

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

In the II quarter of 2025, the average monthly wages in the Republic of Kazakhstan increased by 11,3% compared to the corresponding quarter of 2024 and amounted to 448620 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the II quarter of 2025 amounted to 316152 tenge.

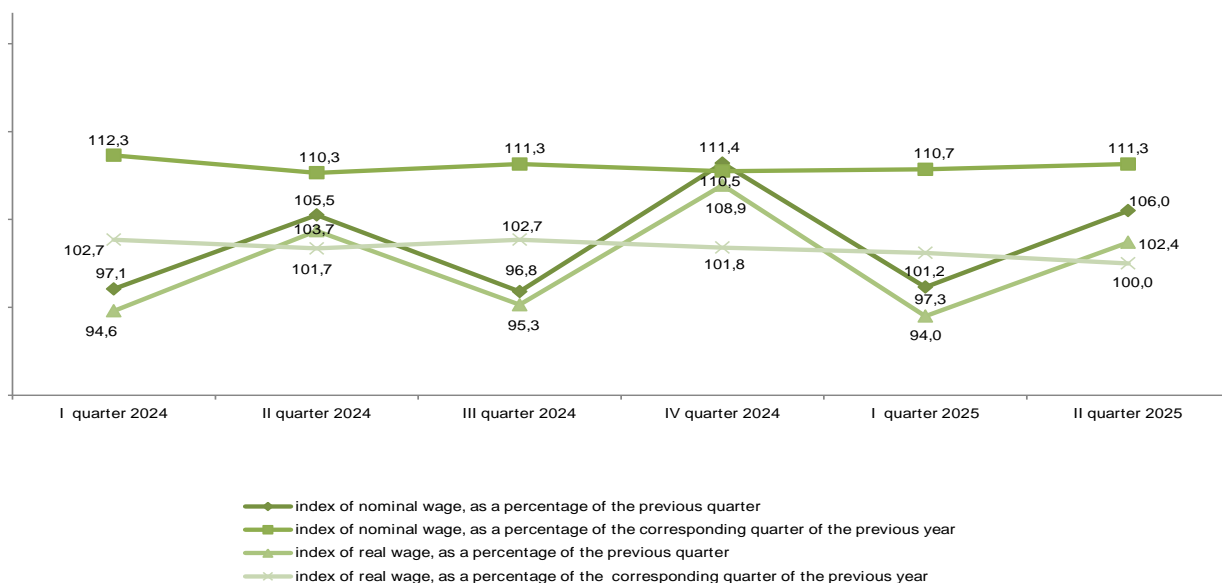
From January 1, 2025, the minimum wage is set at 85000 tenge.

[2. Wage dynamics](#)

Compared to the corresponding quarter of 2024, the average monthly wage increased by 11,3%.

Compared to the previous quarter, the average monthly wage increased by 6,0%, by 2,4% in real terms.

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			
2024						
I quarter	382279	97,1	112,3	94,6	102,7	269 400
II quarter	403251	105,5	110,3	103,7	101,7	284 180
III quarter	390328	96,8	111,3	95,3	102,7	275 073
IV quarter	434982	111,4	110,5	108,9	101,8	306 541
2025						
I quarter	423133	97,3	110,7	94,0	101,2	298 191
II quarter	448620	106,0	111,3	102,4	100,0	316 152

Regionally, the largest increase in average monthly nominal wages in the II quarter of 2025 compared to the corresponding quarter of 2024 was in the Astana city - by 15,4%, in the Almaty city - by 15,3%, in the Almaty region – by 14,6% and in the Karagandy region – by 14,0%.

The largest increase in average monthly wages compared to the corresponding quarter of 2024 was recorded in information and communication– 24,0%, in agriculture, forestry and fisheries – by 23,7%, wholesale and retail trade; repair of cars and motorcycles – by 16,1%. In industry the average monthly wage increased – by 11,3%, electricity, gas, steam, hot water and air conditioning supply – by 16,9%, water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 15,4%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2024 was noted in financial and insurance activities – by 8,7%, in education and healthcare and social services – by 7,8%, administrative and support services activities – by 3,3%.

In the sectoral structure, the highest nominal wages are recorded in financial and insurance activities – 2,1 times higher than the national average, in mining and quarrying– 2,0 times, in information and communication– 1,8 times, in professional, scientific and technical activities– 1,4 times respectively.

Average monthly wage by type of economic activity in the II 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	previous quarter	corresponding quarter of the 2023 year
By total economic activity	448 620	106,0	111,3	102,4	100,0
Agriculture, forestry and fisheries	310 793	124,8	123,7	120,6	111,1
Industry	604 668	96,8	113,3	93,5	101,8
Mining and quarrying	888 903	90,6	111,4	87,5	100,1
Manufacturing industry	522 905	100,7	114,8	97,3	103,1
Electricity, gas, steam, hot water and air conditioning supply	444 027	106,6	116,9	103,0	105,0
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	311 601	109,0	115,4	105,3	103,7
Construction	490 216	100,9	99,3	97,5	89,2
Wholesale and retail trade; repair of cars and motorcycles	402 658	101,6	116,1	98,2	104,3
Transport and storage	589 778	101,7	115,8	98,3	104,0
Provision of accommodation and catering services	346 549	99,3	109,1	95,9	98,0
Information and communication	819 916	95,4	124,0	92,2	111,4
Financial and insurance activities	955 051	111,6	108,7	107,8	97,7
Real estate transactions	330 048	99,8	111,9	96,4	100,5
Professional, scientific and technical activities	624 461	104,5	113,6	101,0	102,1
Administrative and support services activities	360 137	103,0	103,3	99,5	92,8
Government administration and defense; compulsory social security	358 688	99,1	113,3	95,7	101,8
Education	373 801	123,6	107,8	119,4	96,9
Healthcare and social services	339 633	108,6	107,8	104,9	96,9
Arts, entertainment and recreation	301 780	105,9	115,6	102,3	103,9
Provision of other types of services	361 592	109,3	109,4	105,6	98,3

* 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 II quarter of 2025, the number of vacant jobs (required employees) at enterprises and organizations amounted to 62299 units and compared to the previous quarter increased by 3287 units. Of these, in the sectoral structure, 29,4% are vacant places in industry, 16,1% – public administration and defense; compulsory social security and 10,4% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 13412 units, Astana city – 7692 units, as well as Pavlodar region – 5889 units and Karagandy region – 4098 units.

Spreadsheets:

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

4. Glossary

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

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

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

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

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

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

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

5. Methodological explanations

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

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

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

6. Links to related publications

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

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

7. Useful links

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

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

Responsible for the release: Department of labor and standard of living statistics	Director of the Department:: N. Belonosova Tel. +7 7172 749022	Executor: A. Aznabaeva Тел. +7 7172 749554 E-mail: ai.aznabaeva@aspire.gov.kz	Address: 010000, Astana city Mangilik el avenue, 8 House of Ministries, Entrance4
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