

# COMMUNICATION

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Employment statistics

## ZP25

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### LABOUR COSTS IN THE REPUBLIC OF SERBIA, 2008

This Communication presents, for the first time, the data obtained in the Labour Cost Survey, conducted in the Republic of Serbia in line with the EU regulations.

The average monthly labour costs by employee in the Republic of Serbia in 2008 amounted to dinars 59.176.

The average labour costs by hour worked amounted to dinars 395, and by paid hour to dinars 342.

Employee's gross earnings participate in the total labour costs with 79, 2%, employer's contributions with 13.8%, education and vocational training costs with 0.4% and other costs with 7.2%. The total labour costs have decreased by 0.7%, which is the amount of subsidies.

The highest labour costs per employee have been observed in the activity of Financial Intermediation, amounting to dinars 105.527, and the lowest in Fishery (dinars 38.393) and Hotels and Restaurants (dinars 39.708).

Starting from 1999, the Statistical Office of the Republic of Serbia does not have available certain data for AP Kosovo and Metohia, and thus are not included in the data for the Republic of Serbia (total).

#### 1. Average monthly labour cost per employee and hour worked and paid in the Republic of Serbia, 2008

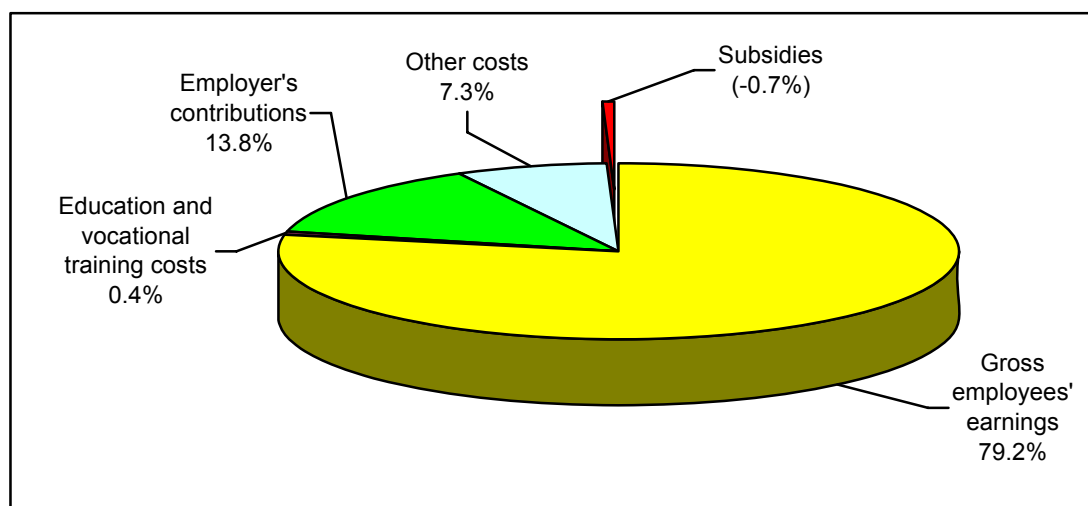
in RSD

	Average monthly labour cost		
	per employee	per hour worked	per hour paid
<b>Total<sup>1)</sup></b>	<b>59176</b>	<b>395</b>	<b>342</b>
<b>Gross employee's earnings</b>	<b>46876</b>	<b>313</b>	<b>271</b>
Net wages	33856	226	195
Employee's contributions	8189	55	47
Taxes borne by employee	4832	32	28
<b>Employer's contributions</b>	<b>8194</b>	<b>55</b>	<b>47</b>
<b>Education and vocational training costs</b>	<b>261</b>	<b>2</b>	<b>2</b>
<b>Other costs<sup>2)</sup></b>	<b>4271</b>	<b>29</b>	<b>25</b>
<b>Subsidies</b>	<b>426</b>	<b>3</b>	<b>2</b>

<sup>1)</sup> The total labour cost is the sum of gross earnings, employer's contributions, education and vocational training costs and other costs, subsidies deducted.

<sup>2)</sup> Other personal expenses and compensations, reimbursement of employee's costs, insurance premium costs, costs for security, protection against accident at work and risk evaluation, employer's costs for the purpose of recruiting new staff, costs for memberships – contributions to chambers of commerce earnings and compensations, costs for memberships to unions and other professional associations.

## Structure of average monthly labour costs in the Republic of Serbia, per employee, 2008



## 2. Average monthly labour costs in the Republic of Serbia, per employee, by sections of the Classification of Activities, 2008

in RSD

	Total labour costs	Compensation for employees			Education and vocational training costs	Other costs <sup>1)</sup>	Minus: subsidies
		all	of which:				
			gross employees' earnings	employer's contributions			
<b>TOTAL</b>	<b>59176</b>	<b>55071</b>	<b>46876</b>	<b>8194</b>	<b>261</b>	<b>4271</b>	<b>426</b>
<b>Agricultural activities<sup>2)</sup></b>	<b>49745</b>	<b>45410</b>	<b>38885</b>	<b>6525</b>	<b>150</b>	<b>4313</b>	<b>128</b>
<b>Industry and Construction<sup>3)</sup></b>	<b>53379</b>	<b>48909</b>	<b>41719</b>	<b>7190</b>	<b>172</b>	<b>4820</b>	<b>522</b>
<b>Services<sup>4)</sup></b>	<b>63050</b>	<b>59168</b>	<b>50301</b>	<b>8867</b>	<b>319</b>	<b>3950</b>	<b>387</b>

## 3. Structure of average monthly labour costs in the Republic of Serbia, per employee, by sections of the Classification of Activities, 2008

%

	Total labour costs	Compensation for employees			Education and vocational training costs	Other costs <sup>1)</sup>	Minus: subsidies
		all	of which:				
			gross employees' earnings	employer's contributions			
<b>TOTAL</b>	<b>100.0</b>	<b>93.1</b>	<b>79.2</b>	<b>13.8</b>	<b>0.4</b>	<b>7.2</b>	<b>0.7</b>
<b>Agricultural activities<sup>2)</sup></b>	<b>100.0</b>	<b>91.3</b>	<b>78.2</b>	<b>13.1</b>	<b>0.3</b>	<b>8.7</b>	<b>0.3</b>
<b>Industry and Construction<sup>3)</sup></b>	<b>100.0</b>	<b>91.6</b>	<b>78.2</b>	<b>13.5</b>	<b>0.3</b>	<b>9.0</b>	<b>1.0</b>
<b>Services<sup>4)</sup></b>	<b>100.0</b>	<b>93.8</b>	<b>79.8</b>	<b>14.1</b>	<b>0.5</b>	<b>6.3</b>	<b>0.6</b>

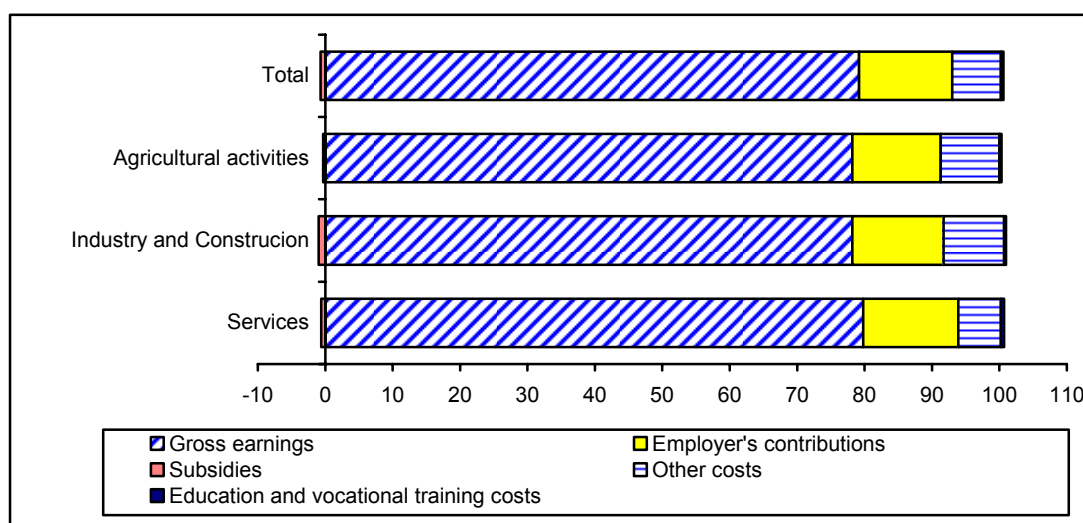
<sup>1)</sup> Other personal expenses and compensations, reimbursement of employee's costs, insurance premium costs, costs for security, protection against accident at work and risk evaluation, employer's costs for the purpose of recruiting new staff, costs for memberships – contributions to chambers of commerce earnings and compensations, costs for memberships to unions and other professional associations.

<sup>2)</sup> Agriculture, forestry and water supply, and Fishery.

<sup>3)</sup> Mining and quarrying; Manufacturing; Electricity, gas and water supply, and Construction.

<sup>4)</sup> Wholesale and retail trade; repair of motor vehicles, motorcycles and household/personal goods, Hotels and restaurants, Transportation, storage and communication, Financial intermediation, Real estate activities, rental and business activities, Government administration and defence; Compulsory social insurance, Education, Human health and social work activities, Other public utilities, social and personal service activities.

**Structure of average labour costs in the Republic of Serbia, per employee,  
by sections of the Classification of Activities, 2008**



**4. Monthly average of hours worked and paid, per employee, by sections of the Classification of Activities, 2008**

	Hours		Percentage of hours worked in paid hours (paid hours of work = 100)
	worked	paid	
<b>TOTAL</b>	<b>150</b>	<b>173</b>	<b>86,0</b>
<b>Agricultural activities<sup>2)</sup></b>	<b>151</b>	<b>175</b>	<b>86,0</b>
<b>Industry and Construction<sup>3)</sup></b>	<b>150</b>	<b>176</b>	<b>85,0</b>
<b>Services<sup>4)</sup></b>	<b>150</b>	<b>171</b>	<b>87,0</b>

**5. Average monthly labour costs, per hour worked, by sections of the Classification of Activities, 2008**

in RSD

	Total labour costs	Compensation for employees			Education and vocational training costs	Other costs <sup>1)</sup>	Minus: subsidies
		all	of which:				
			gross employees' earnings	employer's contributions			
<b>TOTAL</b>	<b>395</b>	<b>368</b>	<b>313</b>	<b>55</b>	<b>2</b>	<b>29</b>	<b>3</b>
<b>Agricultural activities<sup>2)</sup></b>	<b>330</b>	<b>301</b>	<b>258</b>	<b>43</b>	<b>1</b>	<b>29</b>	<b>1</b>
<b>Industry and Construction<sup>3)</sup></b>	<b>356</b>	<b>326</b>	<b>278</b>	<b>48</b>	<b>1</b>	<b>32</b>	<b>3</b>
<b>Services<sup>4)</sup></b>	<b>421</b>	<b>395</b>	<b>336</b>	<b>59</b>	<b>2</b>	<b>26</b>	<b>3</b>

<sup>1)</sup> Other personal expenses and compensations, reimbursement of employee's costs, insurance premium costs, costs for security, protection against accident at work and risk evaluation, employer's costs for the purpose of recruiting new staff, costs for memberships – contributions to chambers of commerce earnings and compensations, costs for memberships to unions and other professional associations.

<sup>2)</sup> Agriculture, forestry and water supply, and Fishery.

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## Explanatory notes

The Labour Cost Survey was conducted for the first time in 2009 in the Republic of Serbia in line with the methodological recommendations of the European Statistical Bureau (EUROSTAT – Council Regulation (EC) No. 530/1999 of 9 March 1999, Commission Regulation (EC) No. 1726/1999 of 27 July 1999, Commission Regulation (EC) No. 1737/2005 of 21 October 2005).

The Labour Cost Survey aims at collecting data on the amount and structure of labour costs incurred by employers for the purpose of recruiting staff.

Data on labour costs are collected once in four years in line with the Strategy of Official Statistics Development in the Republic of Serbia („Official Journal of RS“, N<sup>o</sup> 111/06).

**Total labour costs** are the sum of paid net wages, contributions and taxes borne by employees and employers' contributions, education and vocational training costs, and other costs, minus subsidies.

**Subsidies** cover all types of government subsidies or those of enterprises, associations or organisations from Serbia or the rest of the world, which are destined to subsidize employers' labour costs for the purpose of recruiting staff. Subsidies decrease the labour costs borne by the employers. Excluded are subsidies covering social security and welfare contributions, training costs and funds reimbursed by the Pension and Disability Insurance Fund of the Republic of Serbia, and the Health Insurance Office of the Republic of Serbia.

**Hours worked** include hours worked, hours actually worked in full-time, part-time or over-time employment. They also cover hours during which the employees have been at their place of work but have not worked for reason of breakdown or maintenance of machines, preparation or maintenance of tools, temporary lack of work, break up to 30 minutes, report drafting, waiting or stoppage not caused by the employees, who have received their wages. Excluded are paid and unpaid hours when the employees have not worked or have been absent from their work place (daily break exceeding 30 minutes, annual leave, paid leave, religious and national holidays, sick leave under and over 30 days, vocational training, paid leave up to 7 days, transportation to/from work).

**Paid hours** are hours for which the employees have received their wages. They include hours worked for full-time, part-time or over-time employment and not worked hours (annual leave, holidays and personal days, sick leaves up to 30 days and other paid but not worked hours). Excluded are reimbursed hours (hours of maternity leave, parental part-time, hours of 30 day sick leave and other reimbursed hours).

**Average monthly labour cost per employee** is calculated by dividing total labour costs by number of employees that received wages.

**Average monthly labour cost per hour worked** is calculated by dividing total labour costs by total number of hours worked.

Starting from 1999, the Statistical Office of the Republic of Serbia does not have available certain data for AP Kosovo and Metohia, and thus are not included in the data for the Republic of Serbia (total).

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