

Inside Look: Global Compensation Planning (GCPR)

Global Compensation Planning (GCPR) will be released on March 5, 2025!

While preparing the data for the upcoming release, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek into the data and mark your calendar for the full release coming soon!

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Overall, median salary increase budgets are lower for 2025 versus 2024

Salary increase budgets for 2025 are currently at 4.0% globally, down from 4.5% in 2024, which may be a response to current economic uncertainty. This trend is reflected across all regions with the Asia Pacific region experiencing the largest drop from 5.0% in 2024 to 4.5% in 2025. The Americas region follows with 4.1% in 2025, down from 4.5% in 2024. Europe, Middle East & Africa has seen the smallest decline, with salary increase budgets at 4.0% in 2025 compared with 4.3% in 2024.



Higher salary increase budgets in Middle East & Africa, but lower amounts in Central & Eastern Europe

In most Western European markets, salary increase budgets for 2025 are the same or slightly lower compared to 2024, reflecting the overall trend for the Europe, Middle East & Africa region. Austria is the one exception, where budgets decreased from 4.8% in 2024 to 4.0% in 2025. In Central & Eastern Europe, a number of countries have reported salary increase budgets that have decreased by 1.0% or more in 2025 versus 2024. Budgets in Lithuania are 5.5% in 2025, down from 6.9% in 2024, and in Hungary, budgets decreased from 8.5% in 2024 to 7.3% in 2025. A handful of markets in Africa bucked the trend with higher budgets in 2025, which may be a result of more volatile inflation across the region, including Egypt, which is currently reporting salary increase budgets of 19.0% in 2025, up from 17.3% in 2024.



Salary increase budgets for 2025 lower than 2024 in all China markets

Major markets in the Americas and Asia Pacific regions reported 2025 salary increase budgets that are similar to or lower than those for 2024. In Asia Pacific, salary increase budgets remained steady in several key markets, including Hong Kong (4.0%), Malaysia (5.0%), and Taiwan (4.0%). However, the overall budget for the region was impacted by a decrease in salary increase budgets of 0.4%–0.9% across all markets in China, and a decrease of 0.7% in Vietnam. In the Americas, salary increase budgets decreased by 0.5% or less in all markets, except for Uruguay, which fell by 0.7% in 2025.