

STATISTICAL RELEASE

ZR12

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Salaries and wages statistics

SERB094 ZR12 150420

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

– September 2019 –

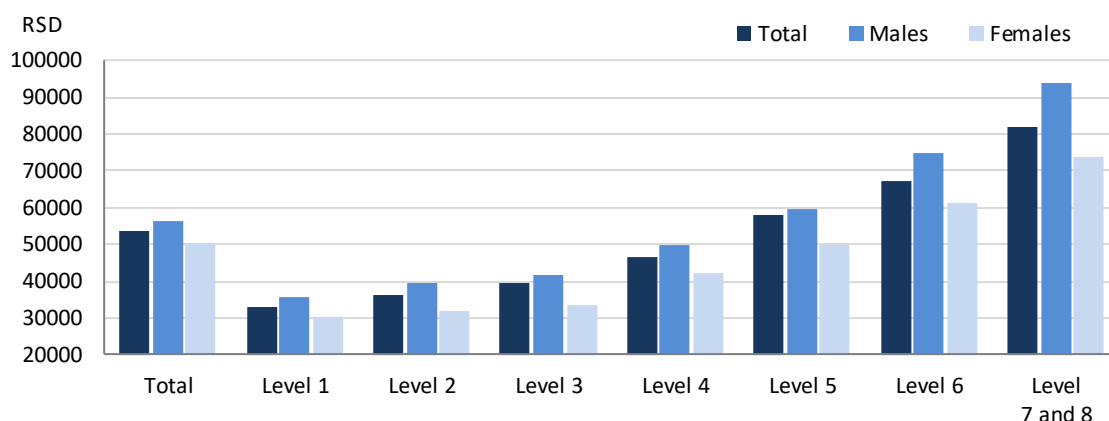
1. Average net salaries and wages by activity sections, qualification levels, September 2019

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 ECTS).

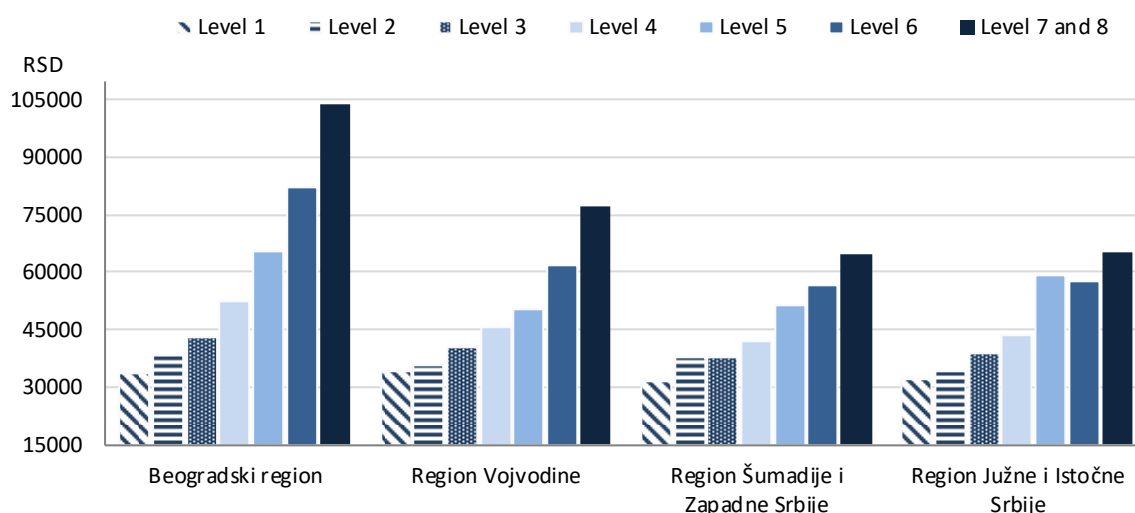
ECTS – European Credit Transfer System.

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	
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



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 ECTS).

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

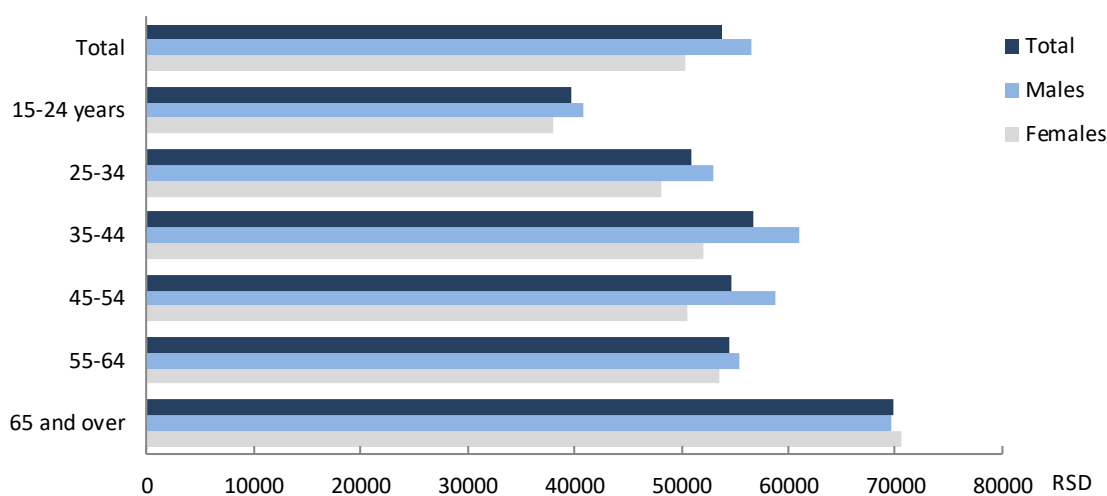
4. Average net salaries and wages by age groups and sex, September 2019

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

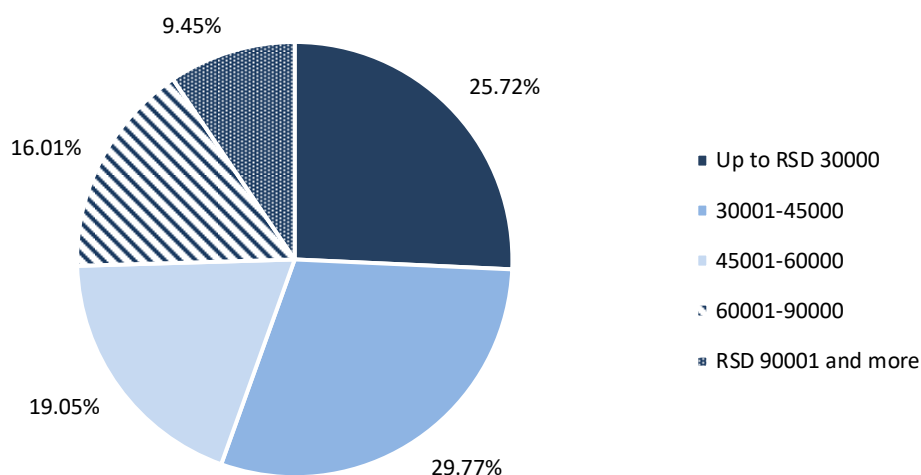


5. Structure of employees by amount of net salaries and wages, age groups and sex, September 2019

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



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.