

I. UZBEKISTAN
Metadata
Salary / labor income

II. H.HEADER DATA

III. 0. PREREQUISITES

A. 0.1 Legal environment

0.1.1 Responsibility for collecting, processing, and disseminating statistics

State Committee of the Republic of Uzbekistan on Statistics

The State Statistics Committee (SSC) is operating independently under the Law on "State Statistics" of the Republic of Uzbekistan, dated December 12, 2002, amended in 2012, which regulates relations in the sphere of organization of state statistics work, defines powers of state statistics agencies and creates a normative basis for maintaining the uniform system of statistical information.

In September 2017, a new Statute on the State Statistics Committee of the Republic of Uzbekistan has been introduced to specifying the mandate, the functions and the structure of the SSC, which shall be the principal data collecting, processing, analyzing and dissemination agency responsible for co-coordinating, monitoring and supervising the National Statistical System. Its functions include the provision of a uniform statistical methodology corresponding to international standards.

The SSC, like other State statistics agencies performing statistical work, shall have the right, within the limits of their powers, to request and obtain state statistical reports, administrative accounting data, and other data necessary for the conduct of state statistical observations, as well as explanations appended to the reports from other offices.

According to the presidential decree Nr.5054, dated December 12, 2017, economic and financial data in the country should be compliant and coordinated under the IMF GDDS system.

0.1.2 Data sharing and coordination among data producing agencies

State Committee of the Republic of Uzbekistan on Statistics

According to the Article 9 of the Law on Statistics, State statistics agencies shall perform statistical work in interaction with other state bodies in fulfillment of the Program of State Statistical Works. State statistics agencies permit other state agencies and legal entities to perform separate actions concerning their powers in accordance with the procedure established by the legislation. Other state agencies and legal entities shall conduct statewide statistical observations according to the Program of State Statistical Work, as well as

departmental statistical observations according to the forms coordinated with the authorized state statistics agency. The data of departmental statistical observations shall be submitted to the authorized state statistics agency at its request. In addition, the Statistics Council, a collegial advisory body, ensures coordination on problems associated with the development, functioning and coordination of state statistics under the authorized state statistics agency. The Statistics Council may appoint expert commissions to examine separate matters of state statistics. Experts may be invited to meetings of the Statistical Council and the expert commissions, and representatives of ministries, state committees and departments may be heard on matters of state statistics. The composition of the Statistical Council shall be approved by the President of the Republic of Uzbekistan.

0.1.3 Confidentiality of individual reporters' data

State Committee of the Republic of Uzbekistan on Statistics

Under the Article 7 of the Law on State Statistics, State statistics agencies shall be obliged to ensure confidentiality of individual statistical data, preservation of state secrets and trade secrets of legal entities and anonymity of data regarding individuals. In addition, the Statute of the State Statistics Committee of the Republic of Uzbekistan (Sep.2017) stipulates that the SSC shall take security measures to prevent confidentiality issues (art. 13.c, §15), including on bank secrecy (13.c, §11). Lastly, according to the Article 5 of the Law on State Statistics, interference by state agencies and local public authorities in the state statistics activities shall not be permitted.

The employees of SSC must follow a Code of Ethics, including an oath of secrecy, not to disclose any information availed to them while carrying out their duties as assigned to them. They are informed of duties upon appointment. Each employee of the SSC is required to sign a contract which requires him not to disclose such data.

B. 0.2 Resources

0.2.1 Staff, facilities, computing resources, and financing (Encouraged)

[Staff, facilities, computing resources, and financing for statistical programs currently available as well as what would be required for programmed statistical outputs.]

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

In General, the number of employees on the formation of statistical data on wages is sufficient to perform the tasks, employees have the appropriate level of qualification, ensure the preservation and development of skills to perform the tasks.

All employees have the appropriate level of qualification. Regular training of employees at the courses Of the center for retraining and statistical studies of Goskomstat contributes to the maintenance and development of skills in the work.

In General, sufficient electronic computing resources are allocated to perform the tasks. The software is updated periodically and corresponds to the set and arising tasks. Personal computers are connected to the local network. Sufficient protection of electronic computing resources is provided, including through the provision of emergency support systems for the recovery of statistical information.

Material-technical resources provide the right conditions.
The financial resources provided are sufficient to carry out the work provided for in the Programme of state statistical work on labour statistics.

IV. 1. INTEGRITY

1.1 Professionalism

1.1.1 Impartiality of statistics

State Committee of the Republic of Uzbekistan on Statistics

According to the Law on Statistics (Article 4), the basic principles of the state statistics include accuracy, objectivity and impartiality. In addition, the Statute of the State Statistics Committee of the Republic of Uzbekistan (art. 13 c., §6) stipulates that the principles of the SSC should include impartiality.

1.1.2 Selection of sources, methodology, and modes of dissemination

State Committee of the Republic of Uzbekistan on Statistics

According to the Law on Statistics (Article 15), statistical data shall be used for state and scientific purposes, for informing the public, ensuring rights, freedoms and lawful interests of users. Primary statistics obtained by state statistics agencies from legal persons, their representations and branches, natural persons, including individual businessmen, shall be used for statistical purposes only for the preparation of summary statistical indicators and shall be published in summary and anonymous form. Statistics that contain the state and trade secrets shall be submitted in the manner prescribed under law.

1.1.3 Commenting on erroneous interpretation and misuse of statistics

State Committee of the Republic of Uzbekistan on Statistics

The SSC can, on ad-hoc basis, comment on erroneous interpretation and misuse of statistics

1.2 Transparency

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

State Committee of the Republic of Uzbekistan on Statistics

According to the Law on Statistics (Article 4), the basic principles of the state statistics include accessibility, transparency and openness. The terms and conditions for statistical

collection, processing and dissemination are incorporated into Uzbekistan's laws and resolutions dealing with statistics. These legislative measures are on the websites and thus accessible to the public. Thus, the *Law on Government Statistics (2002)* and Resolution Number 368 are posted on the Committee's website (www.stat.uz). The *Law* is also reproduced in the Bulletin of Oliy Majalis (Parliament), and included in the data base on laws and regulations (www.norma.uz), as well as that of the Ministry of Justice accessible on the address www.Lex.uz.

1.2.2 Internal governmental access to statistics prior to release

State Committee of the Republic of Uzbekistan on Statistics

The government has no access to SSC data prior to their release. The State statistics agencies are independent in the dissemination of statistical data. Interference by state agencies shall not be permitted (cf. Article 5 of the Law on Statistics). Only the Chairman of the Committee has access to statistics prior to release.

1.2.3 Attribution of statistical products

State Committee of the Republic of Uzbekistan on Statistics

Data released to the public are clearly identified by the data producing agency (logo and footnotes).

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

State Committee of the Republic of Uzbekistan on Statistics

Before a move to a new methodology, the SSC provides to the public advance notice when major changes are introduced in methodology and statistical techniques. The SSC posts on its website a relevant methodological note explaining what changes users should expect.

V. 2. METHODOLOGY

A. 2.1 Concepts and definitions

2.1.1 Concepts and definitions (Required)

[Degree to which the overall structure of concepts and definitions follows internationally accepted standards, guidelines, or good practices.]

The concepts and definitions of employment are based on the standards of the International labour organization (ILO).

The methodology is based on the following documents:

- Convention 160, Convention on labour statistics, adopted by the ILO General conference (June 1985).);

- Recommendation 170 "recommendation on labour statistics adopted by the ILO General conference" (June 1985).);

- "Resolution relating to labour costs adopted by the 11th international conference of labour statisticians (October 1966.);

- "Resolution relating to the integrated system of wage statistics adopted by the 12th international conference of labour statisticians (October 1973).);

- Resolution of the State Committee of the Republic of Uzbekistan on statistics of October 3, 2018 № 19 "On approval of methodological provisions for the assessment of wages in the economy."

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

Nominal accrued salary – accrued income of individuals in the form of remuneration in cash, including taxes and other payments in accordance with applicable legislation, calculated by the employer for the products (work performed or service rendered) by the employee in a certain period of time (hour, month, year).

The nominal average monthly salary is determined by dividing the accrued income of individuals in the form of remuneration, including income tax and mandatory insurance contribution of the employee for the reporting period by the number of employees of the legal entity and 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 base period.

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

The concept of "salary" covers all types of earnings (as well as various bonuses, surcharges, allowances and social benefits) accrued in cash (regardless of the source of funding), including amounts of money 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 average monthly wage is the amount of salary accrued by organizations in monetary terms, which includes:

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

payments of the stimulating character, i.e. remuneration following the results of work for the year, payments of the stimulating character provided by provision of legal entity on awarding, allowances to tariff rates and salaries for professional skill, mentoring, surcharges to holiday, remuneration and payments for long service, payment for the improvement suggestion, the lump-sum bonuses which are not connected with results of work;

compensation payments (compensation);

payment for unworked time.

B. 2.2 Scope

2.2.1 Scope (Required)

2.2.1.1 *Scope of the data*

[Scope of the data.]

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

Industry coverage: All types of economic activities.

Professional coverage: All professions.

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

Institutional coverage: Quarterly and monthly wage data cover all organizations except small businesses. Annual salary data cover all organizations.

Thematic coverage: 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

[Exceptions to coverage.]

Monthly wage data cover all organizations except small businesses.

2.2.1.3 Unrecorded activity

[Unrecorded activity.]

Unregistered activities are not surveyed.

C. 2.3 Classification/sectorization

2.3.1 Classification/sectorization (Required as relevant to data category)

[Broad consistency of classification/sectorization systems used with internationally accepted standards, guidelines, or good practices.]

Classification: the Breakdown is carried out by type of economic activity in accordance with the National classification of economic activities oked ed. 2 (NACE ed. 2).

Other breakdowns: all regions of the Republic of Uzbekistan are presented In wage data.

D. 2.4 Basis for recording

2.4.1 Valuation (Required as relevant to data category)

[Types of prices (market, historical, administrative, basic, purchasers', producer, etc.) used to value flows and stocks.]

The average monthly salary is calculated in units of the national currency – Uzbek soums. Wages accrued in foreign currency are included in the national currency in the amount determined by the conversion of foreign currency at the rate of the Central Bank to the national currency.

2.4.2 Recording basis (Required as relevant to data category)

[Degree to which recording meets requirements for accrual accounting.]

Information about the average salary is calculated for the month and for the period from the beginning of the year.

2.4.3 Grossing/netting procedures (Encouraged)

[Broad consistency of grossing/netting procedures with internationally accepted standards, guidelines, or good practices.]

On the recommendation of the ILO, data on 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 average monthly salary is calculated on the basis of data on the number accepted for calculation of the average salary and the income of physical persons in the form of the salary added to all workers (including external part-time workers and working under contracts of civil character), i.e. division of the income of physical persons added to employees of the organization in the form of payment for the accounting period for number of employees of the organization and for number of months in the period.

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

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

VI. 3. ACCURACY AND RELIABILITY

A. 3.1 Source data

3.1.1 Source data collection programs (Required)

[Comprehensiveness of source data from administrative and survey data collection programs, and appropriateness of the collection modality for country-specific conditions.]

Data sources: the initial data comes from all economic entities, regardless of the form of ownership, with quarterly and annual frequency.

Data collection: initial data Collection is carried out in the framework of the comprehensive data collection programs that take into account the specificity of national conditions, based on statistical data of enterprises. The initial data are collected on the basis of the state statistical observation, which contains indicators on labor, i.e. on the number taken for the calculation of average wages and income of individuals in the form of wages .

Legal entities-subjects of small business, non-profit organizations, and farm represent the statistical reports containing the indicators of labor annually.

Legal entities that do not belong to the above shall submit a statistical report quarterly. Summary data for the year are formed by may 25.

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

[Degree to which source data approximate definitions, scope, sectorization, classifications, valuation, and time of recording required (as described in 2.1.1-2.4.3).]

Initial data sufficiently close to the desired values in regard to the definition, statistical coverage, classifications, valuation and time of registration.
In accordance with the legislation of the Republic of Uzbekistan, data on the nominal average monthly wage is the amount of salary accrued by organizations in monetary terms, which includes: income in the form of remuneration, i.e. all payments accrued and paid to individuals who are in an employment relationship with the employer and perform work under the employment contract (contract); payments of the stimulating character, i.e. remuneration following the results of work for the year, payments of the stimulating character provided by provision of legal entity on awarding, allowances to tariff rates and salaries for professional skill, mentoring, surcharges to holiday, remuneration and payments for long service, payment for the improvement suggestion, the lump-sum bonuses which are not connected with results of work; compensation payments (compensation); payment for unworked time.

3.1.3 Source data timeliness (Encouraged)

[Source data timeliness relative to what is required for producing statistical outputs whose timeliness meets applicable data standard (SDDS requirements or GDDS recommendations).]

The data collection programme ensures that data are received in a timely manner.
The initial data are developed at the end of each quarter (with a monthly breakdown) by the State Committee on statistics in the terms established by the Program of statistical works, in the Republic as a whole, by regions and types of economic activity 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 are generated within 55 days after the reporting period.
Annual: Aggregated data are generated by 25 may following the reporting year.

B. 3.2 Assessment of source data

3.2.1 Source data assessment (Encouraged)

[Routine assessment of source data—including censuses, sample surveys, and administrative records (e.g., for coverage, sample error, response error, and nonsampling error); whether assessment results are monitored; how results are used to guide statistical processes.]

Assessment of source data is systematically made with quarterly periodicity, is carried out for each type of economic activities and sectors of the economy. The results of the evaluations are monitored and taken into account in the statistical process.
And also, the information received from organizations is subject to logical and arithmetic control.

C. 3.3 Statistical techniques

3.3.1 Source data statistical techniques (Required as relevant to data category)

[Statistical techniques in data compilation to deal with data sources (e.g., to align them with target concepts from 2.1.1).]

The statistical methods used are based on statistical procedures to minimize errors in processing. Nominal accrued wages in the whole country, territories and other taxonomic units, types of economic activity, sectors of the economy, including the private sector, are calculated:

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

For determination of a salary for a month as a whole on territories (the Republic, the region, the area, the city) the income of physical persons in the form of compensation (including external part-time workers and working under contracts of civil character), in monetary form is taken into account; For determination of a salary for a month by types of economic activity and the enterprises the income of physical persons in the form of compensation having work books at this enterprise, the organization, including internal part-time workers is taken into account.

To calculate the average monthly wage of employees for the period as a whole for the 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 working under civil contracts) in cash is taken into account;

For calculation of the average monthly salary for the period by types of economic activity and the enterprises the income of physical persons in the form of compensation having work books at this enterprise, the organization, including internal part-time workers is taken into account.

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

3.3.2 Other statistical procedures (Required as relevant to data category)

[Statistical techniques employed in other statistical procedures (e.g., data adjustments and transformations, and statistical analysis).]

D. 3.4 Data validation

3.4.1 Validation of intermediate results (Encouraged)

[Assessment and investigation of statistical discrepancies in intermediate data.]

Verification of quarterly estimates on the wages after the quarterly and annual report on work. Checking the correctness of the reporting data is carried out by comparing it with the data of previous periods.

3.4.2 Assessment of intermediate data (Encouraged)

[Assessment and investigation of statistical discrepancies in intermediate data.]

Regular evaluation and reconciliation of intermediate and output statistics is carried out. Discrepancies in intermediate data are regularly investigated and remedied.

3.4.3 Assessment of discrepancies and other problems in statistical outputs (Encouraged)

[Investigation of statistical discrepancies and other potential indicators of problems in statistical outputs.]

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

E. 3.5 Revision studies

3.5.1 Revision studies and analyses (Encouraged)

[Periodicity with which studies and analyses of revisions and/or updates are carried out; whether and how they are used internally to inform statistical processes (see also 4.3.3).]

All published data are final, the data on wages are not revised

VII. 4. SERVICEABILITY

A. 4.1 Periodicity and timeliness

4.1.1 Periodicity (Required)

[Periodicity of statistical outputs relative to applicable dissemination standard (SDDS requirement or GDDS recommendation).]

Data on wages are generated quarterly and annually.

4.1.2 Timeliness (Required)

[Timeliness of statistical outputs relative to applicable dissemination standard (SDDS requirement or GDDS recommendation).]

55 days after the reporting period.

According to the State program of statistical works, the final data on the nominal average monthly wage are prepared by may 25 of the following year.

B. 4.2 Consistency

4.2.1 Internal consistency (Required as relevant to data category)

[Consistency of statistics within the dataset.]

Statistical data are characterized by internal consistency, comparable in time. The GAC ensures consistency of payroll data with the Tax Committee (tax return and payroll).

4.2.2 Temporal consistency (Encouraged)

[Consistency or reconcilability of statistics over a reasonable period of time.]

There are comparable data from 1995 to 2016, the data were calculated in the structure of the national classifier, after 2016 – in the structure of oked ed. 2 (NACE ed. 2).

4.2.3 Intersectoral and cross-domain consistency (Encouraged)

[Consistency or reconcilability of statistics with those obtained through other data sources and/or statistical frameworks.]

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

C. 4.3 Revision

4.3.1 Revision and/or update schedule (Required)

[Transparency and regularity of revision/update schedule.]

The published data are final.

4.3.2 Identification of preliminary and/or revised/updated data (Required)

[Identification of preliminary and/or revised/updated data.]

The published data are final.

4.3.3 Dissemination of revision studies and analyses (Encouraged)

[Dissemination of revision studies and analyses (see also 3.5.1).]

All published data are final, the data on wages are not revised

VIII. 5. ACCESSIBILITY

A. 5.1 Data

5.1.1 Statistical presentation (Required)

[Statistics are presented in a way that facilitates proper interpretation and meaningful comparisons (layout and clarity of text, tables, and charts).]

The data are published in the Republic as a whole and broken down by territory as well as by economic activities.

5.1.2 Dissemination media and format (Required)

5.1.2.1 *Hard copy - New release*

[Hard copy - New release.]

Statistical data are distributed in printed form through the publication of the state statistics Committee of Uzbekistan "Uzbekistan in figures", as well as the Bulletin "Main indicators of labor".

In addition, statistics are provided to users upon request

5.1.2.2 *Hard copy - Weekly bulletin*

[Hard copy - Weekly bulletin.]

5.1.2.3 *Hard copy - Monthly Bulletin*

[Hard copy - Monthly Bulletin.]

5.1.2.4 *Hard copy - Quarterly bulletin*

[Hard copy - Quarterly bulletin.]

5.1.2.5 *Hard copy - Other*

[Hard copy - Other.]

Tables on user request

5.1.2.6 *Electronic - On-line bulletin or data*

[Electronic - On-line bulletin or data.]

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

5.1.2.7 *Electronic - Other*

[Electronic - Other.]

5.1.5 Dissemination on request (Encouraged)

[Dissemination on request of unpublished but non-confidential statistics.]

In accordance with the Law of the Republic of Uzbekistan "On state 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 normative documents, statistics is provided to users at their request in the prescribed manner.

The dissemination of statistical information is carried out by providing, at the written request of legal entities or individuals in the form of printed or electronic tables, statistical collections, bulletins, Express information, as well as providing information in accordance with the agreements of the parties on information interaction. ,

B. 5.2 Metadata

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

[Dissemination of documentation on concepts, scope, classifications, basis of recording, data sources, and statistical techniques, including annotation of differences from internationally accepted standards, guidelines.]

The site contains guidelines for completing statistical reports for the calculation of statistical indicators on wages.

IX. 9. PLANS

A. 9.1 Recent

9.1.1 Plans for improvement - Recent improvements

[Plans for improvement - Recent improvements.]

In order to obtain reliable and qualitative data on wages, the reporting on labour has been improved on a quarterly basis.

B. 9.2 General

9.2.1 Plans for improvement - Short-term

[Plans for improvement - Short-term.]

9.2.2 Plans for improvement - Medium-term

[Plans for improvement - Medium-term.]

Increase the level of breakdown by profession. Waiting for legislative changes. A request is possible in the future. We need to study the first breakdown experiment, a big step forward.
Reflection in the state statistical reports of indicators of wages in the context of professions.
Development of guidelines for the calculation of wages.

C. 9.3 Financial

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

[Plans for improvement - TA/financing needs - Short-term.]

Funding is provided within the framework of the Program of state statistical works

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

[Plans for improvement - TA/financing needs - Medium-term.]

The implementation of the medium-term plans requires technical assistance in the study of international recommendations and best practices.

X. CONTACT PERSON(S):

[Please provide information below as relevant]

Contact 1

Prefix/First Name/Last Name: Mr. Berdikulov Kobil Gulomovich
Title: Head of the Department of Labor and Demography Statistics
Division:
Department:
Agency:
Address1: Mustakillik Avenue 63
Address2:
City/State: Tashkent 100170
Postal Code:
Phone: Country Code /Number +998 712308065
Fax: Country Code/Number
Email: GKS@stat.uz

Contact 2

Prefix/First Name/Last Name:
Title:
Division:
Department:
Agency:
Address1:
Address2:
City/State:
Postal Code:
Phone: Country Code /Number
Fax: Country Code /Number
Email:

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