

# Country Practice-Turkey

*Labour Cost Statistics*

*6-7 March 2017*

*Jakarta- Indonesia*

# Presentation plan

- Legal Base
- Classification schemes
- Variables
- Calculations
- Questionnaire form

## Legal Base

- Turkish Statistical Law (No: 5429)
- Council Regulation (EC) No 530/1999 concerning structural statistics on earnings and on labour costs
- Commission Regulation 1737/2005 of 21 October 2005 amending Regulation (EC) No 1726/1999 as regards the definition and transmission of information on labour costs

# Classification schemes

- *NUTS and NACE classification*
- Public or private body
- Carried out as profit or non-profit activity
- NACE Rev. 2 section O (Public administration and defence, compulsory social security) is optional (not covered)
- NUTS1

# Classification schemes

- *Classification of enterprises by size bands*
  - 1 to 9 (optional), -not covered
  - 10 to 49,
  - 50 to 249,
  - 250 to 499,
  - 500 to 999,
  - 1000 and more employees.

# VARIABLES

## **A. Number of employees**

A.1 Total number of employees

A.11 Full-time employees (excluding apprentices)

A.12 Part-time employees (excluding apprentices)

A.121 Part-time employees converted into full-time units  
(excluding apprentices)

A.13 Apprentices

A.131 Apprentices converted into full-time units

# VARIABLES

## **B. Hours actually worked**

B.1 Total hours actually worked

B.11 Hours actually worked by full-time employees (excluding apprentices)

B.12 Hours actually worked by part-time employees (excluding apprentices)

B.13 Hours actually worked by apprentices

# VARIABLES

## **C. Paid hours**

C.1 Total hours paid

C.11 Paid hours for full-time employees (excluding apprentices)

C.12 Paid hours for part-time employees (excluding apprentices)

C.13 Paid hours for apprentices



# VARIABLES

## **D. Labour costs**

D.1 Compensation of employees

D.11 Wages and salaries

D.111 Wages and salaries (excluding apprentices)

D.1111 Direct remuneration, bonuses and allowances

D.11111 Direct remuneration, bonuses and allowances paid in each pay period

D.11112 Direct remuneration, bonuses and Allowances not paid in each pay period

D.1112 Payments to employees' savings schemes

D.1113 Payments for days not worked

D.1114 Wages and salaries in kind

# VARIABLES

D.11141	Company products (optional)
D.11142	Staff housing (optional)
D.11143	Company cars (optional)
D.11144	Stock options and share purchase schemes (optional)
D.11145	Other (optional)
D.112	Wages and salaries of apprentices
D.12	Employers' social contributions
D.121	Employers' actual social contributions (excluding apprentices)

# VARIABLES

D.1221 Guaranteed remuneration in the event of sickness  
(optional)

D.1222 Employers' imputed social contributions for pensions  
and health care (optional)

D.1223 Payments to employees leaving the enterprise (optional)

D.1224 Other imputed social contributions of the employer  
(optional)

D.123 Employers' social contributions for apprentices

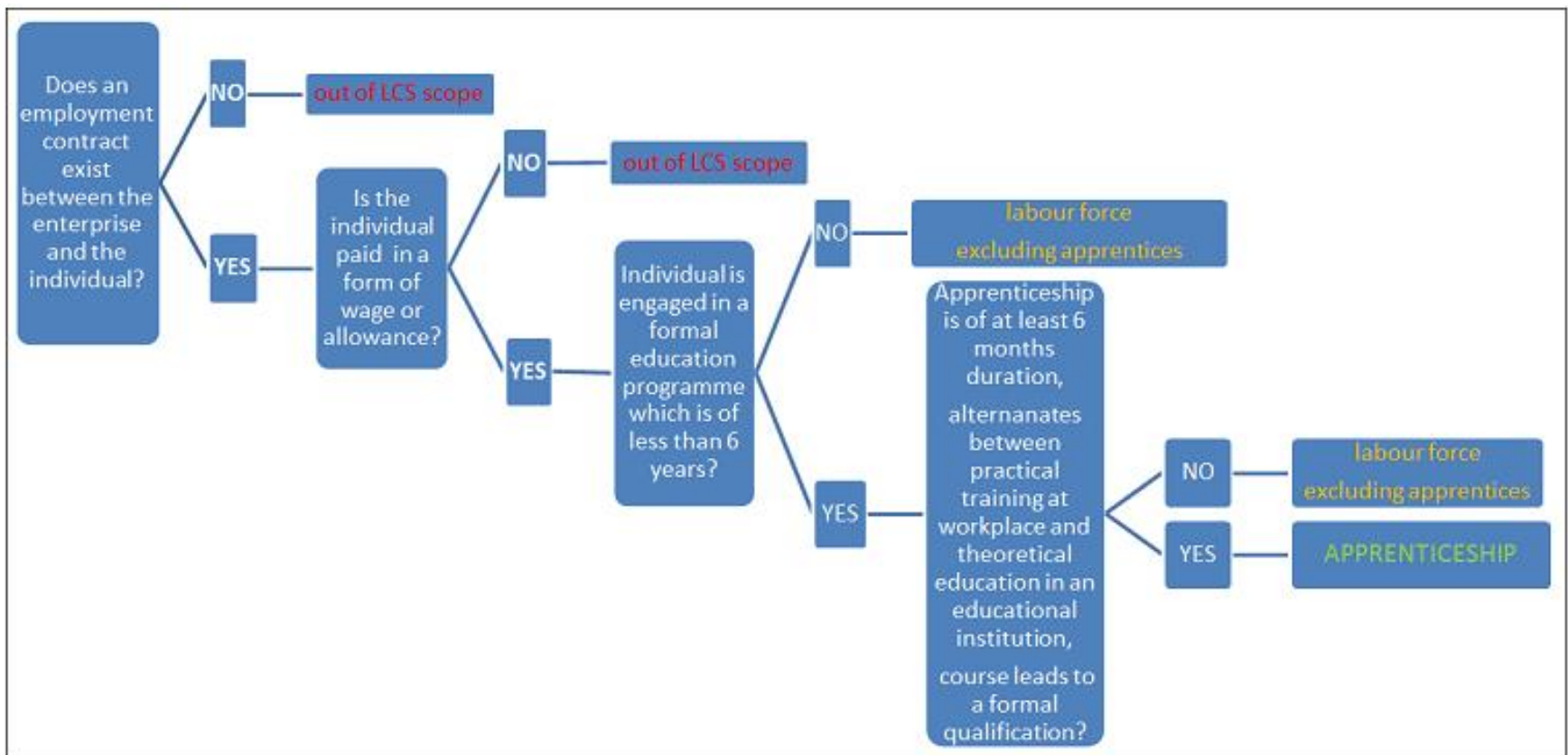
D.2 Vocational training costs

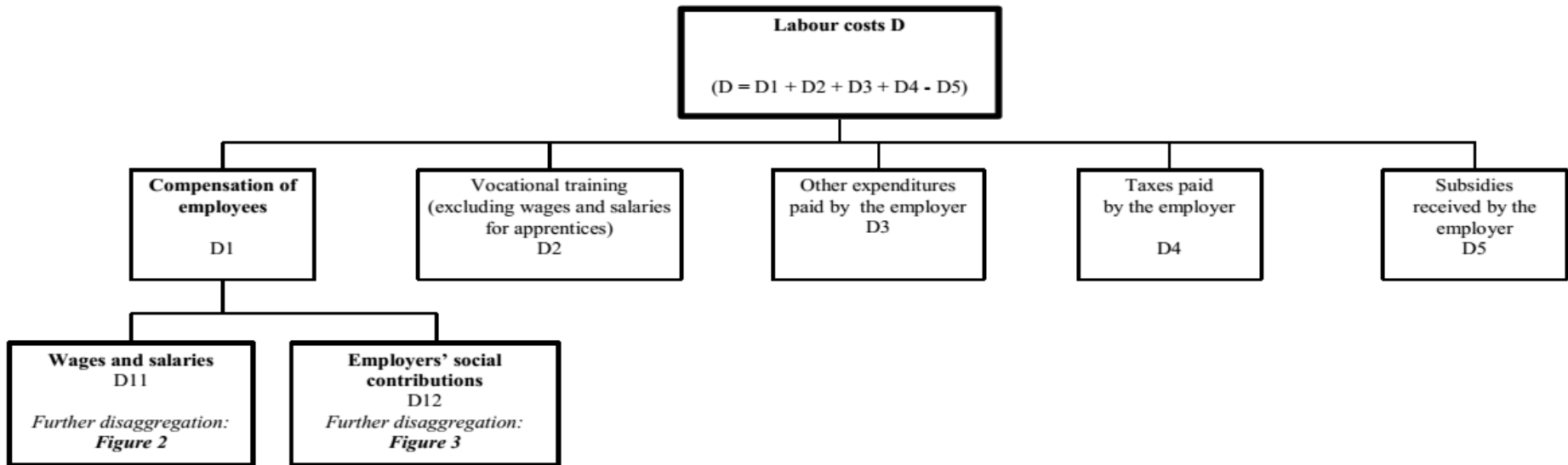
D.3 Other expenditure paid by the employer

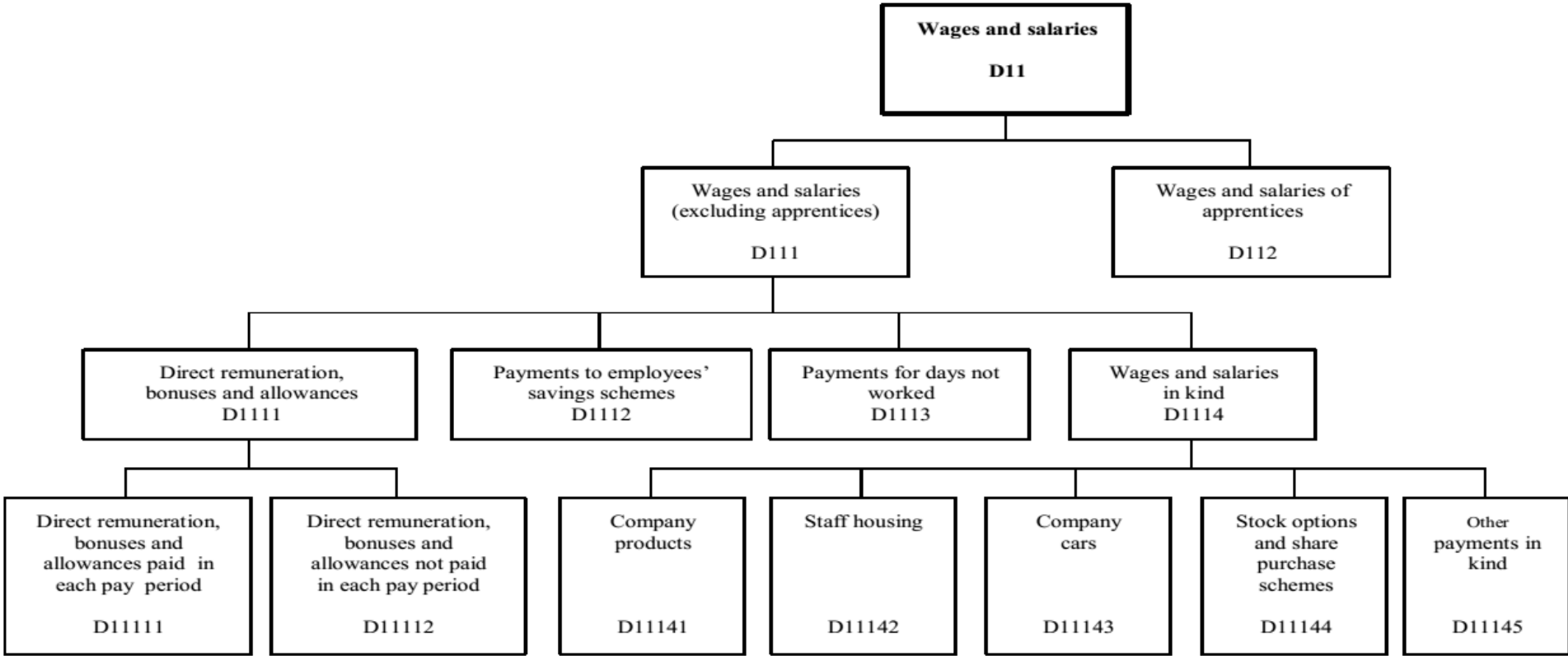
D.4 Taxes

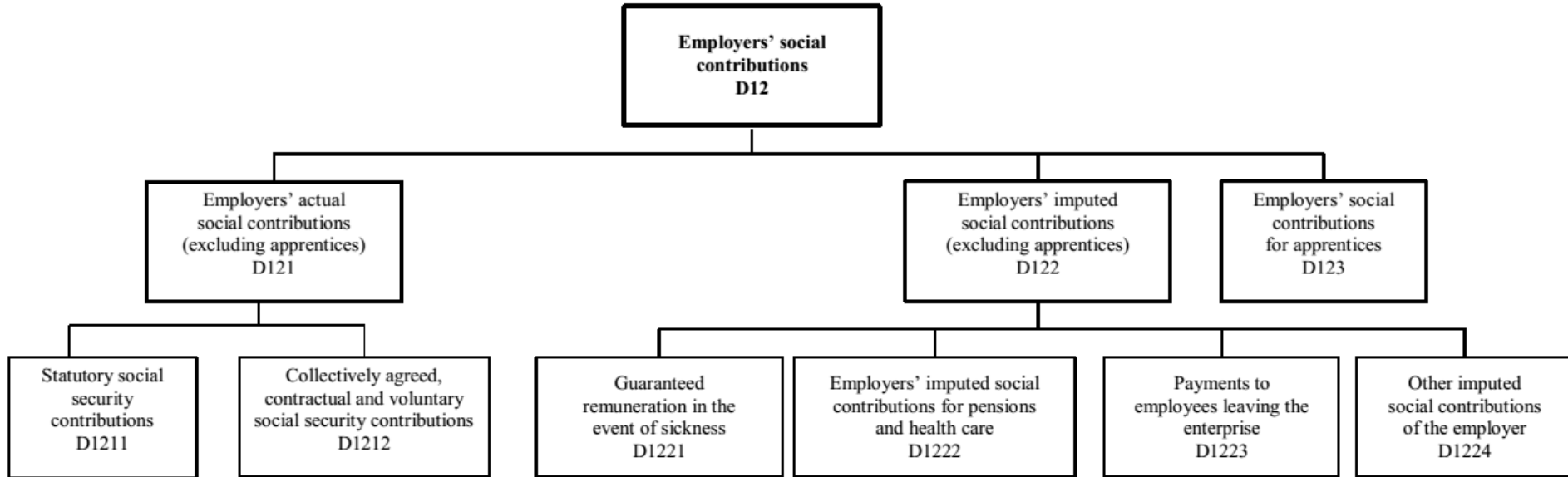
D.5 Subsidies received by the employer

# Distinguishing apprentices from trainees and other employees









# Sample Data table

Column name	Data length for fixed length	Data label
<b>Identification of the record (left aligned)</b>		
YEAR	4	Identification of the reference period (2016)
TABLE	1	Table Identification (A, B or C)
COUNTRY	5	Country or region
NACE	4	Economic Activity
SIZECLASS	8	Size of the enterprise
FLAG	1	Confidentiality Flag
<b>Variables (right aligned)</b>		
A1	18	Total number of employees
A11	18	Full-time employees (excluding apprentices)
A12	18	Part-time employees (excluding apprentices)
A121	18	Part-time employees converted into full-time units (excluding apprentices)
A13	18	Apprentices



# CALCULATIONS

## TABLE A

A1	=	A11+A12+A13
B1	=	B11+B12+B13
C1	=	C11+C12+C13
D1	=	D11+D12
D11	=	D111+D112
D111	=	D1111+D1112+D1113+D1114
D1111	=	D11111+D11112
D1114	=	D11141+D11142+D11143+D11144+D11145
D12	=	D121+D122+D123
D121	=	D1211+D1212
D122	=	D1221+D1222+D1223+D1224

# CALCULATIONS

Variable name	Formula	Label
EMPL_TOT	A11+A12	Total number of employees (without apprentices)
EMPL_FTU	A11+A121	Total number of employees in FTU
HW_TOT	B11+B12	Total number of hours worked (without apprentices)
HW_FT	B11/A11	Average hours actually worked by FT employees per year
HW_PT	B12/A12	Average hours actually worked by PT employees per year
HW_FTU	HW_TOT / EMPL_FTU	Average hours actually worked in FTU per year
HW_APP	B13/A13	Average hours actually worked by apprentices per year
HW_APP_FTU	B13/A131	Average hours actually worked by apprentices in FTU per year
COST1_TOT	D1+D2+D3+D4-D5	Total cost with apprentices
COST2_TOT	D111+D121+D122+D2+D3+D4-D5	Total cost without apprentices
COST_YEAR	COST2_TOT / EMPL_FTU	Annual cost per employee in FTU without apprentices
COST_MTH	COST_YEAR / 12	Monthly cost without apprentices
COST_HOUR	COST2_TOT / HW_TOT	Hourly cost without apprentices
COST_SAL_H	COST1_TOT / (B11 + B12 + B13)	Hourly cost with apprentices
DIRC_YEAR	D111 / EMPL_FTU	Annual direct cost without apprentices
DIRC_MTH	DIRC_YEAR / 12	Monthly direct cost without apprentices
DIRC_HOUR	D111 / HW_TOT	Hourly direct cost without apprentices
WAG_YEAR	D1111 / EMPL_FTU	Annual direct remuneration and bonuses without apprentices
WAG_MTH	WAG_YEAR / 12	Monthly direct remuneration and bonuses without apprentices
WAG_HOUR	D1111 / HW_TOT	Hourly direct remuneration and bonuses without apprentices

תודה  
Dankie Gracias  
Спасибо شکرًا  
Merci Takk  
Köszönjük Terima kasih  
Grazie Dziękujemy Děkojame  
Ďakujeme Vielen Dank Paldies  
Kiitos Täname teid 谢谢  
**Thank You** Tak  
感謝您 Obrigado Teşekkür Ederiz  
감사합니다  
Σας ευχαριστούμε ขอบคุณ  
Bedankt Děkujeme vám  
ありがとうございます  
Tack