



Non-profit joint-stock company «Shakarim University»

GENDER PAY GAP REPORT

2024

Report

On the gender pay gap at Shakarim University for 2024

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 3.1 times less than the national average and 2.2 times less than the Abay region for 2024.

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 (77,8 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 2024 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 2024 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).	758	673	85	3860338,9	3142485,6	717853,3	448668	441608	482428	8,5
	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	524	517	7	2966655,7	2677042,3	289613,4	471796	466709	524662	11,0
1.3	administrative officials	47	37	10	79393,7	52929,1	26464,6	220538	220538	220538	0,0
1.4	workers in industry, construction, transport and other related occupations	13	0	13	42203,9	-	42203,9	270538	-	270538	-
1.5	Production equipment operators, assemblers and drivers	5	0	5	12403,9	-	12403,9	206732	-	206732	-
1.6	unskilled labourers	105	87	18	152766,5	115930,3	36836,2	157167	153347	170538	10,1