

Earnings	Slovenian Economic Mirror	IMAD
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Gross wage per employee, growth index	Wages in SIT November 2003	In nominal terms		In real terms ¹	
		Nov 2003/ Oct 2003	Jan-Nov 2003/ Jan-Nov 2002	Nov 2003/ Oct 2003	Jan-Nov 2003/ Jan-Nov 2002
Gross wage per employee, total	270,294	105.1	107.7	104.8	101.9
Private sector (activities A to K)	252,649	106.7	108.0	106.4	102.2
A Agriculture	220,143	104.3	105.7	104.0	100.0
B Fisheries	200,249	98.2	108.0	97.9	102.2
C Mining and quarrying	315,844	103.2	108.7	102.9	102.9
D Manufacturing	229,720	105.8	107.7	105.5	101.9
E Electricity, gas and water supply	351,932	111.0	109.8	110.7	103.9
F Construction	213,295	100.7	108.3	100.4	102.5
G Wholesale, retail; certain repairs	241,857	106.4	107.2	106.1	101.4
H Hotels and restaurants	201,775	105.3	106.4	105.0	100.7
I Transp., storage & communications	290,269	106.3	108.6	105.9	102.8
J Financial intermediation	408,649	114.6	109.3	114.3	103.4
K Real estate, renting, business service	303,509	109.8	108.2	109.4	102.3
Public services (activities L to O)	319,687	101.7	106.4	101.4	100.7
L Public administration	322,586	100.4	107.4	100.1	101.6
M Education	319,998	101.3	107.6	101.0	101.8
N Health services and social work	312,355	101.5	104.5	101.2	98.9
O Other social and personal services	329,429	107.0	104.7	106.7	99.0

Source of data: SORS, private sector and public services wages calculated by the IMAD.
Note: ¹deflated by the consumer price index.

November's gross wage per employee rose by 5.1% in nominal and 4.8% in real terms over October. In the **private sector (activities from A to K)**, the gross wage per employee rose strongly, up 6.7% in nominal terms, mainly due to the '13th month's' pay and Christmas bonuses. While strong wage growth is typical of the end of the year, last year's growth was weaker than anticipated. Namely, November had fewer working days than October and the share of payments for overtime work in the gross wage did not rise as much as in October, in fact, it stayed at the same level. Statistics on the share of '13th month's' pay and Christmas bonuses show a slight rise over November 2002, while data broken down by activities are still unavailable. The gross wage per employee rose the least in **industry and construction (activities from C to F)**, going up by 5.4% in nominal terms. The share of payments for overtime work only increased in mining and manufacturing. In electricity, gas and water supply, strong wage growth was likely due to the '13th month's' pay and Christmas bonuses. According to figures for the previous years, this activity recorded the largest share of employees receiving these payments, equalling about 60% of all employees in November and December 2002. The gross wage per employee rose somewhat more in **production services (activities G, H, I)**, going up by 6.2% in nominal terms, of which the most in wholesale and retail trade. Here, the share of overtime work stayed at October's high level. In the other two activities, the share of overtime work increased by about 7%. The exceptionally high wage growth, typical of November, was seen in **business services (activities J and K)**, going up by 11.7% in nominal terms. Within **public services (activities L to O)**, the gross wage per employee continued to rise moderately only in the public administration. In education, the gross wage per employee rose in higher education where there are more opportunities to pay the '13th month's' pay and Christmas bonuses. Wages also rose in health as a result of performance-related pay, which is usually given at the end of the year. The gross wage per employee climbed the most in other community, social and personal services, up 1.7% in nominal terms, mainly because of paying the '13th month's' pay and Christmas bonuses as this activity mainly belongs to the private sector. In the first **eleven months of 2003**, the gross wage per employee rose by 7.7% in nominal terms over the same period of the year before. With consumer prices rising by 5.7%, wages rose by 1.9% in real terms. In the **private sector**, the gross wage per employee climbed by 8.0% in nominal and 2.2% in real terms. In **public services**, on the other hand, the gross wage per employee rose by 6.4% in nominal and 0.7% in real terms.

Graph: **Monthly real gross wage per employee**

