

Differentiation of wages of workers in the Republic of Kazakhstan

Release date: 23.10.2026

Next release date: 22.10.2027

1. Key indicators

2. Wage

2.1 Average monthly wage by major occupational groups

2.2 Hourly wage

2.3 Average monthly wage by age group

2.4 Average monthly wage by level of education

3. Glossary

4. Methodological explanations

5. Links to related publications

6. Useful links

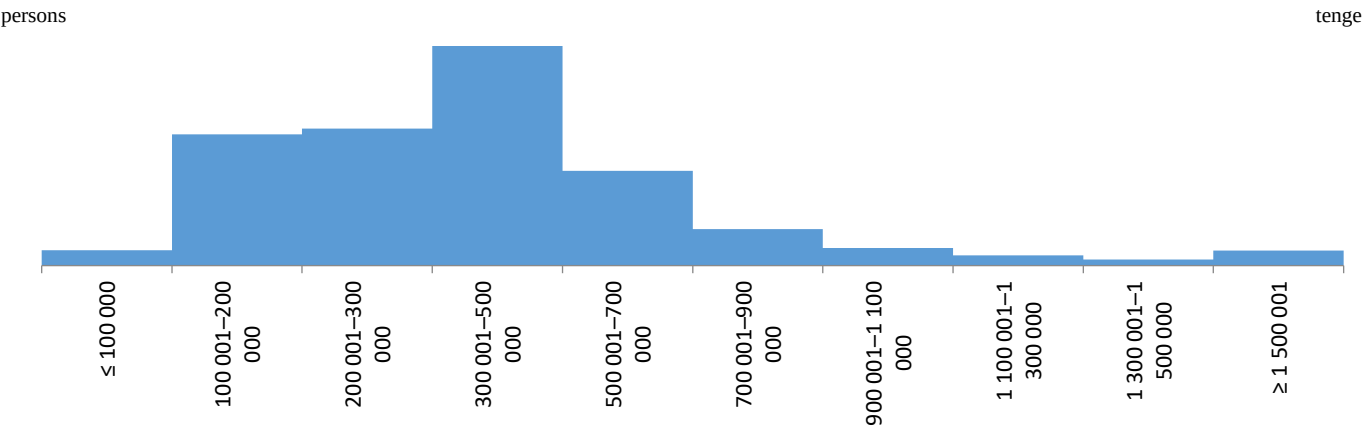
1. Key indicators

In the second quarter of 2026, the average monthly wage in the Republic of Kazakhstan amounted to 486388 tenge. The estimated median wage in the Republic of Kazakhstan for the second quarter of 2026 was 348415 tenge.

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

According to the survey results, of the 3378,6 thousand employees, 2,2% received an average monthly wage of up to 100000 tenge, 9,4% received from 100001 to 150000 tenge, 29,9% received from 150001 to 300000 tenge, 30,8% received from 300001 to 490000 tenge, and 27,7% received 490001 tenge and above.

Distribution of employees by accrued wages in 2026

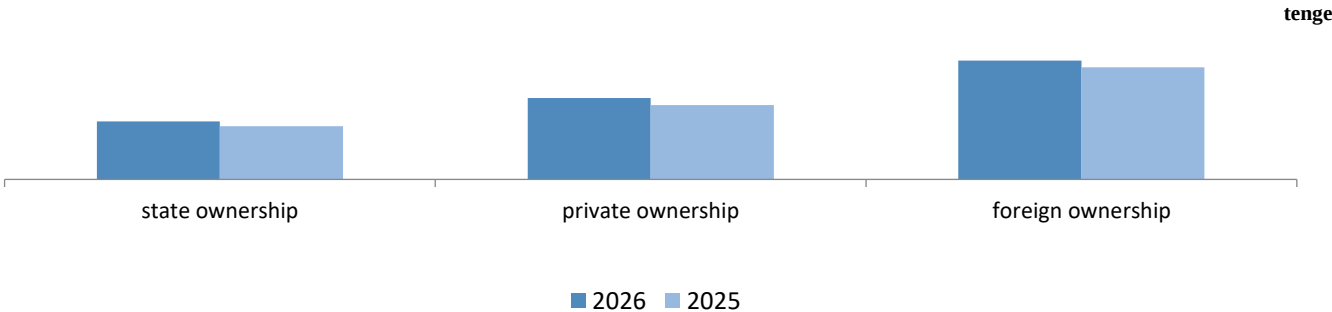


2. Monthly wage

2.1 Average monthly wage by major occupational groups

In 2026, the average monthly wage of employees at foreign-owned enterprises was 748,529 tenge. This was approximately twice the figure for state-owned enterprises (365,476 tenge) and 1.5 times the figure for privately owned enterprises (513,076 tenge).

Average monthly wage by major occupational groups



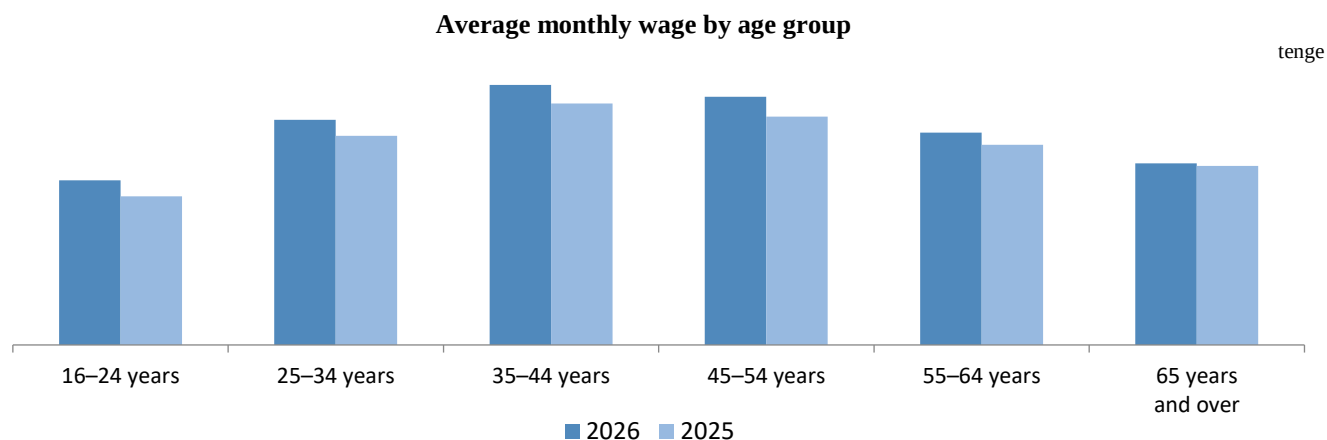
2.2 Hourly wage

The average hourly wage per employee in 2026 amounted to 2508 tenge, increasing by 7,5% compared with 2025. Hourly wages amounted to 2,859 tenge for men and 2,180 tenge for women. Compared with 2025, this figure increased by 8,4% for men and 6,5% for women.

2.3 Average monthly wage by age group

A comparison of employees' wages by age group shows that the lowest wage, 310256 tenge, was received by employees aged 16–24, while the highest wages were received by employees aged 35–44 (489629 tenge) and 45–54 (467544 tenge).

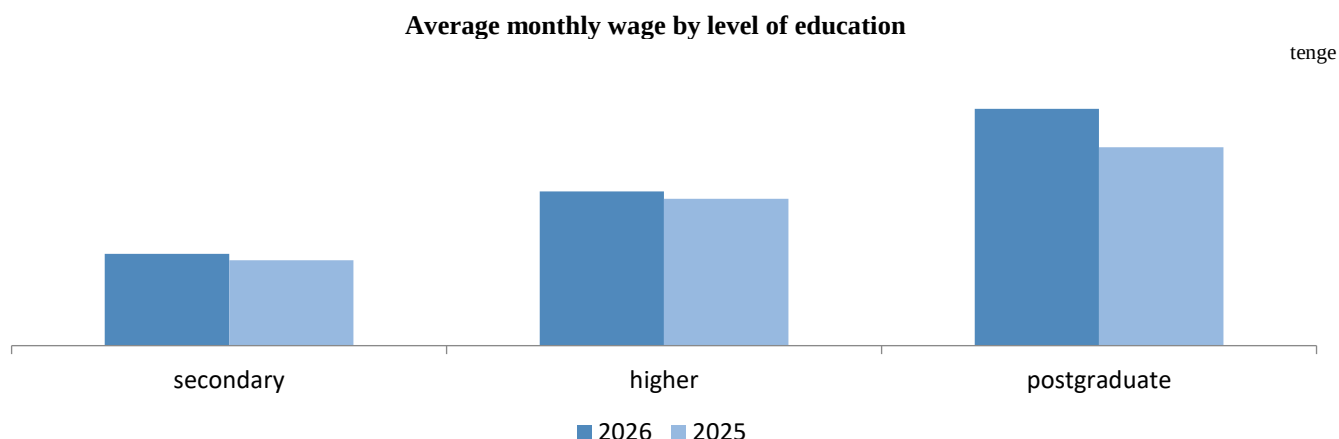
The largest wage increase was recorded among employees aged 16–24, at 10,9%, and the smallest among employees aged 65 and over, at 1,3%.



2.4 Average monthly wage by level of education

Wages of employees by level of education were 311169 tenge for those with secondary education, 523210 tenge for those with higher education, and 802944 tenge for those with postgraduate education.

Compared with 2025, the largest wage increase was recorded among employees with postgraduate education, at 19,4%, and the smallest among employees with higher education, at 5,2%.



3. Glossary

Wage statistics reflect the average level of remuneration of employees, patterns and trends in its changes, structural characteristics, regional and gender differences, and other factors affecting the level, differentiation and dynamics of wages.

According to the Labour Code of the Republic of Kazakhstan, wages are remuneration for labour depending on the employee's qualifications and the 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-off payments and bonuses;
- 3) compensatory payments related to working hours and working conditions;
- 4) payment for time not worked.

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

Statistical series on wage levels are compiled either in nominal terms, that is, as absolute amounts in the national currency, or as indices.

The median wage is the wage at the centre of the distribution of employees by accrued wages, dividing it into two equal parts: employees with wages below the median and those with wages above it.

The modal wage is the wage most frequently observed in the distribution of employees by accrued wages.

4. Methodological explanations

The data source is a one-off survey of organisations conducted once a year using statistical form 2-T (labour remuneration), “Report on the structure and distribution of wages and salaries”. The survey covers all employees who worked the whole month of April.

State statistical observation of wages by occupation and position and the distribution of employees by wage level is sample-based: large enterprises are covered in full, while medium-sized and small enterprises are surveyed on a sample basis.

5. Links to related publications

Number and wages of employees in the Republic of Kazakhstan(II quarter of 2026)

Distribution of wages of workers 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 wage of employees

Statistical form 1-T “Labour Report” (quarterly frequency)

Statistical form 2-T (Labour remuneration) “Report on structure and distribution of wages”

Release responsible:	Department Director:	Executor:	Address:
Department of Labour and Living Standards Statistics	T. Demesheva Tel. +7 7172 74 90 22	G. Akhmetkali Tel. +7 7172 74 97 81	010000, Astana 8 Mangilik El Avenue House of Ministries, 4th entrance

© Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan