

Differentiation of wages of workers in the Republic of Kazakhstan

Date of publication: 04.11.2025
Date of next publication: 23.10.2026

1. Key points

2. Wage dynamics

2.1 Median wage

2.2 Modal wage

2.3 Hourly wage

2.4 Average monthly wage by age group

2.5 Average monthly wage by education

3. Glossary

4. Methodological explanations

5. Links to related publications

6. Useful links

1. Key points

The median wage in the Republic of Kazakhstan in 2025 was 317512 tenge, having increased by 11,1% compared to 2024, in real terms increased by 0,4%.

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

2. Wage dynamics

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%.

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.

Over the past five years, the average wage has increased 1.9 times, with the growth rate of women's earnings exceeding that of men.

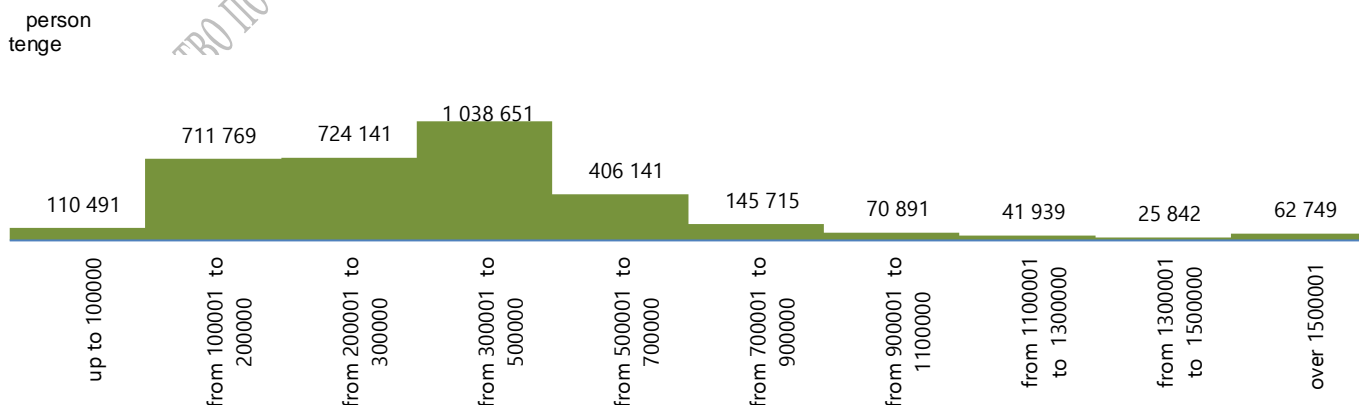
Wages in the Republic of Kazakhstan

	2020	2021	2022	2023	2024	Nominal wage index 2024 by 2020, in %	Real wage index 2024 by 2020, in %	tenge
Total	213 003	250 311	309 697	364 295	405 416	190,3	123,1	
men	243 524	281 239	355 072	418 788	468 914	192,6	124,7	
women	182 679	220 160	265 643	311 217	344 496	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.

The average monthly salary up to 100000 tenge was received by 3,3% of employees, from 100001 to 150000 tenge – 10,5%, from 150001 to 300000 tenge – 32,5%, from 300001 and above – 53,7%.

Distribution of employees on accrued wages in 2025



2.1 Median wage

Median wage

	2021	2022	2023	2024	2025
Republic of Kazakhstan	165 816	204 149	251 356	285 677	317 512

For reference: The source of data from 2018 is a one-time survey of enterprises, which is conducted according to the statistical form 2-T (labour remuneration) "Report on the structure and distribution of wages and salaries of wages and salaries" with a frequency of once a year. All employees who worked the whole month of April are subject to the survey.

The median wage in the Republic of Kazakhstan in 2025 was 317512 tenge, having increased by 11,1% compared to 2024, in real terms increased by 0,4%.

The largest increase in median wages by industries compared with 2024 was noted in financial and insurance activities – 31,3%, in transport and warehousing – 24,1%, in agriculture, forestry and fisheries – 22,9%.

The smallest increase in median wages was recorded in providing accommodation and food services by 2,7%, as well as in education by 5,9%.

Regionally, the highest growth rate of median wages was noted in Astana city, where the growth was 18,0%. The lowest growth rate of median wages was recorded in Mangystau region – 6,8%.

Dynamic tables:

Median wage

2.2 Modal wage

Modal wage

	2021	2022	2023	2024	2025
Republic of Kazakhstan	57 923	68 565	81 377	97 557	116 059

For reference: The source of data from 2018 is a one-time survey of enterprises, which is conducted according to the statistical form 2-T (labour remuneration) "Report on the structure and distribution of wages and salaries of wages and salaries" with a frequency of once a year. All employees who worked the whole month of April are subject to the survey.

Modal wage for 2025 was 116059 tenge and increased by 19,0%% by 2024, in real terms it decreased by 7,5%.

Dynamic tables:

Modal wage

2.3 Hourly wage

Hourly wage per employee for 2025 was 2334 tenge and increased by 12,0 % since 2024.

Hourly wages of employees

	2021	2022	2023	2024	2025
Total	1 303	1 644	2 016	2 083	2 334
men	1 427	1 802	2 235	2 307	2 637
women	1 179	1 486	1 800	1 871	2 046

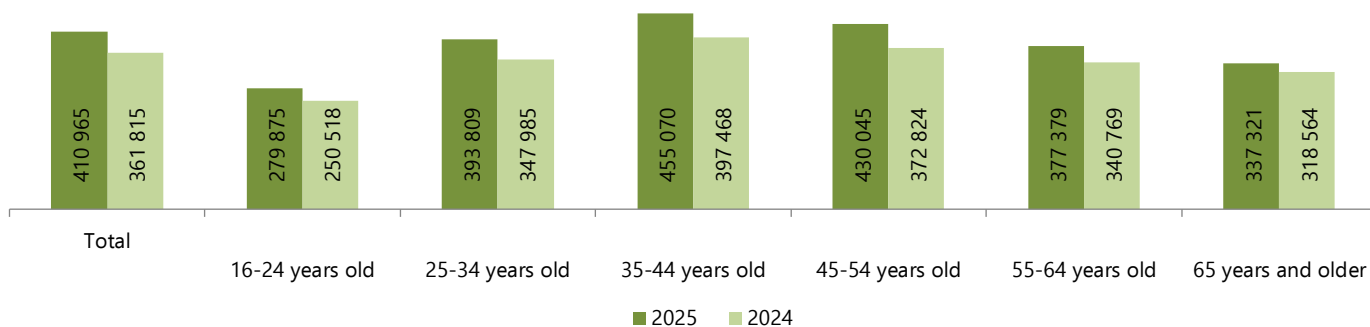
2.4 Average monthly wage by age group

Comparison of wages of workers by age groups shows that the lowest wages - 279875 tenge were received by workers aged 16 to 24 years, the highest wages were received by workers aged 35 to 44 years (455070 tenge) and 45 to 54 years (430045 tenge).

The largest increase occurred in the category from 45 to 54 years old - 15,3%, the smallest in the categories 65 years and older - 5,9%.

Average monthly wage by age group

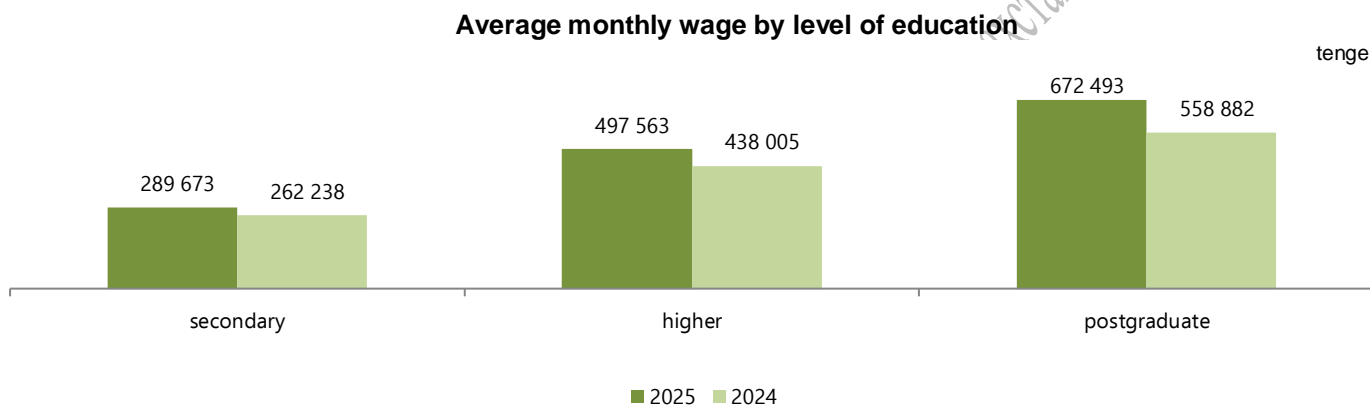
tenge



2.5 Average monthly wage by level of education

Wage of employees by level of education were: with secondary education – 289673 tenge, with higher education – 497563 tenge and postgraduate education - 672493 tenge.

Compared to 2024, the largest increase among workers with postgraduate education was 20,3%, the smallest - 10,0% with secondary education.



3. Glossary

Wage statistics reflects the value of the average level of wages of employees, regularities and trends of its changes, structural characteristics, regional, gender differences and other features affecting the level of wages, its differentiation and dynamics.

According to the Labour Code of the Republic of Kazakhstan, wages are remuneration for labour depending on the employee's qualifications, complexity, quantity, quality and conditions of the work performed, as well as compensatory and incentive payments.

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

- 1) wages accrued at tariff rates and official salaries;
- 2) one-time payments and bonuses;
- 3) compensatory payments related to working hours and working conditions;
- 4) payment for time not worked.

Average monthly nominal salary per employee is determined by dividing the amount of accrued wage fund by the actual number of employees and by the number of months in the reporting period.

Statistical series of data on wage levels are formed either in nominal terms, i.e. in absolute figures of national currency, or in the form of indices.

Wage indices are tools by which trends or dynamics of wages are assessed. There are two wage indices: nominal and real.

Nominal wage index is a relative indicator characterising the change in wages in the reporting period compared to the base period.

Real wage index is a relative indicator characterising 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 indices refer to the same time period.

The median wage is the wage at the centre of the distribution of the number of employees by the amount of accrued wages and divides it into two equal parts - those with wages below and above the median wage.

Modal wage is the wage size most commonly found in a series of the distribution of the number of employees by size of accrued wages.

4. Methodological explanations

The source of data on median and modal wages from 2018 is a one-off survey of organisations, which is conducted using the statistical form 2-T (remuneration of labour) "Report on the structure and distribution of wages and salaries" with a frequency of once a year. All employees who worked for the whole month of April are subject to the survey.

The state statistical observation of wages by occupations and positions, distribution of employees by the size of wages is selective, i.e. large enterprises by the continuous method, and medium and small enterprises by the selective method.

5. Dynamic tables

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

[Distribution of wages of workers in the Republic of Kazakhstan](#)

[Distribution of wages of workers by main professions and positions in the Republic of Kazakhstan](#)

[Distribution of workers' wages by type of ownership and size of enterprises in the Republic of Kazakhstan](#)

6. Useful links

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

[Methodology for calculating the average monthly salary of employees](#)

[Statistical form 1-T "Labour Report" \(annual frequency\)](#)

[Statistical form 2-T \(Labour remuneration\) "Report on structure and distribution of wages"](#)

Responsible for release: Department of Labour and Living Standards Statistics	Director of the Department: N. Belonosova Tel. +7 7172 74 90 22	Executor: G. Akhmetkali Tel. +7 7172 74 97 81 E-mail: gul.akhmetkali@aspire.gov.kz	Address: 010000, Astana city 8, Mangilik El avenue House of Ministries, Entrance 4
--	--	---	---