Number and wages of employees in the Republic of Kazakhstan

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1. Key points

In the II quarter of 2026, the average monthly wages in the Republic of Kazakhstan increased by 8,4% compared to the corresponding quarter of 2025 and amounted to 486388 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the II quarter of 2026 amounted to 348415 tenge.

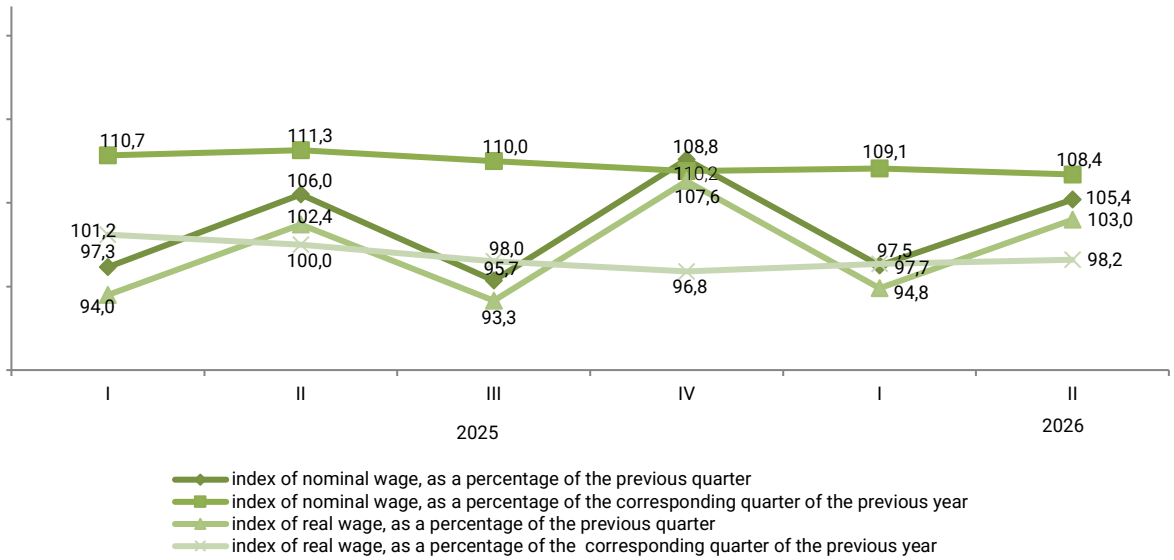
From January 1, 2026, the minimum wage is set at 85000 tenge.

2. Wage dynamics

Compared to the corresponding quarter of 2025, the average monthly wage increased by 8,4%, the real wage index was 98,2%.

Compared to the previous quarter, the average monthly wage decreased by 105,4%, the real wage index was 103,0%.

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

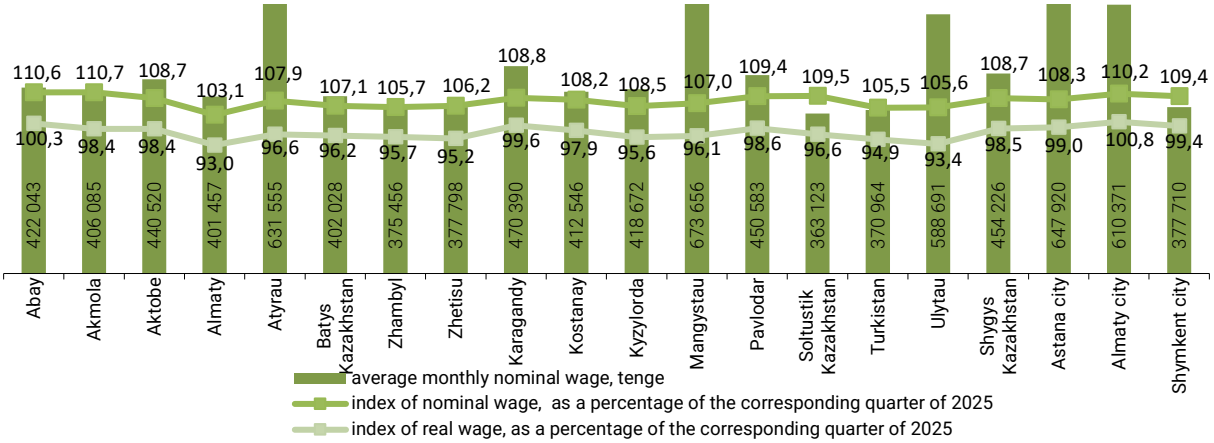


Wages in the Republic of Kazakhstan

	Average monthly wage			Real wage index, as a percentage of		Median monthly wage (estimate), tenge
	tenge	as a percentage of previous quarter	as a percentage of corresponding quarter of the previous year	previous quarter	corresponding quarter of the previous year	
2025						
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
2026						
I quarter	461486	97,5	109,1	94,8	97,7	331527
II quarter	486388	105,4	108,4	103,0	98,2	348415

Regionally, the largest increase in average monthly nominal wages in the II quarter of 2026 compared to the corresponding quarter of 2025 was in the Akmola region - by 10,7%, in the Abay region - by 10,6%, in the Almaty city – by 10,2%, in the Soltustik Kazakhstan region – by 9,5%, in the Pavlodar region and Shymkent city – by 9,4%.

Average monthly wage of employees by region in the II 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 17,5%, in construction– by 16,9%, in financial and insurance activities – by 16,0. In industry the average monthly wage increased – by 11,4%, water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities – by 14,7%, electricity, gas, steam, hot water and air conditioning supply – by 13,6%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2025 was noted in education – by 3,2%, arts, entertainment and recreation – by 3,4%, in information and communication – by 3,8%.

In the sectoral structure, the highest nominal wages are recorded in financial and insurance activities – 2,3 times higher than the national average, in mining and quarrying – 2,0 times, in information and communication – 1,7 times respectively.

Average monthly wage by type of economic activity in the II 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 2025 year	previous quarter	corresponding quarter of the 2025 year
By total economic activity	486 388	105,4	108,4	103,0	98,2
Agriculture, forestry and fisheries	365 262	122,0	117,5	119,3	106,4
Industry	673 796	96,7	111,4	94,5	100,9
Mining and quarrying	980 334	91,8	110,3	89,7	99,9
Manufacturing industry	584 171	98,8	111,7	96,6	101,2
Electricity, gas, steam, hot water and air conditioning supply	504 412	105,6	113,6	103,2	102,9
Water supply; water disposal, waste collection, treatment and disposal, pollution elimination activities	357 851	107,4	114,8	105,0	104,0
Construction	573 110	106,8	116,9	104,4	105,9
Wholesale and retail trade; repair of cars and motorcycles	451 524	105,0	112,1	102,6	101,5
Transport and storage	639 411	97,7	108,4	95,5	98,2
Provision of accommodation and catering services	373 433	102,3	107,8	100,0	97,6
Information and communication	851 076	96,3	103,8	94,1	94,0
Financial and insurance activities	1 107 576	109,6	116,0	107,1	105,1
Real estate transactions	371 109	102,8	112,4	100,5	101,8
Professional, scientific and technical activities	655 277	102,7	104,9	100,4	95,0
Administrative and support services activities	393 502	104,1	109,3	101,8	99,0
Government administration and defense; compulsory social security	392 220	97,2	109,3	95,0	99,0
Education	385 725	122,4	103,2	119,6	93,5
Healthcare and social services	360 296	107,6	106,1	105,2	96,1

Arts, entertainment and recreation	312 136	106,3	103,4	103,9	93,7
Provision of other types of services	405 947	112,1	112,3	109,6	101,7

** 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 II quarter of 2026, the number of vacant jobs (required employees) at enterprises and organizations amounted to 56594 units and compared to the previous quarter decreased by 2480 units. Of these, in the sectoral structure, 28,4% are vacant places in industry, 17,6% – in public administration and defense; compulsory social security and 11,4% – in transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 12998 units, Astana city – 6823 units, as well as Karagandy region–4441 units and Pavlodar region – 4254 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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