

2006 Wage Structure Survey

Methodology

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Index

Introduction	3
Methodological Description	4
Objectives	4
Scope, coverage and reference period	4
Concepts and definitions	5
Survey design	10
Methodological changes as compared with 2002	16

Introduction

The project on structure and wage distribution statistics was dealt with in 1994-1995 by the National Statistics Institute (INE), with the objective of covering gaps in existing information and fulfilling the Community regulation approved in 1995 to carry out the aforementioned survey.

The initial project only dealt with preparing the Wage Structure Survey with reference to the year 1995. Once the results had been obtained, the viability of the survey was verified, along with its high quality and wealth of information, thereby embarking on a study and discussion process with all Member States in conjunction with Eurostat, culminating in the approval of new Community regulations dealing with the carrying out of this type of survey at intervals. In this way, the carrying out of this statistical process is anticipated following the publication referring to the the year 2002 and at four-yearly intervals. The data shown here refers to the year 2006.

The Wage Structure Survey is, therefore, carried out in the framework of the European Union (EU) with common criteria of methodology and content, for the purpose of obtaining comparable results regarding the level, structure and distribution of wages between Member States. To do this, the same reference period, coverage scope, information requested and characteristics, data collection method, representation and processing and transmission of results are used, in accordance with EU Regulations no. 530/1999 and no. 1738/2005, which all Member States have to comply with. However, the survey is also adapted to the specific case of each country.

In Spain, the 2006 survey continues with the increases in coverage begun in 2002, the inclusion of the units appropriate to the stratum of 1 to 9 employees being of note. In this way, the survey is entirely comparable with those carried out annually (Annual Wage Structure Survey), and may incorporate its results.

Furthermore, the remuneration bracket has been completed, including payment in kind.

In contrast, no results were obtained in this edition for workers with apprentice contracts, due to the fact that the number of workers with that type of contract is not significant in the employment market as a whole.

Methodological Description

1 Objectives

The Wage Structure Survey 2006 is an investigation into the structure and distribution of salaries at four-yearly intervals, carried out in all Member States of the European Union.

The main new feature added compared with other surveys on this subject is that wages are collected in the questionnaire individually, and together with these, a large quantity of variables related to the worker. Thanks to this, it is possible to establish relationships between salary and some of the variables which may contribute to determining its amount, such as level of studies attained, seniority, type of contract or occupation, among others.

In addition, the wage level is related to other variables collectively affecting workers of an establishment or a company: the market for which the company is producing, whether or not there is a collective agreement and the scope of this where applicable, or whether it is publicly or privately owned.

Another contribution of the survey is that not only are average earnings values provided, but also their distribution. Consequently, this facilitates the study of wage inequality. The tables largely provide percentiles¹.

The principal objectives of the survey may be summarised as two-fold:

- Knowledge of wage levels, not only average levels but also their distribution.
- The determination of the wage structure, both from the point of view of composition and variables that have an influence on wages and to what extent.

2 Scope, coverage and reference period

The **geographical scope** of the study encompasses the entire country.

The **population scope** is made up of all workers employed by others rendering services at contribution centres, regardless of the size of these, and have been affiliated to Social Security during the whole month of October 2006. It excludes all chairpersons, members of administrative boards and, in general, all personnel whose remuneration is not mainly in the form of wages, but rather commissions or profit.

Regarding **sectorial coverage**, it studies the contribution centres whose economic activity is classified within three large sectors: Industry, Construction and Services, and in particular, those workplaces with economic activities considered in sections C to K and M to O of the CNAE-93.

¹ The distribution value is said to occupy percentile x if the x% of the population investigated has a value equal to or lower than it.

The survey excludes agricultural, livestock and fishing activities, Public Administration, Defence and mandatory Social Security, domestic personnel and extraterritorial bodies.

The survey distinguishes between two **reference periods**. The majority of the questions refer to October 2006. This month has the advantage of being considered "normal", in the sense that this is not affected much by seasonal variations, or by payments which fall due in more than one month's time, such as Christmas bonuses. Other data refers to the whole of 2006. Monthly and annual earnings are obtained in this manner.

3 Concepts and definitions

Wage concepts

In general, throughout this publication, we refer to wage earnings or simply earnings, which include the total wage payments in cash and remunerations in kind. We compute the gross accrued income, that is, before Social Security contributions on behalf of the worker have been deducted, or income tax payments made.

On the other hand, delays corresponding to previous years are not included, nor are non-salary payments, such as allowances, compensation or travel expenses.

The following concepts are of note within salary payments:

Base salary, which is the basic and fixed part of the salary, and which is defined as the minimum payment agreed in collective agreements and generally calculated in euros/month or euros/day. If there is no collective agreement or other agreement between the employer and worker, the base salary is understood to be the Interprofessional Minimum Wage (IMW).

Overtime payments, which correspond to payments for both structural and non-structural overtime hours. Work that represents additional work undertaken outside normal working hours is therefore paid. Overtime payment is open to collective negotiation, and can, as usually happens, be established at a higher rate than a normal hour's payment. Overtime may also be offset with time off.

Salary supplements, which are defined as the ensemble of remunerations paid at a higher level than basic remunerations (base salary and extra payments) that the employer usually pays in accordance with the collective agreement. They can be of different types, do not usually have the same name and can be called bonuses, premiums, supplements or rewards. Of note: personal supplements, where the worker's seniority or continued service is valued, or the worker's qualifications, both academic and professional, knowledge of languages, IT, etc.; supplements related to the job, which are set in terms of the specific circumstances in which the job is carried out. There are night-time bonuses, bank holiday bonuses, as well as those for hazards, difficult work and toxicity. Other bonuses include supplements for quality and quantity of work, which reward attendance and punctuality, and productivity incentives that reward work performance above the minimum set, but which are awarded each month.

Special payments, which include all payments with a due date later than the current payment period (generally one month), even though they are of an irregular nature. A distinction is made between two basic categories:

Fixed special payments: Basically they are made up of extra bonuses or Christmas or summer payments (regulated by law) and profit bonuses. The amount is established beforehand and does not depend on the worker's or the company's results. The amount granted in the special Christmas and summer payments is set out in the collective agreements, and usually corresponds to a normal month's salary. Profit bonuses reward the employees' participation in the company's profit. In the majority of agreements and collective agreements, a known amount is set in advance that can amount to one month's salary.

Variable extraordinary payments: Payments for incentives or results are payments linked to individual or company results. The sum is not established beforehand, but depends on performance, goals achieved, level of production achieved, etc. These payments should not be confused with other fixed supplements or with overtime payments, as in these cases the amount is established beforehand.

Payments in kind: This entails the valuation of all salary payments made to the worker by any means other than monetary, such as goods, rights, benefits or services, such as amounts paid by employment services.

As a whole, three types of wage earnings are published:

- **Earnings per hour.** This is necessary for studying, under equal conditions, workers with different working days, especially part-time workers.
- **Monthly earnings.** Its interest as a payment reference variable is indisputable. The accrued amount is usually received on a monthly basis in Spain. The monthly salary has been requested in the questionnaire, distinguishing between: the base salary, overtime payments, payments for overtime and total salary supplements, distinguishing in turn within this total, supplements for working shifts, weekends or nights, and variable salary supplements (in other words, supplements which, being received every month, have no fixed amount, since they are related to the quantity or quality of work or company profits).
- Income tax deductions have also been requested, as have Social Security contributions corresponding to the worker in order to obtain the net earnings available in the reference month.
- **Annual earnings.** This includes gross total earnings, including payments in kind, and distinguishing between fixed and variable extraordinary payments. This is used for the wage comparison according to worker characteristics.

The survey is aimed at all workers affiliated to Social Security during the month of October 2006. This fact, together with fact that the month of October is not characterised by either payments or periods of absence of a seasonal nature (payments due that do not follow this monthly basis or holiday periods) makes it possible to obtain "normal or ordinary" monthly earnings, minimising the incidences in response to the questionnaire, due to the start or end of the of labour activity during the aforementioned month.

For an adequate interpretation of the earnings, we must bear in mind that it does not include the earnings of second and third jobs of the same worker, but instead includes those earnings in the company through which the worker has been selected. Furthermore, in order to be able to draw comparisons between workers, monthly earnings of those who have not received a full month's salary due to unpaid leave have been adjusted, taking into account the days of full salary. Likewise, in order to obtain comparable annual earnings, the salary has been adjusted of those workers who have not been in the workplace an entire year. For this purpose, they are assigned an equivalent annual salary that they would have been paid had they worked for the entire year under the same conditions.

Finally, hourly earnings have been estimated as monthly earnings divided between hours worked (normal and extraordinary) in the reference month.

Work time

This variable is among the most difficult to obtain from a statistical perspective. The concept internationally accepted as the optimum one is that of hours effectively worked, which is basically made up of hours in a normal working day (those entailed by the worker's usual working day), plus extra hours minus hours lost for a wide variety of reasons.

This survey is not dedicated to exhaustively investigating work time, as this would have entailed overloading the questionnaire, and for this reason a more straightforward solution has been adopted, common to all European Union countries, which consists of only taking normal hours plus overtime hours. Only where the worker is absent during the reference period, the number of hours collected differs from hours effectively worked. In practice, the method used in case of absence is as follows:

- If the absences do not affect the salary (as in the case of remunerated absences such as maternity leave), it is considered that the worker has carried out his or her normal working day, given that the salary corresponds to a normal month's work.
- If the absences affected the salary, only the part of the salary that corresponds to the period not affected by such absences and is adjusted to the entire reference period (consequently, the period considered for the calculations is that actually worked).

Occupation

The classification of occupations used is a Spanish adaptation of community classification ISCO-88 COM, called National Classification of Occupations, NCO-94.

NCO-94 (together with ISCO-88 COM) is a hierarchical classification whose large occupational groups, that is, the maximum grouping level, are:

A Management of public administrations and of companies with 10 or more employees

- B Management of companies with less than 10 employees
- D Professions associated with 2nd and 3rd cycle university degrees and the like
- E Professions associated with a 1st cycle university degree and the like
- F Technicians and support professionals
- G Administrative type employees
- H Catering services workers and personal services workers
- J Protection and security service workers
- K Retail workers and the like
- L Workers skilled in agriculture and fishing
- M Skilled construction workers, except machinery operators
- N Skilled workers in the fields of extractive industries, metallurgy and construction of machinery and the like
- P Skilled workers from the graphic arts, textile and preparation, elaboration of food, cabinetmakers, craftspersons and other similar industries
- Q Fixed machinery and industrial installation operators; fitters and assemblers
- R Mobile machinery drivers and operators
- S Unskilled workers in services (except transport)
- T Unskilled agricultural, fishing, construction, manufacturing and transport industry labourers

Organisational responsibility and supervision of other workers

The aim of this variable is to ascertain whether or not supervision of other worker's work thus supplements the Occupation variable information.

Not all employees included in the large group 1 of the NCO have a supervisory role (they may be dedicated to design, planning or organisation of the large lines of functioning of the company, without being directly in charge of staff). Conversely, many employees whose occupation belongs in group 2 or 3 (professionals and technicians) have the aforementioned duties. In fact, this type of responsibility may occur in any occupation, including unskilled workers.

Level of studies

This is perhaps the most important contribution of this type of survey. Its inclusion gives rise to a whole host of crossed tables of indisputable interest, such as the cross of studies with occupation, which enables analysis of the subsample.

This is also the variable which has posed the most technical problems in the survey, since, generally, the person responsible for providing the information is not the actual worker, and is thus unaware of the qualifications held by the latter.

The National Classification of Education 2000 (NCED 2000) has been used and adapted to the International Standard Classification of Education (ISCE-97) required by the Regulation.

The categories considered for this variable are:

- Without studies or incomplete primary
- Complete primary education
- 1st Cycle Secondary
- 2nd Cycle Secondary
- Intermediate professional training (PTI)
- Advanced professional training (PTII)
- Higher degrees (including doctorates)

Type of working day

Two types of working day are considered: full-time and part-time. In accordance with the current labour legislation, a part-time worker is defined as any worker whose habitual working day is shorter than the working day of a comparable full-time worker. The latter is, in turn, defined as a full-time worker in the same company and workplace, with the same type of work contract, and who carries out identical or similar work. If there were no comparable full-time workers in the company, the full-time working day foreseen in the applicable collective agreement would be considered, or failing that, the maximum legal working day.

In practice, the type of working day is shown on the work contract, and is requested from informants.

Type of work contract

The EU Regulation requires information on three general types of work contract: of indefinite duration, temporary or of determined duration and apprentice contracts.

Although each country has its own employment regulation, and the case of Spain is particularly complex, these three large groups are common in all EU States. Nevertheless, the following conclusions were drawn from the results of the inclusion of apprentices for the year 2004: Workers with apprentice contracts form a group of specific characteristics within the employment market: they are not very representative of the employment market (in the month of October 2006 they represented 0.6% of the total workers) and are concentrated largely in educational and special group social service (disabled persons, drug addicts...) activities in which the salary fulfils a social function.

For these reasons, on this occasion workers with apprentice contracts have not been included, with only indefinite duration contracts or fixed-term contracts being taken into account.

Other variables considered

Other features associated with the worker taken into account which require no comment but which are equally important when explaining salary differences are sex, age, nationality and seniority in the company.

Apart from the previous characteristics, directly associated with each worker, information has also been collected on the variables referred to in the Social Security contribution account, such as the main activity, number of workers, the type of property (public or private), its main market and the type of group agreement, due to it being considered that there is a direct relationship with the salaries received by workers.

This list is not exhaustive, nor is it intended to be. During the whole process of designing a survey, there is a commitment between the quality of the information required and the effort required. During design of the questionnaire, a number of variables of indisputable interest have deliberately been excluded. These would add variety to the salary differences. The set of variables considered, however, is in response to a strict selection process, as a result of the consensus among EU Member States.

4 Design of the survey

Survey framework

The starting point is the General Register of Social Security Contribution Accounts, issued by the Social Security General Treasury and updated as of 31 October 2006; this framework, which has the advantage of being constantly updated, in addition to the fact that its unit is the survey unit itself.

From the Register, the Directory of Social Security Contribution Accounts classified in the study's economic activity divisions is obtained, from which the contribution accounts sample is obtained.

Sampling plan

The random unit selection procedure corresponds to a stratified, two-stage sampling, in which the first-stage units are the Social Security contribution accounts, and the second-stage units are the workers.

The first-stage units are classified into 26 activity groups (sections and subsections of the NCEA-93, letters C, D, E, F, G, H, I, J, K, M, N and O) which are regarded as independent populations for sampling purposes. Each activity is stratified by Autonomous Community (18 in total, considering the whole formed by Ceuta and Melilla) and by eight size intervals, these being as follows:

1. From 1 to 4 workers
2. from 5 to 9 workers
3. From 10 to 19 workers
4. From 20 to 49 workers
5. From 50 to 99 workers
6. From 100 to 199 workers
7. From 200 to 499 workers
8. More than 500 workers

The latter stratum was therefore exhaustively investigated. Sample sizes per stratum were obtained by prefixing an admissible error of 5% in the scope of activity and Autonomous Community.

The list of units selected in the first stage was sent back to the Social Security Office which which obtained the list of workers who were making social security contributions during the whole of October 2006. Workers were selected from this list, the second-stage units.

The final sample size was 30,346 Social Security contribution accounts and 261,309 workers, distributed with optimum allocation according to the size strata to which the contribution account belongs. In both the first and second stages, the selection was made via a systematic sampling, within each contribution account, with the lists of workers previously organised, first by Social Security contribution group, and by sex within each contribution group, so as to ensure the representativity of the sample.

Table 1. Sample sizes by section and activity subsections of the NCEA-93

	Units	Employees
ALL ACTIVITIES	18,585	166,206
C. Extractive industries	374	2,570
CA. Extraction of energy products	104	861
CB. Extraction of other ores except energy products	270	1,709
D. Manufacturing industry	5,728	49,400
DA. Food, beverage and tobacco industry	561	5,641
DB. Textile and clothing industry	484	3,725
DC. Leather and footwear industry	223	1,544
DD. Wood and cork industry	293	2,031
DE. Paper industry; publishing, graphic arts and reproduction	537	4,149
DF. Refinement of petroleum and treatment of nuclear fuels	66	639
DG. Chemical industry	336	3,460
DH. Rubber and plastic material transformation industry	266	2,469
DI. Other non-metallic ore product industries	317	2,939
DJ. Metallurgy and manufacture of metallic products	635	5,776
DK. Construction of machinery and mechanical equipment industry	300	2,725
DL. Electrical, electronic and optical material and equipment industry	698	5,459
DM. Manufacture of transport material	498	5,385
DN. Various manufacturing industries	514	3,458
E. Production and distribution of electrical energy, gas and water supply	459	3,930
F. Construction	1,967	15,369
G. Trade and repairs	1,865	17,001
H. Accommodation	642	5,620
I. Transport, storage and communications	1,293	11,981
J. Financial intermediation	1,068	10,023
K. Real estate and rental activities; business services	2,372	22,621
M. Education	476	5,479
N. Health and veterinary activities, social services	727	11,168
O. Other social activities and services provided to the community; personal services	1,614	11,044

Table 2. Sample sizes by Autonomous Community

	Units	Employees
NATIONAL TOTAL	18,585	166,206
Andalucía	1,524	14,414
Aragón	945	7,907
Asturias (Principado de)	854	6,647
Balears (Illes)	775	6,098
Canarias	984	8,418
Cantabria	695	4,915
Castilla y León	1,052	8,937
Castilla-La Mancha	917	7,426
Cataluña	2,098	22,457
Comunitat Valenciana	1,454	13,487
Extremadura	762	5,264
Galicia	1,131	9,509
Madrid (Comunidad de)	1,994	23,578
Murcia (Región de)	876	6,817
Navarra (Comunidad Foral de)	735	5,824
País Vasco	1,188	10,618
Rioja (La)	601	3,890

Collection methods and field work

Data collection was carried out during April and September of 2007.

In terms of the collection method, the information provided directly by employers was requested via a postal questionnaire. The unit in charge of performing the field work carried out the collection and first filtering of all of the information required, via post, telephone and fax.

Companies where more than one sample unit was selected, were offered the option of centralising the data collection.

Table 3. Sample collection and response rates by Section and activity subsections of the NCEA-93

	Units	Rate	Employees	Rate
ALL ACTIVITIES	16,543	89.01	141,158	84.93
C. Extractive industries	340	90.91	2,259	87.90
CA. Extraction of energy products	94	90.38	734	85.25
CB. Extraction of other ores except energy products	246	91.11	1,525	89.23
D. Manufacturing industry	5,222	91.17	43,744	88.55
DA. Food, beverage and tobacco industry	518	92.34	5,031	89.19
DB. Textile and clothing industry	438	90.50	3,294	88.43
DC. Leather and footwear industry	199	89.24	1,318	85.36
DD. Wood and cork industry	272	92.83	1,799	88.58
DE. Paper industry; publishing, graphic arts and reproduction	493	91.81	3,711	89.44
DF. Refinement of petroleum and treatment of nuclear fuels	64	96.97	626	97.97
DG. Chemical industry	311	92.56	3,109	89.86
DH. Rubber and plastic material transformation industry	237	89.10	2,162	87.57
DI. Other non-metallic ore product industries	292	92.11	2,637	89.72
DJ. Metallurgy and manufacture of metallic products	583	91.81	5,209	90.18
DK. Construction of machinery and mechanical equipment industry	273	91.00	2,423	88.92
DL. Electrical, electronic and optical material and equipment industry	626	89.68	4,762	87.23
DM. Manufacture of transport material	445	89.36	4,647	86.30
DN. Various manufacturing industries	471	92	3,016	87.22
E. Production and distribution of electrical energy, gas and water supply	405	88.24	3,332	84.78
F. Construction	1,724	87.65	12,572	81.80
G. Trade and repairs	1,714	91.90	15,152	89.12
H. Accommodation	566	88.16	4,527	80.55
I. Transport, storage and communications	1,106	85.54	9,650	80.54
J. Financial intermediation	985	92.23	9,125	91.04
K. Real estate and rental activities; business services	2,032	85.67	17,814	78.75
M. Education	443	93.07	4,853	88.57
N. Health and veterinary activities, social services	624	85.83	9,239	82.73
O. Other social activities and services provided to the community; personal services	1,382	85.63	8,891	80.51

In terms of field incidents, of the 30,346 units selected, there were 29,517 surveyable companies 29,517 (27,301 surveyed and 2,216 refusals). Of the unsurveyable 829, 725 were unreachable, 57 were closed without business activity, and 47 were erroneously included or outside the scope.

The response rate is 90% in both the first and second stages.

Table 4. Sample collection and response rates by Autonomous Community

	Units	Rate	Employees	Rate
NATIONAL TOTAL	16,543	89.01	141,158	84.93
Andalucía	1,343	88.12	12,332	85.56
Aragón	858	90.79	6,889	87.13
Asturias (Principado de)	813	95.20	6,203	93.32
Balears (Illes)	661	85.29	4,868	79.83
Canarias	755	76.73	6,038	71.73
Cantabria	605	87.05	4,024	81.87
Castilla y León	967	91.92	7,945	88.90
Castilla-La Mancha	865	94.33	6,698	90.20
Cataluña	1,865	88.89	18,869	84.02
Comunitat Valenciana	1,298	89.27	11,538	85.55
Extremadura	696	91.34	4,698	89.25
Galicia	1,039	91.87	8,368	88.00
Madrid (Comunidad de)	1,746	87.56	19,153	81.23
Murcia (Región de)	704	80.37	5,134	75.31
Navarra (Comunidad Foral de)	695	94.56	5,236	89.90
País Vasco	1,068	89.90	9,704	91.39
Rioja (La)	565	94.01	3,461	88.97

Estimators

Separate ratio estimators are used, with the auxiliary variable being the number of workers in each establishment, according to the directory of Social Security Contribution Accounts.

The estimators for the economic data of worker j of establishment i , in activity r , of size h and Autonomous Community t are formed as follows:

The elevation factors of the first and second stage are, respectively

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

where, D_i is the number of workers in the directory in establishment i , B_i is the number of workers of establishment i who were affiliated to Social Security for at during the whole of October 2006 and b_i is the number of workers according to the sample collected.

Then:

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

are the earnings per hour and the earnings per worker for any cell C of the table to be created (by activity, occupation, sex, Autonomous Community, etc.).

Where:

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

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

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

j refers to the workers who comply with the conditions of cell C.

Sampling errors

Calling **h** the crossing of the Autonomous Community, activity and size variables, gives:

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

where

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

$$\hat{V}(X_{Ch}^{\wedge}) = \frac{N_h(N_h - n_h)}{n_h} * \frac{\sum_{i=1}^{n_h} (X_{C_i}^{\wedge} - R_{C_h} * D_i)^2}{n_h - 1} + \frac{N_h}{n_h} * \sum_{i=1}^{n_h} \frac{B_i(B_i - b_i)}{b_i} * S_{C_i}^2$$

where

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

$$- R_{C_h} = \frac{\sum_{i=1}^{n_h} X_{C_i}^{\wedge}}{\sum_{i=1}^{n_h} D_i}$$

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

Tables of the most relevant estimators' variation coefficients are published.

5 Methodological changes as compared with 2002

The design and development of the Wage Structure Survey 2006 was similar to that carried out in 2002. The main differences which may be noted are:

1. Increase in the scope under investigation, including 1-9 worker contribution centres.
2. Changes to some of the questions included in the questionnaire: the question as to whether the contract is within a Job Creation Scheme, and payments in kind have been included.
3. On this occasion workers have not been included who have an apprentice contract, since, as has already been mentioned, workers with an apprentice contract make up a group with very specific features, and are not very representative within the employment market.