Statistical survey on employees and wages (annual)

LC_TRUD.21_A_EN_2024_1

Reference Metadata in ESMS 2.0 structure

1	Contact
1.1	Contact organisation
State Statistical Office	
1.2	Contact organisation unit
Department for wages	
1.3	Contact name
Sevdie Ramuko	
1.4	Contact person function
Head of sector	
1.5	Contact mail address
Dame Gruev 4, 1000 Skopje, Republic of North Macedonia	
1.6	Contact email address
sevdie.ramuko@stat.gov.mk	
1.7	Contact phone number
00389 2 3249 431	
1.8	Contact fax number
00389 2 3111 336	
2	Metadata update
2.1	Metadata last certified
2.2	Metadata last posted
2.3	Metadata last update
26/01/2024	
3	Statistical presentation

3.1	Data description

Data on employees and net wages,according to personnel records, by different topics: sex, age, type of employment, types of ownership, educational attainment and working time. Also, presented are data on the structure of employees according to the amount of net wage per employee, the structure of business entities according to the lowest and highest net wage per employee, according to the range between the lowest and highest net wage per employee, etc.

3.2	Classification system

National Classification of Activities - NKD Rev. 2.

Nomenclature of Territorial Units for Statistics - NTES 2013.

3.3	Sector coverage

Sectors A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R and S except sectors T and U according to NKD Rev. 2 and all divisions from 01 to 96 except divisions 06, 50, 97, 98 and 99 according to NKD Rev.2

3.4	Statistical concepts and definitions

Employees are persons who work in business entities and local units in private and other ownership. Included are all persons who have a formal job attachment in business entities, regardless of whether for an indefiniteor a definite period, or whether they work full time or less than full time, and who received wages for the hours worked in full time prescribed by business entities and according to the collective agreement. Excluded are employees with temporary employment contracts, persons who work in their own business or professional practice and their workers, and individual farmers. Full-time means hours worked in the working time prescribed as full-time by employers and according to the collective agreement. Net wage covers payments for full time work, less than full time work and more than full time work (overtime work), payments in respect of annual vacation, public holidays, paid leave up to seven days, paid leave for educational purposes, for sick leave up to 30 days, etc., payments for time spent in army service and civil duties, etc., differences based on increasing the base salary and the value of the salary point, payments based on periodical or final settlements, profitsharing bonuses, no matter which period they refer to, payments for trainees and payments based on work experience. The net wage does not cover payments from common assets, payments of per diem allowances, travel expenses, reimbursements for transport to work and home, etc., payments for sick-leave over 30 days as well as payments based on temporary employment contracts as well as other payments for which personal tax and contributions are not paid.

3.5	Statistical unit

Statistical units are the business entities from sectors A to S according to NKD Rev. 2. Report on employees and salaries is filled out by all business entities in private and other ownership in Republic of North Macedonia. A report is also filled out by business entities which are in foundation, liquidation or bankruptcy. Reports are filled out according to the organisational-territorial principle at the municipal level. If the business entities have parts or component units outside the municipality where they are located, they don't report those units because they are obliged to fill in another report to the statistical authority in the territory where they are situated. If this component unit does not have the necessary data, the business entity from which the unit is part of, is obliged to provide all required data.

3.6	Statistical population

Statistical population are business entities from sectors A to S according to NKD Rev. 2.

3.7	Reference area

Republic of North Macedonia

3.8	Time coverage

Since 2003.

3.9	Base period

2021=100.

4	Unit of measure

Numbers, Denars, Indices.

5	Reference period

Month (status 01-31 October for reference year)

6	Institutional mandate

6.1	Legal acts and other agreements

NATIONAL LEGISLATION: Law on State Statistics ("Official Gazette of the Republic of Macedonia" No. 54/97, 21/07, 51/11, 104/13, 42/14, 192/15, 27/16, 83/18 and 220/18 and "Official Gazette of the
Republic of North Macedonia" No. 31/20), Programme of Statistical Surveys 2023-2027 ("Official Gazette of the Republic of North Macedonia" No. 29/23 and 57/25).

6.2	Data sharing

7	Confidentiality

7.1	Confidentiality - policy

1. The protection of individual data is regulated by the Law on State Statistics (https://www.stat.mk/en/about-us/legal-acts/law-on-state-statistics/).
2. The basic principles and activities undertaken to ensure data confidentiality are described in the Policy on Statistical Confidentiality (https://www.stat.mk/en/about-us/policies-and-strategies/policy-on-statistical-confidentiality/).

7.2	Confidentiality - data treatment

Pursuant to Article 38 of the Law on State Statistics (https://www.stat.mk/en/about-us/legal-acts/law-on-state-statistics/) and the Policy on Statistical Confidentiality (https://www.stat.mk/en/about-us/policies-and-strategies/policy-on-statistical-confidentiality/), individual data are not published. However, if access is granted to microdata from the relevant survey, then the methods used to prevent data disclosure should be specified.

8	Release policy

8.1	Release calendar

The date of data publication is determined in the Advance Release Calendar, which is updated quarterly.

8.2	Release calendar access

https://www.stat.mk/en/publishing-calendar/#/

8.3	User access

All users have equal access to statistics at the same time: this means that the publication dates are announced in advance and no user has access to official statistics before they are published. Statistical data are first published in the "News Releases" edition on the website of the State Statistical Office at 12:00.

9	Frequency of dissemination

Annual.

10	Accessibility and clarity

10.1	News release

10.2	Publications

Statistical Yearbook (https://www.stat.gov.mk/PrikaziPublikacija_1_en.aspx?rbr=915)

10.3	On-line database

MAKStat - database available on the website of the SSO.

 https://makstat.stat.gov.mk/PXWeb/pxweb/en/MakStat/MakStat__PazarNaTrud__Plati__VraboteniNeto/

The number of hits on the tables from the database is 620.

10.4	Micro-data access

The use of microdata by external users is possible only for research purposes and is done in accordance with the Law on State Statistics (Article 41, Article 42 and Article 43). Access to anonymised microdata is defined by an internal procedure of the State Statistical Office "Access to anonymised microdata for scientific research purposes" (https://www.stat.mk/en/about-us/procedures/rules-for-access-to-anonymised-microdata-for-research-purposes/).

10.5	Other

At the request of users, data are also prepared in a form according to their needs.

10.6	Documentation on methodology

Methodological explanations that are part of the publication "Employees and net wages in the Republic of North Macedonia in 2023" http://www.stat.gov.mk/Publikacii/2.4.15.05.pdf

10.7	Quality documentation

A Quality Report is prepared after the final processing and dissemination of the data. The report is prepared in accordance with the internal manuals and is only for internal usage.

11	Quality management

11.1	Quality assurance

The quality of the processes and products in the State Statistical Office is ensured by adhering to the European Statistics Code of Practice (https://www.stat.mk/en/about-us/quality/code-of-practice/) and the Quality Assurance Framework within the European Statistical System (ESS Quality Assurance Framework – https://ec.europa.eu/eurostat/documents/64157/4392716/ESS-QAF-V2.0-final.pdf). The quality criteria are also determined in the Law on State Statistics in Article 4b and Article 4c (https://www.stat.mk/en/about-us/legal-acts/law-on-state-statistics/).

11.2	Quality assessment

The State Statistical Office carries out statistical activities in accordance with the Statistical Business Process Model, which is based on the international model - Generic Statistical Business Process Model (GSBPM). The application of this model and international standards in statistical production ensures a high level of accuracy and comparability of data.

12	Relevance

12.1	User needs

External users are various scientific researchers, government instititions and bodies, Ministry of labor and social policy - for determining the minimum wage, business entities and other users who need these indicators in order to create their policies.

12.2	User satisfaction

Starting from 2009, the State Statistical Office conducts a User Satisfaction Survey every three years.

12.3	Completeness

13	Accuracy and reliability

13.1	Overall accuracy

The survey methodology and the data collection method ensure good coverage and accuracy of the data.

13.2	Sampling error

The survey is not conducted on a random sample (full coverage) and therefore there is no calculation of sampling errors.

13.3	Non-sampling error

14	Timeliness and punctuality

14.1	Timeliness

T+180.

14.2	Punctuality

The data are published on the day announced in the Advance Release Calendar.

15	Coherence and comparability

15.1	Comparability - geographical

There is geographical comparability of the released data at national and regional level.

15.2	Comparability - over time

Time series from 2003 to 2005 in NKD. Time series from 2006 to 2010 in NKD Rev. 1. Time series from 2011 in NKD Rev. 2 without break in time series. Number of reference periods in time series since the last break is 14.

15.3	Coherence - cross domain

Cross domain coherence is ensured, compared to data from PRO (Public Revenue Office).

15.4	Coherence - internal

Internal coherence of data is ensured.

16	Cost and burden

17	Data revision

17.1	Data revision - policy

Data revision is made in accordance with the Statistical Data Revision Policy of the SSO: (https://www.stat.mk/en/about-us/policies-and-strategies/data-revision/).

17.2	Data revision - practice

Revision of the data is done by changing the base year and a change of nomenclature.

18	Statistical processing

18.1	Source data

This statistical survey was conducted on a full coverage. Data for all business entities are taken from administrative sources - Public revenue office and Public agency for employment.

18.2	Frequency of data collection

Yearly (status 01-31 October for reference year).

18.3	Data collection

The statistical survey "Statistical survey on employees and wages, status October 2023" (LABOUR.21) is based on a full coverage. Data for all business entities are taken from administrative sources - Public revenue office and Public agency for employment.

18.4	Data validation

Validation of data is done in accordance with the defined control criteria. Initial inspection of the data is performed by supervisors upon receiving the data gathered from the reporting units

and data processed in application (Microsoft Access), which has mathematical and logical controls.

18.5	Data compilation

After data entering in the database, definitive control (mathematical and logical) is carried out in the Central Office, before the calculation and publication. Calculations: The indices are calculated with the previous year as the base year.

18.6	Adjustment

No adjustment is carried out.

19	Comment

A.1	Annexes