



ManpowerGroup

SATR2022

Salaries and additional benefits - trends

South East Europe

Study objective

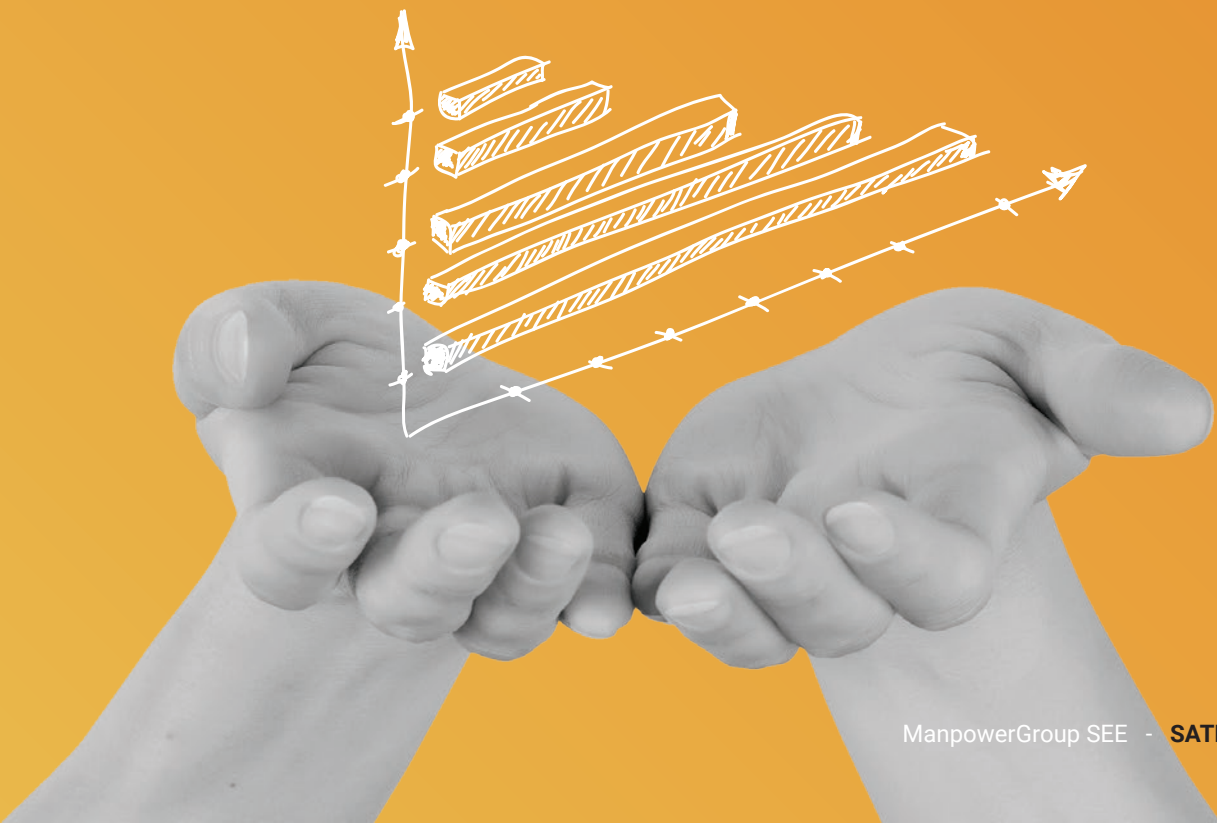
The purpose of this study is to identify salaries and additional benefits trends in Manpower SEE cluster. The countries included in this analysis are Slovenia, Serbia, Bosnia and Herzegovina, Croatia and Bulgaria. The study will present comparison between countries markets and identify trends in different business sectors in the cluster.

The survey is a regular project in ManpowerGroup, and for first time will be conducted as a larger market analysis.

Methodology

ManpowerGroup SEE in the process of market research uses the ZOHO platform. For analyzation purposes, cross-tab reports and statistical charts, this study used ZOHO Survey and ZOHO Analytics.

The study was disseminated through social media and all ManpowerGroup SEE external and internal channels of communications.

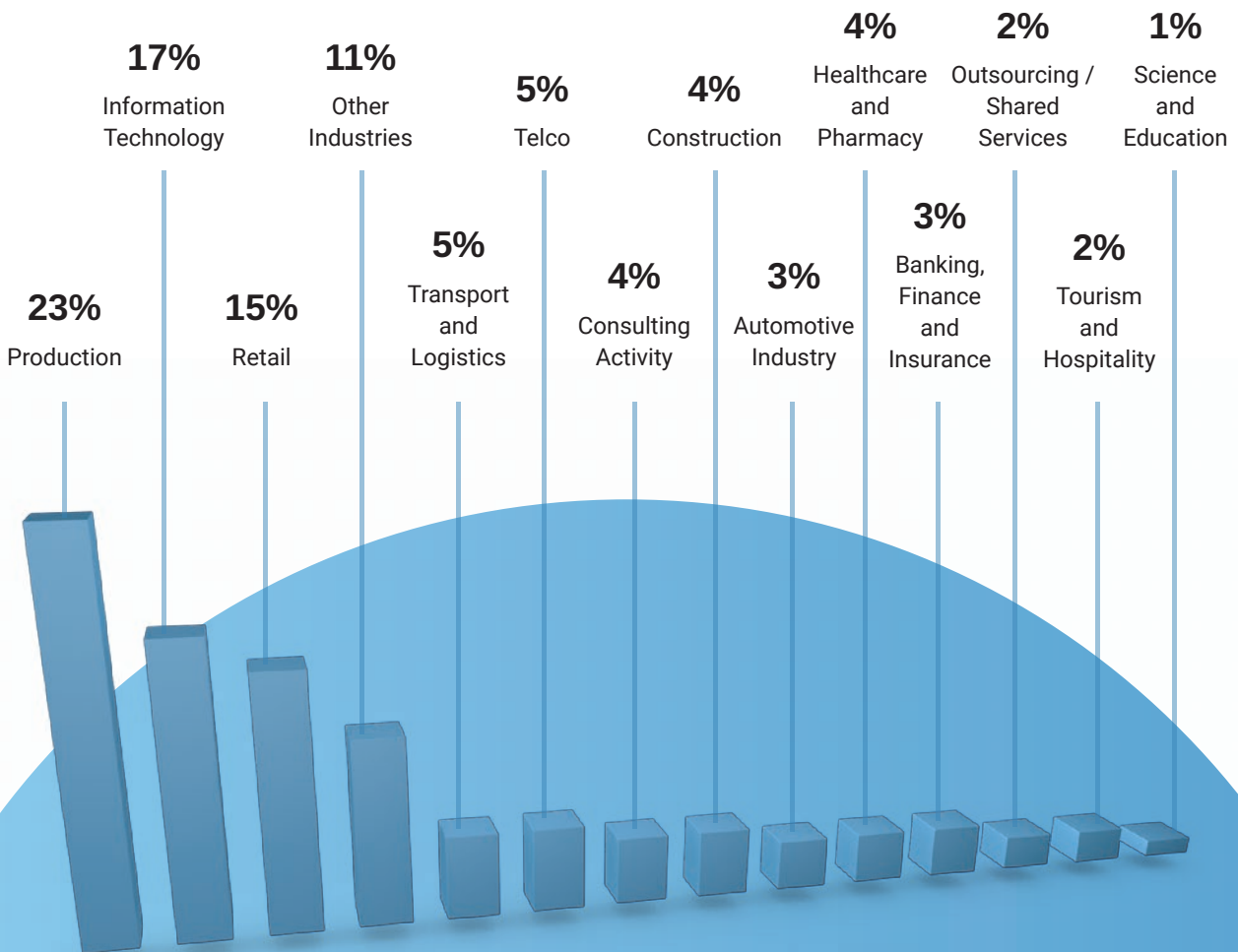


Respondents' profile

Over 550 companies from around 20 different business sectors take part in this survey. The business sectors with most respondents are identified and analyzed. The projection of salary and benefits trends and planned changes is analyzed based on results from business sectors with most respondents in this survey.

In this section respondents by business sectors in each country are presented as a whole and as a comparison. The study provides details and analytics for each business sector in each country.

F1 - Respondents per Business sectors (regional data): Production – 23 %; Information Technology - 17%; Retail - 15%; Other Industries - 11%; Transport and Logistics - 5%; Telecommunication Sector - 5%; Consulting Activity - 4%; Construction - 4%; Automotive Industry - 3%; Healthcare and Pharmacy - 4%; Banking, Finance and Insurance - 3%; Outsourcing / Shared Services - 2%; Tourism and Hospitality - 2%; Science and Education - 1%



Respondents' locations

The data in this section shows the number of respondents by location for each country. It is classified by companies located in the capital, businesses located in the first largest city after it, industries with many locations around the countries and businesses from smaller towns.



F2: The number of respondents by location, for each country

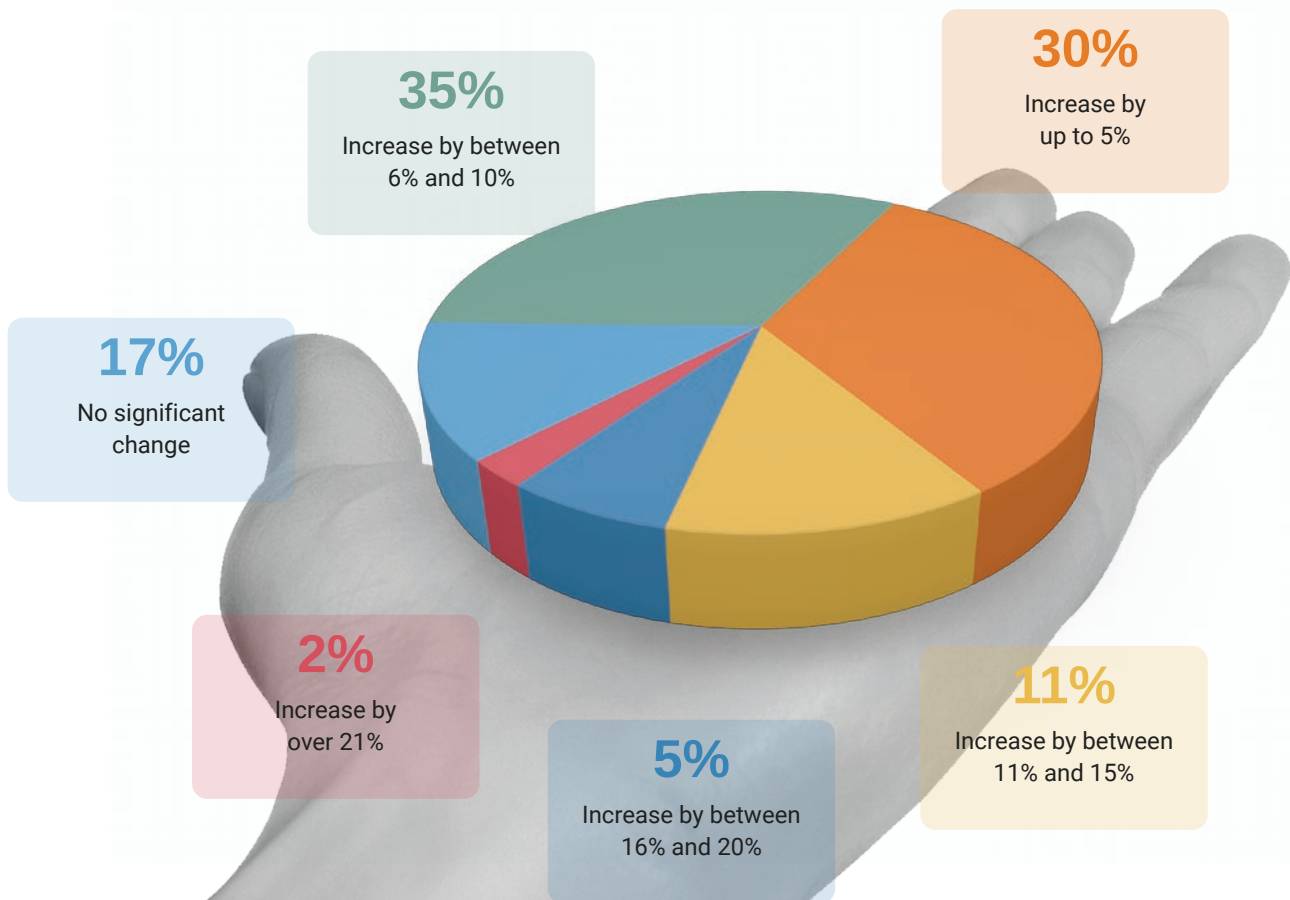
| | Bulgaria | Serbia | Croatia | Slovenia Osrednje-slovenska Region (Ljubljana) | Bosnia and Herzegovina |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---|--------------------------------|
| Capital of the country | Sofia 46% | Belgrade 51% | Zagreb 64% | Osrednje-slovenska Region (Ljubljana) 34% | Sarajevo 44% |
| 1st city with most respondents | Plovdiv 11% | Novi Sad 13% | Osijek 3% | Podravska region 17% | Banja Luka 14% |
| 2nd city with most respondents | Multiple locations 12% | Multiple locations 17% | Multiple locations 16% | Multiple locations - | Multiple locations 4% |
| 3rd city with most respondents | Smaller cities/villages 32% | Smaller cities/villages 19% | Smaller cities/villages 17% | Other regions 49% | Smaller cities/villages 38% |

Regional Data

Planned changes in remunerations

Expected changes in remunerations are positive – none of the business sectors plan to decrease salaries in the first half of 2022. Around 17% of all respondents in the SEE cluster of ManpowerGroup, expects no changes in the first half, but other 30% and 35% plan to increase salaries between 5% and 10%. Only 2% of all companies plan to increase salaries by over 21%.

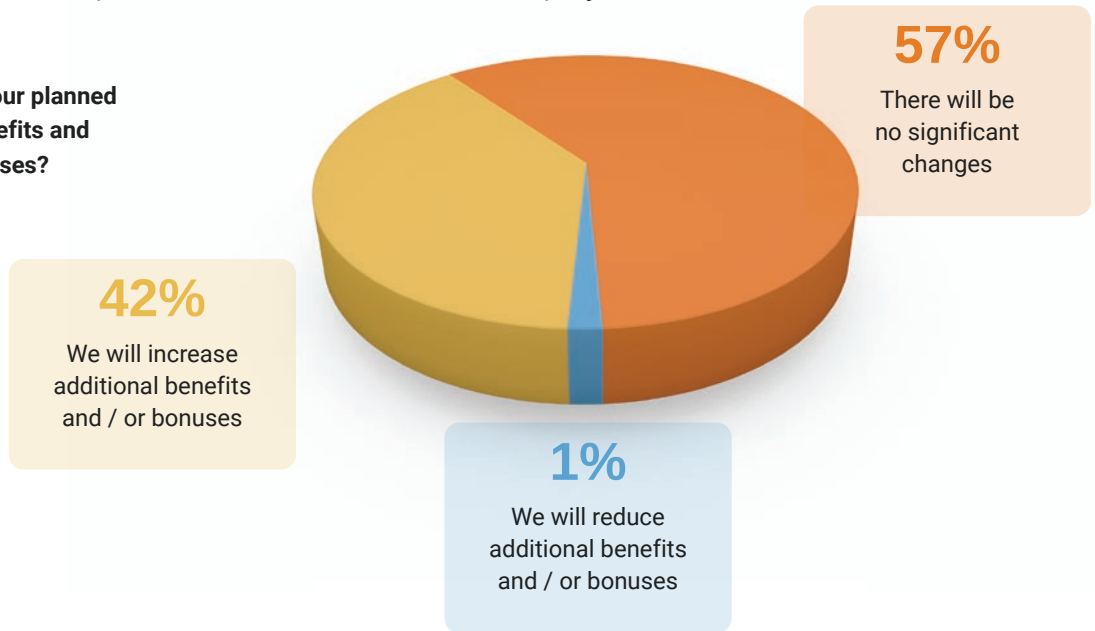
Q1: What are your expected changes in remunerations regarding the salaries in the first half of 2022?



Planned changes in benefits and additional bonuses

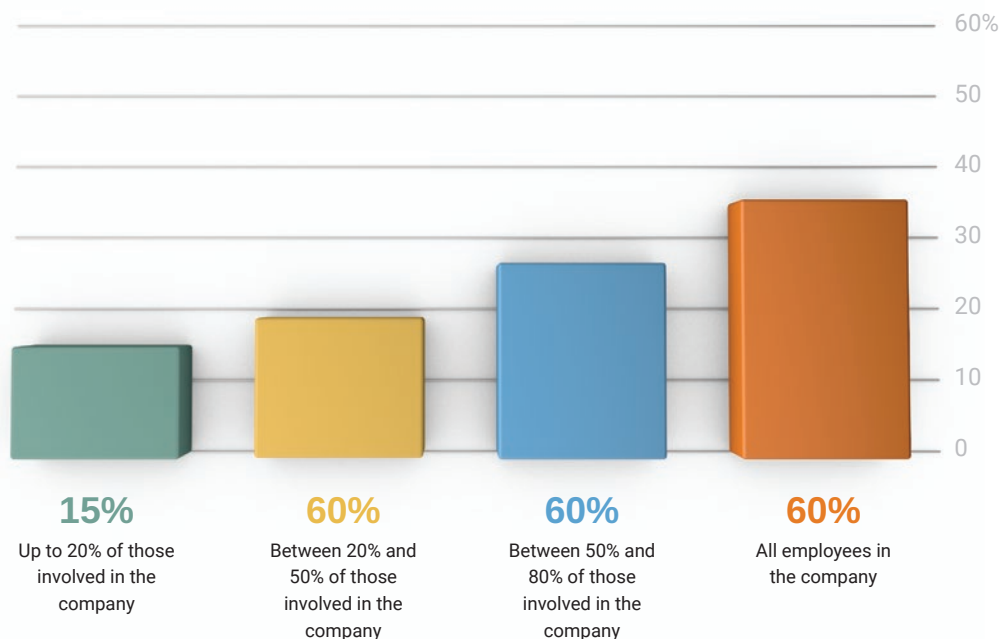
The situation with benefits and bonuses is almost equally divided by respondents' planning for the H1. 57% of the them doesn't schedule any significant changes but other 42% plan to increase, change or expand the insensitive for their employees.

Q2: What are your planned changes in benefits and additional bonuses?



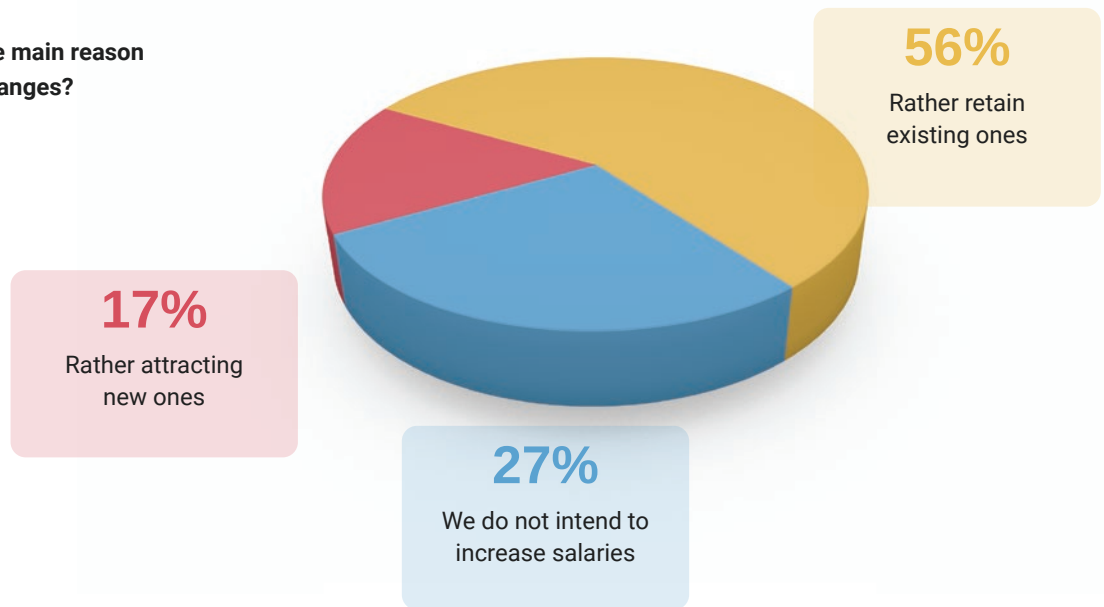
All upcoming changes or the ones already happening will affect almost all the employees. Each business has pointed all how much of the company members' they plan to include in their conversion:

Q3: How many of the company members' do you plan to include in your conversion?



Of course, each industry and different business sector has its own agenda. We asked our partners and clients what is the main reason for all the planned changes in their companies – increasing or not. Almost all of them agreed: *“We want to retain current employees”*.

Q4: What is the main reason for planned changes?



Changes, trends and expectations in different business sectors – Regional data



“Manufacturing” sector

Q: Size of the companies



19%

Up to 50 employees

30%

51 - 200 employees

25%

201 - 500 employees

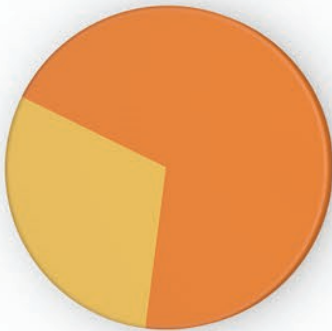
13%

501 - 1000 employees

13%

More than 1000 employees

Q: Planned changes in benefits and bonuses



34%

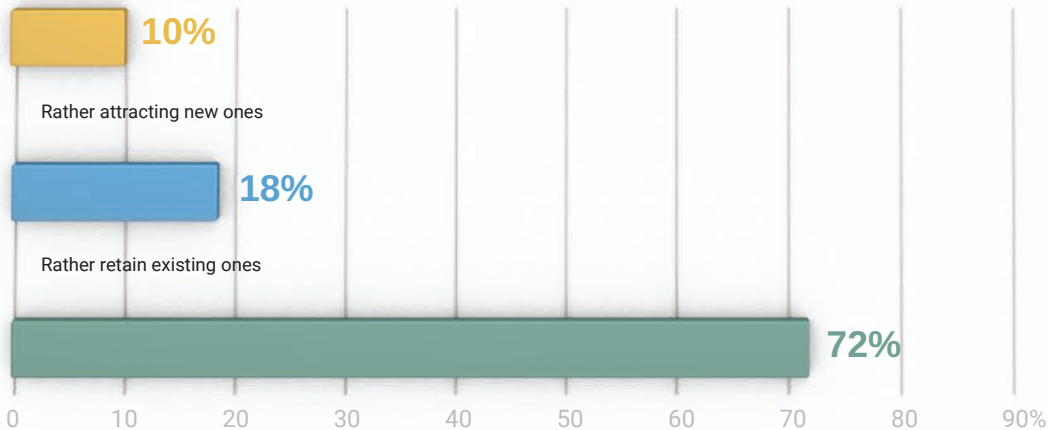
We will increase additional benefits and / or bonuses

66%

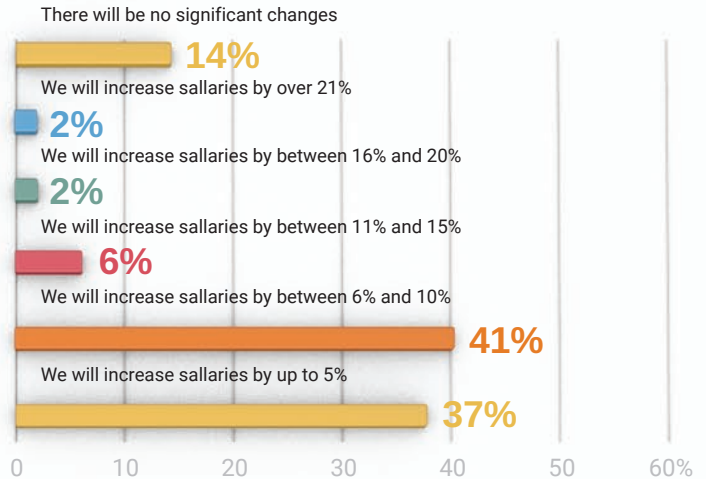
There will be no significant changes

Q: Main goals for the sector

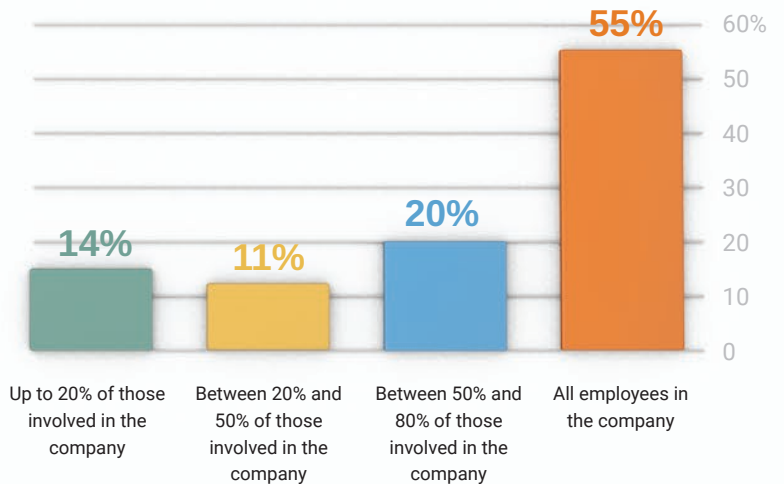
We do not plan to increase salaries



Q: Planned changes in remuneration H1 2022



Q: Affected employees from the changes



“Automotive” sector

Q: Size of the companies



23%

Up to 50 employees

23%

51 - 200 employees

27%

201 - 500 employees

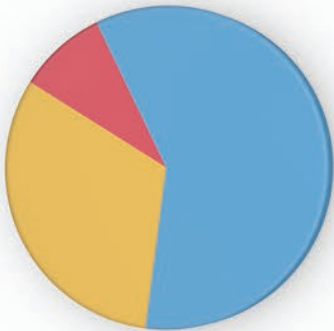
15%

501 - 1000 employees

12%

More than 1000 employees

Q: Planned changes in benefits and bonuses



58%

We will increase additional benefits and / or bonuses

35%

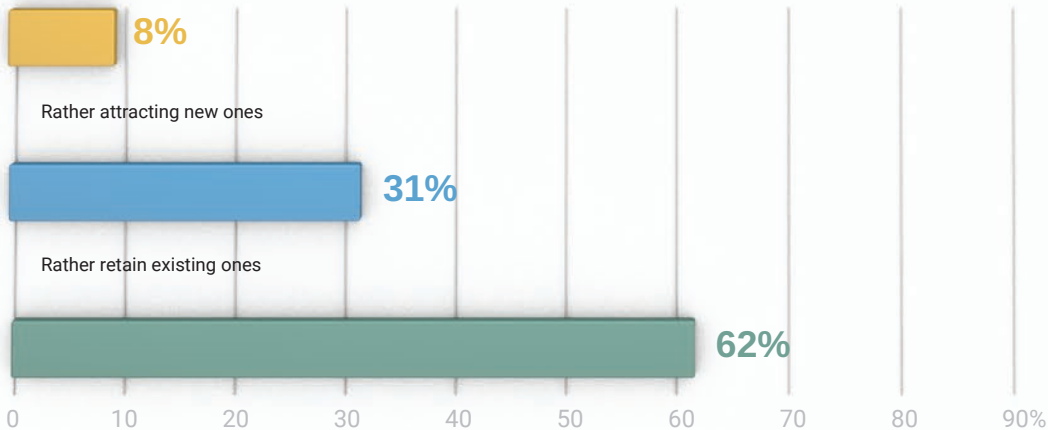
There will be no significant changes

8%

We will reduce additional benefits and / or bonuses

Q: Main goals for the sector

We do not plan to increase salaries



8%

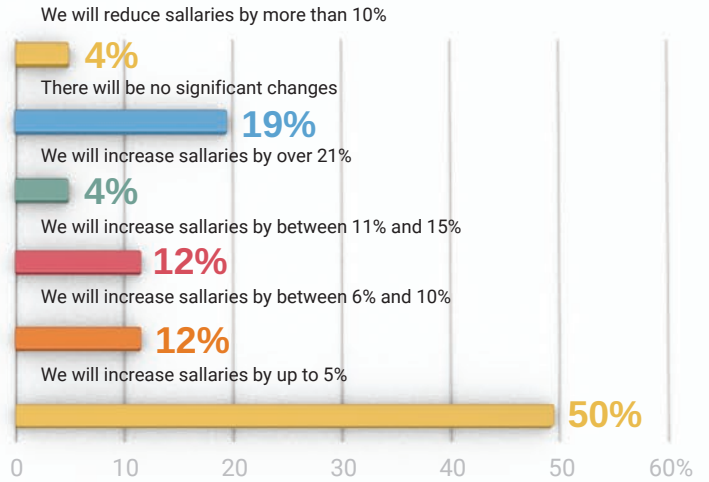
Rather attracting new ones

31%

Rather retain existing ones

62%

Q: Planned changes in remuneration H1 2022



We will reduce salaries by more than 10%

4%

There will be no significant changes

19%

We will increase salaries by over 21%

4%

We will increase salaries by between 11% and 15%

12%

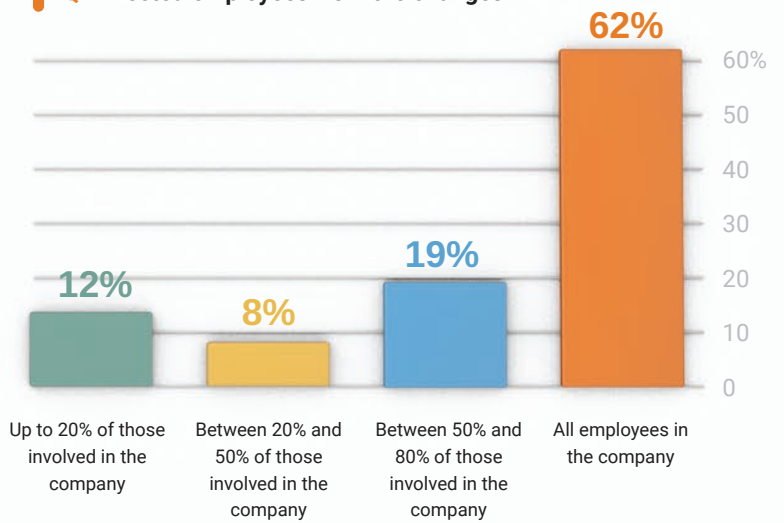
We will increase salaries by between 6% and 10%

12%

We will increase salaries by up to 5%

50%

Q: Affected employees from the changes



12%

Up to 20% of those involved in the company

8%

Between 20% and 50% of those involved in the company

19%

Between 50% and 80% of those involved in the company

62%

All employees in the company

“Retail” sector (FMSC / Trade)

Q: Size of the companies



21%

Up to 50 employees

29%

51 - 200 employees

27%

201 - 500 employees

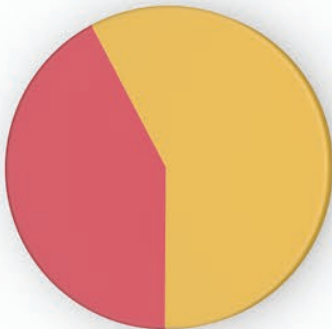
10%

501 - 1000 employees

13%

More than 1000 employees

Q: Planned changes in benefits and bonuses



44%

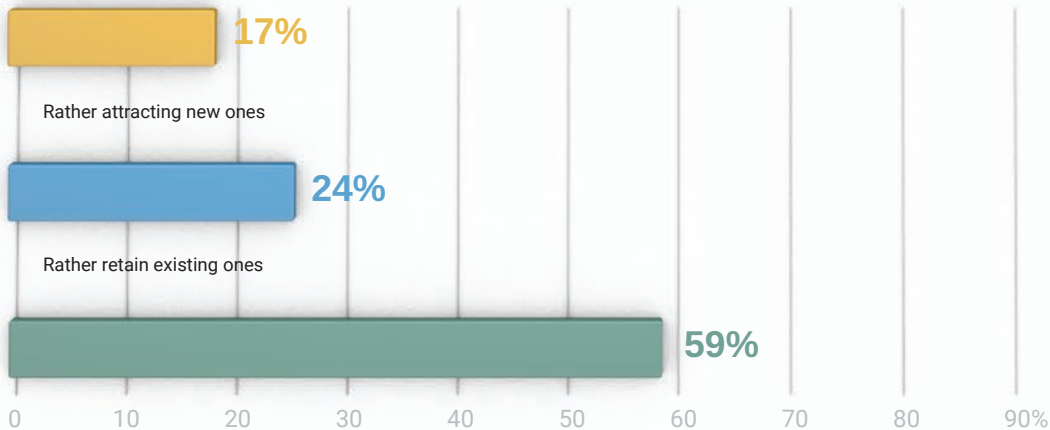
We will increase additional benefits and / or bonuses

56%

There will be no significant changes

Q: Main goals for the sector

We do not plan to increase salaries



17%

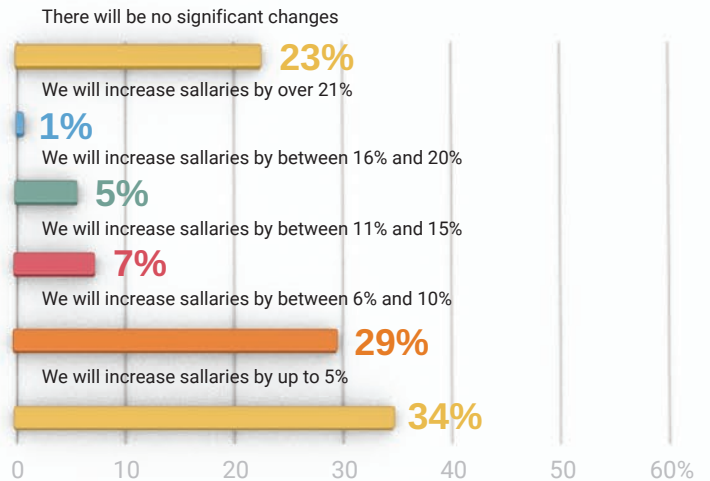
Rather attracting new ones

24%

Rather retain existing ones

59%

Q: Planned changes in remuneration H1 2022



There will be no significant changes

23%

We will increase salaries by over 21%

1%

We will increase salaries by between 16% and 20%

5%

We will increase salaries by between 11% and 15%

7%

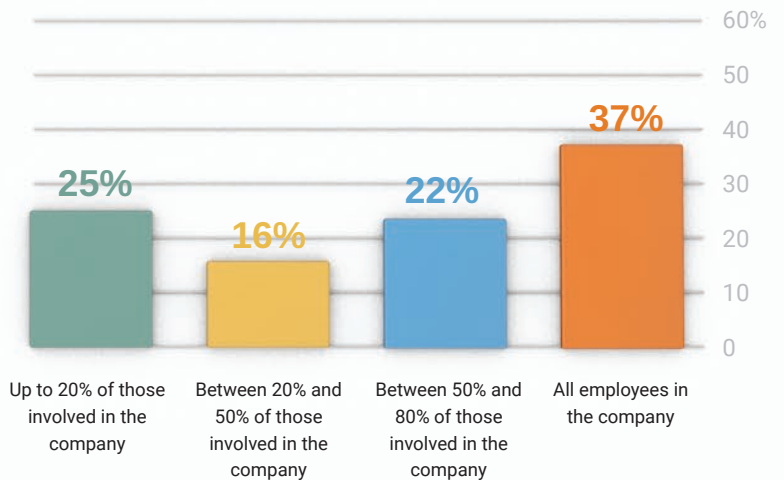
We will increase salaries by between 6% and 10%

29%

We will increase salaries by up to 5%

34%

Q: Affected employees from the changes



60%

50%

40%

30%

20%

10%

0

Up to 20% of those involved in the company

25%

Between 20% and 50% of those involved in the company

16%

Between 50% and 80% of those involved in the company

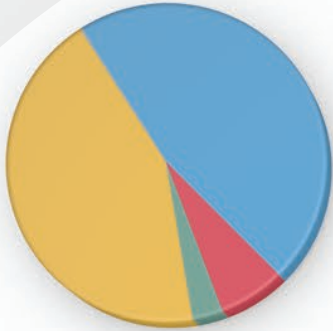
22%

All employees in the company

37%

“Consultancy services”

Q: Size of the companies



48%

Up to 50 employees

41%

51 - 200 employees

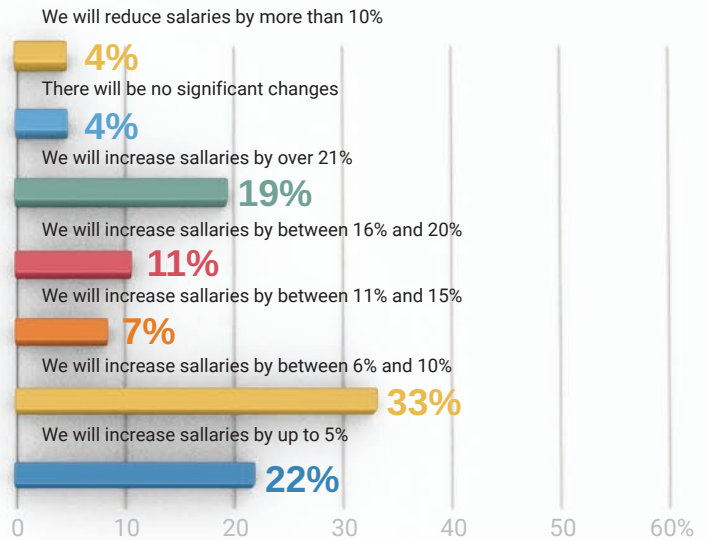
7%

201 - 500 employees

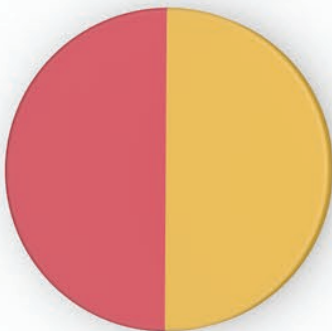
4%

501 - 1000 employees

Q: Planned changes in remuneration H1 2022



Q: Planned changes in benefits and bonuses



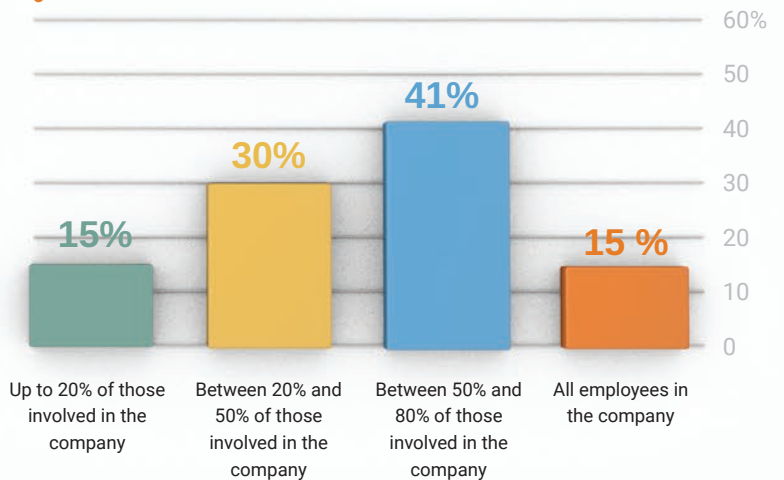
50%

We will increase additional benefits and / or bonuses

50%

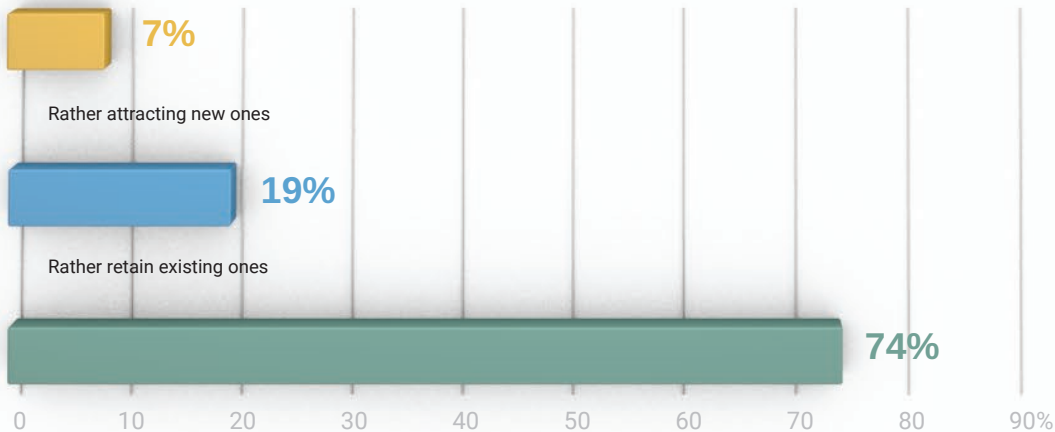
There will be no significant changes

Q: Affected employees from the changes



Q: Main goals for the sector

We do not plan to increase salaries



“Finance and Banking” sector

Q: Size of the companies



13%

Up to 50 employees

13%

51 - 200 employees

38%

201 - 500 employees

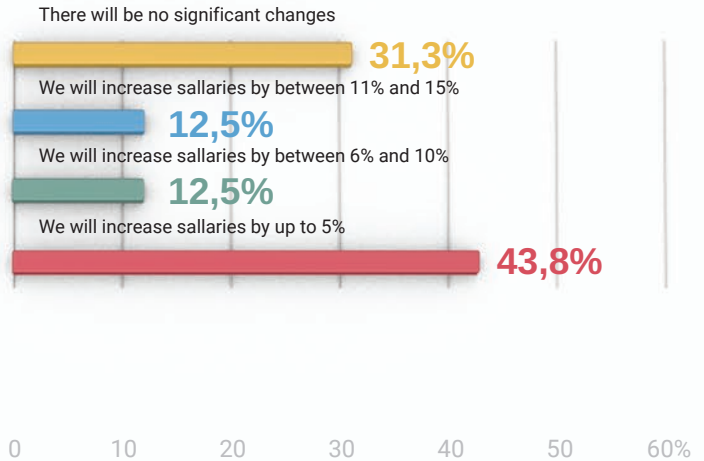
19%

501 - 1000 employees

19%

More than 1000 employees

Q: Planned changes in remuneration H1 2022



There will be no significant changes

31,3%

We will increase salaries by between 11% and 15%

12,5%

We will increase salaries by between 6% and 10%

12,5%

We will increase salaries by up to 5%

43,8%

Q: Planned changes in benefits and bonuses



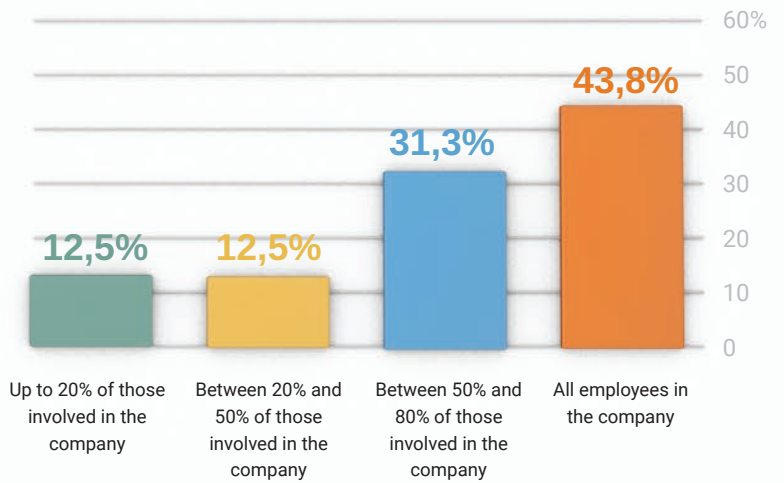
31%

We will increase additional benefits and / or bonuses

69%

There will be no significant changes

Q: Affected employees from the changes



12,5%

Up to 20% of those involved in the company

12,5%

Between 20% and 50% of those involved in the company

31,3%

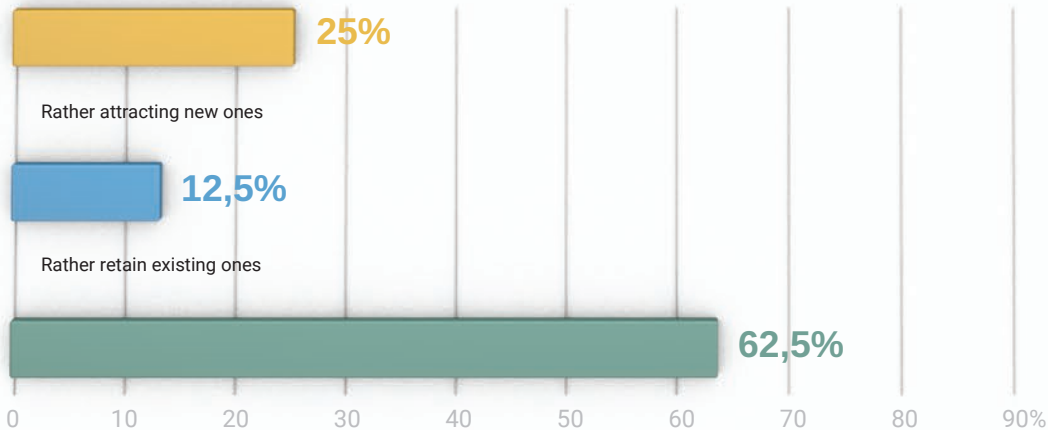
Between 50% and 80% of those involved in the company

43,8%

All employees in the company

Q: Main goals for the sector

We do not plan to increase salaries



25%

Rather attracting new ones

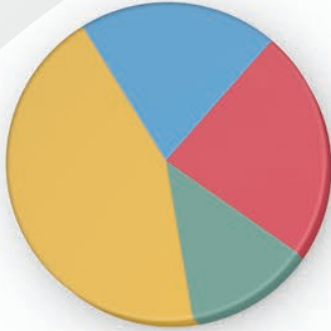
12,5%

Rather retain existing ones

62,5%

“Outsourcing” & “Shared service centers” sectors

Q: Size of the companies



20%

51 - 200 employees

27%

201 - 500 employees

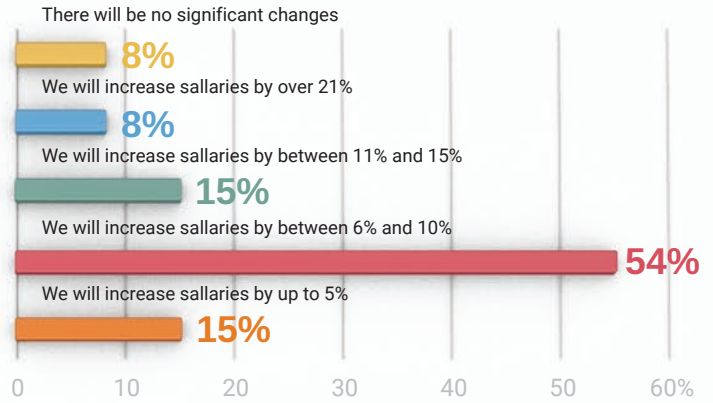
13%

501 - 1000 employees

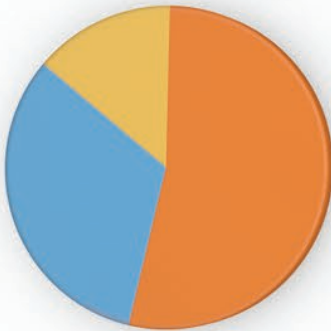
40%

More than 1000 employees

Q: Planned changes in remuneration H1 2022



Q: Planned changes in benefits and bonuses



57%

We will increase additional benefits and / or bonuses

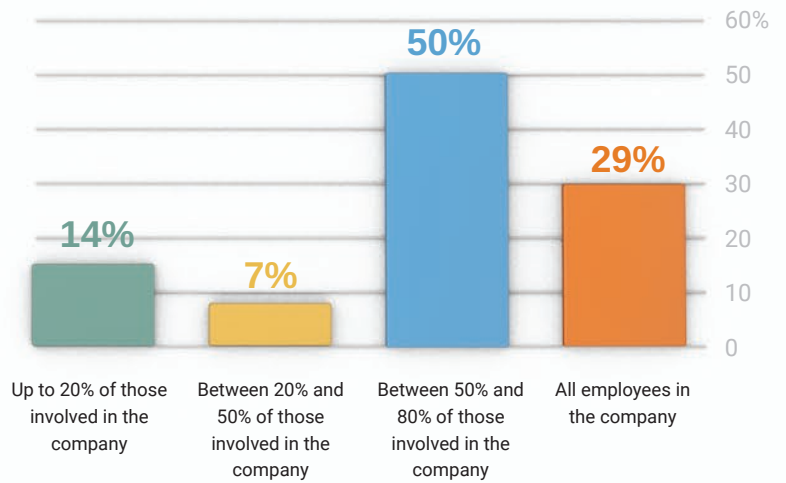
36%

There will be no significant changes

7%

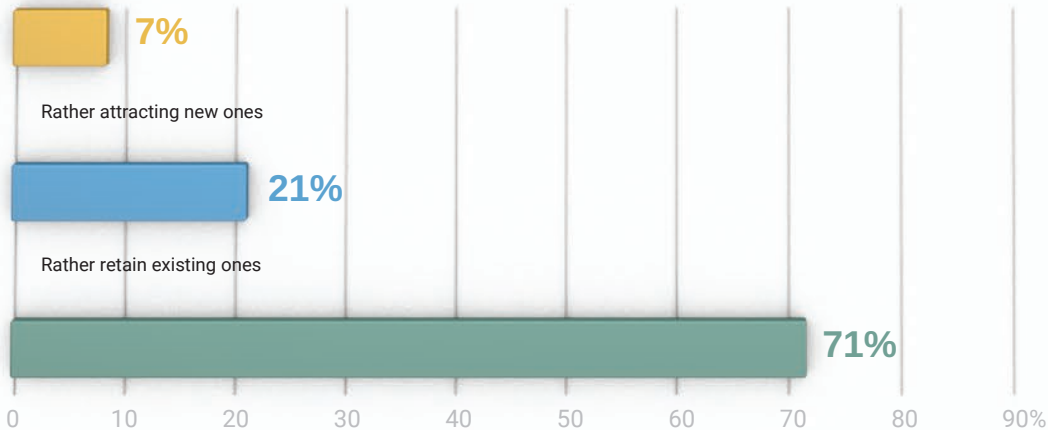
We will reduce additional benefits and / or bonuses

Q: Affected employees from the changes



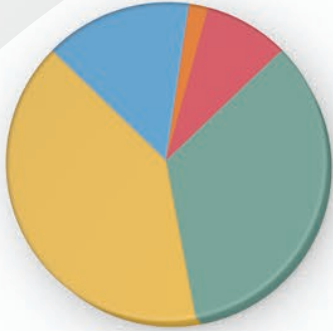
Q: Main goals for the sector

We do not plan to increase salaries



“Information Technology” sector

Q: Size of the companies



42%

Up to 50 employees

39%

51 - 200 employees

12%

201 - 500 employees

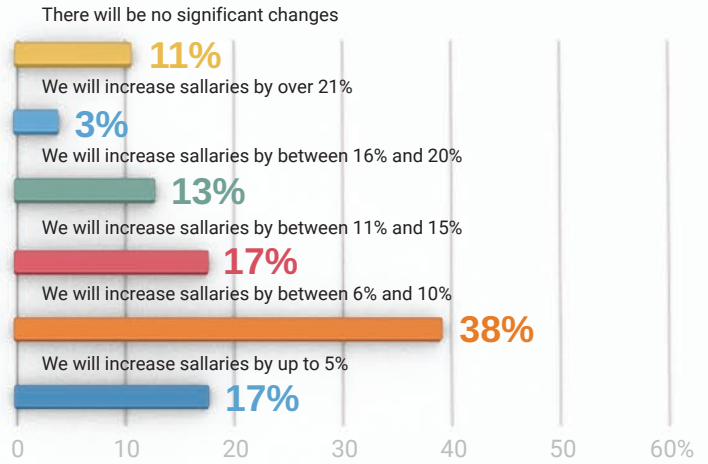
1%

501 - 1000 employees

5%

More than 1000 employees

Q: Planned changes in remuneration H1 2022



There will be no significant changes

11%

We will increase salaries by over 21%

3%

We will increase salaries by between 16% and 20%

13%

We will increase salaries by between 11% and 15%

17%

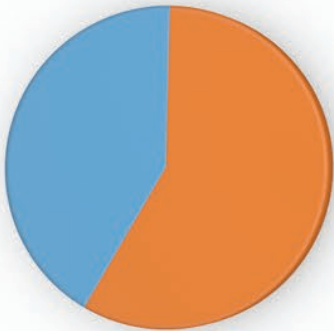
We will increase salaries by between 6% and 10%

38%

We will increase salaries by up to 5%

17%

Q: Planned changes in benefits and bonuses



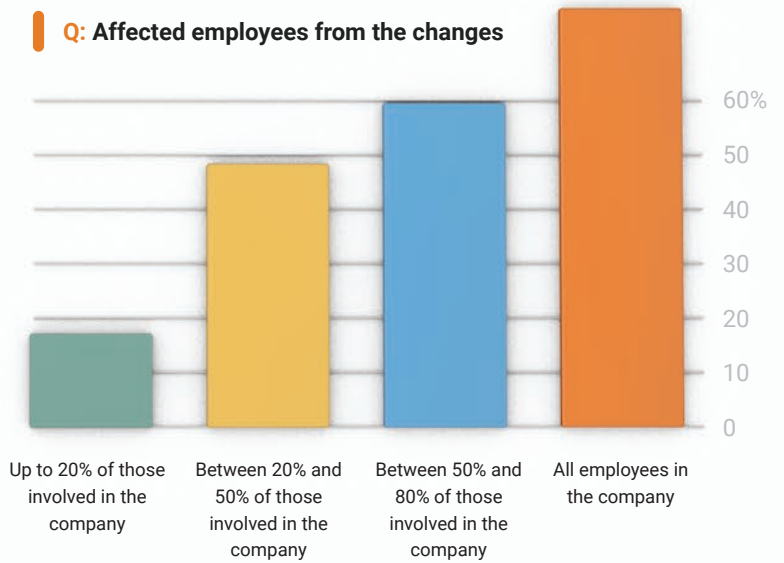
57%

We will increase additional benefits and / or bonuses

43%

There will be no significant changes

Q: Affected employees from the changes



Up to 20% of those involved in the company

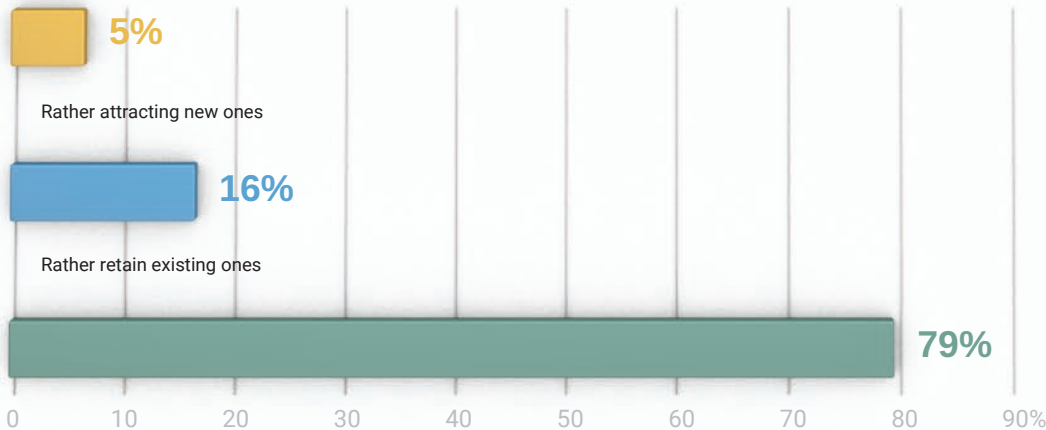
Between 20% and 50% of those involved in the company

Between 50% and 80% of those involved in the company

All employees in the company

Q: Main goals for the sector

We do not plan to increase salaries



5%

Rather attracting new ones

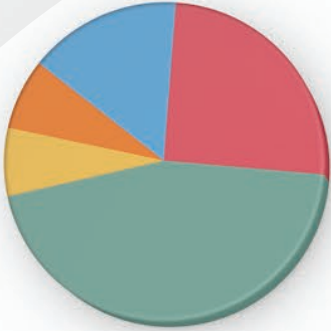
16%

Rather retain existing ones

79%

“Telecommunications” sector

Q: Size of the companies



25%

Up to 50 employees

4%

51 - 200 employees

8%

201 - 500 employees

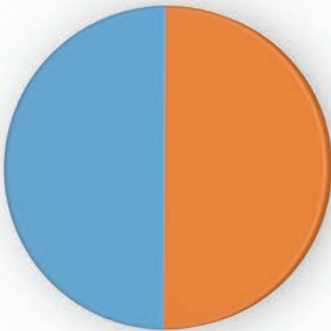
8%

501 - 1000 employees

17%

More than 1000 employees

Q: Planned changes in benefits and bonuses



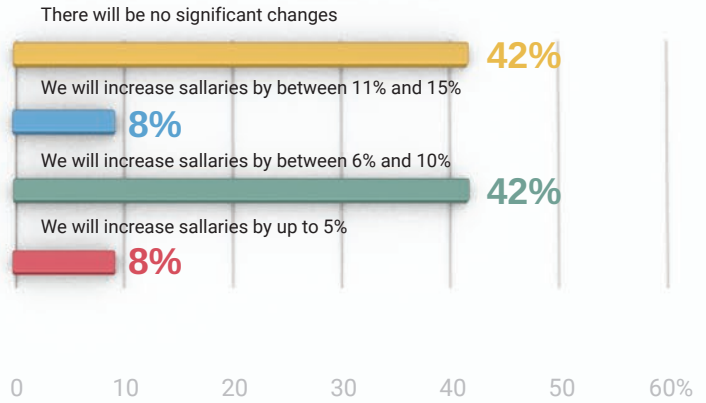
50%

We will increase additional benefits and / or bonuses

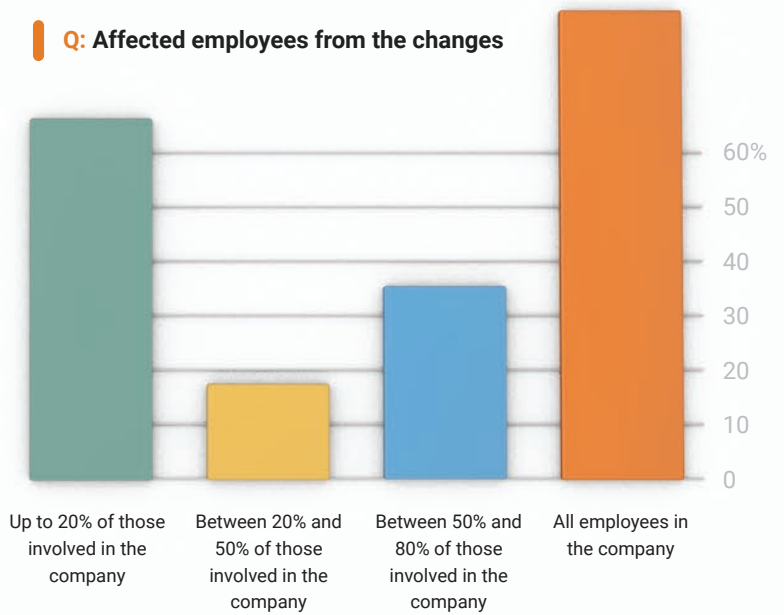
50%

There will be no significant changes

Q: Planned changes in remuneration H1 2022

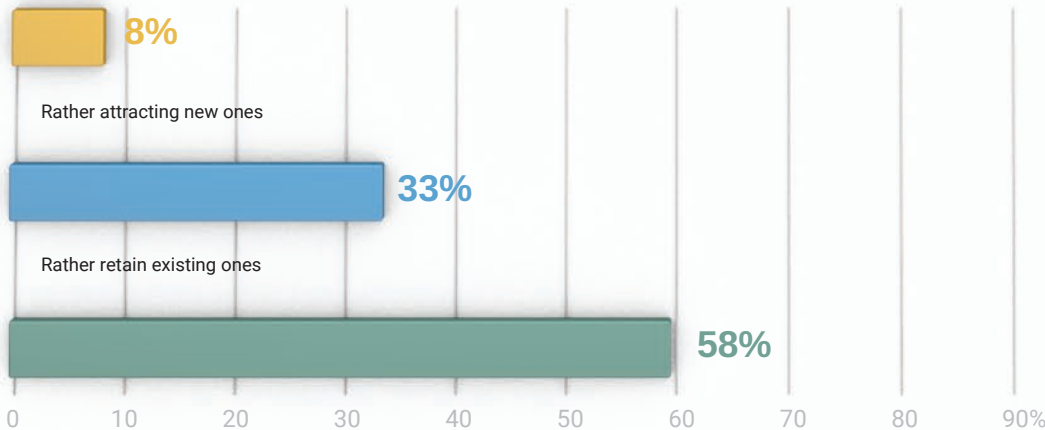


Q: Affected employees from the changes



Q: Main goals for the sector

We do not plan to increase salaries





Key Conclusions

ManpowerGroup

The main goal of employers in all business sector in South-Easter EUROPE is to retain current talents in their organizations.

Salaries increases are expected in all monitored sectors in all countries.

The planned increases will affect between 50% up to 100% of all employees.

About ManpowerGroup

With offices in more than 80 countries around the world, ManpowerGroup® (NYSE: MAN) is a world leader in employment and human resources solutions. In this rapidly changing world, ManpowerGroup is helping companies transform them with innovative human resource services - psychometric testing, talent development, search and selection. Manpower has been present in Croatia since 2008. With more than 10 years of experience in the local environment, we have adapted and upgraded our international knowledge and good practices for the local environment and proved that we are a reliable partner to many domestic and international companies.

About the research

"Salary and additional benefits and bonuses trend research"

The research "Salary and additional benefits and bonuses trend research" is part of a series of regular surveys by ManpowerGroup Croatia and ManpowerGroup SEE on employers' plans in this area. The next survey will be conducted in June 2022.



ManpowerGroup Bulgaria

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