

# Average Monthly Earnings of Employees in Non-Business Sector

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<b>2. Metadata update</b>	
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<b>3. Statistical presentation</b>	
<b>3.1. Data description</b>	
<p><b>Quarterly and annual data of statistical survey "Data on Labour" (Earning Statistics Survey)</b></p> <p>The main objective of the Earning Statistics Survey is to produce data on average earnings of employees. The survey cover establishments (enterprises and organization) of any type of ownership and organizational-legal forms. Since 2006 the Earning Statistics Survey has been based on two separate surveys:</p> <ul style="list-style-type: none"> <li>• <b>Statistical survey of enterprises</b> – Non-financial corporations survey which comprises the module of the Data on Labour. The basic objective of the survey is to produce various statistical indicators of enterprises, among them data on number of employees and average earnings.</li> <li>• <b>Data on Labour</b> – Survey non-business sector organizations and financial establishments. The main purpose of the survey is to produce data on the number of employees and average earnings in this field.</li> </ul> <p>Questions related to earnings are the same for both surveys. Based on the results of these surveys average earnings of employees by kind of economic activity, sex, business/non-business sectors, type of ownership and regions are calculated.</p> <p>Since 2017 once every four years, two modules are added to the annual questionnaires of the surveys „Data on Labour“ and „Statistical Survey of Enterprise“:</p> <ul style="list-style-type: none"> <li>• Labour Cost;</li> <li>• Number of employees and average monthly earnings by occupation.</li> </ul>	
<b>3.2. Classification system</b>	
Classification of Economic Activities (NACE Rev.2) (2016).	
<b>3.3. Sector coverage</b>	
<p>Until 2006 the survey covered all establishments of any types of ownerships and organizational-legal forms. Since 2006 covers only non-business sector organizations and financial establishments. Also, the survey doesn't include the following sections economic activities of NACE Rev2:</p> <ul style="list-style-type: none"> <li>• Section T – Activities of households as employers; undifferentiated goods and services producing activities of households for own use;</li> <li>• Section U – Activities of extra-territorial organisations and bodies.</li> </ul>	
<b>3.4. Statistical concepts and definitions</b>	
<p><b>Paid employees</b> – all full-/part-time employees who work in or for the establishment, who have a contract of employment with the unit and who receive remunerations at regular intervals of time.</p> <p><b>Earnings</b> (gross earnings, i.e. before deduction of personal income taxes) comprise:</p>	

- Direct wages and salaries for time worked or work done;
- Allowances, bonuses, gratuities and other incentives;
- Compensation and other remuneration which were accrued to employees during the reference period for time worked or payment for time not worked (i.e. annual leave, suspension);
- The value of payments in kind.

**Average monthly nominal earnings:** the average monthly earning is calculated by dividing the total gross earning fund (comprises basic wages and salaries, allowances, bonuses, gratuities, other incentives, compensation benefits and etc. which was accrued to the personnel or was given in kind by the establishment and the cost is included in remuneration of the work) by the number of those employees in the respective period (quarter, year) for whom their wages and salaries have been calculated and dividing respectively by 3 (quarterly) and by 12 (annual). In addition, **the average number of part-time employees** are recalculated into the full-time equivalent.

### 3.5. Statistical unit

**An enterprise/organization** is an economic entity, which produces goods or renders services, independently makes economic decisions on distribution of own resources (possesses a certain degree of freedom on decision-making). An enterprise/organization carries out one or several kinds of activity in one or several places.

### 3.6. Statistical population

Until 2006 the survey covered active establishments of any type of ownership and organizational-legal forms. Since 2006 covers non-business sector organizations and financial establishments that have the following organizational-legal forms: State Institution; Local Government Authority, Legal Entities Under Public Law (LEuPL), Non-entrepreneurial (Non-commercial) Legal Entity (N(N)LEs); Also, it includes financial establishments (except 'bureaux de change' and pawn brokers) regardless of organizational-legal forms. According to the economic activity the survey covers all type of economic activities, except T (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and U (Activities of extraterritorial organizations and bodies) sections of NACE Rev.2. Quarterly/annually approximately 2 500 – 2 600 organizations are surveyed.

### 3.7. Reference area

Survey covers whole area of Georgia excluding occupied territories of country.

### 3.8. Time coverage

From 1998 onwards.

### 3.9. Base period

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## 4. Unit of measure

Thousand persons, GEL.

## 5. Reference period

Quarter, Year.

## 6. Institutional mandate

### 6.1. Legal acts and other agreements

The Law of Georgia on Official Statistics;  
[https://www.geostat.ge/media/20817/latest-Law-of-Georgia\\_2018.pdf](https://www.geostat.ge/media/20817/latest-Law-of-Georgia_2018.pdf)  
 Statistical Work Programme (annual);  
<https://www.geostat.ge/en/modules/categories/307/statistical-work-programme>  
 Charter of the National Statistics Office of Georgia.  
<https://www.geostat.ge/media/20845/10%2Csaqstatis-konsolidirebuli-debuleba.pdf>

### 6.2. Data sharing

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## 7. Confidentiality

### 7.1. Confidentiality – policy

1. The Law of Georgia on Official Statistics:
  - According to the article 4 of the law individual data collected by statistical agencies for statistical compilation,

whether they refer to natural or legal persons, are to be strictly confidential and used exclusively for statistical purposes.

- According to the article 28 (Observing Confidentiality of Statistical Data) of the law 1. The data collected for the purpose of producing official statistics shall be confidential if it allows for identification of observation unit or if it is possible to identify such data through it. 2. The confidential statistical data shall not be issued or disseminated or used for a non-statistical purpose but for the exceptions envisaged by the Georgian legislation. 3. When producing the official statistics, it is obligatory to destroy or store separately the identity data including the questionnaires containing such data and used for statistical surveys according to the rules defined in the Georgian legislation.
- According to the article 29 (The Obligations and Responsibilities of the Employees of the Geostat) of the law the confidential statistical data collected and processed for the purpose of statistical survey shall not be used or disseminated by the employees of the units of the Geostat.

[https://www.geostat.ge/media/20817/latest-Law-of-Georgia\\_2018.pdf](https://www.geostat.ge/media/20817/latest-Law-of-Georgia_2018.pdf)

2. Data Confidentiality Policy at Geostat

[https://www.geostat.ge/media/20860/Data-Confidentiality-Policy-at-Geostat\\_En.pdf](https://www.geostat.ge/media/20860/Data-Confidentiality-Policy-at-Geostat_En.pdf)

3. Public Use Microdata Dissemination Policy at Geostat

[https://www.geostat.ge/media/20862/Microdata-Dissemination-Policy\\_Eng.pdf](https://www.geostat.ge/media/20862/Microdata-Dissemination-Policy_Eng.pdf)

4. The Law of Georgia on Personal Data Protection

<https://matsne.gov.ge/en/document/view/1561437?publication=9>

## 7.2. Confidentiality – data treatment

- Confidentiality guidelines.
- Written undertakings by an employee of Geostat on ensuring confidentiality of gained/collected data as a result of official duties.

## 8. Release policy

### 8.1. Release calendar

Data dissemination dates are defined according to the Advance release calendar, which is available on the website of Geostat and publicly accessible.

### 8.2. Release calendar access

<https://www.geostat.ge/en/calendar>

### 8.3. User access

All users have the equal access to the statistical data simultaneously.

## 9. Frequency of dissemination

Quarterly, Annually.

## 10. Accessibility and clarity

### 10.1. News release

New release is disseminated along with results of the Survey:

<https://www.geostat.ge/en/relationsOfCategory/37/post>

### 10.2. Publications

Quarterly Bulletin:

<https://www.geostat.ge/en/single-categories/98/quarterly-bulletin>

Statistical Yearbook:

<https://www.geostat.ge/en/single-categories/95/statistical-yearbook>

### 10.3. On-line database

On-line database is represented on the Geostat website in the data dissemination program PC-Axis format.

<http://pc-axis.geostat.ge/PXWeb/pxweb/en/Database/>

### 10.4. Micro-data access

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### 10.5. Other

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### 10.6. Documentation on methodology

Methodological documentation of Labour Force Survey is available on website of Geostat: <a href="https://www.geostat.ge/en/modules/categories/552/methodologia-social-statistics">https://www.geostat.ge/en/modules/categories/552/methodologia-social-statistics</a>
<b>10.7. Quality documentation</b>
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<b>11. Quality management</b>
<b>11.1. Quality assurance</b>
To ensure the quality of the statistical processes and products Geostat follows Article 4 – Basic principles of official statistics – of the Law of Georgia on Official Statistics, as well as the European Statistics Code of Practice, the UN Fundamental Principles of Official Statistics and Quality Assurance Framework of the European Statistical System (QAF).
<b>11.2. Quality assessment</b>
Methodology and Quality Management Division of Geostat, along with the sectoral departments, is responsible for the quality of the produced statistical products and processes. The Division carries out quality audit of statistical processes and assesses the risks associated with production of statistical data. Geostat has developed policy documents, guidelines and standard routine descriptions. These documents ensure the standardization of statistical processes and products and the establishment of a unified quality assurance system.

<b>12. Relevance</b>
<b>12.1. User needs</b>
Users of the statistical information are state authorities, international agencies, researchers, representatives of business sector, media, representatives of trade unions, students, individuals and other users. Users use this data for estimation and analyse existing situation in the labour market of Georgia.
<b>12.2. User satisfaction</b>
In 2021 user satisfaction survey was conducted, the target of the survey was to analyze the assessment of quality of statistical data by users and explore ways to improve user services. The survey report is available on the website of Geostat (in Georgian): <a href="https://www.geostat.ge/ka/page/customer-service">https://www.geostat.ge/ka/page/customer-service</a>
<b>12.3. Completeness</b>
Data derived from the survey is in line with recommendations of International Labour Organization (ILO) concerning an integrated system of wages statistics.

<b>13. Accuracy and reliability</b>														
<b>13.1. Overall accuracy</b>														
Data obtained from the survey are compared with the data of the previous period. In some cases, data are verified with administrative sources as well as with representatives of the organizations.														
<b>13.2. Sampling error</b>														
The table below represents a standard error, confidence intervals and coefficient of variation of r average monthly earnings of non-business sector`s employees, 2020:														
<table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Average monthly nominal earnings, GEL</th> <th rowspan="2">Standard Error</th> <th colspan="2">95% Confidence Interval</th> <th rowspan="2">The Coefficient of Variation</th> </tr> <tr> <th>Lower Bound</th> <th>Upper Bound</th> </tr> </thead> <tbody> <tr> <td>Average earning, GEL</td> <td>1 135.7</td> <td>16.2</td> <td>1 104.0</td> <td>1 167.5</td> <td>1.8%</td> </tr> </tbody> </table>		Average monthly nominal earnings, GEL	Standard Error	95% Confidence Interval		The Coefficient of Variation	Lower Bound	Upper Bound	Average earning, GEL	1 135.7	16.2	1 104.0	1 167.5	1.8%
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	Lower Bound	Upper Bound												
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<b>13.3. Non-sampling error</b>														
In order to minimize non-sampling errors, data are compared with administrative sources.														

<b>14. Timeliness and punctuality</b>
<b>14.1. Timeliness</b>
Data are disseminated: <ul style="list-style-type: none"> <li>• Quarterly – 77<sup>th</sup> day after the end of the reference period;</li> <li>• Annual – the first half of October of the following year of the reference year.</li> </ul>
<b>14.2. Punctuality</b>

The data is published according to the date specified in the statistical work programme. There has not been any violation of publication dates.

<b>15. Coherence and comparability</b>
<b>15.1. Comparability – geographical</b>
Methodology used in scope of the survey is comparable on regional and international levels.
<b>15.2. Comparability – over time</b>
Data is comparable over time.
<b>15.3. Coherence – cross domain</b>
The data is coherent.
<b>15.4. Coherence – internal</b>
The data is coherent.

<b>16. Cost and burden</b>
In 2022, the budget of the statistical survey “Data on Labour” amounted to 50.0 thousand GEL, of which the budget for field works of additional modules (module 5. Labour Cost and module 6. Number of employees and average monthly earnings by occupation) amounted to 19.8 thousand GEL In 2022, the sample size of the statistical survey was approximately 2 500 entities.

<b>17. Data revision</b>
<b>17.1. Data revision – policy</b>
Statistical data revision policy is available on the website of Geostat: <a href="https://www.geostat.ge/media/44385/Revision-policy-and-error-correction_Geo.pdf">https://www.geostat.ge/media/44385/Revision-policy-and-error-correction_Geo.pdf</a>
<b>17.2. Data revision – practice</b>
Planned revision of data is not carried out. An unplanned revision (to clarify data) was not carried out in 2021.

<b>18. Statistical processing</b>
<b>18.1. Source data</b>
Completed questionnaire (online questionnaire) of the Survey.
<b>18.2. Frequency of data collection</b>
Data is collected quarterly basis.
<b>18.3. Data collection</b>
Unit 2013 data were collected using paper questionnaire. Since 2013 data have been collected mostly using on-line questionnaire. Electronic versions of questionnaires are available on Geostat website: <a href="https://www.geostat.ge/en/modules/categories/563/statistical-survey-on-labour">https://www.geostat.ge/en/modules/categories/563/statistical-survey-on-labour</a>
<b>18.4. Data validation</b>
<b>Data validation consist of several stages:</b> <ul style="list-style-type: none"><li>• Survey data are received 25 days after the end of the reference quarter; After completing fieldwork interviewers make initial checking of the data;</li><li>• To check compliance and logical relations of the data recorded in the database, logical controls were prepared, which included detailed records of possible inconsistencies;</li><li>• Incomplete and inconsistent data are cross-checked with available data from other sources of information as well as respondents are contacted to correct inconsistencies;</li><li>• At the final stage, data are compared between quarters and data analysis is implemented.</li></ul> Data editing is carried out in the database using MS Access by the staff of the Labour Statistics Division.
<b>18.5. Data compilation</b>
The statistical Survey “Data on Labour” Completely covers: <ul style="list-style-type: none"><li>• Budgetary institutions (except public schools and kindergartens (in Tbilisi));</li><li>• Financial establishments (except 'bureaux de change' and pawn brokers).</li></ul> Enumerated by sampling: <ul style="list-style-type: none"><li>• All public schools and kindergartens of Tbilisi;</li></ul>

- Non-governmental non-profit (non-commercial) legal entities (N(N)LEs).

Establishments are selected using stratified random sampling. The data is weighted quarterly. Data obtained from the survey is multiplied by the assigned weights, at the organization level.

Results are calculated using MS Access, while data are disseminated in MS Excel and PC-Axis formats.

**18.6. Adjustment**

Not applied.

**19. Comment**

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