

Kienbaum



Kienbaum

Salary Development Forecast 2021

Content

01	Editorial	3
02	Core outcomes	4
03	Study background	5
04	Salary trends	
	▪ in Europe (EU-countries)	6
	▪ in Europe (non EU-countries)	13
	▪ outside of Europe	17
05	Focus Topic	21
06	Study team and contact	23



Editorial

Thanks to more than 1,700 participants, we can once again present our Kienbaum salary development forecast this year and inform you about the expected increase in compensation in a total of 47 countries worldwide.

The topic of compensation not only responds to political and economic trends, but also to the social discussions on remuneration issues. At the same time, corporate decisions are sometimes heavily influenced by topics that are subject of intense public debate, such as transparency, fair pay, economic growth, global trade relations or the simplification and streamlining of remuneration systems. Many companies now use salary benchmarks to remunerate in line with the market conditions.

The aim is to support you with this salary development forecast in the best possible way in the upcoming budgeting and salary rounds. In addition to current salary trends, the survey also takes into account the expected inflation data for 2021, to show you not only the nominal salary increase but also the real income development country-by-country.

We would like to thank all participants and wish you an interesting read of our Kienbaum Salary Development Forecast 2021.

Your Kienbaum Compensation and Performance Management Team



Contact

GERMANY

Kienbaum Consultants International GmbH
Edmund-Rumpler-Straße 5
D-51149 Cologne
Email: compensation@kienbaum.com

AUSTRIA

Kienbaum Consultants Austria GmbH
Tuchlauben 8
A-1010 Vienna
Email: compensation.vienna@kienbaum.com

SWITZERLAND

Kienbaum AG
Höschgasse 45
CH-8008 Zurich
Email: benchmark@kienbaum.com

Study team

Alfred Berger | Senior Manager
Alexander Bayer | Consultant



Please note: Kienbaum studies and reports are intended exclusively for use by the original recipient. Their – partial or complete – transfer to or use by third parties (e.g. in the context of consulting projects) is not permitted.

Extended rights of use allows the use of these reports by third parties for the purpose of services provided to the original recipient. These extended rights of use also include the use of the report data for third parties. Please contact us if you are interested in acquiring such extended rights.

Disclaimer: The information contained in this publication was researched and reviewed with due care. The publisher accepts no liability for any damages arising from its use.

Kienbaum

