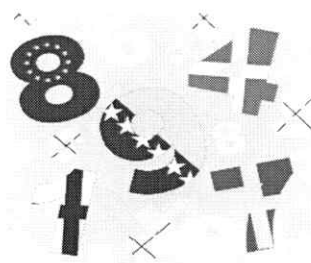
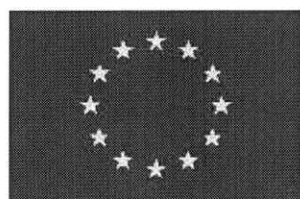


TWINNING CONTRACT

BA 17 IPA ST 01 20



Further Support to the Reform of Statistics System in Bosnia and Herzegovina



MISSION REPORT

Activity 4.C: Structure of earnings pilot survey Component 4 – Labour Market Statistics

Mission carried out by
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List of Abbreviations

BHAS	Agency for Statistics of Bosnia and Herzegovina
BiH	Bosnia and Herzegovina
CBBH	Central Bank of Bosnia and Herzegovina
EC	European Commission
EU	European Union
FBiH	Federation of Bosnia and Herzegovina
FIS	Institute for Statistics of Federation of Bosnia and Herzegovina
MS	EU Member State
RSIS	Institute for Statistics of Republika Srpska
RTA	Resident Twinning Adviser
ToR	Terms of Reference

1. General comments

This mission report was prepared within the EU Twinning Project "Further Support to the Reform of the Statistics System in Bosnia and Herzegovina". It was the third mission to be devoted to Structure of earnings pilot survey within Component 4 - Labour Market Statistics, of the Project.

The purposes of the mission were:

- Finalize Data collection instruments including reporting forms and database for data to be entered
- To finalize the population and sample
- Prepare data collection, including any questions regarding training of personnel
- Preparation of ToR for next activity

The consultant would like to express their thanks to all officials and individuals met for the kind support and valuable information which he/she received during the stay in Bosnia and Herzegovina, and which highly facilitated the work of the consultant.

This views and observations stated in this report are those of the consultant and do not necessarily correspond to the views of EU, BHAS, FIS, RSIS, CBBH, Statistics Denmark, Statistics Finland, Statistics Sweden and The Italian National Institute of Statistics.

2. Assessment and results

During the mission the BC participants presented the questionnaire, which have been finalized since the previous mission concluded. The questionnaire now also includes all the instructions that the enterprises need to be able to fill in the questionnaire.

There were a specific question regarding question 8 and 9 in table B1, regarding the date of termination. The STEs confirmed that the information in this section is not necessary to calculate information about the annual salary, since there is a specific question about the amount of weeks for which the annual salary refers (question 18). Therefore, the question can possibly be omitted. The need for the variable usually is to be able to calculate precisely, the seniority of the employee. Since the chosen month for reporting is October, the majority of the population of employees that will be reported, will possibly also be there by the end of the year, but if an earlier month were chosen, many employees may have ended their relationship with the enterprise before the end of the year. The easiest way to correctly calculate seniority (reporting point 2.6 for the SES reporting), will be to have both the starting and ending year and month for each employee, extracted by any absence for more than 12 months (question 10).

In addition, there were a specific question about the required level of ISCED needed in the questionnaire. The STEs recommended in general, that the BC choose the level of reporting that is most relevant for them internally. Referring to the requirements of the SES, only four main group codes are required, at the top level of ISCED, G1-G4 below:

- G1: Basic education
 - 0 Less than primary
 - 1 Primary

- 2 Lower secondary
- G2: Secondary education
 - 3 Upper secondary
 - 4 Post-secondary (non-tertiary)
- G3: Tertiary education (up to 4 years)
 - 5 short-cycle tertiary
 - 6 Bachelor or equivalent
- G4: Tertiary education (more than 4 years)
 - 7 Master or equivalent
 - 8 Doctoral or equivalent

From the previous missions the variable of occupation have been in focus, since it will be new to the respondents. The BC had now prepared good instructions for the respondents, with examples of ways to report information about occupation at a satisfying level for the statistic. This is coupled with the possibility to enter 2-digit occupation codes from the ISCO classification. The STEs applauded the solution.

The BC then presented the analysis of the population, which will be the foundation of the sample. The BC had already decided, to use the LCS frame as a backbone for the sample. They had also decided to use enterprises in sectors C, G and Q, as well as size classes 10-249 employees. At the same time, they want to exclude enterprises in size class 10-49, which have already been a part of the LCS survey, for selection, in order to reduce the burden. During the mission it was decided to omit the final requirement in the case of the Distrikt Brčko, since this size class had been a census in the LCS in the District.

Based on the requirements the sample experts of the BC had completed a series of possible stratum examples, which would reach the envisioned response target for the pilot. In all there were 8 examples, which would all be useful for the purpose of this exercise. The discussion during the mission pointed to the fact, that the possible best solution, for the case of the pilot, were to keep the section level for NACE breakdown, and use the size stratification that will also be defining for the second stage of sampling within the enterprise (3 size groups). This would correspond to example 5 in the analysis paper. In addition to this, an idea was presented, to add 1 enterprise from the largest size class, to the sample of each entity, after filling up the sample population from the other strata, in order to be able to test the questionnaire to a larger enterprise. The BC will make the final decision on the approach.

Finally during the mission, the upcoming study visit in Denmark in June were discussed for planning purposes. The participant agreed, that the STEs will prepare a non-exhaustive list of topics that can be a part of a program for the study visit. The BC will decide on their wishes for subjects, and give feedback at the latest in early May 2022, in order for the STEs to prepare a program. The RTA and RTAA will handle the practical planning of the study visit. As a part of the program, there will be scheduled time to have a status on the pilot study, to prepare for the mission 4.D in September.

3. Conclusions and recommendations

In conclusion, the experts find that the mission has achieved its purpose, which has provided the participants with information to be able to move along with data collection.

The experts recommend that BiH statistical institutions:

- Finalizes Data collection instruments for all entities
- Finalizes databases to store collected data
- Draws a sample
- Conducts data collection
- Decide on topics for the study visit in June

Action	Deadline	Responsible person
Draws sample	March 2022	BiH statistical institutions
Conducts data collection	April 2022	BiH statistical institutions
Decides on topics for study visit	Early May 2022	BiH statistical institutions

Annex 1. Terms of Reference for the current mission

Terms of Reference

EU Twinning Project BA 17 IPA ST 01 20

**Component 4 – Labour Market Statistics
08-10 February 2022**

Online mission via Zoom

Activity 4.C: Structure of earnings pilot survey

1. Mandatory result

The component on Labour Market Statistics has the following objectives and Indicator / Relevant Milestones / Internal deadlines:

Component 4: Labour markets statistics: Structure of earnings pilot survey conducted and respective indicators produced		
Objective as in Twinning Fiche:	Indicator / Relevant Milestones / Internal deadlines	Status
4.1 Questionnaire and methodology for implementing Structure of earnings pilot survey prepared (including preparation of sample survey)	Questionnaire to be ready by end of 2021	
4.2 Developed application for entering data for the needs of BH institutions. The population and sample design defined, sample drawn.	February 2022	
4.3 Pilot survey conducted and data entered	Data expected to be collected during April 2022 and to be entered in June 2022	
4.4 Results of pilot survey analysed	September 2022	
4.5 New indicators of the Labour market statistics based on the Structure of Earnings Pilot Survey such as: gross and hour wages by age,	December 2022	

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sex, occupation, duration of the working hours and type of contract services produced		
4.6 Staff of the Labour market statistics trained for implementing full Structure of Earning Survey	February 2023/ End of project	

2. Purpose of the activity:

- Finalize Data collection instruments including reporting forms and database for data to be entered
- To finalize the population and sample
- Prepare data collection, including any questions regarding training of personnel

The BC present their work completed according to MS expert's recommendation since the last mission in December 2021:

- Prepares Data collection instruments for all entities
- Prepares databases to store collected data
- Analyses the population, and makes a final decision about the focus for the pilot-sample

3. Expected output of the activity:

- Questions are approved and agreed upon
- IT and sample experts are introduced to the outline for the pilot survey, in order for them to prepare for their tasks in 2022

Annex 2. Inputs for the Terms of Reference for the next mission(s)

Activity No.	Activity title
Budget section	III. Components Mandatory Results – Component 4
Subject	<p>Structure of Earnings Survey – Mission 4.D</p> <p>The purpose of the mission is to:</p> <ul style="list-style-type: none"> • Analysis on the collected data including final decisions on error detection • Work on outline structure for dissemination report
Methods	Mission in BiH, unless travel restrictions makes it impossible. In the latter case the mission will be conducted as an online mission.
Resources	MS: Jesper Moltrup-Nielsen (DK) and Maria Boye (DK) BC: Key staff Venue: BiH
Duration	2 STE x 3 working days
Output	Collected data is finalized and ready for working on output products Initial discussions on output has taken place An outline structure for the final dissemination report is ready
Time schedule	September 2022

Activity No.	Activity title
Budget section	III. Components Mandatory Results – Component 4
Subject	<p>Structure of Earnings Survey – Study visit 4.S</p> <p>The purpose of the study visit is to:</p> <ul style="list-style-type: none"> • Present best practices on SES and related topics to the BC • Discuss status of Data collection and initial analysis on data
Methods	Study visit in Denmark
Resources	MS: Key staff BC: Key staff Venue: STATDK
Duration	10 BC staff X 4 working days
Output	BC introduced to best practices Initial discussion on collected data and analysis have taken place
Time schedule	June 2022

Annex 3. Persons met

BHAS:

Svjetlana Kezunović	Senior Officer in Labour Market Department
Jasna Iasković	Sampling Expert
Branislava Cvijetić	IT Expert

FIS:

Emina Šabanadžović,	Senior adviser
Samka Avdić,	Head of Labour Market Department
Edina Mehidić	Sampling Expert
Asmira Selimović	Sampling Expert

RSIS:

Biljana Glušac,	Senior Statistician for labour, wages and employment statistics
Vedrana Dejanović	Sampling Expert

MS Experts:

Maria Boye, Leading Chief Advisor, Statistics Denmark
Jesper Moltrup-Nielsen, Chief Advisor, Statistics Denmark
Rebecca Dahlgaard, Senior Advisor, Statistics Denmark
Kirstine Andreasen, Senior Advisor, Statistics Denmark


RTA Team:

Niels Madsen, RTA
Larissa Muslimovic, RTAA

The content of this report is approved by:

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RTA

Niels Møller

