

# Number and wages of employees in the Republic of Kazakhstan

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## [1. Key points](#)

## [2. Wage dynamics](#)

## [3. Vacancies and the movement of labor in enterprises](#)

## [4. Glossary](#)

## [5. Methodological explanations](#)

## [6. Links to related publications](#)

## [7. Useful links](#)

### [1. Key points](#)

In the I quarter of 2025, the average monthly wages in the Republic of Kazakhstan increased by 10,7% compared to the corresponding quarter of 2024 and amounted to 423133 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the I quarter of 2025 amounted to 300307 tenge.

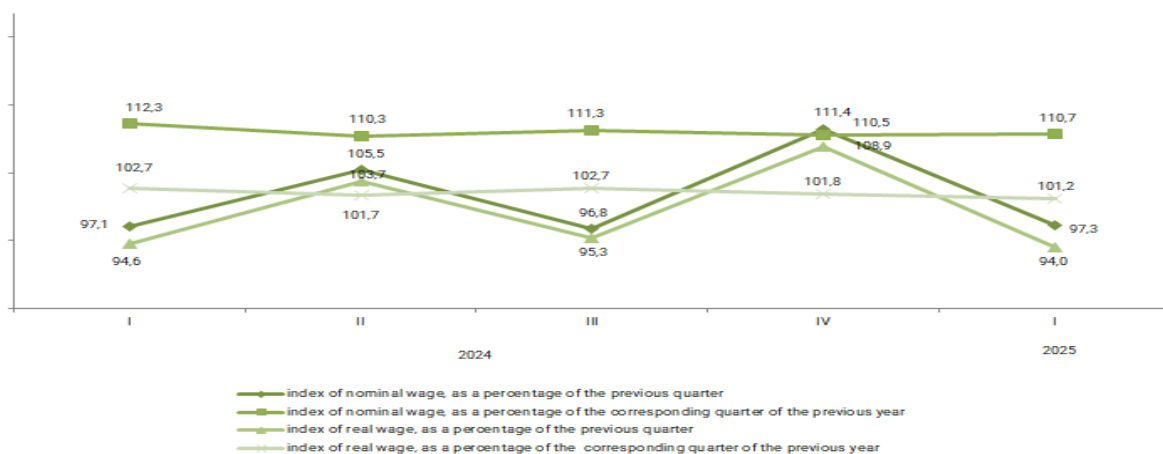
From January 1, 2025, the minimum wage is set at 85000 tenge.

### [2. Wage dynamics](#)

Compared to the corresponding quarter of 2024, the average monthly wage increased by 10,7%, the real wage index was 101,2%.

Compared to the previous quarter, the average monthly wage decreased by 2,7%, the real wage index was 94%.

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

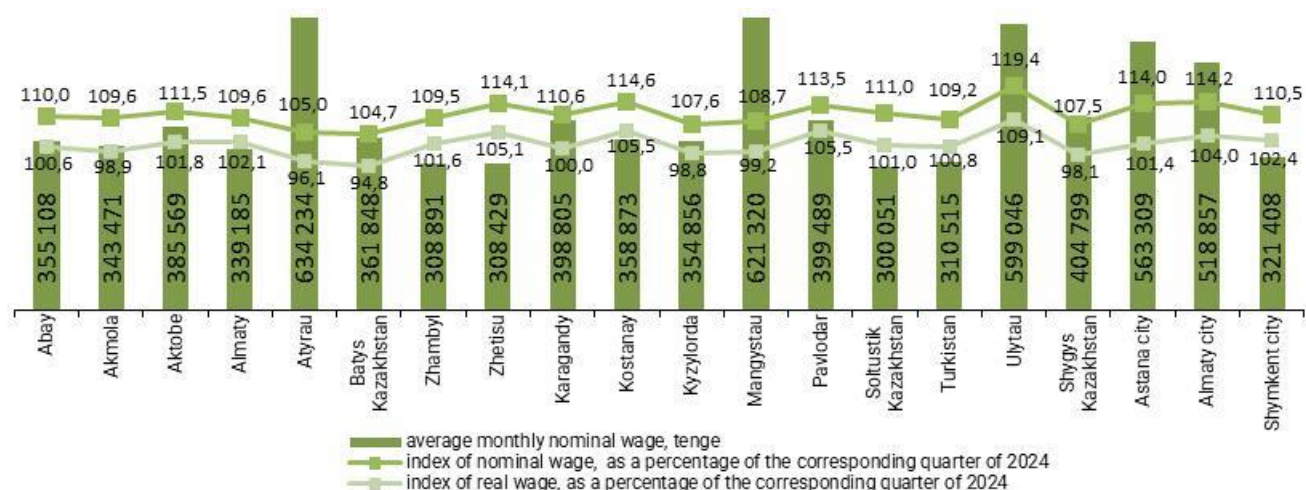


**Wages in the Republic of Kazakhstan**

	Average monthly wage			Real wage index, as a percentage of		Median monthly wage (estimate), tenge
	tenge	as a percentage of		previous quarter	corresponding quarter of the previous year	
		previous quarter	corresponding quarter of the previous year			
<b>2024</b>						
I quarter	382279	97,1	112,3	94,6	102,7	271 312
II quarter	403251	105,5	110,3	103,7	101,7	286 197
III quarter	390328	96,8	111,3	95,3	102,7	277 025
IV quarter	434982	111,4	110,5	108,9	101,8	308 717
<b>2025</b>						
I quarter	423 133	97,3	110,7	94,0	101,2	300 307

Regionally, the largest increase in average monthly nominal wages in the I quarter of 2025 compared to the corresponding quarter of 2024 was in the Ulytau region - by 119,4%, in the Kostanay region – by 114,6%, in the Almaty city – by 114,2%, in the Zhetisu region – by 114,1%, in the Astana city – by 114,0%.

## Average monthly wage of employees by region in the I quarter of 2025



The largest increase in average monthly wages compared to the corresponding quarter of 2024 was recorded in information and communication – 31,3%, in agriculture, forestry and fisheries – by 17,3%, art, entertainments and recreation – by 16,1%. In industry the average monthly wage increased – by 14,2%, including the electricity gas, steam, hot water and air conditioning supply – by 15,9%, manufacturing industry - by 15,2%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2024 was noted in healthcare and social services – by 6,2%, in education – by 6,1%, in provision of accommodation and catering services - by 4,3%, and in construction - by 1,5%.

In the sectoral structure, the highest nominal wages are recorded in mining and quarrying – 2,3 times higher than the national average, in information and communication – 2,0 times times respectively.

## Average monthly wage by type of economic activity in the I quarter of 2025\*

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2023 year
		previous quarter	corresponding quarter of the 2023 year		
By total economic activity	423 133	97,3	110,7	94,0	101,2
Agriculture, forestry and fisheries	248 937	83,8	117,3	81,0	107,2
Industry	624 428	101,0	114,2	97,6	104,4
Mining and quarrying	981 362	108,4	113,6	104,7	103,8
Manufacturing industry	519 020	98,2	115,2	94,9	105,3
Electricity, gas, steam, hot water and air conditioning supply	416 438	86,4	115,9	83,5	105,9
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	285 989	93,6	110,3	90,4	100,8
Construction	485 852	89,8	101,5	86,8	92,8
Wholesale and retail trade; repair of cars and motorcycles	396 444	99,1	115,9	95,7	105,9
Transport and storage	579 770	101,2	113,5	97,8	103,7
Provision of accommodation and catering services	348 894	96,5	104,3	93,2	95,3
Information and communication	859 822	107,7	131,3	104,1	120,0
Financial and insurance activities	855 468	90,6	109,6	87,5	100,2
Real estate transactions	330 637	101,5	114,7	98,1	104,8
Professional, scientific and technical activities	597 411	85,6	112,3	82,7	102,7
Administrative and support services activities	349 519	93,9	100,3	90,7	91,7
Government administration and defense; compulsory social security	362 015	94,2	110,1	91,0	100,6
Education	302 428	97,2	106,1	93,9	97,0
Healthcare and social services	312 758	93,4	106,2	90,2	97,1
Arts, entertainment and recreation	284 938	94,7	116,1	91,5	106,1
Provision of other types of services	330 768	99,8	112,6	96,4	102,9

\* Excluding small businesses engaged in business activities.

**Spreadsheets:**

[Number and wage of employees in the Republic of Kazakhstan](#)

**Dynamic tables:**

[Average monthly wage by regions of the Republic of Kazakhstan](#)

[Index of nominal wage by regions of the Republic of Kazakhstan](#)

[Index of real wage by regions of the Republic of Kazakhstan](#)

[Average monthly wage by ture of economic activity in the Republic of Kazakhstan](#)

[Index of nominal wage by ture of economic activity in the Republic of Kazakhstan](#)

[Index of real wage by ture of economic activity in the Republic of Kazakhstan](#)

[Average monthly wage in the Republic of Kazakhstan by month, quarter](#)

[Index of nominal wage in the Republic of Kazakhstan by months, quarters](#)

[Index of real wage in the Republic of Kazakhstan by months, quarters](#)

**3. Vacancies and the movement of labor in enterprises**

At the end of the I quarter of 2025, the number of vacant jobs (required employees) at enterprises and organizations amounted to 59012 units and compared to the previous quarter increased by 5590 units. Of these, in the sectoral structure, 29,7% are vacant places in industry, 15,9% – in government administration and defense; compulsory social security and 11,3% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 13457 units, Astana city – 7092 units, as well as Pavlodar region – 5433 units and Kostanay region – 3993 units.

**Spreadsheets:**

[Availability and movement of labor force at enterprises of the Republic of Kazakhstan](#)

**4. Glossary**

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

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

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

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

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

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

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

**5. Methodological explanations**

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

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

The source of data on the average monthly salary is the national statistical observation "Labor Report" (index 1-T, quarterly, annual frequency). According to this statistical observation, all large, medium and small enterprises (excluding small enterprises engaged in entrepreneurial activity) are subject to examination.

**6. Links to related publications**

[Number and wage of employees in the Republic of Kazakhstan](#)

[Availability and movement of labor force at enterprises of the Republic of Kazakhstan](#)

**7. Useful links**

[Statistical form 1-T «Labor report» \(frequency quarterly\)](#)

[Average monthly nominal wage / «Taldau» information-analytical system](#)

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