

Compensations and Benefits Survey 2020/2021

Invitation

The world economy and labor market are undergoing major changes against the background of the situation in 2020. The COVID-19 pandemic requires companies to transform immediately many functions. The predictable economic recession will make significant changes to employment and remuneration processes, as well as HR policies. A healthy organizational culture and employee motivation will become the most important instruments for supporting the team.

The current year's compensation and benefits survey will not only provide you with data on remuneration and HR policies but will also allow to observe how companies in Uzbekistan are handling these challenges and many others.

Have you ever faced these questions?

- How to evaluate company's competitiveness in the labor market?
- How to justify changes in compensation level?
- What HR practices do the most attractive employers implement?
- How to properly plan the budget for payroll, training, social packages, and other HR-related expenses?
- How to attract and retain valuable talents?
- How to keep an eye on the latest trends in the labor market?

Final report will contain the following information:

- Compensation levels for specific job positions with a breakdown by regions and cities
- Salary changes in 2020 and forecasts for 2021
- Bonus plans, benefits packages, payments, allowances and other compensation
- HR function metrics and a detailed description of other HR policies and practices implemented in Uzbekistan.

Survey timeline

- ▶ Registration of participants: up to 24 July 2020
- ▶ Completion of questionnaires: up to 31 July 2020
- ▶ Data processing and report preparation: August 2020
- ▶ Report release: September 2020

Sectors

- ▶ Banking
- ▶ Mining & Industrial
- ▶ Oil & Gas
- ▶ IT and Telecommunication
- ▶ FMCG
- ▶ Pharmaceuticals
- ▶ Financial
- ▶ Electric power
- ▶ Others

Bonuses and discounts for survey 2020/2021 participants:

- ▶ Free report
- ▶ Any company that participates in the surveys in both Kazakhstan and Uzbekistan will receive a 15% discount on purchasing the report on results of survey in Kazakhstan
- ▶ An opportunity to participate in HR training for free for one of the company's employees (the training will be held in Tashkent)*
- ▶ A discount on training courses in EY HR Academy

* A topic of the training will be announced in July 2020.
Discounts offered for the salary survey may be cumulative.

Contact us

If you have any questions regarding participation please call us on the following number: **+7 727 258 55 88** or write to us at the following email: **salary.survey@kz.ey.com**.
Our team will provide detailed information about EY services and answer your questions.



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