

We are pleased to share an infographic of the results from our 2021 Global HR Survey. Respondents were predominantly from the Banking & Finance, Consulting, IT / Tele Comms and Professional Services industries and in mid to senior HR roles. The majority of respondents were from: Brazil, the US, the UK, Singapore, India and Hong Kong.

Compensation

Average Pay Rises

Global pay rise average: **5.4%**

A decrease of 0.3% since 2019

55% of respondents felt pleased or very pleased with their pay rise

45% felt disappointed or very disappointed with their pay rise



39% feel they are paid below market rate

62% of junior level HR Professionals feel they are paid below market rate

Is this a consequence of starting a career during the pandemic or a broader issue with managing pay expectations of those entering the workforce?

Average Bonuses

Global bonus average: **18.5%**

An increase of 2.8% since 2019

62% of respondents felt pleased or very pleased with their bonus

38% felt disappointed or very disappointed with their bonus



Economy

46% feel positive or very positive about the economy, up from 26% in 2019

23% feel negative or very negative, a decrease from 29% in 2019

The rest of our respondents feel neutral (30%)

Is the increased positive sentiment towards the economy a short lived response post pandemic? And how are HR teams capitalising on this?

Diversity, Equity & Inclusion

Organisational DEI strategies are addressing:

Women in leadership roles



Ethnicity



Women in the workforce



Race



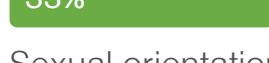
Gender pay gap



Gender identities



Ageism



Sexual orientation



Disability



Harassment



Religion



Generally, priorities have shifted since 2019, with Ethnicity and Race rising up, however Women in Leadership Roles has remained at the top

HR professionals have experienced discrimination in the workplace

43% Have **57%** Haven't

What are you doing in your organisation to combat discrimination and to create a voice for those who do experience it?

Wellness & Mental Health

Organisations that have a dedicated role:

29% Do **71%** Don't

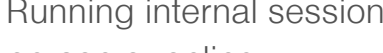
Organisations that support their employees mental health:

80% Do **20%** Don't

A positive longer term continuation from our 2020 pulse survey which found 82% of organisations were providing support to their employees during the pandemic

How organisations are supporting their employees mental health and wellbeing:

Working with external partners



Running internal sessions in person or online



Funding counselling



Training employees to assist their teams or colleagues



Wellbeing allowance towards products and services for physical and mental health



Issuing questionnaires



Mental health days off



Insights from our HR community on their wellness and mental health programmes:

"I pioneered a mental health campaign in my company and drove it very successfully with an internal taskforce"

"We are required by law in France to undertake regular wellbeing assessments which drive action plans. We do this, however, across all our locations"

"Creative sessions to help give an outlet and an opportunity to take time out of the day to do something different"

"We open every meeting with a safety briefing, which can be anything on safety to nutrition, to mental wellness, just to create awareness"

"Wellness Wednesdays - encouraging teams to take time. No meetings post 2pm on a Friday"

"Starting to introduce activities for families to promote balance and healthy life e.g parents and children cooking classes"

"We really invest in employee mental wellbeing programs. We have a dedicated EAP program for all associates 24*7 along with mental health first aiders, programs on how to cope with change and many others"

"We've partnered with Headspace to drive employee wellness and mindfulness"

"We have a helpline for mental health, the identity of the caller is kept anonymous"

"We have an anonymous paid service for people to see a specialist doctor to help them figure out the best support they need before requesting through Bupa"

"We run various sessions on meditation, yoga, art therapy, mental health strategy webinars etc"

"EAP with an external vendor helps, however it was also good to have a permanent psychologist hosting sessions on different topics such as burnout, stress management. In particular for staff located in production units, factories a psychologist is more helpful than an EAP"

HR's Priorities

Post Pandemic HR will shift their focus to:



Health & wellbeing



Organisational design



Leadership development



Compensation & benefits



Learning & development



Organisational development

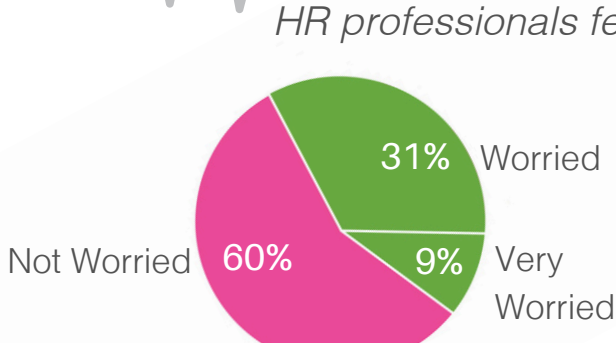


Employer branding



HR Pulse

HR professionals feel more secure in their roles:



In contrast, **65%** of respondents were very worried or worried about their job security in 2020

35% reported Covid-19 to have had a direct negative impact on their job security

The Pandemic halted professional development:

40% reported that they were impacted with **62%** of Juniors feeling that their development was affected

Passive candidates are still prevalent:

50% of our respondents are actively looking for a new role

34% of active candidates feel Covid-19 has had a direct impact on their job search

Respondents number one priority if they were to move roles:



Company culture



Work-life balance



Compensation



Professional development



Flexible or remote working



Company brand



Benefits



From previous global surveys we have run, Company Culture has been at the top since 2019

Of those looking, the top 3 frustrations with their search were:

- 1) No response after submitting an application
- 2) Lack of suitable roles in the market
- 3) Lack of feedback from interviews

How does your internal TA team stack up against this criteria? At ESHR we stand out from our competitors by ensuring communication with candidates and clients is timely and honest

The way we work is changing:

61% will continue to work from home for part of their working week, reinforcing the more permanent shift to a hybrid workplace