



# SAOPĆENJE

## FIRST RELEASE



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GODINA/YEAR I

SARAJEVO, 24.12.2024.

BROJ/NUMBER 1

## DEMOGRAFIJA I SOCIJALNE STATISTIKE DEMOGRAPHY AND SOCIAL STATISTICS

### ISTRAŽIVANJE O STRUKTURI ZARADA 2022. STRUCTURE OF EARNINGS SURVEY 2022

-Konačni podaci -  
- Final data -

U ovom saopćenju objavljuju se prethodni podaci za nivo Bosne i Hercegovine dobijeni putem Istraživanja o strukturi zarada koje je u Bosni i Hercegovini po prvi put provedeno u oktobru 2023. godine. Referentna godina je 2022. godina (za godišnje podatke), a za mjesečne podatke referentni mjesec je oktobar 2022. godine. Planirana dinamika provođenja Istraživanja o strukturi zarada je svake četvrte godine.

This Release contains preliminary data for the Bosnia and Herzegovina received through the Structure of Earnings Survey which was conducted in Bosnia and Herzegovina for the first time in October 2023. The reference year is 2022 (for annual data), and for monthly data the reference month is October 2022. The planned dynamics of conducting the Survey on the salary structure is every four years.

#### NAPOMENE:

Podaci prikazani u ovoj publikaciji odnose se na zarade sa pripadajućim porezom i doprinosima (BRUTO IZNOS).

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

#### NOTES:

The data presented in this publication refer to earnings with associated tax and contributions (GROSS AMOUNT).

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. (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	24 079	24 579	23 485
Medijana godišnje zarade/ Median annual earnings in KM	20 622	21 006	20 181
Prosječni bonusi u KM/ Average bonuses in KM	718	758	669
Prosječan broj plaćenih sati rada/ Average number of paid working hours	167	168	166
Prosječne zarade po satu u KM/ Average earnings per hour in KM/	11,9	12,0	11,6
Medijana zarade po satu u KM/ Median earnings per hour in KM	10,1	10,2	10,0
Platni jaz između žena i muškaraca, %/ Wage gap between women and men, %	3,6		
Učešće zaposlenih sa niskim zaradama u ukupnom broju zaposlenih <sup>1)</sup> , %/ Share of employees with low earnings in the total number of employees <sup>1)</sup> , %	22,1	21,4	22,5

<sup>1)</sup> Pod zaposlenima sa niskom zaradom smatraju se lica koja zarađuju manje ili jednako 2/3 medijane zarade po času.

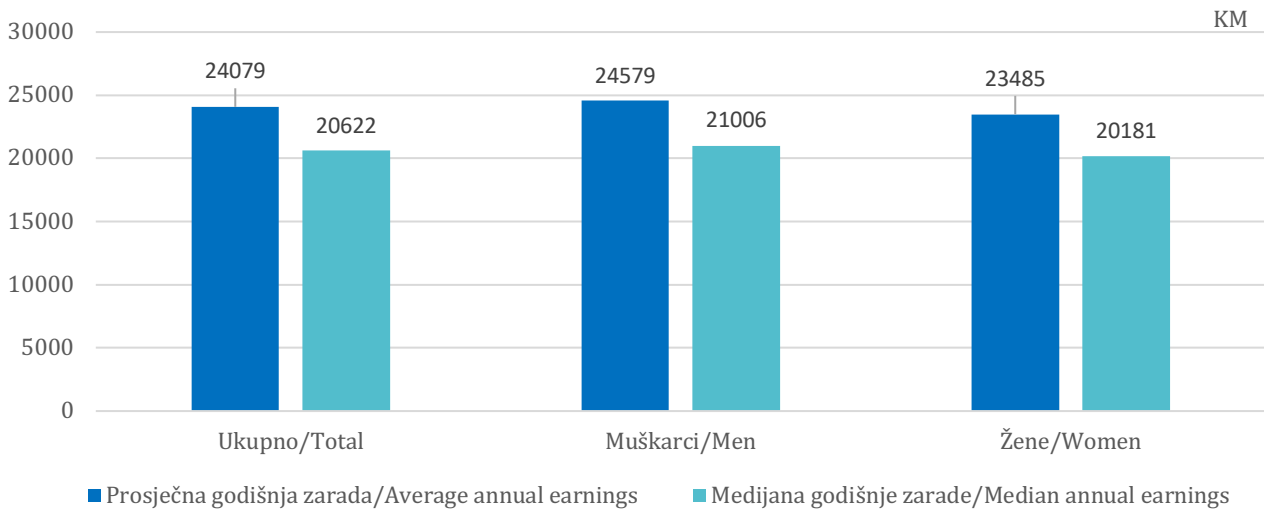
<sup>1)</sup> Low-wage employees are persons who earn less than or equal to 2/3 of the median hourly wage.

Prosječna godišnja zarada za 2022. godinu u Bosni i Hercegovini iznosila je 24 079 KM, odnosno 11,9 KM po satu. Muškarci su u 2022. godini u prosjeku zaradili 24 579 KM, a žene 23 485 KM.

The average annual earnings for the year 2022 in Bosnia and Herzegovina was 24 079 KM, or 11,9 KM per hour. In 2022, in average men earned 24 579 KM, and women 23 485 KM.

**Grafikon 1. Prosječne godišnje zarade i medijana godišnje zarade prema polu, 2022. (bruto)**

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



Medijana godišnje zarade iznosila je 20 622 KM, što predstavlja 85,6% prosječne godišnje zarade. Polovina od ukupnog broja zaposlenih je ostvarila godišnju zaradu manju od 20 622 KM, dok je druga polovina zaposlenih zaradila više od tog iznosa.

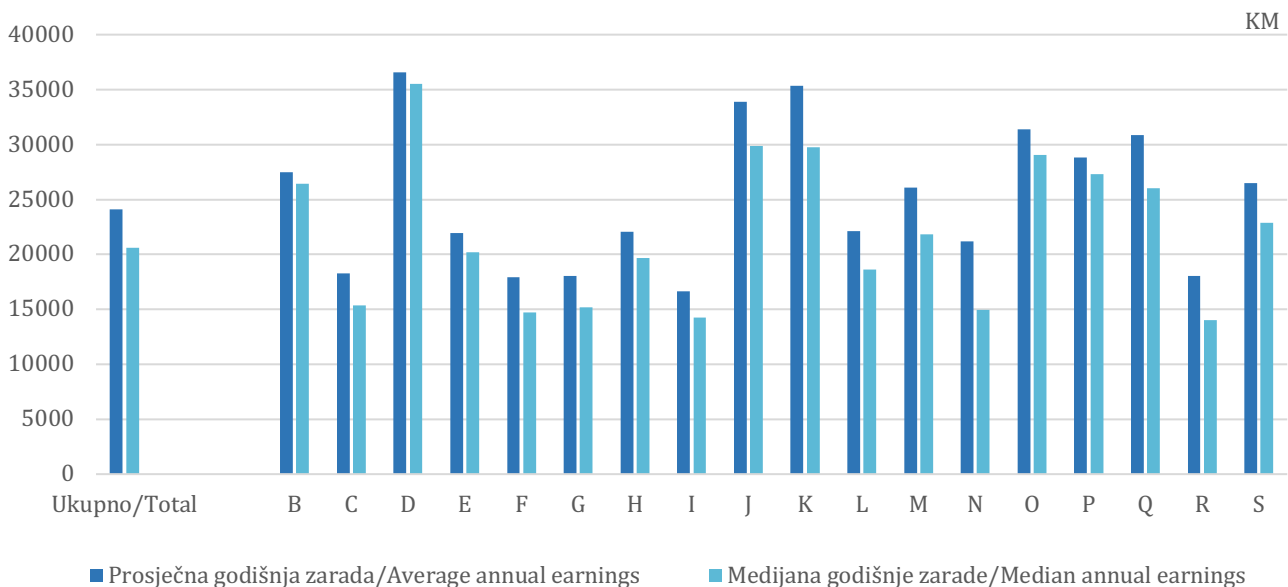
The median annual earnings was 20 622 KM, which represents 85,6% of the average annual earnings. Half of the total number of employees earned an annual earnings of less than 20 622 KM, while the other half of the employees earned more than that amount.

Platni jaz između žena i muškaraca iznosio je 3,6%.

The pay gap between women and men was 3,6%.

**Grafikon 2. Prosječne godišnje zarade i medijana godišnje zarade prema područjima djelatnosti KDBiH<sup>1)</sup>, 2022. (bruto)**

Graph 2. Average annual earnings and median annual earnings according to the activity sections to CEA<sup>1)</sup>, 2022 (gross)



<sup>1)</sup> KDBiH – Klasifikacija djelatnosti BiH (u tabeli 2. dati su nazivi područja djelatnosti)  
CEA – Classification of Economic Activities (CEA names are given in the table 2)

**Tabela 2. Prosječne godišnje zarade i medijana godišnje zarade prema područjima djelatnosti KDBiH, 2022. (bruto)**  
*Table 2. Average annual earnings and median annual earnings according to the activity sections to CEA, 2022 (gross)*

Područja djelatnosti prema KDBiH/ <i>Classification of Economic Activities</i>	Prosječna godišnja zarada/ <i>Average annual earnings</i>	Medijana godišnje zarade/ <i>Median annual earnings</i>
Ukupno/ <i>Total</i>	24 079	20 622
B Vađenje ruda i kamena / <i>Mining and quarrying</i>	27 474	26 448
C Prerađivačka industrija/ <i>Manufacturing</i>	18 246	15 341
D Proizvodnja i snabdjevanje električnom energijom, plinom, parom i klimatizacija / <i>Electricity, gas, steam and air conditioning supply</i>	36 544	35 548
E Snabdjevanje vodom, uklanjanje otpadnih voda, upravljanje otpadom, te djelatnosti sanacije okoliša / <i>Water supply; sewerage, waste management and remediation activities</i>	21 955	20 212
F Građevinarstvo/ <i>Construction</i>	17 936	14 734
G Trgovina na veliko i malo; popravak motornih vozila i motocikala/ <i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i>	18 032	15 196
H Prijevoz i skladištenje/ <i>Transportation and storage</i>	22 050	19 675
I Djelatnosti pružanja smještaja, te pripreme i usluživanja hrane/ <i>Accommodation and food service activities</i>	16 622	14 279
J Informacije i komunikacije/ <i>Information and communication</i>	33 910	29 877
K Finansijske djelatnosti i djelatnosti osiguranja/ <i>Financial and insurance activities</i>	35 339	29 729
L Poslovanje nekretninama/ <i>Real estate activities</i>	22 098	18 592
M Stručne, naučne i tehničke djelatnosti/ <i>Professional, scientific and technical activities</i>	26 081	21 798
N Administrativne i pomoćne uslužne djelatnosti/ <i>Administrative and support service activities</i>	21 179	14 922
O Javna uprava i odbrana, obavezno socijalno osiguranje/ <i>Public administration and defence; compulsory social security</i>	31 398	29 047
P Obrazovanje/ <i>Education</i>	28 820	27 309
Q Djelatnosti zdravstvene i socijalne zaštite/ <i>Human health and social work activities</i>	30 851	26 026
R Umjetnost, zabava i rekreacija/ <i>Arts, entertainment and recreation</i>	18 049	14 033
S Ostale uslužne djelatnosti/ <i>Other service activities</i>	26 471	22 859

Najviša prosječna godišnja zarada ostvarena je u sektoru Proizvodnja i snabdjevanje električnom energijom, plinom, parom i klimatizacija (36 544 KM), što je za 51,8% više od ukupne prosječne godišnje zarade, dok je najniža prosječna zarada ostvarena u sektoru Djelatnosti pružanja smještaja, te pripreme i usluživanja hrane (16 622 KM), što je za 31,0% manje od ukupnog prosjeka. Medijana godišnje zarade iznosila je 20 622 KM, što je za 14,4% manje od prosječne godišnje zarade. Najveća razlika između medijane godišnje zarade i prosječne godišnje zarade zabilježena je u sektoru Administrativne i pomoćne uslužne djelatnosti (medijana je 14 922 KM, a prosječna zarada je 21 179 KM) u kojem je medijana za 29,5% manja od prosječne godišnje zarade, a zatim u sektoru Umjetnost, zabava i rekreacija (medijana je 14 033 KM, a prosječna zarada je 18 049 KM), gdje je medijana godišnje zarade manja od prosječne godišnje zarade za 22,2%.

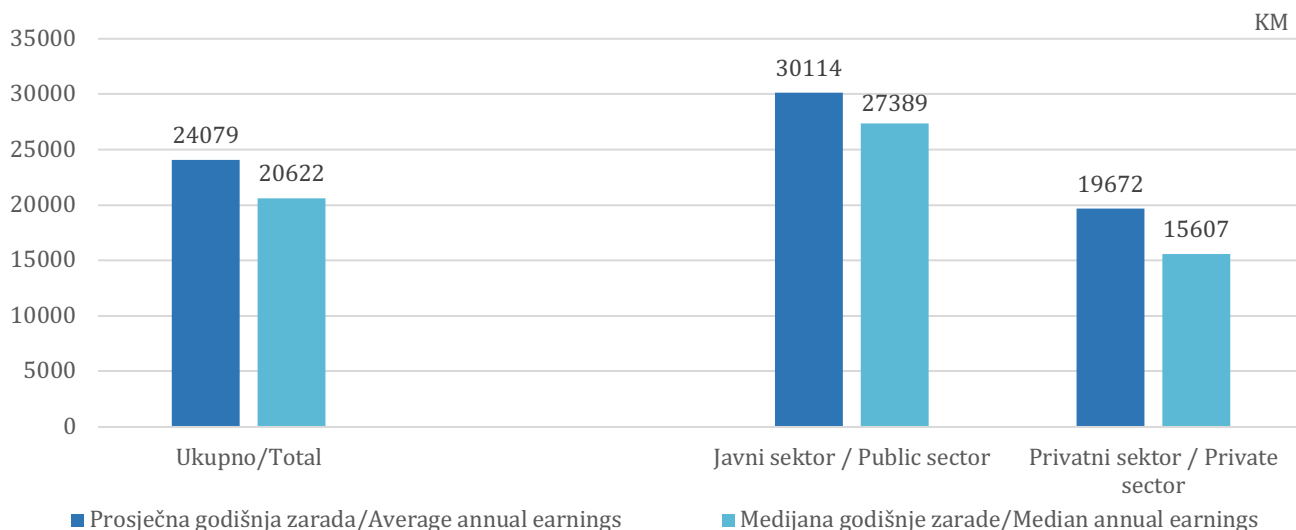
*The highest average annual earnings was achieved in the Electricity, gas, steam and air conditioning supply sector (36 544 KM), which is 51,8% more than the average annual earnings, while the lowest average earnings was achieved in the Accommodation and food service activities (16 622 KM), which is 31,0% less than the overall average. The median annual earnings was 20 622 KM, which is 14,4% less than the average annual earnings. The biggest difference between the median annual earnings and the average annual earnings was recorded in the sectors Administrative and support service activities (with a median of 14 922 KM, and average earnings of 21 179 KM) where the median was 29,5% lower than the average annual earnings and Arts, entertainment, and recreation sector (with a median of 14 033 KM and an average earnings of 18 049 KM), the median annual earnings was 22,2% lower than the average annual earnings.*

Najmanja razlika zabilježena je u djelatnosti Proizvodnja i snabdijevanje električnom energijom, plinom, parom i klimatizacija, gdje je medijana zarade iznosila 35 548 KM, što je za svega 2,7% manje od prosječne godišnje zarade i u sektoru Obrazovanje u kojem je medijana godišnje zarade bila manja od prosječne godišnje zarade za 5,2%.

*The smallest difference was recorded in the Electricity, gas, steam and air conditioning supply activity, where the median earnings was 35 548 KM, which is only 2,7% less than the average annual earnings. Additionally, in the Education sector, the median annual earnings was 5,2% lower than the average annual earnings.*

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

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

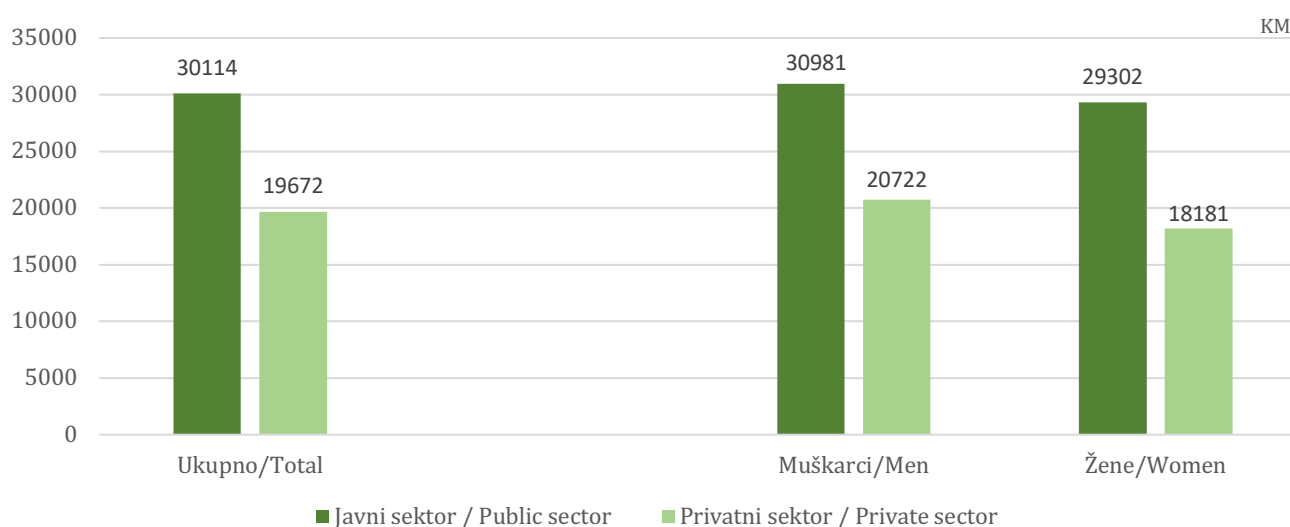


Prosječna godišnja zarada u javnom sektoru iznosila je 30 114 KM, dok je u privatnom sektoru iznosila 19 672 KM, odnosno manje za 34,7% od javnog sektora. Medijana godišnje zarade u javnom sektoru je iznosila 27 389 KM, dok je u privatnom sektoru iznosila 15 607 KM, odnosno za 43,0% manje od javnog sektora.

*The average annual salary in the public sector was 30 114 KM, while in the private sector it was 19 672 KM, or 34,7% less than the public sector. The median annual earnings in the public sector was 27 389 KM, while in the private sector it was 15 607 KM, or 43,0% less than the public sector.*

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

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

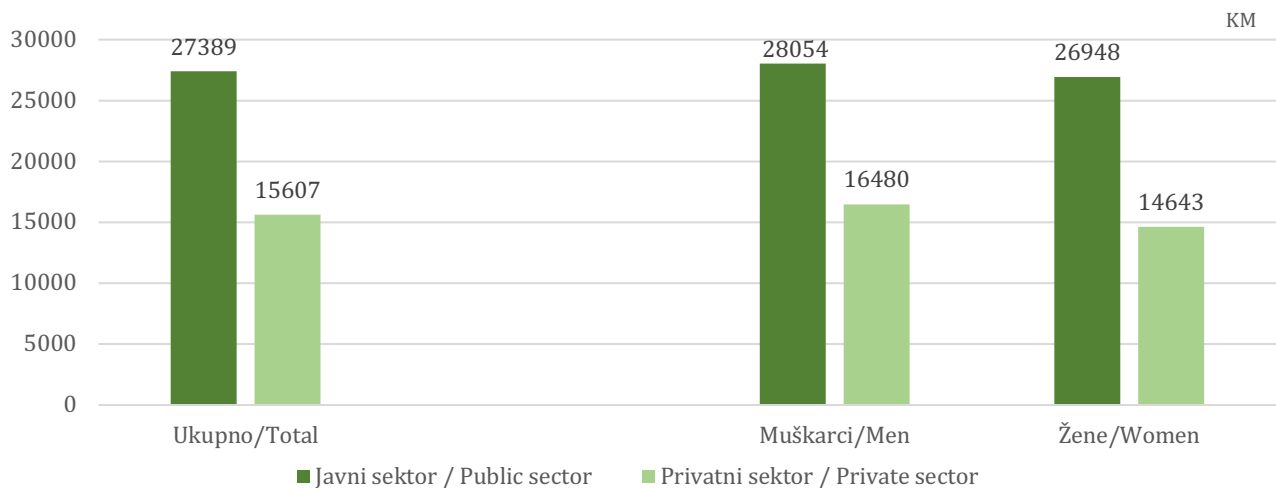


Prosječna godišnja zarada za muškarce u javnom sektoru iznosila je 30 981 KM, dok je za žene iznosila 29 302 KM. U privatnom sektoru muškarci su takođe zarađivali više od žena (muškarci 20 722 KM, žene 18 181KM).

*The average annual earnings for men in the public sector was 30 981 KM, while for women, it was 29 302 KM. In the private sector, men also earned more than women (men 20 722 KM, women 18 181 KM).*

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

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

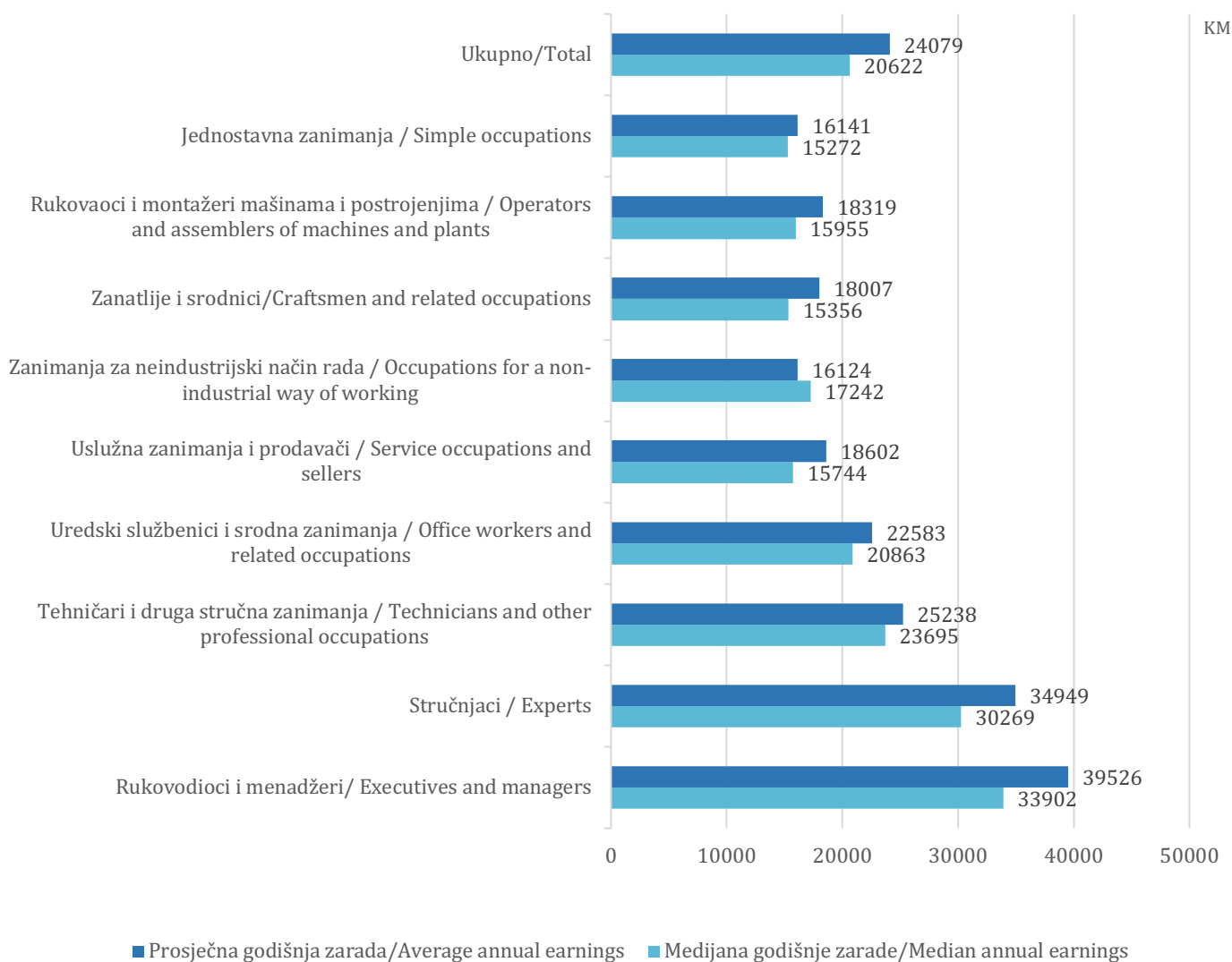


Medijana godišnje zarade za muškarce u javnom sektoru iznosila je 28 054 KM, dok je za žene iznosila 26 948 KM. U privatnom sektoru medijana godišnje zarade za muškarce iznosila je 16 480 KM, a za žene 14 643 KM.

*The median annual earnings for men in the public sector was 28 054 KM, while for women, it was 26 948 KM. In the private sector, the median annual earnings for men was 16 480 KM, and for women, it was 14 643 KM.*

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

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

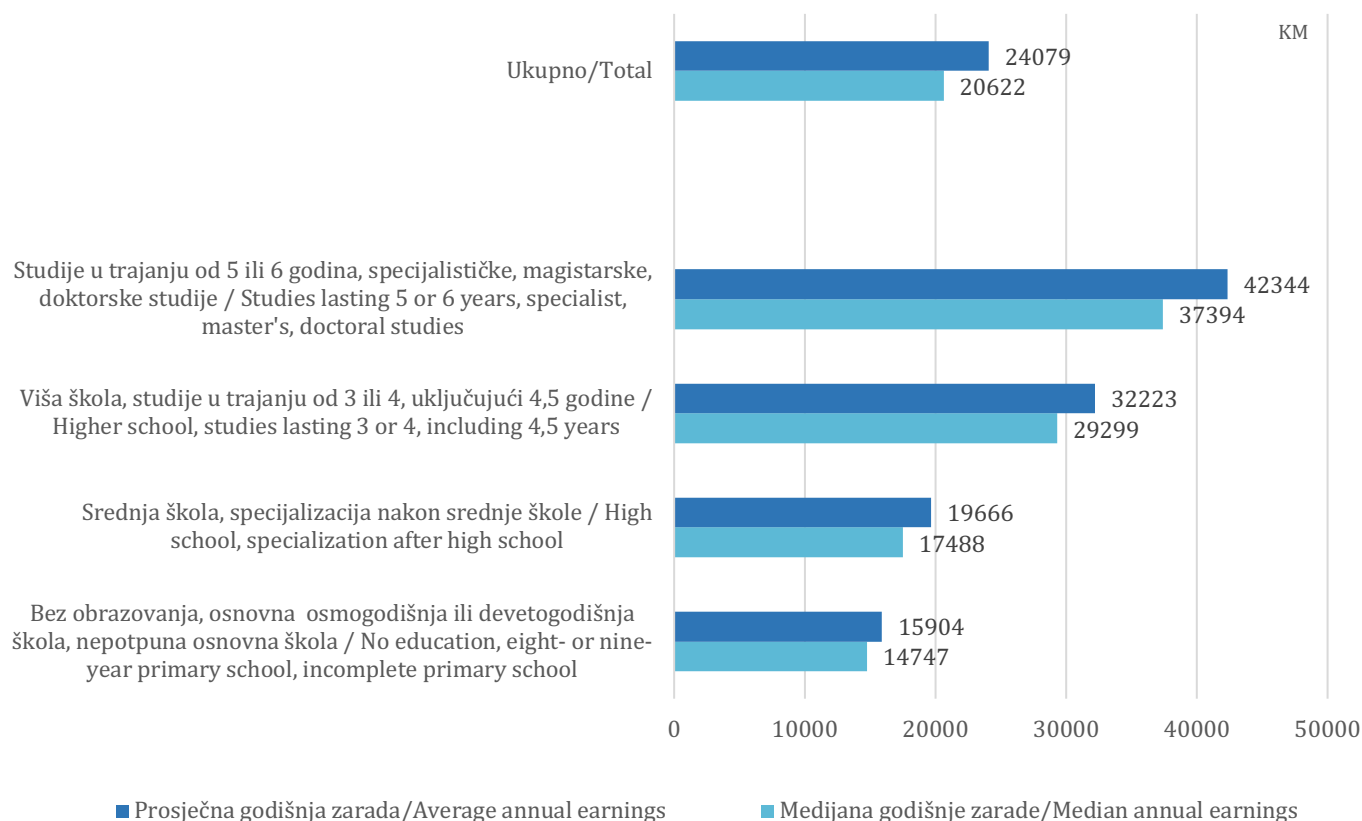


Posmatrajući zarade prema grupama zanimanja, najvišu prosječnu godišnju zaradu, za 64,1% veću od ukupnog prosjeka, ostvarili su Rukovodioci i menadžeri (39 526 KM). Zatim slijede Stručnjaci (34 949 KM) i Tehničari i druga stručna zanimanja (25 238 KM). Zaposleni iz grupe Jednostavnih zanimanja, kao i Zanimanja za neindustrijski način rada, ostvarili su najnižu prosječnu godišnju zaradu od 16 141 KM, odnosno 16 124 KM.

*Looking at earnings according to occupational groups, the highest average earnings, 64,1% higher than the overall average, was achieved by Executives and managers (39 526 KM). Then come Experts (34 949 KM) and Technicians and other professional occupations (25 238 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 16 141 KM and 16 124 KM, respectively.*

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

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

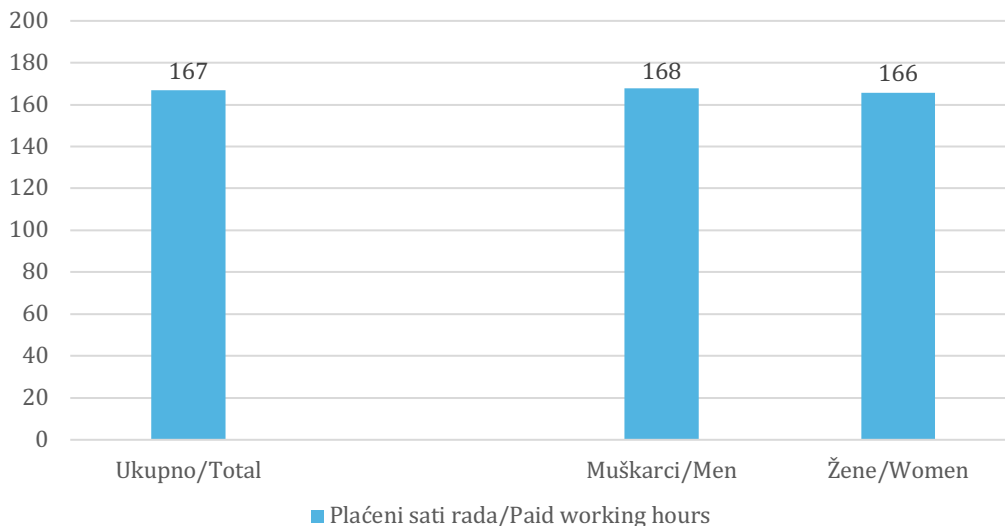


Najvišu prosječnu godišnju zaradu, u iznosu od 42 344 KM, ostvarili su zaposleni sa visokim obrazovanjem, magistri ili doktori nauka. Zaposleni bez obrazovanja, sa nepotpunom osnovnom školom ili sa osnovnim obrazovanjem ostvarili su najnižu prosječnu godišnju zaradu, svega 15 904 KM, što predstavlja 37,6% od prosječne zarade zaposlenih sa najvišim stepenom obrazovanja. Zaposleni sa završenom srednjom školom i specijalizacijom nakon srednje zaradili su, u prosjeku, 46,4% od prosječne 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 75,9% veća od ukupnog prosjeka. Takođe, iznad ukupnog prosjeka, za 33,8%, 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 33,9% manja od ukupnog prosjeka.

*The highest average earnings, in the amount of 42 344 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 15 904 KM, which represents 37,6% of the average earnings of employees with the highest level of education. Employees with an higher school, studies lasting 3 or 4, including 4,5 years earned on average, 46,4% 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 75,9% higher than the overall average. Also, above the overall average, by 33,8%, 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 33,9% lower than the overall average.*

### Grafikon 8. Prosječni broj plaćenih sati rada prema spolu, oktobar 2022. godine

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

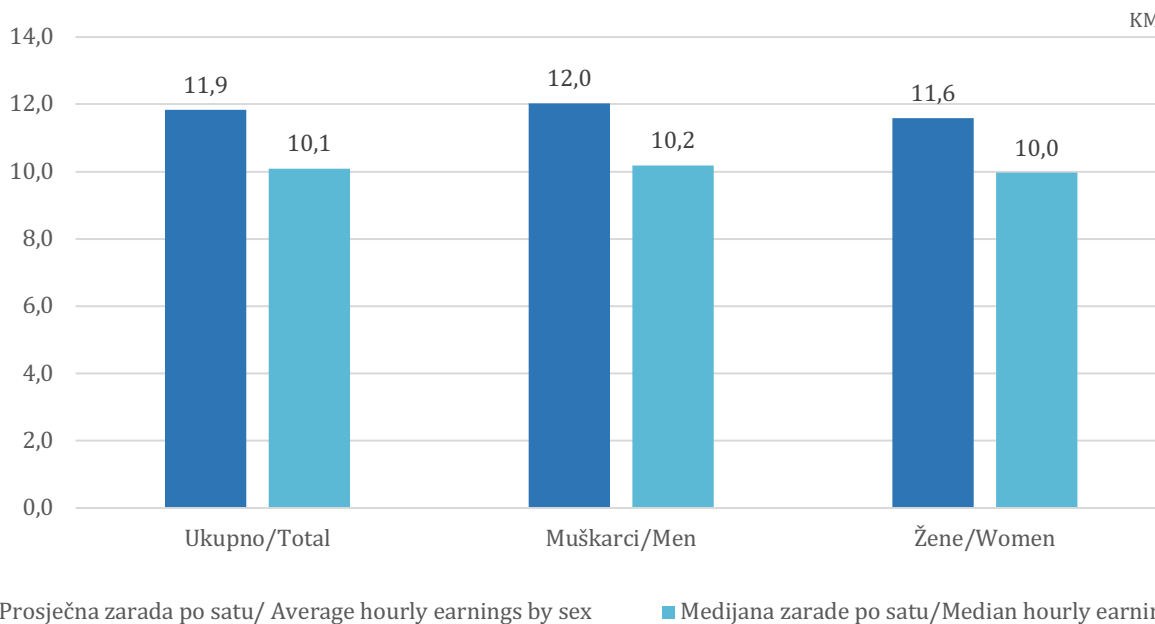


Prosječan broj plaćenih sati rada za oktobar 2022. godine iznosio je 167. Muškarci su u prosjeku radili 168 sati rada, dok su žene u prosjeku radile 166 sati.

*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 166 hours.*

### Grafikon 9. Prosječne zarade i medijana zarade po satu i polu, oktobar 2022. godine (bruto)

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



U oktobru 2022. godine prosječna zarada po satu iznosila je 11,9 KM. Prosječna zarada po satu za muškarce u istom mjesecu iznosila je 12,0 KM, a 11,6 KM za žene. Za isti period medijana zarade po satu je iznosila 10,1 KM, dok je medijana zarade po satu za muškarce iznosila 10,2 KM i 10,0 za žene.

*In October 2022, the average hourly earnings was 11,9KM. The average hourly earnings for men in the same month was 12,0 KM and 11,6 KM for women. For the same period, the median hourly earnings was 10,1 KM, with a median hourly earnings of 10,2 KM for men and 10,0 KM for women.*

## METODOLOŠKA OBJAŠNENJA

Istraživanje o strukturi zarada provodi se u skladu sa regulativama i preporukama EU: Regulativa Vijeća EU br. 530/1999, regulative Evropske komisije br. 1916/2000 i 1738/2005, kao i metodološkim uputstvima Evropske statističke kancelarije EUROSTAT.

### 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, spol, stepen obrazovanja, starost, dužina radnog staža u poslovnom subjektu, vrsta ugovora zaposlenog (rad na neodređeno i određeno vrijeme i rad po ugovoru o obavljanju privremenih i povremenih poslova), 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 koji u referentnoj godini imaju 10 ili više zaposlenih. Podaci se prikupljaju za pravna lica kao cjelinu, a ne prema pripadajućim jedinicama u sastavu.

### Uzorak

Okvir za izbor uzorka za ovo istraživanje su pravne osobe 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 osoba (stratifikovanog slučajnog uzorka i punog obuhvata), u zavisnosti od njihove veličine.

Ukupna veličina uzorka za Istraživanje o strukturi zarada za 2022. godinu je 3 549 poslovnih subjekata - pravnih osoba.

### Obuhvat istraživanja

Istraživanjem su obuhvaćena zaposlene osobe koje su imale zasnovan radni odnos sa poslodavcem na određeno ili neodređeno vrijeme, kao i osobe koje su radile po osnovu ugovora o obavljanju privremenih i povremenih poslova (bez obzira na to da li su radile puno ili nepuno radno vrijeme) i koje su primile zaradu za oktobar 2022. godine. Nisu obuhvaćene zaposlene osobe u poslovnim subjektima sa manje od 10 zaposlenih.

## METHODOLOGICAL NOTICES

*Structure of Earnings Survey is carried out in accordance with the Regulations and Recommendations of the EU: Council Regulation no. 530/1999, the European Commission Regulations no. 1916/2000 and 1738/2005, as well as the methodological guidelines of the European Statistical Office Eurostat.*

### *The main goal of the survey*

*Structure of Earnings Survey provides data on average monthly and annual earnings, as well as average earnings per hour of work, according to the individual characteristics of employees - occupation, gender, level of education, age, length of service in the business entity, type of employee contract (permanent employment and fixed time and work according to the contract on performing temporary and occasional jobs), as well as according to the characteristics of the business entity in which the employees work - activity, size and form of ownership of the business entity.*

### *Observation unit*

*The units of observation in this research are active business entities - legal entities, who have 10 or more employees in the reference year. Data is collected for legal entities as a whole, and not according to the belonging units in the composition.*

### *Sample*

*The sample frame for this survey are legal entities from Statistical Business Register with 10 or more employees. This frame includes legal entities from all sections of activities NACE Rev.2, except: A Agriculture, forestry and fishing.*

*Sample frame was stratified according to the division of NACE Rev.2., and the size of the legal entity (on the basis of number of employees).*

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

*The total sample size for Structure of Earnings Survey 2022 was 3 549 business entities - legal entities.*

### *Coverage*

*The survey included employed individuals who had an employment relationship with an employer on a fixed-term or indefinite basis, as well as individuals who worked based on contracts for temporary and occasional work (regardless of whether they worked full-time or part-time) and received earnings for October 2022. Employed individuals in business entities with fewer than 10 employees were not included.*



## Periodika prikupljanja podataka

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

## Bazni koncepti i definicije

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.

**Ukupan bruto godišnji iznos** redovnih mjesečnih novčanih primanja zaposlenog za referentnu godinu obuhvata zbir svih mjesečnih bruto plaća i ostalih mjesečnih primanja zaposlenog (topli obrok, prijevoz) za referentnu godinu bez obzira da li su isplaćeni u bruto ili neto iznosu.

**Ukupni godišnji bonusi** obuhvataju zbir svih kvartalnih i godišnjih bonusa u bruto iznosu.

**Broj sedmica** na koji se odnosi bruto godišnja plaća se izračunava tako što se ukupan broj dana (sa vikendima) na koje se odnosi plaća podijeli sa 7.

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

**Napomena:** Pri izračunavanju prosječne godišnje zarade, medijane godišnje zarade i prosječnih godišnjih bonusa, uzeti su u obzir samo zaposleni koji su radili 30 i više sedmica tokom 2022. godine. U slučaju da zaposlena lica, koja su primila zaradu za oktobar 2022. nisu radila tokom cijele godine (zbog bolovanja, neplaćenog odsustva, zato što je zaposleni počeo da radi tokom oktobra 2022. itd.), podaci za cijelu godinu su dobijeni odgovarajućim ekspanzijom.

Takođe, kako bi se eliminisale razlike u zaradama koje su rezultat različitog broja časova rada između zaposlenih sa punim i nepunim radnim vremenom, zarade zaposlenih sa nepunim radnim vremenom su ekspandirane na iznos zarada koji odgovara punom radnom vremenu. Sve navedene varijable, koje se prikupljaju za referentnu godinu, ekspandirane su tako da odgovaraju podacima za cijelu godinu (u slučaju da zaposlene osobe nisu radile tokom cijele godine).

## Periodicity of survey

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

## Definitions

***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 total gross annual amount** of the employee's regular monthly monetary income for the reference year includes the sum of all monthly gross earnings and other monthly income of the employee (hot meal, transportation) for the reference year, regardless of whether they were paid in gross or net amount.*

***Total annual bonuses** include the sum of all quarterly and annual bonuses in gross amount.*

***The number of weeks** to which the gross annual earnings refers is calculated by dividing the total number of days (including weekends) to which the earnings refers by 7.*

***The gender pay gap** represents the percentage difference between the average hourly earnings of employed men and women in relation to the average hourly earnings of men.*

***Note:** When calculating average annual earnings, median annual earnings and average annual bonuses, only employees who worked 30 or more weeks during 2022 were taken into account. In cases where employed individuals who received earnings for October 2022 did not work throughout the entire year (due to sick leave, unpaid leave, starting work during October 2022, etc.), data for the entire year were obtained through appropriate expansion.*

*Additionally, to eliminate differences in earnings resulting from varying numbers of hours worked between full-time and part-time employees, the earnings of part-time employees were expanded to the amount of earnings equivalent to full-time work. All the variables collected for the reference year were expanded to correspond to the full-year data (in cases where employed individuals did not work throughout the entire year).*

Dodatna ekspanzija podataka za zaposlene sa nepunim radnim vremenom rađene su kod godišnjih zarada i bonusa, kako bi se dobili iznosi koji odgovaraju punom radnom vremenu.

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. i td.), 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.

*Additional data expansions for part-time employees were performed for annual earnings and bonuses to obtain amounts equivalent to full-time work.*

*In cases where employed individuals who received earnings for October 2022 did not work throughout the entire month (due to sick leave, unpaid leave, starting work at the business entity during October 2022, etc.), data for those individuals were expanded to obtain data for the entire month. Additionally, to eliminate differences in earnings resulting from varying numbers of hours worked between full-time and part-time employees, the earnings of part-time employees were expanded so that the earnings amount corresponds to full-time work.*

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