

Inside Look: Global Compensation Planning (GCPR)

GCPR releases on December 11, 2024!



While preparing the data, 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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The median percentage of employees promoted has decreased marginally

In 2024, the global median percentage of promoted employees decreased slightly from 6.0% in 2023 to 5.5% in 2024. The Americas region continues to have the highest promotion rates, although the rate has fallen from 7.8% in 2023 to 6.0% in 2024. The only markets in the Americas region with increased promotion rates in 2024 are Costa Rica, which rose from 4.8% to 6.2%, and Colombia, which increased from 6.6% to 7.7%.



Promotional salary increases are also slightly lower

Median promotional salary increases have decreased minimally since 2023, from 10.0% to 9.9%. Central & Eastern Europe experienced the most significant change in median promotional salary increases, with rates decreasing from 11.2% in 2023 to 10.0% in 2024. Looking at the largest markets in this region, Poland has experienced a decline in salary increases from 13.7% in 2023 to 10.9% in 2024, and in Romania, 2024 median increases are 11.0% compared with 12.0% in 2023.



Organizations are forecasting that next year's promotional salary increases will remain consistent with 2024

Based on current data, organizations expect 2025 promotional salary increases to remain consistent with 2024 across most regions. However, the Middle East & Africa region is expecting a reduction in promotional salary increases, from 8.8% to 7.0% — the percentage of employees expected to be promoted remains similar at 5.1% compared to 5.0% in 2024.