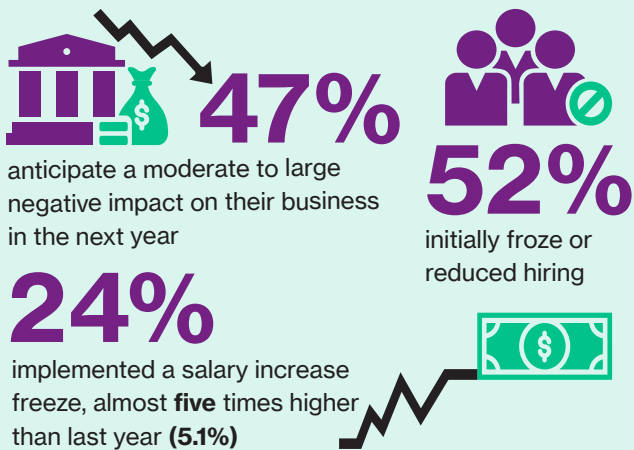


What does the future hold for pay, wellbeing and work in Asia Pacific?



COVID-19 has had a major impact on business outlook

Employers took swift action on pay and hiring



Employees globally had overwhelming concerns at the peak of the crisis

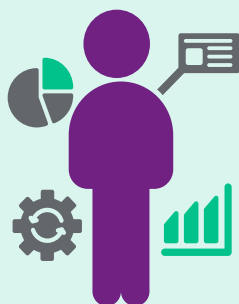


Pay and talent trends show Asia Pacific is optimistic of a rebound

Average salary increases are projected to bounce back from **5.2%** to **5.7%** in 2021

72% of employers now plan to maintain headcount for the next 12 months, **11%** plan to increase

17 of **20** Asia Pacific markets expect their salary budgets to rebound next year



Employers continue to prioritise employee wellbeing

	86%	continued to provide retirement and medical benefits for furloughed employees
	40%	plan to enhance wellbeing programs over the next six months
	31%	offered or expanded access to mental health services
	26%	offered or expanded access to telemedicine

Many are optimising their workforce to find new ways of working

59%	are adjusting the role of the workplace and what work should be done onsite versus remotely
34%	are focused on new ways of working and to incorporate automation as they emerge from the current crisis
22%	are already implementing new ways of working, workforce scaling and reskilling

Key considerations for employers

- ✦ Enhance your employee listening strategies and prioritise the employee experience
- ✦ Take a holistic view to support your employee's physical, emotional, financial and social wellbeing
- ✦ Train managers to effectively manage their teams remotely and identify employees who need help
- ✦ Keep in touch with the latest market data to make effective and competitive decisions around pay
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