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Conformément au règlement (CEE, Euratom) n° 354/83 du Conseil du 1er février 1983 concernant l'ouverture au public des archives historiques de la Communauté économique européenne et de la Communauté européenne de l'énergie atomique (JO L 43 du 15.2.1983, p. 1), tel que modifié par le règlement (CE, Euratom) n° 1700/2003 du 22 septembre 2003 (JO L 243 du 27.9.2003, p. 1), ce dossier est ouvert au public. Le cas échéant, les documents classifiés présents dans ce dossier ont été déclassifiés conformément à l'article 5 dudit règlement.

In accordance with Council Regulation (EEC, Euratom) No 354/83 of 1 February 1983 concerning the opening to the public of the historical archives of the European Economic Community and the European Atomic Energy Community (OJ L 43, 15.2.1983, p. 1), as amended by Regulation (EC, Euratom) No 1700/2003 of 22 September 2003 (OJ L 243, 27.9.2003, p. 1), this file is open to the public. Where necessary, classified documents in this file have been declassified in conformity with Article 5 of the aforementioned regulation.

In Übereinstimmung mit der Verordnung (EWG, Euratom) Nr. 354/83 des Rates vom 1. Februar 1983 über die Freigabe der historischen Archive der Europäischen Wirtschaftsgemeinschaft und der Europäischen Atomgemeinschaft (ABl. L 43 vom 15.2.1983, S. 1), geändert durch die Verordnung (EG, Euratom) Nr. 1700/2003 vom 22. September 2003 (ABl. L 243 vom 27.9.2003, S. 1), ist diese Datei der Öffentlichkeit zugänglich. Soweit erforderlich, wurden die Verschlussachen in dieser Datei in Übereinstimmung mit Artikel 5 der genannten Verordnung freigegeben.

# COMMISSION OF THE EUROPEAN COMMUNITIES

COM(77) 716 final.

Brussels, 2 January 1978.

Proposal for a  
COUNCIL REGULATION (EEC)

relating to the organization of a survey of earnings  
in industry, wholesale and retail distribution, banking and  
insurance

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(submitted to the Council by the Commission)

## Explanatory Memorandum

The Commission cannot accomplish certain tasks allotted to it by the Treaty establishing the European Economic Community, particularly where the implementation of Articles 2, 3, 117, 118, 119, 120 and 122 is concerned, unless it has data which are valid and comparable from one Community country to another on the structure and distribution of earnings.

For this reason, and in implementation of Council regulations, three specific Community surveys have been conducted on this subject since 1966 in industry (1) and in wholesale and retail distribution, banking and insurance (2).

These surveys were conducted by the Statistical Office of the European Communities in collaboration with the National Statistical Institutes and Ministries of Labour of the Member States. The results were published in the series "Social Statistics" of the Statistical Office of the European Communities (3); they were greatly appreciated by most governments and in most economic and social circles.

The main purpose of the surveys on the structure and distribution of earnings is to establish the statistical relationships between earnings and certain characteristics of the employees (sex, occupational status, age, working system, length of service in the company, etc.) or of the establishment or company employing them (type of activity, size, geographical location).

These surveys supply information on the distribution of individual earnings and on the differences in earnings between the various categories of employees; they can help to explain to what extent the differences in earnings levels observed in different branches of activity and in different countries can be attributed to differences in the structure of the labour force. They are particularly useful in assessing differences between men's and women's earnings.

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(1) Regulation No 188/64/EEC (OJ No 214, 24.12.1964, p. 3634/64).

Regulation (EEC) No 2395/71 (OJ No L 249, 10.11.1971, p. 52).

(2) Regulation (EEC) No 178/74 (OJ No L 21, 25.1.1974, p. 2).

(3) Structure of earnings in industry in 1966 (special series, 8 volumes).  
Structure of earnings in industry in 1972 (special series, 13 volumes).  
Structure of earnings in wholesale and retail distribution, banking and insurance in 1974 (special series, 10 volumes, to be published shortly).

Due to the gradual changes which occur in the structure of the labour force, the survey needs to be repeated after a certain period. Furthermore, in order to rationalize and simplify procedures, the Commission has examined the possibility of combining in one and the same survey the investigations hitherto carried out separately in industry on the one hand and wholesale and retail distribution, banking and insurance on the other. This proposal was approved in principle by the enlarged Conference of Directors-General of the National Statistical Institutes on 8, 9 and 10 December 1976. The Conference also agreed that the first combined survey of this type could be conducted in 1979/1980 on the basis of data relating to 1978 or 1979.

In order to prevent this survey from being too great a burden on the undertakings and budgets of the European Communities and Member States, it will be carried out on a sample basis.

The Working Party on Earnings Statistics, comprising representatives of the national governments and the employers' and employees' organizations, met in Luxemburg on 4, 5, 6 and 11, 12, 13 July 1977 in order to agree on the technicalities of the survey (reference questionnaire, scope, methods, transmission of results, etc.) which will ensure that the results are comparable and that the survey will yield as much Community information as possible.

The survey will cover establishments or companies with at least ten employees. This will ensure comparability with previous surveys and other Community earnings statistics (harmonized statistics on earnings and statistics on labour costs) covering the same field.

Both the government experts and the representatives of the employers' and employees' organizations emphasized that the decision to conduct this survey should be taken as soon as possible, so that right at the beginning of 1978 the undertakings and establishments to be included in the sample would be able to start taking the measures necessary to enable them to complete the questionnaire as accurately as possible.

To this end, the Commission submits to the Council, for its approval, the following draft regulation.

In accordance with Article 7 of this regulation, a flat-rate contribution per employee surveyed will be charged to the sum earmarked for this purpose in the budget of the European Communities. Based on the experience of previous surveys, the total cost of the survey can be estimated at 2,400,000 units of account (on the basis of 0.6 unit of account per wage earner), an amount which can be spread over three financial years.

of

relating to the organization of a survey of earnings in industry, wholesale and retail distribution, banking and insurance

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Economic Community, and in particular Article 213 thereof;

Having regard to the draft Regulation submitted by the Commission;

Whereas, in order to carry out the tasks assigned to it by the Treaty, and in particular, those set out in Articles 2, 3, 117, 118, 119, 120 and 122 thereof, the Commission must be kept informed of the position and trend of earnings in the nine countries of the Community with regard, on the one hand, to their variations in terms of the structure of the labour force, and on the other hand to the distribution of employees according to earnings level;

Whereas the 1978 survey of labour costs in industry, wholesale and retail distribution, banking and insurance provided for by Regulation No will supply only averages derived from general data and will provide no indication either of the relationship between earnings and the particular characteristics of wage earners (age, sex, occupational status, length of service, etc.) or of the distribution of earnings around the average;

Whereas statistical information in this field is available only in certain Member States and therefore valid comparisons cannot be made, and whereas, consequently, surveys of the structure and distribution of earnings must be carried out on the basis of standard definitions and according to a standard method;

Whereas the best method of assessing the situation as regards the structure and distribution of earnings is to carry out a specific Community survey, as was done for industry in 1966 and 1972, in implementation of Regulations No

188/64/EEC (1) and (EEC) No 2395/71 (2), and for wholesale and retail distribution, banking and insurance in 1974, in implementation of Regulation (EEC) No 178/74 (3);

Whereas, owing to the changes which occur in the structure of the labour force and in the distribution of earnings, the results of the latest surveys for 1972 and 1974 can no longer be considered valid beyond a certain date; whereas, consequently, it would appear opportune to update these results and to conduct a new survey based on data relating to the year 1978 or 1979;

Whereas, in order to rationalize procedures and to lighten the burden on undertakings and on the budget of the European Communities and the Member States it is necessary to obtain the required information by sampling and by means of a single survey of industry, commerce, banking and insurance,

HAS ADOPTED THIS REGULATION:

#### Article 1

The Commission shall undertake a survey of the structure and distribution of the earnings of all employees (manual and non-manual including administrative and managerial staff) in industry, wholesale and retail distribution, banking and insurance, on the basis of statistical information relating to the month of either October 1978 or April 1979 or October 1979, and to the whole of either 1978 or 1979.

#### Article 2

The survey shall cover establishments or undertakings employing at least ten persons of which the main activities fall within the scope of Divisions 1, 2, 3, 4, 5 and Classes 61, 64/65, 81 and 82 of the General Industrial Classification of Economic Activities within the European Communities (NACE), with the exception of Groups 651, 652 and 811, and, for Ireland, Class 50. In banking and insurance undertakings in Luxembourg, however, the survey shall be conducted irrespective of the number of employees.

The survey shall be carried out by sampling.

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(1) OJ No 214, 24.12.1964, p. 3634/64.

(2) OJ No L 249, 10.11.1971, p. 52.

(3) OJ No L 21, 25.1.1974, p. 2.



Article 3

Employers shall, in respect of the undertakings, establishments and employees included in the sample, provide the information required to determine the structure and distribution of earnings, in the manner set out hereinafter.

Article 4

The survey shall obtain information for each employee concerning:

1. gross earnings for the month of October 1978, April 1979 or October 1979, or at least for one complete pay-period within one of these months, including the various bonuses paid regularly and additional payments for overtime, night work, week-end work and shift work and family allowances granted under collective agreements or voluntarily;
2. the total gross earnings for 1978 or 1979 (including overtime pay and all bonuses and gratuities); any bonuses and gratuities not paid systematically with the current remuneration (quarterly, half-yearly, annually, etc.) shall be specified separately; however, in the case of manual workers only, this information may be replaced by a simple indication of the percentage of gross annual earnings represented by bonuses and gratuities not paid systematically with the current remuneration;
3. the sex, age, occupational status, length of service in the company, method of calculating the earnings, system of remuneration, working system, payment of wages in the case of absence;
4. the number of hours paid or the weekly working hours;
5. the area where the employee work and the size of the establishment or undertaking which employs him.

Article 5

The information shall be gathered by the statistical offices of the Member States by means of questionnaires drawn up by the Commission in cooperation with these offices.

In cooperation with the statistical offices of the Member States, the Commission shall determine the detailed procedures for the conduct of the survey, and in particular, the sampling plan. Furthermore, under the same conditions, it shall lay down the starting and closing dates of the survey, the time limit for replies to the questionnaire and the procedure for transmitting the survey results to the Commission.

Persons required to supply information shall reply to the questionnaire truthfully, completely, and within the time limit set.

#### Article 6

Individual items of information supplied for purposes of the survey shall be used for statistical purposes only. It shall be prohibited to use the information for other purposes, particularly for taxation purposes, or to communicate it to third parties.

Member States shall take appropriate measures to avoid any infringement of:

- a) the obligation to supply the information referred in Article 3;
- b) the obligation, under the first paragraph of this Article, to maintain confidentiality as regards the information obtained.

#### Article 7

Member States shall, for the conduct of the survey, receive a flat-rate allowance proportional to the number of employees surveyed. This amount shall be entered against the appropriations provided for that purpose in the budget of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 2 January 1978

For the Council

The President