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**Salaries and wages of employees by activity, qualification levels and sex**

**– September 2019 –**

**1. Average net salaries and wages by activity sections, qualification levels, September 2019**

**Republic of Serbia** RSD

|  |  |  |
| --- | --- | --- |
|  | Total | Level of qualification |
| Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 and 8 |
|  |  |  |  |  |  |  |  |  |
| **TOTAL** | **53698** | **32835** | **36428** | **39526** | **46467** | **57679** | **67119** | **82076** |
| Agriculture, forestry and fishing | 46872 | 38189 | 37430 | 40542 | 44595 | 43052 | 71042 | 76604 |
| Mining and quarrying | 83634 | 46552 | 57924 | 72032 | 76720 | 91014 | 94918 | 124526 |
| Manufacturing  | 48104 | 36844 | 39331 | 41432 | 46058 | 58087 | 65614 | 94329 |
| Electricity, gas, steam and air conditioning supply | 88166 | 55019 | 59976 | 76895 | 81023 | 92814 | 89628 | 114146 |
| Water supply; sewerage, waste management and remediation activities | 46186 | 38310 | 38466 | 42131 | 44826 | 55443 | 56029 | 73516 |
| Construction | 49472 | 36196 | 38919 | 39681 | 46852 | 57260 | 65516 | 94966 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles  | 45135 | 32000 | 30173 | 32354 | 37745 | 45737 | 67499 | 103045 |
| Transportation and storage  | 49904 | 33731 | 38727 | 36291 | 46097 | 54825 | 65769 | 109088 |
| Accommodation and food service activities | 33696 | 27109 | 25693 | 29321 | 31365 | 47031 | 51674 | 56829 |
| Information and communications  | 96545 | 53068 | 37164 | 46015 | 72348 | 53241 | 102092 | 131023 |
| Financial and insurance activities | 93505 | 38358 | 50171 | 53068 | 70912 | 78137 | 96693 | 123006 |
| Real estate activities  | 54227 | 35651 | 34555 | 44147 | 44561 | 42258 | 60787 | 93303 |
| Professional, scientific and technical activities  | 68029 | 34009 | 40054 | 35237 | 46716 | 52352 | 77125 | 93643 |
| Administrative and support service activities  | 47707 | 32097 | 42338 | 40188 | 42546 | 70506 | 70551 | 101308 |
| Public administration and defence; compulsory social security  | 63202 | 35069 | 32766 | 39474 | 54123 | 56184 | 71163 | 80660 |
| Education | 55691 | 28389 | 32195 | 31328 | 38796 | 47131 | 53212 | 63721 |
| Human health and social work activities  | 53854 | 33134 | 28865 | 34021 | 44581 | 46713 | 55701 | 89639 |
| Arts, entertainment and recreation | 45173 | 23813 | 51614 | 33589 | 39885 | 42241 | 49126 | 66086 |
| Other service activities | 39763 | 22669 | 19891 | 31128 | 30064 | 42379 | 62761 | 67481 |

**Average net salaries and wages by level of qualification and sex, September 2019**



Level 1 – primary education.

Level 2 − vocational training or non-formal education.

Level 3 − vocational secondary education of 3 years or non-formal education.

Level 4 – secondary education of 4 years - vocational, artistic, secondary school.

Level 5 – masterly and specialist education, 3+2 or 4+1 year.

Level 6 – sub-level 6.1 (BAS or BAS, 180 ECTS) + sub-level 6.2 (BAS or SVS, 240 ECTS).

Level 7 and 8 encompass: Level 7, sub-levels 7.1 (IAS, max. 360 ECTS; MAS, 300 ECTS; MVS, 120 ECTS) + sub-level 7.2 (SAS, 60 ECTS) + Level 8 (PhD, +180 ЕСTS).

ECTS – European Credit Transfer System.

**2. Average net salaries and wages by regions, qualification levels and sex, September 2019**

 RSD

|  |  |
| --- | --- |
|  | Republic of Serbia |
| Total | Srbija ‒ sever | Srbija ‒ jug |
| all | Beogradski region | Region Vojvodine | all | Region Šumadije i Zapadne Srbije | Region Južne i Istočne Srbije | Region Kosovo i Metohija |
|  | **Total** |
| **Total** | **53698** | **59264** | **66829** | **50908** | **46277** | **45698** | **47007** | **...** |
| Level 1 | 32835 | 33990 | 33579 | 34363 | 31753 | 31407 | 32237 | ... |
| Level 2 | 36428 | 36809 | 38508 | 35577 | 36382 | 37811 | 34363 | ... |
| Level 3 | 39526 | 41095 | 42808 | 40120 | 38225 | 37663 | 38988 | ... |
| Level 4 | 46467 | 49259 | 52552 | 45730 | 42794 | 42129 | 43520 | ... |
| Level 5 | 57679 | 60655 | 65395 | 50443 | 54045 | 51149 | 59215 | ... |
| Level 6 | 67119 | 73657 | 81916 | 61702 | 56896 | 56393 | 57448 | ... |
| Level 7 and 8 | 82076 | 92406 | 104019 | 77016 | 64815 | 64709 | 65029 | ... |
|  | **Males** |
| **All** | **56516** | **62926** | **71896** | **53682** | **48582** | **47582** | **49810** | **...** |
| Level 1 | 35608 | 37024 | 37750 | 36941 | 34529 | 34500 | 34660 | ... |
| Level 2 | 39301 | 40694 | 43760 | 38424 | 38548 | 39305 | 37607 | ... |
| Level 3 | 41876 | 43409 | 45868 | 42142 | 40887 | 39936 | 42291 | ... |
| Level 4 | 49970 | 53220 | 57474 | 49217 | 46024 | 44904 | 47134 | ... |
| Level 5 | 59564 | 62321 | 67609 | 51752 | 56654 | 54135 | 60585 | ... |
| Level 6 | 74914 | 84098 | 94784 | 68966 | 61490 | 61540 | 61410 | ... |
| Level 7 and 8 | 93998 | 108406 | 123341 | 89458 | 70659 | 71107 | 70250 | ... |
|  | **Females** |
| **All** | **50459** | **55287** | **61588** | **47798** | **43464** | **43497** | **43420** | **...** |
| Level 1 | 30318 | 31404 | 30030 | 32123 | 29028 | 28437 | 29758 | ... |
| Level 2 | 32105 | 31096 | 30746 | 31546 | 33119 | 35309 | 30358 | ... |
| Level 3 | 33682 | 35438 | 35828 | 35192 | 31940 | 32007 | 31869 | ... |
| Level 4 | 42406 | 44747 | 47253 | 41613 | 39052 | 39137 | 38961 | ... |
| Level 5 | 49550 | 53208 | 57088 | 45759 | 44880 | 43772 | 47858 | ... |
| Level 6 | 61285 | 66040 | 72178 | 56823 | 53285 | 52573 | 54046 | ... |
| Level 7 and 8 | 73868 | 81373 | 90412 | 68753 | 60854 | 60592 | 61156 | ... |

**Average net salaries and wages by regions, level of qualification, September 2019**

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Level 1 – primary education.

Level 2 − vocational training or non-formal education.

Level 3 − vocational secondary education of 3 years or non-formal education.

Level 4 – secondary education of 4 years - vocational, artistic, secondary school.

Level 5 – masterly and specialist education, 3+2 or 4+1 year.

Level 6 – sub-level 6.1 (BAS or BAS, 180 ECTS) + sub-level 6.2 (BAS or SVS, 240 ECTS).

Level 7 and 8 encompass: Level 7, sub-levels 7.1 (IAS, max. 360 ECTS; MAS, 300 ECTS; MVS, 120 ECTS) + sub-level 7.2 (SAS, 60 ECTS) + Level 8 (PhD, +180 ЕСTS).

ECTS – European Credit Transfer System.

**3. Average net salaries and wages, September 2019**

**Republic of Serbia**  RSD

|  |  |
| --- | --- |
|   | Average net salaries and wages |
| Total | Males  | Females  |
| **Total** | **53698** | **56516** | **50459** |
| Salaries and wages of employees with indefinite or fixed-term employment contract | 54071 | 56924 | 50773 |
| Salaries and wages of employees in temporary or occasional employment | 34388 | 35061 | 33696 |
| Salaries and wages of employees in legal entities  | 57147 | 60013 | 53748 |
| Salaries and wages of entrepreneurs and their employees  | 28454 | 28215 | 28706 |
| **Public sector – total**  | **59871** | **63888** | **56292** |
| Public state enterprises  | 73072 | 75189 | 67647 |
| Public local enterprises  | 50902 | 50778 | 51386 |
| Administration – all levels  | 63671 | 65518 | 60272 |
| Health and social work | 54629 | 60571 | 53001 |
| Education and culture  | 57167 | 61241 | 55464 |
| **Non-public sector**  | **50860** | **53773** | **47080** |

**4. Average net salaries and wages by age groups and sex, September 2019**

**Republic of Serbia** RSD

|  |  |
| --- | --- |
|   | Average net salaries and wages |
| Total  | Males  | Females  |
| **Total** | **53698** | **56516** | **50459** |
| 15‒19 years | 35865 | 36816 | 34169 |
| 20‒24  | 39833 | 40875 | 38186 |
| 25‒29  | 48423 | 49753 | 46719 |
| 30‒34  | 52822 | 55747 | 49230 |
| 35‒39  | 55998 | 60158 | 51420 |
| 40‒44  | 57268 | 61939 | 52553 |
| 45‒49  | 55746 | 60172 | 51327 |
| 50‒54  | 53617 | 57413 | 49742 |
| 55‒59  | 53412 | 55000 | 51764 |
| 60‒64  | 56743 | 55914 | 58138 |
| 65 and over  | 69826 | 69598 | 70657 |

**Average net salaries and wages by age groups and sex, September 2019**



**5. Structure of employees by amount of net salaries and wages, age groups and sex, September 2019**

**Republic of Serbia**

|  |  |  |
| --- | --- | --- |
|   | Total | Intervals of salaries and wages  |
| Up toRSD 30000  | 30001‒45000 | 45001‒60000 | 60001‒75000 | 75001‒90000 | 90001‒120000 | 120001‒160000 | RSD 160001 and more |
|  | **Total** |
| **TOTAL** | **100,0** | **25,7** | **29,8** | **19,1** | **10,9** | **5,1** | **5,0** | **2,4** | **2,0** |
| 15‒19 years  | 100,0 | 41,8 | 43,0 | 11,2 | 2,6 | 0,5 | 0,4 | 0,2 | 0,3 |
| 20‒24  | 100,0 | 35,5 | 40,3 | 15,8 | 5,0 | 1,6 | 1,1 | 0,4 | 0,3 |
| 25‒29  | 100,0 | 27,8 | 32,9 | 19,6 | 9,4 | 4,1 | 3,5 | 1,6 | 1,1 |
| 30‒34  | 100,0 | 25,5 | 30,3 | 19,9 | 10,6 | 5,0 | 4,4 | 2,1 | 2,2 |
| 35‒39  | 100,0 | 24,2 | 28,7 | 20,1 | 11,0 | 5,6 | 5,1 | 2,5 | 2,8 |
| 40‒44  | 100,0 | 24,4 | 28,3 | 19,5 | 11,1 | 5,6 | 5,5 | 2,7 | 2,9 |
| 45‒49  | 100,0 | 25,1 | 28,4 | 18,3 | 12,4 | 5,4 | 5,4 | 2,6 | 2,4 |
| 50‒54  | 100,0 | 25,4 | 29,0 | 18,4 | 12,0 | 5,4 | 5,6 | 2,5 | 1,7 |
| 55‒59  | 100,0 | 23,9 | 28,9 | 20,3 | 11,6 | 5,6 | 5,7 | 2,6 | 1,4 |
| 60‒64  | 100,0 | 23,7 | 25,7 | 19,0 | 12,7 | 6,5 | 7,0 | 3,5 | 1,9 |
| 65 and over | 100,0 | 34,5 | 22,6 | 10,0 | 5,9 | 5,4 | 8,6 | 6,8 | 6,2 |
|  | **Males** |
| **ALL** | **100,0** | **24,3** | **29,2** | **18,1** | **11,5** | **5,9** | **5,8** | **2,7** | **2,5** |
| 15‒19 years  | 100,0 | 38,1 | 44,6 | 12,2 | 3,5 | 0,7 | 0,4 | 0,2 | 0,3 |
| 20‒24  | 100,0 | 34,0 | 39,7 | 16,4 | 5,9 | 1,9 | 1,3 | 0,5 | 0,3 |
| 25‒29  | 100,0 | 27,2 | 32,6 | 18,9 | 10,0 | 4,5 | 3,8 | 1,7 | 1,3 |
| 30‒34  | 100,0 | 24,3 | 29,1 | 18,9 | 11,8 | 5,8 | 5,2 | 2,4 | 2,5 |
| 35‒39  | 100,0 | 22,9 | 27,1 | 18,4 | 12,2 | 6,7 | 6,2 | 2,9 | 3,6 |
| 40‒44  | 100,0 | 22,5 | 26,9 | 18,0 | 12,1 | 6,7 | 6,7 | 3,3 | 3,8 |
| 45‒49  | 100,0 | 22,4 | 27,5 | 17,5 | 13,2 | 6,4 | 6,8 | 3,1 | 3,1 |
| 50‒54  | 100,0 | 22,6 | 28,6 | 17,8 | 12,4 | 6,5 | 6,9 | 3,0 | 2,2 |
| 55‒59  | 100,0 | 23,4 | 29,9 | 18,4 | 11,1 | 6,1 | 6,4 | 2,9 | 1,8 |
| 60‒64  | 100,0 | 24,8 | 27,7 | 17,7 | 11,7 | 6,3 | 6,3 | 3,4 | 2,1 |
| 65 and over | 100,0 | 34,8 | 23,2 | 9,9 | 5,8 | 5,4 | 8,2 | 6,4 | 6,3 |
|  | **Females** |
| **ALL** | **100,0** | **27,1** | **30,3** | **20,4** | **10,3** | **4,3** | **4,1** | **2,0** | **1,5** |
| 15‒19 years  | 100,0 | 48,0 | 40,4 | 9,6 | 1,1 | 0,2 | 0,3 | 0,3 | 0,1 |
| 20‒24  | 100,0 | 37,8 | 41,2 | 14,7 | 3,7 | 1,2 | 0,7 | 0,3 | 0,4 |
| 25‒29  | 100,0 | 28,5 | 33,4 | 20,4 | 8,7 | 3,7 | 3,0 | 1,4 | 0,9 |
| 30‒34  | 100,0 | 27,0 | 31,9 | 21,1 | 9,3 | 4,1 | 3,5 | 1,6 | 1,5 |
| 35‒39  | 100,0 | 25,6 | 30,5 | 21,9 | 9,7 | 4,5 | 4,0 | 2,0 | 1,8 |
| 40‒44  | 100,0 | 26,3 | 29,6 | 20,9 | 10,1 | 4,5 | 4,2 | 2,2 | 2,2 |
| 45‒49  | 100,0 | 27,7 | 29,3 | 19,1 | 11,5 | 4,3 | 4,1 | 2,2 | 1,8 |
| 50‒54  | 100,0 | 28,2 | 29,4 | 19,0 | 11,6 | 4,3 | 4,2 | 2,0 | 1,3 |
| 55‒59  | 100,0 | 24,4 | 27,8 | 22,2 | 12,0 | 5,1 | 5,0 | 2,3 | 1,2 |
| 60‒64  | 100,0 | 21,8 | 22,2 | 21,1 | 14,5 | 6,8 | 8,1 | 3,8 | 1,7 |
| 65 and over | 100,0 | 33,5 | 20,8 | 10,2 | 6,2 | 5,4 | 9,7 | 8,2 | 6,0 |

**Structure of employees by amount of net salaries and wages, September 2019**

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**METHODOLOGICAL EXPLANATIONS**

Data on average gross salaries and wages by activity sections, level of educational attainment and sex are based on the Survey on salaries and wages, according to the data from the Tax return as regards tax deduction (form PPP-PD) and annual Survey on salaries and wages and hours worked (form RAD–1/G).

The Survey on salaries and wages and hours worked (form RAD–1/G) is conducted annually, and the data are collected for September. The structure of salaries and wages by levels of educational attainment from the survey RAD-1/G is applied for the data obtained from tax Administration, also relating to September.

Average salaries and wages are calculated on the basis of amounts of computed salaries and wages for the referent month and number of employees, expressed as full-time equivalent – FTE.

**Definition of salaries and wages**

In accordance with the Labour Law and Personal Income Tax Law, in the survey on salaries and wages, encompassed are all salaries and wages paid to employees and subject to taxes and contributions.

Salaries and wages comprise:

* Salaries and wages of employees with indefinite or fixed-term employment contract, including on-call duty, night-and shift-work, work on Sundays and holidays, food allowances during work and for non-executed hours of work (annual vacation, paid leave, holidays, sick leave up to 30 days, absence due to professional development, work failure not caused by workers' guilt), holiday refund, awards, bonuses etc.;
* Remuneration for work of employees in temporary or occasional employment (based on contract for performing temporary and occasional jobs).

Salaries and wages are not considered to be payments under the service contract, sick-leave benefits longer than 30 days, compensation of public transport costs for commuting to and from work, for the time spent on business trip in the country and abroad, accommodation and food allowances during work and work in the field, retirement gratuity or benefits to those for whose work the need was terminated, one-time fees in accordance with the social program, compensation of funeral expenses and compensation for occupational disease or injury, jubilee prizes, solidarity aid, as well as other revenues not subject to taxes and contributions payment.

*The level of educational attainment*1 *(*required qualification) for performing certain activities and tasks presents the level of education required for the particular working post according to Register of qualification levels.

The data presentation by activities was carried out pursuant to the Regulation on Classification of Activities ("Official Gazette of RS", No. 54/10).

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 Metohija and therefore these data are not included in the coverage for the Republic of Serbia (total).

¹ According to the Decision on the Unique Codes for entering and encrypting data in the records by the fields of work (“Official Gazette of RS”, No. 56/18) and in accordance with the Law on the National Qualifications Framework of the Republic of Serbia (“Official Gazette of RS”, No. 27/18 ), instead of the previous Code of Degrees, a new system for editing the level and type of qualifications has been established: Register of qualification levels.

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