

Average Monthly Earnings of Employees in Non-Business Sector

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2. Metadata update	
2.1. Metadata last certified	June 16, 2026
2.2. Metadata last posted	June 16, 2026
2.3. Metadata last update	June 16, 2026

3. Statistical presentation	
3.1. Data description	
<p>Quarterly and annual data of statistical survey "Data on Labour" (Earning Statistics Survey)</p> <p>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:</p> <ul style="list-style-type: none"> • 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. <p>Questions related to employment and 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"> • 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	
<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"> • 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	
<p>Paid employee – a person employed by an enterprise or organization whose employment relationship with the employer is governed by an employment contract (for an indefinite period, a fixed period or for the completion of a</p>	

<p>specific task) and who receives remuneration regularly.</p> <p>Average number of paid employees – the average number of paid employees during the reference period. Part-time employees are included in the average number as full-time equivalents (FTEs).</p> <p>Earnings (gross earnings, i.e. before deduction of personal income taxes) comprise:</p> <ul style="list-style-type: none"> • 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. <p>Average monthly nominal earnings: – the total gross earnings accrued to paid employees during the reference period (quarter or year), divided by the average number of paid employees and by the number of months in the reference period – 3 (quarterly) or 12 (annual).</p>
<p>3.5. Statistical unit</p> <p>An enterprise/organization - an economic entity that produces goods or renders services and independently makes economic decisions on the distribution of its own resources (possesses a certain degree of freedom in decision-making). An enterprise/organization carries out one or several kinds of activity at one or several locations.</p>
<p>3.6. Statistical population</p> <p>Until 2006, the survey covered all active enterprises/organizations regardless of ownership type and organizational-legal form.</p> <p>Since 2006, the survey has covered all active non-business sector organizations with 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). In addition, the survey covers financial establishments regardless of organizational-legal form.</p> <p>According to the economic activity, the survey covers all economic activities included in Sections A–S of NACE Rev.2. Quarterly/annually, approximately 2 500 organizations are surveyed.</p>
<p>3.7. Reference area</p> <p>The Survey covers the whole area of Georgia excluding occupied territories of country.</p>
<p>3.8. Time coverage</p> <p>From 1998 onwards.</p>
<p>3.9. Base period</p> <p>-</p>
<p>4. Unit of measure</p> <p>Thousand persons, GEL.</p>
<p>5. Reference period</p> <p>Quarter, Year.</p>
<p>6. Institutional mandate</p> <p>6.1. Legal acts and other agreements</p> <p>The Law of Georgia on Official Statistics; https://www.geostat.ge/media/78228/The-Law-of-Georgia-on-Official-Statistics--20.04.2026.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/78641/საქსტატის-დებულება.-04.05.2026--ENG.PDF</p> <p>6.2. Data sharing</p> <p>-</p>
<p>7. Confidentiality</p> <p>7.1. Confidentiality – policy</p> <p>1. The Law of Georgia on Official Statistics:</p> <ul style="list-style-type: none"> • 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/78228/The-Law-of-Georgia-on-Official-Statistics--20.04.2026.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

Press release is disseminated along with results of the Survey:

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

10.2. Publications

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 the Survey is available on the Geostat website: 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 these data for the assessment and analysis of the labour market situation in 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: https://www.geostat.ge/en/page/customer-service
12.3. Completeness
Data derived from the survey is in line with standards and methodological recommendations of the International Labour Organization (ILO).

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 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 2024, the budget of the statistical survey “Data on Labour” amounted to 34.3 thousand GEL.

In 2024, 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 are collected on a quarterly basis.

18.3. Data collection

Until 2013 data were collected using paper questionnaire. Since 2013 data have been collected using on-line questionnaire.

<https://questionnaires.geostat.ge/login>

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
<p>Data validation consist of several stages:</p> <ul style="list-style-type: none"> • 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. <p>Data editing is carried out in the database using MS Access by the staff of the Labour Statistics Division.</p>
18.5. Data compilation
<p>The statistical Survey “Data on Labour” Completely covers:</p> <ul style="list-style-type: none"> • Organizations financed from the central and local budgets (except public schools and kindergartens in Tbilisi); • Large establishments; • Financial establishments with more than 9 employees. <p>Enumerated by sampling:</p> <ul style="list-style-type: none"> • All public schools as well as kindergartens of Tbilisi; • Financial establishments with fewer than 10 employees; • Non-governmental non-profit (non-commercial) legal entities (N(N)LEs). <p>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.</p>
18.6. Adjustment
Not applied.
19. Comment
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