

# Business Plans of Companies in Russia

April 2022



**ancor**



# Introduction



## **Format**

Online survey

## **Time period**

April 2022

## **Location**

Russia

## **Respondents**

368 business and HR leaders from local and international companies



# Key Findings

## What's the current state of companies?

The vast majority of the surveyed companies (89%) stated that they conduct business as usual. Only 3% of the respondents have stopped operations in Russia.

## What challenges do companies face?

The main challenges that the companies have been facing recently were currency rates and logistics. The third in popularity are changes in advertising and promo channels.

## How do companies perceive the situation?

Half of respondents are expecting new threats to emerge. About a fourth (23%) are seeing new opportunities instead.





# Key Findings

## What are companies' plans regarding staff?

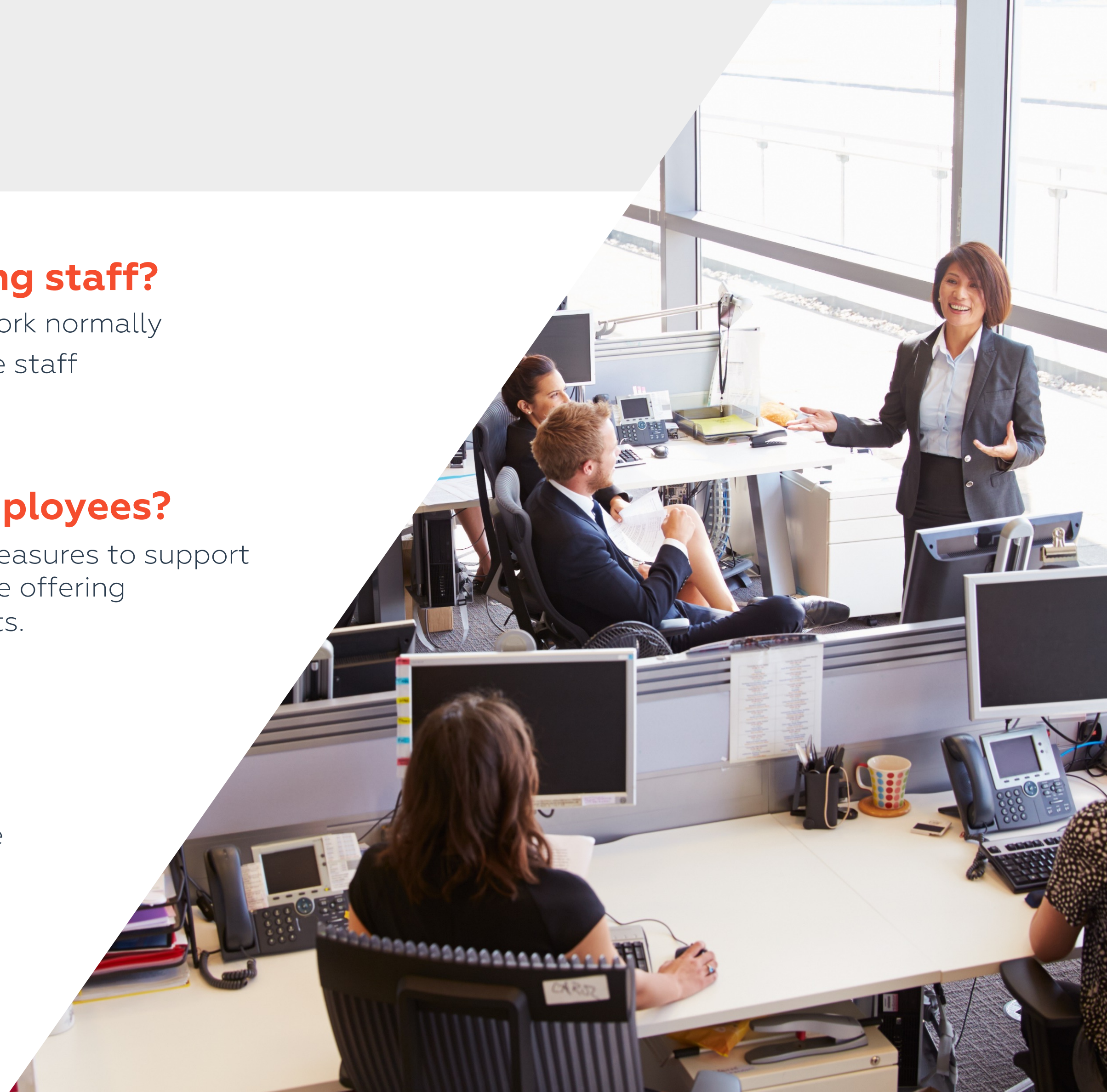
- In 3 out of 4 companies employees continue to work normally
- 16% of surveyed employers are planning to reduce staff
- 13% have temporarily stopped bonus payments

## How do employers support their employees?

58% of companies have implemented additional measures to support their employees. More than a third of companies are offering psychological help and conducting corporate events.

## What's the state of recruitment?

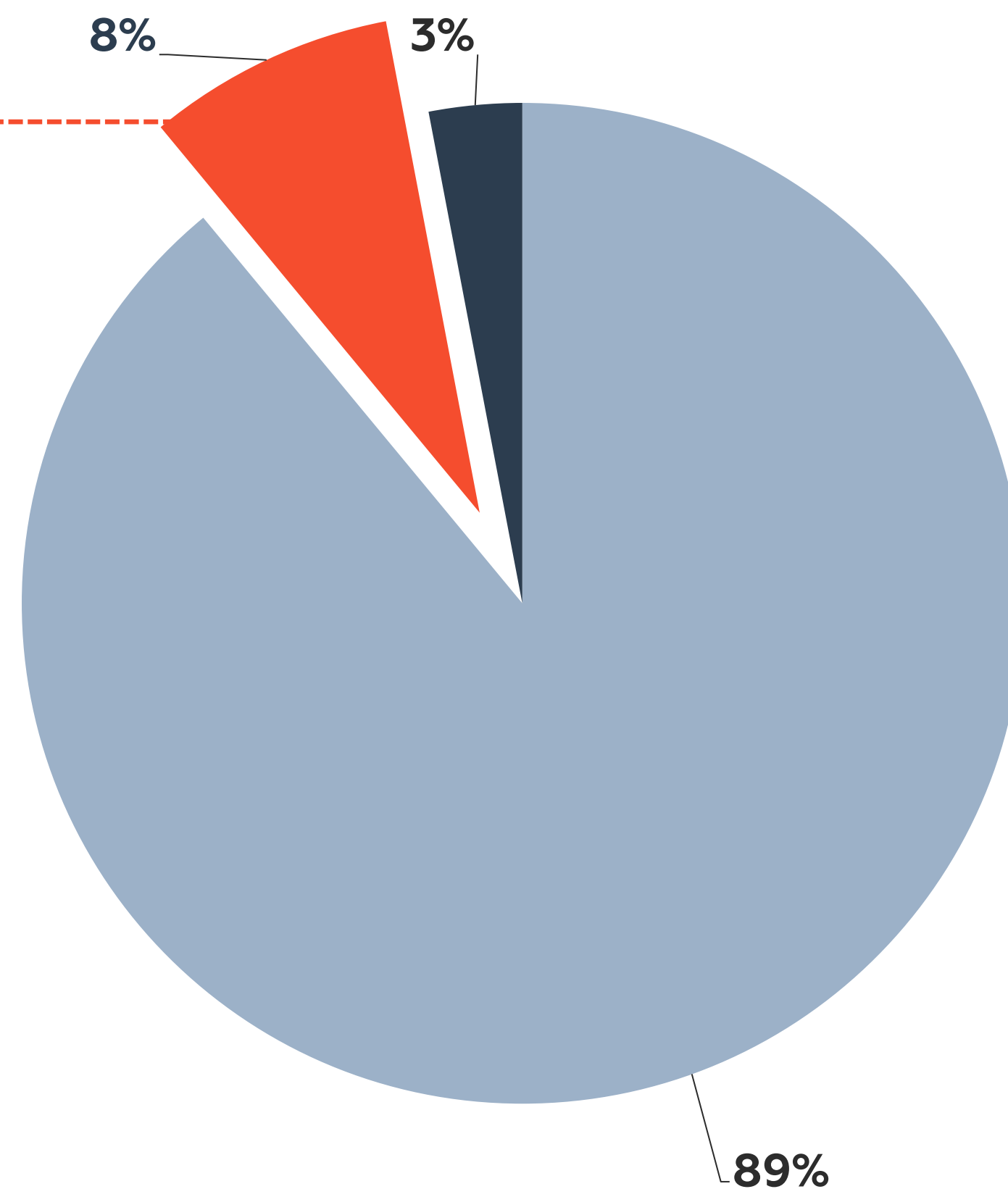
Over half of employers (52%) have frozen hiring activities. 20% are keeping the hiring plans. 22% are only doing replacements



# Current State of Companies in Russia

Most companies undergoing change of legal status are from the following sectors :

- **FMCG**
- **Power, metals and mining**
- **IT, telecommunications**



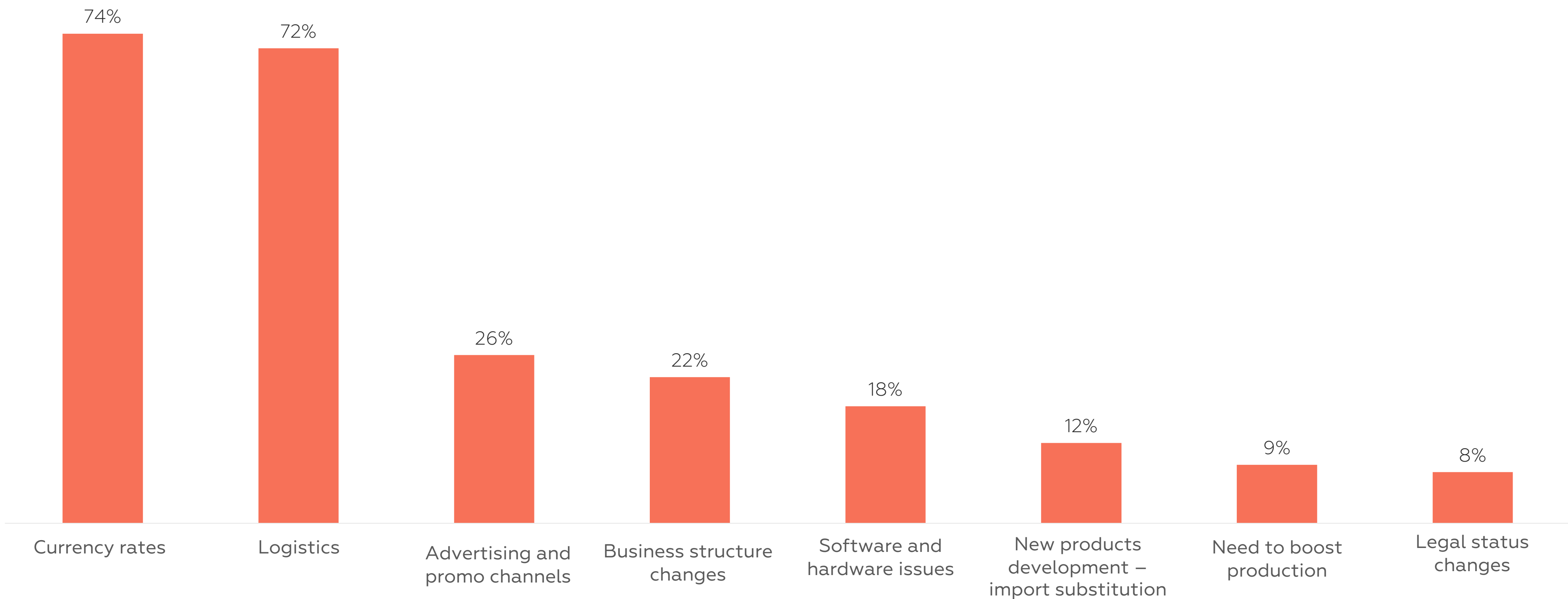
■ Keeping up as planned

■ Changing legal status

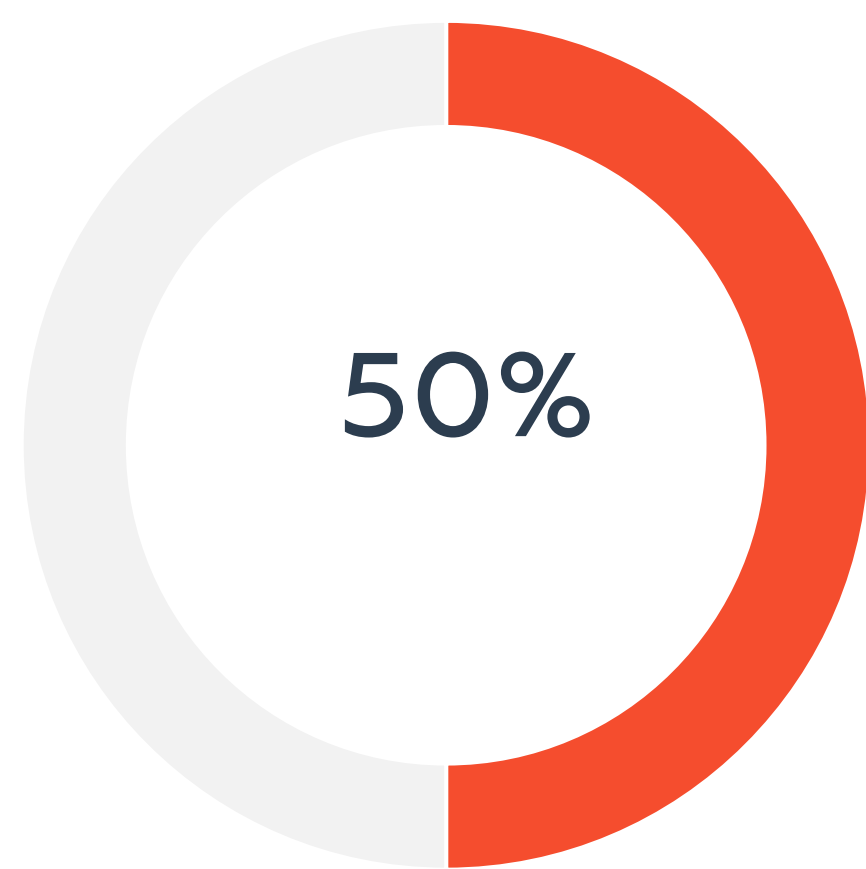
■ Stopped operations



# Main Challenges Over the Last Month



# What Companies Expect From the Current Situation



Threats

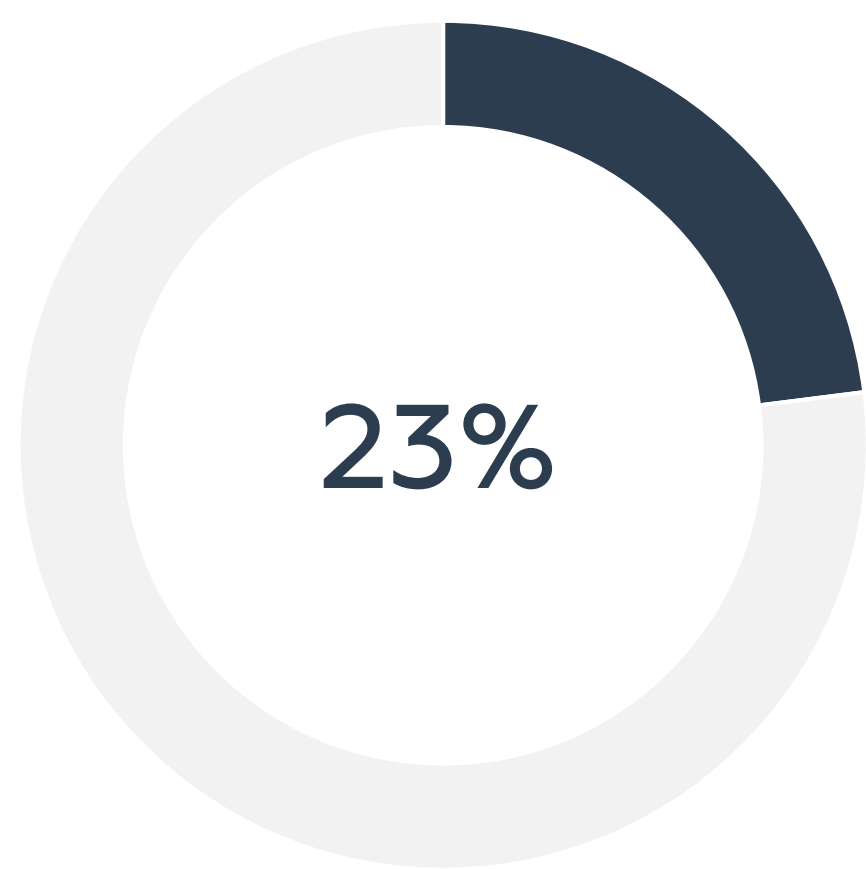
Top sectors:

 Healthcare

 Automotive

 FMCG

 Logistics



Opportunities

Top sectors :

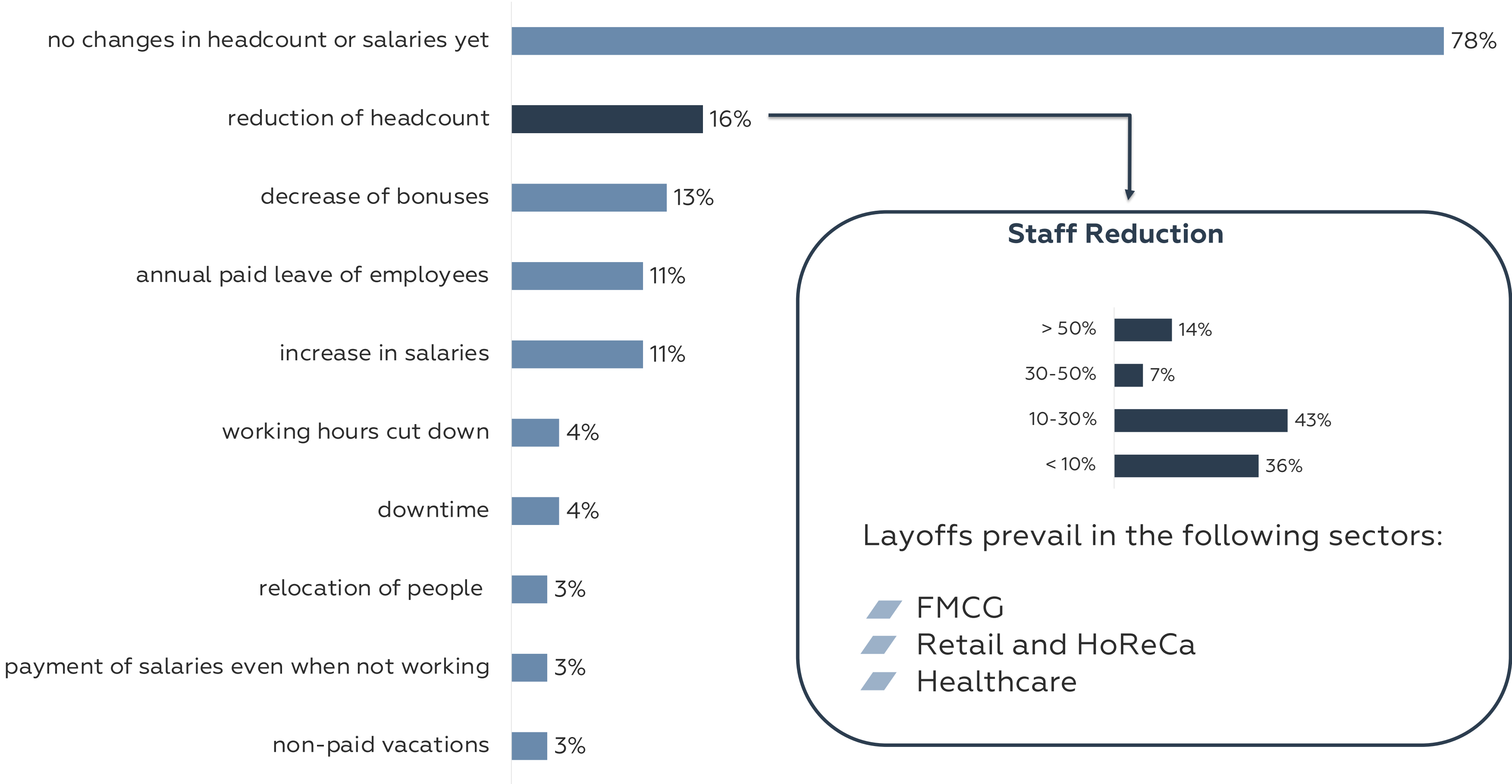
 Healthcare

 Digital

 Retail

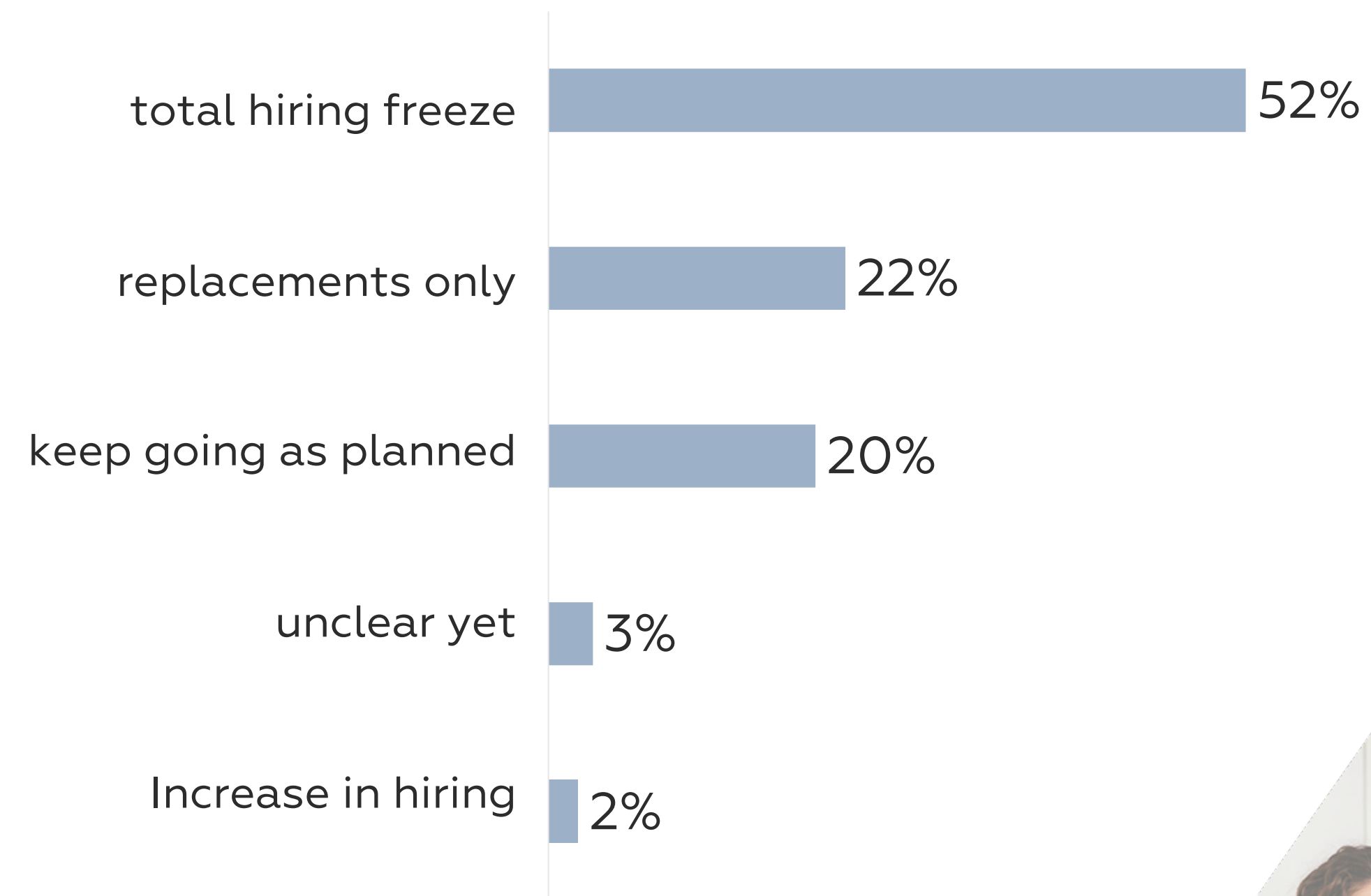
 Machinery

# Changes Underway

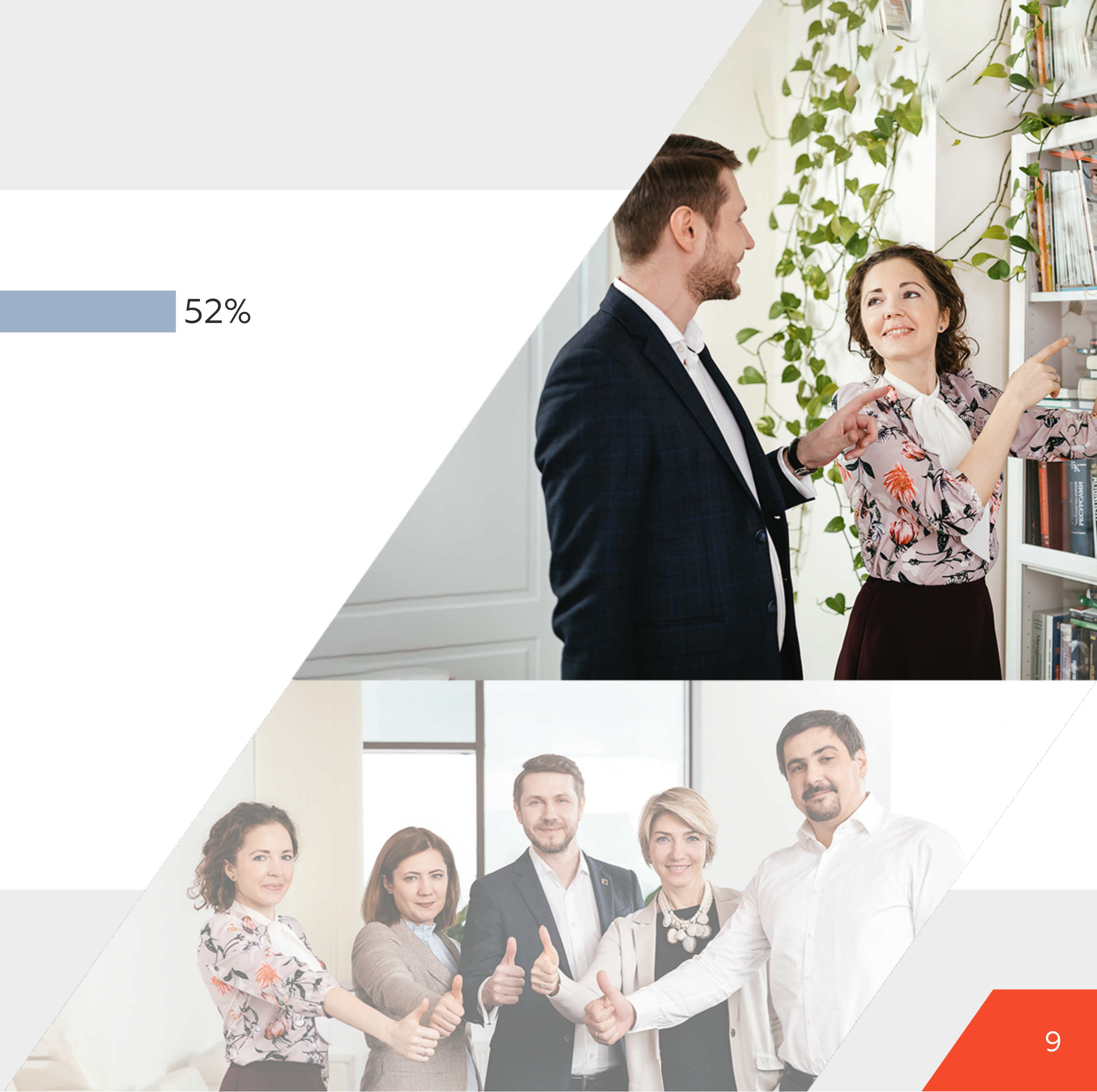




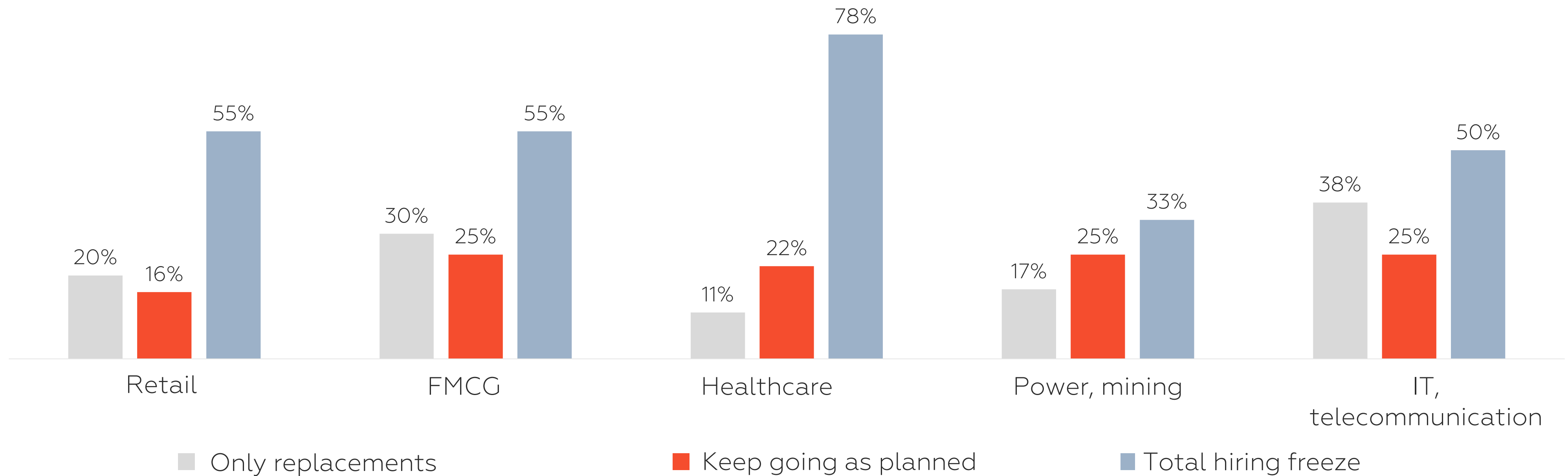
# Recruitment Plans



**21%** plan to switch more to temp staffing



# Recruitment Plans by Sector



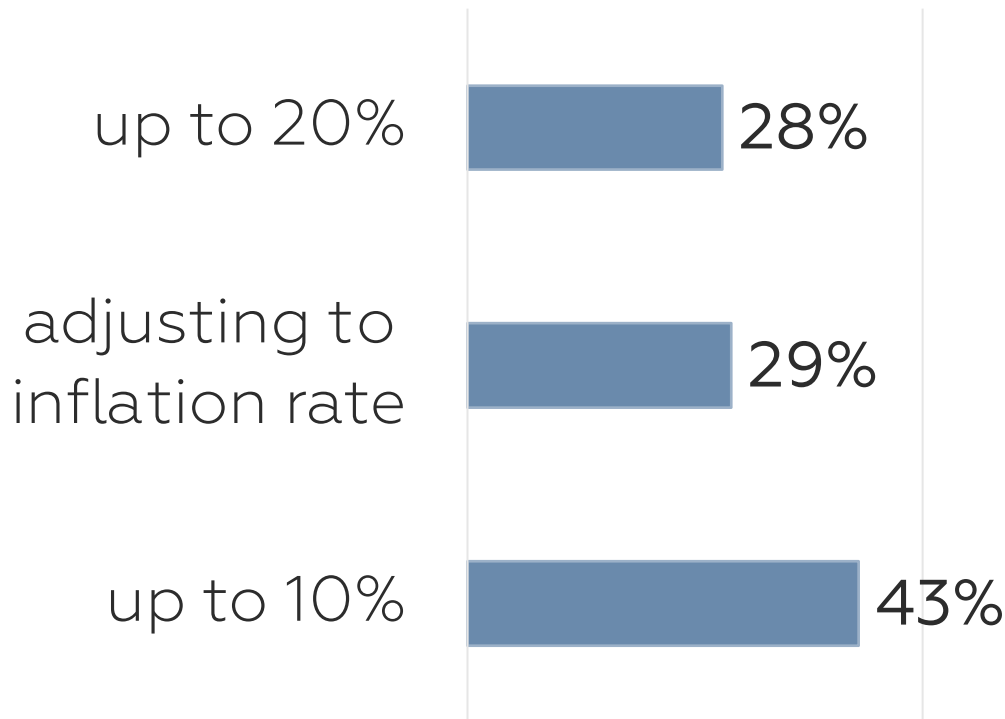


# Raising Staff Pay

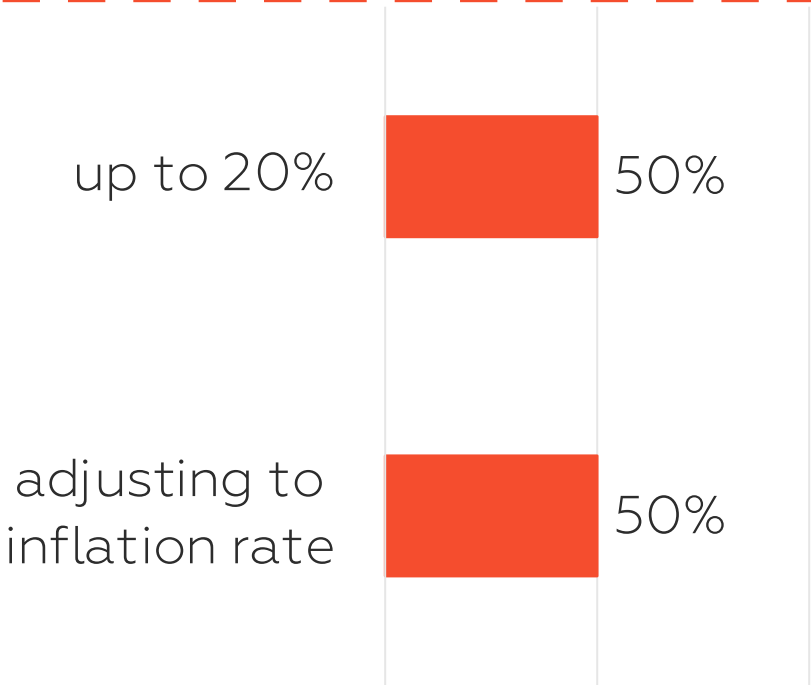
11%

are planning to raise  
staff pay

## Pay Raise for all employees



## Pay Raise for individual employees

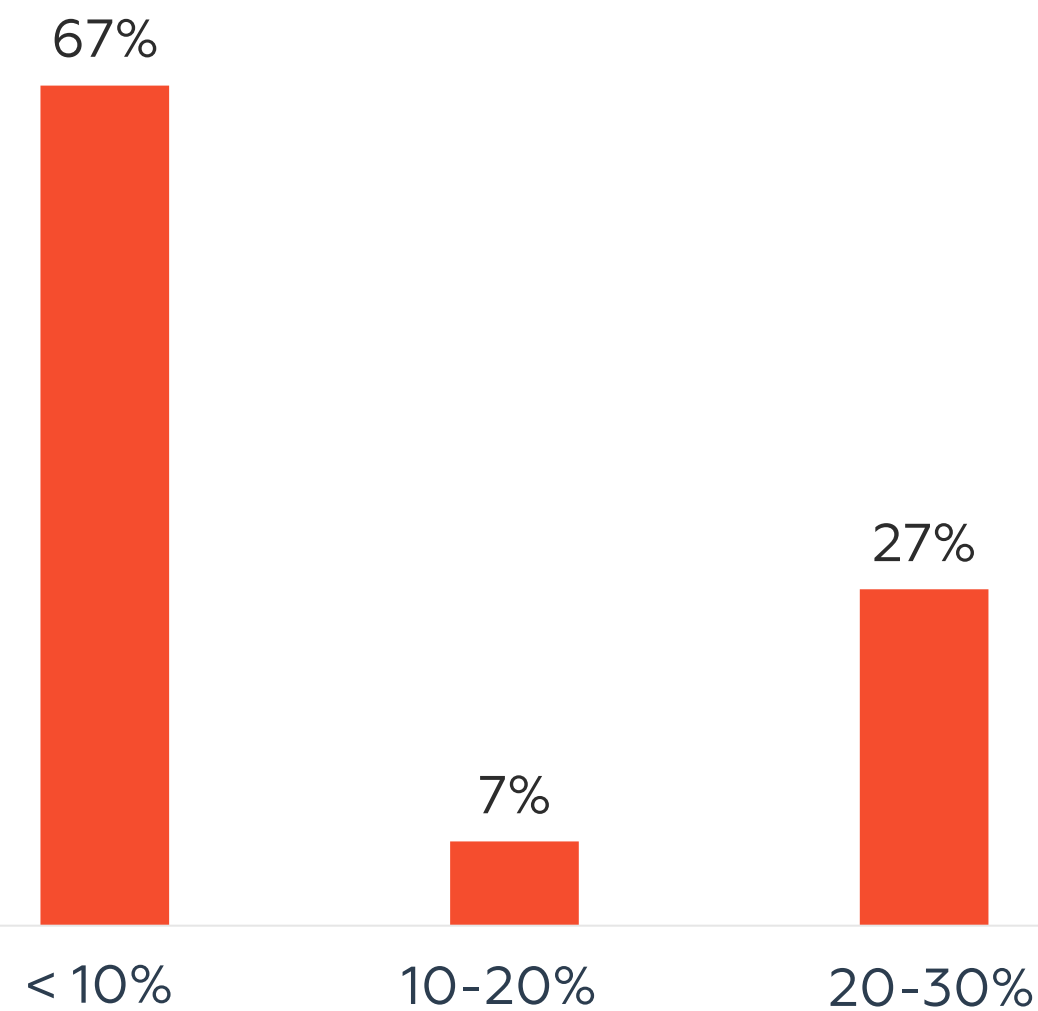


# Reducing Staff Pay

20%

plan to reduce staff pay through  
cutting bonuses/non-paid  
vacations/ downtime

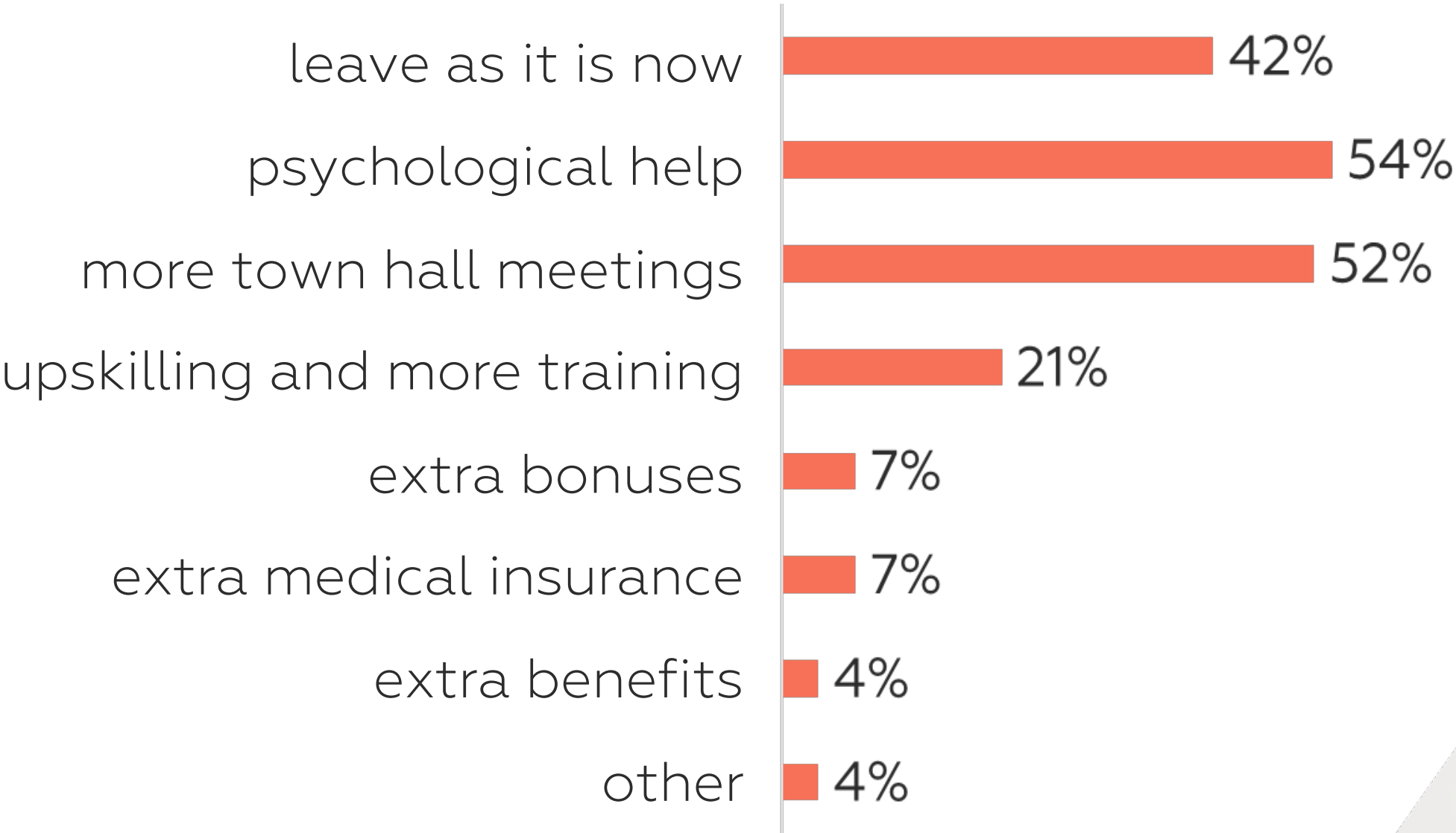
Decrease rate



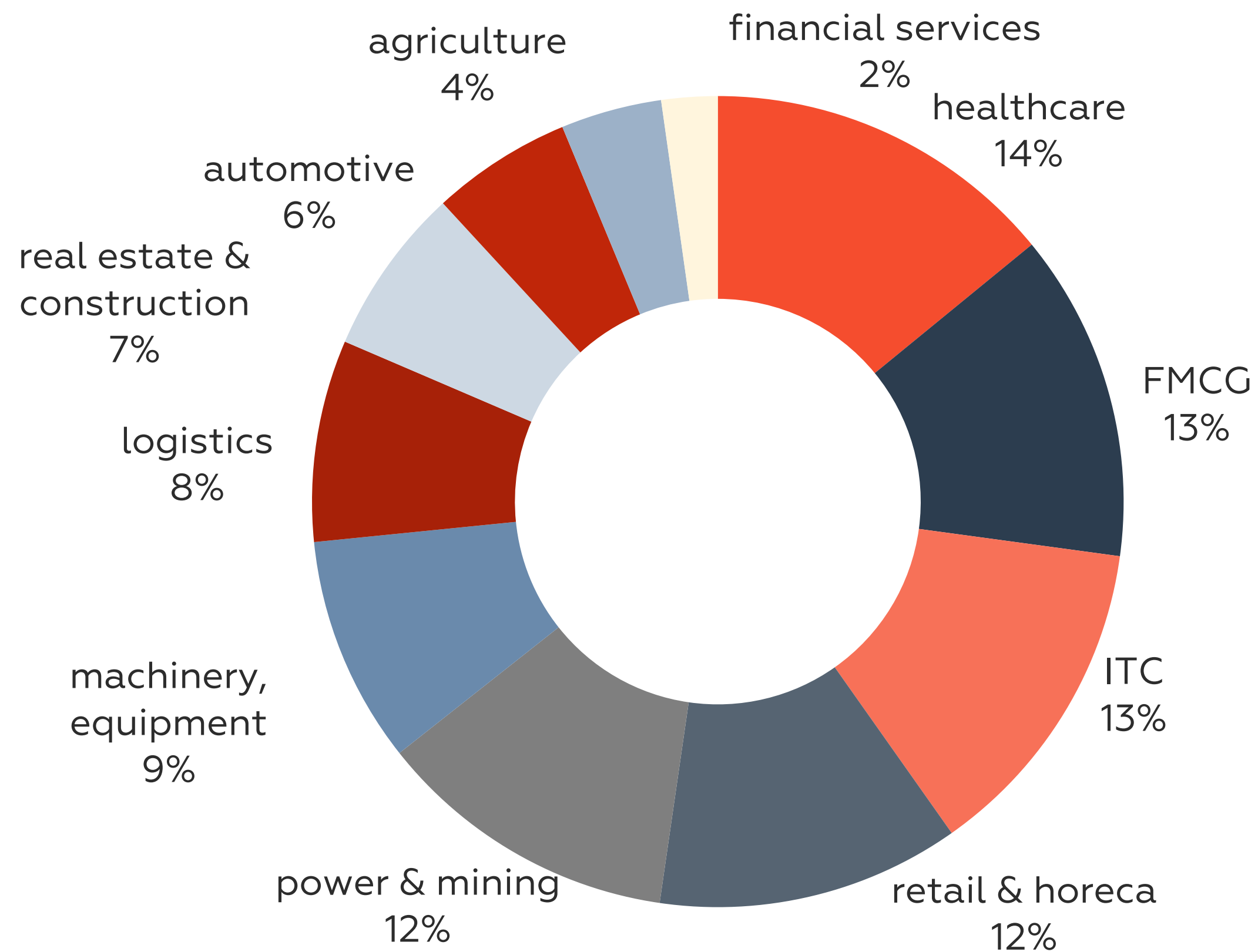


# How Companies Support Employees

**58%** companies plan to implement additional measures to support employees



# Sectors Surveyed







# Thank you!

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