

ISTRAŽIVANJE O STRUKTURI ZARADA ZA 2022. GODINU (KONAČNI REZULTATI)
STRUCTURE OF EARNING SURVEY FOR 2022 (FINAL RESULTS)

Podaci objavljeni u ovom saopćenju dobijeni su na osnovu provedenog istraživanja o strukturi zarada (ISZ) za 2022. godinu.

Istraživanje o strukturi zarada provodi se na uzorkom izabranim poslovnim subjektima (pravnim osobama) čije sjedište je na teritoriji Federacije BiH. Obuhvaćeni su poslovni subjekti kao cjelina sa svim pripadajućim jedinicama u sastavu poslovnih subjekata bez obzira na njihovo mjesto poslovanja. Podaci su prikupljeni za zaposlene osobe koje su takođe birane putem uzorka. Putem ovog istraživanja nisu obuhvaćeni zaposleni u obrtu i srodnim djelatnostima.

Podaci su prikupljeni putem web aplikacije, te elektronskih upitnika. Veličina uzorka je 2.070 poslovnih subjekata, a podaci su prikupljeni od njih 1.717. Stopa neodziva je 16,2 %. Od 1.717 poslovnih subjekata podaci su prikupljeni za 54.536 zaposlenih osoba.

Ovo istraživanje ima za cilj dobijanje i izračun procjene podataka o prosječnim zaradama za referentni mjesec i referentnu godinu, kao i prosječnim zaradama po satu rada prema individualnim karakteristikama zaposlenih kao i prema karakteristikama poslovnog subjekta u kojem zaposleni rade.

Rezultati Istraživanja o strukturi zarada iskazani su u bruto iznosima (sa pripadajućim doprinosima iz bruto plaće i akontacijom poreza na dohodak). Pored bruto plaća putem ovog istraživanja su prikupljeni podaci o ostalim primanjima zaposlenih zbog čega se koristi termin zarada.

Pod godišnjom zaradom se podrazumijevaju sva primanja zaposlenih u toku referentne godine - oporeziva i neoporeziva, što znači da zarada pored bruto plaće obuhvata i sva ostala isplaćena primanja zaposlenih

Napomena: U nekim slučajevima u ovom saopštenju zbog zaokruživanja zbirni sabirak u tabelama ne daju isti rezultat kao što bi bilo bez zaokruživanja. Također, zbog zaokruživanja decimala u nekim slučajevima zbir procenata nije jednak 100.

The data published in this announcement were obtained on the basis of the Structure of Earnings Survey (SES) for the year 2022.

The Structure of Earnings Survey is conducted on a sample of business entities (legal entities) whose headquarters are located in the territory of the Federation of Bosnia and Herzegovina. Business entities are included as a whole with all associated units in the composition of business entities, regardless of their place of business. Data were collected for employed persons who were also selected through a sample. Through this survey, employees in trades and related activities are not covered.

Data were collected through a web application and electronic questionnaires. The sample size is 2,070 business entities, and data was collected from 1,717 of them. The non-response rate is 16.2%. From 1,717 business entities, data was collected for 54,536 employed persons.

The purpose of this survey is to obtain and calculate an estimate of data on average earnings for the reference month and reference year, as well as average earnings per hour of work according to the individual characteristics of the employees as well as the characteristics of the business entity in which the employees work.

The results of the Structure of Earnings Survey are expressed in gross amounts (with the corresponding contributions from the gross salary and advance payment of income tax). In addition to gross salaries this survey collected data on other incomes of employees, which is why the term earning is used.

The annual earning is understood to mean all incomes of employees during the reference year - taxable and non-taxable, which means that in addition to the gross salary, the earnings also includes all other paid incomes of employees

Note: *In some cases in this Release, due to the rounding the sums in the tables do not give the same result as it would be without rounding. Also, due to the rounding of decimals in some cases the sum of percentages is not equal to 100.*

Tabela 1. Osnovni rezultati Istraživanja o strukturi zarada za 2022. godinu (bruto)

Table 1. Main results for the Structure of Earnings Survey for the year 2022 (gross)

	Ukupno/ Total	Muškarci/ Men	Žene/ Women
Prosječna godišnja zarada u KM/ Average annual earnings in KM	24.726	25.079	24.286
Medijana godišnje zarade/ Median annual earnings in KM	21.116	21.331	20.809
Prosječni godišnji bonusi u KM/ Average annual bonuses in KM	909	929	885
Prosječan broj plaćenih sati rada za oktobar/ Average number of paid working hours for October	167	168	165
Prosječne zarade po satu za oktobar u KM/ Average earnings per hour for October in KM/	12,13	12,31	11,91
Medijana zarade po satu za oktobar u KM/ Median earnings per hour for October in KM	10,31	10,38	10,19
Platni jaz između žena i muškaraca, %/ Wage gap between women and men, %	3,2		
Učešće zaposlenih sa niskim zaradama u ukupnom broju zaposlenih ¹⁾ , %/ Share of employees with low earnings in the total number of employees ¹⁾ , %	22,94	21,82	24,25

¹⁾ Pod zaposlenima sa niskom zaradom smatraju se osobe koja zarađuju manje ili jednako 2/3 medijane zarade po satu.

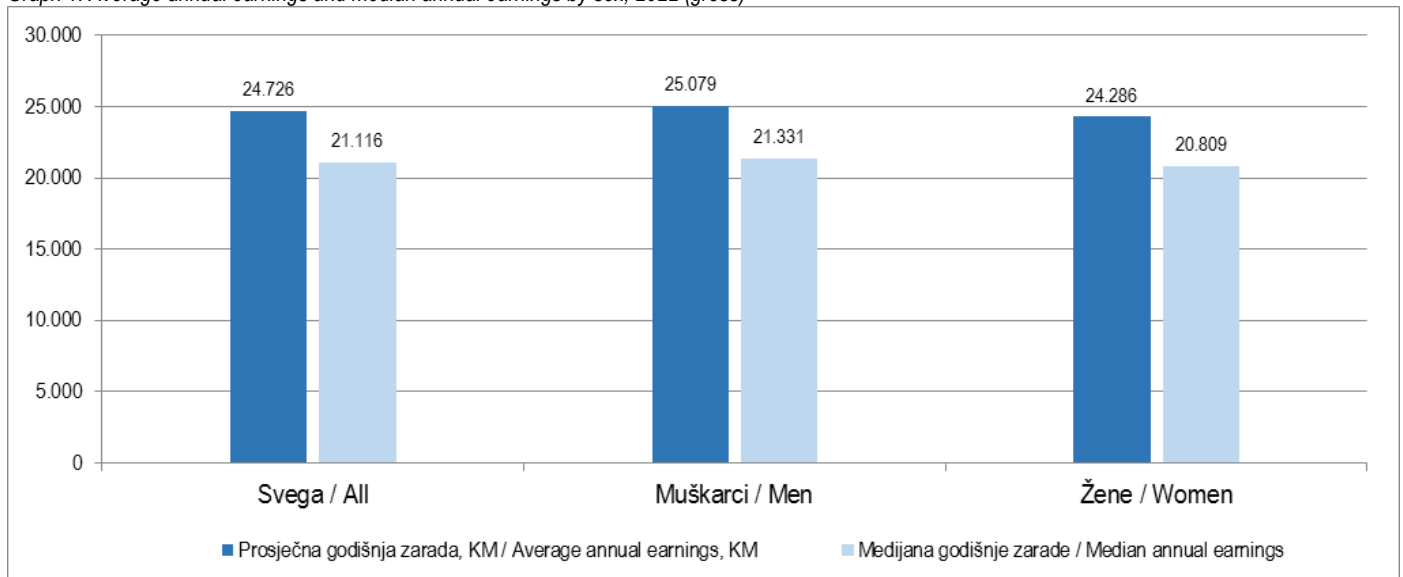
¹⁾ Low-wage employees are persons who earn less than or equal to 2/3 of the median hourly wage.

Prosječna godišnja zarada za 2022. godinu u Federaciji Bosne i Hercegovine iznosila je 24.726 KM, odnosno 12,13 KM po satu. Muškarci su u 2022. godini u prosjeku zaradili 25.079 KM, a žene 24.286 KM.

The average annual earnings for the year 2022 in Bosnia and Herzegovina was 24,726 KM, or 12.13 KM per hour. In 2022, in average men earned 25,079 KM, and women 24,286 KM.

Grafikon 1. Prosječne godišnje zarade i medijana godišnje zarade prema spolu, 2022. godina (bruto)

Graph 1. Average annual earnings and median annual earnings by sex, 2022 (gross)



Medijana godišnje zarade iznosila je 21.116 KM, što predstavlja 85,4% prosječne godišnje zarade. Polovina od ukupnog broja zaposlenih je ostvarila godišnju zaradu manju od 21.116 KM, dok je druga polovina zaposlenih zaradila više od tog iznosa.

Bonusi (kvartalni i godišnji) su isplaćeni prema različitim osnovama. Bonusi su u prosjeku iznosili 909 KM, što predstavlja 3,7% prosječne godišnje zarade.

Zaposleni su, u prosjeku, imali pravo na 25 dana godišnjeg odmora.

Platni jaz između žena i muškaraca iznosio je 3,2%. Drugim riječima, žene su bile manje plaćene od muškaraca za 3,2%.

Razlike u zaradama po polu mogu se javiti kao posljedica različite strukture zaposlenih muškaraca i žena po sektorima djelatnosti, obliku svojine, zanimanju, obrazovanju, godinama starosti i drugim karakteristikama.

The median annual earnings was 21,116 KM, which represents 85.4% of the average annual earnings. Half of the total number of employees earned an annual earnings of less than 21,116 KM, while the other half of the employees earned more than that amount.

Bonuses (quarterly and annual) are paid according to different bases. Bonuses amounted to 909 KM on average, which represents 3.7% of the average annual salary.

Employees, on average, were entitled to 25 days of annual leave.

The average number of paid hours worked for October 2022 was 167

The pay gap between women and men was 3.2%. In other words, women were paid less than men by 3.2%.

Differences in earnings by gender can occur as a consequence of the different structure of employed men and women by sector of activity, form of ownership, occupation, education, age and other characteristics.

Imajući u vidu da se u ovom istraživanju niskim zaradama smatraju zarade manje ili jednake 2/3 medijalne zarade po satu, udio zaposlenih sa niskim zaradama u ukupnom broju zaposlenih iznosi 22,94%. Drugim riječima, gotovo četvrtina zaposlenih je ostvarila zaradu manju od 6,9 KM po satu.

Bearing in mind that in this research, low wages are considered to be wages less than or equal to 2/3 of the median wage per hour, the share of employees with low wages in the total number of employees is 22.94%. In other words, almost a quarter of employees earned less than 6.9 KM per hour.

Grafikon 2. Prosječne godišnje zarade i medijana godišnje zarade prema područjima djelatnosti KDBiH¹⁾, 2022. godina (bruto)

Graph 2. Average annual earnings and median annual earnings according to the activity sections to CEA¹⁾, 2022 (gross)

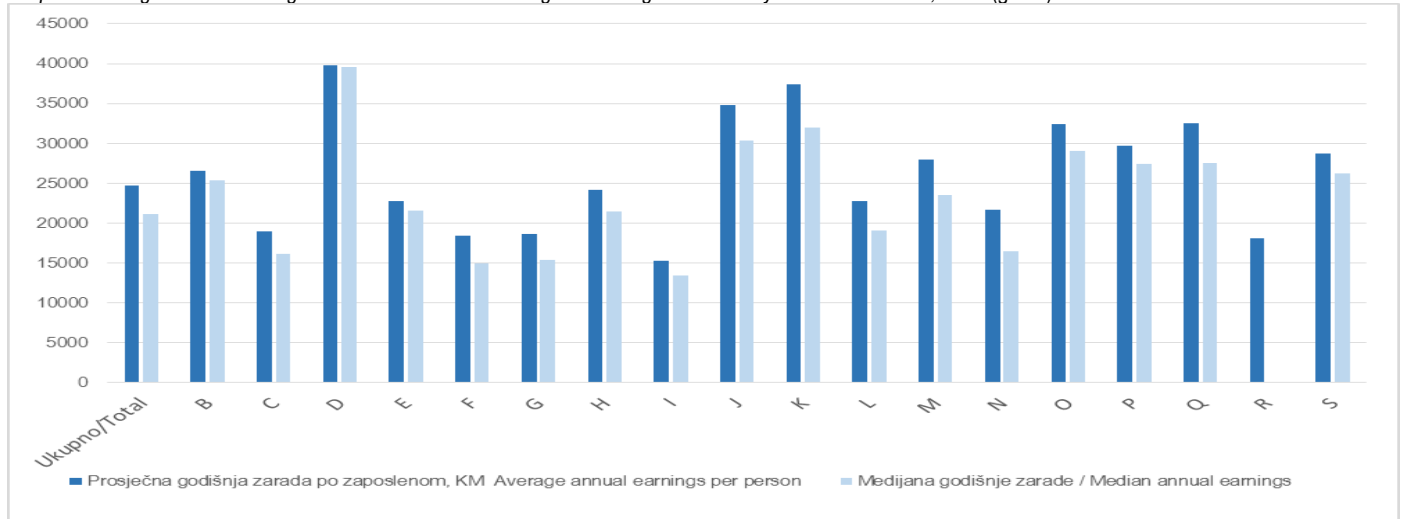


Tabela 2. Prosječne godišnje zarade i medijana godišnje zarade prema područjima djelatnosti KDBiH 2010, 2022. godina (bruto)

Table 2. Average annual earnings and median annual earnings according to the activity sections to CEA, NACE rev.2, 2022 (gross)

Područja djelatnosti prema KDBiH/ Classification of Economic Activities	Prosječna godišnja zarada/Average annual earnings	Medijana godišnje zarade/Median annual earnings
Ukupno/Total	24.726	21.116
B Vađenje ruda i kamena /Mining and quarrying	26.527	25.418
C Prerađivačka industrija/Manufacturing	18.934	16.144
D Proizvodnja i snabdjevanje električnom energijom, plinom, parom i klimatizacija / Electricity, gas, steam and air conditioning supply	39.779	39.581
E Snabdjevanje vodom, uklanjanje otpadnih voda, upravljanje otpadom, te djelatnosti sanacije okoliša /Water supply; sewerage, waste management and remediation activities	22.740	21.551
F Građevinarstvo/Construction	18.412	14.982
G Trgovina na veliko i malo; popravak motornih vozila i motocikala/ Wholesale and retail trade; repair of motor vehicles and motorcycles	18.651	15.392
H Prijevoz i skladištenje/Transportation and storage	24.127	21.504
I Djelatnosti pružanja smještaja, te pripreme i usluživanja hrane/ Accommodation and food service activities	15.318	13.484
J Informacije i komunikacije/Information and communication	34.788	30.403
K Finansijske djelatnosti i djelatnosti osiguranja/ Financial and insurance activities	37.449	31.930
L Poslovanje nekretninama/Real estate activities	22.753	19.099
M Stručne, naučne i tehničke djelatnosti/ Professional, scientific and technical activities	28.020	23.547
N Administrativne i pomoćne uslužne djelatnosti/ Administrative and support service activities	21.698	16.503
O Javna uprava i odbrana, obavezno socijalno osiguranje/ Public administration and defence; compulsory social security	32.370	29.075
P Obrazovanje/Education	29.653	27.453
Q Djelatnosti zdravstvene i socijalne zaštite/ Human health and social work activities	32.492	27.498
R Umjetnost, zabava i rekreacija/ Arts, entertainment and recreation	18.070	(13.170)
S Ostale uslužne djelatnosti/Other service activities	28.770	26.236

¹⁾ KDBiH – Klasifikacija djelatnosti BiH, KD BiH 2010 (u tabeli 2. dati su nazivi područja djelatnosti) / NACE Rev.2

Najviša prosječna godišnja zarada ostvarena je u sektoru Proizvodnja i snabdjevanje električnom energijom, plinom, parom i klimatizacija (39.779KM), što je za 60,9% više od ukupne prosječne godišnje zarade, dok je najniža prosječna zarada ostvarena u sektoru Djelatnosti pružanja smještaja, te pripreme i usluživanja hrane (15.318KM), što je za 38,1% manje od ukupnog prosjeka. Medijana godišnje zarade iznosila je 21.116KM, što je za 14,6% manje od prosječne godišnje zarade. Najveća razlika između medijane godišnje zarade i prosječne godišnje zarade zabilježena je u sektoru Umjetnost, zabava i rekreacija (medijana je 13.170 KM, a prosječna zarada je 18.070 KM) u kojem je medijana za 27,1% manja od prosječne godišnje zarade, a zatim u sektoru Administrativne i pomoćne uslužne djelatnosti (medijana je 16.503 KM, a prosječna zarada je 21.698 KM) gdje je medijana godišnje zarade manja od prosječne godišnje zarade za 23,9%.

Najmanja razlika zabilježena je u djelatnosti Proizvodnja i snabdjevanje električnom energijom, plinom, parom i klimatizacija, gdje je medijana zarade iznosila 39.581 KM, što je za svega 0,5% manje od prosječne godišnje zarade i u sektoru Vađenje ruda i kamena u kojem je medijana godišnje zarade bila manja od prosječne godišnje zarade za 4,2%.

U većini djelatnosti muškarci su zarađivali više, s tim da su najveće razlike u godišnjoj zaradi prema polu zabilježene u djelatnosti Umjetnost, zabava i rekreacija u kojoj su žene zarađile 32,5 % manje u odnosu na muškarce, i u prerađivačkoj industriji 20,4%. U djelatnosti Snabdjevanje vodom, uklanjanje otpadnih voda, upravljanje otpadom, te djelatnosti sanacije okoliša zarade žena su bile veće za 13,5% u odnosu na muškarce.

Prema podacima ovog istraživanja postoji pozitivna koleracija između visine zarade i stepena obrazovanja. Naime, zaposleni sa najvišim nivoom obrazovanja zaradili su 2,5 puta više od onih sa najnižim nivoom obrazovanja (bez škole, sa nepotpunom ili završenom osnovnom školom), odnosno 2,1 put više od zaposlenih sa srednjim stepenom obrazovanja. Pored obrazovanja na visinu zarade značajno utiču godine starosti i godine staža, kao i veličina poslovnog subjekta u kojem zaposleni rade. Tako su zaposleni u starosnoj grupi (od 55 do 64 godine) zaradili za 63,2 % više od najmlađih zaposlenih (od 15 do 24 godine). Slične reciprocitete bilježimo i kod zarada prema veličini poslovnog subjekta gdje su zaposleni u velikim poslovnim subjektima (sa 1000+ zaposlenih) ostvarili za 33,3% višu zaradu od onih koji su zaposleni u poslovnim subjektima sa 10 do 49 zaposlenih.

Da zaposleni sa višim stepenom obrazovanja zarađuju više, potvrđuju i podaci o prosječnim zaradama po zanimanjima. Pored očekivano najviše zarade u grupi zanimanja Zakonodavci, visoki dužnosnici i službenici, direktori (za 63,7% veća od ukupnog prosjeka) zanimljivo je da su zaposleni iz grupe zanimanja: stručnjaci zaradili gotovo dvostruko više od zaposlenih u uslužnim i trgovačkim zanimanjima. Zarade tehničara i stručnih saradnika, kao i uredskih službenika, bile su najpribližnije ukupnom prosjeku.

The highest average annual earnings was achieved in the Electricity, gas, steam and air conditioning supply sector (39,779 KM), which is 60.9% more than the average annual earnings, while the lowest average earnings was achieved in the Accommodation and food service activities (15,318 KM), which is 38.1% less than the overall average. The median annual earnings was 21,116 KM, which is 14.6% less than the average annual earning. The biggest difference between the median annual earnings and the average annual earnings was recorded in the sectors Arts, entertainment, and recreation sector (with a median of 13,170 KM and an average earnings of 18,070 KM), the median annual earnings was 27.1% lower than the average annual earnings and Administrative and support service activities (with a median of 16,503 KM, and average earnings of 21,698 KM) where the median was 23.9% lower than the average annual earnings.

The smallest difference was recorded in the Electricity, gas, steam and air conditioning supply activity, where the median earnings was 39,581 KM, which is only 0.5% less than the average annual earnings. Additionally, in the Mining and quarrying sector, the median annual earnings was 4.2% lower than the average annual earnings.

In most industries, men earned more, with the biggest differences in annual earnings by gender being recorded in the Arts, Entertainment and Recreation industry, where women earned 32.5% less than men, and in the manufacturing industry, 20.4%. Women's earnings were 13.5% higher than men's in water supply, waste water removal, waste management, and environmental remediation activities.

According to the data of this research, there is a positive correlation between the amount of earnings and the level of education. Namely, employees with the highest level of education earned 2.5 times more than those with the lowest level of education (no school, with incomplete or finished elementary school), or 2.1 times more than employees with a secondary level of education.

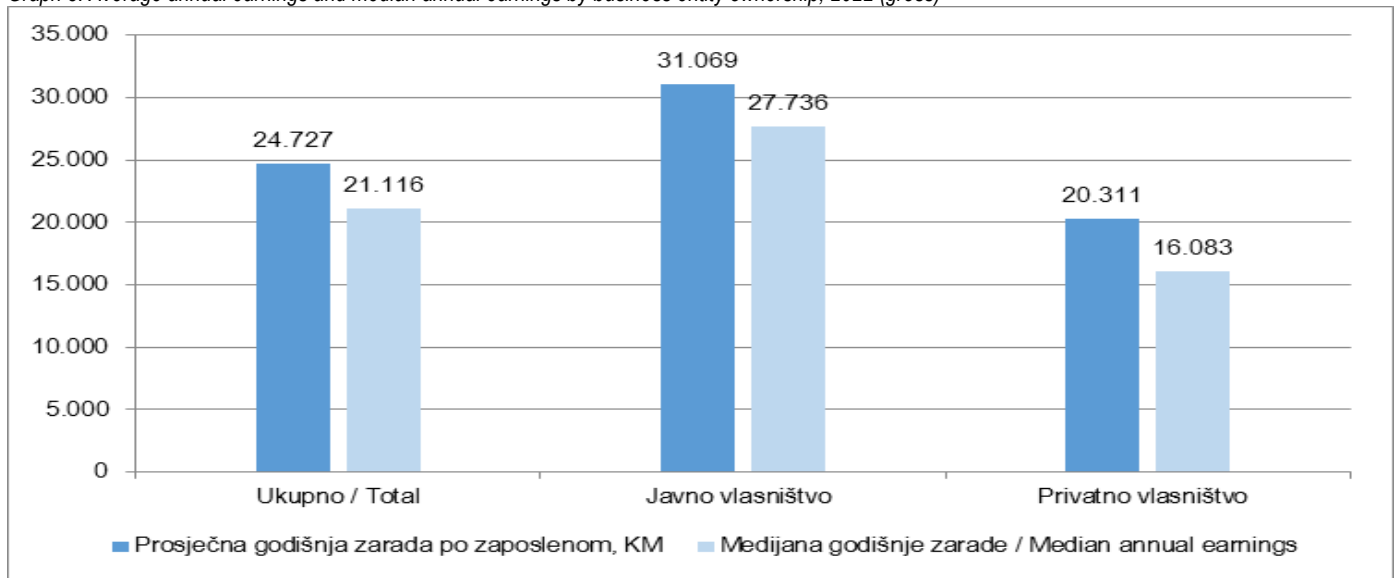
In addition to education, the amount of salary is significantly influenced by age and years of service, as well as the size of the business entity in which employees work.

Thus, employees in the age group (from 55 to 64 years old) earned 63.2% more than the youngest employees (from 15 to 24 years old). We note similar reciprocity in earnings according to the size of the business entity, where employees in large business entities (with 1000+ employees) earned 33.3% higher earnings than those employed in businesses with 10 to 49 employees.

That employees with a higher degree of education earn more is also confirmed by data on average earnings by profession. In addition to the expected highest earnings in the occupational group Legislators, high officials and officials, directors (by 63.7% higher than the overall average), it is interesting that employees from the occupational group: experts earned almost twice as much as employees in service and commercial occupations. The salaries of technicians and professional associates, as well as office employees, were the closest to the overall average.

Grafikon 3. Prosječne godišnje zarade i medijana godišnje zarade prema vlasništvu poslovnog subjekta, 2022. godina (bruto)

Graph 3. Average annual earnings and median annual earnings by business entity ownership, 2022 (gross)

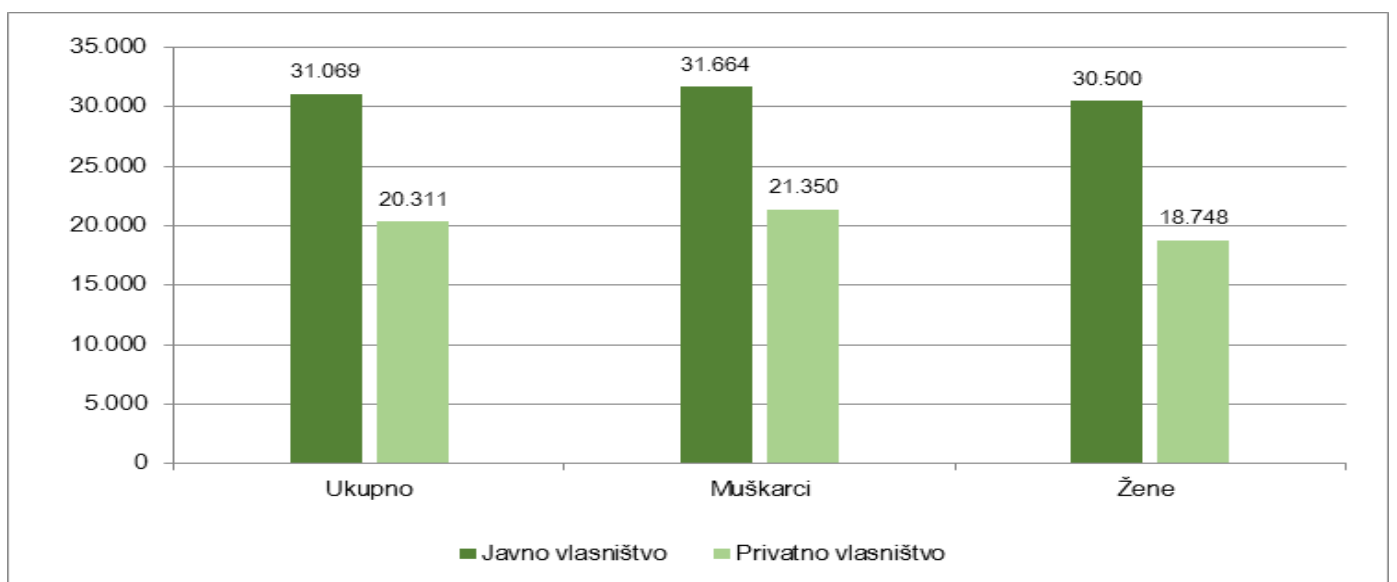


Prosječna godišnja zarada u javnom sektoru iznosila je 31.069 KM, dok je u privatnom sektoru iznosila 20.311 KM, odnosno manje za 34,6% od javnog sektora. Medijana godišnje zarade u javnom sektoru je iznosila 27.736 KM, dok je u privatnom sektoru iznosila 16.083 KM, odnosno za 42,0% manje od javnog sektora.

The average annual salary in the public sector was 31,069 KM, while in the private sector it was 20,311 KM, or 34.6% less than the public sector. The median annual earnings in the public sector was 27,736 KM, while in the private sector it was 16,083 KM, or 42.0% less than the public sector.

Grafikon 4. Prosječne godišnje zarade prema vlasništvu poslovnog subjekta i spolu, 2022. godina (bruto)

Graph 4. Average annual earnings by business entity ownership and by sex, 2022 (gross)

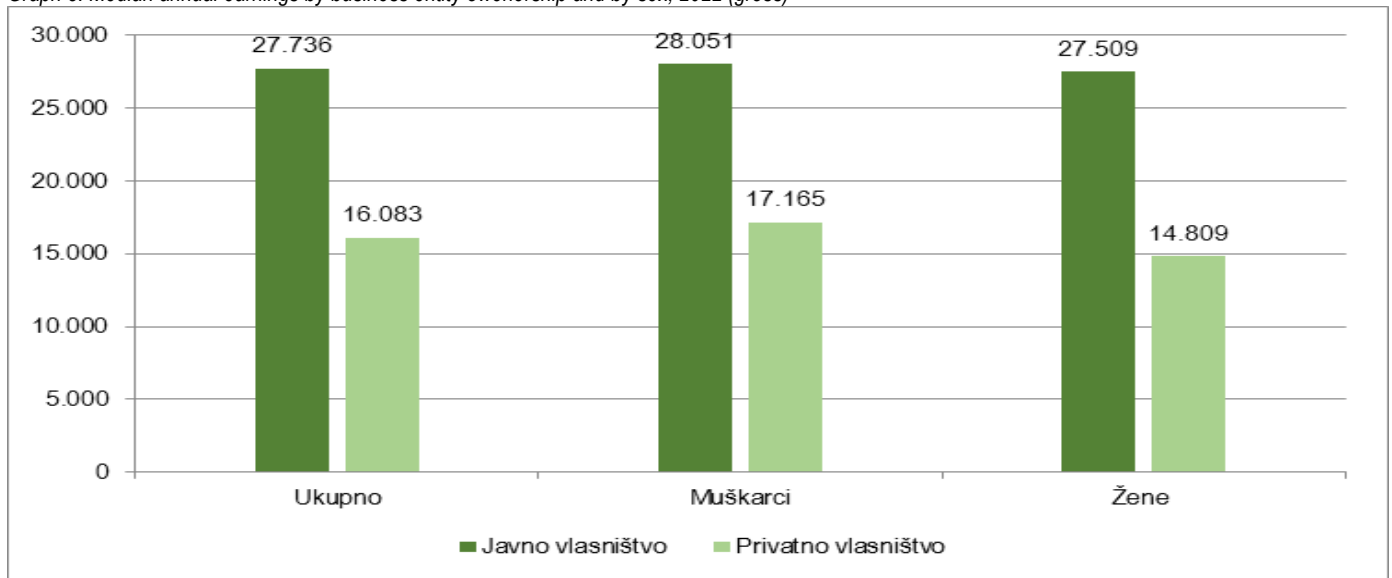


Prosječna godišnja zarada za muškarce u javnom sektoru iznosila je 31.664 KM, dok je za žene iznosila 30.500 KM. U privatnom sektoru muškarci su takođe zarađivali više od žena (muškarci 21.350 KM, žene 18.748KM).

The average annual earnings for men in the public sector was 31,664 KM, while for women, it was 30,500 KM. In the private sector, men also earned more than women (men 21,350 KM, women 18,748 KM).

Grafikon 5. Medijana godišnje zarade prema vlasništvu poslovnog subjekta i spolu, 2022. godina (bruto)

Graph 5. Median annual earnings by business entity ownership and by sex, 2022 (gross)

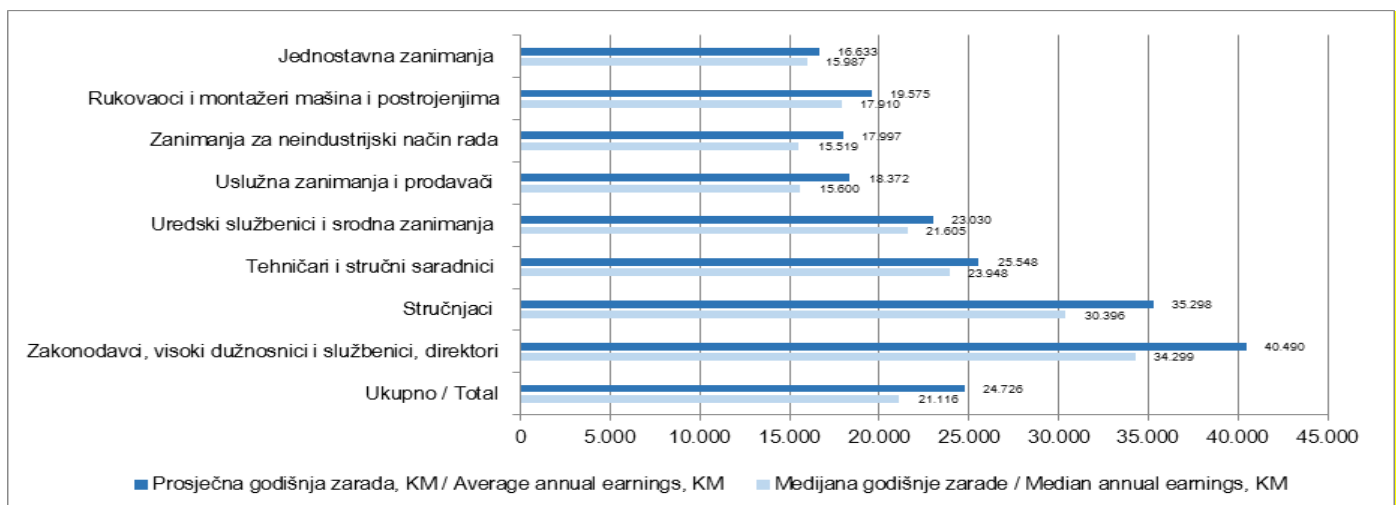


Medijana godišnje zarade za muškarce u javnom sektoru iznosila je 28.051 KM, dok je za žene iznosila 27.509 KM. U privatnom sektoru medijana godišnje zarade za muškarce iznosila je 17.165 KM, a za žene 14.809 KM.

The median annual earnings for men in the public sector was 28,051 KM, while for women, it was 27,509 KM. In the private sector, the median annual earnings for men was 17,165 KM, and for women, it was 14,809 KM.

Grafikon 6. Prosječne godišnje zarade i medijana godišnje zarade prema grupama zanimanja, 2022. godina (bruto)

Graph 6. Average annual earnings and median annual earnings by occupational groups, 2022 (gross)



Posmatrajući zarade prema grupama zanimanja, najvišu prosječnu godišnju zaradu, za 63,8% veću od ukupnog prosjeka, ostvarili su Zakonodavci, visoki dužnosnici i službenici, direktori (40.490 KM). Zatim slijede Stručnjaci (35.298 KM) i Tehničari i stručni saradnici (25.548 KM). Zaposleni iz grupe Jednostavnih zanimanja, kao i Zanimanja za neindustrijski način rada, ostvarili su najnižu prosječnu godišnju zaradu od 16.633 KM, odnosno 17.997 KM.

Looking at earnings according to occupational groups, the highest average earnings, 63.8% higher than the overall average, was achieved by Legislators, high officials and officials, directors (40,490 KM). Then come Experts (35,298 KM) and Technicians and other professional occupations (25,548 KM). Employees in the group of Simple occupations, as well as those in the group of Occupations of a non-industrial way of working, achieved the lowest average annual earnings of 16,633 KM and 17,997 KM, respectively.

Odnos između medijane i prosečne zarade razlikuje se u zavisnosti od grupa zanimanja. Kod grupe zanimanja Zakonodavci, visoki dužnosnici i službenici, direktori medijana zarade (34.299 KM) najviše je odstupala od proseka (za 15,3% manja od prosečne zarade), dok je kod zaposlenih sa jednostavnim zanimanjima to odstupanje najmanje (za 3,9% manja od prosečne zarade).

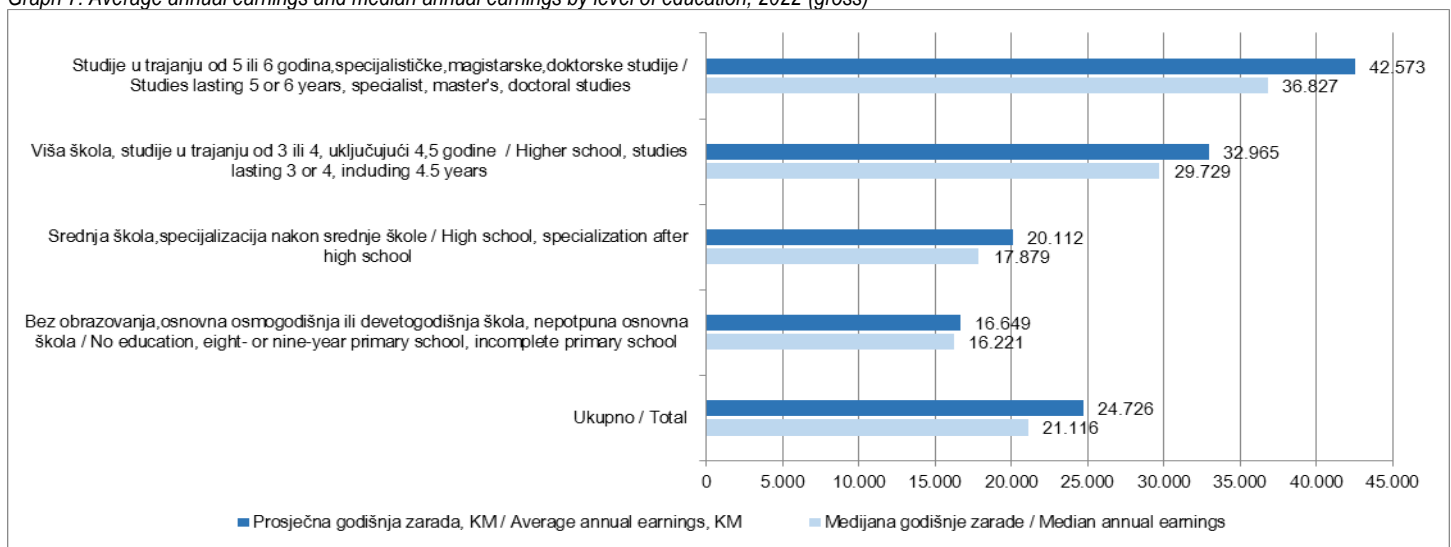
Iako muškarci, generalno, zarađuju više od žena, ta razlika značajno varira u zavisnosti od grupe zanimanja. Najmanja razlika između prosječne zarade muškaraca i žena zabilježena je u grupi Tehničari i stručni saradnici, gdje su žene u prosjeku zaradile 24.912 KM, a muškarci svega 4,5% više od toga (26.074 KM). Najveća razlika između prosječne zarade muškaraca i žena zabilježena je kod grupe zanimanja za neindustrijski način rada. Žene iz ove grupe zanimanja ostvarile su prosječnu zaradu u iznosu od 13.093 KM, što je za 33,8% manje od prosečne zarade muškaraca, koja je iznosila 19.774 KM. Ovaj jaz značajan je i kod uslužnih zanimanja i prodavača, gdje je prosječna zarada žena (16.014 KM) za 23,1% manja od prosječne zarade muškaraca (20.815 KM).

The relationship between median and average earnings varies by occupational group. In the occupational group Legislators, high-ranking officials and officials, directors, the median salary (34,299 KM) deviated the most from the average (by 15.3% less than the average salary), while among employees with simple occupations, this deviation was the least (by 3.9% lower than the average salary).

Although men generally earn more than women, this difference varies significantly by occupational group. The smallest difference between the average earnings of men and women was recorded in the group of Technicians and professional associates, where women earned an average of 24,912 KM, and men only 4.5% more than that (26,074 KM). The biggest difference between the average earnings of men and women was recorded in the non-industrial occupation group. Women from this occupational group earned an average salary of 13,093 KM, which is 33.8% less than the average salary of men, which amounted to 19,774 KM. This gap is also significant in service professions and sellers, where the average salary of women (16,014 KM) is 23.1% lower than the average salary of men (20,815 KM).

Grafikon 7. Prosječne godišnje zarade i medijana godišnje zarade prema stepenu obrazovanja, 2022. godina (bruto)

Graph 7. Average annual earnings and median annual earnings by level of education, 2022 (gross)



Najvišu prosječnu godišnju zaradu, u iznosu od 42.573 KM, ostvarili su zaposleni sa visokim obrazovanjem, magistri ili doktori nauka. Zaposleni bez obrazovanja, sa nepotpunom osnovnom školom ili sa osnovnim obrazovanjem ostvarili su najnižu prosječnu godišnju zaradu, svega 16.649 KM, što predstavlja 39,1% od prosečne zarade zaposlenih sa najvišim stepenom obrazovanja. Zaposleni sa završenom srednjom školom i specijalizacijom nakon srednje zaradili su, u prosjeku, 47,2% od prosečne zarade zaposlenih sa najvišim stepenom obrazovanja. Prosječna zarada zaposlenih sa završenim studijama u trajanju od 5 ili 6 godina, specijalističkim, magistarskim i doktorskim studijama bila je za 72,2% veća od ukupnog prosjeka. Takođe, iznad ukupnog prosjeka, za 33,3%, bila je i prosječna zarada zaposlenih sa završenom višom školom i studijama u trajanju od 3 ili 4 godine (uključujući 4,5 godine). Prosječna zarada zaposlenih bez obrazovanja, sa nepotpunom osnovnom školom ili sa osnovnim obrazovanjem bila je za 32,7% manja od ukupnog prosjeka.

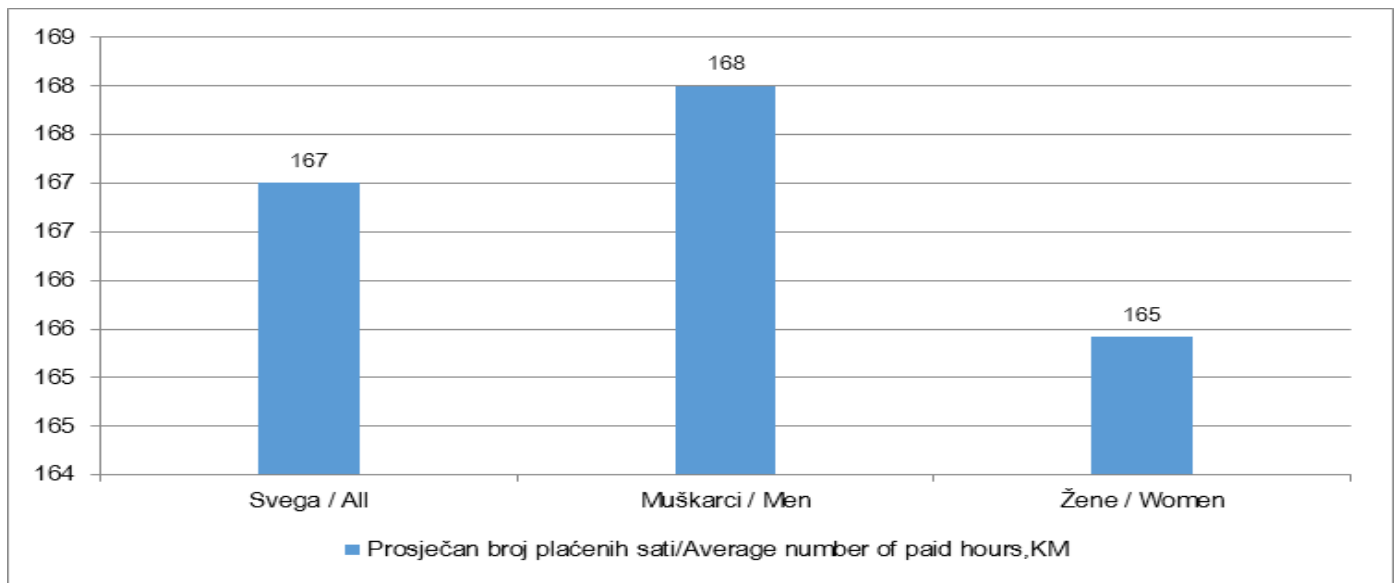
Muškarci su ostvarili višu prosječnu zaradu od žena u svim kategorijama obrazovanja. Ipak, najmanja razlika između zarada zabilježena je kod zaposlenih sa višom školom, studije u trajanju od 3 ili 4, uključujući 4,5 godine, gdje su žene (31.392 KM) u prosjeku ostvarile za 10,3% manju zaradu od muškaraca (35.015 KM). Najveća razlika između zarada muškaraca i žena zabilježena je u kategoriji zaposlenih bez škole, sa nepotpunom osnovnom školom ili sa osnovnim obrazovanjem, gdje su muškarci, u prosjeku, zaradili 18.220 KM, a žene za 16,5% manje (15.210 KM), na nivou cijele godine.

The highest average earnings, in the amount of 42,573 KM, was achieved by employees with higher education, masters or doctors of science. Employees without education, with incomplete elementary school or with basic education earned the lowest average annual earnings, only 16,649 KM, which represents 39.1% of the average earnings of employees with the highest level of education. Employees with completed high school and post-secondary specialization earned, on average, 47.2% of the average earnings of employees with the highest level of education. The average earnings of employees with completed studies lasting 5 or 6 years, specialist, master's, doctoral studies was 72.2% higher than the overall average. Also, above the overall average, by 33.3%, was the average earnings of employees with higher education, degrees lasting 3 or 4 years (including 4.5 years). The average earnings of employees without education, with incomplete primary school or with primary education was 32.7% lower than the overall average.

Men earned higher average earnings than women in all categories of education. However, the smallest difference between earnings was recorded among employees with higher education, studies lasting 3 or 4, including 4.5 years, where women (31,392 KM) earned on average 10.3% less earnings than men (35,015 KM). The biggest difference between the earnings of men and women was recorded in the category of employees without school, with incomplete primary school or with primary education, where men, on average, earned 18,220 KM, and women by 16.5% less (15,210 KM), at the level the whole year.

Grafikon 8. Prosječni broj plaćenih sati rada prema spolu, 2022. godina

Graph 8. Average number of paid working hours by sex, 2022

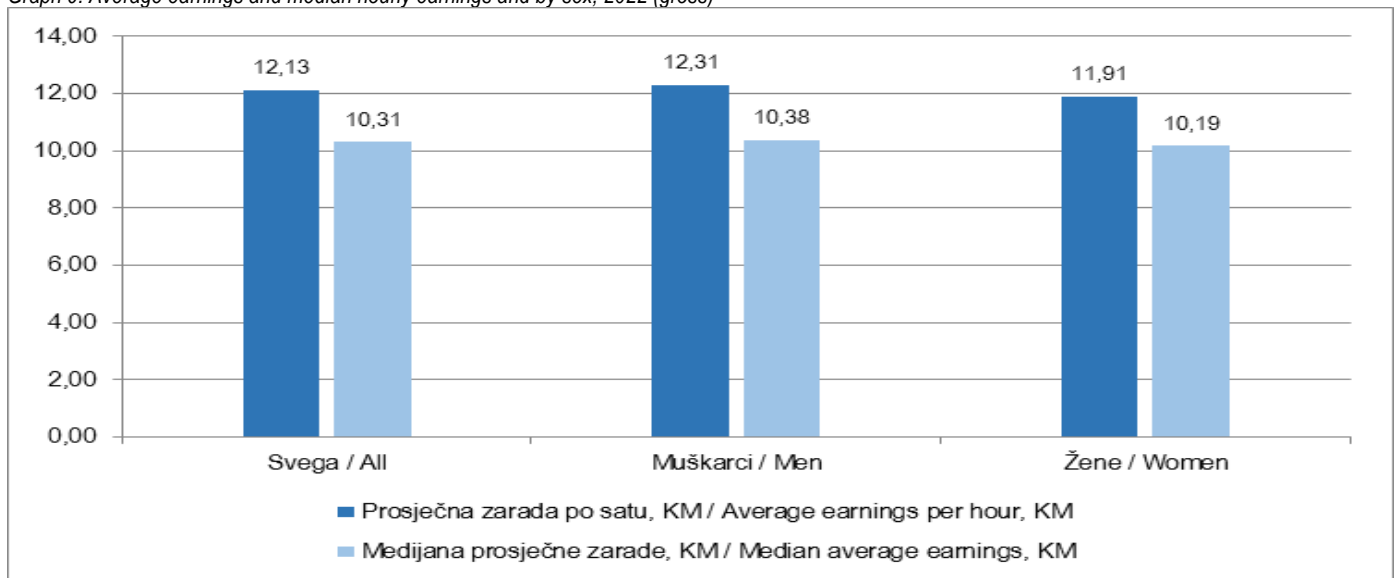


Prosječan broj plaćenih sati rada za oktobar 2022. godine iznosio je 167. Muškarci su u prosjeku radili 168 sati rada, dok su žene u prosjeku radile 165 sati.

The average number of paid working hours for October 2022 was 167. Men worked an average of 168 hours of work, while women worked an average of 165 hours.

Grafikon 9. Prosječne zarade i medijana zarade po satu i spolu, 2022. godina (bruto)

Graph 9. Average earnings and median hourly earnings and by sex, 2022 (gross)



U oktobru 2022. godine prosječna zarada po satu iznosila je 12,13 KM. Prosječna zarada po satu za muškarce u istom mjesecu iznosila je 12,31 KM, a 11,91 KM za žene. Za isti period medijana zarade po satu je iznosila 10,31 KM, dok je medijana zarade po satu za muškarce iznosila 10,38 KM i 10,19 za žene.

In October 2022, the average hourly earnings was 12.13 KM. The average hourly earnings for men in the same month was 12.31 KM and 11.91 KM for women. For the same period, the median hourly earnings was 10.31 KM, with a median hourly earnings of 10.38 KM for men and 10.19 KM for women.

METODOLOŠKA OBJAŠNJENJA

Istraživanje o strukturi zarada za 2022. godinu u Federaciji BiH provodi se po prvi puta kao redovno istraživanje, nakon što je za referentnu 2021 godinu provedeno Pilot istraživanje o strukturi zarada.

Značaj Istraživanja o strukturi zarada je u tome što obezbjeđuje detaljne i uporedive podatke o godišnjim, mjesečnim zaradama i zaradama po satu, prema individualnim karakteristikama zaposlenih i poslovnih subjekata u kojima rade. Izračunavanje platnog jaza između žena i muškaraca, kao jednog od indikatora održivog razvoja, zasnovano je na podacima ovog istraživanja.

Obzirom na važnost ovog indikatora te na preporuke Eurostata i Evropske komisije, Istraživanje o strukturi zarada je uključeno u Plan i program statističkih istraživanja od interesa za Federaciju BiH kao redovno statističko istraživanje.

Pravna osnova

Istraživanje o strukturi zarada se provodi na osnovu Zakona o statistici u Federaciji Bosne i Hercegovine (Službene novine FBiH br.63/03 i 9/09). Istraživanje o strukturi zarada se provodi u skladu sa regulativama EU: 530/1999 i 1738/2005

Od 2002.godine, u zemljama Evropske unije Istraživanje o strukturi zarada provodi se u četvorogodišnjoj dinamici prema jedinstvenim metodološkim principima.

Usklađenost metodologija, definicija i klasifikacija sa međunarodnim standardima omogućava da se podaci dobijeni iz Istraživanja o strukturi zarada mogu upoređivati sa ekvivalentnim podacima iz drugih zemalja, naročito evropskih.

Cilj Istraživanja o strukturi zarada

Istraživanjem o strukturi zarada se dobijaju podaci o prosječnim mjesečnim i godišnjim zaradama, kao i o prosječnim zaradama po satu rada, prema individualnim karakteristikama zaposlenih - zanimanje, pol, stepen obrazovanja, starost, dužina radnog staža u poslovnom subjektu, vrsta ugovora zaposlenog, kao i prema karakteristikama poslovnog subjekta u kojem zaposleni rade - djelatnost, veličina i oblik svojine poslovnog subjekta.

Jedinica posmatranja i jedinica anketiranja

Jedinice posmatranja u ovom istraživanju su aktivni poslovni subjekti - pravne osobe sa sjedištem u Federaciji BiH, koji u referentnoj godini imaju 10 ili više zaposlenih, iz područja djelatnosti B-S KDBiH 2010. Podaci se prikupljaju za pravna lica kao cjelinu, a ne prema pripadajućim jedinicama u sastavu.

Uzorak

Okvir za izbor uzorka za ovo istraživanje su pravna lica sa 10 i više zaposlenih iz Statističkog poslovnog registra sa stanjem 31.12. referentne godine. Okvirom su obuhvaćene pravne osobe iz svih područja djelatnosti KD BiH 2010, osim područja: A Poljoprivreda, šumarstvo i ribolov.

Okvir uzorka je stratifikovan prema pretežnoj djelatnosti pravnog lica na nivou oblasti KD BiH 2010 i prema veličini pravnog lica (prema broju zaposlenih). Korištena je kombinovana metoda izbora pravnih lica (stratifikovanog slučajnog uzorka i punog obuhvata), u zavisnosti od njihove veličine.

Obuhvat istraživanja

Istraživanjem su obuhvaćene zaposlene osobe koje su u oktobru 2022. godine imale zasnovan radni odnos sa poslodavcem na određeno ili neodređeno vrijeme (bez obzira na to da li su radili puno ili kraće od punog radnog vremena), i koji su primili plaću za oktobar 2022. godine. Nisu obuhvaćene zaposlene osobe u poslovnim subjektima sa manje od 10 zaposlenih.

METHODOLOGICAL NOTICES

Structure of Earnings Survey for the year 2022 in the Federation of BiH is being conducted for the first time as a regular survey, after the Pilot Structure of Earnings Survey was conducted for the reference year 2021.

The importance of Structure of Earnings Survey is that it provides detailed and comparable data on annual, monthly and hourly wages, according to the individual characteristics of employees and business entities where they work. The calculation of the wage gap between women and men, as one of the indicators of sustainable development, is based on the data of this survey.

Considering the importance of this indicator and the recommendations of Eurostat and the European Commission, the Structure of Earnings Survey is included in the Plan and Program of statistical research of interest to the Federation as a regular statistical survey.

Legal basis

Structure of Earnings Survey is conducted based on the Law on Statistics in the Federation of Bosnia and Herzegovina (Official Gazette of the FBiH No. 63/03 and 9/09). Structure of Earnings Survey is conducted in accordance with EU regulations: 530/1999 and 1738/2005

Since 2002, in the countries of the European Union, Structure of Earnings Survey has been conducted in a four-year cycle according to unique methodological principles.

The conformity of methodologies, definitions and classifications with international standards allows the data obtained from the Structure of Earnings Survey to be compared with equivalent data from other countries, especially European ones.

Objective of the Research on the salary structure

Structure of Earnings Survey provides data on average monthly and annual wages, as well as average wages per hour of work, according to the individual characteristics of employees - profession, gender, level of education, age, length of service in the business entity, type of employee contract, as well as according to the characteristics of the business entity in which the employees work - activity, size and form of property of the business entity.

Observation unit and survey unit

The units of observation in this survey are active business entities - legal entities based in the Federation of BiH, which in the reference year have 10 or more employees, from the area of activity of B-S KDBiH in 2010. Data are collected for legal entities as a whole, and not according to the belonging units in composition

Sample

The framework for selecting a sample for this research is legal entities with 10 or more employees from the Statistical Business Register with a balance of 31.12. reference year. The framework covers legal entities from all areas of activity of the KD BiH 2010, except for the areas: A Agriculture, forestry and fishing.

The sample frame is stratified according to the predominant activity of the legal entity at the level of the KD BiH 2010 area and according to the size of the legal entity (according to the number of employees).

A combined method of selecting legal entities (stratified random sample and full coverage) was used, depending on their size.

Scope of survey

The survey covers employed persons who in October 2022 had an established employment relationship with an employer for a fixed or indefinite period of time (regardless of whether they worked full-time or less than full-time), and who received a salary for October 2022. year. Employees in businesses with less than 10 employees are not included.

Periodika prikupljanja podataka

Istraživanje o strukturi zarada se provodi u četvorogodišnjoj dinamici, prema regulativama i zahtjevima EU.

Referentni period (period posmatranja)

Istraživanje je provedeno u skladu sa regulativama EU, pri čemu je referentna godina 2022. i referentni mjesec oktobar 2022. godine.

Bazni koncepti i definicije

Pod pojmom **zaposleni** u ovom istraživanju podrazumijevaju se osobe koje su u oktobru 2022. godine imale zasnovan radni odnos sa poslodavcem na određeno ili neodređeno vrijeme, bez obzira na to da li su radile puno ili kraće od punog radnog vremena. Da bi zaposleni bio uključen u Istraživanje o strukturi zarada neophodno je da je primio plaću za oktobar mjesec 2022. godine. Zaposleni koji nisu primili plaću za oktobar mjesec nisu bili predmet posmatranja u ovom istraživanju.

Nisu obuhvaćene zaposlene osobe u poslovnim subjektima sa manje od 10 zaposlenih, kao ni zaposleni u području djelatnosti A – Poljoprivreda, šumarstvo i ribolov.

Pod **najvišom završenom školom** podrazumijeva se vrsta škole čijim je završavanjem osoba stekla najviši stepen obrazovanja i diplomu, redovnim školovanjem ili školovanjem koje zamjenjuje redovnu školu.

Zanimanje prema radnom mjestu se odnosi na vrstu posla koju osoba obavlja na radnom mjestu.

Zanimanje ne mora biti u vezi sa stepenom obrazovanja ili specijalizacijom zaposlenog nego se veže za konkretan posao koji obavlja osoba, npr. pravnik koji pruža taksi usluge po zanimanju je taksista, a ne pravnik.

Razvrstavanje poslovnih subjekata na **privatnu i javnu svojinu** izvršeno je na osnovu pretežne strukture vlasništva. Ukoliko je učešće privatnog kapitala u poslovnom subjektu veće od 50%, smatra se da je poslovni subjekat u privatnoj svojini, a ukoliko je učešće privatnog kapitala manje od 50%, smatra se da je poslovni subjekat u državnoj svojini.

Podaci za referentnu godinu (2022)

Za razliku od pojma plaća, definisanog članom 75 Zakona o radu u FBiH, koja obuhvaća plaću za obavljene rad i vrijeme provedeno na radu i koja se sastoji od osnovne plaće, dijela plaće za radni učinak i uvećane plaće, u ovom istraživanju se uvodi pojam zarada koji pored bruto plaće obuhvata i sva ostala isplaćena primanja zaposlenih.

Pod godišnjom zaradom se podrazumijevaju sva primanja zaposlenih u toku referentne godine - opreziva i neopreziva. Zaradu čine bruto plaće i naknade plaća i ostala primanja zaposlenih na koja se plaćaju porezi i doprinosi kao i primanja zaposlenih na koje se po trenutno važećim zakonskim propisima u FBiH ne plaćaju porezi i doprinosi (topli obrok, prevoz, regres, otpremnine, posmrtnine i sl.). Godišnju zaradu čine: bruto plaće za rad sa punim, kraćim od punog ili dužim od punog radnog vremena (prekovremeni rad), zaostale isplate ili razlike plaća, dodaci za dežurstva, za rad noću i rad u smjenama, rad nedjeljom i praznikom, naknade plaća za neizvršene sate rada (godišnji odmor, plaćeno odsustvo, praznici, bolovanja do 30 dana, odsustvo zbog stručnog usavršavanja, zastoje u radu koji nije nastao krivicom zaposlenog), naknade troškova prevoza za dolazak na posao i odlazak sa posla, naknade za ishranu u toku rada, regres, otpremnine, posmrtnine.

U godišnje zarade nisu uključene naknade: za bolovanja duža od 30 dana, za vrijeme provedeno na službenom putu u zemlji i inostranstvu, za smještaj i ishranu tokom rada i boravka na terenu, za štetu zbog povrede na radu ili profesionalnog oboljenja i sl. Takođe, u zarade nisu uključena ni primanja ostvarena za rad u inostranstvu.

Zbog trenutno važećih zakonskih propisa u FBiH koji se odnose na plaće, naknade plaća i ostale naknade, u obrascu Istraživanje o strukturi zarada zaposlenih se prikupljaju u više stavki:

- bruto godišnji iznos isplaćenih novčanih primanja zaposlenog – obuhvata sva bruto primanja zaposlenih

- ostala primanja na koja se ne plaćaju porezi i doprinosi (nisu iskazani u gornjoj stavci). Ostala primanja se obuhvataju sa dvije stavke u obrascu: godišnji iznos isplaćenih ostalih mjesečnih novčanih primanja zaposlenog na koje se ne plaćaju porezi i doprinosi (topli obrok, prevoz i sl.) i isplaćeni godišnji i kvartalni bonusi na koje se ne plaćaju porezi i doprinosi (npr. regres, otpremnine, posmrtnine i sl.).

Periodicity of survey

Structure of Earnings Survey is carried out every four years, according to EU Regulations and Recommendations.

Reference period (observation period)

The research was conducted in accordance with EU regulations, with the reference year being 2022 and the reference month being October 2022.

Definitions

The term **employed** in this survey refers to persons who in October 2022 had an established employment relationship with an employer for a fixed or indefinite period of time, regardless of whether they worked full-time or less than full-time. In order for an employee to be included in the Structure of Earnings Survey, it is necessary that he received a salary for the month of October 2022. Employees who did not receive a salary for the month of October were not subject to observation in this research.

Employees in business entities with less than 10 employees, as well as employees in the field of activity A – Agriculture forestry and fishing, are not covered.

The highest school completed is the type of school by which the person obtained the highest level of education and a diploma, regular schooling or schooling that replaces regular school.

Occupation by workplace refers to the type of work a person performs at the workplace.

The occupation does not have to be related to the level of education or specialization of the employee, but is related to the specific job performed by the person, e.g. a lawyer who provides taxi services by profession is a taxi driver, not a lawyer.

The classification of business entities into **private and state ownership** was carried out based on the predominant structure of ownership. If the participation of private capital in a business entity is greater than 50%, the business entity is considered to be privately owned, and if the participation of private capital is less than 50%, the business entity is considered to be state-owned.

Data for the reference year (2022)

In contrast to the concept of salary, defined by Article 75 of the Labor Law in FBiH, which includes salary for work performed and time spent at work and which consists of basic salary, part of salary for work performance and increased salary, in this research the concept of salary is introduced which, in addition to the gross salary, also includes all other paid employee benefits.

Annual salary means all income of employees during the reference year - discretionary and non-taxable. Earnings consist of gross wages and salaries and other incomes of employees on which taxes and contributions are paid, as well as incomes of employees on which, according to the currently valid legal regulations in FBiH, taxes and contributions are not paid (hot meal, transportation, holiday pay, severance pay, death benefits, etc.). Annual earnings consist of: gross wages for full-time, shorter-than-full-time or longer-than-full-time work (overtime), arrears or salary differences, allowances for on-call, night and shift work, work on Sundays and holidays, salary allowances for unfulfilled hours of work (annual vacation, paid leave, holidays, sick leave up to 30 days, leave due to professional development, stoppage in work that was not caused by the fault of the employee), benefits transportation costs for getting to and from work, meal allowances during work, holiday pay, severance pay, death benefits. The annual salary does not include allowances: for sick leave longer than 30 days, for time spent on business trips in the country and abroad, for accommodation and food during work and stay in the field, for damage due to work injury or occupational disease, etc. In addition, income earned for working abroad is not included in wages.

Due to the currently valid legal regulations in the FBiH related to salaries, salary allowances and other benefits, in the form Research on the salary structure of employees' earnings, the following are collected in several items:

- the gross annual amount of the employee's paid monetary income - includes all the gross income of the employee

- other incomes on which taxes and contributions are not paid (not shown in the above item). Other income is included with two items in the form: the annual amount of the employee's other monthly monetary income paid on which taxes and contributions are not paid (hot meal, transportation, etc.) and annual and quarterly bonuses paid on which taxes and contributions are not paid (eg holiday pay, severance pay, death benefits, etc.).

Bonusi (bonusi koji se ne isplaćuju svakog mjeseca) obuhvaćaju bonuse isplaćene na osnovu periodičnih i završnih računa, trinaestu plaću, jubilarne nagrade, regres za korištenje godišnjeg odmora, otpremnine zaposlenima pri odlasku u penziju ili za čijim je radom prestala potreba i sl.. Bonusi se u obrascu prikupljaju odvojeno u dvije kategorije: bonusi koji se isplaćuju u bruto iznosu (trinaesta plaća, jubilarne nagrade, oporezovani dio regresa i sl..) i ostali bonusi na koje se ne plaćaju porezi i doprinosi (regres, otpremnine, posmrtnine i sl.). U bonuse nisu uključena ostala redovna mjesečna primanja zaposlenih (topli obrok, prevoz i sl.)

Broj dana godišnjeg odmora predstavlja broj dana godišnjeg odmora na koji je zaposleni imao pravo u referentnoj godini, bez obzira na to da li su ti dani iskorišteni ili ne.

Napomena: Pri izračunavanju prosječne godišnje zarade, medijane godišnje zarade, prosječnih bonusa, prosječnog broja dana godišnjeg odmora, uzeti su u obzir samo zaposleni koji su radili 30 i više sedmica tokom 2022. godine. U slučaju da zaposlene osobe, nisu radile tokom cijele godine (zbog bolovanja, neplaćenog odsustva, zato što je zaposleni počeo da radi tokom 2022. itd.), podaci za cijelu godinu su dobijeni odgovarajućim ekspanzijom. Takođe, kako bi se eliminisale razlike u zaradama koje su rezultat različitog broja sati rada između zaposlenih sa punim i nepunim radnim vremenom, zarade zaposlenih sa nepunim radnim vremenom su ekspanzirane na iznos zarada koji odgovara punom radnom vremenu.

PODACI ZA REFERENTNI MJESEC (OKTOBAR 2022)

Mjesečna zarada obuhvata bruto plaće i naknade plaća koje su isplaćene za oktobar 2022. godine, bez obzira na to u kom mjesecu su isplaćene, kao i ostala bruto primanja zaposlenih (oporezovani dio toplog obroka i sl.). Zbog međunarodne uporedivosti, a u skladu sa evropskim regulativama, u mjesečne zarade uključen je i cijeli iznos mjesečnih naknada na koja se ne obračunavaju porezi i doprinosi kao što su topli obrok, troškovi prevoza za dolazak i odlazak sa posla i sl.. U mjesečnu zaradu su uključeni i dodaci za prekovremeni rad, kao i dodaci za smjenski ili noćni rad, rad nedjeljom i praznicima.

Mjesečna zarada zaposlenih se u obrascu prikuplja u dvije stavke:

- bruto isplaćena novčana primanja zaposlenog za oktobar - obuhvata ukupna bruto primanja (bruto plaće, bruto naknade plaća, ostale naknade isplaćene u bruto iznosu),
- ostala isplaćena novčana primanja zaposlenog za oktobar na koja se ne plaćaju porezi i doprinosi (topli obrok, prevoz).

Ukupan broj plaćenih sati rada predstavlja ukupan broj sati za oktobar 2022. za koje je zaposlenom isplaćena plaća. Pod plaćenim satima podrazumijevaju se izvršeni, neizvršeni, kao i plaćeni prekovremeni sati rada. Neizvršeni sati su plaćeni sati koje zaposleni nije radio zbog: godišnjeg odmora, praznika, bolovanja do 30 dana, profesionalne obuke i dr.

Broj plaćenih prekovremenih sati rada predstavlja broj plaćenih sati koje je zaposleni, na zahtjev poslodavca, radio duže od ugovorenog radnog vremena

Prosječna zarada po satu definiše se kao količnik mjesečne zarade zaposlenog za oktobar 2022. godine i plaćenih sati rada za navedeni mjesec.

Napomena: U slučaju da zaposlene osobe, koje su primile zaradu za oktobar 2022. nisu radile tokom cijelog mjeseca (zbog bolovanja, neplaćenog odsustva, zato što je zaposleni počeo da radi u poslovnom subjektu tokom oktobra 2022. itd.), podaci za te osobe su ekspanzirani kako bi se dobili podaci za cijeli mjesec. Takođe, kako bi se eliminisale razlike u zaradama koje su rezultat različitog broja sati rada između zaposlenih sa punim i nepunim radnim vremenom, zarade zaposlenih sa nepunim radnim vremenom su ekspanzirane tako da iznos zarada odgovara punom radnom vremenu

Sve navedene varijable, koje se prikupljaju za referentni mjesec, ekspanzirane su tako da odgovaraju podacima za cijeli mjesec (u slučaju da zaposlene osobe nisu radile tokom cijelog mjeseca).

Bonuses (bonuses that are not paid every month) include bonuses paid on the basis of periodic and final accounts, thirteenth salary, jubilee awards, holiday allowance, severance pay to employees upon retirement or whose work has ceased to be necessary, etc.. Bonuses are collected in the form separately in two categories: bonuses that are paid in gross amount (thirteenth salary, jubilee awards, taxed part of the holiday, etc.) and other bonuses on which taxes and contributions are not paid (recourse, severance pay, death benefits, etc.). Bonuses do not include other regular monthly incomes of employees (hot meal, transportation, etc.)

The number of days of annual leave represents the number of days of annual leave to which the employee was entitled in the reference year, regardless of whether those days were used or not.

Note: When calculating the average annual salary, median annual salary, average bonuses, average number of vacation days, only employees who worked 30 or more weeks during 2022 were taken into account. In the case that employed persons, did not work during the entire year (due to sick leave, unpaid leave, because the employee started working during 2022, etc.), the data for the entire year were obtained by appropriate expansion. Also, in order to eliminate differences in earnings resulting from different hours of work between full-time and part-time employees, the earnings of part-time employees were expanded to the amount of earnings corresponding to full-time employees.

DATA FOR THE REFERENCE MONTH (OCTOBER 2022)

Monthly earnings include gross wages and salary allowances that were paid for October 2022, regardless of the month in which they were paid, as well as other gross incomes of employees (taxed portion of hot meals, etc.). Due to international comparability, and in accordance with European regulations, the monthly salary includes the entire amount of monthly allowances on which taxes and contributions are not calculated, such as a hot meal, transportation costs to and from work, etc.. The monthly salary includes including overtime allowances, as well as allowances for shift or night work, work on Sundays and holidays.

The monthly earnings of employees are collected in the form in two items:

- gross paid cash income of the employee for October - includes total gross income (gross wages, gross remuneration, other remunerations paid in gross amount),
- other paid cash benefits of the employee for October on which taxes and contributions are not paid (hot meal, transportation).

The total number of paid working hours represents the total number of hours for October 2022 for which the employee was paid. Paid hours are defined as performed, not performed, as well as paid overtime hours. Not performed hours are paid hours that the employee did not work due to: vacation, holidays, sick leave up to 30 days, professional training, etc.

The number of paid overtime hours represents the number of paid hours that the employee, at the employer's request, worked longer than the contracted working hours.

Average hourly earnings are defined as the quotient of the employee's monthly earnings for October 2022 and paid hours of work for the specified month.

Note: In case of employed persons, who received wages for October 2022, did not work during the entire month (due to sick leave, unpaid leave, because the employee started working in a business entity during October 2022, etc.), data for those persons were expanded to obtain data for the entire month. Also, in order to eliminate differences in earnings resulting from different hours of work between full-time and part-time employees, the earnings of part-time employees were expanded so that the amount of earnings corresponds to full-time employees

All the mentioned variables, which are collected for the reference month, are expanded so that they correspond to the data for the whole month (in case the employed persons did not work during the whole month).

Platni jaz između žena i muškaraca predstavlja procentualno učešće razlike između prosječne zarade po satu zaposlenih muškaraca i žena u prosječnoj zaradi po satu muškaraca.

Učešće zaposlenih sa niskim zaradama u ukupnom broju zaposlenih definiše se kao udio onih zaposlenih koji zarađuju dvije trećine ili manje od medijane zarade po satu u ukupnom broju zaposlenih.

Prikupljanje podataka

Izveštajne jedinice popunjavaju ISZ obrasce kroz web aplikaciju ili popunjene elektronske obrasce dostavljaju službama za statistiku u kantonima u periodu od dva mjeseca.

Obrazac ISZ pravne osobe popunjavaju na osnovu podataka iz računovodstvene i kadrovske evidencije. Iz kadrovske evidencije popunjavaju se podaci o individualnim karakteristikama zaposlenih (dob, spol, zanimanje, završena škola, dužina staža, vrsta radnog odnosa, sati rada) u izvještajnim jedinicama, a iz računovodstvene evidencije podaci o primanjima zaposlenih.

Obrazac ISZ dostavljaju uzorkom izabrani poslovni subjekti čije sjedište je na teritoriji Federacije BiH.

Rok za popunjavanje podataka ili dostavljanje ovog izvještaja od strane poslovnih subjekata prema službama za statistiku u kantonima je 70 dana.

Klasifikacije

Prilikom šifriranja i obrade podataka dobijenih Istraživanjem o strukturi zarada korištene su sljedeće klasifikacije:

- Klasifikacija djelatnosti KD BiH 2010, koja sadržajno i strukturno u potpunosti odgovara EU statističkoj klasifikaciji djelatnosti NACE Rev. 2, uporedivoj sa Klasifikacijom djelatnosti Ujedinjenih naroda (ISIC Rev.4),
- Klasifikacija zanimanja u FBiH 2008, koja sadržajno i strukturno u potpunosti odgovara Međunarodnoj standardnoj klasifikaciji zanimanja (ISCO - 08),
- Međunarodna standardna klasifikacija obrazovanja (ISCED – 2011),

Znakovi

- () podatak je manje siguran - koeficijent varijacije (CV) $10\% \leq CV < 20\%$
- (()) podatak je nesiguran - koeficijent varijacije (CV) $20\% \leq CV < 30\%$
- podatak je ekstremno nesiguran - koeficijent varijacije (CV) $CV \geq 30\%$
- nema pojave

The wage gap between women and men represents the percentage share of the difference between the average hourly earnings of employed men and women in the average hourly earnings of men.

The share of low-wage employees in the total number of employees is defined as the share of those employees who earn two-thirds or less of the median hourly wage in the total number of employees.

Data collection

The reporting units fill out SES forms through the web application or submit the completed electronic forms to the statistical offices in the cantons within a period of two months.

The SES form is filled out by legal entities based on data from accounting and personnel records. Data on individual characteristics of employees (age, gender, profession, completed school, length of service, type of employment, working hours) of employees in reporting units are filled in from personnel records, and data on employee incomes from accounting records.

The SES form is submitted by a sample of business entities whose headquarters are in the territory of the Federation of Bosnia and Herzegovina.

The deadline for filling in data or submitting this report by business entities to the statistical offices in the cantons is 70 days.

Classifications

The following classifications were used during the coding and processing of the data obtained from the Structure of Earnings Survey:

- Classification of activities of KD BiH 2010, which in terms of content and structure fully corresponds to the EU statistical classification of activities NACE Rev. 2, comparable to the United Nations Classification of Activities (ISIC Rev.4),
- Classification of occupations in FBiH 2008, which in terms of content and structure fully corresponds to the International Standard Classification of Occupations (ISCO - 08),
- International Standard Classification of Education (ISCED – 2011),

Symbols

- () the data are less certain if the coefficient of variance (CV) $10\% \leq CV < 20\%$
- (()) the data are uncertain if the coefficient of variance (CV) $20\% \leq CV < 30\%$
- the data are extremely uncertain if the coefficient of variance (CV) $CV \geq 30\%$
- no occurrence

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Molimo korisnike da prilikom korišćenja podataka navedu izvor
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