

Continuing Vocational Training Survey

National Statistics Office, Malta
2001

Published by the
National Statistics Office
Lascaris Valletta
Malta
Tel. : (+356) 223221/5
Fax: (+356) 248483/249841
e-mail: nso@gov.mt
website: <http://www.nso.gov.mt>

CIP Data

Continuing Vocational Training Survey. – Valletta : National Statistics Office,
2001
viii, 36p.
ISBN 99909-81-71-X

For further information, please contact:

Library and Information Unit
National Statistics Office
Lascaris
Valletta
Malta

Our publications are available from:

Department of Information
3 Castille Place
Valletta
Tel.: (+356) 224901
Fax: (+356) 237170

Printed in Malta by the Government Printing Press

CONTENTS	PAGE
Summary	vii
1.0 Purpose of the Continuing Vocational Training Survey	1
2.0 Survey Methodology	
2.1 Population coverage	2
2.2 Sample sizes and response	2
2.3 Weighting	3
2.4 Data Collection	3
2.5 Quality control	3
2.6 Errors	3
3.0 Concepts and Definitions	4
4.0 Results	8

TABLES AND CHARTS**PAGE**

T = Table
C = Chart

T1	Distribution of enterprises for CVT	2
T2	Sectoral distribution of enterprises	8
T3	Enterprises by size	8
C1	Enterprises by size	8
T4	Sectoral distribution of employees	9
T5	Sectoral percentage distribution of employees	9
T6	Labour hours and cost by enterprise size	9
T7	Average number of employees by economic sector	10
C2	Distribution of labour hours by enterprise size	10
C3	Distribution of labour costs by enterprise size	10
T8	Total labour hours by economic sector	11
T9	Total labour costs by economic sector	11
T10	Average annual labour costs and working hours per employee by enterprise size	11
T11	Average annual labour costs and working hours per employee by economic sector	12
T12	Enterprises with technologically new or improved products and new or improved methods of production by economic sector	12
T13	Enterprises with technologically new or improved products and new or improved methods of production by enterprise size	13
T14	Enterprises involved in mergers, takeovers, restructuring and other organisational changes by economic sector	13
T15	Enterprises involved in mergers, takeovers, restructuring and other organisational changes by enterprise size	13
T16	Enterprises that assessed the expected changes, actual skills and training needs of their workforce by economic sector	14
T17	Enterprises that assessed the expected changes, skills and training needs of their workforce by enterprise size	14
T18	Enterprises having a written CVT plan/programme by economic sector	15
C4	Enterprises with a written CVT plan/programme for 1999	15
T19	Enterprises having written CVT plan/programme by enterprise size	15
C5	Enterprises having a written CVT plan/programme in 1999	16
T20	Reasons for not having a written CVT plan/programme as a percentage of the total number of enterprises within this category for 1999	16
C6	Reasons for not having a written CVT plan/programme in 1999	16
T21	Reasons for having a written CVT plan/programme in 1999	17
C7	Reasons for having a written CVT plan	17
T22	Enterprises with an internal training centre by enterprise size	17
C8	Enterprises with an internal training centre	18
T23	Sectoral distribution of enterprises with an internal training centre	18
C9	Enterprises with an internal training centre by economic sector	19
T24	Sectoral distribution of enterprises with a CVT agreement with employees	19
T25	Enterprises with a CVT agreement with employees by enterprise size	19
C10	Enterprises with a CVT agreement with employees	20
T26	Training and CVT course providers by enterprise size	20
C11	CVT providers	20
T27	CVT (courses & other forms of training) and CVT course providers by economic group	21
C12	CVT course providers	21

	PAGE	
T28	Sectoral distribution of internally-/externally-managed CVT course providers	22
T29	Enterprises providing CVT courses by enterprise size	22
C13	CVT courses managed internally & externally	22
T30	Sectoral distribution of enterprises that provided 'Other forms of training'	23
T31	Enterprises providing 'Other forms of training' by enterprise size	23
C14	'Other forms of training' providers	23
T32	Enterprises intending to provide CVT courses in the future by enterprise size	24
T33	Sectoral distribution of enterprises intending to provide CVT courses in the future	24
C15	Enterprises' position on future CVT courses	24
T34	Enterprises' position on the provision of future ' <i>Other forms of CVT</i> ' by economic sector	25
T35	Enterprises' position on the provision of future ' <i>Other forms of CVT</i> ' by enterprise size	25
C16	Intentions of providing CVT in the future	25
T36	Participants in CVT courses by enterprise size	26
T37	Sectoral distribution of participants in CVT courses	26
C17	Participants in CVT courses by gender	26
T38	Paid working time in CVT courses by enterprise size	27
T39	Sectoral distribution of paid working time in CVT courses	27
C18	Working time in CVT courses by gender	27
T40	Sectoral distribution of average paid working time per participant in CVT courses	28
T41	Average paid working time invested in CVT courses by enterprise size	28
T42	Total paid working time on externally-/internally-managed CVT courses by enterprise size	28
T43	Sectoral distribution of paid working time on externally-/internally-managed CVT courses	29
C19	Distribution of working time on internally-/externally-managed CVT courses	29
T44	Working time spent on CVT by field of training	29
T45	Sectoral distribution of average paid working time by field of training & economic sector	30
T46	Distribution of paid working time on externally-managed CVT courses by CVT providers	30
T47	Total expenditure on CVT courses by type	31
C20	Total expenditure on CVT courses by type	31
T48	Sectoral distribution of expenditure on CVT courses	31
C21	Sectoral distribution of expenditure on CVT courses	32
T49	Total cost of CVT courses by enterprise size	32
C22	Total expenditure on CVT courses by enterprise size	32
T50	Average cost per participant and hourly cost of CVT courses by economic sector	33
C23	Average cost per participant of CVT courses	33
C24	Average cost per working hour of CVT courses	33
T51	Average cost per participant and hourly cost of CVT courses by enterprise size	34
T52	Enterprises with formal evaluation procedures of CVT courses by economic sector	34
T53	Distribution of enterprises with formal evaluation procedures of CVT courses by enterprise size	34
T54	Evaluation methodology of the effect of CVT courses as a percentage of the total number of enterprises in this category	35
C25	Methodology applied to measure the effect of CVT	35
T55	Main Reason for not evaluating the effect of CVT courses as a percentage of the total number of enterprises in this category	35
C26	Reasons for not evaluating the effect of CVT courses	36
T56	CVT courses provided to particular groups of employees	36
T57	Reasons for not providing CVT (for non-CVT providers)	36

SUMMARY

A survey was undertaken among 1,683 enterprises with activities in Quarrying, Manufacturing, Electricity, Gas and Water Supply, Construction, Wholesale, Retail and Repairs, Hotels and Restaurants, Transport and Communications, Financial Intermediation, Real Estate, Renting and Business Activities and Other Community and Social and Personal Services Activities. Of this population, 24.7 per cent were in Manufacturing, 23.7 per cent were in the Wholesale and Retail sector, while 18.4 per cent were in Hotels and Restaurants. 11.4 per cent were in the Real Estate, Renting and Business Activities sector.

All surveyed enterprises employed 10 or more employees. These enterprises employed a total of 91,976 persons, of which 65,107 were males while 26,869 were females. The surveyed enterprises availed themselves of 183.2 million labour hours in the course of 1999. Their total labour costs were estimated at Lm504.1 million. The weighted average annual labour cost across all economic sectors was estimated at Lm5,480 per employee. However, average labour costs per employee ranged from Lm4,157 in Construction, to Lm5,229 in Manufacturing, to Lm7,416 in Transport, Storage and Communications, and to a high of Lm 9,654 in the Financial Intermediation sector.

Employees worked a weighted average of 1,992 hours per year. However, annual working hours averaged a low of 1,635 in the Other Community, Social and Personal Services sector and a high of 2,285 in the Hotels and Restaurants sector. The weighted average hourly labour costs across all sectors stood at Lm2.75. Average hourly labour costs ranged from a low of Lm2.19 per hour in Construction to a high of Lm4.96 in the Financial Intermediation sector.

New or improved products and services were introduced by 558, or 33.2 per cent of all surveyed firms. Another 541 enterprises (32.1 per cent of all surveyed firms) introduced new or improved methods of production.

Of the 1,683 managed firms, 170 or 10.1 per cent, were involved in mergers, takeovers or restructuring. Another 317 or 18.8 per cent, adopted some organisational changes. Only 14.2 per cent or 239 enterprises across all economic sectors, declared having a written CVT plan or programme. Another 10.2 per cent of this category declared that they would provide CVT only if their employees manifested a desire for it.

The greater part of the enterprises with a training plan/programme, 184 or 77.1 per cent, maintained that CVT is a matter for permanent discussion and agreement between the management and the employees. Another 36.0 per cent of this category felt that CVT provides recognition to the enterprise, while 57.7 per cent maintained that a CVT plan results in increased commitment to and improved knowledge of the enterprise's training programme.

Of the surveyed firms, 237 enterprises or 14.1 per cent, possessed an in-house training centre. Almost 991 enterprises – 59.0 per cent - provided CVT to their employees. Another 437 or 26.0 per cent,

provided CVT courses. The majority of CVT course providers – 85.4 per cent – had their CVT courses managed externally. However, another 64.1 per cent had other CVT courses managed internally.

Other forms of training were provided by a varying number of enterprises. 734 had planned periods of learning, instruction or practical experience for their employees. Another 533 practised planned learning through job rotation, while 230 enterprises opted for learning and quality circles. Yet another 274 enterprises encouraged self-learning through open distance learning, while a further 527 listed attendance at conferences as a preferred method of instruction for their employees.

Among the enterprises that did not provide any CVT courses, 65.0 per cent felt that the existing skills of their employees corresponded to the skills required by their enterprise, 52.0 per cent recruited people who already had the required skills, while 21.7 per cent felt that the persons employed were too busy to engage in CVT.

A total of 28,705 employees participated in CVT courses, of which 20,013 were males and 8,692 were females. These employees spent 1,068,232 working hours in CVT courses. Each participant spent a weighted average of 37.2 working hours in CVT courses. The average working time in CVT courses for females stood at 48.3 hours, while that in respect of males stood at 32.2 hours.

Enterprises spent an estimated Lm3.2 million on CVT courses. Around 27.0 per cent was invested in CVT courses by the surveyed manufacturing enterprises, while another 23.2 per cent of the total cost was expended by enterprises in the Transport, Storage and Communications economic sector. Yet another significant proportion or 17.7 per cent was spent by the Real Estate, Renting and Business Activities sector.

The cost of CVT courses per participant averaged Lm112.5. Hotels and Restaurants spent an average of Lm42.6 on each CVT course participant. This average moved up to Lm86.8 in Manufacturing, Lm103.2 in Electricity, Gas and Water Supply, Lm173.6 in Transport, Storage and Communications, and Lm272.7 in Construction. Real Estate, Renting and Business Activities expended a high average of Lm396.2 on every person participating in CVT courses.

Just over 50.0 per cent of CVT course providers – 437 enterprises – introduced evaluation procedures to measure the effect of CVT courses provided to their employees. 67.4 per cent proceeded with this evaluation process by measuring the satisfaction level of the trained persons after their period of training. Another 54.8 per cent introduced indicators to determine whether the newly-acquired skills were applicable to their work. From the 216 enterprises that did not introduce measures to evaluate the effect of training, 26.4 per cent felt that it was not a priority for the enterprise to measure the impact of CVT courses. Another 17.1 per cent did not have these evaluation procedures because they felt that they were too time-consuming.

1.0 PURPOSE OF THE CONTINUING VOCATIONAL TRAINING SURVEY

The Continuing Vocational Training (CVT) survey is an enterprise survey with the prime objective of collecting key information about the training provided to employees by enterprises in Malta. The following training categories are excluded from the survey:

- Initial vocational training which is provided at the start of an appointment.
- Persons who have a training contract with the company.
- Any training which is financed wholly by employees or external organisations.

The target population for this survey consisted of all enterprises employing 10+ employees, working either on a full-time or on a part-time basis. All information provided regarding CVT is categorised according to economic activity and employee groups of the enterprises. This survey also provides detailed information regarding the structure of the enterprises that were interviewed for this survey. Examples of collected information include the number of employees, labour costs, and training policies. Such a combination of data should provide the reader with sufficient material to deduce constructive inferences, thus establishing the current trends and practices of Maltese enterprises vis-à-vis CVT provision.

This publication incorporates all the information that can be collected through the CVT survey. However, in satisfying individual needs which may not be catered to herein, the NSO offers a one-stop data shop which provides customised reports and tables on request. Any further queries should be addressed to:

**National Statistics Office
Library and Information Unit
Lascaris
Valletta CMR 02
Malta**

**Tel. (+356) 239225
Fax (+356) 249841
E-mail nso@magnet.mt**

2.0 SURVEY METHODOLOGY

2.1 Population coverage

A census has been carried out for this survey. To minimise both expenses and errors, this survey was conducted partly by mail and partly by face-to-face interviews.

A stratified sample of enterprises was assigned to an interviewer. The remaining firms in the target population were contacted by mail. Stratification is a sampling procedure by which the target population is divided into a set of independent groups prior to the sampling stage. Each group which is created, is referred to as a stratum. Sampling is further conducted within each stratum. The advantage of this method over simple random sampling is that it reduces the sample variance considerably.

The construction of each stratum was based on the enterprises' activities and employee number. This information has been collected prior to the survey by the NSO Business Registry Unit. A stratified random sample was taken within each stratum. The random sample ensured that each enterprise stood the same probability of being selected within each stratum.

2.2 Sample sizes and response

The target population size for this survey amounted to 1683 enterprises. Personal interviews were carried out at 71.0 per cent of all enterprises. The global response rate for this survey stood at 83.0 per cent for both mail and personally-interviewed surveys. Table 1 below gives the distribution of enterprises for this survey.

Table 1 – Distribution of enterprises for CVT

Economic Activity	Employee Group			Total
	10 – 19	20 – 49	50+	
Quarrying	4	5	1	10
Manufacturing	175	145	95	415
Electricity, Gas & Water Supply	0	0	4	4
Construction	34	41	17	92
Wholesale & Retail Repair of Vehicles, Personal & H'hold Goods	228	142	28	398
Hotel & Restaurants	130	99	81	310
Transport, Storage & Communication	47	43	32	122
Financial Intermediation	29	11	10	50
Real Estate, Renting & Business Activities	92	77	23	192
Other Community, Social & Personal Service Activities	41	26	23	90
Total	780	589	314	1,683

2.3 Weighting

A *posteriori* stratification at one level was performed by economic activity and enterprise size to compensate for the missing data due to non-responding enterprises. In this regard, it must be noted that the weighting process is governed by the assumption that the non-responding members of the population adhere to the same behaviour patterns as the responding members.

2.4 Data Collection

Data collection was carried out between 1st October to 1st December 2000. The reference year for this survey is 1999. All questions in this survey refer to the reference year.

For this exercise the NSO employed a number of part-time interviewers who were trained to carry out the survey. Each interviewer approached an average of 90 enterprises. It has been shown that face-to-face interviewing yields a higher response rate when compared to mail or telephone interviewing. This factor underlay the decision to contact the majority of enterprises by interviewer. In some circumstances, and further to repeated visits, the interviewers were allowed to conduct interviews by telephone.

2.5 Quality Control

All the questionnaires were assigned to a trained vetter/coder to ensure that the data collected were in the right format. The data entry programme had built-in validations that control and help the data entry operator to minimise the errors.

The editing stage involved the identification and correction of logically misleading data and the imputation of missing data. Some of the enterprises were contacted again to validate the given data. The missing units were given imputed values based upon the characteristics of similar establishments in the same stratum. All the changes during this stage were kept to a minimum and were based on pre-specified criteria. When imputation was not possible, the enterprises were contacted again in order to provide estimates of the missing values.

2.6 Errors

This survey was aimed at 100 per cent coverage of the population (i.e. a full census). However, in practice, an overall response rate of 82.0 per cent was achieved. Moreover, some of the data in the given questionnaires were missing and had to be imputed. The weighting procedure together with imputation introduces unknown errors into the estimates, and this should be borne in mind by users of the data. The size of these unknown errors is difficult to quantify.

Other non-sampling errors occur for reasons such as respondent-error, non-response, frame quality and errors in processing. While every effort is made to minimise these types of error, they still occur. It is not possible to quantify their effect.

3.0 CONCEPTS AND DEFINITIONS

The CVT survey is designed to satisfy the concepts and definitions as outlined by Eurostat, which is the EU Statistical Agency. This allows the comparability of results with EU member states. Economic activity is classified according to the NACE classification (Nomenclature générale des activités économiques dans les Communautés Européennes).

ENTERPRISE: Smallest combination of legal units that form an organisational unit producing goods or services, which benefits from a certain degree of autonomy in decision-making, especially for the allocation of its current resources. An enterprise carries out one or more activities at one or more locations. An enterprise may be a sole legal unit.

INITIAL VOCATIONAL TRAINING: Training measures or activities, which the enterprises finance wholly or partly for their apprentices or others who have a special training contract.

CONTINUING VOCATIONAL TRAINING: Training measures or activities which have as their main primary objectives the acquisition of new competencies or the development of existing ones and which enterprises finance wholly or partly for their employees. This training category excludes:

- Initial vocational training,
- Persons who have a training contract with the company,
- Any training which is financed wholly by employees or external organisations.

TOTAL NUMBER OF PERSONS EMPLOYED: This refers to the total number of employees minus the apprentices and trainees. This number includes the number of working owners and managers, temporary staff, and “roving” or off-site workers.

TOTAL NUMBER OF HOURS WORKED: This refers to the total number of hours actually worked by all employees, excluding apprentices and trainees, in the reference year. It includes time worked during normal periods of work, overtime, time corresponding to short rest periods and paid-time spent at the place of work during which no work is done. It excludes the time spent on paid public holidays, paid sick leave, paid meal breaks and time spent travelling between home and workplace.

LABOUR COST OF PERSONS EMPLOYED: The estimate of all expenditure borne by employers in order to employ workers. It includes direct labour costs, that are, direct pay, bonuses and gratuities, payments for days not worked, and benefits in kind, and indirect labour costs, which are statutory social security contributions and family allowances, non-statutory payments, other social expenditure, vocational training costs, and taxes, less subsidies.

CONTINUING VOCATIONAL TRAINING MEASURES AND ACTIVITIES: CVT measures and activities include **Continuing Vocational Training courses** (CVT courses) and **Other forms of training**.

- **CVT COURSES:** Events designed solely for the purpose of providing training or vocational education which take place away from the place of work, i.e. in a classroom or training centre, at which a group of people receive instruction from teachers/tutors/lecturers for a period of time specified in advance by those organising the course. There are two categories of CVT courses that are:

managed internally: CVT courses that are designed and managed by the enterprise itself, and

managed externally: CVT courses that are designed and managed by organisations not part of the enterprise.

- **OTHER FORMS OF TRAINING:** Forms of CVT beyond the CVT courses. The term entails the following forms:

planned periods of training, instruction or practical experience using normal tools of work, either at immediate place of work or in the work situation,

planned learning through job rotation, exchanges or secondments with other enterprises, which entails training only if these measures are planned in advance for developing the skills of the workers involved.

attendance at learning/quality circles – Learning circles are groups of employees who come together on a regular basis with the primary aim to learn about the requirements of the work organisation, work procedures and the work place. This is a form of individual learning with groups. Quality circles are working groups which aim to discuss the problems of the work place and to search for their solution.

self-learning through open or distance learning (methods used in this type of learning can include the use of video/audio tapes, correspondence courses, computer based methods or the use of a Learning Resources Centre)

instruction at conferences, workshops, lectures and seminars at which the purpose of the employees' attendance is to learn/receive training.

TOTAL NUMBER OF PARTICIPANTS: A CVT course participant is an employee who takes part in one or more CVT courses at the same time during the year. Each participant is counted only once irrespective of the number of courses he/she attended.

PAID WORKING TIME SPENT ON CVT COURSES: This is the total number of paid-time in hours spent by all the CVT participants during the reference year. When courses were held only partly within the reference period, only the time spent during the reference period is counted. Only the time spent during working hours for the CVT course is accounted for.

COST OF CVT COURSES:

fees and payments - These costs are payments to CVT course providers for those employees who are participating in courses and/or the payments to external trainers.

travel & subsistence payments - These are costs of participants travelling to CVT courses and the payments or subsistence allowance for accommodation, meals, etc.

labour cost of internal trainers, who are either

- **exclusively involved** - Total labour costs of staff exclusively involved in the providing of CVT courses,
- **partly involved** - Partly labour costs of the staff involved in internal training for the time they are engaged in the training.

costs of premises - Costs of running the internal training centre and costs for buying training material in the reference year.

ECONOMIC GROUP CLASSIFICATION:

Quarrying

Manufacturing – Manufacture of food products and beverages; manufacture of textiles and textile products; manufacture of wearing apparel, dressing & dyeing of fur; manufacture of wood and wood products; manufacture of paper and paper products, publishing, printing & production of recorded media; manufacture of rubber and plastic products; manufacture of other non-metallic mineral products; manufacture of basic metals & fabricated metal products; manufacture of electrical and optical equipment; manufacture of transport equipment; manufacture n.e.c.

Electricity, Gas & Water Supply – Electricity, gas and hot water supply; collection, purification & distribution of water.

Construction – Site preparation; building installations; other building completion.

Wholesale & Retail Trade, Repairs – Sale, maintenance & repair of motor vehicles/motorcycles; retail sale of automotive fuel; wholesale trade & commission trade except for motor vehicles; retail trade except for motor vehicles/motorcycles; repairs of personal & household goods.

Hotels & Restaurants – Hotels with & without restaurants; restaurants; bars; canteens.

Transport, Storage & Communication – Land transport: transport via pipelines & other land transport; taxi operation & other land passenger transport; water transport; air transport; cargo handling & other supporting air/water/land transport activities; post & telecommunications.

Financial Intermediation – Banking; life/non-life insurance; pension funding; security broking & fund management.

Real Estate, Renting & Business Activities – Real estate activities – buying & selling; letting of own property; real estate agencies; renting of automobiles & other transport equipment; renting of construction & civil engineering machinery & equipment; renting of personal & household goods; computer programming & related activities; software consultancy & supply; data processing, research & development.

Other Community, Social & Personal Service Activities – Sewage & refuse disposal, sanitation & similar activities; activities of membership organisations; recreational, cultural and sporting activities; other service activities.

4.0 RESULTS

Table 2 – Sectoral distribution of enterprises

Economic sector	Enterprises	% of Total
Quarrying	10	0.59
Manufacturing	415	24.66
Electricity, Gas & Water Supply	4	0.24
Construction	92	5.47
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	23.65
Hotels & Restaurants	310	18.42
Transport, Storage & Communication	122	7.25
Financial Intermediation	50	2.97
Real Estate, Renting & Business Activities	192	11.41
Other Community, Social & Personal Service Activities	90	5.35
Total	1,683	100.00

Table 3 – Enterprises by size

Employee Group	Enterprises	% of Total
10 – 19	780	46.35
20 – 49	589	35.00
50 +	314	18.65
Total	1,683	100.00

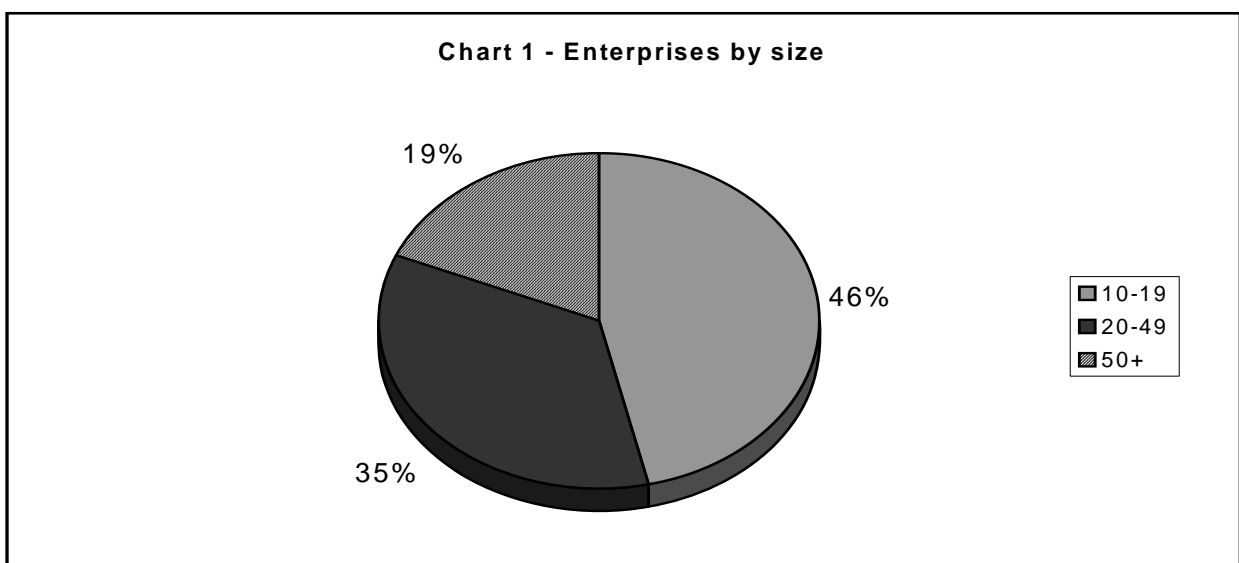


Table 4 – Sectoral distribution of employees

Economic sector	Males	Females	Total
Quarrying	229	5	234
Manufacturing	19,089	9,742	28,831
Electricity, Gas & Water Supply	3,086	264	3,350
Construction	8,822	603	9,425
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	6,442	3,411	9,853
Hotels & Restaurants	7,455	3,973	11,428
Transport, Storage & Communication	8,698	2,632	11,330
Financial Intermediation	2,569	2,555	5,124
Real Estate, Renting & Business Activities	4,133	2,045	6,178
Other Community, Social & Personal Service Activities	4,584	1,639	6,223
Total	65,107	26,869	91,976

Table 5 – Sectoral percentage distribution of employees

Economic sector	Males	Females	Total
Quarrying	0.35	0.02	0.25
Manufacturing	29.32	36.26	31.35
Electricity, Gas & Water Supply	4.74	0.98	3.64
Construction	13.55	2.24	10.25
Wholesale & Retail, Repair of Vehicles, Personal H/hold goods	9.89	12.69	10.71
Hotels & Restaurants	11.45	14.79	12.42
Transport, Storage & Communication	13.36	9.80	12.32
Financial Intermediation	3.95	9.51	5.57
Real Estate, Renting & Business Activities	6.35	7.61	6.72
Other Community, Social & Personal Service Activities	7.04	6.10	6.77
Total	100.00	100.00	100.00

Table 6 – Labour hours and cost by enterprise size

Employee Group	Labour Hours	% of Total Hours	Labour Costs (Lm)	% of Total Labour Costs
10 – 19	19,951,300	10.89	45,116,194	8.95
20 – 49	32,300,311	17.63	78,540,273	15.58
50 +	130,929,222	71.48	380,446,724	75.47
Total	183,180,833	100.00	504,103,191	100.00

Table 7 – Average number of employees by economic sector

Economic sector	Males	Females	Total
Quarrying	22.90	0.50	23.45
Manufacturing	46.00	23.47	69.47
Electricity, Gas & Water Supply	771.50	66.00	837.50
Construction	95.89	6.55	102.45
Wholesale & Retail, Repair of Vehicles, Personal H/hold goods	16.19	8.57	24.76
Hotels & Restaurants	24.04	12.81	36.86
Transport, Storage & Communication	71.29	21.57	92.87
Financial Intermediation	51.37	51.11	102.48
Real Estate, Renting & Business Activities	21.53	10.65	32.18
Other Community, Social & Personal Service Activities	50.94	18.21	69.16
Total	38.68	15.96	54.65

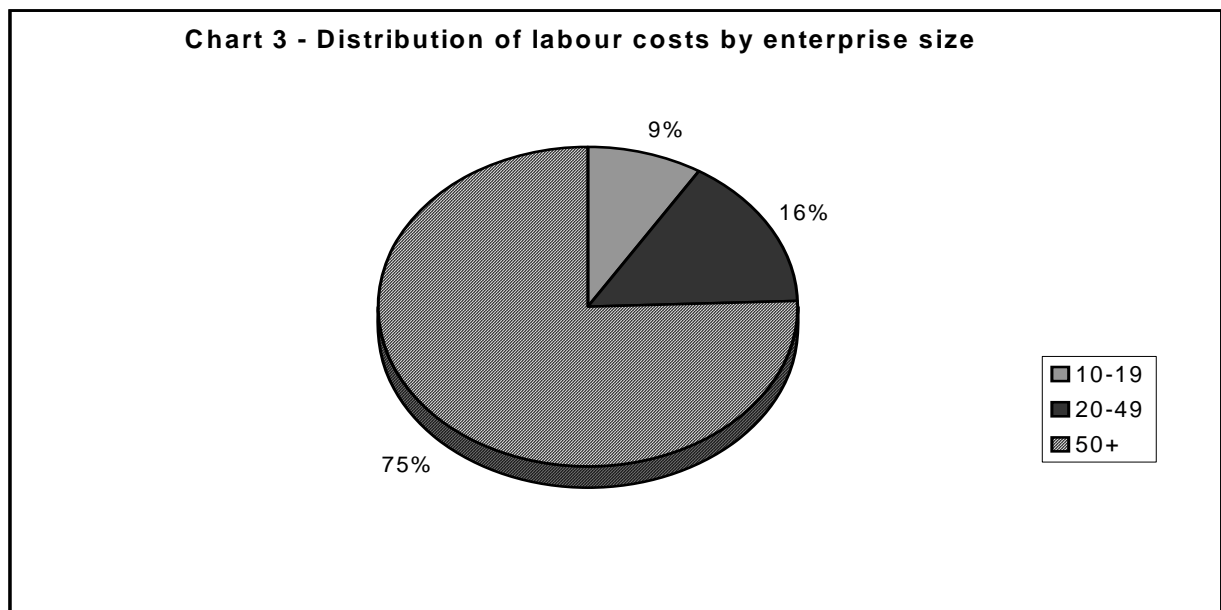
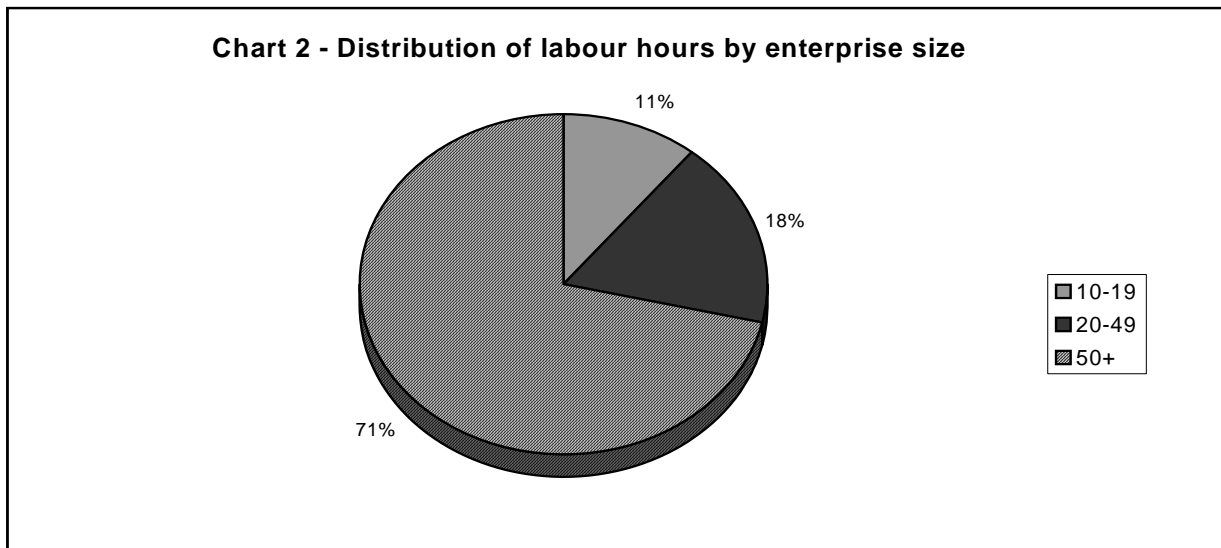


Table 8 – Total labour hours by economic sector

Economic sector	Total Labour Hours worked	% of Total
Quarrying	478,747	0.26
Manufacturing	56,570,853	30.88
Electricity, Gas & Water Supply	6,601,920	3.60
Construction	17,856,937	9.75
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	19,271,289	10.52
Hotels & Restaurants	26,121,530	14.26
Transport, Storage & Communication	25,443,544	13.89
Financial Intermediation	9,967,460	5.44
Real Estate, Renting & Business Activities	10,692,808	5.84
Other Community, Social & Personal Service Activities	10,175,745	5.56
Total	183,180,833	100.00

Table 9 – Total labour costs by economic sector

Economic sector	Labour Costs Lm	% of Total
Quarrying	1,060,786	0.21
Manufacturing	150,756,127	29.91
Electricity, Gas & Water Supply	18,821,720	3.73
Construction	39,172,665	7.77
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	46,613,017	9.25
Hotels & Restaurants	57,732,814	11.45
Transport, Storage & Communication	84,020,634	16.67
Financial Intermediation	49,470,902	9.81
Real Estate, Renting & Business Activities	29,836,454	5.92
Other Community, Social & Personal Service Activities	26,618,073	5.28
Total	504,103,191	100.00

Table 10 – Average annual labour costs and working hours per employee by enterprise size

Employee Group	Average Total Labour Costs (Lm)	Average Total Working Hours	Average Hourly Labour Costs
10 – 19	4,521	1,999	2.26
20 – 49	4,653	1,913	2.43
50 +	5,842	2,010	2.91
Total	5,480	1,992	2.75

Table 11 – Average annual labour costs and working hours per employee by economic sector

Economic Sector	Average Annual Labour Costs (Lm)	Average Annual Labour Hours	Average Hourly Labour Costs
Quarrying	4,533	2,046	2.22
Manufacturing	5,229	1,962	2.66
Electricity, Gas & Water Supply	5,618	1,971	2.85
Construction	4,157	1,895	2.19
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	4,731	1,956	2.42
Hotels & Restaurants	5,051	2,285	2.21
Transport, Storage & Communication	7,416	2,246	3.30
Financial Intermediation	9,654	1,945	4.96
Real Estate, Renting & Business Activities	4,830	1,731	2.79
Other Community, Social & Personal Service Activities	4,277	1,635	2.62
Total	5,481	1,992	2.75

Table 12 – Enterprises with technologically new or improved products and new or improved methods of production by economic sector

Economic Sector	Enterprises	New/ Improved Products/ services	% of Category	New/ Improved methods	% of Category
Quarrying	10	1	10.00	1	10.00
Manufacturing	415	147	35.42	171	41.20
Electricity, Gas & Water Supply	4	3	75.00	3	75.00
Construction	92	28	30.43	24	26.09
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	123	30.90	91	22.86
Hotels & Restaurants	310	82	26.45	83	26.77
Transport, Storage & Communication	122	34	27.87	37	30.33
Financial Intermediation	50	25	50.00	27	54.00
Real Estate, Renting & Business Activities	192	89	46.35	78	40.63
Other Community, Social & Personal Service Activities	90	26	28.89	26	28.89
Total	1,683	558	33.16	541	32.14

Table 13 – Enterprises with technologically new or improved products and new or improved methods of production by enterprise size

Employee Group	Enterprises	New/Improved Products	% of Category	New/Improved Methods	% of Category
10 – 19	780	223	28.59	234	30.00
20 – 49	589	189	32.09	170	28.86
50+	314	146	46.50	137	43.63
Total	1,683	558	33.16	541	32.14

Table 14 – Enterprises involved in mergers, takeovers, restructuring and other organisational changes by economic sector

Economic Sector	Enterprises	Mergers, takeovers & restructuring	% of Category	Other organisational changes	% of Category
Quarrying	10	0	0.00	0	0.00
Manufacturing	415	43	10.36	79	19.04
Electricity, Gas & Water Supply	4	0	0.00	2	50.00
Construction	92	8	8.70	12	13.04
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	43	10.80	69	17.34
Hotels & Restaurants	310	20	6.45	56	18.06
Transport, Storage & Communication	122	12	9.84	21	17.21
Financial Intermediation	50	7	14.00	15	30.00
Real Estate, Renting & Business Activities	192	28	14.58	46	23.96
Other Community, Social & Personal Service Activities	90	9	10.00	17	18.89
Total	1,683	170	10.10	317	18.84

Table 15 – Enterprises involved in mergers, takeovers, restructuring and other organisational changes by enterprise size

Employee Group	Enterprises	Mergers, takeovers & restructuring	% of Category	Other organisational changes	% of Category
10 – 19	780	56	7.18	95	12.18
20 – 49	589	64	10.87	111	18.85
50+	314	50	15.92	111	35.35
Total	1,683	170	10.10	317	18.84

Table 16 – Enterprises that assessed the expected changes, actual skills and training needs of their workforce by economic sector

Economic Sector	Enterprises	Expected changes in workforce	Skills/training needs of managers/supervisors only	Skills/training needs of all employees except managers/supervisors	Skills of all employees
Quarrying	10	0	0	0	0
Manufacturing	415	139	32	60	84
Electricity, Gas & Water Supply	4	2	0	0	1
Construction	92	29	4	11	17
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	128	35	39	99
Hotels & Restaurants	310	74	21	27	61
Transport, Storage & Communication	122	35	6	12	35
Financial Intermediation	50	30	3	1	28
Real Estate, Renting & Business Activities	192	77	16	17	66
Other Community, Social & Personal Service Activities	90	23	8	6	23
Total	1,683	537	125	173	414

Table 17 – Enterprises that assessed the expected changes, skills and training needs of their workforce by enterprise size

Employee Group	Enterprises	Expected changes in workforce	Skills/training needs of managers/supervisors only	Skills/training needs of all employees except managers/supervisors	Skills of all employees
10 – 19	780	191	35	82	159
20 – 49	589	186	54	62	127
50+	314	160	36	29	128
Total	1,683	537	125	173	414

Table 18 – Enterprises having a written CVT plan/programme by economic sector

Economic Sector	Enterprises	CVT programme	% of category
Quarrying	10	0	0.00
Manufacturing	415	59	14.21
Electricity, Gas & Water Supply	4	2	50.00
Construction	92	3	3.25
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	45	11.31
Hotels & Restaurants	310	53	17.10
Transport, Storage & Communication	122	19	15.57
Financial Intermediation	50	21	42.00
Real Estate, Renting & Business Activities	192	30	15.63
Other Community, Social & Personal Service Activities	90	7	7.78
Total	1,683	239	14.20

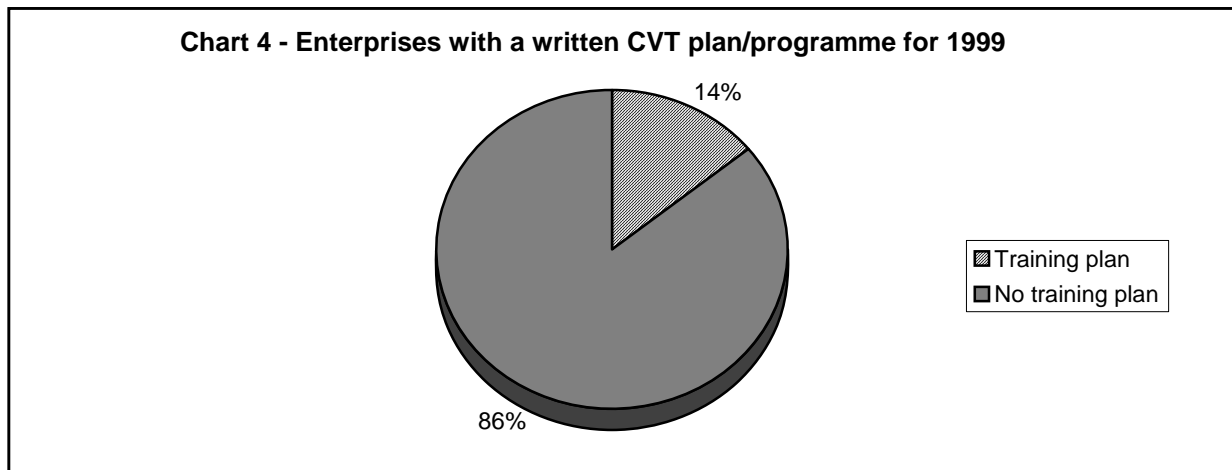


Table 19 – Enterprises having a written CVT plan/programme by enterprise size

Employee Group	Enterprises	Other organisational changes	% of Category
10 – 19	780	69	8.85
20 – 49	589	60	10.19
50+	314	110	35.03
Total	1,683	239	14.20

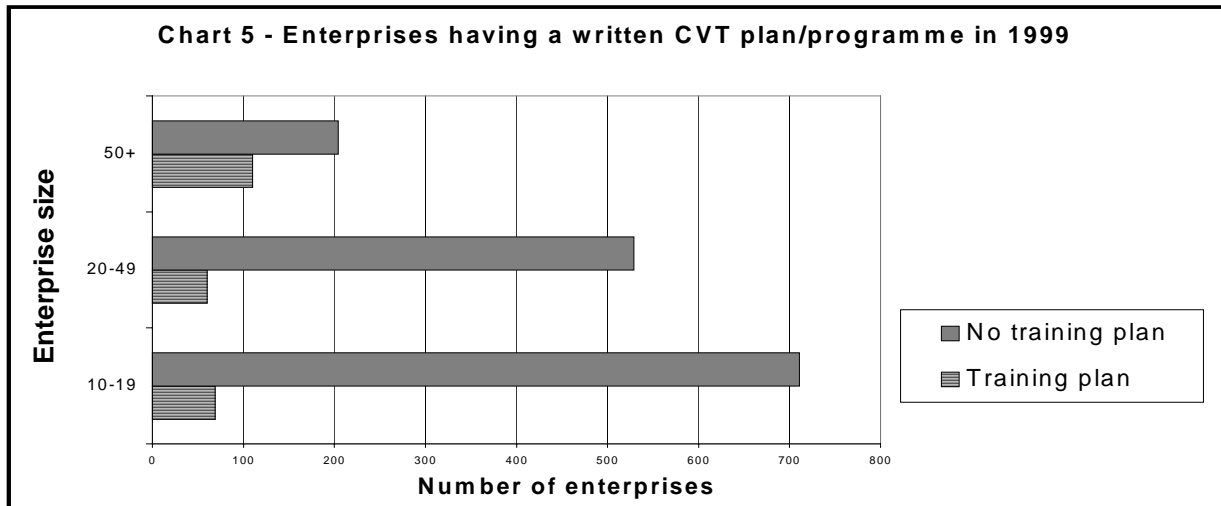


Table 20 - Reasons for not having a written CVT plan/programme as a percentage of the total number of enterprises within this category for 1999 (each enterprise indicated up to 3 reasons)

Reason	Respondents	% of enterprises which did not have a plan
Enterprise does not see the need for drafting a CVT	826	57.2
CVT is the responsibility of individual employees	130	9.0
CVT is only provided when requested by employees or supervisors	148	10.2
Do not have time to develop a CVT plan	330	22.9
Insufficient expertise to develop plan	192	13.3
Other	378	26.2

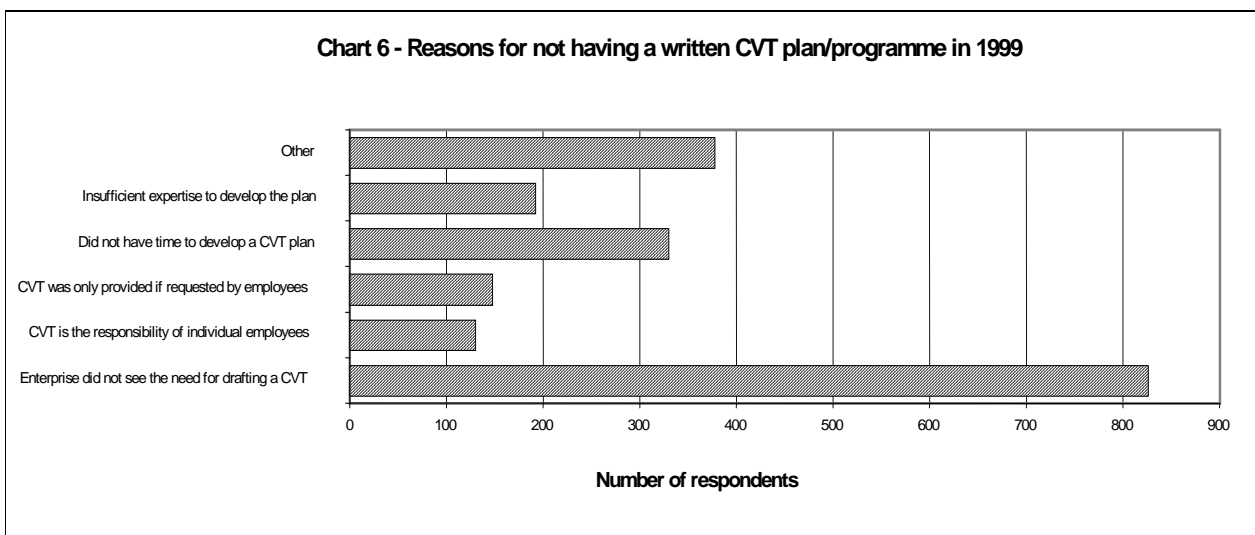


Table 21 - Reasons for having a written CVT plan/programme in 1999

Reason	Respondents	% of enterprises having a plan
CVT is a matter of permanent discussion/agreement between management and employees	184	77.1
To obtain certification/accreditation which gives public recognition to the fact that the enterprise is a good 'Training Enterprise'	86	36.0
To obtain commitment of management at all levels to the importance of CVT or to make CVT plans/programmes better known throughout the enterprise	138	57.7
To comply with the law or collective agreements or to avoid a penalty for not having a plan	11	4.5
Specifically in order to obtain financial assistance from the EU	0	0
Specifically in order to obtain financial assistance from other external sources or funds	8	3.3
Other	41	17.2

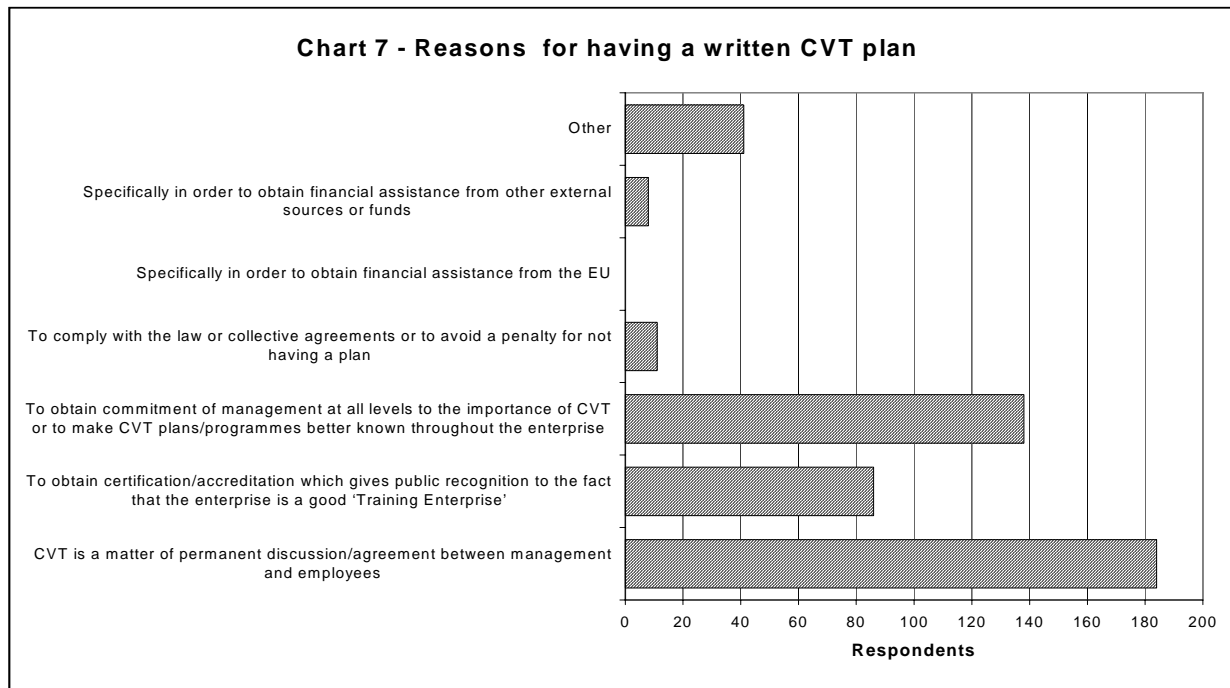


Table 22 – Enterprises with an internal training centre by enterprise size

Employee Group	Enterprises	Skills/training needs of managers/ supervisors only	Skills/training needs of all employees except managers/ supervisors
10 – 19	780	61	7.82
20 – 49	589	74	12.56
50+	314	102	32.48
Total	1,683	237	14.08

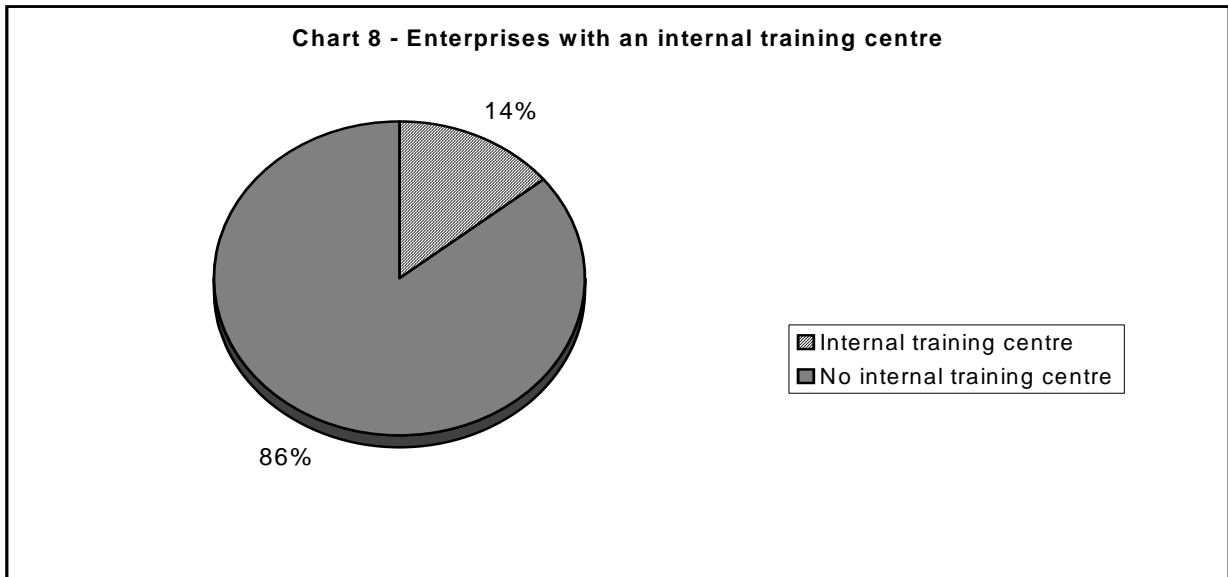


Table 23 – Sectoral distribution of enterprises with an internal training centre

Economic Sector	Enterprises	Enterprises with a training centre	% of enterprise category
Quarrying	10	0	0.00
Manufacturing	415	58	13.97
Electricity, Gas & Water Supply	4	4	100.00
Construction	92	4	4.34
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	46	11.56
Hotels & Restaurants	310	47	15.16
Transport, Storage & Communication	122	15	12.30
Financial Intermediation	50	14	28.00
Real Estate, Renting & Business Activities	192	35	18.23
Other Community, Social & Personal Service Activities	90	14	15.55
Total	1,683	237	14.08

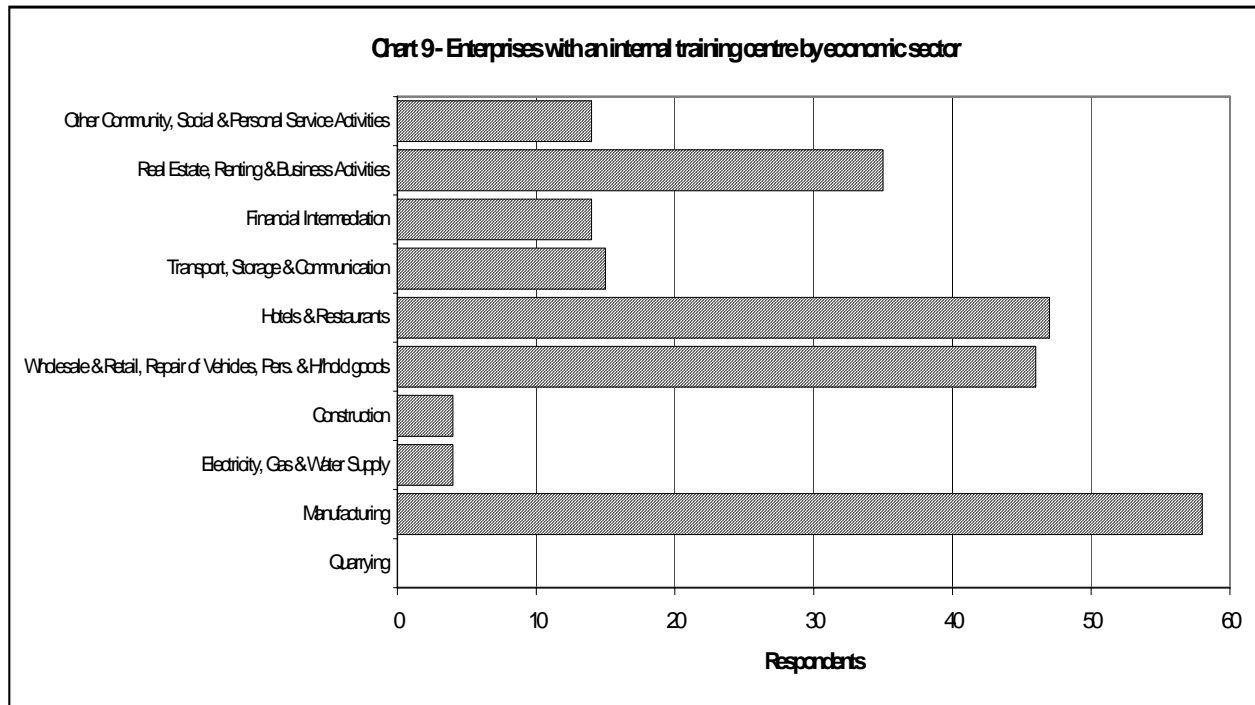


Table 24 – Sectoral distribution of enterprises with a CVT agreement with employees

Economic Sector	Enterprises	Enterprises with joint agreement	% of category
Quarrying	10	0	0.00
Manufacturing	415	21	5.06
Electricity, Gas & Water Supply	4	1	25.00
Construction	92	0	0.00
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	12	3.02
Hotels & Restaurants	310	8	2.58
Transport, Storage & Communication	122	5	4.10
Financial Intermediation	50	6	12.00
Real Estate, Renting & Business Activities	192	12	6.25
Other Community, Social & Personal Service Activities	90	3	3.33
Total	1,683	68	4.04

Table 25 – Enterprises with a CVT agreement with employees by enterprise size

Employee Group	Enterprises	Enterprises with agreement	% of category
10 – 19	780	23	2.95
20 – 49	589	20	3.40
50+	314	25	7.96
Total	1,683	68	4.04

Chart 10 - Enterprises with a CVT agreement with employees

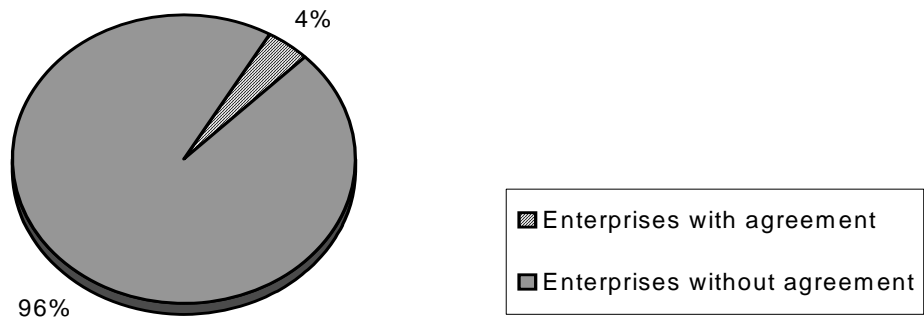


Table 26 - Training and CVT course providers by enterprise size

Employee Group	Enterprises	Training providers	% of Category	CVT course providers	% of Category
10 – 19	780	375	48.08	134	17.18
20 – 49	589	356	60.44	145	24.62
50+	314	260	82.80	158	50.32
Total	1,683	991	58.88	437	25.97

Chart 11 - CVT providers

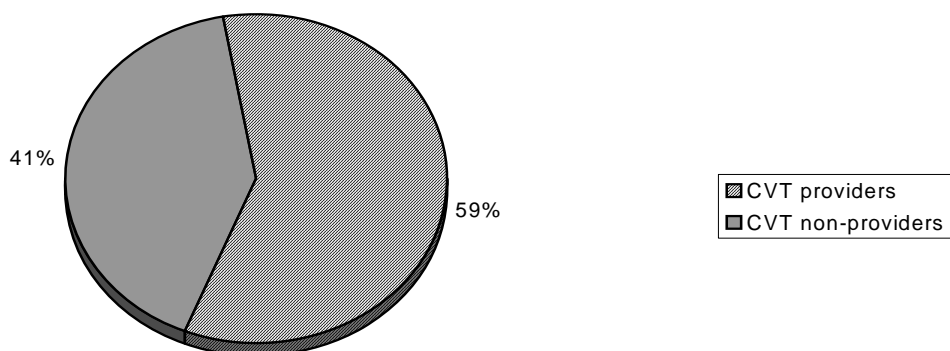


Table 27 – CVT (courses & other forms of training) and CVT course providers by economic group

Economic Sector	Enterprises	CVT providers	% of Category	CVT course providers	% of Category
Quarrying	10	0	0.00	0	0.00
Manufacturing	415	270	65.06	92	22.17
Electricity, Gas & Water Supply	4	4	100.00	4	100.00
Construction	92	49	53.26	16	17.39
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	217	54.52	89	22.36
Hotels & Restaurants	310	149	48.06	71	22.90
Transport, Storage & Communication	122	82	67.21	47	38.52
Financial Intermediation	50	43	86.00	28	56.00
Real Estate, Renting & Business Activities	192	130	67.71	71	36.98
Other Community, Social & Personal Service Activities	90	47	52.22	19	21.11
Total	1,683	991	58.88	437	25.97

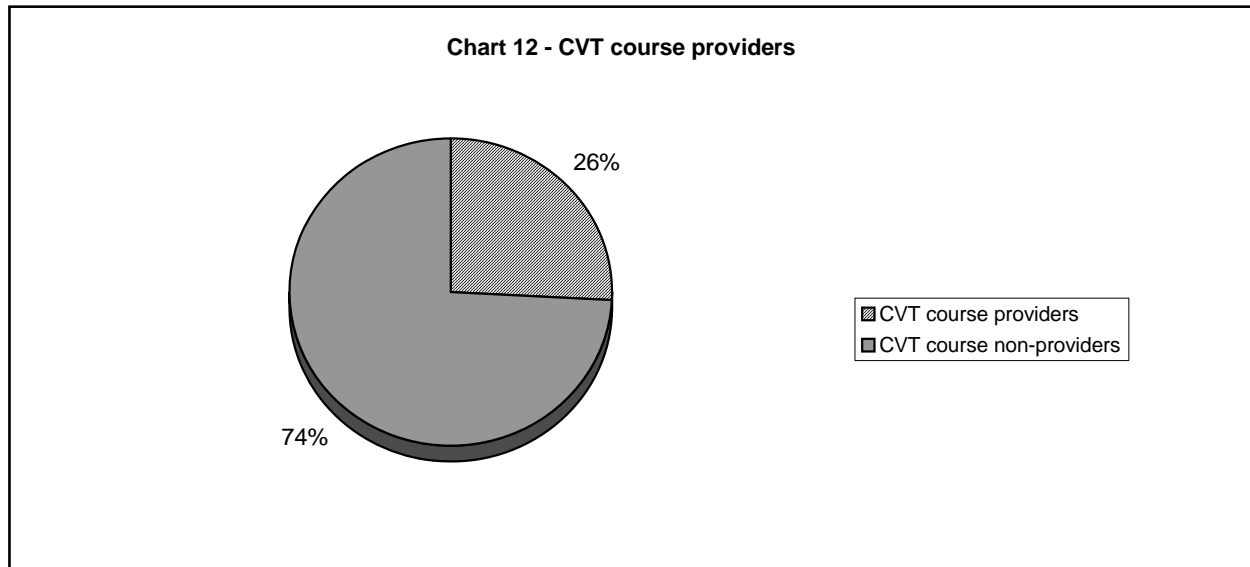


Table 28 – Sectoral distribution of internally-managed & externally-managed CVT course providers

Economic Sector	CVT course providers	Managed internally	% Managed internally	Managed externally	% Managed externally
Quarrying	0	0	0.00	0	0.00
Manufacturing	92	67	72.83	73	79.35
Electricity, Gas & Water Supply	4	4	100.00	4	100.00
Construction	16	8	50.00	16	100.00
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	89	51	57.30	77	86.52
Hotels & Restaurants	71	52	73.24	52	73.24
Transport, Storage & Communication	47	30	63.83	45	95.74
Financial Intermediation	28	13	46.43	28	100.00
Real Estate, Renting & Business Activities	71	41	57.75	65	91.55
Other Community, Social & Personal Service Activities	19	14	73.68	13	68.42
Total	437	280	64.07	373	85.35

Table 29 – Enterprises providing CVT courses by enterprise size

Employee Group	CVT course providers	Managed internally	% Managed internally	Managed externally	% of Managed externally
10 – 19	134	70	52.24	113	84.33
20 – 49	145	86	59.31	118	81.38
50+	158	124	78.48	142	89.87
Total	437	280	64.07	373	85.35

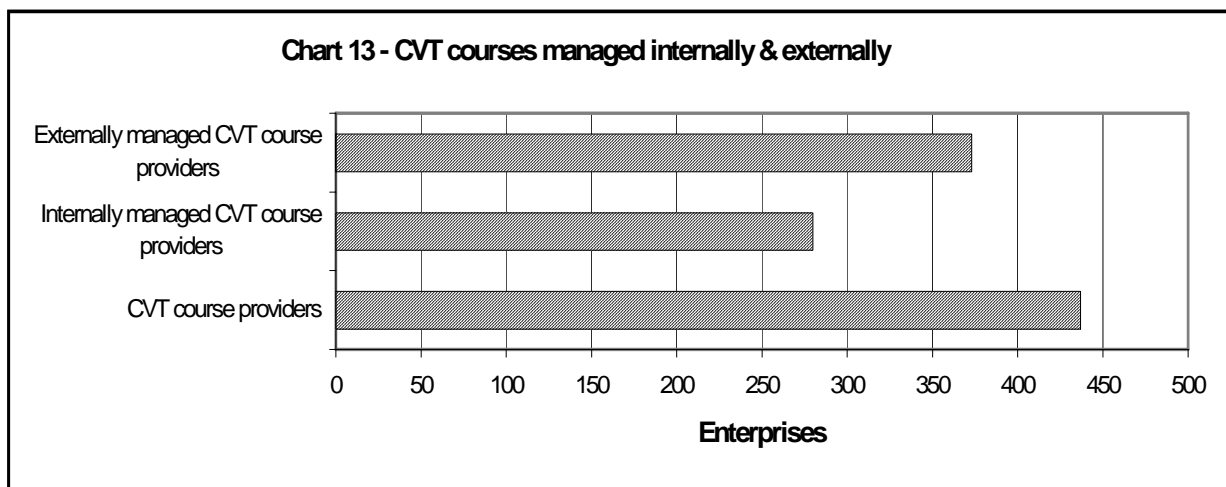


Table 30 – Sectoral distribution of enterprises that provided ‘Other forms of training’

Economic Sector	Planned periods for learning	Planned learning through job rotation	Attendance at learning/ quality circles	Self-learning through open/distance learning	Instruction at conferences
Quarrying	-	-	-	-	-
Manufacturing	226	189	57	55	119
Electricity, Gas & Water Supply	2	0	0	2	4
Construction	40	29	11	5	10
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	153	96	46	51	134
Hotels & Restaurants	98	77	30	43	58
Transport, Storage & Communication	59	36	15	36	60
Financial Intermediation	32	23	14	19	34
Real Estate, Renting & Business Activities	90	61	44	51	86
Other Community, Social & Personal Service Activities	34	22	13	12	22
Total	734	533	230	274	527

Table 31 – Enterprises providing ‘Other forms of training’ by enterprise size

Employee Group	Planned periods of learning	Planned learning through job rotation	Attendance at learning/quality circles	Self-learning through open/distance learning	Instruction at conferences
10 – 19	268	198	89	100	167
20 – 49	256	182	74	82	176
50+	209	153	67	91	184
Total	734	533	230	274	527

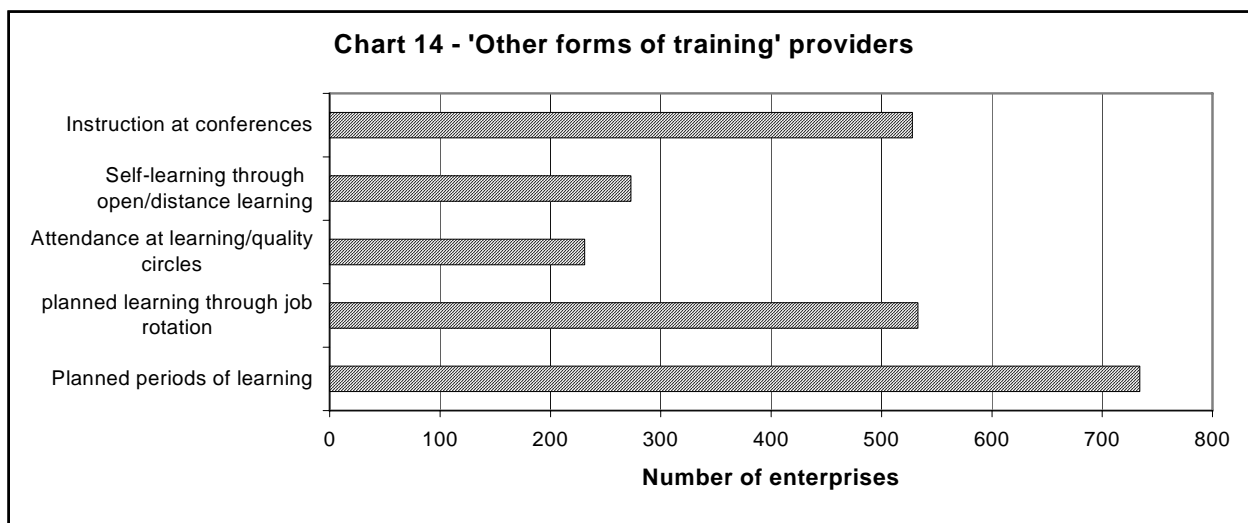


Table 32 – Enterprises intending to provide CVT courses in the future by enterprise size

Employee Group	Enterprises	Certainly	% of Category	Probably	% of Category
10 – 19	780	80	10.26	177	22.69
20 – 49	589	100	16.98	182	30.90
50+	314	124	39.49	91	28.98
Total	1,683	304	18.06	450	26.74

Table 33 – Sectoral distribution of enterprises intending to provide CVT courses in the future

Economic Sector	Enterprises	Certainly	% of Category	Probably	% of Category
Quarrying	10	0	0.00	0	0.00
Manufacturing	415	77	18.55	110	26.51
Electricity, Gas & Water Supply	4	2	50.00	2	50.00
Construction	92	5	5.43	18	19.57
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	54	13.57	131	32.91
Hotels & Restaurants	310	51	16.45	62	20.00
Transport, Storage & Communication	122	24	19.67	39	31.97
Financial Intermediation	50	26	52.00	10	20.00
Real Estate, Renting & Business Activities	192	55	28.65	57	29.69
Other Community, Social & Personal Service Activities	90	10	11.11	21	23.33
Total	1,683	304	18.06	450	26.74

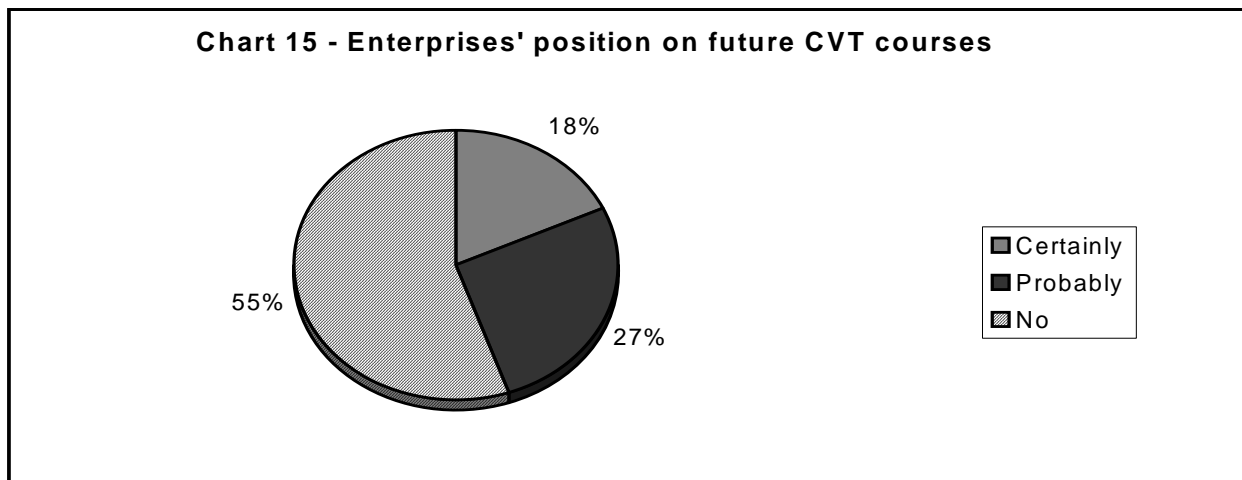


Table 34 – Enterprises’ position on the provision of future ‘Other forms of CVT’ by economic sector

Economic Sector	Enterprises	Certainly	% of Category	Probably	% of Category
Quarrying	10	0	0.00	0	0.00
Manufacturing	415	173	41.69	125	30.12
Electricity, Gas & Water Supply	4	2	50.00	2	50.00
Construction	92	15	16.30	35	38.04
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	398	120	30.15	134	33.67
Hotels & Restaurants	310	83	26.77	110	35.48
Transport, Storage & Communication	122	50	40.98	39	31.97
Financial Intermediation	50	35	70.00	14	28.00
Real Estate, Renting & Business Activities	192	91	47.40	56	29.17
Other Community, Social & Personal Service Activities	90	16	17.78	44	48.89
Total	1,683	585	34.76	559	33.21

Table 35 – Enterprises’ position on the provision of future ‘Other forms of CVT’ by enterprise size

Employee Group	Enterprises	Certainly	% of Category	Probably	% of Category
10 – 19	780	221	28.33	230	29.49
20 – 49	589	186	31.58	237	40.24
50+	314	178	56.69	92	29.30
Total	1,683	585	34.76	559	33.21

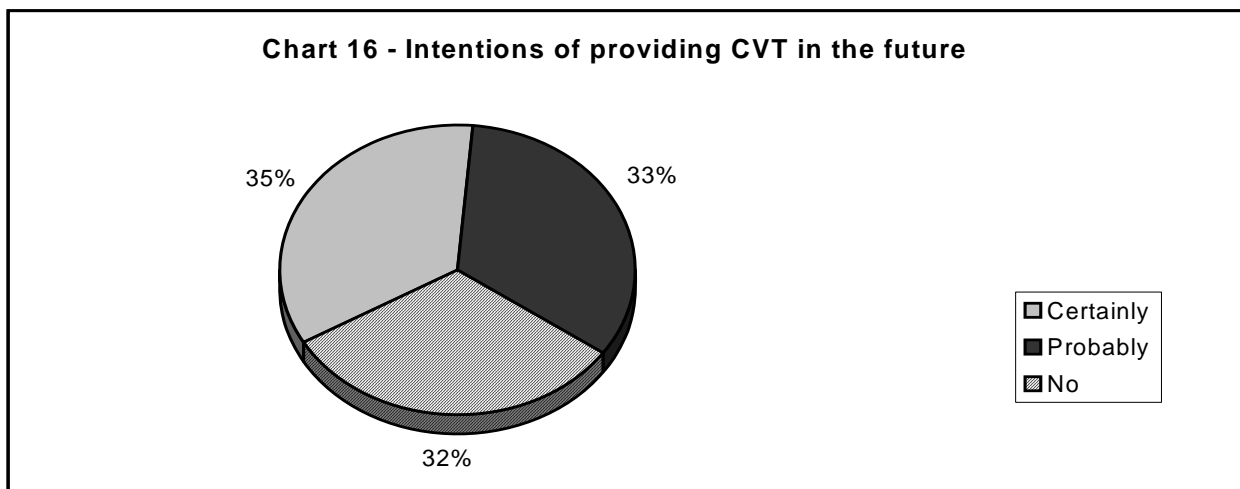


Table 36 – Participants in CVT courses by enterprise size

Employee Group	Males	Females	Total
10 – 19	592	276	868
20 – 49	1,192	537	1,729
50+	18,229	7,879	26,108
Total	20,013	8,692	28,705

Table 37 – Sectoral distribution of participants in CVT courses

Economic Sector	Males	Females	Total
Quarrying	-	-	-
Manufacturing	7,057	3,005	10,062
Electricity, Gas & Water Supply	1,874	183	2,057
Construction	195	55	250
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	677	341	1,018
Hotels & Restaurants	2,947	1,577	4,524
Transport, Storage & Communication	3,632	695	4,327
Financial Intermediation	2,357	2,264	4,621
Real Estate, Renting & Business Activities	1,015	424	1,439
Other Community, Social & Personal Service Activities	258	148	406
Total	20,013	8,692	28,705

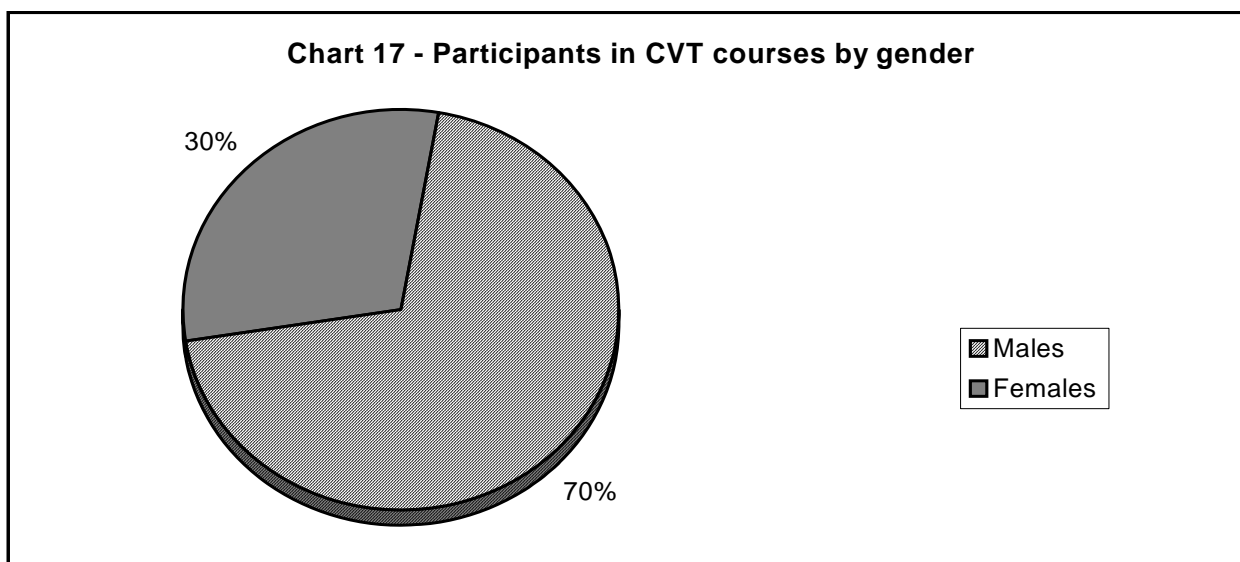


Table 38 - Paid working time in CVT courses by enterprise size

Employee Group	Males	Females	Total Hours
10 – 19	53,090	12,528	65,618
20 – 49	43,646	15,335	58,981
50+	551,570	392,063	943,633
Total	648,306	419,926	1,068,232

Table 39 – Sectoral distribution of paid working time in CVT courses

Economic Sector	Males	Females	Total Hours
Quarrying	-	-	-
Manufacturing	226,943	233,449	460,392
Electricity, Gas & Water Supply	51,255	4,089	55,344
Construction	22,739	512	23,251
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	20,557	7,645	28,202
Hotels & Restaurants	80,497	76,937	157,434
Transport, Storage & Communication	124,485	33,514	157,999
Financial Intermediation	54,255	47,109	101,364
Real Estate, Renting & Business Activities	62,175	13,093	75,268
Other Community, Social & Personal Service Activities	5,400	3,578	8,978
Total	648,306	419,926	1,068,232

Chart 18 - Working time in CVT courses by gender

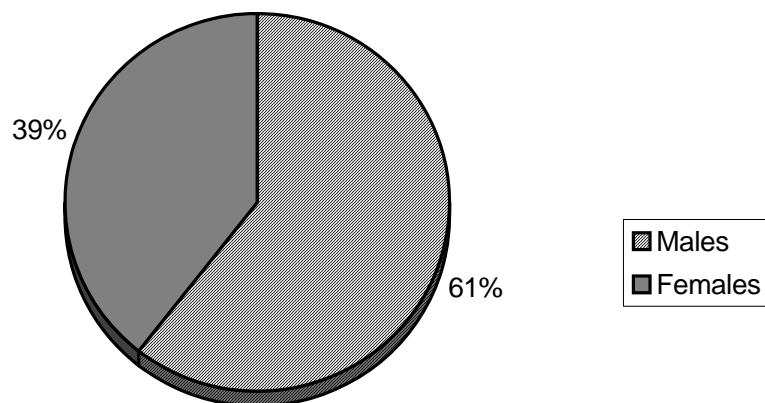


Table 40 – Sectoral distribution of average paid working time per participant in CVT courses

Economic Sector	Males	Females	Total Hours
Quarrying	-	-	-
Manufacturing	32.16	77.66	45.76
Electricity, Gas & Water Supply	27.35	22.34	26.91
Construction	116.61	9.31	93.00
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	30.36	22.42	27.70
Hotels & Restaurants	27.31	48.79	34.80
Transport, Storage & Communication	34.27	48.22	36.51
Financial Intermediation	23.02	20.80	21.93
Real Estate, Renting & Business Activities	61.26	30.88	52.31
Other Community, Social & Personal Service Activities	20.93	24.18	22.11
Total	32.40	48.31	37.21

Table 41– Average paid working time invested in CVT courses by enterprise size

Employee Group	Males	Females	Total Hours
10 – 19	89.68	45.39	75.60
20 – 49	36.62	28.56	34.11
50+	30.26	49.76	36.14
Total	32.40	48.31	37.21

Table 42 – Total paid working time on externally- and internally-managed CVT courses by enterprise size

Employee Group	Managed Internally	Managed Externally	Total Hours
10 – 19	44,839	20,779	65,618
20 – 49	31,820	27,161	58,981
50+	684,472	259,161	943,633
Total	761,131	307,101	1,068,232

Table 43 – Sectoral distribution of paid working time on internally-/externally-managed CVT courses

Economic Sector	Managed Internally	Managed Externally	Total Hours
Quarrying	-	-	-
Manufacturing	389,909	70,483	460,392
Electricity, Gas & Water Supply	7,869	47,475	55,344
Construction	3,559	19,692	23,251
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	14,267	13,935	28,202
Hotels & Restaurants	133,352	24,082	157,434
Transport, Storage & Communication	88,697	69,302	157,999
Financial Intermediation	81,118	20,246	101,364
Real Estate, Renting & Business Activities	35,760	39,508	75,268
Other Community, Social & Personal Service Activities	6,600	2,378	8,978
Total	761,131	307,101	1,068,232

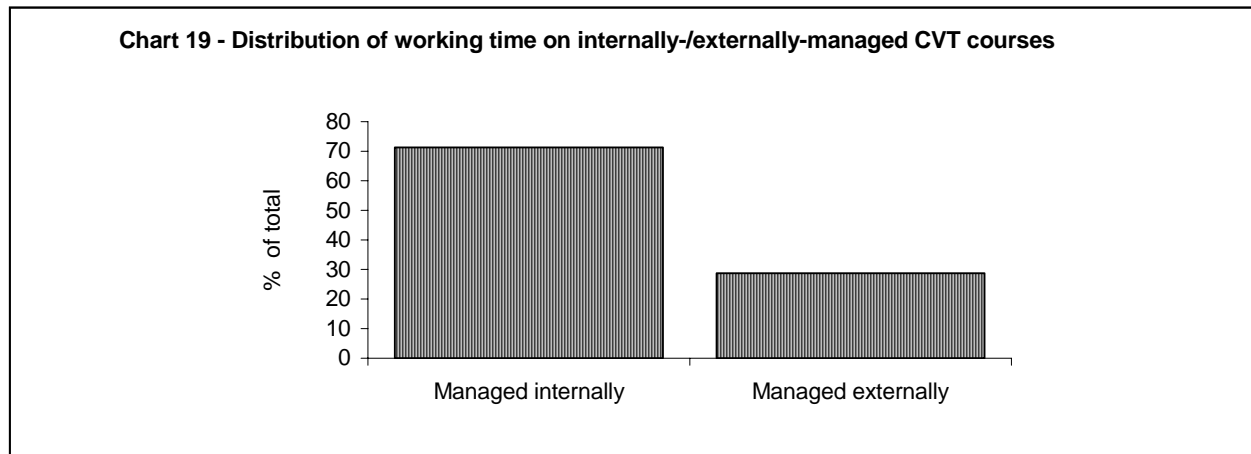


Table 44 – Working time spent on CVT by field of training

Field of Training	Average Hours	Total Hours	% Total Time
a. Languages	59.87	26,164	2.45
b. Sales and Marketing	127.45	55,700	5.21
c. Accounting & Finance	84.80	37,059	3.47
d. Management	260.61	113,893	10.66
e. Office Work	219.64	95,988	8.99
f. Computer Science	166.64	72,828	6.82
g. Engineering & Manufacturing	1027.26	448,937	42.03
h. Environment	149.73	65,435	6.13
i. Services	151.64	66,270	6.20
j. Other Subjects	196.69	85,958	8.05

Table 45 – Sectoral distribution of average paid working time by field of training & economic sector

Economic Sector	Languages	Marketing	Finance	Management	Office Work	Computer	Engineering	Environment	Services	Other
Quarrying	-	-	-	-	-	-	-	-	-	-
Manufacturing	17.74	128.45	67.86	268.49	55.83	185.52	3,623.92	177.23	183.58	299.18
Electricity, Gas & Water Supply	0.00	0.00	0.00	907.75	527.50	1,037.25	8,565.75	2,725.75	0.00	72.00
Construction	0.00	3.41	32.73	5.47	221.16	27.24	1,035.29	18.03	0.00	120.14
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	0.10	107.43	19.83	47.20	8.59	18.13	28.97	5.15	5.32	75.21
Hotels & Restaurants	181.16	47.58	14.73	262.71	112.65	64.97	159.46	406.16	539.11	414.55
Transport, Storage & Communication	247.67	246.70	98.27	1,022.70	106.53	239.42	1,041.61	128.73	134.20	130.97
Financial Intermediation	2.07	562.79	196.27	194.55	2,436.73	124.81	0.00	17.99	0.00	84.91
Real Estate, Renting & Business Activities	0.00	49.16	240.55	120.41	34.17	409.05	37.32	23.75	28.87	124.58
Other Community, Social & Personal Service Activities	0.00	7.63	23.42	51.36	42.19	75.30	0.00	15.51	108.65	136.96

Table 46 – Distribution of paid working time on externally-managed CVT courses by CVT providers

Training Providers	Working Hours	% Total
a. Public schools & colleges	1,730	0.56
b. Universities	81,905	26.67
c. Specialised training institutions	106,870	34.80
d. Private training organisations	59,155	19.26
e. Equipment suppliers	15,552	5.06
f. Parent/associate companies	6,435	2.10
g. Unions	436	0.14
h. Chamber of Commerce, sector bodies and employer organisations	2,512	0.82
i. Other training providers	32,506	10.58
Total	307,101	100.00

Table 47 – Total expenditure on CVT courses by type

Type of Expense	Expenditure (Lm)	% Total
Fees and Payments	1,721,403	53.29
Travel and Subsistence Payments	358,973	11.11
Cost of internal trainers (partly-involved & exclusively-involved)	984,042	30.46
Costs of premises	166,008	5.14
Total	3,230,426	100.00

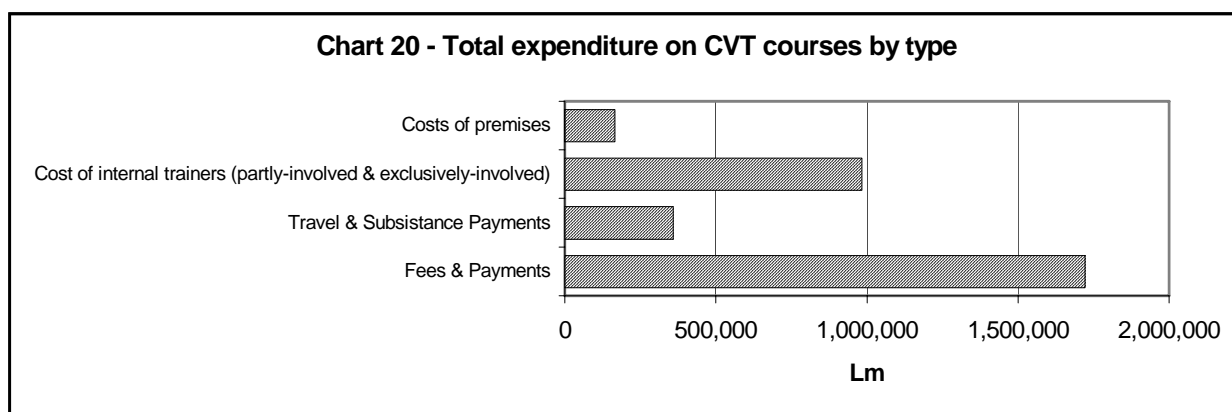


Table 48 – Sectoral distribution of expenditure on CVT courses

Economic Sector	Expenditure (Lm)	% Total
Quarrying	-	-
Manufacturing	873,134	27.03
Electricity, Gas & Water Supply	212,181	6.57
Construction	68,180	2.11
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	211,982	6.56
Hotels & Restaurants	192,799	5.97
Transport, Storage & Communication	750,940	23.24
Financial Intermediation	316,577	9.80
Real Estate, Renting & Business Activities	570,117	17.65
Other Community, Social & Personal Service Activities	34,516	1.07
Total	3,230,426	100.00

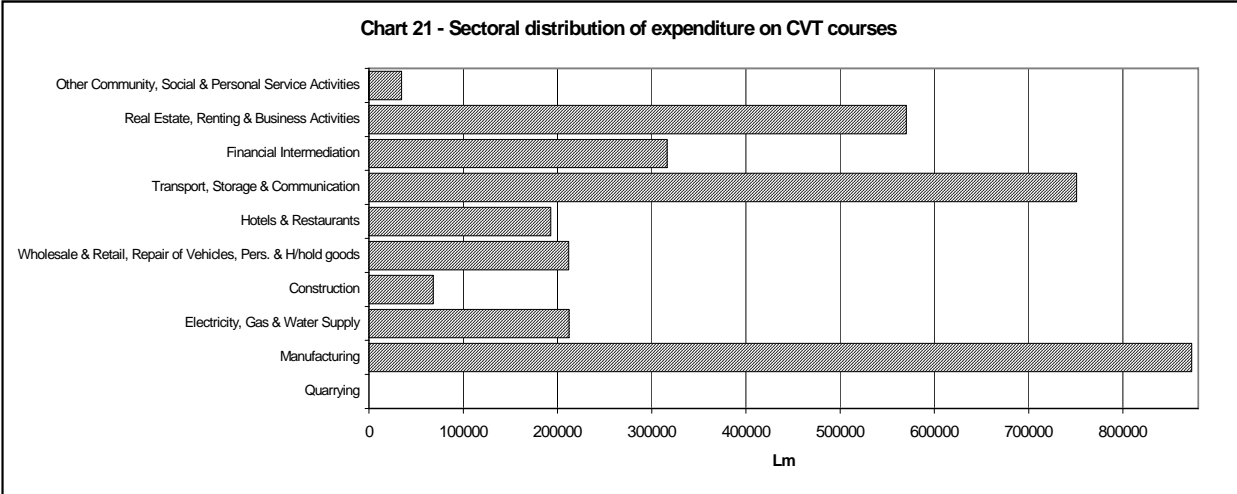


Table 49 – Total cost of CVT courses by enterprise size

Employee Group	Cost of CVT courses (Lm)	% Total
10 – 19	247,500	7.66
20 – 49	313,365	9.70
50+	2,669,561	82.64
Total	3,230,426	100.00

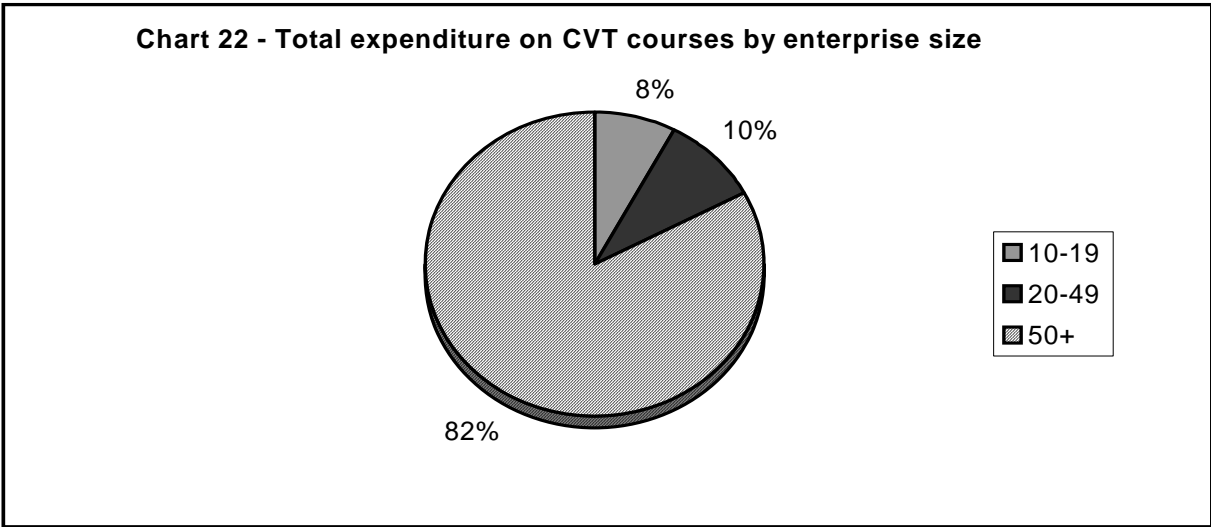


Table 50 – Average cost per participant and hourly cost of CVT courses by economic sector

Economic Sector	Cost per participant (Lm)	Cost per working hour of CVT courses
Quarrying	-	-
Manufacturing	86.78	1.90
Electricity, Gas & Water Supply	103.15	3.83
Construction	272.72	2.93
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	208.23	7.52
Hotels & Restaurants	42.62	1.22
Transport, Storage & Communication	173.55	4.75
Financial Intermediation	68.49	3.12
Real Estate, Renting & Business Activities	396.19	7.57
Other Community, Social & Personal Service Activities	85.01	3.84
Total	112.54	3.02

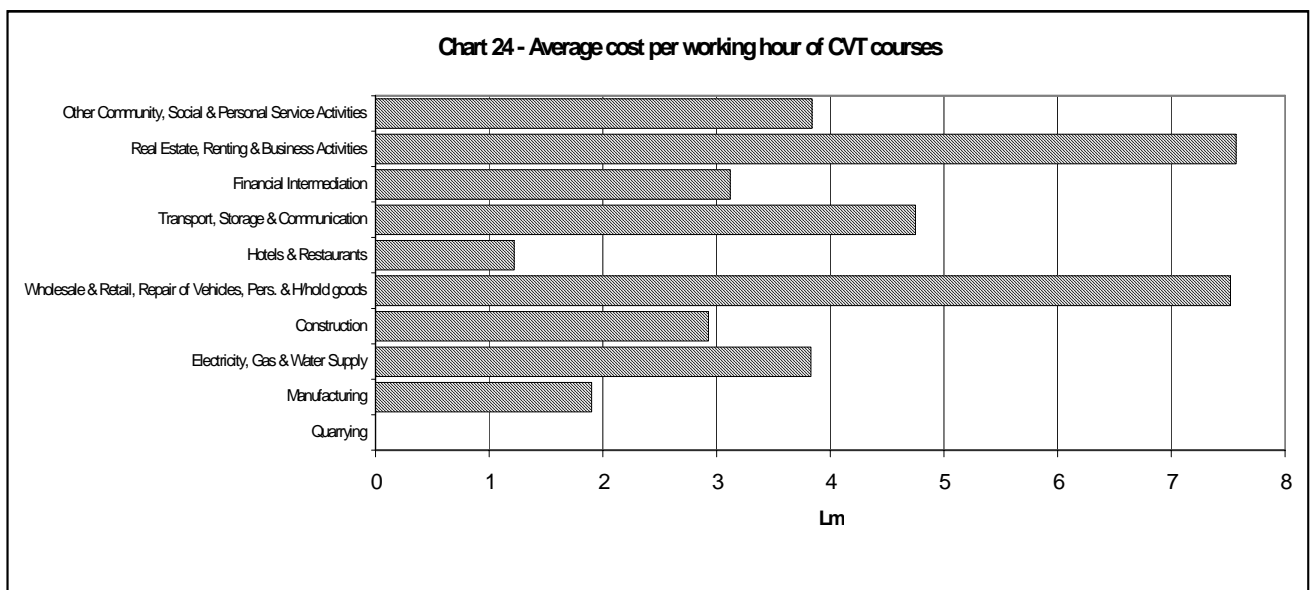
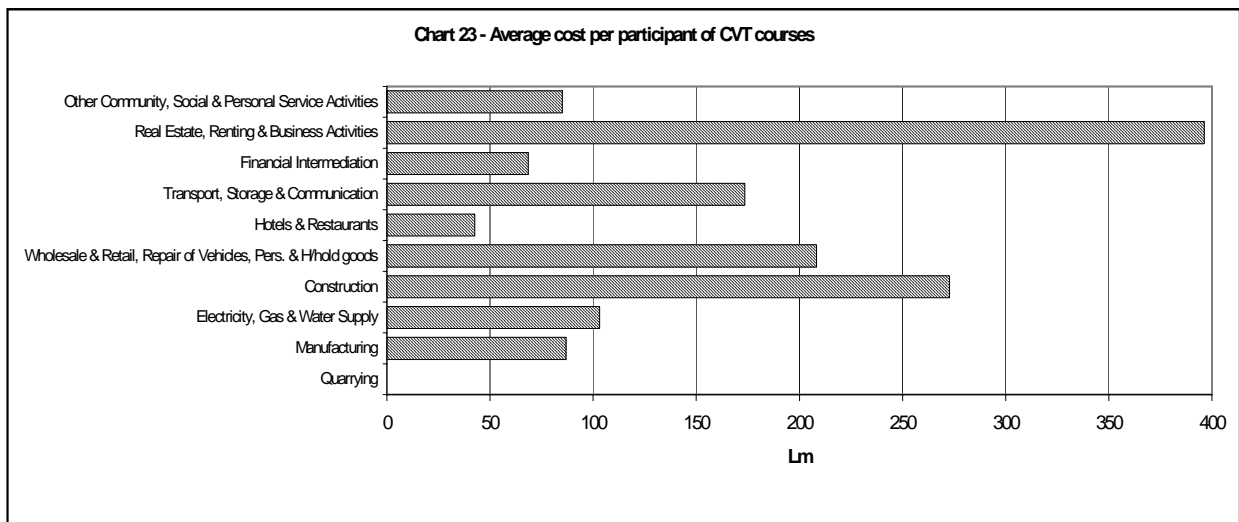


Table 51 – Average cost per participant and hourly cost of CVT courses by enterprise size

Employee Group	Cost for participant (Lm)	Cost per working hour
10 – 19	285.14	3.77
20 – 49	181.24	5.31
50+	102.25	2.83
Total	112.54	3.02

Table 52 - Enterprises with formal evaluation procedures of CVT courses by economic sector

Economic Sector	CVT course providers	Enterprises	% of category
Quarrying	-	-	-
Manufacturing	92	55	59.78
Electricity, Gas & Water Supply	4	2	50.00
Construction	16	5	31.25
Wholesale & Retail, Repair of Vehicles, Personal & H/hold goods	89	42	47.19
Hotels & Restaurants	71	47	66.20
Transport, Storage & Communication	47	20	42.55
Financial Intermediation	28	14	50.00
Real Estate, Renting & Business Activities	71	26	36.62
Other Community, Social & Personal Service Activities	19	10	52.63
Total	437	221	50.57

Table 53 – Distribution of enterprises with formal evaluation procedures of CVT courses by enterprise size

Employee Group	CVT course providers	Enterprises with evaluation procedures	% of Category
10 – 19	134	59	44.03
20 – 49	145	62	42.76
50+	158	100	63.29
Total	437	221	50.57

Table 54 – Evaluation methodology of the effect of CVT courses as a percentage of the total number of enterprises in this category (each enterprise gave at most 3 answers)

Methodology	Respondents	% of Total
a. Measuring the satisfaction of people after training	149	67.42
b. Carrying out tests to verify that new skills have been acquired	92	41.63
c. Formal validation or certification of the skills acquired	52	23.53
d. Measuring if new skills are applied at work	121	54.75
e. Using indicators of improvements in production time, delivery equipment utilisation and reduction in waste materials	61	27.60

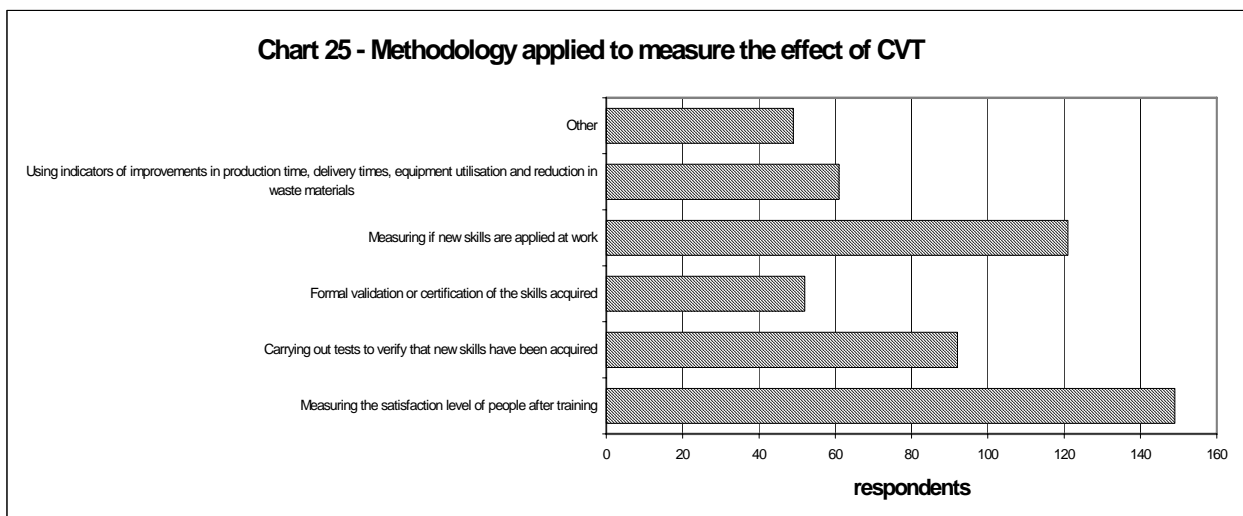


Table 55 - Main Reason for not evaluating the effect of CVT courses as a percentage of the total number of enterprises in this category

Reasons	Enterprises	% of Total
a. Too expensive	14	6.48
b. Too time-consuming	37	17.13
c. Too difficult (to obtain reliable/valid results)	20	9.26
d. Does not have priority	57	26.39
e. Elicits resistance among persons employed	10	4.63
f. Other	78	36.11
Total	216	100.00

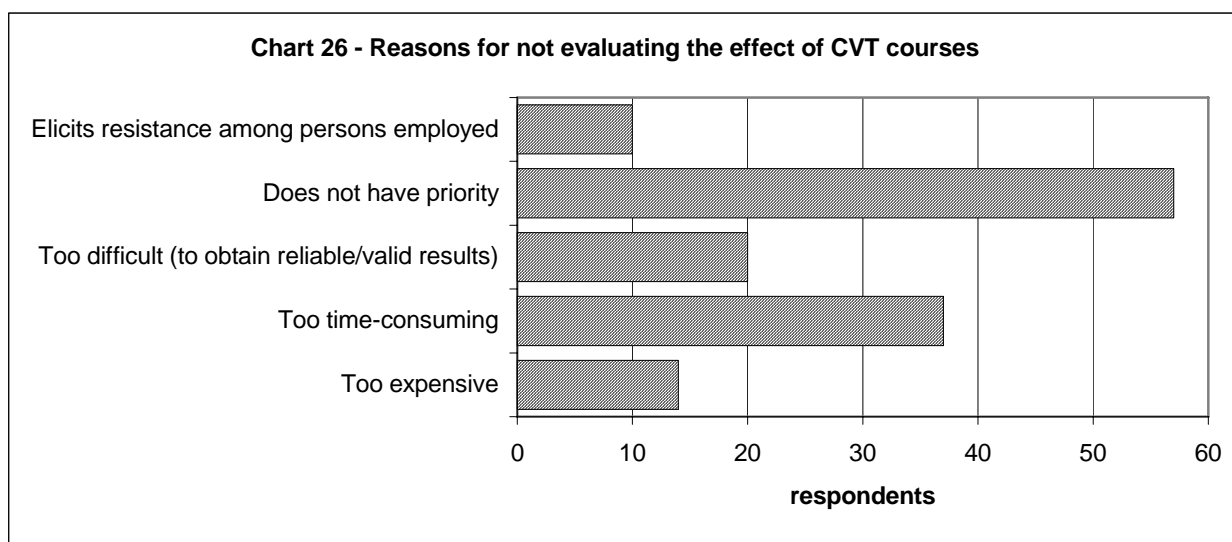


Table 56 - CVT courses provided to particular groups of employees

Category of persons	Enterprises which had people employed in category	Persons employed in category who participated in General Training	Persons employed in category who participated in Special Training
Young persons (25 years or younger)	358	303	118
Older persons (50 years or older)	218	142	44
Disabled persons	60	28	7
Persons at risk of losing their job	20	9	5
Persons employed without formal qualifications	218	154	56
Persons employed part-time	189	102	40

Table 57 – Reasons for not providing CVT (for non-CVT course providers)

Reasons	Enterprises	% of non-CVT providers
Existing skills of persons employed correspond to the skills needed by the enterprise	450	65.01
Recruited people possess the skills needed	360	52.02
CVT costs are too high for the enterprise	63	9.10
Persons employed are too busy, no time for training	150	21.67
An investment in CVT had been effected in previous years	10	1.44
Difficult to assess the enterprise's needs concerning CVT	44	6.35
Initial training is sufficient to develop the skills needed	143	20.66
Other reasons	163	23.55

