

We are glad to present you with the first results of the sixth annual «Job Market Overview & Salary Survey 2015» held by Antal Russia. This year more than 5000 specialists and mid-to-senior level managers took part in the survey. Below you will find a brief summary of the results of our research. You can also view a [presentation here](#).

Economic prospects

This year certainly hasn't been a simple one for business. Significant changes in the economic situation have made a considerable impact on many companies' business and significantly influenced the labour market. 46% of those surveyed were pessimistic about the economy in Russia over the next 12 months. Nevertheless, the level of optimism from our respondents increased a little in comparison with 2014, with 18% feeling optimistic compared to 14% last year.

Job change

This year the percentage of people who want to stay in their current job increased by a third. In 2014, 27% of respondents were not planning to change career, while in 2015 there are already 36%. Undoubtedly, many people nowadays are afraid of the risks connected with moving into a new job during the current situation.

The job search

Survey participants most often found a job through recruitment agencies and websites (23% of respondents identified each). According to the respondents, references and private contacts (93%), websites (85%), recruitment agencies (83%) and social networks (73%) are the most effective tools in the job search, although only 3% have actually found a job via social networks.

Compensation

When choosing a new job, a bonus scheme (91%) and VHI (86%) are the most important benefits for respondents. Flexible working and a mobile phone allowance are also important (65% and 64% respectively). Of these important benefits, employers most rarely offer flextime – only 37% of respondents have it.

Salary

The complicated economic situation in Russia has had an impact on salary growth. In 2015, only 37% of those surveyed received a salary increase, compared to 64% in 2014. Of those who had salary increase in 2015, the majority of respondents (60%) had an inconsiderable salary rise of less than 10%. 11% of respondents have had a salary reduction in 2015, while in 2014 only 2% had their salaries reduced.

Staff reductions

More than half of respondents (55%) are expecting staff reductions in their companies in the nearest future. And the bigger the company, the higher the percentage of people who are expecting a reduction. Among those participants who have been made redundant, 74% received additional compensation. Half of these received two to three additional monthly salaries following their dismissal.

Relocation

Only 38% of those surveyed would move into another Russian region to take an interesting position, while 58% of respondents would relocate to another country. The most popular destinations for relocation within the country are traditionally Moscow and St. Petersburg. The most popular overseas destinations are countries in Western Europe.

Nowadays the economic conditions are changing very fast, so we have presented you with the first results of the research as soon as possible so that the information is at its most relevant.

More detailed statistics on each aspect of employment and engagement, information on specific industries and also salary data will be available in the middle of this summer. [**Please apply here to be the first to get the full survey results.**](#)

For more information please contact survey@antalrussia.com