

«Wages and working conditions»

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

In the IV quarter of 2022, the average monthly wages in the Republic of Kazakhstan increased by 22.9% compared to the corresponding quarter of 2021 and amounted to 338 715 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the IV quarter of 2022, increased by 11.9% and amounted to 204 168 tenge.

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

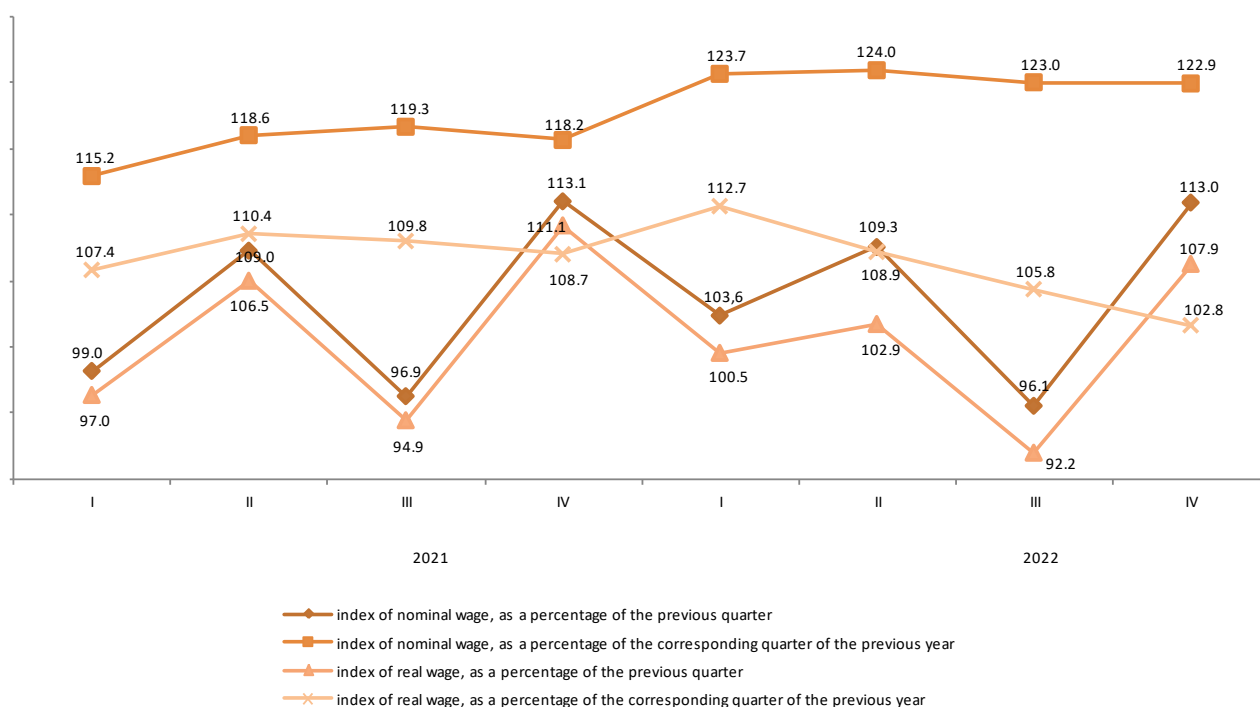
[2. Wage dynamics](#)

Compared to the previous quarter of 2022, the average monthly wage increased by 13%, the real wage index was 107.9%.

Compared to the corresponding quarter of 2021, the average monthly wage increased by 22.9%, the real wage index was 102.8%.

Figure 1

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



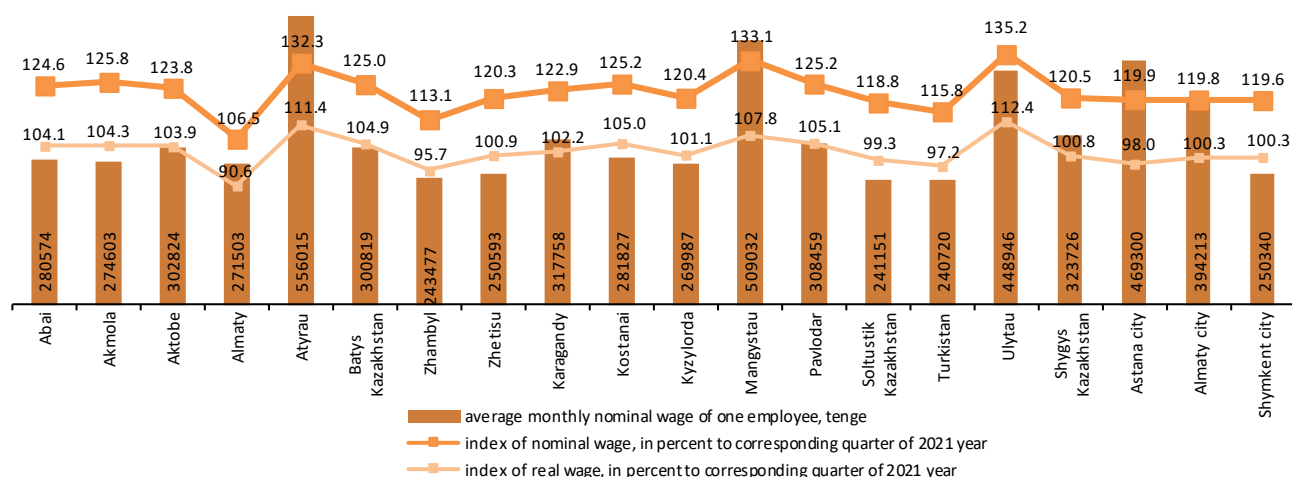
Wages in the Republic of Kazakhstan

	Average monthly wage			Real wage index, as a percentage of		Median monthly wage (estimate)		
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2021 year	tenge	as a percentage of	
		previous quarter	corresponding quarter of the 2021 year				previous quarter	corresponding quarter of the 2021 year
2022								
I quarter	285 433	103.6	123.7	100.5	112.7	204 172	111.9	133.6
II quarter	312 011	109.3	124.0	102.9	108.9	204 196	100.0	122.6
III quarter	299 782	96.1	123.0	92.2	105.8	204 211	100.0	126.5
IV quarter	338 715	113.0	122.9	107.9	102.8	204 168	100.0	111.9

Regionally, the largest increase in average monthly nominal wages in the IV quarter of 2022 compared to the corresponding quarter of 2021 was in the Ulytau region and increased – 35.2%, in the Mangystau region – 33.1%, in the Atyrau region – 32.3%, in the Akmola region – 25.8%. The lowest growth is observed in the Almaty region – 6.5% and in the Zhambyl region – 13.1%.

Figure 2

Average monthly wage of employees by region in the IV quarter of 2022



The largest increase in average monthly wages compared to the corresponding quarter of 2021 was recorded in construction – 42%, in provision of accommodation and catering services – 32.6%, in information and communication – 31.9%, in the government administration and defense; compulsory social security – 31.6%. In industry, the average monthly wage increased – by 30%, in education – by 14.1%.

A decrease in the average monthly nominal wages compared to the corresponding quarter of 2021 was noted in the provision of other types of services – by 2.4%.

In the sectoral structure, the highest nominal wages are recorded in the mining and quarrying – 2.2 times higher than the national average, in financial and insurance activities – 1.9 times, in professional, scientific and technical activities – 1.6 times, in information and communication – 1.4 times, respectively.

Table 2

Average monthly wage by type of economic activity in the IV quarter of 2022*

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2021 year
		previous quarter	corresponding quarter of the 2021 year		
By total economic activity	338 715	113.0	122.9	107.9	102.8
Agriculture, forestry and fisheries	207 570	94.4	124.1	90.2	103.8
Industry	474 282	114.1	130.0	109.0	108.7
Mining and quarrying	728 241	112.2	133.3	107.2	111.5
Manufacturing industry	396 735	114.6	127.0	109.5	106.2
Electricity, gas, steam, hot water and air conditioning supply	326 281	125.4	127.0	119.8	106.2
Water supply; waste collection, treatment and disposal, pollution elimination activities	213 699	113.9	126.4	108.8	105.7

Construction	466 521	110.4	142.0	105.4	118.7
Wholesale and retail trade; repair of cars and motorcycles	295 194	110.4	127.3	105.4	106.4
Transport and storage	427 317	108.5	130.6	103.6	109.2
Provision of accommodation and catering services	297 370	110.1	132.6	105.2	110.9
Information and communication	488 259	119.6	131.9	114.2	110.3
Financial and insurance activities	628 164	117.3	120.6	112.0	100.8
Real estate transactions	228 013	106.6	102.7	101.8	85.9
Professional, scientific and technical activities	534 673	120.3	121.0	114.9	101.2
Administrative and support services activities	324 927	105.2	122.4	100.5	102.3
Government administration and defense; compulsory social security	323 041	129.5	131.6	123.7	110.0
Education	250 014	112.2	114.1	107.2	95.4
Healthcare and social services	263 141	107.3	106.9	102.5	89.4
Arts, entertainment and recreation	206 502	110.0	121.2	105.1	101.3
Provision of other types of services	249 703	100.3	97.6	95.8	81.6

* 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](#)

[Median wage of employees of the Republic of Kazakhstan](#)

[Average monthly wage estimated in the Republic of Kazakhstan](#)

3. Vacancies and the movement of labor in enterprises

At the end of the IV quarter of 2022, the number of vacant jobs (required employees) at enterprises and organizations amounted to 51354 units. Of these, in the sectoral structure, 29.7% are vacant places in industry, 28.8% 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 – 10 328 units, Astana city – 7 261 units, as well as Pavlodar region – 4 379 units and Kostanai region – 3 773 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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