

2019 Global HR Survey Results

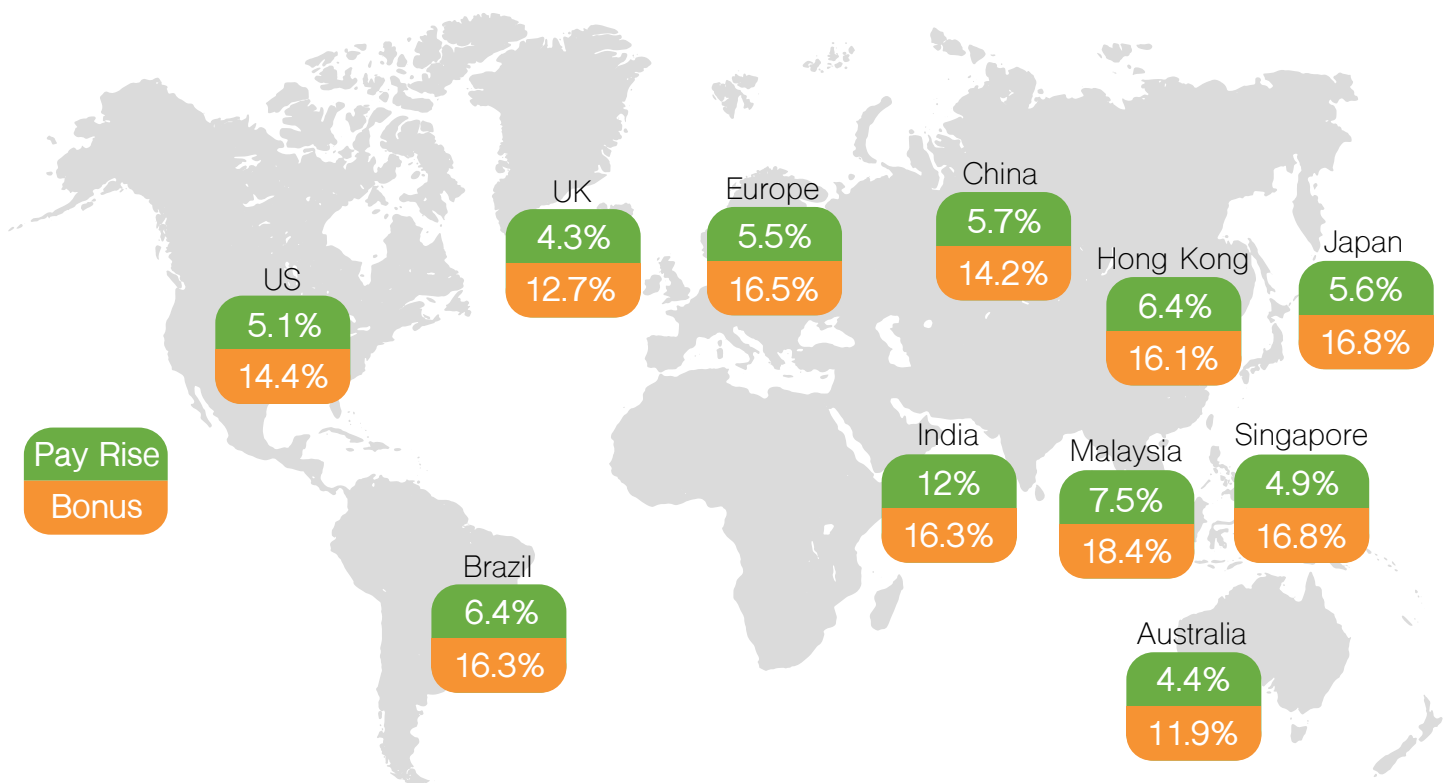
We are pleased to share the results from our 2019 Global HR Survey. We surveyed over 1500 HR professionals globally on topics pertinent to the HR profession. This infographic includes some great insights intended to provoke further discussion within your organisations. Respondents were predominantly from the Banking & Finance, IT/Telecommunications and Retail industries and in Mid to Senior level positions. Hong Kong made up 26% of respondents, the US 22%, Singapore 18%, the UK 11% and Brazil 11% with the rest from countries including Malaysia, India, Japan, China and Continental Europe.

Compensation

Average Pay Rises and Bonuses by Country

Global pay rise average: **5.7%**

Global bonus average: **15.7%**



Overall **59%** of respondents felt pleased or very pleased with their compensation

Economy

Global Shifts

26% feel positive or very positive about the economy, **down** from **41%** in 2018

Currently the US feels most positive at **42%**

29% feel negative or very negative, an **increase** from **15%** in 2018

Currently Brazil and Hong Kong feel most negative at **35%**

The rest of our respondents feel neutral

Flexibility

Globally **69%** of respondents have access to flexible working arrangements

The UK has the highest availability of flexible working at **77%**

Flexible Working is on the Rise

66% in Hong Kong reported being able to work flexibly, an **increase** from **59%** in 2018

Most Common Flexible Benefits Offered



Work From Home

*Steadily increasing: 54% 2017
> 59% 2018 > 61% 2019*

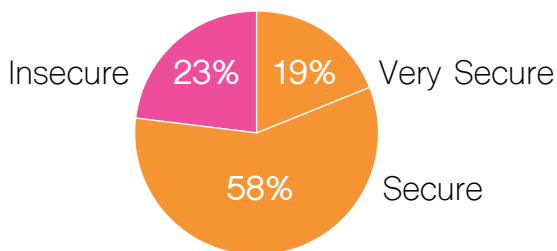


Part Time, Non-Standard Hours, Compressed Hours, Half-Day Fridays

Respondents cited a range of options designed to enable flexibility to complete their contractual hours

HR Pulse

Job Security is High in the Function



Job security has **increased** to **77%** this year
In 2018 **72%** felt very secure or secure in their role

Respondents' who feel very secure or secure in our hubs

Hong Kong



82%

UK



78%

Brazil



76%

Singapore



75%

US



75%

Despite reportedly high job security, **61%** of respondents globally feel only moderately valued in their current company

Passive Candidates are on the Rise

66% of respondents are considering moving roles in the next 12 months, while **56%** have been with their current employer 2 years or less



Mindset shift: Despite job security being high, HR professionals are still increasingly open to discussing the "right" career opportunity

Respondents' Number One Priority if they were to Move Roles

Work Culture

31%

Compensation

16%

Professional Development

25%

Company Brand

6%

Work-Life Balance

17%

Other

5%

Diversity & Inclusion

Organisations that have a Defined Strategy or Plan

50% Do **50%** Don't

Many companies still have **nothing** in place

In our Hubs

Singapore



Yes 57%

UK



Yes 54%

US



Yes 49%

Brazil



Yes 48%

Hong Kong



Yes 45%

By Industry

71% of companies in Insurance have a D&I strategy/plan whereas only **38%** of organisations in the Recruitment sector currently do

What D&I Strategies are Addressing

Women in Leadership Roles

40%

Gender Pay Gap

21%

Harassment

16%

Women in the Workforce

33%

Race

20%

Ageism

12%

Gender Identities

27%

Sexual Orientation

20%

Religion

11%

Ethnicity

25%

Disability

20%

Globally we are seeing a high focus on women. In our hubs the top three areas are consistent with what's being seen globally, with the US also focussing on Ethnicity and Brazil Disability

HR Professionals have Experienced Sexism in the Workplace



32% Yes

68% No

In our Hubs

US



Yes 47%

UK



Yes 42%

Brazil



Yes 38%

Singapore



Yes 27%

Hong Kong



Yes 18%

By Industry

Industries with the highest and lowest % experiencing sexism:

Media/ PR/ Entertainment: **46%** Yes

FMCG: **18%** Yes

What are HR Professionals Currently Reading About?



HR
Technology



Future of
Work



Diversity &
Inclusion



Change
Management



Leadership
Development

If you have a question or would like more information on a particular topic please get in touch with your Elliott Scott HR consultant or send a message to info@elliottscotthr.com. Thank you to everyone who participated.
