



Building a better
working world

Compensation and Benefits Survey 2021/2022

Invitation

EY invites your company to participate in the annual Compensation and Benefits survey in Kazakhstan. Following the survey, we will issue a report containing the most recent market data on remuneration levels and practices in Kazakhstan.

Have you ever faced these questions?

- ▶ How to evaluate your company's competitiveness in the labor market?
- ▶ How to justify changes in the compensation level?
- ▶ What HR practices do the most attractive employers implement?
- ▶ How to properly plan the budget for payroll, training, benefits, and other HR-related expenses?
- ▶ How to attract and retain valuable talents?
- ▶ How to keep an eye on the latest trends in the labor market?

The final report will contain the following information:

- ▶ Compensation levels for specific job positions with a breakdown by the 14 Kazakhstan regions and cities of Nur-Sultan, Almaty and Shymkent
- ▶ Salary changes in 2021 and forecasts for 2022
- ▶ Bonus plans, benefits packages, payments, allowances and other compensation
- ▶ HR function metrics and a detailed description of other HR policies and practices implemented in Kazakhstan

Survey timeline

- ▶ Registration of participants: by 1 July 2021
- ▶ Completion of questionnaires: by 31 July 2021
- ▶ Data processing and report preparation: July – August 2021
- ▶ Report release: September 2021

Sectors

- ▶ Banking
- ▶ Mining & Industrial
- ▶ Oil & Gas
- ▶ IT and Telecommunication
- ▶ FMCG
- ▶ Logistics
- ▶ Construction
- ▶ Pharmaceuticals
- ▶ Financial
- ▶ Electric power

Bonuses and discounts for survey 2021/2022 participants:

- ▶ Any company that participates in the survey will receive a 50% discount on the purchase of the report
- ▶ Any company that participates in the surveys in both Kazakhstan and Uzbekistan will receive a 15% discount on purchases of the reports
- ▶ Any company that submits the correctly completed questionnaires by 15 July 2021 will receive a discount of 15% off the price of the report for 2021/2022
- ▶ An opportunity to participate in HR training for free for one of the company's employees (in July 2021)*
- ▶ A discount on training courses in the EY HR-Academy

* The training subject will be announced in July 2021.
Discounts offered for the salary survey may be cumulative.

Contact us

If you have any questions regarding participation, please call **+7 727 258 55 88** or write to us at **salary.survey@kz.ey.com**.

Our team will provide detailed information about EY services and answer your questions.



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