

Key labor indicators in the Republic of Kazakhstan

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[1. Key points](#)

According to the results of 2023, the average salary in the Republic of Kazakhstan amounted to 364295 tenge, which is 17.6% more than in 2022, in real terms, wages increased by 2,7%.

From January 1, 2024, the minimum wage is set at 85 000 tenge.

The median salary in the Republic of Kazakhstan for 2023 amounted to 251356 tenge. In nominal terms, it grew by 23.1% by 2022, in real terms it increased by 7.5%.

The modal salary in the Republic of Kazakhstan for 2023 amounted to 81377 tenge. In nominal terms, it grew by 18.7% by 2022, in real terms it increased by 3.7%.

[2. Wage dynamics](#)

Over the past five years, average wages have increased by 1.9 times, while women's earnings have grown at a faster pace than men's.

Table 1

Wages in the Republic of Kazakhstan

	2019	2020	2021	2022	2023	Nominal wage index 2023 by 2019, in %	Real wage index 2023 by 2019, in %
Total	186815	213003	250311	309697	364295	195.0	128.4
men	222514	243524	281239	355072	418788	188.2	124.0
women	150779	182679	220160	265643	311217	206.4	135.9

For reference: The source of data on the average monthly salary is a survey on the statistical form 1-T "Labor Report" with a periodicity of a quarter and a year. Annual data is generated taking into account quarterly reports.

Table 2

Median salary

	2021	2022	2023
Republic of Kazakhstan	165816	204149	251356

For reference: The data source since 2018 is a one-time survey of enterprises, which is carried out according to the statistical form 2-T (wages) "Report on the structure and distribution of wages of wages" with a frequency of once a year. All employees who have worked fully for the month of April are subject to examination.

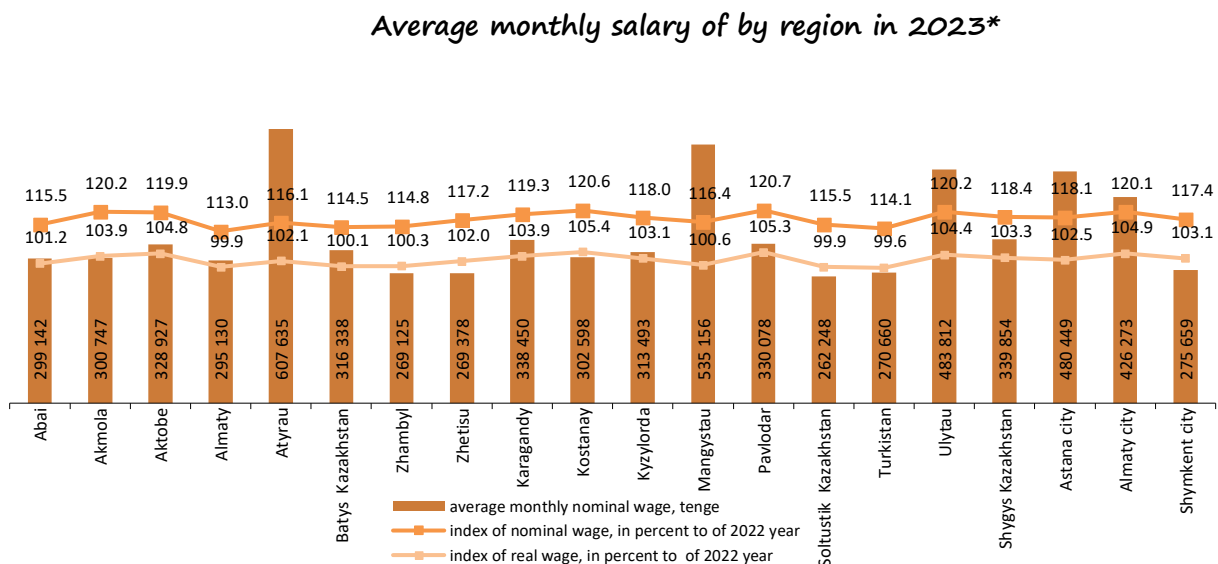
Wages by regions of the Republic of Kazakhstan

In the regional context, the highest average monthly nominal salary was noted in Atyrau region, which amounted to 607635 tenge, Mangystau region – 535156 tenge, in Ulytau region – 483812 tenge.

The highest growth compared to the previous year was recorded in Pavlodar region by 20.7%, Kostanay region – by 20.6%, Akmola and Ulytau regions – by 20.2%.

The lowest wages are observed in Soltustik Kazakhstan region – 262248 tenge, in Zhambyl region – 269125 tenge, in Zhetisu region – 269378 tenge and in Turkistan region – 270660 tenge.

Figure 1



Wages by type of economic activity in the Republic of Kazakhstan

The average monthly wages is growing faster than in 2022 in the Information and communications – by 34.6%, in Financial and insurance activities – by 23.3%, in Supply of electricity, gas, steam, hot water and air conditioning supply – by 22.9%.

In the industry structure, the highest nominal wages are recorded in the Mining and quarrying industry – 2.1 times higher than the national average, in Financial and insurance activities – 1.9 times, in the field of Information and communications – 1.6 times, respectively.

Table 3

Average monthly salary by type of economic activity in 2023*

	Average monthly nominal wage		
	tenge	in percent of the corresponding period last year	
		index of nominal salary	index of nominal salary
Republic of Kazakhstan	364295	117.6	102.7
Agriculture, forestry and fishing	222532	117.1	102.2
Industry	496733	118.6	103.6
Mining and quarrying	771048	118.0	103.1
Manufacturing industry	414388	118.4	103.4
Supply of electricity, gas, steam, hot water and air conditioning supply	330028	122.9	107.3
Water supply; sanitation; waste collection, treatment and disposal pollution elimination activities	231215	122.2	106.7
Construction	477821	114.6	100.1
Wholesale and retail trade; car and motorcycle repair	319218	118.9	103.8
Transport and warehousing	465666	121.3	105.9
Providing accommodation and food service	313650	115.0	100.4
Information and communication	588205	134.6	117.6
Financial and insurance activities	690772	123.3	107.6
Real estate transactions	265125	116.1	101.4
Professional, scientific and technical activities	517028	112.7	98.4
Administrative and support service activities	362858	117.6	102.7
Public administration and defence; compulsory social security		118.9	103.9

Education	313769		
Healthcare and social services	281991	113.4	99.1
Arts, entertainment and recreation	292730	117.2	102.3
Provision of other types of services	226631	122.5	107.0
	329901	112.7	98.5

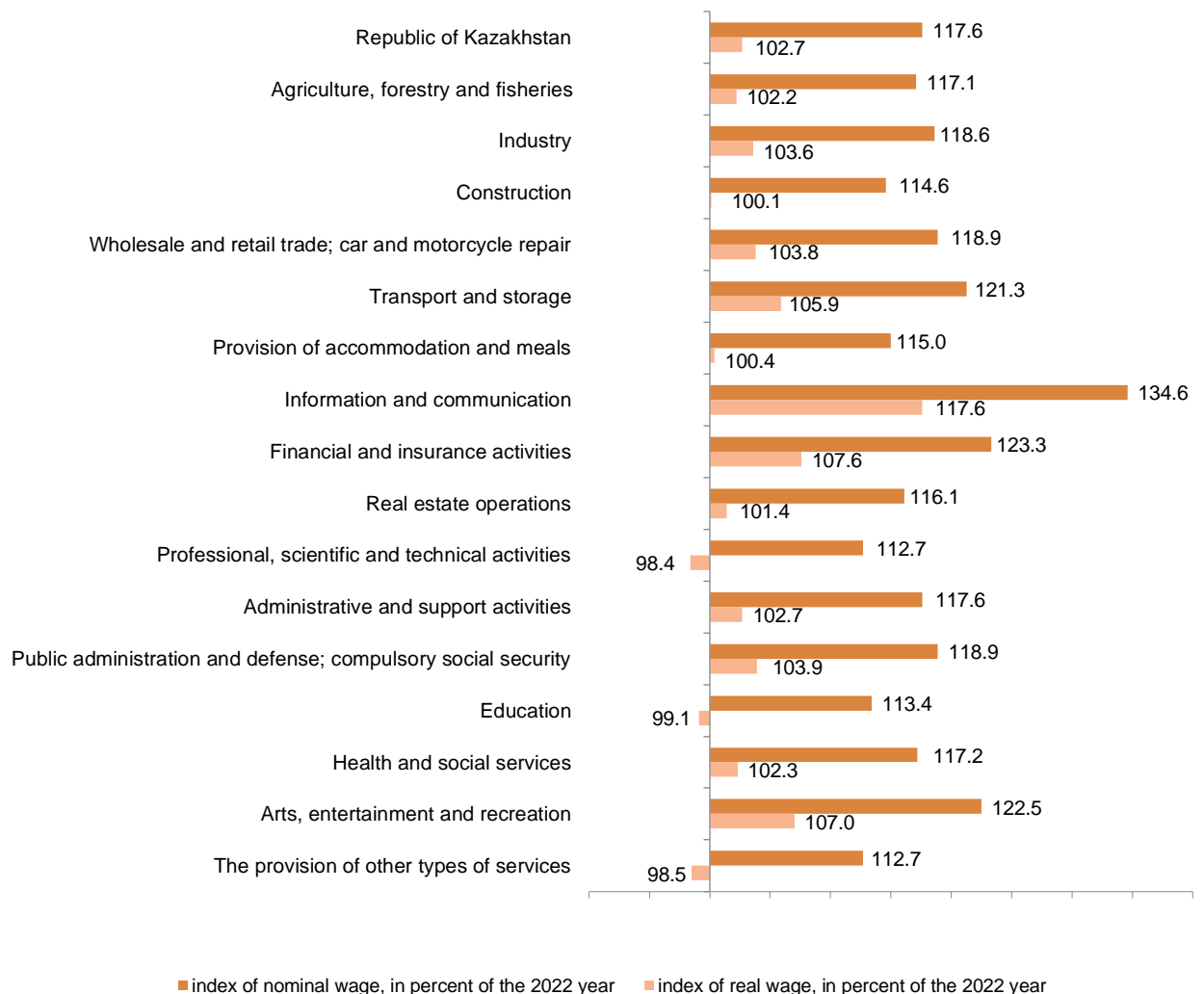
**Excluding small businesses engaged in entrepreneurial activities.*

For reference: The wages fund of employees includes: 1) wages accrued at tariff rates and official salaries, 2) lump-sum payments and bonuses, compensation payments related to working hours and working conditions, 4) payment for unworked time

Figure 2

Wage indices by type of economic activity for 2023*

in percentage



**Excluding small businesses engaged in entrepreneurial activities.*

Spreadsheets:

[Key labor indicators in the Republic of Kazakhstan](#)

[Cost of labor costs in the Republic of Kazakhstan](#)

[The structure and distribution of wages of employees in the Republic of Kazakhstan by types of ownership](#)

Dynamic tables:

[Gender pay gap](#)

3.The movement of labor and the use of the calendar fund of time by employees

In 2022, 1,060.6 thousand people were hired at enterprises and organizations, of which 94.5 thousand people - for newly created jobs and 4.9 thousand people - workers with disabilities.

1,017.7 thousand people left for various reasons, 19.2 thousand of them due to a reduction in the number of employees or liquidation of organizations, 851.1 thousand due to turnover reasons, and 147.4 thousand employees for other reasons.

In the context of regions, the largest number of employees is accepted in the city Almaty – 216611 people, in Astana – 121274 people and in Atyrau region – 78488 people. Of these, 19081 people were accepted for newly created jobs in city Almaty, 12708 people in Astana and 11565 people in Turkestan region.

The highest rate of replaced jobs is observed in the Zhetisu region – 139.4%, Ulytau region – 133.6% and Turkistan region – 123.4%.

Table 4

*Calendar time fund per employee by type of economic activity in 2022**

	Per employee					
	number of days worked	hours worked	number of unworked man-days	of them		
				paid annual leave (including additional leave)	due to illness	on leave without pay
		1				
Total	223.7	777,2	43,1	26.7	4.4	3.4
Agriculture. forestry and fishing		1				
	253.1	952.8	37.2	19.1	4.5	6.7
Industry		1				
	218.9	745.0	43.5	24.1	7.3	4.5
Mining and quarrying		1				
	214.8	729.1	44.5	26.8	7.5	2.8
Manufacturing industry		1				
	220.5	750.9	43.8	22.6	7.2	5.7
Supply of electricity. gas. steam. hot water and air conditioning		1				
	222.0	763.3	42.2	23.3	7.4	4.5
Water supply; sanitation; waste collection. treatment and disposal pollution		1				
	219.1	732.3	39.8	24.5	7.1	3.2

elimination activities						
Construction	1					
	230.4	814.7	37.3	19.5	2.8	8.4
Wholesale and retail trade; car and motorcycle repair	1					
	227.1	778.9	39.4	16.6	3.8	5.1
Transport and warehousing	1					
	218.6	749.4	48.4	25.9	8.2	3.8
Providing accommodation and food service	1					
	231.6	827.2	34.5	17.9	3.4	8.4
Information and communication	1					
	222.9	769.4	42.3	20.7	4.8	3.2
Financial and insurance activities	1					
	224.6	797.5	52.8	16.0	6.9	5.5
Real estate transactions	2					
	219.4	078.2	54.7	16.1	4.1	4.5
Professional, scientific and technical activities	1					
	225.1	753.0	41.7	21.4	3.4	5.8
Administrative and support service activities	1					
	226.9	800.2	31.9	19.1	3.7	3.1
Public administration and defence; compulsory social security	1					
	224.7	791.8	33.8	23.8	2.8	1.9
Education	1					
	220.2	739.7	47.0	36.8	2.8	1.8
Healthcare and social services	1					
	229.2	798.8	43.0	28.3	5.0	2.9
Arts, entertainment and recreation	1					
	223.9	775.0	33.9	22.5	2.8	1.6
Provision of other types of services	2					
	240.1	394.3	76.9	10.4	1.1	5.0

Spreadsheets:

[The movement of labor and the use of the calendar fund of time by employees in the Republic of Kazakhstan](#)

4. The number of employees employed in harmful and other unfavorable working conditions

In 2023, 410.3 thousand people, or one in four (24.2%) of the total number of employees of the surveyed enterprises, worked in conditions that did not meet sanitary and hygienic requirements (norms).

Of these, almost every second (45.7 %) worked under conditions of increased noise and vibration, every third (32.0%) worked under the influence of increased gas pollution and dustiness of the working area exceeding the MPC, and every sixth (16.0%) worked under unfavorable temperature conditions. 107.2 thousand people (6.3 %) of the total number of employees of the surveyed enterprises were engaged in heavy physical labor.

Among women, one in seven (92.9 thousand people) worked in conditions that did not meet sanitary and hygienic requirements, of which 18.4% (17.1 thousand people) of women worked in a dusty and polluted environment.

255182.6 million tenge was spent on benefits and compensation for work in harmful and other unfavorable working conditions in 2023. The most common type of benefits – additional leave was granted – 543.5 thousand people. 419.4 thousand people used various material surcharges for harmful and other unfavorable working conditions. 323.8 thousand people received free milk or equivalent food. 97.8 thousand people received free therapeutic and preventive nutrition. 45.8 thousand people worked on a reduced working day.

For reference: The information in this section is formed based on the results of a survey of legal entities and (or) their structural and separate divisions with the main type of activity in the field of agriculture, forestry and fisheries, industry, construction, transport and warehousing, providing accommodation and food service, information and communications, professional, scientific and technical activities, healthcare and social services, with the exception of small businesses engaged in entrepreneurial activities.

Spreadsheets:

[The number of workers employed in harmful and other adverse working conditions, by certain types of economic activity in the Republic of Kazakhstan](#)

5. Labor cost index taking into account calendar and seasonal smoothing

The average annual total labor cost index, which characterizes the change in time of the average cost of labor costs per 1 hour worked, in 2022 compared to the previous year amounted to 122.5%, for the wage fund – 123.0%, for labor costs not taken into account in the wage fund – 119.3%.

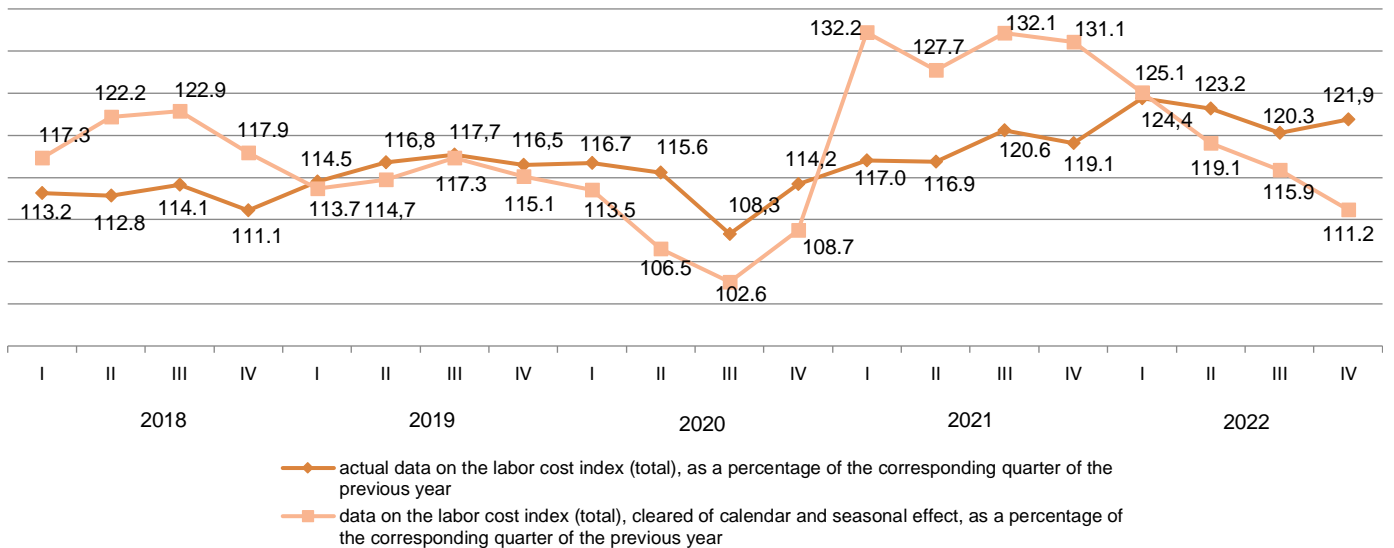
Table 5

Dynamics of the labor cost index by components

			to the previous year, as a percentage	
	Labor Cost Index (general)	The index of the cost of labor by the wagefund	Labor cost index for labor costs not included in the wage fund	
2018	112.8	111.6	120.6	
2019	116.4	116.6	114.9	
2020	113.6	114.8	106.5	
2021	118.4	116.6	130.8	
2022	122.5	123.0	119.3	

figure 3

Dynamics of the labor cost index taking into account calendar and seasonal smoothing



6. Glossary

Wages are an important form of income for a significant part of the economically active population, namely, employees. According to the Labor Code of the Republic of Kazakhstan, wages are remuneration for work depending on the qualifications of the employee, complexity, quantity, quality and conditions of the work performed, as well as compensation and incentive payments.

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

- 1) wages accrued at tariff rates and official salaries;
- 2) lump-sum payments and bonuses;
- 3) compensation payments related to working hours and working conditions;
- 4) payment for unworked time.

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

Wage indices are tools used to evaluate trends or dynamics of wages. There are two wage indices: nominal and real.

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

The real wage index is a relative indicator that characterizes the change in nominal wages in the reporting period compared to the base period, taking into account price changes. The real wage index is determined by dividing the nominal wage index by the consumer price index for goods and services. Both indexes belong to the same time period.

Median salary is the amount of wages that is in the center of the distribution of the number of employees by the size of the accrued salary and divides it into two equal parts – with wages below and above the median.

Modal salary is the amount of wages that is most often found in the distribution of the number of employees by the amount of accrued wages.

The labor cost index is a relative indicator that characterizes the change in time of the average cost of labor costs per 1 hour worked.

The cost of labor costs is the sum of all the costs of employers (organizations) related to the maintenance and use of labor, regardless of the source of their financing.

The cost of labor costs not taken into account in the wage fund is the sum of the costs (expenses) of the employer (organization), which include: taxes related to the use of labor; expenses of the organization to provide employees with housing; expenses of the organization for social protection of employees; expenses for cultural events, as well as for recreation and entertainment organizations; expenses of the organization for the training of employees; expenses of the organization for labor not related to the above groups.

7. Methodological explanations

The objects of state statistical observations on wage statistics are all legal entities and their structural and separate subdivisions of all types of economic activity, with a population of over 100 people, as well as with a population of up to 100 people, except those reporting on the statistical form "On the activities of a small enterprise" (index 2-MP), regardless of their affiliation and forms of ownership.

State statistical observations of the average monthly salary, the composition of the wage fund, and the employer's labor costs are conducted using a continuous method.

The state statistical monitoring of wages by profession and position, the distribution of employees by salary is selective, that is, large enterprises by a continuous method, and medium and small by a selective method.

8. Links to related publications

[Key labor indicators in the Republic of Kazakhstan](#)

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

9. Useful links

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

[Statistical Form 1-T "Labor Report" \(periodicity quarter and year\)](#)

[Statistical form 2-T \(Wages\) "Report on the structure and distribution of wages". Quality report.](#)

[Average monthly nominal salary/ «Taldau» Information and Analytical System](#)

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