

Main indicators of the labor market in the Republic of Kazakhstan

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[1. Key points](#)

According to the results of 2025, the average salary in the Republic of Kazakhstan amounted to 443315 tenge, which is 9.3% more than in 2024, in real terms, wages increased by 1.8%.

From January 1, 2026, the minimum wage is set at 85 000 tenge.

The median salary in the Republic of Kazakhstan for 2025 amounted to 317512 tenge. In nominal terms, it grew by 11.1% by 2024, in real terms it increased by 0.4%.

The modal salary in the Republic of Kazakhstan for 2025 amounted to 116059 tenge. In nominal terms, it grew by 19.0% by 2024, in real terms it increased by 7.5%.

[2. Wage dynamics](#)

Wages in the Republic of Kazakhstan

	2021	2022	2023	2024	2025	Nominal wage index 2025 by 2021, in %	Real wage index 2025 by 2021, in %
Total	250311	309697	364295	405416	443315	177.3	111.1
men	281239	355072	418788	468914	518788	184.5	115.6
women	220160	265643	311217	344496	372767	169.3	106.0

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.

Median salary

	2022	2023	2024	2025
Republic of Kazakhstan	204149	251356	285677	317512

For reference: The data source since 2018 is a one-time survey of enterprises, which is carried out according to the statistical form 2-T (wages) "Report on the structure and distribution of wages of wages" with a frequency of once a year. All employees who have worked fully for the month of April are subject to examination.

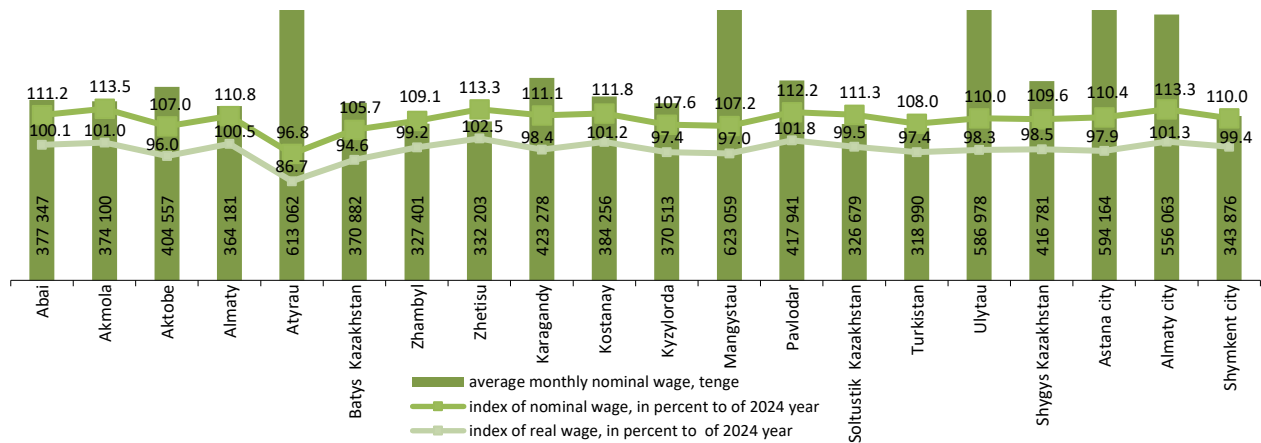
[Wages by regions of the Republic of Kazakhstan](#)

In the regional context, the highest average monthly nominal salary was noted in Mangystau region – 623059 tenge, Atyrau region, which amounted to 613062 tenge, in the city Astana – 594164 tenge, in Ulytau region – 586978 tenge.

The highest growth compared to the previous year was recorded in Akmola region – by 13.5%, in city Almaty and Zhetisu region – by 13.3%, Pavlodar region - by 12.2%, Kostanay region – by 11.8%.

The lowest wages are observed in Turkistan region – 318990 tenge, in Soltustik Kazakhstan region – 326679 tenge, in Zhambyl region –327401 tenge and in Zhetisu region – 332203 tenge.

Average monthly salary of by region in 2025*



Wages by type of economic activity in the Republic of Kazakhstan

The highest growth rates in average monthly nominal wages compared with 2024 were recorded in agriculture, forestry and fishing by 21.7%, information and communication by 14.8%, wholesale and retail trade; car and motorcycle repair by 14.2%, and transportation and warehousing by 14.1%.

By economic activity, the highest average monthly nominal wages were recorded in financial and insurance activities, where wages were 2.1 times higher than the national average, followed by information and communication, where wages were 1.9 times higher than the national average.

Average monthly salary by type of economic activity in 2025*

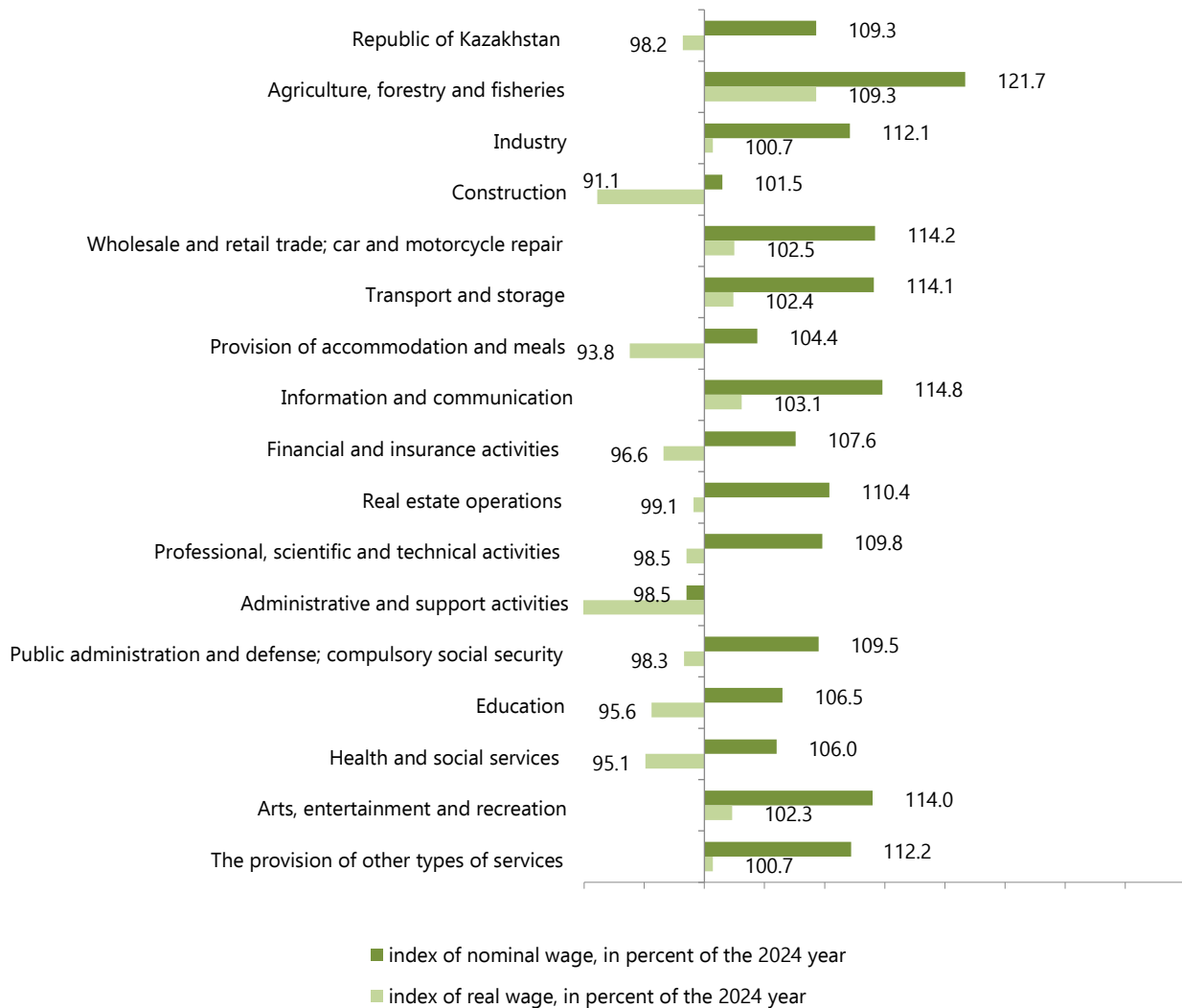
	Average monthly nominal wage		
	tenge	in percent of the corresponding period last year	
		index of nominal salary	index of nominal salary
Republic of Kazakhstan	443315	109.3	98.2
Agriculture, forestry and fishing	320808	121.7	109.3
Industry	638696	112.1	100.7
Mining and quarrying	949524	109.6	98.4
Manufacturing industry	545747	114.2	102.5
Supply of electricity, gas, steam, hot water and air conditioning supply	469729	116.4	104.4
Water supply; sanitation; waste collection, treatment and disposal pollution elimination activities	327577	114.3	102.6
Construction	515935	101.5	91.1
Wholesale and retail trade; car and motorcycle repair	417100	114.2	102.5
Transport and warehousing	606895	114.1	102.4
Providing accommodation and food service	356448	104.4	93.8
Information and communication	834522	114.8	103.1
Financial and insurance activities	920985	107.6	96.6
Real estate transactions	356643	110.4	99.1
Professional, scientific and technical activities	656257	109.8	98.5
Administrative and support service activities	364301	98.5	88.4
Public administration and defence; compulsory social security	370822	109.5	98.3
Education	322678	106.5	95.6
Healthcare and social services	334195	106.0	95.1
Arts, entertainment and recreation	308324	114.0	102.3
Provision of other types of services	405176	112.2	100.7

*Excluding small businesses engaged in entrepreneurial activities.

For reference: The wages fund of employees includes: 1) wages accrued at tariff rates and official salaries, 2) lump-sum payments and bonuses, compensation payments related to working hours and working conditions, 4) payment for unworked time

Wage indices by type of economic activity for 2025*

in percentage



*Excluding small businesses engaged in entrepreneurial activities.

Spreadsheets:

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

[Cost of labor costs in the Republic of Kazakhstan](#)

[Number of employees and remuneration of labor by ownership and type of economic activity in the Republic of Kazakhstan](#)

Dynamic tables:

[Gender pay gap](#)

3.The movement of labor and the use of the calendar fund of time by employees

In 2025 1148.0 thousand people were hired at enterprises and organizations. of which 65.6 thousand people - for newly created jobs and 5.6 thousand people - workers with disabilities.

1106.3 thousand people left for various reasons. 19.6 thousand of them due to a reduction in the number of employees or liquidation of organizations. 883.4 thousand due to turnover reasons. and 190.9 thousand employees for other reasons.

In the context of regions. the largest number of employees is accepted in the city Almaty – 235725 people. in Astana – 144284 people and in Karagandy region – 93929 people. Of these. 19820 people were accepted for newly created jobs in city Almaty. 14397 people in Astana and 6170 people in Turkestan region.

The highest rate of replaced jobs is observed in the Turkestan region – 134.8%. Astana city – 114.0% and Almaty and Mangystau regions – 111.6%.

Calendar time fund per employee by type of economic activity in 2025*

	Per employee					
	number of days worked	hours worked	number of unworked man-days	of them		
				paid annual leave (including additional leave)	due to illness	on leave without pay

Total	221.9	1 835.4	41.2	26.4	4.6	3.3
Agriculture, forestry and fishing	246.7	1 858.4	34.6	19.2	5.4	5.2
Industry	218.5	2 104.0	41.8	24.6	6.9	4.1
Mining and quarrying	211.3	1 720.8	45.0	28.1	6.9	3.2
Manufacturing industry	221.0	2 505.0	41.9	23.2	7.0	5.1
Supply of electricity, gas, steam, hot water and air conditioning	221.7	1 765.4	38.3	22.6	6.8	3.8
Water supply; sanitation; waste collection, treatment and disposal pollution elimination activities	224.3	1 777.1	36.2	23.7	6.1	2.5
Construction	232.3	1 859.7	31.7	17.8	4.0	5.1
Wholesale and retail trade; car and motorcycle repair	226.3	1 747.6	39.3	17.9	4.3	4.5
Transport and warehousing	225.3	1 764.7	42.3	24.3	7.7	2.9
Providing accommodation and food service	228.1	1 800.6	35.1	18.4	4.7	4.2
Information and communication	225.3	1 744.7	40.4	20.9	4.3	4.9
Financial and insurance activities	224.7	1 757.9	44.8	15.9	5.2	9.4
Real estate transactions	204.0	2 218.4	68.8	14.6	13.0	11.7
Professional, scientific and technical activities	222.4	1 755.7	41.8	22.0	3.6	5.5
Administrative and support service activities	229.1	1 844.4	29.8	17.2	5.2	2.4
Public administration and defence; compulsory social security	226.5	1 872.6	31.5	22.7	2.8	1.7
Education	214.4	1 672.5	44.7	35.5	3.1	2.1
Healthcare and social services	226.1	1 870.6	43.1	28.3	5.3	3.2
Arts, entertainment and recreation	223.9	1 781.0	32.7	23.2	3.1	2.0
Provision of other types of services	241.6	2 462.6	80.0	10.1	1.3	5.6

Spreadsheets:

[The movement of labor and the use of the calendar fund of time by employees in the Republic of Kazakhstan](#)

4. The number of employees employed in harmful and other unfavorable working conditions

In 2025, among the surveyed enterprises, 440.1 thousand people worked night shifts, accounting for every fourth employee (25.0%) of the total number of employees in the surveyed enterprises.

Under the influence of physical occupational hazards, every seventh employee (14.0%) worked; under the influence of chemical occupational hazards, every thirtieth employee (3.3%); and under the influence of biological occupational hazards, every one hundred and thirty-fourth employee (0.7%).

Among women, every fifth (132.6 thousand people) worked night shifts, 5.6% (41.4 thousand people) worked under the influence of physical occupational hazards, and 41.5 thousand people worked under the influence of chemical occupational hazards and psychophysiological factors.

In 2025, total expenditure on occupational safety and health amounted to 518,011.5 million tenge. Of this amount, 341,916.4 million tenge was spent on social guarantees, 86,743.6 million tenge on the provision of personal protective equipment, and 36,975.2 million tenge on periodic medical examinations and pre-shift medical check-ups. The most common type of benefit was additional leave, which was granted to 559.1 thousand people. Increased wages were received by 338.2 thousand people, while 325.4 thousand people were provided with milk or equivalent food products.

For reference: The information in this section is formed based on the results of a survey of legal entities and (or) their structural and separate divisions with the main type of activity in the field of agriculture, forestry and fisheries, industry, construction, transport and warehousing, providing accommodation and food service, information and communications, professional, scientific and technical activities, healthcare and social services, with the exception of small businesses engaged in entrepreneurial activities.

Spreadsheets:

[The number of workers employed in harmful and other adverse working conditions, by certain types of economic activity in the Republic of Kazakhstan](#)

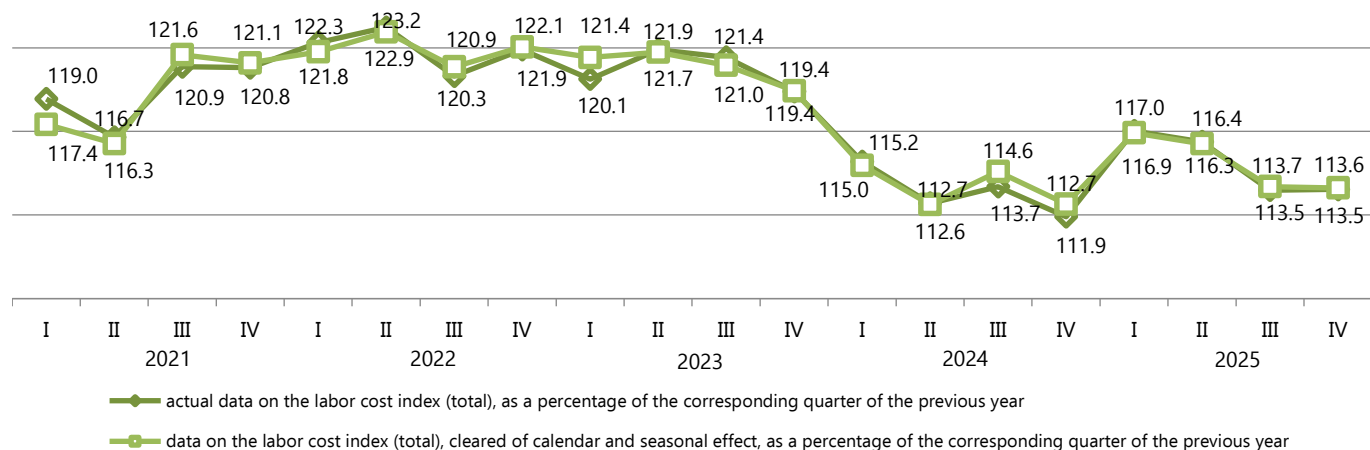
5. Labor cost index taking into account calendar and seasonal smoothing

The average annual total labor cost index which characterizes the change in time of the average cost of labor costs per 1 hour worked in 2025 compared to the previous year amounted to 115.1%, for the wage fund – 115.5% for labor costs not taken into account in the wage fund – 112.5%.

Dynamics of the labor cost index by components

			to the previous year, as a percentage
	Labor Cost Index (general)	The index of the cost of labor by the wagefund	Labor cost index for labor costs not included in the wage fund
2021	119.3	117.5	131.8
2022	121.9	122.5	118.7
2023	120.7	118.6	134.6
2024	113.3	114.2	108.2
2025	115.1	115.5	112.5

Dynamics of the labor cost index taking into account calendar and seasonal smoothing



6. 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 at 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 of one employee 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.

Wage indices are tools used to evaluate trends or dynamics of wages. There are two wage indices: nominal and real.

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.

Modal salary is the amount of wages that is most often found in the distribution of the number of employees by the amount of accrued wages.

The labor cost index is a relative indicator that characterizes the change in time of the average cost of labor costs per 1 hour worked.

The cost of labor costs is the sum of all the costs of employers (organizations) related to the maintenance and use of labor, regardless of the source of their financing.

The cost of labor costs not taken into account in the wage fund is the sum of the costs (expenses) of the employer (organization), which include: taxes related to the use of labor; expenses of the organization to provide employees with housing; expenses of the organization for social protection of employees; expenses for cultural events, as well as for recreation and entertainment organizations; expenses of the organization for the training of employees; expenses of the organization for labor not related to the above groups.

The calculation of calendar and seasonal adjustments of the time series of the labor cost index was made for enterprises, excluding small enterprises engaged in entrepreneurial activity using the «JDemetra+» program.

7. Methodological explanations

The objects of state statistical observations on wage statistics include all legal entities and their structural and separate subdivisions across all types of economic activities with a workforce of more than 100 people as well as those with up to 100 employees, except for those reporting under the statistical form «On the activities of small enterprises» (index 2-MP) regardless of their affiliation and form of ownership.

State statistical observations on the average monthly wage, the composition of the wage fund and employer labor costs are conducted using a comprehensive method.

State statistical observation of wages by professions and positions as well as the distribution of employees by wage levels, is conducted using a sample method, meaning large enterprises are surveyed comprehensively while medium and small enterprises are surveyed using a sample method.

8. Links to related publications

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

[Key labor indicators in the Republic of Kazakhstan](#)

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

9. Useful links

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

[Statistical Form 1-T "Labor Report" \(periodicity quarter and year\)](#)

[Statistical form 2-T \(Wages\) "Report on the structure and distribution of wages". Quality report.](#)

[Average monthly nominal salary/ «Taldau» Information and Analytical System](#)

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