

Uzbekistan
Metadata
Wages / Earnings

Date prepared: 29.03.2019

Date last updated: 11.09.2026

0. Prerequisites

0.1 Legal basis

0.1.1 Responsibility for collecting, processing and disseminating statistical data

The National Statistics Committee of the Republic of Uzbekistan

On August 11, 2021, the Law of the Republic of Uzbekistan “On Official Statistics” was adopted, which was developed on the basis of the Generic Law on Official Statistics for Eastern Europe, Caucasus and Central Asia.

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.

Also, in accordance with the Regulations on the National Statistics Committee of the Republic of Uzbekistan, approved by the Resolution of the President of the Republic of Uzbekistan dated February 24, 2025 No. RP-75 “On measures to organize the activities of the National Statistics Committee of the Republic of Uzbekistan”, the National Statistics Committee is responsible for compliance with the basic principles of official statistics and identity of statistical methodology consistent with international recommendations; organizing the collection of statistical data, statistical observations of households, conducting censuses, one-time counts, sample surveys and other statistical observations; providing users of all levels with official statistical data in the prescribed manner; maintaining statistical registers and classification systems for their use for statistical purposes.

At the same time, in accordance with Article 14 of the Law “On Official Statistics”, statistical authorities 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.

Management of statistical processes, including the preparation and dissemination of statistical data, is carried out in accordance with national procedures developed on the basis of international quality management models (GSIM, GSBPM, GAMSO).

0.1.2 Data sharing and coordination among data-producing agencies

The National Statistics Committee of the Republic of Uzbekistan

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 respondents' individual data

The National Statistics Committee of the Republic of Uzbekistan

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.

The National Statistics Committee's 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 National Statistics Committee is obliged to sign an agreement that obliges him not to disclose such data.

0.1.4 Submission of statistical reports

The National Statistics Committee of the Republic of Uzbekistan

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, material and technical facilities, computer resources and financing

At republic level, the compilation of wage data is carried out by the staff of the Labour and Gender Statistics Division of the Demography, Labour and Gender Statistics Department, , while at regional level these indicators are compiled by the staff of the demography, labour and gender statistics divisions of the territorial statistical departments.

The Labour and Gender Statistics Division has 4 employees, and the demography, labour and gender divisions of the territorial departments have an average of 2 employees each.

Overall, the number of staff is sufficient to carry out the tasks assigned for the compilation of statistical data on wages and ensures the fulfilment of the tasks set for staff retention and skills development.

All employees have higher education. The training of employees once every 2 years on a regular basis at the Institute for Professional Development and Statistical Research of the National Statistics Committee's helps to maintain and develop job skills.

Every workstation is connected to the local network and equipped with a personal computer. The software is updated periodically and meets both the existing and the potential requirements.

The financial resources provided are sufficient to carry out the work on the labour statistics section specified in the statistical program.

1. Impartiality

1.1 Professionalism

1.1.1 Objectivity of statistics

The National Statistics Committee of the Republic of Uzbekistan

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.

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 Development and Statistical Research of the National Statistics Committee of the Republic of Uzbekistan, 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 Development and Statistical Research. The placement of scientific articles of the department's employees in the mass media has been organized.

1.1.2 Choice of sources, methods and modes of dissemination

The National Statistics Committee of the Republic of Uzbekistan

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 Comment on the misinterpretation or misuse of statistical data

The National Statistics Committee of the Republic of Uzbekistan

The National Statistics Committee may comment on misinterpretation and misuse of statistical data.

1.2 Transparency

1.2.1 Openness of the rules and procedures for collecting, processing and disseminating statistical data

The National Statistics Committee of the Republic of Uzbekistan

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 National Statistics Committee (<https://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 National Statistics Committee's official website.

1.2.2 Internal government access to statistical data prior to release

The National Statistics Committee of the Republic of Uzbekistan

The government does not have access to the statistics produced by the National Statistics Committee 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 Attributes (identifiers) of statistical data

The National Statistics Committee of the Republic of Uzbekistan

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 National Statistics Committee.

1.2.4 Advance notice of major changes in methodologies, data sources and statistical techniques

The National Statistics Committee of the Republic of Uzbekistan

The National Statistics Committee notifies the public in advance about the transition to a new methodology and significant changes in existing methods and approaches. The National Statistics Committee 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 Guidelines on ethical standards for staff

The National Statistics Committee of the Republic of Uzbekistan

The Rules of Conduct for the National Statistics Committee's 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 National Statistics Committee 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 relating to employment are based on the standards of the International Labour Organization (ILO).

The methodology is based on the following documents:

- The Labour Statistics Convention, 1985 (No. 160) and the Labour Statistics Recommendation, 1985 (No. 170), adopted at the General Conference of the International Labour Organization.
- The “Resolution concerning labour cost statistics” adopted at the 11th International Conference of Labour Statisticians (October 1966);
- The “Resolution concerning an integrated system of wages statistics” adopted at the 12th International Conference of Labour Statisticians (October 1973);
- Resolution No. 8 of the National Statistics Committee of the Republic of Uzbekistan of May, 30, 2025 “On approval of the Methodological provisions on estimating wages in the economy”.

In addition, the calculation of remuneration for labour and of the average wage is based on the principles of the SNA 2008.

Nominal accrued wage – income in the form of remuneration for labour accrued in cash to natural persons by the employer for products produced (work performed or services rendered) during a certain period of time (hour, month, year), including taxes and other payments in accordance with the legislation in force.

The nominal accrued wage is presented before the deduction of income tax and other withholdings provided for by law, i.e. on a gross basis.

The average monthly nominal accrued wage is determined by dividing the income in the form of remuneration for labour accrued to employees working in legal entities (including income tax and compulsory insurance contributions) by the number of employees working in legal entities and by the number of months.

Real wage – determines, at base period prices, the volume of goods and services that can be purchased with the wage in the current period.

The real wage is calculated as the ratio of the nominal accrued wage to the consumer price index.

The concept of “wages” covers all types of payments accrued in monetary form (regardless of the source of financing), including various bonuses, additional payments, allowances and social benefits, as well as monetary payments accrued to employees for time not worked in accordance with the legislation (annual leave, public holidays and others).

Income in the form of remuneration for labour – payments accrued and paid to a natural person who has entered into an employment relationship on the basis of an employment contract between the employer and the employee.

Payments of an incentive nature: bonuses based on the results of the year’s work, payments of an incentive nature provided for in a legal entity’s regulation on bonuses, supplements to tariff rates and salaries for professional skill and for mentoring, additional payments for leave, monetary rewards and payments for long service, payment for a rationalisation proposal, one-off bonuses not related to labour results.

Compensation payments (compensation).

Payment for time not worked.

2.2 Statistical coverage

2.2.1 Statistical coverage

2.2.1.1 Statistical coverage of the data

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

Industry coverage: All types of economic activity in accordance with the National Classification on Types of Economic Activities (based on NACE rev.2).

Occupational coverage: All occupations.

Population coverage: Employees hired by enterprises and organisations on a permanent, temporary or seasonal basis for one day or more, regardless of age.

Institutional coverage: Quarterly data on wages cover all organisations, except small business entities and farms. Annual data on wages cover all organizations.

In addition, the compilation of quarterly and annual data includes permanent establishments and representative offices of foreign enterprises operating in the Republic of Uzbekistan.

Topic coverage: The data include the following:

- quarterly data: grouped by types of economic activity;
- annual data: grouped by types of economic activity.

2.2.1.2 Exclusions from statistical coverage

None.

2.2.1.3 Unrecorded activity

None.

2.3 Classification / sectorisation

2.3.1 Classification / sectorisation

Classification: until the end of 2016 the data were classified according to the national classifier, and from 1 January 2017 according to the National Classification on kinds of Economic Activities (based on NACE rev.2).

In addition, wage data are aggregated by the regions of the Republic (the Republic of Karakalpakstan, 12 regions and the city of Tashkent) and by forms of ownership.

2.4 Basis for recording

2.4.1 Valuation

The average monthly wage is calculated in the national currency unit – the Uzbek soum. Wages calculated in foreign currency are recalculated using the exchange rates of the Central Bank of the Republic of Uzbekistan for foreign currencies against the soum.

2.4.2 Recording basis

The indicator is calculated as the average monthly wage. Data are compiled on a quarterly and year-to-date cumulative basis, as well as on a discrete basis, with the reporting frequency specified in accordance with Section 4.1.1.

2.4.3 Procedures for calculating gross/net indicators

In accordance with the ILO recommendations, the level of the average wage (average monthly and average annual) is determined by dividing the total accrued income in the form of remuneration for labour by the number of employees and by the number of months:

The average monthly nominal accrued wage is determined by dividing the income in the form of remuneration for labour accrued to all employees (including external part-time workers and employees working under civil-law contracts) by the number of employees taken into account for calculating the average wage and by the number of months in the relevant reporting period.

The index of the average monthly nominal accrued wage reflects the change in the average monthly nominal wage accrued per employee relative to previous periods.

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

3. Accuracy and reliability

3.1 Source data

3.1.1 Basis for collecting source data

Data sources: Source data are obtained on a quarterly and annual basis from all business entities, regardless of the form of ownership.

Data collection: Source data are collected within the framework of comprehensive data collection programmes based on corporate statistics and taking into account the specific features of national conditions.

The collection of source data on the labour indicators – the number of employees and income in the form of remuneration for labour – is carried out on the basis of statistical observation.

Small business entities, non-governmental non-profit organisations and farms submit annual statistical reports containing labour indicators.

Legal entities not covered by the above submit quarterly statistical reports.

The annual aggregate data are ready on 25 May.

3.1.2 Definition, coverage, classifications, valuation and time of recording of source data

The statistical coverage, classification, valuation and time of recording of the source data are sufficiently close to the parameters of the required definitions.

In accordance with the legislation of the Republic of Uzbekistan, the average monthly nominal accrued wage includes the following payments in monetary form accrued to employees:

all payments accrued and paid to natural persons who are in an employment relationship with the employer and perform work in accordance with the employment contract concluded;

income in the form of remuneration for labour, payments of an incentive nature, bonuses based on the results of the year's work, payments of an incentive nature provided for in a legal entity's regulation on bonuses, supplements to tariff rates and salaries for professional skill and for mentoring, additional payments for leave, monetary rewards and payments for long service, payment for a rationalisation proposal, one-off bonuses not related to labour results;

compensation payments (compensation);

payment for time not worked.

3.1.3 Timeliness of source data

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

Within the deadlines established in the statistical program, the National Statistics Committee produces the data at the end of each quarter for the republic as a whole, by region and by type of economic activity.

Average wage data are compiled on the basis of quarterly and annual statistical reports.

Quarterly: data on the average monthly wage are compiled within 40 days after the reporting period.

Annual: data on annual wages are compiled by 25 May of the following year.

3.2 Assessment of source data

3.2.1 Assessment of source data

The assessment of output data is carried out on a quarterly basis for each type of economic activity and for the sectors of the economy.

The results of the assessment are monitored and taken into account in the statistical processes.

In addition, the data received from organisations are subject to logical and arithmetic control.

3.3 Statistical techniques

3.3.1 Statistical techniques for handling source data

The techniques used in the statistical processes make it possible to reduce errors in data processing.

For the republic, the regions and other taxonomic units, by type of economic activity and by sector of the economy, including the private sector, the nominal accrued wage is calculated as follows:

- monthly;
- average monthly for the reporting period.

To calculate the monthly wage for the territories as a whole (republic, region, district, city), the income in the form of remuneration for labour accrued in monetary form to all employees (including external part-time workers and employees working under civil-law contracts) is used/

To determine the monthly wage by type of economic activity, the income in the form of remuneration for labour accrued to natural persons holding employment record books, including internal part-time workers, is used.

To calculate the wage for the period for the territories as a whole (republic, region, district, city), the income in the form of remuneration for labour accrued in monetary form to all employees (including external part-time workers and employees working under civil-law contracts) is used.

To determine the wage for the period by type of economic activity, the income in the form of remuneration for labour accrued to natural persons holding employment record books, including internal part-time workers, is used.

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

3.3.2 Other statistical procedures

Seasonal adjustment is not applied to the average wage indicators.

The consumer price index is used when calculating the real wage (see paragraph 2.4.3).

Extrapolation and modelling methods are not applied.

3.4 Comparison of data

3.4.1 Comparison of intermediate results

The comparison of wages is carried out after the quarterly and annual labour report. The accuracy of the reported data is established by comparison with the data of the previous period.

3.4.2 Assessment of intermediate data

Final and intermediate statistical data are regularly assessed and compared. Where a discrepancy exists, measures are taken to eliminate it.

3.4.3 Investigation of discrepancies and other inconsistencies in final statistical data

Final statistical data are compared with one another by region, type of economic activity and form of ownership. Where a discrepancy is identified, its cause is clarified with the respondent and the relevant correction is made to the data. Data on “income in the form of remuneration for labour” are timely cross-checked against statistical reports and administrative data provided by the Tax Committee. Any discrepancies identified are clarified with the respondents, and the necessary corrections are made to the data.

3.5 Analysis of data revisions

3.5.1 Study and analysis of data revisions

All published data on remuneration for labour are final and are not revised.

4. Serviceability

4.1 Periodicity and timeliness

4.1.1 Periodicity

Wage data are compiled quarterly and annually.

4.1.2 Timeliness

In accordance with the statistical program, the final data on the average monthly nominal accrued wage are prepared by 25 May of the following year.

4.2 Consistency

4.2.1 Internal consistency

Statistical data are characterised on the basis of periodicity and internal consistency.

4.2.2 Consistency over time

Comparable data are available: from 1995 until the end of 2016 the data were compiled according to the national classifier, and from 1 January 2017 according to the National Classification on kinds of Economic Activities (based on NACE Rev. 2). For the period in which the classifiers changed, comparability is ensured on the basis of a correspondence table.

4.2.3 Consistency between sectors and fields

Wage data are comparable between sectors and fields, since they are compiled on the basis of a single methodology by type of economic activity, by region and by form of ownership. The data are compiled from a single source – statistical observation – and are therefore methodologically based on the same footing.

4.3 Revision of data

4.3.1 Data revision schedule

The published data are considered final.

4.3.2 Identification of preliminary and/or revised data as such

The published data are considered final.

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

All published data are final; wage data are not revised.

5. Practicality

5.1 Data

5.1.1 Presentation of statistical data

The data are published for the republic as a whole and by region, as well as by type of economic activity.

5.1.2 Media and formats of data dissemination

5.1.2.1 In printed form – New publication

In printed form, statistical data are disseminated through the publication «Uzbekistan in Figures» of the National Statistics Committee of the Republic of Uzbekistan, as well as through the bulletin «Main Labour Indicators».

In addition, statistical data are provided at the request of users.

5.1.2.2 In printed form – Monthly bulletins

Not available.

5.1.2.3 In printed form – Quarterly bulletins

Not available.

5.1.2.4 In printed form – Annual bulletins

Not available.

5.1.2.5 In printed form – Other

Tables are provided on the basis of user requests.

5.1.2.6 In electronic form – Bulletins or publications

Annual and quarterly statistical data and time series are posted in the form of electronic tables on the official websites of the National Statistics Committee: www.stat.uz, www.siat.stat.uz, www.gender.stat.uz.

5.1.3. Data release schedule

The official statistics calendar is published on the official website www.stat.uz.

5.1.4 Simultaneous release

Statistical data are released to all users simultaneously on the date set in the official statistics calendar, through the official website of the National Statistics Committee, www.stat.uz. The practice of providing data in advance to individual users is not applied (see paragraph 1.2.2).

5.1.5 Dissemination of data on request

At the request of users, data are provided in the established manner and format.

5.2 Metadata

5.2.1 Dissemination of documentation and information on concepts, statistical coverage, classifications, basis for recording, data sources and statistical techniques

The metadata on the concepts, statistical coverage, classifications, basis for recording, data sources and statistical techniques of wage statistics are compiled in this document and are published on the official website of the National Statistics Committee, www.stat.uz.

Methodological basis: «Methodological Regulation on estimating wages in the economy» (approved by National Statistics Committee Resolution No. 8 of 30 May 2025) — see paragraph 2.1.1.

5.3. User support

5.3.1 Dissemination of contact information

The official publications issued by the National Statistics Committee, as well as the official website www.stat.uz, indicate the contact details (postal address, telephone, fax, e-mail addresses, etc.) of the staff responsible for producing the statistical data.

9. Plans

9.1 Recent

9.1.1 Improvement plan – Recent improvements

In order to obtain reliable and high-quality wage data, the quarterly labour report has been improved.

9.2 General

9.2.1 Improvement plan – Short-term

Improving the quality of the quarterly labour report data; strengthening respondents' reporting discipline; increasing the share of data collected in electronic form.

9.2.2 Improvement plan – Medium-term

Reflecting wage data by occupation in statistical reports. Developing a methodological manual on wage accounting.

9.3 Financial

9.3.1 Improvement plan – need for technical/financial assistance – Short-term

Financing is ensured on the basis of the statistical programme.

9.3.2 Improvement plan – need for technical/financial assistance – Medium-term

In order to implement the medium-term plans, technical assistance is needed in studying international recommendations and best practices.

Contact person(s):

Full name:	Mirzakhidov Abdugafir Yuldashevich
Position:	Head of Department
Division:	Department of Demography, Labour and Gender Statistics
Agency:	National Statistics Committee of the Republic of Uzbekistan
Address:	63 Mustaqillik Avenue
City/region:	Tashkent city
Country:	Republic of Uzbekistan
Postal code:	100170
Telephone: country code/city code/number	(71) 203-80-00 (1240; 1245)
Fax: country code/city code/number	
E-mail:	a.mirzaxidov@stat.uz