



Agency for Strategic planning
and reforms of the
Republic of Kazakhstan
Bureau of National statistics

Quality report

*The structure and distribution of wages of employees in the
Republic of Kazakhstan*

Content

- S.1 Contact details
- S.2 Introduction - Relevance
- S.3 Updating metadata
- S.4 Presentation of statistical information
- S.5 Unit of measurement
- S.6 Reporting period
- S.7 Legal basis
- S.8 Confidentiality and data protection
- S.9 Publication Policy
- S.10 Frequency of propagation
- S.11 Dissemination format, accessibility and clarity
- S.12 Availability of Documentation
- S.13 Quality management
- S.14 Relevance
- S.15 Accuracy and reliability (to be completed taking into account the type of observation)
- S.16 Timeliness and punctuality
- S.17 Comparability
- S.18 Consistency
- S.19 Load
- S.20 Revision of data
- S.21 Processing of statistical data
- S.22 Notes

1. Contact details
 - 1.1 Organization

Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan
 - 1.2 Structural subdivision

Department of Labor Statistics and Living Standards
 - 1.3 Name of contact person

Belkairova Lazzat Sailauovna

 - 1.3.1 Name of the head of the responsible structural unit

Belonosova Natalia Evgenievna
 - 1.5 Postal address of the contact person

010000, Kazakhstan, Nur-Sultan, Left Bank of the Ishim River, Mangilik El Street, 8 House of Ministries, 4th entrance
 - 1.6 E-mail address of the contact person

l.belkairova@economy.gov.kz
 - 1.7 Contact person's phone number

+7 7172 74 97 81
2. Introduction-Relevance

This observation relates to the statistics of wages.
The purpose of this observation is to obtain information on the average monthly nominal wages for employees who have worked a full month.
Based on the observation results, users are provided with information on the average monthly nominal wage in the context of economic activities, regions, professions and positions, education, age, enterprise size, ownership and gender.
3. Updating metadata
 - 3.1 Latest confirmation of updated metadata
 - 3.2 Last metadata placement
 - 3.3 Latest metadata update
4. Presentation of statistical information
 - 4.1 Description of data

The structure and distribution of wages of employees in the Republic of Kazakhstan is calculated once a year and contains the following data:
average monthly nominal wages of employees by type of economic activity, regions, by profession and position, by education, by age, by size of the enterprise, by type of ownership and by gender.
 - 4.2 Classification system

OKED GK 03-2007 General classifier of types of economic activities,
CATO NK RK 11-2009 Classifier of administrative and territorial objects,
KFS - Classifier of forms of ownership and types,
KRP - Classifier of the size of enterprises are posted on the website of the CS of the MNE RK www.stat.gov.kz in the "Classifiers" section.
NK RK 01-2017 National classifier of occupations of the Republic of Kazakhstan, posted on the website www.enbek.kz of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan.
 - 4.3 Sectoral coverage

According to the purpose of the survey, information on the average monthly nominal wage is studied by type of economic activity, regions, by profession and position, by education, by age, by the size of the enterprise, by type of ownership and by gender.
 - 4.4 Statistical concepts and definitions

The survey is carried out according to the "Methodology for conducting sample surveys of the structure and distribution of wages of enterprises", approved by order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated December 7, 2016 No. 306 (registered with the Ministry of Justice of the Republic of Kazakhstan on January 4, 2017 No. 14639).
The survey involves all legal entities and (or) their structural and separate divisions with more than 250 employees, as well as legal entities included in the sample and (or) their structural and separate divisions with up to 250 employees, except for those reporting in a statistical form "On the activities of a small enterprise" (index 2-MP, annual frequency)

Statistical tools:

Data collection is carried out according to the statistical form 2-T (wages) "Report on the structure and distribution of wages" code 251111228 by a continuous and selective method once a year.v

Definitions are used:

1) working time - the time during which the employee, in accordance with the acts of the employer and the terms of the employment contract, performs labor duties, as well as other periods of time that, in accordance with the Labor Code of November 23, 2015, are classified as working time;

2) part-time work - time that is less than the normal duration established by the Labor Code, including: part-time work, that is, a decrease in the norm of the duration of daily work (work shift); part-time work week, that is, a reduction in the number of working days in a work week; a simultaneous reduction in the norm of the duration of daily work (work shift) and a reduction in the number of working days in a working week;

3) tariff - the tariff system of remuneration includes the tariff rate (salaries), the tariff scale, tariff coefficients;

4) tariff-free - the tariff-free system of remuneration is based on the share distribution of funds intended for labor remuneration, depending on the criteria and on the principles of assessing the professional qualities of employees and their contribution to the final result.

The deadline for submitting the statistical form is May 31 (inclusive) after the reporting period. The form was revised and registered by the order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan and is available on the Committee's website www.stat.gov.kz in the section "Respondents" - Statistical forms for 2019.

4.5 Statistical object

All large enterprises are subject to observation and in order to reduce the burden on respondents, the sample size for small and medium enterprises is 30%.

Data on surveyed enterprises by region for 2019

	2019							
	large		medium			small		
	by catalog	reported	general population	sample population	base weight	general population	sample population	base weight
Republic of Kazakhstan	2682	2588	6550	2441	2,7	43746	14178	3,1
Akmola	104	104	258	141	1,8	2473	945	2,6
Aktobe	139	139	277	98	2,8	2199	660	3,3
Almaty	140	134	506	200	2,5	3254	1181	2,8
Atyrau	151	151	288	87	3,3	1553	507	3,1
Batys Kazakhstan	100	100	255	93	2,7	1852	621	3,0
Zhambyl	99	95	320	96	3,3	2036	638	3,2
Karaganda	214	208	479	211	2,3	3273	1167	2,8
Kostanai	119	119	309	158	2,0	2488	1007	2,5
Kyzylorda	100	100	292	86	3,4	1928	516	3,7
Mangystau	117	116	256	85	3,0	1490	489	3,0
Pavlodar	115	115	262	96	2,7	2056	690	3,0
Soltustik Kazakhstan	65	65	244	101	2,4	1969	773	2,5
Turkistan	135	115	501	141	3,6	3124	828	3,8
Shygys Kazakhstan	186	185	494	203	2,4	3225	1195	2,7
Nur-Sultan city	285	266	527	190	2,8	3673	1019	3,6
Almaty city	488	454	971	355	2,7	5596	1505	3,7
Shymkent city	125	122	311	100	3,1	1557	437	3,6

4.6 General population (principle of selection of survey units)

At the first stage, the Information System "Statistical Business Register" is used as the general population for conducting a sample survey of the salaries of employees of a legal entity.

The following main criteria are used to form the sample population:

- the main type of economic activity of the enterprise;
- the dimension of enterprises;
- situational code of enterprises.

At the second stage, a legal entity forms a list of employees for a sample survey under the following conditions:

- in legal entities that are not engaged in entrepreneurial activity, according to the enterprise size classifier (hereinafter - ESC) 101-160, all employees are subject to selection (that is, continuous accounting will be applied);

- in legal entities with KRP 215-225, every second employee is subject to selection;

- in legal entities with KRP 305-311, every tenth employee is subject to selection;

- in legal entities with more than 5,000 employees, every 50th employee is subject to selection.

For the selection of employees, ranking is made according to the personnel number.

When selecting the actual composition of employees, the list for a sample survey must include managers (representatives) of all levels of management, including heads of organizations.

The sample survey includes workers of both sexes. If, when compiling the list for the sample survey, workers of only one sex were included, then the list must be re-formed with the inclusion of representatives of the other gender.

4.7 Territorial coverage

Republic of Kazakhstan (14 regions, cities of republican significance and the capital)

4.8 Time coverage

Since 2018

4.9 Base period

Not provided

5 Unit of measurement

Tenge Kazakh

6 Reporting period

Once a year

7 Legal basis

7.1 Legal framework

1. Law of the Republic of Kazakhstan dated March 19, 2010 No. 257-IV "On state statistics".

2. Rules for the provision of primary statistical data by respondents, approved by order of the Chairman of the Agency of the Republic of Kazakhstan on statistics dated July 9, 2010 No. 173.

3. The plan of statistical work, approved in accordance with the established legislation by the Order of the Minister of National Economy of the Republic of Kazakhstan.

4. Schedule for the dissemination of official statistical information, approved by the Order of the Chairman of the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan.

5. Rules for the provision of statistical information on a gratuitous basis that is not provided for by the schedule for the dissemination of official statistical information and developed on the basis of primary statistical data submitted by respondents in accordance with the schedule for submitting primary statistical data by respondents, approved by the order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics of May 20, 2010 No. 113.

6. "Methodology for conducting sample surveys of the structure and distribution of wages of enterprises", approved by order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated December

7, 2016 No. 306, registered with the Ministry of Justice of the Republic of Kazakhstan on January 4, 2017 No. 14639.

8. Privacy and data protection

8.1 Privacy Policy

Article 8 of the Law of the Republic of Kazakhstan dated March 19, 2010 "On State Statistics", in accordance with which a guarantee of confidentiality and protection of the submitted data by respondents is ensured.

Information security policy (hereinafter - the Policy), approved by the Order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated October 31, 2016 No. Security Committee. The main goal of the Policy is to ensure the availability of official statistical information, confidentiality of information stored and processed on the computer equipment of the Committee under the conditions of its integrity and authenticity.

8.2 Privacy - data handling

The rules for the provision and use for scientific purposes of databases in a de-identified form, approved by Order of the Chairman of the Agency of the Republic of Kazakhstan on Statistics dated July 2, 2010 No. 168.

9. Publication policy

9.1 Publication calendar

Clause 1, Clause 2 of Article 26 of the Law of the Republic of Kazakhstan "On State Statistics" dated March 19, 2010 No. 257. The schedule for the dissemination of official statistical information is posted on the website of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan www.stat.gov.kz in the section "Home" - "Basic documents".

9.2 Access to Graph

In accordance with paragraph 1, paragraph 2 of Article 26 of the Law on State Statistics of March 19, 2010 No. 257, the schedule for the dissemination of official statistical information is posted on the website of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan www.stat.gov.kz in the section "Home" - "Basic documents".

9.3 User access

Official statistical information is subject to dissemination in accordance with the schedule for the dissemination of official statistical information in the volumes stipulated by the Statistical Work Plan.

State statistics bodies provide users with equal rights to simultaneous access to high-quality official statistical methodology by posting them on the Internet resources of state statistics bodies.

The website of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan www.stat.gov.kz - Main - Official statistics - By industry - Labor and employment statistics.

10. Frequency of propagation

11. once a year

12. Dissemination format, accessibility and clarity

13. 11.1 News publications

14. 11.2 Publications

Statistical bulletin "Structure and distribution of wages of workers in the Republic of Kazakhstan".

The bulletin is posted on the website of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan www.stat.gov.kz in the section Official statistics - By industry - Labor and employment statistics - Bulletins

11.3 Databases in on-line mode

Information and analytical system "Taldau" in the section Labor and employment statistics.

11.3.1 AC1. Data tables-consultation

Not implemented

11.4 Access to microdata

No access to microdata. The provision of de-identified databases is governed by the Rules for the provision and use of de-identified databases for scientific purposes, approved by Order of the Chairman of the Agency of the Republic of Kazakhstan dated July 2, 2010 No. 168 (posted on the website Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan www.stat.gov.kz).

11.5 Other

11.5.1 AC2. Metadata consultation

Not implemented

12. Availability of documentation

12.1 Methodology documentation

The survey is carried out according to the "Methodology for Conducting Sample Surveys of the Structure and Distribution of Wages of Enterprises" approved by the order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated December 7, 2016 No. 306, registered with the Ministry Justice of the Republic of Kazakhstan January 4, 2017 No. 14639.

Instructions for filling out the statistical form of national statistical observation "Report on the structure and distribution of wages" (code 251111228, index 2-T (remuneration), once a year), approved by the Order of the Chairman Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated December 12, 2018 No. 4.

12.2 Quality documentation

1. Policy in the field of quality, approved by the order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated April 23, 2015 No. 67.

2. Quality objectives Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan, Quality objectives of the relevant structural unit.
3. Documented information of the quality management system: Quality manual; Documented procedures; Instructions; Process maps.
4. Standard methodology for describing the process of production of statistical information by state bodies, approved by the Order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated March 30, 2015 No. 53;;
5. Methodology for assessing the quality of official statistical information, approved by the Order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated May 23, 2018 No. 63

13. Quality control

13.1 Quality assurance

The quality and reliability of data on pay statistics is supported by generally accepted procedures:

- compliance with the basic principles of primary accounting;
- use of standard statistical classifications;
- at the stages of collection and processing of primary data, all control schemes (format-logical, arithmetic) have been developed and implemented.

13.2 Quality control

The "Methodology for conducting sample surveys of the structure and distribution of wages of enterprises" was developed taking into account the principles and recommendations of experts in Germany in the framework of the project to strengthen the national statistical system "Kazstat".

14. Relevance

14.1 Needs

Information users: Government, government agencies, individuals and legal entities, international organizations.

14.2 User satisfaction

The Committee annually conducts a survey of users of official statistical information according to the questionnaire Q-002 "Survey of users".

14.3 Completeness / RL Data completeness-share

The completeness of the data is ensured by observing the methodological recommendations according to the "Methodology for conducting sample surveys of the structure and distribution of wages of enterprises" and instructions for filling out the statistical form of the national statistical observation "Report on the structure and distribution of wages" (code 251111228, index 2-T (wages), frequency once a year), approved by the Order of the Chairman of the Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan dated December 12, 2018 No. 4.

15. Accuracy and reliability (filled in according to the type of observation)

15.1 Overall accuracy

The analysis of the accuracy and reliability of data on average monthly wages by size of enterprises for the last two years was carried out using the coefficient of variation. Coefficient of variation is a measure of the relative spread of a random variable. It shows what proportion is the average spread of a random variable from the average value of this quantity. The greater the value of the standard deviation, the relatively large scatter and less evenness of the investigated values.

The coefficient of variation is calculated using the formula: $C_v = \frac{SD}{\bar{X}} * 100\%$,

where SD - standard deviation;

\bar{X} – average value.

The standard deviation is calculated by the formula:

$$SD = \sqrt{\frac{\sum_{i=1}^n (X_i - \bar{X})^2}{n-1}}$$

Coefficient of variation of average monthly wages by size of enterprises in the Republic of Kazakhstan in the context of regions

in percents

	large	medium	small
2018	41,5	33,2	31,8
2019	41,8	25,7	28,1

To calculate the coefficient of variation, data on the average monthly wages were selected by the dimensions of the enterprise in the context of the regions of the Republic of Kazakhstan.

The average coefficient of variation is associated with a significant differentiation of the average monthly wage between the regions of the Republic of Kazakhstan. For example, wages in the Atyrau region are 3.3 times higher than in the Zhambyl region.

A significant spread in the level of average monthly wages between regions is associated with a highly paid type of economic activity, such as oil and natural gas production, which allows not only to receive high profits, but also to pay relatively high wages to employees.

15.2 Sampling Errors - Indicators / AL

Sampling errors for sample survey indicators

	2019					
	large		medium		small	
	number of employees, people	average monthly wage	number of employees, people	average monthly wage	number of employees, people	average monthly wage
Total	0,0	0,0	0,8	2,6	1,0	1,8
Agriculture, forestry and fisheries	0,0	0,0	1,6	2,6	6,2	2,8
Industry	0,0	0,0	1,5	3,2	9,8	4,4
Construction	0,0	0,0	3,2	8,8	16,7	7,1
Wholesale and retail trade; repair of cars and motorcycles	0,0	0,0	3,2	11,5	4,4	3,7
Transport and storage	0,0	0,0	3,3	10,3	5,5	3,7
Accommodation and catering services	0,0	0,0	3,7	12,0	16,3	11,8
Information and communication	0,0	0,0	7,7	7,1	13,9	4,8
Financial and insurance activities	0,0	0,0	4,8	11,9	4,3	14,1
Real estate operations	0,0	0,0	5,2	8,8	4,7	3,7
Professional, scientific and technical activities	0,0	0,0	3,5	12,0	2,8	7,4
Administrative and support activities	0,0	0,0	3,7	7,7	4,0	6,9
Public administration and defense; compulsory social security	0,0	0,0	2,9	6,6	1,6	1,2
Education	0,0	0,0	1,6	2,4	1,2	1,0
Health care and social services	0,0	0,0	2,6	3,7	3,0	1,9
Arts, entertainment and recreation	0,0	0,0	2,1	19,3	1,9	1,3
Provision of other types of services	0,0	0,0	16,8	16,5	2,9	4,5

According to the survey methodology, large enterprises are surveyed with a continuous method, and therefore it is impossible to estimate the sampling error.

For medium and small enterprises, the sampling error is calculated according to the Methodology for Conducting Sample Surveys of the Structure and Distribution of Wages of Enterprises, in which the relative standard error for each stratum is less than 10%, then the variability of the variation series is considered to be insignificant, from 10% to 20% refers to the average, more than 20% and less than 33% to significant, and if the relative standard error exceeds 33%, then this indicates the heterogeneity of the information, in this scenario, a decision is made to increase the sample size.

The relative standard error for the indicators for 2019 is located within the average, therefore, an increase in the sample size is not provided.

15.3 Non-sampling error

Unacceptably

15.3.1 Coverage error

Cannot be estimated due to targeted sampling

15.3.1.1 A2. Excess coverage-share

Impossible to estimate due to targeted sampling

15.3.1.2 A3. Common Units-Ratio

Cannot be estimated due to targeted sampling

15.3.3 No response errors

15.3.3.1 A4. Absence unit-share

Unacceptably

15.3.3.2 A5. No answer item - share

Unacceptably

16. Timeliness and punctuality

16.1 Timeliness

16.1.1 TP1. Waiting period - first results

The time spent on processing the first results, from the time the respondents provided to the first publication of the bulletin "Structure and distribution of wages of workers in the Republic of Kazakhstan", averages 112 days.

The first results are published on September 20 and are final. The release date was approved and published in the Statistical Work Plan and in the Schedule for the dissemination of official statistical information.

16.1.2 TP2. Waiting Period - Latest Results

The first results are final.

16.2 Punctuality

16.2.1 Punctuality / TP3

The survey results are published in accordance with the terms specified in the Statistical Work Plan, approved annually by order of the Minister of National Economy and registered with the Ministry of Justice of the Republic of Kazakhstan.

Actual and planned dates coincide, there was no disruption to the publication dates for 2019. The release of the publication is postponed to the next day if the publication falls on weekends or holidays.

17. Comparability

17.1 Geographic comparability

Within the territory of the Republic of Kazakhstan

17.1.1 Asymmetry in mirror flow statistics-coefficient / CC1

Not acceptable

17.2 Comparable time series duration / CC2

The dynamic indicators on the average monthly salary by education, by gender, by age are comparable and continuous since 2018.

18. Consistency

18.1 External consistency, cross

This statistical form was developed in accordance with the recommendations of German experts in the framework of the project to strengthen the national statistical system "Kazstat".

18.2 Internal consistency

Data on average monthly nominal wages are provided to the Sustainable Development Goals Statistics Department by filling in the indicators of the Sustainable Development Goals p 8.5.1 "Average hourly earnings of women and men by occupation, age and disability status" in the context of OKED and regions.

19. Load

Data collection is carried out on paper or electronically at the discretion of the respondent.

Data collection is carried out online, in which automated arithmetic and logical controls are provided for the respondent, excluding the possibility of typical typing errors.

In 2019, the number of respondents was 19,301, of which 82.2% report online.

Information processing processes are automated with the use of local software systems, providing for the control of both input and output information.

There is no duplication with other examinations. No administrative or other sources are used.

20. Revision of data

20.2 Data revision / L6

There has been no revision of the data since 2018. 21.

Processing of statistical data

21.1 Initial data

Primary data on national statistical observation in the statistical form 2-T (remuneration) "Report on the structure and distribution of wages".

The updated Statistical Business Register of Enterprises is used for sampling.

Enterprise situation code 1, 2;

size of enterprises medium and small (sample);

The general population includes all types of economic activity by sections of OKED. The strata are formed by districts and by sections of the OKED.

The sample size for small and medium-sized enterprises is about 30%. The relative marginal sampling error ensures the representativeness of the sample by regions within 5-10% and the coefficient of variation does not exceed 5-10%.

Legal entities operating on the territory of two or more regions submit a statistical form on separate forms for each division, that is, the data is reflected at the place of business.

21.2 Inspection frequency

once a year

21.3 Method (method) of collecting primary statistical data

The provision of the statistical form 2-t (labor remuneration) "Report on the structure and distribution of wages" is carried out on paper on purpose in the "One window" of the territorial statistical bodies, through postal communication services or in electronic form. Filling out the statistical form in electronic form is carried out through the information system "Online data collection" posted on the Internet resource Bureau of national statistics of the Agency for strategic planning and reforms of the Republic of Kazakhstan (<https://cabinet.stat.gov.kz/>)

21.4 Reliability of primary statistics

Data processing procedures include format-logical controls. The plausibility check includes the following:

- checking the coverage of respondents;
- comparison of statistical data with data of other statistical forms.

In accordance with Article 17 of the Law "On State Statistics" dated March 19, 2010 No. 257-IV, the respondent is obliged to provide reliable primary statistical data when conducting statistical observations in accordance with the schedule for submitting primary statistical data by respondents and with statistical methodology

21.5 Imputation - share / A7

Not applicable.

21.6 Correction

Not applicable.

21.6.1 Seasonal adjustment

Not applicable.

22. Remarks

In the future, continue to work to ensure data quality.