

Structure and distribution of wages of employees in the Republic of Kazakhstan

Date of publication: 09.10.2024
Date of next publication: 24.10.2025

[1. Key points](#)

[2. Wage dynamics](#)

[2.1 Median wage](#)

[2.2 Modal wage](#)

[2.3 Hourly wage](#)

[2.4 Average monthly wage by enlarged groups of occupations](#)

[2.5 Average monthly wage by age group](#)

[2.6 Average monthly wage by education](#)

[2.7 Average monthly wage by form of ownership](#)

[3. Glossary](#)

[4. Methodological explanations](#)

[5. Links to related publications](#)

[6. Useful links](#)

[1. Key points](#)

The median wage in the Republic of Kazakhstan for 2024 was 285677 tenge. Nominal wages increased by 13.7% by 2023, in real terms increased by 4.6%.

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

[2. Wage dynamics](#)

According to the results of 2023, the average salary in the Republic of Kazakhstan was 364295 tenge, which is 17.6% more than in 2022, in real terms wages increased by 2.7%.

Over the past five years, average wages have increased 1.9 times, with women's earnings growing faster than men's.

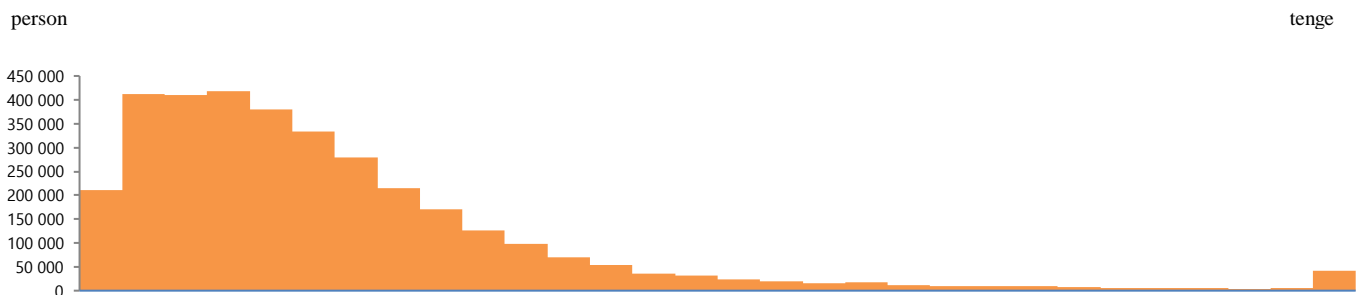
Wages in the Republic of Kazakhstan

	2019	2020	2021	2022	2023	Nominal wage index 2023 by 2017, in %	Index real wages 2022 vs. 2018, in %
Total	186 815	213 003	250 311	309 697	364 295	195.0	128.4
men	222 514	243 524	281 239	355 072	418 788	188.2	124.0
women	150 779	182 679	220 160	265 643	311 217	206.4	135.9

For reference: The source of data on average monthly wages is a survey of enterprises according to the statistical form I-T "Labour Report" with quarterly and annual periodicity.

The average monthly salary up to 100000 tenge was received by 6.1% of employees, from 100001 to 150000 tenge – 12.0%, from 150001 to 300000 tenge – 35.1%, from 300001 and above – 46.8%.

Distribution of employees on accrued wages for 2024.



[2.1 Median wage](#)

Median wage

tenge

	2020	2021	2022	2023	2024
Republic of Kazakhstan	142 718	165 816	204 149	251 356	285 677

For reference: The source of data from 2018 is a one-time survey of enterprises, which is conducted according to the statistical form 2-T (labour remuneration) "Report on the structure and distribution of wages and salaries of wages and salaries" with a frequency of once a year. All employees who worked the whole month of April are subject to the survey.

The median wage in the Republic of Kazakhstan for 2024 was 285677 tenge. Nominal wages increased by 13.7% by 2023, in real terms increased by 4.6%.

The largest increase in median wages in the industry structure compared to 2023 was noted in the provision of other types of services– 39.9%, in Provision of accommodation and meals – 34.7%, in electricity, gas, steam, hot water and air conditioning supply – 32.6%.

The smallest increase in median wages was recorded in information and communications by 4.7%, as well as in health and social services by 4.9%.

Regionally, the highest growth rate of median wages was noted in Almaty region, where the growth was 26.6%, respectively. The lowest growth rate of median wages was recorded in Ulytau region – 3.0%.

Dynamic tables:

[Median wage](#)

2.2 Modal wage

Modal wage

tenge

	2020	2021	2022	2023	2024
Republic of Kazakhstan	57 870	57 923	68 565	81 377	97 557

For reference: The source of data from 2018 is a one-time survey of enterprises, which is conducted according to the statistical form 2-T (labour remuneration) "Report on the structure and distribution of wages and salaries of wages and salaries" with a frequency of once a year. All employees who worked the whole month of April are subject to the survey.

Modal wage for 2024 was 97557 tenge and increased by 19.9% by 2023, in real terms it decreased by 10.3%.

Dynamic tables:

[Modal wage](#)

2.3 Hourly wage

Hourly wage per employee for 2024 was 2083 tenge and increased by 3.3% by 2023.

Hourly wages of employees

tenge

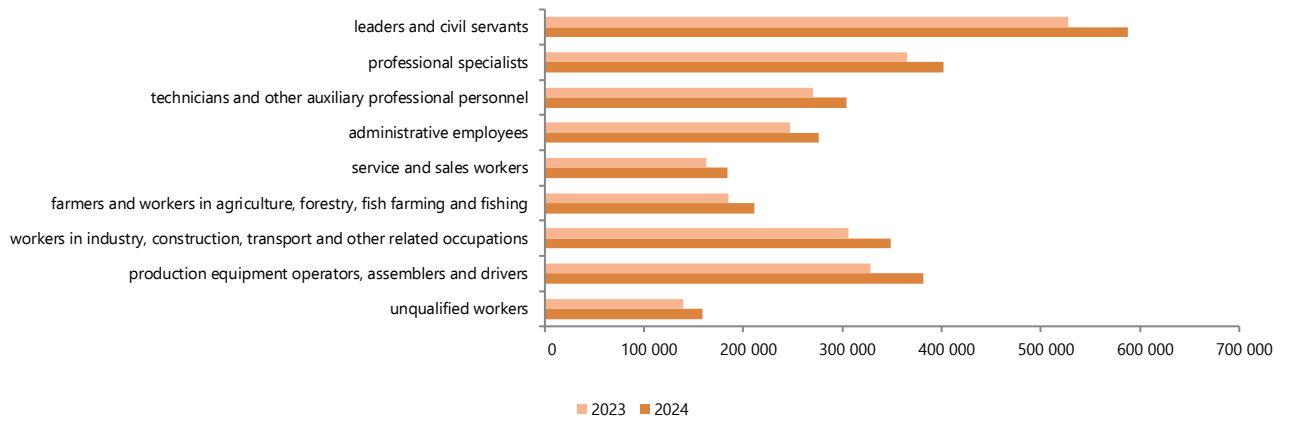
	2020	2021	2022	2023	2024
Total	1 187	1 303	1 644	2 016	2 083
men	1 339	1 427	1 802	2 235	2 307
women	1 037	1 179	1 486	1 800	1 871

2.4 Average monthly wage by enlarged groups of occupations

In the context of the enlarged groups of occupations of the National classifier of occupations, the maximum wage was recorded for the group “Leaders and civil servants” and amounted to 588138 tenge, which is 3.7 times higher than for “Unqualified workers” (158922 tenge).

Average monthly wage by enlarged groups of occupations

tenge

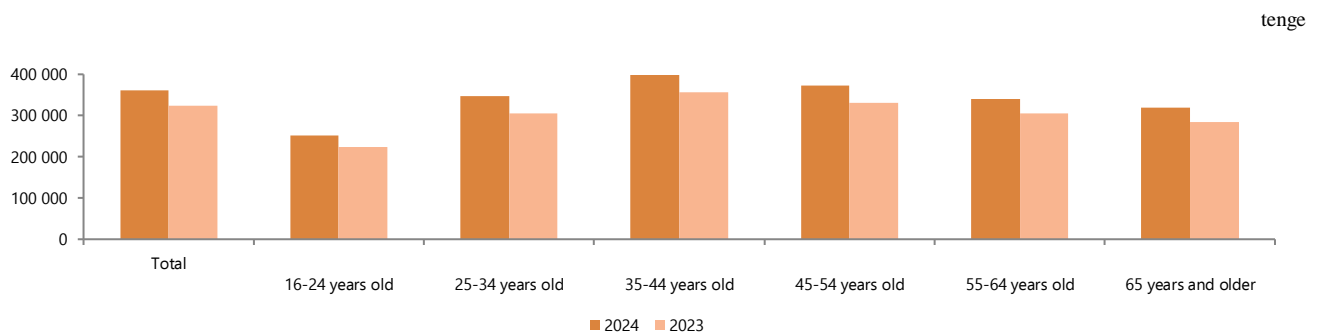


2.5 Average monthly wage by age group

Comparison of wages of workers by age groups shows that the lowest wages - 250518 tenge were received by workers aged 16 to 24 years, the highest wages were received by workers aged 35 to 44 years (397468 tenge) and 45 to 54 years (372824 tenge).

The largest increase occurred in the category from 25 to 34 years old - 14.4%, the smallest in the categories from 35 to 44 years old and from 55 to 64 years old - 11.6%.

Average monthly wage by age group

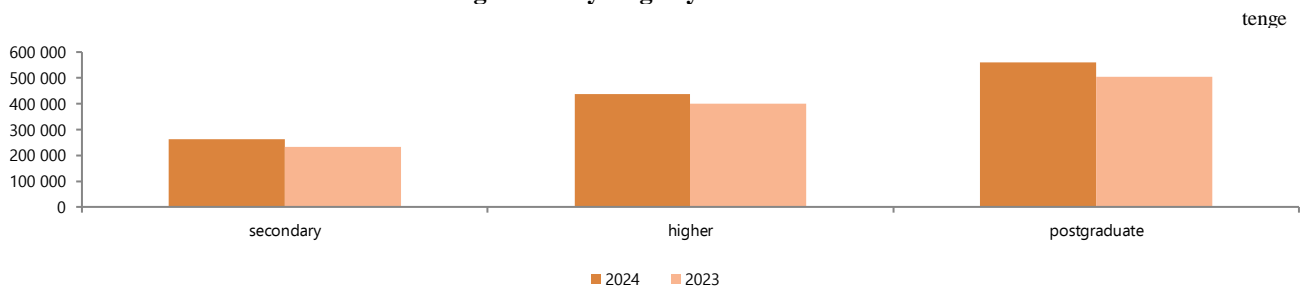


2.6 Average monthly wage by level of education

Wage of employees by level of education were: with secondary education - 262238 tenge, with higher education - 438005 tenge and postgraduate education - 558882 tenge.

Compared to 2023, the largest increase among workers with secondary education was 13.6%, the smallest - 10.0% with higher education.

Average monthly wage by level of education

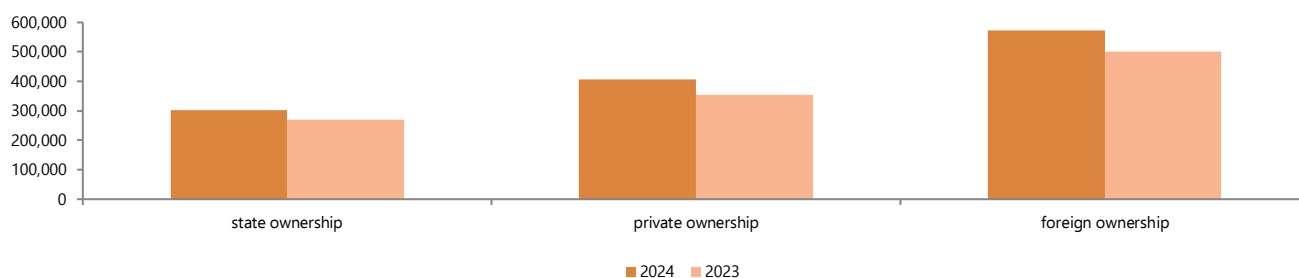


2.7 Average monthly wage by form of ownership

The average monthly wage of an employee working in an enterprise with foreign ownership was 574408 tenge, which is 1.9 times more than that of someone working in a state-owned enterprise (301302 tenge) and 1.6 times than in a privately owned enterprise (361815 tenge).

Average monthly wage by form of ownership

tenge



3. Glossary

Wage statistics reflects the value of the average level of wages of employees, regularities and trends of its changes, structural characteristics, regional, gender differences and other features affecting the level of wages, its differentiation and dynamics.

According to the Labour Code of the Republic of Kazakhstan, wages are remuneration for labour depending on the employee's qualifications, complexity, quantity, quality and conditions of the work performed, as well as compensatory and incentive payments.

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

- 1) wages accrued at tariff rates and official salaries;
- 2) one-time payments and bonuses;
- 3) compensatory payments related to working hours and working conditions;
- 4) payment for time not worked.

Average monthly nominal salary per employee is determined by dividing the amount of accrued wage fund by the actual number of employees and by the number of months in the reporting period.

Statistical series of data on wage levels are formed either in nominal terms, i.e. in absolute figures of national currency, or in the form of indices.

Wage indices are tools by which trends or dynamics of wages are assessed. There are two wage indices: nominal and real.

Nominal wage index is a relative indicator characterising the change in wages in the reporting period compared to the base period.

Real wage index is a relative indicator characterising 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 indices refer to the same time period.

The median wage is the wage at the centre of the distribution of the number of employees by the amount of accrued wages and divides it into two equal parts - those with wages below and above the median wage.

Modal wage is the wage size most commonly found in a series of the distribution of the number of employees by size of accrued wages.

4. Methodological explanations

The source of data on median and modal wages from 2018 is a one-off survey of organisations, which is conducted using the statistical form 2-T (remuneration of labour) "Report on the structure and distribution of wages and salaries" with a frequency of once a year. All employees who worked for the whole month of April are subject to the survey.

The state statistical observation of wages by occupations and positions, distribution of employees by the size of wages is selective, i.e. large enterprises by the continuous method, and medium and small enterprises by the selective method.

5. Dynamic tables

[Main labour indicators in the Republic of Kazakhstan](#)

[Structure and distribution of employee wages in the Republic of Kazakhstan](#)

[Salaries of employees in the Republic of Kazakhstan by main professions and positions](#)

[Structure and distribution of wages of employees in the Republic of Kazakhstan by size of enterprises](#)

[Structure and distribution of wages of employees in the Republic of Kazakhstan by form of ownership](#)

[Structure and distribution of wages of employees in the Republic of Kazakhstan by level of education](#)

6. Useful links

[Methodology for conducting sample surveys of the structure and distribution of wages of enterprises](#)

[Methodology for calculating the average monthly salary of employees](#)

[Statistical form 1-T "Labour Report" \(annual frequency\)](#)

[Statistical form 2-T \(Labour remuneration\) "Report on structure and distribution of wages"](#)

Those responsible for the release: Department of Labour and Living Standards Statistics	Department Director: N. Belonosova Tel. +7 7172 74 90 22	Performer: G. Akhmetkali Tel. +7 7172 74 97 81 E-mail: gul.akhmetkali@aspire.gov.kz	Address: 010000, Astana Ave. 8, Mangilik El. House of Ministries, 4th entrance
---	---	---	--
