

# **VSECAT CODEBOOK**

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# 1. Introduction

**VSECAT** (*Variables Sociales y Económicas, Computerización, Automatización y Teletrabajo* — **Social and Economic Variables, Computerization, Automation and Telework**) is a research database designed to analyze how digitalization and automation influence labour markets and socio-economic structures across **European Union countries**.

The database provides harmonized indicators at **territorial** (country) and **sectoral** levels, enabling comparative studies of employment patterns, automation exposure, and telework adoption. It supports both **structural analysis** and **short-term monitoring**, offering breakdowns by demographic characteristics (such as gender, age, and origin) and by enterprise characteristics.

VSECAT is intended to complement **ILTED** (*Intensidad Lingüística del Trabajo en la Era Digital* — **Linguistic Intensity of Work in the Digital Era**), which focuses on occupation-level measures of language and digital skills. Together, these databases allow integrated analyses of **skills demand**, **education alignment** (Higher Education and Vocational Training), and **labour market dynamics** in the context of technological change.

The data in VSECAT originates from authoritative sources such as **AES (Adult Education Survey)**, **LFS (Labour Force Survey)**, and **SES (Structure of Earnings Survey)**, harmonized to ensure comparability across countries and sectors. Details on sources and integration methodology will be provided in dedicated sections of this codebook.

## 1.1 Data Sources

VSECAT draws on **the latest available year** from three major Eurostat surveys:

- **AES (Adult Education Survey)** – 2022: Covers adult participation in formal, non-formal, and informal learning activities, including characteristics of learning, obstacles, and self-reported skills. [AES Codebook](#)
- **LFS (Labour Force Survey)** – 2023 (Yearly dataset): Provides comprehensive labour market data: employment status, working conditions, education, and demographic characteristics. [LFS Codebook](#)
- **SES (Structure of Earnings Survey)** – 2018: Offers detailed information on earnings, working time, and employee/employer characteristics across sectors. [SES Codebook](#)

These links provide researchers with full documentation of the original datasets, including variable definitions and coding schemas. In the next section, we will explain **which variables were selected for VSECAT and how they were processed and harmonized**.

## 2. Methodology

This section describes how VSECAT transforms three official Eurostat sources—**AES 2022**, **LFS 2023 (yearly)**, and **SES 2018**—into VSECAT. The goal is to ensure that variables, categories, and keys are **consistent across surveys**, enabling reliable cross-country and cross-sector analysis of the data.

The methodology has two stages:

- **2.1 Preprocessing:** Cleaning, harmonizing, and enriching each source dataset individually.
- **2.2 Merging:** Joining the harmonized outputs into the VSECAT database.

In the next figure, a high-level view of the whole methodology used to create VSECAT is depicted. In the following sections, all the process will be detailed.

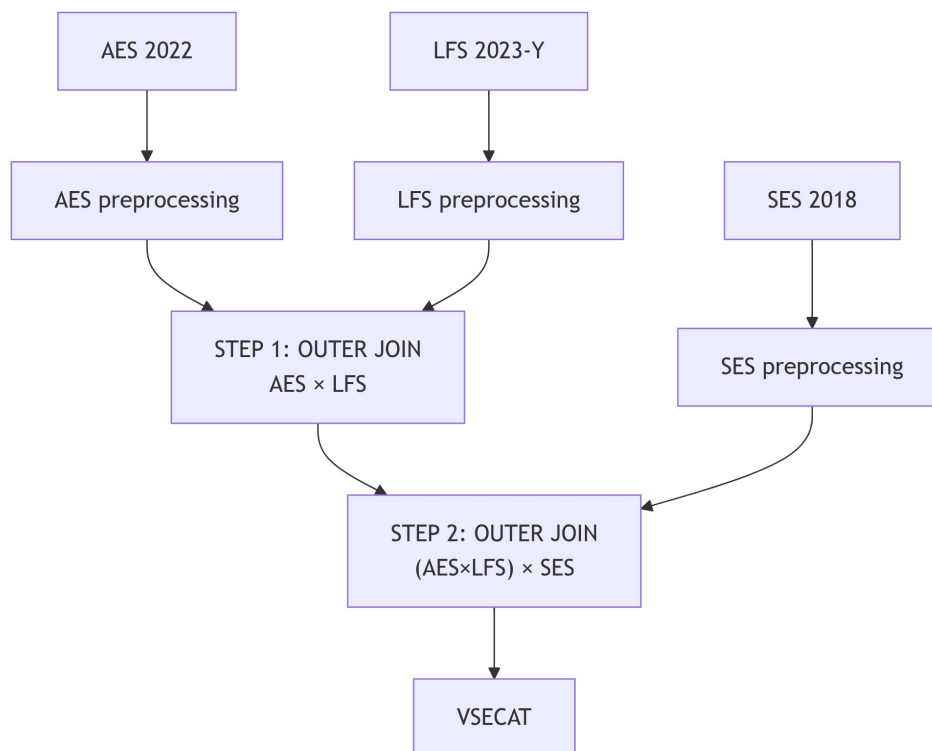


Figure 1: High-level diagram of the VSECAT methodology

### 2.1 Preprocessing

#### 2.1.1 Objectives and Common Principles

The preprocessing stage ensures that AES, LFS, and SES share:

- **Common variable names and definitions** (e.g., COUNTRY, SEX, AGE\_GROUPS, ISCO-08, FTPT, LOCSIZEFIRM).
- **Consistent category labels** (e.g., *Male/Female*, *Full-time/Part-time*, firm size bands).
- **Standardized classifications:**

- **Occupations:** ISCO-08 codes normalized to the same digit level and linked to official titles. The maximum size of digit level is 2-digit.
- **Education:** ISCED-11 aligned levels and harmonized fields of study.
- **Derived indicators** for comparability:
  - **AGE\_GROUPS:** 14–19, 20–29, 30–39, 40–49, 50–59, 60+.
  - **ORIGIN:** National / Foreigner (where parental country data exists).
- **Special code handling:** “Not applicable” and “Not available” standardized to readable labels.
- **SES-specific adjustments:** Currency normalization and aggregation to a merge-ready grain.

These steps create a **harmonized structure** that allows the next stage, merging, to combine the datasets without ad-hoc fixes.

### 2.1.2 AES 2022 (Adult Education Survey)

**Variables retained and standardized.** Some variables have been renamed as a form of standardizing them across databases. Original names are in parentheses: COUNTRY, SEX, AGE, CITIZENSHIP (CITIZEN), COUNTRY\_FATHER (BIRTHFATHER), COUNTRY\_MOTHER (BIRTHMOTHER), HATLEVEL, HATFIELD, MAINSTAT, JOBSTAT, FTPT, LOCSIZEFIRM, ISCO-08 (JOBISCO).

#### Category mappings

Variables which have had their categories mapped are shown next. Mappings are done to harmonize categories across databases. The others have been left unchanged.

- SEX:
  - 1 → Male
  - 2 → Female.
- CITIZENSHIP, COUNTRY\_FATHER and COUNTRY\_MOTHER:
  - 1 → CountryOfSurvey (*placeholder replaced by actual COUNTRY at later stages*)
  - 2 → Another EU Country
  - 3 → A non EU Country
  - 4 → Another Country
- HATFIELD:
  - -2 → Not applicable
  - 0 → Generic programmes and qualifications
  - 1 → Education
  - 2 → Arts and humanities
  - 3 → Social sciences, journalism and information
  - 4 → Business, administration and law
  - 5 → Natural sciences, mathematics and statistics
  - 6 → Information and Communication technologies (ICTs)
  - 7 → Engineering, manufacturing and construction
  - 8 → Agriculture, forestry, fisheries and veterinary
  - 9 → Health and welfare

- 10 → Services
- MAINSTAT:
  - 10 → Employed
  - 20 → Unemployed
  - 31 → Student, pupil
  - 32 → Retired
  - 33 → Unable to work due to long-standing health problems
  - 34 → Compulsory military or civilian service
  - 35 → Fulfilling domestic tasks
  - 36 → Other
- JOBSTAT:
  - -2 → Not applicable
  - 11 → Self-employed person with employees
  - 12 → Self-employed person without employees
  - 20 → Employee
  - 30 → Family worker (unpaid)
- FTPT:
  - -2 → Not applicable
  - 1 → Full-time job
  - 2 → Part-time job
- LOCSIZEFIRM: they have been consolidated to common groups with the maximum precision shared across the three datasets.
  - -2 → Not applicable
  - 10 → 1\_49
  - 11 → 1\_49
  - 12 → 50\_249
  - 13 → GE\_250
  - 14 → 1\_49
  - 15 → 1\_49

## ISCO and education harmonization

- **ISCO-08 codes:** Prefix “OC” removed from the 2-digit ISCO code; ISCO-08 corresponding title attached. ISCO-08 codes are available in [Annex A — ISCO-08 Sub-Major Groups \(2-digit codes\)](#)
- **Education:** HATLEVEL aligned to ISCED-11. The ISCED codes are available in [Annex B — ISCED Coding for HATLEVEL](#)

## Derived indicators

- **AGE\_GROUPS:** Created from AGE numeric variable by binning the numerical age to the following bins: 14-19, 20-29, 30-39, 40-49, 50-59, 60+. This binning is done to match the AGE variable in SES, which is provided already binned for anonymization reasons.
- **ORIGIN:** Foreigner if either parent (COUNTRY\_FATHER or COUNTRY\_MOTHER) coded as 2/3/4 (Different from CountryOfSurvey); else National.

## Special codes

- -1 → Not available; -2 → Not applicable.

### 2.1.3 LFS 2023 (Labour Force Suvey - Yearly)

**Variables retained and standardized.** Some variables have been renamed as a form of standardizing them across databases. Original names are in the parentheses: COUNTRY, SEX, AGE, CITIZENSHIP, COUNTRY\_BIRTH (COUNTRYB), COUNTRY\_FATHER (COBFATH), COUNTRY\_MOTHER (COBMOTH), HATLEVEL, HATFIELD, EMPSTAT, MAINSTAT, ILOSTAT, JOBSTAT (STAPRO), FTPT, TEMP, TEMPDUR, NUMJOB, LOCSIZEFIRM (SIZEFIRM), HOMEWORK, ISCO-08 (ISCO08\_3D).

## Category mappings

Variables which have had their categories mapped are shown next. Mappings are done to harmonize categories across databases. The others have been left unchanged.

- SEX:
  - 1 → Male
  - 2 → Female
- EMPSTAT:
  - 1 → Employed
  - 2 → Not employed
  - 9 → Not applicable
- MAINSTAT:
  - 1 → Employed
  - 2 → Unemployed
  - 3 → Retired
  - 4 → Unable to work due to long-standing health problems
  - 5 → Student, pupil
  - 6 → Fulfilling domestic tasks
  - 7 → Compulsory military or civilian service
  - 8 → Other
  - 9 → Not applicable
- ILOSTAT:
  - 1 → Employed
  - 2 → Unemployed
  - 3 → Outside the labour force
- JOBSTAT:
  - 0 → Self-employed person
  - 3 → Employee
  - 4 → Family worker (unpaid)
  - 9 → Not applicable
- FTPT:
  - 1 → Full-time job
  - 2 → Part-time job
  - 9 → Not applicable



- TEMP:
  - 1 → Permanent job
  - 2 → Fixed-term job
  - 9 → Not applicable
- TEMPDUR:
  - 1 → < 1 month
  - 2 → 1 - 3 month
  - 3 → 3 - 6 month
  - 4 → 6 - 12 month
  - 5 → 12 - 18 month
  - 6 → 18 - 24 month
  - 7 → 24 - 36 month
  - 8 → > 36 month
  - 9 → Not applicable
- NUMJOB:
  - 1 → Only one job
  - 2 → Two jobs
  - 3 → Three jobs or more
  - 9 → Not applicable
- LOCSIZEFIRM: they have been consolidated to common groups with the maximum precision shared across the three datasets.
  - 10 → 1\_49
  - 11 → 1\_49
  - 12 → 50\_249
  - 13 → GE\_250
  - 14 → 1\_49
  - 15 → 1\_49
  - 99 → Not applicable
- HOMEWORK:
  - 1 → Mainly works at home
  - 2 → Sometimes works at home
  - 3 → Never works at home
  - 9 → Not applicable
- HATFIELD:
  - -2 → Not applicable
  - 0 → Generic programmes and qualifications
  - 1 → Education
  - 2 → Arts and humanities
  - 3 → Social sciences, journalism and information
  - 4 → Business, administration and law
  - 5 → Natural sciences, mathematics and statistics
  - 6 → Information and Communication technologies (ICTs)
  - 7 → Engineering, manufacturing and construction
  - 8 → Agriculture, forestry, fisheries and veterinary
  - 9 → Health and welfare
  - 10 → Services

## ISCO and education harmonization

- **ISCO-08 codes:** Normalized from 3-digit to 2-digits; ISCO-08 corresponding title attached. ISCO-08 codes are available in [Annex A — ISCO-08 Sub-Major Groups \(2-digit codes\)](#)
- **Education:** HATLEVEL aligned to ISCED-11 at the same level as found in AES. The ISCED codes are available in [Annex B — ISCED Coding for HATLEVEL](#)

## Derived indicators

- **AGE\_GROUPS:** Created from AGE numeric variable by binning to the bins 14-19, 20-29, 30-39, 40-49, 50-59, 60+. This binning is done to match the AES variable in SES, which is provided already binned for anonymization reasons.
- **ORIGIN:** National if either parent marked NAT (LFS code for National); else Foreigner.

## Special codes

- Not applicable codes (99, 999).

### 2.1.4 SES 2018 (Structure of Earnings Survey)

**Variables retained and standardized.** Some variables have been renamed as a form of standardizing them across databases. Original names are in the parentheses: COUNTRY, SEX (B21), AGE (B22\_CLASS), HATLEVEL (B25), FTPT (B27), LOCSIZEFIRM (A12\_CLASS), ISCO-08 (B23), ANNUAL\_EARNINGS (B41), MONTHLY\_EARNINGS (B42), HOURLY\_EARNINGS (B43).

## Category mappings

Variables which have had their categories mapped are shown next. Mappings are done to harmonize categories across databases. The others have been left unchanged.

- SEX:
  - M → Male
  - F → Female
- FTPT:
  - FT → Full-time job
  - PT → Part-time job
- LOCSIZEFIRM:
  - 1\_49 → 1\_49
  - 50\_249 → 50\_249
  - GT\_250 → GE\_250
  - ALL → 1\_49
- HATLEVEL:
  - G1 → Group 1
  - G2 → Group 2
  - G3 → Group 3
  - G4 → Group 4

## ISCO and education harmonization

- **ISCO-08 codes:** Normalized from 3-digit to 2-digits; ISCO-08 corresponding title attached. ISCO-08 codes are available in [Annex A — ISCO-08 Sub-Major Groups \(2-digit codes\)](#)
- **Education:** HATLEVEL is already aggregated to ISCED-11 groupings as shown in [Annex B — ISCED Coding for HATLEVEL](#), **Interpretation of groups**.

## Derived indicators

- **AGE\_GROUPS:** directly obtained from AGE, as AGE is already binned in SES.

## Currency normalization

- All earnings of countries not using EUR are converted to EUR using the official SES exchange rates for 2018. The exchange rate table can be found in [Annex C — SES Exchange Rates 2018](#).

## Aggregation

The SES earnings have been aggregated by obtaining some statistical values for each earning variable. This is done so that SES can be combined with the other datasets.

- SES is grouped by: COUNTRY, SEX, ISCO-08, ISCO-08\_Title, AGE\_GROUPS, FTPT, LOCSIZEFIRM.
- Statistics computed for each earnings variable for each of the previous groups: ANNUAL\_EARNINGS, MONTHLY\_EARNINGS and HOURLY\_EARNINGS - mean, median, std, min, max.

## 2.1.5 Harmonization Outcome

After preprocessing:

- **Shared keys across all datasets:** COUNTRY, SEX, AGE\_GROUPS, HATLEVEL, ISCO-08, ISCO-08\_Title, FTPT
- **Shared keys across AES-LFS:** CITIZENSHIP, HATFIELD, MAINSTAT, JOBSTAT, LOCSIZEFIRM, ORIGIN.
- **Consistent category labels:** Same wording for categorical variables such as sex, working time, firm size, education domains, etc.
- **SES earnings normalized and aggregated:** Ready to match AES/LFS slices.
- **Special codes harmonized:** “Not applicable” and “Not available” standardized; placeholders replaced by actual country names.

This alignment is the foundation for the next step, **2.2 Merging**, where we combine the three harmonized datasets into VSECAT.

## 2.2 Merging / Combining

### 2.2.1 Objectives and inputs

After preprocessing (2.1), the three sources (**AES 2022**, **LFS 2023-Y**, **SES 2018**) share a common set of variables, labels, and classifications. The merging stage:

- **Preserves maximum coverage** across countries and breakdowns by using **outer joins**.
- **Aligns at two grains**:
  - A **rich population grain** for **AES×LFS** (demographics, labour status, education, firm size, etc.).
  - A **reduced analytical grain** for linking **SES earnings** (country, sex, occupation, age group, working time, plus occupation title).
- **Resolves duplicate groups** across sources with a clear **priority order**, producing a single entry per group.

### 2.2.2 Pre-join quality filters

Before any join, each input table is filtered to remove rows that would undermine comparability:

1. **Occupation title must be informative**: rows whose **ISCO-08\_Title** equals “*Not available*” or “*Not applicable*” (case-insensitive) are **discarded** in **all three** inputs. This ensures that every record entering the merge has a valid occupational attribution.
2. **Free-text “No answer”**: any row that contains the literal string “**No answer**” in **any** variable is **removed** (the check is done row-wise and case-insensitive). This avoids mixing explicit item non-response with valid categories.

### 2.2.3 Join keys and sequence

1. **Merge AES and LFS (rich population grain)**. AES and LFS are merged with an **outer join** on the following **key set**: **COUNTRY, SEX, ISCO-08, AGE\_GROUPS, ISCO-08\_Title, HATLEVEL, FTPT, CITIZENSHIP, HATFIELD, MAINSTAT, JOBSTAT, LOCSIZEFIRM, COUNTRY\_MOTHER, COUNTRY\_FATHER, ORIGIN**. This retains the demographic, education, labour-status and firm-size detail that characterize the **population** tables.
2. **Merge the AES×LFS result with SES (earnings grain)**. The intermediate table is then **outer-joined** with SES on a **reduced key set** tailored to SES earnings coverage: **COUNTRY, SEX, ISCO-08, AGE\_GROUPS, ISCO-08\_Title, FTPT**.

Because SES is linked on **fewer keys** than AES×LFS, **earnings indicators are conditioned only by**: country, sex, occupation (2-digit ISCO-08), age group, and full/part-time. They are not conditioned by other AES/LFS dimensions such as HATLEVEL, HATFIELD, MAINSTAT, JOBSTAT, CITIZENSHIP, ORIGIN, or LOCSIZEFIRM. In practice, this means the same SES earnings for a given (COUNTRY, SEX, ISCO-08, AGE\_GROUPS, FTPT) combination will align with all corresponding AES/LFS segments that differ only along those additional dimensions. This reflects the lower number of shared variables of the merge keys in SES.

Both joins are **outer**, so combinations present in **any** source are retained for downstream analysis; missing elements from other sources remain empty instead of removed.

### 2.2.4 Resolving duplicate variables (coalescing rule)

After joining, some variables may be present in multiple **source-suffixed** versions (e.g., VARIABLE\_aes, VARIABLE\_lfs, VARIABLE\_ses) or also as an **unsuffixed** column carried by the merge. The pipeline **coalesces** these into **one column per variable**, following a **strict priority order**:

1. **AES** value if available (\_aes)
2. otherwise **LFS** value (\_lfs)
3. otherwise the **unsuffixed** value (if created by the merge)
4. otherwise **SES** value (\_ses)

Empty strings are treated as missing before applying this precedence. After coalescing, the redundant suffixed columns are dropped. **Join keys are excluded** from coalescing (they are already harmonized).

This rule ensures a **deterministic** resolution of overlaps while reflecting a design choice to **prioritize AES**, then **LFS**, and only then SES for any non-key variable that appears in more than one source.

### 2.2.5 Exact de-duplication with counts

The merged table is scanned for **fully identical rows** (same values in **all** columns). Identical rows are **collapsed** into a single record and an **auxiliary counter (N\_instances)** is added to indicate how many duplicates existed. This provides a **traceable audit** of record multiplicity without inflating statistics.

### 2.2.6 Final categorical alignment

To keep categories stable and efficient for analysis:

- **Low-cardinality columns** are converted to categorical data type (only when it's safe to do so)
- **Category sets** are **unified and ordered** consistently across the table.

This step avoids subtle inconsistencies when grouping or pivoting later.

### 2.2.7 What the merged VSECAT table represents

- The final table is a **wide analytical base** where **population descriptors** (from AES/LFS) and **earnings indicators** (from SES) are **aligned** at the (**COUNTRY, SEX, ISCO-08, AGE\_GROUPS, FTPT**) grain. **Additional** AES/LFS dimensions (education level/field, labour status, citizenship/origin, firm size) remain available to segment **populations**, but earnings are not further broken down by those dimensions at merge time.
- Because both joins are **outer**, the merged dataset may contain **cells without earnings** (where SES has no observation for a given key) or **population cells without complements** in the other surveys. These are expected and signal **true coverage differences** across sources.

### 2.2.8 Practical notes for users of VSECAT

- **Occupation filtering:** records without a usable occupation code are dropped *before* the merge—analyses should assume **valid ISCO-08 code and title** in every final row.
- **“No answer”:** any row containing this literal answer anywhere is removed; users will not encounter this residual category.
- **Coalesced variables:** where the same concept appears from multiple surveys, VSECAT provides **one unified column** following the precedence described above. Users do not need to manage suffixed variants.

### 3. VSECAT Structure and Keys

This section presents the structure and keys of the VSECAT database. It contains 592,802 rows and 39 variables. There are no missing values in any variable; therefore, value tables below do not include any Not available nor NA row. All earnings are expressed in EUR (using 2018 exchange rates applied during preprocessing).

#### 3.1 Overview

- **Rows:** 592,802
- **Columns:** 39
- **Countries present (24):** IT, DE, AT, PL, HU, CH, SE, RO, ES, DK, FR, SI, PT, LT, BE, HR, CY, FI, BG, EL, EE, LU, NO, LV

Variable Name	Proposed Description
ISCO-08	ISCO-08 2-digit occupational code (sub-major group).
ISCO-08_Title	ISCO-08 sub-major group title corresponding to ISCO-08 code.
COUNTRY	Country of survey (ISO-like 2-letter code).
SEX	Sex of the respondent (Male/Female).
AGE	Age in completed years at reference time.
AGE_GROUPS	Age bands (14–19, 20–29, 30–39, 40–49, 50–59, 60+).
ORIGIN	National or Foreigner, derived from parents' countries.
COUNTRY_BIRTH	Country of birth (SCL GEO apha-2 code).
COUNTRY_MOTHER	Mother's country (SCL GEO apha-2 code).
COUNTRY_FATHER	Father's country (SCL GEO apha-2 code).
CITIZENSHIP	Citizenship code — country codes and supra-national groupings.
HATLEVEL	Highest level of education grouped by ISCED-11 (see <a href="#">Annex A</a> ).
HATFIELD	Highest attained education.
EMPSTAT	Employment status.
ILOSTAT	ILO employment status.
MAINSTAT	Self-declared main status at reference time.
JOBSTAT	Status in employment — Employee, Self-employed, Family worker.
TEMP	Contract type — Permanent, Fixed-term, or Not applicable.
TEMPDUR	Duration band for fixed-term contracts.
NUMJOB	Number of simultaneous jobs held.
HOMEWORK	Frequency of working from home.
FTPT	Working time — Full-time or Part-time.
LOCSIZEFIRM	Size of the employing local unit by number of employees.
N_instances	Number of source-identical rows collapsed into this record.
ANNUAL_EARNINGS_mean	Mean annual earnings (EUR).
ANNUAL_EARNINGS_median	Median annual earnings (EUR).
ANNUAL_EARNINGS_std	Standard deviation of annual earnings (EUR).
ANNUAL_EARNINGS_min	Minimum observed annual earnings (EUR).
ANNUAL_EARNINGS_max	Maximum observed annual earnings (EUR).
MONTHLY_EARNINGS_mean	Mean monthly earnings (EUR).

MONTHLY_EARNINGS_median	Median monthly earnings (EUR).
MONTHLY_EARNINGS_std	Standard deviation of monthly earnings (EUR).
MONTHLY_EARNINGS_min	Minimum observed monthly earnings (EUR).
MONTHLY_EARNINGS_max	Maximum observed monthly earnings (EUR).
HOURLY_EARNINGS_mean	Mean hourly earnings (EUR).
HOURLY_EARNINGS_median	Median hourly earnings (EUR).
HOURLY_EARNINGS_std	Standard deviation of hourly earnings (EUR).
HOURLY_EARNINGS_min	Minimum observed hourly earnings (EUR).
HOURLY_EARNINGS_max	Maximum observed hourly earnings (EUR).

Table 1: Variables Available in VSECAT

## 3.2 Variable Dictionary

**How to read:** Each variable includes a short **metadata** table (type, number of distinct values, and a **definition**).

- **Categorical** variables show a **full Value** → **Count** table.
- **Numeric** variables show a **statistics** table: min, q25, median, q75, max, mean, std.

### ISCO-08

Attribute	Value
Type	Numeric
Distinct values	53
Definition	ISCO-08 <b>2-digit</b> occupational code (sub-major group).

ISCO-08 codes can be seen at [Annex A — ISCO-08 Sub-Major Groups \(2-digit codes\)](#).

### ISCO-08\_Title

Attribute	Value
Type	Categorical
Distinct values	53
Definition	ISCO-08 <b>2-digit</b> sub-major group title corresponding to ISCO-08.

Value	Count
Business and Administration Associate Professionals	41742
Sales Workers	36690
Teaching Professionals	35640
Business and Administration Professionals	28658
Personal Services Workers	28465
General and Keyboard Clerks	25715
Science and Engineering Professionals	21667
Legal, Social and Cultural Professionals	20331
Science and Engineering Associate Professionals	20067
Personal Care Workers	19837
Drivers and Mobile Plant Operators	18757
Health Professionals	18685
Cleaners and Helpers	18385



Numerical and Material Recording Clerks	17566
Building and Related Trades Workers (excluding Electricians)	17145
Metal, Machinery and Related Trades Workers	16115
Market-oriented Skilled Agricultural Workers	16010
Health Associate Professionals	15355
Information and Communications Technology Professionals	15137
Labourers in Mining, Construction, Manufacturing and Transport	14917
Stationary Plant and Machine Operators	12762
Production and Specialized Services Managers	12591
Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	11430
Legal, Social, Cultural and Related Associate Professionals	11207
Customer Services Clerks	11120
Administrative and Commercial Managers	9425
Protective Services Workers	8918
Electrical and Electronics Trades Workers	7845
Hospitality, Retail and Other Services Managers	7675
Refuse Workers and Other Elementary Workers	7421
Information and Communications Technicians	6803
Chief Executives, Senior Officials and Legislators	6508
Agricultural, Forestry and Fishery Labourers	6217
Other Clerical Support Workers	5536
Assemblers	5272
Food Preparation Assistants	4880
Handicraft and Printing Workers	3626
Armed Forces Occupations, Other Ranks	1608
Market-oriented Skilled Forestry, Fishery and Hunting Workers	1393
Non-commissioned Armed Forces Officers	1182
Commissioned Armed Forces Officers	924
Street and Related Sales and Services Workers	462
Professionals	351
Technicians and Associate Professionals	313
Armed Forces Occupations	159
Managers	115
Elementary Occupations	74
Subsistence Farmers, Fishers, Hunters and Gatherers	53
Craft and Related Trades Workers	23
Clerical Support Workers	17
Services And Sales Workers	4
Plant and Machine Operators and Assemblers	3
Skilled Agricultural, Forestry and Fishery Workers	1

## ORIGIN

Attribute	Value
Type	Categorical
Distinct values	2
Definition	National or Foreigner, derived from the parents' countries (National if both parents are the survey country; Foreigner otherwise).
Value	Count
National	496203
Foreigner	96599

## COUNTRY

Attribute	Value
Type	Categorical
Distinct values	24
Definition	Country of survey (SCL GEO apha-2 code) used as the geographical unit for aggregation.

Value	Count
IT	98567
DE	74795
AT	50969
PL	43291
HU	36343
CH	30287
SE	27958
RO	27870
ES	25348
DK	24627
FR	24418
SI	15903
PT	15585
LT	15503
BE	12444
HR	9877
CY	9602
FI	8851
BG	8247
EL	7587
EE	7536
LU	7181
NO	6045
LV	3968

## SEX

Attribute	Value
Type	Categorical
Distinct values	2
Definition	Sex of the respondent (Male/Female).

Value	Count
Male	302364
Female	290438

## AGE

Attribute	Value
Type	Numeric
Distinct values	75
Definition	Age in completed years at reference time.

min	q25	median	q75	max	mean	std
15.0	34.0	44.0	54.0	89.0	43.90	13.05

## AGE\_GROUPS

Attribute	Value
Type	Categorical
Distinct values	6
Definition	Standard age bands (14–19, 20–29, 30–39, 40–49, 50–59, 60+) derived from AGE in AES and LFS; SES already provided in these bins.

Value	Count
40-49	148253
50-59	145618
30-39	127170
20-29	86275
60+	73706
14-19	11780

## HATLEVEL (ISCED groups)

Attribute	Value
Type	Categorical
Distinct values	5
Definition	Highest level of education grouped to <b>G1–G4</b> . See <a href="#">Annex B</a> for ISCED mapping.

Value	Count
Group 2	268426
Group 4	122454
Group 3	116617
Group 1	85405

## LOCSIZEFIRM

Attribute	Value
Type	Categorical
Distinct values	3
Definition	Size of the employing local unit by number of employees.

Value	Count
1_49	199312
50_249	124146
GE_250	100466

## FTPT

Attribute	Value
Type	Categorical
Distinct values	2
Definition	Working time — Full-time or Part-time.

Value	Count
Full-time job	469272
Part-time job	123530

## EMPSTAT

Attribute	Value
Type	Categorical
Distinct values	1
Definition	Employment status — scope restricted to “Employed”.

Value	Count
Employed	592802

## ILOSTAT

Attribute	Value
Type	Categorical
Distinct values	1
Definition	ILO employment status.

Value	Count
Employed	592802

## TEMP

Attribute	Value
Type	Categorical
Distinct values	3
Definition	Contract type — Permanent, Fixed-term, or Not applicable.

Value	Count
Permanent job	423533
Not applicable	91506
Fixed-term job	77763

## TEMPDUR

Attribute	Value
Type	Categorical
Distinct values	9
Definition	Duration band for fixed-term contracts; “Not applicable” for permanent jobs.

Value	Count
Not applicable	515039
6 - 12 month	22197
12 - 18 month	13928
3 - 6 month	11674
> 36 month	11464
1 - 3 month	6670
24 - 36 month	5519
18 - 24 month	3392
< 1 month	2919

## N\_instances

Attribute	Value
Type	Numeric
Distinct values	286
Definition	Number of source-identical rows collapsed into this merged record.

min	q25	median	q75	max	mean	std
1.0	1.0	1.0	1.0	2200.0	2.08	16.79

## CITIZENSHIP

Attribute	Value
Type	Categorical
Distinct values	41
Definition	Citizenship code — country codes plus supra-national/grouping labels (e.g., EU27_2020, EFTA) and world-region aggregates. See <a href="#">Appendix D</a> for legend.

Value	Count
IT	85809
DE	64159
PL	42508
AT	40406
HU	35995
EU27_2020	29217
SE	27829
RO	27781
ES	23541
DK	22992
FR	22882
CH	20466
SI	15619
LT	15181
PT	14870
BE	12153
EUR_NEU27_2020_NEFTA	11428
HR	9821
FI	8553
BG	8232
EE	7426
EL	7248
CY	7245
NO	5999
ASI_SSE	4155
LU	4124
LV	3578
AFR_OTH	2320
AFR_N	2282
AME_S	2276
ASI_NME	2018
EUR_NEU27_2020	1638
ASI_E	1318
AME_C_CRB	562
AME_N	414
EFTA	376
AME_LAT	142
ASI_ESSE	98
OCE	81
AME_N_OCE	32
AFR_N_ASI_NME	28

## COUNTRY\_FATHER

Attribute	Value
Type	Categorical
Distinct values	42
Definition	Father's country (country codes and regional groupings. See <a href="#">Appendix D</a> for legend.); "NOT APPLICABLE" where unavailable.

Value	Count
IT	80369
DE	49248
EU27_2020	45991
PL	41847
AT	34369
HU	34363
RO	27666
EUR_NEU27_2020_NEFTA	25861
SE	24096
ES	22000
DK	21336
FR	19712
CH	15299
SI	14288
LT	14187
PT	14019
BE	10697
HR	8372
FI	8226
BG	8210
EE	7354
EL	7002
CY	6662
ASI_SSE	6288
ASI_NME	5826
NO	5817
AFR_N	5789
EUR_NEU27_2020	5013
AFR_OTH	4747
AME_S	4719
LV	3041
LU	2377
NOT APPLICABLE	1782
ASI_E	1690
AME_C_CRB	1125
EFTA	817
AME_N	792
AFR_N_ASI_NME	773
AME_LAT	448
ASI_ESSE	344
AME_N_OCE	122
OCE	118

## COUNTRY\_MOTHER

Attribute	Value
Type	Categorical
Distinct values	42
Definition	Mother's country (country codes and regional groupings. See <a href="#">Annex D</a> for legend); "NOT APPLICABLE" where unavailable.

Value	Count
IT	79223
DE	50020
EU27_2020	46729
PL	41898
HU	34325
AT	34143
RO	27678
EUR_NEU27_2020_NEFTA	25664
SE	24016
ES	21941
DK	21443
FR	19967
CH	15162
SI	14538
LT	14252
PT	13913
BE	10720
HR	8314
FI	8282
BG	8205
EE	7370
EL	6958
CY	6574
ASI_SSE	6435
NO	5769
ASI_NME	5481
AFR_N	5359
AME_S	5150
AFR_OTH	4843
EUR_NEU27_2020	4811
LV	3050
LU	2388
NOT APPLICABLE	1782
ASI_E	1768
AME_C_CRB	1220
EFTA	989
AFR_N_ASI_NME	681
AME_N	621
AME_LAT	461
ASI_ESSE	416
OCE	167
AME_N_OCE	76



## HATFIELD

Attribute	Value
Type	Categorical
Distinct values	11
Definition	Field of the highest level of education successfully completed.

Value	Count
Services	126950
Engineering, manufacturing and construction	118774
Business, administration and law	104808
Generic programmes and qualifications	59030
Health and welfare	46436
Arts and humanities	30117
Social sciences, journalism and information	29142
Education	26679
Agriculture, forestry, fisheries and veterinary	18545
Natural sciences, mathematics and statistics	16401
Information and Communication technologies (ICTs)	15920

## MAINSTAT

Attribute	Value
Type	Categorical
Distinct values	8
Definition	Self-defined main activity status at reference time.

Value	Count
Employed	545063
Student, pupil	14764
Other	11595
Retired	9582
Fulfilling domestic tasks	6780
Unemployed	2865
Unable to work due to long-standing health problems	2051
Compulsory military or civilian service	102

## JOBSTAT

Attribute	Value
Type	Categorical
Distinct values	3
Definition	Status in employment — Employee, Self-employed, or Family worker (unpaid).

Value		Count
Employee		501296
Self-employed person		84710
Family (unpaid)	worker	6796

## COUNTRY\_BIRTH

Attribute	Value
Type	Categorical
Distinct values	41
Definition	Country of birth (country codes and regional groupings. See <a href="#">Annex D</a> for legend).

Value	Count
IT	78810
DE	57996
PL	42394
AT	37822
EU27_2020	35207
HU	34848
RO	27750
SE	26740
DK	22045
ES	21555
FR	21544
CH	19006
EUR_NEU27_2020_NEFTA	18889
SI	15395
LT	14728
PT	12835
BE	11822
HR	8812
FI	8234
BG	8208
EE	7455
EL	6937
CY	6530
NO	5935
ASI_SSE	5589
AME_S	5425
ASI_NME	5203
AFR_OTH	4769
AFR_N	3933
LV	3569
LU	3276
EUR_NEU27_2020	2865
ASI_E	1688
EFTA	1517
AME_C_CRB	1130
AME_N	1045

AFR_N_ASI_NME	443
AME_LAT	318
OCE	250
ASI_ESSE	205
AME_N_OCE	80

## NUMJOB

Attribute	Value
Type	Categorical
Distinct values	3
Definition	Number of simultaneous jobs held by the respondent.

Value	Count
Only one job	557744
Two jobs	31234
Three jobs or more	3824

## HOMEWORK

Attribute	Value
Type	Categorical
Distinct values	3
Definition	Frequency of working from home (mainly/sometimes/never).

Value	Count
Never works at home	443427
Sometimes works at home	91707
Mainly works at home	57668

## 3.3 Earnings variables

**Note:** The following are aggregated earnings measures aligned at (COUNTRY, SEX, ISCO-08, AGE\_GROUPS, ISCO-08\_Title, FTPT). All values are in EUR.

### ANNUAL\_EARNINGS\_mean

Attribute	Value
Type	Numeric
Distinct values	13615
Definition	Mean of annual earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	3408.39	15849.85	34519.67	1181303.7	31727.33	64994.60

## ANNUAL\_EARNINGS\_median

Attribute	Value
Type	Numeric
Distinct values	13403
Definition	Median annual earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	3076.92	14655.34	33060.0	952450.0	30117.61	64704.44

## ANNUAL\_EARNINGS\_std

Attribute	Value
Type	Numeric
Distinct values	13265
Definition	Standard deviation of annual earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	1509.81	7408.08	14391.59	876322.59	16215.96	36121.17

## ANNUAL\_EARNINGS\_min

Attribute	Value
Type	Numeric
Distinct values	10844
Definition	Minimum observed annual earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	125.12	1213.33	3229.33	277338.0	2663.25	5291.52

## ANNUAL\_EARNINGS\_max

Attribute	Value
Type	Numeric
Distinct values	13117
Definition	Maximum observed annual earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	8911.58	57076.67	143398.0	7097938.0	158823.09	349759.03

## MONTHLY\_EARNINGS\_mean

Attribute	Value
Type	Numeric
Distinct values	13265
Definition	Mean of monthly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	317.1	1331.02	2821.71	98206.91	2832.45	6348.97

## MONTHLY\_EARNINGS\_median

Attribute	Value
Type	Numeric
Distinct values	11101
Definition	Median monthly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	283.01	1202.19	2665.01	80325.0	2655.01	6059.04

## MONTHLY\_EARNINGS\_std

Attribute	Value
Type	Numeric
Distinct values	12639
Definition	Standard deviation of monthly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	102.77	511.63	1046.37	67526.72	1092.68	2293.62

## MONTHLY\_EARNINGS\_min

Attribute	Value
Type	Numeric
Distinct values	6519
Definition	Minimum observed monthly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	28.0	393.43	803.0	28576.0	868.17	2171.33

## MONTHLY\_EARNINGS\_max

Attribute	Value
Type	Numeric
Distinct values	12026
Definition	Maximum observed monthly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	752.63	4677.0	11107.25	582295.0	12358.89	26298.01

## HOURLY\_EARNINGS\_mean

Attribute	Value
Type	Numeric
Distinct values	4277
Definition	Mean of hourly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	1.89	9.84	18.16	777.64	19.63	44.87

## HOURLY\_EARNINGS\_median

Attribute	Value
Type	Numeric
Distinct values	4085
Definition	Median hourly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	1.67	9.03	17.13	781.88	18.43	42.68

## HOURLY\_EARNINGS\_std

Attribute	Value
Type	Numeric
Distinct values	2752
Definition	Standard deviation of hourly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	0.57	3.01	6.38	643.33	6.95	15.83

## HOURLY\_EARNINGS\_min

Attribute	Value
Type	Numeric
Distinct values	2664
Definition	Minimum observed hourly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	0.63	2.68	6.71	213.64	6.99	16.21

## HOURLY\_EARNINGS\_max

Attribute	Value
Type	Numeric
Distinct values	6914
Definition	Maximum observed hourly earnings within each merge key (EUR).

min	q25	median	q75	max	mean	std
0.0	4.88	30.0	71.77	20305.01	97.67	399.81

# Annex

## Annex A — ISCO-08 Sub-Major Groups (2-digit codes)

These codes represent the **sub-major groups** (two-digit level) used in VSECAT for harmonization across AES, LFS, and SES.

Code	Sub-Major Group Description
11	Chief Executives, Senior Officials and Legislators
12	Administrative and Commercial Managers
13	Production and Specialized Services Managers
14	Hospitality, Retail and Other Services Managers
21	Science and Engineering Professionals
22	Health Professionals
23	Teaching Professionals
24	Business and Administration Professionals
25	Information and Communications Technology Professionals
26	Legal, Social and Cultural Professionals
31	Science and Engineering Associate Professionals
32	Health Associate Professionals
33	Business and Administration Associate Professionals
34	Legal, Social, Cultural and Related Associate Professionals
35	Information and Communications Technicians
41	General and Keyboard Clerks
42	Customer Services Clerks
43	Numerical and Material Recording Clerks
44	Other Clerical Support Workers
51	Personal Services Workers
52	Sales Workers
53	Personal Care Workers
54	Protective Services Workers
61	Market-oriented Skilled Agricultural Workers
62	Market-oriented Skilled Forestry, Fishery and Hunting Workers
63	Subsistence Farmers, Fishers, Hunters and Gatherers
71	Building and Related Trades Workers (excluding Electricians)
72	Metal, Machinery and Related Trades Workers
73	Handicraft and Printing Workers
74	Electrical and Electronics Trades Workers
75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
81	Stationary Plant and Machine Operators
82	Assemblers
83	Drivers and Mobile Plant Operators
91	Cleaners and Helpers
92	Agricultural, Forestry and Fishery Labourers
93	Labourers in Mining, Construction, Manufacturing and Transport
94	Food Preparation Assistants
95	Street and Related Sales and Services Workers
96	Refuse Workers and Other Elementary Workers



## Annex B — ISCED Coding for HATLEVEL

### B.1 Grouped Version (Used in VSECAT)

This grouping simplifies ISCED codes into four categories for harmonization across AES, LFS, and SES:

ISCED Code	VSECAT Group	ISCED Level Description
000	Group 1	ISCED 0–2
100	Group 1	ISCED 0–2
200	Group 1	ISCED 0–2
342	Group 2	ISCED 3–4
343	Group 2	ISCED 3–4
344	Group 2	ISCED 3–4
349	Group 2	ISCED 3–4
352	Group 2	ISCED 3–4
353	Group 2	ISCED 3–4
354	Group 2	ISCED 3–4
359	Group 2	ISCED 3–4
392	Group 2	ISCED 3–4
393	Group 2	ISCED 3–4
394	Group 2	ISCED 3–4
399	Group 2	ISCED 3–4
440	Group 2	ISCED 3–4
450	Group 2	ISCED 3–4
490	Group 2	ISCED 3–4
540	Group 3	ISCED 5–6 (Tertiary ≤4 years)
550	Group 3	ISCED 5–6 (Tertiary ≤4 years)
590	Group 3	ISCED 5–6 (Tertiary ≤4 years)
600	Group 3	ISCED 5–6 (Tertiary ≤4 years)
700	Group 4	ISCED 7–8 (Tertiary >4 years)
800	Group 4	ISCED 7–8 (Tertiary >4 years)

#### Interpretation of Groups:

- **Group 1:** ISCED 0–2 → No formal education, primary, lower secondary.
- **Group 2:** ISCED 3–4 → Upper secondary and post-secondary non-tertiary.
- **Group 3:** ISCED 5–6 → Short-cycle tertiary and Bachelor's level (≤4 years).
- **Group 4:** ISCED 7–8 → Master's and Doctoral level (>4 years).

### B.2 Original ISCED Codes and Meanings

ISCED Code	Original meaning
000	No formal education or below 1
100	ISCED 1 Primary education
200	ISCED 2 Lower secondary education
342	ISCED 3 Upper secondary education (general) - partial level completion, without direct access to tertiary education
343	ISCED 3 Upper secondary education (general) - level completion, without direct access to tertiary education
344	ISCED 3 Upper secondary education (general) - level completion, with direct access to tertiary education

349	ISCED 3 Upper secondary education (general) – without possible distinction of access to tertiary education
352	ISCED 3 Upper secondary education (vocational) – partial level completion, without direct access to tertiary education
353	ISCED 3 Upper secondary education (vocational) – level completion, without direct access to tertiary education
354	ISCED 3 Upper secondary education (vocational) – level completion, with direct access to tertiary education
359	ISCED 3 Upper secondary education (vocational) – without possible distinction of access to tertiary education
392	ISCED 3 Upper secondary education (orientation unknown) – partial level completion, without direct access to tertiary education
393	ISCED 3 Upper secondary education (orientation unknown) – level completion, without direct access to tertiary education
394	ISCED 3 Upper secondary education (orientation unknown) – level completion, with direct access to tertiary education
399	ISCED 3 Upper secondary education (orientation unknown) – without possible distinction of access to tertiary education
440	ISCED 4 Post-secondary non-tertiary education – general
450	ISCED 4 Post-secondary non-tertiary education – vocational
490	ISCED 4 Post-secondary non-tertiary education – orientation unknown
540	ISCED 5 Short-cycle tertiary education – general
550	ISCED 5 Short-cycle tertiary education – vocational
590	ISCED 5 Short-cycle tertiary education – orientation unknown
600	ISCED 6 Bachelor's or equivalent level
700	ISCED 7 Master's or equivalent level
800	ISCED 8 Doctoral or equivalent level

## Annex C — SES Exchange Rates 2018

Country	Rate	Currency
BG	1.9558	BGN
CH	1.155	CHF
CY	0.57578	CYP
CZ	25.647	CZK
EE	15.6466	EEK
HR	7.4182	HRK
HU	318.89	HUF
IS	127.89	ISK
LT	3.4528	LTL
LV	0.7087	LVL
MK	61.5115	MKD
MT	0.4293	MTL
NO	9.5975	NOK
PL	4.2615	PLN
RO	4.654	RON
RS	118.2716	RSD
SE	10.2583	SEK
SI	239.596	SIT
SK	37.234	SKK
TR	2.9065	TRL
UK	0.88471	GBP

## Annex D — Country and Regional Codes

Code	Proposed Meaning
AFR_N	North Africa
AFR_N_ASI_NME	North Africa and Near and Middle East (= AFR_N + ASI_NME)
AFR_OTH	Other Africa
AME_C_CRB	Central America (and Caribbean)
AME_LAT	Latin America (= AME_C_CRB + AME_S)
AME_N	North America
AME_N_OCE	North America and Oceania (= AME_N + OCE)
AME_S	South America
ASI_E	East Asia
ASI_ESSE	East and South Asia (= ASI_E + ASI_SSE)
ASI_NME	Near and Middle East
ASI_SSE	South and South East Asia (ASI_E + ASI_S_E)
AT	Austria
BE	Belgium
BG	Bulgaria
CH	Switzerland
CY	Cyprus
DE	Germany
DK	Denmark
EE	Estonia
EFTA	EFTA
EL	Greece
ES	Spain
EU27_2020	EU27_2020 (from 2020)
EUR_NEU27_2020	Europe outside EU27_2020 (= EFTA + EUR_NEU27_2020_NEFTA) (from 2020)
EUR_NEU27_2020_NEFTA	Europe outside EU27_2020 and EFTA (from 2020)
FI	Finland
FR	France
HR	Croatia
HU	Hungary
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
NO	Norway
OCE	Oceania
PL	Poland
PT	Portugal
RO	Romania
SE	Sweden
SI	Slovenia