

Uzbekistan
Metadata
Wages and Salaries / Earned Incomes

Last Certified: 23.03.2019

Last Updated: 23.09.2021

0. 0. Prerequisites

0.1 Legal environment

0.1.1 Responsibility for collecting, processing, and disseminating statistics

The State Committee of the Republic of Uzbekistan on Statistics

The State Committee of the Republic of Uzbekistan on Statistics acts independently in accordance with the Law of the Republic of Uzbekistan “On Official Statistics” adopted on August 11, 2021.

The purpose of the Law is to regulate relations in the field of official statistics. This Law applies to producers and users of official statistics, respondents and suppliers of administrative data, as well as relations arising between them related to the production, dissemination and coordination of official statistics.

On September 2, 2017, the “Regulation on the State Committee of the Republic of Uzbekistan on Statistics” was approved, which defines the mandate, functions and structure of the State Committee of the Republic of Uzbekistan on Statistics, which is the main body responsible for coordination, monitoring and supervision of the National Statistical System, as well as for collecting , processing, analysis and dissemination of data. Its functions include providing a unified statistical methodology that meets international standards.

In accordance with article 14 of the Law, state statistics bodies have the right:

- receive from state and economic management bodies, citizens' self-government bodies, banks and other organizations forms of statistical observation and use statistical observation data for statistical purposes;
- to carry out statistical observations of the activities of statistical units and use the obtained primary data for statistical purposes;
- to reward respondents - individuals for participating in statistical observations;
- to request and receive from state and economic management bodies, as well as from other organizations, information necessary for the implementation of statistical programs;
- involve on a contractual basis individuals and legal entities to collect statistical data necessary for the production of official statistics, in accordance with the law;
- use and introduce into the national statistical system modern methods and tools for collecting, processing, summarizing, analyzing, disseminating and storing statistical data;
- in case of revealing violations related to the presentation of statistical data, give instructions on their elimination and make appropriate corrections to the statistical data;
- within the limits of their powers, apply to officials who have violated the procedure for

submitting statistical reports, measures of administrative penalties in accordance with the law.

According to Presidential Order No. P-5054 dated September 12, 2017, economic and financial data in the country must comply with the requirements of the expanded General Data Dissemination System (r-GDDS) of the International Monetary Fund and be coordinated within this system.

0.1.2 Data sharing and coordination among data producing agencies

The State Committee of the Republic of Uzbekistan on Statistics

According to article 11 of the Law on Official Statistics, producers of official statistics are guided by internationally recommended definitions, classifications and methodology when producing statistics.

The authorized state body, within the framework of statistical programs, coordinates the activities of other producers of official statistics.

Producers of official statistics coordinate the methodology for producing statistics within their mandate.

If a discrepancy with international recommendations is revealed in the statistical methodologies of other producers of official statistics, the authorized state body, based on the results of the audit of statistical methodologies, has the right to make them mandatory submissions.

Other producers of official statistics that are part of the national statistical system create subdivisions responsible for generating statistical data and ensuring information exchange with the authorized state body.

Producers of official statistics and suppliers of administrative data submit to the authorized state body the statistical and (or) administrative data they have at their disposal free of charge in the manner and terms established by statistical programs.

According to Article 10 of the Law “On Official Statistics”, the Statistical Council is a collegial advisory body on the development, functioning and coordination of official statistics under the authorized state body.

The composition of the Statistical Council is formed from representatives of government bodies, research organizations, non-governmental non-profit organizations, as well as national experts in statistics.

0.1.3 Confidentiality of individual reporters' data

The State Committee of the Republic of Uzbekistan on Statistics

According to Article 27 of the Law “On Official Statistics”, individual data held by the producers of official statistics are used exclusively for statistical purposes to compile aggregate statistical data. Individual data cannot be used by state bodies, citizens' self-government bodies and other organizations, including international ones, for the purposes of investigation, control, litigation, administrative decisions or for other purposes concerning individuals and legal entities or households.

According to the Regulation on the State Committee of the Republic of Uzbekistan on Statistics, the State Committee on Statistics has the right to conduct statistical observations of the activities of legal entities and individuals, including individual entrepreneurs, and use the data obtained for statistical purposes, also ensures the confidentiality of the statistical data obtained, the protection of statistical data, containing state secrets.

The State Committee on Statistics employees must comply with the code of ethics, including the principle of confidentiality, not disclose any information provided to them in the performance of their duties.

They are informed of the responsibilities at the time of appointment. Each employee of the State Committee on Statistics is obliged to sign an agreement that obliges him not to disclose such data.

0.1.4 Provision of statistical reporting

The State Committee of the Republic of Uzbekistan on Statistics

According to Article 14 of the Law “On Official Statistics”, state statistics bodies have the right to receive forms of statistical observation from bodies of state and economic management, self-government bodies of citizens, banks and other organizations. In accordance with Article 215 of the Code of the Republic of Uzbekistan “On Administrative Liability”, violation by officials of the procedure for submitting statistical reports, expressed in failure to submit reports and other data necessary for conducting statistical observations, distortion of reporting data or violation of the deadlines for submitting reports entails the imposition of a fine from seven to ten basic calculated values.

According to Article 16 of the Law “On Official Statistics”, when conducting statistical observations in accordance with statistical programs, respondents are obliged to provide producers of official statistics with reliable and complete data free of charge in the manner and terms established by the producer of official statistics.

0.2 Resources

0.2.1 Staff, facilities, computing resources, and financing

In the Division for the formation and analysis of indicators of the balance of labor resources, employment and wages, there are a total of 7 employees, in the divisions of demography and labor statistics of territorial departments, on average, 5 employees.

In general, the number of employees for the formation of statistical data on wages is sufficient to complete the assigned tasks, employees have an appropriate level of qualifications, ensure the preservation and development of skills to complete the assigned tasks.

All employees have the appropriate skill level. The maintenance and development of skills in work is facilitated by regular training of employees at the courses of the Institute for Professional Skills Upgrading and Statistical Research under the State Committee of the Republic of Uzbekistan on Statistics.

In general, sufficient computing resources are allocated to accomplish the assigned tasks. The software is periodically updated and meets the assigned and emerging tasks. Personal computers are connected to a local network. Adequate protection of electronic computing resources is provided, including through the provision of emergency support systems for the recovery of statistical information.

The material and technical resources provide the right conditions.

The financial resources provided are sufficient to carry out the work stipulated by the statistical program on labor statistics.

1. Integrity

1.1 Professionalism

1.1.1 Impartiality of statistics

The State Committee of the Republic of Uzbekistan on Statistics

According to Article 6 of the Law “On Official Statistics”, the main principles of official statistics are impartiality and objectivity.

According to Article 13 of the Law “On Official Statistics”, state bodies, other organizations and their officials are not entitled to interfere with the activities of state statistics bodies carried out in accordance with this Law.

Territorial departments of statistics, departments of statistics of districts (cities) are independent from local government bodies and are directly subordinate to the authorized government body.

In the production of this statistical information, government intervention is not allowed, and professional independence is fully ensured.

When recruiting employees and appointing them to managerial positions, their experience and professionalism in the field of statistics are taken into account. Advanced training of management staff is provided through participation in training courses organized by the Institute for Professional Skills Upgrading and Statistical Research under the State Committee of the Republic of Uzbekistan on Statistics, as well as in training courses, training seminars organized by international organizations. Management staff lecture at training courses organized by the Institute for Professional Skills Upgrading and Statistical Research. Organized the placement of scientific articles of employees of the department in the media.

1.1.2 Selection of sources, methodology, and modes of dissemination

The State Committee of the Republic of Uzbekistan on Statistics

According to Article 33 of the Law “On Official Statistics”:

Producers of official statistics assess the quality of official statistics on an ongoing basis. To ensure quality assurance, official statistics are produced and disseminated on the basis of general principles and methods concerning coverage, definitions, statistical units and classifications of official statistics.

In order to improve the quality of official statistics, producers of official statistics have the right to analyze and edit data, combine data from various sources, link and compare data for statistical purposes, and use statistical methods to evaluate them.

Producers of Official Statistics document the sources and methods used in the production process as well as the resulting datasets. Users of official statistics are informed about the sources and methods of producing statistics and about the quality of official statistics through metadata.

1.1.3 Commenting on erroneous interpretation and improper use of statistics

The State Committee of the Republic of Uzbekistan on Statistics

The Regulation on the State Committee of the Republic of Uzbekistan on Statistics (clause 15) determines that The State Committee on Statistics has the right to consider and provide clarifications on cases of misuse and interpretation of statistical information and statistical data.

That is, The State Committee on Statistics may comment on misinterpretation and misuse of statistical data.

1.2 Transparency

1.2.1 Disclosure of terms and conditions for statistical collection, processing, and dissemination

The State Committee of the Republic of Uzbekistan on Statistics

According to Article 6 of the Law “On Official Statistics”, the main principles of official statistics are clarity and transparency. The conditions for the collection, processing and dissemination of statistical data are included in the legislative acts of the Republic of Uzbekistan concerning statistics. These laws are posted on websites and are thus available to the public. The Law "On Official Statistics" and the statistical program, which clearly defines the terms for the development and dissemination of statistical data, are posted on the official website of the Committee (www.stat.uz). The law is available in the bulletin of the Oliy Majlis, the database of regulatory legal acts (norm), as well as in the database of the Ministry of Justice located at www.lex.uz. Statistical reporting forms submitted by respondents to generate statistical data are published in advance for users on the Committee's official website.

1.2.2 Internal governmental access to statistics prior to release

The State Committee of the Republic of Uzbekistan on Statistics

The government does not have access to the statistics produced by The State Committee on Statistics prior to their publication. State statistical bodies are independent in the dissemination of statistical data. Interference by state bodies is not allowed (Article 13 of the Law “On Official Statistics”). Only the Chairman of the Committee, his deputies and responsible employees have access to statistical data prior to their publication.

1.2.3 Attribution of statistical products

The State Committee of the Republic of Uzbekistan on Statistics

The logo and footnotes clearly identify that information published to the public in print statistical publications, newsletters and media is produced by The State Committee on Statistics.

1.2.4 Advance notice of major changes in methodology, source data, and statistical techniques

The State Committee of the Republic of Uzbekistan on Statistics

The State Committee on Statistics notifies the public in advance about the transition to a new methodology and significant changes in existing methods and approaches. The State Committee on Statistics posts on its official website the relevant methodological guidelines explaining what changes users should expect. The expected changes are communicated to the public in articles, news and press conferences.

1.3. Ethical standards

1.3.1 Guideline for staff behavior

The State Committee of the Republic of Uzbekistan on Statistics

The Rules of Conduct for The State Committee on Statistics employees were approved. They are required to comply with a code of ethics, including the principle of confidentiality, and must not disclose any information provided to them in the performance of their assigned duties. They are informed of these obligations upon appointment. An employee of The State Committee on Statistics is obliged to conclude an agreement containing an obligation not to disclose individual data.

2. Methodology

2.1 Concepts and definitions

2.1.1 Concepts and definitions

Concepts and definitions for employment are based on International Labor Organization (ILO) standards.

The methodology is based on the following documents:

- Convention 160 "Convention on Labor Statistics adopted by the General Conference of the ILO" (June 1985);
- Recommendation 170 "Recommendation on labor statistics adopted by the General Conference of the ILO" (June 1985);
- "Resolution relating to labor costs adopted by the 11th International the conference of labor statisticians (October 1966);
- "Resolution on the Integrated System of Payroll Statistics, adopted by the 12th International Conference of Labor Statisticians (October 1973);
- Resolution of the State Committee of the Republic of Uzbekistan on Statistics dated October 3, 2018 No. 19 "On the approval of methodological provisions for assessing wages in the economy."

Also, the calculation of average wages and wages of employees is based on the principles of SNA-93.

Nominal accrued wages - the accrued income of individuals in the form of wages in cash, including taxes and other payments in accordance with current legislative acts, calculated by the employer for the products produced (work performed or services rendered) by the employee in a certain period of time (hour , month year).

The nominal accrued average monthly wage is determined by dividing the accrued income of individuals in the form of labor remuneration, including income tax and the employee's mandatory insurance premium, for the reporting period by the number of employees of the legal entity and by the number of months in the period.

Real wages - characterizes the volume of goods and services that can be purchased for wages in the current period, based on the prices of the reference period.

Real wages are calculated as the ratio of nominal accrued wages to the consumer price index.

The concept of "wages and salaries" covers all types of earnings (as well as various bonuses, bonuses, allowances and social benefits) accrued in cash (regardless of the source of funding), including amounts accrued to employees in accordance with the law for unworked time (annual leave , holidays, etc.).

In accordance with the legislation of the Republic of Uzbekistan, data on the nominal accrued average monthly wages represent the amount of wages accrued by organizations in monetary terms, which includes:

income in the form of wages, i.e. all payments accrued and paid to individuals who are in an employment relationship with an employer and who perform work under a concluded labor agreement (contract);

incentive payments, i.e. remuneration based on the results of work for the year, incentive payments provided for by the provision of a legal entity on bonuses, premiums to tariff rates and salaries for professional skill, mentoring, additional payments to leave, remuneration and payments for length of service, payment for a rationalization proposal, one-time bonuses, not related to labor results;

compensation payments (compensation);

payment for unworked time.

2.2 Scope

2.2.1 Scope

2.2.1.1 Scope of the data

The geographic coverage of the data includes the Republic of Karakalpakstan, 12 regions and the city of Tashkent.

Industry coverage: All types of economic activities.

Professional coverage: All professions.

Population coverage: Employees of organizations and enterprises hired for permanent, temporary and seasonal work for one or more days, regardless of their age.

Institutional coverage: Quarterly and monthly salary data cover all organizations except small businesses. Annual data on wages and salaries covers all organizations.

Thematic scope: The data cover the following thematic areas:

- quarterly data: grouped by economic activity.
- annual data: grouped by economic activity, urban and rural areas.

2.2.1.2 Exceptions to coverage

Monthly data on wages covers all organizations, with the exception of small businesses.

2.2.1.3 Unrecorded activity

Unregistered activities are not surveyed.

2.3 Classification/sectorization

2.3.1 Classification/sectorization

Classification: The breakdown is carried out by type of economic activity in accordance with the National Classifier of Economic Activities OKED rev. 2 (NACE rev. 2).

Other breakdowns: All regions of the Republic of Uzbekistan are represented in the wage data.

2.4 Basis for recording

2.4.1 Valuation

Average monthly wages are calculated in units of the national currency - Uzbek sums. Salaries accrued in foreign currency are included in the national currency in the amount determined by converting foreign currency at the rate of the Central Bank to the national currency.

2.4.2 Recording basis

Information on average wages is calculated per month and for the period from the beginning of the year.

2.4.3 Grossing/netting procedures

On the recommendation of the ILO, data on the level of average wages (average annual and average monthly) are obtained by dividing the income of individuals in the form of wages by the number of employees and by the number of months in the period under review, as well as:

The nominal accrued average monthly wage is calculated on the basis of data on the number accepted for calculating the average wage and income of individuals in the form of wages accrued to all employees (including external part-time workers and those working under civil law contracts), i.e. dividing the income of individuals accrued to employees of the organization in the form of remuneration for the reporting period by the number of employees of the organization and by the number of months in the period.

The index of the nominal accrued average monthly wages reflects the change in the nominal accrued average monthly wages of one employee for the reporting period in relation to the base period.

The real wage index is calculated by dividing the index of nominal accrued average monthly wages by the consumer price index for goods and services for the same time period.

3. Accuracy and reliability

3.1 Source data

3.1.1 Source data collection programs

Sources of data: Initial data are received from all economic entities, regardless of the form of ownership, with quarterly and annual frequency.

Data collection: The collection of baseline data is carried out as part of comprehensive data

collection programs, taking into account the specifics of national conditions, based on business statistics. The collection of initial data is carried out on the basis of a statistical observation containing indicators for labor, i.e. according to the data on the number accepted for calculating the average wage, and the income of individuals in the form of wages.

Legal entities related to small businesses, non-governmental non-profit organizations, as well as farms submit statistical reports containing indicators on labor annually.

Legal entities not related to the above submit a statistical report on a quarterly basis.

Aggregate data for the year is formed by May 25.

3.1.2 Source data definitions, scope, sectorization, classifications, valuation, and time of recording

The source data are reasonably close to the required parameters in terms of definition, coverage, classification, estimate and time of recording.

In accordance with the legislation of the Republic of Uzbekistan, data on the nominal accrued average monthly wages represent the amount of wages accrued by organizations in monetary terms, which includes:

income in the form of wages, i.e. all payments accrued and paid to individuals who are in an employment relationship with an employer and who perform work under a concluded labor agreement (contract);

incentive payments, i.e. remuneration based on the results of work for the year, incentive payments provided for by the provision of a legal entity on bonuses, premiums to tariff rates and salaries for professional skill, mentoring, additional payments to leave, remuneration and payments for length of service, payment for a rationalization proposal, one-time bonuses, not related to labor results;

compensation payments (compensation);

payment for unworked time.

3.1.3 Source data timeliness

The data collection program ensures that they are received in a timely manner.

Initial data are developed based on the results of each quarter (with a monthly breakdown) by the State Statistics Committee within the timeframes established by the statistical program for the republic as a whole, for regions and types of economic activities of economic entities.

Data on average wages are formed on the basis of continuous quarterly and annual statistical reports of organizations:

Quarterly: Aggregated data on average monthly wages is compiled within 55 days of the reporting period.

Annual: Aggregated data is generated by May 25 following the reporting year.

3.2 Assessment of source data

3.2.1 Source data assessment

The assessment of the initial data is carried out systematically with a quarterly frequency, carried out for each type of economic activity and sectors of the economy. The results of the assessments

are tracked and taken into account in the statistical process.

And also, the information received from organizations is the subject of logical and arithmetic control.

3.3 Statistical techniques

3.3.1 Source data statistical techniques

The statistical methods used are based on statistical procedures to minimize processing errors.

Nominal accrued wages as a whole for the country, territories and other taxonomic units, types of economic activities, sectors of the economy, including the private sector, are calculated:

- per month;
- average monthly for the reporting period.

To determine the salary for the month as a whole for the territories (republic, region, district, city), the calculation takes into account the income of individuals in the form of remuneration (including external part-time workers and those working under civil law contracts), in cash;

To determine the monthly wages by type of economic activity and enterprises, the income of individuals in the form of wages and salaries who have work books at a given enterprise, organization, including internal part-time workers, is taken into account.

To calculate the average monthly wages of employees for the period as a whole by territories (republic, region, district, city) and sectors of the economy, the income of individuals in the form of wages (including external part-time workers and those working under civil law contracts) in cash is taken into account ;

To calculate the average monthly wage for the period by type of economic activity and enterprises, the income of individuals in the form of wages and salaries who have work books at a given enterprise, organization, including internal part-time workers, is taken into account.

To calculate the average monthly wage, the data obtained is divided by the number of months in the period.

3.3.2 Other statistical procedures

3.4 Data validation

3.4.1 Validation of intermediate results

Quarterly salary estimates are reconciled after the quarterly and annual labor reports.

Checking the correctness of accounting data is carried out by comparing with the data of previous periods.

3.4.2 Assessment of intermediate data

Interim and output statistics are regularly evaluated and reconciled.

Discrepancies in intermediate data are regularly investigated and measures are taken to eliminate them.

3.4.3 Assessment of discrepancies and other problems in statistical outputs

The State Committee on Statistics ensures that statistics are consistent with other data systems.

3.5 Revision studies

3.5.1 Revision studies and analyses

All published data are final and payroll data are not revised.

4. Practical suitability

4.1 Periodicity and timeliness

4.1.1 Periodicity

Data on wages and salaries are compiled quarterly and annually.

4.1.2 Timeliness

55 days after the reporting period.

According to the statistical program, the final data on the nominal accrued average monthly wages are prepared by May 25 of the next year.

4.2 Comparability

4.2.1 Internal comparability

Statistical data are characterized by internal consistency, comparable over time. The State Committee on Statistics ensures the consistency of data on wages and salaries with the Tax Committee (tax return and payroll).

4.2.2 Time comparability

There are comparable data from 1995, until 2016 the data were calculated in the structure of the national classifier, after 2016 - in the structure of OKED rev. 2 (NACE rev. 2).

4.2.3 Comparability between sectors or areas

Data on average wages are formed on the basis of statistical reports, other sources are not used.

4.3 Data revision

4.3.1 Data revision schedule

Published data are final.

4.3.2 Designation of preliminary and / or revised data as such

Published data are final.

4.3.3 Dissemination of the results of the study and analysis of data revisions

All published data are final and payroll data are not revised.

5. Accessibility

5.1 Data

5.1.1 Statistical presentation

The data are published for the country as a whole and broken down by territory, as well as by type of economic activity.

5.1.2 Means and form of data dissemination

5.1.2.1 In print form - New issues

Statistical data are disseminated in printed form through the publication of the State Statistics Committee of the Republic of Uzbekistan "Uzbekistan in Figures", as well as the bulletin "Basic Labor Indicators".

In addition, statistics are presented to users upon request.

5.1.2.2 Hard copy - Monthly bulletin

5.1.2.3 Hard copy - Quarterly bulletin

5.1.2.4 Hard copy - Annually bulletin

5.1.2.5 Hard copy - Other

Tables by user request.

5.1.2.6 Electronic - On-line bulletin or data

On the official website of the State Committee of the Republic of Uzbekistan on Statistics at the following address: www.stat.uz

5.1.3. Advance release calendar

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5.1.4 Simultaneous release

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5.1.5 Dissemination on request

In accordance with the Law of the Republic of Uzbekistan "On Official Statistics", the Regulation "On the State Committee of the Republic of Uzbekistan on Statistics", the Regulation on the organization of work on the preparation and dissemination of statistical information and other regulatory documents, statistics are provided to users upon their request in the prescribed manner.

Dissemination of statistical information is carried out by providing, upon written request of legal entities or individuals in the form of printed or electronic tables, statistical compilations, bulletins, express information, as well as providing information in accordance with the agreements of the parties on information interaction.

5.2 Metadata

5.2.1 Dissemination of documentation on concepts, scope, classifications, basis of recording, data sources, and statistical techniques

The site contains guidelines for filling in statistical reports for calculating statistical indicators on wages.

5.3. Assistance to users

5.3.1 Dissemination of information on contact points

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9. Plans

9.1 Recent

9.1.1 Plans for improvement - Recent improvements

To obtain reliable and high-quality data on wages, reporting on labor with a quarterly frequency has been improved.

9.2 General

9.2.1 Plans for improvement - Short-term

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9.2.2 Plans for improvement - Medium-term

Increase the level of breakdown by profession. Waiting for legislative changes. In the future, a request is possible. The first breakdown experiment needs to be studied, a big step forward.
Reflection in state statistical reports of indicators of wages in the context of professions.
Development of methodological regulations for the calculation of wages.

9.3 Financial

9.3.1 Plans for improvement - TA/financing needs - Short-term

Funding provided under the statistical program.

9.3.2 Plans for improvement - TA/financing needs - Medium-term

To implement the medium-term plans, technical assistance is needed to study international recommendations and best practices.

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