

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

According to the results of 2024, the average salary in the Republic of Kazakhstan amounted to 405416 tenge, which is 11,3% more than in 2023, in real terms, wages increased by 2,4%.

From January 1, 2025, the minimum wage is set at 85 000 tenge.

The median salary in the Republic of Kazakhstan for 2024 amounted to 285677 tenge. In nominal terms, it grew by 13,7% by 2023, in real terms it increased by 4,6%.

The modal salary in the Republic of Kazakhstan for 2024 amounted to 97557 tenge. In nominal terms, it grew by 19,9% by 2023, in real terms it increased by 10,3%.

[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.

Wages in the Republic of Kazakhstan

	2020	2021	2022	2023	2024	Nominal wage index 2024 by 2020, in %	Real wage index 2024 by 2020, in %
Total	213003	250311	309697	364295	405416	190,3	123,1
men	243524	281239	355072	418788	468914	192,6	124,7
women	182679	220160	265643	311217	344496	188,6	132,7

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.

Median salary

	2021	2022	2023	2024
Republic of Kazakhstan	165816	204149	251356	285677

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.

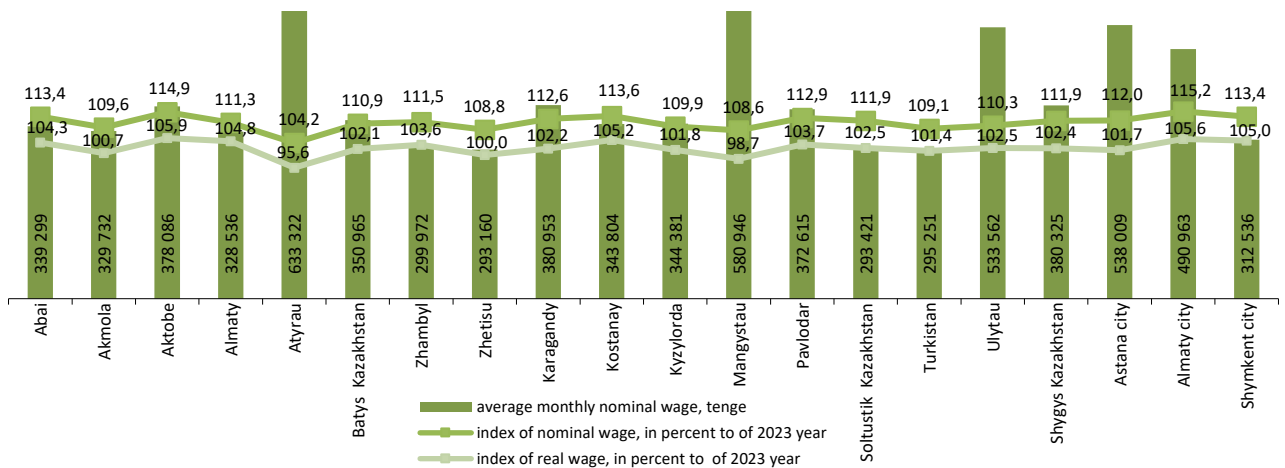
[Wages by regions of the Republic of Kazakhstan](#)

In the regional context, the highest average monthly nominal salary was noted in Atyrau region, which amounted to 633322 tenge, Mangystau region – 580946 tenge, in the city Astana – 538009 tenge.

The highest growth compared to the previous year was recorded in Almaty city by 15,2%, Aktobe region – by 14,9%, Kostanay region - by 13,6%, Abai region and Shymkent city – by 13,4%.

The lowest wages are observed in Zhambyl region –299972 tenge, in Turkistan region – 295251 tenge, in Soltustik Kazakhstan region – 293421 tenge and in Zhetisu region – 293160 tenge.

Average monthly salary of by region in 2024*



Wages by type of economic activity in the Republic of Kazakhstan

The average monthly wages is growing faster than in 2023 in the financial and insurance activities – by 24,0%, in water supply; sanitation; waste collection, treatment and disposal pollution elimination activities – by 23,9%, information and communications – by 23,6%.

In the industry structure, the highest nominal mining and quarrying and financial and insurance activities – 2.1 times higher than the national average, in Financial and insurance activities – 2,1 times, in the field of Information and communications – 1,8 times, respectively.

Average monthly salary by type of economic activity in 2024*

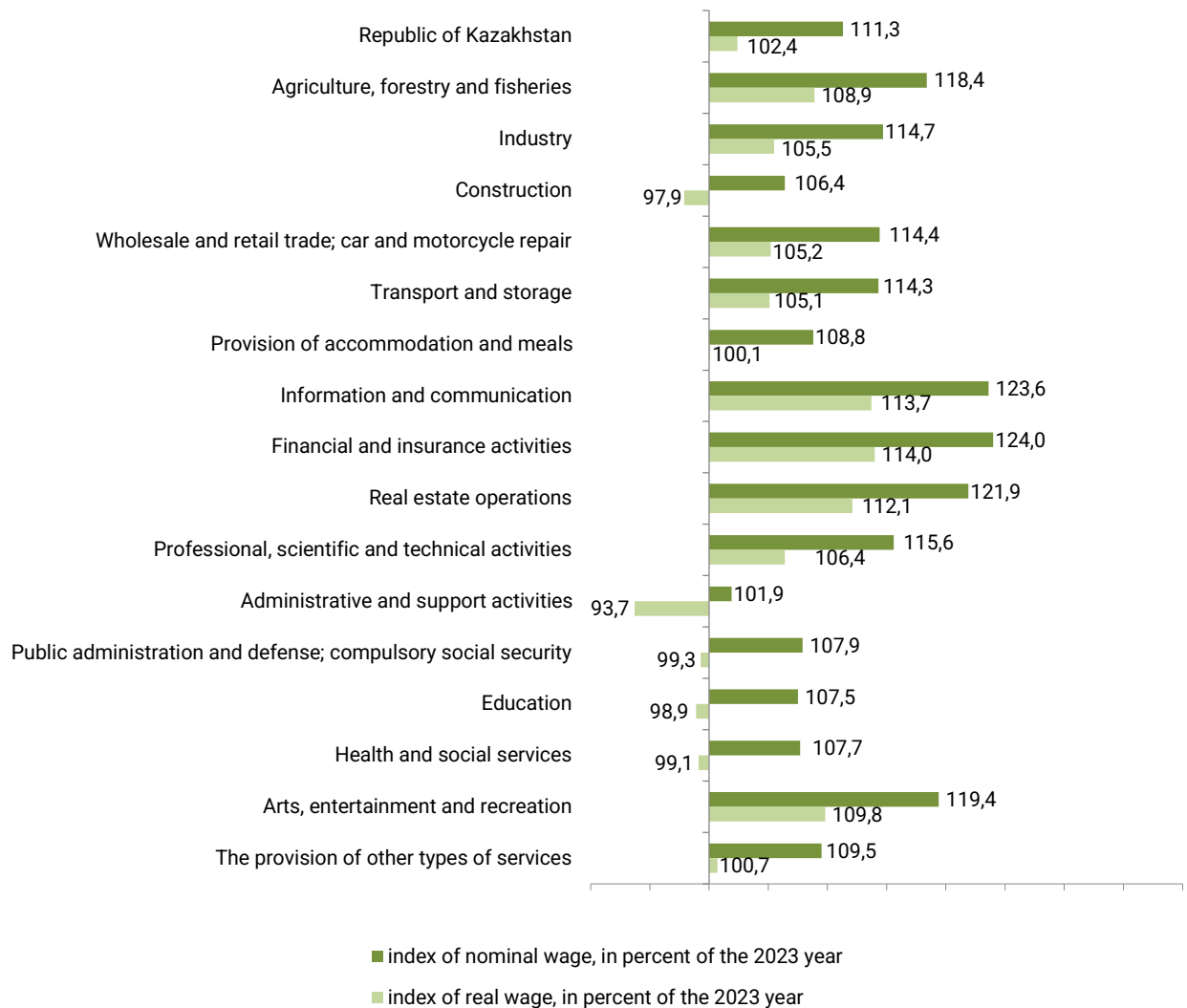
	Average monthly nominal wage		
	tenge	in percent of the corresponding period last year	
		index of nominal salary	index of nominal salary
Republic of Kazakhstan	405416	111,3	102,4
Agriculture, forestry and fishing	263517	118,4	108,9
Industry	569617	114,7	105,5
Mining and quarrying	866486	112,4	103,4
Manufacturing industry	477895	115,3	106,1
Supply of electricity, gas, steam, hot water and air conditioning supply	403696	122,3	112,5
Water supply; sanitation; waste collection, treatment and disposal pollution elimination activities	286552	123,9	114,0
Construction	508363	106,4	97,9
Wholesale and retail trade; car and motorcycle repair	365157	114,4	105,2
Transport and warehousing	532098	114,3	105,1
Providing accommodation and food service	341277	108,8	100,1
Information and communication	726771	123,6	113,7
Financial and insurance activities	856213	124,0	114,0
Real estate transactions	323068	121,9	112,1
Professional, scientific and technical activities	597883	115,6	106,4
Administrative and support service activities	369772	101,9	93,7
Public administration and defence; compulsory social security	338637	107,9	99,3
Education	303020	107,5	98,9
Healthcare and social services	315409	107,7	99,1
Arts, entertainment and recreation	270487	119,4	109,8
Provision of other types of services	361272	109,5	100,7

*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

Wage indices by type of economic activity for 2024*

in percentage



*Excluding small businesses engaged in entrepreneurial activities.

Spreadsheets:

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

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

[Number of employees and remuneration of labor by ownership and type of economic activity in the Republic of Kazakhstan](#)

Dynamic tables:

[Gender pay gap](#)

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

In 2024 1100,8 thousand people were hired at enterprises and organizations, of which 84,2 thousand people - for newly created jobs and 4,7 thousand people - workers with disabilities.

1086,0 thousand people left for various reasons, 19,4 thousand of them due to a reduction in the number of employees or liquidation of organizations, 882,3 thousand due to turnover reasons, and 184,2 thousand employees for other reasons.

In the context of regions, the largest number of employees is accepted in the city Almaty – 222454 people, in Astana – 137573 people and in Karagandy region – 75654 people. Of these, 18355 people were accepted for newly created jobs in city Almaty, 16400 people in Astana and 12371 people in Turkestan region.

The highest rate of replaced jobs is observed in the Turkestan region – 124,1%, and Zhetisy region – 117,9% and Astana region – 112,4%.

Calendar time fund per employee by type of economic activity in 2024*

	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
Total	225,1	1838,5	41,8	26,5	4,6	3,4
Agriculture. forestry and fishing	248,7	1897,2	36,7	19,6	5,3	5,8
Industry	220,6	1774,9	43,4	24,3	7,4	4,7
Mining and quarrying	216,9	1799,0	46,1	27,7	7,6	3,0
Manufacturing industry	221,3	1754,8	43,6	22,7	7,4	5,8
Supply of electricity. gas. steam. hot water and air conditioning	223,0	1782,8	41,1	23,4	7,6	5,1
Water supply; sanitation; waste collection. treatment and disposal pollution elimination activities	226,0	1792,3	35,3	22,2	6,4	3,5
Construction	236,0	1867,1	34,6	18,8	3,8	6,4
Wholesale and retail trade; car and motorcycle repair	228,9	2205,8	38,3	17,3	4,2	4,6
Transport and warehousing	222,5	1772,9	46,7	27,2	8,4	2,9
Providing accommodation and food service	231,4	1829,2	33,8	16,0	4,4	5,2
Information and communication	234,1	1862,1	39,1	20,7	4,5	3,3
Financial and insurance activities	224,9	1816,2	49,2	18,4	6,1	8,2
Real estate transactions	208,4	1694,6	66,6	14,8	12,6	10,6
Professional. scientific and technical activities	227,4	1821,7	39,8	21,3	3,7	4,8
Administrative and support service activities	234,3	1870,9	28,2	17,1	3,9	2,4
Public administration and defence; compulsory social security	230,0	1904,8	31,7	22,7	2,8	2,0
Education	217,6	1757,6	44,8	35,4	3,0	2,1
Healthcare and social services	230,9	1848,9	43,2	28,6	5,1	3,5
Arts. entertainment and recreation	229,0	1799,6	32,5	23,0	2,8	2,1
Provision of other types of services	249,5	2476,4	80,5	8,7	1,0	5,3

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 2024, among the surveyed enterprises, 428,6 thousand people worked the night shift, accounting for every fourth employee (26,5%) of the total number of employees in the surveyed enterprises.

Under the influence of production factors of a physical nature, almost every seventh employee (15,5%) worked; under the influence of production factors of a chemical nature, every twenty-eighth employee (3,5%); and under the influence of production factors of a biological nature, every one hundred thirtieth employee (0,8%). Heavy physical labor involved 122,6 thousand people (7,6%) of the total number of employees in the surveyed enterprises.

Among women, every fifth (129,4 thousand people) worked the night shift, 6,5% (42,3 thousand people) worked under the influence of physical production factors, and up to 13,6 thousand people worked under the influence of chemical production factors and performed heavy physical labor.

In 2024, the total expenditure on labor protection amounted to 434541,2 million tenge, including 297422,3 million tenge spent on social guarantees, 79907,4 million tenge on the provision of personal protective equipment, and 22286,1 million tenge on periodic medical examinations and pre-shift medical check-ups. The most common type of benefit, additional leave, was granted to 550,7 thousand people, 333,5 thousand people received increased wages, and 331,5 thousand people were provided with milk or an equivalent food product.

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](#)

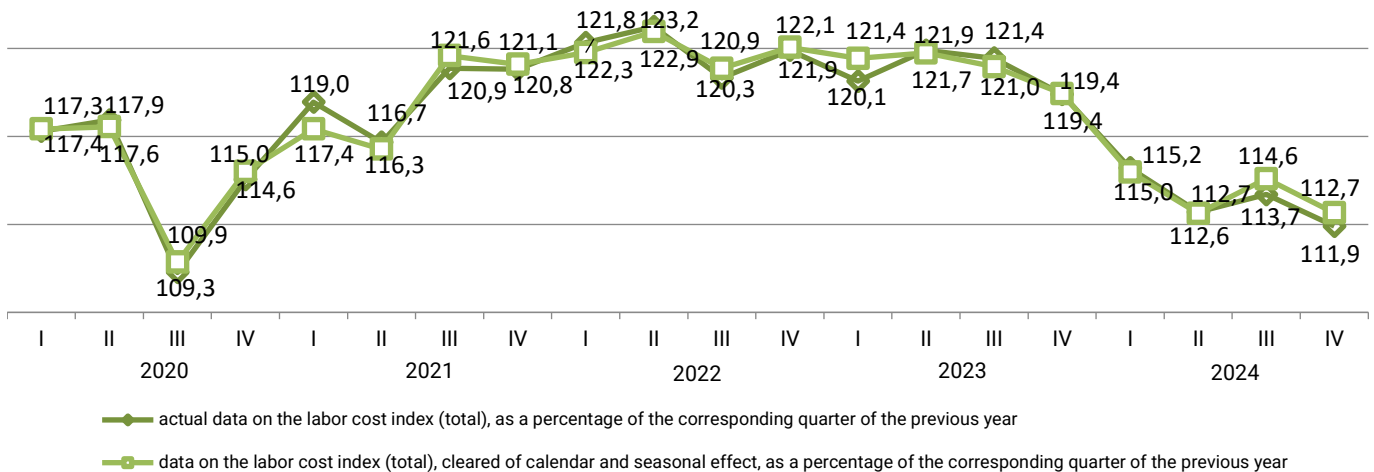
5. Labor cost index taking into account calendar and seasonal smoothing

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 2024 compared to the previous year amounted to 113,3%, for the wage fund – 114,2% for labor costs not taken into account in the wage fund – 108,2%.

Dynamics of the labor cost index by components

	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
2020	114,8	115,9	107,5
2021	119,3	117,5	131,8
2022	121,9	122,5	118,7
2023	120,7	118,6	134,6
2024	113,3	114,2	108,2

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.

The calculation of calendar and seasonal adjustments of the time series of the labor cost index was made for enterprises, excluding small enterprises engaged in entrepreneurial activity using the «JDemetra+» program.

7. Methodological explanations

The objects of state statistical observations on wage statistics include all legal entities and their structural and separate subdivisions across all types of economic activities with a workforce of more than 100 people as well as those with up to 100 employees, except for those reporting under the statistical form «On the activities of small enterprises» (index 2-MP) regardless of their affiliation and form of ownership.

State statistical observations on the average monthly wage, the composition of the wage fund and employer labor costs are conducted using a comprehensive method.

State statistical observation of wages by professions and positions as well as the distribution of employees by wage levels, is conducted using a sample method, meaning large enterprises are surveyed comprehensively while medium and small enterprises are surveyed using a sample method.

8. Links to related publications

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

[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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