

# Number and wages of employees in the Republic of Kazakhstan

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### [1. Key points](#)

In the I quarter of 2026, the average monthly wages in the Republic of Kazakhstan increased by 9,1% compared to the corresponding quarter of 2025 and amounted to 461486 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the I quarter of 2026 amounted to 331527 tenge.

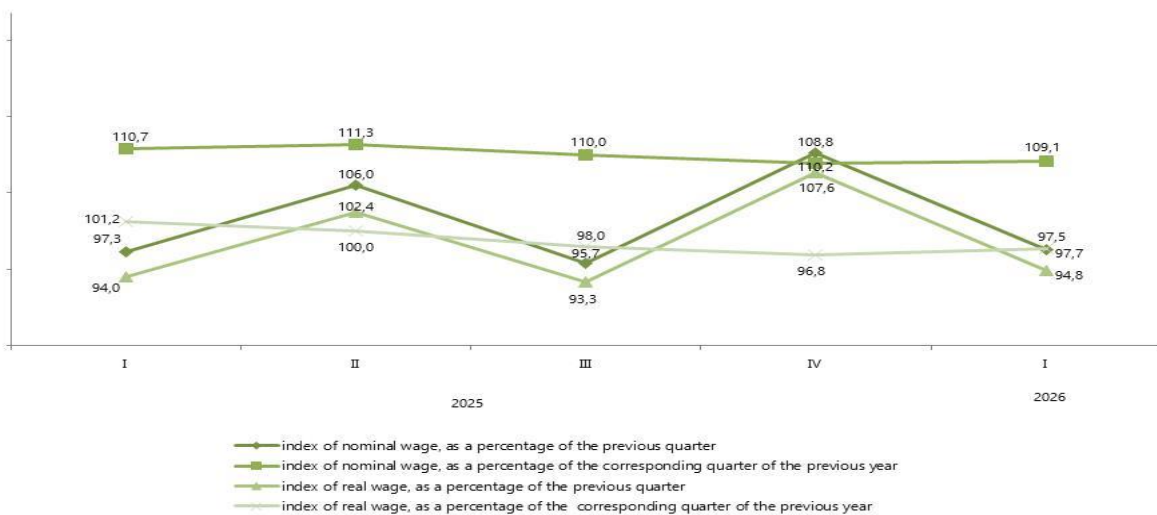
From January 1, 2026, the minimum wage is set at 85000 tenge.

### [2. Wage dynamics](#)

Compared to the corresponding quarter of 2025, the average monthly wage increased by 9,1%, the real wage index was 97,7%.

Compared to the previous quarter, the average monthly wage decreased by 97,5%, the real wage index was 94,8%.

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

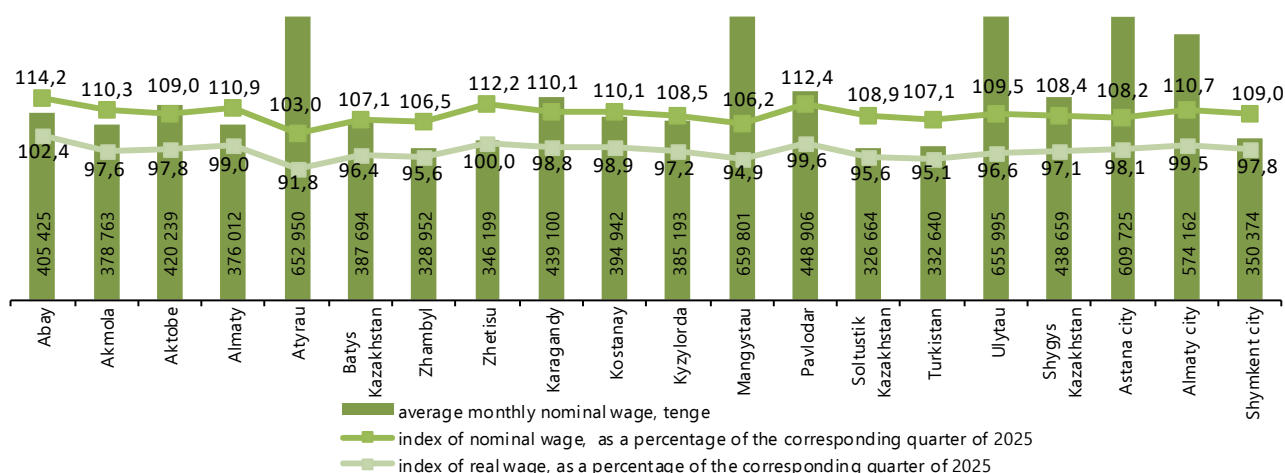


### **Wages in the Republic of Kazakhstan**

	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			
<b>2025</b>						
I quarter	423133	97,3	110,7	94,0	101,2	303975
II quarter	448620	106,0	111,3	102,4	100,0	322284
III quarter	429368	95,7	110,0	93,3	98,0	308454
IV quarter	473158	110,2	108,8	107,6	96,8	339912
<b>2026</b>						
I quarter	461486	97,5	109,1	94,8	97,7	331527

Regionally, the largest increase in average monthly nominal wages in the I quarter of 2026 compared to the corresponding quarter of 2025 was in the Abay region - by 14,2%, in the Pavlodar region – by 12,4%, in the Zhetisu region – by 12,2%, in the Almaty region – by 10,9% and Almaty city – by 10,7%.

## Average monthly wage of employees by region in the I quarter of 2026



The largest increase in average monthly wages compared to the corresponding quarter of 2025 was recorded in agriculture, forestry and fisheries – by 20,3%, in financial and insurance activities – by 18,1%, in transport and warehousing – by 12,9%. In industry the average monthly wage increased – by 11,6%, water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 16,5%, electricity, gas, steam, hot water and air conditioning supply – by 14,7%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2025 was noted in healthcare and social services – by 7,0%, in education – by 4,2%, in information and communication – by 2,8%.

In the sectoral structure, the highest nominal wages are recorded in mining and quarrying – 2,3 times higher than the national average, in financial and insurance activities – 2,3 times, in information and communication – 1,9 times respectively.

## Average monthly wage by type of economic activity in the I quarter of 2026\*

	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	461 486	97,5	109,1	94,8	97,7
Agriculture, forestry and fisheries	299 513	80,1	120,3	77,9	107,7
Industry	696 725	100,9	111,6	98,2	99,9
Mining and quarrying	1 068 068	109,1	108,8	106,1	97,4
Manufacturing industry	591 537	98,3	114,0	95,6	102,1
Electricity, gas, steam, hot water and air conditioning supply	477 720	85,1	114,7	82,8	102,7
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	333 310	86,7	116,5	84,3	104,3
Construction	536 800	94,8	110,5	92,2	98,9
Wholesale and retail trade; repair of cars and motorcycles	430 171	97,5	108,5	94,8	97,1
Transport and storage	654 342	102,1	112,9	99,3	101,1
Provision of accommodation and catering services	365 066	95,8	104,6	93,2	93,6
Information and communication	883 837	100,0	102,8	97,3	92,0
Financial and insurance activities	1 010 271	102,3	118,1	99,5	105,7
Real estate transactions	360 960	96,8	109,2	94,2	97,8
Professional, scientific and technical activities	638 235	87,3	106,8	84,9	95,6
Administrative and support services activities	377 964	99,4	108,1	96,7	96,8
Government administration and defense; compulsory social security	403 447	95,5	111,4	92,9	99,7
Education	315 100	95,8	104,2	93,2	93,3
Healthcare and social services	334 768	94,8	107,0	92,2	95,8
Arts, entertainment and recreation	293 671	88,1	103,1	85,7	92,3
Provision of other types of services	362 123	99,5	109,5	96,8	98,0

\* Excluding small businesses engaged in business activities.

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**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 I quarter of 2026, the number of vacant jobs (required employees) at enterprises and organizations amounted to 59074 units and compared to the previous quarter decreased by 2874 units. Of these, in the sectoral structure, 29,6% are vacant places in industry, 16,8% – in public administration and defense; compulsory social security and 10,5% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 12754 units, Astana city – 7112 units, as well as Pavlodar region – 6145 units and Karagandy region – 4145 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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