

Please return your completed questionnaire

Contact for the questionnaire: +32(0)2 221 21 55

by 19 June 2014 at the latest

## SURVEY ON WAGE FORMATION

You can use the enclosed self-addressed envelope, our e-mail address [enquete.wdn@nbb.be](mailto:enquete.wdn@nbb.be), or our free fax line on **0800 95 969** (within Belgium only) or dial the standard fax number +32(0)2 221 31 07 (from abroad) to send back your answers. The questionnaire can also be downloaded in English, Dutch or French from the following web site: [www.nbb.be/wdn](http://www.nbb.be/wdn).

This survey is conducted under the supervision and the authority of the National Bank of Belgium. The information collected will be used exclusively for the purpose of scientific research carried out or recognised by the central banks of the European System of Central Banks. Researchers not on the staff of those central banks are only permitted access to anonymised data. The research findings will only be published in aggregate form, in strictest compliance with the confidentiality of the individual responses. Participants will receive a summary of the main findings of the survey.

The personal data collected at the end of the questionnaire are used only to communicate with the firm participating in this survey.

Below you'll find some [instructions](#) to fill in the questionnaire.

1. **Firm:** The questionnaire refers to the firm and not the establishment (which is a single physical location at which business is conducted).
2. **Reference period:** the reference time period covered is stated in each question. Since the aim, however, is to investigate changes in practices following the financial crisis, most questions, however, refer to practices applied in the period between 2010-2013.
3. **Figures:** If exact figures are difficult for you to find please use **approximate** answers. Most of the questions are qualitative and only a few require figures.
4. **Who should fill in the questionnaire?** The head of human resources or the CEO is the appropriate person to fill in the questionnaire. The information required with respect to your firm's turnover and cost structure can be taken from your annual accounts.

### 1. Information about the firm

#### 1.1 What is your main sector of activity?

NACE BEL code if known (optional):

#### 1.2 Please fill in your VAT number:

#### 1.3 What was the first year of operation of your firm?

RÉFÉRENCE:

**1.4 What was the structure of your firm at the end of 2013?**

1401

- Choose one option:
- Single establishment firm  1
  - Multi-establishment firm  2

**1.5 What was the ownership status of your firm at the end of 2013?**

1501

- Choose one option:
- Mainly Belgian  1
  - Mainly foreign  2

**1.6 What was the autonomy of your firm at the end of 2013?**

1601

- Choose one option:
- Parent company  1
  - Subsidiary/affiliate  2
  - Other  3

**2. Changes in the economic environment in the period 2010-2013**

*This section aims at assessing the main changes in economic environment your firm suffered during 2010-2013. When answering the questions please refer to **“the most significant changes”** taking place over this period.*

**2.1 How did the following factors affect your firm’s activity during 2010-2013?**

Please choose **one option for each line.**

	Strong decrease	Moderate decrease	Unchanged	Moderate increase	Strong increase	
The level of demand for your products/services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2101
Volatility/uncertainty of demand for your products/services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2102
Access to external financing through the usual financial channels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2103
Customers’ ability to pay and meet contractual terms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2104
Availability of supplies from your usual suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2105
	1	2	3	4	5	

**2.2 For those factors which affected your firm strongly, were the effects transitory, partly persistent or long-lasting for 2010-2013?**

Please choose **one option for each line.**

	Transitory	Only partly persistent	Long-lasting	
The level of demand for your products/services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2201
Volatility/uncertainty of demand for your products/services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2202
Access to external financing through the usual financial channels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2203
Customers’ ability to pay and meet contractual terms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2204
Availability of supplies from your firm’s usual suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2205
	1	2	3	

**2.3 With regard to finance, please indicate for 2010-2013 how relevant were for your firm each one the following happenings?**

The term **credit** here refers to any kind of credit, not only bank credit.

Please choose **one option for each line.**

	Not relevant	Of little relevance	Relevant	Very relevant	
Credit was not available <u>to finance working capital</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2301
Credit was not available <u>to finance new investment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2302
Credit was not available <u>to refinance debt</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2303
Credit was available <u>to finance working capital</u> , but conditions (interest rate and other contractual terms) were too onerous	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2304
Credit was available <u>to finance new investment</u> , but conditions (interest rate and other contractual terms) were too onerous	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2305
Credit was available <u>to refinance debt</u> , but conditions (interest rate and other contractual terms) were too onerous	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2306
	1	2	3	4	

**2.4 How did these components of total costs evolve during 2010-2013?**

**Total costs:** this means all operating expenses; they include labour costs (wages, salaries, bonuses, social security contributions, training, taxes, pension fund contributions, etc.), financing costs, costs of obtaining supplies from suppliers, and other costs (e.g. telecommunications, insurance and maintenance of buildings and equipment, utility expenses, travelling and other miscellaneous expenses).

Please choose **one option for each line.**

	Strong decrease	Moderate decrease	Unchanged	Moderate increase	Strong increase	
Total costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2401
Labour costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2402
Financing costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2403
Costs of supplies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2404
Other costs, please specify: -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2405
	1	2	3	4	5	

**2.5 Please indicate how each one of the components of labour costs listed below has changed during 2010-2013.**

**Labour costs:** wages, salaries, bonuses, social contributions, training, tax contributions, contributions to pension funds. From the employers point of view these are often grouped as: direct remuneration (direct pay for time worked and bonuses); other direct costs (payments in kind, payment in capital and remuneration for non-working days); indirect costs (social security contributions, vocational training and miscellaneous taxes).

**Base wage:** direct remuneration excluding bonuses (regular wage and salary, commissions, piecework payments).

**Bonuses/benefits (flexible wage components):** part of compensation different from the base wage and usually linked to individual's performance or firm's performance.

**Hourly, piece-rate and monthly base wage:** base wage per hour worked, per month worked, or per pieces produced.

Please choose **one option for each line.**

	Strong decrease	Moderate decrease	Unchanged	Moderate increase	Strong increase	
Base wages or piece work rates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2501
Flexible wage components (bonuses, fringe benefits, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2502
Number of permanent employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2503
Number of temporary/fix-term employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2504
Number of agency workers and others (free-lance work, etc., not hired under employment contracts)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2505
Working hours per employee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2506
Other components of labour costs, please specify: -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2507
	1	2	3	4	5	

**2.6 How did prices and demand for your main product / service / activity evolve during 2010-2013?**

Please choose **one option for each line.**

	Strong decrease	Moderate decrease	Unchanged	Moderate increase	Strong increase	
Domestic demand for your main product / service / activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2601
Foreign demand for your main product / service / activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2602
Prices of your main product / service / activity in domestic markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2603
Prices of your main product / service / activity in foreign markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2604
	1	2	3	4	5	

**2.7 Has your firm offshored or outsourced part of its activity during the period 2010-2013?**

Please choose **one option for each line.**

	Yes	No, but it was considered	No and we did not consider it	
Your firm has <u>offshored</u> part of its activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2701
Your firm has <u>outsourced</u> part of its activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2702
	1	2	3	

### 3. Labour force adjustments

#### 3.1 How many employees did your firm have on the payroll at the end of 2013? How many agency workers and other workers did your firm have at the end of 2013?

**Employees:** include all type of employees, i.e. those with employment contracts. Agency workers and freelance workers are excluded

**Permanent full-time:** those with employment contracts that do not set a termination date, and whose regular working hours are the same as the collectively agreed or customarily worked.

**Permanent part-time:** those with employment contracts that do not set a termination date, and whose regular working hours are less than those specified for permanent full-time.

**Temporary or Fixed-Term:** those with employment contracts that set a termination date or a specific period of employment, including apprenticeships.

**Agency workers and others:** these are workers and employees **not** on the payroll of the firm, such as consultants, employees being officially registered with a different company, etc.

<b>1. Total Number of employees:</b> .....		3110
<b>Of which:</b>		
Permanent full-time.....		3111
Permanent part-time.....		3112
Temporary or fixed-term.....		3113
 <b>2. Total number of agency workers and others:</b> .....		 3200

#### 3.2 At the end of 2013, how were your firm's employees approximately distributed by occupational group?

**Occupational categories – Major Groups (ISCO-08 Structure, Group Titles and codes)**

- 1 Managers
- 2 Professionals
- 3 Technicians and associate professionals
- 4 Clerical support workers
- 5 Service and sales workers
- 7 Craft and related trades workers
- 8 Plant and machine operators, and assemblers
- 9 Elementary occupations

Higher skilled non-manual (ISCO: 1, 2, 3).....		%	3201
Lower skilled non-manual (ISCO: 4 and 5).....		%	3202
Higher skilled manual (ISCO: 7 and 8).....		%	3203
Lower skilled manual (ISCO: 9).....		%	3204

TOTAL (=100%)

**3.3 At the end of 2013, how were your firm's employees approximately distributed by job tenure?**

**Job Tenure:** Job tenure (OECD definition) is typically measured by the length of time workers have been in their current job or with their current employer, and so refers to continuing spells of employment.

Job Tenure:	Below 1 year.....	<input style="width: 80%; height: 20px;" type="text"/> %	3301
	Between 1 and 5 years.....	<input style="width: 80%; height: 20px;" type="text"/> %	3302
	More than 5 years.....	<input style="width: 80%; height: 20px;" type="text"/> %	3303
TOTAL (=100%)			

**3.4 During 2010-2013 did you need to significantly reduce your labour input or to alter its composition?**

Need to reduce labour input or alter its composition	Yes <input type="checkbox"/>	No <input type="checkbox"/>
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[↩ Question 3.5](#)
[↩ Question 3.6](#)

3401

**3.5 If yes, which of the following measures did you use to reduce your labour input or alter its composition when it was most urgent?**

Regulations on **dismissals/lay-offs** (collective of individual) are those that impose legal restrictions on dismissals and set compensation to be paid to former employees being laid-off.

Temporary lay-offs (for economic reasons) concern both blue-collar and white-collar workers.

By subsidized **short-time work** we mean measures that subsidize hours reductions encouraging employers to reduce working time rather than laying off workers.

**Early retirement schemes** is to be understood as measures allowing persons being made redundant to receive a monthly pension and / or lump sum payment before reaching the statutory retirement age.

Please choose **one option for each line.**

	Not at all	Marginally	Moderately	Strongly	
Collective lay-offs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3501
Individual lay-offs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3502
Temporary lay-offs (for economic reasons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3503
Subsidised reduction of working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3504
Non-subsidised reduction of working hours (including reduction of overtime)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3505
Non-renewal of temporary contracts at expiration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3506
Early retirement schemes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3507
Freeze or reduction of new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3508
Reduction of agency workers and others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3509
	1	2	3	4	

**3.6 Have any of the following actions become more or less difficult, compared to the situation in 2010?**

Please choose **one option for each line.**

	Much less difficult	Less difficult	Unchanged	More difficult	Much more difficult	
To lay off employees for economic reasons (collectively)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3601
To lay off employees for economic reasons (individually)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3602
To dismiss employees for disciplinary reasons (serious misconduct)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3603
To lay off employees temporarily for economic reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3604
To hire employees (cost of recruitment, including administrative costs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3605
To adjust working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3606
To move employees to positions in other locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3607
To move employees across different job positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3608
To adjust wages of incumbents employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3609
To lower wages at which you hire new employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3610
	1	2	3	4	5	

**3.7 How relevant is each of the following factors as obstacles in hiring workers with a permanent, open-ended contract?**

Please choose **one option for each line.**

	Not relevant	Of little relevant	Relevant	Very relevant	
Uncertainty about economic conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3701
Insufficient availability of labour with the required skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3702
Access to finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3703
Firing costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3704
Hiring costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3705
High payroll taxes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3706
High wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3707
Risks that labour laws are changed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3708
Costs of other inputs complementary to labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3709
Other, please specify: -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3710
	1	2	3	4	

**3.8 Compared to 2010, worker flows (entries plus exits) in your firm in 2013:**

Please choose **one option.**

Decreased strongly	Decreased moderately	Unchanged	Increased moderately	Increased strongly	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3801
↳ Question 3.9	↳ Question 4.1			↳ Question 3.9	
1	2	3	4	5	

**3.9 If you answered that worker flows changed strongly (increased or decreased), this was mostly due to:**

Please choose **one option**.

Changes in entries (increase or decrease)	Changes in exits (increase or decrease)	Changes in both entries and exits
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

3901

**4. Wage adjustments**

*This section collects information on wage setting and the frequency of wage changes. Most of the questions refer to 2013, but some questions aim at assessing differences between 2008 and 2010-2013*

**4.1 In 2013: what percentage of your firm's total costs (all operating expenses) was due to labour costs (wages, salaries, bonuses, social security contributions, training, tax contributions, contributions to pension funds, etc.)?**

**Labour costs:** wages, salaries, bonuses, social contributions, training, tax contributions, contributions to pension funds. From the employers point of view these are often grouped as: direct remuneration (direct pay for time worked and bonuses); other direct cost (payments in kind, payment in capital and remuneration for non-working days); indirect cost (social security contributions, vocational training and miscellaneous taxes).

**Total costs:** this means all operating expenses; they include labour costs, financing costs, costs of obtaining supplies from suppliers, and other costs (e.g. telecommunications, insurance and maintenance of buildings and equipment, utility expenses, travelling and other miscellaneous expenses).

Labour cost / Total cost =  % 4101

**4.2 What percentage of your total wage bill in 2013 was related to individual or company performance related bonuses and benefits?**

% 4201

**4.3 In 2013, did your firm apply a collective pay agreement bargained and signed inside of the firm (at the firm level) and signed outside of the firm (at the national, regional, sectoral or occupational level)?**

Please choose **one option for each column**.

	At the firm level	Outside the firm
No, such an agreement does not exist	<input type="checkbox"/>	<input type="checkbox"/>
No, the agreement exists but the firm opted-out	<input type="checkbox"/>	<input type="checkbox"/>
Yes, such an agreement is in effect	<input type="checkbox"/>	<input type="checkbox"/>
	4301	4302
If yes: Proportion of employees covered by such an agreement (approximation)	<input style="width: 40px;" type="text"/> %	<input style="width: 40px;" type="text"/> %
	4303	4304

1  
2  
3



**4.4 What is the proportion of your employees covered in 2013 by any collective pay agreement?**

Proportion of employees covered by any collective pay agreement (approximation)  % 4401

**4.5 How often does the collective pay agreement applied at your firm typically change?**

Please choose **one option**.

More than once a year	Once a year	Between one and two years	Every two year	Less frequently than once every two years	Never/Not applicable
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5	6

4501

**4.6 Which indexation system applies?**

Please choose **one option only**

Indexation when a key index is exceeded  1

Indexation at regular intervals  2 → How many times a year?  4602

Wages are not indexed to inflation  3  
4601

**4.7 How frequently was the base wage of an employee belonging to the main occupational group in your firm (largest group in Question 3.2) typically changed in your firm?**

Please choose **one option for each line**.

	More than once a year	Once a year	Between one and two years	Every two year	Less frequently than once every two years	Never/Not applicable
During 2010-2013	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Before 2010	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	1	2	3	4	5	6

4701  
4702

**4.8 Over 2010-2013, did you freeze or cut base wages in a given year?**

Please indicate **in which years**.

	Wages were frozen		Wages were cut			Wages were neither frozen nor cut
	YES	% workers affected	YES	% workers affected	(estimated average wage cut)	
2010	<input type="checkbox"/>	___ %	<input type="checkbox"/>	___ %	___ %	<input type="checkbox"/>
2011	<input type="checkbox"/>	___ %	<input type="checkbox"/>	___ %	___ %	<input type="checkbox"/>
2012	<input type="checkbox"/>	___ %	<input type="checkbox"/>	___ %	___ %	<input type="checkbox"/>
2013	<input type="checkbox"/>	___ %	<input type="checkbox"/>	___ %	___ %	<input type="checkbox"/>
	4801	4802	4803	4804	4805	4806

**4.9 How did the labour cost of a newly hired worker compare with that of similar (in terms of experience and task assignment) workers at your firm?**

	Much lower	Lower	Similar	Higher	Much higher	
During 2010-2013	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4901
Before 2010	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4902
	1	2	3	4	5	

**5. Price setting and price changes**

*This section collects information on price setting and the frequency of price changes. Some questions aim at assessing differences in 2010-2013 with respect to the period before 2008.*  
*If your firm produces (or sells) more than a single good or service, the answers should refer to the "main product ("activity" or "service")", defined as the one that generated the highest fraction of your firm's revenue in the "reference year". For instance, if your firm produces (or sells) several types of hats and shoes, by "product" we mean "hats" and "shoes" (irrespective of the specific type), whereas by "main product" we mean the one that generated the highest revenue in the "reference year".*

**5.1 In 2013, how was typically set the selling price of your main product, activity or service in its main market (both domestically and internationally)?**

Please choose one option for each column.

	Domestic market	Foreign markets	
• There is no autonomous price setting policy because:			
- the price is regulated .....	<input type="checkbox"/>	<input type="checkbox"/>	1
- the price is by a parent company / group .....	<input type="checkbox"/>	<input type="checkbox"/>	2
- the price is set by the main customer(s).....	<input type="checkbox"/>	<input type="checkbox"/>	3
• The price is set following the main competitors .....	<input type="checkbox"/>	<input type="checkbox"/>	4
• The price is set fully according to costs and a completely self-determined profit margin	<input type="checkbox"/>	<input type="checkbox"/>	5
• Negotiated with individual customers .....	<input type="checkbox"/>	<input type="checkbox"/>	6
• Other, please specify: -----	<input type="checkbox"/>	<input type="checkbox"/>	7
	5101	5102	

**5.2 In 2013 what share of the revenues from your firm's main products, activity or service was due to sales in domestic markets and what share in foreign markets?**

Sales in the domestic market  % 5201

Sales in the foreign markets  % 5202

TOTAL (=100%)

**5.3. Over 2010-2013, did you change the frequency of price changes with respect to the period before 2008?**

Yes <input type="checkbox"/> <a href="#">↪ Question 5.4 or 5.5</a>	No <input type="checkbox"/> <a href="#">↪ Question 5.6</a>
1	2

5301

**5.4 If recently you changed prices more frequently than before 2008, higher frequency because of:**

*Please attach a **ranking in order of importance to the factors listed below***

	Not important	Moderately important	Important	Very important
More volatile demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More frequent changes in labour costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More frequent changes in other input costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stronger competition in the main product market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More frequent price changes by main competitors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't know <input type="checkbox"/>				
	1	2	3	4

5401

5402

5403

5404

5405

5406

**5.5 If recently you changed prices less frequently than before 2008, lower frequency because of:**

*Please attach a **ranking in order of importance to the factors listed below***

	Not important	Moderately important	Important	Very important
Less volatile demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less frequent changes in labour costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less frequent changes in other input costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Weaker competition in the main product market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less frequent price changes by main competitors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don't know <input type="checkbox"/>				
	1	2	3	4

5501

5502

5503

5504

5505

5506

**5.6 How would you describe the degree of competition on the main markets for your main product (or main activity or service)?**

*Please choose **one option for each line.***

	Weak	Moderate	Severe	Very severe	Not applicable
Domestic markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foreign markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	1	2	3	4	5

5601

5602

