

«Wages and working conditions»

Number and wages of employees in the Republic of Kazakhstan

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[1. Key points](#)

[2. Wage dynamics](#)

[3. Vacancies and the movement of labor in enterprises](#)

[4. Glossary](#)

[5. Methodological explanations](#)

[6. Links to related publications](#)

[7. Useful links](#)

[1. Key points](#)

In the II quarter of 2023, the average monthly wages in the Republic of Kazakhstan increased by 17.1% compared to the corresponding quarter of 2022 and amounted to 365 502 tenge.

The median value of wages in the Republic of Kazakhstan, according to estimates for the II quarter of 2023 amounted to 240 937 tenge.

From January 1, 2023, the minimum wage is set at 70000 tenge.

[2. Wage dynamics](#)

Compared to the previous quarter, the average monthly wage increased by 7.3%, the real wage index was 104.7%.

Compared to the corresponding quarter of 2022, the average monthly wage increased by 17.1%, the real wage index was 101.2%.

Figure 1

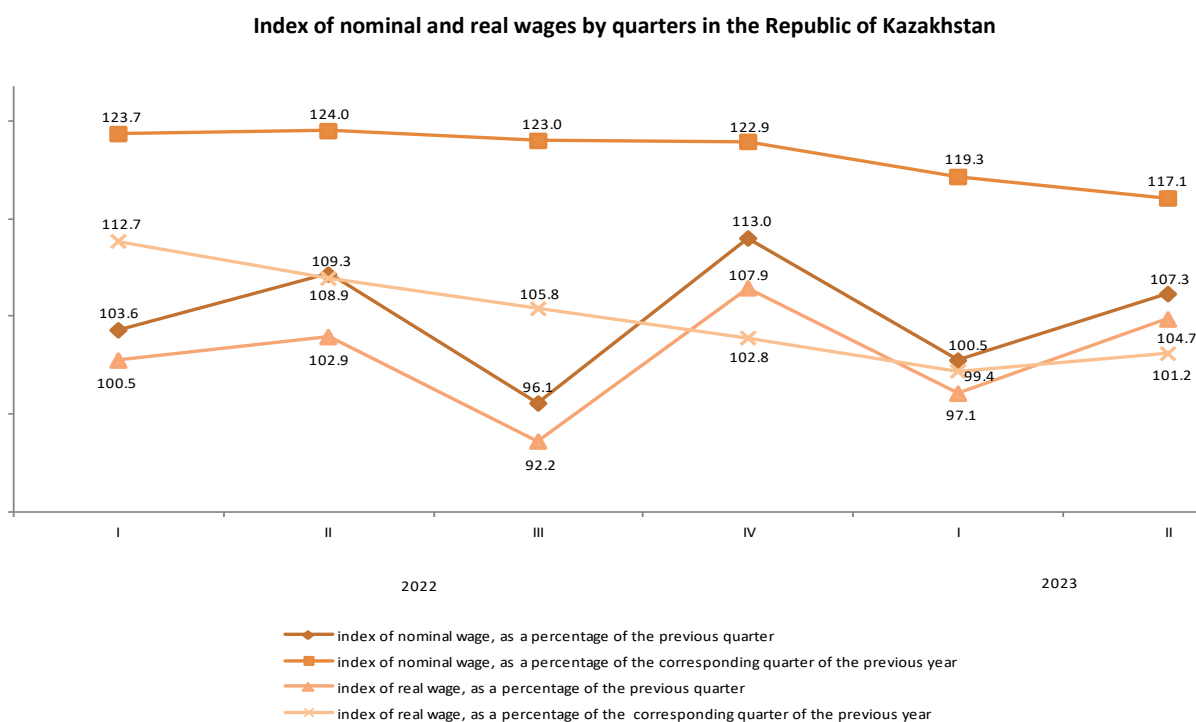


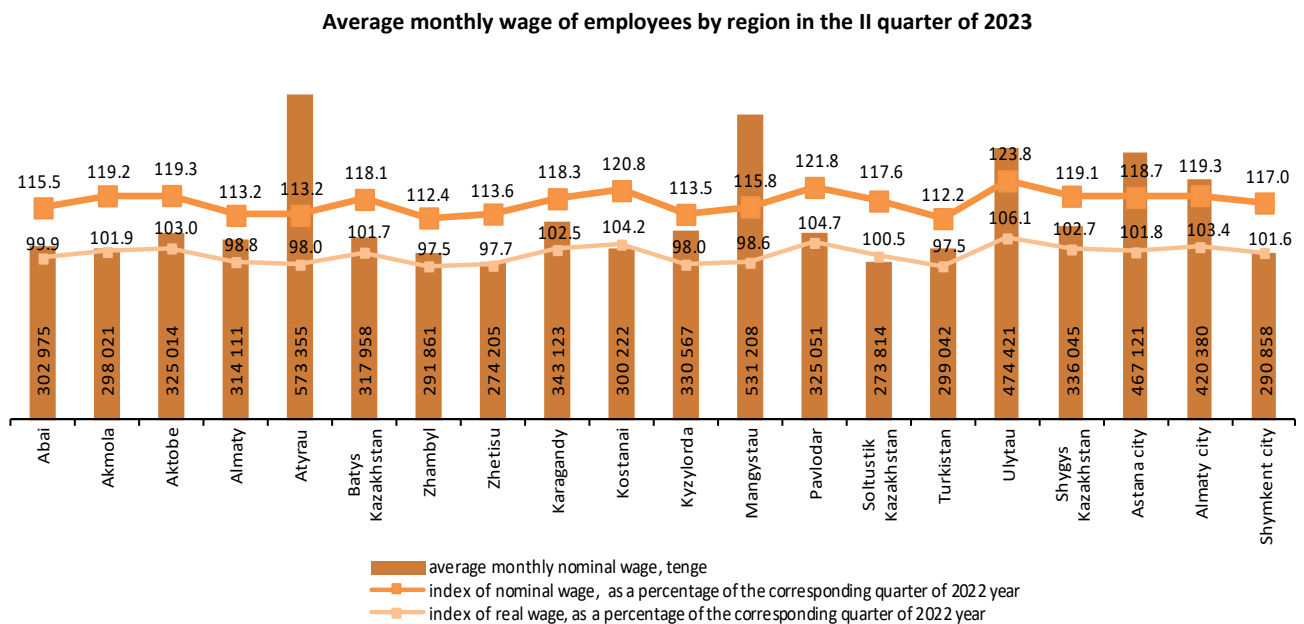
Table 1

Wages in the Republic of Kazakhstan

	Average monthly wage			Real wage index, as a percentage of		Median monthly wage (estimate), tenge
	tenge	previous quarter	corresponding quarter of the previous year	previous quarter	corresponding quarter of the previous year	
2022						
I quarter	285 433	103.6	123.7	100.5	112.7	188 156
II quarter	312 011	109.3	124.0	102.9	108.9	205 676
III quarter	299 782	96.1	123.0	92.2	105.8	197 615
IV quarter	338 715	113.0	122.9	107.9	102.8	223 279
2023						
I quarter	340 556	100.5	119.3	97.1	99.4	224 493
II quarter	365 502	107.3	117.1	104.7	101.2	240 937

Regionally, the largest increase in average monthly nominal wages in the II quarter of 2023 compared to the corresponding quarter of 2022 was in the Ulytau region – 23.8%, in the Pavlodar region – 21.8%, in the Kostanai region – 20.8%. The lowest growth is observed in the Turkistan region – 12.2% and in the Zhambyl region – 12.4%.

Figure 2



The largest increase in average monthly wages compared to the corresponding quarter of 2022 was recorded in information and communication – 36.0%, in transport and storage – 24.6%, in agriculture, forestry and fisheries – 23.7%, in the wholesale and retail trade; repair of cars and motorcycles – 21.8%. In industry the average monthly wage increased – by 20.4%, in healthcare and social services – by 15.6%.

The smallest increase in the average monthly wages compared to the corresponding quarter of 2022 was noted in the education – by 10.2%, in construction – by 11.7%.

In the sectoral structure, the highest nominal wages are recorded in the financial and insurance activities – 2 times higher than the national average, in mining and quarrying – 1.9 times, in information and communication – 1.5 times, in professional, scientific and technical activities – 1.3 times, respectively.

Table 2

Average monthly wage by type of economic activity in the II quarter of 2023*

	Average monthly nominal wage			Real wage index, as a percentage of	
	tenge	as a percentage of		previous quarter	corresponding quarter of the 2022 year
		previous quarter	corresponding quarter of the 2022 year		
By total economic activity	365 502	107.3	117.1	104.7	101.2
Agriculture, forestry and fisheries	224 889	125.4	123.7	122.3	106.9
Industry	465 904	98.1	120.4	95.7	104.1
Mining and quarrying	710 859	92.7	120.0	90.4	103.7
Manufacturing industry	394 850	100.7	120.5	98.2	104.1
Electricity, gas, steam, hot water and air conditioning supply	304 712	108.1	120.2	105.5	103.9
Water supply; waste collection, treatment and disposal, pollution elimination activities	219 517	108.7	121.4	106.0	104.9
Construction	446 310	94.5	111.7	92.2	96.5
Wholesale and retail trade; repair of cars and motorcycles	306 345	104.4	121.8	101.9	105.3
Transport and storage	451 841	103.3	124.6	100.8	107.7
Provision of accommodation and catering services	294 049	86.8	112.7	84.7	97.4
Information and communication	546 609	101.0	136.0	98.5	117.5
Financial and insurance activities	712 880	118.4	121.2	115.5	104.8
Real estate transactions	243 410	103.9	115.7	101.4	100.0
Professional, scientific and technical activities	488 928	104.3	116.0	101.8	100.3
Administrative and support services activities	351 493	98.2	116.1	95.8	100.3
Government administration and	301 097	103.8	120.9	101.3	104.5

defense; compulsory social security					
Education	323 230	123.8	110.2	120.8	95.2
Healthcare and social services	298 249	109.2	115.6	106.5	99.9
Arts, entertainment and recreation	214 751	105.8	118.0	103.2	102.0
Provision of other types of services	293 162	117.5	117.6	114.6	101.6

* Excluding small businesses engaged in business activities.

Electronic tables:

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

Dynamic tables:

[Average monthly wage by regions of the Republic of Kazakhstan](#)

[Average monthly wage by type of economic activity](#)

[Average monthly wage in the Republic of Kazakhstan by month, quarter](#)

3. Vacancies and the movement of labor in enterprises

At the end of the II quarter of 2023, the number of vacant jobs (required employees) at enterprises and organizations amounted to 54 464 units and compared to the previous quarter increased by 2 167 units. Of these, in the sectoral structure, 28% are vacant places in industry, 28.8% are vacant places in government administration and defense; compulsory social security and transport and storage.

Among the regions, the leaders in the number of vacancies are Almaty city – 14 178 units, Astana city – 6 609 units, as well as Pavlodar region – 4 520 units and Karagandy region – 4 140 units.

Electronic tables:

[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 (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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