



The Ministry of National Economy
of the Republic of Kazakhstan
Committee on Statistics

www.stat.gov.kz

Remuneration in the Republic of Kazakhstan

2014-2018



Nur-Sultan 2019

**The Ministry of National Economy of the Republic of Kazakhstan
Committee on Statistics**

In accordance with the Civil Code of the Republic of Kazakhstan (special part), this material is not subject to reproduction (copying); when using statistical information in its publications (editions), reference is made to the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan.

Remuneration in the Republic of Kazakhstan

2014-2018

Statistical compilation

Ministry of National Economy of the Republic of Kazakhstan
Committee on Statistics
Editor-in-chief Aidapkelov N.S.

The collection is available on the Internet resource of the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan www.stat.gov.kz.

Address: Republic of Kazakhstan, 010000
Nur-Sultan city, Magilik El st. 8
House of Ministries, 4 entrance
Information service: + 7 7172749010, 749011
Fax: + 7 7172 749546
Electronic address: kazstat.rk@gmail.com
Internet resource: <http://stat.gov.kz>

Legend:

-- no phenomenon
0,0 - insignificant value
x - confidential data
... - no data

In some cases, minor discrepancies between the total and the sum of the items are due to rounding of the data.

Foreword

The statistical compilation «Wages in the Republic of Kazakhstan» contains detailed information on the number of employees and their wages for 2014-2018. The collection contains data on the number of employees and the average monthly nominal wage per employee by type of economic activity, types of ownership, and occupational groups of occupations. The dynamics shows the rate of change in wages in nominal and real terms. The statistical data on the average monthly wages of employees in certain professions and positions, as well as on wages in the countries of the Commonwealth are given. A separate section presents the indicators of remuneration of men and women. The information is given for the republic as a whole and in the context of regions. Statistical data are presented in the form of tabular and graphic materials. Presents the dynamics of data on the cost of labor costs, its structure and changes. The publication is intended for economists, statisticians, employees of government bodies and financial and economic services of enterprises, organizations, scientific, entrepreneurial and bank employees, faculty members, undergraduates and students of economic universities, other professionals, the media.

Content

1. Wage rate dynamics	6
2. Number of employees.....	11
3. Remuneration	19
4. The wages of men and women.....	44
5. Wages by size of enterprises	55
6. Wages by region.....	67
7. The cost of expenses for the maintenance of labor force*	95
Methodological notes.....	104

Annotation

In 2018 the average monthly nominal wage per employee, taking into account small enterprises engaged in entrepreneurial activities, amounted to 152854 tenge, excluding small enterprises engaged in entrepreneurial activities - 162673 tenge, the index of nominal wages was 107,4% and 107,9%, respectively. In real terms, the change was 101,3% and 101,7%.

The average monthly nominal wage of employees of large and medium-sized enterprises in the reporting period amounted to 181720 tenge and increased compared to the previous year by 108,5%, in real terms, a decrease by 102,4 %.

Differences in pay are characterized by types of economic activity. The maximum wage was recorded in the mining industry and quarrying - 371637 tenge*, the minimum - in agriculture, forestry and fisheries - 97929 tenge.

In the reporting year, the average monthly nominal wage for men reached 195959 tenge, having increased compared to the previous year by 109,1%, for women - respectively 129039 tenge and by 105,9 %.

In the regional context, the highest average monthly nominal wage was recorded in Atyrau region - 293572 tenge, Mangystau region - 275679 tenge, Nur-Sultan city - 240320 tenge, Almaty city - 200919 tenge, the lowest wage was in Turkestan region 104 136 tenge , in Jambyl region - 109420 tenge.

Among the countries of the Commonwealth of Independent States, Kazakhstan ranks second in terms of the average monthly nominal wages in dollar terms. In 2018 according to the CIS Statistical Committee, the average monthly nominal wage in Kazakhstan was 472 US dollars, in the Russian Federation - 695 US dollars, in Belarus - 470US dollars.

The amount of employer expenses for the maintenance of labor in 2018. amounted to 8007097,3 million tenge and increased compared to the previous year by 9,2%. The wage fund of workers amounted to 6934,8 million tenge or 86,6% of the cost of expenses for the maintenance of labor force.

The number of employees in 2018 amounted to 3759,9 thousand people and increased compared to the previous year by 101,3%, of which men were 1852,2 thousand people, or 49,3% of the number of employees, women - 1907,7 thousand people, or 50,7%.

In 2018 the distribution of workers according to the size of wages (according to a one-time registration of workers who fully worked out the month of April) showed that the average monthly wage up to 30,000 tenge was received by 1,1% of workers, from 30001 to 45000 tenge - 9,9%, from 45001 to 75000 tenge - 19,0%, 75001 to 105000 tenge - 19,3%, from 105001 to 240000 tenge - 36,9%, from 240001 and higher - 13,8%.

** Hereinafter, excluding small enterprises engaged in business activities.*

1. Wage rate dynamics

1.1 The main indicators of wages of employees on average per year

	on average per year						
	1993	1994	1995	1996	1997	1998	1999
Number of employees ¹⁾ , thousand people	...	...	...	...	...	...	2 760,6
Number of employees ²⁾ , thousand people	5 630,5	5 415,0	4 993,6	4 380,5	3 628,8	3 070,6	2 489,5
Average monthly nominal wage of employees in ²⁾							
tenge	128	1 726	4 786	6 841	8 541	9 683	11 864
USD ³⁾	24,3	48	79	102	113	124	99
Indices, as a percentage of the previous year							
nominal wages ²⁾	...	1 353,7	277,3	142,9	124,9	113,4	122,5
real wages ²⁾	...	68,5	100,4	102,6	106,4	105,9	113,1
consumer price	1 758,4	1 977,4	276,2	139,3	117,4	107,1	108,3
Size of subsistence minimum ⁴⁾ , tenge	-	-	-	-	3 505	3 716	3 394

Continuation

	2000	2001	2002	2003	2004	2005	2006
Number of employees ¹⁾ , thousand people	2 826,8	2 955,2	3 089,0	3 211,5	3 348,7	3 520,6	3 749,1
Number of employees ²⁾ , thousand people	2 474,0	2 564,8	2 644,7	2 731,7	2 832,4	2 956,1	3 103,6
Average monthly nominal wage of employees in ²⁾							
tenge	14 374	17 303	20 323	23 128	28 329	34 060	40 790
USD ³⁾	101	118	133	155	208	256	324
Indices, as a percentage of the previous year							
nominal wages ²⁾	121,2	120,4	117,5	113,8	122,5	120,2	119,8
real wages ²⁾	107,1	111,1	110,9	107,0	114,6	111,7	110,3
consumer price	113,2	108,4	105,9	106,4	106,9	107,6	108,6
Size of subsistence minimum ⁴⁾ , tenge	4 945	5 655	6 003	6 457	6 785	7 618	8 410

Continuation

	2007	2008	2009	2010	2011	2012
Number of employees ¹⁾ , thousand people	4 056,4	4 063,1	4 152,1	4 577,2	4 372,8	4 500,8
Number of employees ²⁾ , thousand people	3 262,0	3 367,0	3 359,9	3 430,3	3 528,2	3 650,9
Average monthly nominal wage of employees in ²⁾						
tenge	52 479	60 805	67 333	77 611	90 028	101 263
USD ³⁾	428	505	456	527	614	679
Indices, as a percentage of the previous year						
nominal wages ²⁾	128,7	115,9	110,7	115,3	116,0	112,5
real wages ²⁾	116,1	99,0	103,2	107,6	107,1	107,0
consumer price	110,8	117,0	107,3	107,1	108,3	105,1
Size of subsistence minimum ⁴⁾ , tenge	9 653	12 364	12 660	13 487	16 072	16 815

Continuation

	2013	2014	2015	2016	2017	2018
Number of employees ¹⁾ , thousand people	4 536,8	4 624,4	4 798,7	4 854,6	4 925,2	5 086,4
Number of employees ²⁾ , thousand people	3 729,5	3 808,1	3 673,5	3 679,3	3 712,5	3 759,9
Average monthly nominal wage of employees in ²⁾						
tenge	109 141	121 021	126 021	142 898	150 827	162 673
USD ³⁾	717	675	568	418	463	472
Indices, as a percentage of the previous year						
nominal wages ²⁾	107,8	110,9	104,2	113,4	105,5	107,9
real wages ²⁾	101,9	103,9	97,7	98,9	98,3	101,7
consumer price	105,8	106,7	106,6	114,6	107,4	106,0
Size of subsistence minimum ⁴⁾ , tenge	17 789	19 068	19 647	21 612	23 783	28 284

¹⁾ Taking into account small businesses engaged in business activities.

²⁾ Excluding small businesses engaged in business activities.

³⁾ At the weighted average exchange rate of the National Bank.

⁴⁾ Since 2000, the data have been calculated using the methodology introduced on January 1, 2006.

1.2 Average monthly nominal wage per employee by economic activity¹⁾²⁾

tenge

	1993	1994	1995	1996	1997
For all activities	128	1 726	4 786	6 841	8 541
Agriculture, forestry and fisheries	100	1 037	2 397	3 519	3 898
Industry	99	1 900	5 333	5 538	5 706
Mining and quarrying	171	2 801	7 792	10 198	12 489
Manufacturing industry	224	3 955	9 963	13 317	18 323
Electricity, gas, steam and air conditioning	160	2 547	7 274	9 288	11 092
Water supply; Sewerage system, waste collection and distribution control	270	4 862	12 281	14 426	15 550
Construction	170	2 660	7 852	9 659	11 320
Trade; repair of cars, household goods and personal items	98	1 392	3 886	5 837	7 104
Hotels and restaurants	98	1 396	3 869	5 772	6 992
Transport and communications	164	2 294	6 580	9 319	10 786
Financial activity	252	4 177	10 969	13 010	16 992
Real estate transactions, leasing and provision of services to consumers	88	1 346	4 126	6 939	9 232
Public administration	130	1 775	4 475	7 249	9 635
Education	81	907	2 948	5 059	6 382
Health and social services	66	797	2 678	4 567	5 824
Provision of public, social and personal services	95	1 537	4 363	6 298	7 670
Activities of extraterritorial organizations	...	...	...	...	...

Continuation

	1998	1999	2000	2001	2002
For all activities	9 683	11 864	14 374	17 303	20 323
Agriculture, forestry and fisheries	4 338	4 539	5 434	6 826	8 079
Industry	13 683	16 757	20 886	23 927	26 086
Mining and quarrying	20 497	24 462	31 442	37 006	40 027
Manufacturing industry	11 818	14 356	18 509	20 203	22 087
Electricity, gas, steam and air conditioning	12 744	16 890	18 476	21 663	22 976
Water supply; Sewerage system, waste collection and distribution control	10 738	12 114	13 877	14 775	15 932
Construction	11 974	15 897	21 454	27 276	32 435
Wholesale and retail trade; repair of cars and motorcycles	8 211	11 248	13 625	15 771	19 048
Transport and warehousing	11 943	14 146	18 475	23 808	27 946
Accommodation and food services	8 402	20 002	22 788	22 333	32 669
Information and communication	13 602	18 049	22 246	27 029	31 318
Financial and insurance activities	20 099	34 684	37 721	45 186	53 220
Real estate transactions	10 953	11 028	13 922	17 406	20 040
Professional, scientific and technical activities	12 235	13 108	17 529	24 240	32 570
Administrative and support services activities	7 823	12 010	14 375	19 155	23 538
Public administration and defence; compulsory social security	10 393	11 321	12 409	15 067	16 938
Education	8 260	8 238	8 590	10 009	12 865
Health and social services	6 472	6 811	7 270	8 332	10 862
Arts, entertainment and recreation	6 929	7 608	8 163	10 101	11 827
Provision of other services	9 295	18 668	26 322	34 216	40 749
Activities of extraterritorial organizations and bodies	60 111	67 909	47 922	78 637	136 093

Continuation

	2003	2004	2005	2006	2007
For all activities	23 128	28 329	34 060	40 790	52 479
Agriculture, forestry and fisheries	9 459	11 772	14 720	18 472	24 185
Industry	29 335	35 232	41 524	49 966	60 933
Mining and quarrying	45 569	54 298	65 769	75 963	89 874
Manufacturing industry	24 746	30 083	35 231	43 429	54 203
Electricity, gas, steam and air conditioning	24 669	28 556	32 571	38 997	48 979
Water supply; Sewerage system, waste collection and distribution control	18 041	21 673	25 746	31 855	38 506

Continutation					
	2003	2004	2005	2006	2007
Construction	34 465	38 616	47 932	55 715	70 823
Wholesale and retail trade; repair of cars and motorcycles	22 915	27 639	33 522	40 255	49 345
Transport and warehousing	33 346	40 972	48 157	57 879	67 911
Accommodation and food services	39 937	45 037	47 374	48 702	56 817
Information and communication	35 272	42 459	52 466	62 879	80 487
Financial and insurance activities	59 438	67 603	82 234	101 321	125 418
Real estate transactions	23 788	28 073	33 717	40 376	51 074
Professional, scientific and technical activities	37 701	45 066	61 201	71 081	91 649
Administrative and support services activities	35 425	34 447	39 022	49 304	65 262
Public administration and defence; compulsory social security	18 054	26 048	31 191	35 625	45 610
Education	14 411	17 961	20 342	23 956	31 924
Health and social services	12 102	15 209	18 051	21 334	33 159
Arts, entertainment and recreation	12 825	16 891	21 499	24 067	31 802
Provision of other services	48 423	56 069	75 858	81 933	90 947
Activities of extraterritorial organizations and bodies	146 435	139 888	137 455	167 214	177 155

Continutation					
	2008	2009	2010	2011	2012
For all activities	60 805	67 333	77 611	90 028	101 263
Agriculture, forestry and fisheries	30 931	33 642	36 477	44 986	51 045
Industry	74 514	80 254	93 119	107 442	121 788
Mining and quarrying	110 502	123 313	148 091	169 656	178 207
Manufacturing industry	65 828	68 959	78 764	90 105	103 522
Electricity, gas, steam and air conditioning	59 725	63 980	70 807	81 125	91 753
Water supply; Sewerage system, waste collection and distribution control	42 898	44 593	48 727	52 991	62 041
Construction	81 425	89 627	104 434	110 169	111 890
Wholesale and retail trade; repair of cars and motorcycles	59 100	64 691	74 014	84 598	95 084
Transport and warehousing	79 178	84 646	97 385	112 847	129 473
Accommodation and food services	65 437	66 735	70 769	78 562	82 012
Information and communication	97 342	100 512	110 835	128 652	143 960
Financial and insurance activities	143 044	143 571	158 121	180 047	191 005
Real estate transactions	54 235	60 780	68 029	78 121	88 725
Professional, scientific and technical activities	111 872	125 396	140 286	171 794	199 494
Administrative and support services activities	79 279	85 644	95 692	94 402	97 132
Public administration and defence; compulsory social security	47 206	59 131	70 437	84 987	98 293
Education	34 453	41 962	49 216	59 221	67 931
Health and social services	35 846	45 525	54 650	67 755	78 011
Arts, entertainment and recreation	36 852	44 564	53 199	65 234	74 177
Provision of other services	102 828	116 400	125 305	136 206	150 542
Activities of extraterritorial organizations and bodies	173 860	217 747	236 146	300 918	331 672

Continutation						
	2013	2014	2015	2016	2017	2018
For all activities	109 141	121 021	126 021	142 898	150 827	162 673
Agriculture, forestry and fisheries	58 304	66 483	72 507	81 572	91 084	97 929
Industry	138 933	159 839	174 436	195 295	214 189	234 168
Mining and quarrying	210 404	251 686	275 624	312 572	341 775	371 637
Manufacturing industry	113 924	127 473	137 385	153 571	166 739	186 041
Electricity, gas, steam and air conditioning	104 309	116 733	124 256	136 732	145 392	156 591
Water supply; Sewerage system, waste collection and distribution control	69 343	78 360	85 217	93 856	101 921	112 287
Construction	119 298	140 321	154 794	179 205	194 227	213 784
Wholesale and retail trade; repair of cars and motorcycles	103 362	117 186	121 020	131 091	145 698	159 091
Transport and warehousing	141 721	160 007	166 057	176 825	193 579	210 822
Accommodation and food services	92 008	104 410	116 503	127 837	140 070	149 040
Information and communication	156 037	173 887	180 828	204 192	221 748	235 410

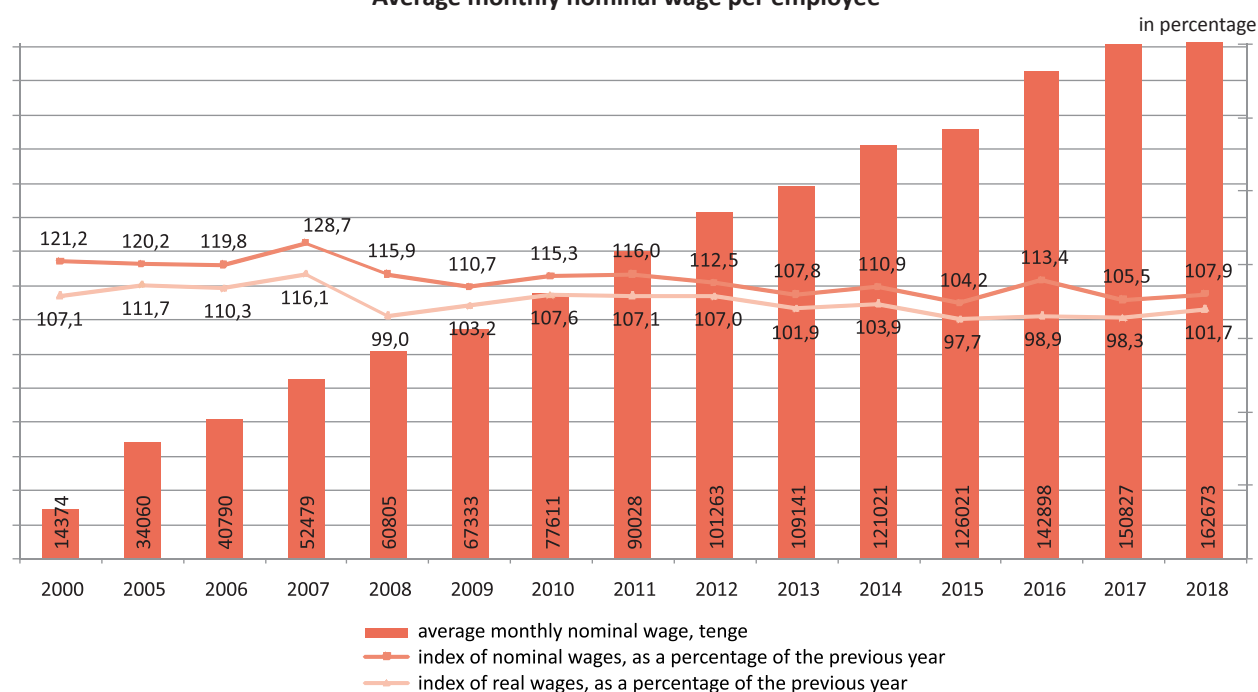
Continuation

	2013	2014	2015	2016	2017	2018
Financial and insurance activities	205 645	220 803	236 689	284 330	298 725	334 269
Real estate transactions	100 091	108 066	109 318	123 346	147 620	157 342
Professional, scientific and technical activities	211 562	250 816	255 216	323 661	268 664	286 839
Administrative and support services activities	101 019	94 895	102 180	115 041	151 771	187 532
Public administration and defence; compulsory social security	103 467	106 000	107 924	118 868	125 247	134 835
Education	69 484	74 756	77 542	94 542	96 612	102 875
Health and social services	80 993	88 779	91 902	106 049	108 714	111 802
Arts, entertainment and recreation	80 550	91 713	95 210	110 320	119 164	127 685
Provision of other services	151 643	160 392	202 769	218 893	210 924	209 469
Activities of extraterritorial organizations and bodies	269 948	284 586	485 749	-	-	-

¹⁾ Until 1997 The indicator is calculated on the basis of OKED-2003.

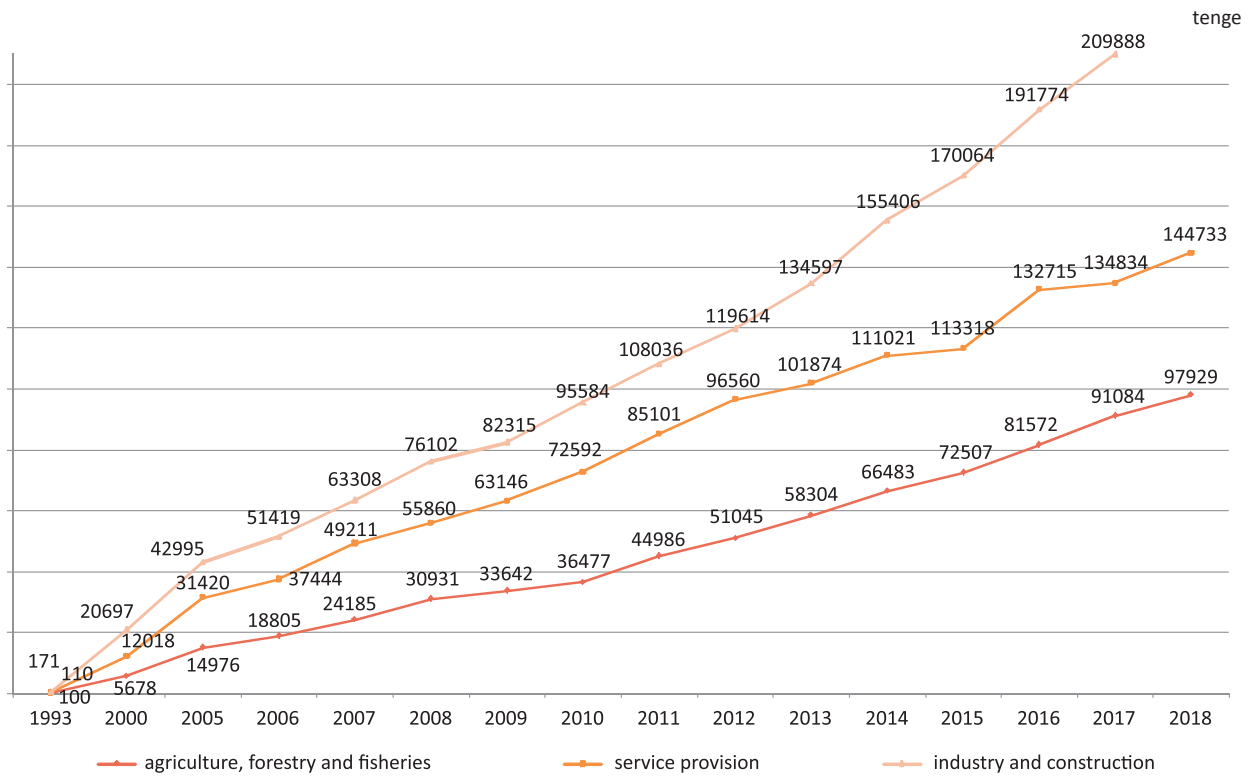
²⁾ Excluding small businesses engaged in business activities.

Average monthly nominal wage per employee*



* Excluding small businesses engaged in entrepreneurial activities.

Average monthly nominal wage per employee by sector¹⁾²⁾



¹⁾ Until 1997 The indicator is calculated on the basis of OKED-2003.

²⁾ Excluding small businesses engaged in business activities.

2. Number of employees

The number of employees of enterprises and organizations*

2.1 Number of employees by type of economic activity

thousand people

	2014	2015	2016	2017	2018
Number of employees - total	4 624,4	4 798,7	4 854,6	4 925,2	5 086,4
Agriculture, forestry and fisheries	141,7	140,6	141,0	138,8	143,5
Industry	833,1	841,4	813,6	819,2	841,5
Mining and quarrying	224,4	223,0	212,8	218,7	222,6
Manufacturing industry	433,1	439,7	423,5	428,2	440,3
Electricity, gas, steam and air conditioning	121,4	122,8	119,5	116,1	117,1
Water supply; Sewerage system, waste collection and distribution control	54,3	56,0	57,8	56,2	61,4
Construction	371,2	397,9	406,4	382,1	381,8
Wholesale and retail trade; repair of cars and motorcycles	423,6	453,2	461,7	489,0	517,9
Transport and warehousing	281,0	287,2	290,4	302,9	317,6
Accommodation and food services	53,9	60,4	65,6	70,3	87,3
Information and communication	94,3	103,1	101,9	94,6	103,2
Financial and insurance activities	122,5	123,5	122,2	124,6	118,1
Real estate transactions	84,9	92,3	96,2	92,6	93,0
Professional, scientific and technical activities	189,4	194,3	185,7	180,0	186,6
Administrative and support services activities	187,8	198,2	212,6	224,7	237,2
Public administration and defence; compulsory social security	377,1	395,4	400,0	407,7	411,1
Education	912,6	933,4	960,5	984,1	1 012,6
Health and social services	401,7	413,2	422,0	429,9	439,7
Arts, entertainment and recreation	92,2	96,4	99,9	99,3	104,9
Provision of other services	57,3	67,9	75,0	85,5	90,3

2.2 Number of employees

thousand people

	2014	2015	2016	2017	2018
Republic of Kazakhstan	4 624,4	4 798,7	4 854,6	4 925,2	5 086,4
Akmola	205,1	209,7	209,6	209,8	213,5
Aktobe	245,0	248,1	243,0	244,1	248,2
Almaty	269,8	283,4	284,0	291,8	301,6
Atyrau	211,2	228,5	230,7	243,9	265,8
West Kazakhstan	169,4	171,9	171,8	175,6	177,9
Jambyl	193,1	194,0	190,2	195,6	201,4
Karaganda	428,2	425,4	418,5	426,3	435,7
Kostanay	244,7	242,6	237,1	239,3	245,0
Kyzylorda	173,3	172,5	173,2	179,7	182,4
Mangystau	193,5	197,6	198,6	203,1	208,3
Pavlodar	245,2	246,3	249,5	247,9	252,5
North Kazakhstan	163,6	161,6	161,2	159,9	162,6
Turkistan	226,3	231,6	237,9	238,2	254,6
East Kazakhstan	373,8	366,4	358,9	364,2	369,3
Nur-Sultan city	374,4	407,1	451,3	456,2	496,9
Almaty city	701,5	801,1	818,4	820,5	842,1
Shymkent city	206,4	210,8	220,8	229,0	228,7

* Taking into account small businesses engaged in entrepreneurial activities.

2.3 Number of employees by economic activity

thousand people

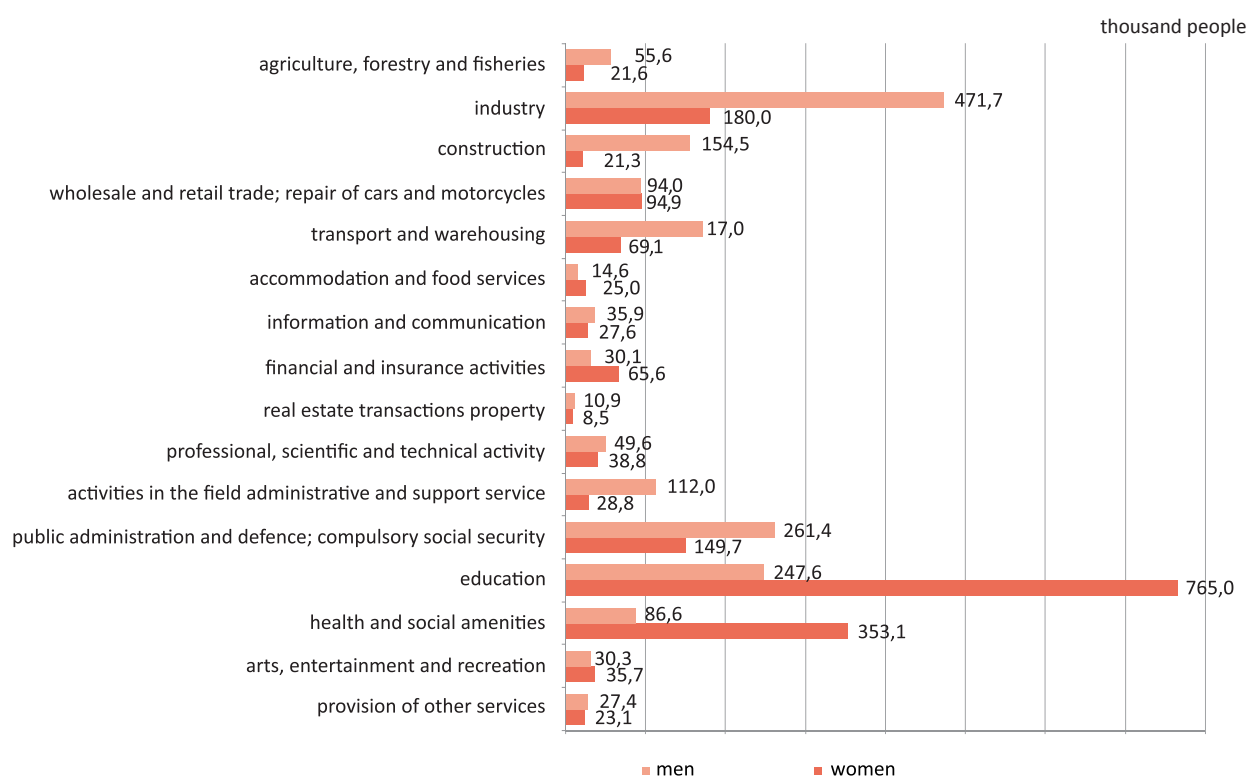
	2014	2015	2016	2017	2018
Number of employees - total	3 808,1	3 673,5	3 679,3	3 712,5	3 759,9
Agriculture, forestry and fisheries	101,5	82,3	81,6	77,5	77,2
Industry	726,0	677,5	653,7	643,5	651,7
Mining and quarrying	214,1	204,8	197,1	199,8	200,5
Manufacturing industry	351,4	318,1	303,5	297,1	301,5
Electricity, gas, steam and air conditioning	117,0	115,0	112,1	108,4	107,2
Water supply; Sewerage system, waste collection and distribution control	43,6	39,7	41,0	38,3	42,6
Construction	222,4	200,9	195,3	182,6	175,8
Wholesale and retail trade; repair of cars and motorcycles	210,3	184,9	175,1	182,1	188,9
Transport and warehousing	235,9	221,2	225,5	236,2	239,1
Accommodation and food services	35,1	32,2	34,5	35,6	39,6
Information and communication	73,1	73,1	69,3	62,1	63,5
Financial and insurance activities	109,3	105,0	103,5	104,9	95,7
Real estate transactions	29,1	26,4	27,1	25,1	19,4
Professional, scientific and technical activities	121,6	97,4	91,8	87,8	88,4
Administrative and support services activities	133,9	123,5	129,1	140,5	140,8
Public administration and defence; compulsory social security	377,1	395,4	400,0	407,7	411,1
Education	912,6	933,4	960,5	984,1	1 012,6
Health and social services	401,7	413,2	422,0	429,9	439,7
Arts, entertainment and recreation	72,9	61,6	63,8	65,0	66,0
Provision of other services	45,5	45,3	46,5	47,9	50,5

2.4 Number of employees by gender and type of economic activity

thousand people

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Number of employees - total	1 928,5	1 824,1	1 821,1	1 829,4	1 852,2	1 879,6	1 849,4	1 858,2	1 883,1	1 907,7
Agriculture, forestry and fisheries	73,8	59,4	59,1	55,9	55,6	27,7	22,9	22,5	21,6	21,6
Industry	517,6	485,9	471,6	465,3	471,7	208,4	191,6	182,1	178,2	180,0
Mining and quarrying	168,3	161,5	156,0	159,5	160,5	45,9	43,3	41,1	40,3	40,0
Manufacturing industry	239,6	218,2	209,3	204,1	207,7	111,7	99,9	94,3	93,0	93,8
Electricity, gas, steam and air conditioning	81,4	80,4	79,0	75,7	74,9	35,5	34,6	33,2	32,7	32,3
Water supply; Sewerage system, waste collection and distribution control	28,2	25,9	27,4	26,1	28,8	15,3	13,8	13,6	12,2	13,8
Construction	192,3	175,6	171,7	160,3	154,5	30,1	25,3	23,5	22,3	21,3
Wholesale and retail trade; repair of cars and motorcycles	109,3	92,7	87,5	91,8	94,0	100,9	92,2	87,6	90,3	94,9
Transport and warehousing	164,0	153,8	157,5	165,9	170,0	71,9	67,4	68,0	70,3	69,1
Accommodation and food services	11,3	10,4	11,5	12,6	14,6	23,8	21,8	23,0	23,0	25,0
Information and communication	42,0	42,2	40,3	35,3	35,9	31,2	30,9	29,0	26,8	27,6
Financial and insurance activities	35,4	32,8	32,5	32,5	30,1	73,8	72,2	71,0	72,4	65,6
Real estate transactions	16,0	14,5	15,5	14,1	10,9	13,1	11,9	11,6	11,0	8,5
Professional, scientific and technical activities	68,4	54,3	51,8	48,8	49,6	53,2	43,1	40,0	39,0	38,8
Administrative and support services activities	108,1	99,4	104,9	110,6	112,0	25,8	24,1	24,3	29,9	28,8
Public administration and defence; compulsory social security	236,7	250,6	254,5	260,1	261,4	140,4	144,8	145,5	147,6	149,7
Education	223,9	226,1	231,4	238,2	247,6	688,8	707,3	729,1	745,9	765,0
Health and social services	73,1	76,4	79,1	82,4	86,6	328,7	336,8	342,9	347,5	353,1
Arts, entertainment and recreation	32,6	26,6	27,8	29,6	30,3	40,3	35,0	36,0	35,4	35,7
Provision of other services	24,0	23,2	24,3	25,7	27,4	21,5	22,1	22,1	22,2	23,1

Number of employees by gender and main types of economic activity in 2018

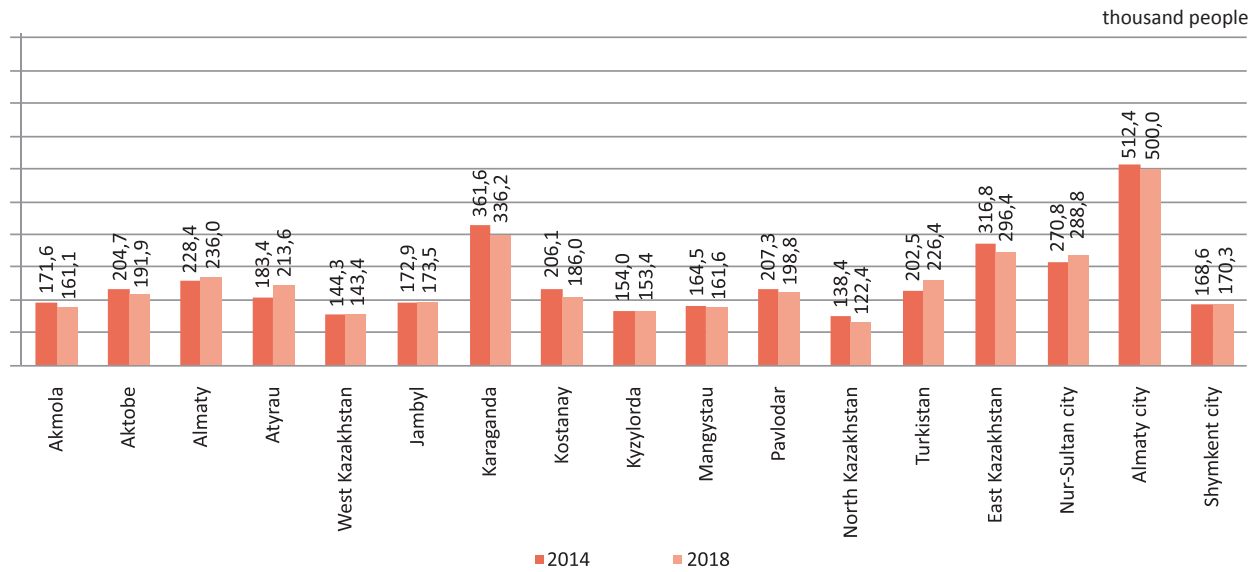


2.5 Number of employees

thousand people

	2014	2015	2016	2017	2018
Republic of Kazakhstan	3 808,1	3 673,5	3 679,3	3 712,5	3 759,9
Akmola	171,6	162,5	162,4	161,9	161,1
Aktobe	204,7	196,8	193,4	194,5	191,9
Almaty	228,4	224,8	222,9	229,1	236,0
Atyrau	183,4	177,8	186,2	199,2	213,6
West Kazakhstan	144,3	140,5	141,2	142,8	143,4
Jambyl	172,9	167,2	165,2	169,1	173,5
Karaganda	361,6	342,7	335,9	336,5	336,2
Kostanay	206,1	192,6	189,9	186,9	186,0
Kyzylorda	154,0	147,3	149,1	154,0	153,4
Mangystau	164,5	156,8	160,6	162,8	161,6
Pavlodar	207,3	198,9	200,6	199,7	198,8
North Kazakhstan	138,4	128,5	126,4	124,1	122,4
Turkistan	202,5	204,3	209,0	208,4	226,4
East Kazakhstan	316,8	301,8	294,9	295,4	296,4
Nur-Sultan city	270,8	271,6	280,5	279,3	288,8
Almaty city	512,4	493,0	487,0	488,8	500,0
Shymkent city	168,6	166,3	174,2	179,9	170,3

Number of employees



2.6 Number of employees by gender and region

thousand people

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	1 928,5	1 824,1	1 821,1	1 829,4	1 852,2	1 879,6	1 849,4	1 858,2	1 883,1	1 907,7
Akmola	86,4	80,3	80,3	80,1	79,4	85,2	82,2	82,1	81,8	81,7
Aktope	110,5	104,7	102,2	102,3	99,4	94,2	92,1	91,2	92,2	92,5
Almaty	106,6	102,6	99,7	99,6	103,0	121,7	122,2	123,2	129,5	133,0
Atyrau	107,1	101,8	108,3	116,6	127,9	76,3	76,0	77,9	82,6	85,7
West Kazakhstan	69,9	66,8	67,2	68,1	68,4	74,4	73,7	74,0	74,7	75,0
Jambyl	78,0	73,8	71,4	73,3	76,4	94,9	93,4	93,8	95,8	97,1
Karaganda	186,9	174,3	170,8	171,0	172,6	174,7	168,4	165,1	165,5	163,6
Kostanay	105,0	95,7	93,9	92,3	92,5	101,2	96,9	96,0	94,6	93,5
Kyzylorda	80,4	73,3	72,7	74,6	73,8	73,6	74,0	76,4	79,4	79,6
Mangystau	96,2	89,3	89,9	91,2	89,6	68,2	67,5	70,7	71,6	72,0
Pavlodar	105,1	100,0	102,5	102,0	102,3	102,2	98,9	98,1	97,7	96,5
North Kazakhstan	67,8	61,7	60,6	58,7	57,9	70,6	66,8	65,8	65,4	64,5
Turkistan	88,6	86,9	86,5	84,0	94,2	114,0	117,4	122,5	124,5	132,2
East Kazakhstan	165,0	155,0	150,6	151,1	152,8	151,8	146,8	144,3	144,3	143,6
Nur-Sultan city	137,1	137,6	143,1	142,2	143,9	133,7	134,0	137,4	137,1	144,9
Almaty city	252,2	238,4	235,0	232,4	237,4	260,2	254,6	252,0	256,4	262,6
Shymkent city	82,9	81,8	86,4	89,8	80,4	82,9	84,6	87,8	90,0	89,9

* Excluding small businesses engaged in business activities.

The number of employees of large and medium enterprises

2.7 The number of employees of large and medium-sized enterprises by type of economic activity

	thousand people				
	2014	2015	2016	2017	2018
Number of employees - total	2 675,8	2 735,4	2 712,1	2 725,7	2 759,1
Agriculture, forestry and fisheries	84,5	80,6	78,8	76,1	75,7
Industry	670,6	661,3	640,5	632,7	641,7
Mining and quarrying	206,8	203,2	196,2	198,2	199,3
Manufacturing industry	317,1	309,6	297,0	292,3	296,8
Electricity, gas, steam and air conditioning	111,0	111,8	108,9	106,6	105,4
Water supply; Sewerage system, waste collection and distribution control	35,7	36,7	38,4	35,7	40,2
Construction	186,4	190,1	187,4	173,3	166,9
Wholesale and retail trade; repair of cars and motorcycles	136,4	150,4	142,4	143,8	156,7
Transport and warehousing	213,7	212,7	209,8	227,1	230,3
Accommodation and food services	28,2	31,0	32,9	33,3	38,9
Information and communication	59,9	65,2	62,7	56,4	57,0
Financial and insurance activities	79,1	78,0	78,3	81,2	72,3
Real estate transactions	18,3	21,5	23,1	21,5	15,6
Professional, scientific and technical activities	79,7	79,4	74,1	70,3	71,6
Administrative and support services activities	104,4	107,7	109,7	118,7	118,9
Public administration and defence; compulsory social security	210,8	227,1	222,8	229,3	232,0
Education	416,0	427,3	437,7	443,5	453,0
Health and social services	341,1	354,2	362,4	368,0	376,3
Arts, entertainment and recreation	39,3	41,6	42,8	43,1	43,6
Provision of other services	7,4	7,4	6,7	7,6	8,7

2.8 The number of employees of large and medium-sized enterprises by gender and type of economic activity

	thousand people				
	Male				
	2014	2015	2016	2017	2018
Number of employees - total	1 462,4	1 487,7	1 472,2	1 475,5	1 496,9
Agriculture, forestry and fisheries	60,9	58,0	57,0	54,8	54,4
Industry	479,5	475,3	462,1	458,0	464,9
Mining and quarrying	162,2	160,2	155,3	158,2	159,6
Manufacturing industry	216,9	212,6	204,6	200,8	204,3
Electricity, gas, steam and air conditioning	77,5	78,6	76,4	74,6	73,7
Water supply; Sewerage system, waste collection and distribution control	22,9	23,9	25,7	24,4	27,2
Construction	162,1	166,6	165,5	153,1	147,3
Wholesale and retail trade; repair of cars and motorcycles	68,8	73,0	69,1	70,3	76,2
Transport and warehousing	148,6	148,3	146,8	159,8	163,8
Accommodation and food services	9,1	9,9	10,8	11,7	14,4
Information and communication	35,4	38,4	37,1	32,6	32,9
Financial and insurance activities	26,1	24,6	24,6	25,4	23,1
Real estate transactions	9,8	11,5	13,0	12,0	8,7
Professional, scientific and technical activities	46,5	45,5	42,9	40,0	41,0
Administrative and support services activities	84,4	85,7	88,0	92,0	93,2
Public administration and defence; compulsory social security	149,8	163,6	163,3	167,4	169,5
Education	99,2	100,5	103,2	105,6	110,1
Health and social services	59,2	62,3	64,5	67,0	70,6
Arts, entertainment and recreation	19,5	20,7	21,2	22,1	22,4
Provision of other services	3,6	3,6	3,2	3,7	4,5

Continuation

	Female				
	2014	2015	2016	2017	2018
Number of employees - total	1 213,4	1 247,7	1 239,9	1 250,2	1 262,2

Continuation

	Female				
	2014	2015	2016	2017	2018
Agriculture, forestry and fisheries	23,6	22,6	21,8	21,3	21,3
Industry	191,1	186,0	178,4	174,7	176,8
Mining and quarrying	44,5	43,0	40,9	40,0	39,7
Manufacturing industry	100,2	97,0	92,4	91,5	92,5
Electricity, gas, steam and air conditioning	33,5	33,2	32,5	32,0	31,7
Water supply; Sewerage system, waste collection and distribution control	12,9	12,8	12,7	11,3	13,0
Construction	24,4	23,5	21,9	20,2	19,6
Wholesale and retail trade; repair of cars and motorcycles	67,6	77,4	73,3	73,5	80,5
Transport and warehousing	65,1	64,4	63,0	67,3	66,5
Accommodation and food services	19,1	21,1	22,1	21,6	24,5
Information and communication	24,5	26,8	25,6	23,8	24,1
Financial and insurance activities	53,1	53,4	53,7	55,8	49,2
Real estate transactions	8,5	10,0	10,1	9,5	6,9
Professional, scientific and technical activities	33,1	33,9	31,2	30,3	30,6
Administrative and support services activities	20,0	22,0	21,7	26,7	25,7
Public administration and defence; compulsory social security	61,0	63,5	59,5	61,9	62,5
Education	316,8	326,8	334,5	337,9	342,9
Health and social services	281,9	291,9	297,9	301,0	305,7
Arts, entertainment and recreation	19,8	20,9	21,6	21,0	21,2
Provision of other services	3,9	3,8	3,5	3,9	4,2

2.9 The number of employees of large and medium enterprises

thousand people

	2014	2015	2016	2017	2018
Republic of Kazakhstan	2 675,8	2 735,4	2 712,1	2 725,7	2 759,1
Akmola	105,3	106,9	104,6	104,4	104,3
Aktobe	142,8	145,4	139,6	143,4	139,8
Almaty	138,8	144,3	138,6	142,2	147,0
Atyrau	139,2	140,3	149,1	161,0	175,9
West Kazakhstan	89,7	94,5	94,7	96,3	96,2
Jambyl	113,4	113,1	107,4	110,9	111,7
Karaganda	267,2	262,8	260,1	262,5	262,7
Kostanay	137,9	137,7	133,2	130,8	130,6
Kyzylorda	105,0	104,3	102,9	105,5	104,9
Mangystau	125,9	124,9	130,4	128,5	125,1
Pavlodar	145,4	146,0	146,0	144,9	144,0
North Kazakhstan	81,4	80,9	77,7	76,7	75,2
Turkistan	124,3	126,8	128,1	123,4	133,3
East Kazakhstan	221,4	220,2	211,5	210,5	213,5
Nur-Sultan city	205,3	225,0	227,7	226,7	235,6
Almaty city	402,7	427,7	421,3	414,2	425,5
Shymkent city	130,0	134,6	139,4	143,9	134,0

2.10 The number of employees of large and medium-sized enterprises by gender and region

thousand people

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	1 462,4	1 487,7	1 472,2	1 475,5	1 496,9	1 213,4	1 247,7	1 239,9	1 250,2	1 262,2
Akmola	60,4	61,0	59,8	59,6	59,8	45,0	45,9	44,8	44,8	44,5
Aktobe	85,7	87,0	82,4	84,4	81,3	57,1	58,4	57,2	59,0	58,5
Almaty	69,8	74,8	70,6	70,5	73,0	69,0	69,5	68,0	71,7	74,0
Atyrau	88,3	88,9	95,1	103,4	114,6	50,9	51,4	54,0	57,6	61,3
West Kazakhstan	47,8	49,2	49,4	50,5	50,4	41,9	45,3	45,3	45,8	45,8
Jambyl	53,2	53,0	48,7	50,9	52,6	60,2	60,1	58,7	60,0	59,1
Karaganda	148,8	146,6	145,5	146,7	148,5	118,4	116,2	114,6	115,8	114,2

Continuation

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Kostanay	78,7	77,8	75,0	73,3	73,9	59,2	59,9	58,2	57,5	56,7
Kyzylorda	58,8	57,2	55,7	56,5	55,8	46,2	47,1	47,2	49,0	49,1
Mangystau	79,9	78,4	80,0	78,2	76,0	46,0	46,5	50,4	50,3	49,1
Pavlodar	83,1	83,2	85,0	84,5	84,5	62,3	62,8	61,0	60,4	59,5
North Kazakhstan	44,3	43,5	41,8	40,5	39,8	37,1	37,4	35,9	36,2	35,4
Turkistan	57,7	58,7	57,4	53,6	60,4	66,6	68,2	70,7	69,8	72,9
East Kazakhstan	127,9	126,1	121,0	120,6	123,6	93,5	94,1	90,5	89,9	89,9
Nur-Sultan city	107,0	118,6	119,9	120,5	123,7	98,4	106,4	107,8	106,2	111,9
Almaty city	203,8	214,8	212,6	205,9	212,4	198,9	212,9	208,7	208,3	213,1
Shymkent city	67,1	68,9	72,6	76,0	66,7	62,9	65,6	66,8	67,9	67,3

The number of employees of small enterprises engaged in business activities

2.11 Number of employees of small enterprises engaged in entrepreneurial activity, by type of economic activity

thousand people

	2014	2015	2016	2017	2018
For all activities	816,3	1 125,2	1 175,3	1 212,7	1 326,5
Agriculture, forestry and fisheries	40,2	58,3	59,4	61,3	66,3
Industry	107,1	163,9	159,9	175,7	189,8
Mining and quarrying	10,2	18,2	15,7	19,0	22,1
Manufacturing industry	81,7	121,6	120,0	131,1	138,9
Electricity, gas, steam and air conditioning	4,5	7,8	7,4	7,7	10,0
Water supply; Sewerage system, waste collection and distribution control	10,7	16,3	16,8	17,9	18,8
Construction	148,9	197,0	211,1	199,5	206,0
Wholesale and retail trade; repair of cars and motorcycles	213,3	268,3	286,6	306,8	329,0
Transport and warehousing	45,1	66,0	64,9	66,7	78,6
Accommodation and food services	18,8	28,2	31,1	34,7	47,7
Information and communication	21,1	30,0	32,6	32,5	39,7
Financial and insurance activities	13,3	18,5	18,7	19,7	22,3
Real estate transactions	55,8	65,9	69,0	67,5	73,6
Professional, scientific and technical activities	67,8	96,9	93,9	92,2	98,3
Administrative and support services activities	54,0	74,7	83,5	84,2	96,4
Arts, entertainment and recreation	19,3	34,8	36,1	34,3	38,9
Provision of other services	11,8	22,6	28,5	37,6	39,9

2.12 Number of employees of small enterprises engaged in entrepreneurial activity, by gender and type of economic activity

thousand people

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	559,3	751,9	791,3	826,8	902,7	257,1	373,2	384,0	385,9	423,8
Agriculture, forestry and fisheries	33,6	47,4	48,2	50,0	54,3	6,6	10,8	11,2	11,3	11,9
Industry	75,7	115,6	113,6	126,2	135,8	31,4	48,3	46,3	49,5	53,9
Mining and quarrying	8,5	15,0	12,9	15,4	18,5	1,7	3,2	2,8	3,6	3,6
Manufacturing industry	56,2	82,8	82,8	92,0	95,6	25,5	38,8	37,2	39,1	43,2
Electricity, gas, steam and air conditioning	3,1	5,7	5,4	5,6	7,2	1,4	2,2	2,0	2,1	2,8
Water supply; Sewerage system, waste collection and distribution control	7,9	12,2	12,6	13,2	14,6	2,8	4,1	4,2	4,7	4,2
Construction	124,0	161,9	174,7	165,6	172,8	24,9	35,1	36,4	33,9	33,2
Wholesale and retail trade; repair of cars and motorcycles	134,6	159,8	174,8	189,1	207,2	78,7	108,5	111,9	117,8	121,8
Transport and warehousing	32,4	47,9	46,3	48,9	56,3	12,7	18,1	18,5	17,8	22,3
Accommodation and food services	7,1	11,3	12,4	15,3	20,9	11,7	16,9	18,7	19,4	26,9
Information and communication	11,8	16,7	18,5	19,1	23,6	9,4	13,3	14,1	13,4	16,1

Continuation

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Financial and insurance activities	6,1	7,8	8,0	9,0	9,9	7,1	10,7	10,7	10,7	12,4
Real estate transactions	32,6	38,2	40,4	40,1	44,0	23,3	27,7	28,6	27,4	29,6
Professional, scientific and technical activities	41,9	57,5	56,0	56,0	60,1	25,9	39,4	37,9	36,2	38,2
Administrative and support services activities	42,0	56,6	61,8	65,4	72,6	12,0	18,1	21,7	18,8	23,8
Arts, entertainment and recreation	10,7	18,9	20,3	19,1	21,4	8,6	15,9	15,8	15,2	17,6
Provision of other services	6,8	12,2	16,3	23,0	23,8	4,9	10,4	12,2	14,6	16,1

2.13 The number of employees of small enterprises engaged in business activities by region

thousand people

	2014	2015	2016	2017	2018
Republic of Kazakhstan	816,3	1 125,2	1 175,3	1 212,7	1 326,5
Akmola	33,5	47,2	47,2	47,9	52,4
Aktobe	40,3	51,3	49,6	49,6	56,3
Almaty	41,4	58,6	61,1	62,7	65,6
Atyrau	27,8	50,7	44,5	44,8	52,2
West Kazakhstan	25,1	31,4	30,6	32,8	34,5
Jambyl	20,3	26,8	25,0	26,4	27,8
Karaganda	66,7	82,7	82,6	89,9	99,5
Kostanay	38,6	50,0	47,2	52,3	59,0
Kyzylorda	19,3	25,2	24,1	25,7	29,1
Mangystau	29,0	40,8	38,0	40,3	46,7
Pavlodar	37,9	47,4	48,9	48,2	53,7
North Kazakhstan	25,2	33,1	34,8	35,7	40,2
Turkistan	23,8	27,3	28,9	29,8	28,1
East Kazakhstan	57,0	64,6	64,1	68,8	72,9
Nur-Sultan city	103,5	135,5	170,8	176,9	208,1
Almaty city	189,0	308,1	331,3	331,7	342,0
Shymkent city	37,8	44,5	46,5	49,1	58,4

2.14 Number of employees of small enterprises engaged in entrepreneurial activity by gender and region

thousand people

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	559,3	751,9	791,3	826,8	902,7	257,1	373,2	384,0	385,9	423,8
Akmola	22,3	33,0	32,9	33,7	37,0	11,3	14,3	14,3	14,2	15,4
Aktobe	28,5	36,0	35,7	36,2	41,2	11,8	15,3	13,9	13,4	15,0
Almaty	30,0	41,7	44,6	45,2	49,2	11,4	16,9	16,5	17,5	16,4
Atyrau	19,7	38,1	32,7	31,6	37,2	8,1	12,6	11,8	13,2	15,0
West Kazakhstan	17,0	21,9	21,0	23,1	24,1	8,2	9,5	9,5	9,7	10,4
Jambyl	14,7	19,6	18,7	19,8	20,9	5,5	7,2	6,3	6,6	7,0
Karaganda	42,0	54,6	53,4	58,2	64,7	24,7	28,1	29,2	31,7	34,7
Kostanay	25,4	32,3	30,2	34,3	39,5	13,2	17,7	17,0	18,0	19,6
Kyzylorda	15,0	19,1	18,3	19,6	21,9	4,4	6,1	5,9	6,1	7,2
Mangystau	20,3	28,2	27,5	29,5	33,1	8,7	12,6	10,5	10,8	13,6
Pavlodar	23,4	30,9	30,3	30,3	33,3	14,5	16,5	18,6	17,9	20,3
North Kazakhstan	17,0	22,0	23,1	24,4	26,8	8,2	11,1	11,7	11,3	13,4
Turkistan	20,4	22,5	24,7	25,3	23,1	3,4	4,8	4,2	4,5	5,0
East Kazakhstan	37,5	41,8	42,4	46,0	51,2	19,5	22,8	21,7	22,8	21,7
Nur-Sultan city	70,1	90,4	116,9	123,9	142,8	33,4	45,1	54,0	53,0	65,2
Almaty city	128,4	187,4	204,8	210,3	213,5	60,7	120,7	126,5	121,4	128,5
Shymkent city	27,7	32,4	34,1	35,3	43,1	10,1	12,1	12,4	13,8	15,3

3. Remuneration

Average monthly nominal wages of employees *

3.1 Average monthly nominal salary per employee by type of economic activity

tenge

	2014	2015	2016	2017	2018
For all activities	115 262	121 196	135 430	142 274	152 854
Agriculture, forestry and fisheries	62 304	69 525	75 261	83 620	90 243
Industry	149 582	174 436	175 767	191 284	207 259
Mining and quarrying	246 221	266 085	302 464	326 976	353 015
Manufacturing industry	117 231	120 811	134 845	146 194	160 112
Electricity, gas, steam and air conditioning	117 186	123 762	136 892	148 026	158 158
Water supply; Sewerage system, waste collection and distribution control	73 957	78 131	85 696	92 642	104 408
Construction	113 941	128 467	139 119	143 206	156 216
Wholesale and retail trade; repair of cars and motorcycles	104 939	111 413	125 683	133 435	141 957
Transport and warehousing	149 866	157 486	162 121	176 100	191 915
Accommodation and food services	86 272	91 963	98 715	101 297	109 503
Information and communication	162 239	168 815	186 423	202 040	215 597
Financial and insurance activities	211 665	226 172	268 085	276 962	305 118
Real estate transactions	82 308	92 057	94 584	104 015	108 901
Professional, scientific and technical activities	218 888	215 133	257 384	233 242	256 970
Administrative and support services activities	87 833	92 801	103 817	128 246	146 635
Public administration and defence; compulsory social security	106 000	107 924	118 868	125 247	134 835
Education	74 756	77 542	94 542	96 612	102 875
Health and social services	88 779	91 902	106 049	108 714	111 802
Arts, entertainment and recreation	85 632	95 087	105 130	116 532	121 134
Provision of other services	143 653	160 298	167 752	164 158	161 109
Activities of extraterritorial organizations	284 586	485 749	-	-	-

3.2 Indices of nominal and real wages of employees by type of economic activity

percent to previous year

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	110,7	105,1	111,7	105,1	107,4	103,7	98,6	97,5	97,8	101,3
Agriculture, forestry and fisheries	112,6	111,6	108,3	111,1	107,9	105,6	104,7	94,5	103,5	101,8
Industry	114,9	116,6	100,8	108,8	108,4	107,6	109,4	87,9	101,3	102,3
Mining and quarrying	119,1	108,1	113,7	108,1	108,0	111,6	101,4	99,2	100,7	102,0
Manufacturing industry	112,2	103,1	111,6	108,4	109,5	105,2	96,7	97,4	100,9	103,3
Electricity, gas, steam and air conditioning	111,9	105,6	110,6	108,1	106,8	104,8	99,1	96,5	100,7	100,8
Water supply; Sewerage system, waste collection and distribution control	112,8	105,6	109,7	108,1	112,7	105,7	99,1	95,7	100,7	106,3
Construction	111,9	112,7	108,3	102,9	109,1	104,8	105,8	94,5	95,8	102,9
Wholesale and retail trade; repair of cars and motorcycles	110,7	106,2	112,8	106,2	106,4	103,8	99,6	98,4	98,9	100,4
Transport and warehousing	113,2	105,1	102,9	108,6	109	106,1	98,6	89,8	101,1	102,8
Accommodation and food services	113,0	106,6	107,3	102,6	108,1	105,9	100,0	93,7	95,5	102,0
Information and communication	112,6	104,1	110,4	108,4	106,7	105,5	97,6	96,4	100,9	100,7
Financial and insurance activities	108,2	106,9	118,5	103,3	110,2	101,4	100,2	103,4	96,2	104,0
Real estate transactions	108,2	111,8	102,7	110,0	104,7	101,4	104,9	89,7	102,4	98,8
Professional, scientific and technical activities	120,0	98,3	119,6	90,6	110,2	112,5	92,2	104,4	84,4	104,0
Administrative and support services activities	96,9	105,7	111,9	123,5	114,3	90,8	99,1	97,6	115,0	107,8
Public administration and defence; compulsory social security	102,4	101,8	110,1	105,4	107,7	96,0	95,5	96,1	98,1	101,6
Education	107,6	103,7	121,9	102,2	106,5	100,8	97,3	106,4	95,1	100,5

Continuation

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Health and social services	109,6	103,5	115,4	102,5	102,8	102,7	97,1	100,7	95,4	97,0
Arts, entertainment and recreation	106,8	111,0	110,6	110,8	103,9	100,1	104,2	96,5	103,2	98,0
Provision of other services	106,1	111,6	104,7	97,9	98,1	99,4	104,7	91,3	91,1	92,5
Activities of extraterritorial organizations	105,4	170,7	-	-	-	98,8	160,1	-	-	-

* Taking into account small businesses engaged in entrepreneurial activities.

Average monthly nominal wage of employees *

3.3 Average monthly nominal wage per employee by economic activity

tenge

	2014	2015	2016	2017	2018
For all activities	121 021	126 021	142 898	150 827	162 673
Agriculture, forestry and fisheries	66 483	72 507	81 572	91 084	97 929
Industry	159 839	174 436	195 295	214 189	234 168
Mining and quarrying	251 686	275 624	312 571	341 775	371 637
Manufacturing industry	127 473	137 385	153 571	166 739	186 041
Electricity, gas, steam and air conditioning	116 733	124 256	136 732	145 392	156 591
Water supply; Sewerage system, waste collection and distribution control	78 360	85 217	93 856	101 921	112 287
Construction	140 321	154 794	179 205	194 227	213 784
Wholesale and retail trade; repair of cars and motorcycles	117 186	121 020	131 091	145 698	159 091
Transport and warehousing	160 007	166 057	176 825	193 579	210 822
Accommodation and food services	104 410	116 503	127 837	140 070	149 040
Information and communication	173 887	180 828	204 192	221 748	235 410
Financial and insurance activities	220 803	236 689	284 330	298 725	334 269
Real estate transactions	108 066	109 318	123 346	147 620	157 342
Professional, scientific and technical activities	250 816	255 216	323 661	268 664	286 839
Administrative and support services activities	94 895	102 180	115 041	151 771	187 532
Public administration and defence; compulsory social security	106 000	107 924	118 868	125 247	134 835
Education	74 756	77 542	94 542	96 612	102 875
Health and social services	88 779	91 902	106 049	108 714	111 802
Arts, entertainment and recreation	91 713	95 210	110 320	119 164	127 685
Provision of other services	160 392	202 769	218 893	210 924	209 469
Activities of extraterritorial organizations	284 586	485 749	-	-	-

3.4 Indices of nominal and real wages of workers by type of economic activity

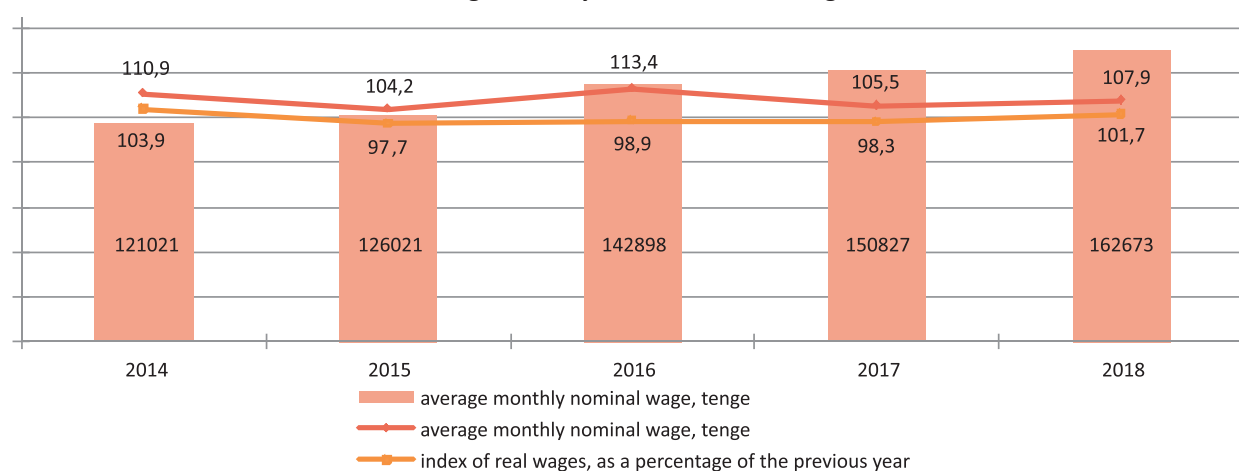
as a percentage of the previous year

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	110,9	104,2	113,4	105,5	107,9	103,9	97,7	98,9	98,3	101,7
Agriculture, forestry and fisheries	114,0	108,6	112,5	111,7	107,5	106,9	101,8	98,2	104,0	101,4
Industry	115,0	106,5	112,0	109,7	109,3	107,8	99,9	97,7	102,1	103,1
Mining and quarrying	119,6	108,6	113,4	109,3	108,7	112,1	101,9	99,0	101,8	102,6
Manufacturing industry	111,9	105,5	111,8	108,6	111,6	104,9	99,0	97,5	101,1	105,3
Electricity, gas, steam and air conditioning	111,9	105,7	110,0	106,3	107,7	104,9	99,1	96,0	99,0	101,6
Water supply; Sewerage system, waste collection and distribution control	113,0	107,1	110,1	108,6	110,2	105,9	100,5	96,1	101,1	103,9
Construction	117,6	106,6	115,8	108,4	110,1	110,2	100,0	101,0	100,9	103,8
Wholesale and retail trade; repair of cars and motorcycles	113,4	105,7	108,3	111,1	109,2	106,3	99,1	94,5	103,5	103,0
Transport and warehousing	112,9	101,9	106,5	109,5	108,9	105,8	95,6	92,9	101,9	102,7
Accommodation and food services	113,5	106,5	109,7	109,6	106,4	106,4	99,9	95,7	102,0	100,4
Information and communication	111,4	104,7	112,9	108,6	106,2	104,4	98,3	98,5	101,1	100,2
Financial and insurance activities	107,4	107,6	120,1	105,1	111,9	100,6	100,9	104,8	97,8	105,6

Continuation

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Real estate transactions	108,0	106,9	112,8	119,7	106,6	101,2	100,3	98,5	111,4	100,6
Professional, scientific and technical activities	118,6	98,6	126,8	83,0	106,8	111,1	92,5	110,7	77,3	100,7
Administrative and support services activities	93,9	105,2	112,6	131,9	123,6	88,0	98,7	98,2	122,8	116,6
Public administration and defence; compulsory social security	102,4	101,8	110,1	105,4	107,7	96,0	95,5	96,1	98,1	101,6
Education	107,6	103,7	121,9	102,2	106,5	100,8	97,3	106,4	95,1	100,5
Health and social services	109,6	103,5	115,4	102,5	102,8	102,7	97,1	100,7	95,5	97,0
Arts, entertainment and recreation	113,9	107,7	115,9	108,0	107,2	106,7	101,0	101,1	100,6	101,1
Provision of other services	105,8	125,4	108,0	96,4	99,3	99,1	117,6	94,2	89,7	93,7
Activities of extraterritorial organizations	105,4	170,7	-	-	-	98,8	160,1	-	-	-

Average monthly nominal and real wages



* Excluding small businesses engaged in business activities.

Average monthly nominal wage of employees by type of ownership¹⁾²⁾

3.5 Average monthly nominal wage per employee by type of ownership

	2014	2015	2016	2017	2018
Tenge					
By all types of ownership	121 021	126 021	142 898	150 827	162 673
including the forms of ownership:					
state	85 793	88 515	103 759	107 329	113 868
private	138 748	148 115	163 242	174 592	189 291
foreign	232 543	242 727	274 706	283 634	304 316
In percentage					
By all types of ownership	100,0	100,0	100,0	100,0	100,0
including the forms of ownership:					
state	70,9	70,2	72,6	71,2	70,0
private	114,6	117,5	114,2	115,8	116,4
foreign	in 1,9 times	in 1,9 times	192,2	188,1	187,1

3.6 6 Indices of nominal and real wages of employees by type of ownership

as a percentage of the previous year

	2014	2015	2016	2017	2018
Nominal Wage Index					
By all types of ownership	110,9	104,2	113,4	105,5	107,9
including the forms of ownership:					
state	106,7	103,1	117,2	103,4	106,1
private	112,6	104,5	110,2	107,0	108,4
foreign	112,6	104,9	113,2	103,3	107,3
Real Wage Index					
By all types of ownership	103,9	97,7	98,9	98,3	101,7
including the forms of ownership:					
state	100,0	96,8	102,3	96,3	100,1
private	105,5	98,0	96,2	99,6	102,3
foreign	105,5	98,4	98,8	96,1	101,2

3.7 Average monthly nominal wage per employee by type of economic activity and ownership

tenge

	Total			Including the forms of ownership		
				State		
	2014	2015	2016	2014	2015	2016
For all activities	121 021	126 021	142 898	85 793	88 515	103 759
Agriculture, forestry and fisheries	66 483	72 507	81 572	85 360	93 179	98 521
Industry	159 839	174 436	195 295	76 486	84 242	93 197
Mining and quarrying	251 686	275 624	312 572	-	-	-
Manufacturing industry	127 473	137 385	153 571	205 063	198 522	215 720
Electricity, gas, steam and air conditioning	116 733	124 256	136 732	70 045	78 375	83 977
Water supply; Sewerage system, waste collection and distribution control	78 360	85 217	93 856	74 417	81 205	91 046
Construction	140 321	154 794	179 205	100 222	104 030	
Wholesale and retail trade; repair of cars and motorcycles	117 186	121 020	131 091	308 170	289 619	327 780
Transport and warehousing	160 007	166 057	176 825	189 970	208 196	257 879
Accommodation and food services	104 410	116 503	127 837	145 097	158 516	164 425
Information and communication	173 887	180 828	204 192	191 832	187 781	205 168
Financial and insurance activities	220 803	236 689	284 330	226 410	253 741	573 532
Real estate transactions	108 066	109 318	123 346	110 674	107 845	118 230
Professional, scientific and technical activities	250 816	255 216	323 661	111 418	117 927	121 046
Administrative and support services activities	94 895	102 180	115 041	93 072	98 714	89 015
Public administration and defence; compulsory social security	106 000	107 924	118 868	105 644	107 489	119 333
Education	74 756	77 542	94 542	72 814	75 095	94 096
Health and social services	88 779	91 902	106 049	87 285	89 934	104 918
Arts, entertainment and recreation	91 713	95 210	110 320	63 407	64 084	79 708
Provision of other services	160 392	202 769	218 893	51 448	101 177	107 503
Activities of extraterritorial organizations	284 586	485 749	-	-	-	-

Continuation

	Including the forms of ownership					
	Private			Foreign		
	2014	2015	2016	2014	2015	2016
For all activities	138 748	148 115	163 242	232 543	242 727	274 706
Agriculture, forestry and fisheries	65 280	70 954	80 085	57 607	59 392	71 264
Industry	158 654	171 975	191 998	191 502	212 649	238 524
Mining and quarrying	255 657	281 674	319 590	241 967	262 296	298 017
Manufacturing industry	123 475	132 582	147 489	144 671	158 952	177 234
Electricity, gas, steam and air conditioning	123 672	130 196	142 631	112 172	126 824	165 363
Water supply; Sewerage system, waste collection and distribution control	83 151	90 827	97 525	93 314	85 771	93 533
Construction	129 032	139 314	162 166	231 532	253 002	267 514

Continuation

	Including the forms of ownership					
	Private			Foreign		
	2014	2015	2016	2014	2015	2016
Wholesale and retail trade; repair of cars and motorcycles	101 467	105 989	113 715	205 243	202 348	216 278
Transport and warehousing	156 622	161 332	169 664	184 296	201 228	224 101
Accommodation and food services	93 139	101 871	111 967	135 701	144 607	159 475
Information and communication	161 310	165 035	188 320	329 338	383 874	382 924
Financial and insurance activities	222 367	242 271	287 354	208 825	200 586	220 584
Real estate transactions	106 384	109 877	124 075	129 533	118 886	140 874
Professional, scientific and technical activities	252 641	281 915	350 492	561 082	493 528	655 262
Administrative and support services activities	87 198	98 295	106 769	401 219	358 659	718 719
Public administration and defence; compulsory social security	132 829	139 790	107 486	-	-	-
Education	89 742	95 819	96 084	158 857	174 822	222 175
Health and social services	96 017	101 048	110 394	105 284	124 732	136 125
Arts, entertainment and recreation	245 271	243 039	261 818	83 551	85 370	56 432
Provision of other services	103 958	114 307	127 527	439 451	562 245	697 591
Activities of extraterritorial organizations	182 500	485 749	-	287 204	-	-

Continuation

	Total		Including the forms of ownership	
			State	
	2017	2018	2017	2018
For all activities	150 827	162 673	107 329	113 868
Agriculture, forestry and fisheries	91 084	97 929	102 831	103 789
Industry	214 189	234 168	100 990	108 911
Mining and quarrying	341 775	371 637	-	-
Manufacturing industry	166 739	186 041	215 039	245 334
Electricity, gas, steam and air conditioning	145 392	156 591	96 300	97 253
Water supply; Sewerage system, waste collection and distribution control	101 921	112 287	96 501	107 176
Construction	194 227	213 784	107 284	102 817
Wholesale and retail trade; repair of cars and motorcycles	145 698	159 091	290 369	307 590
Transport and warehousing	193 579	210 822	258 398	271 690
Accommodation and food services	140 070	149 040	158 742	161 069
Information and communication	221 748	235 410	212 150	197 347
Financial and insurance activities	298 725	334 269	682 966	737 683
Real estate transactions	147 620	157 342	147 491	152 500
Professional, scientific and technical activities	268 664	286 839	128 389	132 335
Administrative and support services activities	151 771	187 532	100 056	104 034
Public administration and defence; compulsory social security	125 247	134 835	126 299	136 078
Education	96 612	102 875	96 113	102 894
Health and social services	108 714	111 802	106 580	109 391
Arts, entertainment and recreation	119 164	127 685	82 271	86 363
Provision of other services	210 924	209 469	118 350	149 423
Activities of extraterritorial organizations	-	-	-	-

Continuation

	Including the forms of ownership			
	private		foreign	
	2017	2018	2017	2018
For all activities	174 592	189 291	283 634	304 316
Agriculture, forestry and fisheries	89 986	97 304	77 350	102 299
Industry	209 430	226 843	263 981	297 222
Mining and quarrying	343 643	368 421	337 937	377 823
Manufacturing industry	160 881	177 751	188 609	215 628
Electricity, gas, steam and air conditioning	151 500	163 928	174 829	194 936

Continutation

	Including the forms of ownership			
	private		foreign	
	2017	2018	2017	2018
Water supply; Sewerage system, waste collection and distribution control	108 899	119 402	100 697	189 589
Construction	172 512	195 606	288 816	297 955
Wholesale and retail trade; repair of cars and motorcycles	126 588	139 687	233 913	238 569
Transport and warehousing	187 101	205 304	249 184	256 329
Accommodation and food services	123 884	134 923	169 983	170 659
Information and communication	203 942	217 737	391 700	411 812
Financial and insurance activities	307 028	353 356	226 235	241 996
Real estate transactions	146 290	153 861	198 293	216 010
Professional, scientific and technical activities	255 807	263 425	641 398	692 183
Administrative and support services activities	145 176	176 949	351 393	529 538
Public administration and defence; compulsory social security	103 649	113 467	-	-
Education	98 365	101 381	232 190	207 051
Health and social services	117 140	120 250	133 462	136 933
Arts, entertainment and recreation	339 343	370 508	56 699	68 500
Provision of other services	130 034	144 621	649 506	672 653
Activities of extraterritorial organizations	-	-	-	-

* Excluding small businesses engaged in business activities.

Average monthly nominal wages of employees by occupation groups*

3.8 Average monthly nominal salary of one employee for the enlarged groups of occupations

tenge

	2014	2015	2016
All personnel	121 021	126 021	142 898
heads of authorities and management at all levels, including heads of organizations	284 380	300 174	341 620
specialists of the highest level of qualification	141 628	145 549	170 255
mid-level specialists	101 668	103 336	115 742
Employees engaged in the preparation of information documentation, accounting and maintenance	91 463	95 311	100 981
workers in the service sector, housing and communal services, trade related activities	75 913	80 801	88 237
skilled workers in agriculture, forestry, hunting, fish farming and fishing	68 664	73 049	82 546
skilled workers of large and small industrial organizations, art crafts, construction, transport, communication, Geology and subsoil exploration	125 220	132 709	147 105
operators, operators, operators of plant and machinery fitters and assemblers	138 212	145 200	159 250
unskilled worker	53 059	54 690	60 620

Continutation

	2017	2018
All personnel	150 827	162 673
heads of authorities and management at all levels, including heads of organizations		
specialists of the highest level of qualification	300 088	320 854
mid-level specialists	163 701	172 819
Employees engaged in the preparation of information documentation, accounting and maintenance	127 353	137 407
workers in the service sector, housing and communal services, trade related activities	130 894	141 121
skilled workers in agriculture, forestry, hunting, fish farming and fishing	98 701	112 161
skilled workers of large and small industrial organizations, art crafts, construction, transport, communication, Geology and subsoil exploration	92 155	98 260
operators, operators, operators of plant and machinery fitters and assemblers	159 793	180 292
unskilled worker	168 652	183 158
all personnel	61 796	67 151
workers who are not in other groups	-	105 261

as a percentage of the total

	2014	2015	2016
All personnel	100,0	100,0	100,0
heads of authorities and management at all levels, including heads of organizations	in 2,3 times	in 2,3 times	239,1
specialists of the highest level of qualification	117,0	115,5	119,1
mid-level specialists	84,0	82,0	81,0
Employees engaged in the preparation of information documentation, accounting and maintenance	75,6	75,6	70,7
workers in the service sector, housing and communal services, trade related activities	62,7	64,1	61,7
skilled workers in agriculture, forestry, hunting, fish farming and fishing	56,7	58,0	57,8
skilled workers of large and small industrial organizations, art crafts, construction, transport, communication, Geology and subsoil exploration	103,5	105,3	102,9
operators, operators, operators of plant and machinery fitters and assemblers	114,2	115,2	111,4
unskilled worker	43,8	43,4	42,4

Continuation

	2017	2018
All personnel	100,0	100,0
heads of authorities and management at all levels, including heads of organizations		
specialists of the highest level of qualification	199,0	197,2
mid-level specialists	108,5	106,2
Employees engaged in the preparation of information documentation, accounting and maintenance	84,4	84,5
workers in the service sector, housing and communal services, trade related activities	86,8	86,8
skilled workers in agriculture, forestry, hunting, fish farming and fishing	65,4	68,9
skilled workers of large and small industrial organizations, art crafts, construction, transport, communication, Geology and subsoil exploration	61,1	60,4
operators, operators, operators of plant and machinery fitters and assemblers	105,9	110,8
unskilled worker	111,8	112,6
all personnel	41,0	41,3
workers who are not in other groups	-	64,7

* Excluding small businesses engaged in business activities.

Average monthly nominal wages of employees in industry*

3.9 Average monthly nominal wage per employee by industry sector

tenge

	2014	2015	2016	2017	2018
Industry – total	159 839	174 436	195 295	214 189	234 168
Mining and quarrying	251 686	275 624	312 572	341 775	371 637
Coal and lignite mining	151 565	164 779	181 545	202 971	246 603
Crude oil and natural gas production	488 769	542 710	599 372	659 189	704 677
Mining of metal ores	166 407	178 044	205 714	217 850	243 750
Other mining and quarrying	92 569	102 420	107 444	119 980	131 706
Technical services in the mining industry	292 126	307 086	354 066	389 954	411 842
Manufacturing industry	127 473	137 385	153 571	166 739	186 041
Food production	81 615	87 199	96 259	106 520	119 091
Beverage industry	115 197	124 083	154 646	163 894	182 988
Manufacture of tobacco products	428 417	474 969	532 026	597 788	633 493
Manufacture of textiles	52 312	57 310	68 465	71 538	83 974
Manufacture of wearing apparel	60 794	68 444	74 673	76 237	81 260
Manufacture of leather and related products	64 824	78 409	81 174	81 444	118 871
products	78 171	70 053	64 695	55 084	33 680
Manufacture of wooden and cork products, except furniture; manufacture of articles of straw and materials for weaving	101 278	100 811	115 082	141 563	145 504
Manufacture of paper and paper products	120 120	136 764	162 385	177 934	211 184
Printing and reproduction of recorded media	269 230	320 550	340 019	369 462	386 758
Manufacture of coke and refined petroleum products	120 517	127 879	146 579	158 853	175 249

Continuation

	2014	2015	2016	2017	2018
Manufacture of chemicals and chemical products	150 556	182 216	225 885	220 954	239 479
Manufacture of basic pharmaceutical products	101 303	101 875	115 830	127 893	142 636
Manufacture of rubber and plastic products	108 604	112 793	115 840	127 044	138 557
Manufacture of other non-metallic mineral products	165 503	175 439	199 293	215 332	242 512
Metallurgical industry	145 070	149 893	157 349	171 965	188 592
Production of iron, steel and ferroalloys	155 738	161 349	181 570	205 185	251 434
Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	115 079	122 375	146 344	155 517	166 054
Manufacture of other steel products by primary processing	186 656	202 323	236 124	253 999	292 134
Production of basic precious and non-ferrous metals	99 233	97 449	107 626	124 471	136 128
Metal casting	118 008	205 570	134 562	141 782	159 238
Manufacture of computers, electronic and optical products	184 715	125 229	211 648	237 781	294 698
Manufacture of finished metal products, except machinery and equipment	115 003	116 344	134 849	145 809	157 559
Manufacture of electrical equipment	108 626	109 440	125 845	140 979	158 392
Manufacture of machinery and equipment not included in other categories	135 595	138 163	149 958	156 934	187 692
Manufacture of motor vehicles, trailers and semi-trailers	127 125	124 745	143 293	164 855	175 720
Manufacture of other vehicles	63 787	58 304	66 055	80 588	91 862
Furniture production	120 054	134 168	152 802	190 948	246 247
Manufacture of other finished products	128 731	135 871	151 197	160 456	180 937
Repair and installation of machinery and equipment	116 733	124 256	136 732	145 392	156 591
Electricity, gas, steam and air conditioning	116 733	124 256	136 732	145 392	156 591
Electricity, gas, steam and air conditioning	78 360	85 217	93 856	101 921	112 287
Water supply; Sewerage system, waste collection and distribution control	77 868	84 485	93 435	102 359	113 144
Water collection, treatment and distribution	76 692	81 952	104 564	115 132	114 886
Sewage system	78 583	87 166	93 124	100 318	108 951
Waste collection, treatment and disposal activities; materials recovery	132 533	200 414	95 781	89 109	117 843

3.10 Indexes of nominal and real wages of employees in industry

as a percentage of the previous year

	Nominal wage index					Real wage index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Industry – total	115,0	106,5	112,0	109,7	109,3	107,8	99,9	97,7	102,1	103,1
Mining and quarrying	119,6	108,6	113,4	109,3	108,7	112,1	101,9	99,0	101,8	102,6
Coal and lignite mining	110,1	108,4	110,2	111,8	121,5	103,2	101,7	96,1	104,1	114,6
Crude oil and natural gas production	124,9	110,2	110,4	110,0	106,9	117,1	103,4	96,4	102,4	100,8
Mining of metal ores	112,0	106,8	115,5	105,9	111,9	105,0	100,2	100,8	98,6	105,6
Other mining and quarrying	111,3	112,6	104,9	111,7	109,8	104,4	105,6	91,5	104,0	103,6
Technical services in the mining industry	118,0	103,3	115,3	110,1	105,6	110,5	96,9	100,6	102,5	99,6
Manufacturing industry	111,9	105,5	111,8	108,6	111,6	104,9	99,0	97,5	101,1	105,3
Food production	110,7	102,3	110,4	110,7	111,8	103,8	96,0	96,3	103,0	105,5
Beverage industry	112,6	106,7	124,6	106,0	111,7	105,6	100,1	108,8	98,7	105,3
Manufacture of tobacco products	101,1	110,9	112,0	112,4	106,0	94,8	104,0	97,7	104,6	100,0
Manufacture of textiles	109,3	110,7	119,5	104,5	117,4	102,5	103,8	104,2	97,3	110,7
Manufacture of wearing apparel	101,4	114,0	109,1	102,1	106,6	95,0	106,9	95,2	95,1	100,6
Manufacture of leather and related products	115,6	118,5	103,5	100,3	in 1,5 times	108,3	111,1	90,3	93,4	137,7
products	114,0	94,8	92,4	85,1	61,1	106,8	88,9	80,6	79,3	57,7
Manufacture of wooden and cork products, except furniture; manufacture of articles of straw and materials for weaving	107,7	101,5	114,2	123,0	102,8	101,0	95,2	99,6	114,5	97,0
Manufacture of paper and paper products	105,8	99,5	118,7	109,6	118,7	99,2	93,3	103,6	102,0	112,0

Continuation

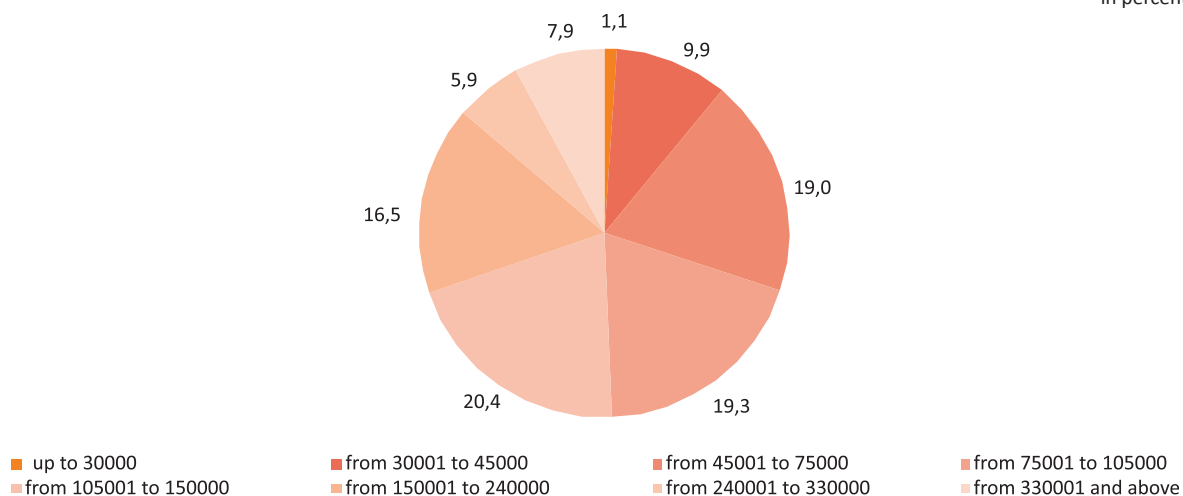
	Nominal wage index					Real wage index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Printing and reproduction of recorded media	117,9	120,7	106,1	108,7	104,7	110,5	113,3	92,6	101,2	98,8
Manufacture of coke and refined petroleum products	112,1	105,7	114,6	108,4	110,3	105,1	99,2	100,0	100,9	104,1
Manufacture of chemicals and chemical products	115,0	104,3	124,0	97,8	108,4	107,8	97,8	108,2	91,1	102,2
Manufacture of basic pharmaceutical products	109,2	93,3	113,7	110,4	111,5	102,4	87,5	99,2	102,8	105,2
Manufacture of rubber and plastic products	110,8	103,2	102,7	109,7	109,1	103,8	96,8	89,6	102,1	102,9
Manufacture of other non-metallic mineral products	114,2	106,8	113,6	108,0	112,6	107,1	100,2	99,1	100,6	106,2
Metallurgical industry	114,3	103,4	105,0	109,3	109,7	107,1	97,0	91,6	101,8	103,5
Production of iron, steel and ferroalloys	107,0	96,6	112,5	113,0	122,5	100,3	90,6	98,2	105,2	115,6
Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	100,2	99,7	119,6	106,3	106,8	94,0	93,5	104,4	98,9	100,7
Manufacture of other steel products by primary processing	115,5	110,2	116,7	107,6	115,0	108,2	103,4	101,8	100,2	108,5
Production of basic precious and non-ferrous metals	117,6	97,1	110,4	115,7	109,4	110,2	91,1	96,4	107,7	103,2
Metal casting	110,4	104,3	107,5	105,4	112,3	103,5	97,8	93,8	98,1	106,0
Manufacture of computers, electronic and optical products	122,9	105,9	103,0	112,3	123,9	115,2	99,3	89,8	104,6	116,9
Manufacture of finished metal products, except machinery and equipment	109,9	98,8	115,9	108,1	108,1	103,0	92,7	101,1	100,7	101,9
Manufacture of electrical equipment	110,7	100,9	115,0	112,0	112,4	103,7	94,7	100,3	104,3	106,0
Manufacture of machinery and equipment not included in other categories	109,5	91,0	108,5	104,7	119,6	102,7	85,3	94,7	97,4	112,8
Manufacture of motor vehicles, trailers and semi-trailers	111,7	101,7	114,9	115,0	106,6	104,7	95,4	100,2	107,1	100,6
Manufacture of other vehicles	106,4	100,5	113,3	122,0	114,0	99,7	94,3	98,9	113,6	107,5
Furniture production	108,8	106,9	113,9	125,0	129,0	101,9	100,3	99,4	116,4	121,7
Manufacture of other finished products	113,5	105,1	111,3	106,1	112,8	106,4	98,6	97,1	98,8	106,4
Repair and installation of machinery and equipment	111,9	105,7	110,0	106,3	107,7	104,9	99,1	96,0	99,0	101,6
Electricity, gas, steam and air conditioning	111,9	105,7	110,0	106,3	107,7	104,9	99,1	96,0	99,0	101,6
Electricity, gas, steam and air conditioning	113,0	107,1	110,1	108,6	110,2	105,9	100,5	96,1	101,1	103,9
Water supply; Sewerage system, waste collection and distribution control	114,7	104,5	110,6	109,6	110,5	107,5	98,0	96,5	102,0	104,3
Water collection, treatment and distribution	106,2	105,0	127,6	110,1	99,8	99,6	98,5	111,3	102,5	94,1
Sewage system	109,8	113,5	106,8	107,7	108,6	102,9	106,5	93,2	100,3	102,5
Waste collection, treatment and disposal activities; materials recovery	131,5	139,2	47,8	93,0	132,2	123,2	130,6	41,7	86,6	124,8

* Excluding small businesses engaged in business activities.

Employees distribution by size of gross wages¹⁾²⁾

Distribution of the number of employees by size of gross wages in 2018

in percentage



3.11 Distribution of employees by size of the accrued wages

	people
	2018
Number of employees - total	2 352 125
including the size of the accrued salary, tenge:	119
up to 20,000	25 802
up to 30000	233 221
from 30001 to 45000	219 178
from 45001 to 60000	227 169
from 60001 to 75000	236 169
from 75001 to 90000	218 275
from 90001 to 105000	193 290
from 105001 to 120000	154 013
from 120001 to 135000	132 681
from 135001 to 150000	182 941
from 150001 to 180000	124 787
from 180001 to 210000	80 185
from 210001 to 240000	63 637
from 240001 to 270000	43 517
from 270001 to 300000	32 144
from 300001 to 330000	25 485
from 330001 to 360000	20 125
	139 387

3.12 Distribution of employees by type of economic activity and size of accrued wages in 2018

	Total		Including the size of the accrued wages, tenge			
			up to 20,000		from 20001 to 45000	
	people	percentage of result	people	percentage of result	people	percentage of result
For all activities	2 352 125	100,0	119	100,0	259 023	100,0
Agriculture, forestry and fisheries	41 594	1,8	6	5,0	6 779	2,6
Industry	368 768	15,7	24	20,2	9 436	3,6
Mining and quarrying	80 352	3,4	-	-	485	0,2
Manufacturing industry	158 915	6,8	10	8,4	6 855	2,6
Electricity, gas, steam and air conditioning	93 773	4,0	14	11,8	1 279	0,5
Water supply; Sewerage system, waste collection and distribution control	35 728	1,5	-	-	817	0,3

Continuation

	Total		Including the size of the accrued wages, tenge			
			up to 20,000		from 20001 to 45000	
	people	percentage of result	people	percentage of result	people	percentage of result
Construction	104 823	4,5	2	1,7	3 010	1,2
Wholesale and retail trade; repair of cars and motorcycles	125 978	5,4	-	-	13 262	5,1
Transport and warehousing	141 490	6,0	-	-	3 823	1,5
Accommodation and food services	24 933	1,1	-	-	1 132	0,4
Information and communication	53 896	2,3	-	-	944	0,4
Financial and insurance activities	75 401	3,2	-	-	1 272	0,5
Real estate transactions	16 043	0,7	14	11,8	1 032	0,4
Professional, scientific and technical activities	71 073	3,0	2	1,7	4 010	1,5
Administrative and support services activities	95 371	4,1	-	-	13 798	5,3
Public administration and defence; compulsory social security	331 187	14,1	22	18,5	34 355	13,3
Education	543 857	23,1	26	21,8	123 396	47,6
Health and social services	294 435	12,5	14	11,8	32 112	12,4
Arts, entertainment and recreation	48 061	2,0	3	2,5	8 774	3,4
Provision of other services	15 215	0,6	6	5,0	1 888	0,7
Activities of extraterritorial organizations	-	-	-	-	-	-

Continuation

	including the size of the accrued wages, tenge					
	from 45001 to 75,000		from 75001 to 105000		from 105001 to 150000	
	people	percentage of result	people	percentage of result	people	percentage of result
For all activities	446 347	100,0	454 444	100,0	479 984	100,0
Agriculture, forestry and fisheries	13 523	3,0	10 195	2,2	6 473	1,3
Industry	44 808	10,0	66 917	14,7	82 021	17,1
Mining and quarrying	3 422	0,8	6 281	1,4	12 366	2,6
Manufacturing industry	19 792	4,4	26 108	5,7	38 094	7,9
Electricity, gas, steam and air conditioning	13 190	3,0	23 548	5,2	22 565	4,7
Water supply; Sewerage system, waste collection and distribution control	8 404	1,9	10 980	2,4	8 996	1,9
Construction	8 969	2,0	12 490	2,7	21 622	4,5
Wholesale and retail trade; repair of cars and motorcycles	23 013	5,2	22 222	4,9	26 945	5,6
Transport and warehousing	10 351	2,3	19 416	4,3	39 141	8,2
Accommodation and food services	4 004	0,9	4 476	1,0	5 863	1,2
Information and communication	5 564	1,2	9 135	2,0	12 068	2,5
Financial and insurance activities	3 660	0,8	6 652	1,5	13 727	2,9
Real estate transactions	2 798	0,6	3 633	0,8	3 003	0,6
Professional, scientific and technical activities	12 811	2,9	11 082	2,4	11 025	2,3
Administrative and support services activities	27 120	6,1	20 500	4,5	13 508	2,8
Public administration and defence; compulsory social security	57 171	12,8	88 749	19,5	72 149	15,0
Education	133 180	29,8	96 006	21,1	106 023	22,1
Health and social services	81 339	18,2	68 699	15,1	57 342	11,9
Arts, entertainment and recreation	15 522	3,5	12 315	2,7	6 857	1,4
Provision of other services	2 514	0,6	1 957	0,4	2 217	0,5
Activities of extraterritorial organizations	-	-	-	-	-	-

	including the size of the accrued wages, tenge					
	from 150001 to 240000		from 240001 to 330000		from 330001 and above	
	people	percentage of result	people	percentage of result	people	percentage of result
For all activities	387 913	100,0	139 298	100,0	184 997	100,0
Agriculture, forestry and fisheries	3 066	0,8	925	0,7	627	0,3
Industry	78 944	20,4	30 181	21,7	56 437	30,5
Mining and quarrying	16 562	4,3	8 301	6,0	32 935	17,8
Manufacturing industry	37 601	9,7	13 773	9,9	16 682	9,0
Electricity, gas, steam and air conditioning	20 004	5,2	6 931	5,0	6 242	3,4
Water supply; Sewerage system, waste collection and distribution control	4 777	1,2	1 176	0,8	578	0,3
Construction	27 256	7,0	14 623	10,5	16 851	9,1
Wholesale and retail trade; repair of cars and motorcycles	21 561	5,6	9 259	6,6	9 716	5,3
Transport and warehousing	38 263	9,9	13 717	9,8	16 779	9,1
Accommodation and food services	4 991	1,3	1 834	1,3	2 633	1,4
Information and communication	11 939	3,1	4 992	3,6	9 254	5,0
Financial and insurance activities	17 604	4,5	9 296	6,7	23 190	12,5
Real estate transactions	2 558	0,7	1 284	0,9	1 721	0,9
Professional, scientific and technical activities	12 750	3,3	7 026	5,0	12 367	6,7
Administrative and support services activities	9 039	2,3	5 041	3,6	6 365	3,4
Public administration and defence; compulsory social security	54 904	14,2	14 359	10,3	9 478	5,1
Education	64 437	16,6	12 295	8,8	8 494	4,6
Health and social services	35 801	9,2	12 070	8,7	7 058	3,8
Arts, entertainment and recreation	2 547	0,7	923	0,7	1 120	0,6
Provision of other services	2 253	0,6	1 473	1,1	2 907	1,6
Activities of extraterritorial organizations	-	-	-	-	-	-

¹⁾ According to a one-time accounting of employees who have worked in full April.

²⁾ Excluding small businesses engaged in business activities.

Average monthly nominal wage of employees by profession and position¹⁾²⁾³⁾

3.13 Average monthly nominal salary of one employee for certain types of economic activity and certain professions and positions

	Average monthly nominal wage, tenge		
	head of organisation	accountant (medium qualification)	economist
	2014		
Agriculture, forestry and fisheries			
Animal husbandry, hunting and provision of services in these areas	191 740	56 431	86 226
Fisheries and aquaculture	96 721	36 667	62 220
Mining and quarrying			
Coal and lignite mining	520 508	128 375	134 857
Crude oil and natural gas production	1 516 720	193 951	370 382
Manufacturing industry			
Processing and preserving of meat and production of meat products	242 950	90 914	142 273
Production of vegetable and animal oils and fats	285 285	76 852	123 925
Dairy production	267 853	82 731	121 565
Production of bakery and flour products	251 163	70 648	99 876
Manufacture of textiles	259 056	54 807	93 635
Manufacture of refined petroleum products	835 327	133 567	226 122
Manufacture of chemicals and chemical products	528 783	108 863	137 907
Metallurgical industry	857 063	132 462	186 170

Continuation

	Average monthly nominal wage, tenge		
	head of organisation	accountant (medium qualification)	economist
	2014		
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	458 003	103 608	111 920
Furniture production	214 029	118 485	69 545
Electricity, gas, steam and air conditioning			
Power generation, transmission and distribution	500 620	88 170	131 823
Construction	436 981	131 532	206 677
Wholesale and retail trade; repair of cars and motorcycles	452 829	102 769	192 303
Transport and warehousing			
Passenger rail transport, interurban; freight rail transport	332 120	141 485	132 335
Other passenger land transport; freight transport by road	377 613	92 964	164 767
Air transport	737 854	161 533	194 968
Postal and courier activities	367 473	87 933	84 142
Accommodation and food services	506 620	93 484	209 668
Information and communication			
Communication	616 460	163 070	259 984
Financial and insurance activities	869 936	142 262	173 060
Public administration and defence; compulsory social security	190 104	51 192	63 282
Education	126 289	55 190	76 808
Health and social services			
Activities in the field of health	208 250	67 353	97 671

Continuation

	Average monthly nominal wage, tenge		
	engineer	car driver	loader
	2014		
Agriculture, forestry and fisheries			
Animal husbandry, hunting and provision of services in these areas	89 300	89 938	50 134
Fisheries and aquaculture	-	46 390	43 233
Mining and quarrying			
Coal and lignite mining	150 371	122 118	84 563
Crude oil and natural gas production	617 085	383 346	160 830
Manufacturing industry			
Processing and preserving of meat and production of meat products	-	75 853	57 690
Production of vegetable and animal oils and fats	-	83 231	66 433
Dairy production	-	85 464	58 997
Production of bakery and flour products	-	92 359	58 404
Manufacture of textiles	-	50 883	38 002
Manufacture of refined petroleum products	343 486	135 006	74 444
Manufacture of chemicals and chemical products	131 852	101 331	70 285
Metallurgical industry	203 780	110 203	86 407
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	137 657	108 552	66 279
Furniture production	-	69 948	59 180
Electricity, gas, steam and air conditioning			
Power generation, transmission and distribution	94 816	94 012	58 325
Construction	274 835	112 330	88 745
Wholesale and retail trade; repair of cars and motorcycles	-	91 377	65 086
Transport and warehousing			
Passenger rail transport, interurban; freight rail transport	-	108 956	82 958
Other passenger land transport; freight transport by road	147 534	149 354	62 739
Air transport	1 083 932	107 380	77 453
Postal and courier activities	-	86 888	86 000
Accommodation and food services	-	127 686	68 694
Information and communication			

Continutation			
	Average monthly nominal wage, tenge		
	engineer	car driver	loader
	2014		
Communication	164 437	102 322	78 989
Financial and insurance activities	228 014	108 607	96 496
Public administration and defence; compulsory social security	-	45 087	32 627
Education	-	56 668	34 874
Health and social services			
Activities in the field of health	-	68 203	44 612

Continutation				
	Average monthly nominal wage, tenge			
	head of organization		accountant (medium qualification)	
	2015	2016	2015	2016
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	205 095	237 634	61 860	70 363
Fisheries and aquaculture	93 173	144 333	45 250	47 917
Mining and quarrying				
Coal and lignite mining	516 879	569 536	106 837	143 192
Crude oil and natural gas production	1 456 057	1 410 020	394 523	476 838
Manufacturing industry				
Processing and preserving of meat and production of meat products	314 560	330 309	90 670	103 665
Production of vegetable and animal oils and fats	375 386	360 493	99 911	135 486
Dairy production	284 951	299 212	90 947	108 719
Production of bakery and flour products	372 651	446 145	91 166	86 326
Manufacture of textiles	309 486	346 278	74 481	71 635
Manufacture of refined petroleum products	648 604	686 485	384 600	338 125
Manufacture of chemicals and chemical products	655 733	759 644	120 674	144 868
Metallurgical industry	859 338	1 391 615	126 212	187 143
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	507 451	437 946	104 237	113 991
Furniture production	272 333	224 500	80 333	81 714
Electricity, gas, steam and air conditioning				
Power generation, transmission and distribution	435 526	473 491	88 672	94 436
Construction	508 903	641 616	135 524	153 669
Wholesale and retail trade; repair of cars and motorcycles	634 998	700 584	102 707	106 896
Transport and warehousing				
Passenger rail transport, interurban; freight rail transport	434 262	332 120	115 104	149 093
Other passenger land transport; freight transport by road	326 815	377 613	103 875	132 227
Air transport	854 672	1 324 678	283 432	264 588
Postal and courier activities	392 542	696 714	89 502	100 106
Accommodation and food services	685 968	860 874	95 556	107 558
Information and communication				
Communication	728 387	818 850	197 398	150 788
Financial and insurance activities	1 046 796	1 593 893	153 773	206 150
Public administration and defence; compulsory social security	224 096	276 544	61 788	62 539
Education	148 568	188 878	60 476	74 588
Health and social services				
Activities in the field of health	239 085	259 168	68 470	81 062

Continuation

	Average monthly nominal wage, tenge			
	economist		engineer	
	2015	2016	2015	2016
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	90 985	102 583	105 124	136 850
Fisheries and aquaculture	67 983	70 850	-	-
Mining and quarrying				
Coal and lignite mining	116 604	151 523	141 068	162 317
Crude oil and natural gas production	417 028	429 935	613 685	664 065
Manufacturing industry				
Processing and preserving of meat and production of meat products	135 286	148 209	-	-
Production of vegetable and animal oils and fats	122 240	145 561	-	-
Dairy production	117 292	122 619	-	-
Production of bakery and flour products	103 567	108 650	-	-
Manufacture of textiles	88 763	127 542	-	-
Manufacture of refined petroleum products	217 349	248 169	313 041	384 634
Manufacture of chemicals and chemical products	145 883	153 593	223 994	259 926
Metallurgical industry	182 560	193 485	166 125	157 618
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	115 196	134 403	109 751	125 838
Furniture production		83 750	-	-
Electricity, gas, steam and air conditioning		-		-
Power generation, transmission and distribution	140 867	152 216	80 779	122 757
Construction	209 636		347 013	291 971
Wholesale and retail trade; repair of cars and motorcycles	234 237	201 397	-	-
Transport and warehousing		-		-
Passenger rail transport, interurban; freight rail transport	142 849	146 470	-	-
Other passenger land transport; freight transport by road	245 394	196 572	238 805	238 725
Air transport	197 115	238 488	284 266	336 816
Postal and courier activities	86 807	125 841	-	-
Accommodation and food services	281 628	242 388	-	-
Information and communication		-		-
Communication	193 660	280 640	166 547	164 666
Financial and insurance activities	172 791	208 895	211 931	304 749
Public administration and defence; compulsory social security	69 919	82 799	-	-
Education	88 138	96 509	-	-
Health and social services		-		-
Activities in the field of health	97 970	114 835	-	-

Continuation

	Average monthly nominal wage, tenge			
	car driver		loader	
	2015	2016	2015	2016
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	99 412	123 771	54 547	68 074
Fisheries and aquaculture	50 057	50 705	35 206	35 877
Mining and quarrying				
Coal and lignite mining	124 160	138 333	85 855	95 490
Crude oil and natural gas production	430 018	417 749	181 721	176 001
Manufacturing industry				
Processing and preserving of meat and production of meat products	75 992	76 961	63 114	72 067
Production of vegetable and animal oils and fats	102 698	102 930	65 311	70 491
Dairy production	93 612	95 128	58 909	59 806
Production of bakery and flour products	98 461	111 033	64 593	63 326

Continuation

	Average monthly nominal wage, tenge			
	car driver		loader	
	2015	2016	2015	2016
Manufacture of textiles	54 047	49 889	37 578	48 659
Manufacture of refined petroleum products	109 236	127 088	76 526	61 262
Manufacture of chemicals and chemical products	108 550	121 882	82 987	96 629
Metallurgical industry	113 234	133 770	81 400	100 197
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	100 751	122 560	70 824	69 022
Furniture production	77 897	80 083	56 391	67 411
Electricity, gas, steam and air conditioning				
Power generation, transmission and distribution	99 219	108 803	86 272	95 466
Construction	115 093	130 019	94 180	105 492
Wholesale and retail trade; repair of cars and motorcycles	95 347	100 344	65 109	71 777
Transport and warehousing				
Passenger rail transport, interurban; freight rail transport	107 546	111 030	84 564	86 956
Other passenger land transport; freight transport by road	151 082	161 556	74 064	80 415
Air transport	100 887	118 489	95 338	102 814
Postal and courier activities	96 862	111 607	84 150	93 750
Accommodation and food services	133 364	158 218	72 270	90 669
Information and communication				
Communication	101 187	104 697	111 258	84 050
Financial and insurance activities	124 808	138 678	84 713	85 449
Public administration and defence; compulsory social security	45 657	50 732	29 012	36 071
Education	67 407	71 453	39 065	43 744
Health and social services				
Activities in the field of health	67 527	73 343	47 100	52 401

Continuation

	Average monthly nominal wage, tenge			
	head of organisation		accountant (medium qualification)	
	2017	2018	2017	2018
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	272 390	294 960	78 918	83 121
Fisheries and aquaculture	133 250	138 250	49 900	62 543
Mining and quarrying				
Coal and lignite mining	643 884	813 579	153 725	137 800
Crude oil and natural gas production	1 430 593	1 463 470	391 967	364 729
Manufacturing industry				
Processing and preserving of meat and production of meat products	332 159	366 506	123 422	137 122
Production of vegetable and animal oils and fats	470 869	559 989	116 723	216 423
Dairy production	347 438	391 972	123 411	119 651
Production of bakery and flour products	315 126	455 245	101 837	104 270
Manufacture of textiles	342 771	371 824	95 325	90 066
Manufacture of refined petroleum products	806 039	830 572	655 000	203 033
Manufacture of chemicals and chemical products	651 709	743 474	113 085	121 795
Metallurgical industry	1 485 971	1 795 815	202 311	232 081
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	649 445	619 563	148 457	143 835
Furniture production	343 320	374 320	95 280	101 083
Electricity, gas, steam and air conditioning				
Power generation, transmission and distribution	576 511	720 403	101 757	102 508
Construction	747 921	853 930	155 764	164 339
Wholesale and retail trade; repair of cars and motorcycles	783 258	807 640	112 469	129 287
Transport and warehousing				

Continuation

	Average monthly nominal wage, tenge			
	head of organisation		accountant (medium qualification)	
	2017	2018	2017	2018
Passenger rail transport, interurban; freight rail transport	482 378	542 817	167 800	190 885
Other passenger land transport; freight transport by road	463 194	356 653	129 595	116 781
Air transport	1 804 700	1 424 306	280 307	255 219
Postal and courier activities	527 775	605 524	101 706	122 959
Accommodation and food services	1 072 703	1 038 956	123 711	135 469
Information and communication				
Communication	869 669	1 027 334	158 064	235 336
Financial and insurance activities	1 404 804	1 505 061	202 149	165 117
Public administration and defence; compulsory social security	284 805	314 490	67 832	70 272
Education	200 267	207 397	72 124	75 644
Health and social services				
Activities in the field of health	285 568	309 042	88 380	94 527

Continuation

	Average monthly nominal wage, tenge			
	economist		engineer	
	2017	2018	2017	2018
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	111 790	119 333	124 603	125 744
Fisheries and aquaculture	77 800	89 333	-	-
Mining and quarrying				
Coal and lignite mining	157 655	180 604	169 722	214 778
Crude oil and natural gas production	556 151	491 028	692 252	731 552
Manufacturing industry				
Processing and preserving of meat and production of meat products	136 333	197 400	-	-
Production of vegetable and animal oils and fats	183 784	201 320	-	-
Dairy production	135 680	155 755	-	-
Production of bakery and flour products	121 056	171 582	-	-
Manufacture of textiles	113 331	110 092	-	-
Manufacture of refined petroleum products	297 455	305 454	416 615	374 989
Manufacture of chemicals and chemical products	198 943	214 324	253 386	313 395
Metallurgical industry	221 243	239 277	226 051	274 204
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	148 900	165 487	129 987	140 929
Furniture production	98 125	107 500	-	-
Electricity, gas, steam and air conditioning	-	-	-	-
Power generation, transmission and distribution	167 625	176 408	107 731	98 924
Construction	245 052	345 878	357 286	-
Wholesale and retail trade; repair of cars and motorcycles	237 058	300 267	-	-
Transport and warehousing	-	-	-	-
Passenger rail transport, interurban; freight rail transport	162 774	191 744	-	162 821
Other passenger land transport; freight transport by road	209 840	152 641	213 382	166 705
Air transport	201 884	270 825	367 101	345 331
Postal and courier activities	163 465	168 636	-	-
Accommodation and food services	325 424	279 821	-	-
Information and communication	-	-	-	-
Communication	266 613	312 822	180 616	-
Financial and insurance activities	226 690	285 751	259 758	-
Public administration and defence; compulsory social security	80 339	98 131	-	-
Education	103 505	116 192	-	-
Health and social services	-	-	-	-
Activities in the field of health	127 398	134 010	-	-

	Average monthly nominal wage, tenge			
	car driver		loader's	
	2017	2018	2017	2018
Agriculture, forestry and fisheries				
Animal husbandry, hunting and provision of services in these areas	145 561	143 547	69 343	77 449
Fisheries and aquaculture	51 124	52 600	43 006	49 521
Mining and quarrying				
Coal and lignite mining	151 143	157 728	91 127	115 613
Crude oil and natural gas production	444 395	432 888	175 192	149 701
Manufacturing industry				
Processing and preserving of meat and production of meat products	94 579	98 339	74 079	78 146
Production of vegetable and animal oils and fats	118 101	135 854	77 923	89 875
Dairy production	114 997	116 788	64 020	79 218
Production of bakery and flour products	123 027	126 968	76 538	77 837
Manufacture of textiles	58 750	67 449	46 643	66 562
Manufacture of refined petroleum products	148 289	143 435	108 750	61 130
Manufacture of chemicals and chemical products	134 567	155 265	93 414	103 840
Metallurgical industry	137 450	153 199	101 093	118 442
Manufacture of machinery and equipment not included in other categories; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other vehicles	93 132	116 987	79 964	84 036
Furniture production	102 486	111 308	86 755	102 409
Electricity, gas, steam and air conditioning				
Power generation, transmission and distribution	115 196	123 023	105 590	95 914
Construction	141 642	159 550	104 170	126 376
Wholesale and retail trade; repair of cars and motorcycles	107 303	118 756	78 149	85 174
Transport and warehousing				
Passenger rail transport, interurban; freight rail transport	116 302	118 138	104 915	85 620
Other passenger land transport; freight transport by road	182 550	119 602	71 317	84 063
Air transport	118 503	113 189	104 176	108 266
Postal and courier activities	127 274	129 358	88 286	78 599
Accommodation and food services	160 644	188 569	99 586	87 709
Information and communication				
Communication	100 195	109 118	104 442	150 966
Financial and insurance activities	140 763	152 734	142 478	110 291
Public administration and defence; compulsory social security	51 222	56 997	37 969	39 092
Education	72 827	73 496	44 124	47 052
Health and social services				
Activities in the field of health	77 477	78 848	53 681	54 493

¹⁾ Until 2009 figure calculated on the basis of OKED-2003.

²⁾ Excluding small businesses engaged in business activities.

³⁾ According to a one-time accounting of workers who have worked in full September.

The Average monthly nominal wages of employees in the countries of the Commonwealth of Independent States and in some foreign countries

3.14 Average monthly nominal wage per employee in some foreign countries¹⁾

in US dollars

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Republic of Kazakhstan²⁾	326	372	420	459	540	624	710	847	870	895
Australia	3 788	3 829	3 856	3 901	4 022	4 074	4 101	4 214	4 248	4 209
Austria	3 825	3 816	3 871	3 882	3 955	3 976	4 034	4 054	4 126	4 193
Belgium	4 150	4 173	4 245	4 263	4 244	4 217	4 235	4 215	4 227	4 263
Britain	3 242	3 403	3 460	3 554	3 639	3 633	3 716	3 823	3 723	3 788
Republic of Hungary	1 341	1 438	1 510	1 651	1 751	1 822	1 857	1 829	1 850	1 780
Germany	3 610	3 646	3 665	3 660	3 660	3 653	3 656	3 650	3 673	3 688

Continuation

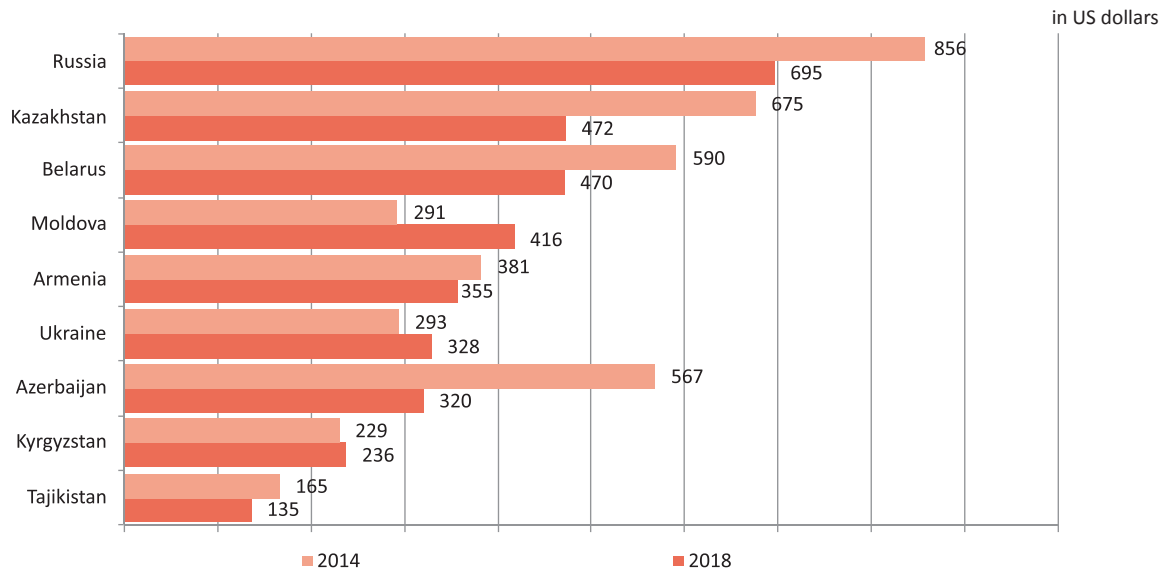
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Greece	2 284	2 330	2 546	2 657	2 705	2 697	2 729	2 728	2 687	2 813
Denmark	3 676	3 700	3 786	3 880	3 967	4 034	4 103	4 148	4 204	4 306
Ireland	3 055	3 158	3 174	3 255	3 344	3 483	3 521	3 623	3 741	4 013
Spain	3 104	3 104	3 126	3 118	3 086	3 104	3 092	3 132	3 259	3 479
Italy	3 095	3 111	3 090	3 087	3 150	3 185	3 207	3 204	3 207	3 223
Canada	3 282	3 268	3 233	3 233	3 321	3 464	3 576	3 664	3 734	3 776
republic of korea	2 423	2 472	2 558	2 649	2 726	2 804	2 832	2 882	2 856	2 863
Luxembourg	4 621	4 674	4 771	4 749	4 814	4 819	4 885	5 013	4 993	5 132
Netherlands	4 102	4 163	4 177	4 207	4 274	4 274	4 266	4 326	4 353	4 539
Norway	2 979	3 055	3 176	3 215	3 319	3 413	3 551	3 708	3 794	3 834
Poland	1 678	1 778	1 773	1 795	1 760	1 755	1 767	1 823	1 920	1 917
Portugal	2 211	2 221	2 220	2 214	2 218	2 205	2 157	2 172	2 165	2 265
Slovak Republic	1 340	1 339	1 409	1 440	1 464	1 559	1 611	1 710	1 727	1 785
Slovenia	2 288	2 380	2 387	2 437	2 557	2 655	2 741	2 801	2 841	2 870
USA	4 492	4 530	4 566	4 622	4 707	4 713	4 788	4 883	4 867	4 906
Finland	3 100	3 117	3 135	3 195	3 302	3 378	3 457	3 509	3 543	3 572
France	3 094	3 113	3 198	3 223	3 276	3 316	3 353	3 366	3 359	3 466
Czech Republic	1 346	1 414	1 500	1 613	1 692	1 743	1 813	1 868	1 869	1 864
Switzerland	4 655	4 828	4 903	4 891	4 849	4 922	4 953	5 025	5 052	5 155
Sweden	2 830	2 857	2 901	2 937	3 026	3 085	3 159	3 261	3 307	3 328
Estonia	1 052	1 093	1 159	1 264	1 359	1 440	1 562	1 814	1 838	1 775
Japan	3 372	3 330	3 263	3 266	3 291	3 348	3 328	3 323	3 321	3 289

Continuation

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Republic of Kazakhstan²⁾	976	1 077	1 175	1 213	1 279	1 250	1 255	...	...
Australia	4 354	4 492	4 519	4 498	4 533	4 496	4 498	4 459	4 446
Austria	4 175	4 132	4 153	4 158	4 174	4 198	4 242	4 238	4 239
Belgium	4 239	4 267	4 296	4 352	4 376	4 343	4 329	4 311	4 340
Britain	3 794	3 698	3 667	3 678	3 649	3 677	3 705	3 716	3 731
Republic of Hungary	1 801	1 800	1 738	1 741	1 726	1 679	1 756	1 874	2 038
Germany	3 704	3 767	3 810	3 856	3 918	4 003	4 059	4 097	4 151
Greece	2 626	2 454	2 342	2 191	2 234	2 215	2 209	2 207	2 223
Denmark	4 355	4 333	4 327	4 355	4 438	4 516	4 586	4 560	4 604
Ireland	4 058	4 064	4 013	3 894	3 860	3 937	3 976	3 942	3 996
Spain	3 420	3 371	3 275	3 283	3 283	3 341	3 322	3 256	3 230
Italy	3 254	3 203	3 107	3 112	3 123	3 149	3 172	3 141	3 146
Canada	3 792	3 850	3 940	4 016	4 060	4 082	3 983	4 021	4 071
Republic of Korea	2 913	2 941	2 905	2 961	2 943	2 996	3 097	3 154	3 289
Luxembourg	5 178	5 101	5 059	5 109	5 301	5 379	5 371	5 491	5 454
Netherlands	4 540	4 512	4 530	4 546	4 522	4 574	4 594	4 553	4 522
Norway	3 883	4 015	4 122	4 204	4 229	4 250	4 184	4 201	4 246
Poland	1 971	1 971	1 954	1 976	2 016	2 061	2 163	2 255	2 426
Portugal	2 257	2 203	2 108	2 151	2 113	2 109	2 112	2 107	2 124
Slovak Republic	1 863	1 847	1 826	1 840	1 876	1 945	2 004	2 060	2 113
Slovenia	2 956	2 945	2 852	2 812	2 857	2 911	3 013	3 074	3 110
USA	4 956	4 964	5 004	4 980	5 051	5 176	5 179	5 227	5 258
Finland	3 628	3 640	3 643	3 604	3 602	3 635	3 664	3 650	3 676
France	3 536	3 531	3 555	3 584	3 609	3 644	3 685	3 706	3 709
Czech Republic	1 912	1 925	1 924	1 904	1 944	1 997	2 065	2 150	2 247
Switzerland	5 167	5 176	5 267	5 348	5 357	5 352	5 339	5 325	5 342
Sweden	3 348	3 390	3 465	3 501	3 537	3 597	3 645	3 666	3 683
Estonia	1 766	1 693	1 763	1 788	1 881	1 953	2 058	2 114	2 242
Japan	3 348	3 424	3 365	3 363	3 303	3 299	3 359	3 376	3 381

¹⁾ Purchasing power parity (PPP) in 2018 prices, according to the website <http://www.oecd.org/ahhh/>²⁾ World Bank data were used to calculate purchasing power parity (PPP).

Average monthly nominal wage per employee in the Commonwealth countriesIndependent States*



* Здесь и далее по данным Статкомитета СНГ.

3.15 Average monthly nominal wage per employee in the Commonwealth independent state*

	2014	2015	2016	2017	2018
Kazakhstan thousand tenge	121,0	126,0	142,9	150,8	162,6
Azerbaijan manats	445	466	500	525	544
Armenia thousand drams	158,6	184,6	188,8	194,3	172,4
Belarus thousand Bel.rubles'	6 052,4	6 718,7	7 232)	815,2	958,1
Kyrgyzstan som	12 285	13 277	14 847	14 874	16 218
Moldova lei	4 090	4 611	5 084	5 557	6 988
Russia rubles	32 495	33 981	36 709	39 085	43 445
Tajikistan somoni	816	879	959	1 135	1 238
Ukraine hryvnia	3 480	4 195	5 183	7 104	8 865

3.16 Average monthly nominal wage per employee in countries Commonwealth of Independent States*

in US dollars

	2014	2015	2016	2017	2018
Kazakhstan	675	565	418	463	472
Azerbaijan	567	453	313	307	320
Armenia	381	386	393	402	355
Belarus	590	413	361	422	470
Kyrgyzstan	229	206	212	224	236
Moldova	291	245	255	308	416
Russia	856	560	549	671	695
Tajikistan	165	143	122	134	135
Ukraine	293	193	203	273	328

Wage fund

3.17 Composition of the wage fund by type of economic activity*

million tenge

	The wage fund of employees		
	2014	2015	2016
For all activities	5 247 135,2	5 244 362,2	5 947 938,6
Agriculture, forestry and fisheries	68 172,8	62 045,7	69 761,3
Industry	1 333 849,7	1 346 756,9	1 459 259,2
Mining and quarrying	627 377,9	652 726,4	711 886,6
Manufacturing industry	508 791,4	490 797,6	525 650,5

Continuation

	The wage fund of employees		
	2014	2015	2016
Electricity, gas, steam and air conditioning	157 769,7	164 053,7	176 788,5
Water supply; Sewerage system, waste collection and distribution control	39 910,7	39 179,2	44 933,5
Construction	344 136,1	342 177,7	375 098,8
Wholesale and retail trade; repair of cars and motorcycles	284 804,6	256 242,5	260 649,4
Transport and warehousing	424 396,7	408 835,8	445 921,5
Accommodation and food services	41 848,7	42 452,6	50 559,2
Information and communication	146 874,5	149 875,2	158 211,2
Financial and insurance activities	271 513,7	271 276,5	309 727,6
Real estate transactions	35 916,0	32 985,6	38 168,6
Professional, scientific and technical activities	346 429,9	280 349,3	335 555,9
Administrative and support services activities	149 555,4	146 996,7	174 106,0
Public administration and defence; compulsory social security	467 963,6	496 264,6	553 814,4
Education	784 002,6	832 049,9	1 044 950,0
Health and social services	398 826,6	424 256,3	499 077,6
Arts, entertainment and recreation	78 148,0	67 774,0	81 192,8
Provision of other services	70 559,8	83 824,6	91 885,0
Activities of extraterritorial organizations	136,6	198,2	-

Continuation

	Including		
	Wage accrued at tariff rates and official (basic) salaries		
	2014	2015	2016
For all activities	3 720 386,1	3 725 619,5	4 237 631,1
Agriculture, forestry and fisheries	58 277,2	52 471,5	58 902,3
Industry	827 708,1	825 682,7	908 699,1
Mining and quarrying	354 963,9	367 462,8	411 297,2
Manufacturing industry	339 544,9	318 998,5	344 547,5
Electricity, gas, steam and air conditioning	102 886,0	109 182,0	117 908,9
Water supply; Sewerage system, waste collection and distribution control	30 313,4	30 039,5	34 945,6
Construction	267 119,0	280 050,8	299 749,5
Wholesale and retail trade; repair of cars and motorcycles	212 502,8	187 664,3	183 981,7
Transport and warehousing	257 495,0	251 261,5	268 756,1
Accommodation and food services	33 309,8	32 533,8	38 891,5
Information and communication	100 822,2	99 175,6	104 826,6
Financial and insurance activities	180 121,4	183 002,8	195 259,7
Real estate transactions	27 343,2	24 875,2	28 863,0
Professional, scientific and technical activities	259 563,9	202 706,4	253 539,1
Administrative and support services activities	121 601,6	116 671,3	139 566,0
Public administration and defence; compulsory social security	343 108,7	363 497,4	407 602,8
Education	617 819,6	665 039,2	830 940,8
Health and social services	295 644,1	320 529,8	379 013,2
Arts, entertainment and recreation	60 436,5	52 293,8	64 035,7
Provision of other services	57 389,2	67 978,4	75 003,8
Activities of extraterritorial organizations	123,8	184,9	-

Continuation

	Including		
	compensation payments related to working hours and working conditions		
	2014	2015	2016
For all activities	279 562,1	279 562,1	304 757,9
Agriculture, forestry and fisheries	1 397,2	1 397,2	1 303,4
Industry	111 482,5	111 482,5	117 728,1
Mining and quarrying	66 647,3	66 647,3	67 882,1
Manufacturing industry	30 407,4	30 407,4	33 038,1
Electricity, gas, steam and air conditioning	11 591,0	11 591,0	13 858,7

Continuation

	Including		
	compensation payments related to working hours and working conditions		
	2014	2015	2016
Water supply; Sewerage system, waste collection and distribution control	2 836,7	2 836,7	2 949,2
Construction	12 488,3	12 488,3	11 792,3
Wholesale and retail trade; repair of cars and motorcycles	4 860,6	4 860,6	5 980,3
Transport and warehousing	43 569,9	43 569,9	46 095,2
Accommodation and food services	3 953,0	3 953,0	3 622,7
Information and communication	3 987,9	3 987,9	4 648,7
Financial and insurance activities	2 603,6	2 603,6	2 895,8
Real estate transactions	781,8	781,8	1 230,6
Professional, scientific and technical activities	16 529,3	16 529,3	17 601,7
Administrative and support services activities	6 524,6	6 524,6	5 871,3
Public administration and defence; compulsory social security	14 024,4	14 024,4	18 913,3
Education	25 808,6	25 808,6	33 317,6
Health and social services	28 671,5	28 671,5	31 066,5
Arts, entertainment and recreation	1 407,6	1 407,6	1 356,1
Provision of other services	1 470,0	1 470,0	1 334,3
Activities of extraterritorial organizations			-

Continuation

	Including		
	payment for unworked time		
	2014	2015	2016
For all activities	462 059,0	462 368,8	495 067,9
Agriculture, forestry and fisheries	4 309,3	3 944,9	4 249,5
Industry	122 650,2	136 413,6	136 599,7
Mining and quarrying	58 946,0	70 764,7	69 674,3
Manufacturing industry	46 852,4	47 405,9	48 427,2
Electricity, gas, steam and air conditioning	13 863,7	15 296,0	15 297,7
Water supply; Sewerage system, waste collection and distribution control	2 988,0	2 947,0	3 200,5
Construction	24 620,8	20 933,8	23 423,7
Wholesale and retail trade; repair of cars and motorcycles	19 006,8	16 818,2	17 173,7
Transport and warehousing	42 561,6	42 778,6	43 086,7
Accommodation and food services	2 584,4	2 431,2	4 320,8
Information and communication	12 156,9	12 436,6	12 693,8
Financial and insurance activities	20 185,1	19 629,4	22 709,3
Real estate transactions	2 582,9	2 011,0	2 315,4
Professional, scientific and technical activities	21 515,7	17 887,9	18 046,1
Administrative and support services activities	8 401,7	9 156,8	8 946,8
Public administration and defence; compulsory social security	41 432,7	39 049,6	39 356,5
Education	92 258,8	92 576,8	111 448,7
Health and social services	38 286,1	37 704,3	40 904,2
Arts, entertainment and recreation	4 974,3	3 989,0	4 854,4
Provision of other services	4 520,6	4 595,8	4 938,6
Activities of extraterritorial organizations	11,2	11,4	-

Continuation

	The wage fund of employees		Including	
			Wage accrued at tariff rates and official (basic) salaries	
	2017	2018	2017	2018
For all activities	6 351 558,0	6 934 785,1	4 627 066,3	5 041 425,9
Agriculture, forestry and fisheries	73 875,7	80 761,8	62 523,6	68 868,0
Industry	1 583 722,5	1 752 352,2	995 892,2	1 108 896,5
Mining and quarrying	793 687,8	867 257,1	462 874,8	513 031,0
Manufacturing industry	562 979,7	636 351,5	372 896,1	421 960,9

Continuation

	The wage fund of employees		Including	
			Wage accrued at tariff rates and official (basic) salaries	
	2017	2018	2017	2018
Electricity, gas, steam and air conditioning	181 479,1	192 896,0	124 007,8	130 732,4
Water supply; Sewerage system, waste collection and distribution control	45 576,0	55 847,4	36 113,5	43 172,3
Construction	394 449,3	415 288,7	325 991,9	345 331,2
Wholesale and retail trade; repair of cars and motorcycles	300 889,0	341 096,5	228 741,0	247 089,5
Transport and warehousing	512 062,5	569 626,9	319 784,7	355 231,3
Accommodation and food services	56 973,8	67 892,5	45 657,9	51 409,6
Information and communication	153 099,3	166 110,9	103 638,2	114 518,0
Financial and insurance activities	328 939,6	332 551,3	225 989,4	215 642,1
Real estate transactions	42 394,1	34 769,4	32 681,3	27 193,3
Professional, scientific and technical activities	262 807,8	284 620,9	194 627,6	211 691,6
Administrative and support services activities	250 709,7	309 807,8	213 909,9	263 205,8
Public administration and defence; compulsory social security	594 712,7	643 538,4	443 232,1	475 474,4
Education	1 093 076,1	1 196 936,9	877 388,7	973 676,1
Health and social services	521 443,5	545 924,9	407 700,6	426 625,2
Arts, entertainment and recreation	89 286,0	97 427,5	70 973,1	79 986,6
Provision of other services	93 116,4	96 078,4	78 334,0	76 586,8
Activities of extraterritorial organizations	-	-	-	-

Continuation

	Including		
	regular bonuses		
	2014	2015	2016
For all activities	385 110,7	346 551,9	381 176,1
Agriculture, forestry and fisheries	1 759,4	1 176,7	1 695,7
Industry	154 883,4	160 498,2	162 831,4
Mining and quarrying	81 364,8	88 927,1	89 504,0
Manufacturing industry	57 764,4	57 911,6	57 973,2
Electricity, gas, steam and air conditioning	14 192,5	11 677,6	13 385,2
Water supply; Sewerage system, waste collection and distribution control	1 561,7	1 981,9	1 969,1
Construction	27 142,6	18 604,6	25 345,1
Wholesale and retail trade; repair of cars and motorcycles	32 867,1	30 428,0	36 182,6
Transport and warehousing	38 283,9	29 021,5	30 624,1
Accommodation and food services	1 285,0	1 413,5	1 752,6
Information and communication	12 630,4	9 725,9	10 525,8
Financial and insurance activities	29 807,4	24 334,8	35 891,8
Real estate transactions	2 582,9	1 485,0	1 464,2
Professional, scientific and technical activities	23 144,1	16 814,9	17 182,5
Administrative and support services activities	8 115,4	8 592,6	10 067,5
Public administration and defence; compulsory social security	13 076,2	11 445,6	11 985,8
Education	10 840,2	10 191,2	11 034,7
Health and social services	18 670,9	16 637,5	18 102,0
Arts, entertainment and recreation	5 134,7	2 066,7	1 783,3
Provision of other services	4 886,6	4 115,3	4 706,9
Activities of extraterritorial organizations	0,4	-	-

Continuation

	Including				
	lump sum payments and bonuses				
	2014	2015	2016	2017	2018
For all activities	397 297,7	430 259,8	529 305,6	878 002,8	974 597,9
Agriculture, forestry and fisheries	2 665,3	3 055,4	3 610,3	5 371,6	5 526,4
Industry	115 436,6	112 679,9	133 400,7	312 666,9	336 185,1

Continuation

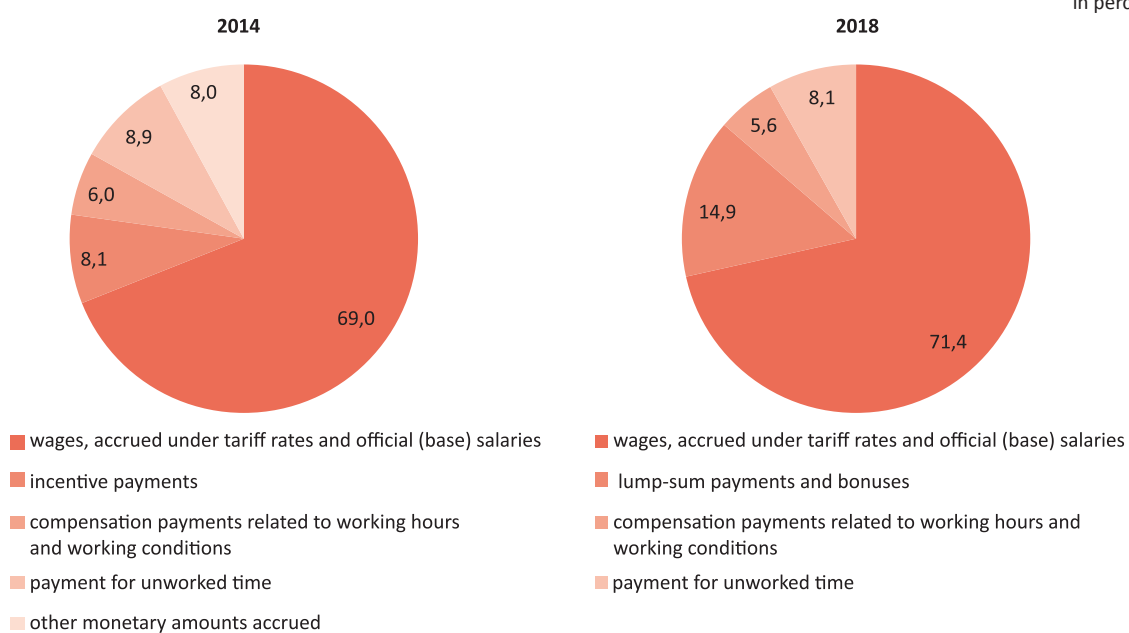
	Including				
	lump sum payments and bonuses				
	2014	2015	2016	2017	2018
Mining and quarrying	66 044,7	58 924,5	73 529,0	176 073,1	185 485,2
Manufacturing industry	32 426,2	36 074,2	41 664,6	104 577,7	115 946,6
Electricity, gas, steam and air conditioning	15 027,6	16 307,1	16 338,0	28 891,2	30 913,4
Water supply; Sewerage system, waste collection and distribution control	1 938,0	1 374,1	1 869,1	3 124,9	3 839,9
Construction	12 368,9	10 100,3	14 788,2	33 242,3	31 790,5
Wholesale and retail trade; repair of cars and motorcycles	14 400,9	16 471,4	17 331,1	46 891,3	67 202,4
Transport and warehousing	38 892,0	42 204,3	57 359,4	90 242,2	101 117,1
Accommodation and food services	1 677,4	2 121,2	1 971,6	3 733,9	7 262,6
Information and communication	16 714,5	24 549,2	25 516,4	31 939,8	33 349,2
Financial and insurance activities	37 185,9	41 706,0	52 971,0	76 894,5	88 296,7
Real estate transactions	2 670,3	3 832,7	4 295,4	5 978,7	4 779,1
Professional, scientific and technical activities	23 034,8	26 410,8	29 186,5	39 765,3	43 550,1
Administrative and support services activities	5 534,2	6 051,4	9 654,4	15 317,0	20 495,3
Public administration and defence; compulsory social security	57 639,1	68 247,5	75 956,0	90 535,1	105 663,1
Education	39 385,4	38 434,1	58 208,2	63 051,2	62 341,5
Health and social services	20 842,5	20 713,2	29 991,7	43 036,0	45 950,0
Arts, entertainment and recreation	6 165,0	8 016,8	9 163,3	11 479,9	9 952,8
Provision of other services	2 683,7	5 665,1	5 901,4	7 857,2	11 135,9
Activities of extraterritorial organizations	1,1	0,6	-	-	-

Continuation

	Including			
	compensation payments related to working hours and working conditions		payment for unworked time	
	2017	2018	2017	2018
For all activities	317 969,8	356 150,0	528 519,1	562 611,3
Agriculture, forestry and fisheries	1 569,0	1 687,7	4 411,5	4 679,7
Industry	125 714,9	142 195,7	149 448,5	165 074,8
Mining and quarrying	75 658,8	81 785,3	79 081,1	86 955,6
Manufacturing industry	34 394,3	41 665,8	51 111,6	56 778,3
Electricity, gas, steam and air conditioning	12 788,0	14 122,2	15 792,0	17 128,0
Water supply; Sewerage system, waste collection and distribution control	2 873,8	4 622,4	3 463,7	4 212,9
Construction	13 332,0	13 028,2	21 883,1	25 138,8
Wholesale and retail trade; repair of cars and motorcycles	6 426,0	6 128,7	18 830,7	20 675,9
Transport and warehousing	54 357,6	61 401,2	47 678,0	51 877,3
Accommodation and food services	4 187,8	5 156,3	3 394,3	4 064,0
Information and communication	4 768,2	4 520,7	12 753,0	13 723,0
Financial and insurance activities	4 866,7	5 990,3	21 189,0	22 622,2
Real estate transactions	933,5	577,0	2 800,6	2 220,0
Professional, scientific and technical activities	9 204,2	11 511,8	19 210,8	17 867,4
Administrative and support services activities	6 494,8	12 542,5	14 988,0	13 564,3
Public administration and defence; compulsory social security	18 698,0	18 440,8	42 247,5	43 960,1
Education	34 936,5	38 714,7	117 699,7	122 204,6
Health and social services	28 922,7	30 856,5	41 784,2	42 493,2
Arts, entertainment and recreation	1 862,5	2 030,3	4 970,4	5 457,7
Provision of other services	1 695,3	1 367,5	5 229,9	6 988,3
Activities of extraterritorial organizations	-	-	-	-

The structure of the wage fund

in percentage



4. The wages of men and women

Average monthly nominal wages for men and women*

4.1 Average monthly nominal wages for men and women by economic activity in 2018

	tenge	
	Men	Women
For all activities	175 565	125 981
Agriculture, forestry and fisheries	225 531	157 687
Industry	367 171	290 555
Mining and quarrying	173 455	129 901
Manufacturing industry	166 235	137 594
Electricity, gas, steam and air conditioning	108 253	95 043
Water supply; Sewerage system, waste collection and distribution control	94 872	76 460
Construction	159 039	140 390
Wholesale and retail trade; repair of cars and motorcycles	152 762	128 083
Transport and warehousing	201 828	165 305
Accommodation and food services	123 665	100 241
Information and communication	226 419	200 255
Financial and insurance activities	391 441	256 421
Real estate transactions	115 303	100 396
Professional, scientific and technical activities	303 761	193 471
Administrative and support services activities	149 856	135 430
Public administration and defence; compulsory social security	141 209	123 117
Education	106 204	101 774
Health and social services	118 150	110 196
Arts, entertainment and recreation	158 282	86 084
Provision of other services	178 317	142 937
Activities of extraterritorial organizations	-	-

4.2 Wage Fund accrued to men and women by type of economic activity in 2018

	million tenge	
	Male	Female
For all activities	5 498 651,1	3 334 709,5
Agriculture, forestry and fisheries	1 596 048,6	411 316,9
Industry	774 846,1	138 964,8
Mining and quarrying	604 345,2	199 897,0
Manufacturing industry	161 656,4	52 557,2
Electricity, gas, steam and air conditioning	55 200,8	19 897,9
Water supply; Sewerage system, waste collection and distribution control	108 523,7	29 378,6
Construction	571 652,1	89 997,0
Wholesale and retail trade; repair of cars and motorcycles	502 937,2	328 413,4
Transport and warehousing	530 538,5	161 863,4
Accommodation and food services	49 909,3	61 850,4
Information and communication	154 399,0	96 326,6
Financial and insurance activities	175 384,7	203 657,6
Real estate transactions	71 316,9	46 741,0
Professional, scientific and technical activities	376 200,7	176 564,3
Administrative and support services activities	323 175,9	83 964,5
Public administration and defence; compulsory social security	436 500,6	207 037,9
Education	306 984,6	889 952,3
Health and social services	116 506,6	429 418,2
Arts, entertainment and recreation	94 808,0	54 647,3
Provision of other services	83 764,7	63 580,2
Activities of extraterritorial organizations	-	-

* Taking into account small businesses engaged in entrepreneurial activities.

Average monthly nominal wages of men and women*

4.3 Average monthly nominal wages of men and women by type of economic activity

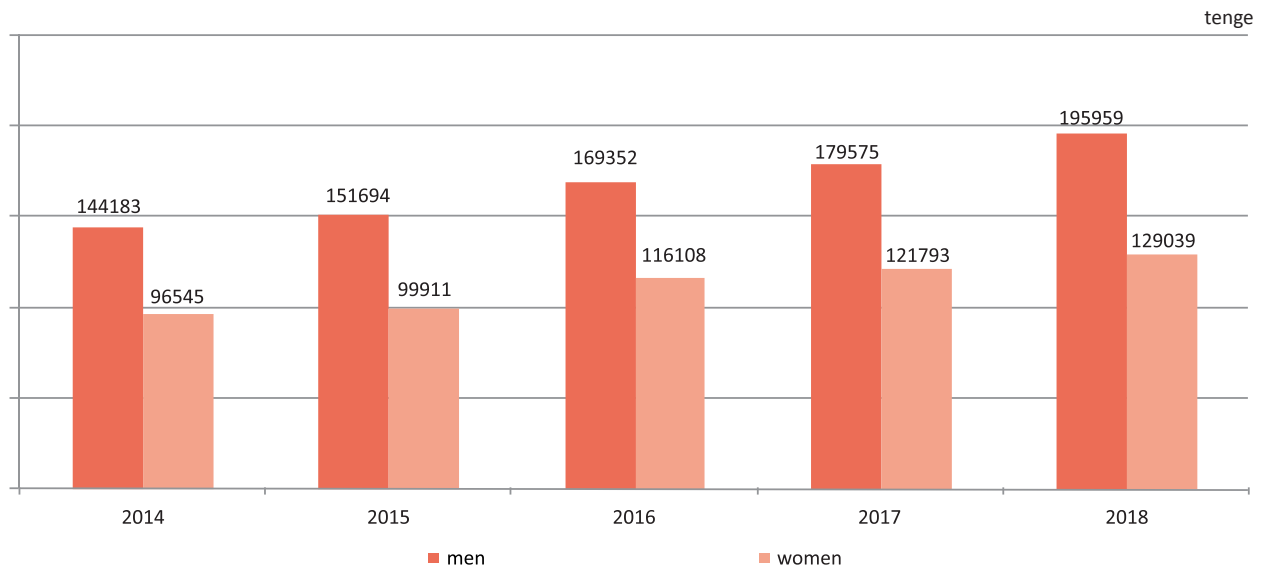
tenge

	Male				
	2014	2015	2016	2017	2018
For all activities	144 183	151 694	169 352	179 575	195 959
Agriculture, forestry and fisheries	71 590	77 605	87 685	98 203	104 705
Industry	174 807	190 059	211 333	231 770	253 905
Mining and quarrying	265 377	289 525	326 307	354 506	388 414
Manufacturing industry	138 748	148 956	165 257	179 960	200 094
Electricity, gas, steam and air conditioning	123 423	131 193	144 034	153 203	164 297
Water supply; Sewerage system, waste collection and distribution control	83 370	90 815	98 032	107 266	117 826
Construction	142 404	157 024	181 250	195 869	216 408
Wholesale and retail trade; repair of cars and motorcycles	128 912	131 653	142 678	158 277	176 110
Transport and warehousing	172 004	177 666	188 177	204 537	223 480
Accommodation and food services	136 366	149 033	173 477	180 326	184 387
Information and communication	178 107	186 335	210 745	228 341	244 399
Financial and insurance activities	286 573	307 559	376 154	388 831	425 250
Real estate transactions	115 036	114 471	129 806	156 370	167 763
Professional, scientific and technical activities	304 126	309 352	402 091	312 560	339 502
Administrative and support services activities	91 703	99 975	111 523	155 847	189 572
Public administration and defence; compulsory social security	116 019	117 553	123 861	131 680	141 209
Education	77 728	82 284	98 381	96 986	106 204
Health and social services	96 528	99 961	115 751	114 551	118 150
Arts, entertainment and recreation	125 711	133 480	148 671	162 534	174 095
Provision of other services	190 829	256 815	258 867	251 140	237 666
Activities of extraterritorial organizations	263 436	486 210	-	-	-

Continuation

	Female				
	2014	2015	2016	2017	2018
For all activities	96 545	99 911	116 108	121 793	129 039
Agriculture, forestry and fisheries	53 771	59 817	66 191	73 210	80 892
Industry	120 155	132 043	150 672	164 758	178 323
Mining and quarrying	197 792	220 015	256 258	286 952	298 631
Manufacturing industry	101 735	110 469	125 866	135 774	152 801
Electricity, gas, steam and air conditioning	100 141	106 790	117 722	125 601	136 855
Water supply; Sewerage system, waste collection and distribution control	68 884	74 337	85 106	90 038	100 140
Construction	127 216	139 491	164 586	182 410	194 872
Wholesale and retail trade; repair of cars and motorcycles	104 008	109 771	118 747	132 022	141 278
Transport and warehousing	129 261	135 889	146 866	163 910	175 017
Accommodation and food services	88 459	99 903	103 761	116 851	127 670
Information and communication	167 738	172 533	193 846	211 892	222 027
Financial and insurance activities	186 049	200 410	236 212	251 217	283 530
Real estate transactions	99 234	102 757	114 466	136 065	143 514
Professional, scientific and technical activities	180 865	183 959	217 698	212 352	217 276
Administrative and support services activities	108 634	111 572	130 683	136 223	179 317
Public administration and defence; compulsory social security	88 441	90 585	109 716	113 391	123 117
Education	73 764	76 000	93 293	96 490	101 774
Health and social services	86 986	90 005	103 740	107 277	110 196
Arts, entertainment and recreation	63 663	65 503	80 442	82 476	87 794
Provision of other services	134 467	158 025	184 609	173 390	182 647
Activities of extraterritorial organizations	300 219	485 463	-	-	-

Average monthly nominal wage



4.4 Index of nominal wages of men and women by type of economic activity

percentage of the previous year

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	111,4	104,1	111,6	106,0	109,1	110,1	104,3	116,2	104,9	105,9
Agriculture, forestry and fisheries	113,9	107,8	113,0	112,0	106,6	114,5	110,8	110,7	110,6	110,5
Industry	115,1	106,2	111,2	109,7	109,6	114,9	107,2	114,1	109,3	108,2
Mining and quarrying	119,0	108,0	112,7	108,6	109,6	122,3	110,9	116,5	112,0	104,1
Manufacturing industry	112,0	105,3	110,9	108,9	111,2	111,5	106,1	113,9	107,9	112,5
Electricity, gas, steam and air conditioning	111,9	105,5	109,8	106,4	107,2	112,0	106,0	110,2	106,7	109,0
Water supply; Sewerage system, waste collection and distribution control	111,9	106,8	107,9	109,4	109,8	116,0	107,5	114,5	105,8	111,2
Construction	117,3	106,4	115,4	108,1	110,5	119,9	107,7	118,0	110,8	106,8
Wholesale and retail trade; repair of cars and motorcycles	111,9	104,4	108,4	110,9	111,3	115,2	107,8	108,2	111,2	107,0
Transport and warehousing	113,6	101,1	105,9	108,7	109,3	110,1	104,3	108,1	111,6	106,8
Accommodation and food services	116,6	103,0	116,4	103,9	102,3	111,3	109,0	103,9	112,6	109,3
Information and communication	109,2	106,1	113,1	108,3	107,0	114,6	102,6	112,4	109,3	104,8
Financial and insurance activities	104,3	107,6	122,3	103,4	109,4	109,1	108,1	117,9	106,4	112,9
Real estate transactions	108,7	105,0	113,4	120,5	107,3	107,4	109,6	111,4	118,9	105,5
Professional, scientific and technical activities	118,8	95,7	130,0	77,7	108,6	117,2	104,1	118,3	97,5	102,3
Administrative and support services activities	89,3	106,3	111,6	139,7	121,6	116,1	100,7	117,1	104,2	131,6
Public administration and defence; compulsory social security	102,9	101,3	105,4	106,3	107,2	101,2	102,4	121,1	103,3	108,6
Education	107,5	105,9	119,6	98,6	109,5	107,6	103,0	122,8	103,4	105,5
Health and social services	112,0	103,6	115,8	99,0	103,1	109,0	103,5	115,3	103,4	102,7
Arts, entertainment and recreation	117,7	112,0	111,4	109,3	107,1	106,6	101,6	122,8	102,5	106,4
Provision of other services	99,7	133,2	129,0	97,0	94,6	113,2	116,6	112,5	93,9	105,3
Activities of extraterritorial organizations	97,6	184,6	-	-	-	111,2	161,7	-	-	-

4.5 Index of real wages for men and women by type of economic activity

as a percentage of the previous year

	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	104,4	97,6	97,4	98,7	102,9	103,2	97,8	101,4	97,7	100,0
Agriculture, forestry and fisheries	106,7	101,1	98,6	104,3	100,6	107,4	103,9	96,6	103,0	104,2
Industry	107,9	99,6	97,0	102,1	103,3	107,7	100,6	99,6	101,8	102,1
Mining and quarrying	111,5	101,3	98,3	101,1	103,4	114,6	104,0	101,7	104,3	98,2
Manufacturing industry	105,0	98,8	96,8	101,4	104,9	104,5	99,5	99,4	100,5	106,2
Electricity, gas, steam and air conditioning	104,9	99,0	95,8	99,1	101,2	105,0	99,5	96,2	99,3	102,8
Water supply; Sewerage system, waste collection and distribution control	104,8	100,2	94,2	101,9	103,6	108,7	100,8	99,9	98,5	104,9
Construction	109,9	99,8	100,7	100,7	104,2	112,4	101,0	103,0	103,2	100,8
Wholesale and retail trade; repair of cars and motorcycles	104,9	97,9	94,6	103,3	105,0	108,0	101,1	94,4	103,5	101,0
Transport and warehousing	106,5	94,9	92,4	101,2	103,1	103,2	97,9	94,3	103,9	100,7
Accommodation and food services	109,2	96,6	101,6	96,7	96,5	104,4	102,2	90,7	104,8	103,1
Information and communication	102,3	99,5	98,7	100,8	101,0	107,4	96,3	98,1	101,8	98,9
Financial and insurance activities	97,8	100,9	106,7	96,3	103,2	102,3	101,4	102,9	99,1	106,5
Real estate transactions	101,8	98,5	99,0	112,2	101,2	100,6	102,8	97,2	110,7	99,5
Professional, scientific and technical activities	111,4	89,8	113,4	72,3	102,5	109,8	97,7	103,2	90,8	96,5
Administrative and support services activities	83,7	99,7	97,4	130,1	114,8	108,8	94,5	102,2	97,0	124,2
Public administration and defence; compulsory social security	96,4	95,0	92,0	99,0	101,2	94,9	96,1	105,7	96,2	102,4
Education	100,7	99,3	104,4	91,8	103,3	100,9	96,7	107,2	96,3	99,5
Health and social services	105,0	97,1	101,0	92,2	97,3	102,1	97,1	100,6	96,3	96,9
Arts, entertainment and recreation	110,4	105,1	97,2	101,8	101,0	99,9	95,3	107,2	95,4	100,4
Provision of other services	93,4	124,9	112,6	90,3	89,3	106,1	109,4	98,2	87,4	99,4
Activities of extraterritorial organizations and bodies	91,5	173,1	-	-	104,2	104,2	151,7	-	-	100,8

* Excluding small businesses engaged in entrepreneurial activities.

Average monthly nominal wages of men and women in the enlarged groups of occupations*

4.6 Average monthly nominal wages of men and women in the enlarged groups of occupations

tenge

	Total		
	2014	2015	2016
All personnel	121 021	126 021	142 898
including:			
heads of authorities and management at all levels, including heads of organizations	284 380	300 174	341 620
specialists of the highest level of qualification	141 628	145 549	170 255
mid-level specialists	101 668	103 336	115 742
employees involved in the preparation of information, documentation, accounting and maintenance	91 463	95 311	100 981
workers in the service sector, housing and communal services, trade and related activities	75 913	80 801	88 237
skilled workers in agriculture, forestry, hunting, fish farming and fishing	68 664	73 049	82 546
skilled workers of large and small industrial organizations, arts and crafts, construction, transport, communications, Geology and subsoil exploration	125 220	132 709	147 105
operators, operatives, and machinists of plant and machinery and fitters	138 212	145 200	159 250
unskilled worker	53 059	54 690	60 620

Continuation

	Including		
	men		
	2014	2015	2016
All personnel	144 183	151 694	169 352
including:			
heads of authorities and management at all levels, including heads of organizations	328 482	349 851	399 711
specialists of the highest level of qualification	182 182	189 623	218 055
mid-level specialists	125 293	127 907	138 000
employees involved in the preparation of information, documentation, accounting and maintenance	111 905	117 703	120 238
workers in the service sector, housing and communal services, trade and related activities	83 278	87 216	94 843
skilled workers in agriculture, forestry, hunting, fish farming and fishing	71 273	75 787	85 761
skilled workers of large and small industrial organizations, arts and crafts, construction, transport, communications, Geology and subsoil exploration	131 657	139 117	153 993
operators, operatives, and machinists of plant and machinery and fitters	145 277	152 187	166 549
unskilled worker	60 034	61 387	66 928

Continuation

	Including		
	women		
	2014	2015	2016
All personnel	96 545	99 911	116 108
including:			
heads of authorities and management at all levels, including heads of organizations	215 972	224 376	255 086
specialists of the highest level of qualification	117 822	120 306	143 048
mid-level specialists	86 231	87 953	101 654
employees involved in the preparation of information, documentation, accounting and maintenance	83 654	86 876	93 635
workers in the service sector, housing and communal services, trade and related activities	67 583	73 681	80 396
skilled workers in agriculture, forestry, hunting, fish farming and fishing	57 945	62 916	70 133
skilled workers of large and small industrial organizations, arts and crafts, construction, transport, communications, Geology and subsoil exploration	85 891	91 274	101 052
operators, operatives, and machinists of plant and machinery and fitters	96 426	104 047	114 702
unskilled worker	47 173	49 254	55 397

Continuation

	Total	
	2017	2018
All personnel	150 827	162 673
including:		
heads of authorities and management at all levels, including heads of organizations	300 088	320 854
specialists of the highest level of qualification	163 701	172 819
mid-level specialists	127 353	137 407
employees involved in the preparation of information, documentation, accounting and maintenance	130 894	141 121
workers in the service sector, housing and communal services, trade and related activities	98 701	112 161
skilled workers in agriculture, forestry, hunting, fish farming and fishing	92 155	98 260
skilled workers of large and small industrial organizations, arts and crafts, construction, transport, communications, Geology and subsoil exploration	159 793	180 292
operators, operatives, and machinists of plant and machinery and fitters	168 652	183 158
unskilled worker	61 796	67 151
workers who are not in other groups	-	105 261

Continuation

	Total			
	2017		2018	
	men	women	men	women
All personnel	179 575	121 793	195 959	129 039
including:				
heads of authorities and management at all levels, including heads of organizations	349 122	231 356	373 525	248 044
specialists of the highest level of qualification	213 332	138 680	229 432	144 830
mid-level specialists	160 097	106 480	182 698	108 838
employees involved in the preparation of information, documentation, accounting and maintenance	174 496	113 127	186 502	122 861
workers in the service sector, housing and communal services, trade and related activities	104 578	92 507	120 619	103 790
skilled workers in agriculture, forestry, hunting, fish farming and fishing	96 393	79 255	101 478	87 322
skilled workers of large and small industrial organizations, arts and crafts, construction, transport, communications, Geology and subsoil exploration	166 591	113 920	188 249	125 389
operators, operatives, and machinists of plant and machinery and fitters	174 815	126 018	189 587	139 740
unskilled worker	67 892	57 072	75 711	60 576
workers who are not in other groups			121 364	78 523

4.7 Average monthly nominal wages of men and women by type of economic activity and enlarged groups of occupations in 2018

tenge

	All personnel		Including					
			managers and civil servants		professional specialists		technicians and other professional support staff	
	men	women	men	women	men	women	men	women
For all activities	195 959	129 039	373 525	248 044	229 432	144 830	182 698	108 838
Agriculture, forestry and fisheries	104 705	80 892	209 033	172 224	133 011	124 761	94 086	85 696
Industry	253 905	178 323	551 327	422 496	369 552	264 341	256 782	181 830
Mining and quarrying	388 414	298 631	808 230	660 185	601 935	450 787	446 543	366 340
Manufacturing industry	200 094	152 801	474 229	370 416	262 970	209 921	167 518	134 339
Electricity, gas, steam and air conditioning	164 297	136 855	309 185	291 152	208 022	185 893	130 602	114 770
Water supply; Sewerage system, waste collection and distribution control	117 826	100 140	223 627	199 471	150 636	141 771	114 204	108 888
Construction	216 408	194 872	579 890	423 215	296 626	228 225	279 926	182 396
Wholesale and retail trade; repair of cars and motorcycles	176 110	141 278	563 109	345 279	300 985	226 043	154 831	131 373
Transport and warehousing	223 480	175 017	437 538	320 609	371 854	245 116	281 121	195 692
Accommodation and food services	184 387	127 670	1 007 782	399 110	267 475	197 297	175 278	146 440
Information and communication	244 399	222 027	568 296	468 506	286 086	250 661	194 673	167 945
Financial and insurance activities	425 250	283 530	935 648	623 796	333 165	242 295	229 220	178 570
Real estate transactions	167 763	143 514	459 985	358 619	233 614	213 485	158 706	128 564
Professional, scientific and technical activities	339 502	217 276	813 181	405 300	405 088	246 786	260 656	131 030
Administrative and support services activities	189 572	179 317	652 016	880 237	626 938	293 483	238 083	162 695
Public administration and defence; compulsory social security	141 209	123 117	194 079	178 854	138 279	115 265	112 748	80 939
Education	106 204	101 774	192 436	151 419	135 141	120 293	94 290	77 809
Health and social services	118 150	110 196	234 360	219 234	155 837	133 804	114 988	109 221

Continuation

	All personnel		Including					
			managers and civil servants		professional specialists		technicians and other professional support staff	
	men	women	men	women	men	women	men	women
Arts, entertainment and recreation	174 095	87 794	193 466	133 742	262 448	96 632	234 795	80 736
Provision of other services	237 666	182 647	360 106	276 262	310 103	218 525	151 310	135 833
Activities of extraterritorial organizations	-	-	-	-	-	-	-	-

Continuation

	Including					
	employees in the field of administration		service and sales employees		farmers and workers in agriculture, forestry, fisheries and fisheries	
	men	women	men	women	men	women
For all activities	186 502	122 861	120 619	103 790	101 478	87 322
Agriculture, forestry and fisheries	114 449	80 581	89 140	65 048	107 255	86 404
Industry	239 657	149 021	146 802	127 304	129 182	80 047
Mining and quarrying	420 830	246 060	222 718	166 721	-	-
Manufacturing industry	182 548	141 621	182 023	151 102	153 903	82 001
Electricity, gas, steam and air conditioning	122 123	105 690	101 365	83 971	71 423	65 870
Water supply; Sewerage system, waste collection and distribution control	104 571	89 781	87 140	71 774	102 160	77 011
Construction	378 378	200 145	128 140	217 712	80 602	62 458
Wholesale and retail trade; repair of cars and motorcycles	170 622	136 533	145 318	111 655	137 411	88 824
Transport and warehousing	188 751	151 407	212 385	121 753	135 121	127 855
Accommodation and food services	184 419	139 089	139 085	114 277	126 574	-
Information and communication	188 227	172 406	158 102	172 430	74 436	121 933
Financial and insurance activities	253 577	206 790	211 922	178 262	-	-
Real estate transactions	188 501	156 705	108 644	115 709	95 028	28 300
Professional, scientific and technical activities	386 254	200 718	165 418	138 304	68 889	84 558
Administrative and support services activities	247 887	212 389	82 065	97 104	112 650	113 430
Public administration and defence; compulsory social security	106 746	84 518	121 545	88 666	60 950	62 612
Education	126 155	80 623	70 086	60 200	69 999	49 690
Health and social services	113 645	109 185	83 286	77 032	58 204	72 848
Arts, entertainment and recreation	118 653	97 965	85 223	77 913	88 637	80 297
Provision of other services	201 532	157 046	157 877	127 892	38 278	70 940
Activities of extraterritorial organizations	-	-	-	-	-	-

Continuation

	Including					
	employees of industry, construction, transport and other related occupations		production equipment operators, assemblers and drivers		unqualified employees	
	men	women	men	women	men	women
For all activities	188 249	125 389	189 587	139 740	75 711	60 576
Agriculture, forestry and fisheries	94 169	66 219	105 882	72 375	81 555	61 892
Industry	192 872	121 492	234 901	149 491	104 591	88 466
Mining and quarrying	297 916	181 269	313 429	193 780	153 918	123 093
Manufacturing industry	161 976	111 236	183 179	140 482	97 202	84 172
Electricity, gas, steam and air conditioning	135 866	113 366	152 269	117 827	83 777	78 536
Water supply; Sewerage system, waste collection and distribution control	114 076	104 014	118 029	92 539	81 450	70 470
Construction	196 765	154 626	164 163	148 642	117 158	93 019
Wholesale and retail trade; repair of cars and motorcycles	159 736	104 238	113 390	95 493	90 112	71 260
Transport and warehousing	175 268	139 204	193 872	131 735	133 732	104 259

Continuation

	Including					
	employees of industry, construction, transport and other related occupations		production equipment operators, assemblers and drivers		unqualified employees	
	men	women	men	women	men	women
Accommodation and food services	161 475	152 831	171 124	158 553	111 222	84 745
Information and communication	119 949	117 001	132 444	126 187	85 302	86 850
Financial and insurance activities	187 456	466 668	152 037	114 973	109 296	58 493
Real estate transactions	131 423	104 783	120 612	93 322	97 267	89 731
Professional, scientific and technical activities	172 730	191 715	166 409	139 207	85 694	72 652
Administrative and support services activities	257 875	102 352	197 582	150 601	96 441	102 639
Public administration and defence; compulsory social security	156 457	208 896	68 611	51 998	51 995	46 368
Education	73 355	71 692	55 159	53 712	47 738	47 202
Health and social services	76 763	91 696	82 986	79 976	66 447	64 180
Arts, entertainment and recreation	100 526	114 800	62 364	58 066	55 491	48 352
Provision of other services	162 538	90 015	120 330	98 631	74 956	71 154
Activities of extraterritorial organizations	-	-	-	-	-	-

Continuation

	Workers who are not in other groups	
	men	women
For all activities	121 364	78 523
Agriculture, forestry and fisheries	70 790	62 532
Industry	105 355	86 455
Mining and quarrying	186 621	223 136
Manufacturing industry	113 789	99 456
Electricity, gas, steam and air conditioning	90 097	63 189
Water supply; Sewerage system, waste collection and distribution control	95 721	61 682
Construction	65 892	61 966
Wholesale and retail trade; repair of cars and motorcycles	84 430	72 412
Transport and warehousing	114 017	99 899
Accommodation and food services	272 837	130 740
Information and communication	216 370	325 503
Financial and insurance activities	398 470	262 542
Real estate transactions	93 752	90 488
Professional, scientific and technical activities	110 518	106 725
Administrative and support services activities	87 499	63 528
Public administration and defence; compulsory social security	150 855	116 585
Education	62 973	56 873
Health and social services	83 605	80 604
Arts, entertainment and recreation	63 025	60 620
Provision of other services	158 447	106 691
Activities of extraterritorial organizations	-	-

* Excluding small businesses engaged in entrepreneurial activities.

Distribution of the number of men and women by the size of the accrued wage¹⁾²⁾

4.8 Distribution of the number of men and women by the size of the accrued wage in 2018

	Total employees		Including					
			men			women		
	people	percentage of total	people	in percentage		people	in percentage	
				result	to total number		result	to total number
Number of employees employees - total	2 352 125	100,0	1 202 230	100,0	51,1	1 149 895	100,0	48,9
including the size of the accrued wages, tenge:								
up to 20,000	119	0,0	37	0,0	0,0	82	0,0	0,0
up to 30000	25 802	1,1	12 130	1,0	0,5	13 672	1,2	0,6
from 30001 to 45000	233 221	9,9	94 754	7,9	4,0	138 467	12,0	5,9
from 45001 to 60000	219 178	9,3	90 377	7,5	3,8	128 801	11,2	5,5
from 60001 to 75000	227 169	9,7	95 581	8,0	4,1	131 588	11,4	5,6
from 75001 to 90000	236 169	10,0	113 469	9,4	4,8	122 700	10,7	5,2
from 90001 to 105000	218 275	9,3	107 416	8,9	4,6	110 859	9,6	4,7
from 105001 to 120000	193 290	8,2	95 398	7,9	4,1	97 892	8,5	4,2
from 120001 to 135000	154 013	6,5	80 496	6,7	3,4	73 517	6,4	3,1
from 135001 to 150000	132 681	5,6	70 204	5,8	3,0	62 477	5,4	2,7
from 150001 to 180000	182 941	7,8	104 346	8,7	4,4	78 595	6,8	3,3
from 180001 to 210000	124 787	5,3	72 699	6,0	3,1	52 088	4,5	2,2
from 210001 to 240000	80 185	3,4	49 824	4,1	2,1	30 361	2,6	1,3
from 240001 to 270000	63 637	2,7	39 830	3,3	1,7	23 807	2,1	1,0
from 270001 to 300000	43 517	1,9	28 512	2,4	1,2	15 005	1,3	0,6
from 300001 to 330000	32 144	1,4	21 033	1,7	0,9	11 111	1,0	0,5
from 330001 to 360000	25 485	1,1	16 252	1,4	0,7	9 233	0,8	0,4
from 360001 to 390000	20 125	0,9	12 838	1,1	0,5	7 287	0,6	0,3
over 390000	139 387	5,9	97 034	8,1	4,1	42 353	3,7	1,8

4.9 Distribution of men and women by size of accrued wages and types of economic activity in 2018

	Total		Including the size of the accrued wages, tenge			
			up to 20,000		from 20001 to 45000	
	men	women	men	women	men	women
On all types	1 202 230	1 149 895	37	82	106 884	152 139
activities	29 865	11 729	6	-	4 393	2 386
Agriculture, forestry and fisheries	260 240	108 528	8	16	5 547	3 889
Industry	60 951	19 401	-	-	334	151
Mining and quarrying	105 832	53 083	-	10	4 023	2 832
Manufacturing industry	69 060	24 713	8	6	671	608
Electricity, gas, steam and air conditioning	24 397	11 331	-	-	519	298
Water supply; Sewerage system, waste collection and distribution control	84 703	20 120	2	-	2 118	892
Construction	69 565	56 413	-	-	6 796	6 466
Wholesale and retail trade; repair of cars and motorcycles	103 174	38 316	-	-	2 517	1 306
Transport and warehousing	10 273	14 660	-	-	337	795
Accommodation and food services	33 781	20 115	-	-	359	585
Information and communication	29 267	46 134	-	-	356	916
Financial and insurance activities	9 013	7 030	5	9	409	623
Real estate transactions	42 116	28 957	2	-	2 163	1 847
Professional, scientific and technical activities	74 649	20 722	-	-	11 168	2 630
Administrative and support services activities	209 815	121 372	6	16	17 500	16 855
Public administration and defence; compulsory social security	142 160	401 697	3	23	38 315	85 081
Education	73 381	221 054	1	13	9 114	22 998
Health and social services	21 741	26 320	-	3	4 367	4 407
Arts, entertainment and recreation	8 487	6 728	4	2	1 425	463

Continuation

	Including the size of the accrued wages, tenge					
	from 45001 to 75,000		from 75001 to 105000		from 105001 to 150000	
	men	women	men	women	men	women
On all types	185 958	260 389	220 885	233 559	246 098	233 886
activities	9 350	4 173	7 660	2 535	4 911	1 562
Agriculture, forestry and fisheries	27 222	17 586	45 110	21 807	57 262	24 759
Industry	2 012	1 410	3 943	2 338	8 697	3 669
Mining and quarrying	11 176	8 616	16 427	9 681	25 617	12 477
Manufacturing industry	9 275	3 915	16 941	6 607	16 287	6 278
Electricity, gas, steam and air conditioning	4 759	3 645	7 799	3 181	6 661	2 335
Water supply; Sewerage system, waste collection and distribution control	7 016	1 953	9 904	2 586	17 807	3 815
Construction	12 257	10 756	12 229	9 993	14 754	12 191
Wholesale and retail trade; repair of cars and motorcycles	4 646	5 705	12 812	6 604	29 478	9 663
Transport and warehousing	1 009	2 995	1 675	2 801	2 227	3 636
Accommodation and food services	3 208	2 356	6 137	2 998	7 324	4 744
Information and communication	835	2 825	1 943	4 709	4 138	9 589
Financial and insurance activities	1 730	1 068	1 803	1 830	1 696	1 307
Real estate transactions	7 747	5 064	6 474	4 608	6 454	4 571
Professional, scientific and technical activities	21 712	5 408	16 870	3 630	10 564	2 944
Administrative and support services activities	30 468	26 703	53 980	34 769	47 179	24 970
Public administration and defence; compulsory social security	32 129	101 051	24 496	71 510	24 611	81 412
Education	18 526	62 813	14 432	54 267	13 125	44 217
Health and social services	6 609	8 913	4 561	7 754	3 372	3 485
Arts, entertainment and recreation	1 494	1 020	799	1 158	1 196	1 021

Continuation

	Including the size of the accrued wages, tenge					
	from 150001 to 240000		from 240001 to 330000		from 330001 and above	
	men	women	men	women	men	women
On all types	226 869	161 044	89 375	49 923	126 124	58 873
activities	2 397	669	708	217	440	187
Agriculture, forestry and fisheries	58 659	20 285	22 618	7 563	43 814	12 623
Industry	12 932	3 630	6 572	1 729	26 461	6 474
Mining and quarrying	27 099	10 502	9 619	4 154	11 871	4 811
Manufacturing industry	15 297	4 707	5 545	1 386	5 036	1 206
Electricity, gas, steam and air conditioning	3 331	1 446	882	294	446	132
Water supply; Sewerage system, waste collection and distribution control	22 815	4 441	11 593	3 030	13 448	3 403
Construction	12 158	9 403	5 569	3 690	5 802	3 914
Wholesale and retail trade; repair of cars and motorcycles	29 374	8 889	11 175	2 542	13 172	3 607
Transport and warehousing	2 481	2 510	952	882	1 592	1 041
Accommodation and food services	7 205	4 734	3 205	1 787	6 343	2 911
Information and communication	6 698	10 906	3 779	5 517	11 518	11 672
Financial and insurance activities	1 454	1 104	789	495	1 127	594
Real estate transactions	7 404	5 346	4 099	2 927	7 773	4 594
Professional, scientific and technical activities	6 176	2 863	3 532	1 509	4 627	1 738
Administrative and support services activities	41 620	13 284	11 888	2 471	7 174	2 304
Public administration and defence; compulsory social security	15 160	49 277	3 588	8 707	3 858	4 636
Education	10 394	25 407	4 559	7 511	3 230	3 828
Health and social services	1 479	1 068	547	376	806	314
Arts, entertainment and recreation	1 395	858	774	699	1 400	1 507

¹⁾ Excluding small businesses engaged in entrepreneurial activities.²⁾ The one-time registration of employees, who are fully the month of June.

Wage Fund for men and women*

4.10 Wage Fund for men and women by type of economic activity

million tenge

	Male				
	2014	2015	2016	2017	2018
For all activities	3 211 856,5	3 182 998,0	3 546 797,6	3 799 786,5	4 198 604,5
Agriculture, forestry and fisheries	52 371,3	47 376,0	53 661,9	56 963,2	61 777,6
Industry	1 059 239,2	1 072 219,8	1 161 604,4	1 264 119,9	1 403 882,8
Mining and quarrying	527 503,4	548 529,1	597 443,8	668 106,3	737 033,7
Manufacturing industry	385 085,2	372 148,8	397 840,7	425 816,1	481 043,0
Electricity, gas, steam and air conditioning	118 874,5	123 972,8	134 551,4	137 112,9	145 556,3
Water supply; Sewerage system, waste collection and distribution control	27 776,1	27 569,2	31 768,3	33 084,8	40 249,7
Construction	301 332,1	302 968,4	332 831,2	349 256,9	369 174,1
Wholesale and retail trade; repair of cars and motorcycles	165 778,6	143 296,9	146 336,3	170 261,6	193 100,4
Transport and warehousing	328 162,7	315 870,0	344 148,9	395 109,8	446 113,8
Accommodation and food services	18 198,2	18 348,9	23 694,3	26 830,4	31 647,5
Information and communication	89 206,1	92 821,4	99 966,7	94 464,6	103 160,9
Financial and insurance activities	121 832,3	119 350,2	140 890,9	147 813,4	151 467,2
Real estate transactions	21 369,1	19 346,4	23 252,8	25 555,3	21 140,1
Professional, scientific and technical activities	238 386,4	193 106,3	239 556,2	171 813,1	191 727,8
Administrative and support services activities	117 278,0	116 478,7	137 791,3	203 974,5	250 874,3
Public administration and defence; compulsory social security	326 121,1	347 535,9	373 367,3	405 321,0	436 500,5
Education	203 988,1	216 667,1	266 897,5	270 442,7	306 984,6
Health and social services	81 500,3	87 928,3	104 713,3	108 527,9	116 506,7
Arts, entertainment and recreation	48 423,9	41 522,6	47 916,0	55 809,2	61 402,0
Provision of other services	38 615,3	48 085,0	50 168,5	53 523,1	53 144,0
Activities of extraterritorial organizations	53,7	x	-	-	-

Continuation

	Female				
	2014	2015	2016	2017	2018
For all activities	2 035 278,7	2 061 364,2	2 401 141,0	2 551 771,5	2 736 180,6
Agriculture, forestry and fisheries	15 801,6	14 669,7	16 099,4	16 912,5	18 984,2
Industry	274 610,5	274 537,1	297 654,8	319 602,6	348 469,4
Mining and quarrying	99 874,5	104 197,3	114 442,8	125 581,5	130 223,4
Manufacturing industry	123 706,2	118 648,8	127 809,8	137 163,6	155 308,5
Electricity, gas, steam and air conditioning	38 895,2	40 080,9	42 237,1	44 366,2	47 339,7
Water supply; Sewerage system, waste collection and distribution control	12 134,6	11 610,0	13 165,2	12 491,2	15 597,7
Construction	42 804,0	39 209,3	42 267,6	45 192,4	46 114,6
Wholesale and retail trade; repair of cars and motorcycles	119 026,0	112 945,6	114 313,1	130 627,4	147 996,1
Transport and warehousing	96 234,1	92 965,8	101 772,6	116 952,7	123 513,1
Accommodation and food services	23 650,4	24 103,7	26 864,9	30 143,4	36 245,0
Information and communication	57 668,4	57 053,8	58 244,5	58 634,7	62 950,0
Financial and insurance activities	149 681,4	151 926,3	168 836,7	181 126,2	181 084,1
Real estate transactions	14 546,9	13 639,2	14 915,8	16 838,8	13 629,3
Professional, scientific and technical activities	108 043,5	87 243,0	95 999,7	90 994,7	92 893,1
Administrative and support services activities	32 277,4	30 518,0	36 314,7	46 735,2	58 933,5
Public administration and defence; compulsory social security	141 842,4	148 728,7	180 447,1	189 391,7	207 037,9
Education	580 014,5	615 382,8	778 052,5	822 633,4	889 952,3
Health and social services	317 326,4	336 328,0	394 364,3	412 915,6	429 418,2
Arts, entertainment and recreation	29 724,0	26 251,4	33 276,8	33 476,8	36 025,5
Provision of other services	31 944,5	35 739,6	41 716,5	39 593,3	42 934,4
Activities of extraterritorial organizations	82,9	x	-	-	-

* Excluding small businesses engaged in entrepreneurial activities.

5. Wages by size of enterprises

Average monthly nominal wages of employees of large and medium-sized enterprises

5.1 Average monthly nominal wages of employees of large and medium-sized enterprises by type of economic activity

	tenge				
	2014	2015	2016	2017	2018
For all activities	134 928	140 060	157 711	167 458	181 720
Agriculture, forestry and fisheries	66 805	72 186	81 179	91 162	98 109
Industry	164 203	175 606	195 959	214 974	234 780
Mining and quarrying	254 276	276 174	312 915	342 743	372 387
Manufacturing industry	130 305	137 688	153 679	166 726	185 658
Electricity, gas, steam and air conditioning	117 701	124 561	134 434	144 455	155 759
Water supply; Sewerage system, waste collection and distribution control	80 334	83 978	92 576	101 314	112 163
Construction	145 513	156 546	179 336	194 128	214 732
Wholesale and retail trade; repair of cars and motorcycles	116 646	122 369	132 074	145 127	162 067
Transport and warehousing	163 912	166 936	178 471	194 073	211 562
Accommodation and food services	109 481	116 863	128 582	141 136	149 557
Information and communication	175 261	184 390	207 770	225 980	240 722
Financial and insurance activities	233 050	248 367	296 488	309 255	346 053
Real estate transactions	106 665	113 251	128 286	155 592	166 394
Professional, scientific and technical activities	288 323	269 612	349 476	279 829	299 742
Administrative and support services activities	98 420	104 344	118 664	160 155	197 243
Public administration and defence; compulsory social security	121 429	121 889	126 207	133 771	144 063
Education	88 686	92 650	112 267	114 915	124 525
Health and social services	91 070	93 984	108 404	110 867	114 135
Arts, entertainment and recreation	99 367	107 261	122 408	137 459	149 258
Provision of other services	262 724	324 226	354 947	304 060	244 439

5.2 Indices of nominal and real wages of employees of large and medium-sized enterprises

	percentage of the previous year									
	Index of nominal wages					index of the real wages				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	111,9	103,8	112,6	106,2	108,5	104,9	97,4	98,3	98,9	102,4
Agriculture, forestry and fisheries	114,5	108,1	112,5	112,3	107,6	107,3	101,4	98,1	104,6	101,5
Industry	115,5	106,9	111,6	109,7	109,2	108,3	100,3	97,4	102,1	103,0
Mining and quarrying	119,7	108,6	113,3	109,5	108,6	112,2	101,9	98,9	102,0	102,5
Manufacturing industry	112,2	105,7	111,6	108,5	111,4	105,2	99,1	97,4	101,0	105,1
Electricity, gas, steam and air conditioning	111,7	105,8	107,9	107,5	107,8	104,7	99,3	94,2	100,1	101,7
Water supply; Sewerage system, waste collection and distribution control	113,1	104,5	110,2	109,4	110,7	106,0	98,1	96,2	101,9	104,4
Construction	118,5	107,6	114,6	108,2	110,6	111,0	100,9	100,0	100,8	104,4
Wholesale and retail trade; repair of cars and motorcycles	112,4	104,9	107,9	109,9	111,7	105,3	98,4	94,2	102,3	105,4
Transport and warehousing	113,2	101,8	106,9	108,7	109,0	106,1	95,5	93,3	101,2	102,8
Accommodation and food services	115,3	106,7	110,0	109,8	106,0	108,1	100,1	96,0	102,2	100,0
Information and communication	110,0	105,2	112,7	108,8	106,5	103,1	98,7	98,3	101,3	100,5
Financial and insurance activities	105,3	106,6	119,4	104,3	111,9	98,7	100,0	104,2	97,1	105,6
Real estate transactions	108,4	106,2	113,3	121,3	106,9	101,6	99,6	98,8	112,9	100,9
Professional, scientific and technical activities	121,9	93,5	129,6	80,1	107,1	114,2	87,7	113,1	74,6	101,1
Administrative and support services activities	90,9	106,0	113,7	135,0	123,2	85,2	99,5	99,2	125,7	116,2

Continuation

	Index of nominal wages					index of the real wages				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Public administration and defence; compulsory social security	102,7	100,4	103,5	106,0	107,7	96,2	94,2	90,4	98,7	101,6
Education	109,3	104,5	121,2	102,4	108,4	102,5	98,0	105,7	95,3	102,2
Health and social services	109,5	103,2	115,3	102,3	102,9	102,6	96,8	100,6	95,2	97,1
Arts, entertainment and recreation	115,3	107,9	114,1	112,3	108,6	108,0	101,3	99,6	104,6	102,4
Provision of other services	114,1	123,4	109,5	85,7	80,4	106,9	115,8	95,5	79,8	75,8

Average monthly nominal wages of men and women in large and medium-sized enterprises

5.3 Average monthly nominal wages of men and women in large and medium-sized enterprises

tenge

	Male				
	2014	2015	2016	2017	2018
For all activities	156 974	163 199	181 835	193 593	211 763
Agriculture, forestry and fisheries	72 088	77 336	87 373	98 451	105 067
Industry	179 462	191 355	212 188	232 714	254 657
Mining and quarrying	268 518	290 256	326 687	355 537	389 256
Manufacturing industry	141 660	149 454	165 694	180 149	199 776
Electricity, gas, steam and air conditioning	124 414	131 315	141 204	152 302	163 624
Water supply; Sewerage system, waste collection and distribution control	86 403	89 868	96 785	107 159	117 965
Construction	147 893	158 908	181 422	196 030	217 450
Wholesale and retail trade; repair of cars and motorcycles	129 215	133 753	144 715	158 495	181 427
Transport and warehousing	176 699	178 767	190 112	205 194	224 629
Accommodation and food services	144 608	50 356	177 329	181 437	184 794
Information and communication	176 651	187 436	212 232	229 928	246 164
Financial and insurance activities	298 178	319 854	397 067	402 107	436 246
Real estate transactions	114 388	119 676	135 917	165 786	180 558
Professional, scientific and technical activities	352 002	325 185	432 858	325 200	354 239
Administrative and support services activities	95 170	102 465	115 546	166 440	200 807
Public administration and defence; compulsory social security	127 560	127 233	127 821	137 297	146 399
Education	98 499	106 358	124 862	120 439	135 464
Health and social services	99 891	102 810	119 181	117 107	121 033
Arts, entertainment and recreation	128 704	44 098	163 760	187 246	202 294
Provision of other services	320 937	449 635	453 923	406 553	276 068

Continuation

	Female				
	2014	2015	2016	2017	2018
For all activities	107 037	111 138	127 658	134 858	143 938
Agriculture, forestry and fisheries	53 914	59 466	65 683	73 013	80 757
Industry	123 154	132 544	150 793	164 888	178 381
Mining and quarrying	198 502	219 879	256 423	287 629	298 939
Manufacturing industry	104 012	110 230	125 237	135 255	152 331
Electricity, gas, steam and air conditioning	100 888	107 244	117 081	124 473	135 510
Water supply; Sewerage system, waste collection and distribution control	69 179	72 563	83 662	88 138	99 261
Construction	129 833	139 926	163 869	179 724	194 494
Wholesale and retail trade; repair of cars and motorcycles	103 333	111 079	119 360	131 460	142 667
Transport and warehousing	130 726	135 786	147 417	163 638	174 413
Accommodation and food services	91 767	100 154	103 800	118 269	128 090
Information and communication	173 077	179 530	200 411	219 831	232 144
Financial and insurance activities	196 973	210 153	243 133	258 745	293 338
Real estate transactions	97 188	105 426	118 164	142 276	147 810

Continuation

	Female				
	2014	2015	2016	2017	2018
Professional, scientific and technical activities	196 134	191 121	228 806	218 296	223 615
Administrative and support services activities	112 513	111 986	131 709	137 842	183 940
Public administration and defence; compulsory social security	105 541	107 315	121 488	123 644	137 269
Education	85 501	88 326	108 230	113 122	120 868
Health and social services	89 126	92 017	105 987	109 416	112 477
Arts, entertainment and recreation	69 532	69 172	80 839	83 484	91 506
Provision of other services	207 458	200 372	268 116	202 869	209 335

Average monthly nominal wages of employees of large and medium-sized enterprises by enlarged groups of occupations

5.4 Average monthly nominal wages of employees of large and medium-sized enterprises on the integrated groups of classes

	Tenge					Percentage of total				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
All personnel	134 928	140 060	157 711	167 458	181 720	100,0	100,0	100,0	100,0	100,0
from them:										
managers and civil servants	327 329	347 804	394 840	363 610	392 636	242,6	248,3	250,4	217,1	216,1
professional specialists	162 980	169 484	197 132	190 320	202 006	120,8	121,0	125,0	113,7	111,2
technicians and other professional support staff	114 154	116 167	129 554	140 807	153 138	84,6	82,9	82,1	84,1	84,3
employees in the field of administration	102 029	106 943	110 072	148 997	161 570	75,6	76,4	69,8	89,0	88,9
service and sales workers	81 900	85 158	93 107	101 203	116 926	60,7	60,8	59,0	60,4	64,3
farmers and workers in agriculture, forestry, fisheries and fisheries	71 899	75 901	85 289	96 666	102 716	53,3	54,2	54,1	57,7	56,5
workers of industry, construction, transport and other related occupations	127 889	133 793	148 028	160 462	181 184	94,8	95,5	93,9	95,8	99,7
production equipment operators, assemblers and drivers	147 030	150 775	164 750	175 202	190 399	109,0	107,7	104,5	104,6	104,8
unskilled worker	60 125	61 959	67 181	70 087	77 389	44,6	44,2	42,6	41,9	42,6
workers who are not in other groups					116 612					64,2

5.5 Average monthly nominal wages of employees of large and medium-sized enterprises by types of economic activity and enlarged groups of occupations

	tenge					
	All personnel		Including			
			heads of authorities and management at all levels, including heads of organizations			
	2014	2015	2016	2014	2015	2016
For all activities	134 928	140 060	157 711	327 329	347 804	394 840
Agriculture, forestry and fisheries	66 805	72 186	81 179	130 667	138 786	161 069
Industry	164 203	175 606	195 959	352 195	386 452	445 435
Mining and quarrying	369 245	276 174	312 915	327 329	581 486	681 799
Manufacturing industry	179 994	137 688	153 679	130 667	324 376	374 691
Electricity, gas, steam and air conditioning	149 237	124 561	134 434	352 195	241 510	261 507
Water supply; Sewerage system, waste collection and distribution control	103 962	83 978	92 576	148 298	160 377	174 970
Construction	236 094	156 546	179 336	347 765	352 282	491 112
Wholesale and retail trade; repair of cars and motorcycles	193 226	122 369	132 074	382 524	444 726	435 959
Transport and warehousing	243 240	166 936	178 471	296 766	303 163	337 977
Accommodation and food services	178 456	116 863	128 582	392 916	439 635	614 901
Information and communication	214 307	184 390	207 770	413 727	441 715	500 976

Continuation

	All personnel		Including			
			heads of authorities and management at all levels, including heads of organizations			
	2014	2015	2016	2014	2015	2016
Financial and insurance activities	220 349	248 367	296 488	631 423	650 814	758 409
Real estate transactions	168 712	113 251	128 286	302 924	358 064	339 092
Professional, scientific and technical activities	358 446	269 612	349 476	698 988	688 282	838 654
Administrative and support services activities	297 053	104 344	118 664	225 954	250 932	248 979
Public administration and defence; compulsory social security	144 921	121 889	126 207	241 578	242 807	262 572
Education	103 031	92 650	112 267	155 692	162 004	187 626
Health and social services	131 712	93 984	108 404	198 176	209 803	255 086
Arts, entertainment and recreation	129 121	107 261	122 408	147 497	180 142	183 541
Provision of other services	321 311	324 227	354 947	502 631	713 004	1 018 855

Continuation

	Including					
	specialists of the highest level of qualification			mid-level specialists		
	2014	2015	2016	2014	2015	2016
For all activities	162 980	169 484	197 132	114 154	116 167	129 554
Agriculture, forestry and fisheries	100 913	110 154	119 307	71 630	75 756	81 415
Industry	231 005	250 250	288 223	152 731	159 850	172 971
Mining and quarrying	369 245	410 842	479 116	269 553	283 518	316 956
Manufacturing industry	179 994	187 666	215 003	115 903	115 565	127 755
Electricity, gas, steam and air conditioning	149 237	155 767	170 817	98 539	106 310	114 468
Water supply; Sewerage system, waste collection and distribution control	103 962	107 951	128 553	82 699	82 617	93 776
Construction	236 094	255 776	259 402	166 084	214 653	199 903
Wholesale and retail trade; repair of cars and motorcycles	193 226	213 844	240 267	113 458	114 422	117 419
Transport and warehousing	243 240	258 583	272 191	170 528	193 118	200 710
Accommodation and food services	178 456	193 027	210 919	107 444	112 572	128 550
Information and communication	214 307	216 005	249 751	136 424	156 959	166 860
Financial and insurance activities	220 349	240 059	301 344	149 261	141 021	167 326
Real estate transactions	168 712	169 453	177 562	111 517	117 564	136 735
Professional, scientific and technical activities	358 446	346 128	476 545	252 612	194 994	276 680
Administrative and support services activities	297 053	279 277	359 008	82 480	91 395	113 217
Public administration and defence; compulsory social security	144 921	143 746	150 728	97 101	97 209	98 335
Education	103 031	107 559	131 637	71 926	75 921	92 263
Health and social services	131 712	135 121	158 366	93 372	95 428	108 553
Arts, entertainment and recreation	129 121	176 862	192 250	114 907	85 158	109 841
Provision of other services	321 311	594 395	450 927	409 021	277 664	527 070

Continuation

	Including					
	employees engaged in the preparation of information, documentation, accounting and maintenance			employees in the service sector, public services, trade and related activities		
	2014	2015	2016	2014	2015	2016
For all activities	102 029	106 943	110 072	81 900	85 158	93 107
Agriculture, forestry and fisheries	57 166	58 411	64 265	46 616	49 359	55 311
Industry	119 597	119 170	121 796	84 580	88 482	104 606
Mining and quarrying	209 988	201 724	199 308	145 511	148 781	160 381
Manufacturing industry	102 054	99 646	112 778	81 026	87 261	140 748
Electricity, gas, steam and air conditioning	89 697	97 981	91 569	79 374	87 641	85 565
Water supply; Sewerage system, waste collection and distribution control	81 705	102 245	87 155	72 776	76 199	84 523
Construction	146 855	168 734	158 006	88 254	105 086	122 634
Wholesale and retail trade; repair of cars and motorcycles	95 741	95 148	97 704	84 739	85 582	95 808

Continuation

	Including					
	employees engaged in the preparation of information, documentation, accounting and maintenance			employees in the service sector, public services, trade and related activities		
	2014	2015	2016	2014	2015	2016
Transport and warehousing	122 564	126 343	125 194	160 205	162 712	177 531
Accommodation and food services	106 368	94 081	107 538	92 718	100 090	107 309
Information and communication	149 018	146 240	160 720	69 079	60 749	80 711
Financial and insurance activities	111 255	121 058	130 092	126 264	116 953	131 111
Real estate transactions	104 006	98 954	112 186	85 503	85 879	93 245
Professional, scientific and technical activities	166 672	250 004	159 526	91 217	132 730	79 708
Administrative and support services activities	115 593	91 553	132 753	62 898	69 691	73 649
Public administration and defence; compulsory social security	79 011	80 077	77 367	94 685	86 562	86 071
Education	66 666	69 741	77 984	55 760	56 790	64 268
Health and social services	74 918	77 425	86 201	64 042	64 038	73 227
Arts, entertainment and recreation	58 971	59 637	74 765	59 307	62 230	71 306
Provision of other services	307 099	241 195	275 036	70 726	70 235	76 241

Continuation

	Including					
	qualified employees in agriculture, forestry, hunting, fish farming and fishing			qualified employees of large and small industrial organizations, art crafts, construction, transport, communication, geology and subsoil exploration		
	2014	2015	2016	2014	2015	2016
For all activities	71 899	75 901	85 289	127 889	133 793	148 028
Agriculture, forestry and fisheries	71 775	78 042	87 307	61 505	65 822	77 576
Industry	88 155	93 538	103 876	131 088	139 529	155 430
Mining and quarrying	94 683	110 763	145 836	185 430	201 618	230 649
Manufacturing industry	86 439	93 419	101 932	114 166	117 766	127 989
Electricity, gas, steam and air conditioning	98 154	65 528	88 631	97 805	105 764	114 290
Water supply; Sewerage system, waste collection and distribution control	-	95 968	-	80 388	87 029	95 268
Construction	47 886	47 227	46 362	124 030	131 776	151 270
Wholesale and retail trade; repair of cars and motorcycles	116 512	73 773	69 754	114 705	109 112	117 088
Transport and warehousing	93 158	80 187	108 439	133 207	132 667	137 291
Accommodation and food services	102 028	-	106 829	74 713	99 760	152 981
Information and communication	-	-	92 700	102 607	104 435	118 420
Financial and insurance activities	-	-	-	122 797	142 650	137 730
Real estate transactions	100 642	-	125 329	77 297	93 116	128 820
Professional, scientific and technical activities	75 928	62 286	67 295	167 003	133 669	161 147
Administrative and support services activities	60 990	68 040	122 442	81 932	124 825	125 100
Public administration and defence; compulsory social security	47 740	45 277	55 812	106 059	101 224	119 608
Education	86 105	47 092	93 539	68 848	74 239	79 179
Health and social services	-	72 310	134 917	76 981	69 400	80 897
Arts, entertainment and recreation	51 546	54 689	66 663	77 124	65 201	74 547
Provision of other services	-	50 243	130 052	115 996	135 677	93 019

Continuation

	Including					
	operators, operators of plant and machinery fitters and assemblers			unqualified employees		
	2014	2015	2016	2014	2015	2016
For all activities	147 030	150 775	164 750	60 125	61 959	67 181
Agriculture, forestry and fisheries	71 637	76 066	84 047	47 958	53 928	60 320
Industry	164 764	172 217	186 771	78 975	81 328	80 588
Mining and quarrying	233 418	244 384	267 109	127 869	139 915	118 772
Manufacturing industry	119 544	128 521	138 779	65 468	66 783	72 917

Continuation

	Including					
	operators, operators, operators of plant and machinery fitters and assemblers			unqualified employees		
	2014	2015	2016	2014	2015	2016
Electricity, gas, steam and air conditioning	111 947	112 775	123 040	66 464	65 987	69 351
Water supply; Sewerage system, waste collection and distribution control	77 630	81 253	90 646	65 709	63 207	68 414
Construction	114 713	122 916	158 134	78 409	74 215	90 821
Wholesale and retail trade; repair of cars and motorcycles	84 727	82 596	92 967	61 175	63 087	65 517
Transport and warehousing	164 548	160 483	168 769	93 572	97 992	106 417
Accommodation and food services	122 406	124 513	141 619	72 434	73 692	71 311
Information and communication	114 814	118 383	125 344	67 238	69 512	81 831
Financial and insurance activities	109 877	112 685	127 752	50 541	54 349	61 309
Real estate transactions	75 486	87 276	85 647	69 328	69 889	79 536
Professional, scientific and technical activities	151 943	147 022	152 765	84 524	73 098	79 365
Administrative and support services activities	121 958	123 988	122 955	64 035	72 609	75 722
Public administration and defence; compulsory social security	73 267	71 732	80 987	44 394	48 909	48 326
Education	52 018	51 462	55 551	40 607	42 046	47 466
Health and social services	65 747	66 424	77 440	53 211	55 396	64 101
Arts, entertainment and recreation	50 416	55 300	60 875	44 418	43 886	50 571
Provision of other services	180 266	118 415	90 991	79 681	77 642	75 533

Continuation

	All personnel	Including			
		managers and civil servants	managers and civil servants	managers and civil servants	managers and civil servants
		2017			
For all activities	167 458	363 610	190 320	140 807	148 997
Agriculture, forestry and fisheries	91 162	177 919	129 992	93 474	78 848
Industry	214 974	483 487	310 990	209 875	174 636
Mining and quarrying	342 743	721 356	535 640	391 763	325 971
Manufacturing industry	166 726	414 544	220 540	146 683	138 102
Electricity, gas, steam and air conditioning	144 455	284 084	180 190	117 700	102 662
Water supply; Sewerage system, waste collection and distribution control	101 314	192 880	136 756	109 865	84 062
Construction	194 128	535 965	254 208	224 794	210 631
Wholesale and retail trade; repair of cars and motorcycles	145 127	480 265	250 289	136 056	137 738
Transport and warehousing	194 073	361 949	285 534	218 993	147 565
Accommodation and food services	141 136	637 853	240 098	138 525	143 743
Information and communication	225 980	538 282	264 067	170 838	178 199
Financial and insurance activities	309 255	764 587	260 900	183 626	173 280
Real estate transactions	155 592	448 562	208 734	161 592	110 846
Professional, scientific and technical activities	279 829	699 748	334 392	215 737	234 452
Administrative and support services activities	160 155	533 078	475 531	155 641	211 439
Public administration and defence; compulsory social security	133 771	192 864	128 207	108 076	107 492
Education	114 915	184 772	132 039	90 658	94 113
Health and social services	110 867	250 296	144 301	110 250	105 461
Arts, entertainment and recreation	137 459	161 146	165 371	132 465	528 622
Provision of other services	304 060	1 278 318	492 372	245 866	345 493

Continuation

	All personel	Including			
		managers and civil servants	professional specialists	technicians and other professional support staff	employees in the field of administration
		2018			
For all activities	181 720	392 636	202 006	153 138	161 570
Agriculture, forestry and fisheries	98 109	202 533	131 845	91 724	90 344
Industry	234 780	525 655	325 984	231 747	177 249
Mining and quarrying	372 387	784 291	551 991	431 356	317 707
Manufacturing industry	185 658	448 470	236 963	153 996	153 538
Electricity, gas, steam and air conditioning	155 759	302 768	193 801	123 106	107 423
Water supply; Sewerage system, waste collection and distribution control	112 163	218 578	148 164	110 621	95 356
Construction	214 732	574 963	279 314	262 461	287 117
Wholesale and retail trade; repair of cars and motorcycles	162 067	495 988	266 446	145 546	154 396
Transport and warehousing	211 562	401 688	315 838	258 887	167 002
Accommodation and food services	149 557	678 702	220 681	158 605	150 156
and communication	240 722	557 938	281 214	187 740	180 678
Financial and insurance activities	346 053	857 942	275 783	190 314	233 318
Real estate transactions	166 394	591 634	238 544	156 970	163 835
Professional, scientific and technical activities	299 742	821 046	346 661	206 700	276 029
Administrative and support services activities	197 243	802 953	566 032	204 332	237 996
Public administration and defence; compulsory social security	144 063	201 715	134 251	113 671	121 438
Education	124 525	195 606	142 615	101 484	111 549
Health and social services	114 135	258 184	144 443	112 060	114 423
Arts, entertainment and recreation	149 258	178 644	202 585	185 456	119 570
Provision of other services	244 439	910 072	445 439	164 911	140 206

Continuation

	Including				
	service and sales employees	farmers and workers in agriculture, forestry, fisheries and fisheries	employees of industry, construction, transport and other related occupations	production equipment operators, assemblers and drivers	unqualified employees
	2017				
For all activities	101 203	96 666	160 462	175 202	70 087
Agriculture, forestry and fisheries	61 283	95 789	80 460	96 686	67 500
Industry	111 825	136 307	162 492	202 382	89 847
Mining and quarrying	190 995	196 000	245 125	284 477	138 330
Manufacturing industry	115 940	138 006	134 152	154 527	82 146
Electricity, gas, steam and air conditioning	91 519	80 116	120 712	131 983	74 987
Water supply; Sewerage system, waste collection and distribution control	78 154	-	102 063	98 816	72 692
Construction	194 744	61 481	178 011	148 288	99 780
Wholesale and retail trade; repair of cars and motorcycles	107 160	84 093	108 184	101 565	73 518
Transport and warehousing	130 925	125 026	153 942	187 159	107 828
Accommodation and food services	117 261	75 351	147 024	150 519	82 229
Information and communication	141 661	99 604	122 088	132 032	77 139
Financial and insurance activities	170 115	-	141 312	141 762	59 579
Real estate transactions	118 525	-	131 504	87 957	85 819
Professional, scientific and technical activities	101 200	92 422	167 596	156 328	75 423

Continuation

	Including				
	service and sales employees	farmers and workers in agriculture, forestry, fisheries and fisheries	employees of industry, construction, transport and other related occupations	production equipment operators, assemblers and drivers	unqualified employees
	2017				
Administrative and support services activities	76 913	184 921	145 555	142 342	79 482
Public administration and defence; compulsory social security	103 317	64 581	124 936	79 371	55 188
Education	97 051	94 617	70 865	64 116	48 846
Health and social services	74 036	103 419	71 004	81 880	62 952
Arts, entertainment and recreation	69 521	110 828	61 902	72 210	51 265
Provision of other services	120 978	-	231 597	121 756	78 403

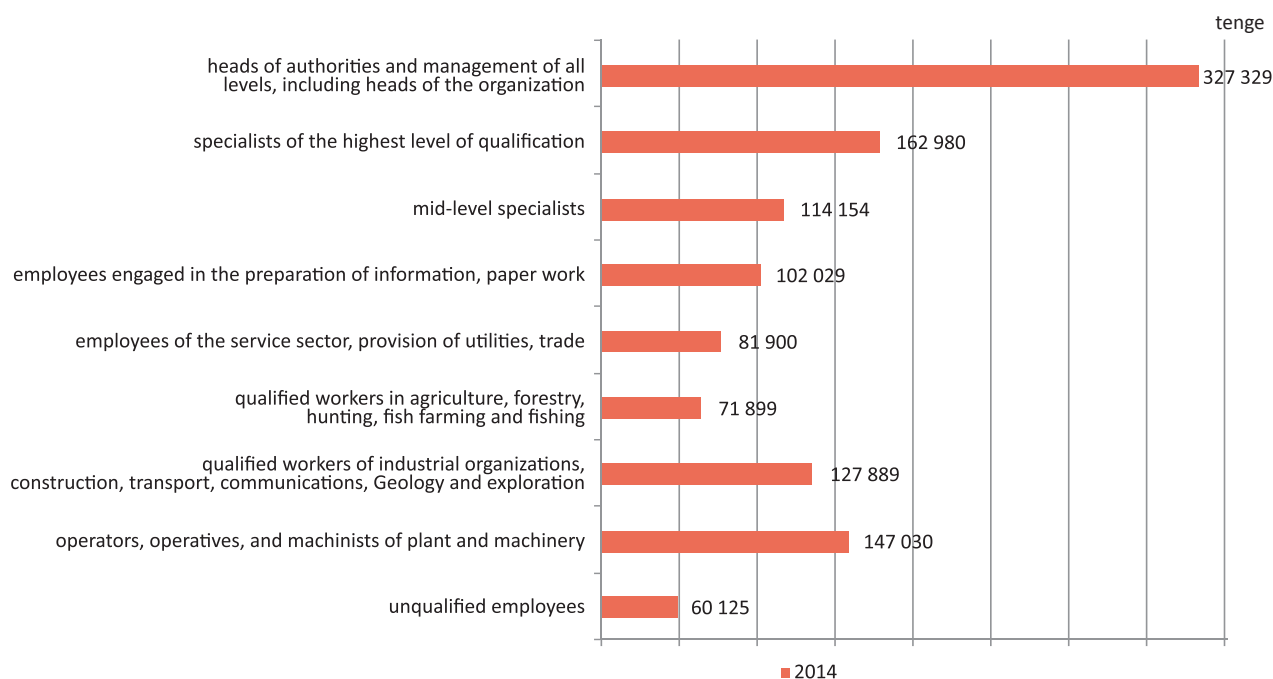
Continuation

	Including				
	service and sales employees	farmers and workers in agriculture, forestry, fisheries and fisheries	employees of industry, construction, transport and other related occupations	production equipment operators, assemblers and drivers	unqualified employees
	2018				
For all activities	116 926	102 716	181 184	190 399	77 389
Agriculture, forestry and fisheries	71 299	101 698	90 758	104 782	74 399
Industry	138 573	115 250	182 294	219 488	97 238
Mining and quarrying	191 707	-	288 169	297 180	140 611
Manufacturing industry	166 357	129 317	151 775	174 242	91 145
Electricity, gas, steam and air conditioning	95 758	70 603	132 794	144 242	81 161
Water supply; Sewerage system, waste collection and distribution control	79 553	-	113 220	111 112	77 359
Construction	163 207	77 811	196 192	165 020	114 385
Wholesale and retail trade; repair of cars and motorcycles	126 028	112 381	153 301	111 656	83 054
Transport and warehousing	154 122	134 462	172 428	191 062	127 529
Accommodation and food services	124 792	126 574	159 021	167 821	91 844
Information and communication	165 925	-	118 965	135 678	83 925
Financial and insurance activities	166 364	-	212 821	140 674	75 550
Real estate transactions	123 175	-	138 610	124 904	99 404
Professional, scientific and technical activities	149 436	82 570	176 890	169 593	84 544
Administrative and support services activities	87 477	112 891	240 142	200 072	102 516
Public administration and defence; compulsory social security	112 665	60 505	137 931	83 642	54 038
Education	76 649	83 248	79 123	72 040	52 122
Health and social services	77 639	53 968	84 888	83 593	65 335
Arts, entertainment and recreation	80 637	93 085	104 315	64 982	56 199
Provision of other services	160 615	81 911	100 861	110 758	93 233

Continuation

	Including workers who are not in other groups 2018
For all activities	116 612
Agriculture, forestry and fisheries	71 506
Industry	97 744
Mining and quarrying	203 861
Manufacturing industry	108 104
Electricity, gas, steam and air conditioning	79 564
Water supply; Sewerage system, waste collection and distribution control	84 054
Construction	64 884
Wholesale and retail trade; repair of cars and motorcycles	73 944
Transport and warehousing	122 218
Accommodation and food services	140 120
Information and communication	307 315
Financial and insurance activities	303 022
Real estate transactions	98 375
Professional, scientific and technical activities	101 561
Administrative and support services activities	79 633
Public administration and defence; compulsory social security	146 994
Education	79 985
Health and social services	82 500
Arts, entertainment and recreation	62 170
Provision of other services	50 000

**Average monthly nominal wages of employees of large and medium-sized enterprises
by enlarged groups of occupations**





The wage fund of employees of large and medium-sized enterprises

5.6 The wage fund of employees of large and medium-sized enterprises by type of economic activity

	million tenge				
	2014	2015	2016	2017	2018
For all activities	4 090 566,4	4 322 986,4	4 818 644,7	5 162 337,0	5 673 822,7
Agriculture, forestry and fisheries	57 262,5	60 358,9	66 949,5	72 534,1	79 190,5
Industry	1 266 554,0	1 323 368,2	1 434 528,8	1 563 091,0	1 731 288,7
Mining and quarrying	612 275,5	649 051,4	709 600,4	789 502,6	863 642,3
Manufacturing industry	469 657,3	478 549,3	514 408,1	553 770,4	625 795,4
Electricity, gas, steam and air conditioning	151 074,5	160 044,1	169 014,3	177 598,1	189 164,7
Water supply; Sewerage system, waste collection and distribution control	33 546,6	35 723,4	41 505,9	42 219,9	52 686,3
Construction	300 615,2	328 128,4	360 092,1	374 029,5	395 669,9
Wholesale and retail trade; repair of cars and motorcycles	182 612,9	210 051,5	212 778,6	235 845,7	287 502,7
Transport and warehousing	393 093,9	395 180,9	418 130,2	493 153,1	550 263,9
Accommodation and food services	35 051,5	40 835,2	48 340,1	53 723,8	67 002,7
Information and communication	120 902,6	136 391,9	145 485,8	141 581,2	152 455,1
Financial and insurance activities	200 796,0	207 161,9	242 453,7	261 544,5	258 327,4
Real estate transactions	22 467,4	28 058,1	33 952,2	38 662,1	30 008,9
Professional, scientific and technical activities	260 636,0	242 929,3	294 801,5	220 207,5	242 841,7
Administrative and support services activities	120 885,0	130 694,0	152 015,8	223 272,0	274 939,0
Public administration and defence; compulsory social security	298 857,5	321 597,7	327 750,8	357 340,0	389 012,8
Education	417 478,8	448 973,8	558 616,1	579 560,2	641 440,3
Health and social services	345 078,3	369 951,5	435 850,1	453 021,0	474 327,6
Arts, entertainment and recreation	45 455,7	51 836,6	60 768,1	68 500,6	75 663,0
Provision of other services	22 819,1	27 468,5	26 131,2	26 270,8	23 888,5

5.7 The composition of the wage fund of employees of large and medium-sized enterprises

	2014	2015	2016	2017	2018
Million tenge					
Wages Fund - total	4 090 566,4	4 322 986,4	4 818 644,7	5 162 337,0	5 673 822,7
including:					
wages accrued at tariff rates and official salaries	2 820 987,2	3 011 386,9	3 366 813,2	3 694 694,9	4 053 793,0
incentive payments	-	-	-	-	-
regular bonuses	333 294,6	314 586,8	345 261,4	-	-
lump sum payments and bonuses	325 621,0	363 617,0	439 031,1	758 076,9	843 436,9
compensation payments related to work schedule and working conditions	247 312,4	251 709,7	268 645,1	282 527,9	317 714,9
payment for unworked time	363 351,2	381 685,9	398 893,9	427 037,4	458 877,9

Continuation

	2014	2015	2016	2017	2018
other cash amounts payable	-	-	-	1 615 042,5	-
Percentage of total					
Wages Fund - total	100,0	100,0	100,0	100,0	100,0
including:					
wages accrued at tariff rates and official salaries	70,9	69,7	69,9	71,6	71,4
incentive payments	-	-	-	-	-
regular bonuses	7,3	7,3	7,2	-	-
lump sum payments and bonuses	7,6	8,4	9,1	14,7	14,9
compensation payments related to work schedule and working conditions	5,4	5,8	5,6	5,5	5,6
payment for unworked time	8,8	8,8	8,3	8,3	8,1
other cash amounts payable	-	-	-	31,3	-

Average monthly nominal wages of employees of small enterprises engaged in entrepreneurial activities

5.8 Average monthly nominal wages of employees of small enterprises engaged in entrepreneurial activities by type of economic activity

	tenge				
	2014	2015	2016	2017	2018
For all activities	87 722	105 727	112 463	116 753	125 240
Agriculture, forestry and fisheries	52 559	65 360	66 557	74 330	81 232
Industry	78 775	87 358	96 782	109 155	115 811
Mining and quarrying	129 932	158 320	174 329	169 944	182 583
Processing	72 407	78 353	88 395	100 982	104 767
industry	128 659	116 750	139 223	183 045	173 903
Electricity, gas, steam and air conditioning	56 197	61 380	66 092	73 350	86 749
Water supply; Sewerage system, waste collection and distribution control	77 087	102 631	104 023	98 147	107 445
Construction	91 520	104 672	122 373	126 206	132 061
Wholesale and retail trade; repair of cars and motorcycles	97 248	130 223	113 220	116 692	135 526
Transport and warehousing	51 945	64 761	67 119	65 096	77 631
Accommodation and food services	120 443	140 267	150 729	167 132	185 026
Information and communication	123 885	164 768	181 248	167 872	187 904
Financial and insurance activities	68 939	85 350	83 766	88 336	96 499
Real estate transactions	161 495	179 094	195 721	202 530	231 395
Professional, scientific and technical activities	69 404	77 618	87 103	88 704	86 554
Administrative and support services activities	63 319	94 879	96 487	111 867	110 518
Arts, entertainment and recreation	78 658	90 819	100 814	117 259	112 454

5.9 Indices of nominal and real wages of employees of small enterprises engaged in entrepreneurial activity

percentage of the previous year

	Index of nominal wages					The index of the real wages				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
For all activities	108,9	120,5	106,4	103,8	107,3	102,1	113,1	92,8	96,7	101,2
Agriculture, forestry and fisheries	109,4	124,4	101,8	111,7	109,3	102,5	116,7	88,8	104,0	103,1
Industry	114,9	110,9	110,8	112,8	106,1	107,7	104,0	96,7	105,0	100,1
Mining and quarrying	108,0	121,8	110,1	97,5	107,4	101,2	114,3	96,1	90,8	101,4
Processing	116,8	108,2	112,8	114,2	103,7	109,5	101,5	98,4	106,4	97,9
industry	110,9	90,7	119,2	131,5	95,0	104,0	85,1	104,0	122,4	89,6
Electricity, gas, steam and air conditioning	111,8	109,2	107,7	111,0	118,3	104,8	102,5	94,0	103,3	111,6
Water supply; Sewerage system, waste collection and distribution control	101,4	133,1	101,4	94,4	109,5	95,0	124,9	88,5	87,9	103,3
Construction	105,9	114,4	116,9	103,1	104,6	99,3	107,3	102,0	96,0	98,7

Continuation

	Index of nominal wages					The index of the real wages				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Wholesale and retail trade; repair of cars and motorcycles	114,3	133,9	86,9	103,1	116,1	107,1	125,6	75,8	96,0	109,6
Transport and warehousing	108,9	124,7	103,6	97,0	119,3	102,1	117,0	90,4	90,3	112,5
Accommodation and food services	114,5	116,5	107,5	110,9	110,7	107,3	109,2	93,8	103,2	104,4
Information and communication	109,5	133,0	110,0	92,6	111,9	102,6	124,8	96,0	86,2	105,6
Financial and insurance activities	110,8	123,8	98,1	105,5	109,2	103,8	116,1	85,6	98,2	103,1
Real estate transactions	122,5	110,9	109,3	103,5	114,3	114,8	104,0	95,4	96,3	107,8
Professional, scientific and technical activities	113,2	111,8	112,2	101,8	97,6	106,1	104,9	97,9	94,8	92,1
Administrative and support services activities	80,4	149,8	101,7	115,9	98,8	75,3	140,6	88,7	108,0	93,2
Arts, entertainment and recreation	120,3	115,5	111,0	116,3	95,9	112,7	108,3	96,9	108,3	90,5

Wage Fund for employees of small enterprises engaged in entrepreneurial activities

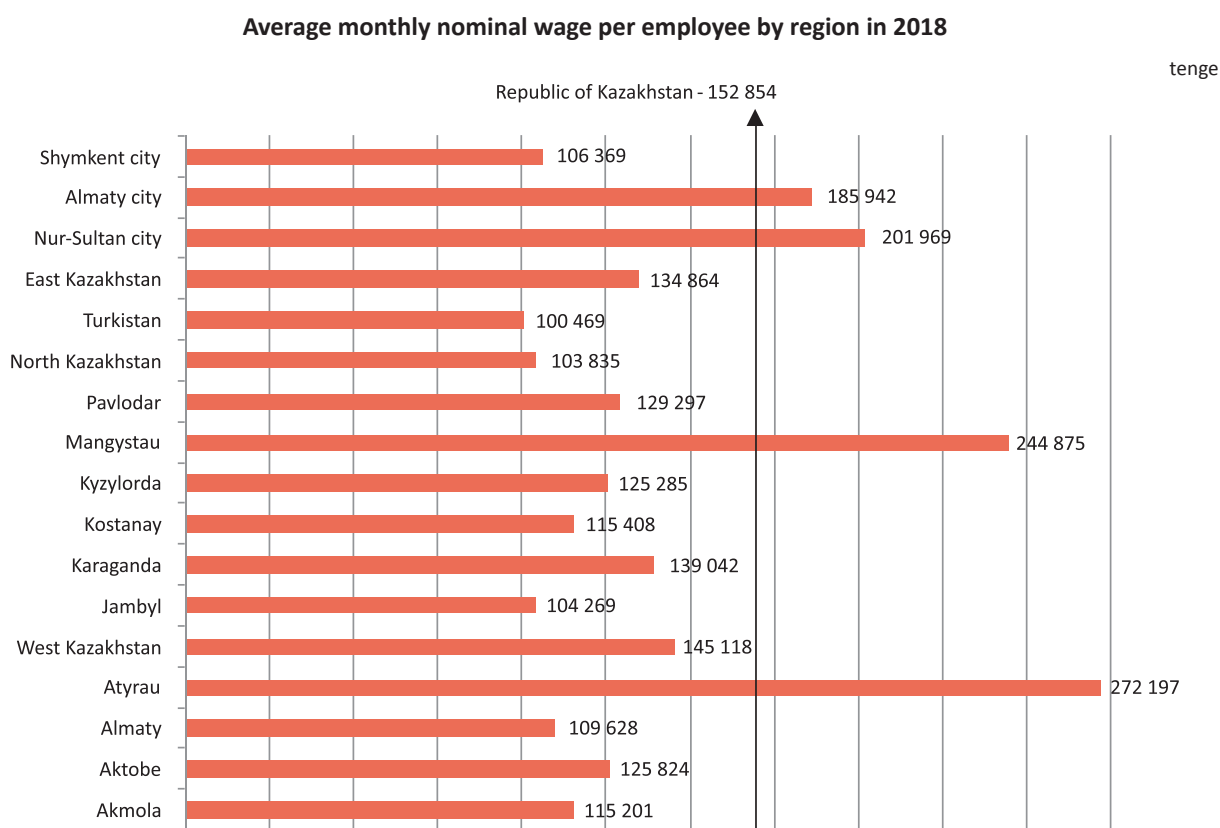
5.10 Wage Fund for employees of small enterprises engaged in entrepreneurial activities by type of economic activity

million tenge

	2014	2015	2016	2017	2018
For all activities	795 324,4	1 372 493,9	1 522 188,9	1 647 701,7	1 898 575,5
Agriculture, forestry and fisheries	23 114,9	40 040,7	41 263,6	48 445,6	57 140,5
Industry	95 227,2	165 244,9	178 795,6	225 093,9	255 013,3
Mining and quarrying	15 222,3	33 188,0	31 317,7	37 192,8	46 553,8
Processing industry	66 034,2	109 261,6	121 981,8	154 936,1	167 890,7
Electricity, gas, steam and air conditioning	7 095,7	11 938,6	13 168,9	15 778,1	19 251,3
Water supply; Sewerage system, waste collection and distribution control	135 319,3	231 186,1	248 693,0	225 691,6	246 360,3
Construction	202 985,0	315 859,5	397 525,0	442 144,1	490 254,2
Wholesale and retail trade; repair of cars and motorcycles	49 709,8	100 792,1	85 851,6	90 814,4	122 775,0
Transport and warehousing	11 000,8	21 288,2	24 466,7	28 359,7	43 867,2
Accommodation and food services	28 349,7	48 920,6	58 139,3	65 145,9	84 614,7
Information and communication	15 859,2	32 343,9	36 936,7	36 876,7	46 490,9
Financial and insurance activities	44 142,0	66 277,9	68 915,6	70 551,1	83 288,4
Real estate transactions	124 089,8	218 802,2	218 099,3	228 493,4	268 144,1
Professional, scientific and technical activities	41 910,3	68 973,5	88 527,5	87 177,4	97 332,6
Administrative and support services activities	14 704,2	39 814,4	42 643,5	47 288,8	52 027,8
Arts, entertainment and recreation	8 912,3	22 950,0	32 331,4	51 619,0	51 266,4

6. Wages by region

Average monthly nominal wages of employees by regions*



6.1 Average monthly nominal wage

tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	115 262	121 196	135 430	142 274	152 854
Akmola	82 391	84 955	98 985	105 280	115 201
Aktobe	101 271	101 769	109 235	117 249	125 824
Almaty	86 110	89 451	99 970	105 836	109 628
Atyrau	202 886	205 900	244 827	243 242	272 197
West Kazakhstan	103 209	109 993	127 645	134 778	145 118
Jambyl	79 300	81 691	92 637	96 696	104 269
Karaganda	101 219	105 547	116 570	123 945	139 042
Kostanay	85 004	87 591	99 172	108 670	115 408
Kyzylorda	101 637	102 436	114 405	121 576	125 285
Mangystau	205 889	216 017	229 677	233 018	244 875
Pavlodar	95 588	101 621	112 382	121 246	129 297
North Kazakhstan	77 771	81 117	94 053	98 131	103 835
Turkistan	77 698	78 253	92 415	93 841	100 469
East Kazakhstan	94 131	97 495	112 781	119 791	134 864
Nur-Sultan city	161 326	185 149	186 083	194 454	201 969
Almaty city	149 544	148 388	166 580	176 044	185 942
Shymkent city	83 316	84 957	95 196,	102 259	106 369

6.2 Indices of nominal and real wages

percentage of the previous year

	Nominal wage index					Real wage index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	110,7	105,1	111,7	105,1	107,4	103,7	98,6	97,5	97,9	101,3
Akmola	109,2	103,1	116,5	106,4	109,4	102,1	96,9	102,9	99,1	103,0
Aktobe	110,4	100,5	107,3	107,3	107,3	104,9	94,8	93,7	100,8	101,8
Almaty	111,3	103,9	111,8	105,9	103,6	104,7	97,9	98,1	99,2	97,6
Atyrau	109,0	101,5	118,9	99,4	111,9	102,4	94,8	104,0	91,4	106,0
West Kazakhstan	110,1	106,6	116,0	105,6	107,7	104,5	100,2	101,7	99,1	101,6
Jambyl	107,3	103,0	113,4	104,4	107,8	100,3	96,7	100,0	97,2	101,8
Karaganda	109,7	104,3	110,4	106,3	112,2	101,1	97,8	97,8	99,3	106,1
Kostanay	107,9	103,0	113,2	109,6	106,2	102,2	96,8	100,2	102,0	100,4
Kyzylorda	106,9	100,8	111,7	106,3	103,1	100,2	94,2	97,7	98,7	96,9
Mangystau	120,7	104,9	106,3	101,5	105,1	113,8	97,3	90,5	95,1	98,4
Pavlodar	108,3	106,3	110,6	107,9	106,6	101,2	100,3	97,0	99,7	100,6
North Kazakhstan	109,2	104,3	115,9	104,3	105,8	101,5	98,1	102,7	96,2	100,0
Turkistan	-	100,7	118,1	101,5	107,1	-	94,4	102,9	94,2	101,5
East Kazakhstan	109,9	103,6	115,7	106,2	112,6	102,8	96,9	101,6	98,7	106,5
Nur-Sultan city	111,4	114,8	100,5	104,5	103,9	103,5	106,2	84,1	96,4	97,3
Almaty city	110,3	99,2	112,3	105,7	105,6	103,9	93,3	97,3	98,7	99,5
Shymkent city	-	102,0	112,1	107,4	104,0	-	95,6	97,6	99,7	98,4

* Taking into account small businesses engaged in entrepreneurial activities.

Average monthly nominal wages of employees by region*

6.3 Average monthly nominal wage

tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	121 021	126 021	142 898	150 827	162 673
Akmola	85 412	89 176	104 816	110 776	121 361
Aktobe	106 265	106 778	117 446	126 640	137 039
Almaty	89 283	90 445	104 903	110 387	115 101
Atyrau	221 664	225 121	268 441	264 597	293 572
West Kazakhstan	108 223	116 798	136 675	144 175	153 782
Jambyl	81 874	85 298	96 044	100 536	109 420
Karaganda	107 821	113 905	125 705	134 494	149 916
Kostanay	90 602	93 560	107 997	116 640	125 995
Kyzylorda	104 485	106 332	118 963	124 107	130 391
Mangystau	222 294	234 007	250 787	259 672	275 679
Pavlodar	102 310	108 630	122 633	131 709	141 915
North Kazakhstan	81 062	84 324	97 344	104 139	110 686
Turkistan	80 713	81 892	97 029	98 417	104 136
East Kazakhstan	99 130	103 028	118 736	125 911	140 126
Nur-Sultan city	177 809	189 970	212 848	227 003	240 320
Almaty city	155 242	161 845	178 678	190 875	200 919
Shymkent city	89 269	90 494	101 825	108 933	115 574

6.4 Nominal and Real Wage Indices

as a percentage of the previous year

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	110,9	104,2	113,4	105,5	107,9	103,9	97,7	98,9	98,3	101,7
Akmola	107,9	104,3	117,5	105,7	109,6	100,9	98,1	103,8	98,4	103,2
Aktobe	110,0	101,0	110,0	107,8	108,2	104,6	95,2	96,1	101,2	102,7
Almaty	109,9	101,6	116,0	105,2	104,3	103,4	95,8	101,7	98,5	98,2
Atyrau	115,2	100,6	119,2	98,6	111,0	108,3	94,1	104,3	90,6	105,1
West Kazakhstan	110,0	106,9	117,0	105,5	106,7	104,4	100,4	102,6	99,0	100,6

Continuation

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Jambyl	106,7	103,6	112,6	104,7	108,8	99,7	97,3	99,3	97,5	102,8
Karaganda	108,5	104,7	110,4	107,0	111,5	100,0	98,3	97,7	100,0	105,5
Kostanay	108,6	102,0	115,4	108,0	108,0	102,8	95,8	102,2	100,5	102,1
Kyzylorda	105,7	101,6	111,9	104,3	105,1	99,1	94,9	97,9	96,9	98,7
Mangystau	120,9	103,3	107,2	103,5	106,2	114,0	95,8	91,2	97,0	99,4
Pavlodar	109,3	105,2	112,9	107,4	107,7	102,0	99,2	99,0	99,3	101,6
North Kazakhstan	108,3	102,5	115,4	107,0	106,3	100,6	96,4	102,3	98,7	100,5
Turkistan	-	101,5	118,5	101,4	105,8	-	95,1	103,2	94,2	100,3
East Kazakhstan	109,8	103,2	115,2	106,0	111,3	102,7	96,6	101,2	98,6	105,3
Nur-Sultan city	111,5	108,6	112,0	106,7	105,9	103,6	100,5	93,8	98,4	99,1
Almaty city	109,8	104,7	110,4	106,8	105,3	103,4	98,4	95,7	99,7	99,2
Shymkent city	-	101,4	112,5	107,0	106,1	-	95,0	98,0	99,4	100,4

* Excluding small businesses engaged in business activities.

Average monthly nominal wage of employees*

6.5 Average monthly nominal wages of employees by type of economic activity

tenge

	Agriculture, forestry and fisheries					Industry				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	66 483	72 507	81 572	91 084	97 929	159 839	174 436	195 295	214 189	234 168
Akmola	64 540	71334	90 683	102 133	111 225	105 079	114 165	127 747	138 302	160 534
Aktobe	55 203	61158	71 115	73 910	82 934	133 217	135 227	144 959	165 822	186 442
Almaty	66 935	74536	84 073	100 883	112 550	125 178	127 859	148 185	158 034	167 970
Atyrau	46 384	48314	41 872	48 862	57 657	355 678	417 398	465 505	518 497	538 517
West Kazakhstan	56 465	63619	68 647	71 543	85 888	221 896	269 658	334 685	372 122	395 408
Jambyl	42 220	51334	57 439	63 200	76 915	94 860	99 843	108 427	118 537	130 556
Karaganda	73 808	82614	89 464	95 270	113 992	140 650	152 595	167 283	181 138	210 617
Kostanay	66 260	66258	72 310	81 721	85 330	116 807	121 519	137 244	152 907	167 946
Kyzylorda	56 396	65021	76 851	82 011	82 141	183 772	186 672	195 479	210 870	219 192
Mangystau	58 687	59774	53 269	42 783	58 660	365 321	411 404	449 287	485 418	511 751
Pavlodar	51 785	61563	70 872	79 655	91 394	127 753	140 318	154 708	172 319	188 906
North Kazakhstan	69 759	76738	81 838	92 129	98 166	84 931	94 583	98 264	106 160	115 516
Turkistan	47597	59 711	72 562	78 028	82 975	136 971	148 088	160 111	175 583	184 888
East Kazakhstan	66 677	75517	85 577	93 200	104 421	130 401	139 642	165 429	178 254	205 905
Nur-Sultan city	114 263	120825	133 242	153 514	132 686	173 815	175 667	219 236	237 914	250 680
Almaty city	103 140	113433	123 819	112 750	132 248	140 844	148 086	168 891	178 016	188 554
Shymkent city	90 130	86 011	83 240	91 345	88 802	106 712	108 005	115 463	121 733	133 521

Continuation

	construction					Wholesale and retail trade; car and motorcycle repair				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	140 321	154 794	179 205	194 227	213 784	117 186	121 020	131 091	145 698	159 091
Akmola	103 849	115 802	139 374	150 919	162 973	99 825	88 013	102 165	125 604	134 496
Aktobe	111 021	112 114	115 848	131 944	172 001	82 601	84 447	102 115	111 108	120 532
Almaty	103 753	107 132	118 464	137 051	133 960	105 158	128 459	132 503	129 279	136 748
Atyrau	209 983	238 700	253 257	246 673	276 024	128 234	81 261	136 794	149 524	147 190
West Kazakhstan	144 922	133 979	158 822	147 291	168 616	82 584	89 128	101 936	110 405	127 087
Jambyl	84 457	84 835	85 805	92 225	95 845	78 567	95 401	94 688	98 958	110 313
Karaganda	111 118	116 378	129 361	141 772	173 769	90 556	95 288	101 200	110 643	120 175
Kostanay	100 518	91 476	106 072	143 800	154 200	79 715	87 934	98 518	104 415	112 360
Kyzylorda	97 281	96 288	101 234	101 991	109 871	89 518	93 904	96 328	104 303	111 454
Mangystau	243 908	288 276	318 251	262 216	285 317	95 712	93 931	109 816	114 894	127 595
Pavlodar	117 670	113 751	143 121	154 984	165 533	87 514	85 602	94 342	107 432	120 829
North Kazakhstan	88 590	105 690	115 308	138 424	154 407	66 918	74 919	80 953	92 229	97 155

Continutation

	construction					Wholesale and retail trade; car and motorcycle repair				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Turkistan	99 714	94 315	98 402	134 902	157 851	87 894	88 930	69 738	86 105	74 096
East Kazakhstan	102 219	109 889	124 223	130 641	153 166	96 057	102 014	104 299	123 745	142 178
Nur-Sultan city	164 634	194 262	224 039	285 051	271 247	132 988	141 847	151 360	174 620	189 520
Almaty city	138 434	138 274	156 534	179 790	215 419	156 323	160 009	171 200	187 524	202 446
Shymkent city	100 337	104 206	126 715	136 415	153 011	79 511	81 762	90 702	101 748	112 880

Continutation

	Transportation and warehousing					Accommodation and Food Services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	160 007	166 057	176 825	193 579	210 822	104 410	116 503	127 837	140 070	149 040
Akmola	106 081	113 995	117 260	130 998	151 488	94 181	96 324	122 827	72 407	121 141
Aktobe	154 463	156 153	165 416	173 008	184 165	72 693	71 019	70 676	84 854	85 358
Almaty	118 685	117 256	129 752	155 891	133 926	49 283	66 655	131 021	65 436	85 870
Atyrau	219 295	236 525	237 627	267 478	280 077	159 617	163 252	176 649	169 980	171 640
West Kazakhstan	138 323	142 580	161 932	165 497	187 031	98 486	114 569	137 549	127 234	155 410
Jambyl	128 053	128 483	136 762	150 418	169 140	33 349	-	-	-	-
Karaganda	132 650	141 018	146 674	157 509	172 781	58 197	62 642	71 057	79 643	98 287
Kostanay	105 228	111 782	122 983	132 630	157 391	54 095	54 360	62 787	70 519	91 667
Kyzylorda	139 260	147 696	160 970	179 285	199 856	64 292	73 601	76 325	73 175	94 298
Mangystau	298 459	294 593	355 014	372 137	378 366	102 529	110 642	98 252	130 353	146 972
Pavlodar	137 059	141 950	149 515	162 428	170 332	67 478	98 737	98 332	108 041	115 747
North Kazakhstan	118 694	113 365	145 221	168 380	182 247	-	-	-	-	-
Turkistan	148 173	146 674	148 271	202 231	222 183	66 396	71 370	54 369	50 488	45 725
East Kazakhstan	118 878	124 209	124 672	139 711	163 348	67 682	67 310	74 040	85 462	101 054
Nur-Sultan city	217 957	224 057	231 178	233 519	251 003	122 077	142 002	152 875	177 042	175 781
Almaty city	175 592	185 405	184 487	218 551	246 919	104 160	118 701	120 465	135 664	137 749
Shymkent city	130 504	134 828	160 758	167 056	204 928	115 915	127 856	141 526	168 346	191 895

Continutation

	Information and communication					Financial and insurance activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	173 887	180 828	204 192	221 748	235 410	220 803	236 689	284 330	298 725	334 269
Akmola	108 963	118 736	125 988	128 349	125 926	126 465	143 109	166 722	177 436	200 476
Aktobe	118 455	126 974	135 081	136 088	155 369	138 548	149 235	181 671	187 359	210 546
Almaty	116 201	119 520	131 708	164 470	155 041	132 512	146 672	188 081	195 815	210 708
Atyrau	150 249	148 334	162 758	160 402	171 794	159 945	166 731	201 040	203 170	233 766
West Kazakhstan	116 977	123 420	132 174	134 272	128 930	137 031	147 705	176 170	190 169	226 601
Jambyl	119 053	118 507	131 046	138 200	135 594	133 074	145 771	171 869	186 281	214 955
Karaganda	127 995	131 101	142 131	143 934	147 502	133 823	151 023	174 593	186 816	201 507
Kostanay	111 467	114 017	130 288	134 353	144 902	131 666	144 680	162 194	176 717	198 980
Kyzylorda	147 591	156 001	155 053	134 251	143 366	152 830	168 957	198 790	217 805	229 396
Mangystau	202 323	192 773	212 075	204 974	206 661	159 462	179 940	203 688	218 629	245 815
Pavlodar	128 945	134 018	146 485	146 041	158 793	133 287	148 240	168 161	179 195	196 236
North Kazakhstan	125 466	126 036	145 182	145 091	143 738	130 436	149 633	178 244	186 968	213 199
Turkistan	35 100	27 839	27 953	31 417	184 483	126 305	134 028	148 956	199 586	199 144
East Kazakhstan	126 578	135 948	151 851	161 068	167 609	129 307	141 243	168 195	178 713	195 144
Nur-Sultan city	247 984	259 203	304 202	322 674	345 462	340 089	339 280	419 211	413 973	481 726
Almaty city	227 211	231 221	246 591	265 859	289 666	285 125	312 127	382 533	401 785	433 151
Shymkent city	112 428	114 276	130 727	159 956	140 590	134 415	141 796	157 040	182 063	196 558

Continutation

	Real Estate Operations					Professional, scientific and technical activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	108 066	109 318	123 346	147 620	157 342	250 816	255 216	323 661	268 664	286 839
Akmola	118 587	105 735	131 204	135 185	132 437	91 491	91 187	102 636	105 444	112 106
Aktobe	86 812	89 300	119 028	142 491	104 353	152 111	143 539	133 499	145 639	166 362

Continuation

	Real Estate Operations					Professional, scientific and technical activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Almaty	65 067	69 941	79 229	99 023	94 178	95 610	96 689	93 933	107 065	107 437
Atyrau	112 283	104 580	125 042	208 944	205 445	666 254	622 270	889 985	635 865	797 186
West Kazakhstan	96 326	105 347	125 918	126 653	113 309	133 747	175 176	172 962	174 230	150 058
Jambyl	60 971	68 846	87 823	122 424	93 844	98 719	103 725	101 650	104 115	109 134
Karaganda	84 053	82 429	78 141	103 203	80 841	117 164	143 818	127 692	144 733	145 215
Kostanay	58 255	64 496	73 478	95 655	62 263	93 202	90 958	100 065	115 551	129 060
Kyzylorda	128 860	113 331	161 859	188 118	82 819	147 135	153 723	159 700	174 572	189 848
Mangystau	130 827	133 514	116 199	124 270	111 918	321 843	253 941	259 650	260 403	316 260
Pavlodar	81 342	86 658	93 130	122 333	108 995	123 125	131 143	137 531	135 457	148 808
North Kazakhstan	98 816	86 700	92 852	110 972	80 492	85 295	86 582	93 400	96 501	98 074
Turkistan	107 834	11 000	-	-	32 707	135 108	156 424	160 445	162 783	152 451
East Kazakhstan	69 639	70 765	81 667	85 140	96 590	135 777	151 179	189 719	184 453	210 120
Nur-Sultan city	135 695	141 587	159 741	178 831	190 038	339 776	383 677	479 554	479 476	507 449
Almaty city	133 669	133 620	126 975	165 174	200 600	219 106	225 131	252 775	270 663	255 333
Shymkent city	112 146	133 476	135 021	129 302	115 158	105 603	116 869	128 765	138 549	157 500

Continuation

	Administrative and support services					Public administration and defense; compulsory social security				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	94 895	102 180	115 041	151 771	187 532	106 000	107 924	118 868	125 247	134 835
Akmola	77 454	77 378	134 966	80 002	86 459	91 359	94 422	107 751	111 846	118 605
Aktobe	55 279	68 151	64 412	71 673	96 008	107 693	108 297	115 774	117 632	124 296
Almaty	57 675	57 267	75 707	81 331	79 623	90 603	91 856	105 335	109 300	114 021
Atyrau	213 248	202 123	280 493	420 233	517 052	97 535	100 033	117 303	120 542	127 695
West Kazakhstan	148 249	161 055	141 697	156 175	180 052	86 710	89 488	102 105	107 922	119 477
Jambyl	60 684	64 113	75 260	79 834	90 160	95 242	96 922	105 611	110 658	117 432
Karaganda	61 257	70 896	71 573	75 463	78 760	98 771	100 030	105 949	114 334	125 101
Kostanay	67 987	73 649	81 934	86 946	95 876	93 425	92 966	103 304	109 159	117 705
Kyzylorda	72 645	68 482	70 766	79 596	86 042	116 869	118 541	132 794	138 437	146 985
Mangystau	80 990	71 744	80 811	99 396	155 395	99 891	99 222	114 581	114 719	139 134
Pavlodar	66 070	80 545	86 769	78 745	88 676	93 671	96 283	106 063	110 659	118 476
North Kazakhstan	61 705	65 096	73 392	67 669	72 370	91 660	92 028	104 144	109 330	118 987
Turkistan	53 917	54 875	58 155	58 187	66 542	80 919	82 330	98 794	100 488	112 294
East Kazakhstan	74 566	75 121	73 593	78 666	87 451	93 625	94 708	105 863	111 154	120 497
Nur-Sultan city	111 387	123 925	128 664	147 662	158 314	195 728	196 556	205 964	221 188	243 296
Almaty city	98 721	108 173	116 205	126 716	136 919	125 141	120 296	126 832	127 895	140 259
Shymkent city	63 830	67 217	65 556	73 394	84 839	104 752	101 842	101 950	115 222	107 839

Continuation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	74 756	77 542	94 542	96 612	102 875	88 779	91 902	106 049	108 714	111 802
Akmola	68 101	69 776	86 485	90 227	96 255	80 338	80 710	96 896	100 071	104 371
Aktobe	71 523	72 885	87 417	90 870	95 428	83 405	85 578	99 191	101 797	102 906
Almaty	69 307	70 919	88 689	91 944	97 341	87 124	90 418	100 633	100 495	101 908
Atyrau	71 688	76 119	96 178	95 735	100 792	94 174	96 455	113 472	115 422	118 509
West Kazakhstan	61 663	64 410	78 582	80 815	84 794	83 825	87 427	103 408	104 218	106 851
Jambyl	64 851	68 503	83 730	85 658	94 252	80 005	81 103	93 996	93 834	96 467
Karaganda	71 800	73 880	89 527	91 535	97 314	81 835	85 259	98 137	103 983	105 371
Kostanay	70 978	74 267	92 614	94 550	100 382	86 011	89 716	103 679	106 871	111 331
Kyzylorda	69 811	72 451	92 507	93 210	98 349	86 963	89 334	103 338	103 197	101 805
Mangystau	68 267	69 593	85 139	88 293	94 645	87 519	87 471	101 167	104 166	113 024
Pavlodar	69 394	71 624	88 053	90 132	96 159	83 838	86 539	100 999	104 385	107 122
North Kazakhstan	65 999	68 621	84 044	87 526	92 752	83 370	84 128	98 527	101 863	105 320
Turkistan	66 399	66 969	85 990	86 275	90 933	78 215	81 783	94 231	91 242	95 497
East Kazakhstan	72 124	73 545	90 257	93 280	99 957	86 182	87 661	101 234	105 167	108 098

Continuation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Nur-Sultan city	139 136	153 585	175 706	172 277	184 471	123 537	129 975	151 060	155 455	160 209
Almaty city	104 620	108 907	124 447	128 683	134 214	102 574	107 081	118 518	125 987	129 802
Shymkent city	69 768	71 306	85 092	88 496	92 914	77 248	79 600	94 880	97 099	96 493

Continuation

	Arts, entertainment and recreation					Provision of other services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	91 713	95 210	110 320	119 164	127 685	160 392	202 769	218 893	210 924	209 469
Akmola	52 130	53 915	74 132	76 871	76 197	118 236	69 904	75 049	79 594	95 887
Aktobe	127 393	53 797	114 126	136 560	118 220	93 181	101 989	115 388	112 242	118 746
Almaty	64 816	54 806	70 952	73 106	95 520	69 052	72 072	74 102	77 587	95 284
Atyrau	120 735	73 599	69 691	73 378	73 222	258 874	314 615	127 364	138 675	139 362
West Kazakhstan	50 895	51 247	72 680	73 300	73 205	70 243	71 524	79 153	86 160	90 986
Jambyl	78 639	85 425	65 943	89 471	88 147	69 532	90 349	74 741	77 930	83 039
Karaganda	96 761	73 489	102 557	115 600	120 880	73 658	87 888	97 932	107 294	117 643
Kostanay	54 850	55 914	130 421	138 068	142 611	69 828	73 298	78 508	86 175	85 833
Kyzylorda	88 987	69 653	100 073	98 602	101 165	71 971	90 912	85 770	94 999	107 576
Mangystau	54 095	53 272	72 110	70 935	78 503	121 910	136 871	142 853	156 877	154 315
Pavlodar	60 110	67 208	75 139	79 567	84 453	75 975	84 928	141 935	143 153	151 041
North Kazakhstan	51 990	53 703	72 693	73 434	73 531	73 401	79 331	86 500	90 725	89 245
Turkistan	57 483	57 451	76 332	78 237	79 876	76 856	97 632	75 584	101 543	104 480
East Kazakhstan	53 057	54 177	94 698	93 535	94 728	67 781	77 739	81 900	89 521	98 931
Nur-Sultan city	198 007	262 719	238 621	274 852	296 163	193 792	261 110	233 195	251 653	253 243
Almaty city	106 028	114 184	125 787	136 416	159 171	239 573	321 780	392 755	362 732	350 848
Shymkent city	79 542	53 783	78 223	75 118	75 243	85 709	89 441	89 062	82 081	84 620

6.6 Index of nominal wages by economic activity

as a percentage of the previous year

	Agriculture, forestry and fisheries					Industry				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	114,0	108,6	112,5	111,7	107,5	115,0	106,5	112,0	109,7	109,3
Akmola	117,9	113,7	127,1	112,6	108,9	106,2	107,3	111,9	108,3	116,1
Aktobe	115,7	101,7	116,3	103,9	112,2	109,0	100,7	107,2	114,4	112,4
Almaty	114,8	114,1	112,8	120,0	111,6	107,6	98,7	115,9	106,6	106,3
Atyrau	112,4	107,0	86,7	116,7	118,0	125,3	114,1	111,5	111,4	103,9
West Kazakhstan	107,8	117,1	107,9	104,2	120,1	116,4	116,9	124,1	111,2	106,3
Jambyl	107,9	116,8	111,9	110,0	121,7	110,4	103,4	108,6	109,3	110,1
Karaganda	118,9	107,0	108,3	106,5	119,7	111,1	106,2	109,6	108,3	116,3
Kostanay	109,7	99,6	109,1	113,0	104,4	112,7	101,4	112,9	111,4	109,8
Kyzylorda	115,1	114,9	118,2	106,7	100,2	109,5	99,1	104,7	107,9	103,9
Mangystau	125,4	110,6	89,1	80,3	137,1	123,8	108,7	109,2	108,0	105,4
Pavlodar	110,7	119,0	115,1	112,4	114,7	111,1	108,3	110,3	111,4	109,6
North Kazakhstan	118,9	109,2	106,6	112,6	106,6	109,9	106,6	103,9	108,0	108,8
Turkistan	-	125,5	121,5	107,5	106,3	-	108,1	108,1	109,7	105,3
East Kazakhstan	110,4	111,4	113,3	108,9	112,0	113,8	105,2	118,5	107,8	115,5
Nur-Sultan city	111,4	111,2	110,3	115,2	86,4	127,0	103,6	124,8	108,5	105,4
Almaty city	92,3	110,0	109,2	91,1	117,3	114,8	104,8	114,0	105,4	105,9
Shymkent city	-	95,4	96,8	109,7	97,2	-	101,2	106,9	105,4	109,7

Continuation

	Construction					Wholesale and retail trade; car and motorcycle repair				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	117,6	106,6	115,8	108,4	110,1	113,4	105,7	108,3	111,1	109,2
Akmola	112,4	106,1	120,4	108,3	108,0	119,0	95,3	116,1	122,9	107,1
Aktobe	118,7	98,5	103,3	113,9	130,4	109,0	102,3	120,9	108,8	108,5
Almaty	109,0	103,1	110,6	115,7	97,7	115,0	110,9	103,1	97,6	105,8

Continuation

	Construction					Wholesale and retail trade; car and motorcycle repair				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Atyrau	123,6	111,9	106,1	97,4	111,9	154,8	92,8	168,3	109,3	98,4
West Kazakhstan	102,3	87,8	118,5	92,7	114,5	108,3	102,0	114,4	108,3	115,1
Jambyl	85,9	103,5	101,1	107,5	103,9	112,6	114,6	99,3	104,5	111,5
Karaganda	111,3	99,9	111,2	109,6	122,6	111,6	107,3	106,2	109,3	108,6
Kostanay	105,3	89,9	116,0	135,6	107,2	110,4	109,6	112,0	106,0	107,6
Kyzylorda	99,7	96,4	105,1	100,7	107,7	113,5	109,9	102,6	108,3	106,9
Mangystau	129,2	107,6	110,4	82,4	108,8	127,7	94,1	116,9	104,6	111,1
Pavlodar	118,1	94,3	125,8	108,3	106,8	101,8	98,2	110,2	113,9	112,5
North Kazakhstan	118,9	118,3	109,1	120,0	111,5	107,3	105,3	108,1	113,9	105,3
Turkistan	-	94,6	104,3	137,1	117,0	-	101,2	78,4	123,5	86,1
East Kazakhstan	114,3	103,6	113,0	105,2	117,2	122,3	101,1	102,2	118,6	114,9
Nur-Sultan city	131,8	119,2	115,3	127,2	95,2	110,7	119,6	106,7	115,4	108,5
Almaty city	111,5	99,2	113,2	114,9	119,8	108,5	103,9	107,0	109,5	108,0
Shymkent city	-	103,9	121,6	107,7	112,2	-	102,8	110,9	112,2	110,9

Continuation

	Transportation and warehousing					Accommodation and Food Services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	112,9	101,9	106,5	109,5	108,9	113,5	106,5	109,7	109,6	106,4
Akmola	110,5	103,5	102,9	111,7	115,6	131,3	92,5	127,5	59,0	167,3
Aktobe	109,1	99,3	105,9	104,6	106,4	104,5	91,6	99,5	120,1	100,6
Almaty	121,1	93,5	110,7	120,1	85,9	110,0	122,3	196,6	49,9	131,2
Atyrau	106,3	106,2	100,5	112,6	104,7	116,5	100,2	108,2	96,2	101,0
West Kazakhstan	108,3	100,7	113,6	102,2	113,0	83,8	112,1	120,1	92,5	122,1
Jambyl	109,2	99,2	106,4	110,0	112,4	65,9	-	-	-	-
Karaganda	111,8	105,0	104,0	107,4	109,7	110,0	103,6	113,4	112,1	123,4
Kostanay	105,8	102,7	110,0	107,8	118,7	106,9	95,6	115,5	112,3	130,0
Kyzylorda	108,3	105,6	109,0	111,4	111,5	110,0	112,7	103,7	95,9	128,9
Mangystau	132,4	98,3	120,5	104,8	101,7	117,9	108,1	88,8	132,7	112,7
Pavlodar	112,1	101,3	105,3	108,6	104,9	158,5	125,8	99,6	109,9	107,1
North Kazakhstan	110,4	88,9	128,1	115,9	108,2	-	-	-	-	-
Turkistan	-	99,0	101,1	136,4	109,9	-	107,5	76,2	92,9	90,6
East Kazakhstan	110,0	103,9	100,4	112,1	116,9	115,4	97,8	110,0	115,4	118,2
Nur-Sultan city	106,5	100,8	103,2	101,0	107,5	112,7	109,9	107,7	115,8	99,3
Almaty city	107,5	106,6	99,5	118,5	113,0	115,4	111,8	101,5	112,6	101,5
Shymkent city	-	103,3	119,2	103,9	122,7	-	110,3	110,7	119,0	114,0

Continuation

	Information and communication					Financial and insurance activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	111,4	104,7	112,9	108,6	106,2	107,4	107,6	120,1	105,1	111,9
Akmola	109,3	108,6	106,1	101,9	98,1	111,5	113,2	116,5	106,4	113,0
Aktobe	113,4	104,9	106,4	100,7	114,2	107,6	107,7	121,7	103,1	112,4
Almaty	118,4	102,9	110,2	124,9	94,3	118,1	110,7	128,2	104,1	107,6
Atyrau	108,1	98,6	109,7	98,6	107,1	110,2	104,2	120,6	101,1	115,1
West Kazakhstan	107,6	104,2	107,1	101,6	96,0	110,3	107,8	119,3	107,9	119,2
Jambyl	109,7	97,3	110,6	105,5	98,1	110,7	109,5	117,9	108,4	115,4
Karaganda	111,1	103,9	108,4	101,3	102,5	110,5	112,6	115,6	107,0	107,9
Kostanay	106,3	103,2	114,3	103,1	107,9	107,9	109,9	112,1	109,0	112,6
Kyzylorda	103,1	97,2	99,4	86,6	106,8	108,5	111,3	117,7	109,6	105,3
Mangystau	122,2	94,1	110,0	96,7	100,8	113,5	112,8	113,2	107,3	112,4
Pavlodar	113,3	101,9	109,3	99,7	108,7	109,7	111,2	113,4	106,6	109,5
North Kazakhstan	114,3	97,2	115,2	99,9	99,1	114,6	114,7	119,1	104,9	114,0
Turkistan	-	79,3	100,4	112,4	587,2	-	106,1	111,1	134,0	99,8
East Kazakhstan	110,3	105,1	111,7	106,1	104,1	112,2	109,3	119,1	106,3	109,2
Nur-Sultan city	107,5	107,7	117,4	106,1	107,1	96,8	101,8	123,6	98,8	116,4
Almaty city	113,2	99,9	106,6	107,8	109,0	109,6	109,1	122,6	105,0	107,8
Shymkent city	-	101,6	114,4	122,4	87,9	-	105,5	110,8	115,9	108,0

Continutation

	Real Estate Operations					Professional, scientific and technical activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	108,0	106,9	112,8	119,7	106,6	118,6	98,6	126,8	83,0	106,8
Akmola	125,2	89,5	124,1	103,0	98,0	114,0	103,5	112,6	102,7	106,3
Aktobe	101,3	101,4	133,3	119,7	73,2	119,7	106,1	93,0	109,1	114,2
Almaty	102,2	107,1	113,3	125,0	95,1	109,1	102,8	97,1	114,0	100,3
Atyrau	130,5	104,6	119,6	167,1	98,3	117,2	87,3	143,0	71,4	125,4
West Kazakhstan	114,3	110,8	119,5	100,6	89,5	119,5	149,8	98,7	100,7	86,1
Jambyl	106,3	117,0	127,6	139,4	76,7	100,8	106,0	98,0	102,4	104,8
Karaganda	117,7	118,5	94,8	132,1	78,3	106,3	123,3	88,8	113,3	100,3
Kostanay	112,6	123,6	113,9	130,2	65,1	107,9	100,5	110,0	115,5	111,7
Kyzylorda	127,0	69,7	142,8	116,2	44,0	103,9	99,1	103,9	109,3	108,8
Mangystau	112,2	96,2	87,0	106,9	90,1	113,0	79,3	102,2	100,3	121,5
Pavlodar	122,2	114,8	107,5	131,4	89,1	115,2	105,5	104,9	98,5	109,9
North Kazakhstan	147,1	87,7	107,1	119,5	72,5	106,6	108,3	107,9	103,3	101,6
Turkistan	-	10,2	-	-	-	-	115,8	102,6	101,5	93,7
East Kazakhstan	111,3	113,7	115,4	104,3	113,4	109,5	122,0	125,5	97,2	113,9
Nur-Sultan city	98,9	111,1	112,8	112,0	106,3	118,1	110,9	125,0	100,0	105,8
Almaty city	122,3	105,6	95,0	130,1	121,4	113,1	103,6	112,3	107,1	94,3
Shymkent city	-	119,0	101,2	95,8	89,1	-	110,7	110,2	107,6	113,7

Continutation

	Administrative and support services					Public administration and defense; compulsory social security				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	93,9	105,2	112,6	131,9	123,6	102,4	101,8	110,1	105,4	107,7
Akmola	96,8	98,5	174,4	59,3	108,1	103,0	103,4	114,1	103,8	106,0
Aktobe	103,3	121,7	94,5	111,3	134,0	103,6	100,6	106,9	101,6	105,7
Almaty	97,1	95,3	132,2	107,4	97,9	103,5	101,4	114,7	103,8	104,3
Atyrau	80,3	90,5	138,8	149,8	123,0	99,7	102,6	117,3	102,8	105,9
West Kazakhstan	117,2	97,1	88,0	110,2	115,3	102,1	103,2	114,1	105,7	110,7
Jambyl	103,3	104,2	117,4	106,1	112,9	103,2	101,8	109,0	104,8	106,1
Karaganda	106,4	115,2	101,0	105,4	104,4	102,6	101,3	105,9	107,9	109,4
Kostanay	112,5	106,3	111,2	106,1	110,3	100,8	99,5	111,1	105,7	107,8
Kyzylorda	101,6	91,6	103,3	112,5	108,1	100,7	101,4	112,0	104,2	106,2
Mangystau	113,1	91,6	112,6	123,0	156,3	104,7	99,3	115,5	100,1	121,3
Pavlodar	113,3	121,1	107,7	90,8	112,6	102,3	102,8	110,2	104,3	107,1
North Kazakhstan	112,8	98,1	112,7	92,2	106,9	98,9	100,4	113,2	105,0	108,8
Turkistan	-	101,8	106,0	100,1	114,4	-	101,7	120,0	101,7	111,7
East Kazakhstan	109,7	95,2	98,0	106,9	111,2	101,8	101,2	111,8	105,0	108,4
Nur-Sultan city	119,2	114,6	103,8	114,8	107,2	103,5	100,4	104,8	107,4	110,0
Almaty city	105,9	111,2	107,4	109,0	108,1	104,3	96,1	105,4	100,8	109,7
Shymkent city	-	105,3	97,5	112,0	115,6	-	97,2	100,1	113,0	93,6

Continutation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	107,6	103,7	121,9	102,2	106,5	109,6	103,5	115,4	102,5	102,8
Akmola	105,9	102,5	123,9	104,3	106,7	108,8	100,5	120,1	103,3	104,3
Aktobe	110,5	101,9	119,9	103,9	105,0	109,9	102,6	115,9	102,6	101,1
Almaty	108,6	102,3	125,1	103,7	105,9	112,8	103,8	111,3	99,9	101,4
Atyrau	106,6	106,2	126,4	99,5	105,3	113,6	102,4	117,6	101,7	102,7
West Kazakhstan	107,2	104,5	122,0	102,8	104,9	109,2	104,3	118,3	100,8	102,5
Jambyl	108,0	105,6	122,2	102,3	110,0	109,0	101,4	115,9	99,8	102,8
Karaganda	107,9	102,9	121,2	102,2	106,3	108,1	104,2	115,1	106,0	101,3
Kostanay	106,5	104,6	124,7	102,1	106,2	111,7	104,3	115,6	103,1	104,2
Kyzylorda	104,1	103,8	127,7	100,8	105,5	106,2	102,7	115,7	99,9	98,7
Mangystau	104,3	101,9	122,3	103,7	107,2	112,7	99,9	115,7	103,0	108,5
Pavlodar	107,8	103,2	122,9	102,4	106,7	108,3	103,2	116,7	103,4	102,6

Continuation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
North Kazakhstan	105,0	104,0	122,5	104,1	106,0	107,9	100,9	117,1	103,4	103,4
Turkistan	-	100,9	128,4	100,3	105,4	-	104,6	115,2	96,8	104,7
East Kazakhstan	107,6	102,0	122,7	103,3	107,2	107,1	101,7	115,5	103,9	102,8
Nur-Sultan city	114,4	110,4	114,4	98,0	107,1	107,3	105,2	116,2	102,9	103,1
Almaty city	104,9	104,1	114,3	103,4	104,3	111,6	104,4	110,7	106,3	103,0
Shymkent city	-	102,2	119,3	104,0	105,0	-	103,0	119,2	102,3	99,4

Continuation

	Arts, entertainment and recreation					Provision of other services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	113,9	107,7	115,9	108,0	107,2	105,8	125,4	108,0	96,4	99,3
Akmola	103,1	100,9	137,5	103,7	99,1	213,1	59,1	107,4	106,1	120,5
Aktobe	134,5	107,1	212,1	119,7	86,6	101,0	109,2	113,1	97,3	105,8
Almaty	119,9	98,9	129,5	103,0	130,7	130,7	104,4	102,8	104,7	122,8
Atyrau	147,1	95,6	94,7	105,3	99,8	64,6	115,4	40,5	108,9	100,5
West Kazakhstan	93,8	100,9	141,8	100,9	99,9	117,4	101,8	110,7	108,9	105,6
Jambyl	94,2	96,6	77,2	135,7	98,5	127,7	129,9	82,7	104,3	106,6
Karaganda	97,5	91,0	139,6	112,7	104,6	109,1	118,8	111,4	109,6	109,6
Kostanay	106,4	101,9	233,3	105,9	103,3	120,0	105,0	107,1	109,8	99,6
Kyzylorda	120,3	102,7	143,7	98,5	102,6	126,8	126,3	94,3	110,8	113,2
Mangystau	108,7	100,1	135,4	98,4	110,7	111,9	112,3	104,4	109,8	98,4
Pavlodar	108,6	108,8	111,8	105,9	106,1	105,6	110,6	167,1	100,9	105,5
North Kazakhstan	105,3	104,2	135,4	101,0	100,1	111,0	108,4	109,0	104,9	98,4
Turkistan	-	99,9	132,9	102,5	102,1	-	127,0	77,4	134,3	102,9
East Kazakhstan	107,6	101,3	174,8	98,8	101,3	111,2	114,7	105,4	109,3	110,5
Nur-Sultan city	124,3	125,7	90,8	115,2	107,8	106,7	129,2	89,3	107,9	100,6
Almaty city	104,2	105,4	110,2	108,4	116,7	107,4	133,1	122,1	92,4	96,7
Shymkent city	-	67,6	145,4	96,0	100,2	-	104,4	99,6	92,2	103,1

6.7 Real wage index by type of economic activity

as a percentage of the previous year

	Agriculture, forestry and fisheries					Industry				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	106,9	101,8	98,2	104,0	101,4	107,8	99,9	97,7	102,1	103,1
Akmola	110,2	106,9	112,3	104,9	102,5	99,2	100,8	98,9	100,8	109,3
Aktobe	110,0	95,9	101,6	97,6	106,5	103,6	95,0	93,6	107,4	106,7
Almaty	108,0	107,5	98,9	112,4	105,1	101,2	93,0	101,7	99,9	100,1
Atyrau	105,6	100,0	75,9	107,3	111,7	117,7	106,6	97,6	102,4	98,4
West Kazakhstan	102,2	110,1	94,6	97,8	113,3	110,4	109,9	108,8	104,3	100,2
Jambyl	100,9	109,7	98,7	102,4	114,9	103,1	97,1	95,8	101,8	104,0
Karaganda	109,6	100,4	95,9	99,5	113,2	102,4	99,6	97,1	101,2	110,0
Kostanay	103,9	93,5	96,5	105,1	98,7	106,7	95,2	99,9	103,6	103,8
Kyzylorda	107,9	107,4	103,4	99,1	94,1	102,6	92,6	91,6	100,2	97,7
Mangystau	118,3	102,6	75,8	75,3	128,4	116,8	100,8	92,9	101,3	98,7
Pavlodar	103,4	112,3	101,0	103,9	108,2	103,7	102,2	96,8	102,9	103,4
North Kazakhstan	110,5	102,7	94,4	103,9	100,7	102,1	100,3	92,0	99,7	102,8
Turkistan	-	117,6	105,9	99,8	100,8	-	101,3	94,2	101,9	99,8
East Kazakhstan	103,3	104,2	99,5	101,2	106,0	106,5	98,4	104,0	100,1	109,3
Nur-Sultan city	103,5	102,9	92,3	106,3	80,9	118,1	95,8	104,4	100,1	98,7
Almaty city	86,9	103,4	94,6	85,0	110,5	108,1	98,5	98,8	98,4	99,8
Shymkent city	-	89,4	84,3	101,9	92,0	-	94,8	93,1	97,9	103,8

Continuation

	Construction					Wholesale and retail trade; car and motorcycle repair				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	110,2	100,0	101,0	100,9	103,8	106,3	99,1	94,5	103,5	103,0
Akmola	105,0	99,7	106,4	100,8	101,7	111,2	89,6	102,6	114,5	100,8
Aktobe	112,8	92,9	90,2	106,9	123,7	103,6	96,5	105,6	102,2	102,9
Almaty	102,5	97,2	97,0	108,3	92,0	108,2	104,5	90,4	91,4	99,6
Atyrau	116,2	104,6	92,8	89,5	106,0	145,5	86,7	147,2	100,5	93,2
West Kazakhstan	97,1	82,5	103,9	87,0	108,0	102,7	95,9	100,3	101,6	108,6
Jambyl	80,3	97,2	89,2	100,1	98,1	105,2	107,6	87,6	97,3	105,3
Karaganda	102,6	93,7	98,5	102,4	116,0	102,8	100,7	94,1	102,2	102,8
Kostanay	99,7	84,4	102,7	126,1	101,4	104,6	102,9	99,1	98,6	101,7
Kyzylorda	93,4	90,1	92,0	93,5	101,2	106,4	102,7	89,8	100,5	100,4
Mangystau	121,9	99,8	94,0	77,2	101,9	120,5	87,3	99,5	98,1	104,0
Pavlodar	110,3	89,0	110,4	100,1	100,8	95,1	92,6	96,7	105,2	106,1
North Kazakhstan	110,5	111,3	96,6	110,7	105,4	99,8	99,1	95,7	105,1	99,6
Turkistan	-	88,7	90,9	127,3	110,9	-	94,8	68,3	114,7	81,6
East Kazakhstan	106,9	96,9	99,2	97,7	110,9	114,4	94,6	89,7	110,3	108,7
Nur-Sultan city	122,5	110,3	96,5	117,4	89,1	102,9	110,6	89,3	106,4	101,6
Almaty city	105,0	93,2	98,1	107,2	112,9	102,2	97,7	92,7	102,3	101,8
Shymkent city	-	97,4	105,9	100,0	106,1	-	96,3	96,6	104,2	105,0

Continuation

	Transportation and warehousing					Accommodation and Food Services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	105,8	95,6	92,9	101,9	102,7	106,4	99,9	95,7	102,0	100,4
Akmola	103,3	97,3	90,9	104,0	108,9	122,7	86,9	112,6	54,9	157,5
Aktobe	103,7	93,7	92,5	98,2	101,0	99,3	86,4	86,9	112,7	95,4
Almaty	113,9	88,1	97,1	112,5	80,9	103,5	115,3	172,5	46,8	123,6
Atyrau	99,9	99,3	87,9	103,5	99,2	109,5	93,6	94,7	88,4	95,6
West Kazakhstan	102,7	94,6	99,6	95,9	106,6	79,5	105,4	105,3	86,8	115,2
Jambyl	102,0	93,1	93,8	102,4	106,2	61,6	-	-	-	-
Karaganda	103,1	98,5	92,1	100,4	103,8	101,4	97,2	100,4	104,8	116,8
Kostanay	100,2	96,4	97,3	100,3	112,2	101,2	89,8	102,2	104,5	122,9
Kyzylorda	101,5	98,7	95,4	103,4	104,8	103,1	105,3	90,7	89,0	121,1
Mangystau	124,9	91,2	102,6	98,2	95,2	111,2	100,3	75,6	124,3	105,6
Pavlodar	104,7	95,6	92,4	100,4	98,9	148,0	118,7	87,4	101,5	101,1
North Kazakhstan	102,6	83,6	113,5	107,0	102,3	-	-	-	-	-
Turkistan	-	92,8	88,1	126,6	104,1	-	100,7	66,4	86,3	85,8
East Kazakhstan	102,9	97,2	88,1	104,1	110,6	108,0	91,5	96,6	107,3	111,9
Nur-Sultan city	99,0	93,2	86,4	93,2	100,6	104,7	101,7	90,1	106,8	93,0
Almaty city	101,2	100,2	86,2	110,6	106,5	108,7	105,1	88,0	105,2	95,7
Shymkent city	-	96,8	103,9	96,5	116,1	-	103,4	96,4	110,5	107,8

Continuation

	Information and communication					Financial and insurance activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	104,4	98,3	98,5	101,1	100,2	100,6	100,9	104,8	97,8	105,6
Akmola	102,1	102,1	93,7	94,9	92,4	104,2	106,4	102,9	99,1	106,4
Aktobe	107,8	99,0	92,9	94,6	108,3	102,3	101,6	106,3	96,8	106,6
Almaty	111,4	97,0	96,7	116,9	88,8	111,1	104,3	112,5	97,5	101,3
Atyrau	101,6	92,1	96,0	90,6	101,4	103,6	97,4	105,5	92,9	109,0
West Kazakhstan	102,1	97,9	93,9	95,3	90,6	104,7	101,3	104,6	101,3	112,4
Jambyl	102,5	91,4	97,5	98,2	92,6	103,5	102,8	104,0	100,9	109,0
Karaganda	102,4	97,5	96,0	94,6	97,0	101,9	105,6	102,4	100,0	102,0
Kostanay	100,6	96,9	101,2	95,9	101,9	102,1	103,2	99,2	101,4	106,4
Kyzylorda	96,7	90,8	87,0	80,4	100,4	101,7	104,0	103,0	101,7	99,0
Mangystau	115,2	87,3	93,6	90,6	94,4	107,1	104,6	96,3	100,6	105,3
Pavlodar	105,8	96,1	95,9	92,1	102,6	102,5	104,9	99,5	98,5	103,3
North Kazakhstan	106,2	91,4	102,0	92,2	93,6	106,5	107,9	105,5	96,8	107,8

Continuation

	Information and communication					Financial and insurance activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Turkistan	-	74,3	87,5	104,4	556,6	-	99,4	96,8	124,4	94,6
East Kazakhstan	103,2	98,3	98,1	98,6	98,4	105,0	102,2	104,6	98,7	103,3
Nur-Sultan city	99,9	99,6	98,2	97,9	100,2	90,0	94,2	103,4	91,1	109,0
Almaty city	106,6	93,9	92,4	100,7	102,7	103,2	102,5	106,2	98,1	101,6
Shymkent city	-	95,2	99,6	113,6	83,2	-	98,9	96,5	107,6	102,1

Continuation

	Real Estate Operations					Professional, scientific and technical activities				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	101,2	100,3	98,4	111,4	100,6	111,1	92,5	110,6	77,3	100,7
Akmola	117,0	84,1	109,6	95,9	92,2	106,6	97,3	99,5	95,7	100,1
Aktobe	96,3	95,7	116,4	112,4	69,5	113,8	100,1	81,2	102,4	108,4
Almaty	96,2	100,9	99,4	117,0	89,6	102,6	96,9	85,2	106,7	94,5
Atyrau	122,7	97,8	104,6	153,6	93,1	110,1	81,6	125,1	65,7	118,7
West Kazakhstan	108,5	104,1	104,7	94,4	84,4	113,4	140,8	86,5	94,5	81,3
Jambyl	99,3	109,9	112,5	129,8	72,4	94,2	99,5	86,4	95,4	99,0
Karaganda	108,5	111,2	84,0	123,4	74,1	98,0	115,7	78,7	105,9	94,9
Kostanay	106,6	116,1	100,8	121,1	61,5	102,1	94,4	97,3	107,4	105,6
Kyzylorda	119,1	65,1	124,9	107,9	41,4	97,4	92,6	90,9	101,5	102,2
Mangystau	105,8	89,2	74,0	100,2	84,3	106,7	73,6	87,0	94,0	113,7
Pavlodar	114,1	108,3	94,3	121,4	84,1	107,6	99,5	92,0	91,0	103,6
North Kazakhstan	136,7	82,5	94,9	110,3	68,6	99,0	101,9	95,6	95,3	96,1
Turkistan	-	9,6	-	-	-	-	105,8	89,3	94,2	88,8
East Kazakhstan	104,1	106,4	101,3	96,9	107,3	102,4	114,1	110,2	90,4	107,8
Nur-Sultan city	91,9	102,8	94,4	103,3	99,5	109,8	102,6	104,6	92,2	99,1
Almaty city	115,1	99,2	82,3	121,5	114,5	106,5	97,4	97,3	100,0	88,9
Shymkent city	-	111,5	88,1	89,0	84,3	-	103,7	96,0	99,9	107,5

Continuation

	Administrative and support services					Public administration and defense; compulsory social security				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	88,0	98,7	98,3	122,8	116,6	96,0	95,5	96,1	98,1	101,6
Akmola	90,5	92,6	154,1	55,2	101,8	96,2	97,2	100,8	96,6	99,9
Aktobe	98,2	114,8	82,5	104,5	127,1	98,4	94,9	93,4	95,4	100,3
Almaty	91,3	89,8	116,0	100,6	92,2	97,3	95,6	100,6	97,2	98,2
Atyrau	75,5	84,6	121,4	137,7	116,5	93,7	95,9	102,6	94,4	100,3
West Kazakhstan	111,2	91,3	77,1	103,4	108,8	96,9	97,0	100,0	99,2	104,4
Jambyl	96,6	97,8	103,5	98,8	106,6	96,4	95,6	96,1	97,6	100,2
Karaganda	98,0	108,1	89,5	98,5	98,7	94,6	95,0	93,8	100,9	103,5
Kostanay	106,5	99,8	98,4	98,7	104,2	95,5	93,4	98,3	98,3	101,9
Kyzylorda	95,2	85,6	90,4	104,4	101,6	94,4	94,8	98,0	96,8	99,8
Mangystau	106,7	85,0	95,8	115,3	146,4	98,8	92,1	98,3	93,8	113,6
Pavlodar	105,8	114,2	94,5	83,9	106,2	95,6	97,0	96,7	96,4	101,0
North Kazakhstan	104,8	92,3	99,8	85,1	101,1	91,9	94,4	100,3	96,8	102,9
Turkistan	-	95,4	92,3	92,9	108,4	-	95,3	104,5	94,4	105,9
East Kazakhstan	102,6	89,1	86,0	99,3	105,2	95,3	94,7	98,2	97,6	102,6
Nur-Sultan city	110,7	106,0	86,9	105,9	100,4	96,2	92,9	87,7	99,1	103,0
Almaty city	99,7	104,5	93,1	101,8	101,8	98,2	90,3	91,3	94,2	103,4
Shymkent city	-	98,7	85,0	104,0	109,4	-	91,1	87,2	104,9	88,5

Continuation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	100,8	97,3	106,4	95,1	100,5	102,7	97,1	100,7	95,5	97,0
Akmola	99,0	96,3	109,5	97,1	100,5	101,7	94,5	106,1	96,2	98,2
Aktobe	105,0	96,1	104,7	97,6	99,6	104,5	96,8	101,2	96,4	95,9
Almaty	102,2	96,4	109,7	97,1	99,7	106,1	97,8	97,6	93,5	95,5

Continuation

	Education					Health and social services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Atyrau	100,2	99,3	110,6	91,5	99,7	106,7	95,7	102,9	93,5	97,2
West Kazakhstan	101,7	98,2	106,9	96,5	99,0	103,6	98,0	103,7	94,5	96,7
Jambyl	100,9	99,2	107,8	95,3	103,9	101,9	95,2	102,2	92,9	97,1
Karaganda	99,4	96,5	107,4	95,6	100,6	99,6	97,7	101,9	99,0	95,9
Kostanay	100,8	98,2	110,4	95,0	100,3	105,8	97,9	102,3	95,9	98,5
Kyzylorda	97,5	97,0	111,7	93,6	99,2	99,5	96,0	101,2	92,7	92,7
Mangystau	98,4	94,5	104,1	97,2	100,4	106,3	92,7	98,5	96,5	101,6
Pavlodar	100,7	97,4	107,8	94,6	100,6	101,1	97,4	102,4	95,5	96,8
North Kazakhstan	97,6	97,8	108,5	96,1	100,2	100,3	94,9	103,7	95,4	97,7
Turkistan	-	94,6	111,8	93,1	99,9	-	98,0	100,4	89,9	99,2
East Kazakhstan	100,7	95,4	107,7	96,0	101,4	100,1	95,1	101,4	96,5	97,2
Nur-Sultan city	106,3	102,1	95,7	90,5	100,3	99,8	97,3	97,2	94,9	96,5
Almaty city	98,8	97,8	99,0	96,5	98,3	105,1	98,1	95,9	99,3	97,1
Shymkent city	-	95,8	104,0	96,6	99,3	-	96,5	103,8	95,0	94,0

Continuation

	Arts, entertainment and recreation					Provision of other services				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	106,7	101,0	101,1	100,6	101,1	99,1	117,6	94,2	89,7	93,7
Akmola	96,4	94,8	121,5	96,5	93,3	199,1	55,5	94,9	98,7	113,4
Aktobe	127,8	101,0	185,2	112,4	82,1	96,0	103,0	98,8	91,3	100,4
Almaty	112,8	93,2	113,6	96,5	123,0	122,9	98,4	90,2	98,0	115,6
Atyrau	138,3	89,3	82,9	96,8	94,5	60,7	107,9	35,4	100,1	95,2
West Kazakhstan	89,0	94,8	124,3	94,6	94,2	111,4	95,7	97,0	102,1	99,6
Jambyl	88,0	90,7	68,1	126,3	93,0	119,3	122,0	72,9	97,1	100,6
Karaganda	89,9	85,4	123,6	105,3	98,9	100,5	111,4	98,7	102,4	103,7
Kostanay	100,7	95,7	206,5	98,5	97,6	113,6	98,6	94,8	102,1	94,1
Kyzylorda	112,7	96,0	125,7	91,5	96,4	118,8	118,0	82,5	102,8	106,4
Mangystau	102,6	92,9	115,2	92,2	103,6	105,5	104,2	88,9	102,9	92,1
Pavlodar	101,4	102,6	98,1	97,9	100,1	98,6	104,3	146,6	93,2	99,5
North Kazakhstan	97,9	98,0	119,9	93,2	94,6	103,1	102,0	96,5	96,8	93,0
Turkistan	-	93,6	115,7	95,2	96,8	-	119,0	67,4	124,7	97,5
East Kazakhstan	100,6	94,8	153,5	91,8	95,8	104,0	107,3	92,5	101,6	104,6
Nur-Sultan city	115,5	116,3	76,0	106,3	100,9	99,1	119,5	74,7	99,6	94,2
Almaty city	98,1	99,1	95,5	101,3	110,0	101,1	125,1	105,8	86,2	91,2
Shymkent city	-	63,4	126,7	89,1	94,8	-	97,8	86,7	85,6	97,5

* Excluding small businesses engaged in business activities.

Average monthly nominal wage by occupation*

6.9 Average monthly nominal wages by large groups of occupations

tenge

	Total personnel					Including				
						leaders and civil servants				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	121 021	126 021	142 898	150 827	162 673	284 380	300 174	341 620	300 088	320 854
Akmola	85 412	89 176	104 816	110 776	121 361	174 492	183 060	211 856	201 346	212 099
Aktobe	106 265	106 778	117 446	126 640	137 039	225 225	230 192	251 630	238 216	252 569
Almaty	89 283	90 445	104 903	110 387	115 101	209 154	209 902	240 150	215 980	204 321
Atyrau	221 664	225 121	268 441	264 597	293 572	568 964	591 850	727 131	659 488	799 944
West Kazakhstan	108 223	116 798	136 675	144 175	153 782	340 341	390 119	493 437	385 678	407 625
Jambyl	81 874	85 298	96 044	100 536	109 420	159 783	168 626	187 086	172 097	174 384
Karaganda	107 821	113 905	125 705	134 494	149 916	213 584	225 930	249 803	241 284	259 033
Kostanay	90 602	93 560	107 997	116 640	125 995	181 327	179 011	208 346	192 458	211 339
Kyzylorda	104 485	106 332	118 963	124 107	130 391	254 762	255 798	280 451	254 817	271 777
Mangystau	222 294	234 007	250 787	259 672	275 679	463 771	469 540	512 321	378 026	411 933
Pavlodar	102 310	108 630	122 633	131 709	141 915	215 892	242 076	266 940	239 689	260 563

Continuation

	Total personnel					Including				
						leaders and civil servants				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
North Kazakhstan	81 062	84 324	97 344	104 139	110 686	151 211	157 547	181 372	176 504	185 841
Turkistan	80 713	81 892	97 029	98 417	104 136	163 446	171 404	203 322	183 117	192 917
East Kazakhstan	99 130	103 028	118 736	125 911	140 126	200 561	217 334	257 090	234 441	262 191
Nur-Sultan city	177 809	189 970	212 848	227 003	240 320	446 492	465 573	512 915	434 416	472 369
Almaty city	155 242	161 845	178 678	190 875	200 919	456 320	489 539	523 037	464 373	455 165
Shymkent city	89 269	90 494	101 825	108 933	115 574	179 306	190 415	208 876	195 945	208 011

Continuation

	Including									
	professional specialists					technicians and other professional support staff				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	141 628	145 549	170 255	163 701	172 819	101 668	103 336	115 742	127 353	137 407
Akmola	102 855	103 514	126 615	121 345	128 425	78 104	81 364	93 034	97 323	109 804
Aktobe	116 826	116 798	132 444	129 781	137 216	92 659	88 718	102 136	131 946	138 077
Almaty	103 644	103 703	125 611	121 440	128 054	82 462	82 216	92 339	98 926	102 801
Atyrau	338 417	327 597	409 824	370 757	392 670	197 798	188 183	235 505	232 309	282 301
West Kazakhstan	139 554	146 976	166 599	175 255	179 519	90 291	96 007	110 522	139 933	151 451
Jambyl	92 751	97 106	113 014	111 343	121 106	78 303	82 479	88 395	91 774	101 634
Karaganda	117 020	120 625	136 475	137 033	142 468	86 568	90 468	100 130	113 044	125 608
Kostanay	103 026	107 175	126 877	127 167	136 101	81 403	84 367	102 219	117 893	124 210
Kyzylorda	116 679	118 909	137 896	133 957	142 148	89 824	91 979	103 079	111 122	109 987
Mangystau	196 017	194 491	218 796	221 478	234 226	138 941	143 173	153 648	149 068	188 690
Pavlodar	114 100	118 568	140 246	132 339	140 740	83 884	87 365	100 130	113 532	114 759
North Kazakhstan	98 640	101 488	123 014	121 793	130 425	74 859	77 655	88 197	94 738	98 655
Turkistan	88 011	89 165	113 029	108 184	114 168	74 689	75 423	86 171	82 038	86 586
East Kazakhstan	112 254	115 667	138 101	132 019	145 180	85 568	86 900	98 385	109 208	116 675
Nur-Sultan city	218 318	236 577	273 049	250 410	268 030	134 863	140 368	139 595	153 676	176 072
Almaty city	180 958	189 781	213 965	212 512	220 906	124 196	125 371	139 676	152 951	157 184
Shymkent city	97 978	99 084	114 015	119 533	120 663	85 044	84 810	91 538	102 690	107 703

Continuation

	Including									
	administration employees					service and sales employees				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	91 463	95 311	100 981	130 894	141 121	75 913	80 801	88 237	98 701	112 161
Akmola	67 474	69 754	81 417	93 674	101 714	58 849	56 837	67 985	77 798	86 440
Aktobe	84 282	80 921	87 289	91 662	111 147	68 448	72 793	73 793	87 672	94 521
Almaty	73 708	77 748	86 327	103 039	101 444	67 352	66 303	78 560	85 074	114 942
Atyrau	129 637	143 108	148 349	232 584	238 973	85 351	90 583	99 698	113 473	124 915
West Kazakhstan	68 773	69 378	79 478	94 319	98 160	60 280	63 420	74 809	87 743	101 880
Jambyl	69 724	71 524	79 988	89 551	93 247	57 868	60 884	72 550	73 122	84 833
Karaganda	75 303	80 992	88 636	97 400	104 735	62 392	68 813	73 969	77 701	90 175
Kostanay	67 503	71 343	79 616	85 840	95 733	62 053	61 019	68 538	71 732	80 955
Kyzylorda	79 631	83 032	85 997	98 210	103 516	64 722	65 527	70 010	79 549	87 459
Mangystau	121 163	123 454	129 251	148 776	173 967	102 372	109 424	150 161	127 906	134 149
Pavlodar	70 395	74 722	81 950	93 505	103 420	64 174	68 393	72 674	79 721	97 613
North Kazakhstan	59 892	61 678	70 141	82 774	85 715	65 468	66 776	71 038	76 359	80 360
Turkistan	56 313	58 496	68 186	73 501	82 101	61 661	52 443	51 912	67 806	74 774
East Kazakhstan	71 461	75 572	83 323	98 827	105 288	69 132	70 074	74 788	78 528	88 112
Nur-Sultan city	131 065	155 610	141 606	262 703	229 110	96 994	98 968	109 702	120 299	133 879
Almaty city	121 650	123 710	123 055	161 236	188 741	93 066	104 988	109 210	129 315	145 242
Shymkent city	-	-	-	104 705	108 833	61 183	63 979	80 618	87 539	105 084

Continuation

	Including									
	farmers and workers of agriculture and forestry, fish farming and fisheries					employees of industry, construction, transport and other related occupations				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	68 664	73 049	82 546	92 155	98 260	125 220	132 709	147 105	159 793	180 292
Akmola	71 435	77 709	93 704	106 614	115 236	99 305	105 449	111 746	125 041	144 248
Aktobe	53 594	54 019	65 042	71 918	77 399	120 103	121 195	126 250	138 136	155 797
Almaty	69 319	65 659	72 781	90 079	96 519	95 171	102 847	115 007	125 628	120 146
Atyrau	44 873	48 612	37 175	46 704	45 027	185 744	201 030	230 791	228 749	268 120
West Kazakhstan	50 980	48 343	52 908	62 700	66 515	102 247	110 028	124 744	124 942	144 874
Jambyl	50 539	43 794	50 431	52 654	61 160	92 973	95 388	94 172	102 998	123 049
Karaganda	80 105	74 555	86 825	91 383	95 313	122 759	132 161	148 020	151 072	172 477
Kostanay	68 917	73 401	80 735	78 602	89 707	96 713	98 782	110 034	120 173	133 383
Kyzylorda	51 992	57 697	72 756	66 762	65 516	116 014	119 238	123 926	136 269	145 183
Mangystau	71 666	62 973	88 849	73 333	67 684	282 811	312 338	333 222	340 597	364 582
Pavlodar	51 421	57 064	68 359	74 008	86 162	109 928	112 922	126 471	136 603	155 690
North Kazakhstan	79 602	86 005	95 006	102 429	99 667	100 119	101 209	121 524	124 010	132 735
Turkistan	44 380	45 508	74 815	67 001	73 314	93 801	98 017	110 499	129 228	133 498
East Kazakhstan	58 853	65 917	71 057	81 033	84 837	111 813	117 483	133 372	137 404	155 546
Nur-Sultan city	95 537	102 013	114 111	145 300	125 837	124 755	135 993	157 764	199 015	198 326
Almaty city	81 242	60 171	104 553	115 469	111 621	124 135	119 554	125 130	143 537	166 584
Shymkent city	70 980	63 809	88 199	102 129	84 126	106 812	115 085	115 144	120 011	136 029

Continuation

	Including									
	production equipment operators, assemblers and drivers					unqualified worker				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	138 212	145 200	159 250	168 652	183 158	53 059	54 690	60 620	61 796	67 151
Akmola	86 195	91 861	109 026	116 696	130 092	42 812	46 051	55 691	57 208	62 203
Aktobe	124 429	122 956	132 663	138 484	154 675	51 281	52 027	56 642	58 361	65 103
Almaty	99 240	104 965	111 445	114 540	124 832	50 155	50 561	56 736	57 891	60 425
Atyrau	209 254	223 168	241 078	251 464	277 065	66 301	71 089	81 107	81 621	103 993
West Kazakhstan	97 498	103 400	112 611	120 354	114 424	41 907	42 151	51 625	50 145	52 490
Jambyl	90 848	90 697	111 238	118 556	141 898	43 569	42 530	48 772	50 392	50 978
Karaganda	124 596	135 514	145 110	161 916	194 745	50 799	52 524	55 318	58 972	65 010
Kostanay	99 884	103 560	113 579	122 930	138 852	43 770	44 267	50 038	53 031	58 500
Kyzylorda	125 762	126 428	139 498	143 185	154 254	47 770	49 058	56 252	55 567	57 583
Mangystau	358 965	393 754	440 484	448 672	454 735	95 282	100 546	84 256	85 646	92 125
Pavlodar	118 207	125 889	136 240	149 928	162 863	49 082	50 959	57 892	57 996	62 132
North Kazakhstan	73 336	78 903	83 854	111 801	123 627	42 874	44 167	48 574	49 928	54 183
Turkistan	126 934	131 048	151 945	159 587	146 572	39 501	40 256	44 192	44 589	47 872
East Kazakhstan	104 663	107 298	117 392	134 068	157 029	49 076	49 639	57 138	59 069	64 195
Nur-Sultan city	123 788	132 942	144 431	161 275	173 032	75 891	78 242	98 832	93 249	95 173
Almaty city	113 739	123 284	117 573	136 468	146 325	69 478	73 981	76 651	81 239	86 996
Shymkent city	101 631	96 417	127 684	112 946	127 789	48 470	47 720	54 346	57 668	60 566

Continuation

	Including									
	workers who are not in other groups									
	2018									
Republic of Kazakhstan										105 261
Akmola										66 518
Aktobe										164 853
Almaty										74 335
Atyrau										171 319
West Kazakhstan										-
Jambyl										62 279
Karaganda										119 764

	Including	
	workers who are not in other groups	
	2018	
Kostanay		95 624
Kyzylorda		114 494
Mangystau		104 058
Pavlodar		146 530
North Kazakhstan		48 022
Turkistan		51 832
East Kazakhstan		105 889
Nur-Sultan city		160 112
Almaty city		125 885
Shymkent city		56 632

* Excluding small businesses engaged in business activities.

Average monthly nominal wage of employees by type of ownership*

6.10 Average monthly nominal wage per employee by type of ownership

tenge

	Total					Including by ownership				
						State				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	121 021	126 021	142 898	150 827	162 673	85 793	88 515	103 759	107 329	113 868
Akmola	85 412	89 176	104 816	110 776	121 361	76 256	78 498	94 050	97 655	103 653
Aktobe	106 265	106 778	117 446	126 640	137 039	82 165	84 755	98 513	101 565	105 551
Almaty	89 283	90 445	104 903	110 387	115 101	78 330	80 083	95 161	97 952	104 263
Atyrau	221 664	225 121	268 441	264 597	293 572	79 547	82 156	99 751	100 269	106 007
West Kazakhstan	108 223	116 798	136 675	144 175	153 782	70 813	73 430	87 975	90 469	95 292
Jambyl	81 874	85 298	96 044	100 536	109 420	74 842	77 681	91 043	93 542	100 701
Karaganda	107 821	113 905	125 705	134 494	149 916	81 493	83 728	95 998	100 638	106 010
Kostanay	90 602	93 560	107 997	116 640	125 995	79 456	82 144	97 321	100 858	106 205
Kyzylorda	104 485	106 332	118 963	124 107	130 391	84 692	88 010	106 918	109 282	113 446
Mangystau	222 294	234 007	250 787	259 672	275 679	80 704	81 610	96 003	97 753	108 497
Pavlodar	102 310	108 630	122 633	131 709	141 915	78 514	81 209	95 721	98 497	103 575
North Kazakhstan	81 062	84 324	97 344	104 139	110 686	81 461	81 876	93 195	97 089	102 912
Turkistan	80 713	81 892	97 029	98 417	104 136	71 857	73 415	92 973	93 319	100 825
East Kazakhstan	99 130	103 028	118 736	125 911	140 126	82 445	84 271	98 428	103 422	110 231
Nur-Sultan city	177 809	189 970	212 848	227 003	240 320	156 358	163 940	183 365	194 058	207 955
Almaty city	155 242	161 845	178 678	190 875	200 919	110 634	112 138	127 578	131 390	138 829
Shymkent city	89 269	90 494	101 825	108 933	115 574	84 201	85 227	97 589	102 007	102 508

Continuation

	Including by ownership									
	private					foreign				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	138 748	148 115	163 242	174 592	189 291	232 543	242 727	274 706	283 634	304 316
Akmola	93 943	99 647	112 223	122 786	135 717	112 938	124 164	158 402	154 989	184 066
Aktobe	119 969	120 474	129 906	140 976	156 485	148 104	147 158	149 541	177 406	198 689
Almaty	97 539	98 949	110 889	119 332	120 318	201 429	215 334	230 710	267 189	286 959
Atyrau	236 982	271 622	311 605	312 960	342 186	481 139	377 787	486 922	402 677	440 133
West Kazakhstan	111 905	119 990	124 267	131 641	141 528	508 499	560 726	655 409	687 807	702 441
Jambyl	97 740	103 826	108 516	116 965	126 694	90 114	97 125	101 596	109 958	131 716
Karaganda	117 589	126 085	135 921	147 427	165 071	143 146	161 960	178 402	190 658	223 731
Kostanay	97 909	101 505	115 111	128 280	140 561	130 076	156 246	164 764	169 860	183 646
Kyzylorda	125 293	130 158	134 342	142 415	142 494	163 753	158 276	161 101	186 250	265 216
Mangystau	283 092	312 123	333 122	350 920	369 938	382 828	399 832	424 994	421 664	483 665
Pavlodar	116 696	125 003	135 945	148 122	159 897	127 628	142 573	163 374	184 635	203 017
North Kazakhstan	79 847	87 293	92 783	101 979	108 941	110 525	131 858	182 533	192 487	204 536
Turkistan	104 898	106 519	107 957	111 911	110 655	55 622	43 505	155 915	175 814	207 795

Continuation

	Including by ownership									
	private					foreign				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
East Kazakhstan	112 668	118 669	133 811	145 607	163 254	155 757	165 213	198 153	198 296	243 398
Nur-Sultan city	182 147	194 175	216 286	229 407	246 883	264 923	306 154	343 567	403 647	378 628
Almaty city	154 446	161 486	174 117	189 016	203 461	291 019	312 547	350 374	348 619	343 512
Shymkent city	93 453	94 198	103 437	112 141	124 336	117 567	151 937	154 234	166 895	166 046

* Excluding small businesses engaged in business activities.

Average monthly nominal wages of employees in industry*

6.11 Average monthly nominal wages of employees in industry

tenge

	Industry - total					Including				
						mining and quarrying				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	159 839	174 436	195 295	214 189	234 168	251 686	275 624	312 572	341 775	371 637
Akmola	105 079	114 165	127 747	138 302	160 534	147 661	168 542	184 285	189 528	213 520
Aktobe	133 217	135 227	144 959	165 822	186 442	162 843	160 688	169 989	195 685	218 608
Almaty	125 178	127 859	148 185	158 034	167 970	117 705	103 946	105 228	125 984	136 592
Atyrau	355 678	417 398	465 505	518 497	538 517	483 607	594 588	674 058	729 653	797 416
West Kazakhstan	221 896	269 658	334 685	372 122	395 408	589 007	679 014	896 763	1 003 513	1 050 265
Jambyl	94 860	99 843	108 427	118 537	130 556	122 183	118 957	134 629	145 060	172 314
Karaganda	140 650	152 595	167 283	181 138	210 617	147 694	162 476	180 193	195 299	237 360
Kostanay	116 807	121 519	137 244	152 907	167 946	145 459	147 351	165 931	185 672	204 276
Kyzylorda	183 772	186 672	195 479	210 870	219 192	255 438	252 952	268 367	290 590	303 320
Mangystau	365 321	411 404	449 287	485 418	511 751	467 801	499 856	546 972	598 670	632 097
Pavlodar	127 753	140 318	154 708	172 319	188 906	132 057	146 154	160 211	195 012	217 293
North Kazakhstan	84 931	94 583	98 264	106 160	115 516	97 895	158 561	175 445	200 441	172 242
Turkistan	136 971	148 088	160 111	175 583	184 888	273 224	289 727	304 126	348 748	323 754
East Kazakhstan	130 401	139 642	165 429	178 254	205 905	159 643	171 176	195 265	200 721	247 432
Nur-Sultan city	173 815	175 667	219 236	237 914	250 680	465 414	464 404	1 128 390	781 793	832 545
Almaty city	140 844	148 086	168 891	178 016	188 554	431 142	434 177	527 748	380 647	570 975
Shymkent city	106 712	108 005	115 463	121 733	133 521	162 596	136 646	152 420	151 773	144 028

Continuation

	Including									
	manufacturing industry					electricity, gas, steam and air conditioning				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	127 473	137 385	153 571	166 739	186 041	116 733	124 256	136 732	145 392	156 591
Akmola	99 926	101 166	129 036	143 362	169 720	77 176	85 177	92 518	93 801	105 114
Aktobe	110 837	118 204	130 285	147 511	166 875	102 025	111 361	114 337	126 155	135 313
Almaty	133 274	140 768	167 834	178 908	189 197	119 077	107 621	120 189	126 851	134 809
Atyrau	255 791	251 545	258 630	288 587	275 498	122 531	138 290	142 744	152 802	165 426
West Kazakhstan	99 672	108 125	123 496	134 110	147 296	80 160	87 699	93 324	108 075	113 007
Jambyl	89 553	96 312	103 752	113 729	119 994	89 734	94 242	100 118	110 846	120 861
Karaganda	150 115	160 941	175 001	189 682	217 604	103 086	113 999	130 010	138 726	151 778
Kostanay	84 256	89 275	101 990	113 857	126 680	88 143	94 690	100 949	111 656	118 213
Kyzylorda	113 269	114 169	124 882	131 191	131 035	108 427	114 142	113 607	118 571	110 538
Mangystau	179 244	256 323	284 794	303 974	325 122	177 844	191 653	190 578	192 930	208 006
Pavlodar	128 711	143 979	160 043	176 278	190 875	134 427	141 555	154 364	166 864	184 150
North Kazakhstan	85 306	94 857	97 642	106 697	115 299	86 471	93 490	100 219	102 137	112 269
Turkistan	77 824	72 697	71 291	76 899	86 184	78 160	82 947	89 108	96 895	102 378
East Kazakhstan	127 659	137 014	165 820	183 653	205 913	106 817	113 432	129 222	137 093	143 660
Nur-Sultan city	142 299	149 085	157 169	170 718	197 138	189 179	181 470	214 669	229 796	255 319
Almaty city	138 209	138 330	152 976	157 838	180 805	158 125	170 984	181 054	201 220	212 027
Shymkent city	99 408	107 075	112 707	120 853	135 469	106 038	110 282	125 003	128 945	144 862

Continuation

	Including				
	water supply; sewage system, control over the collection and distribution of waste				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	78 360	85 217	93 856	101 921	112 287
Akmola	60 227	66 757	70 971	80 508	85 347
Aktobe	75 090	71 623	73 990	89 110	101 633
Almaty	61 840	74 336	85 494	90 136	94 058
Atyrau	111 319	118 754	139 875	148 934	171 623
West Kazakhstan	76 049	83 809	90 076	96 115	101 372
Jambyl	74 274	76 306	81 757	91 219	96 976
Karaganda	73 396	84 518	94 313	102 684	106 656
Kostanay	83 035	83 873	91 414	98 383	107 674
Kyzylorda	77 502	77 612	82 825	84 169	91 471
Mangystau	85 097	111 346	116 869	109 918	116 463
Pavlodar	77 582	83 990	89 445	97 316	107 812
North Kazakhstan	79 291	88 700	91 034	106 113	116 348
Turkistan	46 238	52 706	61 505	67 609	70 750
East Kazakhstan	70 268	80 285	90 562	96 614	107 929
Nur-Sultan city	106 046	105 974	123 719	159 454	165 400
Almaty city	90 756	95 698	116 133	136 735	125 035
Shymkent city	61 040	68 241	75 674	80 409	88 887

6.12 Index of nominal wages of employees in industry

as a percentage of the previous year

	Industry - total					Including				
						mining and quarrying				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	115,0	106,5	112,0	109,7	109,3	119,6	108,6	113,4	109,3	108,7
Akmola	106,2	107,3	111,9	108,3	116,1	108,1	113,5	109,3	102,8	112,7
Aktobe	109,0	100,7	107,2	114,4	112,4	109,0	98,7	105,8	115,1	111,7
Almaty	107,6	98,7	115,9	106,6	106,3	131,1	87,2	101,2	119,7	108,4
Atyrau	125,3	114,1	111,5	111,4	103,9	126,4	119,7	113,4	108,2	109,3
West Kazakhstan	116,4	116,9	124,1	111,2	106,3	115,5	115,3	132,1	111,9	104,7
Jambyl	110,4	103,4	108,6	109,3	110,1	112,8	97,8	113,2	107,7	118,8
Karaganda	111,1	106,2	109,6	108,3	116,3	108,5	109,8	110,9	108,4	121,5
Kostanay	112,7	101,4	112,9	111,4	109,8	113,7	101,0	112,6	111,9	110,0
Kyzylorda	109,5	99,1	104,7	107,9	103,9	108,2	98,1	106,1	108,3	104,4
Mangystau	123,8	108,7	109,2	108,0	105,4	129,7	104,4	109,4	109,5	105,6
Pavlodar	111,1	108,3	110,3	111,4	109,6	111,3	109,9	109,6	121,7	111,4
North Kazakhstan	109,9	106,6	103,9	108,0	108,8	107,4	143,9	110,6	114,2	85,9
Turkistan	-	108,1	108,1	109,7	105,3	-	106,0	105,0	114,7	92,8
East Kazakhstan	113,8	105,2	118,5	107,8	115,5	117,7	106,4	114,1	102,8	123,3
Nur-Sultan city	127,0	103,6	124,8	108,5	105,4	137,4	109,0	243,0	69,3	106,5
Almaty city	114,8	104,8	114,0	105,4	105,9	191,4	91,1	121,6	72,1	150,0
Shymkent city	-	101,2	106,9	105,4	109,7	-	84,0	111,5	99,6	94,9

Continuation

	Including									
	manufacturing industry					electricity, gas, steam and air conditioning				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	111,9	105,5	111,8	108,6	111,6	111,9	105,7	110,0	106,3	107,7
Akmola	105,9	103,0	127,5	111,1	118,4	103,5	108,5	108,6	101,4	112,1
Aktobe	110,4	105,3	110,2	113,2	113,1	111,1	107,9	102,7	110,3	107,3
Almaty	101,5	100,7	119,2	106,6	105,8	122,8	91,3	111,7	105,5	106,3
Atyrau	119,8	95,9	102,8	111,6	95,5	108,0	111,1	103,2	107,0	108,3
West Kazakhstan	110,6	107,2	114,2	108,6	109,8	112,6	111,0	106,4	115,8	104,6
Jambyl	106,4	103,9	107,7	109,6	105,5	114,2	103,7	106,2	110,7	109,0
Karaganda	114,0	104,6	108,7	108,4	114,7	111,2	112,2	114,0	106,7	109,4

Continuation

	Including									
	manufacturing industry					electricity, gas, steam and air conditioning				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Kostanay	113,7	102,6	114,2	111,6	111,3	115,0	105,8	106,6	110,6	105,9
Kyzylorda	115,6	100,1	109,4	105,1	99,9	102,8	107,2	99,5	104,4	93,2
Mangystau	121,5	140,8	111,1	106,7	107,0	107,7	106,6	99,4	101,2	107,8
Pavlodar	111,4	110,3	111,2	110,1	108,3	108,5	105,2	109,0	108,1	110,4
North Kazakhstan	107,9	108,0	102,9	109,3	108,1	113,8	104,1	107,2	101,9	109,9
Turkistan	-	93,4	98,1	107,9	112,1	-	106,1	107,4	108,7	105,7
East Kazakhstan	112,6	104,9	121,0	110,8	112,1	114,6	105,9	113,9	106,1	104,8
Nur-Sultan city	118,1	107,5	105,4	108,6	115,5	130,6	95,8	118,3	107,0	111,1
Almaty city	113,7	99,2	110,6	103,2	114,6	113,7	110,8	105,9	111,1	105,4
Shymkent city	-	107,7	105,3	107,2	112,1	-	104,0	113,3	103,2	112,3

Continuation

	Including				
	water supply; sewage system, control over the collection and distribution of waste				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	113,0	107,1	110,1	108,6	110,2
Akmola	106,1	103,7	106,3	113,4	106,0
Aktobe	123,4	96,6	103,3	120,4	114,1
Almaty	110,7	110,1	115,0	105,4	104,4
Atyrau	122,0	114,4	117,8	106,5	115,2
West Kazakhstan	109,6	107,0	107,5	106,7	105,5
Jambyl	115,9	101,5	107,1	111,6	106,3
Karaganda	115,3	112,3	111,6	108,9	103,9
Kostanay	109,7	100,8	109,0	107,6	109,4
Kyzylorda	123,0	96,3	106,7	101,6	108,7
Mangystau	89,7	134,8	105,0	94,1	106,0
Pavlodar	118,7	108,6	106,5	108,8	110,8
North Kazakhstan	111,2	101,0	102,6	116,6	109,6
Turkistan	-	114,0	116,7	109,9	104,6
East Kazakhstan	119,7	115,1	112,8	106,7	111,7
Nur-Sultan city	111,4	102,3	116,7	128,9	103,7
Almaty city	105,6	109,7	121,4	117,7	91,4
Shymkent city	-	111,8	110,9	106,3	110,5

6.13 Index of real wages of employees in industry

as a percentage of the previous year

	Industry - total					Including				
						mining and quarrying				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	107,8	99,9	97,7	102,1	103,1	112,1	101,9	99,0	101,8	102,6
Akmola	99,2	100,8	98,8	100,8	109,3	101,0	106,7	96,6	95,8	106,1
Aktobe	103,6	95,0	93,6	107,4	106,7	103,6	93,1	92,4	108,1	106,0
Almaty	101,2	93,1	101,7	99,9	100,1	123,4	82,2	88,8	112,1	102,1
Atyrau	117,7	106,7	97,6	102,4	98,4	118,8	111,9	99,2	99,5	103,5
West Kazakhstan	110,4	109,9	108,8	104,3	100,2	109,6	108,3	115,7	105,0	98,7
Jambyl	103,1	97,1	95,8	101,8	104,0	105,4	91,8	99,8	100,3	112,2
Karaganda	102,4	99,6	97,1	101,2	110,0	100,0	103,0	98,2	101,3	115,0
Kostanay	106,7	95,2	99,9	103,6	103,8	107,7	94,9	99,7	104,1	104,0
Kyzylorda	102,6	92,6	91,6	100,2	97,7	101,4	91,7	92,8	100,5	98,1
Mangystau	116,8	100,9	92,9	101,3	98,7	122,3	96,9	93,1	102,6	98,9
Pavlodar	103,7	102,1	96,7	102,9	103,4	103,9	103,7	96,2	112,5	105,1
North Kazakhstan	102,1	100,3	92,0	99,7	102,8	99,8	135,4	98,0	105,4	81,2
Turkistan	-	101,3	94,2	101,9	99,8	-	99,3	91,4	106,5	88,0
East Kazakhstan	106,5	98,4	104,0	100,1	109,3	110,1	99,5	100,2	95,5	116,6
Nur-Sultan city	118,1	95,8	104,4	100,1	98,7	127,7	100,9	203,3	63,9	99,7

Continuation

	Industry - total					Including				
						mining and quarrying				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Almaty city	108,1	98,5	98,8	98,4	99,8	180,3	85,7	105,3	67,3	141,4
Shymkent city	-	94,8	93,1	97,9	103,8	-	78,7	97,2	92,5	89,8

Continuation

	Including									
	manufacturing industry					electricity, gas, steam and air conditioning				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	104,9	99,0	97,5	101,1	105,3	104,9	99,1	96,0	99,0	101,6
Akmola	98,9	96,8	112,7	103,4	111,5	96,7	102,0	96,0	94,4	105,5
Aktobe	105,0	99,4	96,3	106,3	107,3	105,6	101,8	98,7	103,6	101,8
Almaty	95,5	95,0	104,6	99,8	99,6	115,5	86,0	98,0	98,8	100,1
Atyrau	112,6	89,7	90,0	102,6	90,4	101,5	103,9	90,3	98,4	102,5
West Kazakhstan	104,9	100,7	100,1	101,9	103,6	106,8	104,3	93,3	108,6	98,6
Jambyl	99,5	97,6	95,0	102,1	99,6	106,7	97,4	93,7	103,1	103,0
Karaganda	105,1	98,2	96,3	101,3	108,5	102,5	105,2	101,0	99,7	103,5
Kostanay	107,6	96,4	101,1	103,8	105,2	108,9	99,3	94,3	102,9	100,1
Kyzylorda	108,3	93,5	95,7	97,5	93,9	96,3	100,2	87,1	96,9	87,6
Mangystau	114,6	130,6	94,6	100,0	100,1	101,6	98,9	84,6	94,9	100,9
Pavlodar	104,0	104,1	97,5	101,8	102,2	101,3	99,2	95,7	99,9	104,1
North Kazakhstan	100,3	101,6	91,2	100,8	102,1	105,8	97,9	94,9	94,0	103,9
Turkistan	-	87,5	85,4	100,2	106,2	-	99,4	93,6	100,9	100,2
East Kazakhstan	105,3	98,1	106,3	102,9	106,1	107,2	99,1	100,0	98,6	99,1
Nur-Sultan city	109,7	99,5	88,2	100,2	108,1	121,3	88,6	99,0	98,8	104,0
Almaty city	107,1	93,2	95,8	96,3	108,0	107,1	104,1	91,8	103,8	99,3
Shymkent city	-	100,9	91,7	99,5	106,0	-	97,5	98,7	95,8	106,3

Continuation

	Including				
	water supply; sewage system, control over the collection and distribution of waste				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	105,9	100,5	96,1	101,1	103,9
Akmola	99,2	97,4	93,9	105,6	99,8
Aktobe	117,3	91,2	90,2	113,1	108,2
Almaty	104,1	103,8	100,9	98,7	98,3
Atyrau	114,7	106,9	103,1	97,9	109,1
West Kazakhstan	103,9	100,6	94,2	100,1	99,5
Jambyl	108,3	95,3	96,1	103,9	100,4
Karaganda	106,3	105,3	84,9	101,8	98,3
Kostanay	103,9	94,7	77,3	100,1	103,4
Kyzylorda	115,3	90,0	115,3	94,4	102,1
Mangystau	84,6	125,0	44,5	88,1	99,2
Pavlodar	110,8	102,4	83,4	100,6	104,5
North Kazakhstan	103,3	95,0	80,1	107,5	103,6
Turkistan	-	106,8	101,7	102,0	99,2
East Kazakhstan	112,0	107,7	118,8	99,1	105,7
Nur-Sultan city	103,5	94,6	76,7	118,9	97,1
Almaty city	99,5	103,1	73,7	109,9	86,2
Shymkent city	-	104,8	96,6	98,7	104,6

* Excluding small businesses engaged in business activities.

Distribution of employees by wages¹⁾²⁾

6.14 Distribution of employees by wages in 2018

	Total	Including accrued wages, tenge			
		up to 20,000	from 20001 to 45000	from 45001 to 75000	from 75001 to 105000
Republic of Kazakhstan	2 352 125	119	259 023	446 347	454 444
Akmola	102 660	15	13 021	23 394	23 029
Aktobe	113 510	0	12 500	24 871	22 511
Almaty	156 266	14	24 921	34 616	34 042
Atyrau	109 132	6	9 846	12 464	14 774
West Kazakhstan	126 120	7	18 071	23 516	27 399
Jambyl	91 009	5	16 262	21 499	20 216
Karaganda	175 400	20	16 251	30 565	33 938
Kostanay	101 755	2	12 099	23 530	23 515
Kyzylorda	84 150	0	7 488	24 405	16 256
Mangystau	95 913	0	9 028	14 371	14 073
South-Kazakhstanskaya	327 049	22	57 865	70 394	72 762
Pavlodar	111 509	3	12 148	20 616	21 737
North Kazakhstanskaya	76 117	0	11 397	17 931	15 756
East-Kazakhstanskaya	162 343	0	14 821	34 411	37 951
Nur-Sultan city	190 011	2	6 750	21 099	23 703
Almaty city	329 181	23	16 555	48 665	52 782

Continuation

	Including accrued wages, tenge			
	from 105001 to 150000	from 150001 to 240,000	from 240001 to 330000	from 330001 and higher
Republic of Kazakhstan	479 984	387 913	139 298	184 997
Akmola	21 681	14 316	3 929	3 275
Aktobe	22 710	20 816	5 950	4 152
Almaty	31 356	20 608	5 552	5 157
Atyrau	18 207	17 644	12 339	23 852
West Kazakhstan	24 141	17 909	5 137	9 940
Jambyl	18 273	10 784	2 344	1 626
Karaganda	40 343	34 303	11 427	8 553
Kostanay	21 338	14 881	3 414	2 976
Kyzylorda	16 308	12 129	4 038	3 526
Mangystau	12 334	15 311	7 405	23 391
South-Kazakhstanskaya	74 270	38 990	7 279	5 467
Pavlodar	25 604	20 429	6 481	4 491
North Kazakhstanskaya	14 988	11 782	2 882	1 381
East-Kazakhstanskaya	36 754	25 976	6 643	5 787
Nur-Sultan city	35 841	47 424	22 830	32 362
Almaty city	65 836	64 611	31 648	49 061

¹⁾ Excluding small businesses engaged in business activities.

²⁾ According to one-time accounting, employees who have worked in full April.

Wages of employees in certain professions and positions¹⁾²⁾

6.15 Average monthly nominal wages for individual professions and positions

tenge

	Head of the organization					Economist				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	259 680	349 166	422 950	458 055	486 899	146 157	157 484	176 317	204 912	248 011
Akmola	159 760	211 622	286 778	297 470	350 928	91 163	95 443	111 324	121 802	144 522
Aktobe	244 070	313 805	382 148	390 647	394 511	115 640	128 332	135 889	141 511	136 492
Almaty	161 972	247 080	252 729	315 186	345 577	122 856	139 913	158 131	125 510	259 113
Atyrau	452 621	544 118	715 742	741 734	764 574	206 914	203 423	248 459	388 994	187 477
West Kazakhstan	245 751	329 052	398 268	388 413	405 285	184 524	153 183	185 384	229 505	190 885

Continuation

	Head of the organization					Economist				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Jambyl	169 494	183 527	227 284	253 097	255 977	79 541	86 978	93 583	105 478	-
Karaganda	199 619	220 211	267 509	305 702	339 224	122 123	112 895	136 191	147 168	177 726
Kostanay	210 303	203 609	255 303	372 067	481 226	87 741	89 077	109 234	119 227	160 549
Kyzylorda	226 271	261 864	301 047	281 950	330 947	117 431	125 789	136 689	139 572	-
Mangystau	274 007	379 204	446 279	467 221	547 855	279 124	189 500	172 709	313 022	172 200
Pavlodar	203 102	294 612	358 524	456 920	464 537	118 239	124 265	143 977	160 318	165 654
North Kazakhstan	158 214	239 040	286 224	310 842	321 604	86 474	93 794	104 275	112 741	133 789
Turkistan	-	-	-	-	192 909	-	-	-	-	-
East Kazakhstan	187 787	214 163	255 337	293 105	339 607	134 203	145 176	155 871	201 793	202 271
Nur-Sultan city	406 942	597 752	671 892	926 057	762 691	168 243	255 777	251 216	269 478	356 920
Almaty city	641 156	782 589	920 327	888 225	959 494	216 708	184 773	220 517	233 125	295 688
Shymkent city	-	-	-	-	374 457	-	-	-	-	140 865

Continuation

	Accountant (medium qualification)					Engineer				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	86 338	92 687	107 482	113 572	120 413	247 577	270 210	256 202	284 055	308 787
Akmola	60 528	63 725	77 218	83 450	96 398	113 170	109 762	128 038	143 344	107 986
Aktobe	68 500	73 135	82 828	92 208	99 441	169 836	160 063	175 126	187 943	269 395
Almaty	79 534	110 266	112 992	112 331	110 432	128 151	117 547	136 689	135 284	138 719
Atyrau	81 641	95 097	116 272	130 011	115 822	468 514	506 045	419 393	488 175	425 137
West Kazakhstan	85 309	125 788	132 900	114 065	123 764	377 417	544 730	422 677	706 167	847 964
Jambyl	62 780	70 133	77 590	77 082	82 113	128 449	95 437	113 605	140 431	110 511
Karaganda	73 571	79 672	84 824	88 766	108 662	148 280	134 910	145 985	158 015	131 785
Kostanay	60 589	60 442	69 618	79 219	83 100	126 386	119 152	124 558	137 971	153 893
Kyzylorda	82 902	83 343	92 869	97 479	102 907	130 679	160 686	181 816	223 980	343 721
Mangystau	96 902	122 688	124 407	130 665	124 653	426 359	516 337	494 689	484 586	582 862
Pavlodar	63 396	76 781	89 282	96 510	105 874	132 047	132 331	147 084	149 137	276 292
North Kazakhstan	58 844	62 758	71 673	79 919	79 569	103 949	104 676	123 484	124 188	113 576
Turkistan	-	-	-	-	84 278	-	-	-	-	63 947
East Kazakhstan	70 072	74 609	123 023	137 531	138 314	147 220	155 364	153 355	154 418	173 124
Nur-Sultan city	116 832	118 615	135 922	150 177	170 441	235 897	297 027	265 240	323 562	279 769
Almaty city	148 297	143 468	156 637	158 060	167 929	265 917	197 235	215 169	234 734	233 879
Shymkent city	-	-	-	-	104 706	-	-	-	-	150 621

Continuation

	Higher education teacher					Teacher (nursery, garden)				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	93 256	105 463	133 538	136 662	165 402	59 177	60 799	75 085	77 713	81 052
Akmola	109 466	94 239	106 491	112 479	125 748	53 580	64 902	77 020	76 463	76 675
Aktobe	86 461	95 108	120 434	120 558	138 198	55 826	60 082	73 628	73 766	77 723
Almaty	78 833	142 872	102 787	98 618	160 219	57 158	64 490	75 534	76 989	82 782
Atyrau	76 526	83 050	107 392	109 718	110 884	59 355	59 929	77 351	83 335	93 223
West Kazakhstan	89 301	89 069	93 298	96 252	82 151	55 162	55 331	62 604	68 952	71 623
Jambyl	72 802	92 400	93 033	100 661	103 886	58 007	57 086	69 588	73 901	75 255
Karaganda	84 562	89 670	104 504	111 278	117 878	56 538	55 710	71 122	78 406	79 167
Kostanay	93 610	89 020	104 909	104 831	114 709	60 350	60 570	74 676	75 567	88 249
Kyzylorda	76 688	86 593	92 226	98 724	93 500	64 351	63 938	79 228	85 503	88 820
Mangystau	95 777	94 916	122 106	115 979	150 605	58 477	53 354	64 844	75 824	75 383
Pavlodar	82 213	94 250	109 356	117 982	124 265	58 377	71 442	76 513	77 686	78 201
North Kazakhstan	91 127	99 497	123 515	149 559	139 530	56 656	62 011	73 516	77 400	78 816
Turkistan	-	-	-	-	159 119	-	-	-	-	77 668
East Kazakhstan	82 878	91 240	103 546	106 594	114 395	58 323	59 867	70 465	75 813	77 249
Nur-Sultan city	127 677	133 346	249 352	257 507	350 855	66 163	76 859	102 034	94 998	104 025
Almaty city	107 698	130 178	150 957	154 949	158 955	71 279	84 057	105 890	101 325	96 758
Shymkent city	-	-	-	-	82 510	-	-	-	-	81 266

Continutation

	Doctor					Nurse				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	133 268	130 456	148 804	159 307	151 240	84 059	83 719	93 865	98 333	96 565
Akmola	129 790	117 938	142 925	148 155	150 638	79 054	76 158	86 690	86 959	91 077
Aktobe	116 303	116 082	129 362	135 495	137 395	79 894	74 618	87 506	90 366	92 536
Almaty	133 028	139 617	162 963	160 769	135 115	86 580	87 448	95 551	100 954	93 971
Atyrau	129 709	131 561	148 646	166 354	173 575	83 617	81 165	89 288	101 278	107 256
West Kazakhstan	144 943	142 330	146 013	166 747	183 544	80 973	80 572	89 284	94 164	101 662
Jambyl	128 316	116 284	134 620	152 330	130 761	85 417	77 918	83 817	86 248	85 441
Karaganda	122 952	121 462	128 833	136 700	134 775	76 068	79 802	86 611	88 566	90 000
Kostanay	144 627	146 629	171 773	179 203	167 829	86 885	89 680	98 733	105 717	108 532
Kyzylorda	119 190	126 263	150 162	171 213	156 130	83 396	82 104	94 889	104 373	98 408
Mangystau	129 582	119 621	136 775	146 938	130 670	81 468	78 406	79 539	89 529	93 105
Pavlodar	128 344	130 362	150 164	159 647	157 159	80 369	84 656	97 244	100 450	97 999
North Kazakhstan	142 233	145 853	173 605	190 333	164 612	77 387	85 473	98 104	99 414	102 430
Turkistan	-	-	-	-	156 908	-	-	-	-	85 149
East Kazakhstan	136 058	136 929	157 661	164 527	157 144	84 002	90 265	100 505	101 755	104 032
Nur-Sultan city	155 087	157 621	175 137	205 101	176 240	96 978	108 959	108 688	117 821	123 526
Almaty city	142 284	138 217	155 690	171 108	166 602	89 529	89 013	100 633	106 069	103 787
Shymkent city	-	-	-	-	122 247	-	-	-	-	80 327

Continutation

	Agronomist					Grazier				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	99 094	109 549	125 082	147 318	159 679	55 820	56 880	66 882	78 946	86 423
Akmola	113 696	119 811	151 097	166 743	177 929	65 883	60 699	82 832	103 849	100 634
Aktobe	86 308	95 475	109 725	119 614	136 000	58 052	69 552	73 143	77 222	87 772
Almaty	81 005	105 590	172 617	208 864	232 083	44 251	33 290	48 868	89 752	93 782
Atyrau	48 700	51 000	-	-	-	31 110	30 203	35 345	41 929	51 432
West Kazakhstan	93 533	80 000	60 500	75 500	91 667	39 900	30 263	32 500	33 761	56 647
Jambyl	38 978	51 550	58 660	67 500	105 000	25 416	27 429	32 020	33 629	41 168
Karaganda	108 330	153 633	179 300	198 233	195 860	71 438	74 727	96 874	130 000	108 550
Kostanay	98 508	95 272	96 658	140 907	148 824	63 447	64 845	70 053	77 568	84 685
Kyzylorda	65 569	77 995	80 935	83 826	121 118	39 300	56 667	-	-	-
Mangystau	-	-	-	-	-	36 200	52 766	26 846	27 085	28 613
Pavlodar	86 092	83 725	103 860	105 170	104 000	44 175	57 540	68 041	77 989	75 837
North Kazakhstan	110 305	131 559	139 762	156 111	164 410	64 451	67 483	77 140	87 647	95 959
Turkistan	-	-	-	-	32 000	-	-	-	-	-
East Kazakhstan	86 019	99 364	100 760	113 256	114 700	41 177	41 937	50 502	52 610	72 991
Nur-Sultan city	-	-	-	-	-	-	92 000	-	-	-
Almaty city	115 000	-	150 000	200 000	181 200	74 867	82 333	-	-	-
Shymkent city	-	-	-	-	-	-	-	-	-	-

Continutation

	Car driver					Loader				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	105 765	112 595	124 193	135 797	135 980	56 608	61 638	72 722	74 298	78 475
Akmola	78 699	99 429	120 204	118 285	128 029	46 958	51 934	63 228	70 153	77 358
Aktobe	96 655	98 294	102 861	107 415	109 046	59 851	58 525	59 126	69 308	72 216
Almaty	79 682	94 784	94 913	97 774	100 726	53 455	61 210	89 671	72 221	66 185
Atyrau	115 376	124 091	141 499	178 555	189 526	83 294	82 901	107 333	117 326	126 482
West Kazakhstan	79 322	86 883	96 235	103 656	108 999	51 222	52 908	61 810	67 806	75 909
Jambyl	71 087	68 989	68 218	69 675	81 127	39 119	43 740	44 326	44 814	55 109
Karaganda	101 828	96 141	109 942	119 441	132 489	55 741	60 778	68 632	73 862	79 078
Kostanay	86 652	86 249	93 824	104 403	122 889	48 458	48 683	51 355	60 328	70 917
Kyzylorda	78 119	74 154	82 248	86 946	87 614	52 434	55 939	64 457	65 654	62 506
Mangystau	264 812	299 847	316 628	350 910	257 727	65 527	90 488	96 850	93 887	93 208
Pavlodar	93 836	99 735	111 475	121 794	137 855	48 556	58 133	66 618	71 878	84 087
North Kazakhstan	80 952	100 075	121 997	142 701	128 937	45 357	49 457	53 777	59 825	64 833
Turkistan	-	-	-	-	103 221	-	-	-	-	50 703

Continuation

	Car driver					Loader				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
East Kazakhstan	93 302	95 498	103 117	109 958	127 213	56 202	62 015	66 488	69 984	79 385
Nur-Sultan city	116 682	127 523	145 841	163 407	156 351	96 439	110 506	102 242	93 250	89 394
Almaty city	105 073	107 983	117 700	130 074	135 540	75 585	80 164	90 290	97 081	97 535
Shymkent city	-	-	-	-	90 388	-	-	-	-	70 560

¹⁾ Excluding small businesses engaged in business activities.²⁾ According to a one-time accounting of workers who have worked in full September.

Wage fund*

6.16 The composition of the wage fund employees

million tenge

	Total wage fund				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	5 247 135,2	5 244 362,2	5 947 938,6	6 351 558,0	6 934 785,1
Akmola	166 773,8	164 194,5	191 000,3	200 399,9	218 310,1
Aktobe	250 504,5	239 804,5	259 597,3	279 908,8	299 128,6
Almaty	232 517,7	231 910,6	267 181,6	288 696,5	310 805,2
Atyrau	463 310,6	455 429,0	569 742,7	601 843,4	718 099,9
West Kazakhstan	179 976,2	187 716,3	220 711,6	237 714,4	250 962,7
Jambyl	159 727,0	160 384,5	178 989,0	192 201,4	213 704,7
Karaganda	449 876,4	445 954,7	482 821,0	517 932,4	576 217,2
Kostanay	212 368,3	203 219,8	232 238,9	247 622,6	267 044,3
Kyzylorda	179 811,5	175 191,0	198 956,4	216 595,0	227 604,1
Mangystau	416 227,0	414 877,8	457 107,2	480 487,1	502 511,8
Pavlodar	244 275,4	247 364,8	281 289,3	301 197,2	323 638,7
North Kazakhstan	124 711,5	120 775,0	137 458,8	145 073,8	152 227,4
Turkistan	183 170,6	187 758,8	227 119,7	231 883,0	266 650,7
East Kazakhstan	361 296,7	356 387,5	401 835,3	427 033,0	476 766,0
Nur-Sultan city	546 786,6	581 180,3	671 001,3	714 780,0	782 050,8
Almaty city	911 081,6	907 977,2	976 711,9	1 052 033,4	1 131 880,5
Shymkent city	164 719,8	164 236,0	194 176,3	216 156,0	217 182,4

Continuation

	Including				
	wages, accrued under tariff rates and official (base) salaries				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	3 720 386,1	3 725 619,5	4 237 631,1	4 627 066,3	5 041 425,9
Akmola	127 158,3	125 724,6	145 033,2	154 127,6	166 583,3
Aktobe	168 445,7	162 986,0	179 443,8	195 623,4	205 376,1
Almaty	185 072,7	185 602,6	213 162,1	233 392,6	252 791,8
Atyrau	344 334,6	320 857,8	414 323,0	452 305,2	557 764,1
West Kazakhstan	134 304,0	144 646,5	163 532,9	174 085,6	186 939,0
Jambyl	120 839,4	121 921,2	135 894,9	147 383,0	162 479,0
Karaganda	307 402,9	303 709,5	328 821,9	354 612,6	390 020,5
Kostanay	150 019,6	143 963,6	168 256,1	179 343,8	196 695,5
Kyzylorda	99 302,0	99 264,1	113 464,4	128 375,0	131 440,7
Mangystau	260 687,4	262 471,3	291 941,9	307 627,2	323 638,0
Pavlodar	166 838,7	168 932,7	194 580,2	207 760,3	224 306,2
North Kazakhstan	93 005,5	90 716,3	101 661,2	108 582,1	114 387,1
Turkistan	131 410,7	136 091,8	166 397,7	172 182,0	201 244,8
East Kazakhstan	245 026,1	240 712,0	273 208,4	295 434,3	335 952,8
Nur-Sultan city	385 085,2	412 185,6	485 589,2	528 476,8	570 332,4
Almaty city	676 527,8	679 406,0	714 827,7	821 885,7	852 044,5
Shymkent city	124 925,4	126 428,0	147 492,4	165 869,2	169 430,0

Continutation

	Including							
	regular bonuses			lump sum payments and bonuses				
	2014	2015	2016	2014	2015	2016	2017	2018
Republic of Kazakhstan	385 110,7	346 551,9	381 176,1	397 297,7	430 259,8	529 305,6	878 002,8	974 597,9
Akmola	7 442,3	6 719,9	6 960,1	7 831,1	8 949,1	12 997,4	20 408,4	23 028,4
Aktobe	16 984,3	14 857,2	16 709,4	21 511,8	19 024,1	21 523,4	38 591,1	42 032,0
Almaty	11 530,0	8 522,8	9 704,5	9 102,5	10 199,5	13 941,3	24 501,7	25 709,7
Atyrau	27 466,2	26 513,1	41 151,3	29 808,4	34 899,8	42 031,0	77 235,8	82 038,0
West Kazakhstan	4 790,6	4 921,2	6 027,6	16 353,3	17 553,1	21 210,6	33 034,7	31 274,2
Jambyl	8 338,7	7 734,4	8 410,2	7 526,4	8 168,4	10 270,5	17 536,1	19 046,7
Karaganda	44 567,7	42 183,1	40 909,3	23 132,9	26 484,5	30 711,9	74 822,5	89 276,7
Kostanay	17 326,0	16 178,7	13 916,8	18 244,5	16 904,1	22 248,9	38 765,9	39 647,8
Kyzylorda	6 632,3	5 976,2	7 113,6	17 511,1	16 558,6	21 142,9	24 777,7	26 827,5
Mangystau	52 265,1	59 925,1	57 859,9	42 000,2	29 149,2	45 129,8	102 333,2	107 624,9
Pavlodar	19 086,2	18 125,7	20 818,8	21 291,0	22 273,3	24 787,0	48 371,3	49 206,1
North Kazakhstan	6 542,2	4 740,7	5 521,7	7 800,1	9 427,7	11 472,6	17 685,5	19 024,7
Turkistan	6 400,5	4 728,8	5 132		12 244,7	16 979,3	19 845,1	21 885,4
East Kazakhstan	25 304,4	24 824,6	21 916,3	27 790,2	28 675,8	39 151,2	61 537,6	63 338,1
Nur-Sultan city	43 521,8	33 285,2	36 060,7	62 725,8	80 291,8	88 336,7	123 564,9	142 190,5
Almaty city	77 841,6	59 358,1	72 251,5	63 018,8	79 708,1	93 490,8	131 723,4	170 906,3
Shymkent city	9 070,9	7 957,1	10 712,3		9 747,9	13 880,4	23 267,9	21 540,8

Continutation

	Including				
	compensation payments related to work schedule and working conditions				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	282 281,7	279 562,1	304 757,9	317 969,8	356 150,0
Akmola	8 078,5	7 728,0	8 670,8	8 643,4	10 266,5
Aktobe	19 941,3	19 254,1	19 036,5	20 029,3	23 385,1
Almaty	5 893,7	7 487,9	7 207,7	6 190,1	6 884,6
Atyrau	34 188,5	40 839,8	37 392,0	29 461,4	36 217,2
West Kazakhstan	9 041,7	4 557,9	10 191,3	12 216,5	12 901,4
Jambyl	7 822,6	8 236,4	8 440,1	9 499,7	12 406,1
Karaganda	29 502,0	26 987,4	32 094,5	36 151,0	38 779,4
Kostanay	7 929,7	7 683,5	8 179,0	8 529,5	8 511,9
Kyzylorda	36 345,8	34 822,2	39 347,9	41 672,6	46 014,3
Mangystau	25 110,4	24 307,2	23 955,6	30 559,6	29 393,5
Pavlodar	13 439,1	14 182,7	15 203,8	17 762,9	20 909,6
North Kazakhstan	5 988,2	5 030,6	6 143,1	6 342,6	6 252,3
Turkistan	13 808,6	13 778,9	14 912,3	14 460,6	16 777,3
East Kazakhstan	23 816,9	22 948,6	24 309,9	27 184,2	31 536,0
Nur-Sultan city	13 101,0	15 009,2	18 993,3	16 277,7	17 447,3
Almaty city	22 381,1	20 578,9	23 987,1	24 716,3	29 585,5
Shymkent city	5 892,5	6 129,0	6 693,0	8 272,4	8 882,0

Continutation

	Including				
	payment for unworked time				
	2014	2015	2016	2017	2018
Republic of Kazakhstan	462 059,0	462 368,8	495 067,9	528 519,1	562 611,3
Akmola	16 263,5	15 072,9	17 338,8	17 220,5	18 431,9
Aktobe	23 621,5	23 683,1	22 884,3	25 665,0	28 335,3
Almaty	20 918,8	20 097,7	23 165,9	24 612,2	25 419,1
Atyrau	27 512,9	32 318,5	34 845,3	42 841,0	42 080,6
West Kazakhstan	15 486,5	16 037,7	19 749,2	18 377,5	19 848,2
Jambyl	15 199,8	14 324,0	15 973,2	17 782,6	19 772,8
Karaganda	45 270,9	46 590,3	50 283,4	52 346,4	58 140,6
Kostanay	18 848,5	18 490,0	19 638,2	20 983,3	22 189,1
Kyzylorda	20 020,4	18 569,9	17 887,6	21 769,7	23 321,6

Continuation

	Including				
	payment for unworked time				
	2014	2015	2016	2017	2018
Mangystau	36 163,8	39 025,0	38 220,0	39 967,1	41 855,3
Pavlodar	23 620,4	23 850,4	25 899,5	27 302,7	29 216,8
North Kazakhstan	11 375,5	10 859,6	12 660,2	12 463,6	12 563,3
Turkistan	20 530,4	20 914,7	23 698,5	25 395,4	26 743,2
East Kazakhstan	39 359,0	39 226,5	43 249,5	42 877,0	45 939,2
Nur-Sultan city	42 352,8	40 408,5	42 021,5	46 460,6	52 080,5
Almaty city	71 312,3	68 926,1	72 154,8	73 708,0	79 344,2
Shymkent city	14 201,9	13 974,0	15 398,0	18 746,5	17 329,6

* Excluding small businesses engaged in business activities.

Average monthly nominal wages for men and women*

6.17 Average monthly nominal wages for men and women

tenge

	Men					Women				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	144 183	151 694	169 352	179 575	195 959	96 545	99 911	116 108	121 793	129 039
Akmola	97 084	102 578	117 354	124 512	138 985	73 431	76 021	92 427	97 007	103 879
Aktobe	124 277	124 914	133 767	146 013	161 445	84 250	85 591	98 597	104 213	109 863
Almaty	100 823	101 839	114 940	123 193	126 355	79 126	80 968	96 767	100 556	106 343
Atyrau	280 088	286 866	341 851	330 620	364 650	136 027	138 922	161 522	166 327	182 390
West Kazakhstan	134 972	148 620	172 559	181 953	198 440	82 398	87 416	102 878	108 478	111 815
Jambyl	93 360	97 032	105 684	111 476	123 673	72 007	75 604	88 418	91 773	97 803
Karaganda	129 967	137 785	148 345	160 016	181 402	82 832	87 703	100 821	106 492	114 634
Kostanay	102 941	105 767	119 064	130 202	142 766	77 672	81 350	96 961	103 053	108 914
Kyzylorda	124 020	127 365	137 558	145 305	154 004	82 656	85 292	101 381	104 025	107 953
Mangystau	286 392	310 145	331 274	342 518	365 808	125 310	127 602	141 653	146 359	153 967
Pavlodar	120 475	128 755	141 987	154 123	167 120	82 769	87 181	101 366	107 029	113 617
North Kazakhstan	89 385	93 229	103 938	113 375	121 820	73 087	76 040	91 201	95 726	100 534
Turkistan	94 986	96 236	109 867	113 191	119 125	69 839	71 468	88 269	88 499	93 588
East Kazakhstan	112 384	116 834	133 370	142 309	160 954	84 282	88 072	102 954	108 129	116 905
Nur-Sultan city	199 601	218 631	238 630	255 100	271 817	154 218	158 339	184 251	196 080	206 658
Almaty city	172 014	181 130	197 368	213 158	227 531	138 641	143 169	160 576	169 694	175 818
Shymkent city	100 871	101 464	110 604	119 814	130 744	76 992	79 463	92 798	97 504	101 293

6.18 Index of nominal wages for men and women

as a percentage of the previous year

	Men					Women				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	111,4	104,1	111,6	106,0	109,1	110,1	104,3	116,2	104,9	105,9
Akmola	108,0	105,3	114,4	106,1	111,6	108,2	103,2	121,6	105,0	107,1
Aktobe	109,0	100,6	107,1	109,2	110,6	111,1	101,8	115,2	105,7	105,4
Almaty	109,5	100,7	112,9	107,2	102,6	109,7	102,5	119,5	103,9	105,8
Atyrau	114,3	100,1	119,2	96,7	110,3	117,7	103,0	116,3	103,0	109,7
West Kazakhstan	110,2	107,8	116,1	105,4	109,1	109,2	105,7	117,7	105,4	103,1
Jambyl	105,4	102,7	108,9	105,5	110,9	108,2	104,6	116,9	103,8	106,6
Karaganda	108,6	104,2	107,7	107,9	113,4	108,7	105,5	115,0	105,6	107,6
Kostanay	108,4	100,8	112,6	109,4	109,6	108,9	103,8	119,2	106,3	105,7
Kyzylorda	106,2	101,4	108,0	105,6	106,0	105,1	103,2	118,9	102,6	103,8
Mangystau	123,2	105,2	106,8	103,4	106,8	113,7	101,5	111,0	103,3	105,2
Pavlodar	110,4	105,2	110,3	108,5	108,4	108,1	104,8	116,3	105,6	106,2
North Kazakhstan	109,4	102,0	111,5	109,1	107,4	107,0	102,9	119,9	105,0	105,0
Turkistan	-	101,3	114,2	103,0	105,2	-	102,3	123,5	100,3	105,8
East Kazakhstan	110,6	102,7	114,2	106,7	113,1	109,0	104,1	116,9	105,0	108,1

Continutation

	Men					Women				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Nur-Sultan city	112,3	110,6	109,1	106,9	106,6	110,0	104,9	116,4	106,4	105,4
Almaty city	109,4	104,7	109,0	108,0	106,7	110,5	104,4	112,2	105,7	103,6
Shymkent city	-	100,6	109,0	108,3	109,1	-	103,2	116,8	105,1	103,9

6.19 Index of real wages for men and women

as a percentage of the previous year

	Men					Women				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	104,4	97,6	97,4	98,7	102,9	103,2	97,8	101,4	97,7	100,0
Akmola	101,2	98,9	99,8	98,8	105,1	101,4	97,0	106,1	97,8	100,8
Aktobe	102,2	94,9	93,5	102,5	104,9	104,1	96,0	100,5	99,2	100,0
Almaty	102,6	94,9	98,5	100,4	96,6	102,8	96,6	104,3	97,3	99,6
Atyrau	107,1	93,6	104,0	88,9	104,4	110,3	96,3	101,5	94,7	103,8
West Kazakhstan	103,3	101,3	101,3	98,9	102,9	102,4	99,3	102,7	98,9	97,2
Jambyl	98,7	96,4	95,0	98,2	104,8	101,4	98,3	102,0	96,6	100,6
Karaganda	101,8	97,8	94,0	100,8	107,3	101,9	99,0	100,3	98,7	101,8
Kostanay	101,6	94,7	98,3	101,8	103,6	102,1	97,4	104,0	98,9	99,9
Kyzylorda	99,5	94,8	94,2	98,1	99,6	98,5	96,5	103,8	95,3	97,5
Mangystau	115,5	97,5	93,2	96,9	100,0	106,5	94,2	96,9	96,8	98,5
Pavlodar	103,4	99,3	96,2	100,3	102,3	101,3	98,9	101,5	97,6	100,1
North Kazakhstan	102,6	96,0	97,3	100,6	101,6	100,3	96,8	104,6	96,9	99,3
Turkistan	-	94,9	99,4	95,6	99,8	-	95,9	107,6	93,1	100,2
East Kazakhstan	103,7	96,1	99,7	99,2	107,0	102,1	97,3	102,0	97,6	102,3
Nur-sultan city	105,2	102,3	95,2	98,6	99,8	103,1	97,0	101,6	98,2	98,7
Almaty city	102,5	98,4	95,1	100,8	100,6	103,6	98,1	97,9	98,7	97,7
Shymkent city	-	94,3	95,0	100,6	103,2	-	96,7	101,7	97,6	98,3

* Excluding small businesses engaged in business activities.

Average monthly nominal wages of employees of large and medium-sized enterprises

6.20 Average monthly nominal wage per employee at large and medium-sized enterprises

tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	134 928	140 060	157 711	167 458	181 720
Akmola	93 541	97 635	110 845	120 231	133 431
Aktobe	117 560	117 686	126 695	138 221	151 532
Almaty	99 198	100 533	114 803	122 570	127 981
Atyrau	256 491	261 602	308 374	300 779	331 347
West Kazakhstan	132 185	139 979	162 177	170 896	183 540
Jambyl	89 746	92 687	101 188	107 544	118 672
Karaganda	118 631	123 940	134 870	144 933	163 392
Kostanay	99 648	101 059	114 168	124 822	136 328
Kyzylorda	113 990	116 027	127 897	134 429	142 852
Mangystau	259 500	269 990	285 471	299 435	317 647
Pavlodar	114 720	120 793	134 520	146 052	157 635
North Kazakhstan	89 994	90 846	103 557	112 348	120 163
Turkistan	93 294	93 290	109 097	112 526	119 308
East Kazakhstan	109 626	112 844	128 956	137 842	155 299
Nur-sultan city	177 325	193 041	219 446	235 232	247 811
Almaty city	158 522	163 796	179 181	193 193	204 156
Shymkent city	92 658	93 697	105 839	113 337	121 668

6.21 Index of nominal and real wages of employees of large and medium-sized enterprises

as a percentage of the previous year

	Nominal wage index					Real wage index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	111,9	103,8	112,6	106,2	108,5	104,9	97,4	98,3	98,9	102,4
Akmola	108,4	104,4	113,5	108,5	111,0	101,3	98,1	100,3	101,0	104,5
Aktobe	109,9	100,1	107,7	109,1	109,6	104,5	94,4	94,0	102,4	104,0
Almaty	109,3	101,3	114,2	106,8	104,4	102,8	95,5	100,2	100,0	98,3
Atyrau	118,3	102,0	117,9	97,5	110,2	111,1	95,3	103,1	89,6	104,3
West Kazakhstan	110,7	105,9	115,9	105,4	107,4	105,0	99,5	101,5	98,9	101,3
Jambyl	107,2	103,3	109,2	106,3	110,3	100,1	97,0	96,3	99,0	104,2
Karaganda	108,4	104,5	108,8	107,5	112,7	99,9	98,0	96,4	100,4	106,7
Kostanay	110,1	101,4	113,0	109,3	109,2	104,2	95,2	100,0	101,7	103,2
Kyzylorda	106,9	101,8	110,2	105,1	106,3	100,2	95,1	96,4	97,6	99,9
Mangystau	121,2	104,0	105,7	104,9	106,1	114,4	96,5	90,0	98,3	99,3
Pavlodar	110,2	105,3	111,4	108,6	107,9	102,9	99,3	97,7	100,3	101,8
North Kazakhstan	109,6	100,9	114,0	108,5	107,0	101,9	95,0	101,0	100,1	101,1
Turkistan	-	100,0	116,9	103,1	106,0	-	93,7	101,9	95,7	100,5
East Kazakhstan	110,7	102,9	114,3	106,9	112,7	103,6	96,3	100,3	99,3	106,6
Nur-sultan city	111,5	108,9	113,7	107,2	105,3	103,6	100,7	95,1	98,9	98,6
Almaty city	110,9	103,3	109,4	107,8	105,7	104,5	97,1	94,8	100,7	99,6
Shymkent city	-	101,1	113,0	107,1	107,4	-	94,8	98,4	99,4	101,6

6.22 Wages Fund, accrued to employees of large and medium-sized enterprises

million tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	4 090 566,4	4 322 986,4	4 818 644,7	5 162 337,0	5 673 822,7
Akmola	111 081,2	117 400,5	129 571,8	139 975,1	155 305,5
Aktobe	192 563,5	194 515,8	201 175,1	224 876,7	240 478,8
Almaty	156 226,2	163 810,8	180 154,2	197 095,8	213 459,0
Atyrau	406 733,9	416 599,4	522 893,5	552 595,7	667 836,7
West Kazakhstan	135 861,4	150 374,0	174 555,3	189 460,3	199 793,8
Jambyl	113 874,6	116 897,2	121 851,9	134 279,1	148 475,8
Karaganda	365 326,5	372 728,6	402 136,6	436 603,1	492 384,4
Kostanay	154 424,7	155 656,3	171 227,7	184 481,8	202 049,4
Kyzylorda	133 285,3	134 929,3	146 733,9	160 081,0	170 626,9
Mangystau	372 366,3	381 900,9	423 095,5	437 924,1	448 942,3
Pavlodar	191 906,2	201 733,2	224 574,9	242 737,2	261 244,0
North Kazakhstan	79 599,5	80 452,2	88 524,0	95 517,9	100 713,7
Turkistan	128 339,0	131 003,3	153 783,0	154 959,8	177 337,8
East Kazakhstan	278 756,7	284 690,6	312 427,7	332 571,0	380 109,8
Nur-sultan city	412 922,3	489 866,6	561 192,1	601 026,8	658 895,2
Almaty city	726 189,6	793 204,1	844 632,1	899 233,6	977 262,4
Shymkent city	131 109,4	137 223,6	160 115,4	178 918,1	178 907,2

Average monthly nominal wages of employees of small enterprises engaged in business activities

6.23 Average monthly nominal wages of employees of small enterprises engaged in business activities

tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	87 722	105 727	112 463	116 753	125 240
Akmola	68 396	71 302	80 221	87 675	97 151
Aktobe	73 767	81 652	76 977	81 147	86 490
Almaty	69 263	85 708	82 239	89 782	90 058
Atyrau	103 460	142 150	156 092	153 069	186 900
West Kazakhstan	74 993	79 961	85 925	93 130	109 057
Jambyl	58 102	60 095	68 877	72 123	70 641

	Continutation				
	2014	2015	2016	2017	2018
Karaganda	65 572	70 843	78 491	83 944	102 165
Kostanay	59 205	65 254	65 426	82 041	83 421
Kyzylorda	75 396	77 709	84 439	106 524	96 951
Mangystau	109 042	144 901	138 933	124 168	134 755
Pavlodar	62 957	73 710	71 666	79 695	83 284
North Kazakhstan	60 619	68 975	82 283	78 520	83 539
Turkistan	45 968	46 129	52 078	55 049	65 280
East Kazakhstan	66 638	71 584	86 051	93 646	113 746
Nur-sultan city	118 390	175 616	143 068	145 338	148 080
Almaty city	130 424	127 652	149 465	155 077	165 018
Shymkent city	57 117	65 469	71 530	84 183	79 842

6.24 Nominal and real wage indices for small enterprises,engaged in business activities

as a percentage of the previous year

	Nominal Wage Index					Real Wage Index				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	108,9	120,5	106,4	103,8	107,3	102,1	113,1	92,8	96,6	101,2
Akmola	119,2	104,2	112,5	109,3	110,8	111,4	98,0	99,4	101,8	104,5
Aktobe	111,5	110,7	94,3	105,4	106,6	106,0	104,4	82,4	99,0	100,6
Almaty	109,9	123,7	96,0	109,2	100,3	103,4	116,6	84,2	102,2	94,6
Atyrau	81,7	137,4	109,8	98,1	122,1	76,8	128,4	96,1	90,2	115,2
West Kazakhstan	111,1	106,6	107,5	108,4	117,1	105,4	100,2	94,2	101,7	110,5
Jambyl	111,9	103,4	114,6	104,7	97,9	104,6	97,1	101,1	97,5	92,4
Karaganda	114,1	108,0	110,8	106,9	121,7	105,2	101,3	98,1	99,9	114,8
Kostanay	107,6	110,2	100,3	125,4	101,7	101,9	103,5	88,8	116,7	95,9
Kyzylorda	114,9	103,1	108,7	126,2	91,0	107,7	96,3	95,1	117,2	85,9
Mangystau	112,1	132,9	95,9	89,4	108,5	105,8	123,3	81,6	83,8	102,4
Pavlodar	103,6	117,1	97,2	111,2	104,5	96,7	110,5	85,3	102,8	98,6
North Kazakhstan	112,5	113,8	119,3	95,4	106,4	104,5	107,0	105,7	88,0	100,4
Turkistan	-	100,4	112,9	105,7	118,6	-	94,1	98,3	98,1	111,9
East Kazakhstan	109,0	107,4	120,2	108,8	121,5	101,9	100,5	105,5	101,1	114,6
Nur-Sultan city	116,0	148,3	81,5	101,6	101,9	107,8	137,2	68,2	93,7	96,1
Almaty city	110,8	97,9	117,1	103,8	106,4	104,3	92,0	101,5	96,9	100,4
Shymkent city	-	114,6	109,3	117,7	94,8	-	107,4	95,2	109,3	89,5

6.25 Wages Fund, accrued to employees of small businesses engaged in entrepreneurial activity

million tenge

	2014	2015	2016	2017	2018
Republic of Kazakhstan	795 324,4	1 372 493,9	1 522 188,9	1 647 701,7	1 898 575,5
Akmola	28 823,8	40 587,1	45 423,6	49 515,0	59 645,7
Aktobe	31 575,2	45 662,9	43 307,3	46 653,7	53 827,4
Almaty	33 971,0	58 358,9	58 271,8	66 567,3	68 006,7
Atyrau	40 842,4	86 704,7	88 162,0	82 455,5	114 566,5
West Kazakhstan	22 160,3	29 119,1	30 032,0	34 646,6	42 761,2
Jambyl	13 759,7	18 871,8	18 409,6	21 548,7	21 135,5
Karaganda	50 666,0	66 801,6	72 326,5	85 248,3	115 787,7
Kostanay	30 115,7	37 876,5	36 789,9	52 136,2	58 518,0
Kyzylorda	14 084,2	20 173,5	21 482,4	31 252,7	30 496,0
Mangystau	34 585,1	64 989,8	58 910,0	56 259,6	68 711,6
Pavlodar	30 965,8	42 152,8	41 388,3	45 891,3	52 087,4
North Kazakhstan	17 896,9	26 089,1	32 491,3	33 509,5	38 782,7
Turkistan	9 913,8	11 981,5	13 941,9	15 303,2	17 417,4
East Kazakhstan	44 155,2	52 877,7	64 878,8	74 348,6	96 425,0
Nur-sultan city	139 762,1	271 702,3	280 640,7	303 273,0	342 945,4
Almaty city	228 100,8	464 781,7	577 524,7	604 567,3	665 400,9
Shymkent city	23 946,3	33 762,8	38 208,0	44 525,3	52 060,3

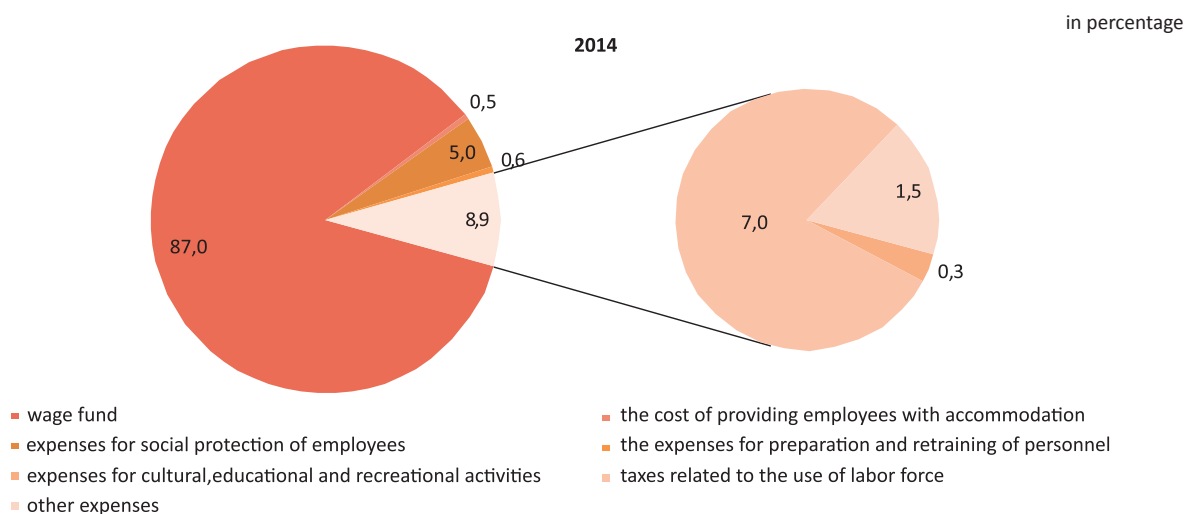
7. The cost of expenses for the maintenance of labor force*

7.1 The structure of the maintenance costs of labor force

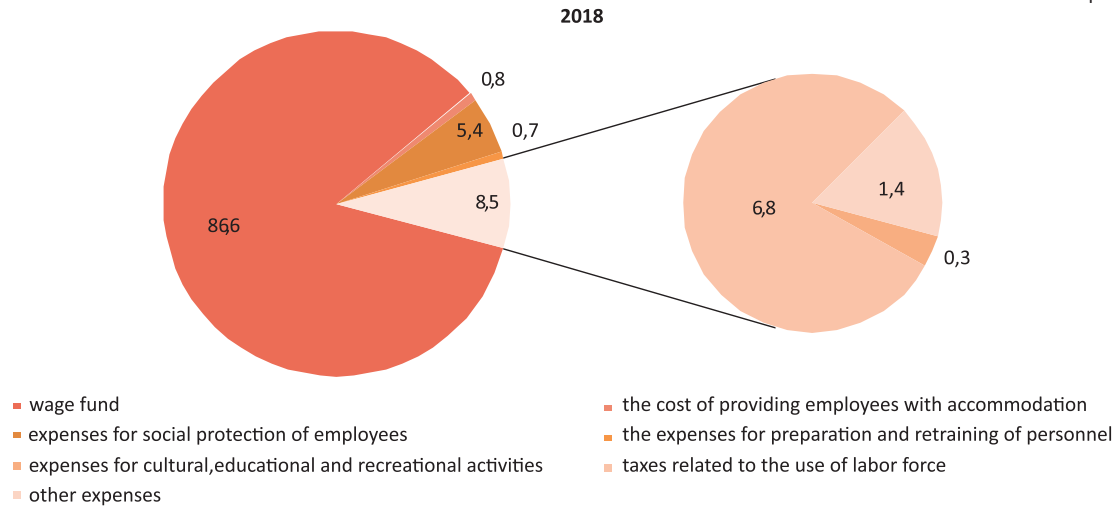
	million tenge				
	2014	2015	2016	2017	2018
The total cost of maintaining the labor force					
- total	6 030 148,7	6 030 148,7	6 807 498,3	7 334 978,4	8 007 097,3
Including:					
Wage fund - total	5 247 135,2	5 247 135,2	5 947 938,6	6 351 558,0	6 934 785,1
including:					
wages in cash	5 246 718,7	5 246 718,7	5 947 301,5	6 349 797,7	6 933 848,5
wages in kind	416,5	416,5	637,1	1 760,2	936,6
The cost of providing employees with accommodation	26 543,7	26 543,7	43 286,0	51 211,5	54 550,1
Expenses for social protection of employees	260 871,7	260 871,7	281 305,3	333 563,4	373 821,2
Organization's expenses for employee training	30 201,8	30 201,8	32 837,8	43 148,3	51 378,5
Expenses for cultural events, as well as recreation and entertainment	16 289,2	16 289,2	14 312,7	15 587,1	23 066,9
Taxes related to the use of labour	368 986,0	368 986,0	400 479,7	445 467,3	470 554,5
Other expenses	80 121,2	80 121,2	87 338,4	94 442,9	98 940,8

	in percentage				
	2014	2015	2016	2017	2018
The total cost of maintaining the labor force					
- total	100,0	100,0	100,0	100,0	100,0
Including:					
Wage fund - total	87,0	86,5	87,4	86,6	86,6
including:					
wages in cash	87,0	86,5	87,4	86,6	86,6
wages in kind	0,0	0,0	0,0	0,0	0,0
The cost of providing employees with accommodation	0,4	0,6	0,6	0,7	0,7
Expenses for social protection of employees	4,3	4,5	4,1	4,5	4,7
Organization's expenses for employee training	0,5	0,4	0,5	0,6	0,6
Expenses for cultural events, as well as recreation and entertainment	0,3	0,2	0,2	0,2	0,3
Taxes related to the use of labour	6,1	6,5	5,9	6,1	5,9
Other expenses	1,3	1,4	1,3	1,3	1,2

The structure of the maintenance costs of labor force



in percentage



7.2 The cost of the maintenance costs of labor by economic activity

million tenge

	The total cost for the maintenance of labor force				
	2014	2015	2016	2017	2018
For all activities	6 030 148,7	6 065 598,7	6 807 498,3	7 334 978,4	8 007 097,3
Agriculture, forestry and fisheries	74 975,8	68 226,8	76 399,8	80 653,5	87 595,0
Industry	1 597 084,5	1 620 743,4	1 730 110,3	1 921 073,0	2 117 176,3
Mining and quarrying	769 492,8	803 053,8	857 411,5	987 040,4	1 069 098,6
Manufacturing industry	598 532,2	582 333,7	617 599,5	666 535,2	756 396,1
Electricity, gas, steam and air conditioning	184 367,2	190 882,0	204 322,6	215 645,3	228 493,1
Water supply; Sewerage system, waste collection and distribution control	44 692,3	44 473,8	50 776,7	51 852,0	63 188,5
Construction	399 429,9	394 343,9	427 366,0	450 293,0	477 255,4
Wholesale and retail trade; repair of cars and motorcycles	324 764,4	289 748,0	293 566,9	342 702,9	397 304,5
Transport and warehousing	491 317,0	470 301,2	527 209,1	610 923,2	697 885,3
Accommodation and food services	48 135,0	48 306,3	57 267,7	64 415,7	76 542,0
Information and communication	167 033,0	169 485,8	179 149,8	172 477,3	191 648,8
Financial and insurance activities	309 012,0	309 104,9	350 034,2	374 211,9	375 037,2
Real estate transactions	40 951,6	37 491,8	43 981,7	48 521,9	39 175,8
Professional, scientific and technical activities	403 059,0	363 110,4	390 378,7	304 191,6	322 806,5
Administrative and support services activities	167 943,6	166 075,3	24 932,9	280 272,5	342 385,8
Public administration and defence; compulsory social security	517 488,6	555 630,9	625 735,0	674 247,4	735 386,0
Education	871 449,2	925 132,7	1 158 843,4	1 223 676,0	1 324 965,0
Health and social services	447 532,5	474 414,6	554 510,1	581 681,1	604 946,5
Arts, entertainment and recreation	89 109,8	76 362,4	91 193,2	99 755,8	109 072,1
Provision of other services	80 714,1	96 909,9	104 690,5	105 881,7	107 915,1
Activities of extraterritorial organizations	148,8	210,4	-	-	-

Continuation

	Including				
	Wage fund – total				
	2014	2015	2016	2017	2018
For all activities	5 247 135,2	5 244 362,2	5 947 938,6	6 351 558,0	6 934 785,1
Agriculture, forestry and fisheries	68 172,8	62 045,7	69 761,3	73 875,7	80 761,8
Industry	1 333 849,7	1 346 756,9	1 459 259,2	1 583 722,5	1 752 352,2
Mining and quarrying	627 377,9	652 726,4	711 886,6	793 687,8	867 257,1
Manufacturing industry	508 791,4	490 797,6	525 650,5	562 979,7	636 351,5
Electricity, gas, steam and air conditioning	157 769,7	164 053,7	176 788,5	181 479,1	192 896,0

Continuation

	Including				
	Wage fund – total				
	2014	2015	2016	2017	2018
Water supply; Sewerage system, waste collection and distribution control	39 910,7	39 179,2	44 933,5	45 576,0	55 847,4
Construction	344 136,1	342 177,7	375 098,8	394 449,3	415 288,7
Wholesale and retail trade; repair of cars and motorcycles	284 804,6	256 242,5	260 649,4	300 889,0	341 096,5
Transport and warehousing	424 396,7	408 835,8	445 921,5	512 062,5	569 626,9
Accommodation and food services	41 848,7	42 452,6	50 559,2	56 973,8	67 892,5
Information and communication	146 874,5	149 875,2	158 211,2	153 099,3	166 110,9
Financial and insurance activities	271 513,7	271 276,5	309 727,6	328 939,6	332 551,3
Real estate transactions	35 916,0	32 985,6	38 168,6	42 394,1	34 769,4
Professional, scientific and technical activities	346 429,9	280 349,3	335 555,9	262 807,8	284 620,9
Administrative and support services activities	149 555,4	146 996,7	174 106,0	250 709,7	309 807,8
Public administration and defence; compulsory social security	467 963,6	496 264,6	553 814,4	594 712,7	643 538,4
Education	784 002,6	832 049,9	1 044 950,0	1 093 076,1	1 196 936,9
Health and social services	398 826,6	424 256,3	499 077,6	521 443,5	545 924,9
Arts, entertainment and recreation	78 148,0	67 774,0	81 192,8	89 286,0	97 427,5
Provision of other services	70 559,8	83 824,6	91 885,0	93 116,4	96 078,4
Activities of extraterritorial organizations	136,6	198,2	-	-	-

Continuation

	Including				
	cash wage				
	2014	2015	2016	2017	2018
For all activities	5 246 718,7	5 243 747,7	5 947 301,5	6 349 797,7	6 933 848,5
Agriculture, forestry and fisheries	67 938,0	61 479,7	69 266,1	73 277,6	80 218,2
Industry	1 333 778,3	1 346 708,8	1 459 148,4	1 582 750,4	1 752 017,3
Mining and quarrying	627 355,7	652 718,5	711 866,5	793 212,9	867 076,8
Manufacturing industry	508 742,2	490 757,4	525 559,8	562 592,7	636 197,0
Electricity, gas, steam and air conditioning	157 769,7	164 053,7	176 788,5	181 471,3	192 896,0
Water supply; Sewerage system, waste collection and distribution control	39 910,7	39 179,2	44 933,5	45 473,5	55 847,4
Construction	344 113,8	342 177,7	375 098,8	394 449,3	415 288,3
Wholesale and retail trade; repair of cars and motorcycles	284 769,3	256 242,5	260 646,1	300 859,0	341 089,0
Transport and warehousing	424 381,9	408 835,8	445 902,7	512 033,6	569 606,8
Accommodation and food services	41 848,7	42 452,6	50 559,2	56 973,8	67 892,5
Information and communication	146 874,5	149 875,2	158 211,2	153 074,0	166 110,9
Financial and insurance activities	271 513,1	271 276,0	309 726,7	328 935,6	332 539,8
Real estate transactions	35 916,0	32 985,6	38 168,6	42 393,6	34 769,4
Professional, scientific and technical activities	346 429,9	280 349,3	335 547,9	262 804,1	284 620,6
Administrative and support services activities	149 518,1	146 996,7	22 229,8	250 709,7	309 807,5
Public administration and defence; compulsory social security	467 963,6	496 264,6	553 814,4	594 696,9	643 538,4
Education	784 002,6	832 049,9	1 044 950,0	1 093 055,7	1 196 929,6
Health and social services	398 826,6	424 256,3	499 077,6	521 433,8	545 924,9
Arts, entertainment and recreation	78 148,0	67 774,0	81 192,8	89 286,0	97 418,8
Provision of other services	70 559,8	83 824,6	91 885,0	93 064,7	96 076,5
Activities of extraterritorial organizations	136,6	198,2	-	-	-

Continuation

	Including				
	wage in kind				
	2014	2015	2016	2017	2018
For all activities	416,5	614,5	637,1	1 760,2	936,6
Agriculture, forestry and fisheries	234,8	566,0	495,2	598,1	543,7
Industry	71,3	48,1	110,8	972,1	334,9
Mining and quarrying	22,2	7,9	20,1	474,9	180,3
Manufacturing industry	49,1	40,2	90,7	387,0	154,6
Electricity, gas, steam and air conditioning	-	-	-	7,7	-
Water supply; Sewerage system, waste collection and distribution control	-	-	-	102,5	-
Construction	22,3	-	-	-	0,4
Wholesale and retail trade; repair of cars and motorcycles	35,4	-	3,3	30,0	7,5
Transport and warehousing	14,8	-	x	28,9	20,1
Accommodation and food services	-	-	-	-	-
Information and communication	-	-	-	25,2	-
Financial and insurance activities	0,5	0,5	0,9	4,0	11,5
Real estate transactions	-	-	-	0,5	-
Professional, scientific and technical activities	-	-	8,0	3,7	0,3
Administrative and support services activities	37,3	-	-	-	0,3
Public administration and defence; compulsory social security	-	-	-	15,8	-
Education	-	-	-	20,5	7,3
Health and social services	-	-	-	9,7	-
Arts, entertainment and recreation	-	-	-	-	8,7
Provision of other services	-	-	-	51,7	2,0
Activities of extraterritorial organizations	-	-	-	-	-

Continuation

	Including				
	the cost of providing housing for employees				
	2014	2015	2016	2017	2018
For all activities	26 543,7	35 567,9	43 286,0	51 211,5	54 550,1
Agriculture, forestry and fisheries	52,1	36,3	25,1	27,5	45,4
Industry	5 793,3	8 573,4	5 834,9	6 742,1	6 631,3
Mining and quarrying	3 999,5	2 813,8	3 802,3	4 429,0	4 811,8
Manufacturing industry	1 530,2	5 220,0	1 739,3	2 065,8	1 529,1
Electricity, gas, steam and air conditioning	236,2	502,3	281,6	238,9	243,8
Water supply; Sewerage system, waste collection and distribution control	27,4	37,3	11,7	8,5	46,6
Construction	2 951,0	1 998,0	1 895,3	3 093,6	2 544,2
Wholesale and retail trade; repair of cars and motorcycles	992,2	788,6	1 012,1	937,2	827,5
Transport and warehousing	1 117,0	851,7	1 008,2	1 750,2	1 272,8
Accommodation and food services	140,8	121,3	220,6	249,5	433,9
Information and communication	554,7	581,3	241,8	146,9	736,2
Financial and insurance activities	579,8	722,1	1 029,2	1 555,3	911,6
Real estate transactions	87,4	715,6	1 465,3	1 001,0	51,1
Professional, scientific and technical activities	3 355,5	2 909,3	2 584,4	2 182,8	3 454,4
Administrative and support services activities	121,3	260,0	680,1	973,9	199,0
Public administration and defence; compulsory social security	8 242,8	14 846,7	22 616,1	27 380,8	31 269,5
Education	1 118,9	1 322,0	2 687,0	2 762,3	4 550,2
Health and social services	469,5	940,2	1 075,4	1 410,4	722,3
Arts, entertainment and recreation	622,0	434,7	412,3	568,6	722,8
Provision of other services	344,8	457,6	498,2	429,4	178,1
Activities of extraterritorial organizations	0,5	9,1	-	-	-

Continuation

	Including				
	social protection costs for employees				
	2014	2015	2016	2017	2018
For all activities	260 871,7	272 260,6	281 305,3	333 563,4	373 821,2
Agriculture, forestry and fisheries	3 219,1	2 881,0	3 089,8	3 475,5	3 272,4
Industry	88 813,8	92 590,5	92 987,5	111 852,7	126 136,6
Mining and quarrying	42 388,2	47 639,6	46 787,4	60 159,4	66 006,5
Manufacturing industry	34 434,8	31 829,5	32 349,7	36 748,4	46 019,3
Electricity, gas, steam and air conditioning	9 975,0	10 693,9	11 089,9	11 818,5	11 475,4
Water supply; Sewerage system, waste collection and distribution control	2 015,9	2 427,5	2 760,5	3 126,4	2 635,3
Construction	15 414,6	14 971,1	13 824,9	14 898,0	15 905,7
Wholesale and retail trade; repair of cars and motorcycles	11 613,8	10 568,2	10 458,9	13 144,3	13 914,8
Transport and warehousing	23 972,7	23 282,7	27 768,1	45 102,9	65 114,0
Accommodation and food services	2 003,4	1 952,7	2 237,2	2 541,9	2 705,0
Information and communication	6 566,8	6 087,0	6 335,7	6 494,9	9 209,3
Financial and insurance activities	10 827,0	11 027,9	11 819,7	14 483,8	13 704,8
Real estate transactions	1 651,8	1 525,5	1 776,7	1 982,5	1 339,5
Professional, scientific and technical activities	12 398,5	19 864,4	10 136,8	7 830,8	8 655,1
Administrative and support services activities	6 200,0	6 654,5	6 581,0	7 546,1	7 794,7
Public administration and defence; compulsory social security	18 752,0	20 936,5	22 832,6	24 712,0	32 095,8
Education	35 387,5	36 778,8	44 774,0	51 025,5	47 603,5
Health and social services	18 025,7	18 277,1	20 088,0	22 390,0	20 803,0
Arts, entertainment and recreation	3 773,2	2 348,8	3 027,3	2 995,0	2 879,4
Provision of other services	2 251,6	2 510,8	3 567,1	3 087,5	2 687,8
Activities of extraterritorial organizations	0,3	3,1	-	-	-

Continuation

	Including				
	expenses of the organization for employee training				
	2014	2015	2016	2017	2018
For all activities	30 201,8	25 755,5	32 837,8	43 148,3	51 378,5
Agriculture, forestry and fisheries	32,2	30,1	27,8	27,1	36,6
Industry	14 571,8	12 385,0	13 224,7	22 566,7	27 558,8
Mining and quarrying	10 051,0	7 779,8	7 533,2	12 265,8	16 777,2
Manufacturing industry	3 473,1	3 688,3	3 379,2	3 360,2	3 748,7
Electricity, gas, steam and air conditioning	984,7	870,0	2 272,0	6 882,3	6 083,0
Water supply; Sewerage system, waste collection and distribution control	63,0	46,9	40,4	58,4	950,0
Construction	1 018,7	971,3	1 145,8	752,8	964,7
Wholesale and retail trade; repair of cars and motorcycles	541,1	274,2	410,6	3 039,0	780,7
Transport and warehousing	3 368,5	2 961,5	8 317,3	5 274,2	6 933,4
Accommodation and food services	76,7	128,6	136,1	164,7	159,4
Information and communication	684,4	655,3	661,3	849,9	1 856,6
Financial and insurance activities	957,6	1 036,3	879,8	1 100,2	1 414,2
Real estate transactions	41,4	28,7	48,1	62,7	550,6
Professional, scientific and technical activities	3 459,8	2 502,2	2 693,3	1 230,4	1 467,8
Administrative and support services activities	238,8	218,5	320,0	322,0	373,9
Public administration and defence; compulsory social security	1 300,9	652,5	900,3	2 677,8	2 983,4
Education	1 342,4	1 689,2	1 148,4	1 740,9	2 334,8
Health and social services	2 109,1	2 081,1	2 799,1	3 194,9	3 721,6
Arts, entertainment and recreation	27,7	15,4	16,7	11,7	34,9
Provision of other services	430,6	125,5	108,3	133,3	207,0
Activities of extraterritorial organizations	-	-	-	-	-

Continuation

	Including				
	expenses for cultural events, as well as recreation and entertainment				
	2014	2015	2016	2017	2018
For all activities	16 289,2	12 695,0	14 312,7	15 587,1	23 066,9
Agriculture, forestry and fisheries	136,4	127,6	339,5	157,8	112,7
Industry	7 989,4	6 622,0	7 262,7	7 629,1	11 435,2
Mining and quarrying	4 771,9	3 999,0	4 020,0	4 026,4	6 081,6
Manufacturing industry	2 619,8	2 141,0	2 817,4	2 910,2	4 119,3
Electricity, gas, steam and air conditioning	568,0	467,4	410,4	677,1	1 219,0
Water supply; Sewerage system, waste collection and distribution control	29,6	14,6	14,9	15,4	15,2
Construction	1 454,3	550,8	435,7	446,8	323,6
Wholesale and retail trade; repair of cars and motorcycles	645,9	713,9	680,0	842,0	2 086,6
Transport and warehousing	1 511,8	913,3	814,8	1 392,7	2 956,0
Accommodation and food services	42,7	35,4	35,6	85,4	83,9
Information and communication	566,3	519,9	590,2	757,4	1 028,4
Financial and insurance activities	815,5	562,1	1 244,3	565,4	757,6
Real estate transactions	561,7	37,0	56,0	236,3	201,8
Professional, scientific and technical activities	845,7	534,7	659,7	608,5	888,9
Administrative and support services activities	86,2	59,9	27,6	97,9	72,5
Public administration and defence; compulsory social security	143,1	156,9	220,3	247,2	180,3
Education	549,9	858,7	1 021,1	1 200,0	1 041,4
Health and social services	263,9	189,1	126,1	103,5	81,8
Arts, entertainment and recreation	328,1	410,5	484,9	811,6	948,2
Provision of other services	348,3	403,1	314,0	405,4	868,0
Activities of extraterritorial organizations	-	-	-	-	-

Continuation

	Including				
	taxes related to the use of labor force				
	2014	2015	2016	2017	2018
For all activities	368 986,0	391 642,1	400 479,7	445 467,3	470 554,5
Agriculture, forestry and fisheries	3 166,5	2 912,4	2 940,5	2 911,7	3 173,0
Industry	103 663,2	112 772,5	108 365,2	138 365,0	134 814,9
Mining and quarrying	55 967,7	65 620,1	58 675,4	86 227,0	77 878,4
Manufacturing industry	34 782,9	34 808,3	36 404,0	38 318,1	42 200,1
Electricity, gas, steam and air conditioning	10 496,3	9 987,2	10 596,2	11 032,1	11 581,0
Water supply; Sewerage system, waste collection and distribution control	2 416,3	2 356,8	2 689,6	2 787,8	3 155,2
Construction	29 075,6	26 103,5	26 640,9	32 416,7	37 358,7
Wholesale and retail trade; repair of cars and motorcycles	23 655,8	18 832,1	18 532,2	21 450,4	37 271,1
Transport and warehousing	29 234,6	26 590,6	31 438,4	33 348,6	37 074,8
Accommodation and food services	3 464,2	2 847,8	3 414,8	3 775,6	4 608,8
Information and communication	10 579,3	10 556,7	10 869,4	9 844,6	11 444,5
Financial and insurance activities	21 626,3	22 353,1	23 735,7	25 024,0	23 639,7
Real estate transactions	2 567,1	2 056,6	2 340,7	2 803,3	2 216,4
Professional, scientific and technical activities	31 045,9	49 968,3	33 469,8	21 772,8	21 346,4
Administrative and support services activities	10 717,5	10 946,3	14 664,5	20 015,4	23 545,0
Public administration and defence; compulsory social security	16 440,6	17 971,3	21 615,6	20 352,7	20 706,2
Education	45 881,6	49 427,6	59 960,1	69 382,3	67 946,1
Health and social services	25 952,1	26 288,8	29 412,9	30 903,3	31 442,7
Arts, entertainment and recreation	5 727,6	4 850,2	5 579,0	5 366,0	6 528,5
Provision of other services	6 177,6	7 164,4	7 499,9	7 734,9	7 437,6
Activities of extraterritorial organizations	10,6	-	-	-	-

Continuation

	Including				
	other expenses				
	2014	2015	2016	2017	2018
For all activities	80 121,2	83 315,4	87 338,4	94 442,9	98 940,8
Agriculture, forestry and fisheries	196,8	193,7	215,8	178,2	193,0
Industry	42 403,5	41 043,2	43 176,1	50 194,7	58 247,5
Mining and quarrying	24 936,6	22 475,1	24 706,5	26 245,1	30 286,1
Manufacturing industry	12 900,1	13 849,1	15 259,4	20 152,8	22 427,9
Electricity, gas, steam and air conditioning	4 337,4	4 307,5	2 884,2	3 517,3	4 994,9
Water supply; Sewerage system, waste collection and distribution control	229,4	411,5	326,0	279,5	538,7
Construction	5 379,6	7 571,5	8 324,5	4 235,9	4 869,7
Wholesale and retail trade; repair of cars and motorcycles	2 511,0	2 328,5	1 823,7	2 401,0	1 327,3
Transport and warehousing	7 715,6	6 865,7	11 940,8	11 992,1	14 907,4
Accommodation and food services	558,5	767,9	664,1	624,7	658,5
Information and communication	1 207,0	1 210,3	2 240,2	1 284,2	1 262,9
Financial and insurance activities	2 692,0	2 126,9	1 597,9	2 543,5	2 057,9
Real estate transactions	126,3	142,7	126,3	42,1	47,0
Professional, scientific and technical activities	5 523,7	6 982,1	5 278,7	7 758,5	2 373,0
Administrative and support services activities	1 024,3	939,4	682,7	607,5	592,9
Public administration and defence; compulsory social security	4 645,6	4 802,5	3 735,6	4 164,2	4 612,4
Education	3 166,3	3 006,5	4 302,8	4 489,0	4 552,2
Health and social services	1 885,6	2 381,9	1 931,0	2 235,5	2 250,3
Arts, entertainment and recreation	483,2	528,8	480,2	716,9	530,8
Provision of other services	601,3	2 423,7	818,0	975,0	458,2
Activities of extraterritorial organizations	0,7	-	-	-	-

7.3 Cost of expenses on the maintenance of the workforce by region

million tenge

	total cost for the maintenance of labor					Including				
						Wage fund – total				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	6 030 148,7	6 065 598,7	6 807 498,3	7 334 978,4	8 007 097,3	5 247 135,2	5 244 362,2	5 947 938,6	6 351 558,0	6 934 785,1
Akmola	189 191,7	187 605,9	216 213,1	230 558,2	245 219,3	166 773,8	164 194,5	191 000,3	200 399,9	218 310,1
Aktobe	295 463,6	280 077,7	301 868,8	333 024,5	363 391,6	250 504,5	239 804,5	259 597,3	279 908,8	299 128,6
Almaty	263 153,8	261 723,0	305 435,8	325 755,0	349 584,3	232 517,7	231 910,6	267 181,6	288 696,5	310 805,2
Atyrau	545 496,4	541 070,6	661 388,3	714 677,8	839 514,4	463 310,6	455 429,0	569 742,7	601 843,4	718 099,9
West Kazakhstan	211 873,8	219 756,9	263 637,8	287 149,6	285 515,9	179 976,2	187 716,3	220 711,6	237 714,4	250 962,7
Jambyl	178 953,1	179 747,9	200 028,7	215 829,9	239 924,6	159 727,0	160 384,5	178 989,0	192 201,4	213 704,7
Karaganda	517 369,8	512 287,1	553 149,1	598 483,1	679 471,6	449 876,4	445 954,7	482 821,0	517 932,4	576 217,2
Kostanay	239 964,4	229 018,4	262 572,8	281 039,3	305 993,8	212 368,3	203 219,8	232 238,9	247 622,6	267 044,3
Kyzylorda	203 182,7	197 506,8	222 364,0	241 361,1	253 003,5	179 811,5	175 191,0	198 956,4	216 595,0	227 604,1
Mangystau	491 468,9	492 797,3	533 718,9	576 969,0	618 002,4	416 227,0	414 877,8	457 107,2	480 487,1	502 511,8
Pavlodar	282 025,2	285 745,2	325 777,6	348 521,8	376 178,9	244 275,4	247 364,8	281 289,3	301 197,2	323 638,7
North Kazakhstan	140 405,5	135 531,6	154 595,0	163 497,7	175 063,0	124 711,5	120 775,0	137 458,8	145 073,8	152 227,4
Turkistan	205 998,7	210 503,1	251 459,2	265 730,8	295 709,0	183 170,6	187 758,8	227 119,7	231 883,0	266 650,7
East Kazakhstan	410 457,3	406 862,4	457 872,3	496 245,6	545 799,8	361 296,7	356 387,5	401 835,3	427 033,0	476 766,0
Nur-Sultan city	627 522,2	663 141,4	772 421,0	820 527,7	911 639,4	546 786,6	581 180,3	671 001,3	714 780,0	782 050,8
Almaty city	1 043 089,5	1 076 560,1	1 106 458,6	1 193 286,1	1 268 570,8	911 081,6	907 977,2	976 711,9	1 052 033,4	1 131 880,5
Shymkent city	184 532,1	185 663,3	218 537,3	242 321,2	254 514,9	164 719,8	164 236,0	194 176,3	216 156,0	217 182,4

Continuation

	Including									
	cash wage					wage in kind				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	5 246 718,7	5 243 747,7	5 947 301,5	6 349 797,7	6 933 848,5	416,5	614,5	637,1	1 760,2	936,6
Akmola	166 722,9	164 113,4	190 903,3	200 205,0	218 149,0	50,8	81,1	97,0	194,9	161,2
Aktobe	250 504,5	239 804,5	259 597,3	279 908,8	299 128,6	-	-	-	-	-
Almaty	232 487,1	231 906,8	267 181,3	288 384,8	310 781,6	30,6	3,8	x	311,7	23,6
Atyrau	463 305,6	455 429,0	569 742,7	601 843,4	718 099,9	5,1	-	-	-	-
West Kazakhstan	179 958,4	187 711,2	220 697,2	237 696,7	250 957,0	17,7	5,1	14,4	17,6	5,8
Jambyl	159 698,5	160 384,5	178 985,7	191 675,6	213 697,8	28,5	-	x	525,7	7,0
Karaganda	449 839,7	445 938,6	482 776,7	517 863,7	576 159,2	36,7	16,1	44,3	68,8	58,0
Kostanay	212 249,3	203 091,9	232 090,0	247 183,7	266 583,5	119,0	127,9	149,0	438,9	460,8
Kyzylorda	179 773,6	175 190,3	198 944,0	216 587,2	227 604,1	37,9	x	12,4	7,8	-
Mangystau	416 227,0	414 877,8	457 107,2	480 487,1	502 511,8	-	-	-	-	-
Pavlodar	244 272,0	247 355,7	281 265,0	301 139,9	323 629,0	3,5	9,1	24,3	57,3	9,7
North Kazakhstan	124 687,6	120 494,2	137 247,8	145 051,2	152 203,0	24,0	280,8	211,0	22,6	24,4
Turkistan	183 170,6	187 758,8	227 119,7	231 883,0	266 650,7	-	-	-	-	-
East Kazakhstan	361 233,9	356 297,5	401 756,5	426 918,4	476 609,2	62,8	90,0	78,7	114,6	156,8
Nur-Sultan city	546 786,6	581 180,3	670 998,9	714 779,8	782 021,4	-	-	2,4	0,2	29,4
Almaty city	911 081,6	907 977,2	976 711,9	1 052 033,4	1 131 880,5	-	-	-	-	-
Shymkent city	164 719,8	164 236,0	194 176,3	216 156,0	217 182,4	-	-	-	-	-

Continuation

	Including									
	the cost of providing housing for workers					social protection costs for employees				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	26 543,7	35 567,9	43 286,0	51 211,5	54 550,1	260 871,7	272 260,6	281 305,3	333 563,4	373 821,2
Akmola	311,5	383,2	590,2	706,5	1 167,2	8 134,6	8 795,7	10 321,7	14 065,7	10 389,8
Aktobe	384,4	719,6	1 042,3	651,2	1 684,9	14 089,1	13 291,0	15 331,4	22 993,8	26 682,4
Almaty	1 509,5	844,8	1 605,5	1 255,1	2 984,5	11 619,4	11 023,7	12 668,4	13 516,9	13 230,6
Atyrau	3 877,6	3 569,4	3 598,9	3 843,2	4 212,7	19 201,4	17 327,7	22 880,9	23 368,4	25 913,0
West Kazakhstan	1 829,8	982,6	2 176,2	3 145,1	3 002,4	11 153,9	11 155,1	11 971,1	13 549,2	12 190,7
Jambyl	181,5	807,1	305,2	1 276,6	484,2	7 377,5	7 841,4	8 267,0	9 291,6	11 131,8
Karaganda	638,9	1 093,8	2 309,9	3 484,5	3 005,4	30 246,1	29 811,0	28 591,2	31 111,5	46 279,4
Kostanay	327,5	694,0	895,3	398,5	432,3	11 540,9	11 069,2	12 710,0	14 260,3	14 880,9
Kyzylorda	295,6	331,8	457,5	412,7	545,0	9 612,3	9 413,3	9 469,5	9 042,5	9 886,4
Mangystau	3 114,8	2 985,9	3 025,5	3 584,9	3 149,8	21 111,5	22 830,3	21 265,2	42 066,9	48 975,8
Pavlodar	456,0	503,5	782,8	778,7	844,3	16 047,3	16 662,7	19 297,2	21 252,1	22 395,6
North Kazakhstan	524,0	521,7	737,5	1 498,7	934,6	6 524,8	6 251,2	7 133,7	7 796,4	11 548,8
Turkistan	244,9	509,4	390,0	587,1	1 302,4	9 263,3	8 614,7	9 438,6	10 551,3	10 267,5
East Kazakhstan	1 573,0	2 521,7	3 592,9	4 091,0	6 939,8	19 223,0	19 139,2	19 707,1	21 799,1	22 394,0
Nur-Sultan city	6 039,7	7 983,8	14 371,5	17 220,4	15 406,1	25 156,6	25 254,4	28 199,0	29 078,6	40 834,3
Almaty city	4 673,8	10 675,7	6 460,5	7 907,2	8 166,9	33 206,3	45 385,0	34 718,1	39 388,5	36 552,1
Shymkent city	561,3	440,0	944,2	370,1	287,6	7 363,7	8 395,0	9 335,3	10 430,5	10 268,3

Continuation

	Including									
	expenses of the organization for employee training					expenses for cultural events, as well as recreation and entertainment				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	30 201,8	25 755,5	32 837,8	43 148,3	51 378,5	16 289,2	12 695,0	14 312,7	15 587,1	23 066,9
Akmola	551,5	986,9	1 069,6	648,6	587,6	274,9	249,0	269,2	383,5	461,2
Aktobe	2 884,5	1 845,0	2 243,7	2 516,6	5 551,0	843,3	726,1	800,4	752,0	1 967,7
Almaty	533,5	580,5	573,0	993,0	633,1	418,5	313,6	655,1	548,7	311,4
Atyrau	4 157,9	4 601,0	3 284,3	8 340,6	8 045,0	1 795,0	1 338,5	842,6	1 421,4	2 054,5
West Kazakhstan	961,4	785,6	930,6	1 930,3	1 747,1	186,8	145,1	162,5	188,8	165,6

Continuation

	Including									
	expenses of the organization for employee training					expenses for cultural events, as well as recreation and entertainment				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Jambyl	766,4	491,8	518,6	690,3	579,1	242,5	196,0	264,1	355,7	331,4
Karaganda	1 900,6	1 468,4	2 319,2	2 510,9	3 906,2	1 329,3	1 409,5	1 764,8	2 185,0	2 910,6
Kostanay	792,9	815,7	672,4	719,0	1 042,0	642,7	503,6	373,7	447,0	1 336,5
Kyzylorda	1 639,3	1 254,0	1 118,9	1 530,8	1 696,7	497,7	477,2	581,1	1 029,3	581,0
Mangystau	4 732,6	2 542,9	8 323,6	3 166,2	3 417,3	2 897,0	2 412,1	2 393,1	1 240,1	2 901,7
Pavlodar	994,5	1 518,8	1 400,2	1 222,1	1 297,9	1 459,5	894,9	1 077,0	1 203,8	1 240,9
North Kazakhstan	475,0	355,8	607,3	515,6	1 055,6	142,2	123,5	101,9	114,2	116,1
Turkistan	1 002,9	771,7	808,2	845,4	1 422,6	160,0	178,8	293,4	161,5	110,5
East Kazakhstan	1 866,1	1 316,5	1 156,7	8 271,1	2 100,5	626,1	421,7	678,7	1 099,1	1 322,7
Nur-Sultan city	3 130,8	2 974,6	4 567,2	4 436,1	12 923,7	1 769,1	1 023,5	1 636,1	1 618,8	2 312,4
Almaty city	3 431,6	2 796,6	2 591,8	4 107,8	4 265,7	1 840,3	1 866,0	1 907,0	2 388,7	3 520,9
Shymkent city	380,3	649,8	652,6	703,9	1 107,5	1 164,4	415,9	512,0	449,3	1 421,8

Continuation

	Including									
	taxes related to the use of labor force					other expenses				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Republic of Kazakhstan	368 986,0	391 642,1	400 479,7	445 467,3	470 554,5	80 121,2	83 315,4	87 338,4	94 442,9	98 940,8
Akmola	10 066,5	11 122,9	10 951,2	11 575,8	12 090,4	3 078,9	1 873,7	2 010,8	2 778,2	2 213,0
Aktobe	15 173,5	14 250,0	14 791,9	15 535,0	16 779,2	11 584,3	9 441,4	8061,9	10 667,1	11 597,8
Almaty	13 458,2	13 617,4	16 276,9	16 658,7	17 793,9	3 097,1	3 432,3	6475,4	4 086,0	3 825,7
Atyrau	45 192,7	48 958,9	54 568,8	68 625,8	73 569,7	7 961,0	9 846,2	6 470,2	7 235,0	7 619,5
West Kazakhstan	14 873,3	15 809,1	19 398,6	24 903,4	11 870,9	2 892,5	3 163,2	8 287,2	5 718,5	5 576,4
Jambyl	8 957,7	8 706,9	9 693,0	10 361,3	11 722,0	1 700,6	1 320,3	1 991,9	1 652,9	1 971,3
Karaganda	27 817,4	27 417,7	28 264,2	31 364,1	35 270,2	5 561,2	5 132,1	7 078,9	9 894,7	11 882,8
Kostanay	11 872,2	11 247,6	12 969,1	14 021,0	14 593,8	2 420,0	1 468,6	2 713,4	3 570,9	6 664,1
Kyzylorda	8 759,8	8 566,6	9 845,3	9 812,0	10 219,4	2 566,4	2 272,9	1 935,4	2 938,7	2 470,9
Mangystau	34 921,3	35 079,0	32 647,6	38 278,8	46 324,5	8 464,7	12 069,4	8 956,6	8 144,9	10 721,5
Pavlodar	14 744,5	14 458,4	17 388,9	17 830,3	19 040,8	4 048,1	4 342,0	4 542,2	5 037,6	7 720,5
North Kazakhstan	6 753,9	6 514,9	7 492,9	7 540,2	7 924,2	1 274,2	989,4	1 062,8	958,9	1 256,3
Turkistan	10 343,4	10 086,1	11 397,0	19 352,4	13 462,0	1 813,6	2 583,7	2 012,3	2 350,1	2 493,4
East Kazakhstan	19 393,8	20 073,4	22 139,5	23 364,5	24 938,5	6 478,5	7 002,5	8 762,1	10 587,8	11 338,3
Nur-Sultan city	39 101,4	39 619,9	46 151,5	48 224,9	54 435,6	5 538,0	5 105,0	6 494,3	5 168,9	3 676,5
Almaty city	78 968,9	96 195,4	75 636,3	75 078,3	77 786,7	9 886,9	11 664,2	8 432,9	12 382,3	6 398,0
Shymkent city	8 587,6	9 918,1	10 866,8	12 941,0	22 732,7	1 755,0	1 608,5	2 050,1	1 270,5	1 514,7

* Excluding small businesses engaged in business activities.

Methodological notes

When publishing data on wages, concepts and definitions based on standards and recommendations of the International Labor Organization (ILO) are used.

Wages - remuneration for work, depending on the qualifications of the employee, complexity, quantity, quality and conditions of work, as well as compensation payments and incentive.

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

The nominal wage index is a relative indicator characterizing the change in wages in the reporting period compared to the base period.

The real wage index is a relative indicator characterizing the change in nominal wages, taking into account price changes in the reporting period as compared with the base period.

It 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 minimum wage is a guaranteed minimum of cash payments to an employee of simple unqualified (least complex) labor while fulfilling the labor standards (labor duties).

The wage fund of employees (wages) - total monetary funds accrued by organizations, as well as in-kind funds transferred to the monetary unit for employees' salaries (salaries (tariff rates), bonuses, bonuses, bonuses and other incentive and compensating payments), including taxes and other withholdings (income tax, mandatory pension contributions)), regardless of the source of their funding and the timing of their actual payments.

The list number of employees is the number of persons accepted under an employment contract, regardless of the term of its conclusion.

The cost of expenses for the maintenance of labor force is the sum of all costs (expenses) of employers (organizations) associated with the maintenance and use of labor, regardless of the source of their financing.

The classification of types of economic activity is given in accordance with the General Classification of Economic Activities (CCEA), authentic to the European Classification of Economic Activities (NACE); classes - according to the State Classifier of Occupations. Grouping of classes is comparable to the International Standard Classification of Occupations (ISCO - ISKO-88).

Responsible for release:

Ministry of National Economy Republic of Kazakhstan Committee on Statistics

Management of labor and living standards

Tel. +7 7172 749554, 749781

Head of department

Belonosova N.E.

Tel. +7 7172 749022

Printing house of the OO ON «ar-Rahim»

Address: Nur-Sultan city, «Pobeda» Avenue, 35

tel. +7 7172 577896