Average Monthly Earnings of Employees in Non-Business Sector

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2. Metadata update	
2.1. Metadata last certified	March 31, 2025
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3. Statistical presentation
3.1. Data description
Quarterly and annual data of statistical survey "Data on Labour" (Earning Statistics Survey) The main objective of the Earning Statistics Survey is to produce data on average earnings of employees. The survey covers 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: • **Statistical survey of enterprises** – 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. • **Data on Labour** – Survey of 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. 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. 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": • Labour Cost; • Number of employees and average monthly earnings by occupation.
3.2. Classification system
Classification of Economic Activities (NACE Rev.2) (2016).
3.3. Sector coverage
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: • Section T – Activities of households as employers; undifferentiated goods and services producing activities of households for own use; • Section U – Activities of extra-territorial organisations and bodies.
3.4. Statistical concepts and definitions
Paid employees – 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.

Earnings (gross earnings, i.e. before deduction of personal income taxes) comprise:
- 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

Since 2006, the survey covers non-business sector organizations and financial establishments that have the following organizational-legal forms: State Institutions; Local Government Authorities; Legal Entities Under Public Law (LEuPL); and Non-entrepreneurial (Non-commercial) Legal Entities (N(N)LEs). It also 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 section 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) 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/56202/The-Law-of-Georgia-on-Official-Statistics.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/67749/New-Chapter-eng-upd.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 5 of the law Statistical confidentiality and exclusive use for statistical purposes –

individual data collected or received by the producer of official statistics, relating to natural or legal persons, must be strictly confidential and used only for statistical purposes.

- According to the article 34 (Observing Confidentiality of Statistical Data) of the law 1. Data collected, processed, and stored to produce official statistics are confidential if they enable the direct or indirect identification of a statistical unit. In addition, aggregated data are subject to statistical confidentiality: a) Aggregates composed of 1 to 3 units, when the unit is a natural or legal person if one of these units could be identified indirectly, thereby disclosing individual data about this unit. Aggregates composed of more than 3 units may be declared confidential by the Executive Director if required to ensure statistical confidentiality; b) Information declares as a state secret on the basis of the „Law of Georgia on State Secrets". 2. Confidential data shall be used exclusively for the purposes of producing statistics in accordance with this law. 3. Statistical data about the administrative body cannot be considered confidential information, except for the information determined by the Law of Georgia „On State Secrets". 4. Individual data obtained from publicly available sources, which are defined as public information in accordance with the legislation of Georgia, shall not be considered confidential information. 5. Confidential (individual) data may be published if there is written consent from the statistical unit regarding the publication of such data. 6. It is not allowed to disseminate and distribute confidential data or use it for non-statistical purposes.
- According to the article 38 (Confidentiality commitments) of the law the confidential statistical data collected and processed for statistical purposes shall not be used or disseminated either for personal, academic, research or any other activities, by the employees of the producers of Official Statistics.

  https://www.geostat.ge/media/56202/The-Law-of-Georgia-on-Official-Statistics.pdf

2. Data Confidentiality Policy at Geostat
   https://www.geostat.ge/media/20860/Data-Confidentiality-Policy-at-Geostat_En.pdf
3. Procedure for providing access to confidential data for research purposes
   https://www.geostat.ge/media/61533/Rule-on-Access-to-Confidential-Data-for-Scientific-and-Research-Purposes....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 by the calendar developed on the basis of the Statistical Work Programme, which is published on the website of Geostat and is publicly available.

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

Statistical publication "Women and men in Georgia":

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.
https://pc-axis.geostat.ge/PXweb/pxweb/en/Database/Database__Social%20Statistics__Labour/Wages_Nace2.px/?rxid=0cf5a8a7-15a1-4353-8e83-76e6e8a56340
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: https://www.geostat.ge/en/modules/categories/552/methodologia-social-statistics
10.7. Quality documentation
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11. Quality management
11.1. Quality assurance
To ensure the quality of the statistical processes and products Geostat follows Chapter 10 – Quality 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 (ESS QAF).
11.2. Quality assessment
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, self-assessment of statistical processes and assesses the risks for the quality of statistical processes and products. 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. Quality policy is available on the following link: https://www.geostat.ge/media/44380/QP_Geostat_EN.pdf

12. Relevance
12.1. User needs
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.
12.2. User satisfaction
In 2023 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): https://www.geostat.ge/en/page/customer-service
12.3. Completeness
Data derived from the survey is in line with recommendations of International Labour Organization (ILO) concerning an integrated system of wages statistics.

13. Accuracy and reliability
13.1. Overall accuracy
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.
13.2. Sampling error

The table below represents a standard error, confidence intervals and coefficient of variation of r average monthly earnings of non-business sector`s employees, 2023:

	Average monthly nominal earnings, GEL	Standard Error	95% Confidence Interval		The Coefficient of Variation
			Lower Bound	Upper Bound	
Average earning, GEL	1649.6	2.6	1644.7	1654.8	0.2%

13.3. Non-sampling error

In order to minimize non-sampling errors, data are compared with administrative sources.

14. Timeliness and punctuality

14.1. Timeliness

Data are disseminated:
- Quarterly – 77th day after the end of the reference period;
- Annual – the first half of October of the following year of the reference year.

14.2. Punctuality

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

15. Coherence and comparability

15.1. Comparability – geographical

Methodology used in scope of the survey is comparable on regional and international levels.

15.2. Comparability – over time

Data is comparable over time.

15.3. Coherence – cross domain

The data is coherent.

15.4. Coherence – internal

The data is coherent.

16. Cost and burden

In 2023, the budget of the statistical survey "Data on Labour" amounted to 33.6 thousand GEL.
In 2023, the sample size of the statistical survey was approximately 2 500 entities.

17. Data revision

17.1. Data revision – policy

Statistical data revision policy is available on the website of Geostat:
https://www.geostat.ge/media/59824/Data-Revision-Policy-and-Error_Correction-at-Geostat_Eng.pdf

17.2. Data revision – practice

Planned revision of data is not carried out. Unplanned revision (for data clarification) has not been implemented in practice.

18. Statistical processing

18.1. Source data

Completed questionnaire (online questionnaire) of the Survey.

18.2. Frequency of data collection

Data is collected quarterly basis.

18.3. Data collection

Unit 2013 data were collected using paper questionnaire. Since 2013 data have been collected using on-line questionnaire.
Electronic versions of questionnaires are available on Geostat website:
https://www.geostat.ge/en/modules/categories/563/statistical-survey-on-labour

18.4. Data validation

Data validation consist of several stages:
• Survey data are received 25 days after the end of the reference quarter; After completing fieldwork, interviewers make initial checking of the data;
• To check compliance and logical relations of the data recorded in the database, logical controls are prepared, which include detailed records of possible inconsistencies;
• Incomplete and inconsistent data are cross-checked with available data from other sources of information as well as respondents are also contacted to correct inconsistencies;
• At the final stage, data are compared between quarters and data analysis is implemented.
Data editing is carried out in the database using MS Access by the staff of the Labour Statistics Division.

18.5. Data compilation

The statistical Survey "Data on Labour" Completely covers:
- Budgetary institutions (except public schools and kindergartens (in Tbilisi));
- Large establishments;
- Financial establishments, excluding 'bureaux de change' and pawn brokers, with more than 9 employees.

Enumerated by sampling:
- All public schools and kindergartens of Tbilisi;
- Financial establishments with fewer than 10 employees;
- Non-governmental non-profit (non-commercial) legal entities (N(N)LEs).

Establishments are selected using stratified random sampling. The data is weighted quarterly.

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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