

Uzbekistan
Metadata
Movement of employees

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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 №O-5054 dated September 12, 2017, economic and financial data in the country must comply with the requirements of the Enhanced General Data Dissemination System (e-GDDS) of the International Monetary Fund and be coordinated within the framework of 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

The Department of Demography and Labor Statistics employs 16 people. The department consists of 3 departments.

The formation of the indicator in the Central Office is carried out by 2 employees and 1 each - in the relevant departments of statistics of territorial departments of statistics.

All employees have higher education in the economic sphere and at least 1 time in 2 years undergo training at the Institute for Advanced Training of Personnel and Statistical Research under the State Committee on Statistics of the Republic of Uzbekistan.

Each workplace is provided with a personal computer, the software is regularly updated.

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

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 selecting the employees and appointing them to senior positions, their experience and professionalism in the field of statistics are taken into account. Improvement of the qualification of the department’s employees is ensured 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. Employees of the department give lectures at training courses organized by the Institute for Professional Skills Upgrading and Statistical Research. The placement of scientific articles of the department’s employees in the mass media has been organized.

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 misuse 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 the information published for the public in print statistical publications, information bulletins and in mass 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

The concepts and definitions for the movement of employees are based on international recommendations and the experience of the countries of the commonwealth - the CIS in the statistical accounting of the movement of employees.

The movement of employees is a change in the number of employees as a result of hiring, dismissing, transferring to another position at an enterprise or organization.

The reasons for the movement of employees: entry into the incapacitated age and retirement; conscription and end of military service; change of residence, employment near the place of residence; obtaining vocational education and employment in the specialty; dissatisfaction with the level of wages, working conditions (work schedule, difficult conditions, difficult relationships in the team), staff reduction, etc.

The recruitment turnover rate is the number of people hired for the period divided by the number of employees on average for the period.

The layoff turnover ratio is the number of people dismissed from work during the period divided by the average number of employees for the period.

The replacement rate is the ratio of the difference between hired and retired employees to the number of employees on average for the period

The methodology for recording indicators is based on the Labor Code of the Republic of Uzbekistan.

2.2 Scope

2.2.1 Scope

2.2.1.1 Scope of the data

Geographic coverage of the data includes the Republic of Karakalpakstan, 12 regions and the city of Tashkent, as well as cities and districts;
coverage by type of economic activity.

2.2.1.2 Exceptions to coverage

There are no exceptions.

2.2.1.3 Unrecorded activity

Self-employment is not counted.

2.3 Classification/sectorization

2.3.1 Classification/sectorization

Breakdown by regions of the Republic of Uzbekistan, districts and cities.

The breakdown by type of activity is carried out in accordance with the National Classification on kinds of Economic Activities of the Republic of Uzbekistan (OKED rev.2), the equivalent of the Classification of Economic Activities within the European Union (NACE-rev2).

The main unit of account is an institutional unit.

2.4 Basis for recording

2.4.1 Valuation

The data on the movement of employees is formed on the basis of statistical reports received from enterprises and organizations.

2.4.2 Recording basis

The data are formed on the basis of statistical reporting forms submitted to state statistics bodies by legal entities with an annual frequency.

2.4.3 Grossing/netting procedures

The general movement of employees in the Republic of Uzbekistan in the reporting year is calculated once a year based on the results of the annual reporting.

The number of hired, dropped out employees is tracked, including for reasons for the reporting year. The data are formed by types of economic activities, regions.

3. Accuracy and reliability

3.1 Source data

3.1.1 Source data collection programs

The information base for the formation of indicators on the movement of employees of legal entities is the primary data of the statistical reporting forms: 1-mehnat shakli (annual), 1-nnt shakli, 1-kb shakli, 1-kom (kvartira) shakli.

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

The movement of employees characterizes the change in the number of employees for the reporting year as a result of hiring, dismissal, transfer to another position at an enterprise or organization. The number of part-time employees and employees under civil law contracts is not monitored.

The statistical coverage of the data includes the Republic of Karakalpakstan, 12 regions and the city of Tashkent, as well as cities and districts, coverage by type of economic activity.

3.1.3 Source data timeliness

The data collection program is regulated by the statistical program.

Based on the data obtained, information is generated annually in the context of regions and types of economic activity within the timeframes specified in the statistical program.

The information is prepared annually in June.

3.2 Assessment of source data

3.2.1 Source data assessment

The received initial data are analyzed for completeness, they undergo mandatory control and verification in the territorial departments of statistics and in the State Statistics Committee. If errors are detected, the information is necessarily specified and the data is corrected.

3.3 Statistical techniques

3.3.1 Source data statistical techniques

The applied statistical methods are based on statistical procedures to minimize processing errors. Data compilation procedures minimize data processing errors, such as errors in coding and editing data and in tabulation.

3.3.2 Other statistical procedures

No.

3.4 Data validation

3.4.1 Validation of intermediate results

Potential discrepancies in the underlying preliminary data are analyzed and the data are adjusted to eliminate discrepancies.

3.4.2 Assessment of intermediate data

Interim and output statistics are regularly evaluated and reconciled. In case of discrepancies, measures are taken to eliminate them.

3.4.3 Assessment of discrepancies and other problems in statistical outputs

In case of discrepancies in the previously published data, changes are made during subsequent publications.

3.5 Revision studies

3.5.1 Revision studies and analyses

Statistical discrepancies and other potential indicators of problems in statistical outputs are examined.

The summary data is compared with the previous period.

If discrepancies are found in previously published data, changes are made to these data during subsequent publications.

4. Serviceability

4.1 Periodicity and timeliness

4.1.1 Periodicity

The frequency is in accordance with generally accepted data dissemination standards.

The formation of indicators for the movement of employees is carried out annually after the reporting year.

4.1.2 Timeliness

The production of statistics on the movement of employees on the basis of the statistical program is carried out annually. Annual data is available in June of the year following the reporting year.

4.2 Consistency

4.2.1 Internal consistency

Statistical data are characterized by internal consistency, comparable over time.

4.2.2 Temporal consistency

Comparable time series of data are available for a sufficient period of time. The dynamics of the movement of employees has been formed since 2008.

Until 2016, the distribution was carried out in the structure of the national classifier OKONKh, since 2016 - in the structure of National Classification on kinds of Economic Activities (OKED, rev. 2).

4.2.3 Intersectoral and cross-domain consistency

No.

4.3 Revision

4.3.1 Revision and/or update schedule

The terms for the formation of the final data are determined in the statistical program. The statistical program is posted on the official website of the Committee (www.stat.uz), as well as on the official website of the Ministry of Justice www.lex.uz.

4.3.2 Identification of preliminary and/or revised/updated data

The final data is formed annually in the month of June after the reporting year.

4.3.3 Dissemination of revision studies and analyses

In case of clarification of previously published data, the revised data are provided in subsequent publications. Revised (final) data on the movement of employees are provided in publications.

5. Accessibility

5.1 Data

5.1.1 Statistical presentation

The form of data presentation meets the needs of users (tables, time series, diagrams, etc.). In statistical publications, in the form of tables, information is provided on the movement of employees in the republic, regions, types of economic activity.

The timing of the publication of statistical data is reflected in the statistical program annually approved by the Cabinet of Ministers of the Republic of Uzbekistan.

5.1.2 Dissemination media and format

5.1.2.1 Hard copy - New release

Statistical data on the movement of employees are disseminated in printed form through the publications of the State Statistics Committee:

- "Labor and Employment in Uzbekistan", etc.

In addition, statistics are presented to users upon request.

5.1.2.2 Hard copy - Monthly bulletin

Not available.

5.1.2.3 Hard copy - Quarterly bulletin

Not available.

5.1.2.4 Hard copy - Annually bulletin

Not available.

5.1.2.5 Hard copy - Other

Tables for special requests from government agencies and other users.

5.1.2.6 Electronic - On-line bulletin or data

Not available.

5.1.3 Advance release calendar

Indicators on the movement of employees are published in accordance with the terms set in the statistical program.

5.1.4 Simultaneous release

No.

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" and other regulatory documents, statistical information is provided to users upon their request in the prescribed manner. Dissemination of statistical information is carried out at the request of legal entities or individuals in the form of printed or electronic tables, in the form of statistical compilations, bulletins, operational information, as well as agreements on the exchange of information between the parties.

5.2 Metadata

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

The basis for the formation of indicators is provided in the explanations to the form 1-mehnat shakli (annual) ("Labor report").

5.3 Assistance to users

5.3.1 Dissemination of information on contact points

On the website of the State Statistics Committee of the Republic of Uzbekistan (<http://stat.uz>).

9. Plans

9.1 Recent

9.1.1 Plans for improvement - Recent improvements

The forms of statistical reporting on labor were improved, indicators on the sex of hired and dropped out employees were added.

9.2 General

9.2.1 Plans for improvement - Short-term

More complete reflection in statistical reports of indicators of employee retirement for various reasons.

9.2.2 Plans for improvement - Medium-term

Further improvement of work on the exchange of data on the movement of labor between the State Statistics Committee and the Ministry of Employment and Labor Relations through the development of special software.

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

Funding provided under the statistical program.

Contact Person(s):

Prefix/First Name/Last Name:	Yuldashev Zoir Toshkanovich
Title:	Head of Department
Division:	Department of Demography and Labor Statistics
Agency:	The State Committee of the Republic of Uzbekistan on Statistics
Address:	Mustakillik Avenue 63
City/State:	Tashkent city
Country:	Uzbekistan
Postal Code:	100170
Phone: Country Code /Number	998 71 2028065
Fax: Country Code/Number	
Email:	Sh.Abraev@stat.uz