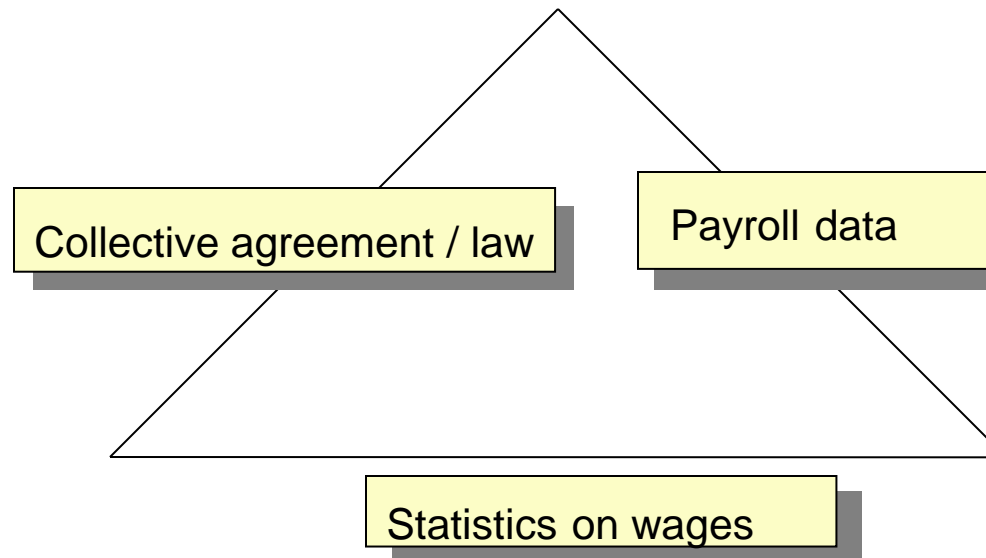


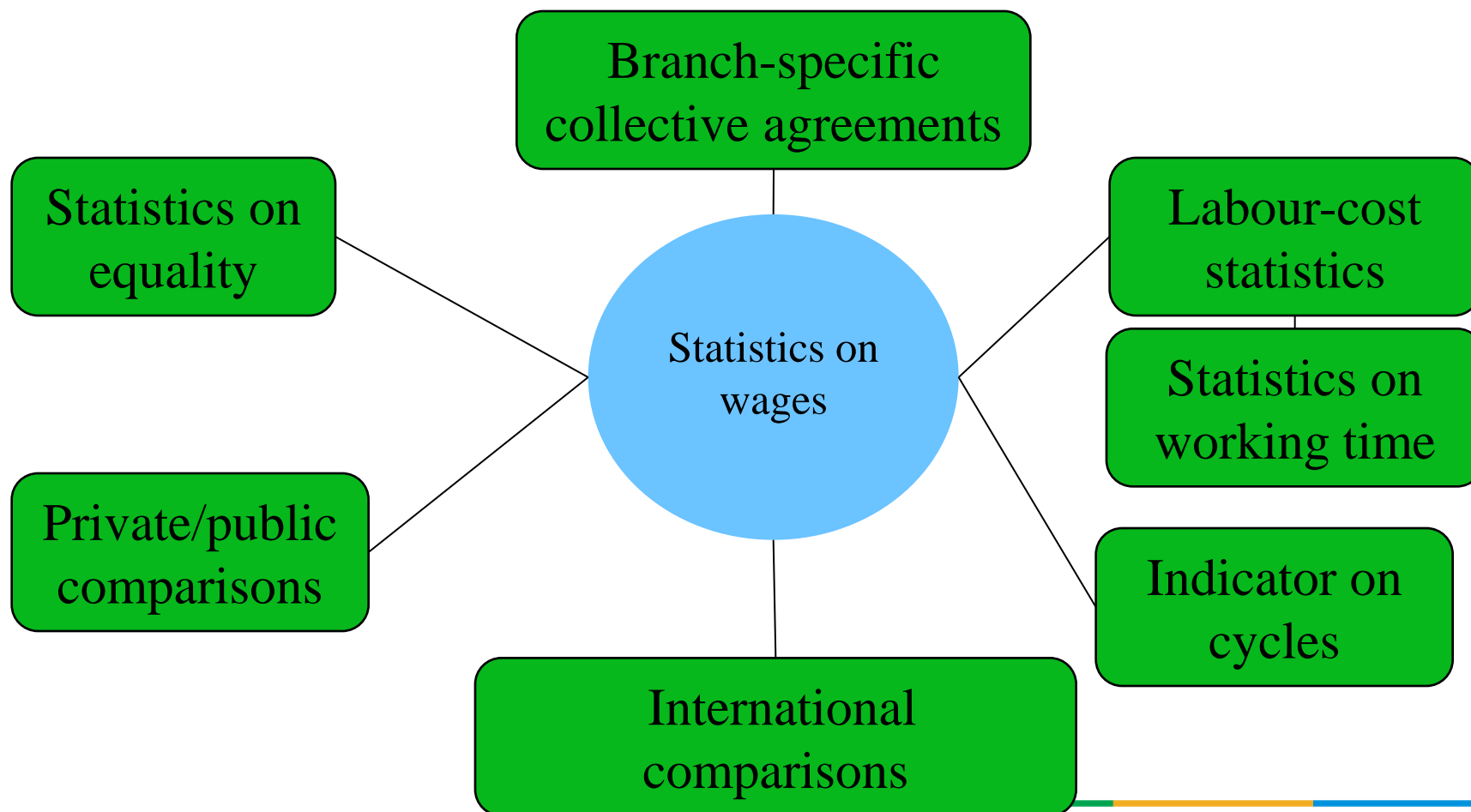
Structure of Earnings Statistics as part of the
system of wage and labour costs statistics
– Finnish case

Seppo Kouvonen
April 2012

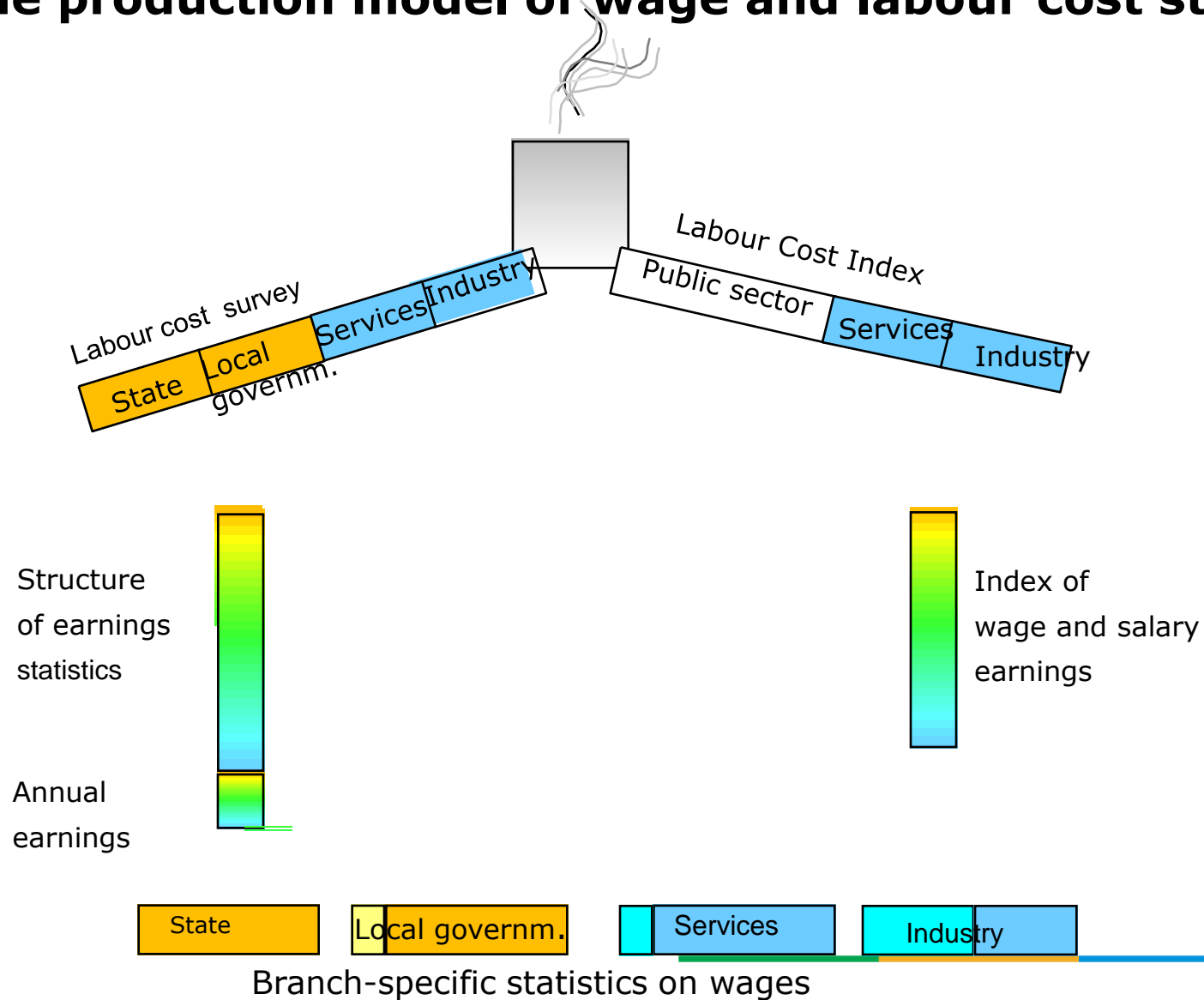
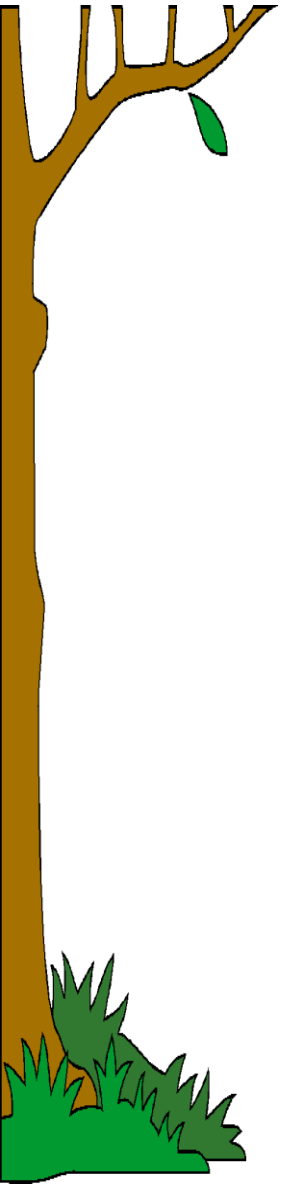
The traditional idea on statistics on wages



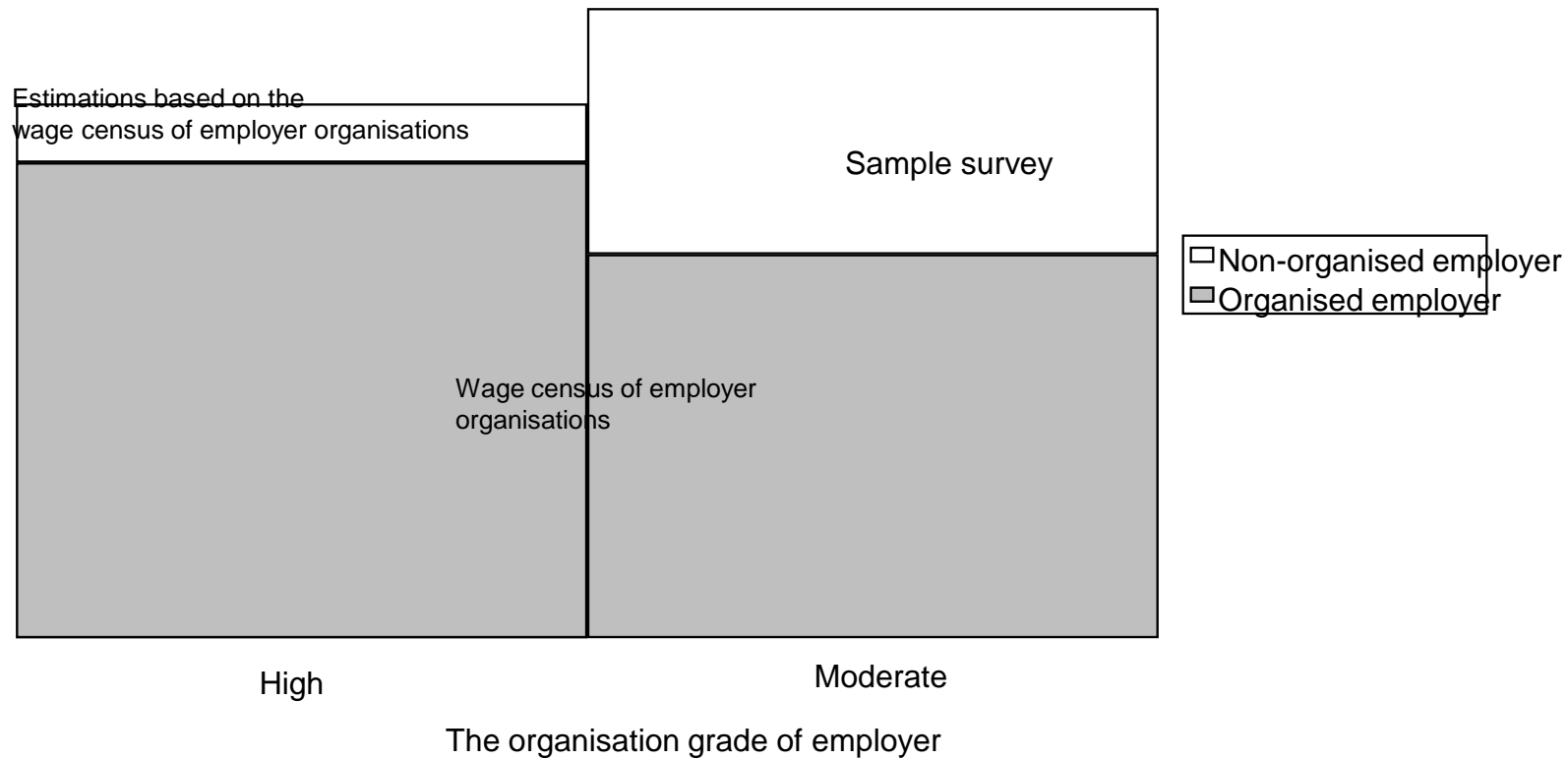
The function for statistics on wages and labour costs



The production model of wage and labour cost statistics



The statistics on wages - data source for the enterprise sector



Wage and labour cost statistics of the European Union

■ Labour Cost Statistics

- depicting the costs of an hour worked by activities
- based on aggregated data
 - Labour Cost Survey, every 4th year) (LCS)
 - Labour Cost Index, quarterly (LCI)
 - Labour Cost Updating, annual (LCU) - estimate of the level and structure of labour costs based on LCI and LCS

■ Structure of Earnings Statistics - (SES)

- depicting the level and structure of earnings
- based on individual (employment) data
 - Union SES, every 4th year,
 - Annual earnings, estimations by main class of occupations and activities
 - Gender Pay Gap, ratio of womens to mens hourly earnings
 - Minimum wages

Data sources

- Labour Cost Survey
 - sample (3000 enterprises) until 2008, from 2012 merging several sources
- Labour Cost Index
 - from 2007 : sample survey (2400 enterprises)
- Structure of Earnings Statistics - representing month of the last quarter
 - annual census of employer organisations (enterprises, state, church)
 - census of Statistics Finland (local government)
 - sample of unorganised employers (2900 enterprises)
- Index of wage and salary earnings
 - based on the same data sources as SES
 - intervening quarters estimates based on the effect of collective agreements

Average earnings in 2008

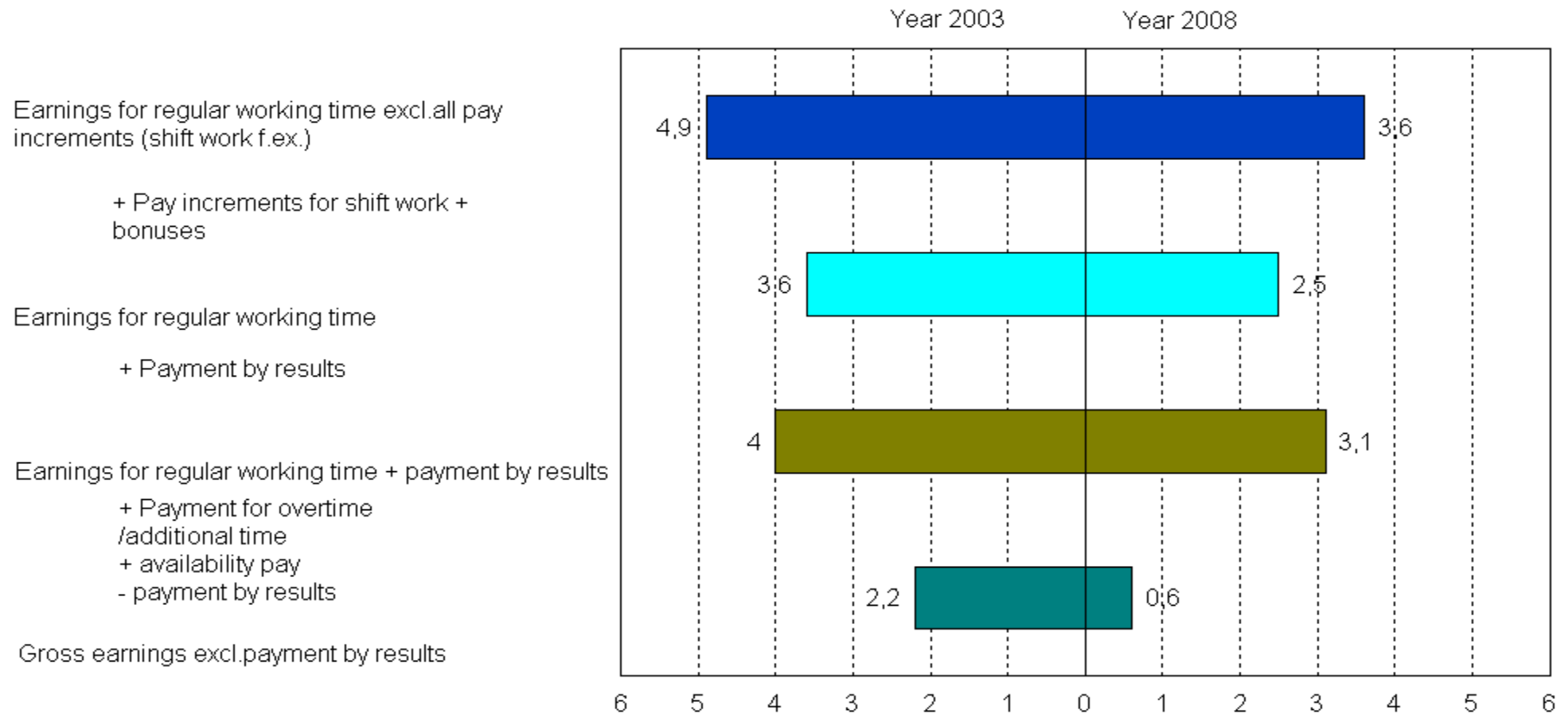
	average, euros		the ratio of average earnings, %	
	Women	Men	Women / Men	Same occupation etc. (*)
Gross monthly earnings	2575	3185	80,8	90
Gross hourly earnings	15,2	18,86	80,6	90,6

*) standardization by occupation, age group, activity, educational degree, capital region

Source: Structure of Earnings Statistics



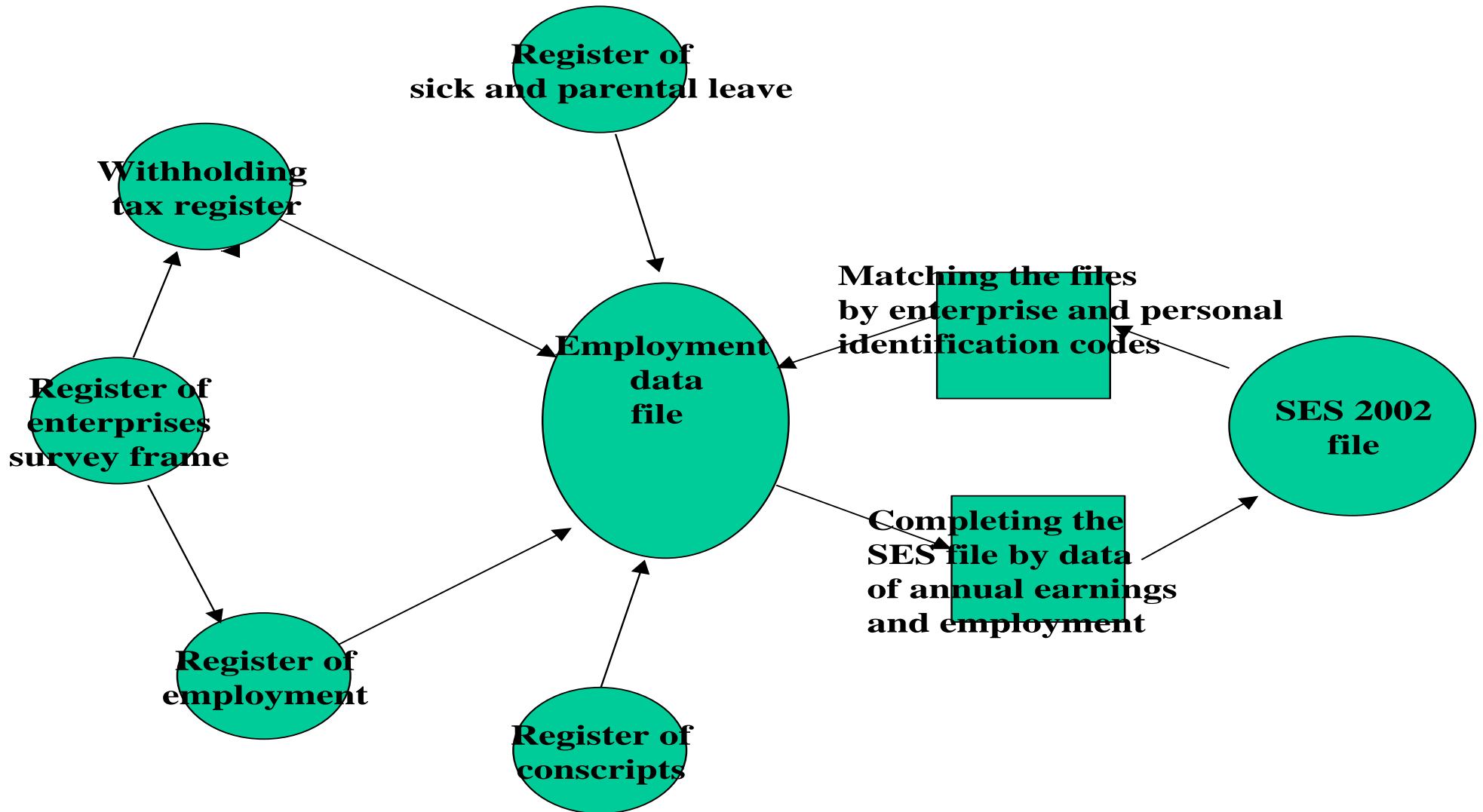
Quality adjusted monthly earnings in labour market compared to those of local government



Relative difference of quality adjusted monthly earnings in general labour market compared to those of local government, %



The use of administrative data as data sources



Evaluation

- + Large annual base data with accurate earnings data for regular working time and detailed breakdown of classifications
- + Comparing micro data from employer census and administrative registers
- - Problems of coverage may exist for special groups, f. ex. managers and for earnings paid for other than regular working time
- - The system is unflexible for changes