



## Average wages

Reference metadata based on the Euro SDMX Metadata Structure (ESMS)

Republika Srpska Institute of Statistics

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### 1. Contact

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### 2. Metadata update

2.1.	Metadata last certified	02.01.2017.
2.2.	Metadata last posted	02.01.2017.
2.3.	Metadata last update	02.01.2017.

### 3. Statistical presentation

#### 3.1. Data description

Through Monthly report on employees and their wages RAD-1 data are collected on paid gross and net wages in the reporting month and the number of employees the payments refer to. The survey is carried out monthly and it provides data on average paid gross and net wages by economic activity in Republika Srpska. Based on monthly data, the average annual wage is calculated.

#### 3.2. Classification system

Classification of Economic Activities KD BiH 2010, which in its content and structure fully complies with the EU Statistical Classification of Economic Activities NACE Rev.2

#### 3.3. Sector coverage

Sections A to S according to KD BiH 2010

#### 3.4. Statistical concepts and definitions

**Net wage** refers to paid net wage in the month, for full time work, part-time work and overtime work, arrears of net wages for previous months paid during the reporting month, regardless of the period they refer to, as well as compensation of net wages for unworked hours (annual leave, paid leave, public holidays and non-working days determined by law, sick leave benefits at the expense of the employer, absence for vocational training, downtime through no fault of employees). Net wage does not cover other personal income (meal allowances, transportation, refunds, heating costs, winter food storage, solidarity assistance, one-off financial assistance) and sick leave benefits that are not at the expense of the employer.

**Gross wage** refers to paid net wage, with related taxes and contributions.

**Paid hours** refers to the total number of hours for which the wage has been paid.

**Average wage** is calculated by dividing the total wages paid in the month by the number of employees the payments refer to.

**Nominal index of net wages** represents the ratio between the nominal net amounts of the average wage in certain observation periods.

**Real index of net wages** represents the ratio between the nominal index of net wages and the consumer price index in a period.

#### 3.5. Statistical unit

Observation units are business entities registered in Republika Srpska and their units that operate on the territory of Republika Srpska, selected in the monthly coverage. If a business entity has organisational units (parts) engaged in an activity other than the principal (main) activity (regardless of the municipality/city where they are located) or located outside the municipality/city of the headquarters of the business entity (regardless of the activity they are engaged in), these units are also observation units, as they submit a separate report according to the activity they are engaged in and according to the municipality/city where they are located.

#### 3.6. Statistical population

Business entities, in activity sections from A to S according to KD BiH 2010

#### 3.7. Reference area

Republika Srpska

#### 3.8. Time coverage

Since 1994

#### 3.9. Base period

Previous month, previous year

#### 4. Unit of measure

KM, indices

#### 5. Reference period

Month

#### 6. Institutional mandate

##### 6.1. Legal acts and other agreements

Law on Statistics of Republika Srpska ("Official Gazette of Republika Srpska, No. 85/03), the Statistical Programme of Republika Srpska for the period 2013-2017 and the current annual Work Plan of the Republika Srpska Institute of Statistics.

##### 6.2. Data sharing

#### 7. Confidentiality

##### 7.1. Confidentiality - policy

The confidentiality of data and protection of personal information are regulated by the Law on Statistics of Republika Srpska ("Official Gazette of Republika Srpska, No. 85/03) and the Rules of protection of confidential data of the Republika Srpska Institute of Statistics. The confidentiality of statistical data is also ensured through the Law on the protection of personal data ("Official Gazette of BiH", No. 49/06).

##### 7.2 Confidentiality – data treatment

All collected data are treated as confidential and are used for statistical purposes only. Rules of protection of confidential data of the Republika Srpska Institute of Statistics lists the principles of confidential data treatment, procedures for ensuring confidentiality during the collection, processing and dissemination of data, as well as procedures for accessing microdata.

#### 8. Release policy

##### 8.1. Release calendar

Data on wages are released in accordance with the pre-defined release calendar – 22 days after the end of the observation month.

##### 8.2. Release calendar access

[http://www.rzs.rs.ba/publications/?left\\_mi=15&add=15](http://www.rzs.rs.ba/publications/?left_mi=15&add=15)

##### 8.3. User access

All users have the right to access data and information at the same time and in the same way.

#### 9. Frequency of dissemination

Monthly

## 10. Accessibility and clarity

### 10.1. Release

Monthly release „ Average wages of employees“ <http://www.rzs.rs.ba/front/category/179/>

### 10.2. Publications

- Monthly Statistical Review – final results;
- Wages, Employment and Unemployment Statistical Bulletin – final results;
- Statistical Yearbook – final results;
- This is Republika Srpska – final results.

### 10.3. Online database

Not available

### 10.4. Microdata access

Microdata are not available.

### 10.5. Other

The data are also disseminated at press conferences, through special release for media as well as through replies to written requests of users according to their specification.

### 10.6. Documentation on methodology

Methodological document on Statistics of wages is available at the web page:  
[http://www2.rzs.rs.ba/static/uploads/metodologije/rad/Metodologija\\_Plate\\_Ver.2.pdf](http://www2.rzs.rs.ba/static/uploads/metodologije/rad/Metodologija_Plate_Ver.2.pdf)

The description of statistical concepts and definitions used is published at the web page:  
[http://www.rzs.rs.ba/terms/defs/14/?add=111&left\\_mi=275](http://www.rzs.rs.ba/terms/defs/14/?add=111&left_mi=275)

### 10.7. Quality documentation

Quality report is available at the web site of the Republika Srpska Institute of Statistics:  
[http://www.rzs.rs.ba/front/category/340/371/?left\\_mi=284&add=284](http://www.rzs.rs.ba/front/category/340/371/?left_mi=284&add=284)

## 11. Quality management

### 11.1. Quality assurance

When it comes to quality assurance for statistical data and maintaining public confidence in the data, the Law on Statistics of Republika Srpska (Article 17, paragraph 1) prescribes the application of principles of impartiality, reliability, transparency, timeliness, professional independence and statistical confidentiality in organisation and production of statistics in Republika Srpska. The Republika Srpska Institute of Statistics follows the recommendations on organisation and quality management defined by the European Statistics Code of Practice (CoP).

### 11.2. Quality assessment

Final phase of the statistical activity is an overall assessment using information from all processes, from the design of survey instruments and data collection, to data publication and feedback from users. This information is used to produce a quality report, which contains descriptions of all processes of the statistical activities and lists advantages and disadvantages related to quality, as well as quality indicators.

## 12. Relevance

### 12.1. User needs

Key users of data on wages are:

- Public sector: Republika Srpska Ministry of Finance, Republika Srpska Ministry of Labour and Protection of War Veterans and Disabled Veterans, BiH Directorate for Economic Planning, Chamber of Commerce of Republika Srpska, municipal administrations, courts, prosecutors' offices;
- business entities: law firms, institutions, limited liability companies;
- science, research and education: institutes, educational institutions, students;
- general public: natural persons, retired persons;
- the media: broadcasters, news agencies;
- international users: International Labour Office;
- internal users: National Accounts Division.

#### 12.2. User satisfaction

Results of the latest User Satisfaction Survey are available at:  
[http://www.rzs.rs.ba/front/article/2699/?left\\_mi=306&add=306](http://www.rzs.rs.ba/front/article/2699/?left_mi=306&add=306).

Users' needs for data are also recognised through the records of received requests and the total number of hits at the Institute's website. In 2016, there were 64 responses to individual of users, concerning data on wages.

#### 12.3. Completeness

Since Wages statistics are not regulated by a special regulation, completeness rate is not calculated.

### 13. Accuracy and reliability

#### 13.1. Overall accuracy

Data accuracy is checked through implementation of prescribed methodology, through measurement errors control as well as thorough comparison with data from previous periods and additional analyses.

#### 13.2. Sampling error

Stratified random sampling is applied to select observation units of Wages statistics. The sample design and size, as the most important factors determining the size of sampling error, are controlled by statisticians, in order to reduce the sampling error to a minimum.

#### 13.3. Non-sampling error

Efforts are made to reduce non-sampling errors with constant improvement of methodological processes. Over coverage rate 2016 was 1.6%. In the event of a measurement error, depending on the type of error, it is either corrected by the methodologist, based on other data in the questionnaire and data from the previous period, or the reporting unit is contacted in order to correct the detected error for the observation unit. Unit non-response was 1.7%. There is no information that allows the calculation of item non-response rate.

### 14. Timeliness and punctuality

#### 14.1. Timeliness

T+22,3 days

#### 14.2. Punctuality

100%

### 15. Coherence and comparability

#### 15.1. Comparability - geographical

Eurostat has not defined a unified basis for the production of data on wages. Each country has its own wage definitions which are directly based on national legislation.

#### 15.2. Comparability – over time

Monthly data on paid gross and net wages have been available since 1994. A comparable series of data by section of the Classification of Economic Activities KD BiH 2010 has been available since 2005.

#### 15.3. Coherence – cross domain

The reference survey is the semi-annual survey on employees and their wages, which is implemented on the full coverage of observation units for September 2016.  
The average net wage obtained through the monthly survey on wages is 8% higher than the average net wage obtained through the semi-annual survey on employees and their wages.

#### 15.4. Coherence - internal

### 16. Cost and burden

No data are available on the costs of the Republika Srpska Institute of Statistics for the implementation of statistical activities within the scope of Wages statistics.

### 17. Data revision

#### 17.1. Data revision – policy

Revision was not planned nor implemented.

#### 17.2. Data revision - practice

Revision was not planned nor implemented.

### 18. Statistical processing

#### 18.1. Source data

The source of data for the monthly survey on wages (RAD-1) are business entities registered in Republika Srpska and their units that operate on the territory of Republika Srpska, which have been selected in the monthly coverage. All units with 50 or more employees at the business entity level are included in the monthly sample. Units with more than nine and less than 50 employees at the business entity level are divided into strata determined by the municipality in which they are located and by the section of economic activity. The sample includes 10% of randomly selected units from each stratum. An analysis has found that units with less than 10 employees at the business entity level do not affect the average wage significantly and therefore are not included in the sample. The number of units in the monthly coverage in 2016 is 2,704 observation units.

#### 18.2. Frequency of data collection

Monthly

#### 18.3. Data collection

Monthly data on wages are collected using the paper questionnaire RAD-1, from business entities and their units on the territory of Republika Srpska.

The Institute has also launched an Internet portal for online data collection for the RAD-1 report. This enables business entities to enter their data directly using the web application, instead of completing and sending the report using the paper questionnaire. Approximately 5% of the observation units submitted their data using the web application.

#### 18.4. Data validation

All received reports are recorded at the headquarters of the Institute. Afterwards, the data on paid gross and net wages and the number of paid workers at the observation unit level are compared with the values from the previous month. Any unexpected large discrepancy and missing data are controlled and verified by telephone contact with

the reporting unit. There are controls built into the data entry application which make it impossible to enter incorrectly calculated and logically incorrect data into the database.

#### 18.5. Data compilation

Data processing is organised at the headquarters of the Institute, while the data entry is done in the regional offices of the Institute. In the event of non-response for the entire report or for certain questions only, or if there are discrepancies, inconsistencies and errors that cannot be corrected by re-contacting the reporting unit, data are imputed based on available data for the reporting unit from the previous month.

#### 18.6. Adjustment

Data of Wages statistics are not seasonally adjusted.

### 19. Comment