



# JOINT CCBLR AND CT EXECUTIVE SEARCH RUSSIA HR SURVEY

November 2021

# JOINT CCBLR AND CT EXECUTIVE SEARCH RUSSIA HR SURVEY

## Summary

**Aim:** To learn about the current HR trends in Russia

**Survey duration:** 2 weeks

**Number of responses:** 110

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## Summary of the survey

- Majority of the respondents are based in Russia: 81.82%.
- 28.18% of the respondents are Directors, 16.36% are Managing Directors/Heads of Representative Offices and 15.45% are CEOs.
- 65.45% of the companies have recorded an increase in revenue in 2021, with 69.09% predicting a subsequent increase in revenue in 2022.
- 55.45% of the companies plan to hire more people in 2022.

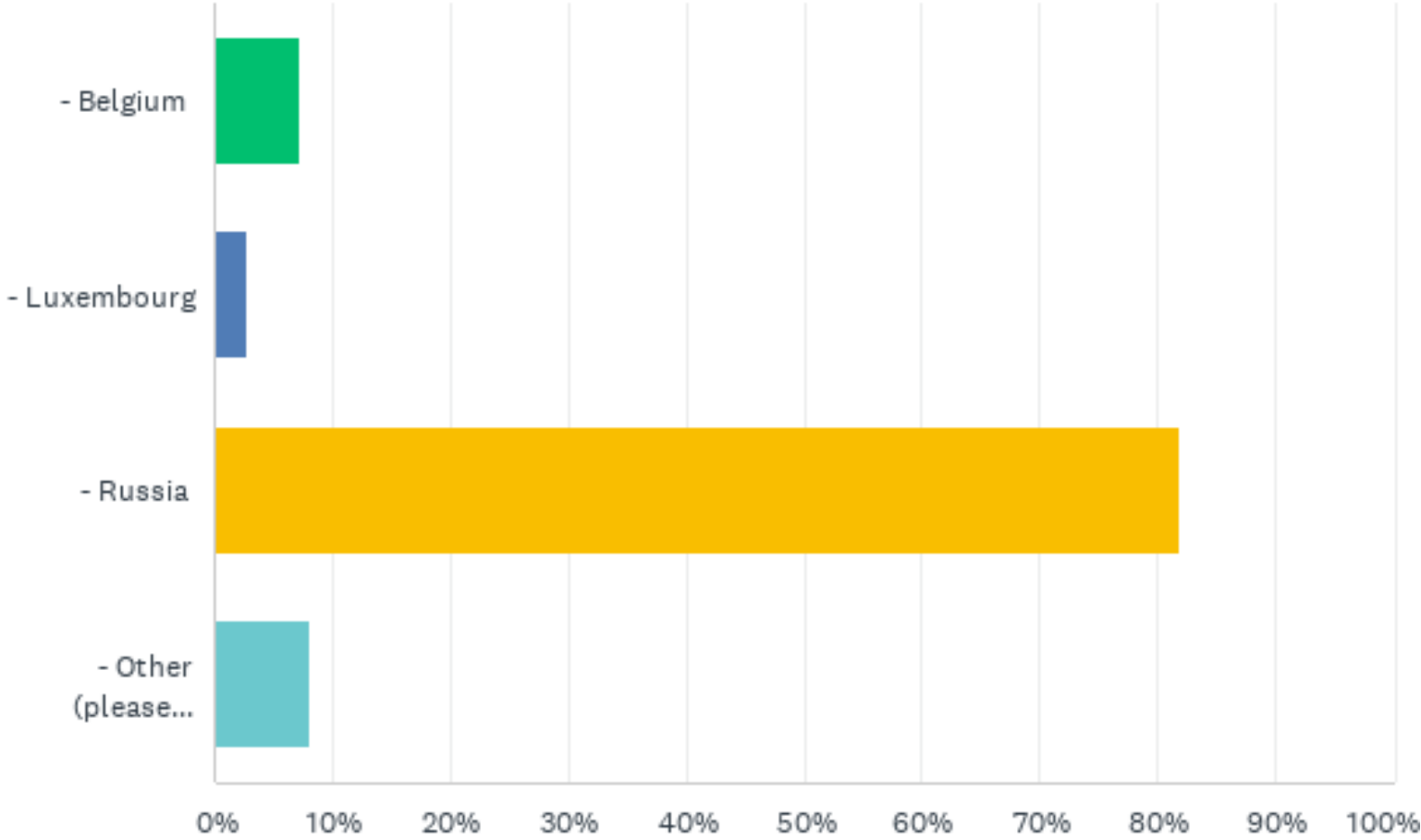
# JOINT CCBLR AND CT EXECUTIVE SEARCH RUSSIA HR SURVEY

## Summary of the survey

- Over 50% of the companies expect the ongoing pandemic to affect business operations in 2022.
- Close to 70% of the companies have adopted the hybrid work format, and over 65% of the companies do not expect their workers to return to the office in 2022.
- While 25.45% of the respondents expects salaries to remain the same in 2022, over 60% have indicated that salaries will be indexed based on the inflation rate.

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Q1: What country are you currently based in?



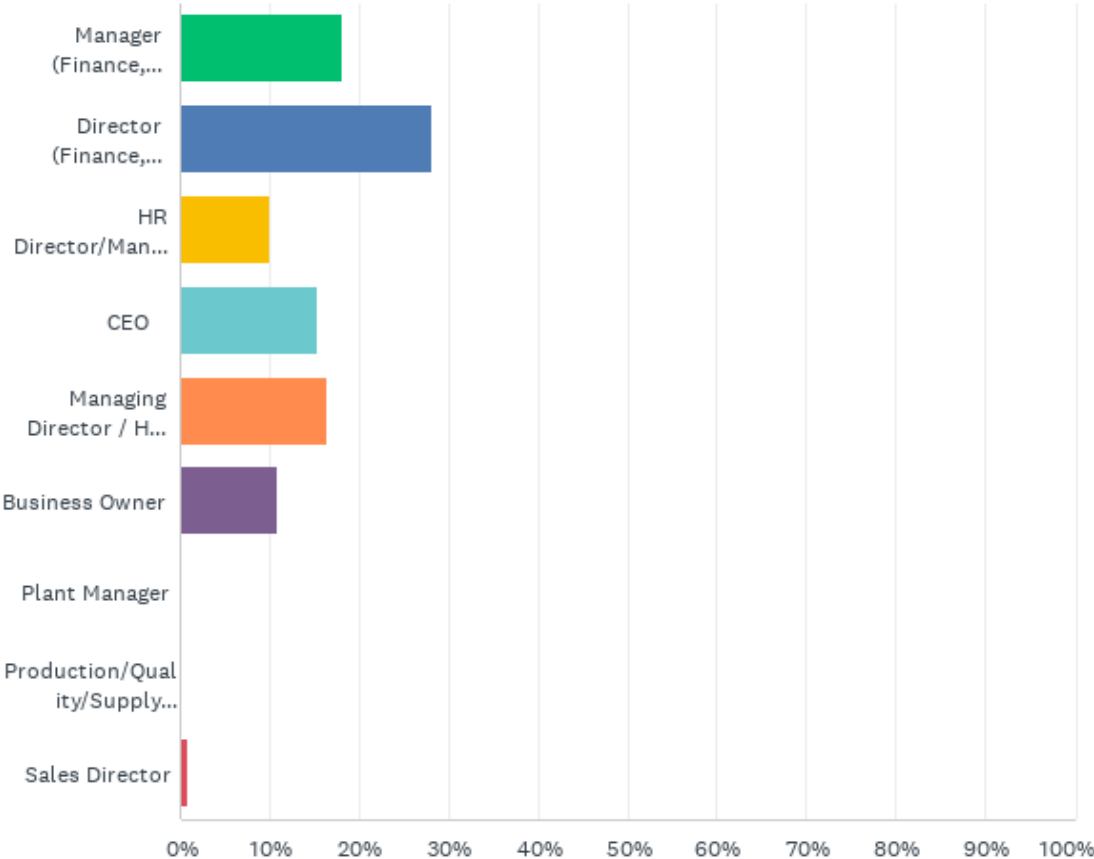
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Q1: What country are you currently based in?

ANSWER CHOICES	RESPONSES	
- Belgium	7.27%	8
- Luxembourg	2.73%	3
- Russia	81.82%	90
- Other (please specify)	8.18%	9
TOTAL		110

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## Q2: Position



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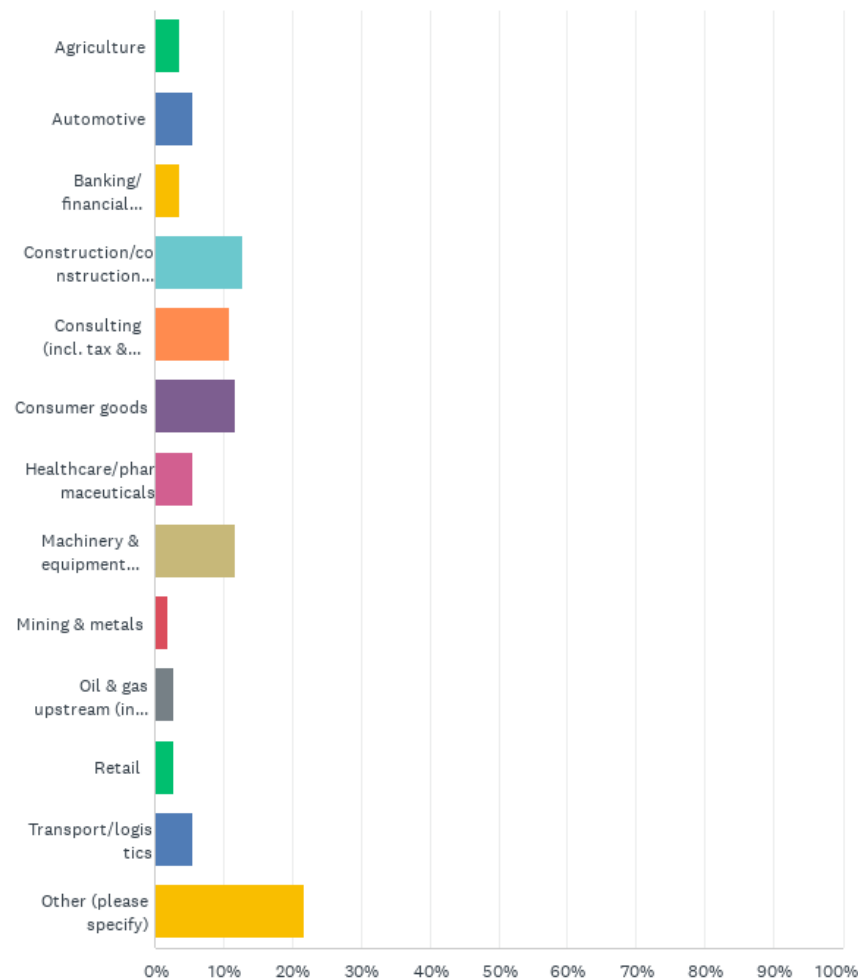
## Q2: Position

ANSWER CHOICES	RESPONSES	
Manager (Finance, Sales, Marketing, Production, etc)	18.18%	20
Director (Finance, Sales, Marketing, Production, etc)	28.18%	31
HR Director/Manager	10.00%	11
CEO	15.45%	17
Managing Director / Head of Rep. Office	16.36%	18
Business Owner	10.91%	12
Plant Manager	0.00%	0
Production/Quality/Supply Chain Manager	0.00%	0
Sales Director	0.91%	1
TOTAL		110



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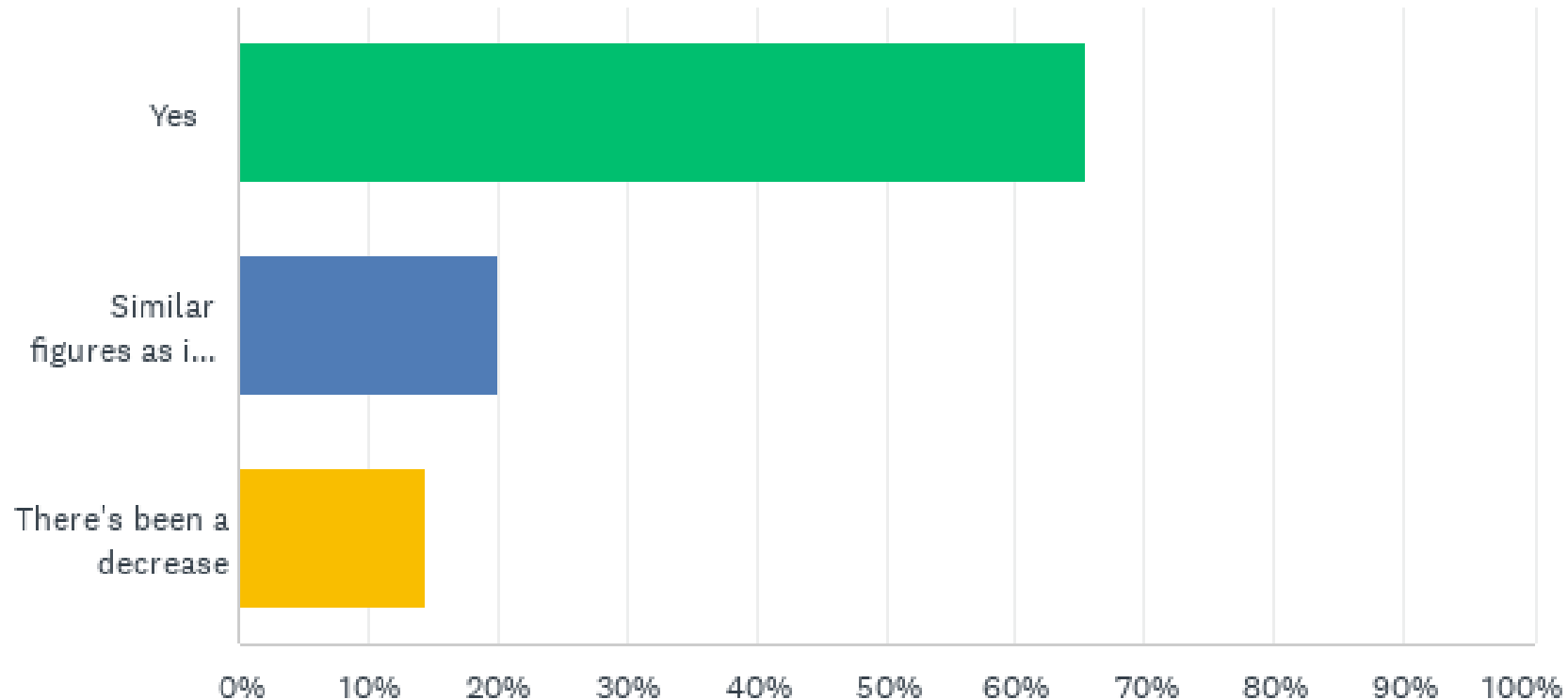
Q3: What sector does your company work in?



ANSWER CHOICES	RESPONSES	
Agriculture	3.64%	4
Automotive	5.45%	6
Banking/ financial services	3.64%	4
Construction/construction materials	12.73%	14
Consulting (incl. tax & legal, HR, strategy)	10.91%	12
Consumer goods	11.82%	13
Healthcare/pharmaceuticals	5.45%	6
Machinery & equipment (incl. oil & gas equipment, agricultural machinery)	11.82%	13
Mining & metals	1.82%	2
Oil & gas upstream (incl. services)	2.73%	3
Retail	2.73%	3
Transport/logistics	5.45%	6
Other (please specify)	21.82%	24
<b>TOTAL</b>		<b>110</b>

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Q4: Has there been an increase in your company's revenue in comparison to 2020?



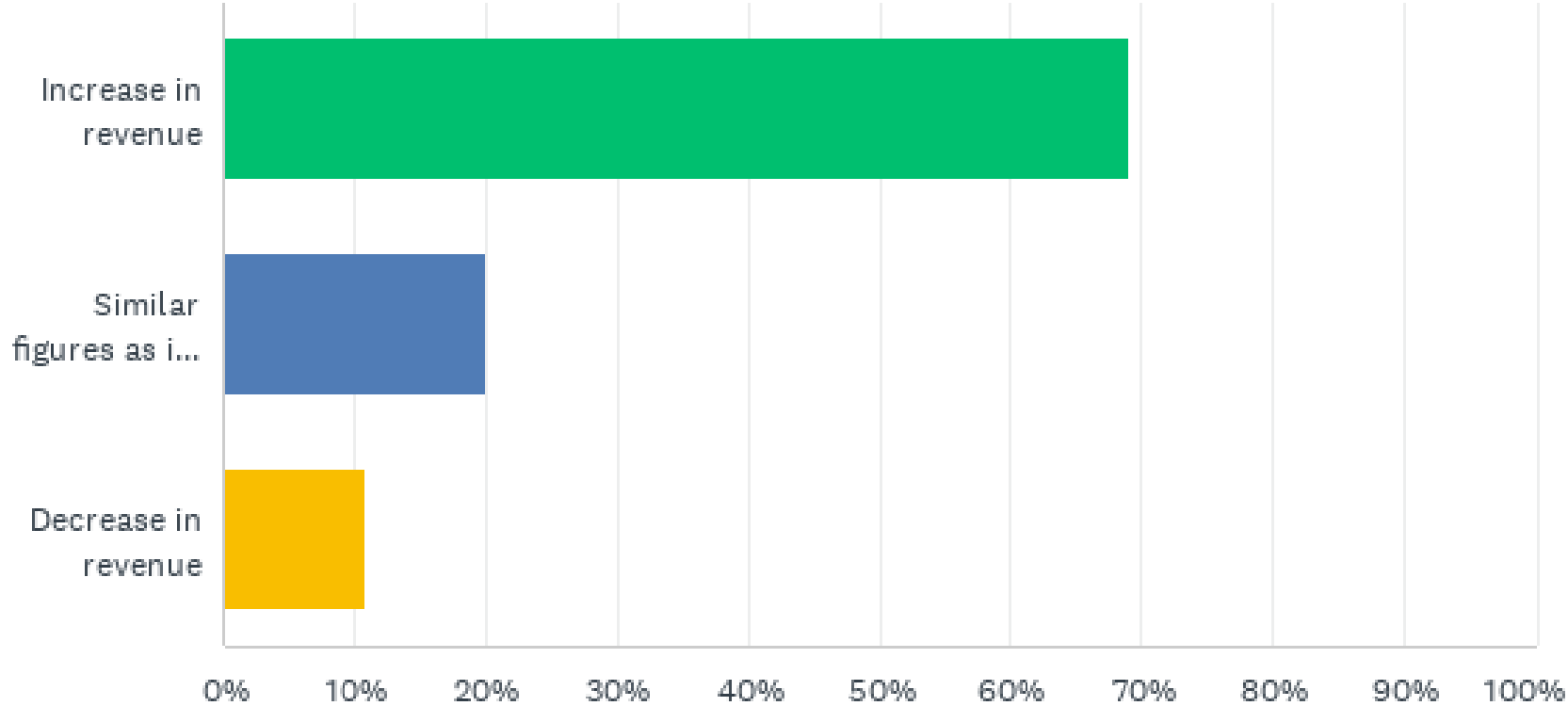
# JOINT CCBLR AND CT EXECUTIVE SEARCH RUSSIA HR SURVEY

Q4: Has there been an increase in your company's revenue in comparison to 2020?

ANSWER CHOICES	RESPONSES	
Yes	65.45%	72
Similar figures as in 2020	20.00%	22
There's been a decrease	14.55%	16
TOTAL		110

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Q5: What's your company's revenue forecast for 2022?



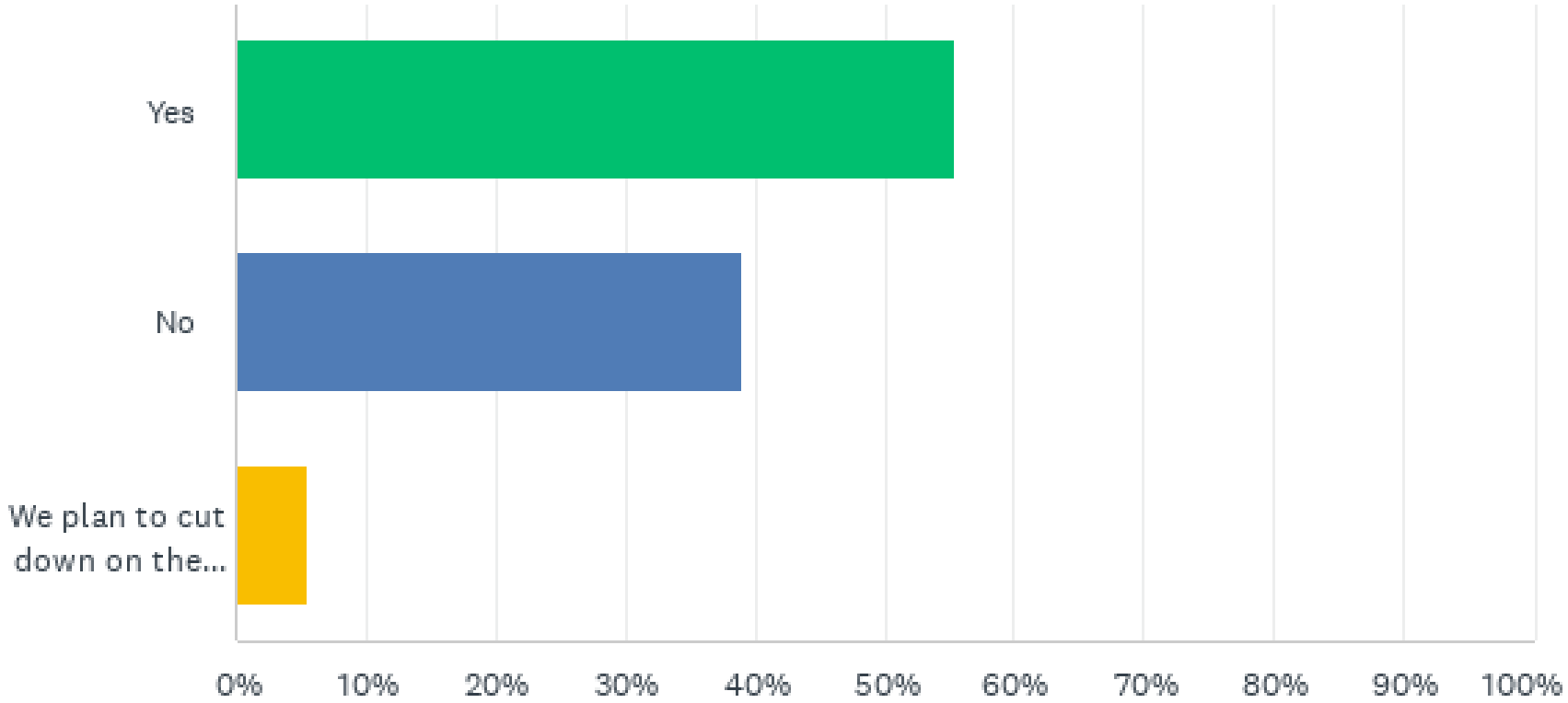
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Q5: What's your company's revenue forecast for 2022?

ANSWER CHOICES	RESPONSES	
Increase in revenue	69.09%	76
Similar figures as in 2021	20.00%	22
Decrease in revenue	10.91%	12
TOTAL		110

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Q6: Will you be hiring more people in 2022?



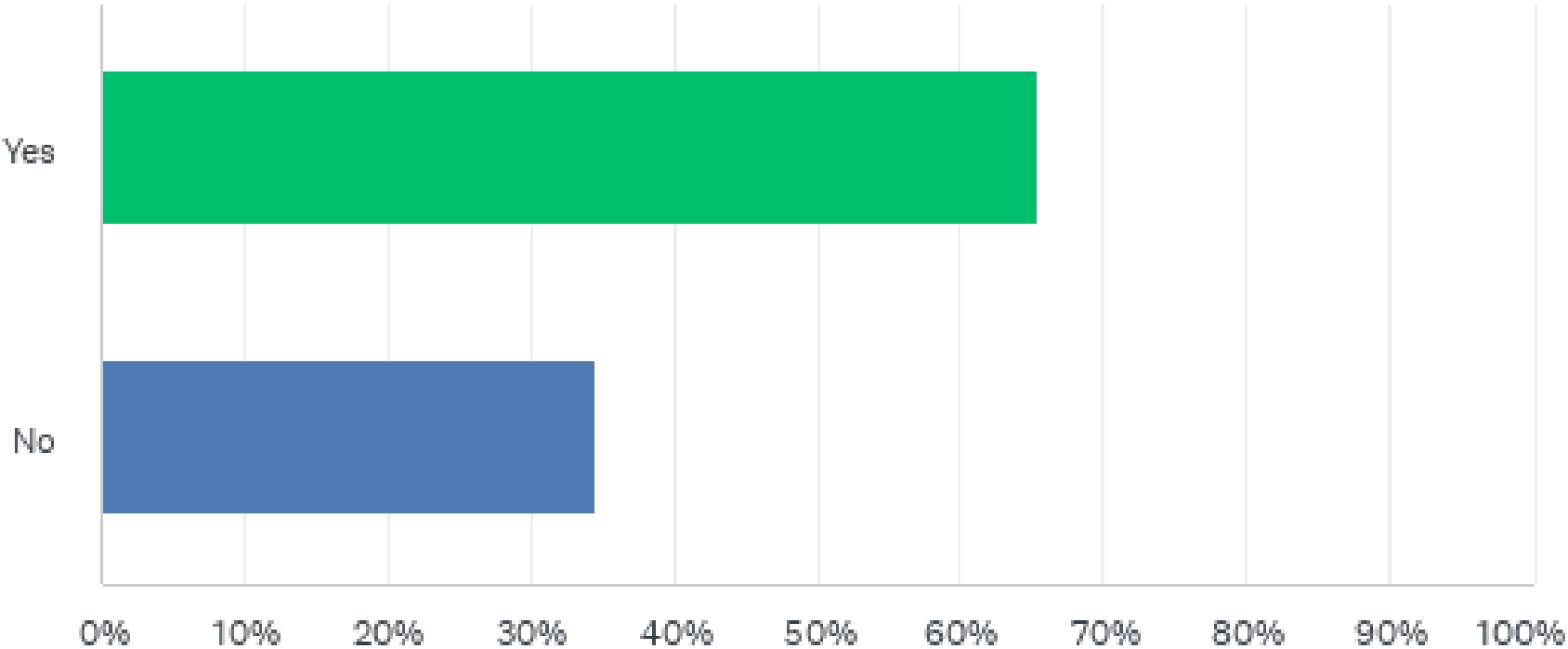
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Q6: Will you be hiring more people in 2022?

ANSWER CHOICES	RESPONSES	
Yes	55.45%	61
No	39.09%	43
We plan to cut down on the number of personnel	5.45%	6
TOTAL		110

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Q7: Do you expect that the corona pandemic in 2022 will determine business activity in Russia to the same extent as in 2021?





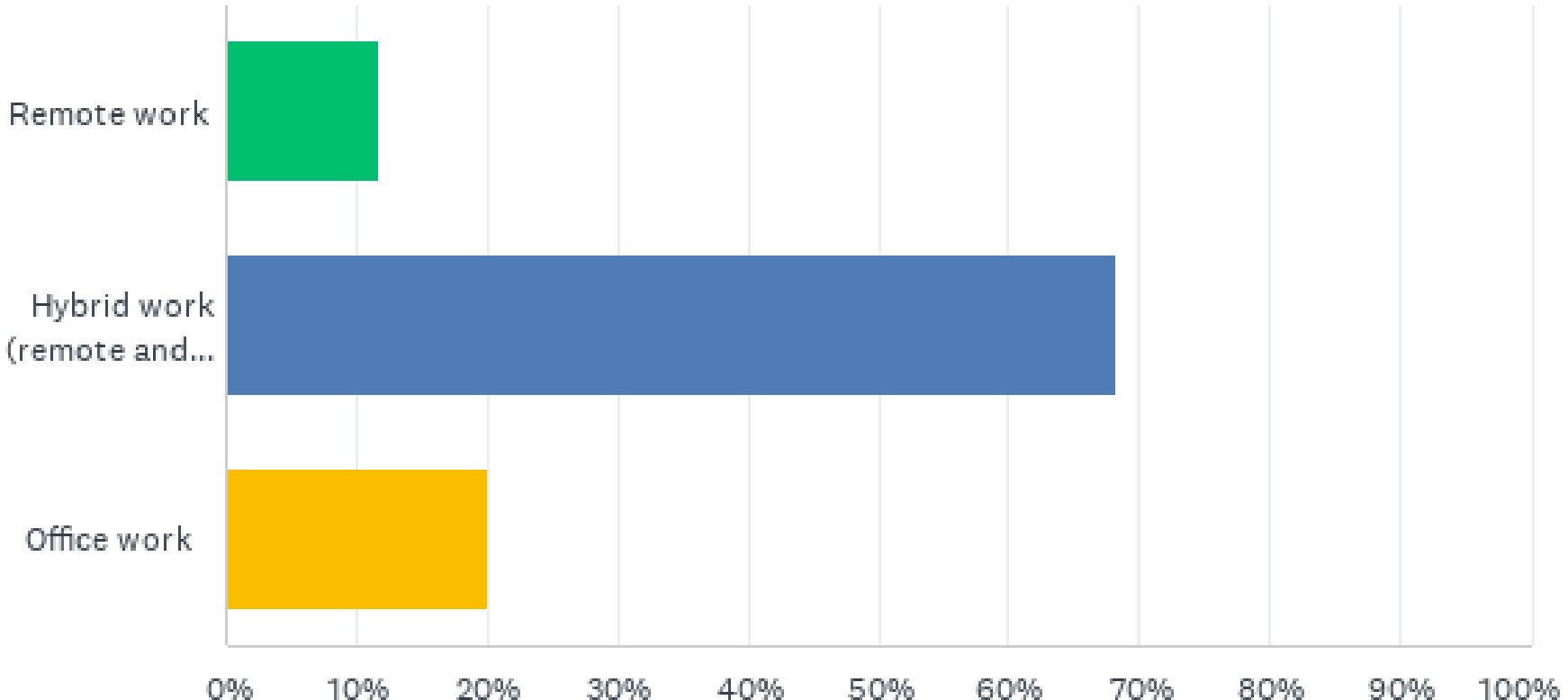
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Q7: Do you expect that the corona pandemic in 2022 will determine business activity in Russia to the same extent as in 2021?

ANSWER CHOICES	RESPONSES	
Yes	65.45%	72
No	34.55%	38
TOTAL		110

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Q8: What is your company's current work format?



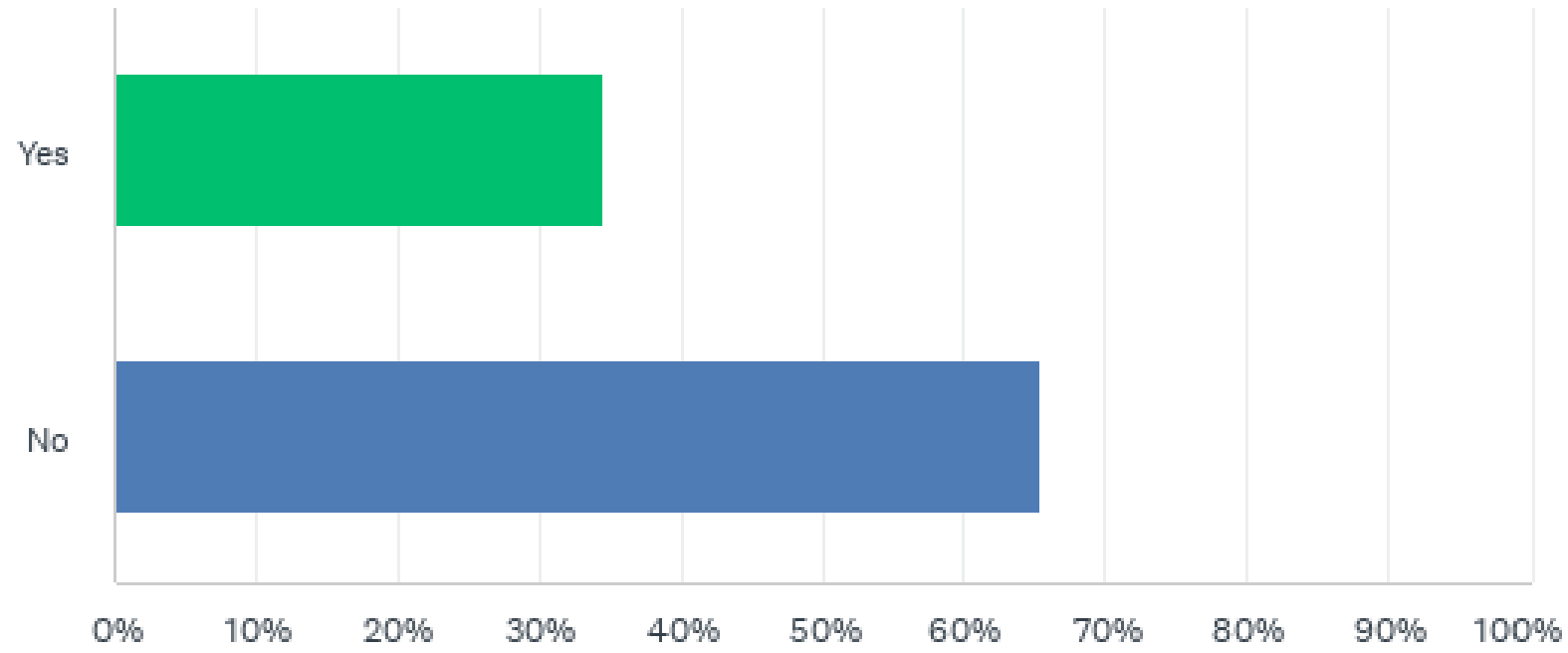
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Q8: What is your company's current work format?

ANSWER CHOICES	RESPONSES	
Remote work	11.82%	13
Hybrid work (remote and office)	68.18%	75
Office work	20.00%	22
TOTAL		110

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Q9: Do you expect all employees to return to office work in 2022?



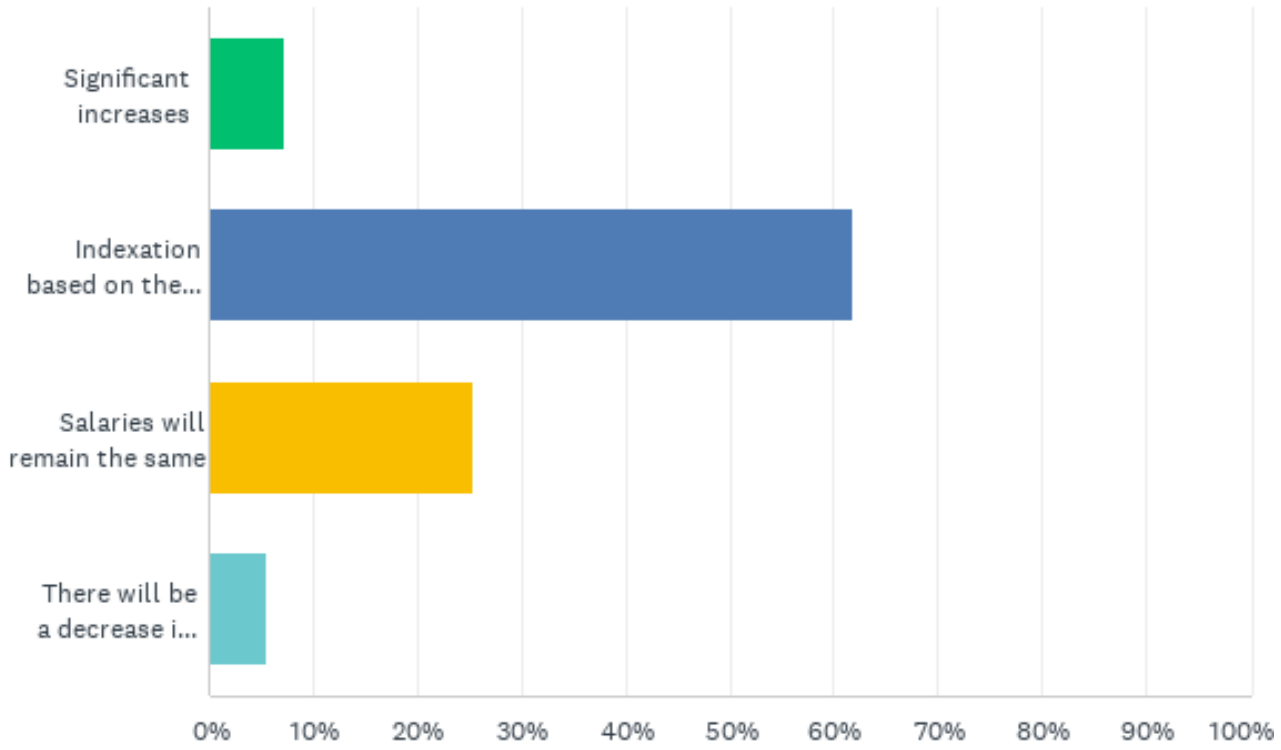
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Q9: Do you expect all employees to return to office work in 2022?

ANSWER CHOICES	RESPONSES	
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TOTAL	110	

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Q10: What salary development do you expect for the Russian workforce in 2022



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Q10: What salary development do you expect for the Russian workforce in 2022

ANSWER CHOICES	RESPONSES	
Significant increases	7.27%	8
Indexation based on the inflation rate	61.82%	68
Salaries will remain the same	25.45%	28
There will be a decrease in salaries	5.45%	6
TOTAL		110