

Number and wages of employees in the Republic of Kazakhstan

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1. Key points

In the III quarter of 2025, the average monthly wages in the Republic of Kazakhstan increased by 10,0% compared to the corresponding quarter of 2024 and amounted to 429368 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the III quarter of 2025 amounted to 302584 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 10,0%.

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	
2024					
I quarter	382 279	previous quarter	97,1	112,3	269 400
II quarter	403 251	corresponding quarter of the previous year	105,5	110,3	284 180
III quarter	390 328		96,8	111,3	275 073
IV quarter	434 982		111,4	110,5	306 541
2025					
I quarter		previous quarter	97,3	110,7	298 191
II quarter	423 133	corresponding quarter of the previous year	106,0	111,3	316 152
III quarter	429 368		95,7	110,0	302 584

Regionally, the largest increase in average monthly nominal wages in the III quarter of 2025 compared to the corresponding quarter of 2024 was in the Zhetisu region - by 18,1%, in the Almaty city - by 15,9%, in the Astana city - by 13,0%, in the Pavlodary region – by 12,4% and in the Akmola region – by 11,7%.

The largest increase in average monthly wages compared to the corresponding quarter of 2024 was recorded in information and communication– 21,5%, in agriculture, forestry and fisheries – by 18,4%, transport and warehousing – by 17,6%. In industry the average monthly wage increased – by 11,0%, water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 15,5%, electricity, gas, steam, hot water and air conditioning supply – by 14,5%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2024 was noted in construction– by 2,5%, in healthcare and social services– by 5,0%, provision of accommodation and food services – by 6,2%.

In the sectoral structure, the highest nominal wages are recorded in mining and quarrying – 2,1 times higher than the national average, in mining and quarrying– 2,0 times, in information and communication– 1,9 times, in professional, scientific and technical activities– 1,5 times respectively.

Average monthly wage by type of economic activity in the III 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	429 368	95,7	110,0	93,3	98,0
Agriculture, forestry and fisheries	335 982	108,1	118,4	105,4	105,4
Industry	622 371	102,9	111,0	100,3	98,8
Mining and quarrying	922 274	103,8	108,0	101,2	96,2
Manufacturing industry	535 172	102,3	113,6	99,7	101,2
Electricity, gas, steam, hot water and air conditioning supply	450 298	101,4	114,5	98,8	102,0
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	326 807	104,9	115,5	102,2	102,8
Construction	522 618	106,6	102,5	103,9	91,3
Wholesale and retail trade; repair of cars and motorcycles	417 695	103,7	116,0	101,1	103,3
Transport and storage	625 844	106,1	117,6	103,4	104,7
Provision of accommodation and catering services	353 630	102,0	106,2	99,4	94,6
Information and communication	818 114	99,8	121,5	97,3	108,2
Financial and insurance activities	883 611	92,5	106,3	90,2	94,7
Real estate transactions	347 746	105,4	116,4	102,7	103,7
Professional, scientific and technical activities	637 570	102,1	107,5	99,5	95,7
Administrative and support services activities	359 722	99,9	100,1	97,4	89,1
Government administration and defense; compulsory social security	354 182	98,7	111,6	96,2	99,4
Education	290 891	77,8	107,0	75,8	95,3
Healthcare and social services	328 504	96,7	105,0	94,2	93,5
Arts, entertainment and recreation	305 088	101,1	114,2	98,5	101,7
Provision of other types of services	361 936	100,1	109,4	97,6	97,4

* 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](#)

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[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 III quarter of 2025, the number of vacant jobs (required employees) at enterprises and organizations amounted to 63871 units and compared to the previous quarter increased by 1572 units. Of these, in the sectoral structure, 28,9% are vacant places in industry, 15,5% – public administration and defense; compulsory social security and 10,6% – in wholesale and retail trade; repair of cars and motorcycles.

Among the regions, the leaders in the number of vacancies are Almaty city – 15471 units, Astana city – 7550 units, as well as Pavlodar region – 5889 units and Pavlodar region – 6800 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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