

«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 2023, the average monthly wages in the Republic of Kazakhstan increased by 16.2% compared to the corresponding quarter of 2022 and amounted to 393 605 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the IV quarter of 2023 amounted to 259 463 tenge.

From January 1, 2024, the minimum wage is set at 85000 tenge.

2. Wage dynamics

Compared to the previous quarter, the average monthly wage increased by 12.3%, the real wage index was 109.9%.

Compared to the corresponding quarter of 2022, the average monthly wage increased by 16.2%, the real wage index was 105.3%.

Figure 1

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

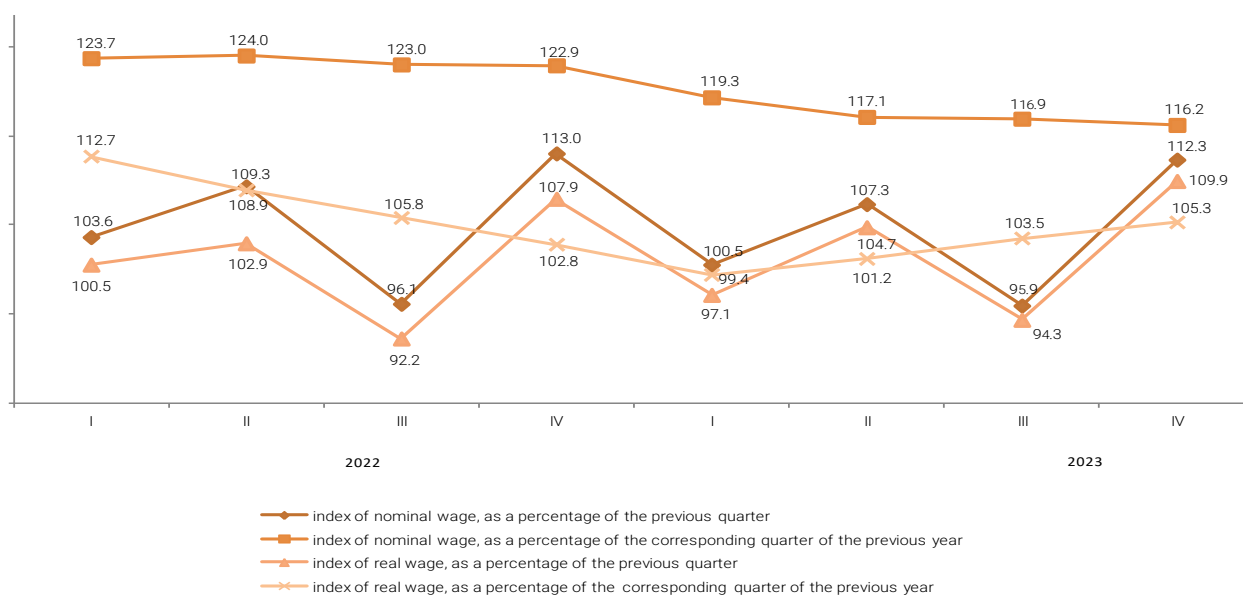


Table 1

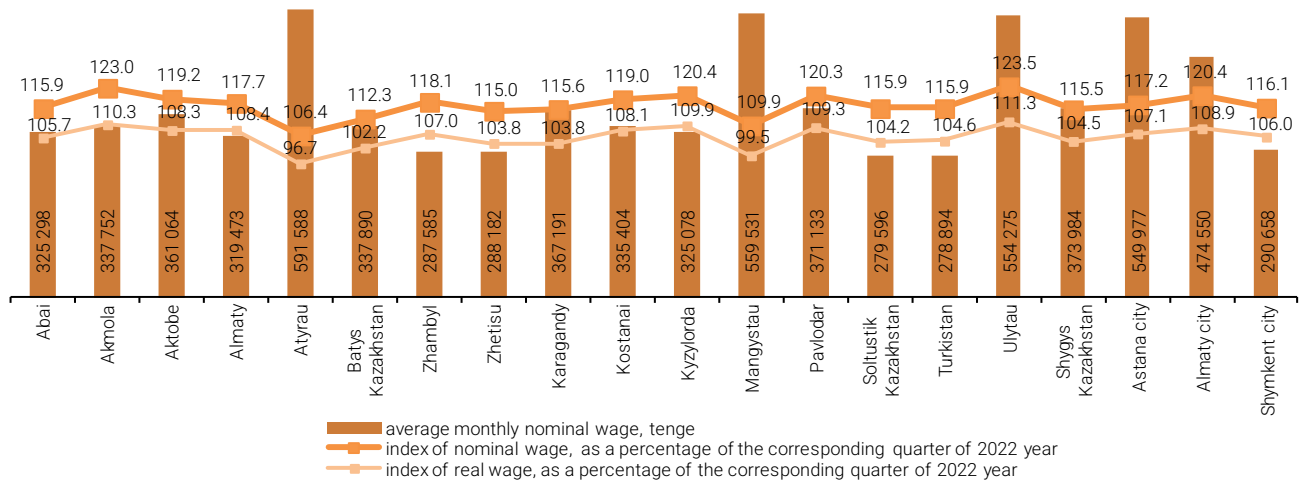
Wages in the Republic of Kazakhstan

	Average monthly wage			Real wage index, as a percentage of		Median monthly wage (estimate), tenge
	tenge	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	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
IV quarter	393 605	112.3	116.2	109.9	105.3	259 463

Regionally, the largest increase in average monthly nominal wages in the IV quarter of 2023 compared to the corresponding quarter of 2022 was in the Ulytau region – by 23.5%, in the Akmola region – by 23%, in the Kyzylorda region – by 20.4%, Almaty city – by 20.4%. The lowest growth is observed in the Atyrau region – by 6.4% and in the Mangystau region – by 9.9%.

Figure 2

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



The largest increase in average monthly wages compared to the corresponding quarter of 2022 was recorded in financial and insurance activities – by 29.7%, in information and communication – by 23.2%, in arts, entertainment and recreation – by 20.8%. In industry the average monthly wage increased – by 14.1%, 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 provision of accommodation and catering services – by 5.5%, in construction – by 6.7%.

In the sectoral structure, the highest nominal wages are recorded in financial and insurance activities – 2.1 times higher than the national average, in mining and quarrying – 2 times, in professional, scientific and technical activities – 1.6 times, in information and communication – 1.5 times, respectively.

Table 2

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

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		as a percentage of	
		previous quarter	corresponding quarter of the 2022 year	previous quarter	corresponding quarter of the 2022 year
By total economic activity	393 605	112.3	116.2	109.9	105.3
Agriculture, forestry and fisheries	242 227	102.4	116.7	100.2	105.8
Industry	541 313	109.8	114.1	107.4	103.4
Mining and quarrying	798 421	105.5	109.6	103.2	99.4
Manufacturing industry	466 148	112.4	117.5	110.0	106.5
Electricity, gas, steam, hot water and air conditioning supply	405 762	124.4	124.4	121.7	112.8
Water supply; waste collection, treatment and disposal, pollution elimination activities	248 161	103.7	116.1	101.5	105.3
Construction	497 968	102.9	106.7	100.7	96.7
Wholesale and retail trade; repair of cars and motorcycles	341 599	107.6	115.7	105.3	104.9
Transport and storage	500 866	105.7	117.2	103.4	106.3
Provision of accommodation and catering services	313 829	103.3	105.5	101.1	95.6
Information and communication	601 359	114.4	123.2	111.9	111.7
Financial and insurance activities	814 502	121.8	129.7	119.2	117.6
Real estate transactions	270 725	107.5	118.7	105.2	107.6
Professional, scientific and technical activities	614 318	120.2	114.9	117.6	104.2
Administrative and support services activities	361 016	99.7	111.1	97.6	100.7
Government administration and defense; compulsory social security	371 954	124.1	115.1	121.4	104.4
Education	296 405	119.8	118.6	117.2	107.5
Healthcare and social services	310 959	107.3	118.2	105.0	107.2

Arts, entertainment and recreation	249 433	110.1	120.8	107.7	109.5
Provision of other types of services	293 847	100.2	117.7	98.0	106.7

* 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 IV quarter of 2023, the number of vacant jobs (required employees) at enterprises and organizations amounted to 54 208 units and compared to the previous quarter increased by 1 652 units. Of these, in the sectoral structure, 29.9% are vacant places in industry, 16.5% – in government administration and defense; compulsory social security and 12.4% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 11 488 units, Astana city – 8 179 units, as well as Pavlodar region – 4 519 units and Kostanai region – 4 054 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 enterprises (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](#)

Department of labor and standard of living statistics	N. Belonosova Tel. +7 7172 749022	A.Sagnaeva Тел. +7 7172 749554 E-mail: a.sagnaeva@aspire.gov.kz	010000, Astana 8 Mangilik el avenue House of Ministries, entrance 4
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