



ANTAL TALENT SURVEY

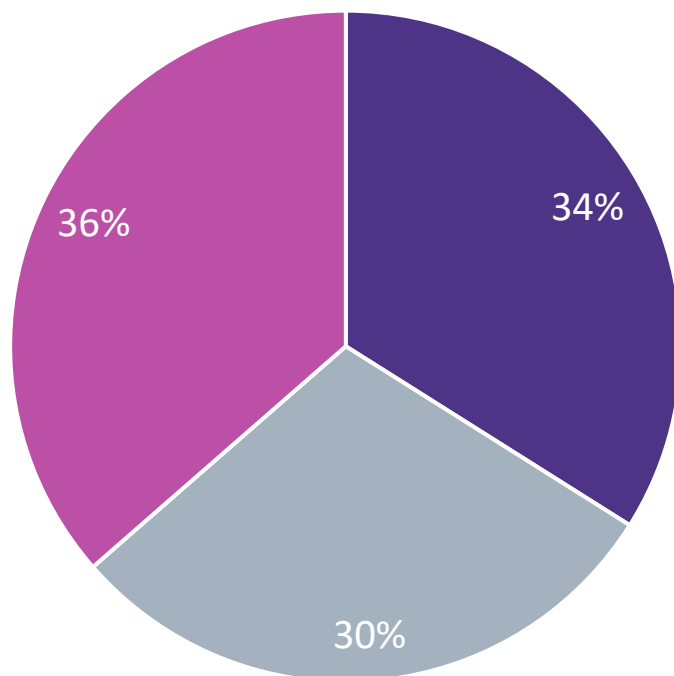
**PULSE SURVEY OF EMPLOYERS  
ON PLANS FOR 2023**



# THE NUMBER OF EMPLOYEES IN COMPANIES IN 2022

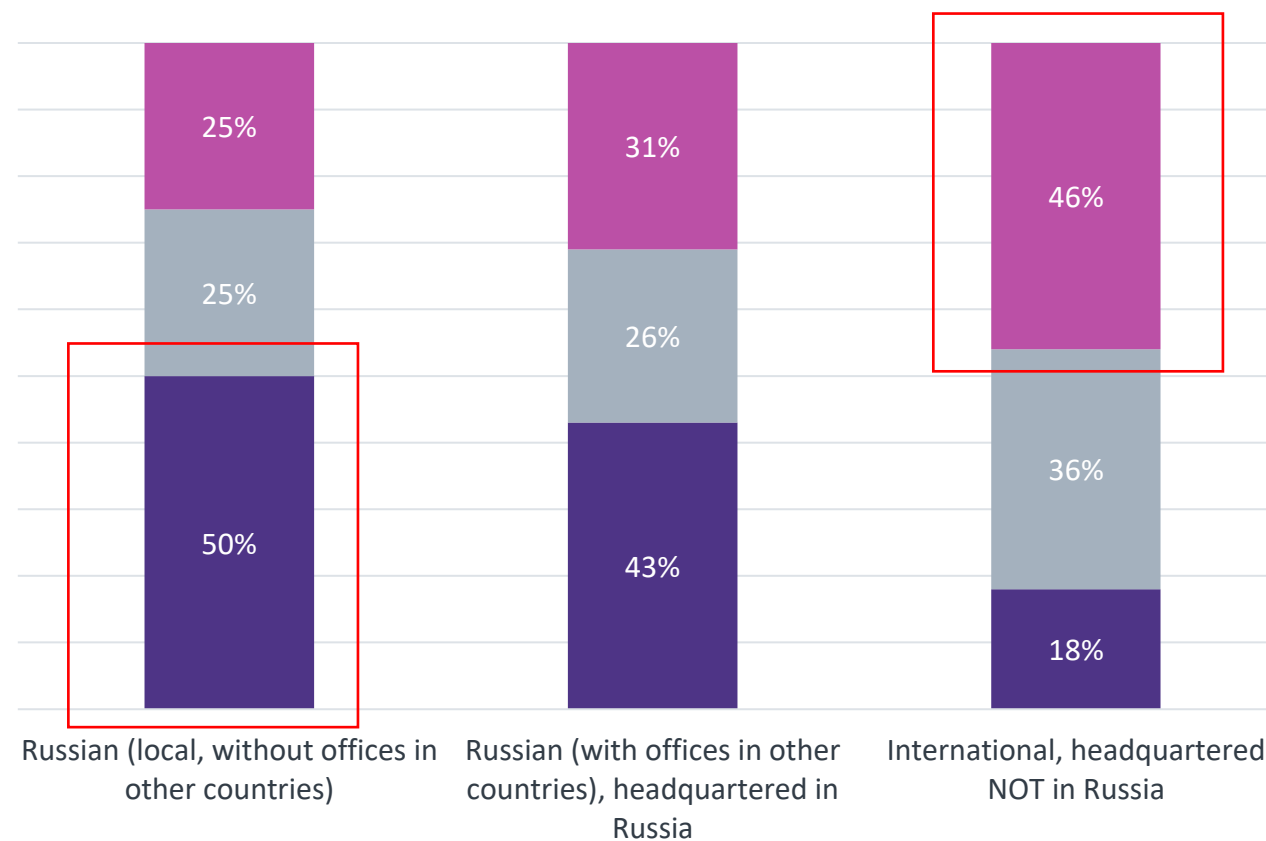
How has the number of full-time employees at your company changed in 2022?

ALL RESPONDENTS



■ Increased ■ Did not change ■ Decreased

DEPENDING ON THE COMPANY TYPE

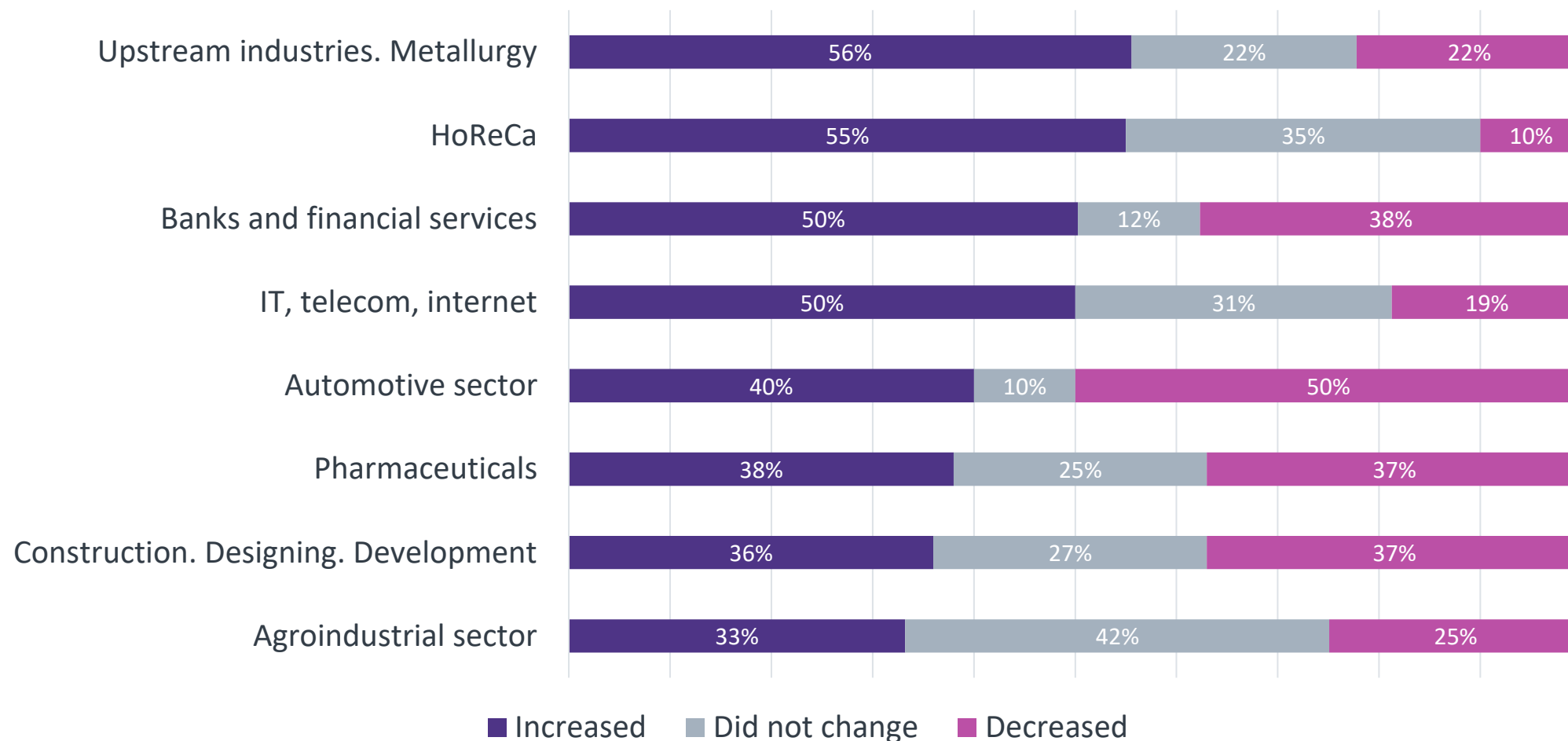




# THE NUMBER OF EMPLOYEES IN COMPANIES IN 2022

How has the number of full-time employees at your company changed in Russia in 2022?

DEPENDING ON THE COMPANY INDUSTRY (PART 1)

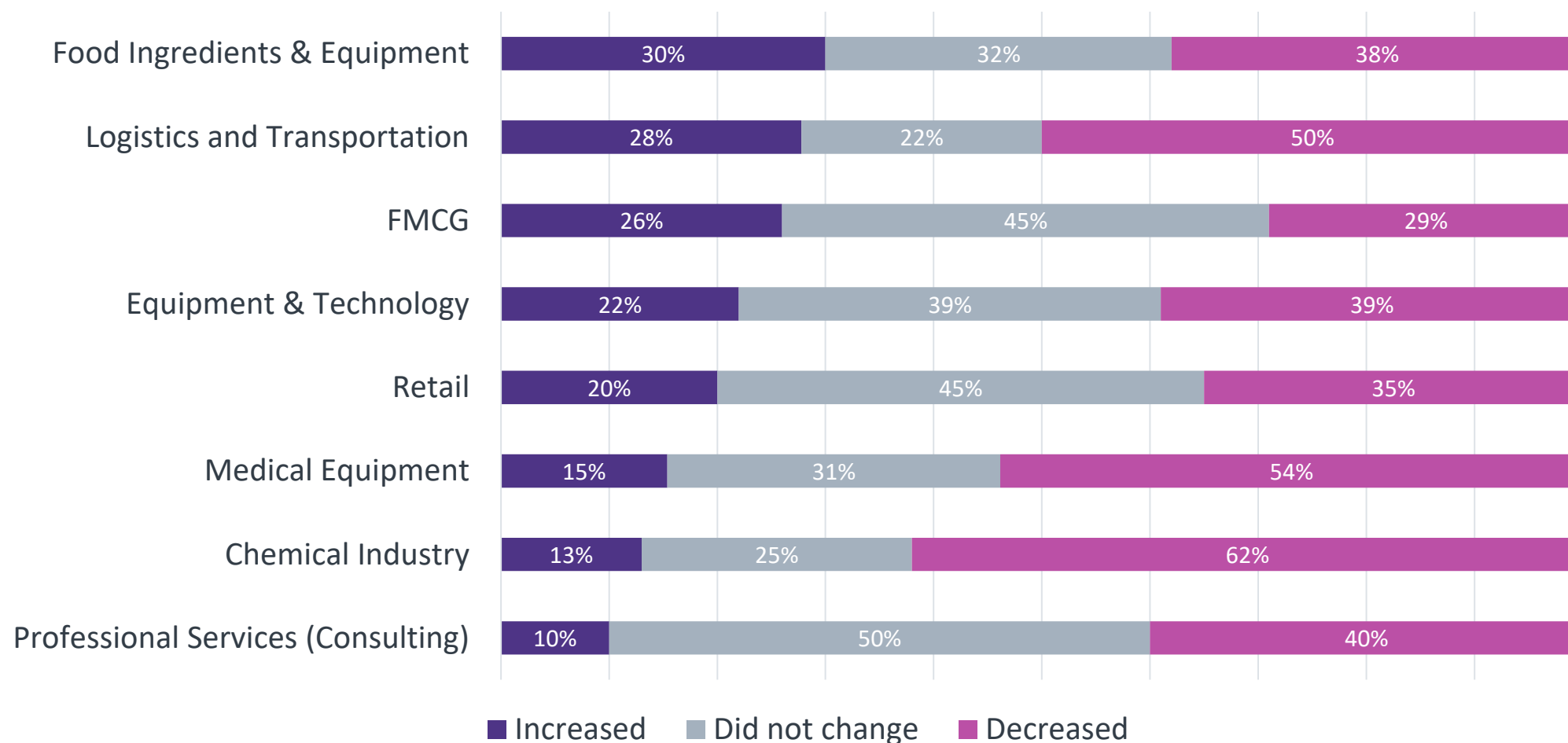




# THE NUMBER OF EMPLOYEES IN COMPANIES IN 2022

How has the number of full-time employees at your company changed in Russia in 2022?

DEPENDING ON THE COMPANY INDUSTRY **(PART 2)**

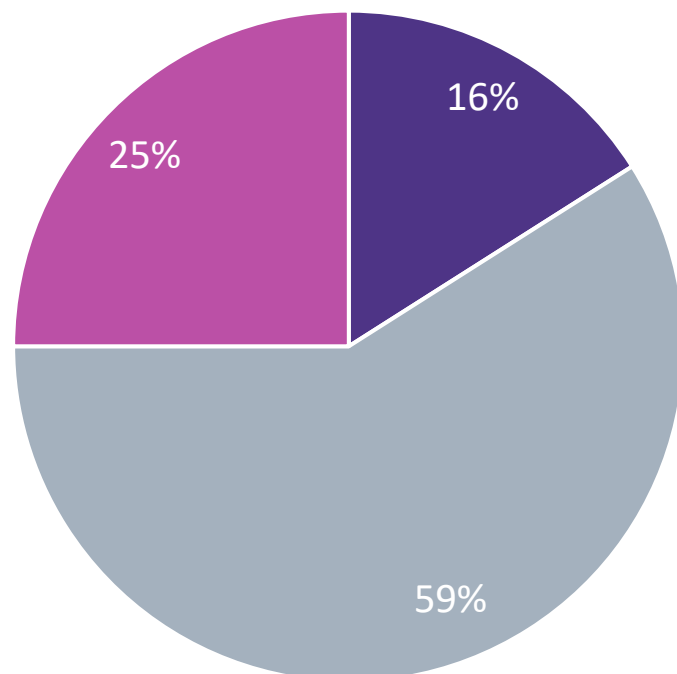




# THE NUMBER OF TEMPORARY STAFF IN COMPANIES IN 2022\*

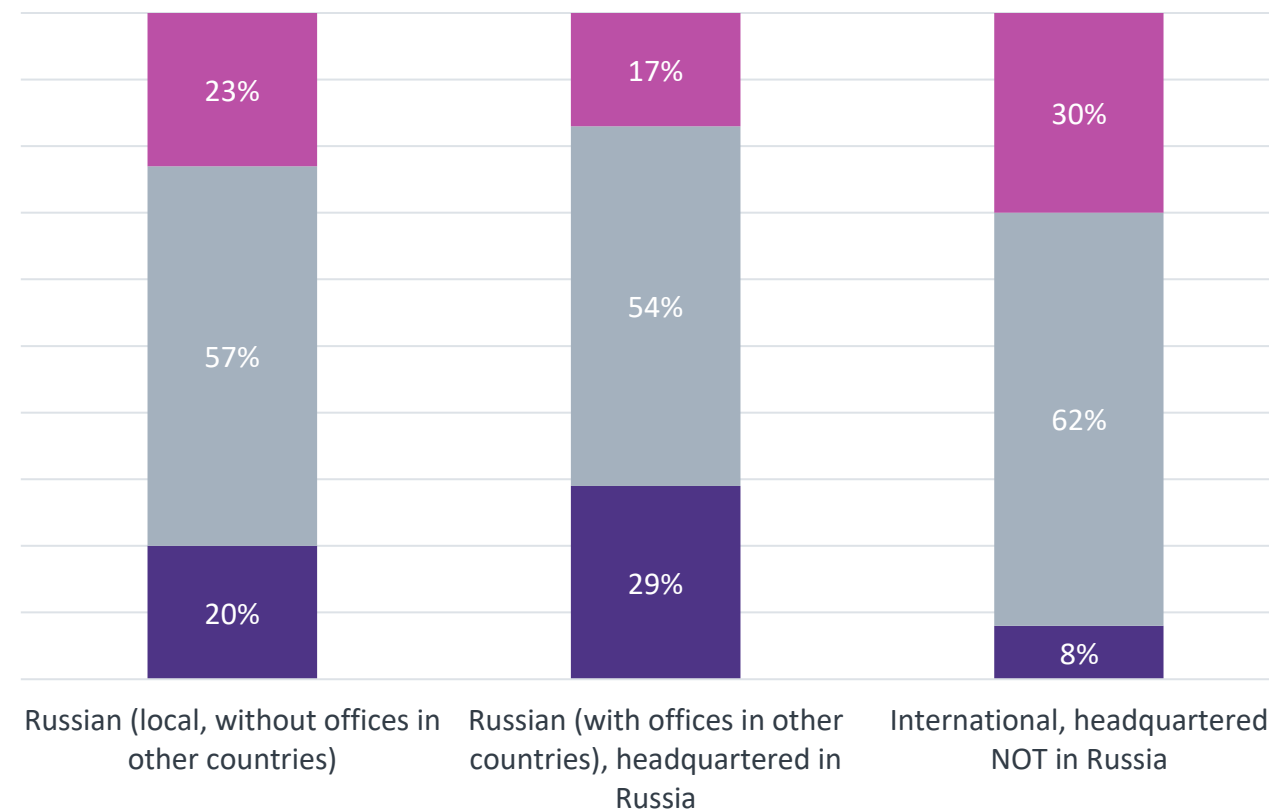
How has the number of temporary staff in your company changed in 2022?

ALL RESPONDENTS



■ Increased   ■ Did not change   ■ Decreased

DEPENDING ON THE COMPANY TYPE



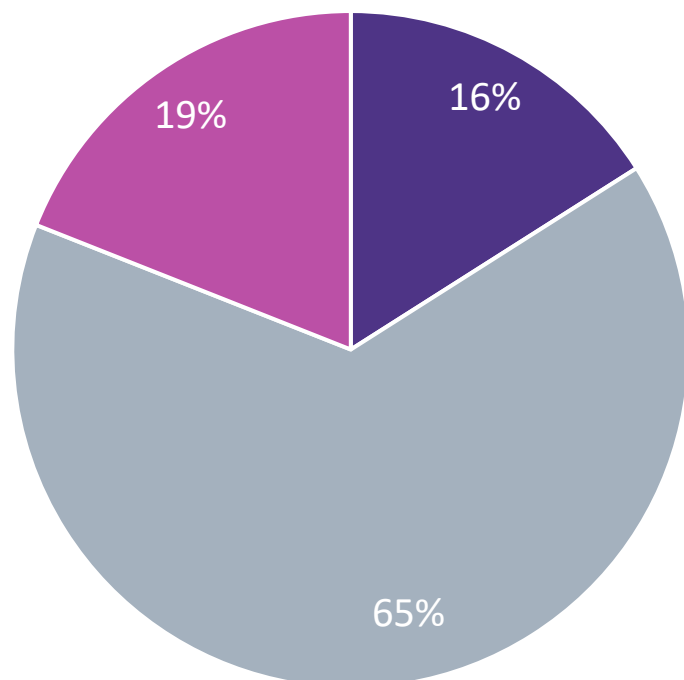
\* Responses from companies with temporary staff



# COMPANIES' PLANS FOR TEMPORARY STAFF IN 2023\*

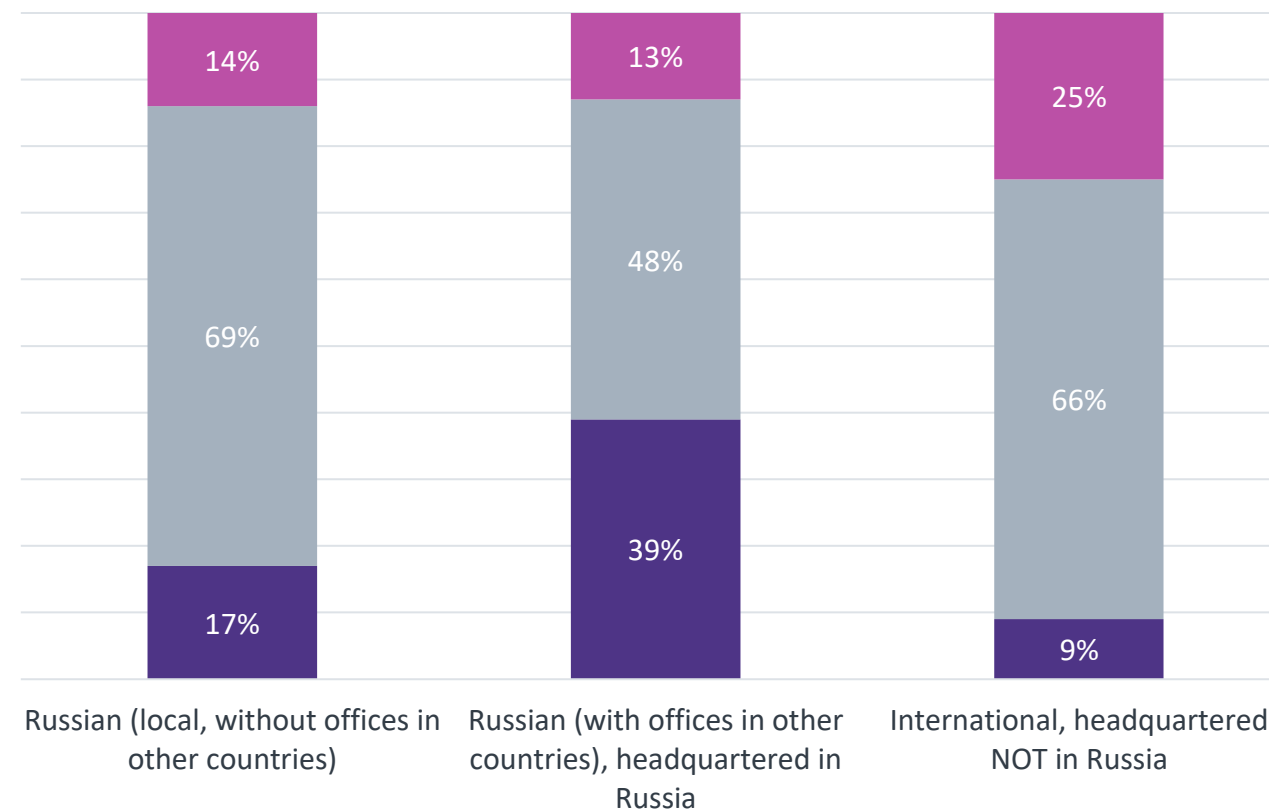
Your 2023 plans for temporary staff

ALL RESPONDENTS



■ Plan to increase ■ Remain the same ■ Plan to reduce

DEPENDING ON THE COMPANY TYPE



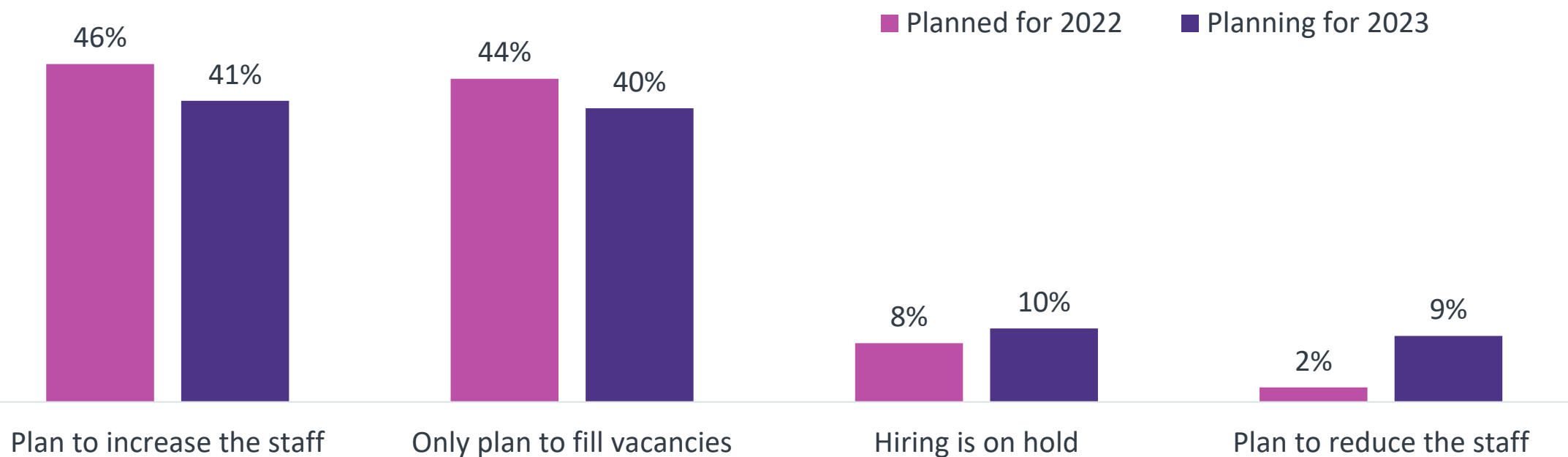
\* Responses from companies with temporary staff



# HIRING PLAN 2023

Your hiring plans for permanent staff for the coming year

ALL RESPONDENTS

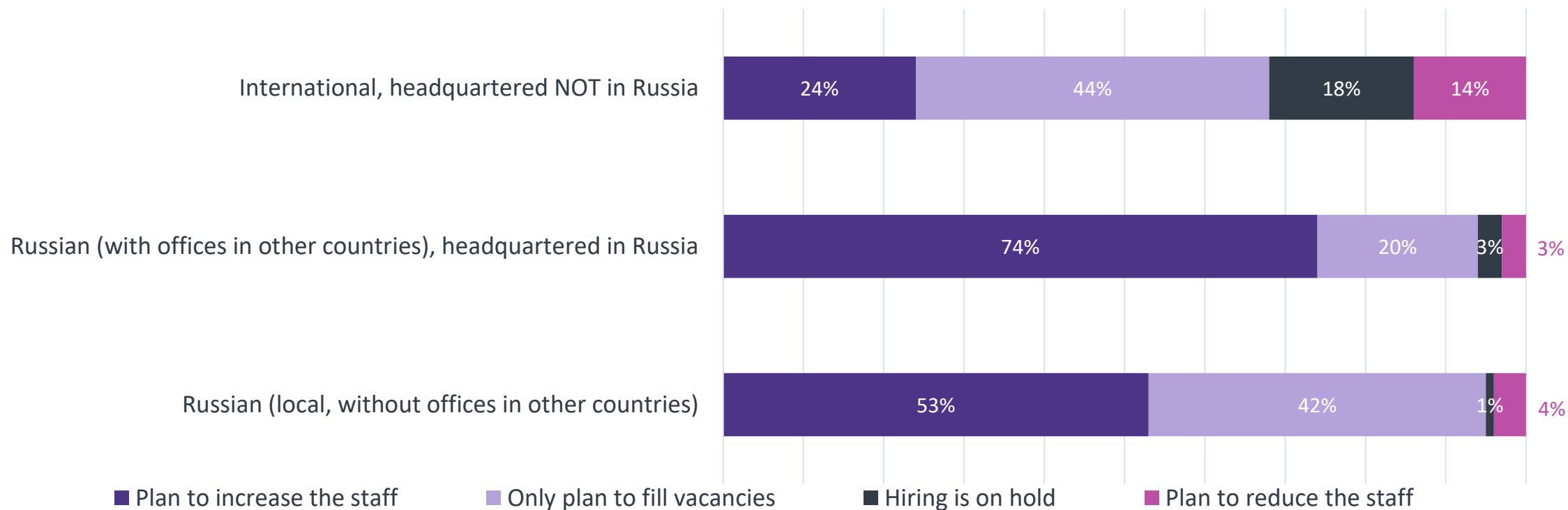




# HIRING PLAN 2023

Your hiring plans for permanent staff for the coming year

DEPENDING ON THE COMPANY TYPE



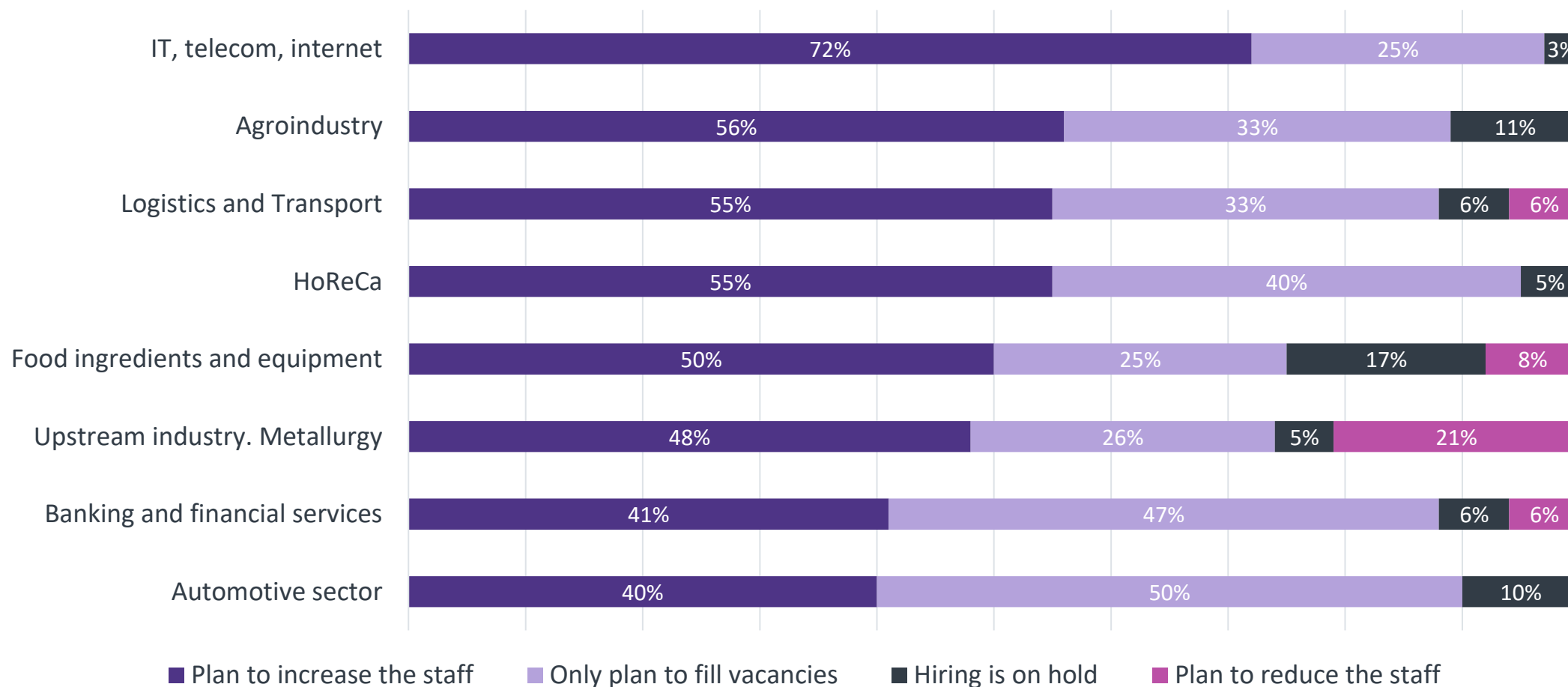




# HIRING PLAN 2023

Your hiring plans for permanent staff for the coming year

DEPENDING ON THE COMPANY INDUSTRY **(PART 1)**

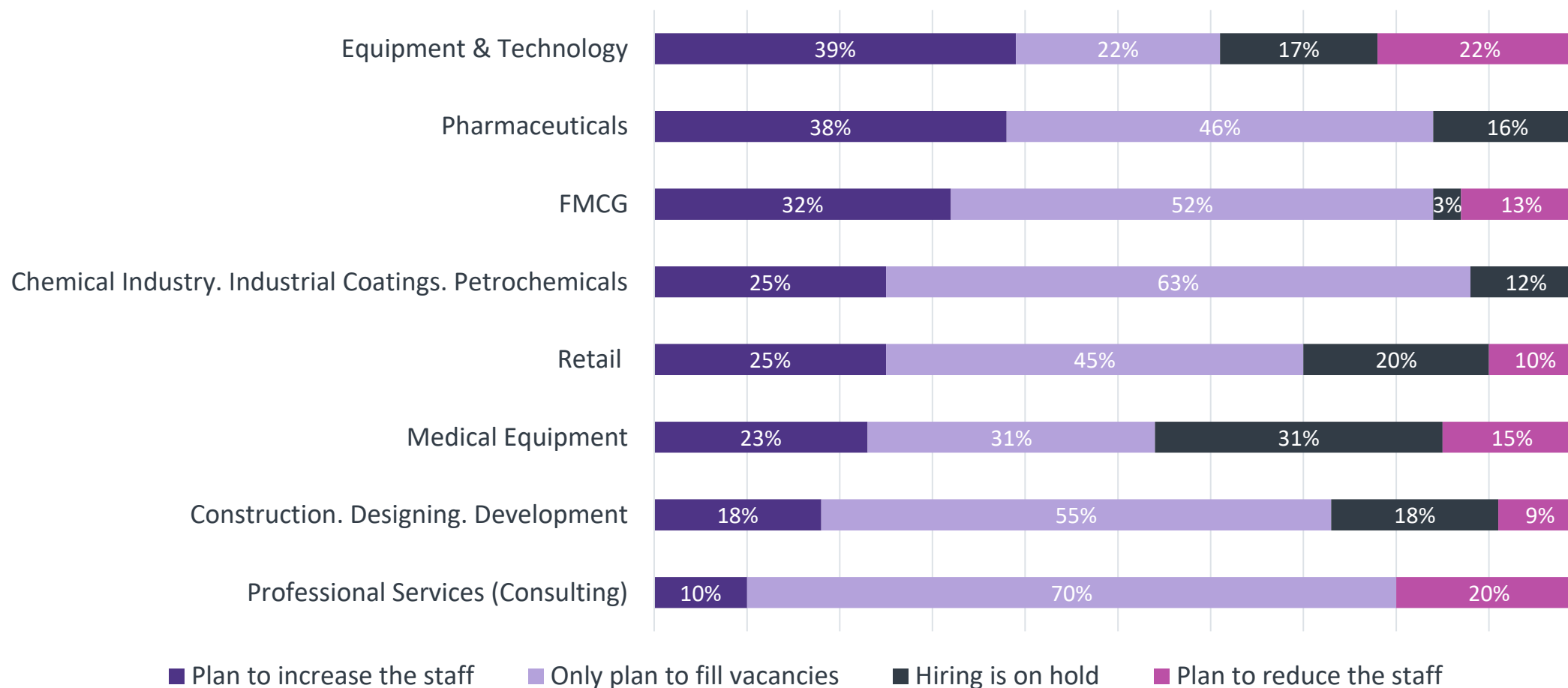




# HIRING PLAN 2023

Your hiring plans for permanent staff for the coming year

DEPENDING ON THE COMPANY INDUSTRY **(PART 2)**

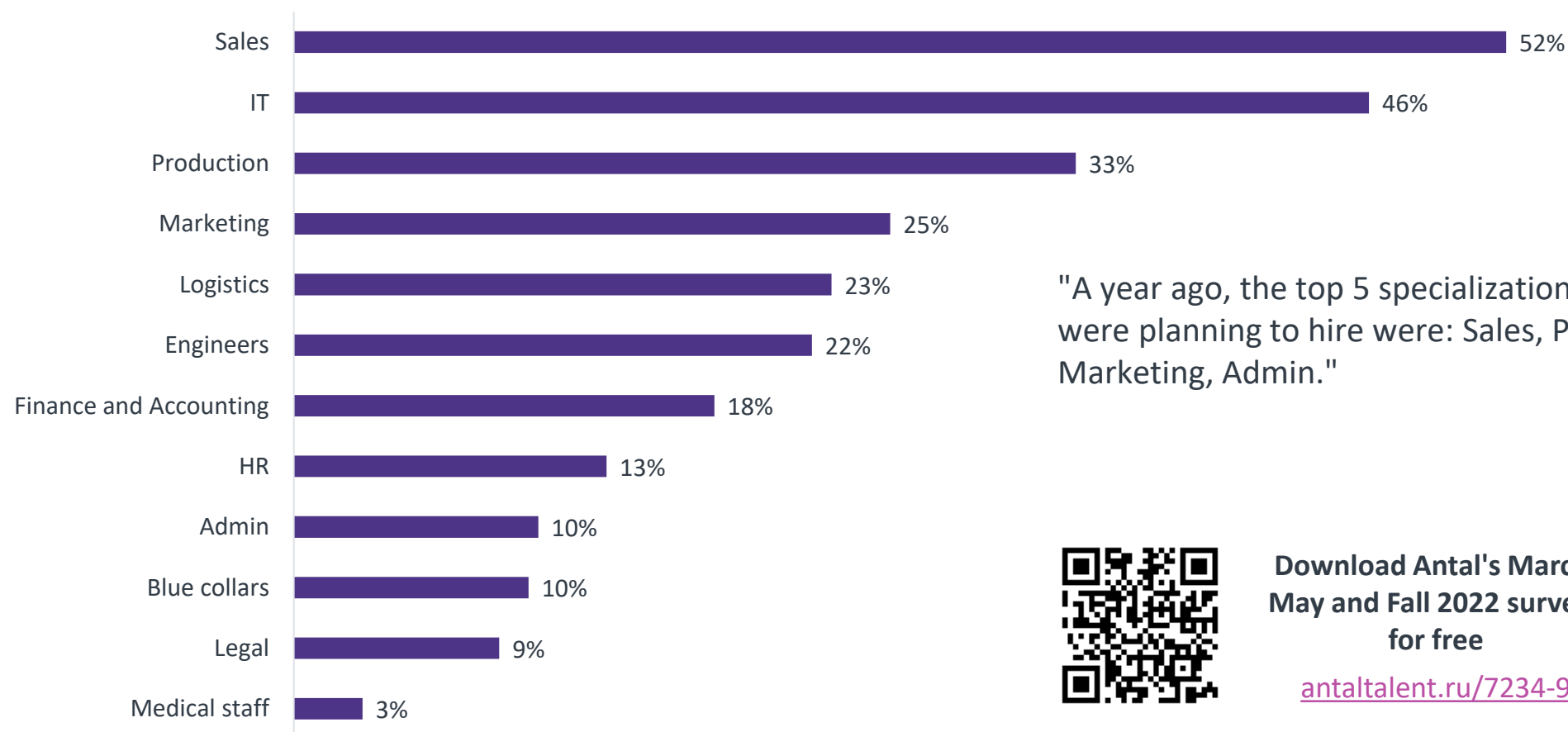




# HIRING 2023 | SPECIALISATIONS

What specialists are you planning to hire in 2023?

ALL RESPONDENTS



"A year ago, the top 5 specializations employers were planning to hire were: Sales, Production, IT, Marketing, Admin."



Download Antal's March, May and Fall 2022 surveys for free

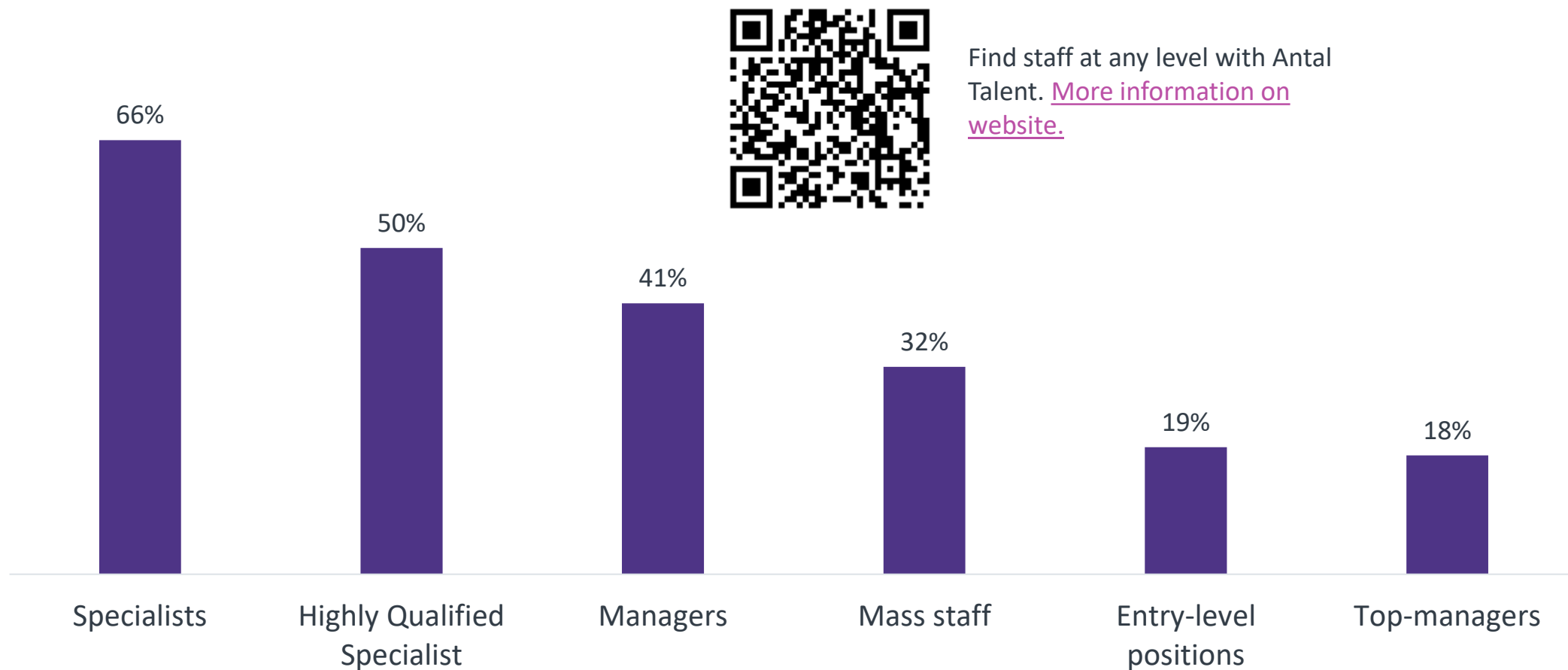
[antaltalent.ru/7234-9](http://antaltalent.ru/7234-9)



# HIRING 2023 | POSITION LEVEL

What level positions will you be hiring for?

ALL RESPONDENTS



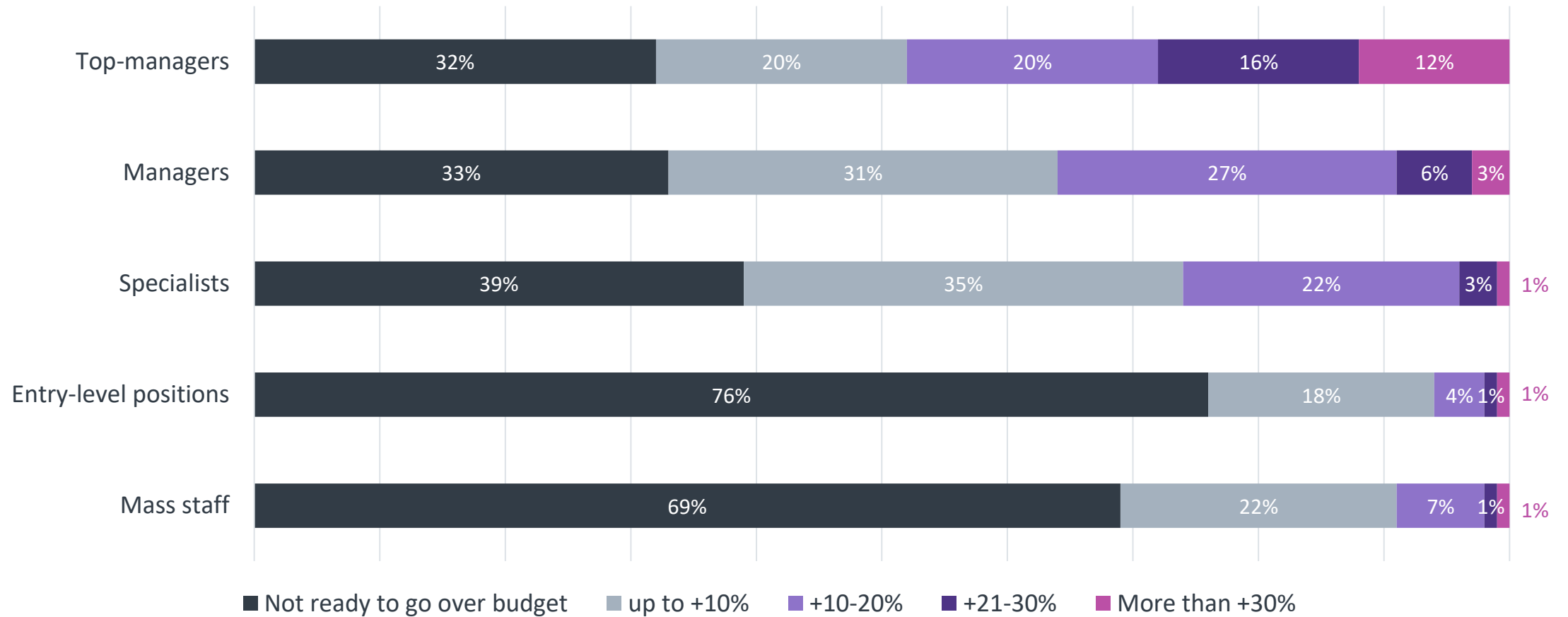
Find staff at any level with Antal Talent. [More information on website.](#)

# HIRING 2023 | BUDGET



What percentage are you ready to go over budget on salaries when hiring different levels of staff?

## ALL RESPONDENTS

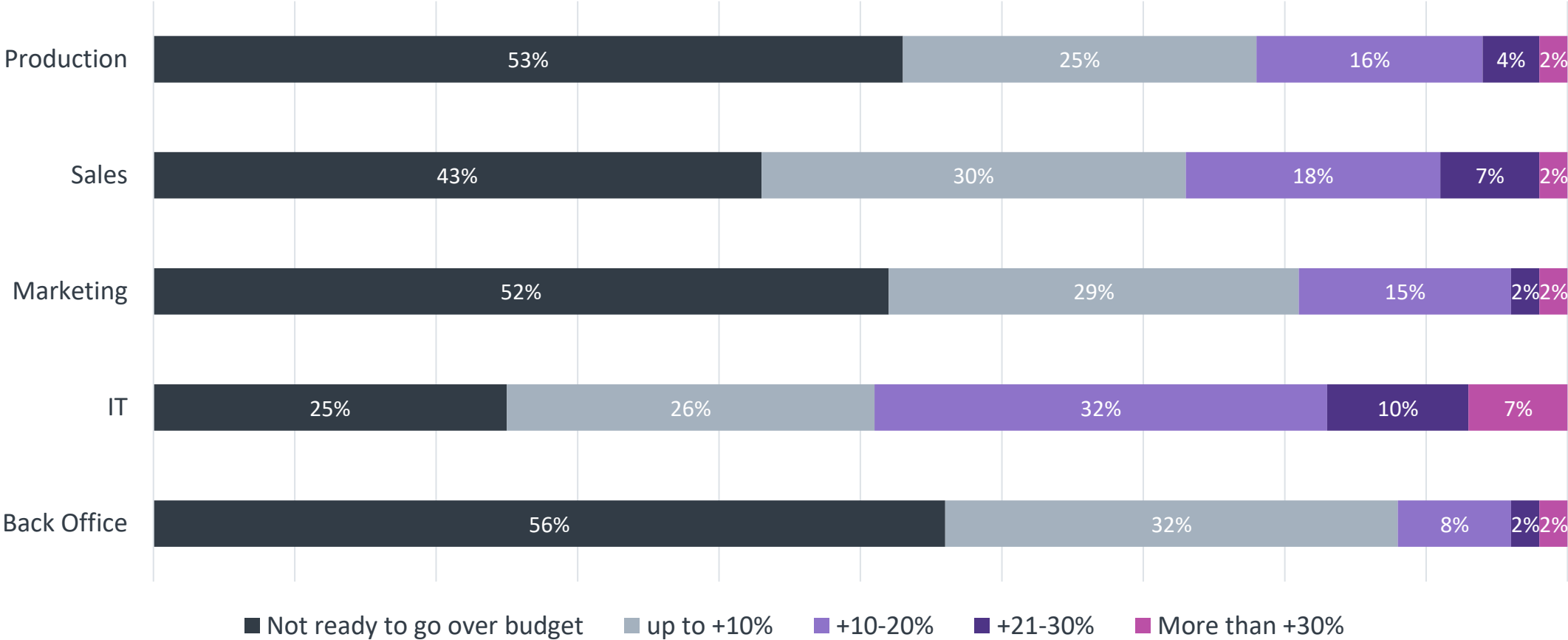


# HIRING 2023 | BUDGET



What percentage are you willing to go over your salary budget when hiring for the following specialties?

## ALL RESPONDENTS



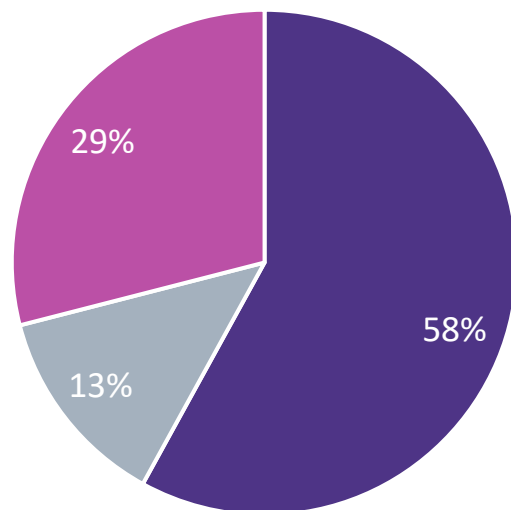
\*Back-office: HR, finance, admin, legal



# SALARY SURVEY 2023

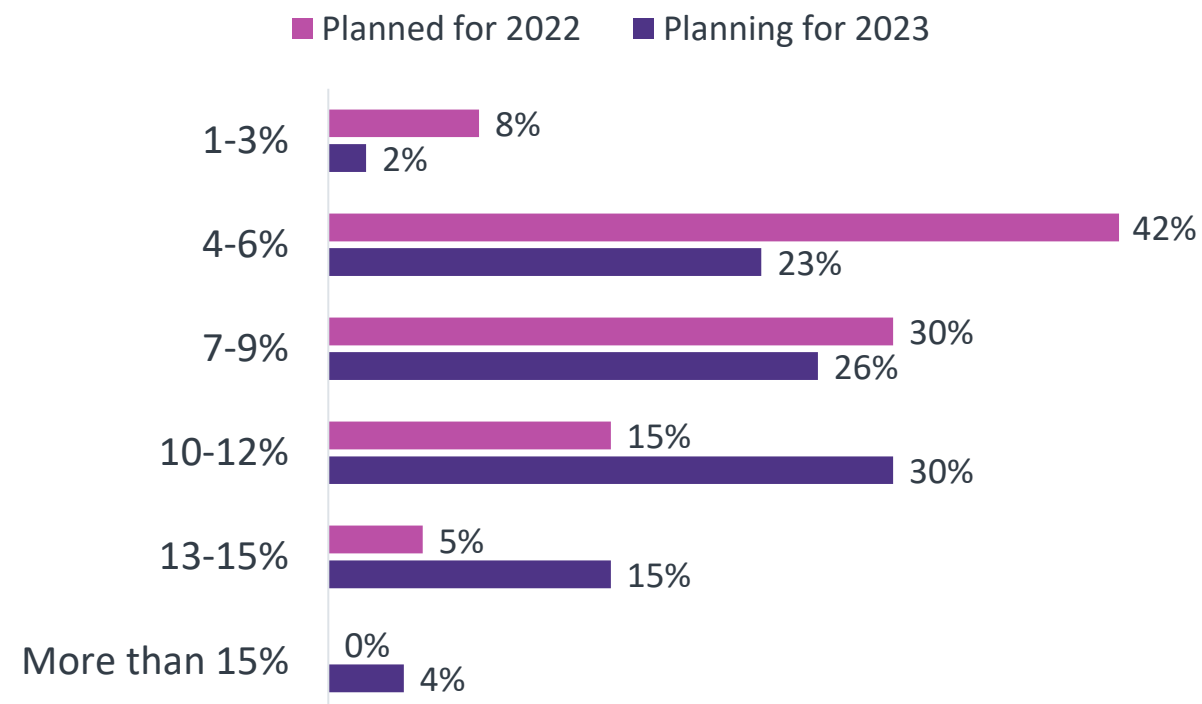
Plans for employee salaries in 2023

ALL RESPONDENTS



- Plan to increase for all
- Plan to increase some employees' salaries
- Remain the same

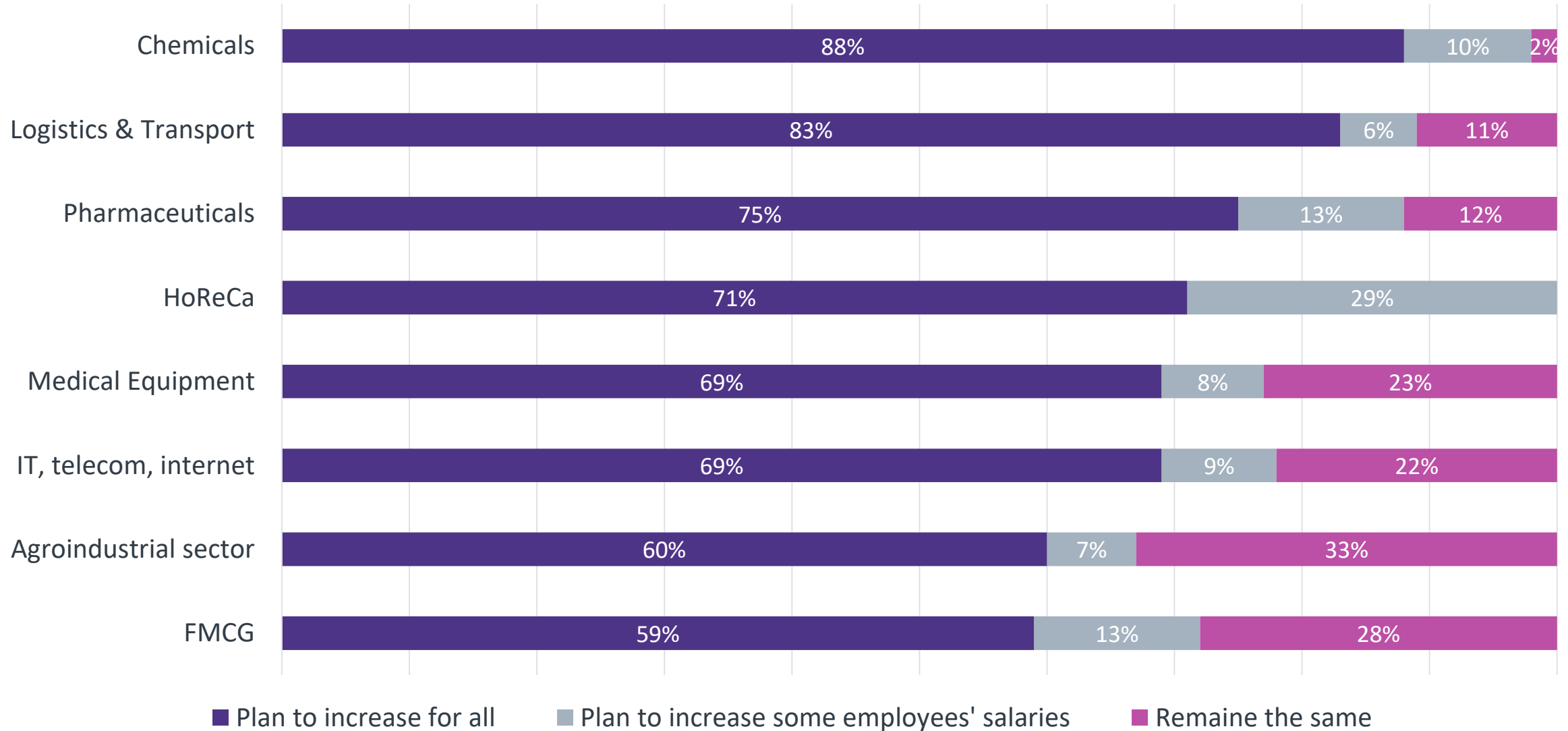
By what percentage on average do you plan to raise salaries?



# SALARY SURVEY 2023



EMPLOYEE SALARY PLANS FOR 2023, DEPENDING ON THE COMPANY'S INDUSTRY (PART 1)

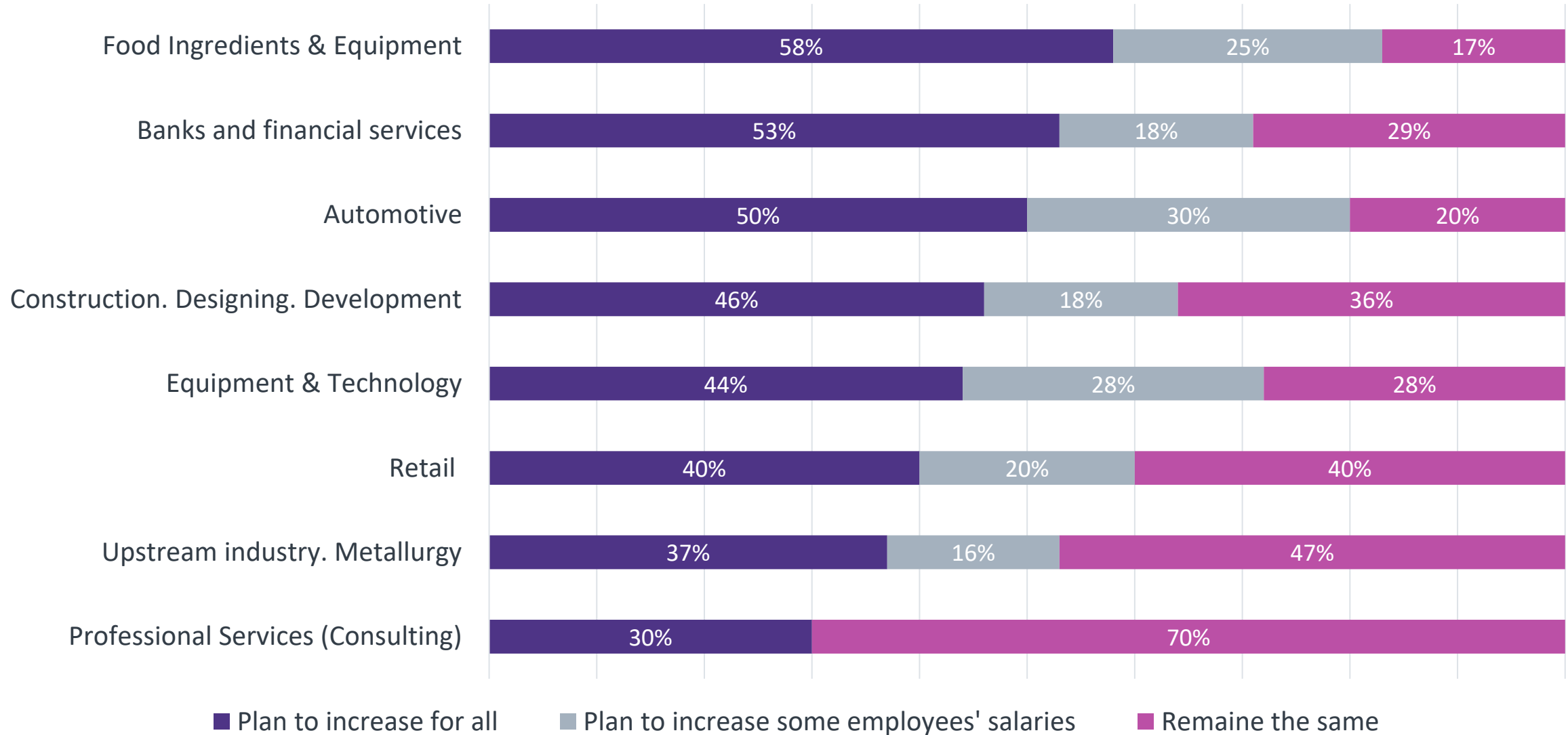




# SALARY SURVEY 2023



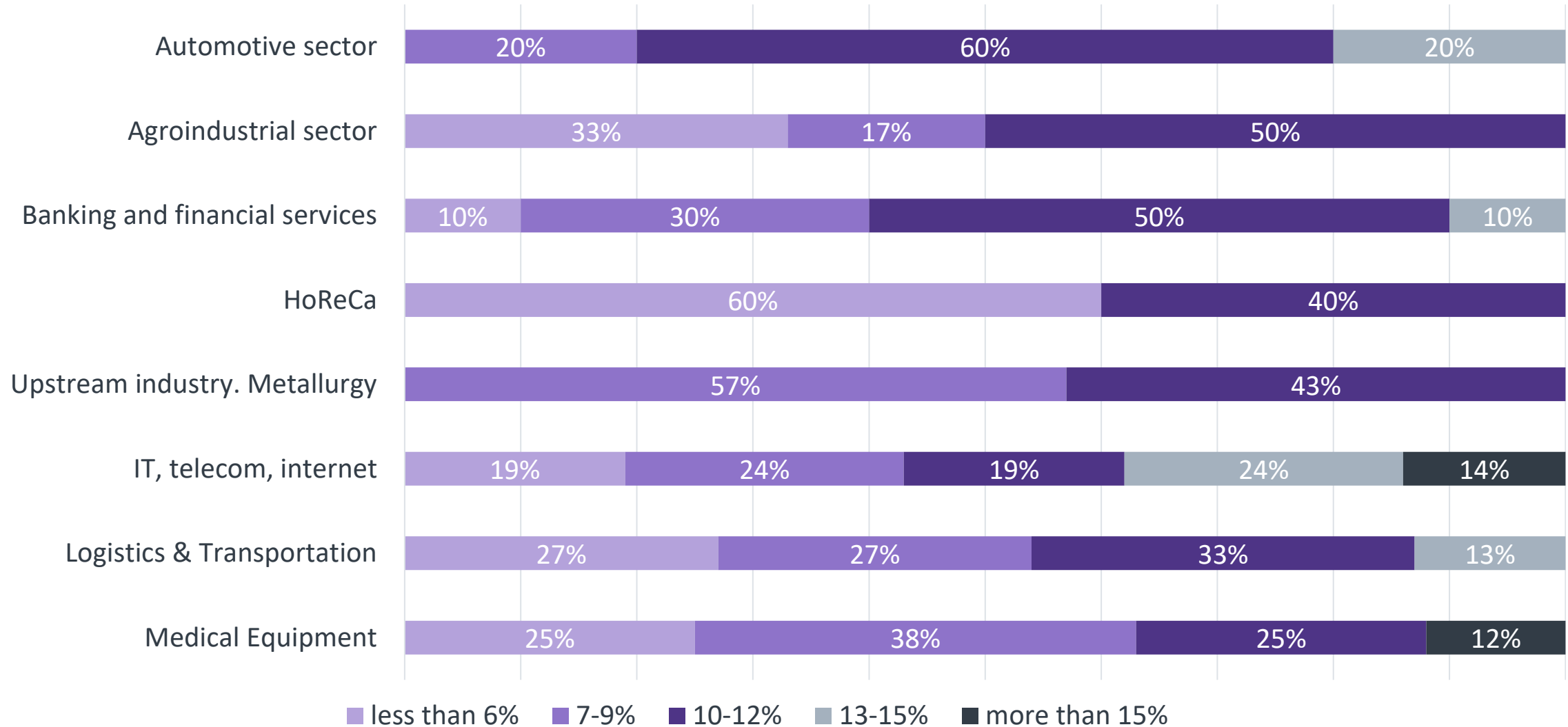
EMPLOYEE SALARY PLANS FOR 2023, DEPENDING ON THE COMPANY'S INDUSTRY (PART 2)



# SALARY SURVEY 2023



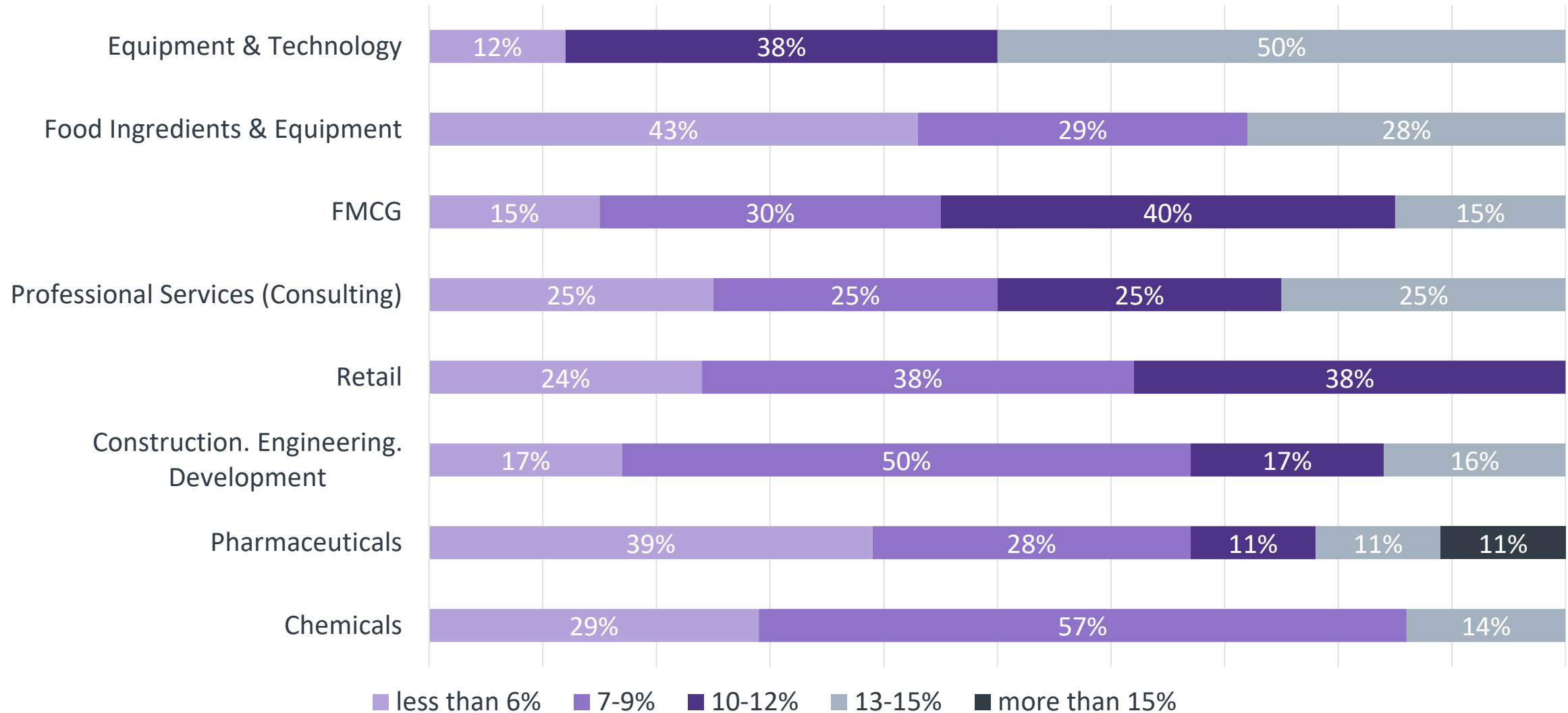
PERCENTAGE OF SALARY INCREASES IN COMPANIES IN DIFFERENT INDUSTRIES (PART 1)



# SALARY SURVEY 2023



## PERCENTAGE OF SALARY INCREASES IN COMPANIES IN DIFFERENT INDUSTRIES (PART 2)

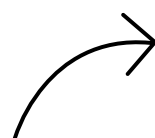




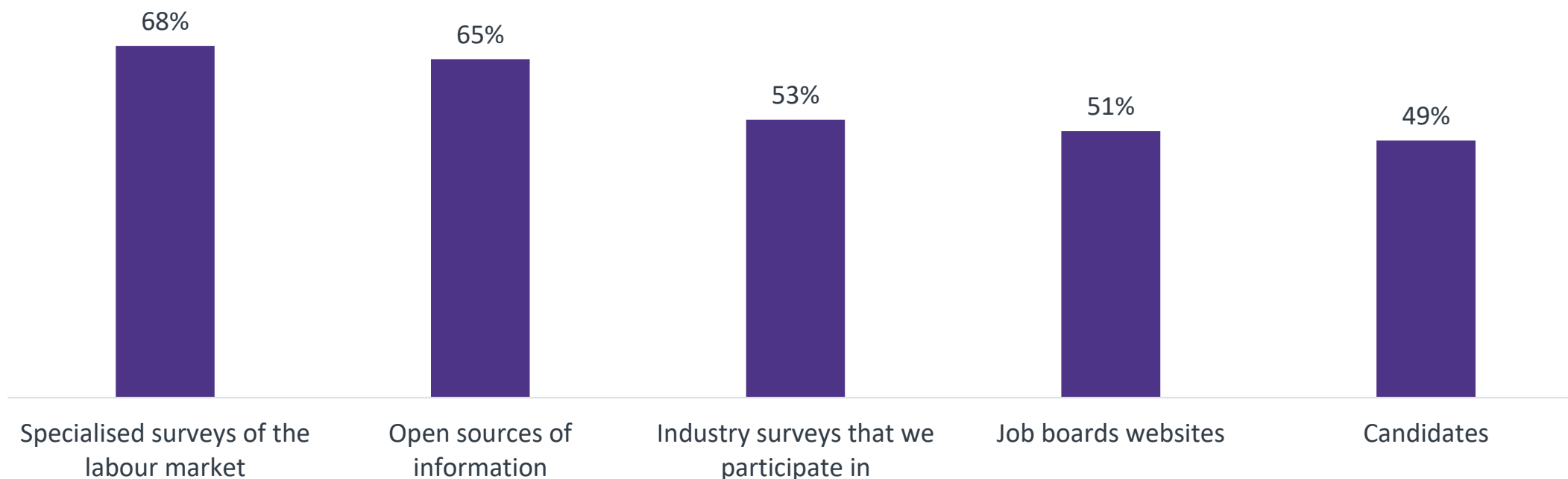
# BUDGETING

What sources of information do you use when you prepare your payroll budget?

ALL RESPONDENTS



Request a specialised salary and compensation review survey from Antal Talent  
[antaltalent.ru/salary-survey](https://antaltalent.ru/salary-survey)

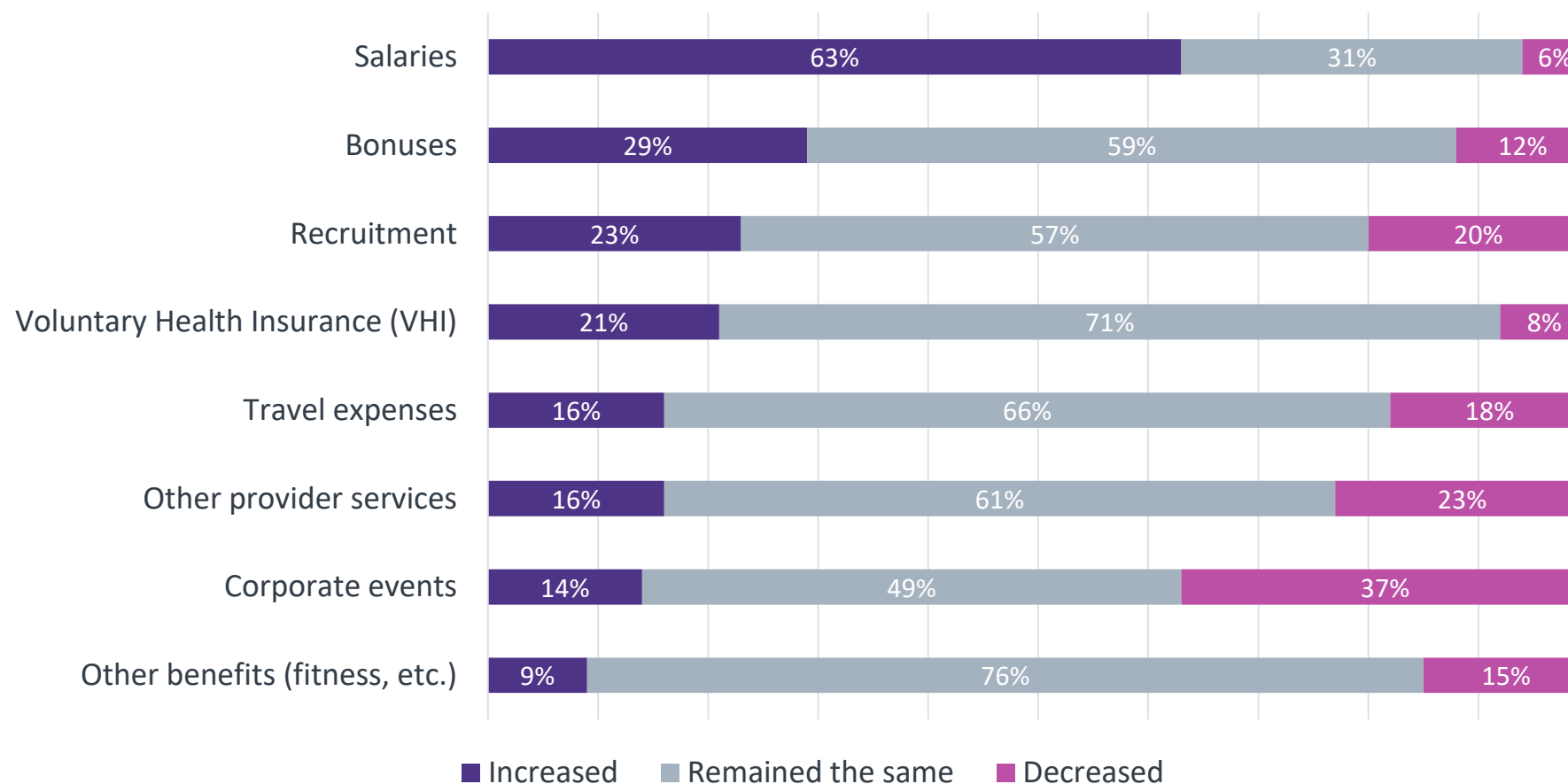




# HR-BUDGET 2023

Your plans for the HR budget for 2023 versus 2022

ALL RESPONDENTS

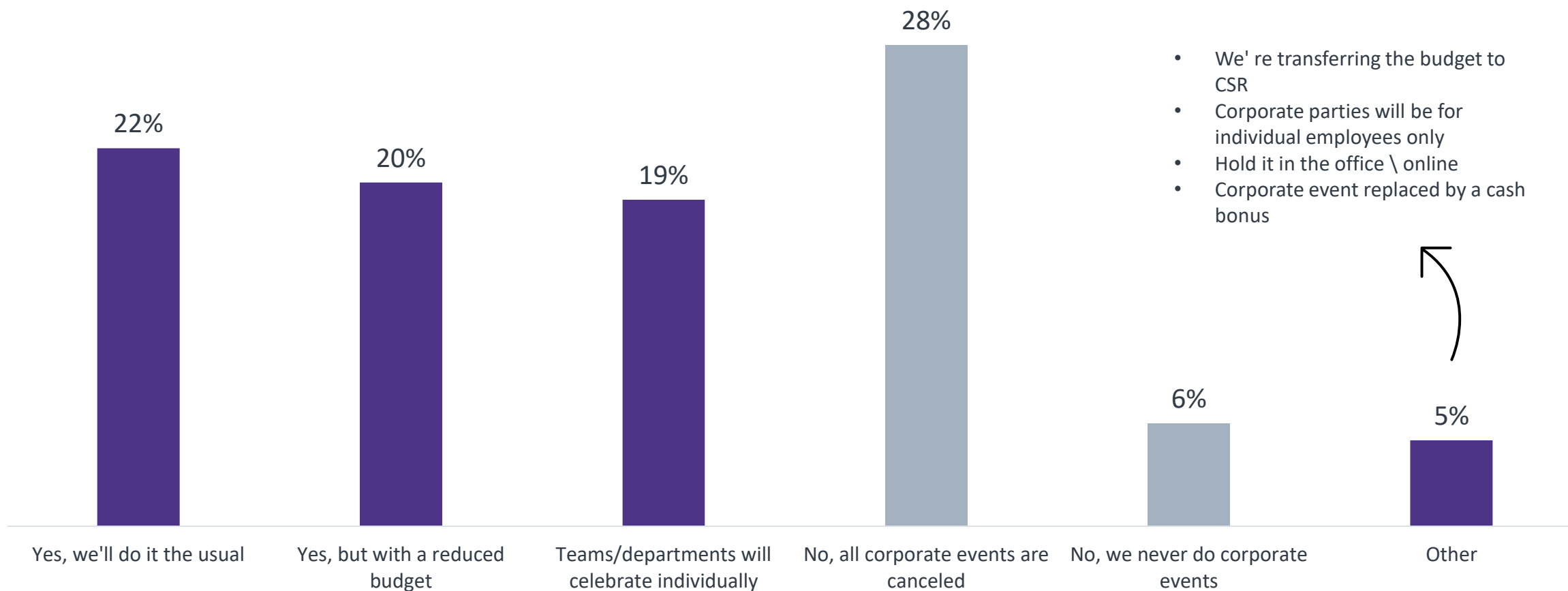




# NEW YEAR'S CORPORATE PARTIES IN COMPANIES

Will your company hold a New Year's corporate party?

ALL RESPONDENTS

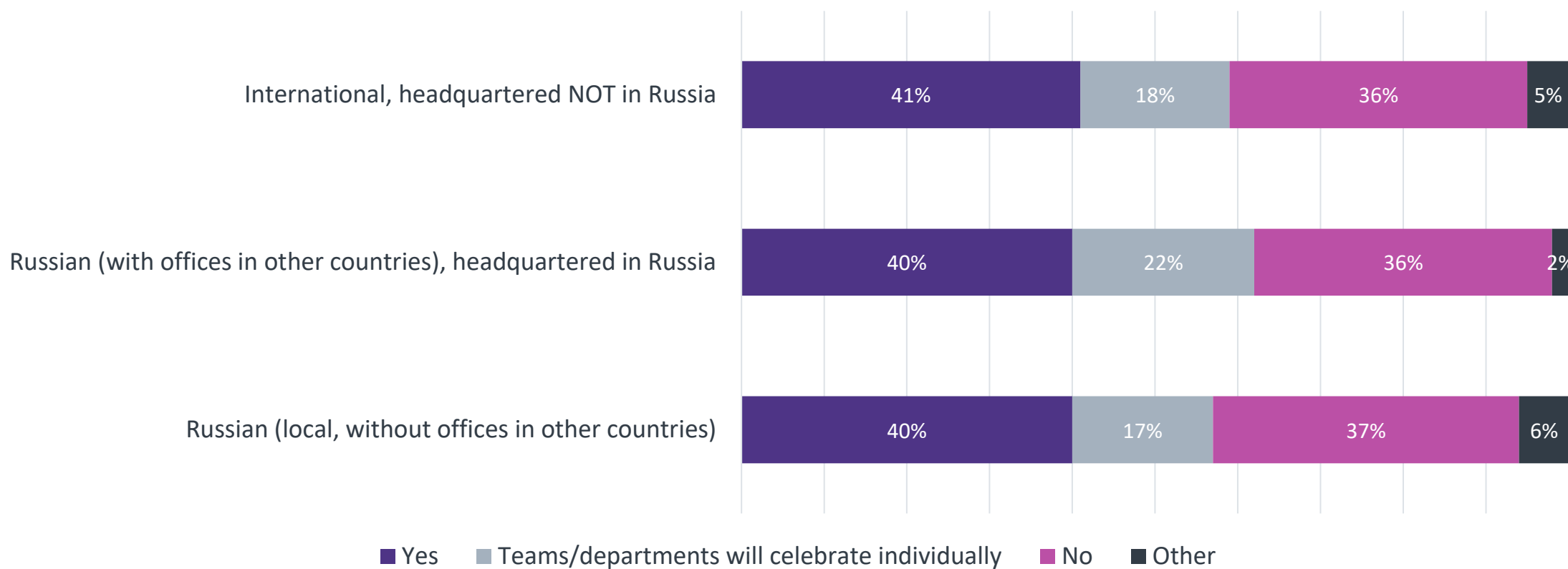




# NEW YEAR'S CORPORATE PARTIES IN COMPANIES

Will your company hold a New Year's corporate party?

DEPENDING ON THE COMPANY TYPE

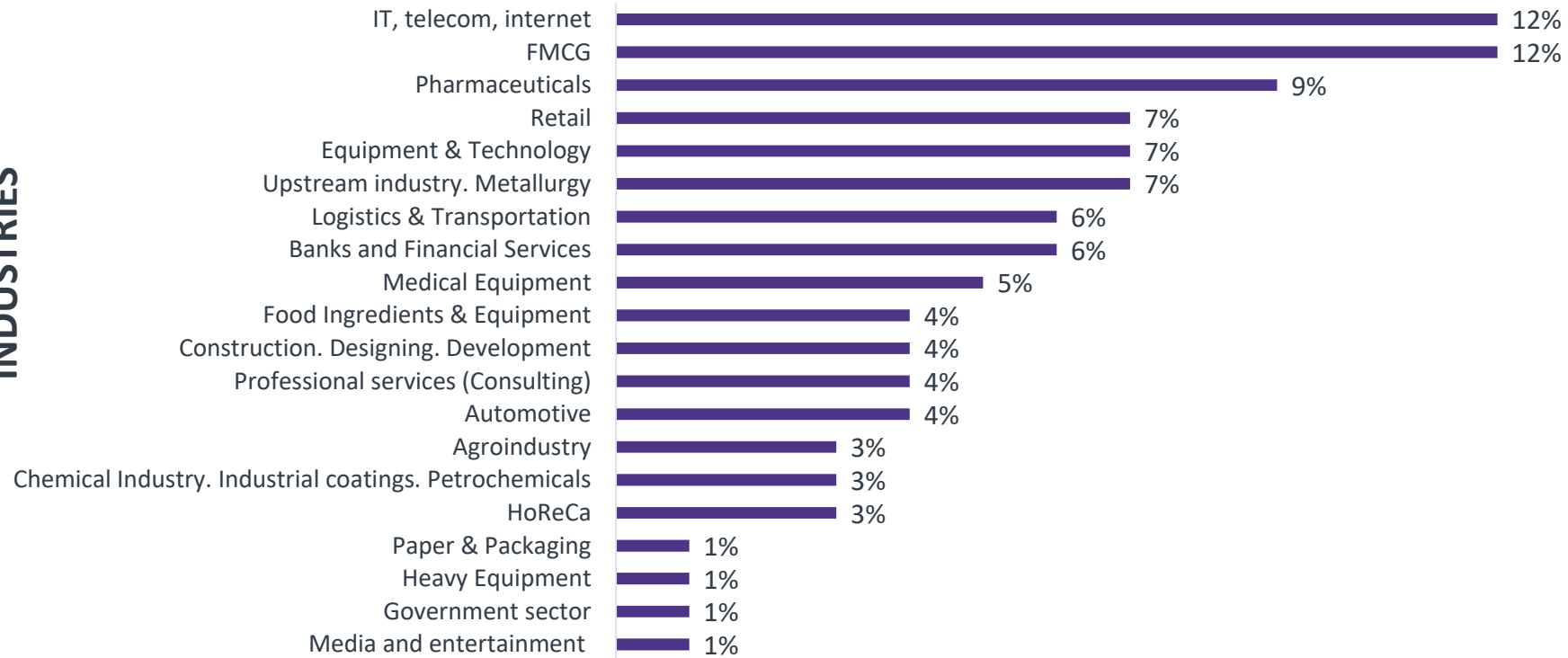


The survey was conducted from December 8 to 19, 2022. 368 companies operating in Russia took part in the survey.

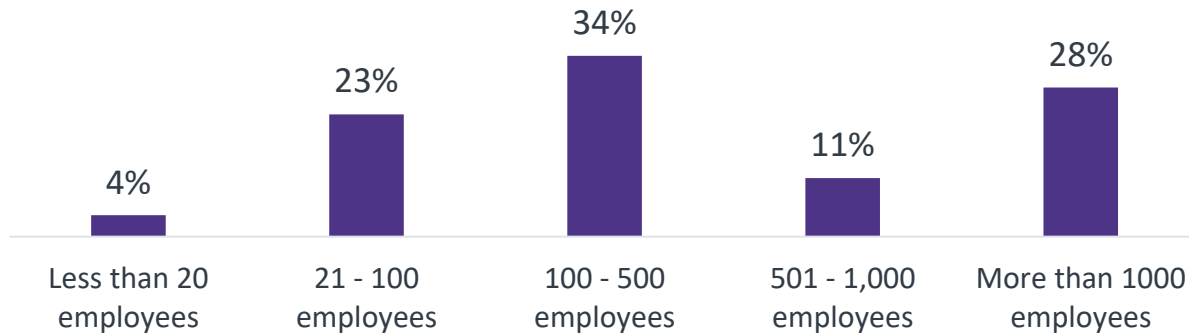


# SURVEY DEMOGRAPHICS

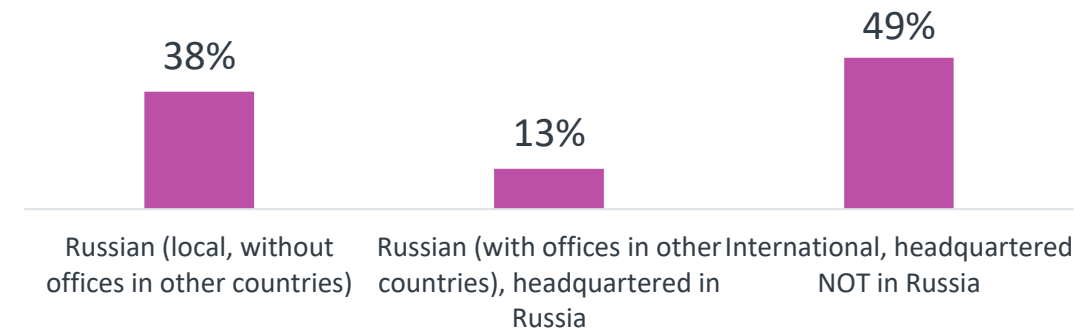
INDUSTRIES



## COMPANY SIZE IN RUSSIA



## COMPANY TYPE





# ABOUT ANTAL TALENT



**ANTAL TALENT** - is a leading international discipline-focused management recruitment consultancy in Russia and the CIS. Founded in 1994.




Annually we placed  
**1000+** candidates





**150**  
Antal consultants  
in the CIS

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  - Executive Search
- Entry Level Staff Recruitment
  - Mass recruitment
- Outsourcing, Contracting
  - IT-Outsourcing
- RPO (Recruitment process outsourcing)
- Customized Labour Market Surveys
  - Personal Profile Analysis
    - Trainings
- Outplacement (Assisting dismissed employees)
- Additional services (trainings, assessment)
  - Career consulting

 **85%** of our clients are international companies

 **98%** of our placed candidates pass probation

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## ANTAL TALENT SURVEY

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