

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

In the IV quarter of 2025, the average monthly wages in the Republic of Kazakhstan increased by 8,8% compared to the corresponding quarter of 2024 and amounted to 473158 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the IV quarter of 2025 amounted to 339912 tenge.

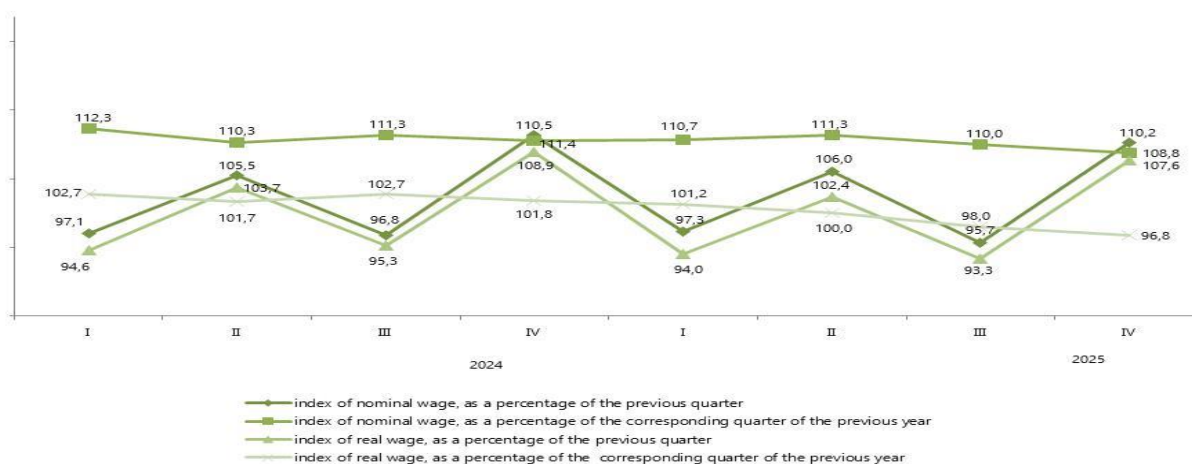
From January 1, 2025, the minimum wage is set at 85000 tenge.

[2. Wage dynamics](#)

Compared to the corresponding quarter of 2024, the average monthly wage increased by 8,8%, the real wage index was 96,8%.

Compared to the previous quarter, the average monthly wage increased by 10,2%, the real wage index was 107,6%.

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

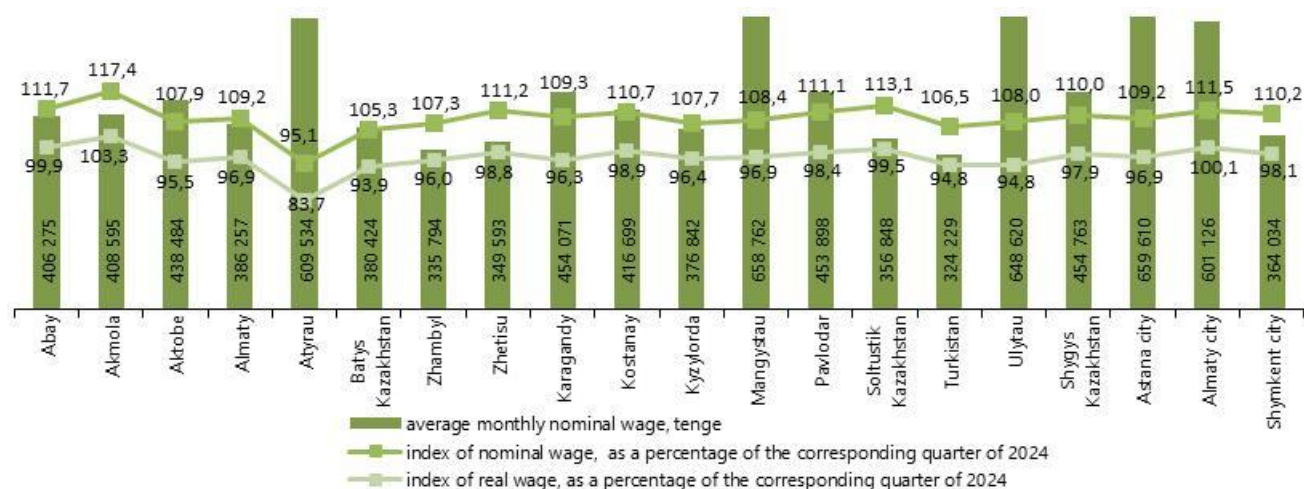


Wages in the Republic of Kazakhstan

	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	382279	97,1	112,3	94,6	271312
II quarter	403251	105,5	110,3	103,7	286197
III quarter	390328	96,8	111,3	95,3	277025
IV quarter	434982	111,4	110,5	108,9	308717
2025					
I quarter	423133	97,3	110,7	94,0	303975
II quarter	448620	106,0	111,3	102,4	322284
III quarter	429368	95,7	110,0	93,3	308454
IV quarter	473158	110,2	108,8	107,6	339912

Regionally, the largest increase in average monthly nominal wages in the IV quarter of 2025 compared to the corresponding quarter of 2024 was in the Akmola region - by 17,4%, in the Soltustik Kazakhstan region – by 13,1%, in the Abay region – by 11,7%, in the Almaty city – by 11,5% and Zhetisy region – by 11,2%.

Average monthly wage of employees by region in the IV quarter of 2025



The largest increase in average monthly wages compared to the corresponding quarter of 2024 was recorded in agriculture, forestry and fisheries – by 25,9%, in real estate transactions – by 14,5%, in transport and warehousing – by 11,9%. In industry the average monthly wage increased – by 11,7%, water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 25,8%, electricity, gas, steam, hot water and air conditioning supply – by 16,4%, including in the

The smallest increase in the average monthly wages compared to the corresponding quarter of 2024 was noted in healthcare and social services – by 5,6%, in education – by 5,7%, administrative and support services activities – by 2,1%.

In the sectoral structure, the highest nominal wages are recorded in financial and insurance activities – 2,1 times higher than the national average, 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 IV 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 2024 year
		previous quarter	corresponding quarter of the 2024 year		
By total economic activity	473 158	110,2	108,8	107,6	96,8
Agriculture, forestry and fisheries	374 053	111,3	125,9	108,7	112,0
Industry	690 766	111,0	111,7	108,4	99,4
Mining and quarrying	978 962	106,1	108,2	103,6	96,3
Manufacturing industry	601 560	112,4	113,8	109,8	101,2
Electricity, gas, steam, hot water and air conditioning supply	561 147	124,6	116,4	121,7	103,6
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	384 260	117,6	125,8	114,8	111,9
Construction	566 344	108,4	104,7	105,9	93,1
Wholesale and retail trade; repair of cars and motorcycles	441 034	105,6	110,3	103,1	98,1
Transport and storage	640 676	102,4	111,9	100,0	99,6
Provision of accommodation and catering services	381 122	107,8	105,4	105,3	93,8
Information and communication	883 520	108,0	110,7	105,5	98,5
Financial and insurance activities	987 485	111,8	104,6	109,2	93,1
Real estate transactions	372 896	107,2	114,5	109,2	101,9
Professional, scientific and technical activities	731 415	114,7	104,8	112,0	93,2
Administrative and support services activities	380 243	105,7	102,1	103,2	90,8
Government administration and defense; compulsory social security	422 486	119,3	109,9	116,5	97,8
Education	329 054	113,1	105,7	110,4	94,0
Healthcare and social services	353 273	107,5	105,6	105,0	94,0
Arts, entertainment and recreation	333 236	109,2	110,8	106,6	98,6
Provision of other types of services	363 958	100,6	109,8	98,2	97,7

** 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 IV quarter of 2025, the number of vacant jobs (required employees) at enterprises and organizations amounted to 61948 units and compared to the previous quarter decreased by 1923 units. Of these, in the sectoral structure, 29,8% are vacant places in industry, 15,5% – in public administration and defense; compulsory social security and 10,7% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 15264 units, Astana city – 7064 units, as well as Pavlodar region – 6678 units and Karagandy region – 4191 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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