

Reference Metadata in ESMS 2.0 structure

Statistical survey on structure of earnings

LC_ASZ_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
Jane Mirceski	
1.4	Contact person function
Associate	
1.5	Contact mail address
"Dame Gruev" 4, 1000 Skopje, Republic of North Macedonia	
1.6	Contact email address
jane.mirceski@stat.gov.mk	
1.7	Contact phone number
00389 2 3249 428	
1.8	Contact fax number
00389 2 3111 336	
2	Metadata update
2.1	Metadata last certified
30/01/2024	
2.2	Metadata last posted
30/01/2024	
2.3	Metadata last update
30/01/2024	

3	Statistical presentation
3.1	Data description
Average annual gross-earnings; annual bonuses and allowances; average gross-earnings for October; average net-earnings for October; average gross hourly earnings for October; average net hourly earnings for October; average social contributions and taxes for October; average number of hours paid for October; average number of vacation days per year.	
3.2	Classification system
National Classification of Activities - NKD Rev. 2; National Classification of Occupations, 2015; The education system in Republic of Macedonia in terms of ISCED 2011 - International standard classification of education MSKOB (2013); Nomenclature of Territorial Units for Statistics - NTES, 2014.	
3.3	Sector coverage
All sectors from A to S according to NKD Rev.2, bussiness entities with 10 and more employees are included.	
3.4	Statistical concepts and definitions
<p>The average gross-monthly earnings for the reference month (October 2022) include all payments in cash paid to the employees before the deductions for social contributions and taxes that are paid by the employer on behalf of the employee. Bonuses, payments for overtime work, special payments for shift work for the reference month are also included in the gross monthly income. Excluded are payments not related to the reference month (October), bonuses and allowances which are not paid regularly in each pay period (example: 13th salary).</p> <p>The average gross-annual earnings, besides the gross-monthly earnings, include all non-standard payments which are not paid regularly in some of the pay periods (example: 13th salary, holiday bonuses, quarterly and annual bonuses, etc.).</p> <p>The average gross-hourly earnings are the average gross monthly earnings divided by the number of paid hours for the reference month.</p> <p>The average net-monthly earnings for the reference month (October 2022) include all payments in cash paid to the employee after the deductions for social contributions and taxes that are paid by the employer on behalf of the employee. Bonuses, payments for overtime work, special payments for shift work for the reference month are also included in the net monthly income. Excluded are payments not related to the reference month (October), bonuses and allowances which are not paid regularly in each pay period (example: 13th salary).</p> <p>The average net-hourly earnings are the average net monthly earnings divided by the number of paid hours for the reference month.</p> <p>Paid hours refer to the number of hours actually paid during the reference month, not the number of hours in a standard work month. Actual paid hours include all regular and overtime hours worked and paid by the employer during the month. Hours paid but not worked are considered paid hours (eg, vacation, holidays, paid sick leave, paid training, paid special leave).</p> <p>The paid overtime hours in the reference month that are included in the total paid hours are those paid hours for additional work performed outside normal working hours.</p>	

Annual bonuses and allowances not paid in each pay period (included in annual gross-earnings) refer to all periodic, irregular and exceptional bonuses and other payments not characteristic of the usual pay period. Typical examples are New Year's bonuses and 13th salary, unused leave allowances, increased productivity bonuses and profit bonuses.

Number of days for vacation (according to the right to annual leave) refers to the number of paid days of vacation, excluding sick leave and public holidays, expressed in days. It includes the total number of paid vacation days, including those given to the employee for seniority, performance of special activities, etc.

3.5 Statistical unit

Reporting units are business entities belonging to all sectors from A to S according to NKD Rev.2, with 10 and more employees.

Units of observation are employees in the business entities previously mentioned.

3.6 Statistical population

All employees in business entities belonging to all sectors from A to S according to NKD Rev.2, with 10 and more employees.

3.7 Reference area

Republic of North Macedonia.

3.8 Time coverage

From 2010.

3.9 Base period

4 Unit of measure

Denars, number.

5 Reference period

Year, 2022.

Month (status 01-31.10.2022).

6 Institutional mandate

6.1 Legal acts and other agreements

National: 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).

International: Regulation 530/1999 of the European Council, Regulation 1916/2000 of the European Commission and Regulation 1738/2005 of the European Commission.

6.2 Data sharing

Time series from 2010 via eDAMIS to Eurostat.

7 Confidentiality

7.1	Confidentiality - policy
<p>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/).</p> <p>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/).</p>	
7.2	Confidentiality - data treatment
<p>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.</p>	
8	Release policy
8.1	Release calendar
<p>The date of data publication is determined in the Advance Release Calendar, which is updated quarterly.</p>	
8.2	Release calendar access
<p>https://www.stat.mk/en/publishing-calendar/#/</p>	
8.3	User access
<p>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.</p>	
9	Frequency of dissemination
<p>Four-yearly.</p>	
10	Accessibility and clarity
10.1	News release
<p>Four-yearly news release "Structure of earnings of employees, 2022".</p> <p>Number of hits on the website is - 215.</p> <p>https://www.stat.gov.mk/pdf/2025/4.1.25.30_mk.pdf</p>	
10.2	Publications
<p>From 2018, it is moving to online publication tables in the MakStat database.</p>	
10.3	On-line database
<p>MAKStat - database available on the website of the SSO.</p>	

The number of hits on the tables from the database is - 437.

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

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

Survey data are sent to Eurostat and they are released on the web site of this institution.

10.6 Documentation on methodology

The methodological explanations are available on the website of the State Statistical Office. http://www.stat.gov.mk/MetodoloskiObjasSoop_en.aspx?id=113&rbrObl=14

10.7 Quality documentation

A Quality report is prepared in ESQRS format, which is sent to Eurostat through ESS Metadata Handler.

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

The data on the structure of earnings of the employees are the basic statistical data that are indispensable for monitoring the changes in the labour market.
National users are the Government and the other government institutions, the media, researchers, students.

Major international users are Eurostat, World Bank, International Monetary Fund, International Labour Organization etc.

Generally, users are interested in the level of earnings by occupations and by different socio-demographic characteristics such as: age, sex, level of education, length of service and their impact on the situation of different occupation groups on labour market. Also Gender pay gap is one important indicator derived from Structure of Earnings Survey.

12.2 User satisfaction

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

12.3 Completeness

In terms of the indicators required by the Regulation of the European Commission, SSO provides 100% of them.

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 full-coverage and no sampling errors are calculated.

13.3 Non-sampling error

14 Timeliness and punctuality

14.1 Timeliness

T+270.

14.2 Punctuality

Data are disseminated within the established deadlines in accordance with the Release Calendar.

15 Coherence and comparability

15.1 Comparability - geographical

There is geographical comparability of the released data at national and regional level. With respect to geographical comparability with other EU countries, it is also ensured because data are collected in line with EU regulations.

15.2 Comparability - over time

Provided comparability of data from 2010 without break in time series.
Number of reference periods in the time series is 4.

15.3	Coherence - cross domain
<p>The data are coherent.</p> <p>The data are compared at macro level with the average monthly gross wage paid per employee and average monthly net wage paid per employee for the same reference period, October 2022, from the survey "Monthly statistical survey on employees and wages LABOUR.1".</p> <p>Considering that the survey is conducted with using data from administrative sources, comparison has been made on the yearly and the monthly data.</p>	
15.4	Coherence - internal
Internal coherence of data is ensured.	
16	Cost and burden
Considering that all variables needed for the survey were obtained from administrative sources, the burden on respondents was reduced compared to previous surveys.	
17	Data revision
17.1	Data revision - policy
<p>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/).</p>	
17.2	Data revision - practice
No revisions in SES 2022.	
18	Statistical processing
18.1	Source data
<p>1) Structure of earnings survey 2022 is conducted using a data from administrative sources (Public Revenue Office and Employment agency).</p> <p>2) All business entities with 10 or more employees from the Statistical business register, updated in December 2022 are covered, i.e. the data on the business entities: identification number, NKD section, size of the entity, activity status, number of employees, etc.</p>	
18.2	Frequency of data collection
Four-yearly.	
18.3	Data collection
Data from the Public Revenue Office and the Employment Agency are provided electronically.	
18.4	Data validation
Validation of data is done in accordance with the defined control criteria by supervisors in the methodology department. The data provided from administrative sources are checked and analyzed, and in the end certain validation rules recommended in the EU Regulations are applied.	
18.5	Data compilation
18.6	Adjustment

No adjustment is carried out.

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Comment

A.1

Annexes