

## Q2 / 2024

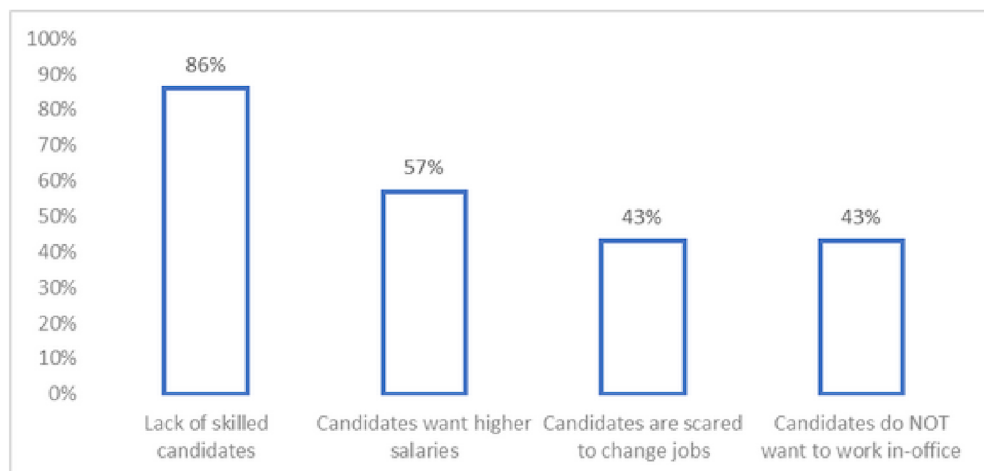
# Actions and Adaptations

This report covers the market changes in Ukraine for Q2 2024. We conducted a questionnaire with over 170 HR professionals from various sectors and candidates to gather comprehensive market insights.

Explore More

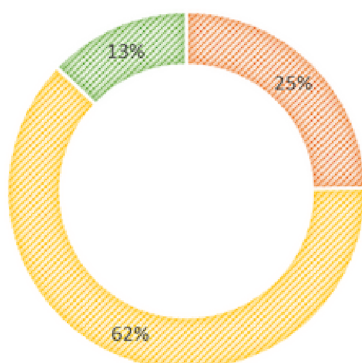


## What is the main challenge in recruitment your organization faced in Q2?



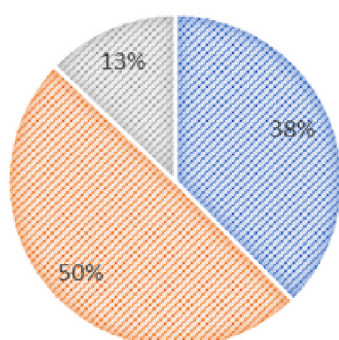
## What is the primary format for your employees work (office/ home)?

- We work from office
- Hybrid work model - 1 day from home per week or more
- We are still working remotely

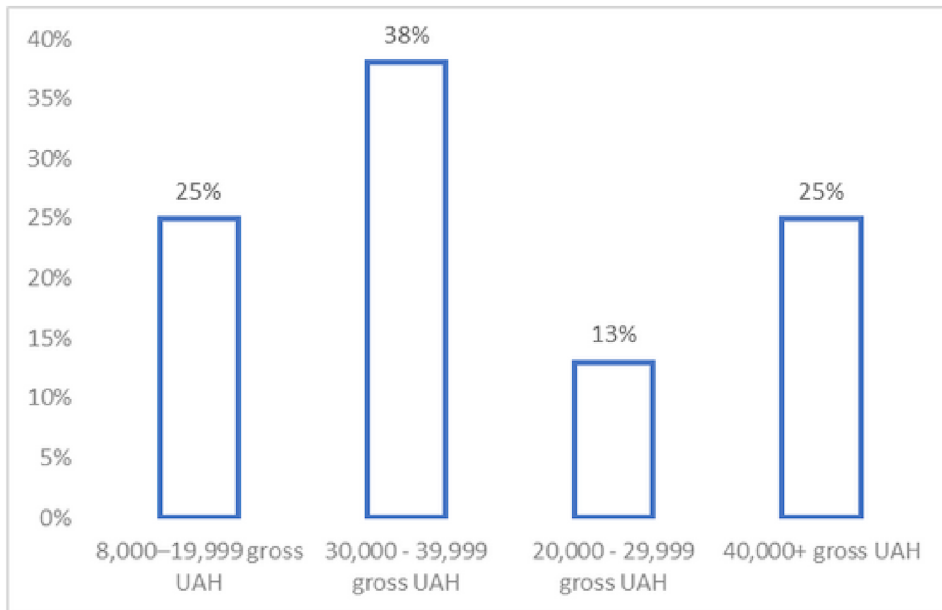


## Have you added any additional benefits related to mental health to your employees' package?

- Yes, we have added corporate psychologists
- Yes, we have enhanced medical and health insurance coverage
- No, we have not made any changes in this regard

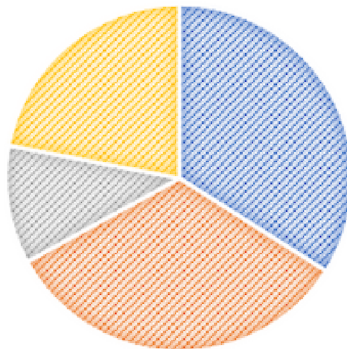


## What is the minimum salary in your organization?

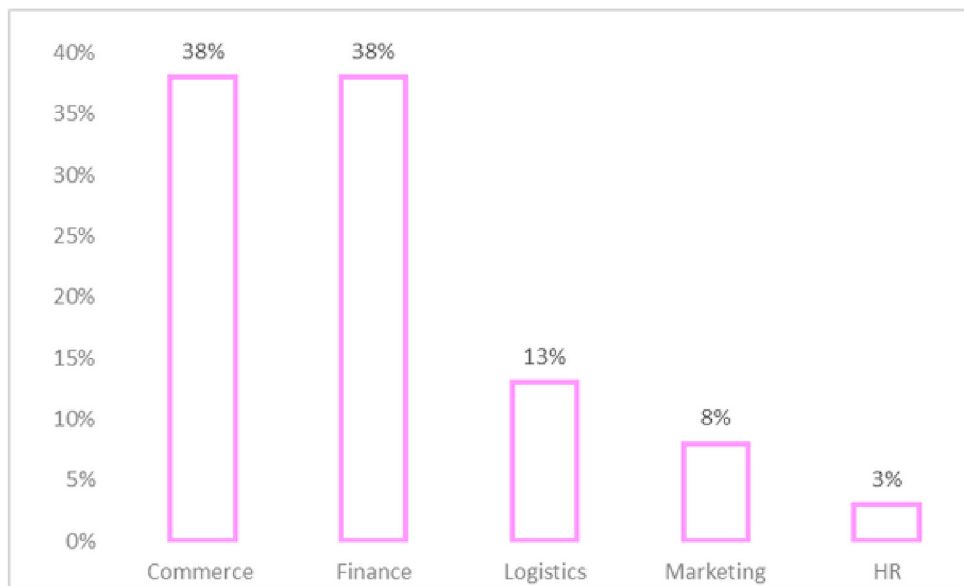


## Have you increased salaries for entry-level roles this quarter?

- Yes, because entry-level employees are asking for higher compensation now.
- No, but we are planning to do so.
- No, our salary ranges for entry-level positions were satisfactory before.
- No, and this is causing significant challenges in our hiring process.



## What are the areas of roles you are struggling to fill?



## What significant changes have you observed in HR practices in the past quarter?



Increased focus on employee well-being and mental health support



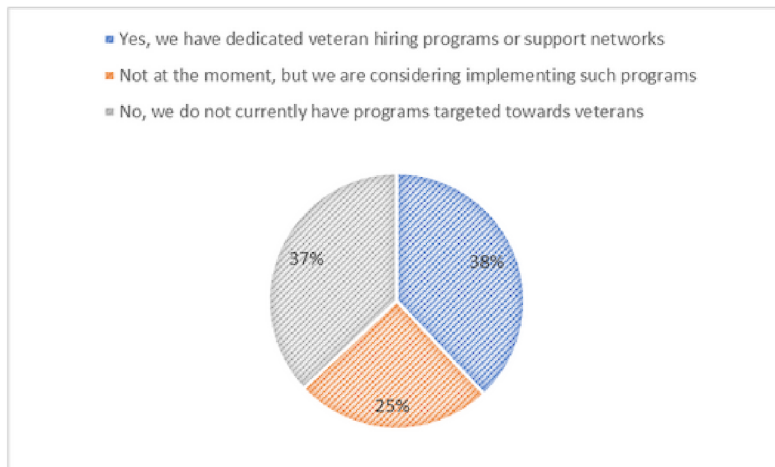
Emphasis on diversity, equity, and inclusion initiatives



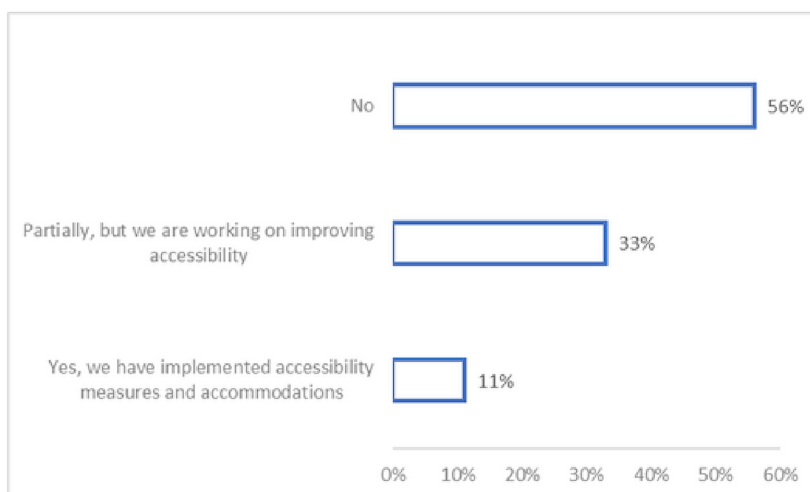
Adoption of new HR technologies for remote work management



## Are there any programs or initiatives specifically targeted towards veterans in the organization?



## Is the workplace environment adequately prepared to accommodate people with disabilities?



## Initiatives Companies Have Implemented to Support Veterans

### Psychological Consultations

- Mental health counseling
- Support groups and therapy
- Wellness programs and resources

### Material Aid

- Financial assistance
- Housing support
- Essential goods and services

### Legal Consultations

- Free/discounted legal services
- Benefits and claims assistance
- Transition advice



## Are you planning to hire and relocate people from other countries (e.g., Asia, Africa)?

The report revealed a trend across Ukrainian and international production facilities, highlighting a labor shortage in production positions. To address this, companies are relocating blue-collar workers from various countries.



17

Yes

84

No

Countries:

- Uzbekistan
- Nigeria
- Kenya
- Ghana

# Top Roles Salary Review

In this salary report, we compared the salaries proposed by employers for 2023 and 2024 with the salary expectations of candidates in 2024. This analysis provides insights into the current state of the job market.

	Salary (Emp.)		Salary (Candidate)	
	2023	2024	2024	dif
Role				
Finance manager	38 000	50 000	55 000	5 000
HR Generalist	35 000	45 000	41 000	4 000
KAM	35 000	42 000	47 000	5 000
Administrative Officer	30 000	38 000	35 000	3 000
Accountant - payroll	28 000	34 000	43 000	9 000
MEAL Officer	80 000	97 000	95 000	2 000





# Thank You

Contact us for any HR support you may need!



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