



METHODOLOGICAL EXPLANATION

Miran Žavbi

STRUCTURE OF EARNINGS SURVEY

This methodological explanation relates to the data releases:

- Earnings (by the Structure of Earnings Survey), Slovenia, 4-yearly (First Release)
- Earnings (by the Structure of Earnings Survey), Slovenia, 4-yearly (Electronic Release)



July 2020

Content	
1	PURPOSE..... 3
2	LEGAL BASIS..... 3
3	UNIT DESCRIBED BY THE PUBLISHED DATA..... 3
4	SELECTION OF OBSERVATION UNIT..... 4
5	SOURCES AND METHODS OF DATA COLLECTION..... 4
6	DEFINITIONS..... 4
7	EXPLANATIONS..... 6
8	PUBLISHING..... 8
9	REVISION OF THE DATA..... 8
10	OTHER METHODOLOGICAL MATERIALS..... 9

1 PURPOSE

The purpose of the statistical survey is to enable insight into the structure of earnings, i.e. to show the amount of earnings and the amount of different earnings categories (bonuses and allowances, special payments for shift work, payments for overtime and number of paid hours and overtime hours) and other categories (holiday bonus, costs for meals, payments for transport costs from/to work and number of days of holiday leave) by characteristic of business entities or their units (activity, size class, public / private sector) and by characteristic of employees (gender, age, education and occupation).

Key statistics:

- Average annual and monthly gross earnings per person in paid employment,
- Average gross earnings per paid hour (Gender Pay Gap),
- Median of annual gross earnings.

2 LEGAL BASIS

- [Annual Programme of Statistical Surveys \(LPSR\)](#); only in Slovene language,
- [National Statistics Act](#) (OJ RS, No. 45/95 and 9/01),
- COUNCIL REGULATION (EC) No 530/1999 of 9 March 1999 concerning structural statistics on earnings and on labour costs (Celex: [31999R0530](#)),
- COMMISSION REGULATION (EC) No 1916/2000 of 8 September 2000 on implementing Council Regulation (EC) No 530/1999 concerning structural statistics on earnings and on labour costs as regards the definition and transmission of information on structure of earnings (Celex: [32000R1916](#)),
- COMMISSION REGULATION (EC) No 1738/2005 of 21 October 2005 amending Regulation (EC) No 1916/2000 as regards the definition and transmission of information on the structure of earnings (Celex: [32005R1738](#)),
- COMMISSION REGULATION (EC) No 698/2006 of 5 May 2006 implementing Council Regulation (EC) No 530/1999 as regards quality evaluation of structural, statistics on labour costs and earnings (Celex: [32006R0698](#)).

3 UNIT DESCRIBED BY THE PUBLISHED DATA

The unit described by the published data is a person in paid employment who received earnings in the representative month of the reference year and is employed by a legal person or a registered natural person or its units registered for performing activities on the territory of the Republic of Slovenia. The unit described by the published data is described by gender, age groups, occupational groups, education, sections of activities and other characteristics.

4 SELECTION OF OBSERVATION UNIT

The Structure of Earnings Survey covers all persons in paid employment with employment contracts working for legal persons or registered natural persons or their units from the mentioned sample.

The survey did not cover people working under work contracts and royalty, pupils and students on practice, workers in employment promotion schemes, posted workers and labour force hired through the student employment centre.

Business entities or their units are selected with a one stage stratified sample. Within the selected business entity or unit data for all employees must be reported. For 2018 the sample included 3712 business entities or their units.

5 SOURCES AND METHODS OF DATA COLLECTION

Data are collected every 4 years, first time for year 2002.

For the Structure of Earnings Survey existing sources are used (Statistical Register of Employment (SRDAP), Statistical Business Register (SPRS), Business Register (PRS), data on income tax and data on final accounts) and data from the questionnaire ZAP-RSP sent to the business entities selected in the sample; these data are collected by the Agency of the Republic of Slovenia for Public Legal Records and Related Services (AJPES) by a web questionnaire.

6 DEFINITIONS

DATA FOR THE REFERENCE MONTH (OCTOBER)

Gross earnings are amounts of paid gross earnings for the reference month (October) even if payments were paid outside the payment period. They also cover payments for overtime, working span bonus, shift work bonus, divided working hours bonus, turn of duty, waiting for work at home, night work, overtime work, work on Sundays, public holidays and days off, bonuses for dangerous working environment, bonuses for constancy and for working with clients. Also included are bonuses and allowances paid regularly in each pay period, even if the amount varies monthly, payments for periods of absence and work stoppage paid for entirely by the employer (compensation of employees' earnings during sickness (sick leave shorter than 30 days), due to occupational disease or accident at work, compensation of employees' earnings for annual holiday, public holidays and days off, training, retraining or additional training, interruption of work due to natural disasters, electricity cut-out, breakdown of machinery and equipment, lack of raw material, strikes and other cases defined

by law, a collective agreement or a general act.

Excluded are payments which do not refer to the reference month, bonuses and allowances not paid regularly in each pay period (such as 13th month payment), reimbursements, payments in kind, holiday bonus, payments for working clothes and equipment, for travelling from/to work, for food and for voluntary supplementary pension insurance.

Payments for overtime are amounts paid for overtime performed in the reference month and paid with earnings for the reference month, including the basic amount and the overtime bonus.

Special payments for shift work are shift work bonus, divided working hours bonus, night work, work on Sundays, public holidays and days off (if not treated as overtime work), bonuses for dangerous working environment.

Paid hours are hours worked (hours worked in full time, part time and overtime) and paid hours not worked (annual holiday, public holidays and days off, sick leave shorter than 30 days, other paid hours not worked). Not included are reimbursed hours (maternity leave, nursing, sick leave longer than 30 days and other reimbursed hours).

Paid overtime hours are paid overtime hours performed over regular working time.

DATA FOR THE REFERENCE YEAR

Gross earnings are amounts of paid gross earnings for the reference year even if payments were paid outside the payment period. They also cover payments for overtime, working span bonus, shift work bonus, divided working hours bonus, turn of duty, waiting for work at home, night work, overtime work, work on Sundays, public holidays and days off, bonuses for dangerous working environment, bonuses for constancy and for working with clients. Also included are annual bonuses and allowances paid regularly in each pay period (individual performance bonuses, bonuses linked to collective performance, additional payments on the basis of periodical and final accounts, 13th month payment, Christmas bonus or some other additional cash payment defined by the collective agreement or by internal acts of the legal person), compensation of employees' earnings during sickness (sick leave shorter than 30 days), due to occupational disease or accident at work, compensation of employees' earnings for annual holiday, public holidays and days off, training, retraining or additional training, interruption of work due to natural disasters, electricity cut-out, breakdown of machinery and equipment, lack of raw material, strikes and other cases defined by law, a collective agreement or a general act.

Excluded are reimbursements (e.g. for sick leave over 30 days), redundancy payments, payments in kind, payments for holiday bonus, for travelling from/to work and for food.

Annual bonuses and allowances are payments for all annual bonuses and allowances not paid at each pay period (individual performance bonuses, bonuses linked to collective performance, additional payments on the basis of periodical and final accounts, 13th month payment, Christmas bonus or some other additional cash payment defined by the collective agreement or by internal

acts of the legal person).

Holiday bonus is the amount of gross bonus payment for holiday leave for the reference year.

Number of days of annual holiday leave covers days of annual holiday leave which the employee is entitled to for the reference year. Days taken for holiday leave, days left from other years or days of special leave are not included.

Payments in kind include payments in kind (benefits) evaluated in cash and received by a person in paid employment (payments in the form of products or services, goods coupons, costs of personal use of company cars by employees, parking, purchasing and using mobile phones, staff housing, loans with interest lower than bank's interest or even without interest, discounts for products and services, right to purchase stocks by lower price, insurance and similar payments in kind).

Payments for meals include the amount of payments for meal paid by employer for the reference year.

Payments for travel from/to work include the amount of payments for travel costs paid by employer for the reference year.

7 EXPLANATIONS

7.1 CLASSIFICATIONS

Since 2008 data have been published according to the Standard Classification of Activities (SKD 2008); the data are shown at the section level.

Education data have been published according to the Classification System of Education and Training – KLASIUS; data are shown at the highest level.

Occupation data have been published according to the Standard Classification of Occupations (SKP-08); data are shown at the first level.

Public and private sector data have been published according to the Standard Classification of Institutional Sectors (SKIS).

More information of classifications is available on <http://www.stat.si/StatWeb/en/Methods/Classifications>

7.2 DATA PROCESSING

DATA EDITING

Data were statistically edited with the combination of systematic corrections and imputation procedures. The following imputation methods were used: logical imputations and hot-deck imputations. For more, see the general methodological explanations [Statistical data editing](#).

WEIGHTING

With weighting adjustment we want to achieve representatives of the sample, so that the weighted data give us as good population estimates as possible.

The process of weighting depends on the sampling design, the unit nonresponse rate and available auxiliary variables used for calibration.

The final weight is the product of the sampling weight, the nonresponse weight and the calibration factor.

7.3 INDICES

Indices are not published.

7.4 PRECISION

In statistical surveys different kinds of errors can occur (e.g. sampling error, non-response error, measurement error) influencing the reliability and accuracy of the statistical results. Errors deriving from the random mechanisms determine the precision and consequently the reliability of the statistical estimates. The precision of the statistical estimate is estimated by calculating the standard error (SE). The Statistical Office of the Republic of Slovenia draws attention to less reliable estimates by flagging them with a special sign.

If the table contains estimated population totals of (continuous) variables, estimated averages of (continuous) variables or estimated ratios of population totals of (continuous) variables, publishing limitations are determined by the relative standard errors or the coefficients of variation (CV). In such cases it holds:

If the coefficient of variation (CV) is

- 10% or below ($CV \leq 10\%$), the estimate is reliable enough and is published without limitations;
- between 10% and up to 30% ($10\% < CV \leq 30\%$) the estimate is less reliable and is flagged for caution with letter M;
- over 30% ($CV > 30\%$), the estimate is too unreliable to be published and therefore suppressed for use by letter N.

For more, see the general methodological explanations [Precision of statistical estimates](#).

7.5 OTHER EXPLANATIONS

8 PUBLISHING

- SiStat Database: Demography and social statistics - Labour Market - Earnings (by the Structure of Earnings Survey) Published are absolute data (averages) on structure of earnings at a more detailed level – by section of activities (SKD), by educational attainment (ISCED), by main occupational groups (SKP), by age classes, by size classes and in the public and private sectors (SKIS), all additional by sex.
- First release (Earnings and Labour Cost - Earnings): »Earnings (by the Structure of Earnings Survey)«
- Electronic release (Earnings and Labour Cost - Earnings): »Earnings (by the Structure of Earnings Survey)«
- Eurostat - [Structure of Earnings Survey \(SES\)](#)

9 REVISION OF THE DATA

9.1 PUBLISHING OF PRELIMINARY AND FINAL DATA

Provisional data are published from 14 days to one month before final data. Final data are published 18 months after the reference year at the latest.

Data revision is planned. Due to the needs of users for timely information, data are published that meet the criteria of the quality of official statistical data but do not meet the quality that can be met with complete coverage. Data are revised when recent, completed and more quality data respectively can significantly contribute to the quality of data-based decision-making and when due to publication deadlines determined by the European legislation less accurate data are published on the basis of incomplete coverage.

9.2 FACTORS INFLUENCING COMPARABILITY OVER TIME

There are no breaks in time series, so all points in time are comparable.

Methodological explanation on revision of statistical data is available on <http://www.stat.si/dokument/5299/RevisionOfStatisticalDataMEgeneral.pdf>.

10 OTHER METHODOLOGICAL MATERIALS

Methodological materials on SURS's website are available at <https://www.stat.si/statweb/en/Methods/QuestionnairesMethodologicalExplanationsQualityReports>.

- Questionnaire:
 - Questionnaire for the statistical survey Structure of Earnings Survey (ZAP-RSP)

Theme: Earnings and Labour Cost, Subtheme: Earnings

- Quality report for the survey:
 - Structure of Earnings Survey (SES)

Theme: Earnings and Labour Cost, Subtheme: Earnings

- Methodological explanations:
 - Structure of Earnings Survey (<https://www.stat.si/statweb/en/Methods/QuestionnairesMethodologicalExplanationsQualityReports>)

Theme: Earnings and Labour Cost, Subtheme: Earnings

- Reference Metadata in Euro SDMX Metadata Structure (ESMS):
 1. Structure of Earnings Survey 2002 (https://ec.europa.eu/eurostat/cache/metadata/en/earn_ses_esms.htm)
 2. Structure of Earnings Survey 2006 (https://ec.europa.eu/eurostat/cache/metadata/en/earn_ses06_esms.htm)
 3. Structure of Earnings Survey 2010 (https://ec.europa.eu/eurostat/cache/metadata/en/earn_ses2010_esms.htm)
 4. Structure of Earnings Survey 2014 (https://ec.europa.eu/eurostat/cache/metadata/en/earn_ses2014_esms.htm)