



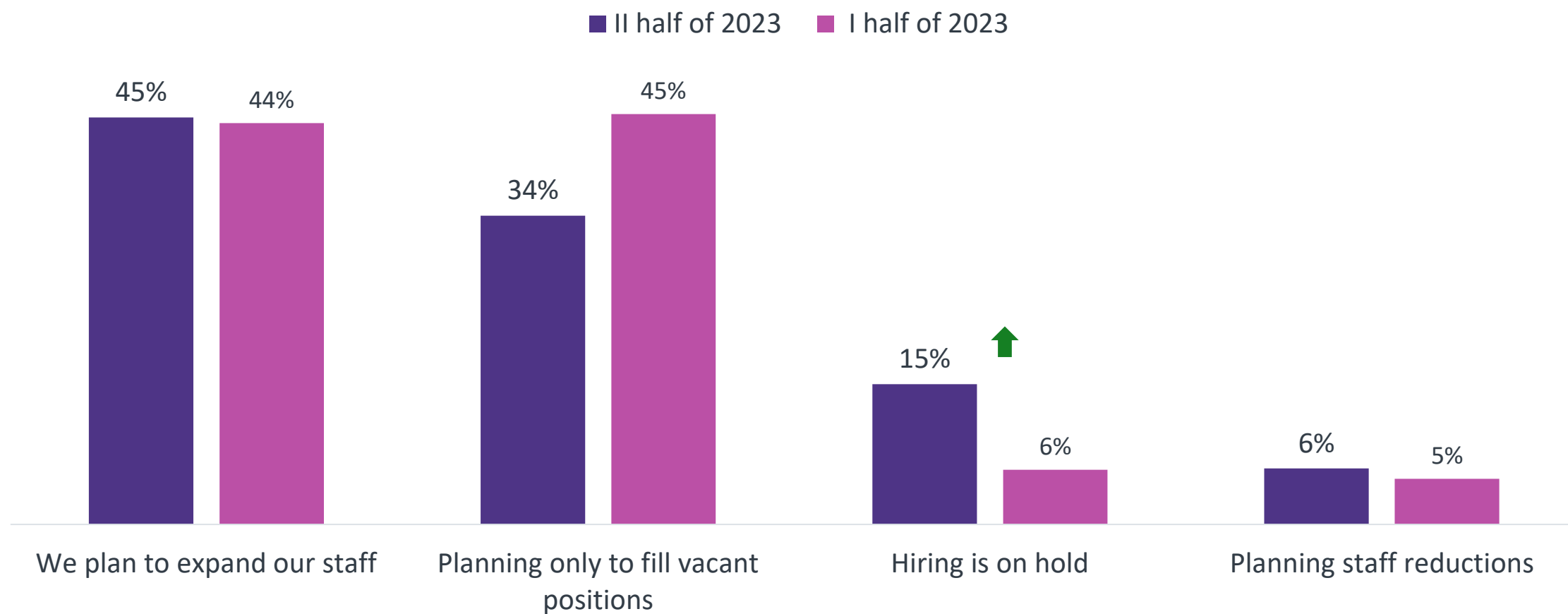
ANTAL KAZAKHSTAN SURVEY

**PULSE SURVEY OF EMPLOYERS ABOUT  
PLANS UNTIL THE END OF 2023**





# COMPANIES' HIRING PLANS

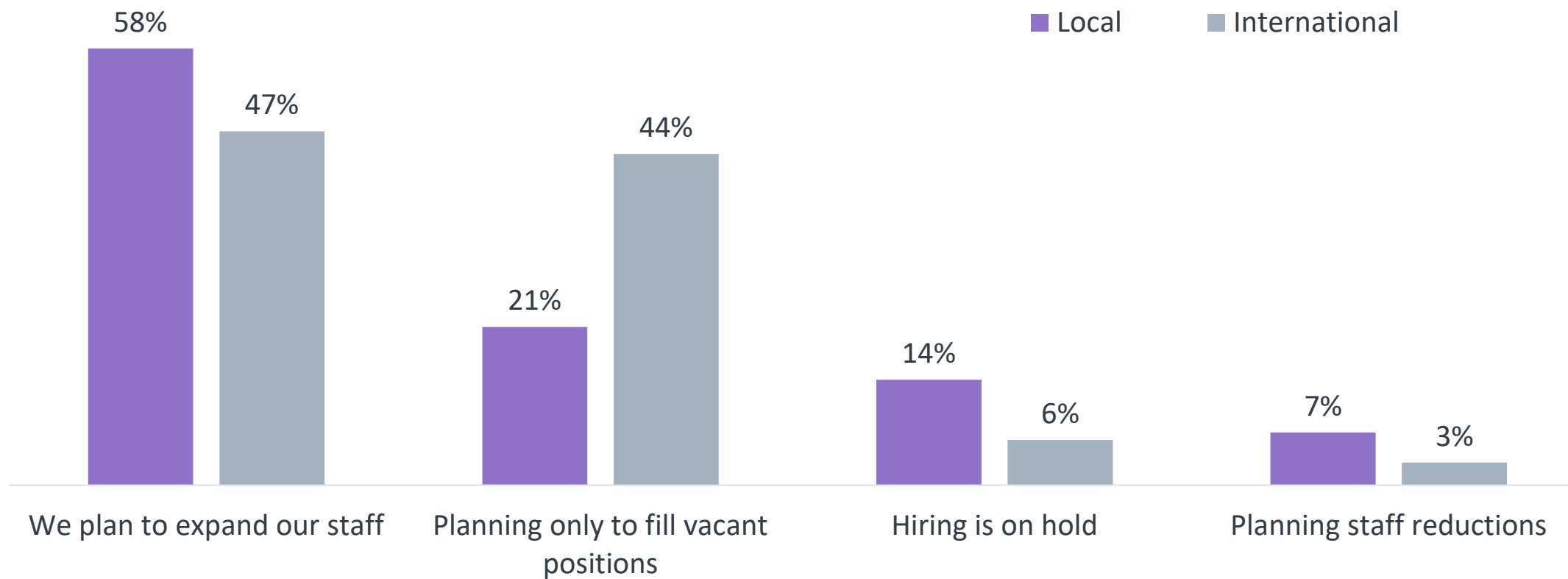


\* Data for the first half are based on the results of Antal Kazakhstan survey. The survey was conducted from December 9 to December 21, 2022. 79 companies operating in Kazakhstan took part in the survey.



# COMPANIES' HIRING PLANS

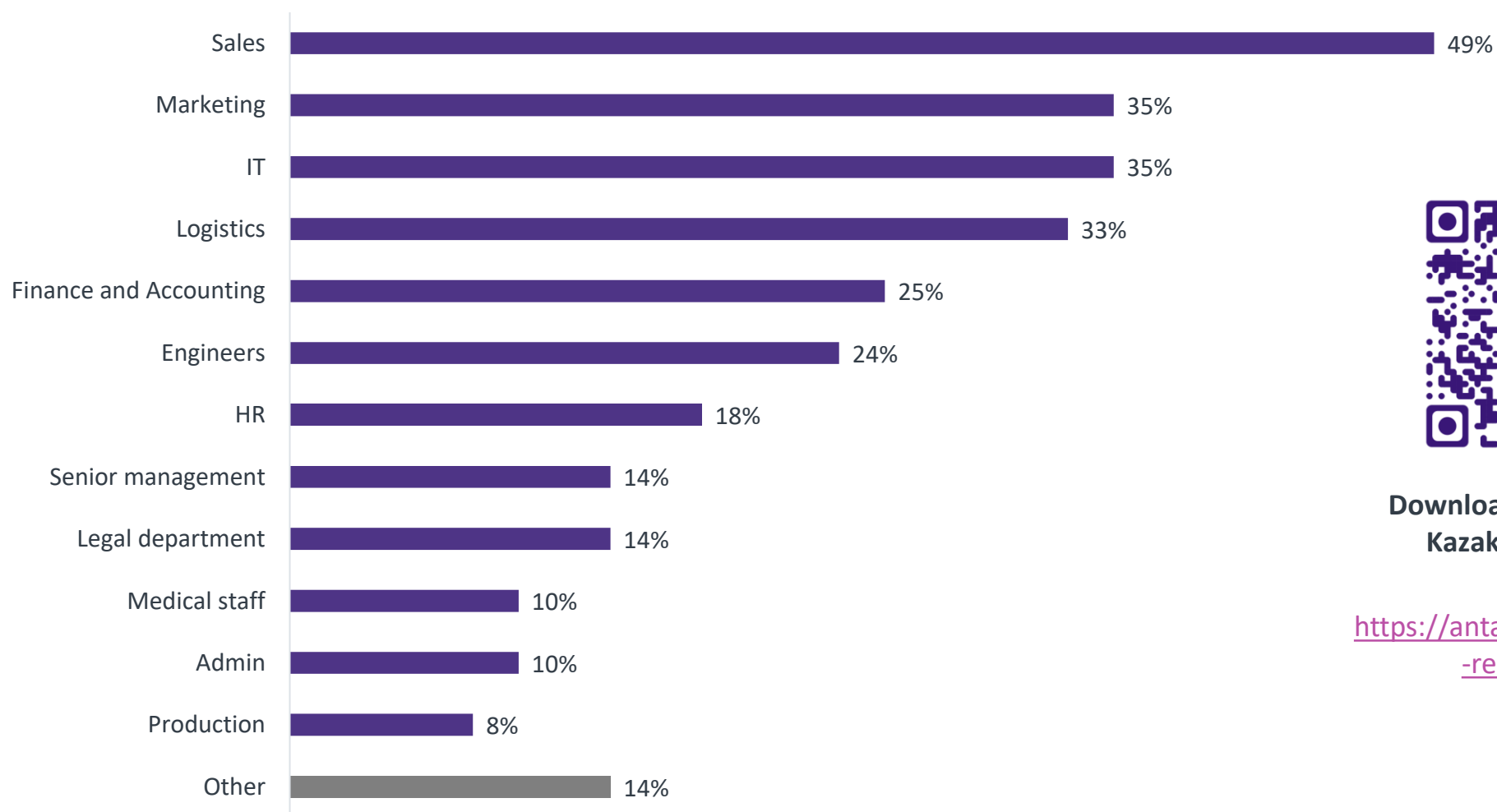
Depending on the type of company until the end of 2023





# HIRING 2023 | SPECIALIZATION

What hires are you planning to make by the end of 2023?



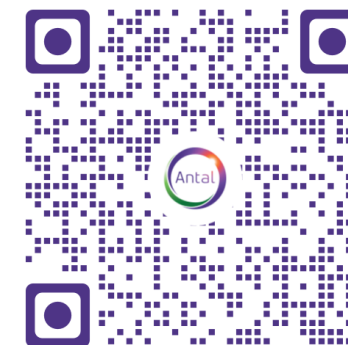
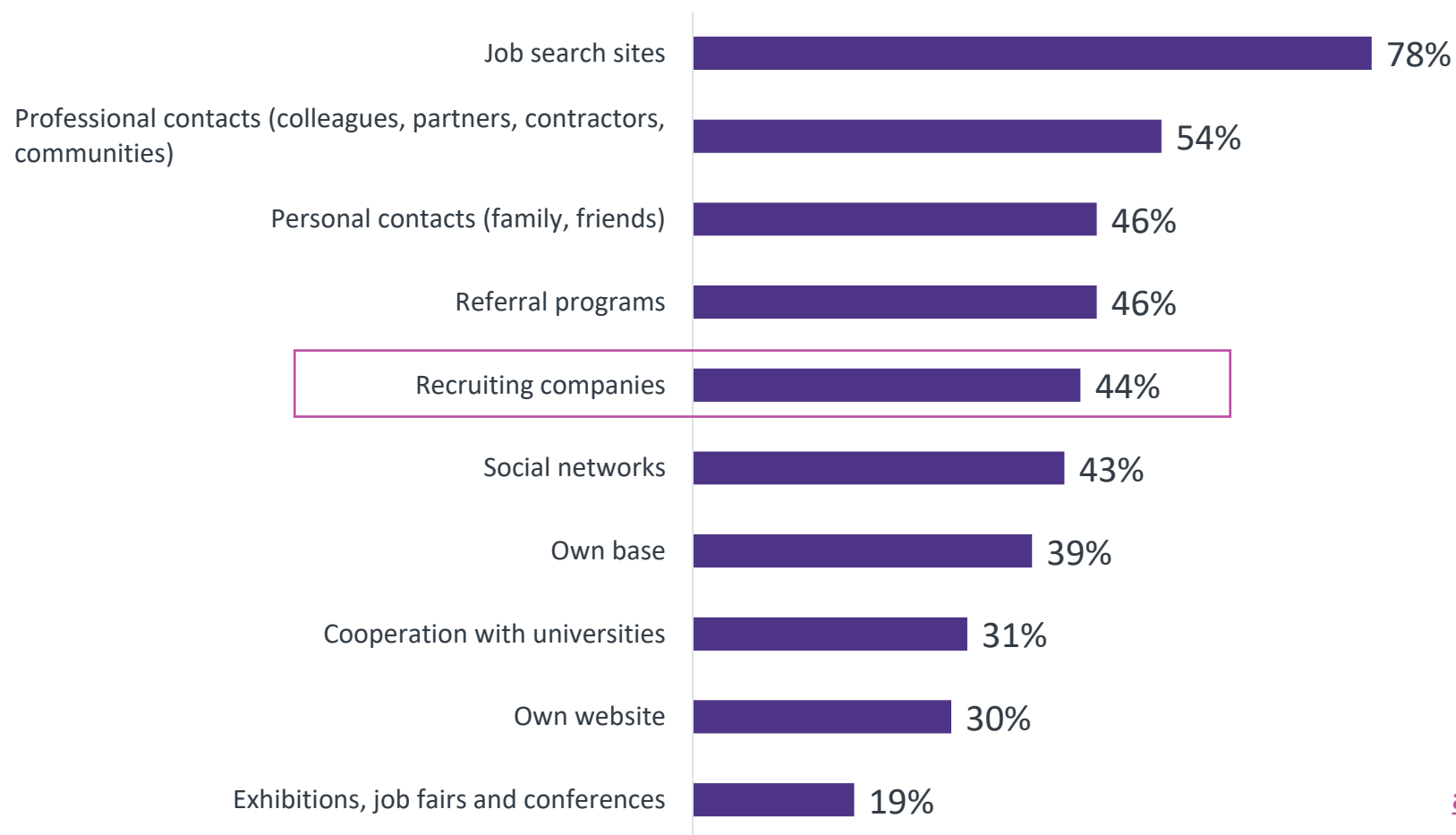
Download previous Antal Kazakhstan surveys

<https://antalkazakhstan.kz/puls-results-2023/>



# HIRING | METHODS OF SEARCH

What recruitment methods do you use?



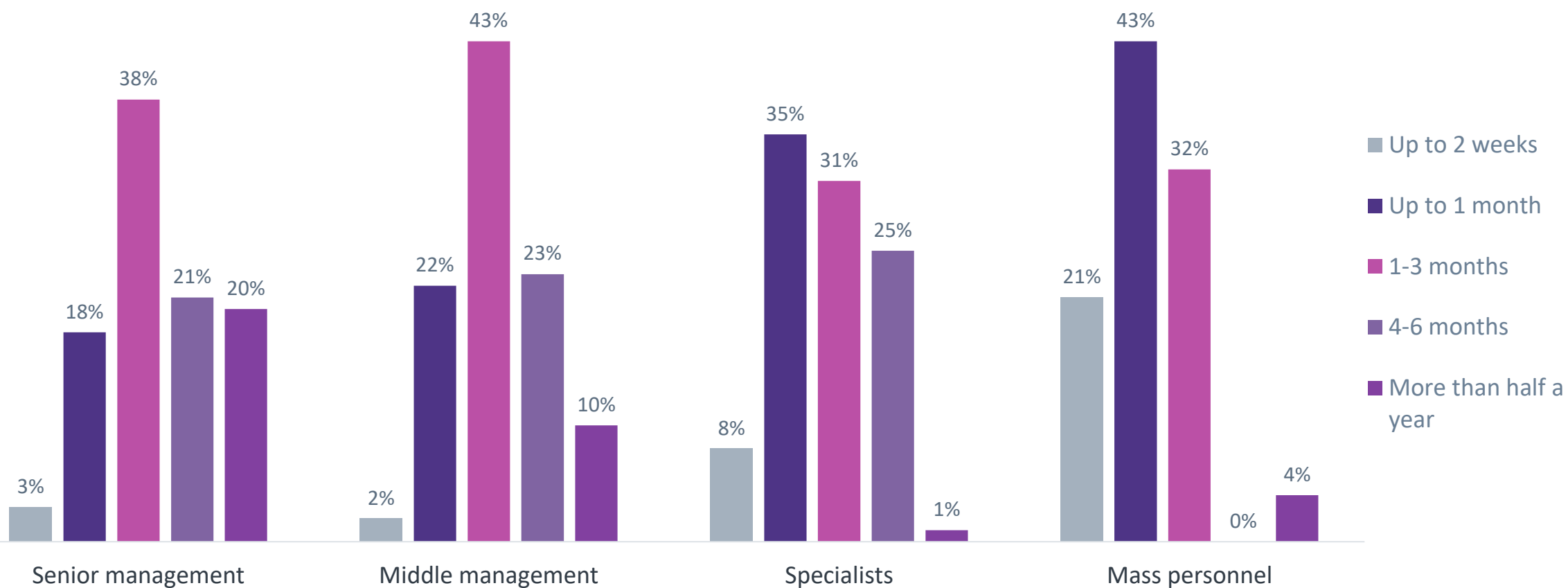
Request recruitment terms  
from Antal Kazakhstan:

[antalkazakhstan.kz/services](https://antalkazakhstan.kz/services)



# POSITIONS' FILL RATE

Average time to fill a position at your company now:





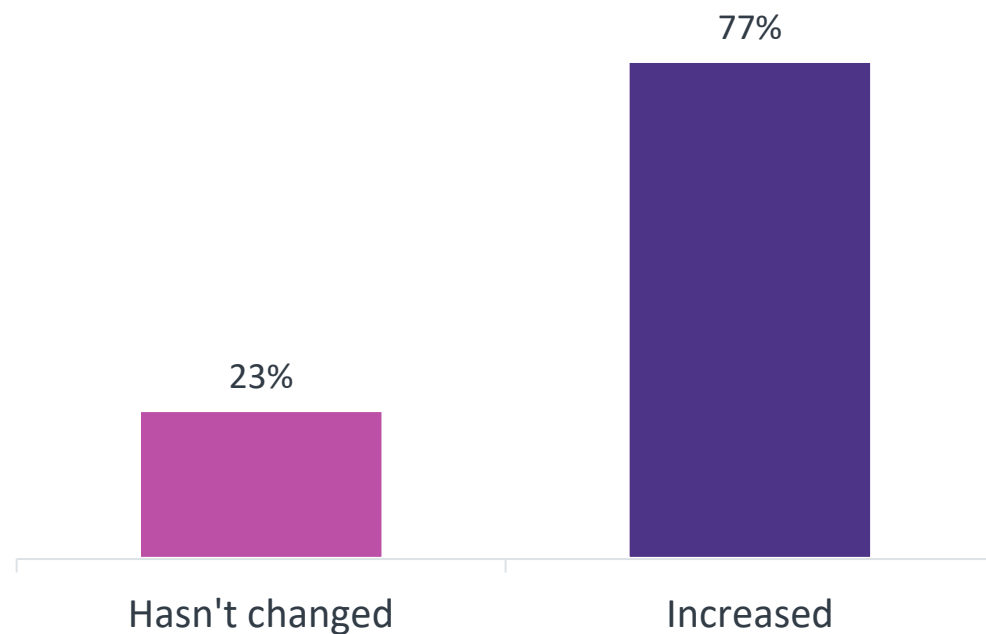
# SALARIES



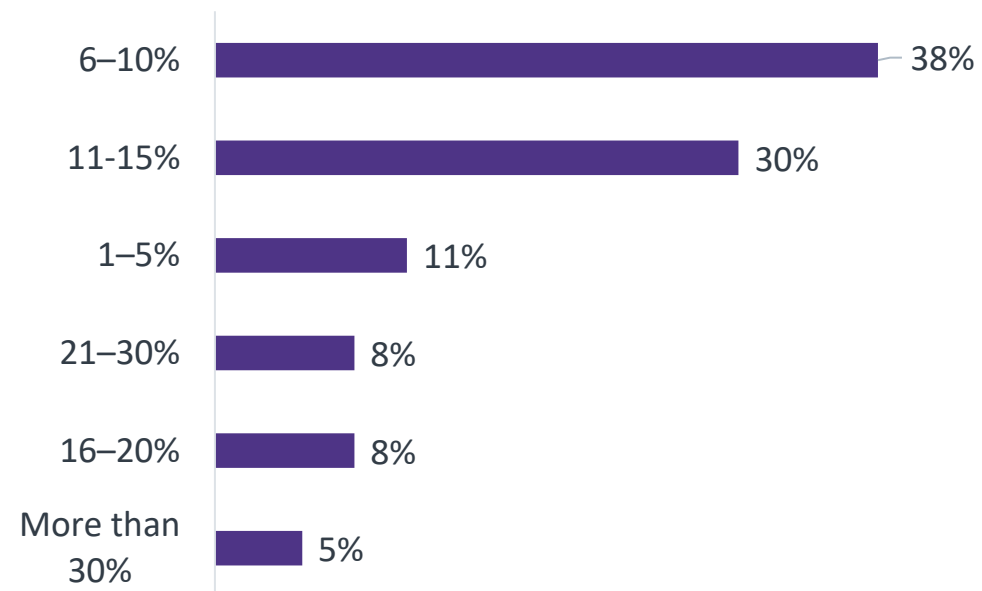


# SALARIES 2023

How have your employees' salaries changed this year?



Average percentage of salary increases this year



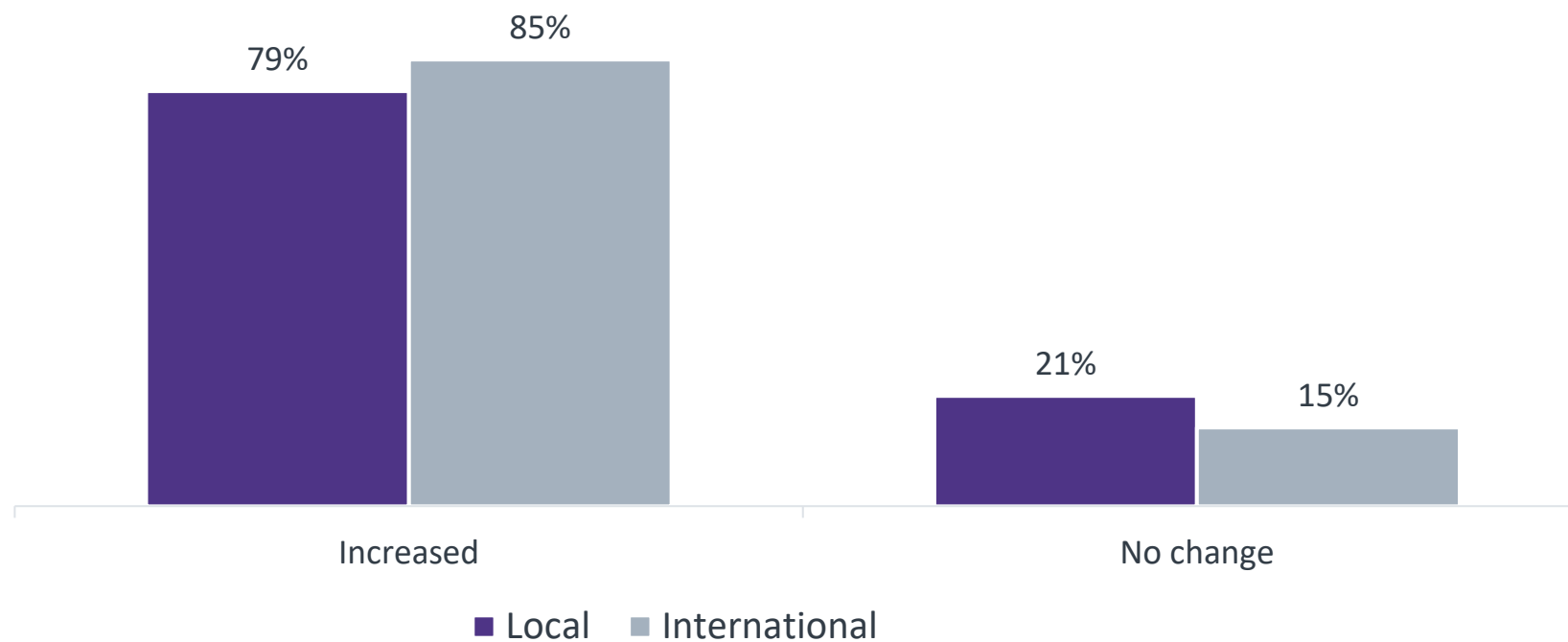




# SALARIES 2023

How have your employees' salaries changed this year?

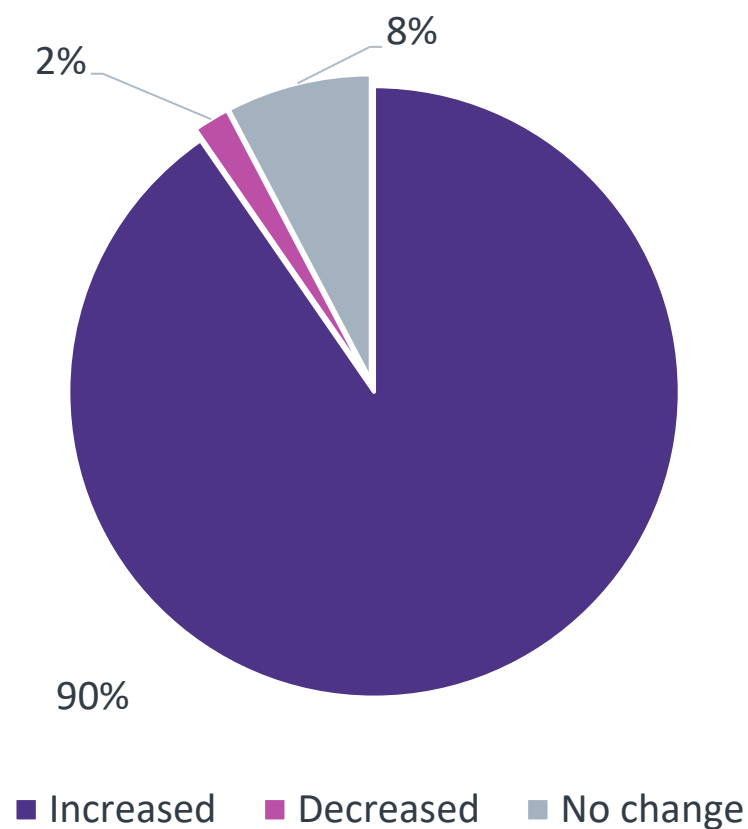
Depending on the type of company



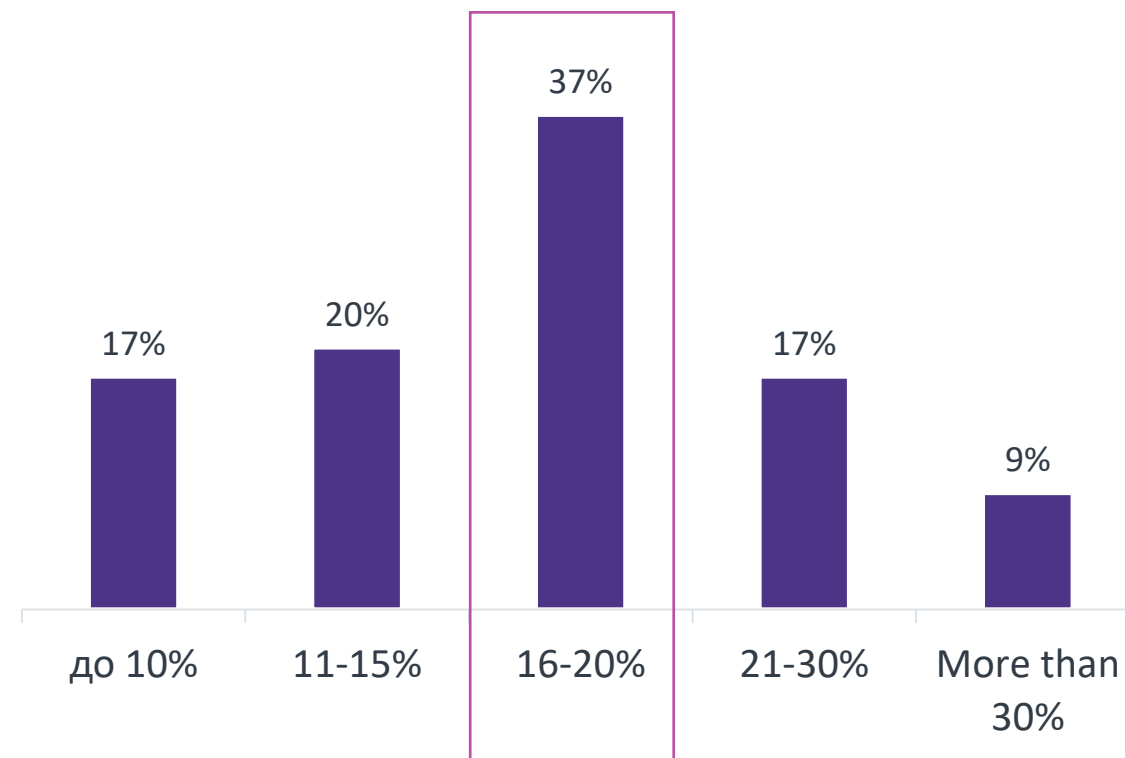


# SALARY EXPECTATIONS

How have salary expectations changed for candidates in the positions for which you are hiring?



By how many percent have salary expectations increased on average?





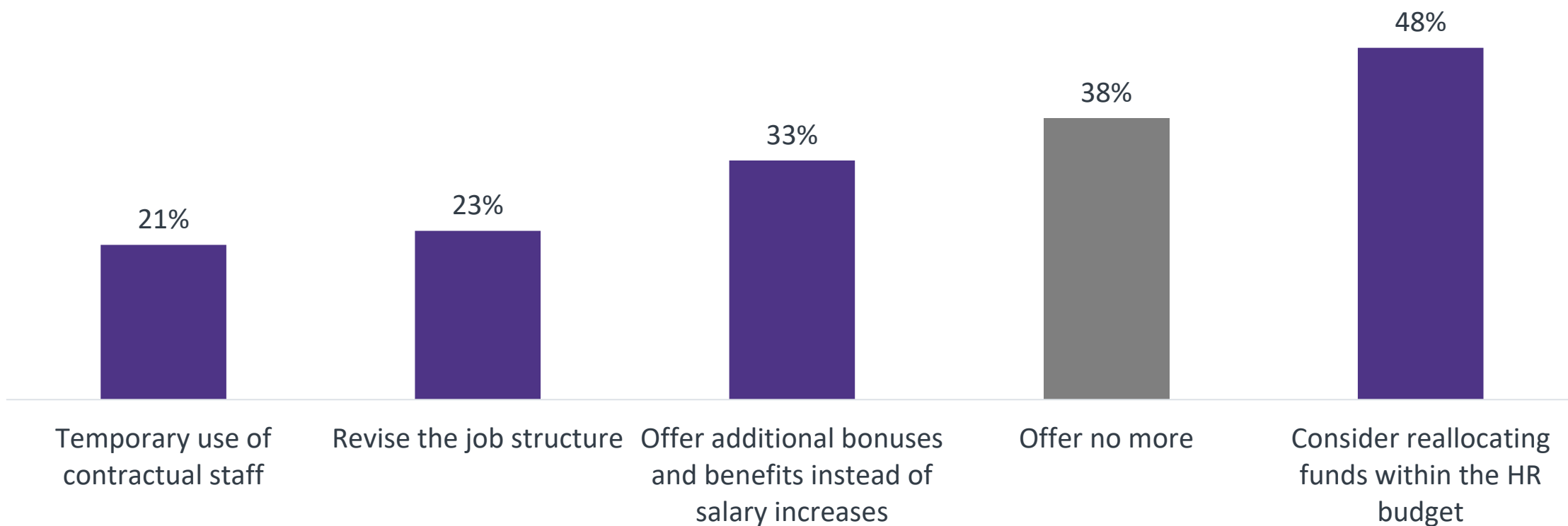
# HIRING BUDGET





# HIRING | BUDGET

What steps do you take if you need to go over budget on salary when hiring?





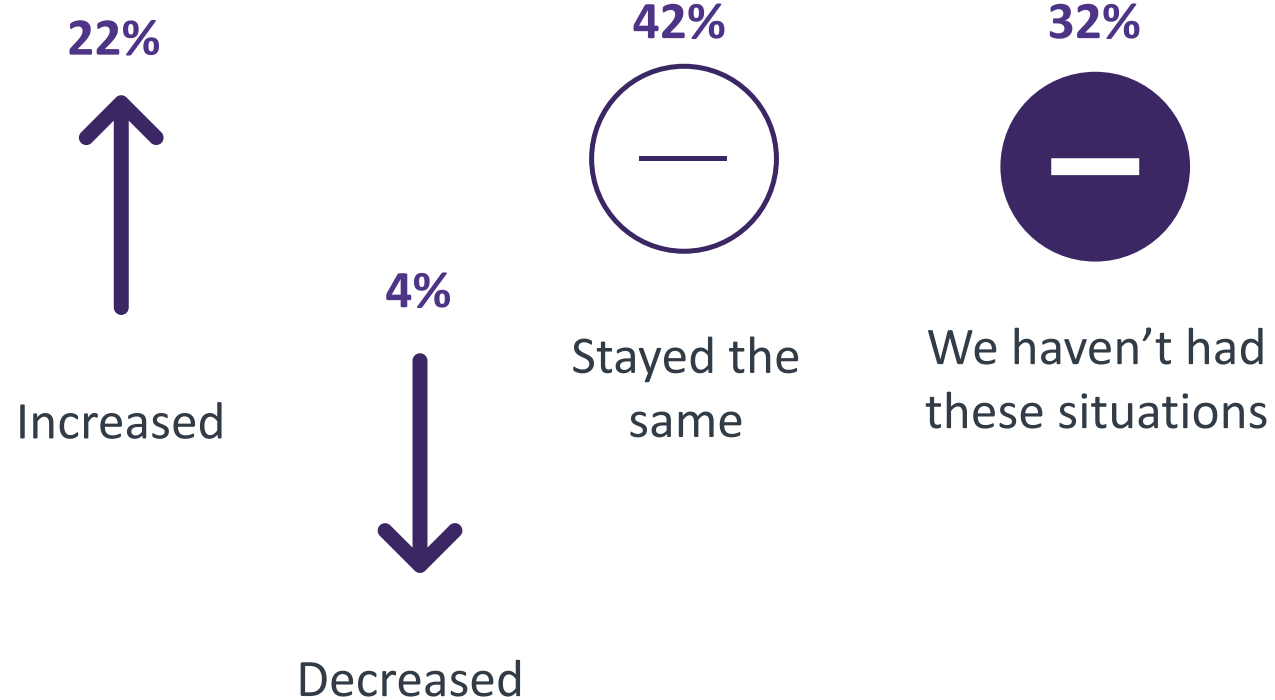
# COUNTEROFFERS



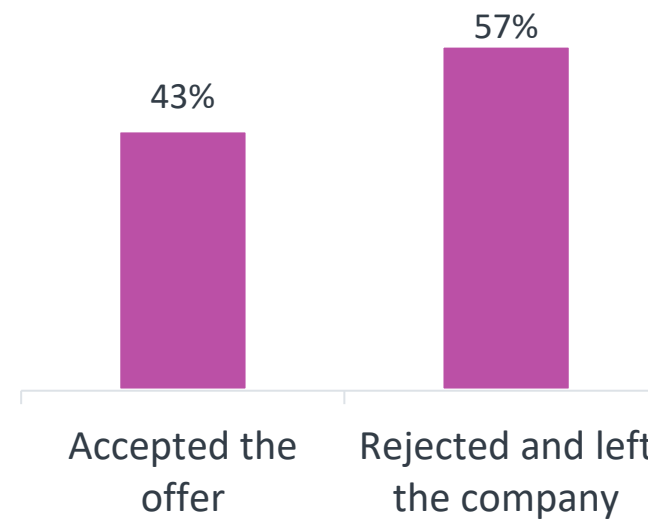


# COUNTEROFFERS

How has the number of counteroffers (counteroffers from the employer) changed in your company?



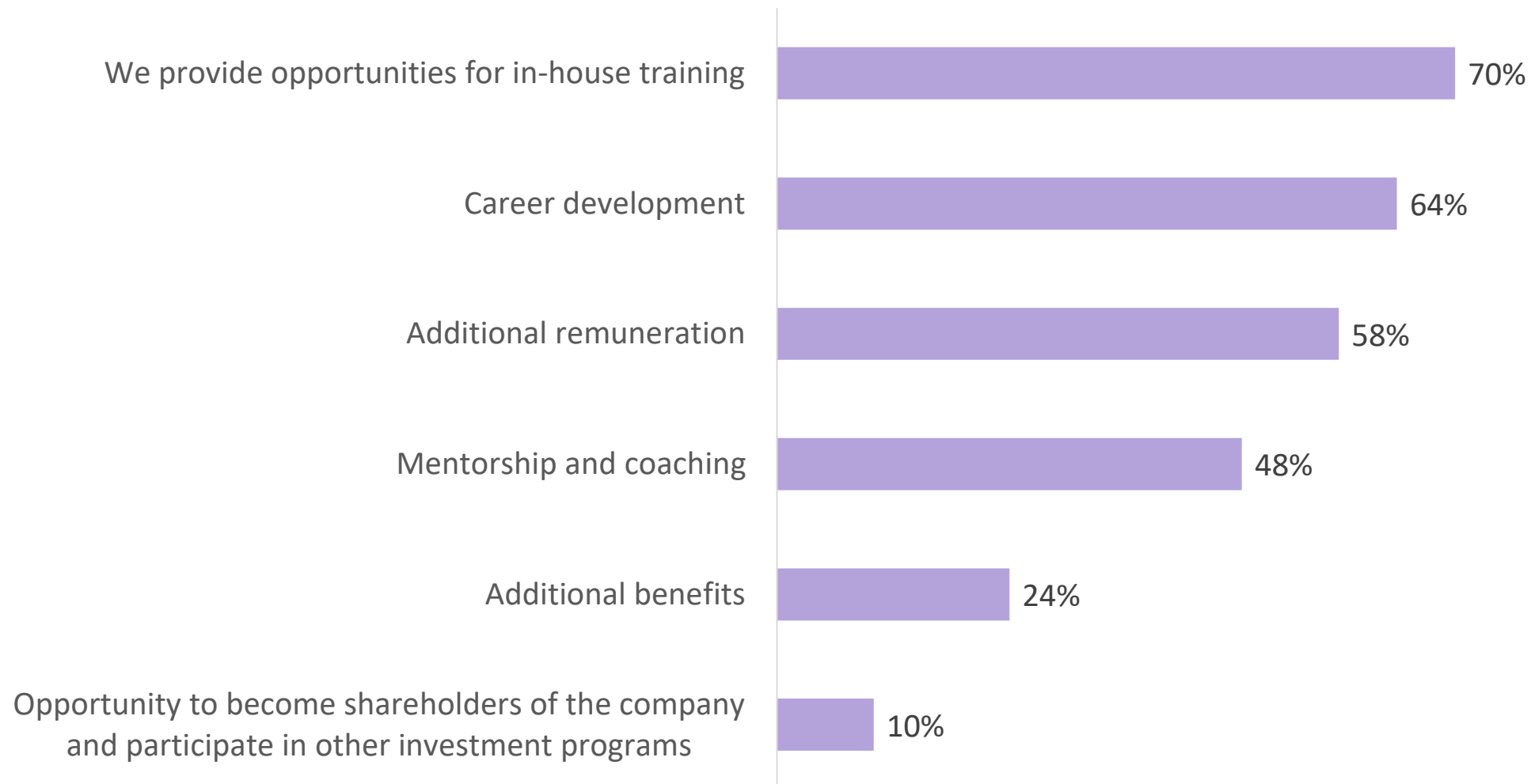
What decision did your employees make in response to the counteroffers ?





# STAFF RETENTION

What measures and programs are you taking to retain key employees in the company?





# TRENDS

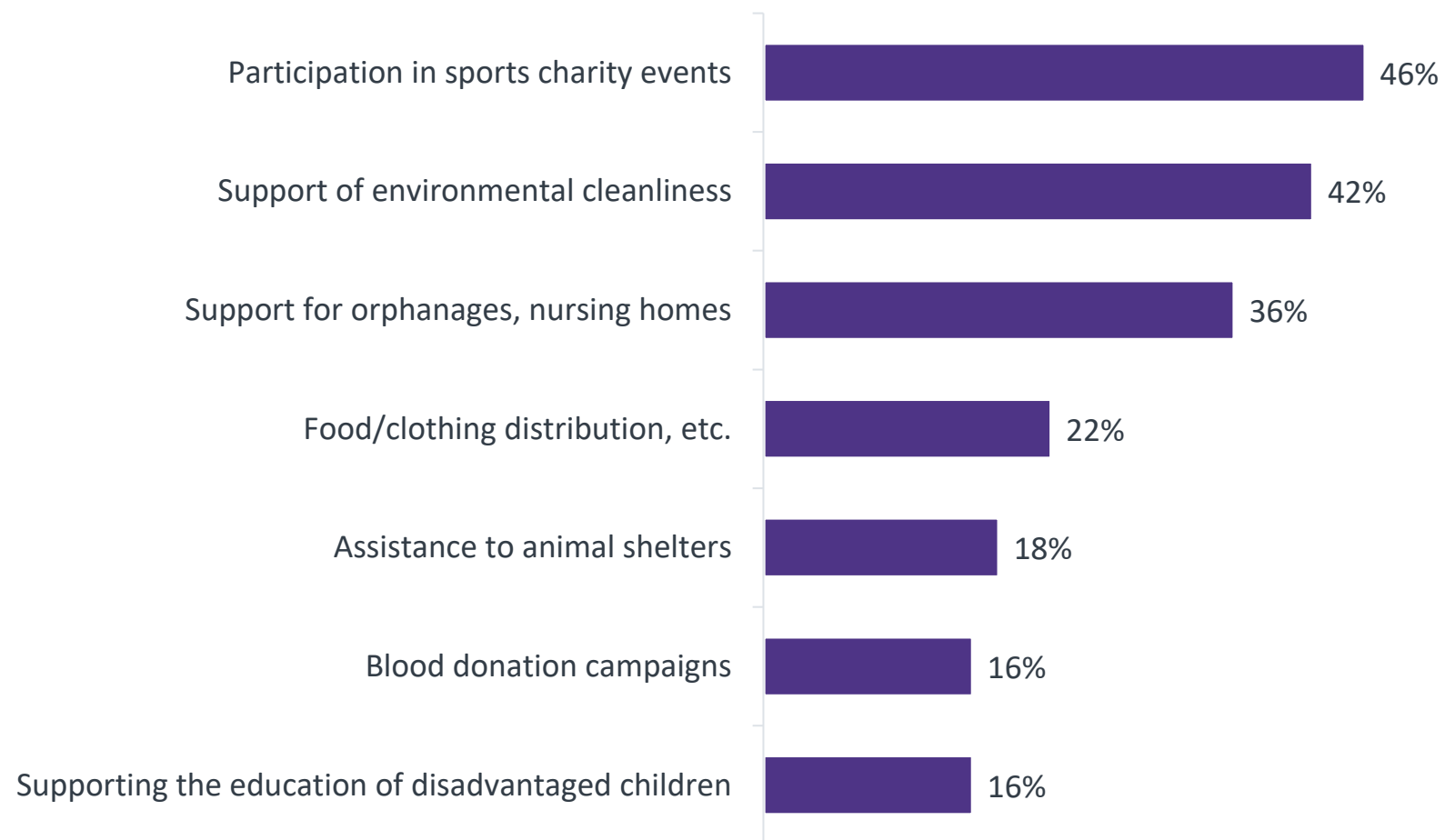






# CORPORATE SOCIAL RESPONSIBILITY

What Corporate Social Responsibility (CSR) programs does your company have in place?



20% noted that their companies do not have CSR programs.

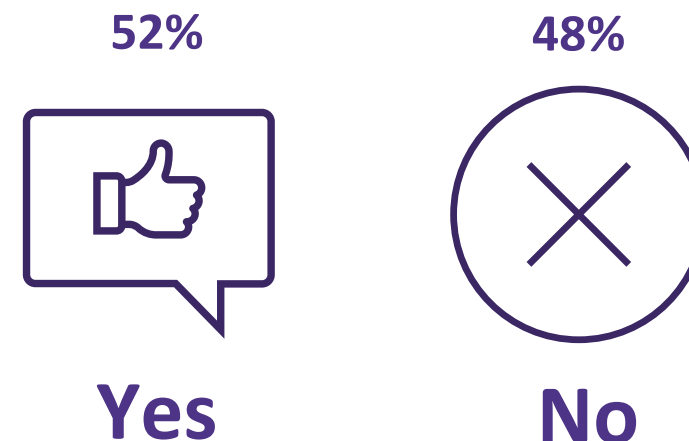


# D&I / DIVERSITY / INCLUSION

What proportion of your company's employees are persons with disabilities?



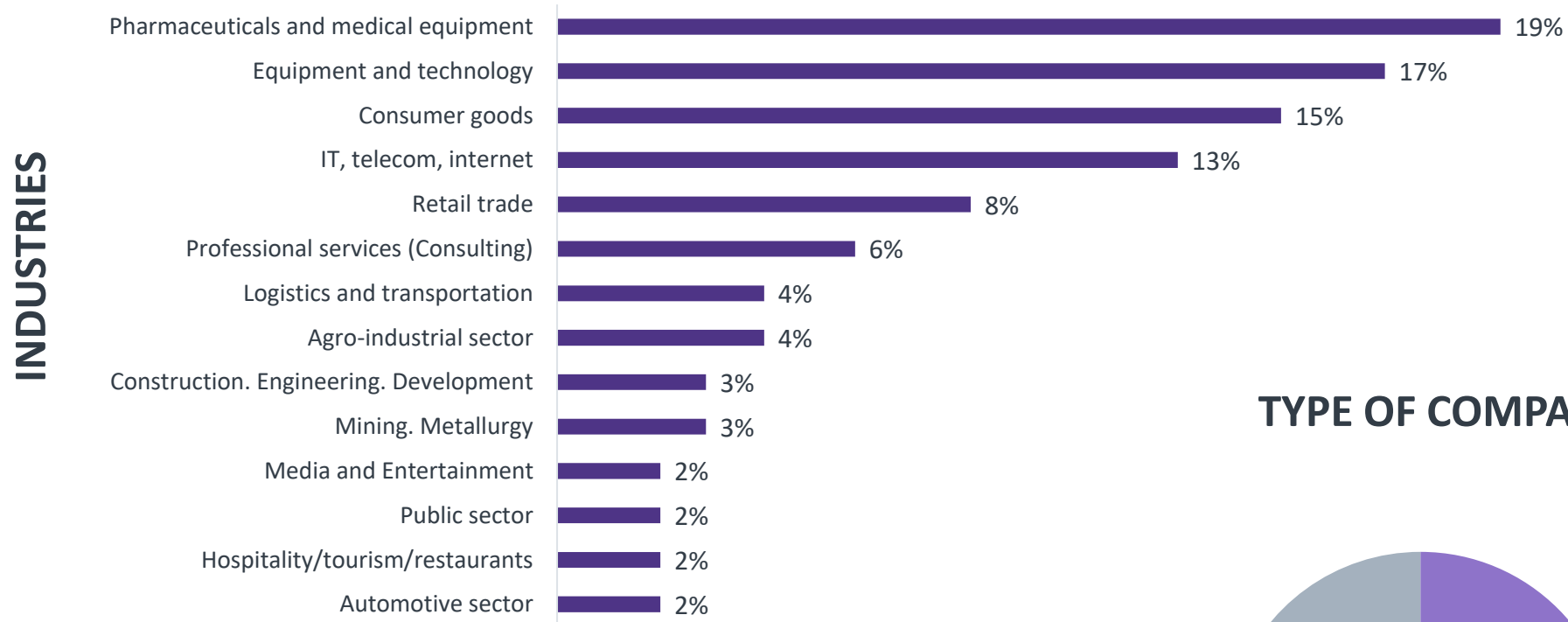
Does your company have diversity inclusion programs (D&I, diversity and inclusion)?



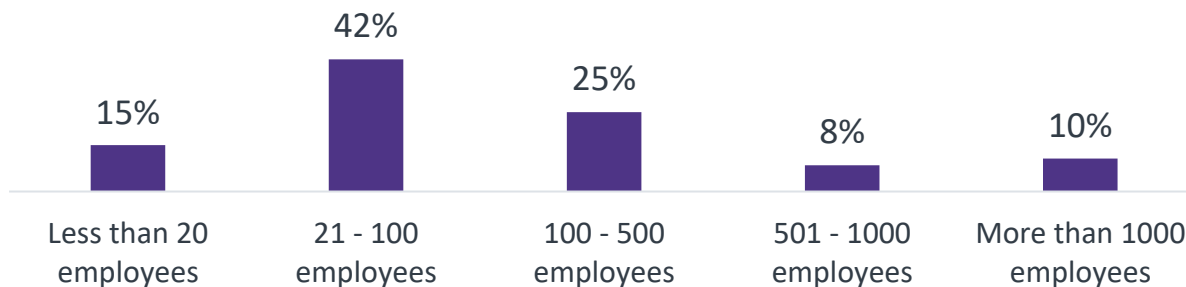
The survey was conducted from August 8 to August 18, 2023. 65 companies operating in Kazakhstan participated in the survey.



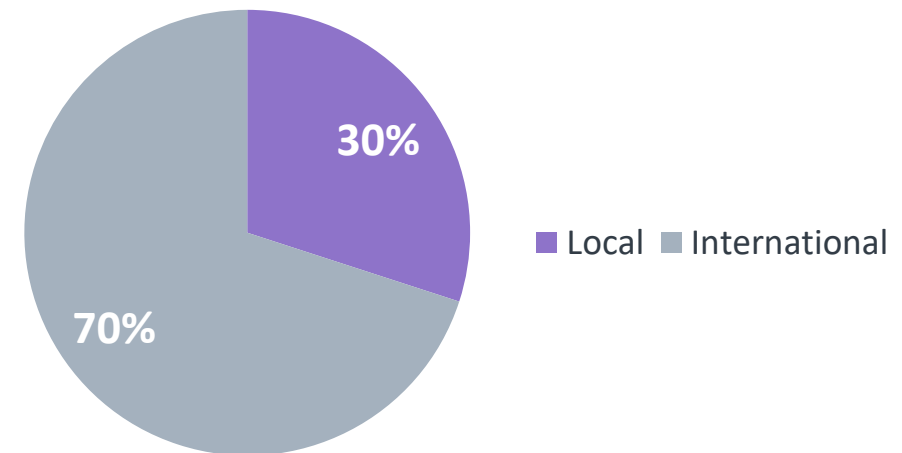
## RESEARCH DEMOGRAPHICS



## SIZE OF COMPANY IN KAZAKHSTAN



## TYPE OF COMPANY



# ABOUT ANTAL



**ANTAL** - is one of the largest international recruiting companies in the CIS, specializing in the selection of middle and senior managers. The company entered the CIS market in 1994 and opened an office in Almaty in 2010.



We find jobs for **1000+** candidates every year



**150** consultants

## OUR SERVICES:

Recruitment (middle management, senior management, specialists and mass recruitment)

Outsourcing

IT outsourcing

Specialized labor market surveys

Candidate testing

Personnel trainings

Outplacement

HR-consulting

RPO (Recruitment Process Outsourcing)

Career counseling



**85%** of our clients are international companies



**98%** of our candidates successfully complete their probationary period



Offices in 30+ countries around the world, including [Kazakhstan.](#)



[antalkazakhstan.kz](http://antalkazakhstan.kz)



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## ANTAL KAZAKHSTAN SURVEY

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