

STATISTICAL RELEASE

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Statistics of employment and earnings

Salaries and wages per employee by activities paid in December 2017

1. Average salaries and wages per employee by activities, December 2017

	RSD							
	Gross salaries and wages		Net salaries and wages		Q4 2017		Second half 2017	
	XII 2017	I-XII 2017	XII 2017	I-XII 2017	Gross salaries and wages	Net salaries and wages	Gross salaries and wages	Net salaries and wages
REPUBLIC OF SERBIA - TOTAL	74887	65976	54344	47893	68369	49602	67251	48798
Agriculture, forestry and fishing	68136	58310	49150	42078	61289	44227	59661	43041
Crop and animal production, hunting and related service activities	69418	57921	50148	41820	61358	44308	59389	42868
Forestry and logging	62823	59791	45059	43070	60926	43850	60591	43622
Fishing and aquaculture	74290	57473	53623	41457	62148	44867	59760	43160
Mining and quarrying	106650	105104	76108	75078	102847	73382	104210	74355
Mining of coal and lignite	103896	106888	73856	76021	103305	73432	105809	75179
Extraction of crude petroleum and natural gas	195974	155863	140395	111132	160571	114751	153076	108971
Mining of metal ores	88180	85642	63178	61184	85913	61453	86580	61902
Other mining and quarrying	80211	64674	58712	47395	66641	48925	63759	46823
Mining support service activities	197906	177725	142112	130525	174684	126217	174293	127042
Manufacturing	74024	63179	53688	45949	66057	47976	64926	47153
Manufacture of food products	67498	56089	49198	41038	59309	43283	57881	42277
Manufacture of beverages	113454	101110	82705	74011	101309	74353	101224	74078
Manufacture of tobacco products	168291	156311	121608	112537	157078	113162	156795	112619
Manufacture of textiles	62921	47416	45831	34523	51564	37565	49103	35727
Manufacture of wearing apparel	49226	39347	35897	28825	42911	31357	41141	30096
Manufacture of leather and related products	53522	41246	39071	30225	44922	32865	43427	31751
Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of wood, cork, bone, ivory and pearl	44743	38892	32402	27955	40325	29181	39602	28541
Manufacture of paper and paper products	84698	80325	61730	58844	79423	57799	81021	59320
Printing and reproduction of recorded media	69868	55421	50557	40229	60110	43626	57337	41601
Manufacture of coke and refined petroleum products	151882	154240	109464	113186	150051	108372	143520	104100
Manufacture of chemicals and chemical products	100582	78166	72476	56391	87046	62740	82528	59482
Manufacture of basic pharmaceutical products and pharmaceutical preparations	145917	120153	104089	86420	123108	88075	121723	87160
Manufacture of rubber and plastic products	81354	74391	59058	54085	74864	54347	76343	55457
Manufacture of other non-metallic mineral products	98559	73036	71004	53259	80777	58682	75402	54838
Manufacture of basic metals	98559	88816	70639	63646	90306	64807	92430	66194
Manufacture of fabricated metal products, except machinery and equipment	73703	63018	53833	46048	68015	49776	65732	48139
Manufacture of computer, electronic and optical products	122982	118825	90192	88155	116219	85381	112271	82195
Manufacture of electrical equipment	85320	65449	61839	47456	71410	51705	67770	48997
Manufacture of machinery and equipment n.e.c.	86388	70426	62045	50634	74767	53779	72629	52168
Manufacture of motor vehicles, trailers and semi-trailers	61093	55606	44294	40302	55406	40182	56880	41226
Manufacture of other transport equipment	94053	71809	67883	52886	81220	59431	72828	53038
Manufacture of furniture	54023	47851	38767	34272	49830	35627	49311	35328
Other manufacturing	69541	59820	50688	43591	61773	44985	61405	44697
Repair and installation of machinery and equipment	58676	56850	42189	41102	59060	42587	58272	42115
Electricity, gas, steam and air conditioning supply	108697	110206	77394	78423	108732	77409	110132	78369
Water supply, sewerage, waste management and remediation activities	64584	57918	46576	41787	60393	43605	59115	42655
Water collection, treatment and supply	63882	58735	45847	42215	61103	43919	59879	43031
Sewerage	34637	32463	25460	23870	34091	25077	32626	23935
Waste collection, treatment and disposal activities; materials recovery	65564	56781	47594	41191	59403	43167	58049	42133
Remediation activities and other waste management services	...	...	...	...	...	...	...	...
Construction	70314	59199	51445	43148	61993	45249	60855	44376
Construction of buildings	62221	50275	46127	36921	53458	39282	51655	37893
Civil engineering	84671	69793	61668	50574	72711	52808	71947	52184
Specialised construction activities	56917	50656	41666	37143	53227	39037	52006	38150

1. Average salaries and wages per employee by activities, December 2017 (continued)

RSD

	Gross salaries and wages		Net salaries and wages		Q4 2017		Second half 2017	
	XII 2017	I-XII 2017	XII 2017	I-XII 2017	Gross salaries and wages	Net salaries and wages	Gross salaries and wages	Net salaries and wages
Wholesale and retail trade and repair of motor vehicles and motorcycles	57935	51468	42553	37810	52822	38684	51582	37807
Wholesale and retail trade and repair of motor vehicles and motorcycles	50193	50971	37010	37675	49116	36351	49156	36445
Wholesale trade, except of motor vehicles and motorcycles	93555	76981	68325	55919	79832	57669	77151	55702
Retail trade, except of motor vehicles and motorcycles	44629	41543	32921	30744	42536	31430	41771	30909
Transportation and storage	69199	67229	50433	49095	67584	49336	68003	49674
Land transport and transport via pipelines	56972	55971	41276	40531	56359	40912	55964	40527
Water transport	72494	61146	52269	44073	63228	45618	61393	44185
Air transport	204304	218356	155389	166642	213812	163106	220125	168124
Warehousing and support activities for transportation	91885	86405	67290	63560	85638	62819	87666	64599
Postal and courier activities	58411	56880	42139	41107	58303	42063	58513	42222
Accommodation and food service activities	45716	40080	33538	29507	41536	30560	40694	29950
Accommodation	56107	50969	40582	36901	52241	37851	51999	37655
Food and beverage service activ	41535	35699	30703	26532	37235	27632	36148	26851
Information and communication	156587	124180	117167	93512	129952	97776	126787	95563
Publishing activities	104261	78087	77927	56853	84297	62017	79481	58025
Motion picture, video and television programme production, sound recording and music publis	29398	30312	22140	22803	30248	22749	30282	22771
Programming and broadcasting activities	104910	105162	86600	86627	103690	85233	104947	86531
Telecommunications	133708	110754	96237	79762	112359	80768	110755	79828
Computer programming, consultancy and related activities	358502	237276	267526	179822	265956	201496	252596	191387
Information service activities	78596	71530	56179	51312	74639	53437	72017	51567
Financial and insurance activities	179799	119679	131422	87009	134967	98190	125520	91128
Financial service activities, except insurance and pension funding	226323	138200	165740	100558	160969	117294	146653	106567
Insurance, reinsurance and pension funding, except compulsory social security	103367	94129	74680	68053	96345	69480	95880	69201
Activities auxiliary to financial services and insurance activities	34672	34677	25934	25974	34474	25788	34461	25780
Real estate activities	82656	74389	59678	54101	71926	51913	75510	54814
Professional, scientific and technical activities	120389	99796	88263	73755	104455	76986	102649	75910
Legal and accounting activities	89196	70352	67832	53709	75957	58348	71001	54267
Activities of head offices; management consultancy activities	177694	169894	132979	129546	168070	127262	174135	133246
Architectural and engineering activities; technical testing and analysis	102107	85516	73419	61485	90064	64779	88281	63405
Scientific research and development	142455	105317	101967	75476	113866	81417	110099	79026
Advertising and market research	193662	161969	143595	121399	164388	121759	161906	120391
Other professional, scientific and technical activities	44490	44401	32662	32622	44801	32901	44812	32913
Veterinary activities	64866	52178	46964	37802	56776	41132	53975	39075
Administrative and support service activities	62096	54118	44850	39171	57265	41418	55016	39798
Rental and leasing activities	31949	32349	23759	24080	33023	24543	32722	24336
Employment activities	77582	78355	55830	56420	76044	54774	76680	55220
Travel agency, tour operator and other reservation service and related activities	30530	29926	22696	22284	30096	22387	30528	22722
Security and investigation activities	52638	43066	38073	31347	48051	34873	44634	32448
Services to buildings and landscape activities	50847	50475	36881	36436	50773	36740	50760	36642
Office administrative, office support and other business support activities	100609	76303	72449	55001	83975	60454	78575	56574
Public administration and defence; compulsory social security	79820	69376	57371	49789	73155	52431	70815	50815
Education	61554	59039	44241	42423	59900	43039	59537	42780
Human health and social work activities	64514	59028	46565	42560	61490	44388	60749	43831
Human health activities	65772	61786	47372	44492	63902	46067	63503	45759
Residential care activities	56833	47124	41146	34192	49432	35838	48047	34851
Social work activities without accommodation	60558	48917	44171	35486	53170	38636	50869	36940
Arts, entertainment and recreation	61553	54080	44909	39158	57144	41313	55403	40118
Creative, arts and entertainment activities	70928	57822	51221	42083	62389	45018	59491	43370
Libraries, archives, museums and other cultural activities	69896	57828	50423	41704	61883	44619	59755	43087
Gambling and betting activities	54758	51610	39664	37382	53645	38899	52183	37825
Sports activities and amusement and recreation activities	54841	49786	42340	36019	52403	37878	51822	37364
Other service activities	54810	47810	40293	35218	49169	36163	48575	35745
Activities of membership organisations	168900	116111	121996	83356	128432	91968	123205	88302
Repair of computers and personal and household goods	32961	32901	25493	25354	32992	25527	32943	25493
Other personal service activities	38827	38528	28586	28482	38277	28264	38306	28281

2. Average salaries and wages per employee by regions of the Republic of Serbia, December 2017

RSD

	Gross salaries and wages		Net salaries and wages		Q4 2017		Second half 2017	
	XII 2017	I-XII 2017	XII 2017	I-XII 2017	Gross salaries and wages	Net salaries and wages	Gross salaries and wages	Net salaries and wages
REPUBLIC OF SERBIA	74887	65976	54344	47893	68369	49602	67251	48798
SERBIA – NORTH	84919	73322	61725	53312	76300	55430	74801	54364
City of Belgrade	93567	82557	68207	60142	84993	61834	83782	61012
Region of Vojvodina	75848	63726	54926	46215	67207	48731	65468	47455
SERBIA – SOUTH	61370	56154	44399	40649	57716	41773	57153	41353
Region of Sumadija and Western Serbia	61319	55173	44444	40024	57012	41342	56190	40745
Region of Southern and Eastern Serbia	61432	57338	44344	41402	58570	42296	58319	42090
Region of Kosovo and Metohia	...	...	...	...	...	...	...	...

3. Indices of gross salaries and wages

	$\frac{\text{XII 2017}}{\text{XI 2017}}$	$\frac{\text{XII 2017}}{\text{XII 2016}}$	$\frac{\text{XII 2017}}{\text{XII 2016}}$	$\frac{\text{XII 2017}}{\text{Ø 2016}}$	$\frac{\text{I-XII 2017}}{\text{I-XII 2016}}$	$\frac{\text{I-XII 2017}}{\text{Ø 2016}}$
Nominal indices of gross salaries and wages						
REPUBLIC OF SERBIA	114.1	101.7	101.7	118.0	103.9	103.9
SERBIA – NORTH	117.0	101.7	101.7	120.2	103.8	103.8
City of Belgrade	115.4	100.8	100.8	118.1	104.2	104.2
Region of Vojvodina	119.0	102.7	102.7	123.3	103.6	103.6
SERBIA – SOUTH	109.1	101.5	101.5	113.8	104.1	104.1
Region of Sumadija and Western Serbia	111.2	101.0	101.0	116.2	104.6	104.6
Region of Southern and Eastern Serbia	106.8	102.1	102.1	111.0	103.6	103.6
Region of Kosovo and Metohia	...	...	...	...	...	...
Real indices of gross salaries and wages						
REPUBLIC OF SERBIA	114.1	98.7	98.7	114.2	100.9	100.9
Region of Vojvodina	119.0	99.6	99.6	118.9	100.3	100.3

4. Indices of net salaries and wages

	$\frac{\text{XII 2017}}{\text{XI 2017}}$	$\frac{\text{XII 2017}}{\text{XII 2016}}$	$\frac{\text{XII 2017}}{\text{XII 2016}}$	$\frac{\text{XII 2017}}{\text{Ø 2016}}$	$\frac{\text{I-XII 2017}}{\text{I-XII 2016}}$	$\frac{\text{I-XII 2017}}{\text{Ø 2016}}$
Nominal indices of net salaries and wages						
REPUBLIC OF SERBIA	114.2	101.7	101.7	117.9	103.9	103.9
SERBIA – NORTH	117.1	101.7	101.7	120.2	103.8	103.8
City of Belgrade	115.8	100.8	100.8	118.2	104.2	104.2
Region of Vojvodina	118.9	102.7	102.7	123.0	103.5	103.5
SERBIA – SOUTH	109.1	101.5	101.5	113.7	104.1	104.1
Region of Sumadija and Western Serbia	111.1	100.9	100.9	116.0	104.5	104.5
Region of Southern and Eastern Serbia	106.7	102.2	102.2	111.0	103.6	103.6
Region of Kosovo and Metohia	...	...	...	...	...	...
Real indices of net salaries and wages						
REPUBLIC OF SERBIA	114.2	98.7	98.7	114.1	100.9	100.9
Region of Vojvodina	118.9	99.6	99.6	118.6	100.2	100.2

Methodological explanations

The data in this statistical release communication are obtained from Monthly statistical survey on employees and their salaries and wages (RAD-1) and from Ministry of Finance (Tax Administration).

The data regarding salaries and wages of the employed in legal entities of all types of ownership are collected by statistical survey RAD-1, while the data referring to salaries and wages of the entrepreneurs' employees are taken from the records of Tax Administration, and since 2009 have been taken into account in the calculation of average salaries and wages.

In this survey and in terms of Article 5 of the Labour Law "employees" are understood to be a physical person employed with an employer. Considering that the persons engaged on service contract or contract on temporary employment do not have a permanent employment status, thus do not have the status of employees and the data on their salaries and wages are not collected through this survey.

The salaries and wages are defined pursuant to the Law on Labour ("Official Journal of the Republic of Serbia", No. 24/2005, 61/2005 and 75/2014).

Salaries and wages are all payments to employees on which related taxes and contributions are to be withheld. Salaries and wages include: payments for full-time and part-time work, overtime, arrears or differences in salaries and wages for previous months that are paid in the reference period, vacation allowance, as well as allowances for on-call, night and shift work, work on weekends and Sundays, meal allowances and allowances for hours not worked (annual leave, paid leave, public holidays, sick leave up to 30 days, absence for reasons of vocational training, operational delay not caused by workers).

Salaries and wages exclude: allowances for sick leave of more than 30 days, allowances for travelling to and from work, for time spent on business trips in the country and abroad, for housing and cost living for field work, retirement allowance and severance pay, lump sum benefits from social security scheme, funeral payment, jubilees, solidarity aid as well as all other remunerations on which taxes and contributions are withheld.

This statistical release presents salaries and wages paid in the month, regardless of the referent period. The data show the average salaries and wages paid by place of work, not by place of residence of employees.

The data breakdown by activities was carried out pursuant to the Regulation on Classification of Activities ("Official Gazette of RS", No. 54/10), while the territorial distribution was based on the Regulation on Nomenclature of Statistical Territorial Units ("Official Gazette of RS, No. 109/09 and 46/10).

Starting from 1999 the Statistical Office of the Republic of Serbia has not at disposal and may not provide available certain data relative to AP Kosovo and Metohia and therefore these data are not included in the coverage for the Republic of Serbia (total).

Note: Data on average salaries and wages by CA divisions (2010) for AP Vojvodina as well as those on average salaries and wages by CA sections (2010) for regions are available on the following web page:

<http://webzrs.stat.gov.rs/WebSite/Public/PageView.aspx?pKey=24>

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