

The use of multi-sources in the French LCS

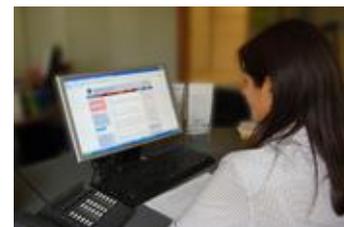
Workshop on Labour Cost Data

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Mesurer pour comprendre



The main data source: LCS

LC Survey:

- *Is collected over a period of two consecutive years*
- *Each year, data about 150,000 employees and 32,000 local units are collected*
- *Covers NACE B to S, O and P are partially excluded*
- *Covers firms of 10 more employees*
- *Employers are asked to answer a local unit questionnaire, and employee questionnaires for selected employees (between 1 and 24)*
- *Employers are asked to respond to 60 to 520 questions about detailed elements necessary to construct labour cost and hours worked etc.*
- *LCS response takes 1h½ on average for local unit questionnaire and 10 min by employee questionnaire.*

Administrative sources ... improve time saving

- *Collecting detailed elements of labour cost and worked hours forces to ask numerous questions and administrative data allows us to reduce firm questionnaires burden*
- *DADS is a database that incorporate every annual declaration of social data that all companies with employees must carry out.*
- *This database is linked to SIRENE register which is a register of all compagnies and their establishments*
- *DADS contains for each local unit:*
 - *the list of employees,*
 - *and for each of them, the total remuneration paid and benefits, the hours paid, etc.*
- *But not enough to match Eurostat request as DADS:*
 - *do not cover employees of public sector (O and P)*
 - *do not cover domestic services and extra territorial activities*
 - *do not provide information on hours worked and on some specifis components of LC*
- *So employers are « only » asked to respond to 40 questions in LC Survey local unit questionnaire and 20 for each employee selected.*

Administrative Source for Public Sector: SIASP

- *Administrative source specific to Civil Servants.*
- *SIASP is a statistical file, composed from diverse administrative sources. It allows us to know staff and payments of the agents of the civil service.*
- *Covers National Public Service agents in France except Mayotte (one of the French oversea departments) and military staff.*
- *Contains all the information needed except:*
 - *Elements used to construct worked hours, and some specific information on expenditures and subsidies.
(used in order to calculate D2 and D5 Eurostat variable)*

Other sources

- *NPS agent vocational training costs come from NPS administration and tax services.*
- *NPS agent subsidies come from National Accounts.*
- *Labour Force Survey information is used to compute hours worked by workers who have « requirement in days ».*

Extend the scope... the NPS Survey

- *Both NPS Survey and SIASP are used to extend the scope to National Public Servant (except Military).*
- *NPS survey questionnaire is particularly suited to compute hours worked by teachers and professors.*
- *NPS survey occurred in 2011 and will be reconducted in 2015.*
- *In contrast with LCS, NPS survey interviews employees and not employers.*
- *33,000 employees are interviewed (web and paper questionnaire).*

Which sources for which scopes?

	Survey	Main administrative source	Others sources
Private Sector	LC	DADS	LFS
HPS			
LPS			
NPS	NPS Survey	SIASP	LFS, DGAFP, National Accounts

- *In surveys we collect information on:
hours worked, detailed components of labour cost*
- *In administrative sources we collect information on:
hours paid, employee environment and employee characteristics*
- *In the other sources we collect :
some specific data*

Administrative sources ... reduce sampling biases

- *DADS and SIASP provide exhaustive sampling frames for the population of interest.*
- *Stratified-sampling design (on administrative sources) is used in order to minimize hourly wage variance (proxy of Hourly Labor Cost).*
- *DADS: main sampling frame*
- *SIASP: NPS sampling frame*

Administrative sources ... validate survey information

- *DADS and SIASP are used for correcting/ calibrating the respondent sample.*
- *Final weights are calibrated to account for non-responses.*
- *DADS and SIASP are used to check and adjust data when information is available in both administrative data and surveys.*
- *DADS and SIASP information are used in the worked hours calculation.*

Administrative sources ... refresh data

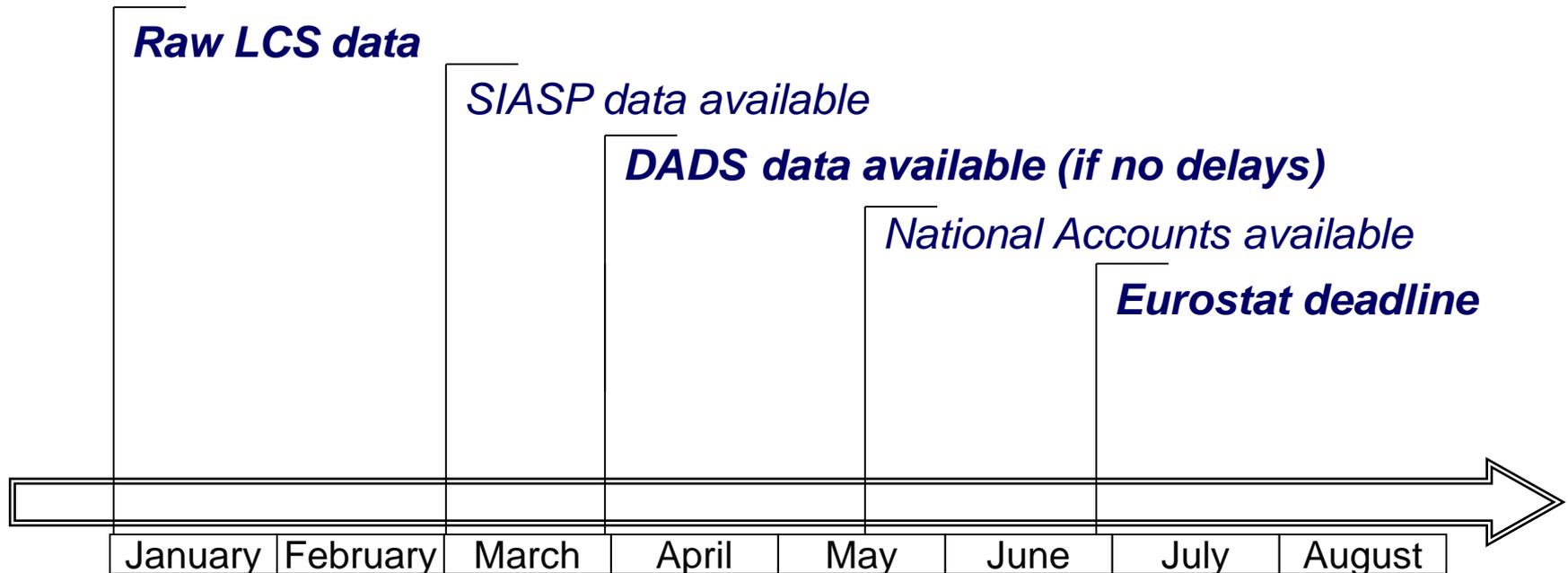
- *Administrative source data are used to update data from the first year of survey when we aggregate the two consecutive surveys, indeed survey workload is spread over two consecutive years.*

- *SIASP data are used to update NPS survey, because NPS survey occurs once per 4 years while we need information about NPS for SES and LCS.*

Limitations: time restriction

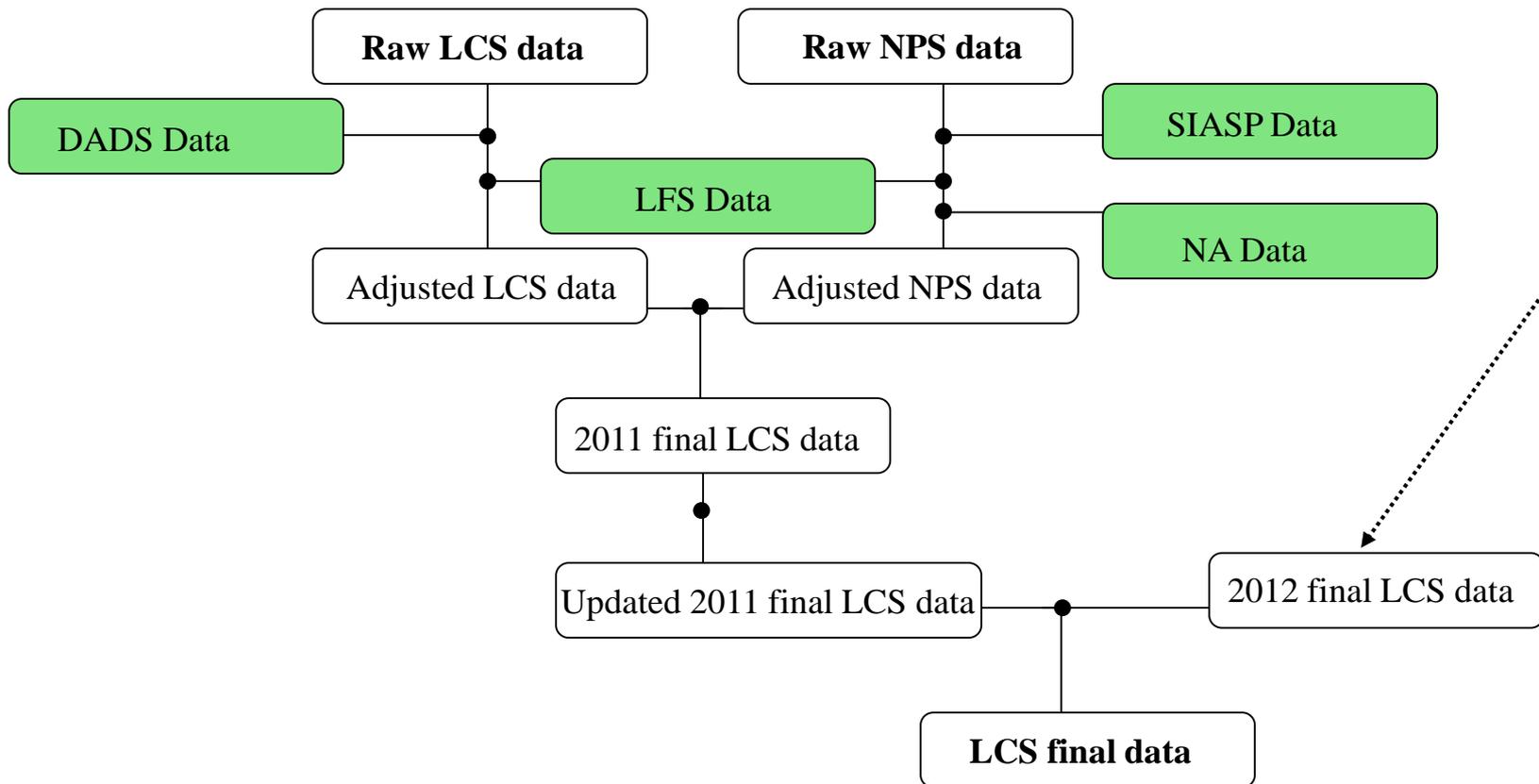
- *Using multisources multiply time restrictions*

Example: Chronological record for Eurostat response



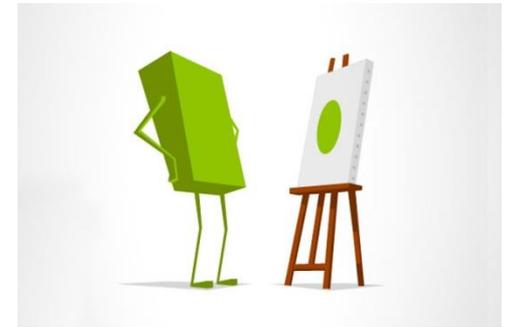
Limitations: add calculations steps

- *Using multisources allow us to check and adjust raw data ... but multiply calculation steps and so the workload, the time to respond (and potential sources of errors...).*



Limitations: May change over time

➤ *Administrative data are first some management tools. They do not correspond to statistical concepts*



➤ *And may evolve over time due to legislation changes for example ... whereas the statistical concepts do not entailing breaks in evolutions (ex: French Health insurance contribution)*

➤ *The whole management system may also change... The future of French administrative data: The DSN.*

Limitations: force us to adapt the scope

- *Before 2012, NPS were out of the French LCS scope*
- *Due to gap in administrative data, ... military staff and Mayotte are still out of french LCS scope*



- *And last but not least limitations: administrative source are supposed to be exhaustive but we cannot check it. Notably, when there is a computer bug or when local social security office forget to transfer some information to central administrative data center.*

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Thank you for your attention !

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