Terms used in official statistics

Average paid employment

Definition:
The average paid employment level is calculated for the surveyed period (e.g. month, quarter, year), based on the staff register. The average paid employment in the surveyed period covers full-time and part-time employees converted into full-time equivalents.

The conversion of part-time employees into full-time employees is obtained through multiplying the number of part-time employees by appropriate conversion factors which are the rates of the number of working hours of part-time employees to the number of working hours of full-time paid employees, that is to nominal working time. The average monthly paid employment rate is calculated as the arithmetic mean or using the simplified method, i.e. as the chronological mean or the two days state mean. The average monthly paid employment, calculated using the arithmetic mean method, is the quotient of sums of paid employment on individual working days in the given month and the number of calendar days in a month. Working days in a month include Sundays, holidays and bank holidays as may occur. The paid employment level on those days is assumed to be as on the previous day or on the following day, if the month starts with a bank holiday. When determining the paid employment level of the day, persons on unpaid leaves, childcare leaves and persons receiving sickness allowances, maternity allowances, paternity allowances, parental allowances and care allowances are not taken into account with the exception of persons who combine additional maternity leave or parental leave with part-time employment with the employer granting this leave . The average monthly paid employment calculated using the chronological mean method is half of the sum of: half of the paid employment level on the first day of the month, the paid employment level on 15th day of the month and half of the paid employment level on the last day of the month. The average paid employment computed using two days state mean method is counted as the half of the sum of paid employment state from the first and the last days of the month. Using the simplified method, persons on unpaid leaves, childcare leaves and persons receiving sickness allowances, maternity allowances, parental allowances and care allowances more than 14 days nonstop are excluded from the level of paid employment with the exception of persons who combine additional maternity leave or parental leave with part-time employment with the employer granting this leave . The simplified method to calculate the average monthly paid employment is suggested for use with regard to workplaces with stable staff situation. In the case of workplaces operating for less than a month (newly established, starting their activity in a reporting month, seasonal) as well as workplaces with big staff fluctuation (mass lay-offs, intensity of unpaid leave, etc.) the arithmetic mean method is proposed.

Average paid employment: in a quarter, from the beginning of the year till the end of a reporting period, in a year, is the quotient of the sum of the average number of employees in particular months of: a quarter, reporting period, year, and the number of months in a given period respectively. Where the unit did not function for an entire: quarter, reporting period, year, the average paid employment is the quotient of the average number of employees from months during which the work was really carried out and full number of months in: a quarter, reporting period, year respectively.

High-level terms

- Paid employees

Low-level terms:

- Average paid employment to calculate the average monthly wages and salaries

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