

# PwC PayWell Salary and benefits Survey Kazakhstan 2019: Mining

## Kazakhstan Mine 2019: Did you know\*?

- Even though Kazakhstan mining companies increased wages in average on 3% more than their global peers, the real growth was 0,9% due to respective inflation rate.
- Labour continues to be a significant component of operating costs, worth around 1 bln KZT for majority (66%) of Kazakhstan mining companies.
- Average turnover rate in mine industry is within the market range and is equal to 25%

## WHAT IS PAYWELL?

PayWell survey is a tool to assist companies' decision-makers in developing competitive HR policies that attract, motivate and retain talents & support business strategy.

PayWell report processes data from key Miners in Kazakhstan market, providing the analytic output from 3 core perspectives with additional features:

### Adding:

- Gender pay
- Interactive tool
- PayWell Dashboard

## Analytic report:

### Salary

Salary ranges for general and specific mining jobs

### Benefits

Analysis of benefits granted on employee categories

### Saratoga

People and functional performance metrics

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## Survey dates:



**April - May**

Registration of  
participants



**June**

Data collection – job  
matching and  
questionnaires filling  
with assistance of  
PwC consultants



**July**

Data validation –  
analysis of individual  
data, related  
indicators as well as  
general data



**August –  
September**

Report release –  
generation and  
release of the final  
report on salary and  
compensation and  
benefits

## Participation fees:

- Register before May 30, 2019 and receive a 10% discount
- For participants of the PayWell 2018 - 20% discount
- For participants of the PayWell review 2017 - 2018 - 25% discount

**Want to register or to know more?**

**Please contact us:**

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