A. Yearly Survey of Employment and Wage Earnings (JWL)

General Remarks
At present, the main official Dutch statistical source of data on earned wages is the Yearly Survey of Employment and Wages (JWL) which is carried out each year at the end of September/beginning of October. As the surveying of wages by Statistics Netherlands (CBS), has changed drastically over the last fifteen to twenty years and is also being changed since the last year (1994) for which data have been published, it is worthwhile to say a few words about the preceding and future surveys.

The JWL was established in 1991 to integrate two separate surveys on employment and wages: the Statistics on Employed Persons (SWP) and the Yearly survey of wage earnings (JLO). The latter survey had been carried out for the first time in 1984, replacing the former Half-yearly survey of wage earnings (HJLO) and the Structure of earnings survey (LSO). The HJLO, for its part, dated back to the 1940s; from 1947 to 1960 it was carried out once a year, in October, from 1961 to 1983 twice yearly, in April and October. The LSO was carried out about every six years (1962/65, 1972, 1979), for the last time in 1979 as part of Eurostat’s 1978-79 Structure of Earnings Survey. The coverage of the economy by HJLO as well as LSO was incomplete, but from 1977 on agriculture was the only missing sector. Also, HJLO was restricted to the earnings and working hours of the survey period only, while the LSO included annual earnings.

The JLO, starting in 1984, had full coverage of the economy and covered the period’s earnings as well as annual earnings, but without the LSO’s details on the educational attainment of employees. Two additional surveys were held (in 1985 and 1989) to cover the training aspect. The JLO also marked the end of the separate Minimum Wage Survey (MLO), carried out in 1971, 1974, 1976, 1979, 1981 and 1983. From 1984 on minimum wage employment has been derived from the general distribution of wages. Publication of JLO-data overlaps with JWL (1991-1993).

The JWL comprises two separate questionnaires, on employment and on wages. The latter is based on a sample of 24,000 employers including all those employing 100 employees or more. Many of the latter category provide the data of all employees; since 1993 these have no longer been sampled by the CBS but fully taken into account. Consequently, the
sample now counts slightly less than a million employees or about 18 percent of all employees. Before, the sample population numbered about 300,000 to 400,000 employees. In 1995, the automated supply of personnel files to the CBS which made possible the enlargement of the sample, was taken as the basis for a new approach to surveying. It aimed at further decreasing the administrative burden of respondents by integrating still more separate statistics (on a quarterly and annual basis) into the Survey of Employment and Wages (EWL). No information on the methods of this Survey has yet been published.

Generally, no micro-data are available outside the walls of the CBS. However, for a number of years "publication files" (based on a sample of the sample) have been provided to very few outside users. This concerns the three years that also questions on training were asked (1979, 1985, 1989). These are ad hoc, unstandardized files in a double sense: their technical specifications differ and also the size of their samples (and consequently the reliability of detailed results). Below we check the aspects of the earnings distributions on the basis of the tabulated data are available. Abbreviations of Surveys: see text above. ($x = \text{number of classes in the tabulations}$)

*Specification of earnings*

**Time-dimension 1**
- Hourly wages \( \text{LSO'79, JLO'86, JWL(23x)} \)
- Weekly wages \( \text{HJLO} \)
- Monthly earnings \( \text{JWL(21x)} \)
- Annual earnings \( \text{LSO, JLO, JWL(21x)} \)

**Time-dimension 2**
- Not including overtime \( \text{HJLO, LSO, JLO, JWL} \)
- Including Overtime \( \text{HJLO, LSO, JLO} \)

**Time-dimension 3**
- Exact earnings \( \text{HJLO, LSO, JLO, JWL} \)
  - standardized hourly earnings = annual average incl. occasional benefits \( \text{JWL} \)

**Gross-net-dimension 1**
- Net for the worker, after income tax and social security contributions \( \text{JLO'84-90} \)
- Gross for the worker, before income tax & employee contributions to social security \( \text{HJLO, LSO, JLO, JWL} \)

**Gross-net-dimension 2**
- Not including occasional benefits such as holiday allowance, medical aid which are often paid on a (semi-)annual basis \( \text{HJLO} \)
- Including etc. \( \text{JLO, JWL} \)
Annex III: National sources

Presentation
- Absolute numbers in classes HJLO’72,’76-‘79,LSO’79,JLO’85,’90,JWL
- Percentages in classes HJLO,JLO
- Percentiles HJLO(25/50/75),JLO(25/50/75),JWL(5/25/50/75/95)

Coverage of employees and employment
Contractual dimension of employment relation
- All workers HJLO,LSO,JLO,JWL(21-23x)
- Contractual Full-time workers, not on a flexible contract JLO,JWL(6x yearly)
- Effective full-time workers (e.g. working > 35 hours per week) JWL(21-23x)
- Contractual Part-time workers, not on a flexible contract JWL(6x yearly)
- Effective part-time workers (= not working full-time) HJLO,JWL(21-23x)
- Flexible workers: full- or part-time but casually employed JLO,JWL(6x yearly)

Time-dimension of employment relation
- Employed during entire year in same job LSO
- Employed at time of the survey HJLO,JLO,JWL
- Excluding new entrants over period of the survey HJLO,LSO,JLO,JWL
- Excluding those not working during survey period e.g. because of sickness leave HJLO
- Breakdown by length of working week (<12/12-19/20-24/25-29/30-34/35+) JWL(6x yearly)

Sectoral dimension
- Total economy JLO,JWL(21-23x)
- Private enterprise only, i.e. excluding government JWL(6x yearly)
- Ibidem, but including state-owned enterprise HJLO<’77
- Excluding agriculture HJLO,LSO
- Breakdown by industries (1-digit) HJLO,LSO,JLO,JWL(6x yearly)
- Ibidem, 2 or more digits HJLO,JWL(6x yearly)

Demographic dimension
- breakdown by sex HJLO,LSO,JLO(8x yearly),JWL(6x yearly)
- excluding <16 or >64 years of age, HJLO,LSO,JLO,JWL(21-23x)
- 4 age-groups (16-24/25-34/35-44/45-54/55-64) LSO,JWL(6x yearly)
- 4 age-groups (16-20,21,22,23-64) JLO’85(24x)
- 10 age-groups (16-20/21-24/25-29/30-34/35-39/40-44/45-49/50-54/55-59/60-64/23-64) JLO’84(24x)
- 10 age-groups (16-20/21-24/25-29/30-34/35-39/40-44/45-49/50-54/55-59/60-64/23-64) LSO’79
- combination of age groups and sex available JLO’85
Annex III: National sources

Sources, availability and use of the data

Type-dimension 1
- Establishment survey  HJLO, LSO, JLO, JWL

Type-dimension 2
- Statistical office HJLO, LSO, JLO, JWL

Type-dimension 3
- Regular survey  HJLO, LSO, JLO, JWL

Time-dimension 1
- Cross-sectional  HJLO, LSO, JLO, JWL

Time-dimension 2
- Exact time of the survey HJLO: April, October; LSO, JLO, JWL: October
- Years covered (to be specified) LSO’79, JLO’84-’90, JWL’91-’94

Availability
- Tabulated data only  HJLO, LSO, JLO, JWL

Use
- Research available making use of the data (to be specified)
  Central Planning Bureau, Minimum wage study 1979/1985  LSO, JLO
  Economic Institute Small and Medium-sized Enterprise, Low-wage employment study 1985/1988  JLO
  Ministry of Social Affairs & Employment, Ibidem  JLO
- Author’s own experience with the data
- Important breaks in series in the 1970s, 1980s, 1990s
  1977 including government  HJLO
  1984 including agriculture etc.  HJLO→JLO
  1984 yearly earnings  HJLO→JLO
  1984 derived minimum wage statistics  MLO→JLO
  1989 including sheltered workplaces  JLO
  1993 new classification of sectors (since 1974)  JWL
  1993 minimum wage employment including <13 hours per week worked  JWL

Variables of the 1994 wages-questionnaire

(for each employee in the sample on 1 October; * variable not in description of 1989 publication file; ** variable only in that description. Source: mainly CBS, Arbeid en Lonen van werknemers 1993. The Hague, 1994, 63 ff.)
Naturally, these data combine with the employer characteristics asked for in the employment questionnaire: sector (government, subsidized, private) and industry (** classification into 36 categories) and number of workers (** 3 classes: 1-10/11-99/100+)

personal characteristics

- birthday (** a distribution over 14 classes)
- year of entrance into service (1/1-30/9 in the year of survey = seniority 0) (** a distribution of seniority over 10 classes)
- sex
- married/not married
- specific categories of employees who are observed in the employment questionnaire but for whom the questions on earnings do not have to be answered:
  - general directors
  - employees who left in October
  - outworkers
  - assisting members of the family
  - employees earning more than £16,000 per month (1994)
- level of training (23 level x discipline categories)

characteristics of the job

- category of work (19 categories, e.g. academic teaching staff, which can be grouped into three: employees, manual workers, *sheltered workplaces) (** aggregate categories of manual workers and employees only)
- geographical location of the work

characteristics of working time

- usual weekly working hours (or average hours for those with flexible working hours) (** weekly hours worked)
- usual number of days worked per week
- annual number of days holiday

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1 Earnings of 20,000 employees below the age of 16 or above the age of 64 are left out in published data.
2 Of an estimated 127,000 employees the earnings are not known. Not observed at all are conscripts, employees working abroad, personnel of foreign embassies and international organisations, and hired by private households.
3 About 6,000 employees in 1994; they are counted in earnings distributions but not in averages etc. The threshold has gone up relatively quickly from £12,750 per month in 1983-1989 (11,500 in 1979).
annual number of free days because of reduction of labour time
- terms of employment (full-time, part-time, other without a fixed working hours
- nature of working time (regular hours, 5 categories of shift work (** two categories only), other irregular hours)
- hours not paid during the pay period because of sickness etc.
- overtime hours during the pay period
- yearly number of working days covered by social insurance, with a specification of the number not fully paid for by the employer and the employers’ share in the total pay of these days

characteristics of pay
- usual pay period (1/2/3/4/5 weeks, month) (** earnings, allowances, deductions explicitly given on a weekly and a yearly basis)
- income tax coding, nature of health insurance (7 categories), civil servants’ pay deduction for national insurance
- overtime earnings during the pay period
- gross earnings during the pay period (including employees’ contributions to pension and early retirement schemes and to additional inability schemes, excluding certain kinds of compensation, occasional benefits and a specific kind of holiday allowance)
- gross yearly earnings as taken into account for social security contributions (Excluding employees’ contributions to pension and early retirement schemes and to additional inability schemes, including certain kinds of compensation, occasional benefits and a specific kind of holiday allowance)
- annual occasional benefits (holiday allowance, annual bonus, premiums etc.)
- annual employees’ contributions to pension and early retirement schemes and to additional inability schemes
- income tax paid weekly/annually, with a specification of overtime earnings
- weekly/annual social security contributions specified for each scheme and for overtime earnings

B. Survey of the Terms of Employment (Arbeidsvoorwaarden-onderzoek, AVO)

Another potential source of data based on yearly surveys carried out by the Ministry of Social Affairs and Employment.
It is similar to the CBS’s Yearly Survey of Employment and Wages (JWL) but has a
number of advantages and disadvantages.

Advantages:
- it includes mobility: the survey is held twice yearly and contains data on employees who left or entered service between the two dates; numbers that are mobile are considerable (about 6,500 in both directions)
- it covers the training requirements of the job performed by the employee
- it establishes a relation with collective agreements (direct coverage, legal extension, non-coverage)
- it's results may become available more quickly after the interview.

Disadvantages:
- the sample is much smaller (about 55,000 employees)
- the coverage of the economy is less complete, and rapidly changing over the years; at present only a very small part is left out (police)
- it goes back to about 1988-1990 only
- the method of surveying may be less consistent for different parts of the economy, particularly educational characteristics are missing for the public sector as these data are taken from an existing database.

C. Labour Force Survey (Enquete BeroepsBevolking, EBB)

Size
appr. 100,000 cases

Specification of earnings
The EBB contains no questions on wages

Coverage of employees and employment
Contractual dimension of employment relation
all relevant aspects are included.

Time dimension of employment relation
retrospective question on the starting date of the employment relation, retrospective question on situation 3 and 12 months before (limited availability); for temporary jobs the question is asked whether continuation promised

Sectoral dimension
breakdown in 3-digit economic sector, 5 digit occupation and 5-digit educational background
Demographic dimension  
break-down by sex  
all ages between 15 and 65  
household position (married/living together and number of children)

Sources, availability and the use of data
Type dimension 1  
household survey  
Type dimension 2  
statistics Netherlands (CBS)  
Type dimension 3  
regular survey  
Time dimension 1  
cross-sectional with limited number of people in panel  
Time dimension 2  
continuous  
1988- (until 1985 the AKT provides similar information)
Availability  
micro-data can be used as source to collect tables micro-data  
available at WSA (statistical agency) with most variables at  
higher level of aggregation  
Use  
important source for research on developments in supply and  
demand for different skill levels  
See e.g.: The Labour Market by Education and Occupation to  
2000

D. Organization for Strategic Labour Market Research Panel (OSA-aanbodpanel)

Size  
appr. 5.000 cases

Specification of earnings
Time dimension 1  
depends on respondent  
Time dimension 2  
not including overtime, by number of paid and unpaid hours  
of overtime known  
Time dimension 3  
exact earnings  
Gross-net dimension 1  
net income  
Gross-net dimension 2  
not including occasional benefits

Coverage of employees and employment
Contractual dimension of employment relation  
all relevant aspects included  
Time dimension of employment relation
retrospective question on starting date of job retrospective question on all changes during last two years
breakdown by sector, occupation and educational background break-down by sex all ages between 15 and 65 household position (married/living together and number of children)

Sources, availability and the use of data
Type dimension 1 household survey
Type dimension 2 OSA (organisation which commissions labour market research)
Type dimension 3 regular survey, every two years
Time dimension 1 panel
Time dimension 2 questions about situation on September 1
Availability micro-data, available on request, in general accepted for pure research
Use used for report on labour market developments in the Netherlands, used for theoretical research

E. Schoolverlatersenquêtes, HBO-Monitor and RUBS, Schoolleaver survey

Size appr. 30,000 cases

Specification of earnings
Time dimension 1 monthly wages
Time dimension 2 not including overtime etc.
Time dimension 3 usual earnings
Gross-net dimension 1 gross income
Gross-net dimension 2 not including occasional benefits

The coverage of employees and employment
Contractual dimension of employment relation all relevant aspects are included
Time dimension of employment relation length of contract and prospects for continuation starting date of the employment relation calendar of activities during 30
months

Sectoral dimension break down in 3-digit economic sector, 5-digit occupation and 5-digit educational background

Demographic dimension breakdown by sex
only school leavers, appr. 18 months after graduation, no information on household situation

Sources, availability and the use of data

Type dimension 1 school leaver survey
Type dimension 2 ROA (Research Centre for Education and the Labour Market regular survey
Type dimension 3 cross sectional
Time dimension 1 October
Time dimension 2 micro-data available for research purposes
Use Information on relationship between education and labour market position of school leavers
market position of school leavers

F. Socio-Economic Panel (Sociaal-Economisch panelonderzoek)

Size appr. 5,000 households, 13,000 persons

Specification of earnings
Time dimension 1 annual
Time dimension 2 total income of the household
Time dimension 3 exact earnings
Gross-net dimension 1 net income
Gross-net dimension 2 including all occasional benefits
also extended list on costs included, and questions about subjective perception of income situation

The coverage of employees and employment
Contractual dimension of employment relation all relevant aspects included
Time dimension of employment relation retrospective question on starting date of job
Sectoral dimension breakdown by sector, occupation and educational background
Demographic dimension: break-down by sex all ages above 15
extended list of questions about household position

*Sources, availability and the use of data*

<table>
<thead>
<tr>
<th>Type dimension 1</th>
<th>household survey</th>
</tr>
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<tbody>
<tr>
<td>Type dimension 2</td>
<td>Statistics Netherlands (CBS)</td>
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<tr>
<td>Type dimension 3</td>
<td><em>regular</em> survey, every year</td>
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<tr>
<td>Time dimension 1</td>
<td>panel</td>
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<tr>
<td>Time dimension 2</td>
<td>questions about situation at ?</td>
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<td>1984-</td>
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</tbody>
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**Availability**

micro-data available at WSA (statistical agency) with most variables at higher level of aggregation

**Use**

important source for research on poverty.
Data on earnings and low-wage employment for the NORDIC COUNTRIES:  
Denmark, Finland, Sweden

Rita Asplund

| Specification of earnings in earnings distributions for the Nordic countries |
|--------------------|----------------|----------------|
|                     | Finland*        | Denmark**       | Sweden***       |
|                     | LFS  PC  TTN  TTM | LDB  | LNU  HUS |
| Time-dimension 1    |                |                 |                |
| Hourly wages        |                | X    | X   | X   |
| Weekly wages        |                | X    | X   | X   |
| Monthly wages       |                |        | X   | X   |
| Annual earnings     | X    | X    | X    | X    | X    |
| Time-dimension 2    |                |                 |                |
| Not including overtime | X    | X                |                |
| Including overtime  |                | X    | X    | X    |
| Time-dimension 3    |                |                 |                |
| Normal earnings     |                | X    | X    | X    |
| Exact earnings      |                |        | X    | X    |
| Gross-net-dimension 1 |            |                 |                |
| Net for the worker¹ |                | X    |      |      |
| Gross for the worker² |        | X    | X    | X    |
| Gross for the employer³ |            |      |      |      |
| Gross-net-dimension 2 |            |                 |                |
| Excl. occasional benefits⁴ | | X    | X    | X    |
| Incl. e.g. fringe benefits |        | X    | X    | X   | (X)  | X    |

** Danish Longitudinal Data Base.
*** LNU=Level of Living Survey; HUS=Market and Nonmarket Activities.
¹ After income tax and social security contributions.
² Before income tax and social security contributions.
³ Incl. employer’s contributions to social security (= direct labour costs).
⁴ Such as holiday allowance, medical aid which are often paid on a (semi-)annual basis.
Three Portuguese Labour Market Datasets

A. Labour Force Survey: Inquerito ao Emprego (IE)

Specification of Earnings

The IE contains no information on wages after 1991
Until 1991 data on net monthly wages (given in intervals)

Coverage of employees and employment

Contractual dimension of employment relation
all relevant aspects are included (e.g. permanent vs.
fixed-term contracts)

Time dimension of the employment relation
retrospective question on situations 12 months before.

Sectoral dimension
total economy
break-down by 3-digit economic sector, 3-digit occupation

Demographic dimension
break-down by sex
all ages
household position (single, married, divorced, number
of children)
residence

Sources, availability and use of the data

Type dimension 1
Household survey

Type dimension 2
Instituto Nacional de Estatistica

Type dimension 3
regular survey

Time dimension 1
cross-sectional with limited number of people in panel

Time dimension 2
quarterly

Availability
Tabulated data
microdata (possibly for pure research upon request)

Use
Female labour market participation and fiscal regimes.
B. Household Income and Expenditure Survey: Inquerito aos Orçamentos Familiares (IOF)

**Specification of earnings**
- Monthly wage
- some occasional (and/or fringe) benefits

**Coverage of employees and employment**
- Contractual dimension of employment relation
  - very limited information (e.g. wage earner or self-employed)
- Time dimension of the employment relation
  - no information
- Sectoral dimension
  - total break-down by 3-digit economic sector, 3 digit occupation
- Demographic dimension
  - break-down by sex
  - all ages
  - household position (single, married, divorced, number of children)
  - residence

**Sources, availability and use of the data**
- Type dimension 1: Household survey
- Type dimension 2: Instituto Nacional de Estatistica
- Type dimension 3: special survey
  - there are two surveys covering the years of 1980/1981 and 1989/1990
- Time dimension 1: cross-sectional
- Availability: Tabulated data
  - microdata (possibly for pure research upon request)
- Use: The dynamics of income inequality in Portugal
C. Personal Records: Quadros de Pessoal (QP)

*Specification of earnings* contains information on gross monthly earnings divided into:
- base-wage
- regular allowances
- irregular allowances
- "allowances" indexed to tenure
- overtime

*Coverage of employees and employment*

**Contractual dimension of employment relation**
- some information (e.g. family worker without wage, wage earner, self-employed)

**Time dimension of the employment relation**
- limited information
- contains information on years of tenure with the current firm

**Sectoral dimension**
- private sectors and public enterprises
- does not include public servants and armed forces
- break-down by 6 digit economic activity and 5 digit occupation

**Demographic dimension**
- break-down by sex
- all ages > 12 years

*Sources, availability and use of the data*

**Type dimension 1**
- administrative data provided annually by firms

**Type dimension 2**
- Ministerio do Emprego: Departamento de Estatistica

**Type dimension 3**
- data reported to March of each year

**Time dimension 1**
- cross-sectional
- it is possible to create panel data on firms and workers
- provided in March of each year (since 1982)

**Availability**
- Tabulated data
- microdata (possibly for pure research upon request)

**Use**
- wage formation, returns to education and firms creation