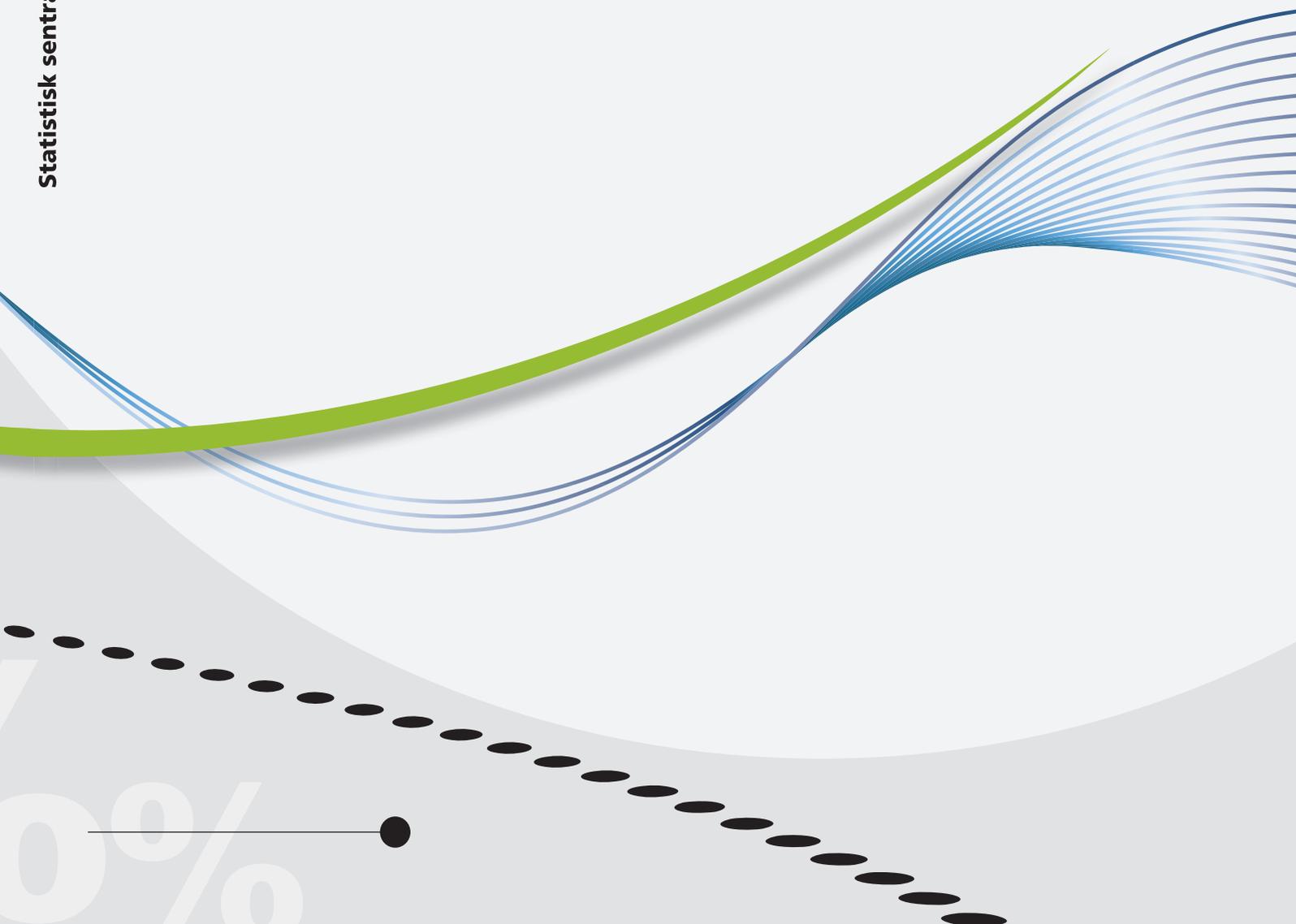


Magnus Flaaten, Thomas Hagen

Labour Cost Survey
Quality Report 2012



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Preface

This report documents the methodologies used in the Norwegian Labour Cost Survey. The quality report on the Labour Cost Survey is regulated legally through the Commission

Regulation (EC) No 530/1999 of 9 March 1999 implementing Council Regulation (EC) No 698/2006 of 5 May 2006 concerning the quality evaluation of the Labour Cost Survey. A report on quality must be delivered to Eurostat every fourth year. This report accompanied the data on the Norwegian Labour Cost Survey 2012 that was forwarded to Eurostat in 2014.

The report has been prepared by Statistics Norway's Division for income and wage statistics. The statistics are available at <http://www.ssb.no/en/arbkost/>.

Statistics Norway, 3 December 2014

Hans Henrik Scheel

Abstract

This quality report accompanied the data on the Norwegian Labour Cost Survey 2012 which was forwarded to Eurostat in 2014. Every fourth year Statistics Norway conducts a labour cost survey in accordance to the Commission Regulation (EC) No 530/1999 of 9 March 1999 implementing Council Regulation (EC) No 1737/2005 of 21 October 2005.

The report only covers the aspects described by the regulations and do not discuss any further documentation or analysis of the results from the statistics.

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1. Introduction

The aim of this report is to supply information on the quality of the data and statistics from Norway that are reported to and distributed by Eurostat in connection with the Labour Cost Survey 2012.

The report only covers the aspects regulated by the regulations and do not discuss any documentation or analysis of the results from the statistics.

2. Relevance

The purpose of the statistics is to provide an overview of the total costs of having an employee. Statistics are provided for each industry separately, broken down into cost components. The statistics are released on Statistics Norway's website: <http://www.ssb.no/en/arbeid-og-lonn/statistikker/arbkost>

Users are Eurostat, The Technical Reporting Committee on the Income Settlement, research institutes, employees and employer organizations, the media, business and industry.

3. Accuracy

The population is made up of all enterprises in Statistics Norway's Central Register of Establishments and Enterprises, with the exception of small enterprises with fewer than 10 employees.

A sample of enterprises were selected to participate in the survey. Sampling was done on a 3-digit NACE level. To ensure broad coverage within each stratum, both NACE code and enterprise size was taken into consideration. An absolute criteria was that at least one enterprise (min n=1) was drawn from each stratum. In addition there was random sampling in each stratum of a certain size, given by predefined percentages of both stratum and population (Appendix A). Enterprises within the sample received a questionnaire.

3.1. Sampling errors

Variance of interest in this case is variance that arises because of the size and composition of the sample, more specifically the sampling model, so-called sample variance. Below in table 3-1 and 3-2 we see coefficients of variations (CV) for total labour costs and sum of hours classified by industry and size.

Table 3.1. Coefficients of variations. Total labour cost and hours, by industry (NACE Rev.2)

	Number of enterprises	Sum of annual labour cost (D)	CV for SUM	Sum of Hours actually worked (B1)	CV for SUM
All	3 223	869 949 894 966	0,008	2 081 373 121	0,007
B – Oil&gas	61	99 150 077 608	0,026	134 564 550	0,024
C – Manufac	451	121 473 779 913	0,016	306 398 865	0,015
D - Electricit	51	10 593 309 525	0,046	21 801 833	0,046
E – Water	32	5 130 047 140	0,048	14 910 365	0,053
F – Construc	295	72 240 878 633	0,028	196 692 763	0,026
G – Wholesa	544	111 619 116 906	0,019	327 364 739	0,016
H – Transpo	181	60 603 368 194	0,018	151 097 068	0,016
I – Accomod	191	18 320 546 860	0,041	67 279 797	0,050
J – Informati	196	56 354 525 763	0,027	110 235 423	0,030
K – Finance	78	42 784 425 887	0,046	72 975 750	0,026
L – Real est	36	5 306 653 566	0,072	10 880 635	0,061
M – Professi	249	59 691 361 899	0,026	119 863 012	0,024
N – Adminis	269	45 917 426 703	0,026	142 476 136	0,022
P - Educatio	83	37 894 218 432	0,048	97 653 742	0,046
Q – Health	301	99 768 556 063	0,037	243 861 311	0,032
R – Art, ente	88	8 159 578 208	0,060	23 289 850	0,059
S - Personal	117	14 942 023 667	0,039	40 027 283	0,037

Table 3.2. Coefficients of variations. Total labour cost and hours, by size

	Number of enterprises	Sum of annual labour cost (D)	CV for Sum	Sum of Hours actually worked (B1)	CV for Sum
All	3 223	869 949 894 966	0,008	2 081 373 121	0,007
Size band					
E1000	141	264 853 353 382	0,019	585 228 243	0,018
E500_999	196	105 827 028 404	0,024	227 848 360	0,017
E250_499	350	90 664 057 299	0,020	203 456 034	0,013
E50_249	1 102	210 937 848 543	0,016	500 319 702	0,013
E10_49	1 434	197 667 607 339	0,017	564 520 782	0,016

3.2. Non-sampling errors

Coverage errors

The population is based on the Norway's Central Register of Establishments and Enterprises, March 2013. The following criteria must be fulfilled to be a part of the population:

- Only enterprises with an average of 10 or more employees throughout the year constitute a part of the population.
- The enterprises must have been in operation in the period January 2012 to March 2013.
- The NACE-industry division has to be in the intervals B - S except O.

These variables are rarely changed with retroactive effect. Since the reference and study population are approximately equal, there are no over- and under-coverage in LCS2012.

3.3. Measurement and processing errors

Measurement errors

Measurement errors mainly occur because the respondent misunderstands what is included in, and/or consequently report wrong, each column in the questionnaire, or because information requested is difficult to obtain. To avoid this, the questionnaire uses the most common book-keeping terms and commonly known aggregates of time and hours such as normal working hours, overtime, vacation and various types of absence as far as possible. If suspected erroneous, data can be corrected by asking respondents to update the questionnaire or obtain data from other sources such as administrative registers. In cases where none of the previous mentioned methods apply, related statistics were used to establish base levels or valid boundaries/extremes, and logical controls were used for further correction and/or imputation.

The respondents were asked to report the average number of employees throughout the year. To help generate this number, respondents were to fill in the number of employees for each month. In some cases there were mismatch between the level of costs accumulated through the year and the number of employees. We have therefore cross-checked reported numbers of employees with the NAV State Register of Employers and Employees (EE-register) In cases where substantial discrepancy was revealed imputation/correction were made.

Processing errors

The majority of the data has been reported through our web gateway (more than 99 per cent); leaving less than 1 per cent for manual recording. Both manual and automatic controls have been carried out on the material. Table 3-3 below show that the variables most often corrected are wages and salaries in kind and employers' social contributions. Likely errors have been revealed through controls against other sources. In general many of the corrections are caused by respondents not summing up variables to a total. Several variables have solely been retrieved from register and are not included in the table. The percentage in table 3-3 has been

calculated with the total number of enterprises as the numerator. This implies that a low percentage of correction doesn't necessarily imply that the data reported are of good quality. Many variables have a high occurrence of zero, and values of zero are seldom revised.

Table 3.3. Percentage of correction

Variable Definition	% of cases that has been corrected	Enterprises ¹ with data value larger than 0, after correction
A11 Full-time employees (excluding apprentices)	5,6 %	3 210
A13 Apprentices	0,0 %	1 113
B11 Total hours actually worked for full-time employees	37,6 %	3 210
C11 Paid hours for full-time employees (excluding apprentices)	25,5 %	3 210
C12 Paid hours for part-time employees (excluding apprentices)	18,6 %	2 647
C13 Paid hours for apprentices	14,1 %	1 113
D11112 Direct remuneration, bonuses and allowances not paid each pay period	0,1 %	968
D112 Wages and salaries of apprentices	11,2 %	1 113
D1114 .. Wages and salaries in kind	67,9 %	3 191
D11143 Company cars (optional)	31,2 %	1 425
D121 Employers' actual social contributions (excluding apprentices)	35,6 %	3 213
D1211 .. Statutory social-security contributions	60,5 %	3 027
D2 Vocational training costs	0,0 %	2 676
D3 Other expenditure paid by the employer	0,1 %	2 376

¹ There were 3223 enterprises in the sample

Non-response errors

Unit non-response

Unit non-response refers to the fact that the respondent, in this case each individual enterprise, has not completed and returned the questionnaire. In the statistics, the unit response is between 92 and 98 per cent (table below). The main reasons for non-response are that units have ceased to exist, been sold or transferred to a new owner, gone bankrupt or been merged. Furthermore, there is a small group whom provide data of a quality that cannot be used for statistical purposes. In cases of unit non-response, the weights of the units on which the statistics are based are adjusted to compensate for the non-response.

Table 3.4. Response rate, number of enterprises

Industry by NACE Rev. 2	Enterprises in sample	Enterprises responded		Enterprises used in statistics	
	Number	Number	Percent	Number	Percent
Total	3 494	3 315	95 %	3 223	92 %
B - Oil and gas extraction and mining	66	62	94 %	61	92 %
C - Manufacturing	474	456	96 %	451	95 %
D - Electricity, gas, steam and air conditioning	53	51	96 %	51	96 %
E - Water supply, sewerage, waste	34	32	94 %	32	94 %
F - Construction	320	304	95 %	295	92 %
G - Wholesale and retail trade	594	561	94 %	544	92 %
H - Transportation and storage	199	185	93 %	181	91 %
I - Accommodation and food service activities	226	209	92 %	191	85 %
J - Information and communication	208	199	96 %	196	94 %
K - Financial intermediation	80	79	99 %	78	98 %
L - Real estate activities	40	38	95 %	36	90 %
M - Professional, scientific & technical activity	267	255	96 %	249	93 %
N - Administrative & support service activities	296	283	96 %	269	91 %
P - Education	90	84	93 %	83	92 %
Q - Human health and social work activities	328	308	94 %	301	92 %
R - Arts, entertainment and recreation	90	88	98 %	88	98 %
S - Personal service activities	129	121	94 %	117	91 %

Table 3.5. Response rate, number of employees

Industry by NACE Rev. 2	Enterprises in sample		Enterprises responded		Enterprises used in statistics	
	Number of employees	Number of employees	Percent	Number of employees	Percent	
Total	861 357	865 914	101 % ¹	865 327	100 %	
B - Oil and gas extraction and mining	51 277	53 809	105 % ¹	53 809	105 %	
C - Manufacturing	114 073	116 053	102 %	116 029	102 %	
D - Electricity, gas, steam and air conditioning	7 476	7 196	96 %	7 196	96 %	
E - Water supply, sewerage, waste	4 108	3 619	88 %	3 619	88 %	
F - Construction	43 466	39 923	92 %	39 860	92 %	
G - Wholesale and retail trade	127 390	132 740	104 %	132 607	104 %	
H - Transportation and storage	76 684	83 082	108 %	83 052	108 %	
I - Accommodation and food service activities	20 333	23 236	114 %	23 116	114 %	
J - Information and communication	40 715	39 579	97 %	39 625	97 %	
K - Financial intermediation	33 450	33 988	102 %	33 980	102 %	
L - Real estate activities	2 923	2 588	89 %	2 570	88 %	
M - Professional, scientific & technical activity	40 690	37 441	92 %	37 389	92 %	
N - Administrative & support service activities	70 983	64 934	91 %	64 849	91 %	
P - Education	54 129	53 873	100 %	53 865	100 %	
Q - Human health and social work activities	150 608	152 222	101 %	152 162	101 %	
R - Arts, entertainment and recreation	9 683	9 585	99 %	9 585	99 %	
S - Personal service activities	13 369	12 046	90 %	12 014	90 %	

¹ Due to time lag/inaccurate information in the EE-register, number of employees can exceed what was the basis for sampling and stratification.

Partial non-response

The most typical for a sample survey is that the sample unit, enterprise, has not reported on all necessary items in the questionnaire.

With imputation of data we refer to the substitution of missing values in the data set. We have not separated between data errors and missing values in our data correction work. We are therefore unable to separate the two causes for imputation. The values most frequently corrected were associated with the variable *payments in kind*. In addition several other variables were corrected in varying degree.

Model assumption errors

The sample model used is based on stratified samples. Dividing the population into groups (strata) according to certain stratification variables reduces the possibility of imbalances in the sample and assures a better coverage of certain units or group of units.

The sample consists of enterprises drawn from the population. The population includes all active enterprises in the section, with the exception of small enterprises with fewer than ten employees, which are not included in the frame population. Large enterprises (sample units), where the definition of large varies between industries, receive a sampling probability of 1. While strata that cover small and medium sized sample units are given lower sampling probabilities.

The stratification is made according to industry and size (number of employees) of the enterprises, on the assumption that labour costs and composition of these costs in large enterprises differ from those in small ones, and that there are differences according to industry. In each stratum, this sample model ensures a minimal dispersion in the main variables measured, i.e. labour costs, and especially when it comes to compensation of employees where supplementing sources exist.

- Non-response that is not randomly distributed may bias the sample. This can have influence on the statistics. Non-response in the statistics is 5 per cent for enterprises and varies between 1 and 8 per cent for the different divisions.
- Cut-off for enterprises with less than 10 employees.
- Only enterprises that were in operation throughout the entire 2012 are included in the population. This infers that enterprises that were established during 2012 are excluded.

- Since all included enterprises are operating during the entire year, there is no need for scaling enterprises that only operate through part of the year.
- For enterprises with values for payment in kind that were obviously wrong or missing, information from the register of End of the year certificates was used.

4. Punctuality and timeliness

The questionnaires were made available for respondents 30th of April 2013, with deadline 30th of May 2013. Two rounds of reminders were used (June and August). In addition, 3 rounds of compulsory fine were issued (September, January and March), until adequate response rate was reached. Statistics Norway's standard routine is to issue no more than one compulsory fine per survey when such is needed. Due to the low response rate, extraordinary measures were taken to force respondents to reply. Several enterprises were also phoned and e-mailed to ensure that their questionnaires were returned. Exact dates and response rates are given in figure 4.1.

Figure 4.1. Data-flow. Aggregated response. Enterprises

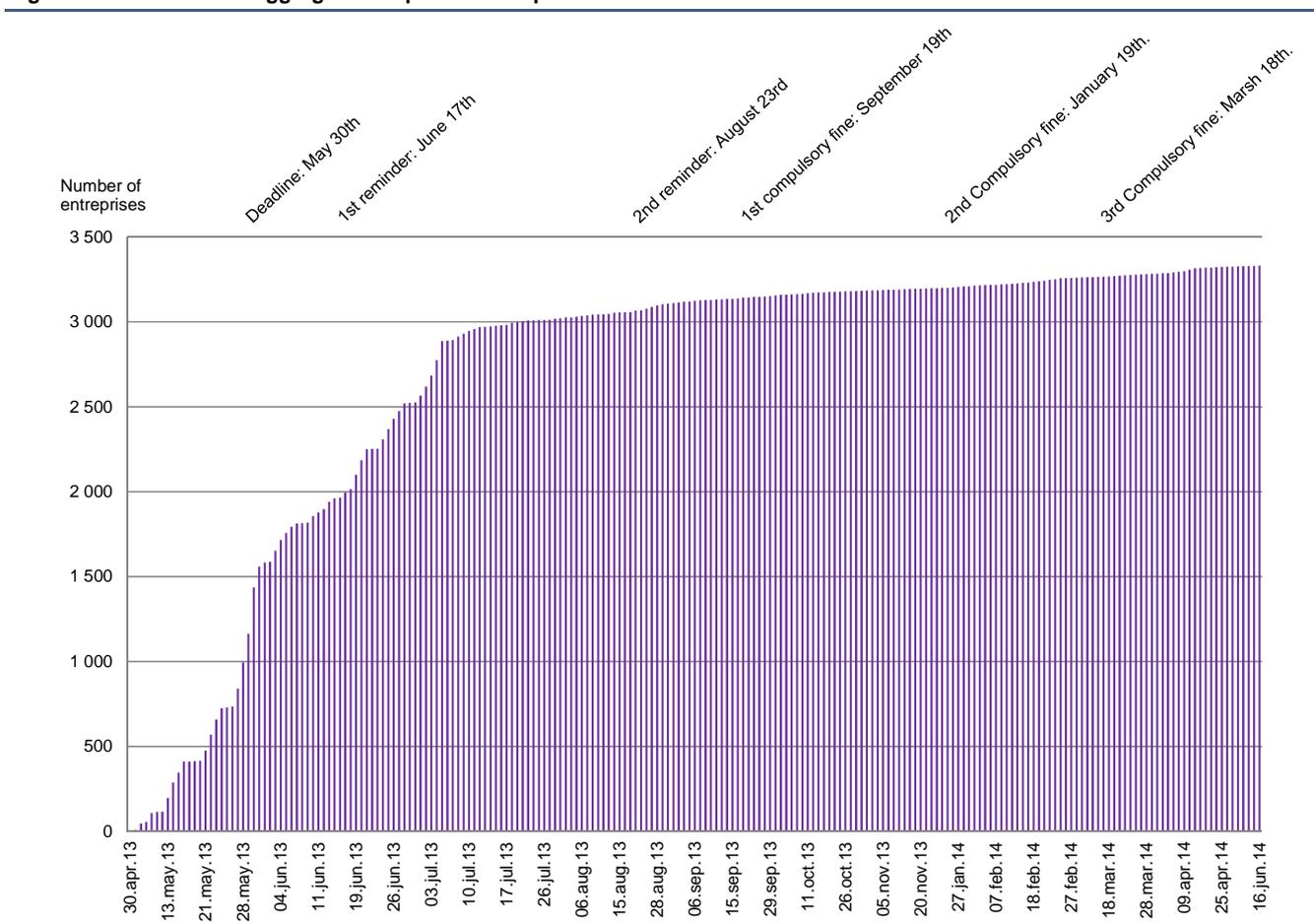
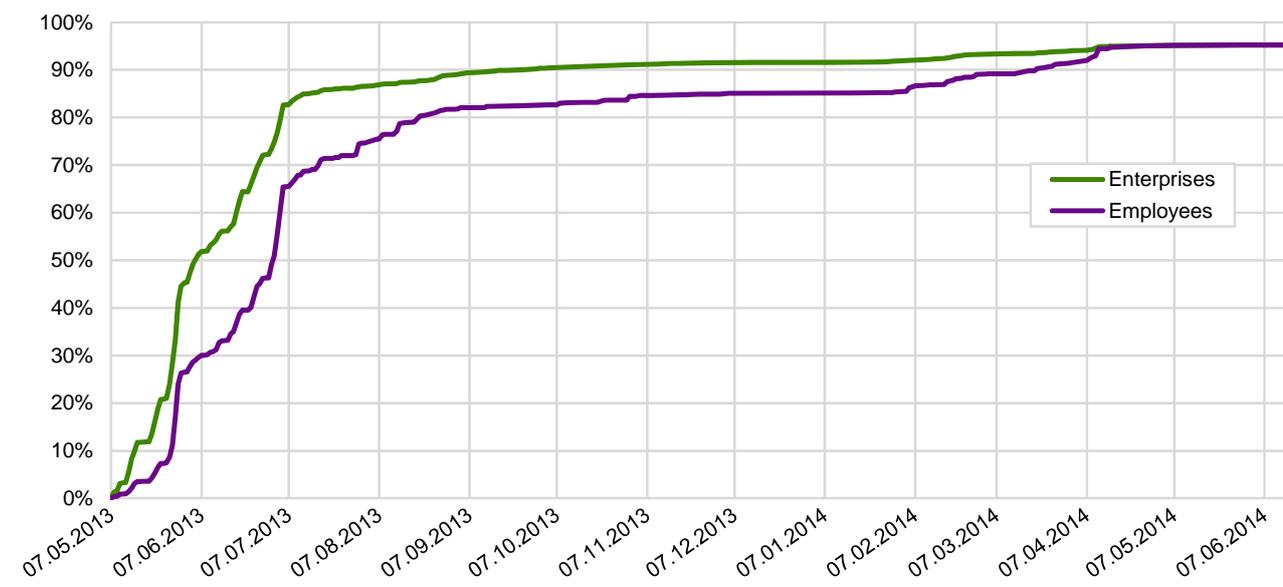


Figure 3.2. Data-flow. Aggregated response. In per cent of employees



During the first quarter each year, enterprises are occupied with balancing their accounts. The questionnaires were therefore dispatched quite late in the following year, 2013. The statistics are collected in accordance to the mandate given through “The Statistics Act of 1989”, which for LCS makes response mandatory. The data processing period started in July 2013. From then it was an ongoing process of analysing and approving questionnaires. Most enterprises had reported data by September 2013, while the last data were received 17th of June, 2014. We had then received valid data from 3 315 enterprises.

The reference period for the survey is the year 2012. The results of the survey were published 14th of October, 2014.

5. Accessibility and clarity

5.1. Accessibility

The statistics are published at <http://www.ssb.no/en/arbeid-og-lonn/statistikker/arbkost>.

The results have been sent to Eurostat
http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_costs/data_base.

No results are sent directly to the respondents.

5.2. Clarity

At the same web address mentioned in the previous chapter, users can find references to a brief methodical document in the link “about the statistics”.
<http://www.ssb.no/en/arbeid-og-lonn/statistikker/arbkost/hvert-4-aar/2014-10-14?fane=om#content>

6. Comparability

6.1. Geographical comparability

The Labour Cost Statistics for Norway is regarded as one region, at NUTS 1 level. Hence data is not broken down by geography.

6.2. Comparability over time

The Norwegian Labour Cost Survey is collected every fourth year. There have been earlier surveys for 1996, 2000, 2004 and 2008. The questionnaires were partly different for these surveys, but the grand majority of the variables are comparable throughout.

The main difference between LCS 2012 and the previous LCS surveys is that the statistics is published on the new industry classification standard only. Between 2004 and 2008 Statistics Norway implemented the new industry standard (NACE Rev.2), LCS 2008 was therefore a break year in the series. However, the survey was published according to both NACE-standards (Rev. 1 & Rev. 2) for that year. LCS 2012 is only published according to NACE Rev. 2 (SN2007), and is therefore comparable only with the 2008-publication.

As opposed to earlier years, public sector was included in the population for 2012. This was especially noticeable in the industries *Human health and social work activities* and *Education* where public sector is the (by far) largest employer.

New for 2012 was also a more thorough identification of the variables concerning time consumption/hours. By improving the questionnaire – both formulations and what was asked for - the quality of the reported data was considerably improved. The data quality for LCS 2012 is therefore considered adequate for producing the “hour variables”, both *paid hours* and *hours actually worked*, hence a fulfilment of the Council Regulation.

The applied methods and models have been subject to ongoing improvements based on increased knowledge. An important point has been the extensive use of registers to identify and correct data in the survey.

7. Coherence

See appendix B for description of variables in the labour cost survey 2012.

7.1. Coherence with the Labour Force Survey (LFS)

This is a short presentation and comparison of the Norwegian LCS and LFS surveys. It is important to point out some factors that may cause the observed differences between the surveys..

The main reasons for different surveys are in most cases, to meet different needs and as a consequence the statistics are built up to satisfy the core users needs. The LFS survey monitors and documents quarterly changes in the composition and distribution of the work force. It is based on a sample survey covering individuals (the sample unit is per household), that report on their current status in the work force.

Statistics on Labour costs on the other hand are built up to answer questions concerning the level and distribution of total labour costs. The source is, as earlier described, a sample of enterprises that report for the whole unit. The populations, the sources of information and the sampling models differ. Furthermore the two surveys have different reference periods, and utilize different sources for control, verification and finally dissemination.

Both statistics are none the less used for explaining different properties of the same subject and in this capacity we can use the LFS to understand aspects within the distribution and composition of employees within the labour force. Discrepancies should, where they occur, be explained and understood as a consequence of overlapping information.

Population and sampling units

	LFS	LCS
Population	All individuals aged 15-74	All enterprises with 10 or more employees
Sampling unit	Families	Enterprises
Analysis unit	Individuals	Enterprises
Reporting unit	Individuals	Enterprise
Frequency	Quarterly	Every 4 years

Variable definitions

	LFS	LCS
Employed	Persons on sick-leave included	
Working time	Full-time-37 hours or more, if not defined otherwise, by the reporting unit	Number of full-time equivalents reported by the enterprise

Objective of the LFS and LCS statistics

LFS	LCS
Provide statistics on employed and unemployed, level and and labour force participation	Provide statistics on the composition of Labour Costs

Table 7.1. Distribution of employees in LFS and LCS, by industry

Industry	Percentage of employees per industry, LFS 2012	Percentage of employees per industry, LCS 2012
Total	100 %	100 %
B	2 %	6 %
C	10 %	13 %
D	1 %	1 %
E	1 %	1 %
F	8 %	8 %
G	15 %	18 %
H	6 %	7 %
I	3 %	4 %
J	4 %	5 %
K	2 %	3 %
L	1 %	0 %
M	6 %	5 %
N	4 %	7 %
P	9 %	5 %
Q	23 %	14 %
R	2 %	1 %
S	2 %	2 %

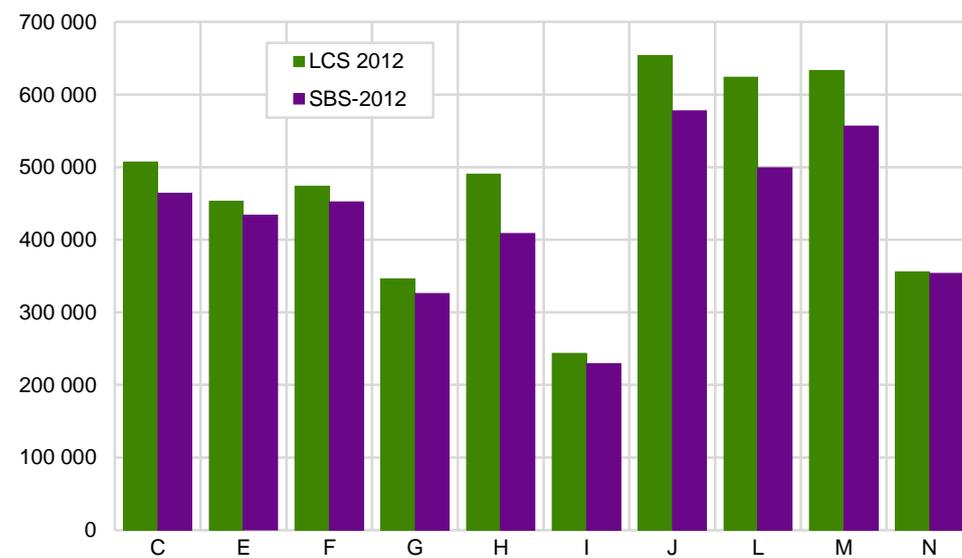
7.2. Coherence with Structure of Business Statistics

	LCS	SBS
Population	All enterprises with 10 or more employees	All enterprises
Sampling unit	Enterprise	Enterprise/local unit
Analysis unit	Enterprise	Enterprise/local unit
Reporting unit	Enterprises	Enterprises
Frequency	Every 4 years	Every year

For some main industries within SBS the owner is defined as an employee. The definition of Wage and salaries are different between the two statistics. In general the values from LCS are slightly higher than corresponding values from SBS due to the cut-off in LCS. In general, wages are higher in enterprises with many employees than in enterprises with few employees. Part-time employee count as one employee,

therefore would the distribution of part-time employees have an influence on the effect from cut-off. This could either raise or lower the mean value.

Figure 7.1. Wages and salaries per employee in LCS and SBS, by industry



7.3. Coherence with Labour Cost Index

We find it not relevant to compare these two statistics as LCI is based upon the same source as LCS.

7.4. Coherence with National Accounts

The national accounts (NA) statistics are designed to provide a consistent and comprehensive statistics of the overall national economy. The annual national accounts give both a summarised description of the economy as a whole and a detailed description of transactions between different parts of the Norwegian economy.

The definitions of the variables in NA are:

Compensation of employees

= Wages and salaries + Employers' social contributions

Where wages and salaries are remuneration to employees in respect of work done in production, wages and salaries are both in cash and kind. Wages and salaries in cash include, in addition to normal salary, pay for overtime, and sickness and maternity allowances. Wages and salaries in kind consist of goods and services, or other benefits, provided free or at reduced prices by employers that the employees can use at their own discretion. Wages and salaries in kind also include, inter alia, the services of vehicles, value of the interest forgone by employers when they provide loans to employees at reduced rates of interest, and free transportation for employees in some transport industries.

Employers' social contributions are social contributions incurred by employers, paid to central government and to autonomous social security and pension funds, as well as non-autonomous pension funds. They include the following sub-items: employers' contributions to National Insurance, employers' other actual social contributions (contributions to the Public Service Pension Fund, Municipal Pension Funds, other social security schemes, and other social contributions), and in addition, employers' imputed social contributions. The latter item coincides with social benefits actually paid through unfunded arrangements - from employers to present or former employees, for instance AFP-pensions.

Hours worked is defined as hours worked by employed persons (employees and self-employed) in production during one year. The hours worked refer to production within effective and normal working hours, with addition for overtime while deducting the leave of absences due to sickness, vacations and any labour conflicts.

Hours worked are also influenced by the calendar effect (movable holidays and leap years). Number of working days may vary up to three days from one year to next.

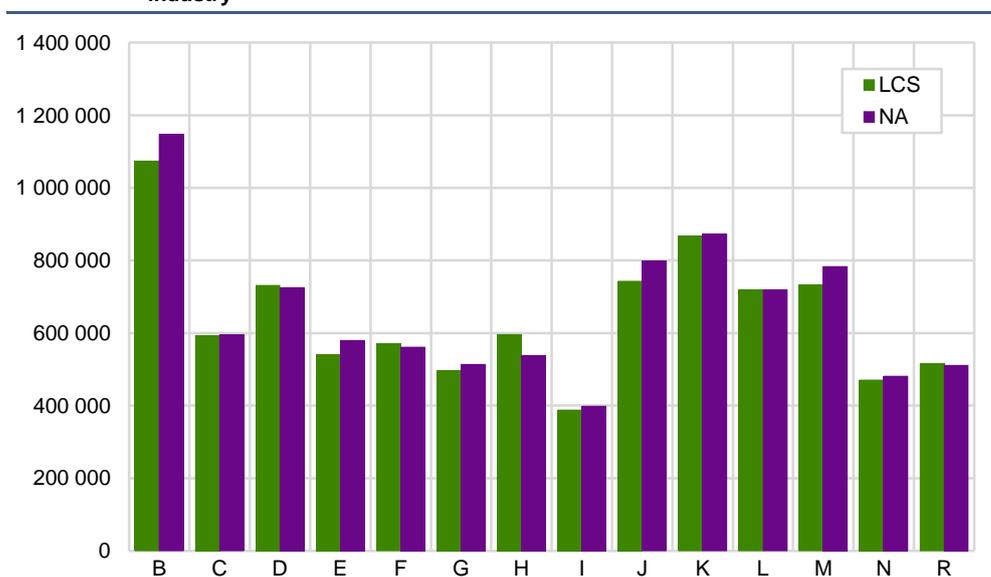
The number of employees include employed persons who, by agreement, work for another institutional unit and receive a remuneration recorded as compensation of employees. Owners of corporations (joint-stock companies etc.) if they work in these enterprises, are also counted as employees.

Figures from NA are somewhat adjusted to enable a more relevant comparison, for example are NA figures refined to include only employees (self-employees are excluded). Important factors behind the still occurring differences include the use of cut-off in LCS for enterprises with less than 10 employees, the inclusion of taxes in NA figures and differing statistical units, NA uses the local unit whilst LCS uses enterprises.

Table 7.2. Distribution in per cent of compensation of employees, hours and number of employees in LCS and NA, by industry

Industry	Distribution of A1. Total number of employees, LCS	Total number of employees, NA	Distribution of B1. Hours worked, LCS	Distribution of hours worked, NA	Distribution of D1. Compensation of employees, LCS	Distribution, compensation of employees, NA
B	7,2	4,1	8,1	4,5	14,0	8,3
C	16,5	15,3	18,2	16,1	17,0	15,6
D	1,2	0,8	1,3	0,9	1,5	1,0
E	0,8	0,9	0,9	1,0	0,7	0,9
F	10,4	11,4	11,4	12,0	9,9	11,1
G	22,0	22,4	18,8	19,7	15,1	16,9
H	9,0	10,7	9,2	11,9	8,9	9,9
I	5,0	5,1	3,7	4,3	2,4	2,9
J	6,1	5,4	6,7	5,8	8,0	7,6
K	4,0	3,2	4,4	3,3	6,1	4,9
L	0,6	1,4	0,7	1,3	0,8	1,5
M	6,6	7,0	7,2	7,4	8,4	9,4
N	9,0	7,7	8,3	7,7	6,3	6,2
R	1,7	4,7	1,2	4,2	1,0	3,7

Figure 7.2. Compensation of employees (D1) per full time equivalent in LCS and NA, by industry



Appendix A - Frame population and sample size in LCS 2012

NACE	Stratagroup 1, large companies (200+ employees)			Stratagroup 2, medium sized companies (50-199 employees)					Stratagroup 3, small companies (10-49 employees)				
	Number of enterprises in population	Number of employees in population	sample probability	Number of enterprises in population	Number of employees in population	Number of enterprises in sample	Number of employees in sample	Sample probability	Number of enterprises in population	Number of employees in population	Number of enterprises in sample	Number of employees in sample	Sample probability
Total ...	911	738 561	100 %	3 151	288 980	966	90 976	27 %	21 189	415 677	1 617	31 820	
5	1	372	100 %	-	-	-	-	-	-	-	-	-	-
6	6	23 319	100 %	14	1 428	4	446	25 %	23	501	3	73	5 %
7	3	886	100 %	-	-	-	-	-	-	-	-	-	-
8	1	322	100 %	10	1 021	4	329	25 %	62	1 281	4	94	5 %
9	30	24 556	100 %	31	3 277	8	810	25 %	40	957	2	70	5 %
10	29	22 403	100 %	86	8 088	26	2 743	25 %	440	9 554	27	597	5 %
11	3	3 108	100 %	7	762	2	169	25 %	9	204	1	13	5 %
13	-	-	-	12	974	5	349	25 %	47	1 070	5	164	5 %
14	-	-	-	3	305	2	183	25 %	14	307	2	48	5 %
15	-	-	-	-	-	-	-	-	4	75	2	41	5 %
16	8	2 594	100 %	46	3 931	12	1 014	25 %	208	4 376	13	219	5 %
17	5	2 084	100 %	5	548	2	311	25 %	17	313	2	30	5 %
18	3	767	100 %	14	1 342	4	282	25 %	111	2 116	7	193	5 %
19	-	-	-	-	-	-	-	-	1	14	1	14	5 %
20	12	5 228	100 %	24	2 893	8	867	25 %	24	525	4	92	5 %
21	4	2 043	100 %	4	515	2	329	25 %	5	117	2	55	5 %
22	1	290	100 %	17	1 559	5	490	25 %	90	1 970	6	100	5 %
23	11	4 895	100 %	28	2 764	9	946	25 %	101	2 282	10	237	5 %
24	12	7 903	100 %	10	1 111	4	455	25 %	19	497	4	129	5 %
25	6	3 668	100 %	74	6 528	21	1 935	25 %	401	8 410	24	526	5 %
26	5	3 278	100 %	21	2 231	8	861	25 %	51	1 325	7	228	5 %
27	4	2 585	100 %	18	1 549	6	636	25 %	62	1 425	7	159	5 %
28	9	7 972	100 %	52	4 566	15	1 421	25 %	160	3 595	11	220	5 %
29	3	1 204	100 %	9	803	3	307	25 %	36	825	3	53	5 %
30	21	16 470	100 %	42	4 042	11	1 265	25 %	77	1 840	6	153	5 %
31	2	1 389	100 %	15	1 306	4	388	25 %	89	1 679	5	78	5 %
32	1	417	100 %	7	612	3	249	25 %	57	1 163	6	140	5 %
33	6	6 100	100 %	39	3 234	11	789	25 %	191	4 046	11	197	5 %
35	11	4 711	100 %	62	5 712	24	2 331	35 %	151	3 642	18	434	10 %
36	1	485	100 %	3	376	1	186	25 %	7	201	1	32	5 %
37	-	-	-	3	226	2	173	25 %	22	496	2	49	5 %
38	6	2 019	100 %	28	2 482	10	952	25 %	132	2 856	10	189	5 %
39	-	-	-	-	-	-	-	-	2	50	1	23	5 %
41	16	11 275	100 %	133	10 881	36	2 982	25 %	1 155	22 603	60	1 178	5 %
42	10	4 398	100 %	23	2 279	8	816	25 %	124	2 754	9	186	5 %
43	27	16 606	100 %	180	14 839	47	4 164	25 %	2 079	38 970	107	1 861	5 %
.....	19	6 038	100 %	96	8 145	25	2 362	25 %	797	15 746	42	815	5 %
46	47	20 555	100 %	242	22 162	62	5 666	25 %	1 631	32 022	89	1 835	5 %
47	107	82 438	100 %	196	18 203	54	5 180	25 %	2 854	49 179	149	2 501	5 %
49	24	16 180	100 %	64	5 904	19	1 579	25 %	593	11 706	33	625	5 %
50	28	15 012	100 %	47	4 091	13	1 157	25 %	156	3 620	10	188	5 %
51	5	9 263	100 %	2	133	2	133	25 %	10	251	2	24	5 %
52	24	11 887	100 %	58	5 624	15	1 379	25 %	274	5 552	15	323	5 %
53	5	18 607	100 %	11	1 131	3	311	25 %	14	303	1	16	5 %
55	13	5 148	100 %	91	8 000	23	2 017	25 %	396	8 400	22	521	5 %
56	15	8 157	100 %	78	6 668	26	2 308	31 %	1 231	22 486	127	2 182	10 %
58	13	4 501	100 %	82	7 596	27	2 401	31 %	287	5 910	30	550	10 %
59	-	-	-	12	1 212	5	556	31 %	56	1 143	7	135	10 %
60	2	5 057	100 %	5	440	2	212	31 %	13	263	2	51	10 %
61	7	7 650	100 %	22	2 236	8	802	31 %	67	1 576	10	244	10 %
62	20	13 881	100 %	63	6 356	21	2 129	31 %	364	7 428	37	705	10 %
63	2	859	100 %	19	1 801	7	845	31 %	67	1 445	8	137	10 %
64	24	20 996	100 %	37	3 842	10	1 295	25 %	119	3 109	10	253	5 %
65	10	8 216	100 %	14	1 224	4	345	25 %	27	535	3	58	5 %
66	3	1 405	100 %	31	2 920	9	749	25 %	108	2 043	7	133	5 %
68	5	1 618	100 %	19	1 684	8	827	31 %	246	4 274	27	478	10 %
69	8	6 250	100 %	25	2 733	9	945	31 %	409	6 944	43	703	10 %
70	-	-	-	9	833	3	220	31 %	150	2 952	17	367	10 %
71	18	16 699	100 %	94	8 754	31	2 900	31 %	535	10 434	55	1 090	10 %
72	17	7 397	100 %	35	3 142	13	1 262	31 %	72	1 835	10	213	10 %
73	4	1 387	100 %	15	1 259	6	446	31 %	123	2 448	14	300	10 %
74	-	-	-	5	341	3	191	31 %	102	1 948	12	251	10 %
75	-	-	-	-	-	-	-	-	34	483	4	69	10 %
77	4	1 174	100 %	21	2 087	8	791	31 %	107	2 056	13	251	10 %
78	39	29 021	100 %	128	12 684	41	4 178	31 %	235	5 579	25	649	10 %
79	4	1 187	100 %	12	922	5	358	31 %	77	1 389	10	203	10 %
80	10	9 575	100 %	9	794	4	367	31 %	40	940	6	161	10 %
81	17	15 522	100 %	77	7 659	26	2 419	31 %	376	7 393	40	813	10 %
82	8	2 749	100 %	39	3 683	15	1 180	31 %	184	3 702	21	385	10 %
85	40	51 494	100 %	74	6 434	21	1 971	25 %	420	8 988	29	664	5 %
86	44	123 308	100 %	60	5 552	17	1 762	25 %	217	4 213	14	292	5 %
87	13	5 690	100 %	46	4 858	15	1 646	25 %	100	2 602	9	283	5 %
88	23	11 047	100 %	121	10 766	39	3 497	31 %	1 508	30 228	154	3 083	10 %
90	3	1 313	100 %	18	1 829	7	683	31 %	52	1 044	6	129	10 %
91	2	754	100 %	22	2 068	8	755	31 %	70	1 587	8	140	10 %

92	1	381	100 %	3	399	1	112	31 %	24	518	3	69	10 %
93	6	3 632	100 %	34	2 546	12	1 074	31 %	308	6 051	33	641	10 %
94	16	7 078	100 %	72	6 033	24	1 998	31 %	484	9 274	50	923	10 %
95	1	564	100 %	3	215	1	59	31 %	18	309	3	43	10 %
96	3	1 524	100 %	20	1 833	7	731	31 %	223	3 730	24	449	10 %

Appendix B – Description of variables in the LCS 2012

A. Number of employees
A.1 Total number of employees
A.11 Full-time employees (excluding apprentices)
A.12 Part-time employees (excluding apprentices)
A.121 Part-time employees converted into full-time units (excluding apprentices)
A.13 Apprentices
A.131 Apprentices converted into full-time units
B. Hours actually worked
B.1 Total hours actually worked
B.11 Hours actually worked by full-time employee(excluding apprentices)
B.12 Hours actually worked by part-time employees (excluding apprentices)
B.13 Hours actually worked by apprentices
C. Paid hours
C.1 Total hours paid
C.11 Paid hours for full-time employees (excluding apprentices)
C.12 Paid hours for part-time employees (excluding apprentices)
C.13 Paid hours for apprentices
D. Labour costs
D.1 Compensation of employees
D.11 Wages and salaries
D.111 Wages and salaries (excluding apprentices)
D.1111 Direct remuneration, bonuses and allowances
D.11111 Direct remuneration, bonuses and allowances paid in each pay period
D.11112 Direct remuneration, bonuses and Allowances not paid in each pay period
D.1112 Payments to employees' savings schemes
D.1113 Payments for days not worked
D.1114 Wages and salaries in kind
D.11141 Company products (optional)
D.11142 Staff housing (optional)
D.11143 Company cars (optional)
D.11144 Stock options and share purchase schemes (optional)
D.11145 Other (optional)
D.112 Wages and salaries of apprentices
D.12 Employers' social contributions
D.121 Employers' actual social contributions (excluding apprentices)
D.1211 Statutory social-security contributions
D.1212 Collectively agreed, contractual and voluntary social-security contributions
D.122 Employers' imputed social contributions (excluding apprentices)
D.1221 Guaranteed remuneration in the event of sickness (optional)
D.1222 Employers' imputed social contributions for pensions and health care (optional)
D.1223 Payments to employees leaving the enterprise (optional)
D.1224 Other imputed social contributions of the employer (optional)
D.123 Employers' social contributions for apprentices
D.2 Vocational training costs
D.3 Other expenditure paid by the employer
D.4 Taxes
D.5 Subsidies received by the employer
E. Information on units
E.1 Local units, universe
E.2 Local units, sample

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