



Non-profit joint-stock company «Shakarim University»

GENDER PAY GAP REPORT

2026

Report

On the gender pay gap at Shakarim University for 2025

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 (<https://stat.gov.kz/ru/industries/labor-and-income/stat-wags/dynamic-tables/>).

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

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.

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 2025 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 2025 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). | 804 | 584 | 220 | 4747129,9 | 3333491,5 | 1413638,4 | 552506 | 545758 | 569098 | 4,10 |
| | including: | | | | | | | | | | |
| 1.1 | managers and civil servants | 64 | 32 | 32 | 933829 | 466914,5 | 466914,5 | 1215923 | 1215923 | 1215923 | 0 |
| 1.2 | professional staff | 540 | 428 | 112 | 3492695,1 | 2680518,4 | 812176,7 | 556516 | 566946 | 524662 | 7,46 |
| 1.3 | administrative officials | 62 | 37 | 25 | 102923,2 | 68615,5 | 34307,7 | 285898 | 285898 | 285898 | 0 |
| 1.4 | workers in industry, construction, transport and other related occupations | 13 | 0 | 13 | 42260,1 | 0 | 42260,1 | 270898 | 0 | 270898 | - |
| 1.5 | Production equipment operators, assemblers and drivers | 5 | 0 | 5 | 12425,5 | 0 | 12425,5 | 207092 | 0 | 207092 | - |
| 1.6 | unskilled labourers | 120 | 87 | 33 | 162997 | 117443,1 | 45553,9 | 167692 | 155348 | 210898 | 26,3 |

Compared to 2024, the wage gap for women has decreased by half; in 2024 it was 8.5%, and in the current year it was 4.1%.