Pay is extremely important to employees and retaining key and critical talent is often a top priority for managers and HR. If you want to make timely, fully informed decisions on compensation budgeting, you need data that is as current as possible.

This snapshot survey is conducted four times per year and provides relevant, consistent, and up-to-date salary increase data for 90+ markets across Europe, Middle East, and Africa, along with industry data in each market.

New in 2019!
Participation has been simplified with one survey for all four editions! You may update your submission at any time!

**WHAT'S INCLUDED?**

**EDITION 1 — PARTICIPATE BY FEB 15**
- Budgeted salary increases for 2019
- Actual and forecasted voluntary attrition rates for 2018 and 2019
- Hiring intentions for 2019
  REPORT RELEASE: LATE MARCH

**EDITION 2 — PARTICIPATE BY MAY 17**
- Actual salary increases for 2019
- Forecasted salary increases for 2020
  REPORT RELEASE: LATE JUNE

**EDITION 3 — PARTICIPATE BY AUG 16**
- Actual salary increases for 2019
- Forecasted salary increases for 2020
- Actual and forecasted salary increases by performance level in 2019 and 2020
- Actual and forecasted distribution of employees by performance level in 2019 and 2020
  REPORT RELEASE: LATE SEPTEMBER

**EDITION 4 — PARTICIPATE BY NOV 8**
- Forecasted salary increases for 2020
- Actual and forecasted percentage of employees promoted in 2019 and 2020
- Actual and forecasted promotional salary increases for 2019 and 2020
  REPORT RELEASE: MID DECEMBER

As a SMS participant, you receive a complimentary report for each market for which you provide data. You also receive early access to results!

**NEED MORE?**
Looking for global salary increase data? Global Compensation Planning (GCPR) provides access to salary increase and economic data from around the world. It is available in a PDF format or in a global, interactive online tool.