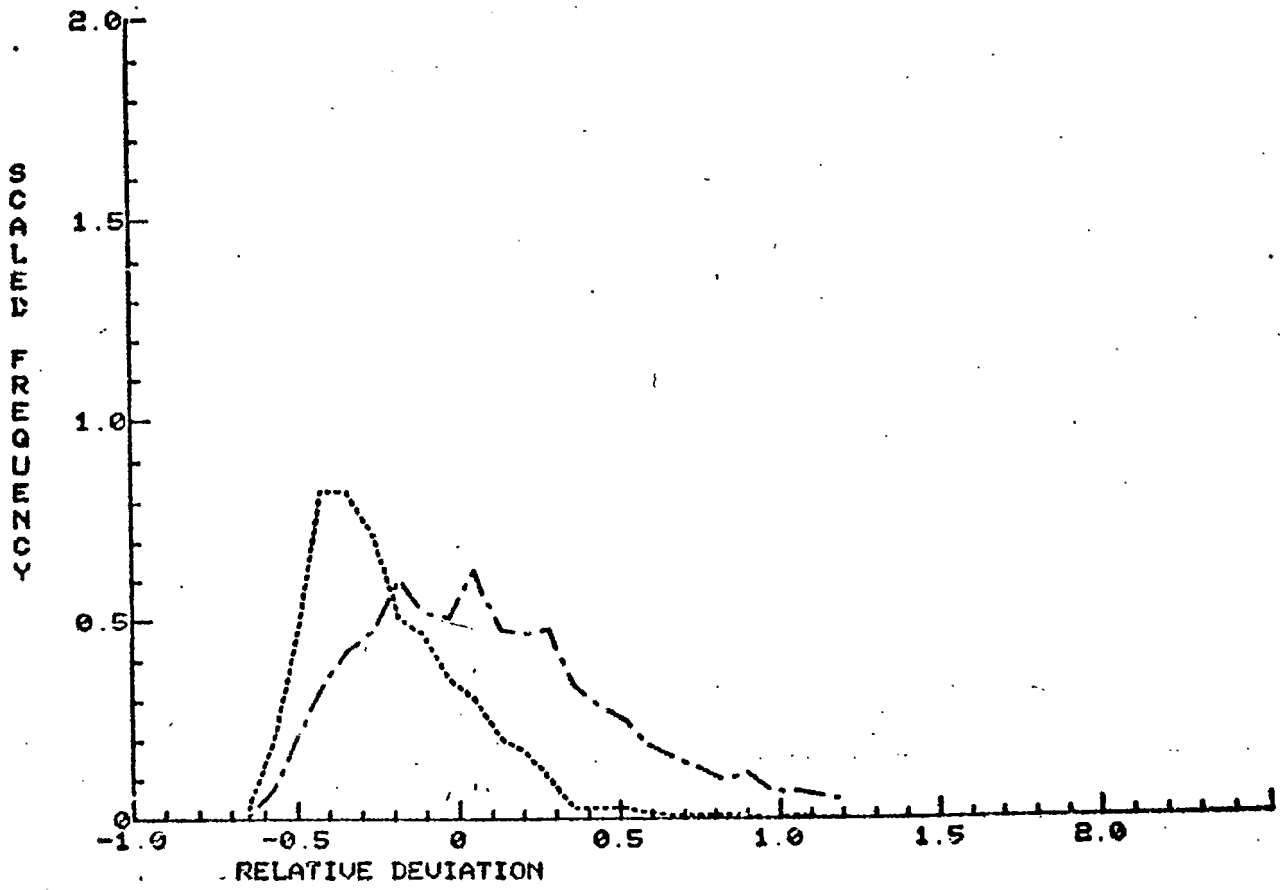
INSURANCE · ITALY



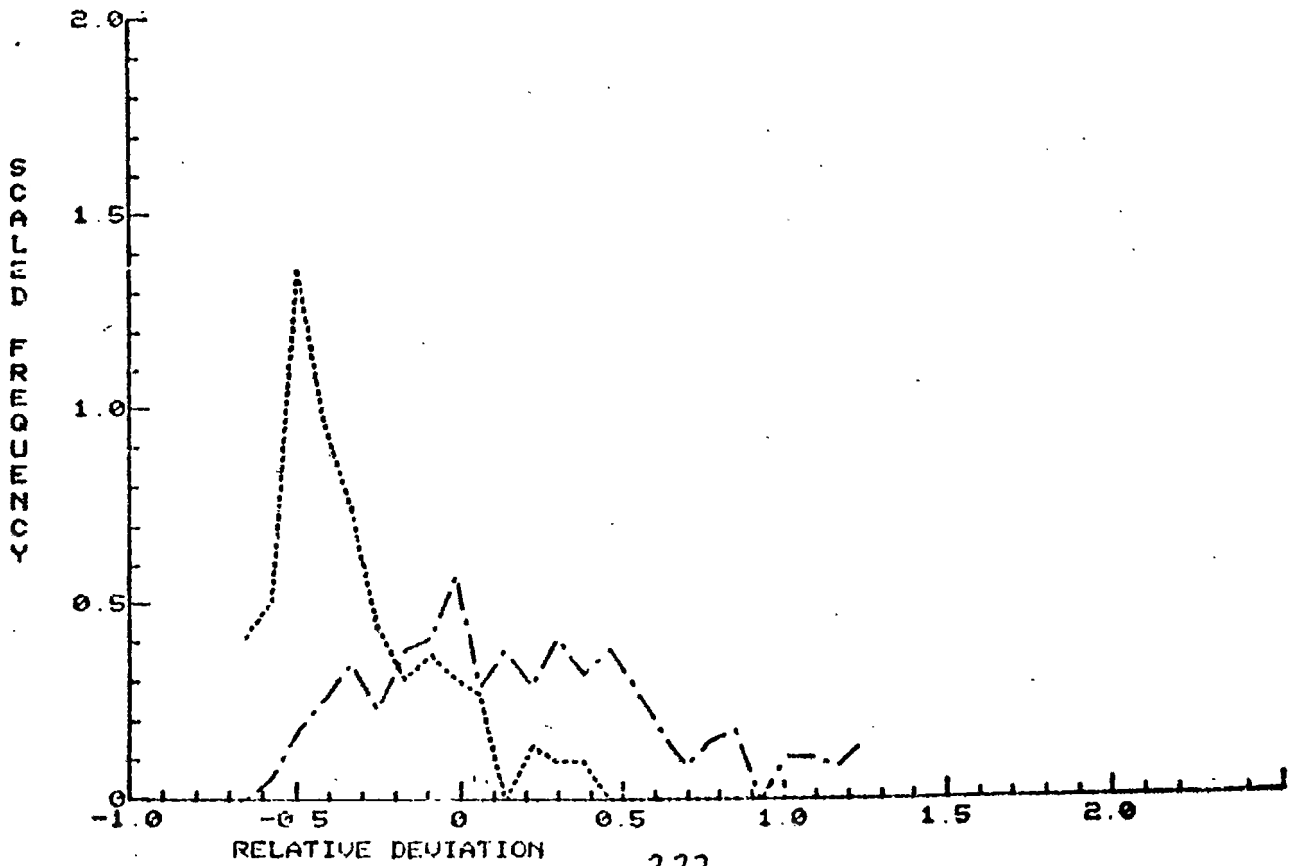
INSURANCE · NETHERLANDS



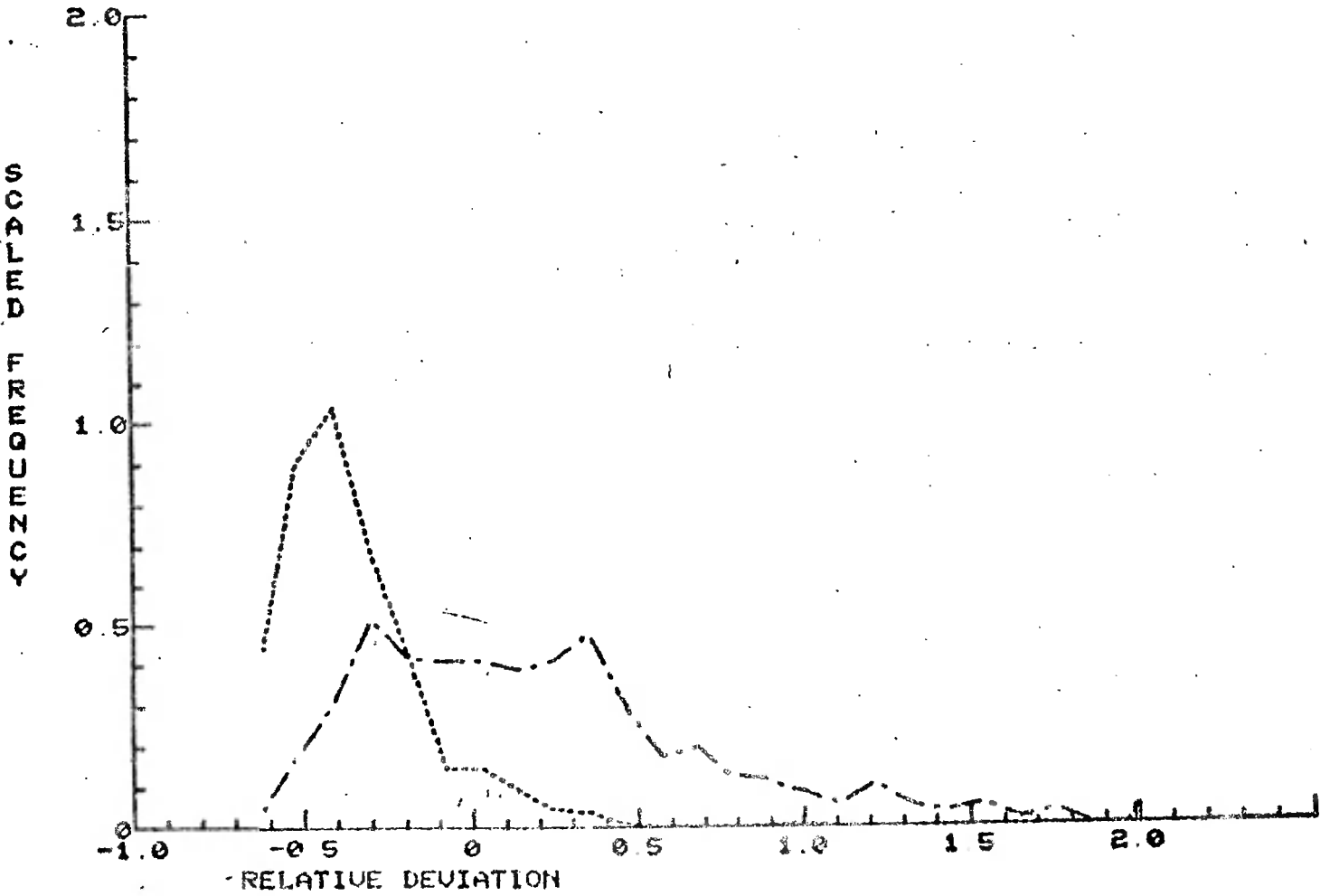
INSURANCE: BELGIUM



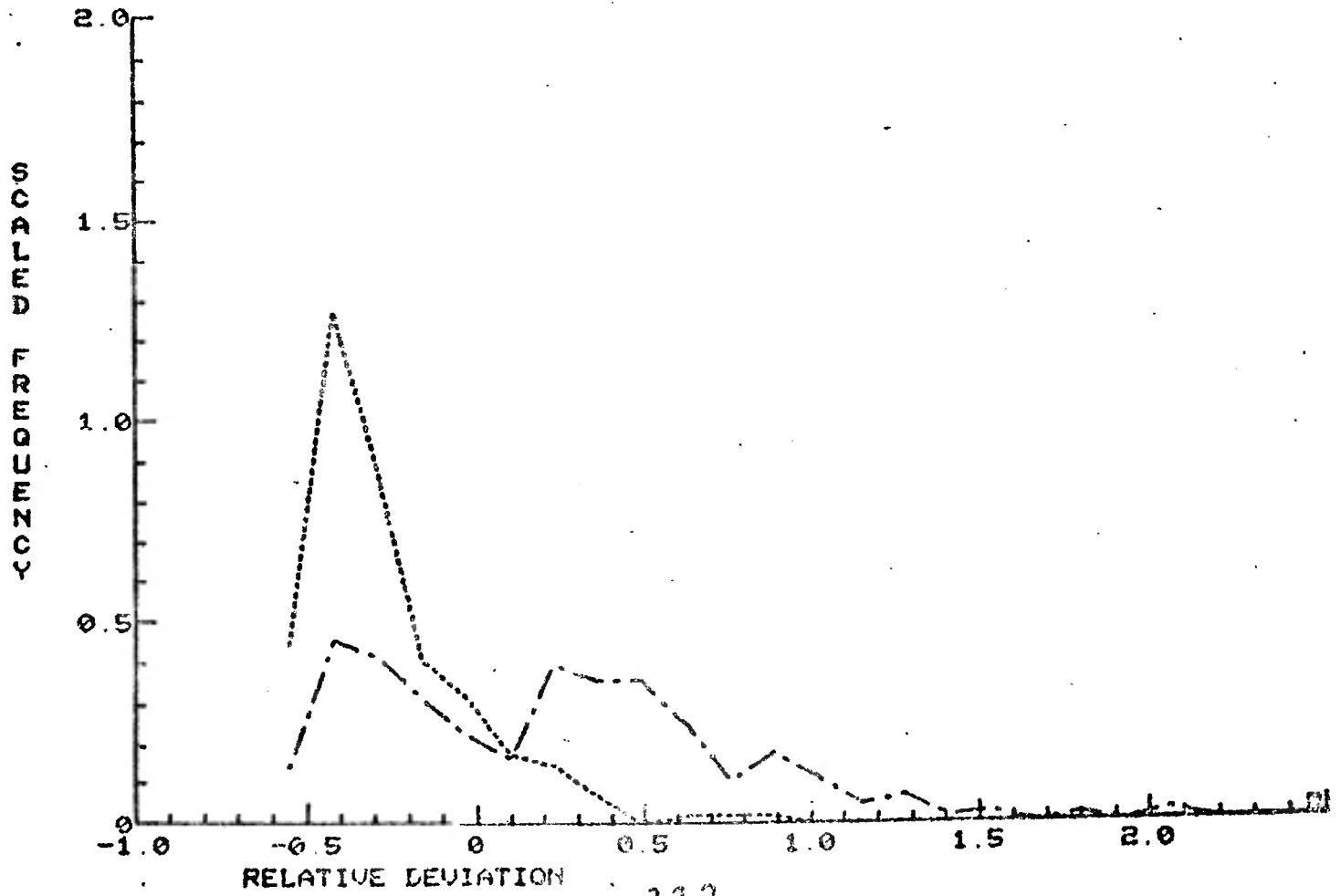
INSURANCE: LUXEMBOURG



INSURANCE: UNITED KINGDOM



INSURANCE: IRELAND



INSURANCE: DENMARK

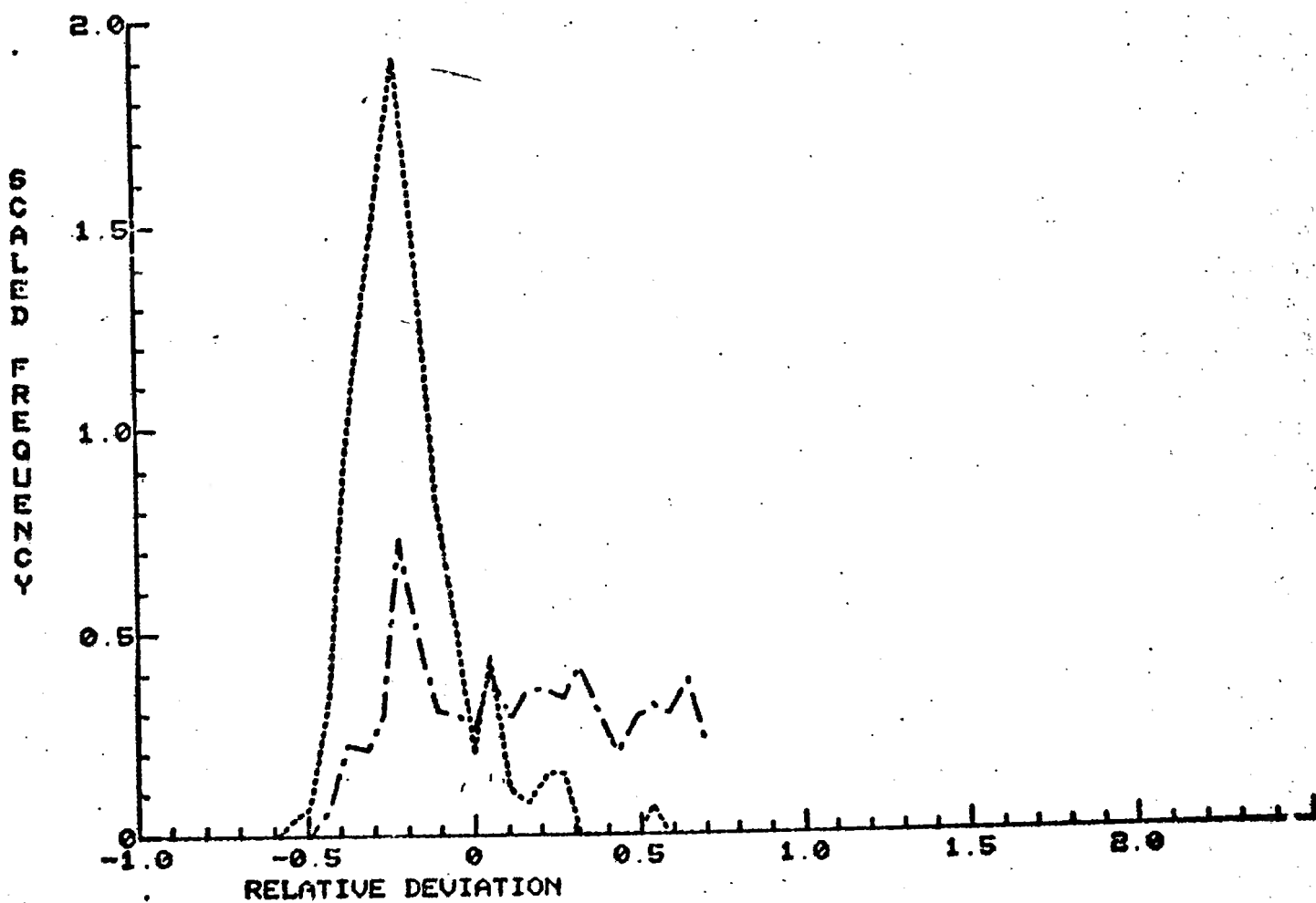




Table 108

Full-time female employees as a % of all full-time employees

Germany	49.4
France	59.6
Italy	35.0
Netherlands	26.3
Belgium	42.1
Luxembourg	50.0
United Kingdom	44.8
Ireland	50.0
Denmark	56.0

Source: Table A1 Country Volumes

As has been noted earlier in section 5.1, the figure for the Netherlands is low while those for France and Denmark are high. In general, the graphs are positively showed. In the case of female employees the graphs are unimodal, and with less relative variation than for their male counterparts in each country. The variation is particularly small in Denmark and Germany. A similar situation exists for male employees though in the United Kingdom the distribution is very flat and almost has two equal peaks. In Ireland, too, the feature of two almost equal peaks is observed. As has been noted for other sectors very few female employees reach the highest salary levels. The variation of earnings about the respective mean values which has received comment earlier is summarised in the table of coefficients of variation given below.

Table 109 Coefficients of Variation (%)

Gross Monthly Earnings of full-time male and female employees

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	32.3	23.2
France	62.5	41.7
Italy	53.8	28.7
Netherlands	48.4	45.7
Belgium	41.3	32.0
Luxembourg	43.3	41.6
United Kingdom	62.1	36.6
Ireland	49.1	33.5
Denmark	38.7	21.7

5.4 Gross Monthly Earnings as a function of the structural characteristics of the labour force - full-time employees

This section of the report considers the effects which the various characteristics of the labour force have had on the distribution of gross monthly earnings around the mean value in each case. The characteristics to be considered are as follows:-

- a. sex
- b. age
- c. length of service
- d. occupational qualification group
- e. size of undertaking

The notation, and definitions of the various indices to be considered are the same as for the previous chapters.

The notation, and definitions of the various indices to be considered are the same as for the previous chapters.

#### 5.4.1 Employees classified by sex

The previous section gave in pictorial form an illustration of some of the differences between the earnings of male and female employees. Table 110 below gives a summary of these characteristics.

Table 110

Summary of Female/Male Mean Gross Monthly Earnings. (Full-time employees, mean gross monthly earnings of full-time male employees = 100)

Germany	71.7
France	67.6
Italy	71.1
Netherlands	60.4
Belgium	68.4
Luxembourg	54.4
United Kingdom	50.1
Ireland	58.9
Denmark	63.1

These figures follow a pattern which is similar to those observed in other sectors, but with the notable exception that the ratio for Italy is no longer much higher than in other countries. A comparison with the Banking sector, perhaps more closely related to Insurance than the other sectors, reveals that only in Germany and the Netherlands is the ratio in Insurance

higher than in Banking.

These are however global figures and we now go on to consider the effects which the various characteristics of the labour force have upon them.

#### 5.4.2 Employees classified by Age

The average age in years is given below for full-time male and female employees:-

	<u>Male Employees</u>	<u>Female Employees</u>
Germany	37.6	31.2
France	35.3	31.0
Italy	34.7	28.4
Netherlands	36.5	25.5
Belgium	36.1	27.9
Luxembourg	33.6	22.8
United Kingdom	36.2	27.8
Ireland	31.8	25.3
Denmark	39.8	33.5

Source Table A6 - Country volumes

These averages are interesting both in respect of comparisons between male and female employees and also in respect of comparisons with the average ages quoted in previous sectors. For all countries the averages for male employees are higher than for female. For Germany, the Netherlands, Belgium, Luxembourg and Denmark, the averages for male employees are higher in the Insurance sector than in any of the other sectors, and this is true also for female employees in the Netherlands and Denmark.

For male employees the averages may be put into three broad groupings: Ireland by itself with average age 31.8 years, Denmark also by itself with average age 39.8, and the remainder with (rounded) averages in the range 34-38. Similarly, for female employees we may use three groupings:- Luxembourg, by itself with an average of 22.8 years; Italy, the Netherlands, Belgium, the United Kingdom and Ireland with averages (rounded) in the range 25-28 and the remaining three countries Germany, France and Denmark with averages (rounded) in the range 31-34 years.

Table 111, which gives the frequency distributions illustrates the different patterns behind these averages.

TABLE 111 AGE DISTRIBUTION - FULL TIME EMPLOYEES

MALE										
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK	%
< 21	3.1	6.9	1.3	6.8	4.8	5.8	7.8	15.6		
21-29	19.6	32.8	26.3	27.3	24.3	31.9	24.5	28.6		20.3
30-44	43.1	27.9	49.4	28.8	39.5	40.7	33.8	35.4		36.0
45-54	20.4	16.9	17.1	22.5	21.9	10.6	18.9	11.8		23.2
>> 55	13.8	15.3	5.9	14.5	9.5	11.1	15.0	8.6		19.0
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)		(100)
UNDISCLOSED		0.3								
FEMALE										
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK	%
< 21	13.3	14.0	8.3	37.3	16.8	38.2	31.0	31.7		6.7
21-29	35.5	39.9	48.7	35.4	44.2	44.0	33.2	41.8		39.7
30-44	28.5	23.3	32.8	12.9	26.7	10.5	14.1	14.2		25.2
45-54	17.1	15.4	9.3	9.7	9.7	6.8	15.7	9.4		16.4
>> 55	5.7	7.2	0.9	4.7	2.6	.	5.3	2.9		12.1
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)		(100)
UNDISCLOSED		0.1								

Source: Table A3 - Country Volumes

For male employees, the lack of a figure in the under 21 years age group in Denmark is of interest as is the percentage in that age group in Italy. On the other hand, the percentage in that group in Ireland is particular high. At the other end of the age range Italy and Luxembourg have noticeably lower percentages of male employees aged 45 years and older and Denmark a noticeably higher figure.

For women there are also considerable variations in the percentages in the youngest age group with Italy and Denmark low, and Netherlands, Luxembourg and the United Kingdom and Ireland (both to a lesser extent) high. Apart from in Netherlands, the age group 21-29 years has uniformly the largest proportion of women in it. The percentages falling in the 30-44 years age group also show interesting variations (similar to those in the Banking sector) with the United Kingdom, Netherlands and Luxembourg lower than elsewhere. In the age group 45 years of age or older the percentage for Denmark (28.5) is noticeably higher than elsewhere, and those for Italy, Belgium and the Netherlands noticeably lower.

Indices of Mean Gross Monthly Earnings - Employees  
classified by Age and Sex

Two main sets of indices are considered, one giving comparisons between groups of employees of the same sex, the other giving comparisons between male and female employees of the same age. A further table considers the particular case of the earnings of those aged under 21 years with those aged 21-29 years of age.

Table 112 gives the comparisons between employees of the same sex.

For men the index rises from values in the range 38-60 for the under 21 years age group (it is interesting to note that Denmark has recorded no value here) to values in the range 107-140. In Germany this peak comes in the 30-44 years age group, in Italy and Luxembourg in the 55 years or older age group, and in all other countries in the 45-54 years group.

For women the index rises from values in the range 65-80 for the under 21 years age group to values in the range 112-179. These peak values occur in the 55 years and older age group in France, Belgium and Denmark and in the 45-54 years group in all other countries, (the figures for Luxembourg, and to a lesser extent, Netherlands, being noticeably higher than elsewhere).

MALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	59.7	53.7	52.2	42.9	45.2	38.1	47.8	46.4	.
21 - 29	80.6	72.1	72.9	72.1	69.0	72.6	74.8	75.0	72.7
30 - 44	107.5	114.4	100.1	111.0	107.1	112.2	117.1	122.3	102.5
45 - 54	106.1	132.9	131.1	126.4	124.9	132.0	120.8	144.8	125.1
≥ 55	102.9	115.5	138.8	117.0	119.5	138.9	103.2	130.9#	99.4
(*)	.	.	-	.	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100	100

FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	77.5	76.6	79.3	65.2	67.2	68.8	75.9	75.6	73.6
21 - 29	93.1	89.9	92.0	98.7	89.3	101.8	105.3	92.6	91.5
30 - 44	109.7	111.2	106.5	139.7	119.9	144.2	115.5	139.4	104.7
45 - 54	112.0	119.2	132.9	160.3	136.2	178.9	122.8	152.6	109.6
≥ 55	110.3	120.4	123.8	159.4	148.6	.	102.6	135.5#	117.6
(*)	.	67.9#	-	-	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100	100

MALE AND FEMALE

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	65.5	64.7	61.6	45.3	52.7	47.6	51.9	56.5	58.0
21 - 29	83.5	80.3	76.9	76.1	74.4	80.5	81.9	78.8	78.3
30 - 44	111.8	115.0	104.2	119.8	114.0	134.5	131.7	139.3	107.7
45 - 54	109.9	127.4	136.3	136.7	134.8	151.6	124.0	152.5	123.5
≥ 55	111.8	125.6	150.0	128.1	134.1	174.1	118.0	149.4#	110.6
(*)	.	67.6#	-	.	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100.0	100



Of particular interest are the indices for the youngest age group. To illustrate the change in average earnings between this group and the next youngest group. Table 113 has been constructed. This table gives the mean gross monthly earnings of the under 21 years of age group as a percentage of the corresponding mean for the 21-29 years of age group.

Table: 113                      Mean Gross Monthly earnings of full-time employees under 21 years of age

(Mean Gross Monthly earnings of full-time employees aged 21-29 = 100, male and female employees considered separately)

	<u>Male</u>	<u>Female</u>
Germany	74.1	83.2
France	74.5	85.2
Italy	71.6	86.2
Netherlands	59.5	66.1
Belgium	65.5	75.2
Luxembourg	52.5	67.6
United Kingdom	63.9	72.1
Ireland	60.5	81.6
Denmark	.	80.4

Source: Table D9 -Country Volumes

The figures reveal some interesting variations with, as in previous sectors the change with age greater for male employees than for female employees. For male employees the change is smallest in France, Germany and Italy and greatest in Luxembourg and the Netherlands. It is interesting to note that in this sector the value of the ratio for Italy is not the highest, as it was - and noticeably so - in previous sectors. A value for Denmark has not been quoted for reasons of small cell size.

For female employees the change with age is smaller than for male employees with Italy, France and Germany showing particularly high values of the ratio and the Netherlands and Luxembourg values which are considerably lower than elsewhere.

Table 114 gives comparisons between male and female employees when the effect of age is removed.

For the under 21 years of age group the figures for Italy, Denmark and Belgium are noticeable in that they exceed 100. For all other countries apart from the United Kingdom the ratio takes values over 90%. The decline in the ratio values with increase age is most noticeable in the United Kingdom though similar patterns if less pronounced are observed for other countries. For Italy and Ireland there is a smooth decrease over the whole age range. In Germany, Netherlands and Luxembourg the decline is to the 30-44 age group, then an upturn follows. In France, Belgium and Denmark the decline continues into the 45-54 years of age category.

TABLE 114

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES  
(BY AGE)  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

AGE IN YEARS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 21	93.1	96.4	108.0	92.0	101.6	98.3	79.5	96.0	106.7
21 - 29	82.9	84.2	89.8	82.7	88.5	76.3	70.5'	72.7	79.5
30 - 44	73.2	65.6	75.6	76.0	76.6	69.9	49.4	67.1	64.5
45 - 54	75.7	60.6	72.1	76.6	74.6	73.7	50.9	62.1	55.3
≥ 55	76.9	70.4	63.4	82.3	85.1	•	49.8#	61.0#	74.7
(*)	•	74.8#	-	-	-	-	-	-	-
ALL	71.7	67.6	71.1	60.4	68.4	54.4	50.1	58.9	63.1

SOURCE

TABLE D8

COUNTRY VOLUMES

### 5.4.3 Employees classified by length of service

The percentages occurring in the various categories are shown below in Table 115.

TABLE 115 : LENGTH OF SERVICE - FULL-TIME EMPLOYEES

MALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<2	16.3	21.0	15.6	19.1	14.1	16.8	18.6	17.3	9.6
2-4	22.1	20.6	25.7	20.4	17.8	24.3	20.1	23.1	18.7
5-9	22.7	21.8	26.0	20.5	18.7	20.8	18.3	13.3	17.8
10-19	22.5	20.8	22.5	21.6	27.0	22.6	20.1	22.5	24.0
≥20	16.3	15.5	10.2	13.5	22.5	15.5	21.9	23.8	29.4
ALL	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
UNDISCLOSED		0.4							
FEMALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
<2	22.7	25.2	20.0	39.0	21.5	25.1	35.3	28.9	17.7
2-4	31.7	23.3	25.5	30.4	28.2	35.6	29.3	31.7	31.7
5-9	23.5	21.5	26.5	14.6	22.9	22.5	15.7	17.4	19.4
10-19	15.7	18.5	21.5	8.9	17.7	12.0	10.4	8.7	16.7
≥20	6.4	11.2	6.5	7.2	9.7	.	8.4	13.2	13.6
ALL	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
UNDISCLOSED		0.4							

SOURCE: TABLE A4 COUNTRY VOLUMES

For male employees amongst the most interesting features are the high percentages in the longest length of service categories. Particularly noticeable in this respect is Denmark where 29.4% of men have served 20 years or more. When combined with the 10-19 years length of service Denmark still has the highest figure (53.4%) but is closely followed by Belgium with 49.5%, and Ireland with 46.3%.

For female employees, Netherlands and the United Kingdom came up highest in the shortest length of service category. Denmark and France and Ireland the largest percentages in the longest length of service category. It is interesting to note that when the two longest-serving categories are obtained, in France, Italy, Belgium and Denmark more than 25% of women have served more than 10 years.

## Indices

Two sets of indices are considered - Table 116 gives comparisons of mean gross monthly earnings between employees of the same sex; Table 117 gives comparisons between male and female employees who have the same lengths of service.

For male employees, there is an increase (apart from Italy) in the values of the index from values in the range 57-90 for the less than 2 years length of service to values in the range 120-153 for the 20 years and over category.

For female employees, there is a similar increase in the index with increasing length of service from values in the range 69-88 for the shortest length of service category to values in the range 127-181 for the longest length of service category (with Netherlands at 180.1 noticeably higher than elsewhere).

The figures in Table 117 illustrate the position when the effect of length of service is removed.

SB

TABLE 116

## INDEX OF MEAN GROSS MONTHLY EARNINGS - BY LENGTH OF SERVICE

MALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	84.9	65.7	89.9	65.9	65.9	60.8	66.7	57.5	74.8
2 - 4	89.0	79.1	83.7	82.2	77.4	93.2	87.1	70.1	78.1
5 - 9	97.9	94.2	95.5	95.9	92.2	92.7	98.3	92.2	86.8
10 - 19	108.9	119.4	111.1	118.1	112.4	113.5	108.6	114.4	111.0
≥ 20	120.0	152.5	143.1	138.4	130.1	145.9	133.9	150.2	123.3
(*)	.	.	-	.	-	-	.	-	.
ALL	100	100	100	100	100	100	100	100	100

FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	87.6	79.0	88.3	75.8	74.9	69.9	79.7	76.5	86.3
2 - 4	92.9	87.3	90.6	91.7	87.4	92.9	98.1	87.0	91.0
5 - 9	102.9	96.3	96.7	117.4	101.7	101.3	110.6	102.7	97.7
10 - 19	115.8	114.9	112.5	142.7	119.9	139.4	124.1	135.5	108.9
≥ 20	127.3	152.1	142.9	180.1	148.4	.	137.1	155.3	134.0
(*)	-	94.2	-	-	-	-	.	-	.
ALL	100	100	100	100	100	100	100	100	100

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	83.9	71.6	87.6	64.0	67.1	60.7	64.6	62.3	76.5
2 - 4	88.3	82.4	85.6	81.4	78.3	88.9	85.9	74.4	80.7
5 - 9	99.7	95.5	95.7	101.5	94.1	94.3	104.2	93.2	91.4
10 - 19	114.4	118.7	111.9	127.2	118.2	128.8	122.5	131.2	114.6
≥ 20	130.2	157.0	147.1	150.4	141.9	173.5	152.2	162.9	137.0
(*)	.	85.3#	-	.	-	-	.	-	.
ALL	100	100	100	100	100	100	100	100	100

SOURCE

TABLE D10

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COUNTRY VOLUMES

For the United Kingdom, and to a lesser extent Luxembourg, the values of the ratios are lower than elsewhere. On the other hand the ratios for Belgium and Germany are both high, of the same order and show little variation with length of service. Apart from the value for the 2 to 4 years of service the figures for Italy are fairly stable also. Luxembourg shows some increase in ratio with increasing length of service (a non-uniform increase). France, Ireland, Denmark and the United Kingdom show the reverse pattern but the movement is not a smooth one.

TABLE 117 INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY LENGTH OF SERVICE  
(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	74.1	81.2	69.9	69.5	77.7	62.6	59.9	78.3	72.9
2 - 4	74.9	74.6	76.9	67.3	77.2	54.2	56.4	73.0	73.6
5 - 9	75.4	69.1	71.9	74.0	75.5	59.5	56.4	65.5	71.1
10 - 19	76.	65.1	72.0	73.0	73.0	66.8	57.3	69.7	61.9
≥ 20	76.1	67.4	71.0	78.6	78.0	.	51.3	60.9	68.6
(*)	-	82.9	-	-	-	-	.	-	.
ALL	71.7	67.6	71.1	60.4	68.4	54.4	50.1	58.9	63.1

SOURCE

TABLE D10

COUNTRY VOLUMES



It is also interesting to note that in the majority of cases the values in the individual cells are greater than the value of the ratio of the overall means reflecting the different length of service distribution patterns for male and female employees.

#### 5.4.4 Employees classified by the Occupational Qualification Group

The general remarks about the problems of classifying employees into broad groupings apply also to this chapter. In this case the broad groupings are:-

- I. Managers - Senior management executives
- II. Middle management executives
- III. Junior executives and personnel with equivalent qualifications
- IV. Highly skilled employees
- V. Skilled employees
- VI. Other wage-earning employees

A fuller explanation of these is given in the Technical Annex. With these definitions the figures given in Table 118 were obtained and indicate (at first sight) some interesting differences. When the figures for male and female employees are considered together, the percentages in category V1 (other wage-earning employees) alone show marked variations with Belgium, Netherlands and the United Kingdom high and Ireland, Denmark, Italy and Germany low. Even when the figures for category V (skilled employees) and category VI are combined the percentages for Netherlands, Belgium and the United Kingdom (of the order 60-68%) are noticeably higher than elsewhere and the figure for Germany (29.2%) noticeably lower. Luxembourg has proportionately the most falling in category 1 (Managers - senior management executives) and even when this is combined with category 11 (middle management executives) the resulting percentage (15.8) is noticeably higher than elsewhere, the corresponding next highest figure being 11.4% in Denmark (Germany, on the other hand has 5% in the combined category 1 and 11). The high percentage in category IV (Highly skilled employee) in Germany is also of interest.

When the figures for male and female employees are considered separately these differences are accentuated. Proportionately more female than male employees fall into the lower categories (V and VI) with noticeable variations in the percentages involved (the extremes are 41.4% category V and VI in Germany to 94% in the United Kingdom). The percentages of women reaching the highest categories (I or II) are very small and even when this definition is extended to cover category III (junior executives and personnel with equivalent qualifications) only in France does the figure exceed 10%. In Germany there is a noticeable concentration in category IV.

For male employees there are similar variations from under 20% in categories V and VI combined in Germany, Luxembourg and Denmark to over 40% in the same grouping in Netherlands, Belgium and the United Kingdom. The percentages falling into the top two categories (combined) also show interesting variations from under 10% in Germany, Italy and the Netherlands to between 21 and 29% in France, Denmark and Luxembourg (which is particularly noticeable for the percentage in the top most category).

TABLE 118: OCCUPATIONAL QUALIFICATION - FULL-TIME EMPLOYEES

MALE

		%							
OCCUP QUAL	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
I	3.1	3.0	2.4	1.8	3.8	13.7	2.2	2.4	5.8
II	6.5	18.2	6.7	5.4	10.4	15.0	8.2	8.1	19.3
III	29.0	22.4	27.0	9.9	18.3	17.3	12.4	20.7	36.4
IV	44.0	22.7	39.6	31.0	20.0	35.8	30.9	30.3	19.4
V	13.9	18.8	18.1	33.1	25.5	13.3	29.9	34.5	13.7
VI	3.4	14.9	6.2	18.7	21.9	4.9	16.4	3.9	5.4
TOTAL NUMBERS 000's	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
FEMALE		%							
OCCUP QUAL	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
I	0.3	2.5	0.3	0.6	0.9	-	-	-	-
II	6.0	11.2	3.3	5.4	5.2	0.2	0.2	0.2	6.6
III	52.2	31.1	34.1	13.2	10.9	17.3	5.7	29.4	30.2
IV	31.6	40.7	60.9	32.0	32.7	55.5	55.8	68.0	55.0
V	9.8	14.3	1.3	48.7	50.2	24.6	38.2	0.2	7.4
VI									
TOTAL NUMBERS 000's	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
MALE AND FEMALE		%							
OCCUP QUAL	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
I	1.6	1.3	1.6	1.4	2.3	7.4	1.2	1.2	2.5
II	3.4	8.8	4.5	4.2	6.4	8.4	4.5	4.1	8.9
III	17.7	15.8	18.7	8.7	12.8	10.3	7.0	11.2	19.7
IV	48.1	27.7	37.7	26.4	16.2	27.3	19.6	29.9	25.5
V	22.6	31.9	33.1	32.8	28.6	32.6	41.5	51.1	36.9
VI	6.6	14.6	4.5	26.6	33.8	13.9	26.2	2.5	6.5
TOTAL NUMBERS 000's	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
	121.4	81.6	54.3	25.5	21.6	0.4	165.0	5.2	7.5

SOURCE TABLE 61 COUNTRY VOLUMES

### Indices:

As in previous sections and chapters two set of indices are considering:- one (Table 119) gives comparisons between groups of employees of the same sex; the other (Table 120) gives comparisons between male and female employees in the same occupational qualification group.

The interpretation of these indices is complicated as in previous chapters by the treatment of the cut-off points for the highest earning employees. (cf Technical Annex). These considerations may help to explain why the index value for men in category 1 in France, Italy (and to a lesser extent) Ireland is much higher than elsewhere in that fewer of the highest earners have been excluded from the calculations. At the lower end of the scale it is interesting to note that apart from France and Denmark which are noticeably lower than elsewhere the values taken by the index for category VI are all in the range 59-64% of the overall mean.

For female employees, the values of the indices exhibit similar features to those seen in other sectors and tend to reflect the occupational structure with female employees occupying proportionately fewer of the jobs in the higher categories.

INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 119

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	181.6	299.1	285.0	217.7	200.0	175.0	•	232.2#	193.7
II	148.8	162.7	206.2	182.7	151.8	124.9	191.1#	165.2	131.9
III	116.0	110.6	114.5	143.2	123.6	106.0	131.3	125.5	106.1
IV	88.6	73.7	82.0	108.6	98.4	79.9	99.7	105.9	73.1
V	72.4	61.5	67.8	80.9	81.8	60.2	74.8	59.4	65.5
VI (*)	64.5	53.6	62.3	64.2	63.8	59.4	61.3	63.8#	51.6
ALL	100	100	100	100	100	100	100	100	100

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	•	•	•	•	•	—	—	—	—
II	187.0	200.0	254.0	•	196.9	•	—	—	143.5
III	143.5	151.4	148.8	122.5	143.2	•	•	•	107.5
IV	104.9	102.5	112.0	150.0	131.5	141.7	162.0#	126.6	92.7
V	88.6	86.5	89.7	102.5	105.5	94.1	103.0	86.8	76.2
VI (*)	78.3	71.2	67.5	80.0	82.8	71.3	85.6	—	—
ALL	100	100	100	100	100	100	100	100	100

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	210.1	362.7	314.9	240.9	229.0	222.0	•	240.6#	244.3
II	172.4	195.8	228.3	202.8	173.6	157.9	246.8#	206.8	164.5
III	132.3	132.6	126.6	147.2	137.5	135.5	168.9	155.1	130.1
IV	94.7	87.6	90.3	118.5	110.6	100.3	125.7	113.6	87.8
V	77.1	73.3	72.4	84.9	88.9	67.3	78.2	67.6	75.3
VI (*)	67.8	62.4	67.5	63.2	68.4	54.1	63.4	79.8#	62.3
ALL	100	100	100	100	100	100	100	100	100

Table 120 gives the figures when the effect of occupational qualification group has been removed.

TABLE 120

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	.	.	.	.	.	-	-	-	-
II	90.2	83.1	87.6	.	88.7	.	-	-	.
III	88.8	92.5	92.4	51.7	79.2	.	.	.	85.4
IV	84.9	94.0	97.0	83.4	91.4	96.5	81.4#	70.4	92.8
V	87.8	95.0	94.0	76.5	88.2	85.1	69.0	86.0	89.3
V	87.1	89.7	77.0	75.2	88.8	65.3	69.9	-	93.3
(+)	-	-	-	-	-	-	-	-	-
ALL	71.7	67.6	71.1	60.4	68.4	54.4	50.1	58.9	63.1

SOURCE

TABLE C2

COUNTRY VOLUMES

There are no entries for category I for any country and for category II entries are missing for Netherlands, Luxembourg, the United Kingdom, Ireland and Denmark. For category III there are no figures for Luxembourg and the UK and Ireland. In general the ratios are higher than in other sectors. Movements in the ratios with change of category are irregular but with some signs of a decrease in ratio with decreasing job category in Germany, Luxembourg and the United Kingdom and the reverse pattern to category V in France and to category IV in Italy. The Netherlands has a particularly low value in category III. The figures for Belgium are fairly stable, apart from category III, and those for Denmark irregular.

#### 5.4.5 Employees classified by size of undertaking

The final set of indices which we shall consider in this section is that where the factor of classification is the size of the undertaking in which the employee is employed. The figures for all employees (full-time plus part-time) were given earlier in Table 107. Table 121 gives the figures for full-time employees alone, and for male and female employees considered separately.



TABLE 121 FULL-TIME EMPLOYEES BY SIZE OF UNDERTAKING

## MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	1.1	2.1	16.3	5.2	4.3	28.8	2.9	2.2	7.3
50-99	1.8	4.2	5.5	5.6	7.1	-	•	5.4	6.5
100-199	3.7	6.8	7.7	11.9	12.5	71.2	2.0	12.4	2.9
200-499	9.9	13.0	25.3	18.7	21.8	-	6.5	36.4	6.3
500-999	11.6	20.3	6.1		27.1	-	11.6	33.9	22.7
≥1000 (*)	72.0	53.6	39.1		27.3	-	76.0	9.7	54.4
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	1.3	3.2	30.7	6.5	8.9	28.3	2.6	3.3	6.9
50-99	2.1	5.5	6.1	6.4	8.4	-	•	5.8	12.8
100-199	3.8	5.1	7.9	14.1	16.1	71.7	2.9	15.1	5.1
200-499	11.8	12.0	23.7	19.8	24.6	-	6.2	39.6	4.1
500-999	11.6	18.6	4.8		24.0	-	9.4	25.6	16.5
≥1000 (*)	69.4	55.7	26.7		18.0	-	77.6	10.7	54.5
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	1.2	2.7	21.4	5.6	6.3	28.5	2.8	2.7	7.1
50-99	2.0	5.0	5.7	5.8	7.6	-	1.2	5.6	10.0
100-199	3.7	5.8	7.7	12.4	14.0	71.5	2.4	13.7	4.2
200-499	10.8	12.4	24.8	19.0	23.0	-	6.3	38.0	5.1
500-999	11.6	19.3	5.7		25.8	-	10.6	29.8	19.2
≥1000 (*)	70.7	54.8	34.7		23.4	-	76.7	10.2	54.4
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE A2

COUNTRY VOLUMES

Since the percentages of part-time employees are small there is very good agreement between the figures in Table 107 and the figures quoted for "men and women" in Table 121. It is of interest to note the slight variations which occur when the figures for male and female employees are considered separately. In most countries the distributions for male and female employees are very similar. Italy is an exception. The concentration of female employees shifts more towards the smallest size of undertaking category whereas male employees tend to be in the largest size category. Ireland and Denmark show similar, but much less pronounced, effects.

### Indices

Once again two sets of indices are considered - one giving comparisons between employees of the same sex, the other giving comparisons between male and female employees in the same size of undertaking category.

Table 122 gives the comparisons between employees of the same sex.

There is a variety of patterns in evidence in the figures. For male employees there is little variation with size in Germany. In Italy, France and Denmark there is some evidence of higher values in the smaller size categories and in Belgium of the reverse pattern. In the United Kingdom, (Netherlands) and, Luxembourg and Ireland because of some problems with the availability of data, the patterns are not pronounced.

For female employees, Italy, Belgium, France and Ireland, show some signs of higher values of the index for larger size categories. The peak for the United Kingdom and Denmark comes in each case in the 200-499 size category. Germany shows little variation over the range with a slightly higher value in the smallest size category.

Table 123 gives the comparisons between male and female employees in the same size of undertakings.

TABLE 122

## INDEX OF MEAN OF MEAN GROSS MONTHLY EARNINGS BY SIZE OF UNDERTAKING

MALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	101.0	106.5	110.1	100.6	97.7	101.0	.	.	101.7
50-99	99.7	102.4	102.2	101.6	99.9	-	.	95.5	113.2
100-199	102.8	105.0	98.3	88.9	94.4	99.6	.	95.4	.
200-499	98.9	105.2	95.2	97.8	96.2	-	92.8	112.1	90.4
500-999	101.3	99.7	106.1	-	95.9	-	120.7	91.7	102.0
≥1000 (*)	99.8	97.8	98.0	-	110.0	-	97.3	.	98.6
	-	-	-	-	-	-	-	-	-
ALL	100	100	100	100	100	100	100	100	100

FEMALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	103.4	96.9	99.0	95.4	90.9	112.8	98.5	96.7	100.3
50-99	97.1	94.5	101.9	95.0	90.1	-	.	93.9	98.3
100-199	101.3	90.6	103.5	92.9	95.6	94.9	102.0	88.1	99.6
200-499	99.8	101.1	94.1	94.7	101.3	-	104.7	102.7	109.1
500-999	99.0	95.2	110.8	-	100.2	-	101.0	103.5	102.6
≥1000 (*)	100.1	103.0	103.0	-	110.8	-	99.7	.	98.9
	-	-	-	-	-	-	-	-	-
ALL	100	100	100		100.0	100	100.0	100.0	100

MALE AND FEMALE

NO. OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	101.0	96.5	100.5	97.7	87.9	105.0	.	95.3	101.7
50-99	97.1	96.0	101.4	99.1	95.3	-	.	94.6	95.8
100-199	102.0	102.0	99.6	88.4	92.8	98.0	.	90.2	93.7
200-499	98.0	104.0	95.3	96.8	96.9	-	96.3	106.9	102.1
500-999	100.2	98.3	108.9	-	98.2	-	120.3	97.4	105.8
≥1000 (*)	100.2	100.0	101.5	-	113.9	-	97.7	.	98.7
	-	-	-	-	-	-	-	-	-
ALL	100	100.0	100	100	100	100	100	100	100

SOURCE

TABLE D6

COUNTRY VOLUMES

There are no figures presented for the "500-999" and "larger than 1000 employees" categories in Netherlands and in Luxembourg (where in addition there are no figures for the "10-49" and "100-199" employee categories). The figures for the United Kingdom tend to be noticeably lower in most categories than elsewhere particularly in the larger size categories. The ratios for Italy tend to be higher than elsewhere but not so noticeably as in other sectors. In France there is an increase in ratios with increasing size (but the increase is not smooth). In Germany the highest value of the ratio comes in the smallest size category in the remaining countries the peak value tends to come in the "100-199" or "200-499" employees category.

TABLE 123

INDEX OF MEAN GROSS MONTHLY EARNINGS OF FULL-TIME FEMALE EMPLOYEES - BY SIZE OF UNDERTAKING

(MEAN GROSS MONTHLY EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY = 100)

NO OF EMP'S	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10 - 49	73.5	61.5	63.9	57.3	63.7	-	46.0#	55.2#	62.3
50 - 99	69.9	62.3	70.9	56.4	61.7	60.7	.	57.9	54.9
100 - 199	70.7	58.3	74.9	63.1	69.3	-	49.4#	54.3	64.3
200 - 499	72.4	64.9	70.3	58.5	72.1	51.8	56.5#	53.9	76.2
500 - 999	70.1	64.5	74.2	-	71.5	-	41.9	66.4	63.5
≥ 1000 (*)	72.0	71.2	74.7	-	68.9	-	51.4	.	63.3
ALL	71.7	67.6	71.1	60.4	68.4	54.4	50.1	58.9	63.1

SOURCE

TABLE D6

COUNTRY VOLUMES

An interesting feature with these indices is that the values in the individual cells do not, in the majority of cases, differ a great deal from the ratio of the overall means. Where there is variation it is neither consistently higher nor consistently lower than the overall ratio. France is almost an exception to this rule in that the overall ratio is higher than any of the individual categories, other than that for the largest size category. A consideration of the indices for male and female employees separately suggests a possible explanation. Male employees in smaller size of undertakings tend to do relatively better than their male counterparts in larger sizes of undertaking, whereas the reverse is true for female employees.

#### 5.5 Gross Annual Earnings

This section considers the gross annual earnings of full-time employees and follows the same pattern as for previous sectors.

Indices have been calculated for mean gross annual earnings in a manner similar to that for mean gross monthly earnings and are available for all full-time male employees, all full-time female employees and for these groups broken down into occupational qualification groups. Indices are also available to compare the mean gross annual earnings for male and female employees in these categories. The global figures are given in the summary table below.

TABLE 124

## SUMMARY OF FEMALE/MALE MEAN GROSS ANNUAL EARNINGS

(Mean Gross Annual Earnings of male employees = 100)

Germany	70.5	(71.7)	
France	63.7	(67.6)	
Italy	70.4	(71.1)	Figures in brackets
Netherlands	61.0	(60.4)	are the ratios for
Belgium	67.8	(68.4)	mean gross
Luxembourg	51.8	(54.4)	monthly earnings.
United Kingdom	48.5	(50.1)	
Ireland	58.2	(58.9)	
Denmark	60.8	(63.1)	

The ratios are very similar to the monthly ones and are in all cases, apart from the Netherlands - where the difference is very small - lower than the monthly ones. The more noticeable differences occur in France, Luxembourg and Denmark.

Table 125 gives the various indices of mean gross annual earnings by occupational qualification group and in general these are in good agreement with the monthly figures. For male employees there is some evidence of a narrowing of the differentials of the higher occupational qualification groups over the lower ones in Germany, Belgium, the United Kingdom, Ireland and Denmark. In the remaining countries there is a slight widening in this differential apart from in Luxembourg where there is little change.

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 125

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	175.8	246.1	297.3	223.0	197.4	174.0	•	224.3#	187.7
II	146.8	159.4	200.9	179.0	146.3	123.6	182.8#	157.8#	129.2
III	114.2	107.7	115.2	136.7	121.0	101.7	124.9	122.6	104.0
IV	88.4	69.6	80.5	105.5	95.6	83.7	96.2	104.1	71.9
V	71.9	57.1	68.6	80.2	80.9	58.6	70.3	58.7	63.8
VI (* )	65.2	51.8	64.9	64.3	65.4	•	58.4	63.6#	55.3
ALL									

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	•	•	•	•	•	—	—	—	—
II	200.3#	203.1	225.3#	•	194.4	•	—	—	•
III	143.5	150.1	152.9	122.7	138.5	•	•	•	143.8
IV	104.2	99.6	111.1	140.9	127.9	140.3	150.2	122.9	106.8
V	87.8	84.0	89.3	101.2	103.9	95.1	101.8	86.4	91.1
VI (* )	77.6	71.9	67.4	78.7	82.4	70.0	85.4	—	80.8
ALL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	204.7	369.7	327.3	243.1	225.1	221.6	•	277.6#	239.4
II	171.5	196.5	221.9	196.6	166.9	156.7	231.8#	195.3#	162.9
III	131.0	130.5	127.3	140.2	133.9	130.3	157.4	149.6	128.6
IV	93.8	83.3	88.6	113.4	106.8	102.8	118.2	109.9	85.9
V	76.1	69.1	72.2	83.4	87.2	65.3	73.1	66.0	72.4
VI (* )	67.1	61.5	70.5	62.6	68.3	51.2	61.1	78.8#	65.8
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE

TABLE C4

256

COUNTRY VOLUMES



For female employees there is a slight narrowing in this differential in Italy, Belgium, the United Kingdom and Ireland and a slight widening elsewhere - apart from Luxembourg where as for male employees, the figures are very similar to the monthly ones.

The figures giving comparisons between the mean gross annual earnings of male and female employees in the same occupational qualification groups are given in Table 126.

The agreement between monthly and annual figures is close, with the annual ratios in most cases tending to be lower than the monthly ones. The most noticeable differences are for category II in Germany, and Italy, and category IV in Luxembourg and the United Kingdom.

TABLE 126 INDEX OF MEAN GROSS ANNUAL EARNINGS OF

FULL-TIME FEMALE EMPLOYEES BY OCCUPATIONAL QUALIFICATION GROUP

(MEAN GROSS ANNUAL EARNINGS OF FULL-TIME MALE EMPLOYEES IN SAME CATEGORY=100)

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	•	•	•	•	-	-	-	-	-
II	96.2#	81.1	78.9#	•	90.0	•	-	-	•
III	88.6	88.7	93.4	54.8	77.6	•	•	•	84.1
IV	83.1	91.1	97.1	81.5	90.7	86.9	75.7	68.6	90.4
V	86.1	93.6	91.6	77.0	87.0	84.0	70.1	85.6	86.9
VI	83.9	88.3	73.1	74.6	85.3	63.5	70.9	-	88.9
(*)									
ALL	70.5	63.7	70.4	61.0	67.8	51.8	48.5	58.2	60.8

SOURCE TABLE C4 COUNTRY VOLUMES

## 5.6 LENGTH OF SCHEDULED WORKING WEEK

The figures are given in Table 127. As with other sectors is interesting to note that for both men and women Ireland and the United Kingdom have the highest percentages working the shortest scheduled working week. (It is also interesting to note that the UK also has the only percentage in the "undisclosed" column). There is little difference between the figures for men and women for each country. Germany, France and Luxembourg have the most noticeable concentrations in the 38-40 hours category. Netherlands and Belgium have their largest percentages in the 38-40 hours category but with less concentration and the remainder distributed towards the shorter hours categories. Both Italy and Denmark have concentration in the 36-38 hours category with Denmark having noticeably more in the 36 hours and under category.

TABLE 127: LENGTH OF SCHEDULED WORKING WEEK: FULL-TIME EMPLOYEES

MALE									
HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	.	.	0.5	0.5	2.3	-	78.1	80.1	11.0
> 36 - 38	.	.	82.2	10.3	33.6	.	.	.	71.7
> 38 - 40	99.5	96.9	16.7	87.9	63.5	98.2	4.0	19.6	15.2
> 40 - 42	0.2	1.0	.	1.3	0.5	-	.	-	.
> 42 - 44	-	1.6	-	-	.	-	.	-	-
> 44 - 46	-	0.4	0.4	.	.	-	-	-	-
> 46 - 48	.	.	0.1	-	-	-	-	-	-
> 48	-	.	-	-	-	-	-	-	-
<b>TOTAL</b>	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
<b>UNDISCLOSED</b>							16.5		
FEMALE									
HOURS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
≤ 36	.	.	0.6	1.0	4.4	-	89.8	91.4	12.8
> 36-38	.	.	78.5	13.4	31.2	.	5.0	-	73.0
> 38-40	99.4	95.2	20.3	84.3	63.8	96.3	.	8.6	12.1
> 40-42	0.2	0.6	-	1.3	0.6	-	.	-	2.1
> 42-44	.	4.1	-	-	-	-	.	-	-
> 44-46	-	-	0.5	-	-	-	-	-	-
> 46-48	-	-	-	-	-	-	-	-	-
> 48	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)
<b>UNDISCLOSED</b>							4.1		

SOURCE TABLE A8 COUNTRY VOLUMES

## 5.7 BONUS PAYMENTS

The figures are given in Table 128 and follow patterns for male and female employees similar to those in the Banking sector. Denmark, Ireland and the United Kingdom have high percentages in the "0 per cent" bonus category and Italy its highest percentages in the 30 to less than 50 percent bonus range. In Germany for both male and female employees the main concentrations come in the 10-15 and 15-20 per cent bonus ranges. Belgium and Luxembourg have peak figures in the 10-15 per cent range. Netherlands is noticeable for the figure of 38.3 per cent for male employees in the 20 - less than 30 per cent range. In France the two "most popular" ranges are 10-15 per cent and 20-30 per cent though the concentration into these categories is less pronounced than for the "most popular" categories in other countries.

TABLE 128 BONUS PAYMENTS

MALE

(FULL-TIME EMPLOYEES)

% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	1.9	3.3	—	0.8	3.1	6.8	67.0	77.6	65.8
>0-5	0.9	6.0	21.3	0.6	4.0	5.0	15.0	14.5	27.2
>5-10	5.3	9.6	3.6	11.0	9.4	28.1	8.6	3.7	2.1
>10-15	36.6	25.9	1.8	16.9	44.9	42.5	3.8	•	•
>15-20	44.0	21.2	1.9	26.2	18.0	13.6	2.2	•	•
>20-30	8.7	23.2	12.3	38.3	17.5	•	•	•	•
>30-50	2.2	8.2	50.5	4.5	2.6	•	•	—	•
>50 (*)	0.4	2.5	8.7	1.5	0.4	•	•	•	•
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALE									
% BONUS	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	UK	IRELAND	DENMARK
0	2.0	4.2	—	1.4	4.9	6.3	79.7	86.5	70.1
>0-5	0.7	5.6	19.7	1.3	5.8	•	11.8	12.3	26.5
>5-10	4.2	7.9	3.4	15.5	15.5	41.4	4.7	•	•
>10-15	38.9	26.4	2.6	22.6	44.3	42.4	•	—	•
>15-20	47.1	20.1	4.8	24.9	19.3	•	1.9	•	•
>20-30	5.9	29.2	8.5	29.6	9.5	•	•	•	•
>30-50	0.9	5.1	54.7	4.1	0.6	•	—	—	•
>50 (*)	•	1.8	6.3	0.5	•	•	—	—	•
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## 5.8 PART-TIME EMPLOYEES

This chapter concludes with a section on the characteristics and earnings of part-time employees. A summary of the numbers and percentages of part-time employees (already given in Table 106) is given below:

TABLE 129 PART-TIME EMPLOYEES

	NUMBERS (000's)		AS A PERCENTAGE OF ALL EMPLOYEES	
	<u>ALL</u>	<u>PART-TIME</u>	<u>ALL</u>	<u>PART-TIME</u>
		<u>FEMALE</u>		<u>FEMALE</u>
Germany	15.3	14.6	11.2	10.7
France	1.2	0.9	1.4	1.1
Italy	0.2	0.1	0.4	0.2
Netherlands	3.5	3.0	12.1	10.4
Belgium	0.5	0.4	2.3	1.8
Luxembourg	.	.	.	.
United Kingdom	19.1	17.0	10.4	9.2
Ireland	-	-	-	-
Denmark	2.3	2.2	23.5	22.4

These figures have received comment in an earlier section (5.1) but it is worth noting again the variation in the percentages. Denmark is once again conspicuously high. The United Kingdom, Netherlands and Germany form a group with percentages in the range 10-12, while the remaining countries record low percentages, with no entries recorded for Ireland and Italy. These low figures, of interest in themselves, mean that many of the cells in the subsequent tables are empty. This is particularly true in the case of male employees and makes comparisons, across all countries, difficult.

TABLE 130 LENGTH OF SCHEDULED WORKING WEEK

MALE										
HRS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	71.2	81.9	84.4	47.5	.	/	.	/	.	
24-26	8.4	-	-	.	-	/	-	/	.	
26-28	-	-	-	.	-	/	-	/	-	
28-30	.	.	-	18.1	.	/	.	/	.	
30-32	17.4	.	-	36.6	.	/	.	/	.	
32-34	.	-	.	10.8	.	/	-	/	-	
34-36	.	.	-	11.4	.	/	-	/	-	
7-36	-	-	.	-			<del>70.6</del>			
100 FEMALE			100.0	100.0			(70.6)			%
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	54.1	71.1	59.7	52.7	82.2	-	59.2	-	74.5	
24-26	20.4	7.7	-	3.6	13.0	-	.	-	7.6	
26-28	4.9	7.0	.	3.8	-	-	.	-	4.6	
28-30	8.1	.	-	11.0	.	-	7.0	-	5.9	
30-32	14.9	7.4	-	27.7	.	/	.	-	10.9	
32-34	8.0	.	-	15.3	.	-	-	-	.	
34-36	2.2	.	17.9	8.9	-	-	-	-	.	
7-36	1.7	-	.	-	-	-	-	-	-	
	100.0	100.0	100.0	100.0	100.0		100 (23.2)	100.0	100.0	
MALE AND FEMALE										%
HRS.	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	U.K.	IRELAND	DENMARK	%
≤24	54.9	74.1	64.1	52.0	82.4	-	55.3	-	74.6	
24-26	19.9	5.6	-	3.4	11.8	-	.	-	7.4	
26-28	4.7	5.0	.	3.7	-	-	.	-	4.4	
28-30	8.2	4.6	-	11.9	.	/	6.9	-	6.1	
30-32	15.1	7.0	-	28.4	.	/	.	-	10.8	
32-34	7.4	.	.	14.7	.	-	-	-	.	
34-36	2.2	5.6	14.7	9.3	-	-	-	-	.	
7-36	1.6	-	-	-	-	-	-	-	-	
	100.0	100.0	100.0	100.0	100.0		100.0 (28.3)		100.0	

SOURCE TABLE A8 COUNTRY VOLUMES

### 5.8.1 LENGTH OF SCHEDULED WORKING WEEK

The figures obtained are given in Table 130. Because of problems of small cell size, the distributions in most countries are incomplete - particularly in the case of male employees. Where figures are available the concentration of employees is in the less than or equal to 24 hours category - though there are high percentages in the 30 to 32 hours category for both male and female employees in the Netherlands (and the percentages in both cases total to more than 100).

### 5.8.2 AGE

The average ages in years of male and female part-time employees are given below:

	MALE	FEMALE
Germany	51.5	38.9
France	45.8	44.9
Italy	30.7	37.2
Netherlands	35.2	33.5
Belgium	.	37.6
Luxembourg	-	-
United Kingdom	58.4	42.1
Ireland	-	-
Denmark	.	37.6

As in the other sectors these figures show considerable variations. Where comparisons are possible these averages are of similar order to those observed in the Banking Sector except in Italy where the averages in this sector tend to be noticeably lower.

The frequency distribution given in Table 131 illustrate the different characteristics. The figures for Netherlands are interesting in that they reveal percentages of part-time workers under 21 years of age both for men and women. France has proportionately the most part-time female employees aged 55 years or older. Germany and Belgium have the most noticeable concentrations in the 30-44 age groups.

TABLE 131 AGE DISTRIBUTION - PART-TIME EMPLOYEES

MALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	-	.	.	20.4	.	-	-	-	.
21-29	17.4	.	.	23.6	.	-	-	-	.
30-34	13.7	19.0	.	19.1	.	.	.	-	.
45-54	.	41.2	.	10.8	.	-	.	-	.
> 55	59.9	25.6	-	24.6	.	-	64.7	-	.
TOTAL	(100)	(100)	(100)	(100)			(100)	(100)	(100)
FEMALE									
YEARS	GERMANY	FRANCE	ITALY	NETHS	BELGIUM	LUX	UK	IRELAND	DENMARK
< 21	0.2	.	.	10.8	-	.	.	-	.
21-29	14.5	11.2	27.9	29.0	16.6	.	11.3	-	24.2
30-44	49.1	29.1	21.4	30.9	50.2	.	35.9	-	38.0
45-54	25.6	26.7	38.6	22.9	20.1	.	33.1	-	17.9
> 55	10.7	31.0	.	6.4	13.0	.	18.3	-	17.3
TOTAL	(100)	(100)	(100)	(100)	(100)		(100)	(100)	(100)

SOURCE TABLE A3 COUNTRY VOLUMES

### 5.8.3 LENGTH OF SERVICE

The figures obtained are given in Table 132 and though incomplete, particularly in the case of male employees, have some interesting features. What are perhaps most interesting are some of the higher percentages observed in some of the longer length of service categories - in particular 10-19 years for female employees in Italy, Belgium, Denmark and Germany. In most countries the concentration of employees is still in the shortest length of service category though Denmark, Belgium and Germany are exceptions to this rule.



TABLE 132

## LENGTH OF SERVICE

MALE

%

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	27.3	27.5	•	56.1	•		•		•
2 - 4	37.2	17.4	•	19.4	•		•		•
5 - 9	19.3	26.6	•	11.3	•		•		•
10 - 19	•	17.9	•	10.4	•		•		—
≥ 20	•	•	•	•	•		•		—
(*)									
ALL	100.0	100.0	100.0	100.0	•		•		100

FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	23.6	39.7	39.9	38.2	27.5		43.0		15.0
2 - 4	30.8	30.6	17.3	29.9	26.1		24.6		28.8
5 - 9	22.0	15.7	•	22.0	13.3		18.3		23.2
10 - 19	19.4	8.1	31.0	7.5	33.2		12.0		21.4
≥ 20	4.2	•	•	2.3	—		•		8.4
(*)									3.3
ALL	100.0	100.0	100.0	100.0	100.0		100.0		100.0

MALE AND FEMALE

LENGTH OF SERVICE (YEARS)	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
< 2	23.8	36.3	36.9	40.7	29.1		39.6		16.5
2 - 4	31.1	26.9	16.2	28.4	24.6		22.6		29.7
5 - 9	21.9	18.7	•	20.6	14.1		18.2		22.2
10 - 19	19.1	10.8	33.3	7.9	31.0		12.6		20.4
≥ 20	4.2	6.7		2.4	•		•		8.0
(*)									
ALL	100.0	100.0	100.0	100.0	100.0		100.0		100.0

SOURCE

TABLE A4

COUNTRY VOLUMES

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5.8.4 OCCUPATIONAL QUALIFICATION GROUP

The distribution of part-time employees over occupational qualification groups is given in Table 133 and because of the problems of small cell size most of these distributions are incomplete, particularly in the case of male employees. Where percentages are available for female employees, the concentration tends to come in categories V and VI, though in Germany and Denmark substantial percentages are to be found in category IV.

INDICES

The figures are given in Tables 134 and 135.

Apart from part-time female employees in Germany and Denmark there is not a great deal of information available, with figures for the remaining countries (excluding Netherlands and Luxembourg) having entries only in categories V and VI. In Denmark there is not a smooth decrease in index from categories III to VI and less variation is shown there than over the same range of job categories in Germany. Over the categories V and VI Italy shows the least variation and France the most.

5.8.5 SIZE OF UNDERTAKING

The figures are given in Table 136 and where available the concentration tends to come in the two largest size of undertaking categories. The exceptions to this occur for male employees in France and the Netherlands which do record sizeable percentages in the smallest size of undertaking category.

OCCUPATIONAL QUALIFICATION GROUP

TABLE 133

MALE

%

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	29.6	•	•	—		•		—
II	—	24.0	•	•	—		•		—
III	•	•	•	5.9	•		—		—
IV	6.1	•	63.2	18.6	•		•		—
V	25.7	•	•	24.5	•		•		•
VI (*)	59.7	28.7	—	45.4	•		•		•
ALL	100.0	100.0	100.0	100.0	•		100.0		100.0

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	—	—	—	—		—		—
II	—	•	—	•	•		—		—
III	1.4	•	•	2.7	•		—		3.5
IV	38.2	•	•	11.8	•		•		25.7
V	27.6	15.1	36.8	32.5	20.9		23.9		48.4
VI (*)	32.8	77.3	59.4	52.6	66.1		75.4		22.5
ALL	100.0	100.0	100.0	100.0	100.0		100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	8.2	•	•	—		•		—
II	—	7.2	•	1.0	•		•		—
III	1.7	•	•	3.1	•		—		3.3
IV	36.8	5.2	12.3	12.7	•		•		24.4
V	27.5	12.4	32.3	31.4	21.0		24.5		47.9
VI (*)	34.0	63.9	48.8	51.6	64.0		69.2		24.3
	100.0	100.0	100.0	100.0	100.0		100.0		100.0

SOURCE

TABLE A1

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COUNTRY VOLUMES

INDEX OF MEAN GROSS MONTHLY EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 134

MALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	—	•	•		—		•		—
II	—	•	•		—		•		—
III	•	•	—		•		—		—
IV	188.2#	•	83.9#		•		•		—
V	•	•	•		•		•		•
VI (* )	•	•	—		•		•		•
ALL	•	100.0#	•		•		•		•

FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	—	•	—		—		—		—
II	—	•	—		•		—		—
III	174.8	•	•		•		•		119.1
IV	122.8	•	•		•		•		123.2
V	103.8	127.5#	99.9		119.0		113.7		103.6
VI (* )	66.3	75.6	96.0		82.4		94.1		62.2
ALL	100.0	100.0#	100.0		100.0		100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHER- LANDS	BELGIUM	LUXEM- BOURG	UK	IRELAND	DENMARK
I	—	•	•		—		•		—
II	—	•	•		•		•		—
III	181.7	•	•		•		—		122.0
IV	124.4	•	138.4#		•		•		126.2
V	103.4	96.0#	88.0		112.6		109.0#		104.9
VI (* )	65.8	56.6	83.8		79.9		85.3		60.7
	100.0	100.0#	100.0		100.0		100.0		100.0

SOURCE

TABLE 09

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COUNTRY VOLUNTES

INDEX OF MEAN GROSS ANNUAL EARNINGS - BY OCCUPATIONAL QUALIFICATION GROUP

TABLE 135

MALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	•	•		—		•		—
II	—	•	•		—		•		—
III	•	•	—		—		—		—
IV	•	•	•		•		•		—
V	•	•	—		•		•		•
VI (*)	•	•	—		•		•		•
ALL	•	100.0#	•		•		•		•

FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	—	—		—		—		—
II	—	•	—		—		—		—
III	176.0	•	•		•		•		130.5
IV	122.3	•	•		•		•		124.7
V	103.8	114.2	94.3		110.6		125.2#		101.9
VI (*)	64.6	74.9#	99.6		82.3#		90.6		60.1
ALL	100.0	100.0#	100.0		100.0		100.0		100.0

MALE AND FEMALE

	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
I	—	•	•		—		•		—
II	—	•	•		—		•		—
III	183.9	•	•		•		—		132.6
IV	123.4	•	•		•		•		126.7
V	103.9	80.0	81.2		108.7		•		102.6
VI (*)	64.2	52.6#	85.8		82.1#		81.3		60.0
ALL	100.0	100.0#	100.0#		100.0		100.0#		100.0

TABLE 136

## SIZE OF UNDERTAKING

## MALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	4.2	36.8	•	23.2	—		•		—
50-99	•	12.7	•	•	•		—		—
100-199	7.8	•	•	11.6	•		•		—
200-499	•	•	•	13.5	•		•		—
500-999	•	•	•	•	•		•		•
>1000 (*)	65.1	25.1	•	•	•		76.5		•
ALL	100.0	100.0	—	100.0			100.0		100.0

## FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	2.2	7.7	•	5.7	7.1		•		6.9
50-99	3.1	16.0	•	5.9	•		•		8.0
100-199	4.4	10.5	12.8	12.7	7.6		•		6.4
200-499	9.5	13.3	21.1	16.4	17.8		7.0		5.8
500-999	12.7	18.1	—	•	40.3		9.2		18.6
≥1000 (*)	68.2	34.5	37.1	•	17.8		77.5		54.3
ALL	100.0	100.0	100.0	100.0	100.0		100.0		100.0

## MALE AND FEMALE

NO. OF EMPS	GERMANY	FRANCE	ITALY	NETHERLANDS	BELGIUM	LUXEMBOURG	UK	IRELAND	DENMARK
10-49	2.3	15.7	•	8.1	6.4		•		6.7
50-99	3.1	15.1	•	5.3	10.7		—		7.6
100-199	4.5	7.9	12.0	12.4	7.9		•		6.1
200-499	9.5	12.1	18.4	16.0	18.2		6.9		5.5
500-999	12.6	17.4	•	•	39.6		8.8		18.7
≥1000 (*)	68.0	31.9	38.9	•	17.1		77.4		55.3
ALL	100.0	100.0	100.0	100.0	100.0		100.0		100.0

SOURCE

TABLE A2

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COUNTRY VOLUMES

## CHAPTER 6. SUMMARY AND CONCLUSIONS

This short concluding chapter brings together the main findings of the report. These findings are restricted to the results on earnings and deal only briefly with the characteristics of the labour force which are discussed in other reports.

The findings are also presented as a series of facts and any interpretation of them is limited. This has been done for two main reasons. One is that it is outwith the scope of the present report. The other is that any such interpretation would be better done after detailed discussions with representatives of the national statistical institutes. The results quoted are as follows:-

1. Indices of Mean Gross Monthly Earnings by:-
  - a. sex
  - b. age
  - c. length of service
  - d. occupational qualification group
  - e. size of undertaking

These are given primarily for full-time employees, For part-time employees the results presented in the report have been limited to the lower occupational qualification groups. Separate figures have not been quoted for mean gross annual earnings as these results follow the monthly ones very closely.

2. Summary of the graphs of relative earnings, and coefficients of variation.

3. Bonus Payments.

4. Scheduled Working Week

1. Indices of Mean Gross Monthly Earnings - Full-time Employees

a. By Sex

The values taken by ratio of the mean gross monthly earnings for all female employees to that for all male employees may be used to put the countries into broad groupings. In all sectors the values for Italy are high (higher than elsewhere if we exclude Insurance) taking values in the range 71-86% (79-86% if we exclude Insurance)

Another group is Germany, France, Belgium and Denmark where the ratios for all sectors fall in the range 63-73%.

Luxembourg, the Netherlands and Ireland have ratios for all sectors in the range 56-62%.

The United Kingdom is consistently low for all sectors with ratios in the range 50-55%.

b. By Age

There are many interesting features to be noted in these indices. Amongst the most interesting are the following.



1. Male employees under 21 years of age have mean gross monthly earnings which range from 38% of the overall mean for all male employees in Insurance in Luxembourg to 68% of the overall mean in Retail Distribution in Italy. In most countries and sectors, however, the percentages lie in the range 45-60.

2. Female employees under 21 years of age have mean gross monthly earnings which range from 61% of the overall mean for all female employees in Retail Distribution in Belgium to 85% of the overall mean in Banking in Denmark. In most cases the percentages lie in the range 70-80.

3. In most countries and sectors the peak for the index for male employees comes either in the 30-44 or 45-54 years age group. Banking and Insurance in Italy and Insurance in Luxembourg where the peak comes in the 55 years and over category are the exceptions. The percentages by which these peak values exceed the overall average vary considerably from country to country and sector to sector.

In Wholesale Distribution, peak values fall in the range 8-17% above the overall mean; in Retail Distribution in the range 11-30%; in Banking 31-46% (excluding Germany which is low at + 12%); and in Insurance 21-39% (excluding Germany once again where the percentage is + 8%).

4. Perhaps the most interesting result from a similar analysis of the figures for female employees is the position of the

Netherlands and Luxembourg where the peak values are noticeably higher than in other countries. The values in Ireland, too, are noticeably high in Banking and Insurance. As was the case for male employees the percentages tend to be higher in Banking and Insurance than in Retail and Wholesale Distribution. The peak values in Wholesale and Retail Distribution in the United Kingdom and Denmark are noticeably lower than elsewhere.

5. When male and female employees in the same age groups are compared the values of the index are higher than the overall ratio, reflecting the different age distribution patterns for male and female employees. What is particularly noticeable is that the female/male figure for the under 21 years of age group exceeds 100% in several cases (eg Wholesale and Retail in Italy, Banking in France, Belgium and Denmark, and Insurance in Italy, Belgium and Denmark) - and in most other cases is of the order of 80-90%.

c. By Length of Service

For both male and female employees in all sectors the index increases with age. Perhaps the most striking features are the values taken by the index for the longest serving female employees in the Netherlands and Luxembourg. These values are noticeably higher than elsewhere. In general female employees with longer lengths of service do better relative to other female employees than is the case for male employees. When the effect of length of service is removed from comparisons between male and female employees the values taken by the index tend to be higher than the overall ratio.

d. Occupational Qualification Group

The interpretation of these indices has been complicated by problems of classification and the exclusion from the calculations of varying percentages of employees in different countries because their earnings have exceeded certain cut-off values.

The conclusions are therefore restricted to those in lower occupational qualifications groups and in particular the lowest two groupings. Perhaps because of different career patterns the average earnings of male employees in these categories tend to be lower relative to all male employees than is the case for female employees in these groups relative to all female employees. The percentages for male employees tend in most cases to be of the order of 70% (60% in Insurance) for the lowest category whereas for female employees figures of the order 75-85% occur most often.

When the effect of occupational qualification is removed from the comparison between overall female and male average earnings, the values of the indices obtained are uniformly higher, being of the order of 80-90% in most cases. The main exception to this is in Wholesale Distribution in the United Kingdom and Luxembourg.

e. By Size of Undertaking

For both male and female employees the variation in the values taken by the index is less from one category to another than for any of the other factors of classification. In most sectors and countries there is some evidence of an increase in the index with increasing size of undertaking for both male and female employees. The variation is most noticeable in Wholesale Distribution in Ireland and

Italy for both male and female employees, and for male employees in Retail Distribution in Italy. Banking in Netherlands and Luxembourg also have peaks values which for male employees are of the order of 25-30% above the overall mean-but here these peak correspond to the smaller size categories of undertaking.

When the effect of size of undertaking is removed from the comparison of overall mean earnings for male and female earnings there is little change in the values taken by the individual entries as compared with the overall ratio.

## 2. Summary of the graphs of relative earnings, and coefficients of variations

In general, the graphs obtained have been unimodal, and positively skewed for both male and female employees with the earnings of female employees tending to be towards the lower end of the distribution. The coefficients of variation observed have been lower for female employees than for their male counterparts. In particular, those for female employees in Denmark (of the order of 21-28%), and in Banking and Insurance in Germany (23-24%) are noticeably lower than elsewhere. For male employees, the coefficients of variation in Germany (of the order 32-38%) are lower than elsewhere while those in the United Kingdom of the order 61-74% are high, with those for France of a similar order.

## 3. Bonus Payments

Here the most noticeable feature is the high percentage which appears in the "Oper cent" bonus category in Denmark, the United Kingdom and Ireland for both male and female employees. At the other extreme Italy has high percentages in the "higher percentage" bonus categories - particularly in Banking and Insurance.

4. Scheduled Working Week

Here the most noticeable features across all sectors for both male and female employees are the percentages appearing in the shortest scheduled working week category in the United Kingdom and Ireland. These are noticeably higher than elsewhere.



CHAPTER 7: TECHNICAL ANNEX

This short chapter consists of extracts from Volume 1 regarding definitions and terms used in the various sectors. A brief description of the problem of cut-off values for the earnings data is also given.

<b>NACE</b>	<b>Activity</b>
61	Wholesale distribution (except dealing in scrap and waste materials)
611	Wholesale dealing in agricultural raw materials, live animals, textile raw materials and semi-finished goods
612	Wholesale dealing in fuels, ores, metals and industrial chemicals
613	Wholesale dealing in timber and in building materials
614	Wholesale dealing in machinery, industrial equipment and vehicles (including ships and aircraft)
615	Wholesale dealing in furniture, household goods, hardware and ironmongery
616	Wholesale dealing in textiles, clothing, footwear and leather goods
617	Wholesale dealing in food, drink and tobacco
617.8	Wholesale dealing in tobacco products
618	Wholesale dealing in pharmaceutical and medical goods, cosmetics and cleaning materials
618.1	Wholesale dealing in pharmaceutical goods
619	Other specialized wholesale distribution and wholesale dealing in a variety of goods (without any particular specialization)
619.1/2	Wholesale dealing in paper, board and stationery and wholesale dealing in books, periodicals and newspapers
64/653- 656	Retail distribution, except retail distribution of motor vehicles and cycles and retail distribution of motor fuels and lubricating oils
641/642	Retail distribution of food, drink and tobacco
643	Dispensing chemists
644	Retail distribution of medical goods, cosmetics and cleaning materials
645	Retail distribution of clothing
646	Retail distribution of footwear and leather goods
647	Retail distribution of furnishing fabrics and other household textiles
648/649	Retail distribution of household equipment, fittings and appliances, hardware and ironmongery
653	Retail distribution of books, newspapers, stationery and office supplies
654/655	Other retail distribution
656	Retail distribution of a wide range of goods, with non food goods predominating
812/813	Credit institutions other than central banking authorities Establishments whose employees have a status similar to that of civil servants Establishments whose employees benefit from the national collective agreement for banks Other banking establishments
82	Insurance, except for compulsory social insurance

## 8.8 Occupational qualifications

Classifications of employees according to qualifications differ considerably between economic activities and between countries, and it was therefore left to the national statistical institutes to classify employees in broad groups on the basis of qualifications which were defined by common agreement for the separate sectors of wholesale and retail distribution, banking and insurance.

Every employee in these sectors was assigned to one of the following qualification groups, depending on the tasks performed, the degree of difficulty involved, the inherent responsibilities and the level of training or experience required for doing the job.

### Qualification groups in the sectors of wholesale and retail distribution

For ease of classification, separate qualifications sub-groups were defined for shop staff (retail distribution) and warehouse and dispatching personnel (wholesale distribution).

#### 1. Management personnel

1A: Top management personnel with *powers of decision and responsibilities with regard to the general running* of the whole undertaking.

1B: Management personnel and senior executives directly responsible to the persons described under 1A, with *powers and responsibilities* in respect of *large sub-divisions of the undertaking*, e.g. the principal establishments and their closest collaborators.

This category includes managers of local or regional units with a considerable degree of autonomy in their management function. It also covers employees in *study, research and advisory functions* with a certain degree of independence and power of decision.

In general, the *knowledge* required for such functions will be at *university, college* or at least *higher vocational training* level. This level of knowledge may, by its very nature, have been acquired by experience or by private study.

#### 2. Executives and managerial staff

This category covers employees who are directly responsible to or are given their instructions by the persons described under 1B.

In general, within the limits of their instructions, employees in this category possess wide scope for initiative and responsibility. *Knowledge of at least higher secondary school level* (advanced-level GCE, commercial and technical college diplomas, etc.) is generally required for this type of job. This knowledge may be acquired by general secondary school education, secondary vocational training, experience or private study.

This category includes branch managers, heads of division within a local unit (retail trade) and representatives and sales staff (wholesale trade).

#### 3. Highly qualified junior personnel

This qualification group classifies separately personnel with duties specific to the wholesale and retail trades (sub-group 3A) and other highly-skilled junior personnel (sub-group 3B):

##### 3A: This sub-group includes

– *for the retail trade*, sales staff who work largely on their own, and give instructions on a limited scale. This category must have had a good specialized training and possess a wide knowledge of the particular trade. This refers particularly to the head salesman/saleslady, chief cashier.

– *for the wholesale trade*, warehouse and dispatching personnel who work largely on their own and give instructions on a limited scale, which necessitates a certain amount of specialized training. This refers, for instance, to the working foreman, dispatch manager, assistant storekeeper.

3B: Other junior personnel performing *specialist functions* for which a general vocational training or at least knowledge at *advanced primary educational level* is required. These employees generally carry out the instructions given by the persons described in category 2 and sometimes category 1B. A certain degree of initiative and responsibility is required for these functions. In some cases, employees in this category may directly supervise the work of personnel in lower categories.



#### 4. Skilled junior personnel

This qualification group classifies separately personnel with duties specific to the wholesale and retail trades (sub-group 4A) and other skilled junior personnel (sub-group 4B):

##### 4A: This sub-group includes:

- for the retail trade, other sales staff (not included in sub-group 3A), whose job mainly consists of serving customers, stores work and looking after the cash.
- for the wholesale trade, warehouse and dispatch personnel (not included in sub-group 3A) whose functions include work demanding accuracy, a certain degree of special training and/or wide practical experience, as well as a certain aptitude for working unsupervised. This refers for instance to the storeman.

4B: This sub-group includes other skilled personnel working to precise instructions from their immediate superiors and whose tasks, as a rule, only call for a small degree of initiative and responsibility.

#### 5. Unskilled junior personnel

This group covers all wage-earners performing work of a simple nature, which is normally repetitive and as a rule only requires knowledge of elementary educational level. This category includes, for instance, the packer and the person making up the orders (wholesale trade).

##### 9.2.6 Adjusted gross monthly earnings

In addition to annual earnings, monthly earnings were also recorded, the reference period being the month of October 1974, for the reasons already stated (cf. Section 4). In fact, partly because the survey was conducted on a sample basis, and partly because the data used for the calculation of annual earnings related only to those employees who were paid in full for 1974, it was decided to publish the detailed results in terms of monthly (instead of annual) earnings (cf. Section 11.1). However, with a view to ensuring improved comparability with annual earnings which include bonuses and premiums not paid on a monthly basis, the figures for gross monthly earnings were adjusted in proportion to the estimated rates of bonus (cf. Section 9.2.5), according to the formula

$$x_i = Rm_i \left( 1 + \frac{Pr_i}{Ra_i - Pr_i} \right)$$

where  $Rm_i$  = monthly remuneration  
 $Pr_i$  = total bonuses  
 $Ra_i$  = annual earnings.

This calculation only included the sample employees paid in full for the month of October 1974, and a distinction was drawn between part-time and full-time employees. In addition, employees whose remuneration exceeded a specific ceiling (cf. footnote to Section 8.14) were excluded from the calculations.

#### 9.3 Quantiles

Because the results of the calculations of earnings were affected by the exclusion of employees whose earnings exceeded the ceiling, particularly in the case of highly qualified staff, various quantiles were also calculated. Thus, on the basis of the frequency distributions of full-time (and fully-paid) employees according to annual earnings and adjusted gross monthly earnings, the first and last decile have been given (Q (0.10) and Q (0.90)), together with the first and third quartiles (Q (0.25) and Q (0.75)) and the median (Q (0.50)).<sup>(1)</sup>

<sup>(1)</sup> These quantiles provide characteristic statistical averages (median: Q (0.50)) and dispersions (interquartile spread:  $Q \frac{(0.75) - Q (0.25)}{Q (0.50)}$ ) homologous to the arithmetic mean and coefficient of variation previously referred to.

**Occupational qualification groups in the banking sector****1. Directors, top management**

Senior management personnel with powers of decision and responsibility in relation to the general running of the whole undertaking.

**2. Senior executives**

Managers and senior executives with powers and responsibilities for subdivisions of the business, e.g. departments and main establishments. This category includes managers of local or regional units having a considerable degree of autonomy in their management function.

It also covers employees with study, research and advisory functions having a certain degree of independence and authority to take decisions.

In general, the knowledge required for such functions will be of university, college or at least higher vocational training level. This knowledge may of course have been acquired by experience or private study.

**3. Executives (junior management)**

This group includes those working directly with the senior executives (group 2 above) who may exercise authority over the personnel of specific sectors.

**4. Highly-qualified clerical staff**

This group includes highly-qualified clerical staff, who are required to have knowledge of secondary school level, working with members of the category above (group 3) and directly responsible to them and carrying out their instructions. Their duties may require – within the limits of the instructions received – a certain amount of initiative and responsibility. In some cases such staff may coordinate the work of lower categories.

**5. Qualified clerical staff**

This group includes qualified staff working to precise instructions from their immediate superiors and whose duties as a rule call for only a small amount of initiative and responsibility.

**6. Other employees**

This group includes all unqualified wage earners not included in the five categories above.

## **Occupational qualification groups in the insurance sector**

### **I. Managers – Senior management executives**

These are the wage earning and salaried staff who because of a very wide degree of delegation of authority, are able to make decisions within the undertaking affecting the undertaking as a whole, or one or more of its main departments.

### **II. Middle management executives**

These are wage earning and salaried staff with wide decision-making powers and a high level of responsibility:

- either at the level of the undertaking, department or section which they organize or supervise,
- or in the planning research or advisory duties, assigned to them.

### **III. Junior executives and personnel with equivalent qualifications**

These are wage earning and salaried staff who by virtue of working directly or indirectly with one or more of the executives in groups I or II above:

- either supervise, explain or check the work of a group, section or team of employees,
- or are entrusted, by virtue of their ability and high occupational qualifications, with planning tasks involving special responsibilities.

### **IV. Highly skilled employees <sup>(1)</sup>**

These are the wage earning and salaried staff who perform work requiring proven knowledge of one or more branches of insurance or an equivalent qualification in a field outside insurance and who are able to exercise some initiative in carrying out these duties, within the limits of instructions received. In some cases these duties may include coordination and checking of the work of other employees.

### **V. Skilled employees <sup>(1)</sup>**

These are the wage earning and salaried staff performing work requiring only good occupational knowledge within the insurance field or outside it. In some cases, these duties may include coordination and checking of the work of other employees.

### **VI. Other wage-earning employees <sup>(1)</sup>**

These are the wage earning and salaried staff performing tasks requiring only elementary occupational knowledge and only a very short period of initial training.

<sup>(1)</sup> Non-management workers were assigned to groups IV, V or VI, depending on their qualifications.

CUT-OFF VALUES

Most member countries did not record the exact remuneration of employees whose earnings exceeded a certain ceiling. For monthly earnings the following countries imposed the following ceilings;

Germany	DM 5500
France	FF 20000
Italy	L 2,000,000
Netherlands	F1 7300
Belgium	FB 100,000
Luxembourg	Flux 80,000

Denmark imposed a ceiling of 225,000Kr on annual earnings. In the volume for each country there is a preliminary table which gives the percentages in each occupational qualification group exceeding the ceiling. As a percentage of all full-time employees in each sector the figures are very small. However, most of these 'high earners' tend to be concentrated in the top two categories and when taken as a percentage of all employees in these categories the percentages are somewhat larger. According to sections 9.2.6 and 9.3 of Volume 1 these employees were excluded from the calculations and it would therefore seem that the mean values obtained for the highest occupational qualification categories will have been affected in different ways in different countries. Some comments on particular problems in the various sectors are given below.

WHOLESALE DISTRIBUTION NACE 61

% in each category falling above the ceiling value.

MEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHERS	BELGIUM	LUX	DENMARK
1A	24.6	5.5	0.7	9.1	18.4	23.2	26.9
1B	15.4	0.4	-	1.2	2.6	7.1	2.6

MEN AND WOMEN

1A	22.3	5.2	0.4	8.9	18.0	22.6	26.7
1B	14.8	0.4	-	1.1	2.5	6.5	2.6

\* ANNUAL FIGURE

According to sections 9.2.6 and 9.4 of Volume 1 these employees were excluded from the calculations and it would therefore seem that the mean values for category 1A in Germany, Belgium and Luxembourg would be on the low side.

In this connection, it is also interesting to note the figures from table C7 (Quantiles of Distribution of Full-time Employees, according to Gross Monthly pay corrected). For Wholesale Distribution for Germany, Netherlands, Belgium and Luxembourg the value which appears under the highest decile heading for males in category 1A, and for males and females in category 1A is higher than the ceiling value in each case - see below (figures in national currencies)

	Category	Highest Decile		Ceiling
		Male	Male and Female	
GERMANY	1A	5968	5922	5500
NETHERLANDS	1A	7582	7541	7300
BELGIUM	1A	106211	105947	100000
LUXEMBOURG	1A	84250	83125	80000

The figures for category 1B for Germany are also interesting, in particular the value for females

Category	1B	Highest Decile		
		M	F	T
GERMANY	1B	5527	6221	5531

The fact that these ceiling values are exceeded in this way seems unusual.

#### RETAIL DISTRIBUTION NACE 64/653-656

% in each category falling above the ceiling value

#### MEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHS	BELG.	LUX	DENMARK*
1A	17.9	3.3	.	5.6	24.4	15.7	18.7
1B	15.6	0.2	.	2.2	2.4	1.3	0.9

#### MEN AND WOMEN

1A	15.1	3.2	.	5.1	23.7	13.6	18.9
1B	13.8	0.1	.	1.8	1.8	2.1	0.5

CEILING VALUE	5500	20,000	2,000,000	7300	100,000	80,000	225,000
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(NATIONAL CURRENCIES)

\*The figure for Denmark is for annual pay.

From Table C7 (Quantiles of Distribution of Full-Time Employees according to Gross Monthly pay corrected) for the volume for Belgium we also have that the highest decile values for men (104682), and for men and women (104364) are above the ceiling value.

Some of these considerations may help to explain the situations in Germany and Denmark for males where the index figure for category 1A is lower than that for 1B. A similar situation occurs for females in these categories in Germany and Belgium.

BANKING 812/813

in each category falling above the ceiling value

MEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	DENMARK
1	25.5	2.9	4.8	15.2	50.0	47.2	53.2
2	19.2	0.1	0.3	3.8	11.5	20.4	1.4

MEN AND WOMEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHS.	BELG.	LUX.	DENMARK
1	25.5	2.8	4.6	14.7	42.7	47.2	53.2
2	18.7	0.1	0.3	3.7	11.5	20.1	1.4

CEILING VALUE (NATIONAL CURRENCIES)	5,500	20,000	2,000,000	7,300	100,000	80,000	225,000
							*The figure for Denmark is for annual pay.

It is also interesting to note from Table C7 (Quantiles of distribution of full-time employees according to gross monthly pay (corrected), by activity, sex and qualification) that for category 1 for men, and for men and women in Germany, Belgium and Luxembourg the upper quantile value and the highest decile value are both above the ceiling value in each case. This also applies to the median value for category 1 men in Luxembourg (median value = 81250 F lux), and the highest decile for category 2 men (82750) there also.

Some of the above might help to explain why the figures for France and Italy for category 1 males are such higher than elsewhere (fewer of the top earners have been excluded from the calculations?)  
 On the other hand Germany is lower than might have been expected(?) even allowing for the problems of cut-off values/.

% in each category falling above the ceiling valueMEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHS	BELG.	LUX	DENMARK*
I	23.2	5.9	5.0	23.0	22.4	13.8	23.0
II	7.6	1.7	1.8	1.9	2.0	5.2	-

MEN AND WOMEN

CATEGORY	GERMANY	FRANCE	ITALY	NETHS	BELG.	LUX	DENMARK*
I	22.7	5.6	4.4	22.6	22.2	13.8	23.0
II	7.4	1.5	1.9	1.9	1.9	5.1	-
CEILING VALUE	5,500	20,000	2,000,000	7,300	100,000	80,000	225,000

(NATIONAL CURRENCIES)

\*The figure for Denmark is for annual pay

It is also interesting to note from Table C7 (Quantiles of distribution of full-time employees according to gross monthly pay (corrected), by activity, sex and qualification) that in Germany, Netherlands, Belgium, Luxembourg (and in Denmark if the monthly figure is converted to an annual one) that the highest decile value for men (and for men and women) in category 1 exceeds the ceiling value. In Germany the upper quartile value for men (and for men and women) in category 1 also exceeds the ceiling value.

## Highest Decile Values (National Currencies)

	MEN	MEN AND WOMEN
GERMANY	6,346	6,326
NETHERLANDS	8,030	8,003
BELGIUM	100,775	100,525
LUXEMBOURG	86,000	86,000

Upper quartile value in Germany 5,613 (Men);  
5,583 (Men and Women)

Some of the above considerations may help to explain why the index value for men in category 1 in France and Italy are much higher than elsewhere (fewer of the highest earners excluded from the calculations?).

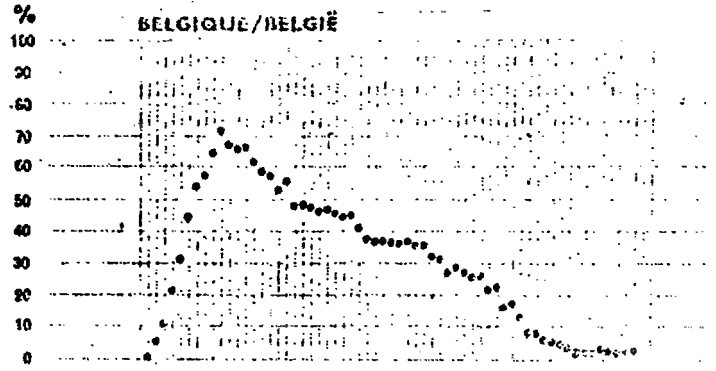
LABOUR FORCE COMPARED WITH THE TOTAL POPULATION

FIGURE 5 OF THE SAME AGE AND SEX

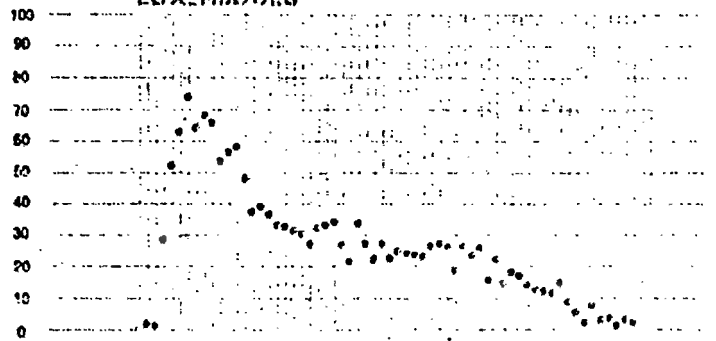
Forces de travail par rapport à la population totale de même âge et sexe

Forze di lavoro in rapporto alla popolazione totale della stessa età e sesso

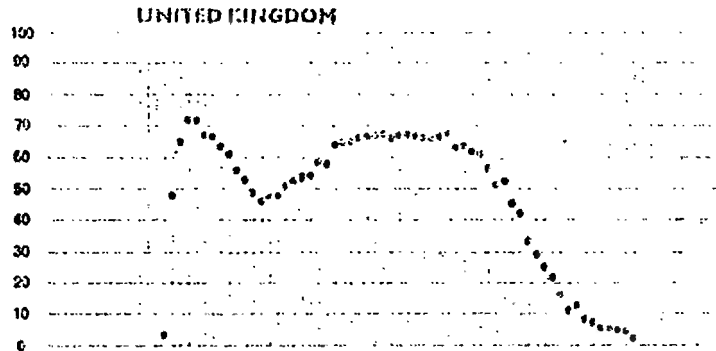
Aandeel van de arbeidskrachten in de totale bevolking van gelijke leeftijd en geslacht



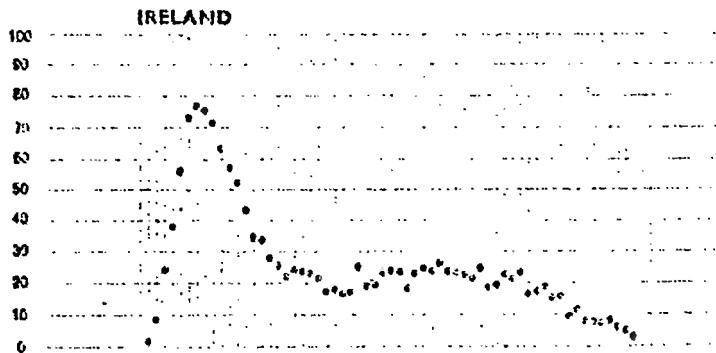
B.R. DEUTSCHLAND



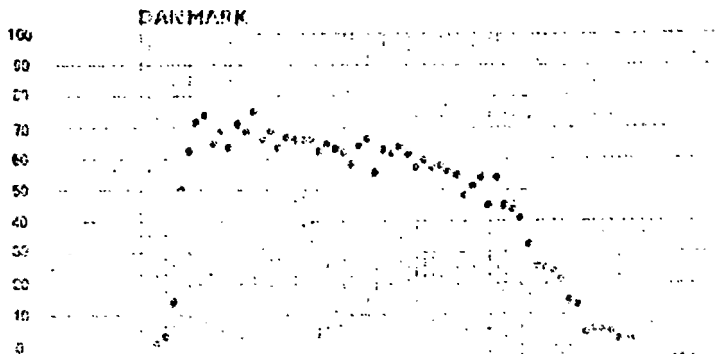
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