

Labor market: Wages/Earnings

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0. Prerequisites	
<u>0.1 Legal environment</u>	<p>0.1.1 Responsibility for collecting, processing, and disseminating statistics</p> <p>The collection of primary statistical data and the publication of official statistical information is carried out in accordance with Federal Law of November 29, 2007 No 282-FZ “On Official Statistical Accounting and the System of State Statistics in the Russian Federation”.</p> <p>The compilation and dissemination of the data are governed by the terms and conditions of the Statute on the Federal State Statistics Service adopted by Decree of the Government of the Russian Federation on July 2, 2008 No 420.</p> <p>The Federal State Statistics Service (Rosstat) provides official statistical information on social, economic, demographic, environmental and other social processes in the Russian Federation (Article 1 of the Law).</p> <p>Rosstat produces and approves the official statistical methodology in accordance with the established procedure within its competence the federal statistical observations and to form the official statistical information and ensures that the specified methodology complies with international standards and the principles of official statistics (Article 5.2. of the Law).</p> <p>0.1.2 Data exchange and coordination between agencies producing data</p> <p>The Regulation and the Law provide that Rosstat has the right to receive from respondents primary statistical data and administrative data, including those containing information classified as state secrets, commercial secrets, information about taxpayers, personal data of individuals, subject to their mandatory depersonalization, and other information, access to which is restricted by federal laws, in order to generate official statistical information (paragraph 6.1 of the Regulation, article 5, paragraph 9 of the Law).</p> <p>0.1.3 Confidentiality of individual reporters' data</p> <p>Rosstat provides in appropriate way the storage and protection of official, banking, tax, and commercial and other confidential information, received by the Rosstat during its activities (Article 5.16 of the Law).</p> <p>0.1.4 Ensuring statistical reporting</p> <p>In accordance with the Federal Law of November 29, 2007 No. 282-FZ “On Official Statistical Accounting and the System of State Statistics in the Russian Federation, respondents are obliged to provide the subjects of official statistical accounting with primary statistical data necessary for the formation of official statistical information free of charge.</p>
<u>0.3 Relevance</u>	<p>0.3.1 Monitoring user satisfaction</p> <p>User satisfaction with statistical information provided by Rosstat and the work of Rosstat in general is assessed on an ongoing basis. The results are posted at: https://rosstat.gov.ru/community.</p> <p>Interaction with the reference group of the media is carried out in accordance with the Regulations on the department for interaction with the media and public organizations (Rosstat press service). Interaction with the reference group “International statistical organizations and national statistical services” is carried out in accordance with documents on cooperation and data exchange signed by</p>

	Rosstat (Goskomstat) with international organizations and documents on cooperation signed by Rosstat (Goskomstat) with national statistical services.
<u>0.4 Quality management</u>	<p>0.4.1 Processes are in place to focus on quality</p> <p>The quality policy in Rosstat is based on the Methodological provisions for the organization of production processes for official statistical information, approved Order of Rosstat dated December 7, 2018. No. 732.</p> <p>The document was developed taking into account the principles of official statistical accounting established by the Fundamental Principles of Official Statistics, approved at the 68th session of the UN General Assembly on January 23, 2014, the model for the production of statistical information (version 5.0), prepared by the UNECE High Level Group, as well as international standards for quality assurance of official statistical information.</p>
1. Integrity	
<u>1.1 Professionalism</u>	<p>1.1.2 Choice of data sources, methodology and dissemination methods</p> <p>One of the principles of official statistical accounting is the rational choice of sources in order to form official statistical information to ensure its completeness, reliability and timeliness of provision, as well as in order to reduce the burden on respondents (Article 4 of the Law).</p> <p>Rosstat is developing an official statistical methodology that includes methods for collecting, controlling, editing, summarizing and grouping primary statistical data and administrative data, compiling national accounts, assessing the accuracy of official statistical information and its systematization and on the basis of which official statistical information is formed (Article 7 of the Law).</p> <p>The official statistical methodology must be scientifically based, comply with international standards and principles of official statistics, as well as the legislation of the Russian Federation open and accessible (Article 4 of the Law).</p> <p>Dissemination of official statistical information by Rosstat is carried out by publishing it in official publications, mass media and placement for general and free access on the official website of Rosstat https://rosstat.gov.ru/</p> <p>1.1.3 Comments on misinterpretation and misuse of statistics</p> <p>In case of misinterpretation or misuse of statistical data Rosstat may send a refutation to the media, which allowed the distortion of official statistical information, for further publication.</p>
<u>1.2 Transparency</u>	<p>1.2.2 Internal governmental access to statistics prior to release</p> <p>There is no government access to the data before its release.</p> <p>1.2.3 Attribution of statistical products</p> <p>The data are published without ministerial commentary.</p> <p>1.2.4 Advance notice of major changes in methodology, source data, and statistical techniques</p> <p>Announcements and comments about significant changes in the methodology, source data and statistical methods are published on the official website of Rosstat, as well as posted in the representative offices of Rosstat in social networks.</p> <p>The information is formed and published in accordance with the terms established by the Federal Plan of Statistical Works. The Federal Statistical Work Plan and the Publication Schedule of Official Statistical Information are posted on the official website of Rosstat https://rosstat.gov.ru/publications-plans.</p>
<u>1.3 Ethical standards</u>	<p>1.3.1 Staff Code of Conduct</p> <p>In the performance of their official duties, employees of Rosstat adhere to the standards of conduct established by the Code of Ethics and Official Conduct of Civil Servants of Rosstat.</p>

	<p>In addition, Federal Law of July 27, 2004 No. 79-FZ "On the State Civil Service of the Russian Federation" establishes the duties of civil servants related to the observance of official behavior (Article 15, Article 18).</p>
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2. Methodology	
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<p><u>2.1 Concepts and definitions</u></p>	<p><u>2.1.1 Concepts and definitions</u></p> <p>Information on employee wages is collected from organizations based on current comprehensive and sample wage surveys.</p> <p>Wages of employees of organizations include wages in monetary and non-monetary forms accrued by the organization to employees for hours worked and unworked, compensation payments related to working conditions and working hours, additional payments and allowances, bonuses, one-time incentive payments, as well as payment for food and accommodation, which is systematic. The amount of the employee's wages is taken into account both for the main job and for the combined job.</p> <p>Payment of employees in non-monetary (in-kind) form includes:</p> <ul style="list-style-type: none"> – payment of the cost of food and products provided free of charge (in whole or in part) in canteen buffets, in the form of coupons; – payment of the cost of free (in whole or in part) residential premises, utilities, and fuel provided to employees. <p>Average monthly nominal accrued wages – the amount of wages, taking into account taxes and other deductions in accordance with the legislation of the Russian Federation, expressed in monetary units on average per employee. Calculated per month, quarter, since the beginning of the year, year.</p> <p>Average monthly nominal wages of employees of organizations for a month is determined by dividing the gross (total) fund of accrued wages by the average number of employees. Salary amounts are given before taxes and contributions are deducted. Social benefits from state social extra-budgetary funds are not included.</p> <p>Data on average monthly nominal accrued wages are published in Russian rubles.</p> <p>The following wage indices are calculated:</p> <ul style="list-style-type: none"> – The nominal wage index is calculated based on current survey data as the ratio of the average monthly nominal accrued wages of the reporting period to the average monthly nominal accrued wages of the base period. – The real wage index is calculated as the ratio of the nominal wage index to the consumer price index for the same time period. <p>Nominal and real wage indices are published in the monthly bulletin of Rosstat "Socio-economic situation in Russia".</p> <p>Current wage surveys cover the number of employees in organizations on permanent, seasonal and temporary jobs. Excluded:</p> <ul style="list-style-type: none"> – women who were on maternity leave, persons who were on leave in connection with the adoption of a child from the date of birth of the adopted child, as well as on parental leave (except for those working part-time or at home, while retaining the right to receiving state social insurance benefits); – employees studying in educational organizations and those on additional leave without pay, as well as those entering educational organizations who were on leave without pay to take entrance exams. <p>Those working part-time are taken into account in proportion to the time actually worked.</p>
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<p><u>2.2 Scope</u></p>	<p><u>2.2.1 Scope</u></p> <p><u>2.2.1.1 Data Scope</u></p> <p>Information on wages of workers is formed on the basis of current federal statistical observations, collected from large and medium-sized organizations on a monthly basis, from small enterprises - quarterly on a sample basis, from micro-enterprises - annually on a sample basis. Every month, using a special methodology, the average monthly salary of employees of large and medium-sized organizations is calculated to the full range of organizations, taking into account data on small enterprises and micro enterprises.</p> <p>Data are published without seasonal adjustment.</p>
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	<p>Sectoral Coverage: Current wage surveys cover all types of economic activity.</p> <p>Geographical coverage: Current wage surveys cover all constituent entities of the Russian Federation.</p> <p>Population coverage: Current wage surveys cover all employees of organizations, regardless of age, in permanent, temporary or seasonal work under a full-time or part-time employment contract.</p> <p>Those employed part-time are taken into account in proportion to the time actually worked.</p> <p>.2.2.1.2 Exceptions to scope Military personnel of the Armed Forces of the Russian Federation are not taken into account. Employers' social insurance contributions are not included in wages.</p> <p>2.2.1.3 Unrecorded activities Not Evaluated.</p>
<p><u>2.3 Classification/sectorization</u></p>	<p>2.3.1 Classification/sectorization <i>Classification by economic activity</i> is performed in accordance with the Общероссийский классификатор видов экономической деятельности – ОКВЭД-2 (All Russian Classification of Types of Economic Activity OKVED-2), which is harmonized with the official version of the of the Statistical Classification of Economic Activities in the European Economic Community (NACE Rev. 2) by retaining the codes (down to four digits OKVED-2) and names of groups. The coding of information is based on primary codes (down to six digits OKVED-2).</p>
<p><u>2.4 Basis for recording</u></p>	<p>2.4.2 Recording basis Primary statistical data provided by legal entities, according to federal statistical observation forms No. P-4 “Information on the number and wages of employees” (monthly; quarterly), PM “Information on the main performance indicators of a small enterprise”, MP (micro) “Information on the main performance indicators of a micro-enterprise”, 1-T “Information on the number and wages of employees” (annual).</p>
<p>3. Accuracy and reliability</p>	
<p><u>3.1 Source data</u></p>	<p>3.1.1 Source data collection programs Data sources: Current statistical observation data wages of workers are collected from large and medium-sized organizations on a continuous basis, from small enterprises and micro-enterprises - based on a selective observation method; Data collection: From January 1, 2022, all legal entities are required to provide primary statistical data exclusively in electronic form. The procedure for providing data in electronic form is determined by Decree of the Government of the Russian Federation of August 18, 2008 No. 620 “On the conditions for mandatory provision of statistical data and administrative data to subjects of official statistical accounting”, taking into account changes adopted in 2021. Statistical reporting is signed with an electronic signature, which the respondent can obtain free of charge by contacting a trusted certification center. Providing reporting is possible both directly by the reporting organization and through a specialized organization via telecommunication channels, as well as on electronic media. Electronic versions of the forms are also posted on the website of the Rosstat reporting collection system on the Internet information and telecommunications network at: www.rosstat.gov.ru/Respondents/Individual list of forms by TIN/OGRN (OGRNIP)/OKPO (https://websbor.gks.ru/online/info). When you specify the organization's OKPO code, you will receive a list of forms for reporting with the ability to download an XML template for the electronic version of the form.</p>

<p><u>3.2 Assessment of source data</u></p>	<p>3.2.1 Source data statistical techniques</p> <p>Aggregation structure: According to the current survey of enterprises on wages of employees in large and medium-sized organizations, aggregation is carried out monthly for all positions of the All-Russian Classifier of Types of Economic Activities (OKVED2) (over 1000 positions).</p> <p>Reference period: Indices of average wages for the entire economy of the Russian Federation for publications in statistical publications can be calculated for any base year. Currently, the base period is 2010. For current monthly wage data (monthly, year-to-date), the base period is the corresponding period of the previous year and the previous period of the reporting year.</p>
<p><u>3.3 Statistical techniques</u></p>	<p>3.3.1 Statistical methods for working with source data</p> <p>The collection of information on headcount and wages from observation units is carried out using federal statistical observation forms approved by orders of Rosstat.</p> <p>Processing of primary statistical data on the average number and accrued wages of employees of organizations in order to obtain reliable data on the average monthly accrued wages.</p> <p>Aggregation of the above primary statistical data (initial data) into groups that are qualitatively homogeneous in one or more characteristics.</p> <p>Formation of consolidated aggregated official statistical information on the average monthly accrued wages of employees of organizations in the Russian Federation, constituent entities of the Russian Federation, federal districts, types of economic activity and other sections.</p> <p>3.3.2 Other statistical procedures</p> <p>To calculate official statistical information on the average monthly accrued wages of employees of organizations for a full range of organizations, a monthly assessment of the average number and accrued wage fund of employees for the reporting month (year) is carried out by type of economic activity at the subclass level (3 digits) according to OKVED2 . The calculation is carried out on the basis of primary statistical data of organizations that are not related to small businesses, submitting Form No. P-4 with a monthly frequency, by adding indicators to the data:</p> <ul style="list-style-type: none"> - for small businesses reporting on a selective quarterly basis; - for micro-enterprises reporting on a selective basis annually; - for organizations not related to small businesses that provide Form No. P-4 with quarterly frequency, as well as Form No. 1-T “Information on the number and wages of employees” - with annual frequency.
<p><u>3.4.Data verification/validation</u></p>	<p>3.4.1. Checking the correctness of intermediate results</p> <p>Verification of data: The data input procedure includes verification using logical and arithmetic checks. In the event that an error is found, there is a procedure for questioning enterprises and making corrections in reports on the basis of resubmitted information.</p> <p>Verification of processing: In order to ensure that dissemination results are correct, data from the sample enterprise survey are checked against similar data from current enterprise surveys.</p> <p>3.4.2. Evaluation of intermediate data</p> <p>The analysis of the obtained summary data on the average monthly accrued wages of employees of organizations for the reporting month is carried out in comparison with the data for the previous month and the corresponding month of the previous year, and the amount of clarification by respondents of previously provided data is monitored.</p> <p>3.4.3. Assessing discrepancies and other problems in output statistics</p> <p>On a monthly basis, an assessment is made of the impact of the amount of clarification by respondents of previously provided data on headcount and accrued wages on the results of calculating the average monthly accrued wages of</p>

	employees for a full range of organizations.
<u>3.5 Revision studies</u>	<p>3.5.1 Revision studies and analyses</p> <p>Data revision policy: Preliminary data, which are revised in subsequent publications, are estimated until reporting data on average wages (monthly, annual) are received.</p>
4. Serviceability	
<u>4.1 Periodicity and timeliness</u>	<p>4.1.1 Periodicity Monthly.</p> <p>4.1.2 Timeliness On the 35th-39th working day after the end of the reporting month. The information is published in accordance with the Federal Plan of Statistical Works, approved by the Decree of the Government of the Russian Federation dated May 6, 2008 No. 671-r.</p>
<u>4.2 Consistency</u>	<p>4.2.1 Internal consistency Wage data can be verified by users using detailed data by economic activity; for the subjects of the Russian Federation; enlarged groups of professions and positions of workers.</p>
<u>4.3 Revision</u>	<p>4.3.1 Revision schedule Yearly data are provisional at first dissemination. In relevant publications, the data are designated as preliminary and subject to revision. Final data for the year published in Rosstat monthly bulletin "The Socio-Economic Situation in Russia" through 5 months after the end of the reporting year. Significant changes in the methodology are noted in the relevant publications after their approval.</p> <p>4.3.2 Designation (identification) of preliminary and/or revised data Data on average monthly accrued wages of employees for the full range of organizations for January-December of the reporting year in press releases and publications distributed by Rosstat they are designated as "preliminary". Data marked "final" are published in the 2nd ten days of May.</p> <p>4.3.3 Dissemination of the results of the study and analysis of data revisions In accordance with the deadlines established by the Federal statistical work plan.</p>
5. Accessibility	
<u>5.1 Data</u>	<p>5.1.1 Statistical presentation Data are published on the average monthly nominal accrued wages in Russian rubles. The average monthly employees of organizations nominal salary for a month are determined by dividing the gross (total) fund of accrued wages by the average number of employees. Data on wages include the amounts of wages in cash and non-monetary forms accrued by the organization to employees for hours worked and unworked, compensation payments related to working conditions and working hours, additional payments and allowances, bonuses, lump-sum incentive payments, as well as payment for food and accommodation, having a systematic character. Wages are given before taxes and contributions. Social benefits from state social off-budget funds are not included.</p> <p>5.1.2 Dissemination media and format</p> <p>5.1.2.6 Electronic – Bulletin or online data Monthly bulletin</p>

	<p>"Information for monitoring the socio-economic situation of the constituent entities of the Russian Federation" (<i>"Информация для ведения мониторинга социально-экономического положения субъектов Российской Федерации"</i>)</p> <p>Quarterly Bulletin</p> <p>"Socio-economic situation of the federal districts" (<i>«Социально-экономическое положение федеральных округов»</i>).</p> <p>5.1.2.7 Electronic – Other</p> <ul style="list-style-type: none"> – "Russian Statistical Yearbook" (<i>"Российский статистический ежегодник"</i>); – "Social status and standard of living of the population of Russia" (<i>"Социальное положение и уровень жизни населения России"</i>); – "Labor and employment in Russia" (<i>"Труд и занятость в России"</i>); – "Regions of Russia" (<i>"Регионы России"</i>); – "Russia in numbers" (<i>"Россия в цифрах"</i>). <p>5.1.3 Advance release calendar</p> <p>Data release dates for the next four months are published on the Rosstat website: https://rosstat.gov.ru/statistics/monitoring/sdds/calendar.</p> <p>A preliminary data release calendar is published monthly on the Rosstat website: https://rosstat.gov.ru/publications-plans.</p> <p>5.1.4 Simultaneous release</p> <p>The data is simultaneously distributed to all users through the website of the Federal State Statistics Service: https://rosstat.gov.ru/ and the monthly bulletin of the Federal State Statistics Service "Social and Economic Situation in Russia" which can also be found on the above website.</p> <p>5.1.5 Statistics not routinely disseminated are made available upon request</p> <p>At the request of users, Rosstat provides statistical data on wages.</p>
<p><u>5.2 Metadata</u></p>	<p>5.2.1 Dissemination of documentation on concepts, scope, classifications, basis of recording, data sources and statistical techniques</p> <p>The methodology for calculating specific wage indicators is published in the collection "Methodological Provisions on Statistics, Fourth Edition".</p> <p>5.2.2 Levels of detail are adapted to the needs of the intended audience</p> <p>A breakdown of wage data by region and type of economic activity is available on the official website of Rosstat: https://rosstat.gov.ru/labor_market_employment_salaries.</p>
<p><u>5.3 Assistance to users</u></p>	<p>5.3.1 Contact points for each subject field are publicized</p> <p>Contact details of Rosstat specialists involved in wage statistics are available on the official website of Rosstat: https://rosstat.gov.ru/labor_market_employment_salaries.</p>