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Survey Partner



# HR Issues During COVID-19

**Global survey by CT Executive Search in partnership with the Belgian-Luxembourg Chamber of Commerce**



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# SURVEY SUMMARY

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- This was a two week global survey carried out in May, 2020, with participants from 10 countries.
- The majority of the respondents were business owners, general managers and managers between the ages of 35 and 44.
- Close to 70% of the respondents said that there have been no terminations during COVID-19.
- Over 60% of the respondents indicated that there were no salary cutbacks.
- Over 87% of the respondents said that there are currently employees working remotely, and over 10% said that those working remotely will not be returning to the office after the lockdown regime is over.



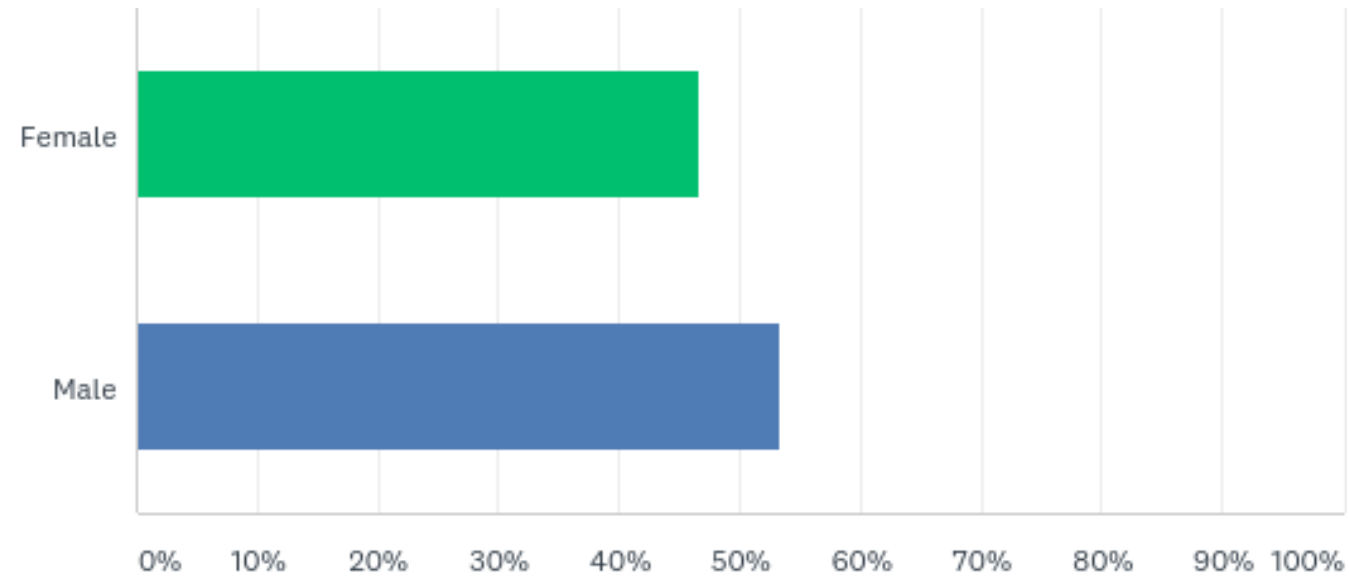
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# RESPONSES

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## Q 1: GENDER





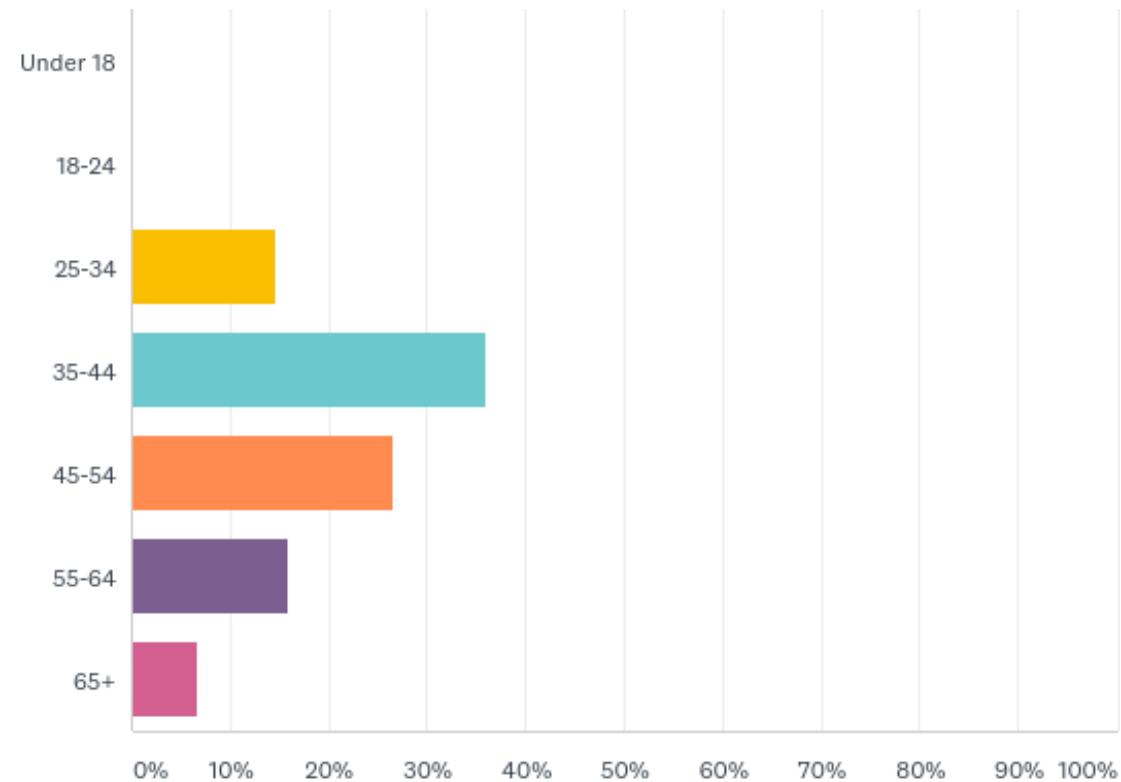
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# RESPONSES

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## Q 2: AGE RANGE





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## Q 3: COUNTRIES WHERE RESPONDENTS ARE BASED

- Belgium
- Czech Republic
- Finland
- France
- Germany
- India
- Luxembourg
- Nigeria
- Russia
- United Kingdom



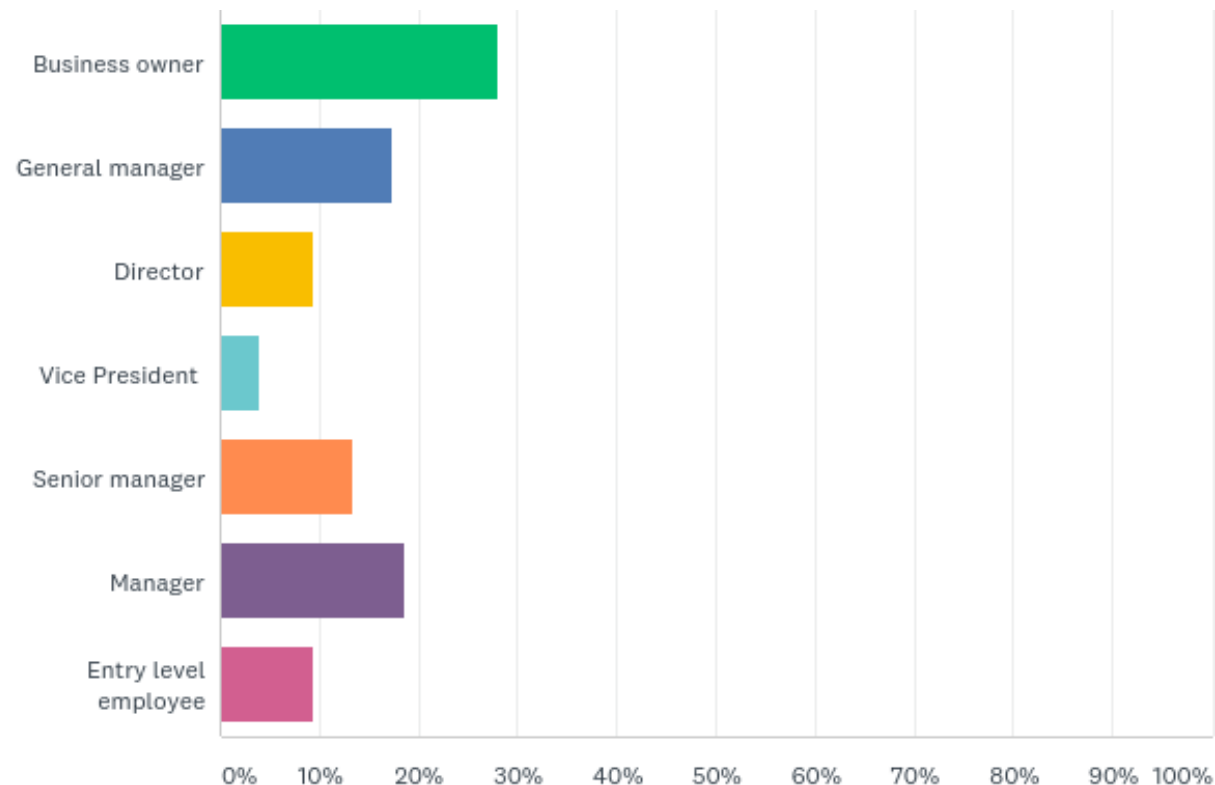
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# RESPONSES

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## Q 4: WHICH OF THE FOLLOWING CATEGORIES BEST DESCRIBES YOUR EMPLOYMENT STATUS?





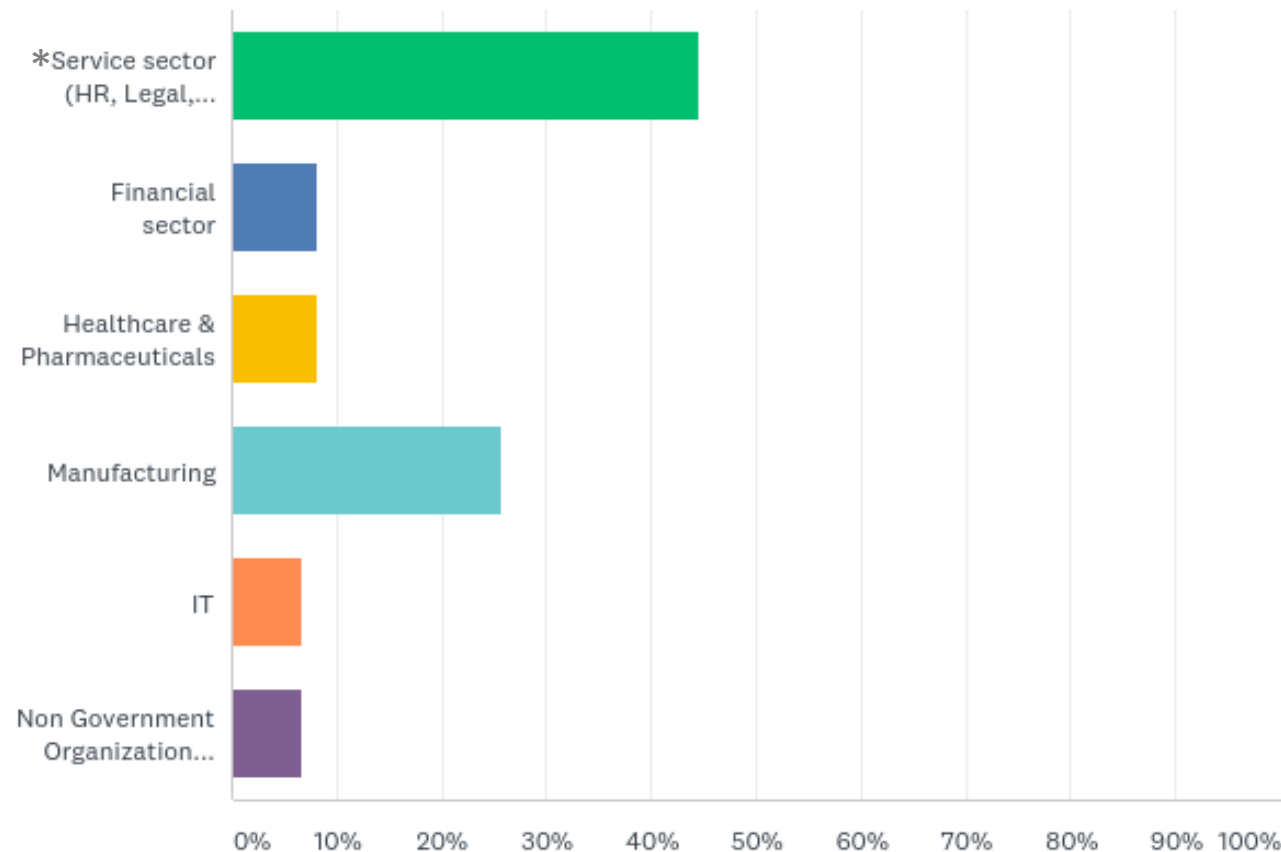
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## Q 5: WHAT INDUSTRY/SECTOR DO YOU SPECIALIZE IN?



\* Service sector (HR, Legal, Marketing, Travel & Tourism)

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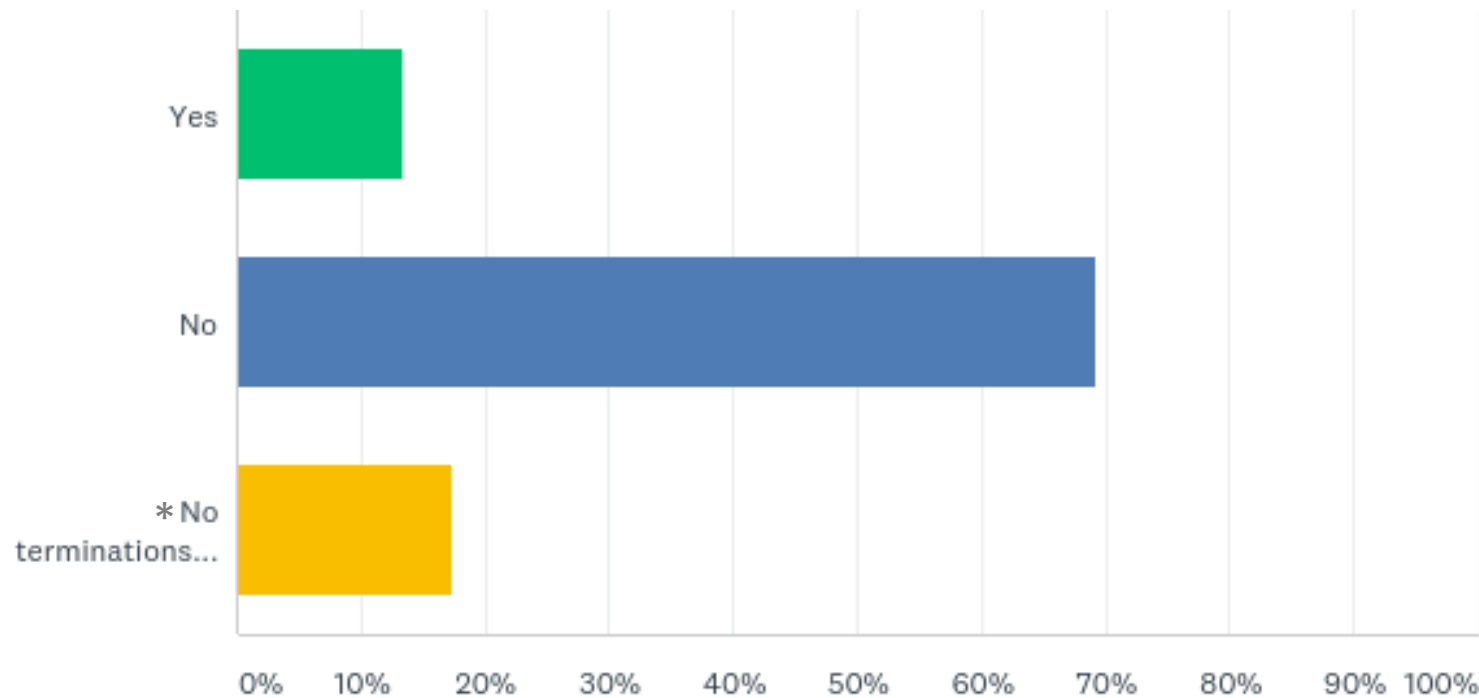
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# RESPONSES

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## Q 6: HAVE THERE BEEN ANY TERMINATIONS IN YOUR COMPANY?



\* No terminations, but some employees are currently on unpaid leave

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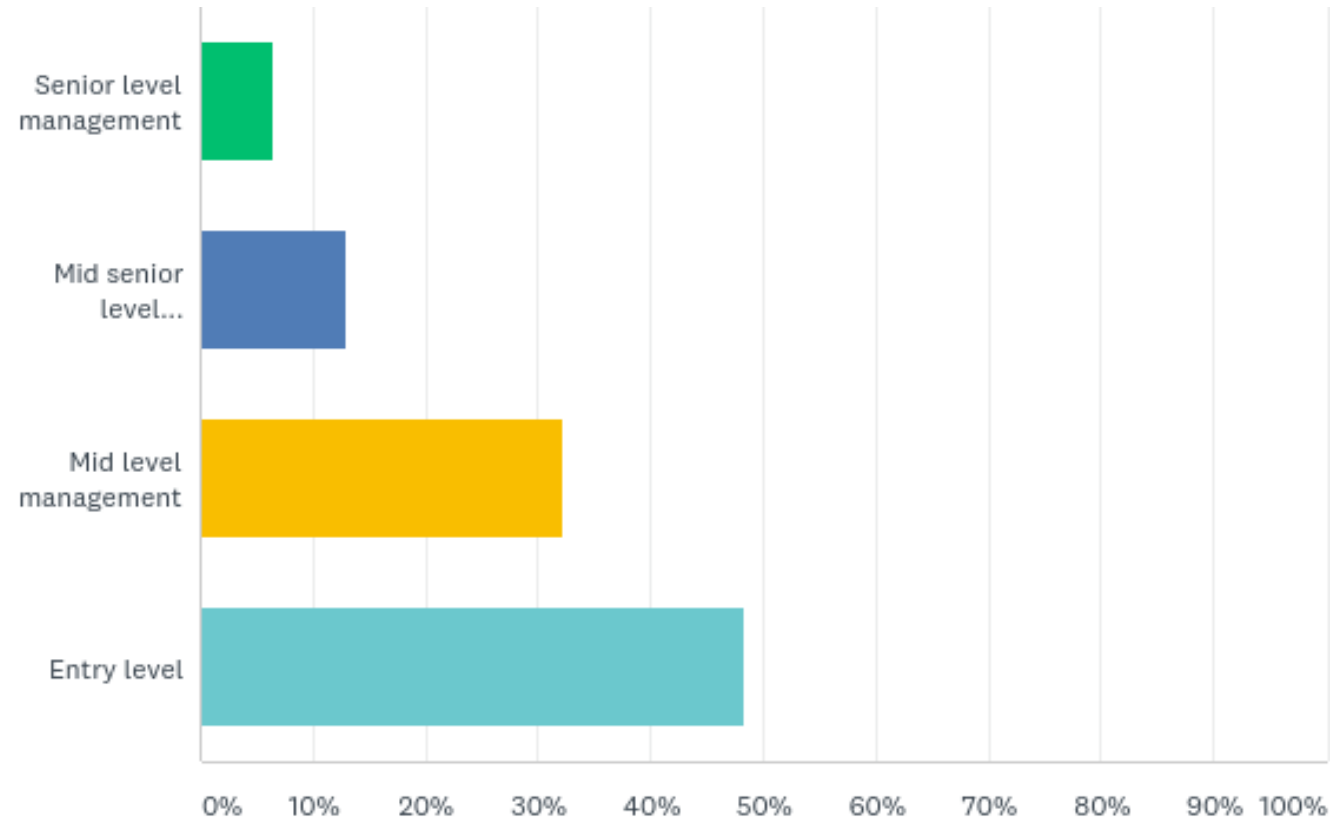
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Q 7: IF YES, WHAT WAS THEIR SENIORITY LEVEL?





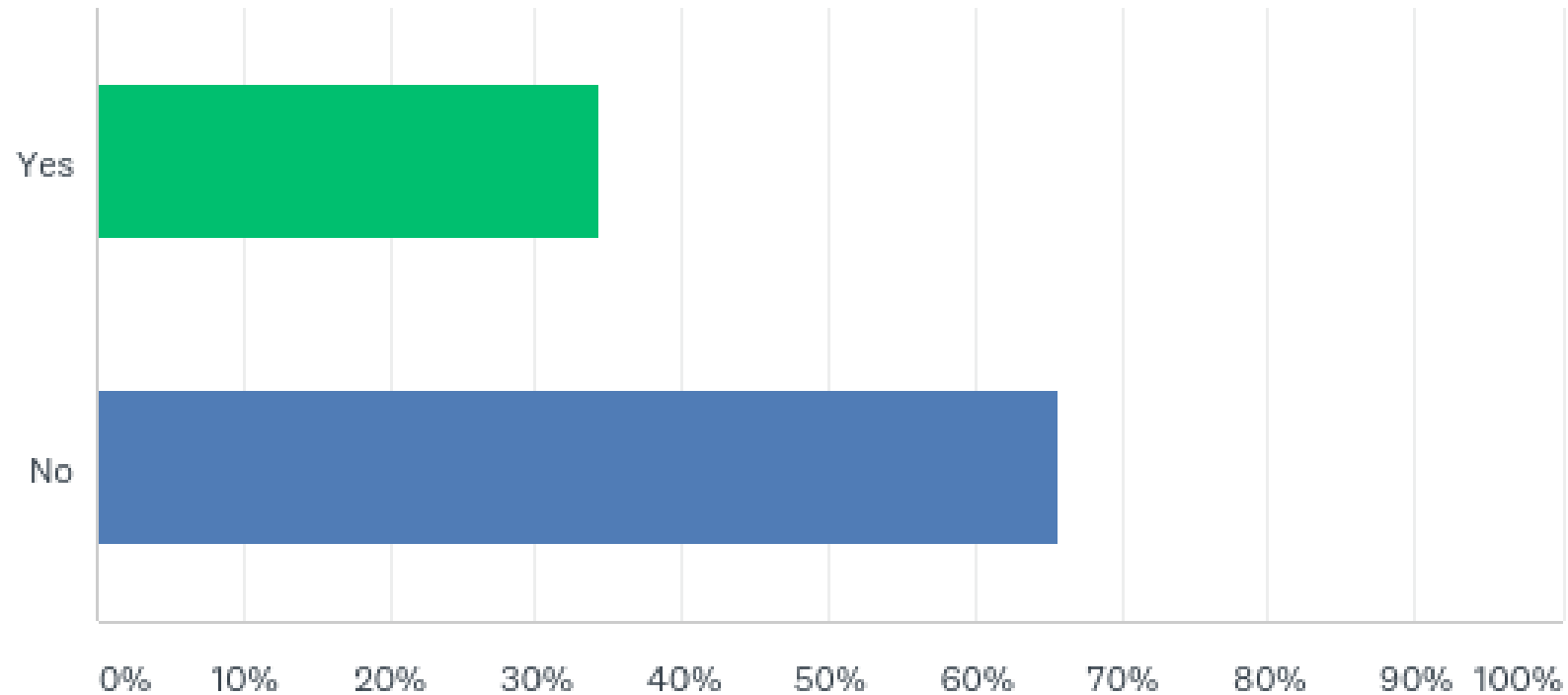
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## Q 8: HAVE THERE BEEN SALARY CUTBACKS?





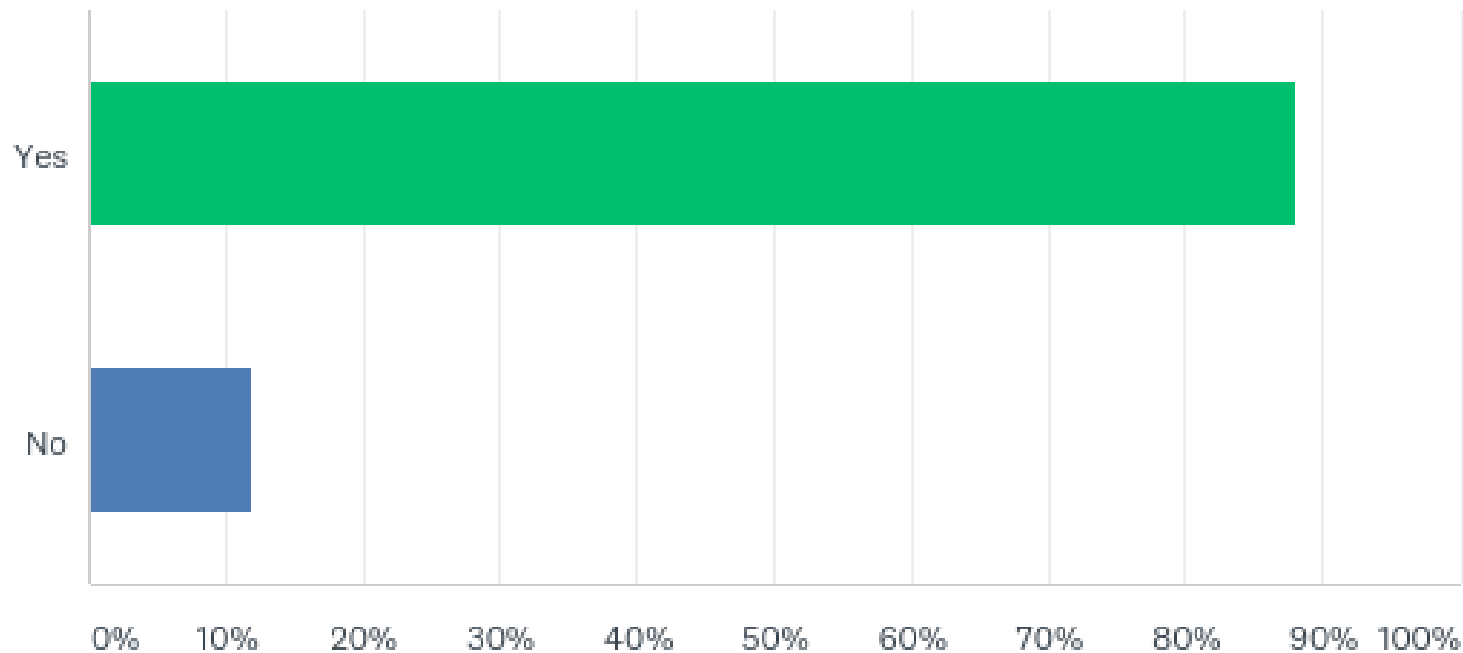
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# RESPONSES

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Q 9: ARE SOME OF THE EMPLOYEES AT YOUR COMPANY WORKING REMOTELY?





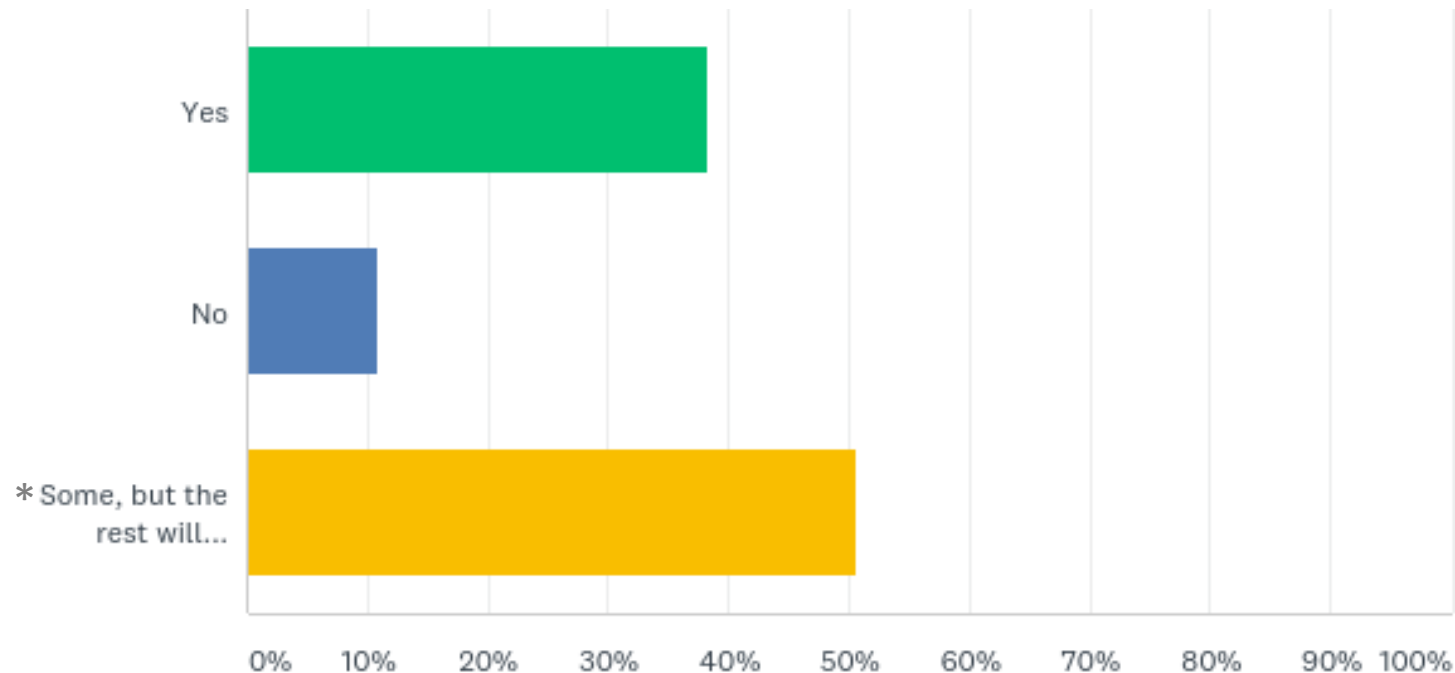
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# RESPONSES

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Q10: WHEN THE CURRENT PANDEMIC IS OVER, WILL YOU BE ASKING YOUR REMOTE WORKERS TO RETURN TO THE OFFICE? IF YOU'RE AN EMPLOYEE, WILL YOU AND YOUR COLLEAGUES BE RETURNING TO THE OFFICE?



\* Some, but the rest will continue working remotely

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# ABOUT CT EXECUTIVE SEARCH

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CT Executive Search specializes in senior recruitment in Eastern Europe and the emerging markets:

- Eastern Europe
- Russia and the CIS
- Asia
- Turkey, Iran and the Gulf Region
- Africa

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# ABOUT CT EXECUTIVE SEARCH

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## **Christian Tegethoff, Managing Director, CT Executive Search**

Christian Tegethoff is the Managing Director of CT Executive Search.

Before heading CT Executive Search, Mr. Tegethoff worked for Kienbaum Executive Consultants and, among other roles, managed the company's Moscow office as Director Russia & CIS.

At the beginning of his career he worked several years at the German-Russian Chamber of Commerce in Moscow in the field of market entry consulting.

He graduated from the Free University of Berlin and Humboldt University of Berlin, with a focus on Eastern European Studies. In addition, he holds an EMBA from Cass Business School/City University London.



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# ABOUT BLCC Russia

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The Belgian-Luxembourg Chamber of Commerce in the Russian Federation (BLCC Russia/CCBLR Moscow) is the unique active Benelux Business Association in the Eurasian Economic Union. Lobby efforts to promote business interests, government relations and public relations, B2G, B2B, B2C + highlight and support of a strong Belgian-Luxembourg business community and professional networking.

Headquartered in Moscow, it is at your disposal to inform you and support you in your projects. On the basis of the Chamber of Commerce, Russian-Belgian and Russian-Luxembourg Business Councils have been established.

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# ABOUT BLCC Russia

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## Oleg Prozorov, CEO, BLCC

Oleg Prozorov is the Chief Executive Officer, Member of the Board, at the Belgian-Luxembourg Chamber of Commerce in Russia.

Operating for more than 30 years in the commercial sector in Belgium and Luxembourg, now with his position as CEO of the Belgian-Luxembourg Chamber of Commerce, Oleg Prozorov spends his life and his work between Brussels, Luxembourg and Moscow by accompanying member companies in their actions and by supporting the strong Belgian-Luxembourg business community in Russia.

He graduated from the Plekhanov Moscow Institute of National Economy and studied at the Catholic University of Louvain.

