

## «Wages and working conditions»

### Number and wages of employees in the Republic of Kazakhstan

Release date: 05.05.2023

Next release date: 07.08.2023

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#### [1. Key points](#)

In the I quarter of 2023, the average monthly wages in the Republic of Kazakhstan increased by 19.3% compared to the corresponding quarter of 2022 and amounted to 340 556 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the I quarter of 2023 amounted to 224 345 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 increased by 0.5%, the real wage index was 97.1%.

Compared to the corresponding quarter of 2022, the average monthly wage increased by 19.3%, the real wage index was 99.4%.

Figure 1

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

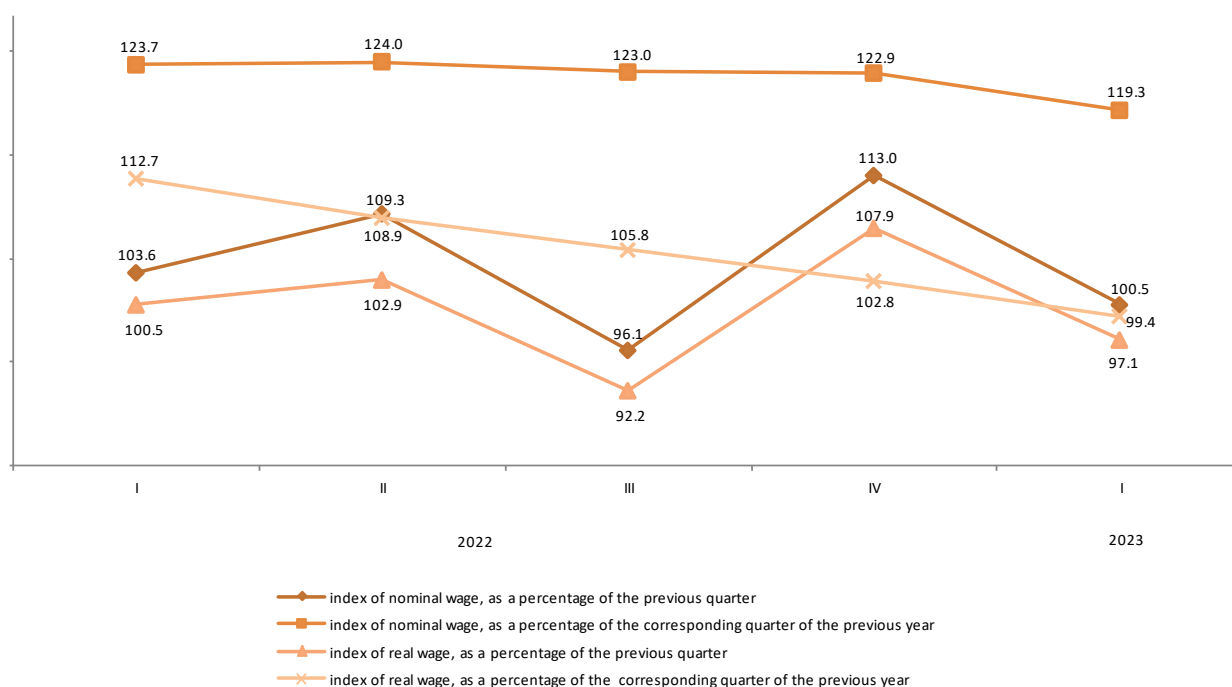


Table 1

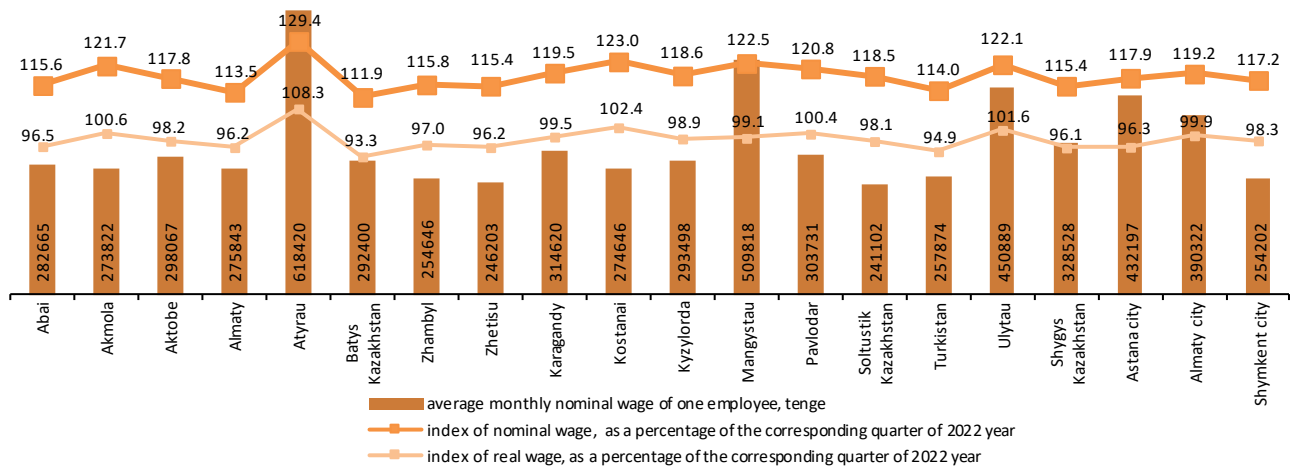
## Wages in the Republic of Kazakhstan

	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	
		previous quarter	corresponding quarter of the previous year			
2022						
I quarter	285 433	103.6	123.7	100.5	112.7	189 154
II quarter	312 011	109.3	124.0	102.9	108.9	206 767
III quarter	299 782	96.1	123.0	92.2	105.8	198 663
IV quarter	338 715	113.0	122.9	107.9	102.8	224 463
2023						
I quarter	340 556	100.5	119.3	97.1	99.4	224 345

Regionally, the largest increase in average monthly nominal wages in the I quarter of 2023 compared to the corresponding quarter of 2022 was in the Atyrau region – 29.4%, in the Kostanai region – 23%, in the Mangystau region – 22.5%, in the Ulytau region – 22.1%. The lowest growth is observed in the Batys Kazakhstan region – 11.9% and in the Almaty region – 13.5%.

Figure 2

## Average monthly wage of employees by region in the I quarter of 2023



The largest increase in average monthly wages compared to the corresponding quarter of 2022 was recorded in construction – 34.5%, in information and communication – 30.3%, in provision of accommodation and catering services – 29.2%, in the administrative and support services activities – 28%. In industry, the average monthly wage increased – by 21.7%, in education – by 11.6%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2022 was noted in the provision of other types of services – by 9.7%, real estate transactions – 9.8%.

In the sectoral structure, the highest nominal wages are recorded in the mining and quarrying – 2.3 times higher than the national average, in financial and insurance activities – 1.8 times, in information and communication – 1.6 times, in construction – 1.4 times, respectively.

Table 2

## Average monthly wage by type of economic activity in the I 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	340 556	100.5	119.3	97.1	99.4
Agriculture, forestry and fisheries	179 388	86.4	124.5	83.5	103.8
Industry	474 938	100.1	121.7	96.7	101.4
Mining and quarrying	766 555	105.3	123.8	101.7	103.2
Manufacturing industry	391 999	98.8	120.1	95.5	100.1
Electricity, gas, steam, hot water and air conditioning supply	281 875	86.4	119.7	83.5	99.8
Water supply; waste collection, treatment and disposal, pollution elimination activities	201 884	94.5	118.2	91.3	98.5

Construction	472 084	101.2	134.5	97.8	112.1
Wholesale and retail trade; repair of cars and motorcycles	293 442	99.4	122.3	96.0	101.9
Transport and storage	437 364	102.4	122.9	98.9	102.4
Provision of accommodation and catering services	338 783	113.9	129.2	110.0	107.7
Information and communication	541 218	110.8	130.3	107.1	108.6
Financial and insurance activities	602 114	95.9	115.5	92.7	96.3
Real estate transactions	234 366	102.8	109.8	99.3	91.5
Professional, scientific and technical activities	468 905	87.7	112.6	84.7	93.8
Administrative and support services activities	357 796	110.1	128.0	106.4	106.7
Government administration and defense; compulsory social security	290 149	89.8	121.5	86.8	101.3
Education	261 077	104.4	111.6	100.9	93.0
Healthcare and social services	273 128	103.8	116.8	100.3	97.3
Arts, entertainment and recreation	203 031	98.3	119.7	95.0	99.8
Provision of other types of services	249 425	99.9	109.7	96.5	91.4

*\* 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](#)

[Average monthly wage by type of economic activity](#)

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

### **3. Vacancies and the movement of labor in enterprises**

At the end of the I quarter of 2023, the number of vacant jobs (required employees) at enterprises and organizations amounted to 52297 units and compared to the previous quarter increased by 943 units. Of these, in the sectoral structure, 28.3% are vacant places in industry, 31.5% are vacant places in government administration and defense; compulsory social security and transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 12 054 units, Astana city – 6 579 units, as well as Pavlodar region – 4 509 units and Karagandy region – 4 070 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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