

«Wages and working conditions»

Number and wages of employees in the Republic of Kazakhstan

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1. Key points

In the III quarter of 2023, the average monthly wages in the Republic of Kazakhstan increased by 16.9% compared to the corresponding quarter of 2022 and amounted to 350 542 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the III quarter of 2023 amounted to 231 076 tenge.

From January 1, 2023, the minimum wage is set at 70000 tenge.

2. Wage dynamics

Compared to the previous quarter, the average monthly wage decreased by 4.1%, the real wage index was 94.3%.

Compared to the corresponding quarter of 2022, the average monthly wage increased by 16.9%, the real wage index was 103.5%.

Figure 1

Index of nominal and real wages by quarters in the Republic of Kazakhstan

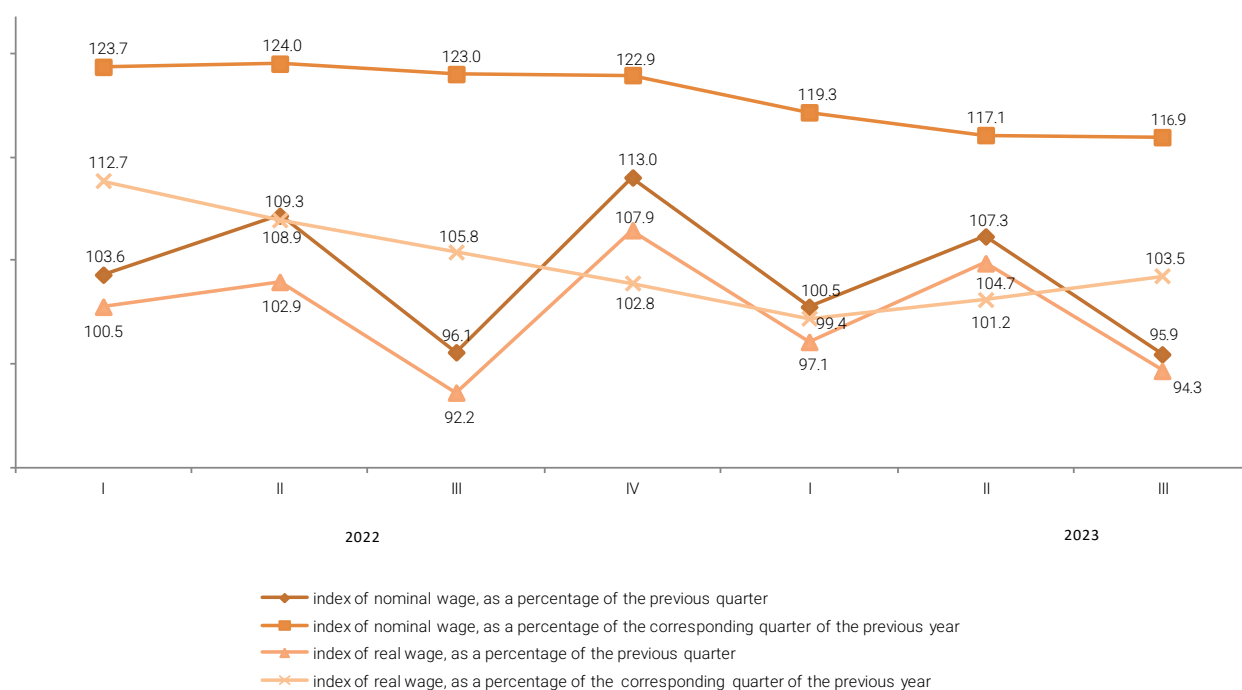


Table 1

Wages in the Republic of Kazakhstan

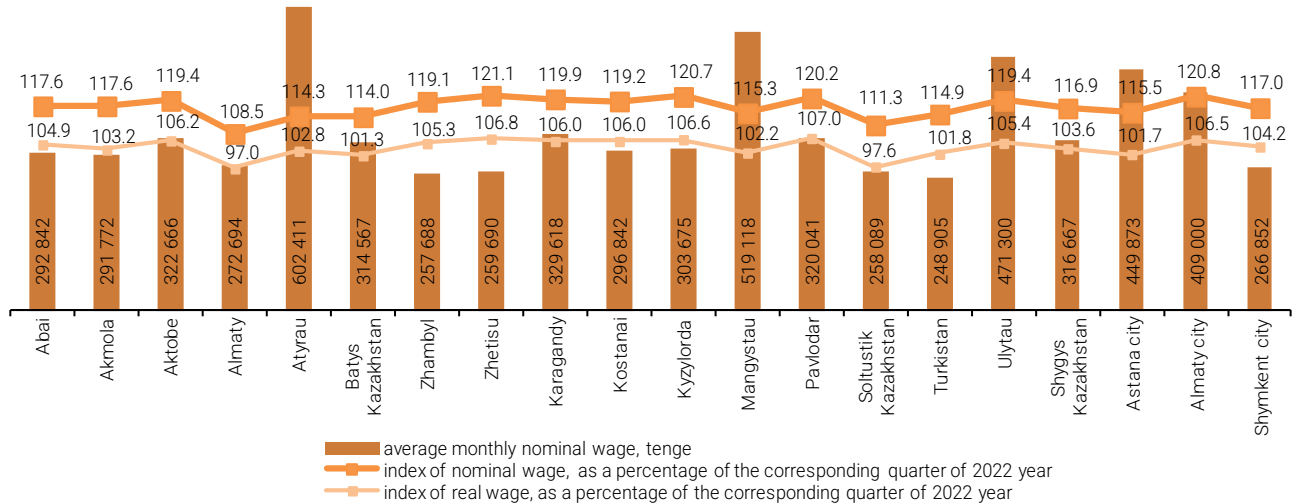
	Average monthly wage		Real wage index, as a percentage of		Median monthly wage (estimate), tenge	
	tenge	as a percentage of	previous quarter	corresponding quarter of the previous year		
2022						
I quarter	285 433	103.6	123.7	100.5	112.7	188 156
II quarter	312 011	109.3	124.0	102.9	108.9	205 676
III quarter	299 782	96.1	123.0	92.2	105.8	197 615
IV quarter	338 715	113.0	122.9	107.9	102.8	223 279
2023						
I quarter	340 556	100.5	119.3	97.1	99.4	224 493

II quarter	365 502	107.3	117.1	104.7	101.2	240 937
III quarter	350 542	95.9	116.9	94.3	103.5	231 076

Regionally, the largest increase in average monthly nominal wages in the III quarter of 2023 compared to the corresponding quarter of 2022 was in the Zhetisu region – 21.1%, in the Almaty city – 20.8%, in the Kyzylorda region – 20.7%. The lowest growth is observed in the Almaty region – 8.5% and in the Soltustik Kazakhstan region – 11.3%.

Figure 2

Average monthly wage of employees by region in the III quarter of 2023



The largest increase in average monthly wages compared to the corresponding quarter of 2022 was recorded in information and communication – 28.8%, in financial and insurance activities – 24.9%, in arts, entertainment and recreation – 20.7%, in transport and storage – 20.3%. In industry the average monthly wage increased – by 18.6%, in healthcare and social services – by 18.2%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2022 was noted in the agriculture, forestry and fisheries – by 7.6%, in education – by 11%.

In the sectoral structure, the highest nominal wages are recorded in mining and quarrying – 2.2 times higher than the national average, in financial and insurance activities – 1.9 times, in information and communication – 1.5 times, in professional, scientific and technical activities – 1.5 times, respectively.

Table 2

Average monthly wage by type of economic activity in the III quarter of 2023*

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2022 year
		previous quarter	corresponding quarter of the 2022 year		
By total economic activity	350 542	95.9	116.9	94.3	103.5
Agriculture, forestry and fisheries	236 665	105.2	107.6	103.4	95.3
Industry	492 997	105.8	118.6	104.0	105.0
Mining and quarrying	756 687	106.4	116.5	104.6	103.2
Manufacturing industry	414 663	105.0	119.8	103.2	106.1
Electricity, gas, steam, hot water and air conditioning supply	326 049	107.0	125.3	105.2	111.0
Water supply; waste collection, treatment and disposal, pollution elimination activities	239 248	109.0	127.5	107.2	112.9
Construction	484 169	108.5	114.5	106.7	101.4
Wholesale and retail trade; repair of cars and motorcycles	317 593	103.7	118.8	102.0	105.2
Transport and storage	474 031	104.9	120.3	103.1	106.6
Provision of accommodation and catering services	303 758	103.3	112.5	101.6	99.6
Information and communication	525 812	96.2	128.8	94.6	114.1
Financial and insurance activities	668 907	93.8	124.9	92.2	110.6
Real estate transactions	251 725	103.4	117.7	101.7	104.3
Professional, scientific and technical activities	511 149	104.5	115.0	102.8	101.9
Administrative and support services activities	362 107	103.0	117.2	101.3	103.8
Government administration and	299 682	99.5	120.2	97.8	106.5

defense; compulsory social security					
Education	247 439	76.6	111.0	75.3	98.3
Healthcare and social services	289 725	97.1	118.2	95.5	104.7
Arts, entertainment and recreation	226 546	105.5	120.7	103.7	106.9
Provision of other types of services	293 290	100.0	117.8	98.3	104.3

* Excluding small businesses engaged in business activities.

Electronic tables:

[Number and wage of employees in the Republic of Kazakhstan](#)

Dynamic tables:

[Average monthly wage by regions of the Republic of Kazakhstan](#)

[Index of nominal wage by regions of the Republic of Kazakhstan](#)

[Index of real wage by regions of the Republic of Kazakhstan](#)

[Average monthly wage by ture of economic activity in the Republic of Kazakhstan](#)

[Index of nominal wage by ture of economic activity in the Republic of Kazakhstan](#)

[Index of real wage by ture of economic activity in the Republic of Kazakhstan](#)

[Average monthly wage in the Republic of Kazakhstan by month, quarter](#)

[Index of nominal wage in the Republic of Kazakhstan by months, quarters](#)

[Index of real wage in the Republic of Kazakhstan by months, quarters](#)

3. Vacancies and the movement of labor in enterprises

At the end of the III quarter of 2023, the number of vacant jobs (required employees) at enterprises and organizations amounted to 55 860 units and compared to the previous quarter increased by 1 396 units. Of these, in the sectoral structure, 28.8% are vacant places in industry, 18.7% – in government administration and defense; compulsory social security and 12.5% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 12 809 units, Astana city – 7 542 units, as well as Pavlodar region – 4 732 units and Karagandy region – 3 842 units.

Electronic tables:

[Availability and movement of labor force at enterprises of the Republic of Kazakhstan](#)

4. Glossary

Wages are an important form of income for a significant part of the economically active population, namely, employees. According to the Labor Code of the Republic of Kazakhstan, wages are remuneration for work depending on the qualifications of the employee, complexity, quantity, quality and conditions of the work performed, as well as compensation and incentive payments.

According to the ILO standards, there are four main groups of remuneration:

- 1) wages accrued according to tariff rates and official salaries;
- 2) lump-sum payments and bonuses;
- 3) compensation payments related to working hours and working conditions;
- 4) payment for unworked time.

The average monthly nominal salary is determined by dividing the amount of the accrued salary fund by the actual number of employees and by the number of months in the reporting period.

The nominal wage index is a relative indicator that characterizes the change in wages in the reporting period compared to the base period.

The real wage index is a relative indicator that characterizes the change in nominal wages in the reporting period compared to the base period, taking into account price changes. The real wage index is determined by dividing the nominal wage index by the consumer price index for goods and services. Both indexes belong to the same time period.

Median salary is the amount of wages that is in the center of the distribution of the number of employees by the size of the accrued salary and divides it into two equal parts – with wages below and above the median.

5. Methodological explanations

The objects of state statistical observations on wage statistics are all legal entities and their structural and separate subdivisions of all types of economic activity, with a population of over 100 people, as well as with a population of up to 100 people, except those reporting on the statistical form "On the activities of a small enterprise" (index 2-MP), regardless of their affiliation and forms of ownership.

State statistical observations of the average monthly salary, the composition of the wage fund, and the employer's labor costs are conducted using a continuous method.

The source of data on the average monthly salary is the national statistical observation "Labor Report" (index 1-T, quarterly, annual frequency). According to this statistical observation, all large, medium and small (excluding small enterprises engaged in entrepreneurial activity) are subject to examination.

6. Links to related publications

[Number and wage of employees in the Republic of Kazakhstan](#)

[Availability and movement of labor force at enterprises of the Republic of Kazakhstan](#)

7. Useful links

[Statistical form 1-T «Labor report» \(frequency quarterly\)](#)

[Average monthly nominal wage / «Taldau» information-analytical system](#)

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