GENDER PAY GAP REPORT

2023

Report
On the gender pay gap at Shakarim University for 2023

At Shakarim University, we are committed to inclusivity and equality of opportunity so that all our staff and students can thrive in an inclusive and respectful environment.

The gender pay gap is the difference between the average monthly pay of female and male staff, expressed as a percentage.

Gender pay gap is different from equal pay. Equal pay is related to the fact that female and male employees are paid equally for work of equal value.

Shakarim University, being a legal entity, according to the legislation of the Republic of Kazakhstan annually submits the statistical form of the national statistical observation 'Labour Report' to the Bureau of National Statistics.

The key factors determining the gender pay gap at the University include the lack of gender balance between job categories and different pay grades.

It should be noted that according to the Bureau of National Statistics (https://stat.gov.kz/ru/industries/labor-and-income/stat-wags/dynamic-tables/) the gender pay gap between women and men at Shakarim University is 2.6 times less than the national average and 1.7 times less than the Abay region for 2023.

Evidence of Shakarim University's commitment to equality is the fact that there are proportionally equal numbers of women and men in leadership positions during the reporting period. Moreover, according to the table below, the vast majority of the University's staff (68.5 per cent) are paid equally in equivalent positions.

Even more meaningful and sustainable change will take time, but the University is committed to reducing the gender pay gap and continues to take evidence-based, targeted action to achieve this.

More detailed information is provided in the Table 'Data on the number of employees on average for 2023 and payroll by main occupation groups (according to the National Classifier of the Republic of Kazakhstan "Classifier of Occupations")'.

Data on the number of employees on average for 2023 and the wage fund by main groups of occupations
(according to the National Classifier of the Republic of Kazakhstan 'Classifier of Occupations')

Line code	Name of the indicators	Average number of employees for the reporting year, persons			Employee salary fund, thousand tenge (with decimal point)			Average monthly nominal salary per employee, tenge			
		Total	Of which women	Of which men	total	of which accrued to women	of which accrued to men	total	Of which women	Of which men	ratio of average monthly wages of women to men, %
1	Total for the organisation (subdivision).	733	558	175	3069277,4	2202689,5	866587,9	382894	372328	412661	**9,8**
	including:										
1.1	managers and civil servants	64	32	32	606915,2	296583,9	310331,3	790254	772354	808154	4,4
1.2	professional staff	502	403	99	2231143,0	1771922,3	459220,7	386546	386545	386549	0,0
1.3	administrative officials	47	37	10	55863,0	37242,0	18621,0	155175	155175	155175	0,0
1.4	workers in industry, construction, transport and other related occupations	13	0	13	39807,3	0	39807,3	255175		255175	
1.5	Production equipment operators, assemblers and drivers	3	0	3	9687,2	0	9687,2	269089		269089	
1.6	unskilled labourers	104	86	18	125861,7	96941,3	28920,4	136214	136923	133891	-2,3