

Job Market Overview in 2015 and Employers' Plans for 2016



www.antalrussia.com

Plans to change jobs

33% more respondents than in 2014 (27%) are not planning to make a move in the coming 12 months.





Plans to change jobs _ HR job market

*exclusive for HR



Only 18% HR looking for a job, compared to 30% market average



Reasons for changing jobs

The main reasons for changing jobs stay the same from year to year: higher salary, better career development and more responsibilities or new challenges



Top 5 reasons

* This option was not provided in 2014



HR market salary changes

*exclusive for HR





5

4 Plans to increase salary in 2016

Only 12% of Russian and 33% of international companies are planning salary increase for 9% or more





Data was gathered via online questionnaire from 5 to 15 October among 200 Russian and international companies operating in Russia in 16 economic sectors.

Plans concerning the staff number in the next 3-6 months





Data was gathered via online questionnaire from 5 to 15 October among 200 Russian and international companies operating in Russia in 16 economic sectors.

Further plans to costs cut in connection with the current economic situation





Data was gathered via online questionnaire from 5 to 15 October among 200 Russian and international companies operating in Russia in 16 economic sectors.

Payments upon dismissal

74% of those dismissed received additional payments. Almost half of those were paid 2-3 months' salary on discharge



- 1 month's salary
- 2-3 months' salary
- 4-5 months' salary
- 6 or more months' salary
- Nothing additional was paid

40% of respondents from Russian companies were paid nothing upon dismissal, while in international companies only 13% surveyed experienced the same



Michael Germershausen Managing Director mg@antalrussia.com +7 (495) 935 86 06

To get the full version of the survey please fill out a request at www.antalrussia.com/salary-survey-2015



This publication has been prepared for general guidance on matters of interest only, and does not constitute professional advice. You should not act upon the information contained in this publication without obtaining specific professional advice. No representation or warranty (express or implied) is given as to the accuracy or completeness of the information contained in this publication, and, to the extent permitted by law, CJSC FiveTen Antal, its members, employees and agents do not accept or assume any liability, responsibility or duty of care for any consequences of you or anyone else acting, or refraining to act, in reliance on the information contained in this publication based on it. © 2015 Antal Russia. All rights reserved. "Antal Russia" and "Antal Russia Staffing Solutions" refer to CJSC FiveTen Antal which is a member company of FiveTen Group.