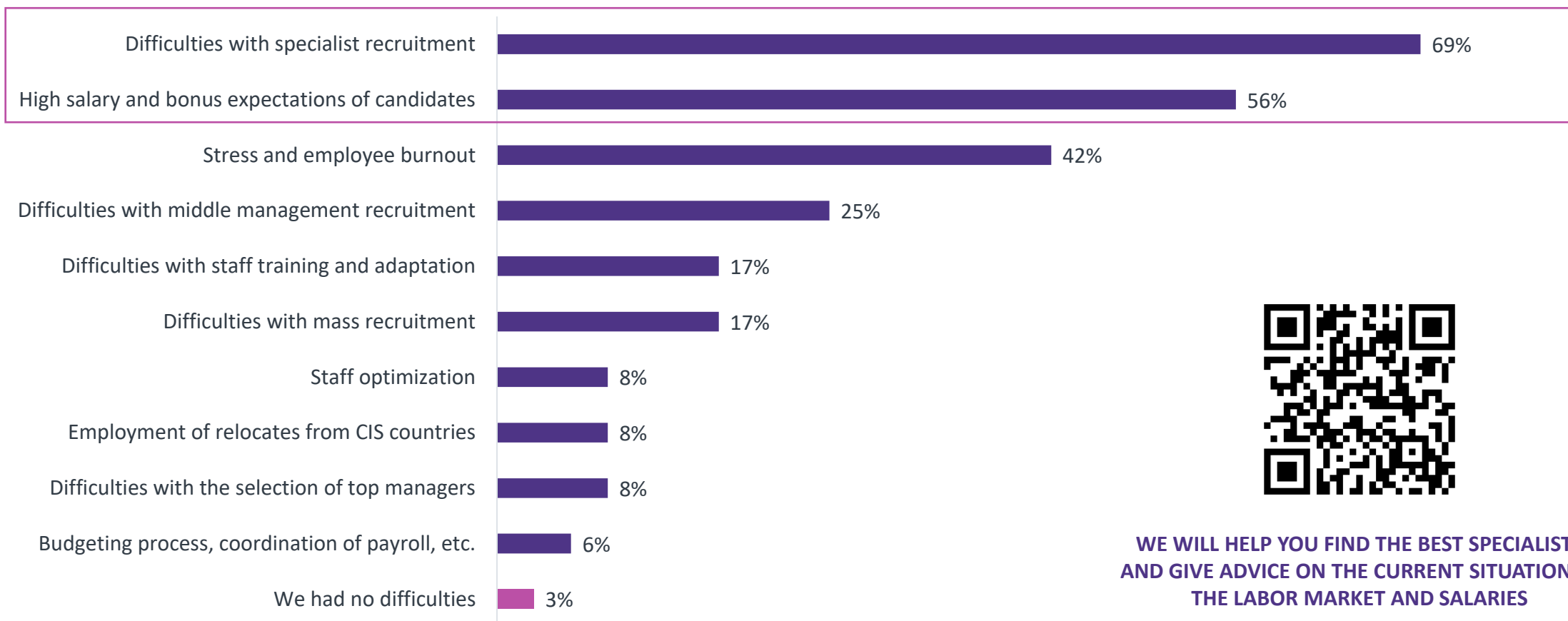




PULSE SURVEY OF ANTAL KAZAKHSTAN
EMPLOYERS' PLANS 2023



THE CHALLENGES FOR EMPLOYEES IN 2022

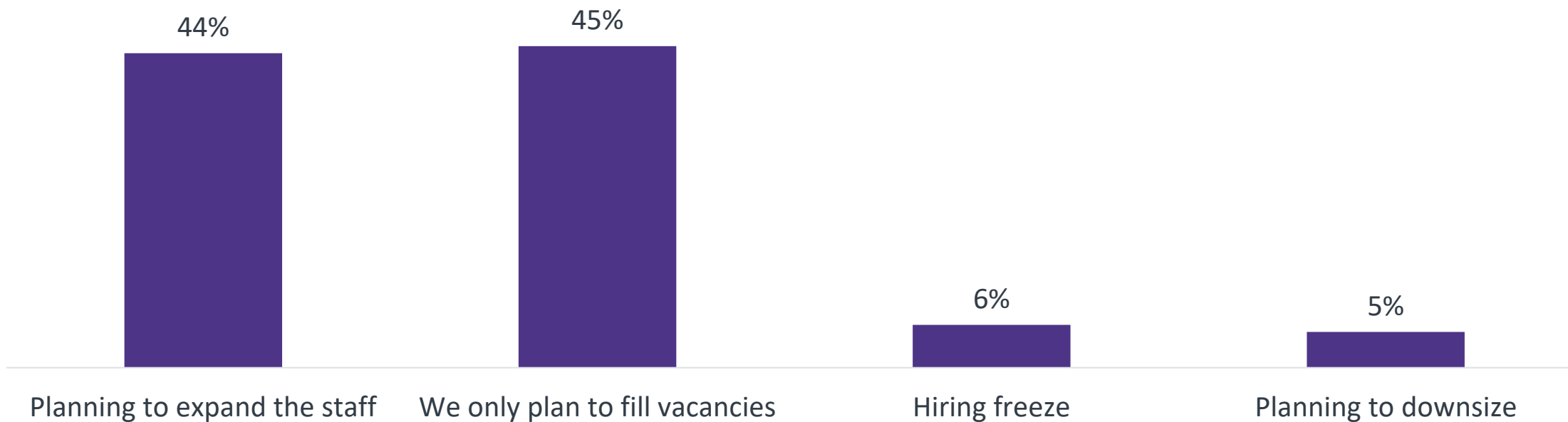


**WE WILL HELP YOU FIND THE BEST SPECIALISTS
AND GIVE ADVICE ON THE CURRENT SITUATION IN
THE LABOR MARKET AND SALARIES**



COMPANIES' HIRING PLANS 2023

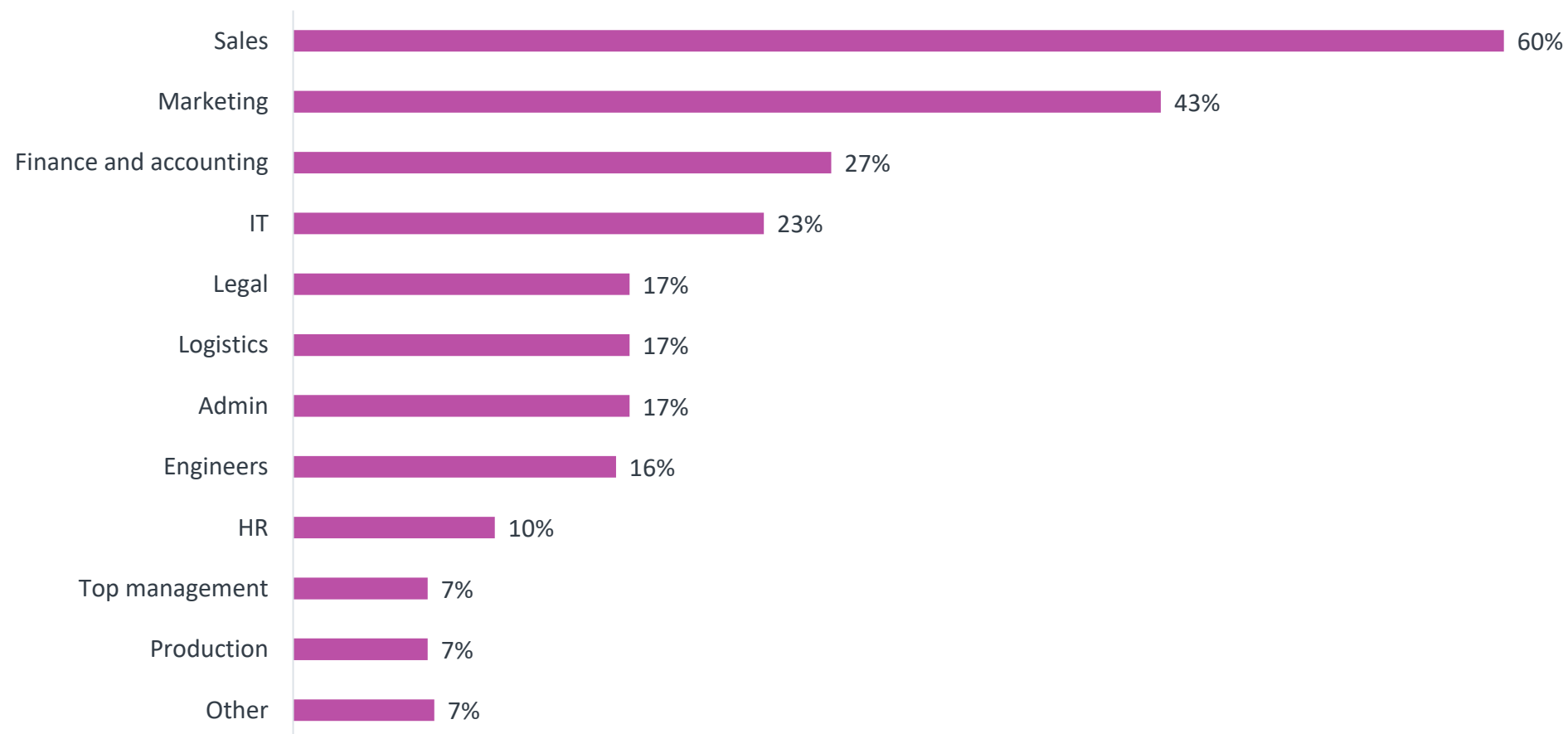
Your hiring plans for the coming year





HIRING 2023 | SPECIALIZATIONS

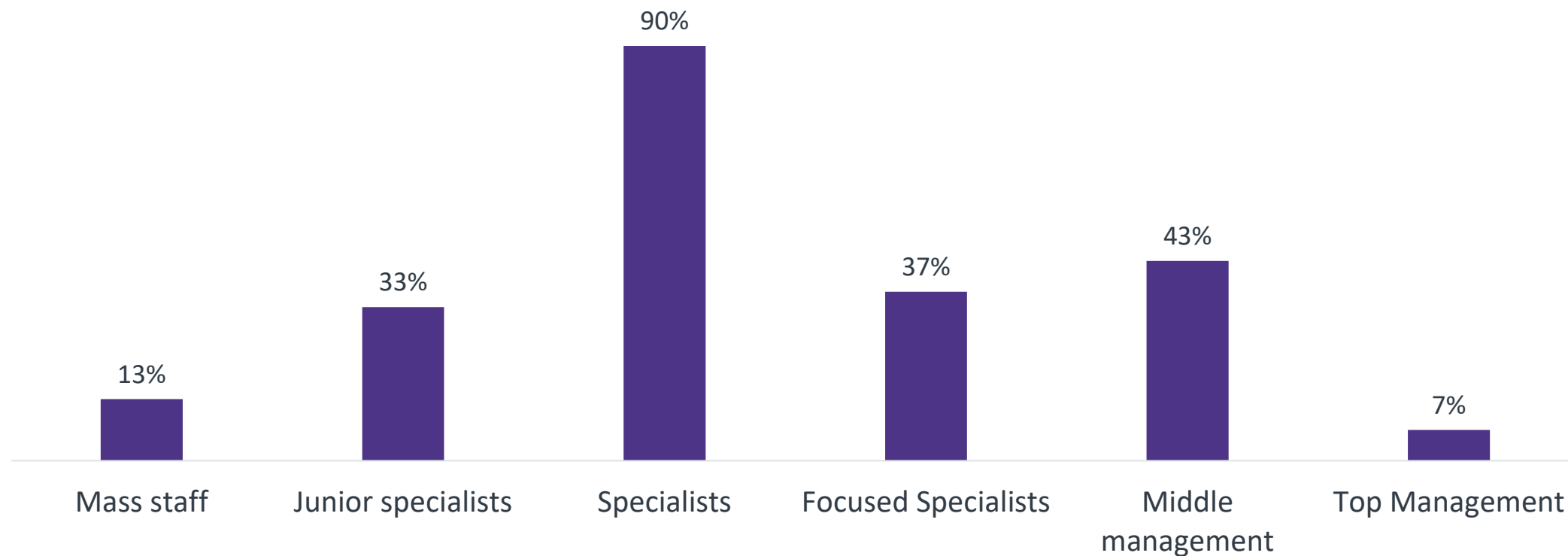
What specialists are you planning to hire in 2023?





HIRING 2023 | POSITION LEVEL

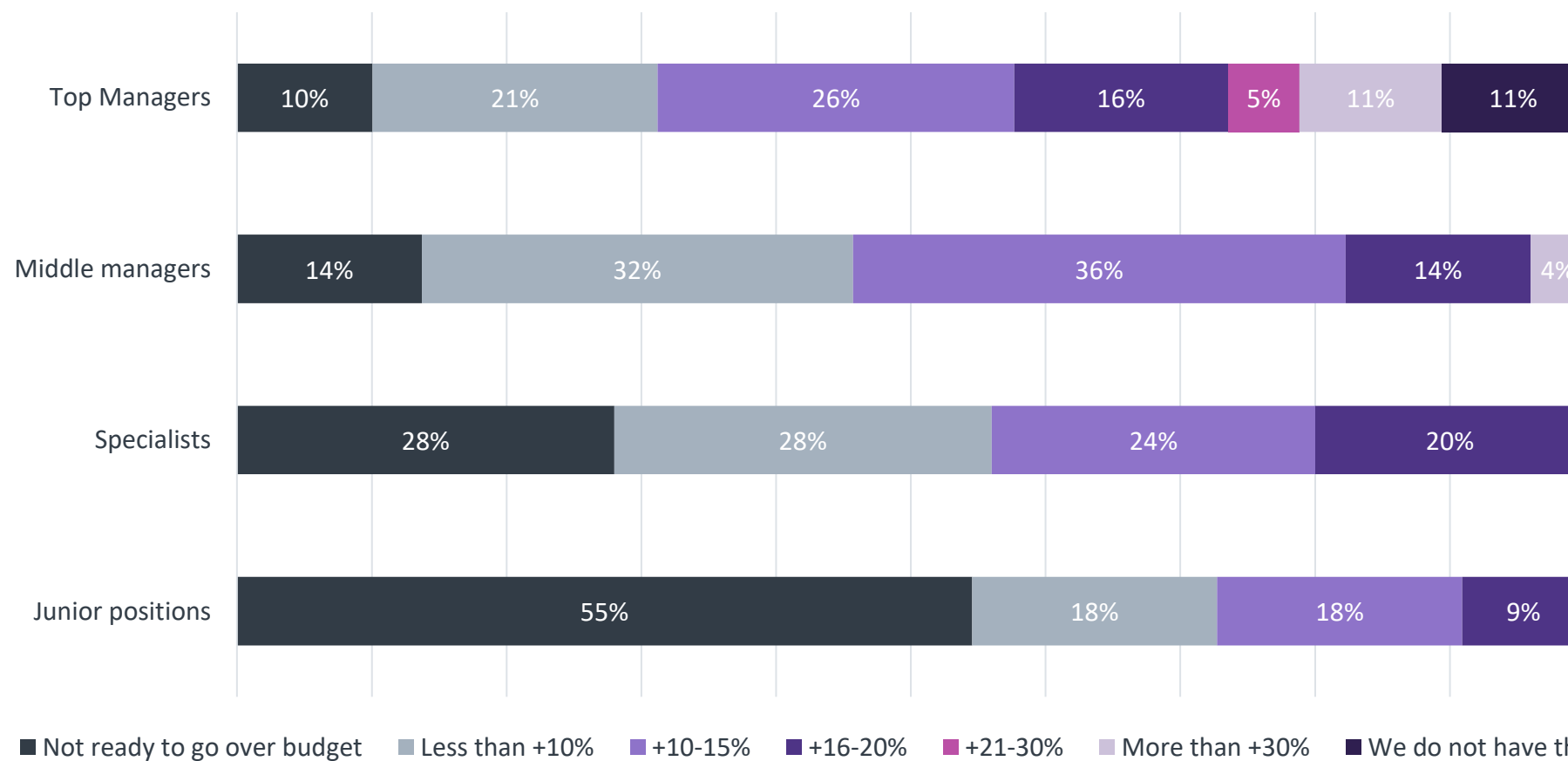
What positions will you be hiring for?





HIRING 2023 | BUDGET

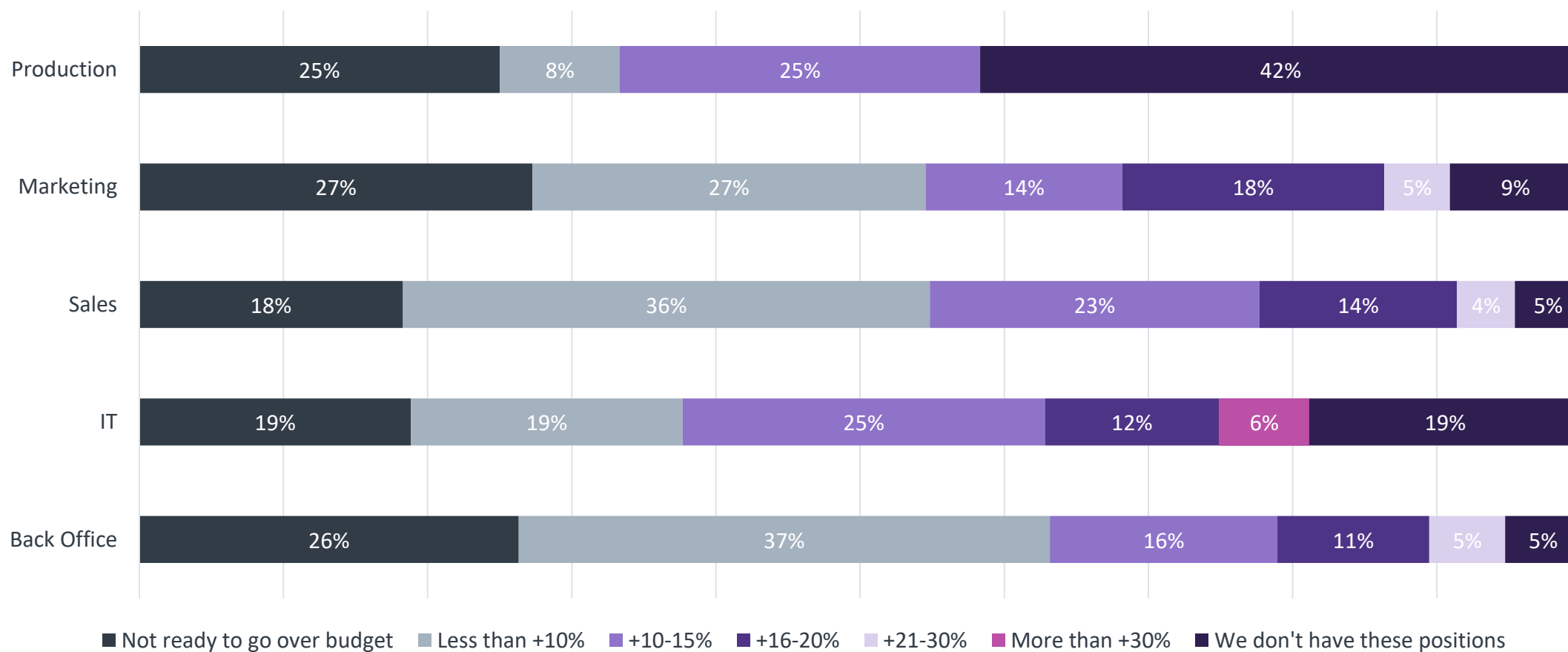
By what percentage are you going to go over of your salary budget when hiring different levels of staff?





HIRING 2023 | BUDGET

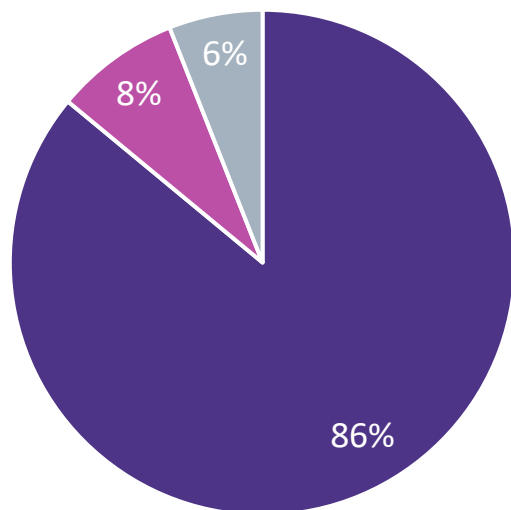
By what percentage are you going to go over of your salary budget when hiring different specializations?





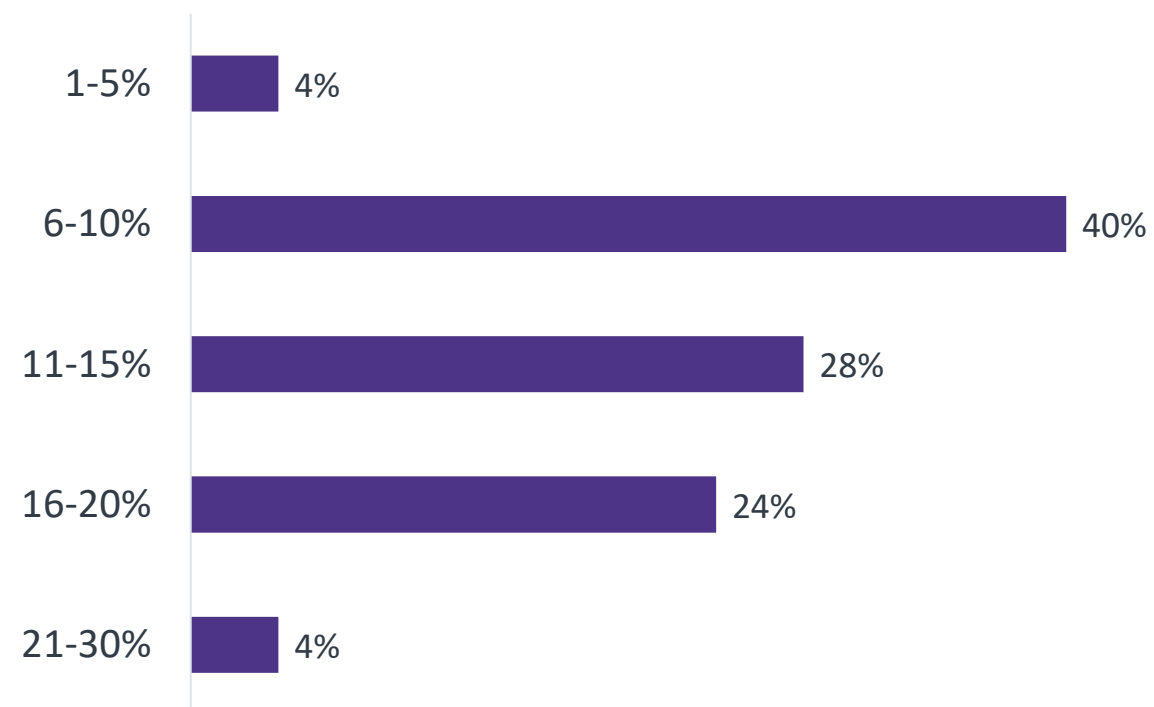
SALARIES 2023

Salary plans for 2023



- Will increase
- Remain at the same level
- Difficult to answer

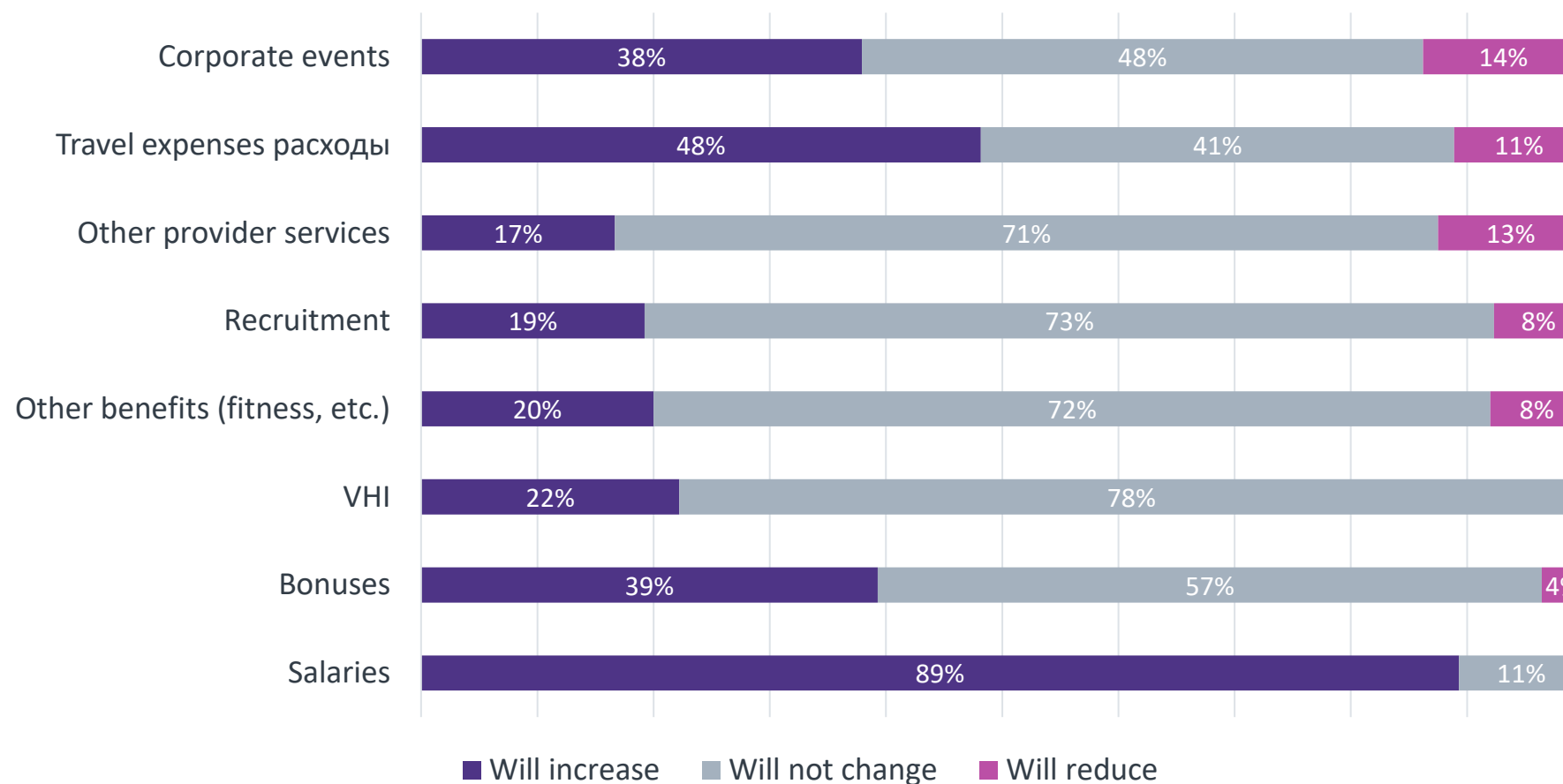
By what percentage on average do you plan to raise salaries?



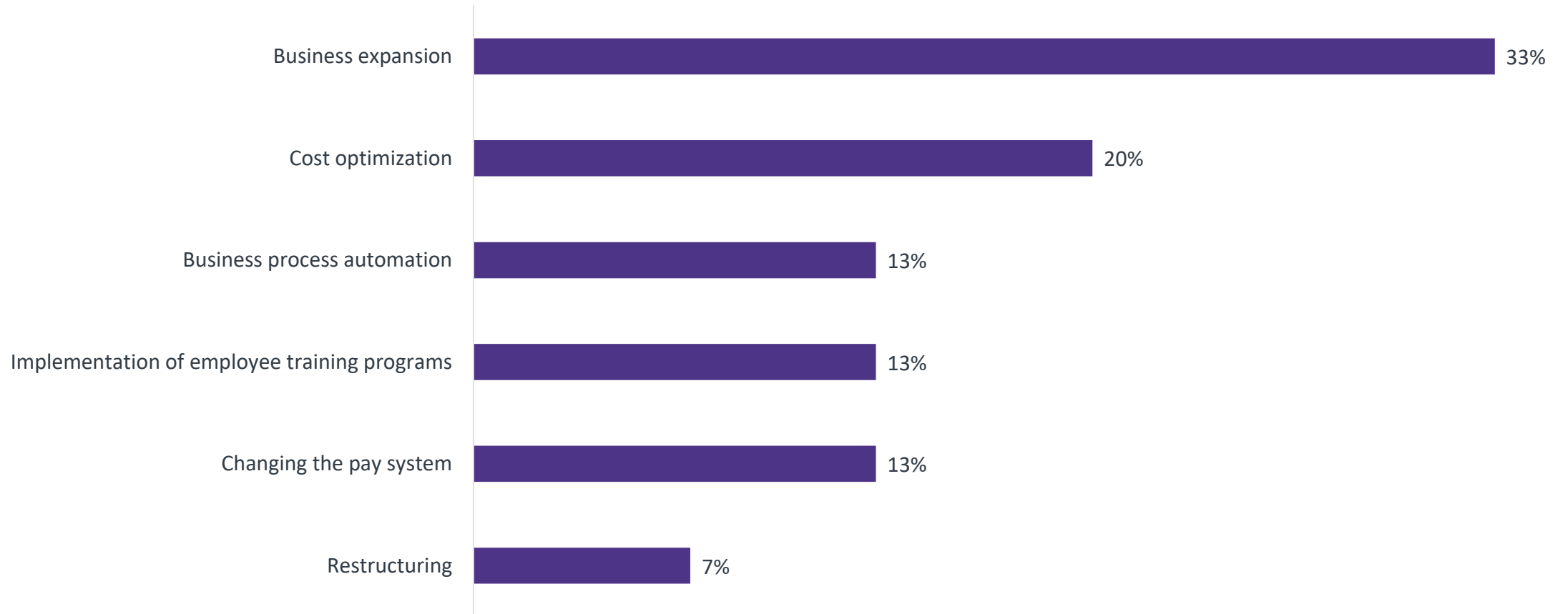


HR-BUDGET 2023

Your plans for the HR budget for 2023 vs. 2022



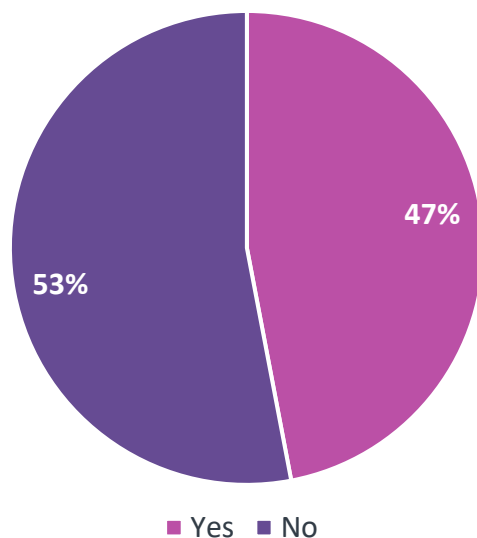
CHANGES THAT COMPANIES ARE PLANNING IN 2023



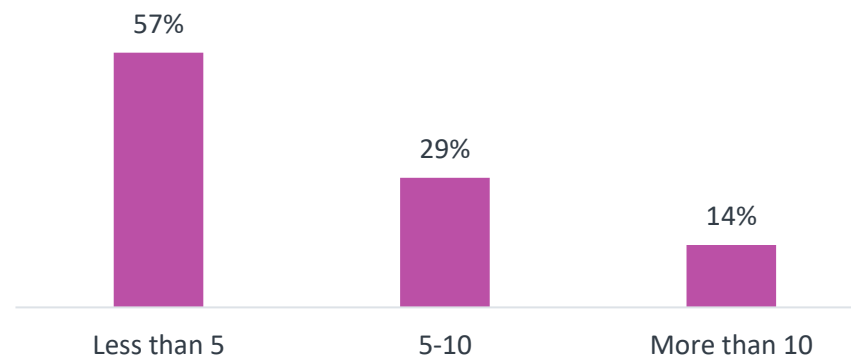


RELOCANTS FROM CIS COUNTRIES

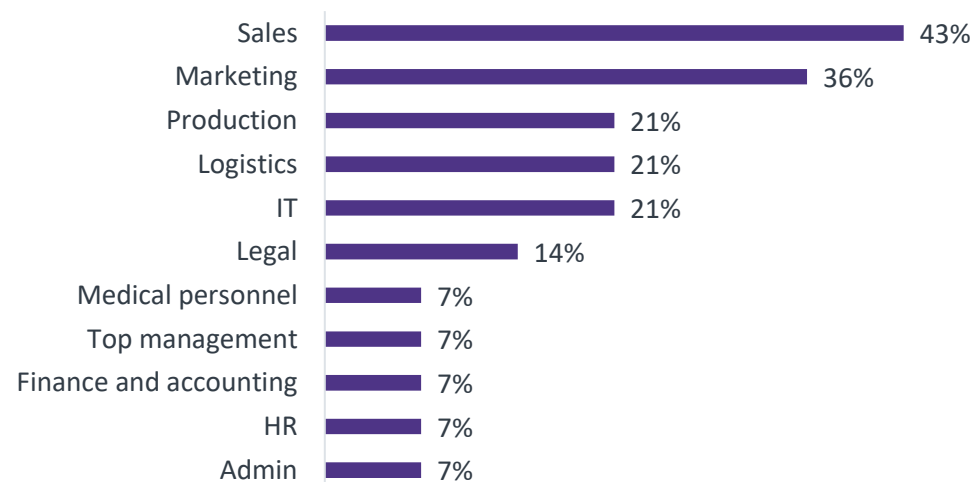
Do you hire specialists who relocated from Russia/Belarus/Ukraine?



How many relocated specialists have you hired so far?



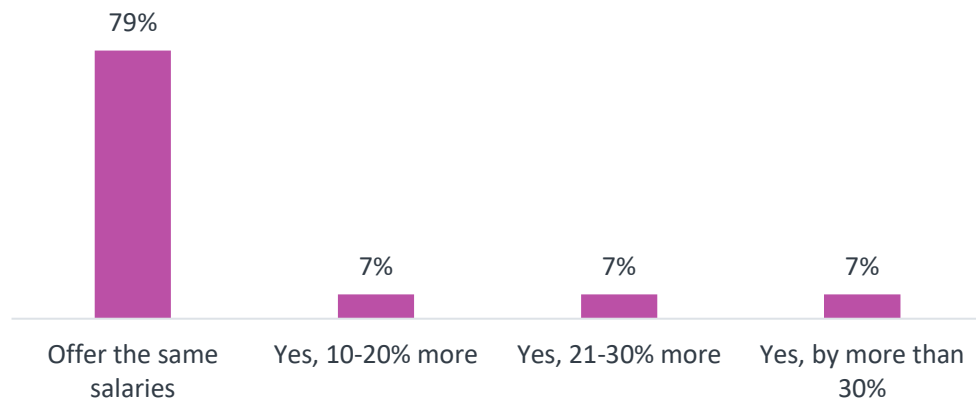
What specialties do you hire?



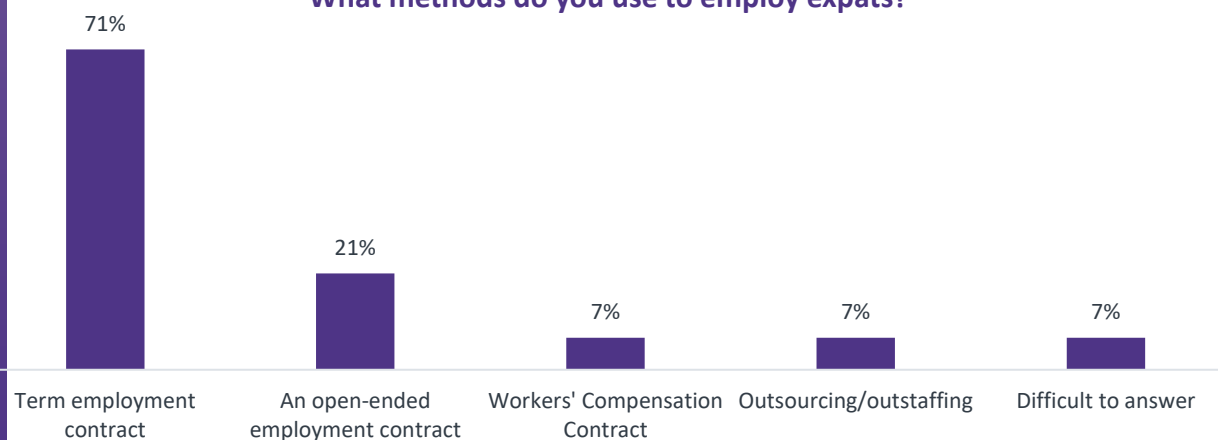


RELOCANTS FROM CIS COUNTRIES: CONDITIONS

Do you offer relocated professionals a higher salary than local candidates?

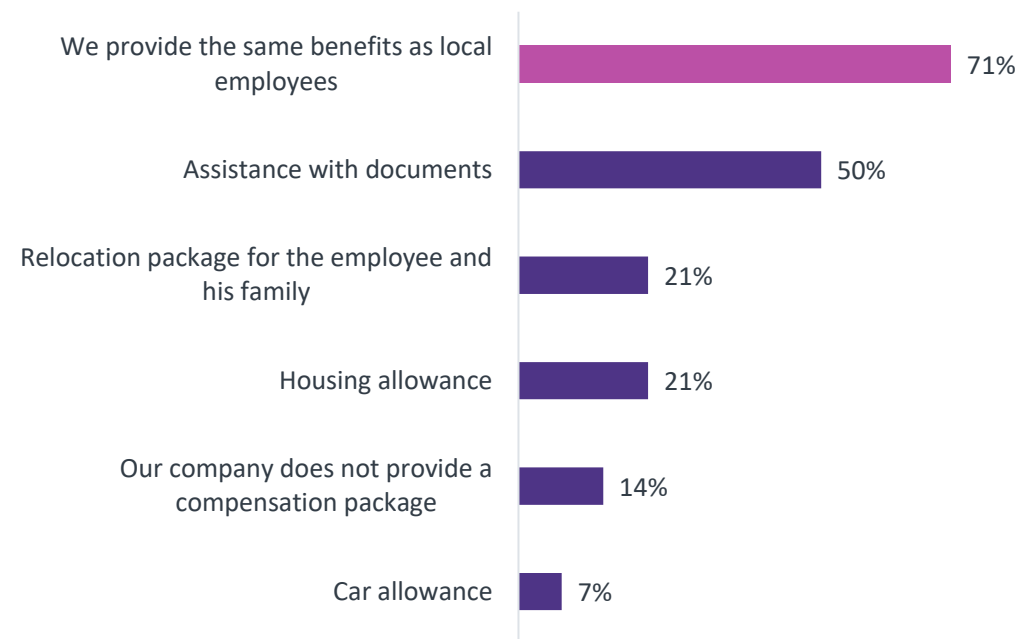


What methods do you use to employ expats?



36%
of employers in Kazakhstan said that they received a rejection of an offer from an expat candidate

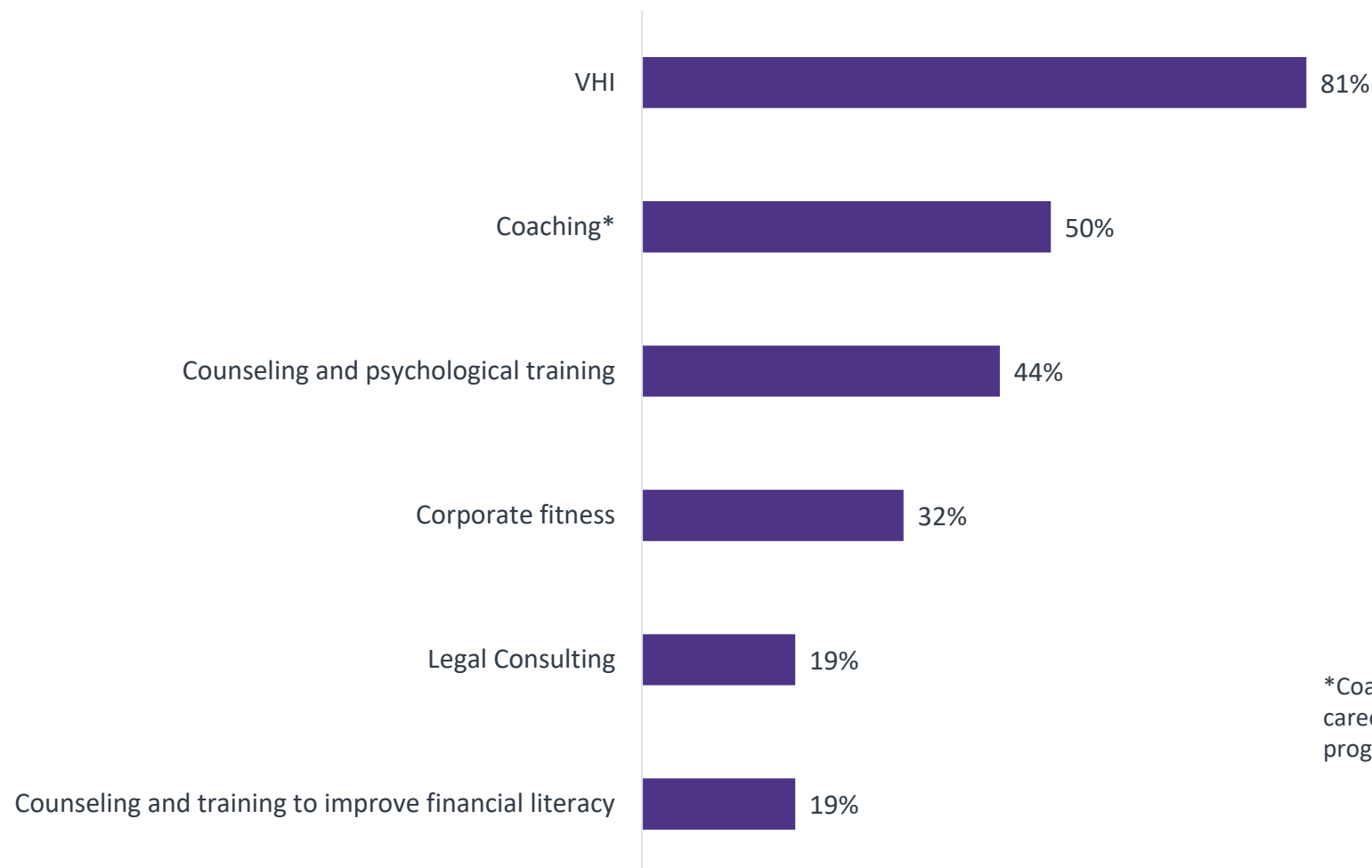
What additional benefits do you provide for these expats?





WELL-BEING PROGRAMS IN COMPANIES

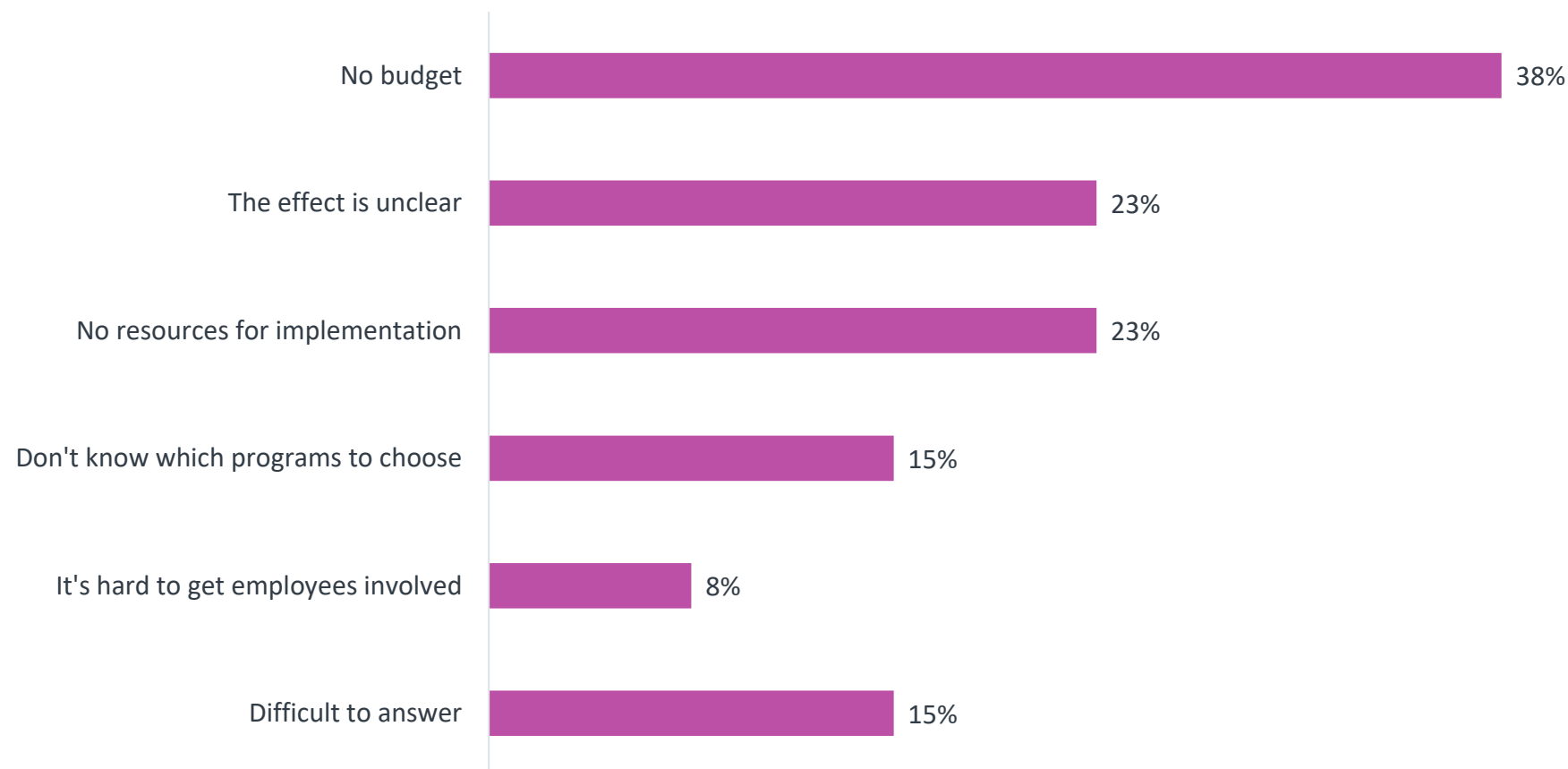
53% of companies have employee well-being programs



*Coaching - personal growth trainings, career counseling, career development programs, etc.



FOR WHAT REASON YOU HAVE NOT YET IMPLEMENTED WELL-BEING PROGRAMS

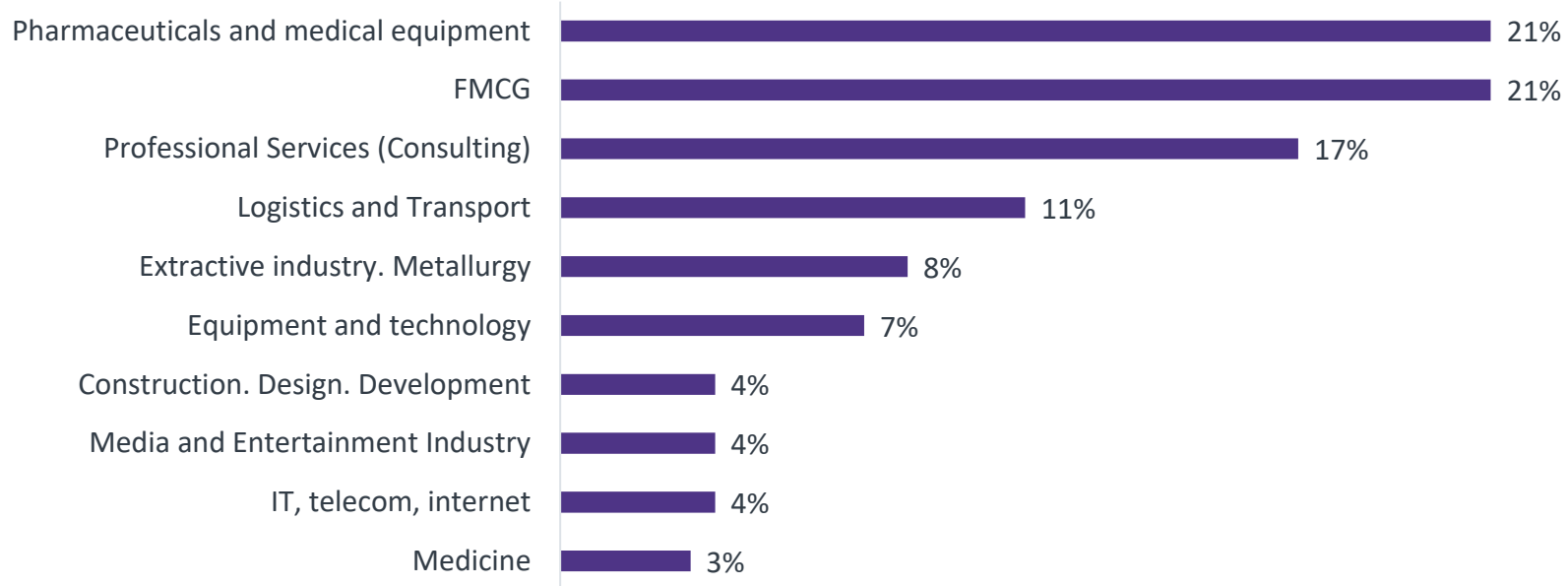


The survey was conducted from December 9 to 21, 2022. 79 companies operating in Kazakhstan took part in the survey.

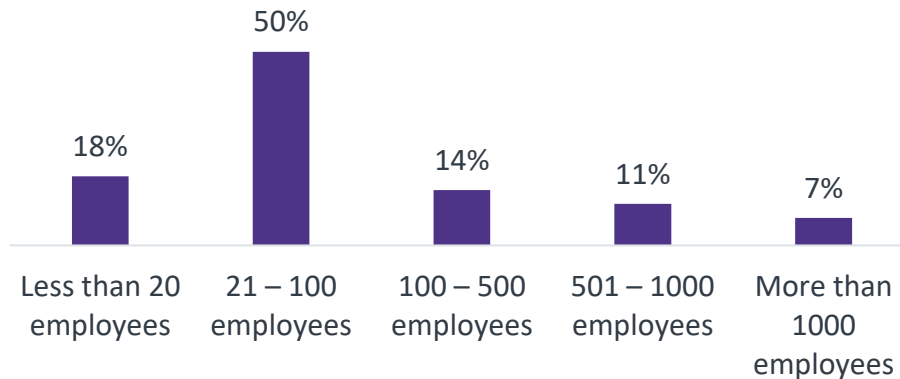


DEMOGRAPHICS

INDUSTRIES



COMPANY SIZE IN KAZAKHSTAN



TYPE OF COMPANY



ABOUT ANTAL



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



Every year we find jobs for **1 000+** candidates



150
consultants

ANTAL SERVICES IN THE CIS:

- Middle Management Recruitment
 - Executive Search
- Entry Level Staff Recruitment
 - Mass recruitment
- Outsourcing, Contracting
 - IT-Outsourcing
- RPO (Recruitment process outsourcing)
- Customized Labour Market Surveys
 - Trainings
- Outplacement (Assisting dismissed employees)
 - Candidate mapping
 - Career consulting
- Additional services (trainings, assessment)

85% of our clients are international companies

98% of our candidates successfully pass their probation period

Offices in 30+ countries, including Kazakhstan, Uzbekistan and Russia.



antalkazakhstan.kz



This publication has been prepared for general guidance on matters of interest only, and does not constitute professional advice. You should not act on the information contained in this publication without obtaining specific professional advice. No representation or warranties (express or implied) are given as to the accuracy or completeness of the information contained in this publication, and to the extent permitted by law, Antal International, its member companies, employees and agents do not accept or assume any liability, responsibility or duty of care for any consequences of you or any other acting or refraining to act in reliance on the information contained in this publication or any decision based on it.

© 2022 Antal Kazakhstan. All rights reserved. "Antal" refers to LLP Antal Business Solutions and/or one or more of Antal International member firms, each of which is a separate legal entity.



PULSE SURVEY OF ANTAL KAZAKHSTAN

t: +7 (727) 339 92 95

e: info@antalkazakhstan.com

w: antalkazakhstan.kz