

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

In the III quarter of 2024, the average monthly wages in the Republic of Kazakhstan increased by 11.3% compared to the corresponding quarter of 2023 and amounted to 390328 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the III quarter of 2024 amounted to 269378 tenge.

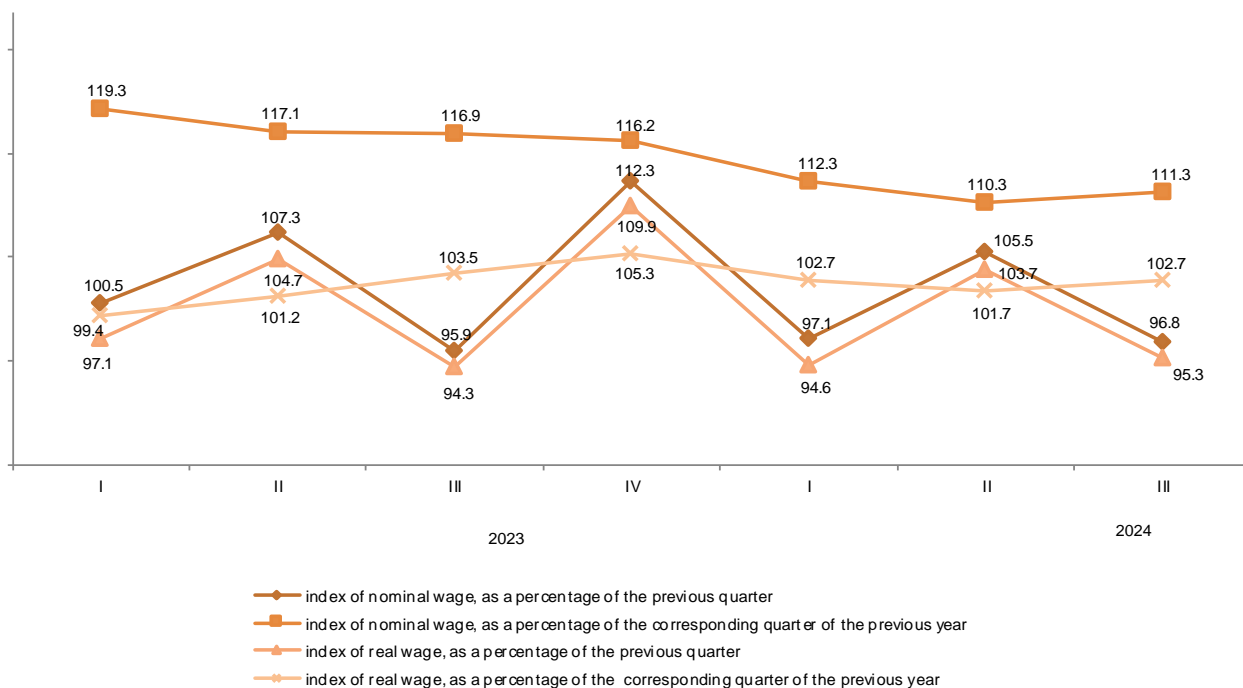
From January 1, 2024, the minimum wage is set at 85000 tenge.

[2. Wage dynamics](#)

Compared to the corresponding quarter of 2023, the average monthly wage increased by 11.3%, the real wage index was 102.7%.

Compared to the previous quarter, the average monthly wage decreased by 3.2%, the real wage index was 95.3%.

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



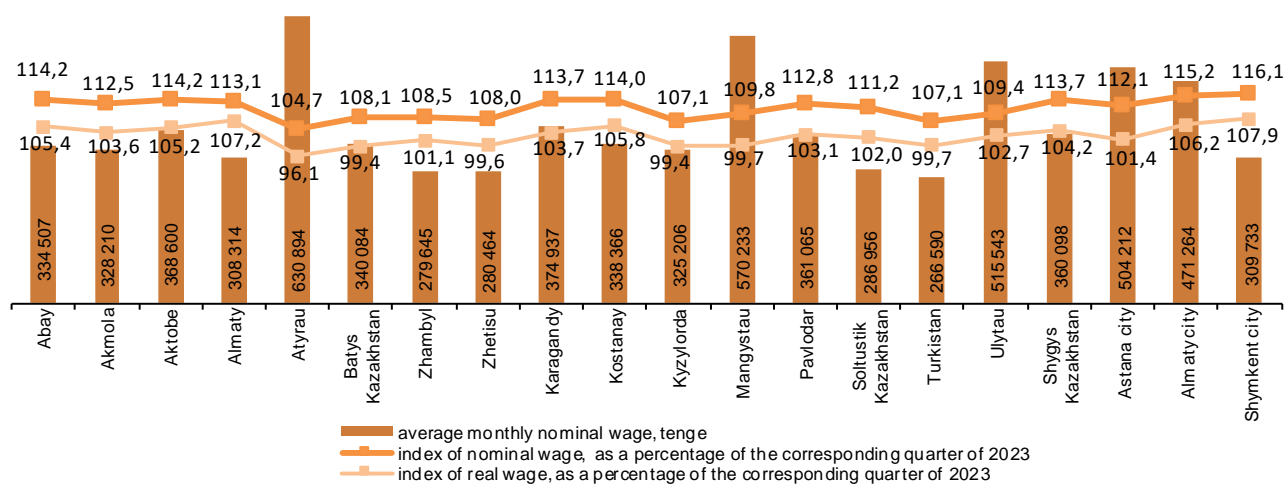
Wages in the Republic of Kazakhstan

	Average monthly wage		Real wage index, as a percentage of		Median monthly wage (estimate), tenge	
	tenge	as a percentage of	previous quarter	corresponding quarter of the previous year		
2023						
I quarter	340556	100.5	119.3	97.1	99.4	235028
II quarter	365502	107.3	117.1	104.7	101.2	252244
III quarter	350542	95.9	116.9	94.3	103.5	241920
IV quarter	393605	112.3	116.2	109.9	105.3	271639
2024						
I quarter	382279	97.1	112.3	94.6	102.7	263823

II quarter	403251	105.5	110.3	103.7	101.7	278296
III quarter	390328	96,8	111,3	95,3	102,7	269 378

Regionally, the largest increase in average monthly nominal wages in the III quarter of 2024 compared to the corresponding quarter of 2023 was in the Shymkent city - by 16.1%, in the Almaty city – by 15.2%, in the Abay and Aktobe region – by 14.2%, in the Kostanay region – by 14.0%.

Average monthly wage of employees by region in the III quarter of 2024



The largest increase in average monthly wages compared to the corresponding quarter of 2023 was recorded in information and communication – 28.1%, in financial and insurance activities – by 24.3%, real estate transactions – by 18.7%, in arts, entertainment and recreation – by 18.0%, in industry the average monthly wage increased – by 13.8%, electricity, gas, steam, hot water and air conditioning supply – by 20.6, including in the water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 18.3%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2023 was noted in public administration and defense; compulsory social security – by 5.9%, in the construction – by 5.3%.

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 – 2.1 times, in professional, scientific and technical activities – 1.5 times, in transport and storage – 1.4 times respectively.

Average monthly wage by type of economic activity in the III quarter of 2024*

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2023 year
		previous quarter	corresponding quarter of the 2023 year		
By total economic activity	390 328	96,8	111,3	95,3	102,7
Agriculture, forestry and fisheries	283 801	112,9	119,9	111,1	110,6
Industry	560 826	105,1	113,8	103,4	105,0
Mining and quarrying	854 142	107,1	112,9	105,4	104,2
Manufacturing industry	471 222	103,4	113,6	101,8	104,8
Electricity, gas, steam, hot water and air conditioning supply	393 270	103,6	120,6	102,0	111,3
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	282 964	104,8	118,3	103,1	109,1
Construction	509 788	103,2	105,3	101,6	97,1
Wholesale and retail trade; repair of cars and motorcycles	360 192	103,9	113,4	102,3	104,6
Transport and storage	531 960	104,5	112,2	102,9	103,5
Provision of accommodation and catering services	332 998	104,8	109,6	103,1	101,1
Information and communication	673 345	101,8	128,1	100,2	118,2
Financial and insurance activities	831 462	94,6	124,3	93,1	114,7
Real estate transactions	298 822	101,3	118,7	99,7	109,5
Professional, scientific and technical activities	593 349	107,9	116,1	106,2	107,1
Administrative and support services activities	359 375	103,1	99,2	101,5	91,5
Government administration and defense; compulsory social security	317 275	100,2	105,9	98,6	97,7

Education	271 982	78,5	109,9	77,3	101,4
Healthcare and social services	312 986	99,3	108,0	97,7	99,6
Arts, entertainment and recreation	267 218	102,4	118,0	100,8	108,9
Provision of other types of services	330 938	100,1	112,8	98,5	104,1

* Excluding small businesses engaged in business activities.

Spreadsheets:

[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 2024, the number of vacant jobs (required employees) at enterprises and organizations amounted to 58 652 units and compared to the previous quarter decreased by 2806 units. Of these, in the sectoral structure, 31.1% are vacant places in industry, 17.0% – in government administration and defense; compulsory social security and 12.2% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 10971 units, Astana city – 8185 units, as well as Pavlodar region – 4778 units and Atyrau region – 4518 units.

Spreadsheets:

[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](#)

Responsible for the release: Department of labor and standard of living statistics	Director of the Department:: N. Belonosova Tel. +7 7172 749022	Executor: A.Aznabaeva Тел. +7 7172 749554 E-mail: ai.aznabaeva@aspire.gov.kz	Address: 010000, Astana 8 Mangilik el avenue House of Ministries, entrance 4
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