

# work monitor.

## results of the 49th edition of the survey

Randstad Research Institute  
18 October 2022



# Work Monitor.

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study methodology

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results of the 49th edition of the survey

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labor market turnover

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how long does it take to find a job?

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job satisfaction

---

willingness to change a job

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unemployment risk evaluation

---

new job opportunities

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professional situation vs. macroeconomics 33

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going abroad for work 41

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summary 48

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# study methodology

## respondents

- persons who work at least 24 hours a week, employed under employment contracts, civil law contracts and the self-employed (provided they have a fixed contract for performing services for a single company).
- aged 18–64

## duration of the survey

20 August - 2 September 2022

## technology

CAWI – a computer-assisted web interview conducted via a website on an Internet panel

## number of respondents taking part in the survey

**1000 respondents** in Q3 2022

## sample characteristics

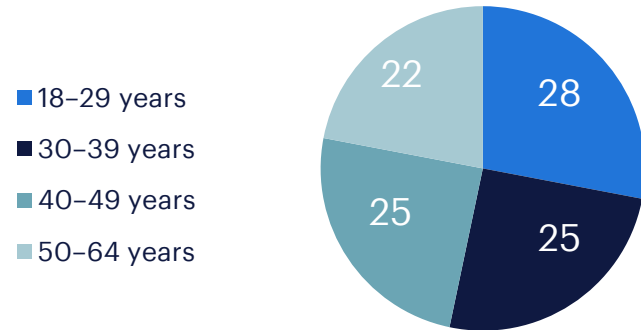
Quota and random sample  
Since the 30th wave (Q4 2017), the structure of the sample has changed

## maximum statistical error

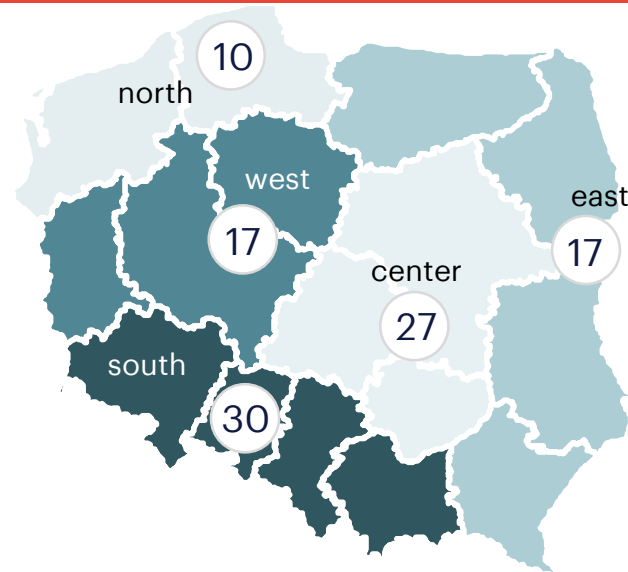
+/- 3.1% with N=1000

# sample characteristics.

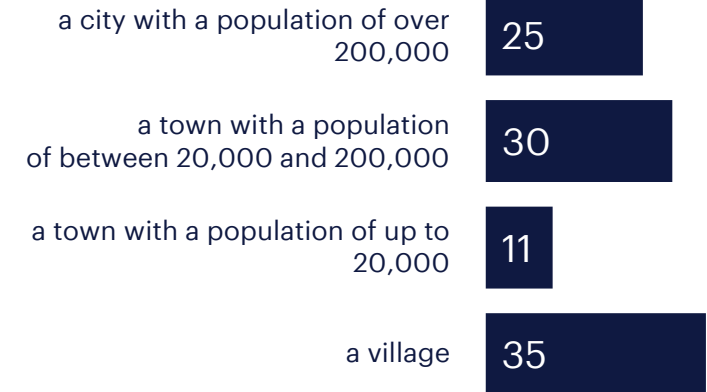
## age:



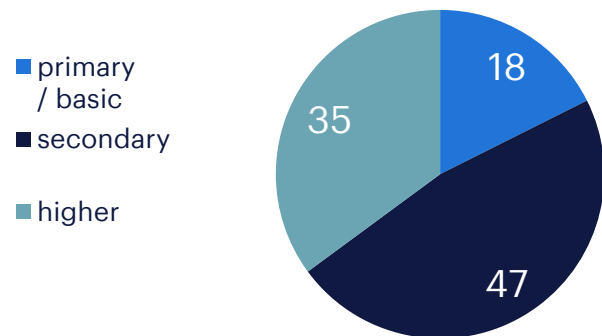
## region



## city size



## education



## gender



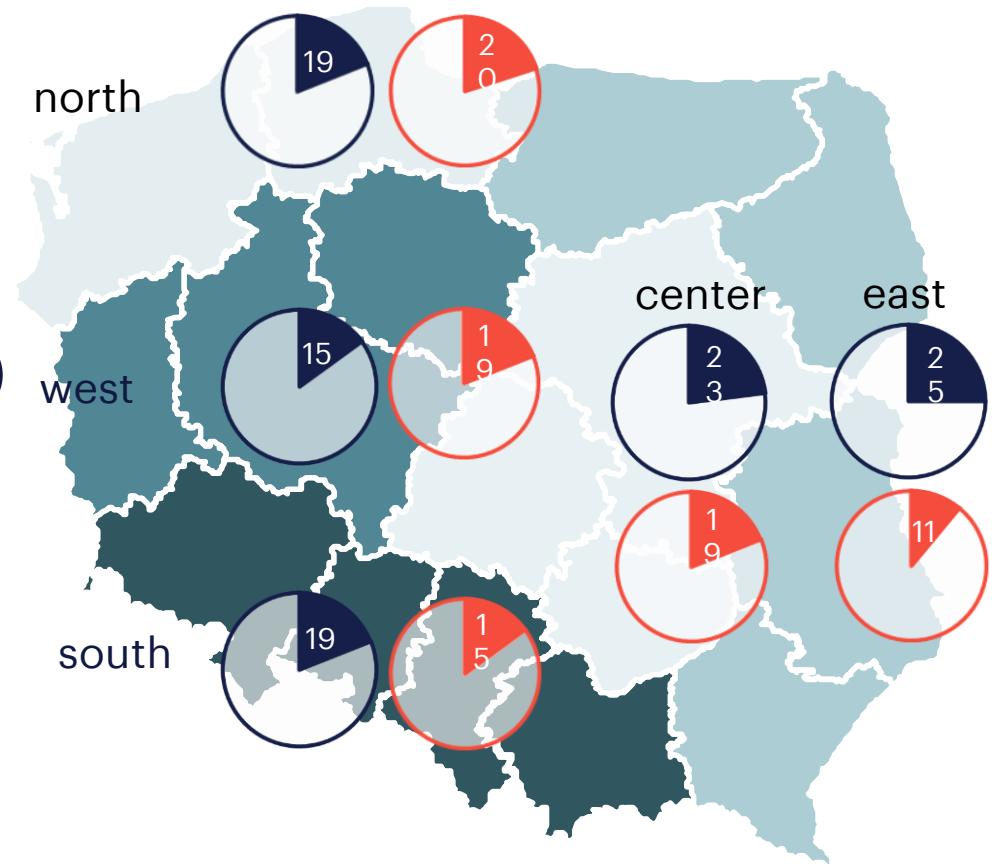
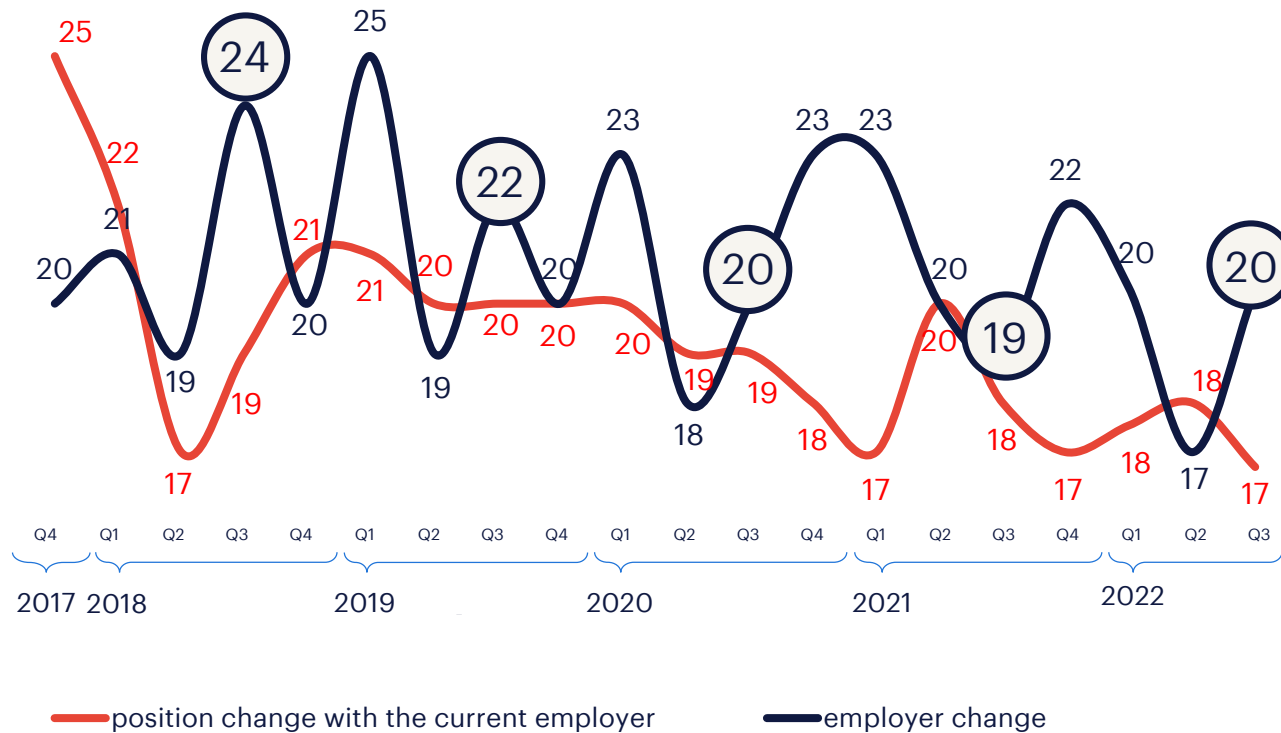
## employment type



survey results:  
labor market  
turnover.



# employer or position change comparison over time and between regions.

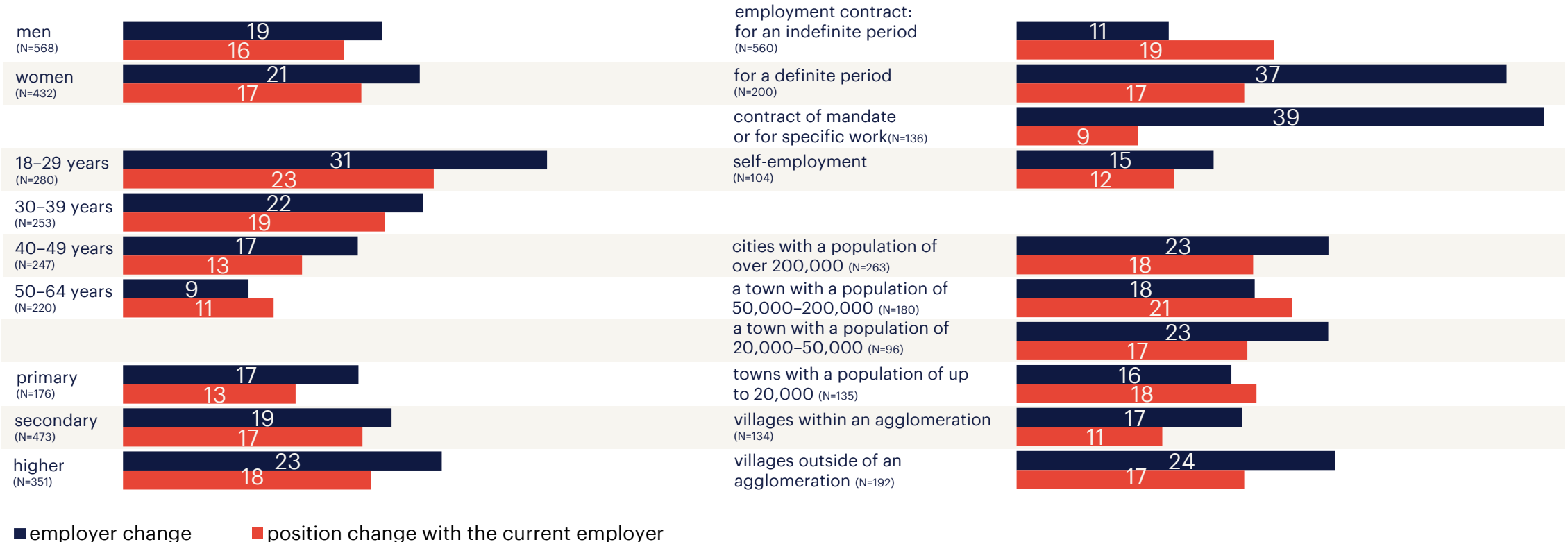


Over the last 6 months, have you changed your employer?  
Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?



# employer or position change

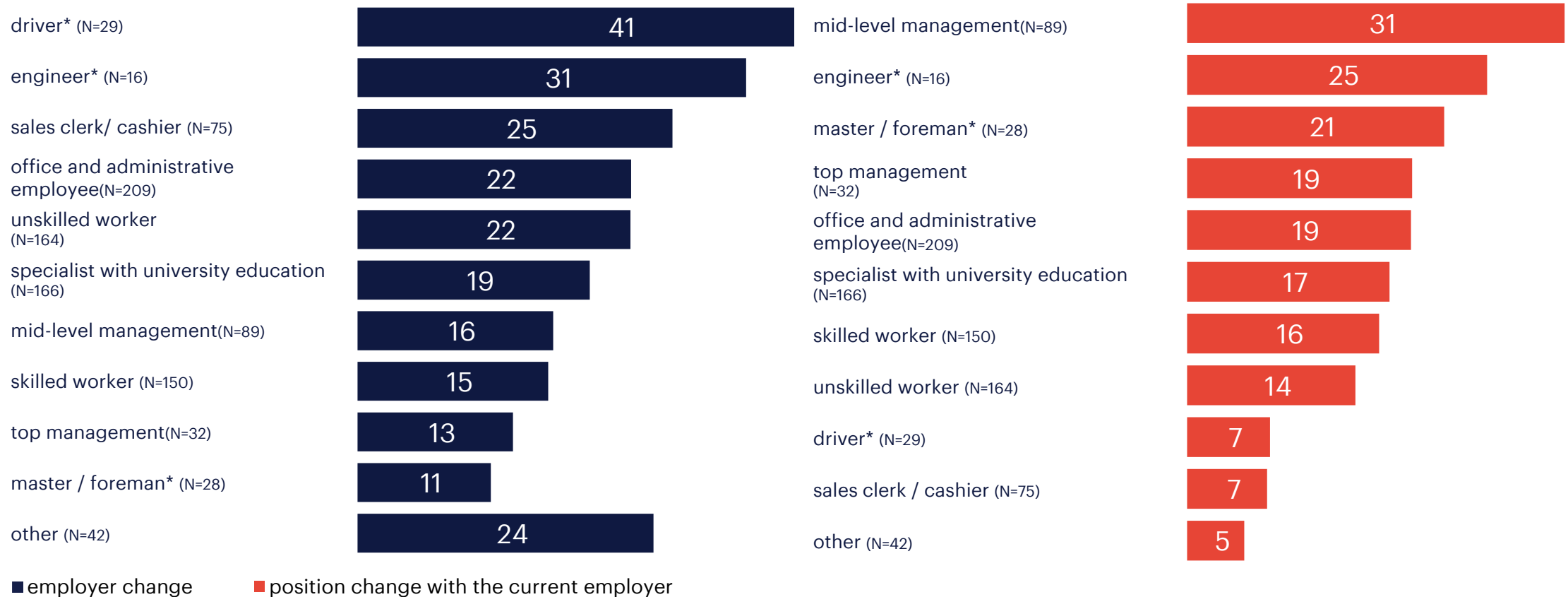
gender, age, education, agreement type, location type.



Over the last 6 months, have you changed your employer?  
 Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?



# employer or position change comparison between positions.



Over the last 6 months, have you changed your employer?

Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?

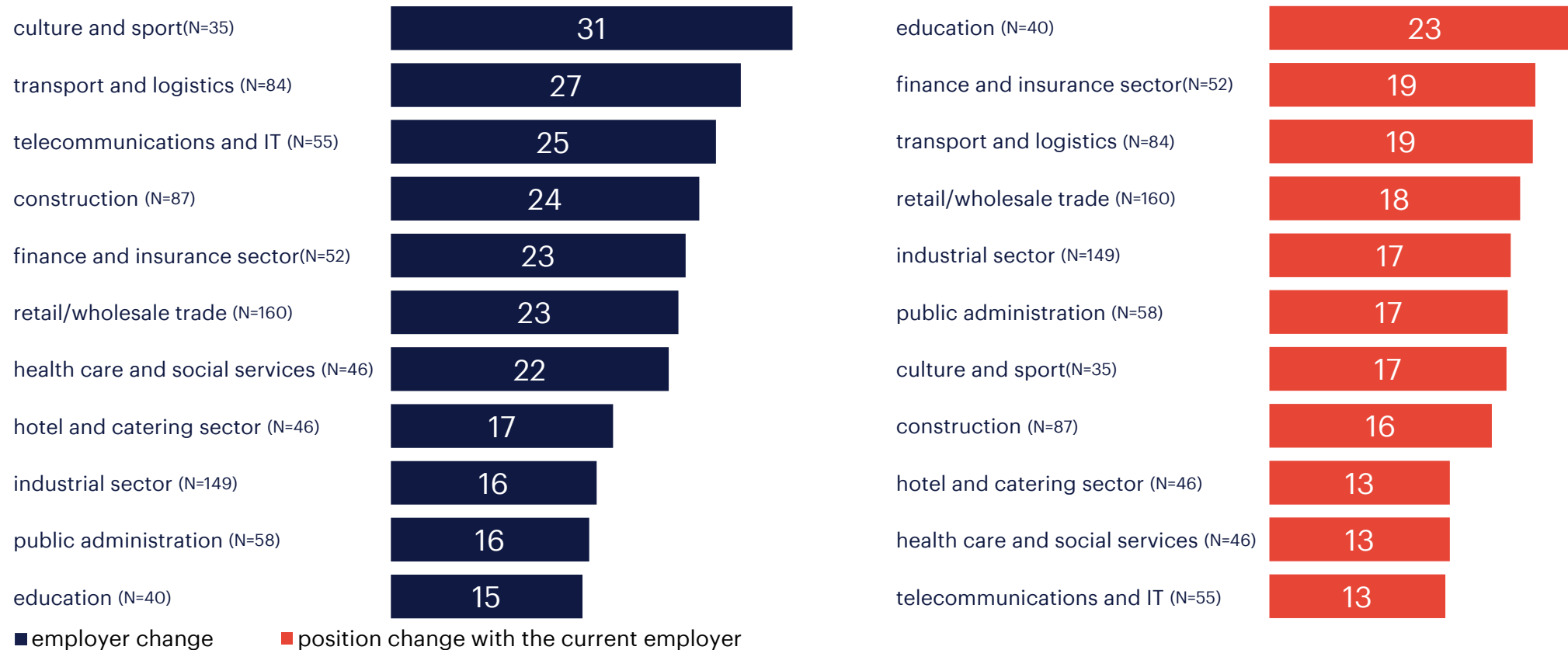


\*sample size below 30



# employer or position change

## comparison between industries

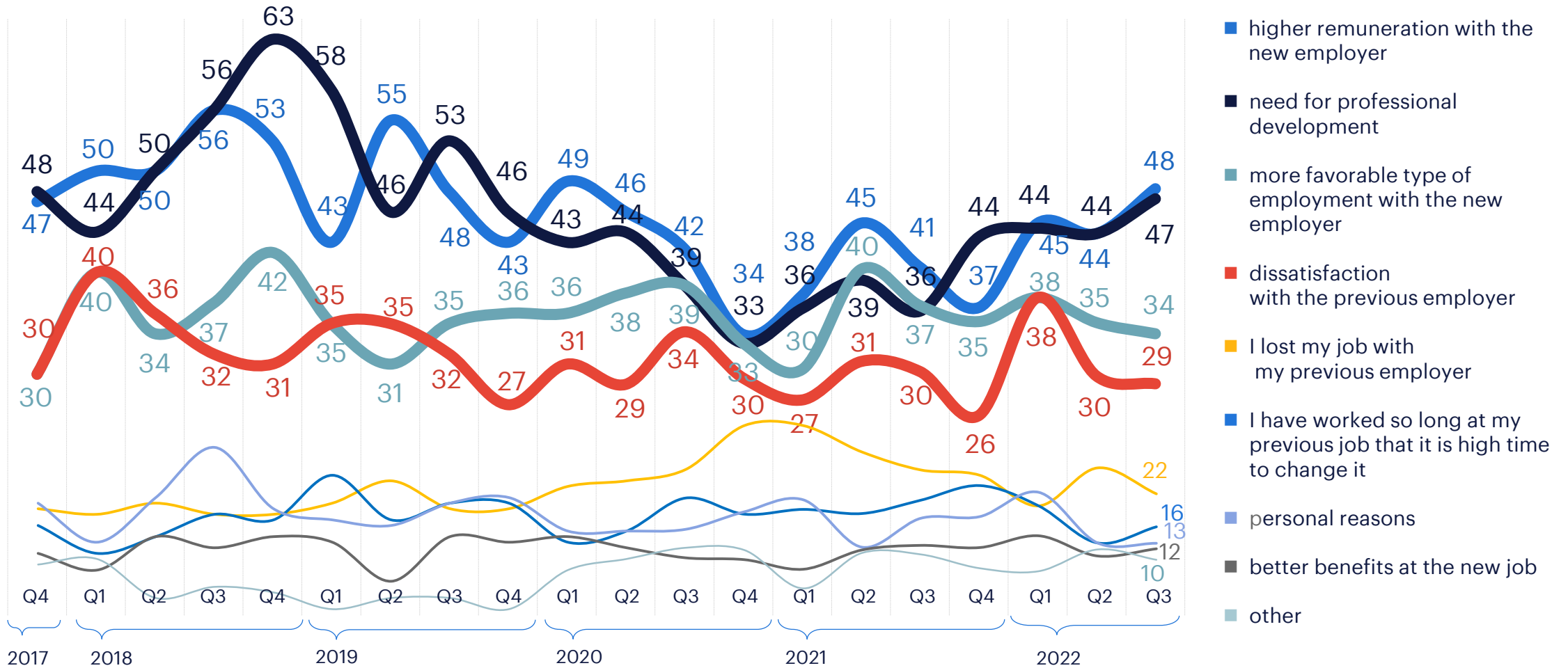


*Over the last 6 months, have you changed your employer?*

*Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?*



# what is causing the turnover?



And what were the reasons for that change?

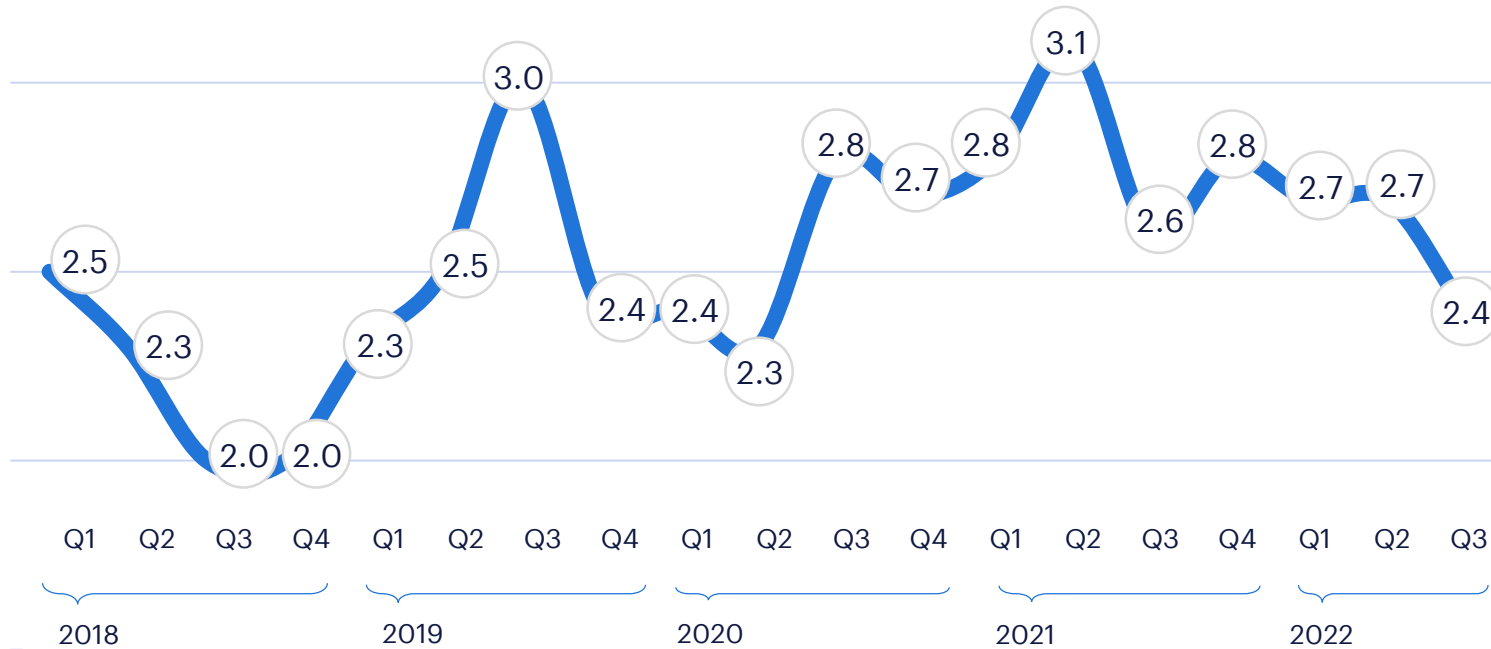


survey results:

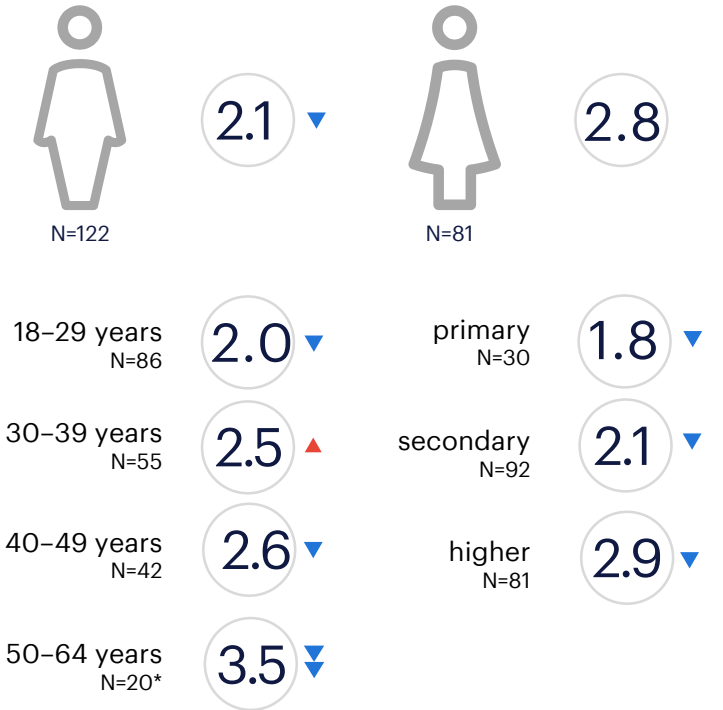
how long does it  
take to find a job.

# time spent on looking for a job

average time spent looking for a job in months:



average time spent on looking for a job (in months) by gender, age and education (Q2 2022):



percentage of respondents who found employment in a given period of time in the 3rd quarter of 2022:



▲ longer than in the previous quarter  
▼ shorter than in the previous quarter  
▲▼ more than 1 month change between quarters

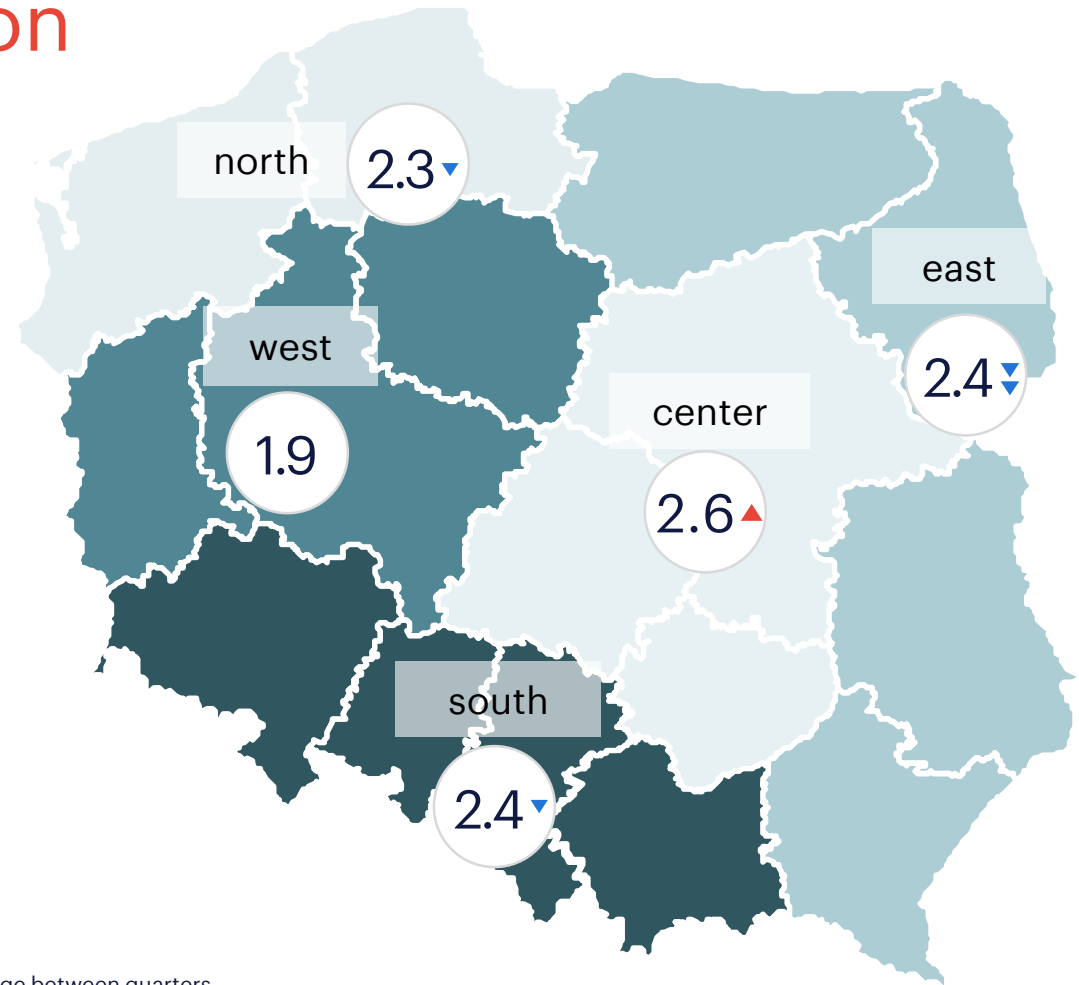
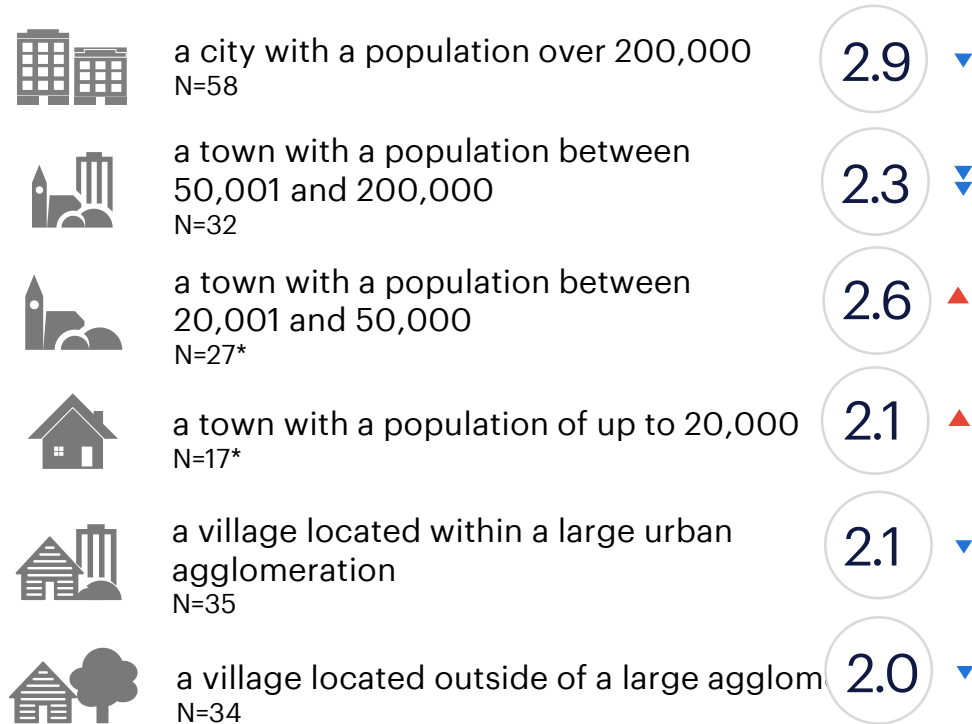
How long did it take to find your current job?



\*sample size below 30

# time spent on looking for a job

## regions and types of localization



▲ longer than in the previous quarter   ▼ shorter than in the previous quarter   ▲▼ more than 1 month change between quarters

How long did it take to find your current job?

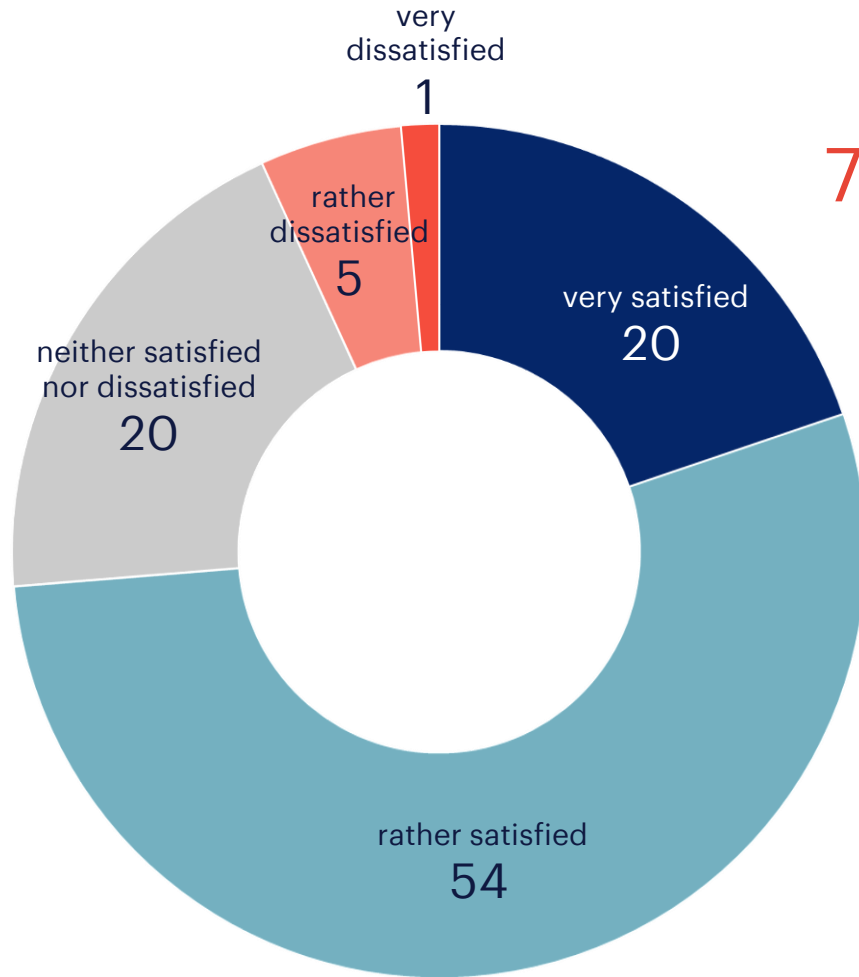


\*sample size below 30

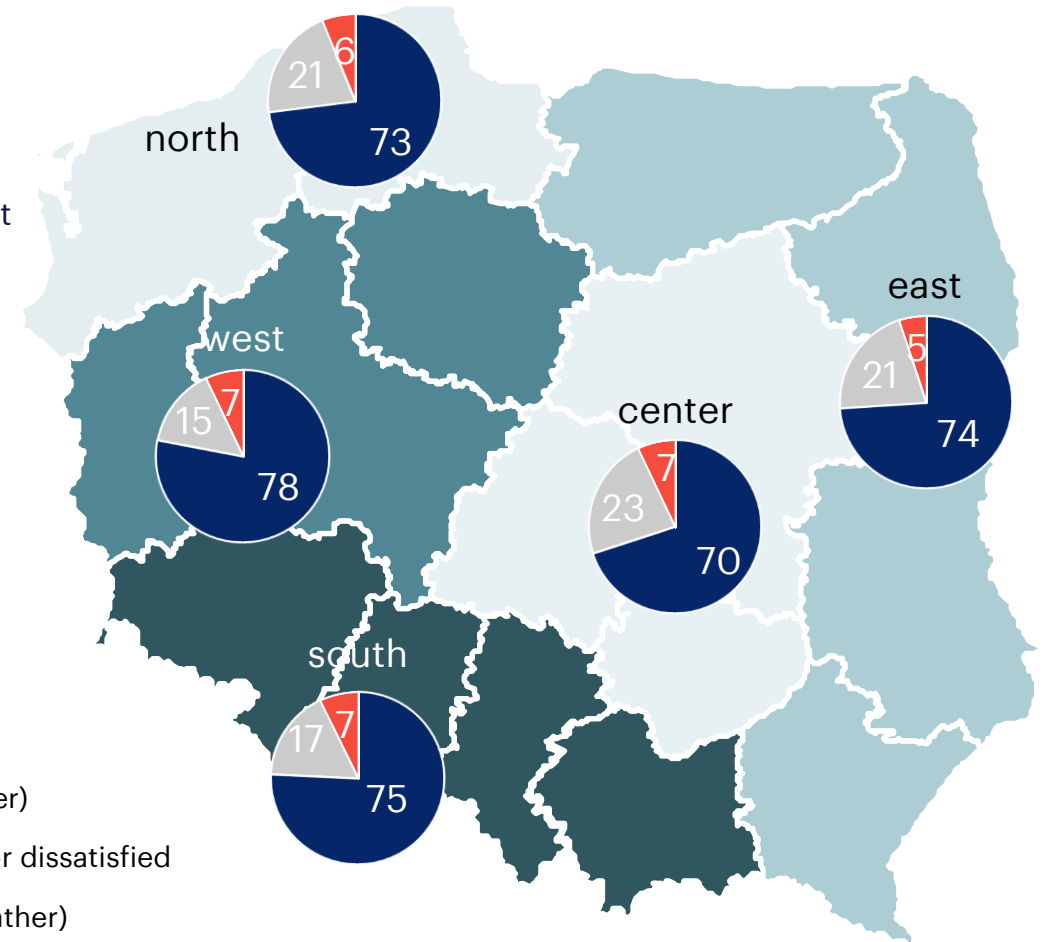
survey results:  
job satisfaction.



# job satisfaction.



**74%** positive rating  
**+2** since the last survey



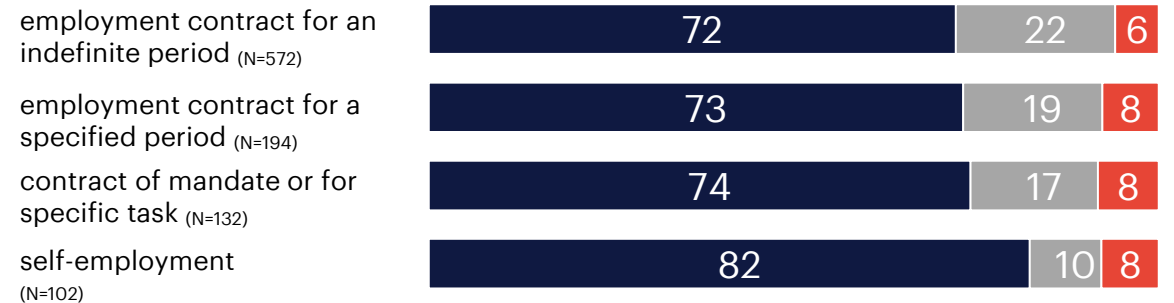
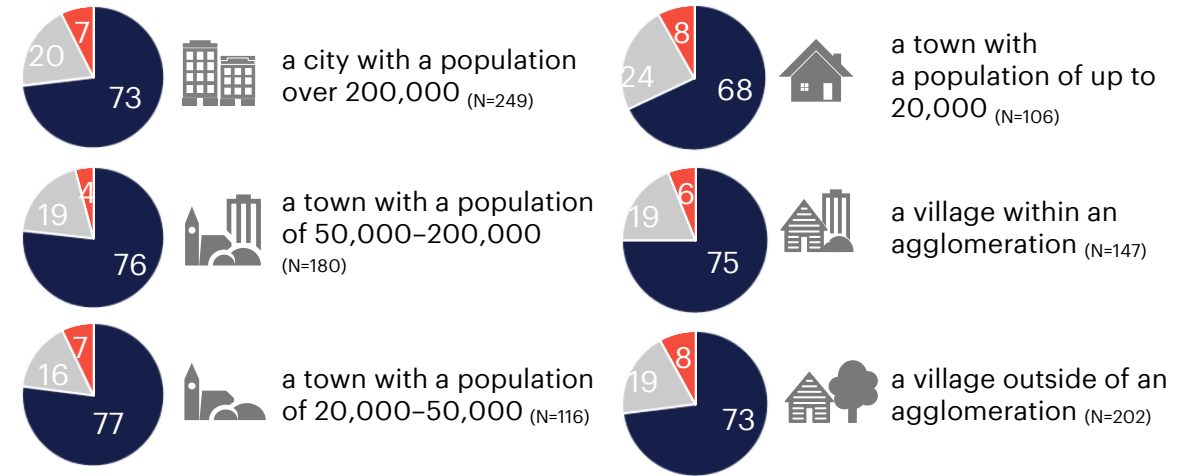
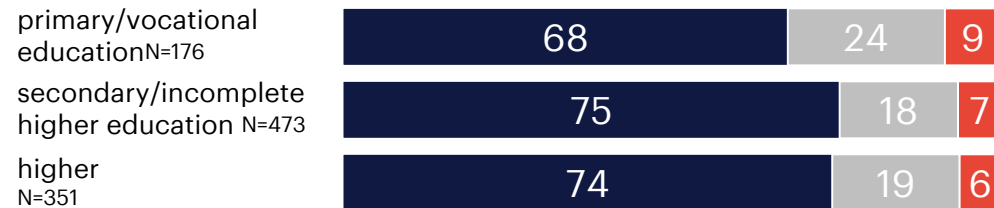
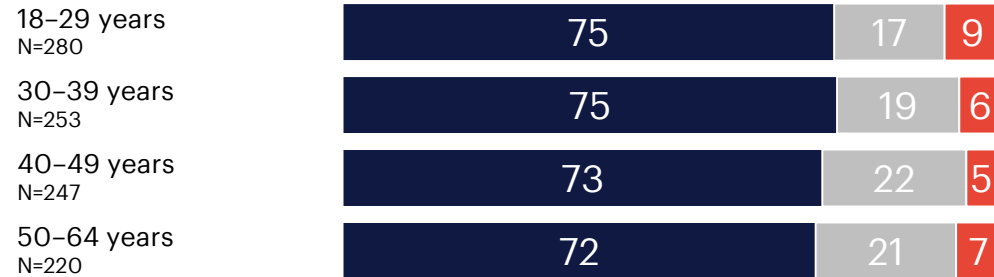
- satisfied (very+rather)
- neither satisfied, nor dissatisfied
- dissatisfied (very+rather)

*To what extent are you generally satisfied with working at your company?*



# job satisfaction.

## gender, age, education, employment type, location type.



■ satisfied (very+rather)
 ■ neither satisfied, nor dissatisfied
 ■ dissatisfied (very+rather)

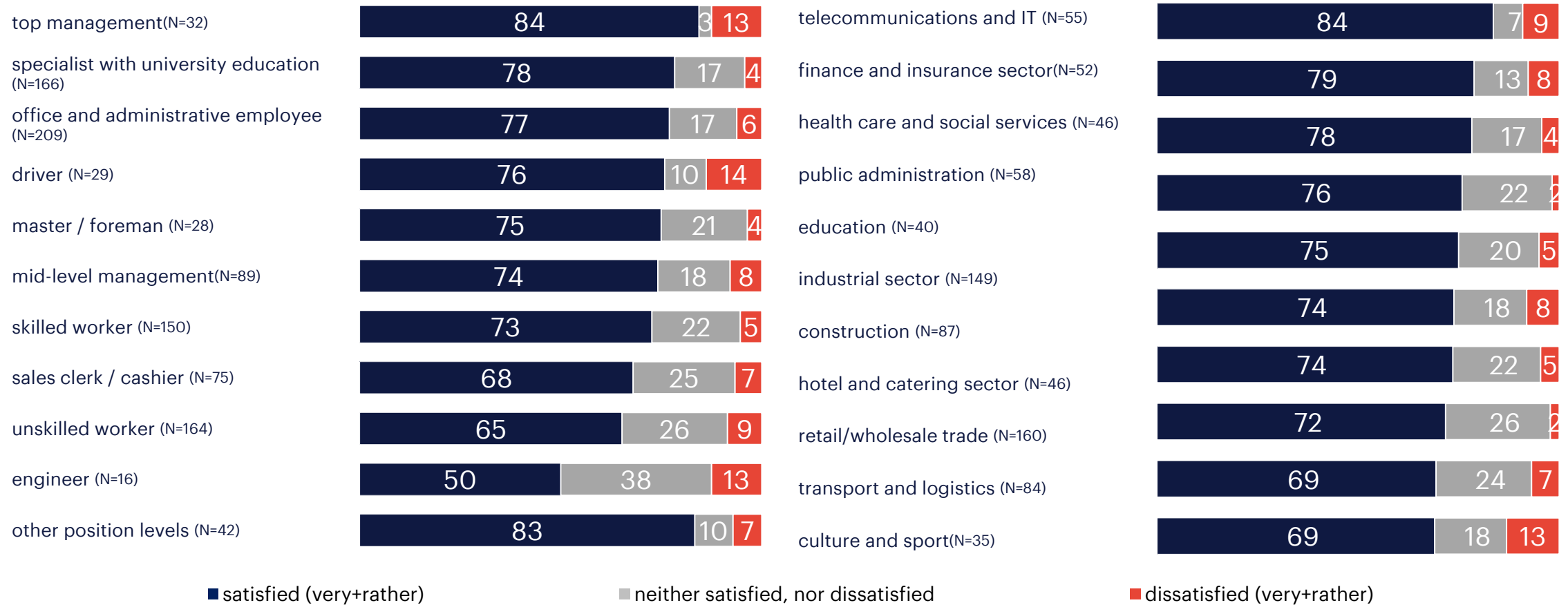
To what extent are you generally satisfied with working at your company?





# job satisfaction.

## comparison between positions and industries.



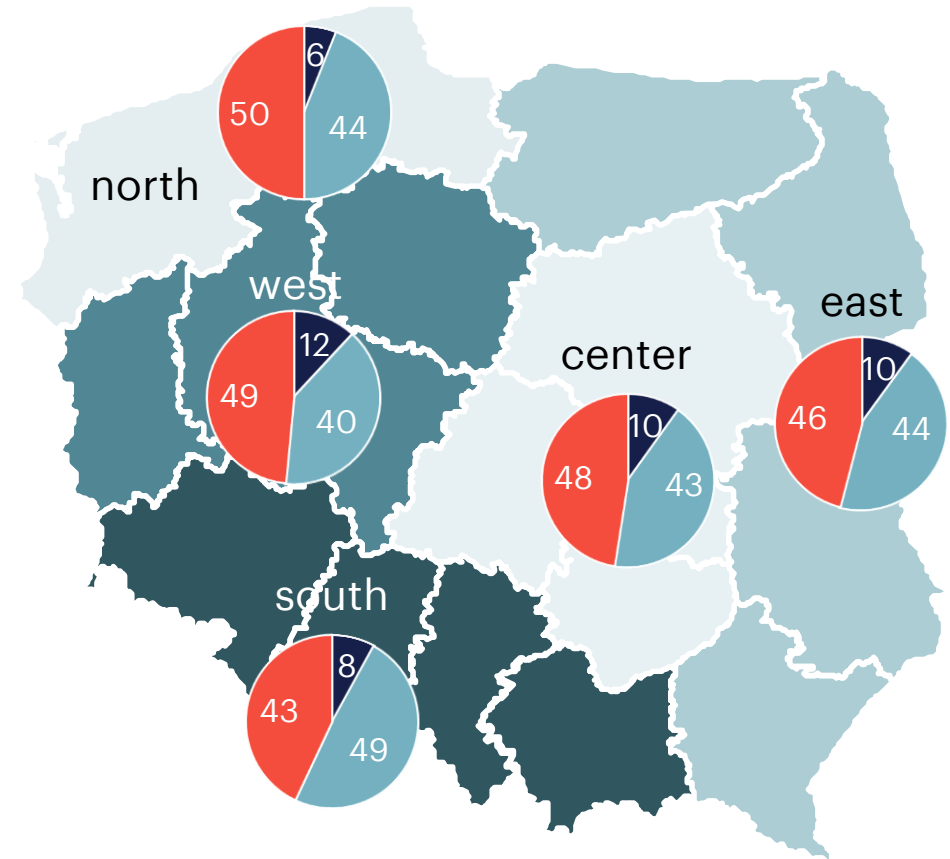
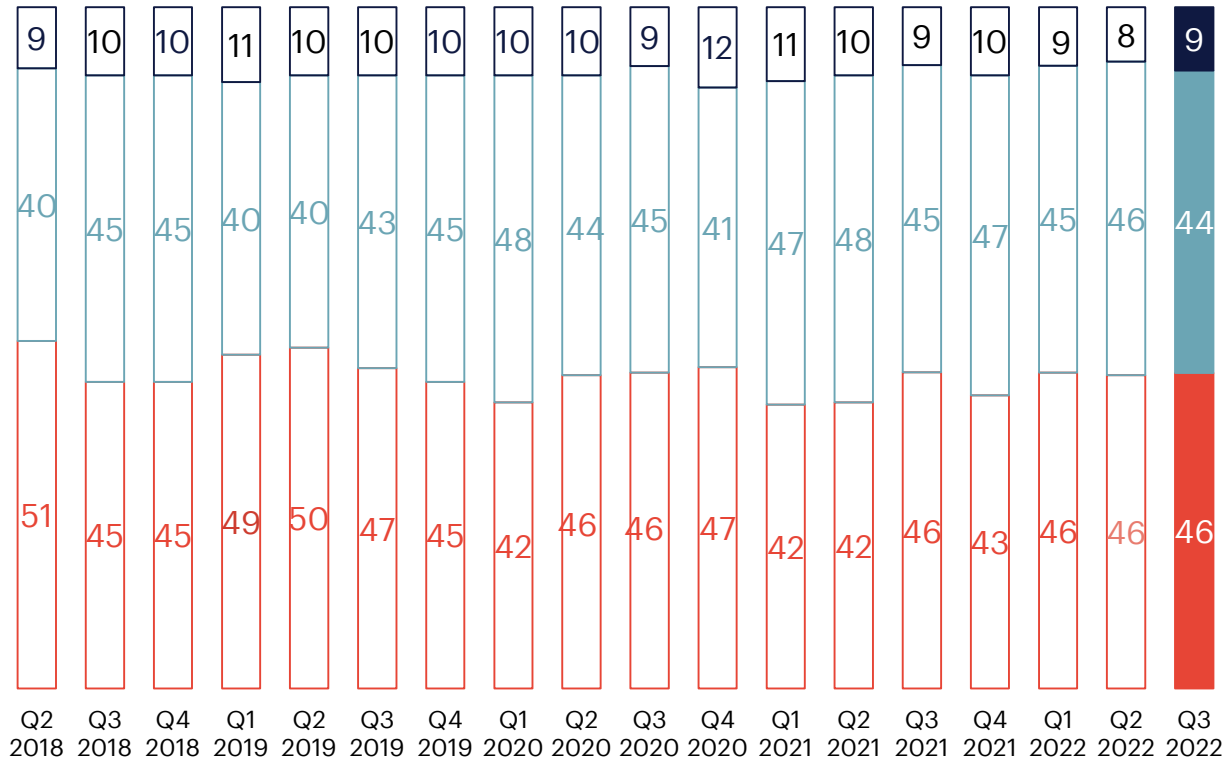
To what extent are you generally satisfied with working at your company?



\*sample size below 30

survey results:  
willingness  
to change a job.

# looking for a new job.

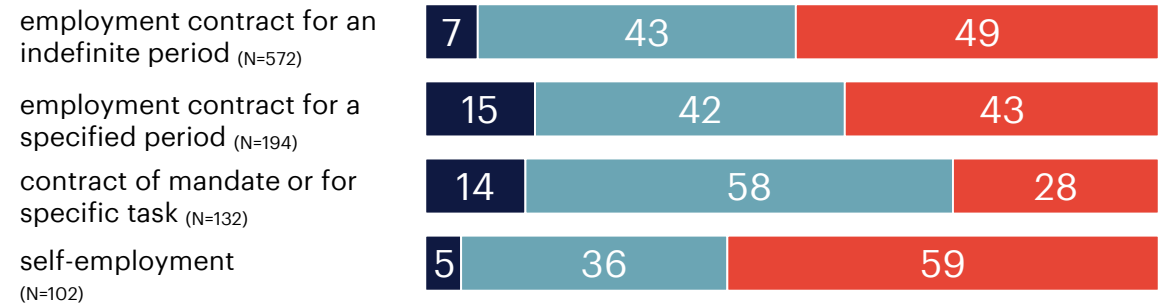
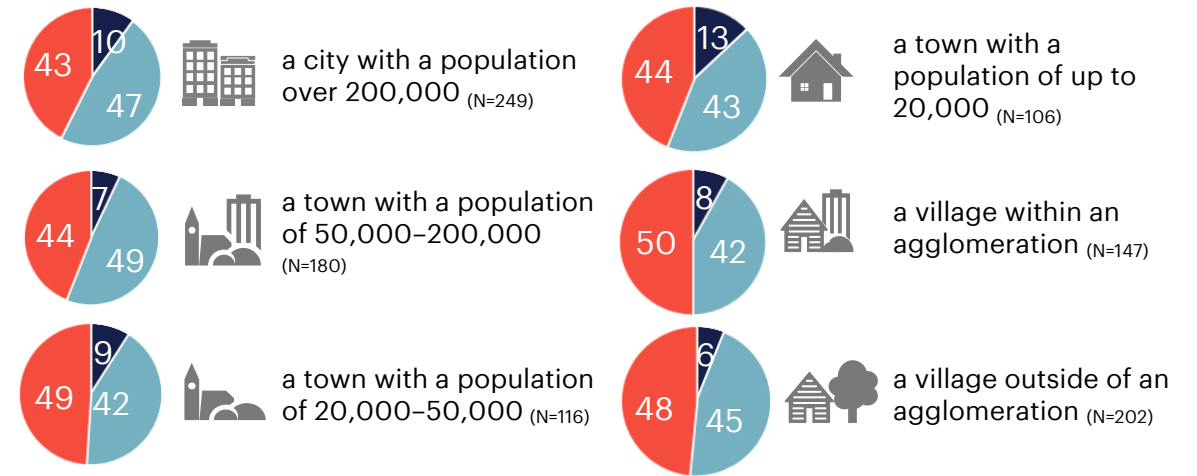
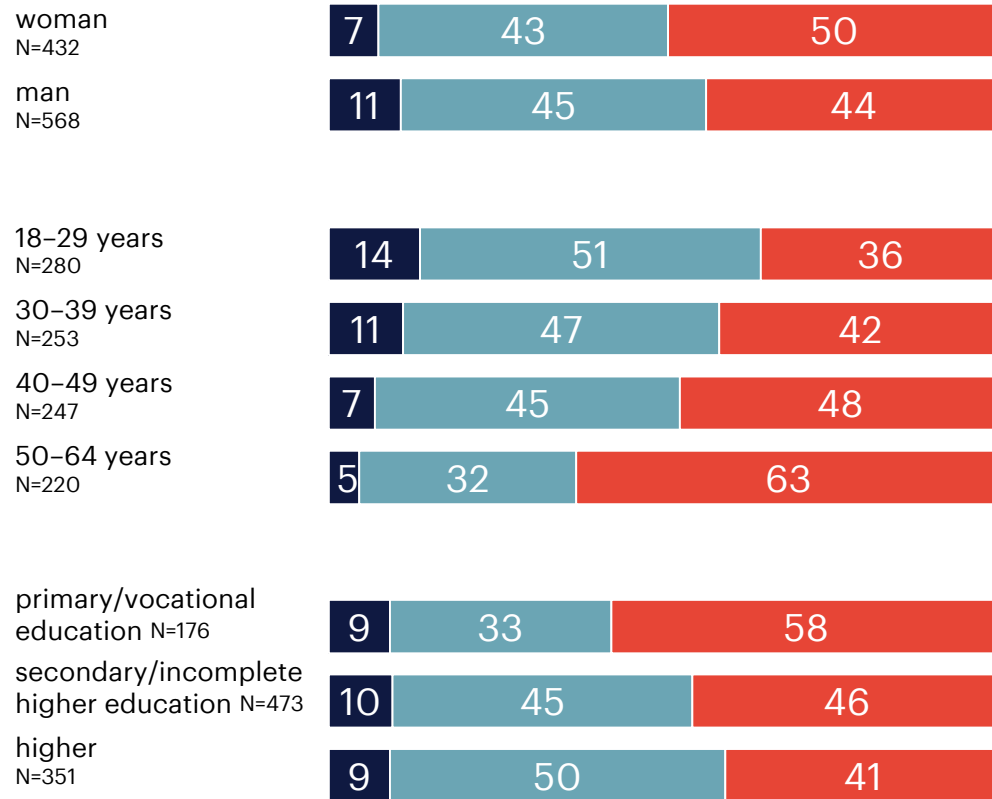


■ I am actively seeking a new job     
 ■ I am not very active but I am looking out for job offers     
 ■ I am not looking at all for a new job

Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?

# looking for a new job.

## gender, age, education, employment type, location type.

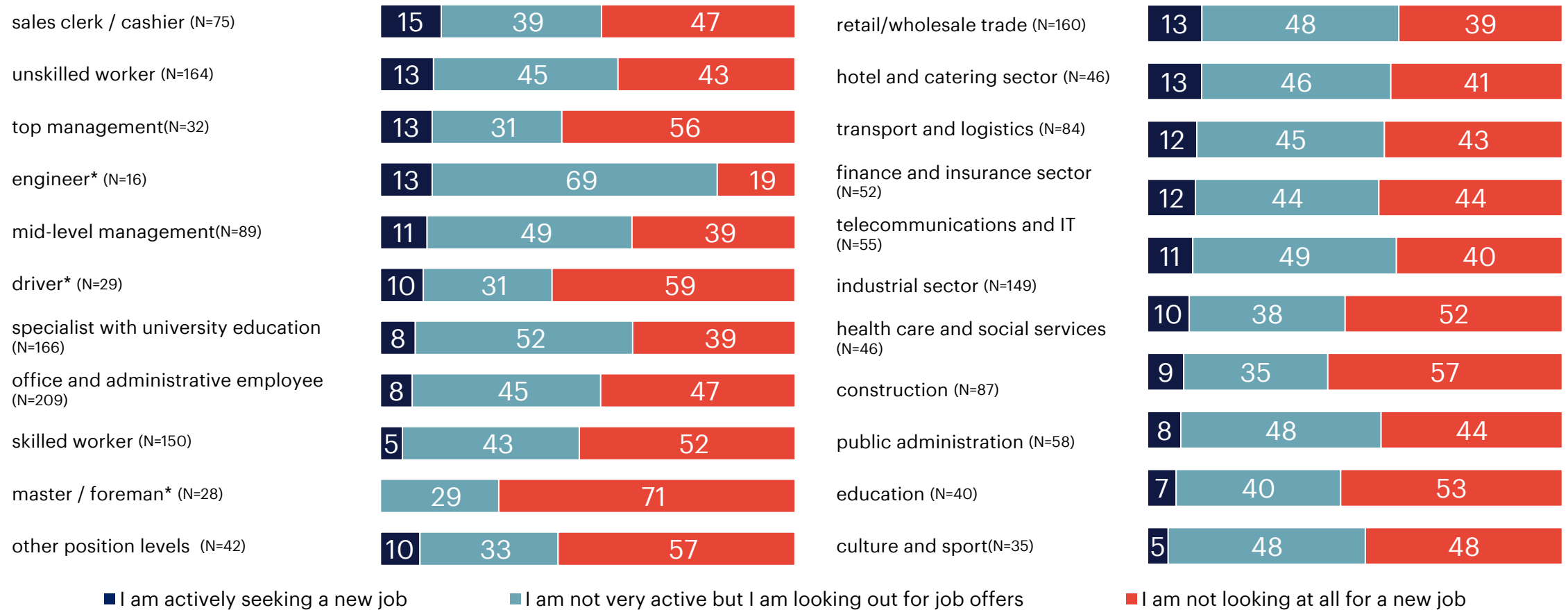


■ I am actively seeking a new job     
 ■ I am not very active but I am looking out for job offers     
 ■ I am not looking at all for a new job

Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?

# looking for a new job

## comparison between positions and industries.

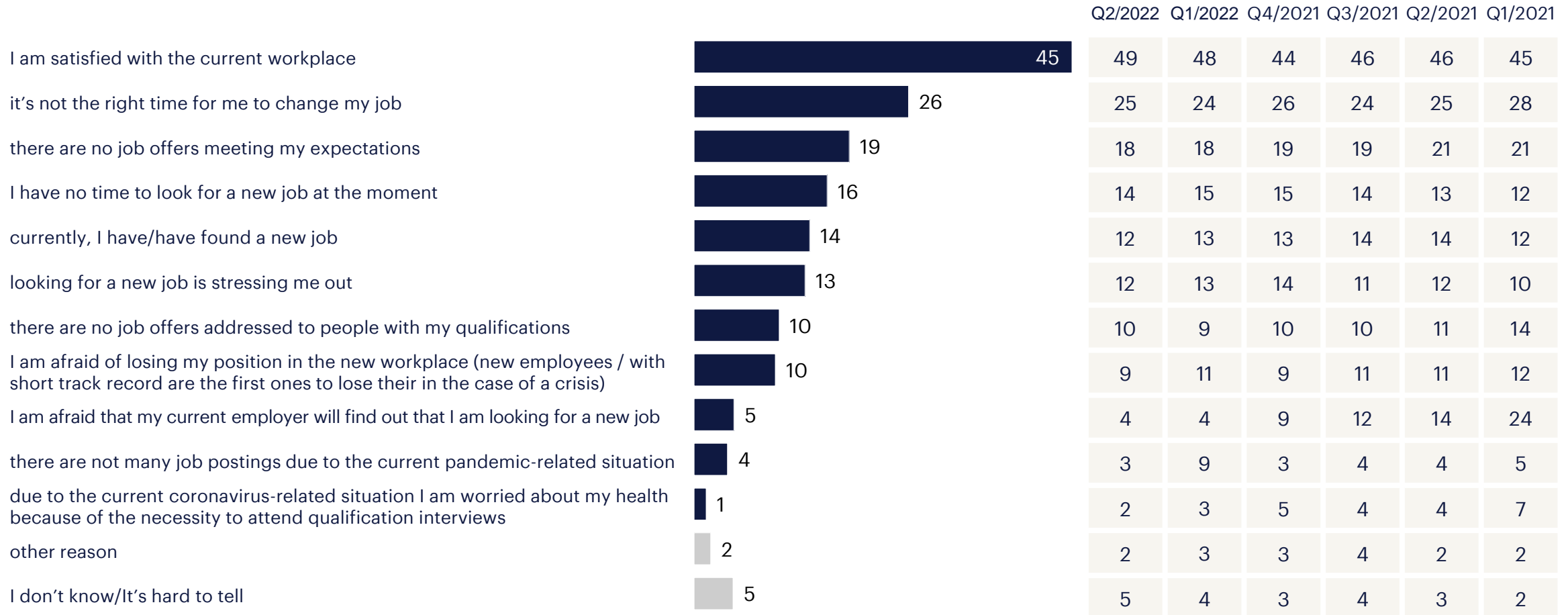


Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?



\*sample size below 30

# reasons for not seeking a job actively.

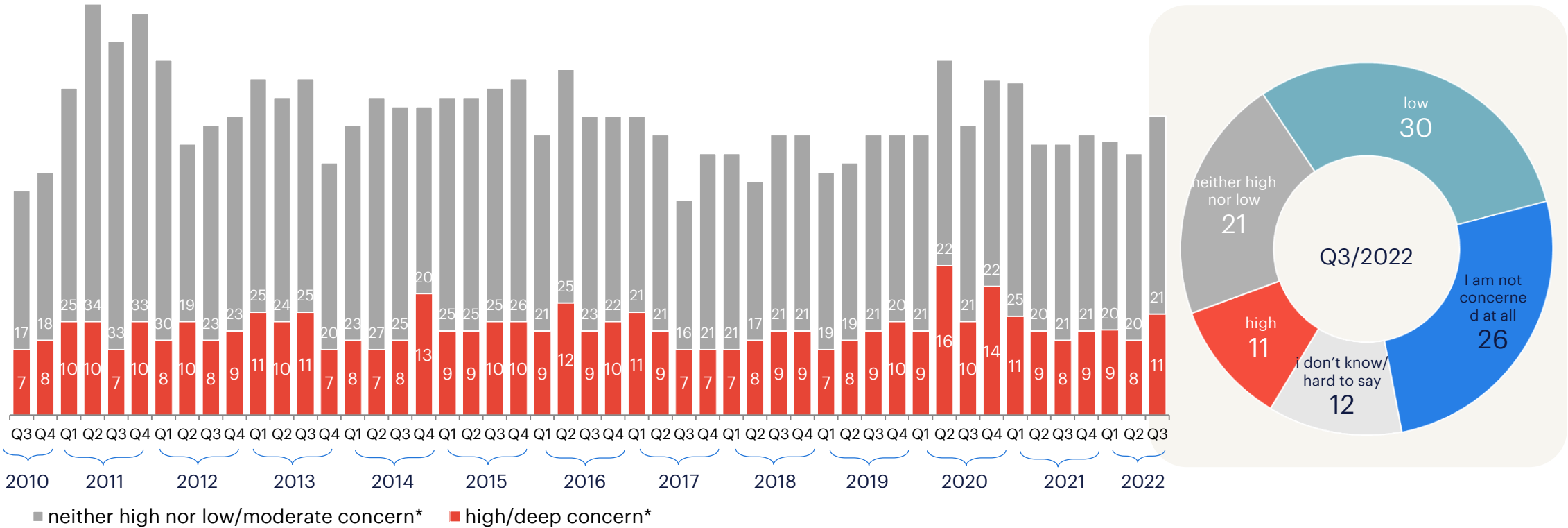


*What are the reasons why you are not actively seeking a new job at the moment?*



survey results:  
unemployment  
risk evaluation.

# unemployment risk evaluation.

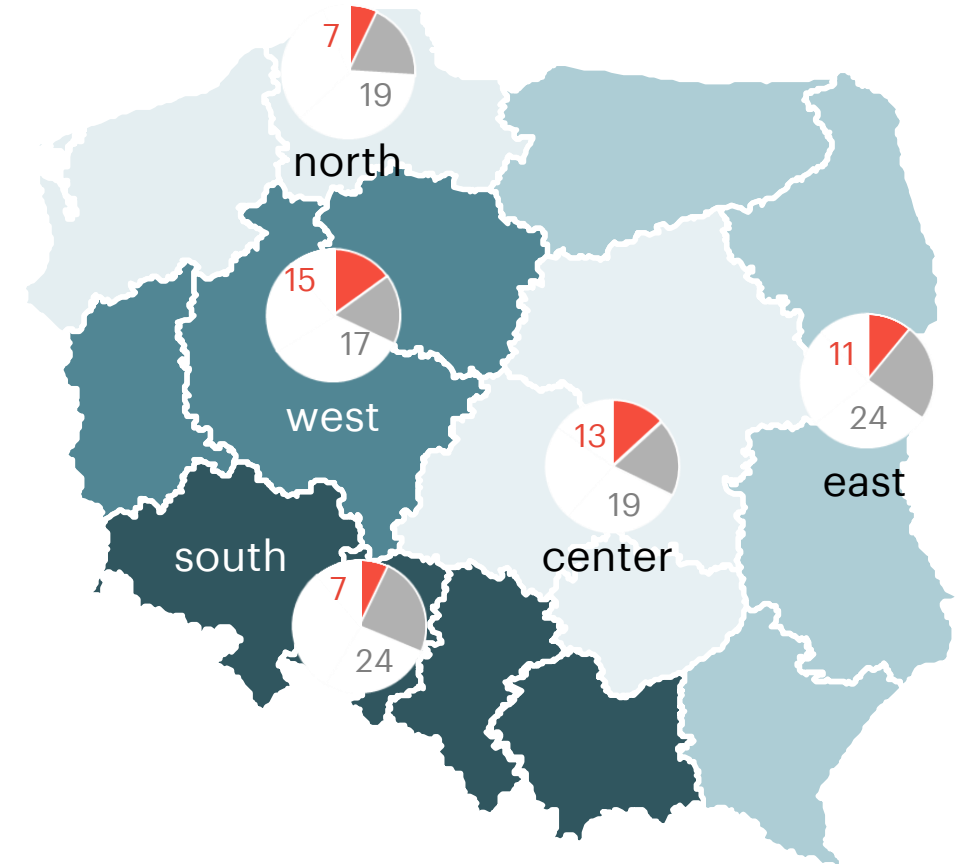


Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that... \*wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have changed



# unemployment risk evaluation.

## gender, age, education, employment type, location type.

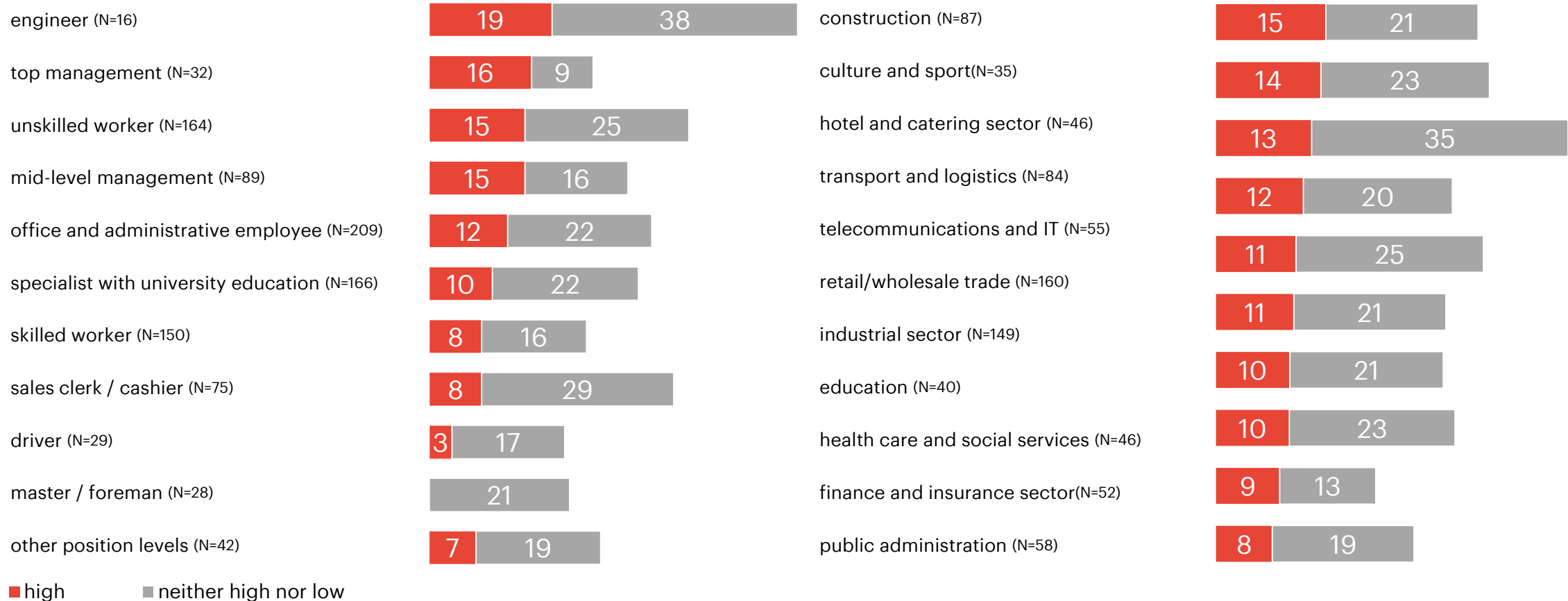


■ high    ■ neither high nor low

*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that...*

# unemployment risk evaluation.

## comparison between positions and sectors



*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?  
Is the risk related to that..*

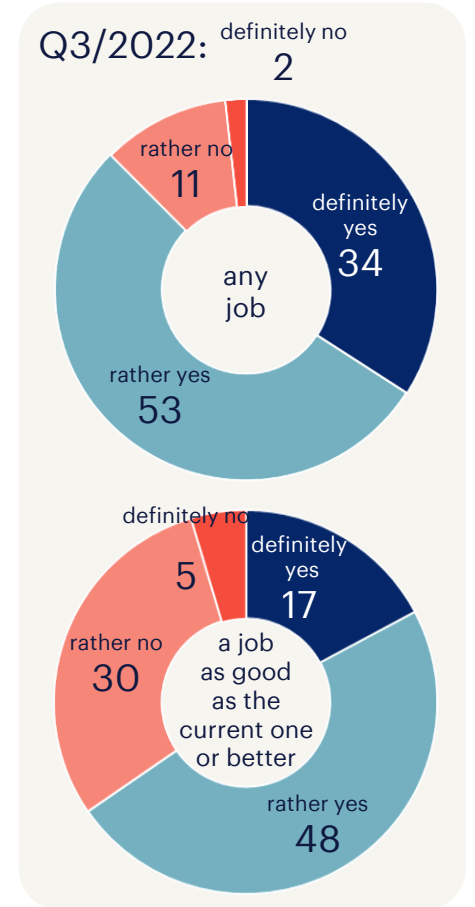
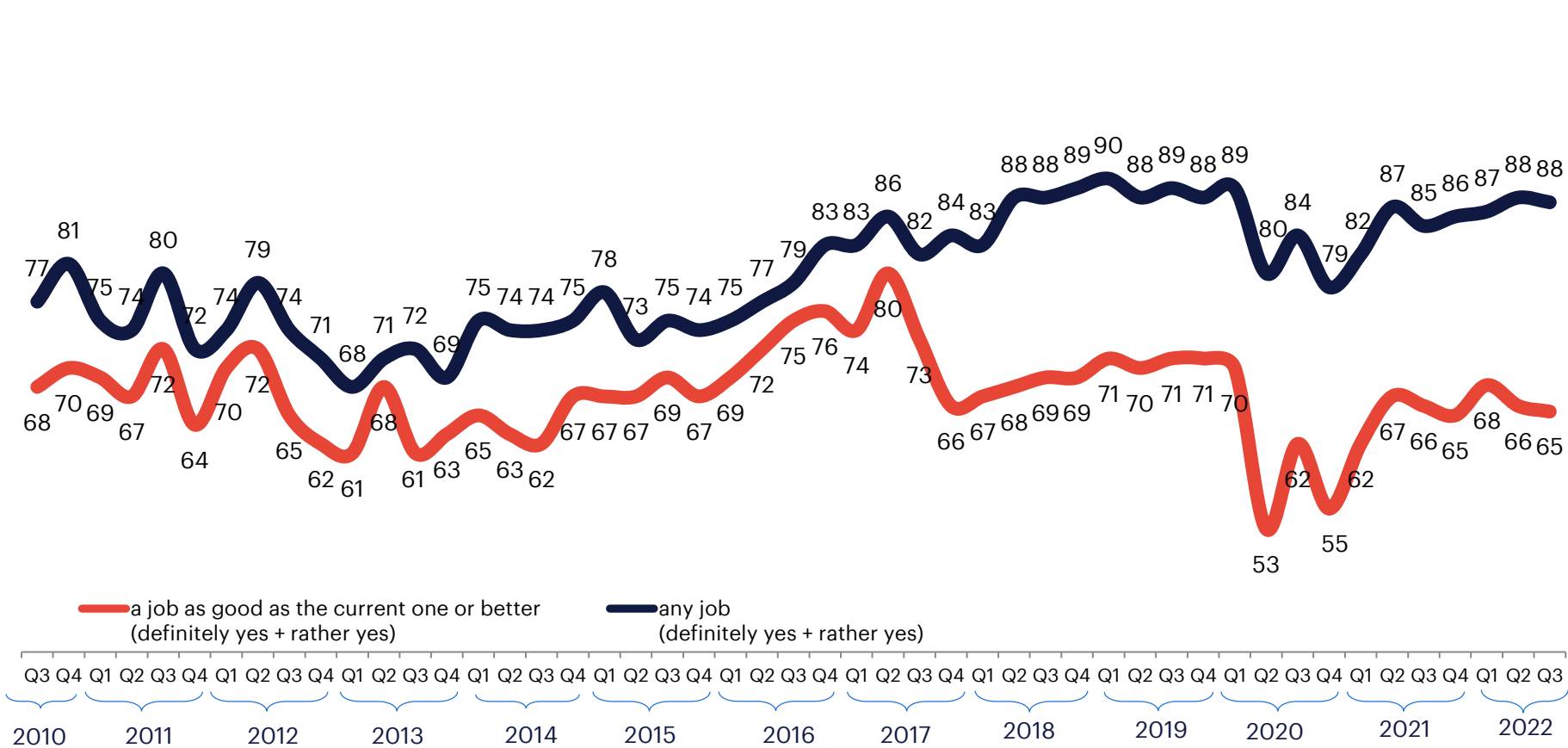


\*sample size below 30

survey results:  
new job  
opportunities.



# chance of finding a new job

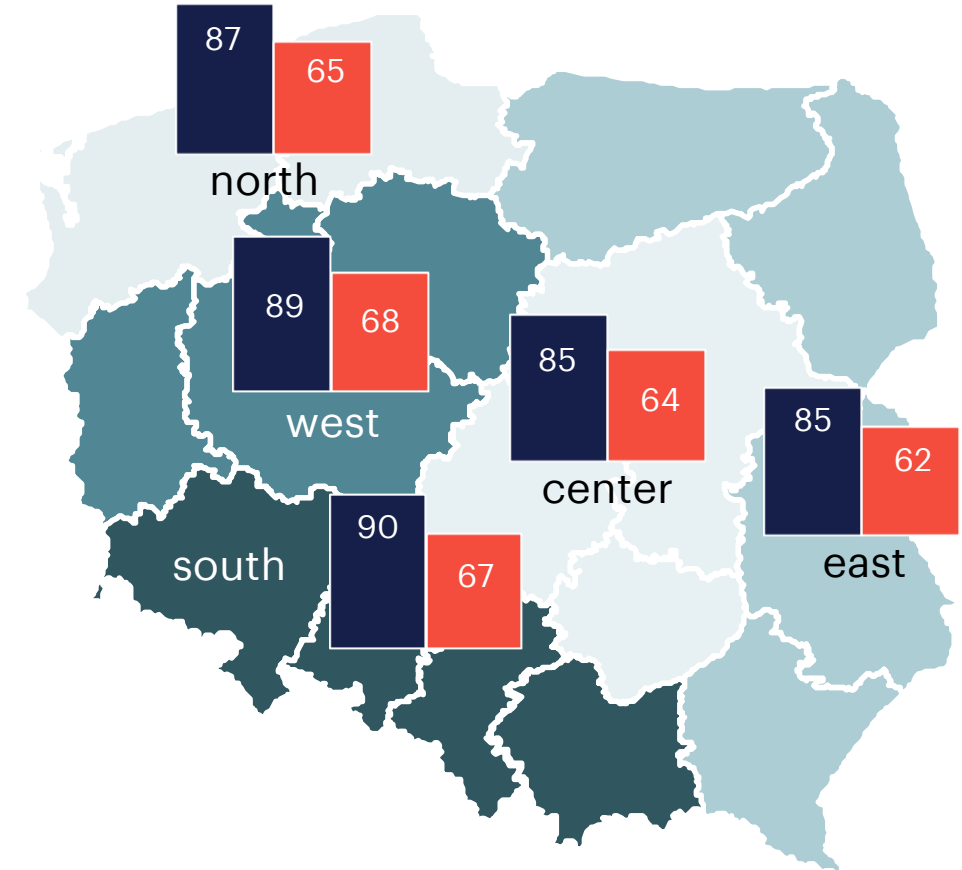
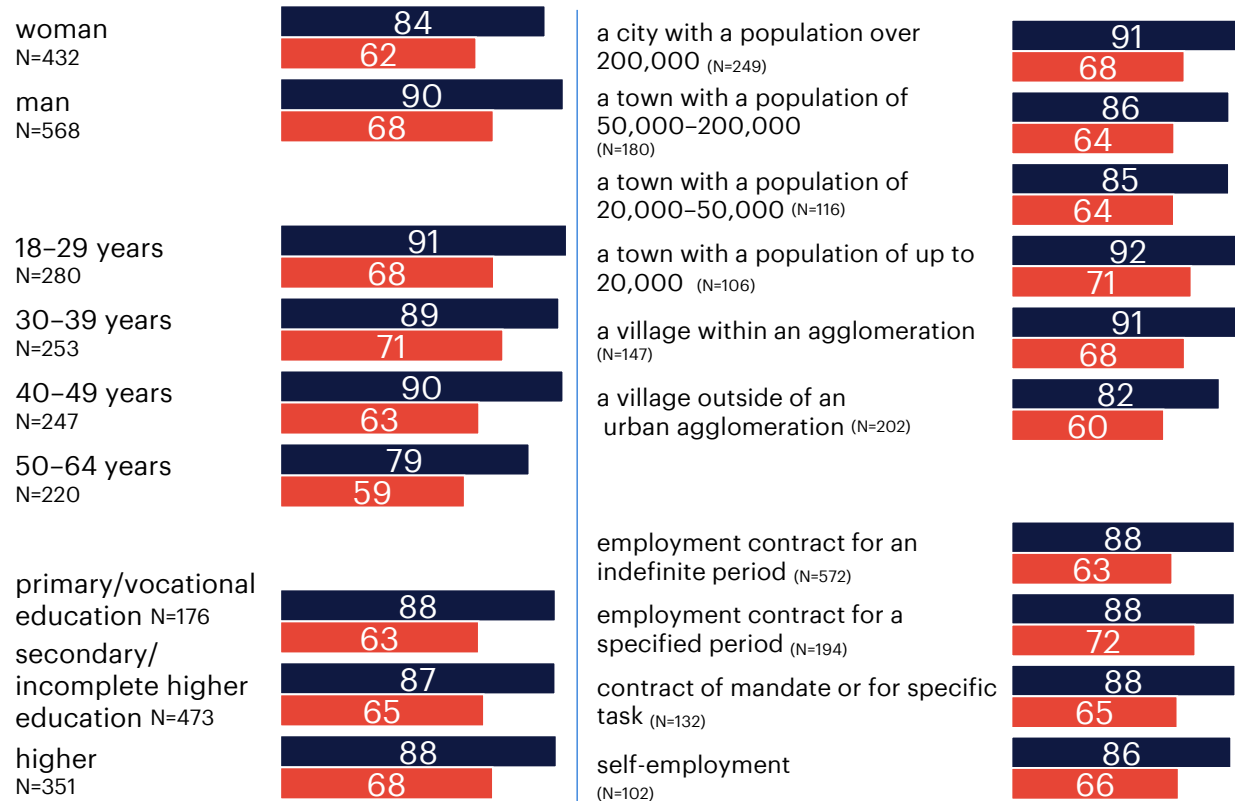


Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of "rather yes" and "definitely yes" responses; since Q4 2017, the sample size and the wording of the question have changed



# chance of finding a job

## gender, age, education, employment type, location type

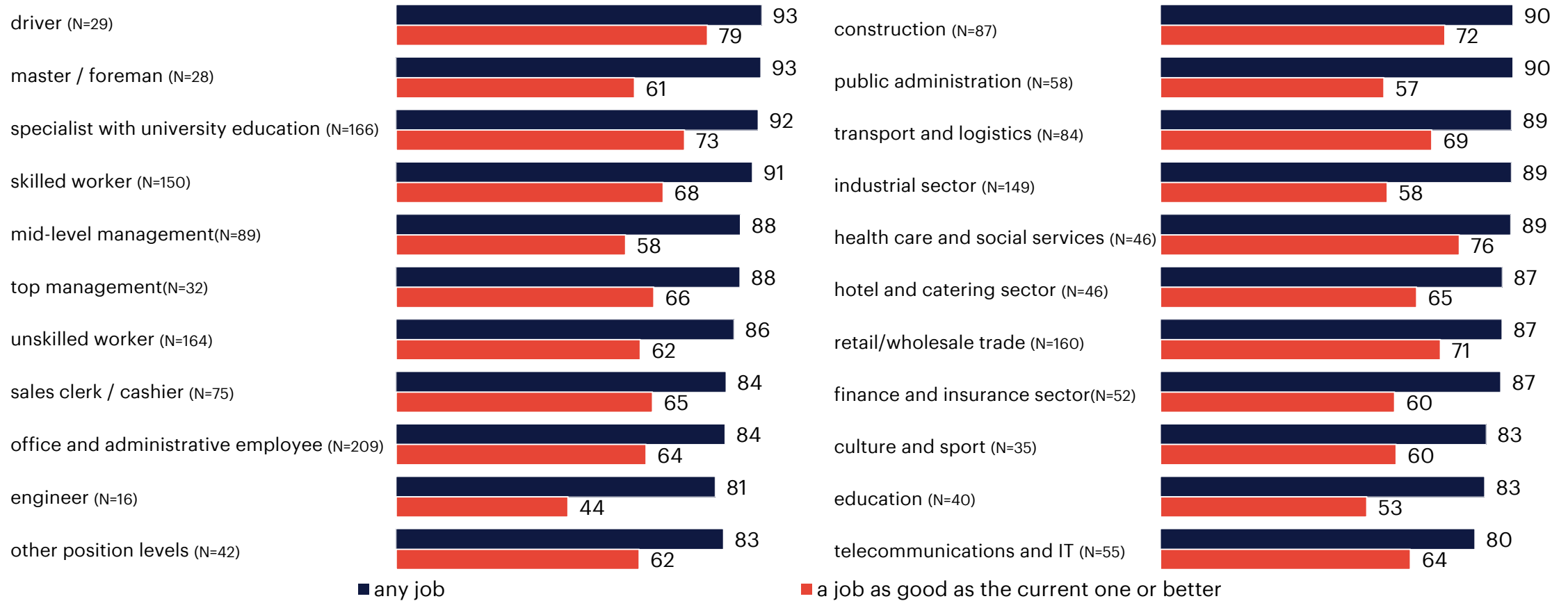


■ any job ■ a job as good as the current one or better

Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of "rather yes" and "definitely yes" responses

# chance of finding a new job

## comparison between positions and industries



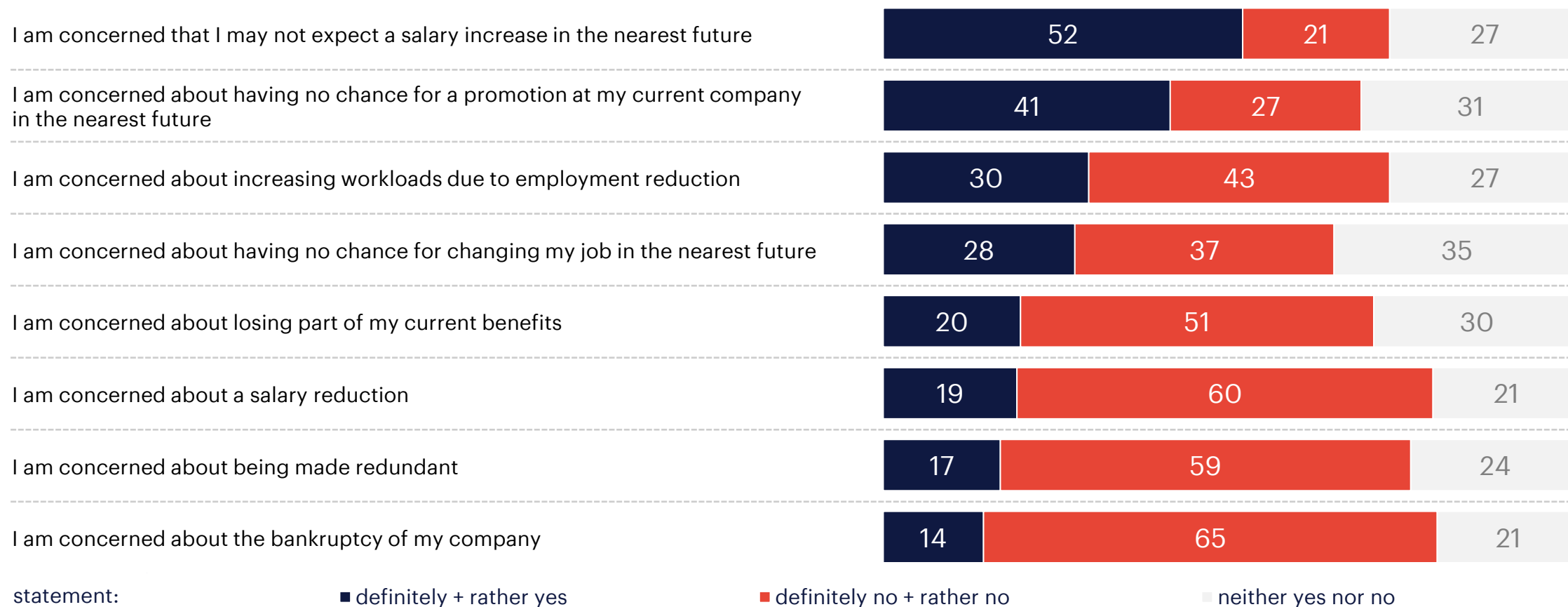
Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of “rather yes” and “definitely yes” responses. The graph does not include the “other sector” category.



survey results:

professional situation  
vs. macroeconomics.

# what are employees concerned about in connection with the economic situation?

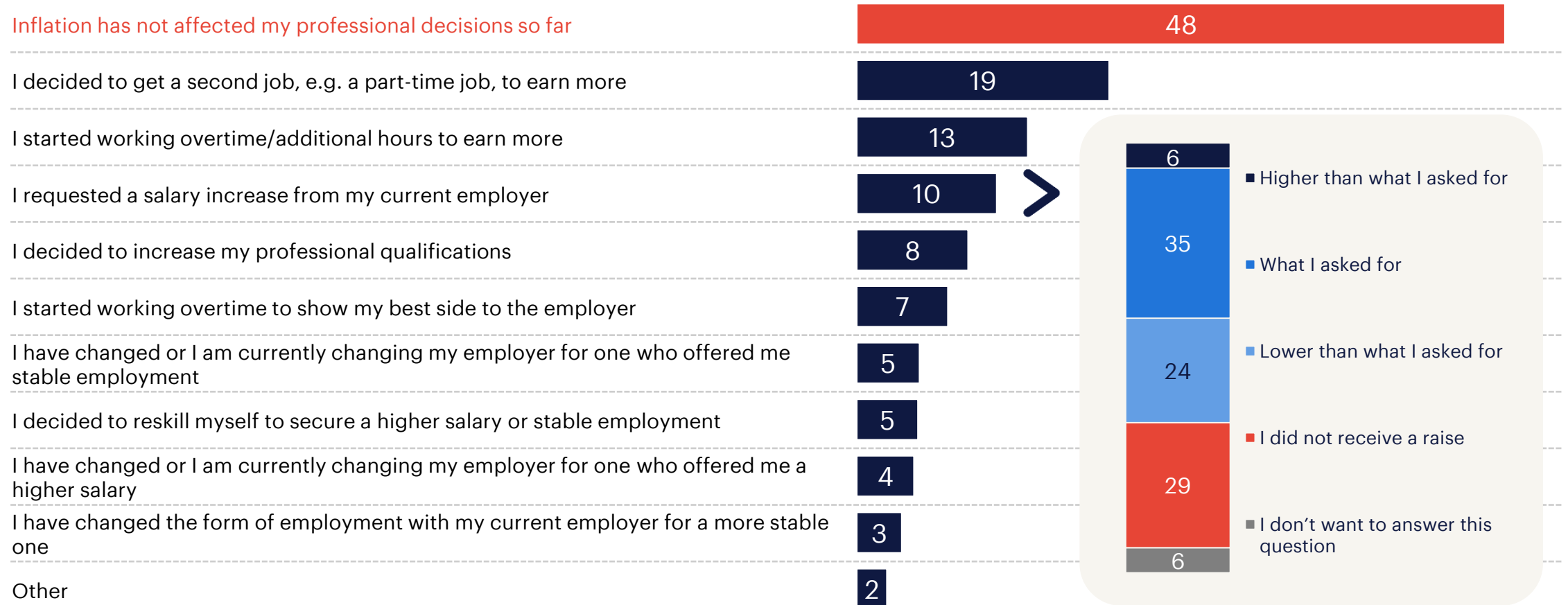


*In connection with the current economic situation in Poland, to what extent do the statements below apply to what you feel and think?*



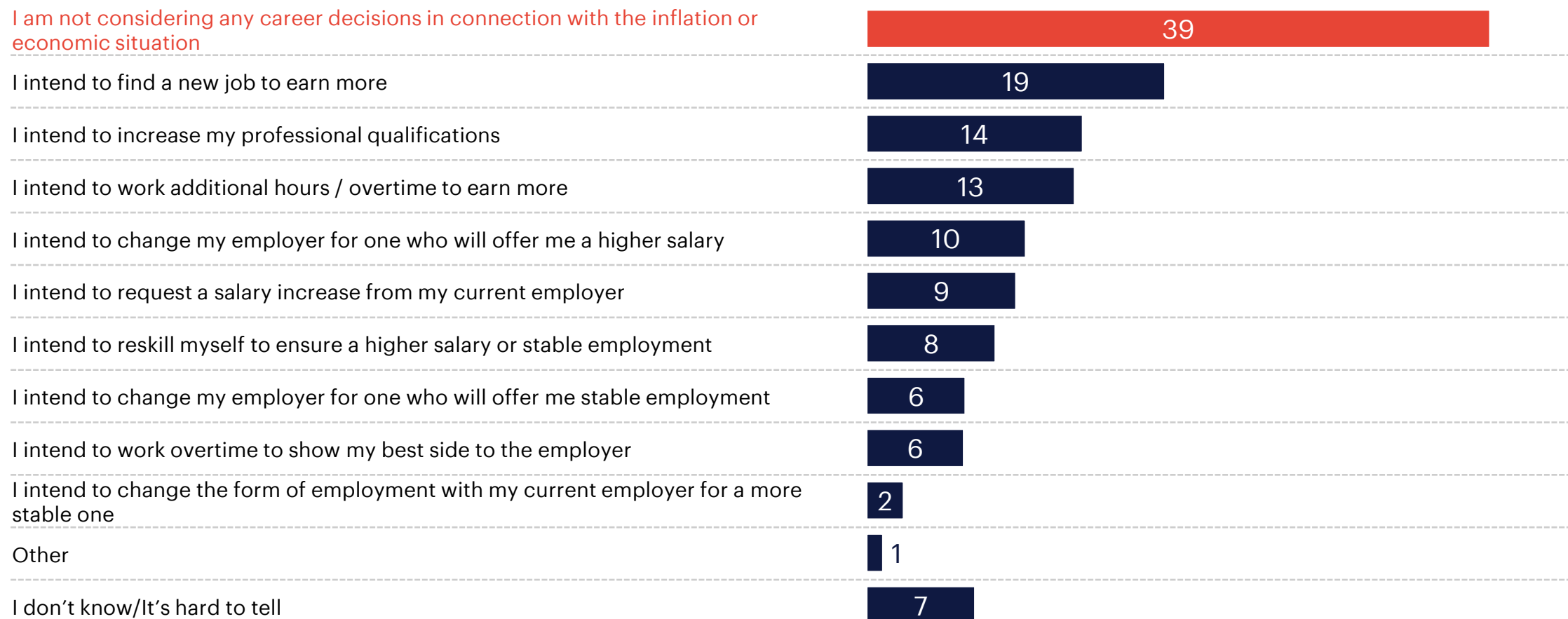


# what career decisions do employees make in connection with the economic situation?



*Did the inflation level affect your professional decision over the last 6 months? If yes, in what way?  
What salary increase did your employer grant to you?*

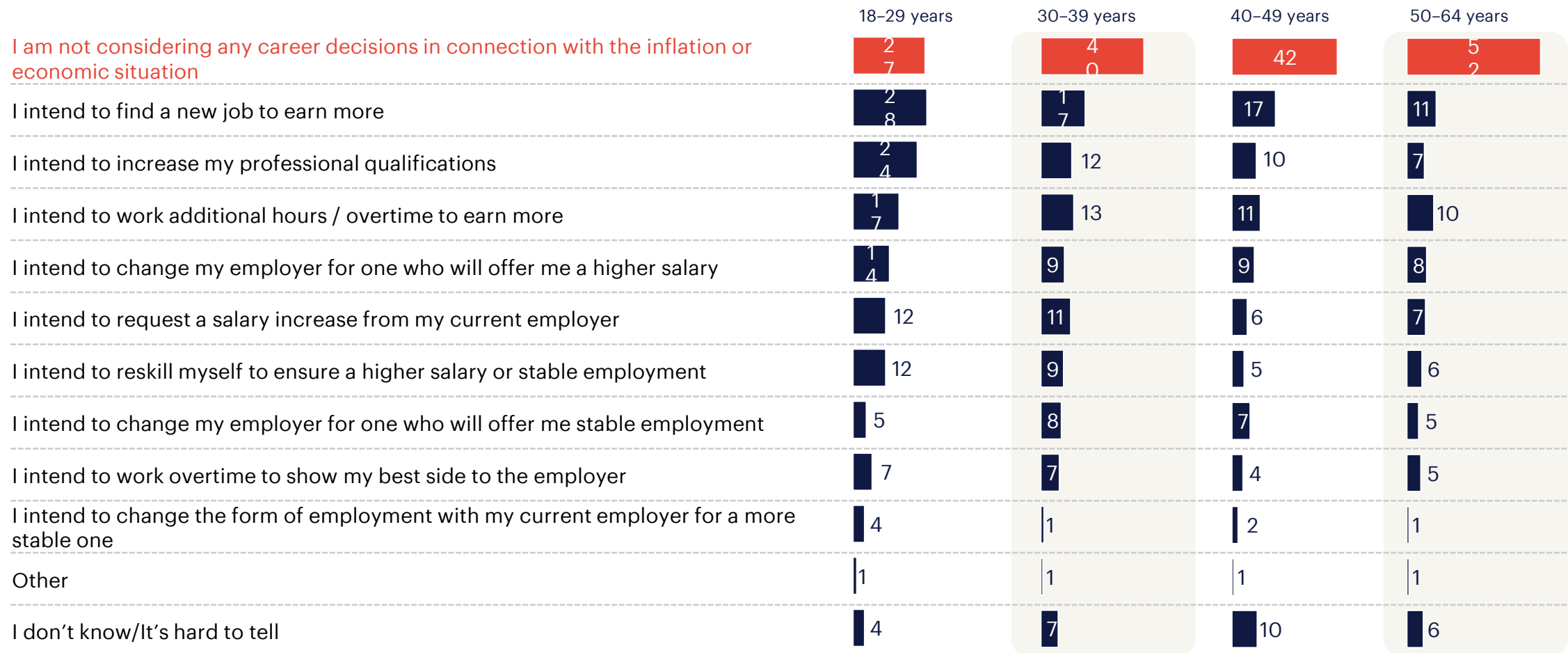
# what career decisions do employees plan to make in connection with the economic situation? (1/2)



Are you considering any career decisions during the next 6 months in connection with the economic situation in Poland? If yes, what are they?



# what career decisions do employees plan to make in connection with the economic situation? (2/2)



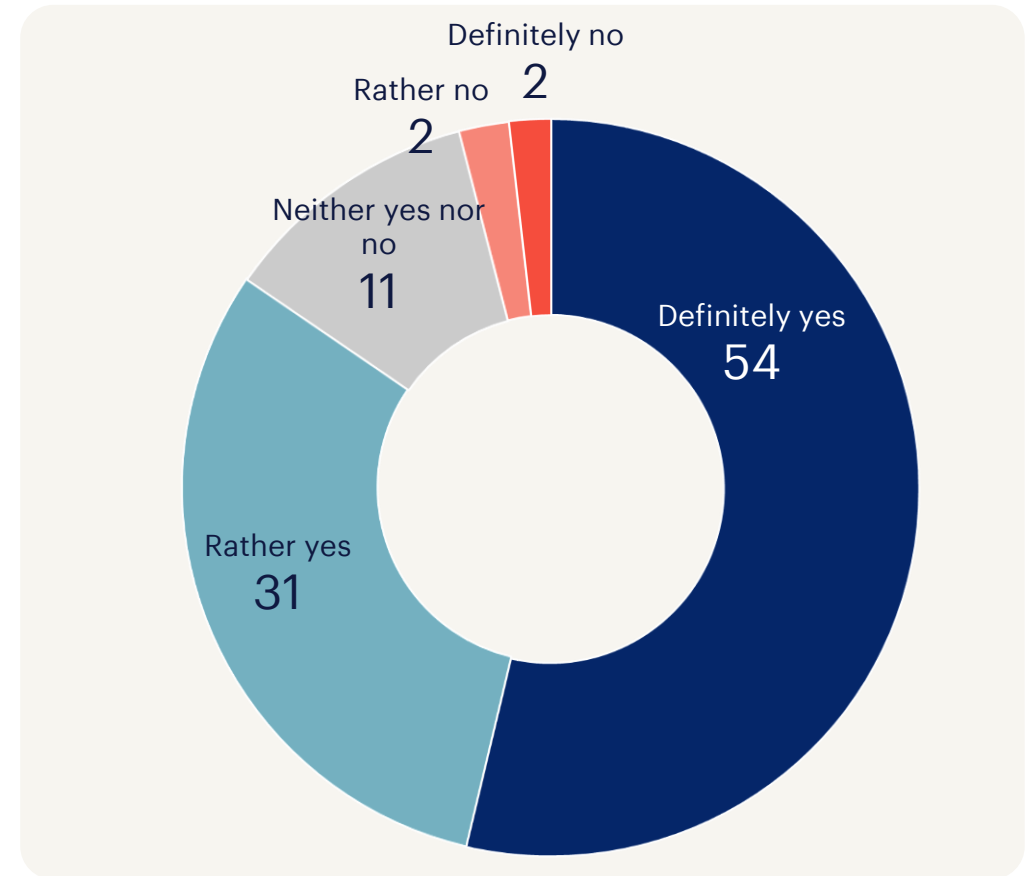
Are you considering any career decisions during the next 6 months in connection with the economic situation in Poland? If yes, what are they?



# why are employees not considering professional changes? are they currently paying attention to the form of employment?



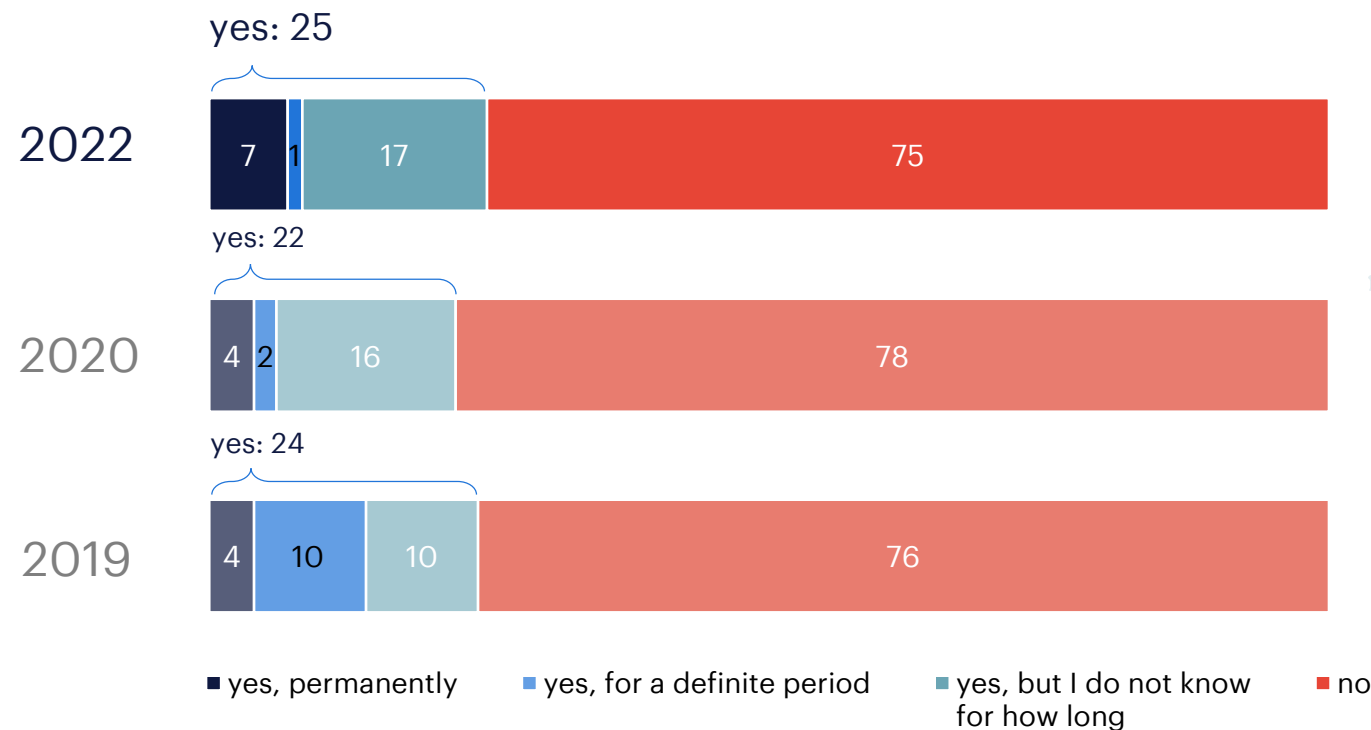
*You have indicated that you are not considering any changes in your professional life. For what reason?*



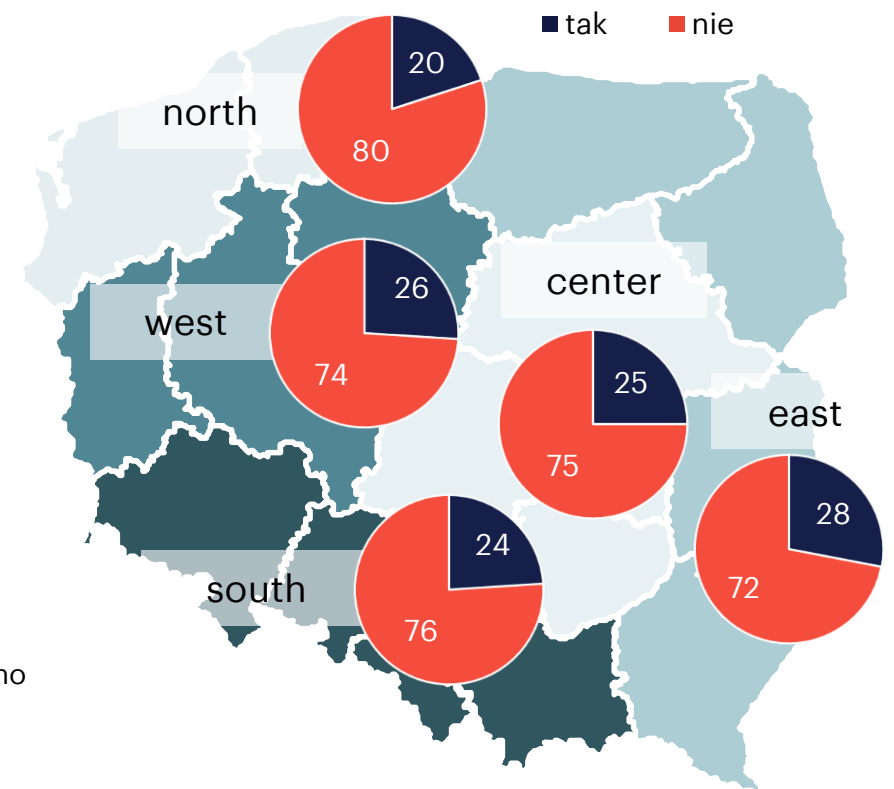
*When changing or intending to change your job, do you pay attention to the form of employment, that is type of contract, its terms and employment duration?*

survey results:  
going abroad  
for work.

# do Polish employees consider going abroad for work during the next year?



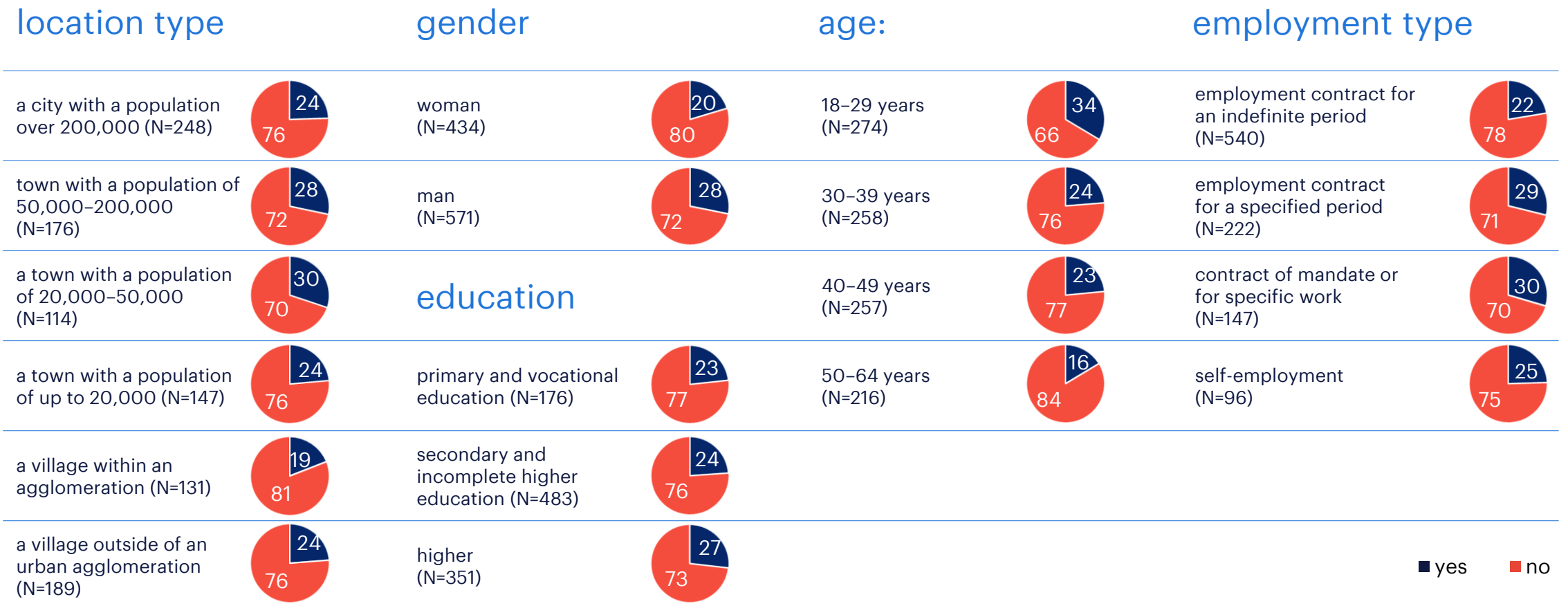
comparison between regions.



Do you consider going abroad for work during the next year? This does not include a seasonal/summer job.



# do Polish employees consider going abroad for work during the next year?

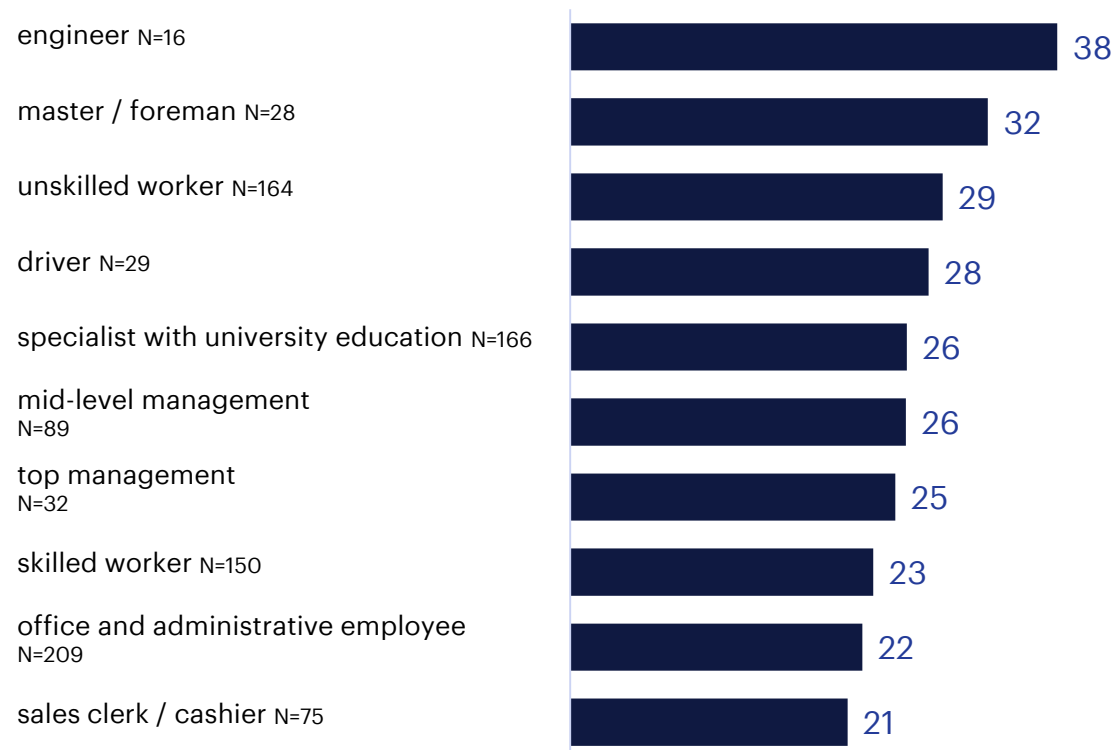


*Do you consider going abroad for work during the next year? This does not include a seasonal/summer job.*

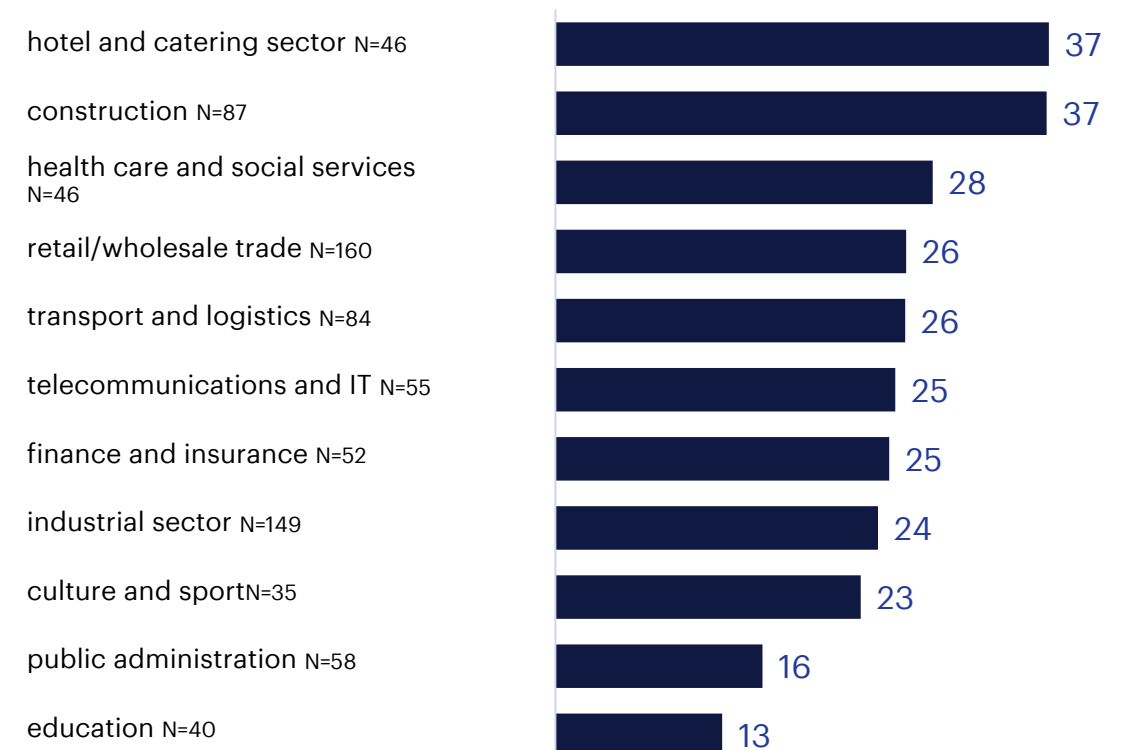


# do Polish employees consider going abroad for work during the next year?

## position comparison.



## sector comparison.

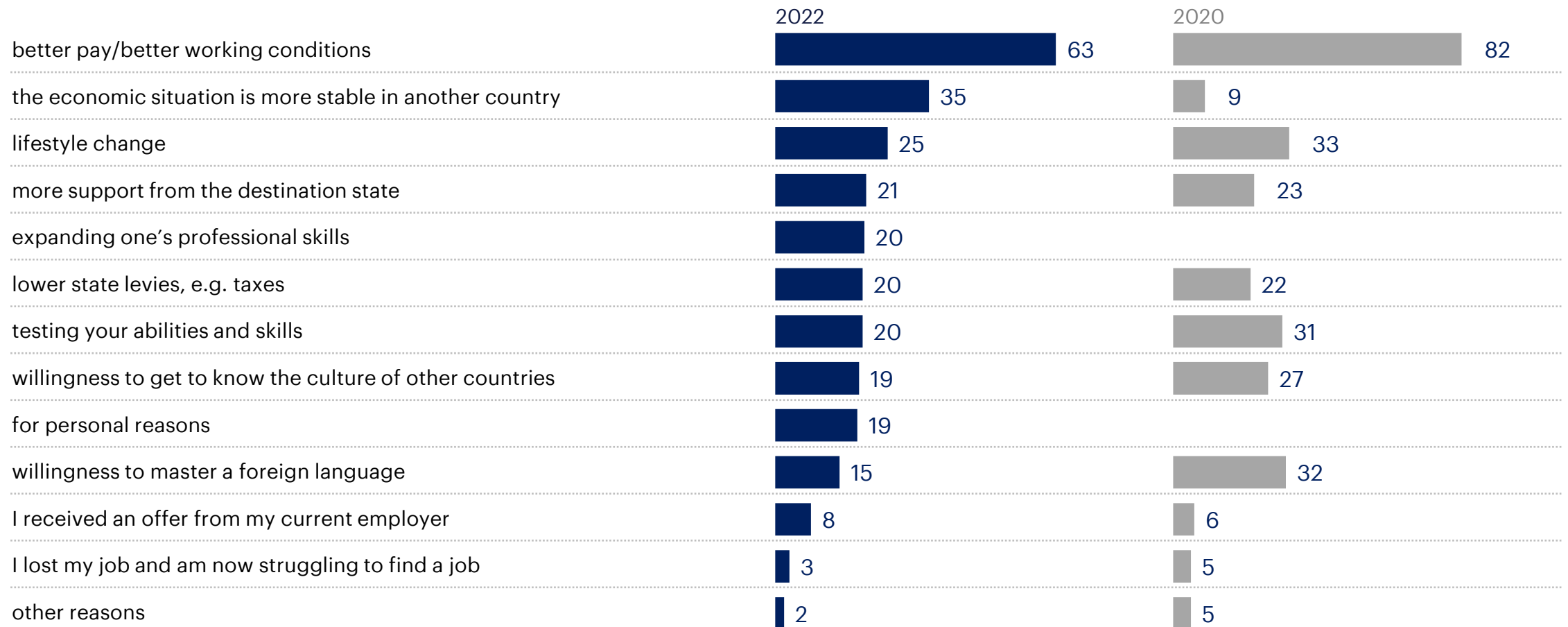


*Do you consider going abroad for work during the next year? This does not include a seasonal/summer job.*





# why do Polish employees consider going abroad for work?



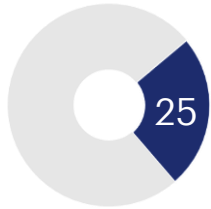
*Why do you consider going abroad for work?*



Persons considering going abroad for work during the next year 2022 N=248, 2020 N=219

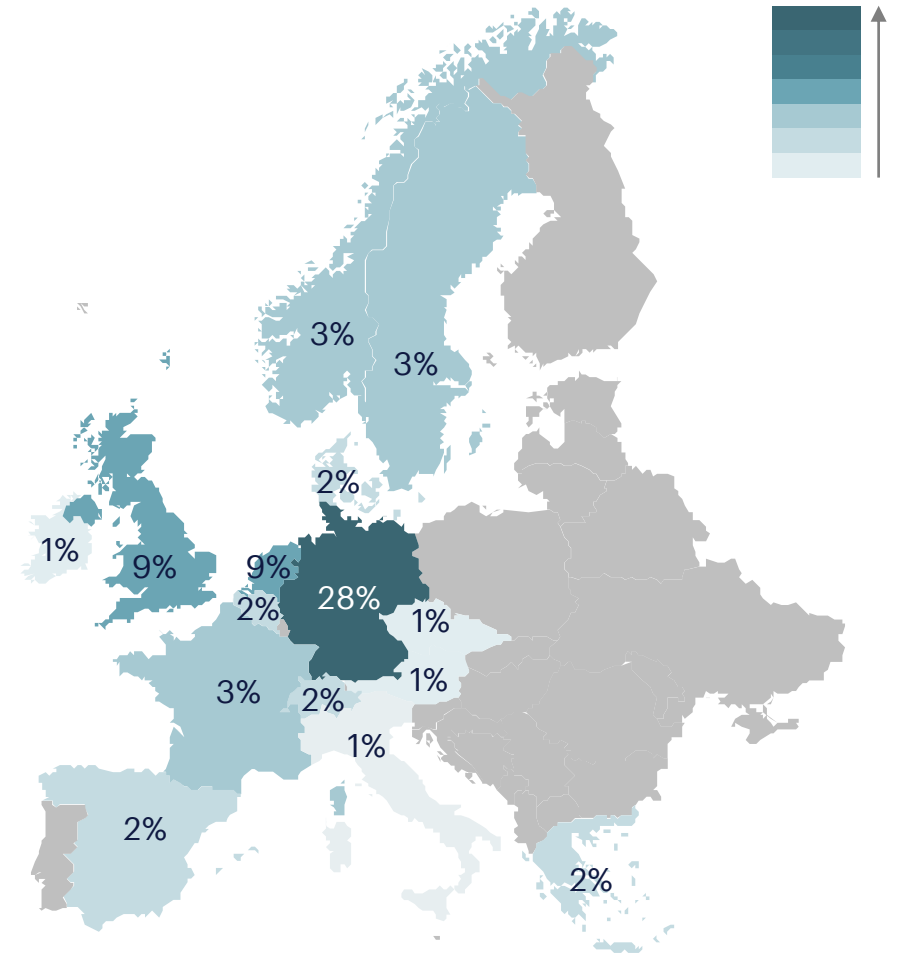
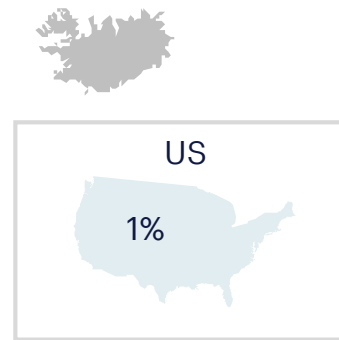
49th Work Monitor, October 2022 | Percentage data | © Randstad | 41

# what country do Polish employees plan to go to for work?



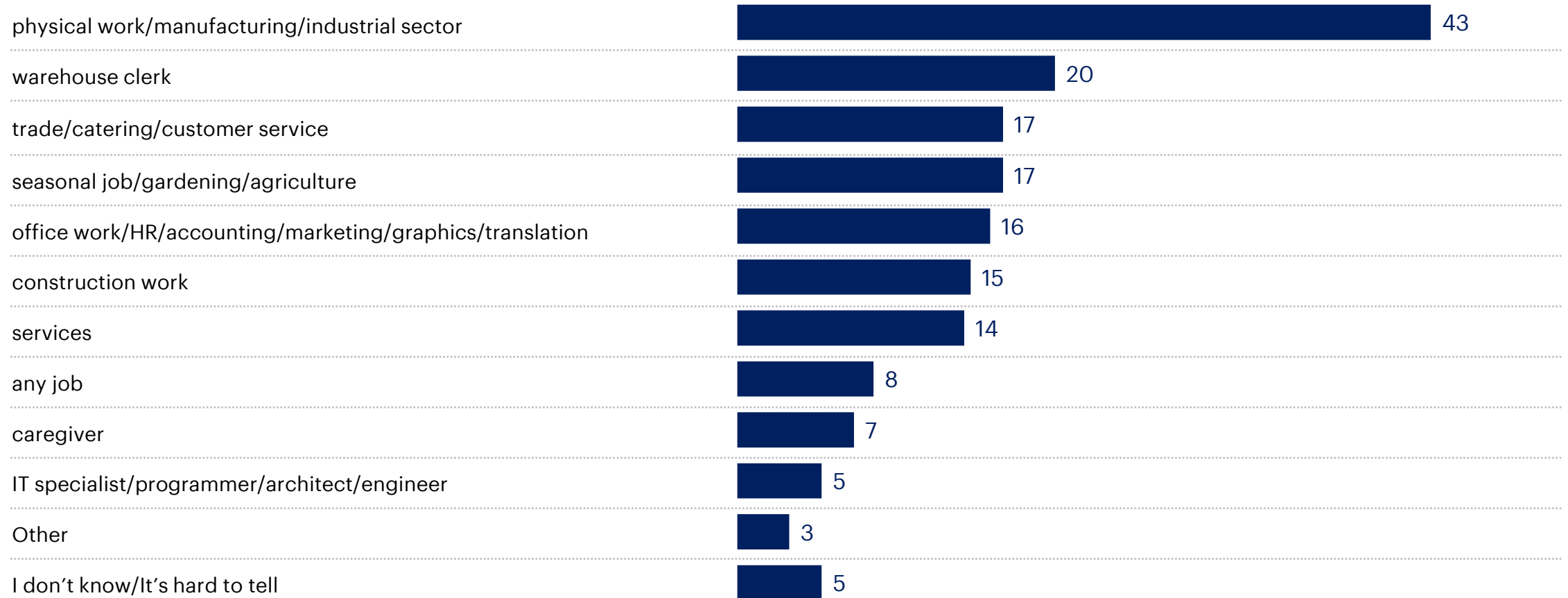
persons planning to go abroad for work

	2022		2020
Germany	28	▼ -9 pp	37
UK	9	▼ -9 pp	18
the Netherlands	9	▼ -10 pp	19
France	3	▼ -1 pp	4
Norway	3	▼ -5 pp	8
Sweden	3	▼ -2 pp	5
Spain	2	▼ -1 pp	3
Belgium	2	▼ -1 pp	3
Denmark	2	▼ -1 pp	3
Switzerland	2	▼ -2 pp	4
Austria	1	▼ -1 pp	2
Ireland	1	▼ -2 pp	3
Italy	1	■ 0 pp	1
Czech Republic	1	▼ -2 pp	3
US	1	▼ -2 pp	3
I don't know	30	▲ +23 pp	7



What country do you plan to go to for work?

# what work do you plan to take up abroad?



*What work do you plan to perform?*



survey results:  
summary of the  
results.

# summary of the results (1/2)

- 20% of employees changed jobs in the last six months, which means an increase compared to the previous quarter by 3 pp. and back to the state at the beginning of this year ■ change of job most often affects the youngest employees aged 18-29 (31%) ■ it is also more often declared by those employed under employment contracts for a specified period (37%) and under contracts of mandate and specific task contracts (39%), whereas among the surveyed professions the drivers declare it significantly more often than other respondents (41%) ■ consistently, the reason indicated most often for changing one's job is higher remuneration with the new employer (48%) but also the desire to develop one's career (47%) ■ 17% of employees declare to have changed their jobs over the last 6 months – this index has remained at a similar level for a year
- the average time spent looking for a job was 2.4 months – slightly shorter than in the previous quarter ■ persons aged 18–29 found a job significantly faster (2.0 months), as well as those with primary and vocational education (1.8 month), unskilled workers (1.8) or drivers (1.6) ■ employees with higher education were looking for a job significantly longer than other respondents (2.9 months)
- job satisfaction remains at a similar level to that from the previous quarter – 74% of employees are very or rather satisfied with their jobs (vs. 73% in Q2 2022) ■ readiness to look for a new job among all employees is at a level comparable with Q2 of the current year – 9% are actively looking for a job, while 44% are looking out for job offers
- 11% of employees are strongly worried about losing their job (vs. 8% in the previous quarter) and 21% are moderately worried (vs. 20% in the previous quarter) ■ drivers are significantly less often worried about losing their job than other employees (strongly worried – 3%), as well as masters/foremen (strongly worried – 0%) and residents of the southern region (7%)
- assessment of the chances for finding any new job within the next six months is on the same level in Q2 2022 as in the previous quarter (88%) ■ 65% of employees, a percentage comparable with that from Q2 (66%), believe that they would find a job that is as good as the current one or better
- in connection with the economic situation in the country, half of the employees are afraid that they may not expect a salary increase (52%), while 41% that they will not have a chance for a promotion ■ nearly every third (30%) is concerned about workloads increase due to employment reduction ■ 17% is concerned about being made redundant and 14% about the bankruptcy of their company

# summary of the results (2/2)

- nearly half of the employees have not made any decisions in connection with inflation (48%) ■ one in five employees (19%) decided to get a second job to earn more ■ 10% of the employees requested a salary increase and nearly every third (29%) did not receive it, while 35% received it in the requested amount
- 39% of the employees are not considering any decisions in connection with the economic situation in the country ■ 9% of the employees intend to request a salary increase from their current employer ■ additional actions are most often planned by the youngest employees – aged 18–29 – they are the ones who relatively most often intend to find a second job to earn more (28%), while every fourth (24%) plans to improve their qualifications ■ nearly half of the employees aged over 50 do not intend to make any decisions in connection with inflation (52%)
- the most common reason for employees no planning any additional actions in connection with the economic situation in the country is the conviction that they have a good job and do not feel the need for any changes (26%), 22% of the respondents do not feel threatened and believes that they have a strong position at their workplace, while 21% is still waiting to see how the situation develops ■ every fifth (20%) is afraid to make any changes in their professional life due to the uncertain situation
- when it comes to changing jobs, a significant majority of the employees, as many as 85%, pay attention to the form of employment, with women (88%) significantly more often than men (82%)
- in 2022, similar to previous years – 2019 and 2020 – every fourth employee plans to go abroad for work (25%), with young people significantly more often than other employees – aged 29 and younger (34%), men (28%) and construction industry employees (37%)
- the reason most commonly indicated for going abroad for work, similar to 2020, is better employment conditions (63%), although its significance slightly decreased (82% in 2020), whereas the significance of a stable economic situation in the country increased (35% currently vs. 9% in 2020)
- the most popular destination is still Germany (28% of those planning to leave) ■ those planning to leave most often plan to take up physical work, in the manufacturing or industrial sector (43%)

# randstad in numbers.

17,600

employees hired by us go to work every day

107

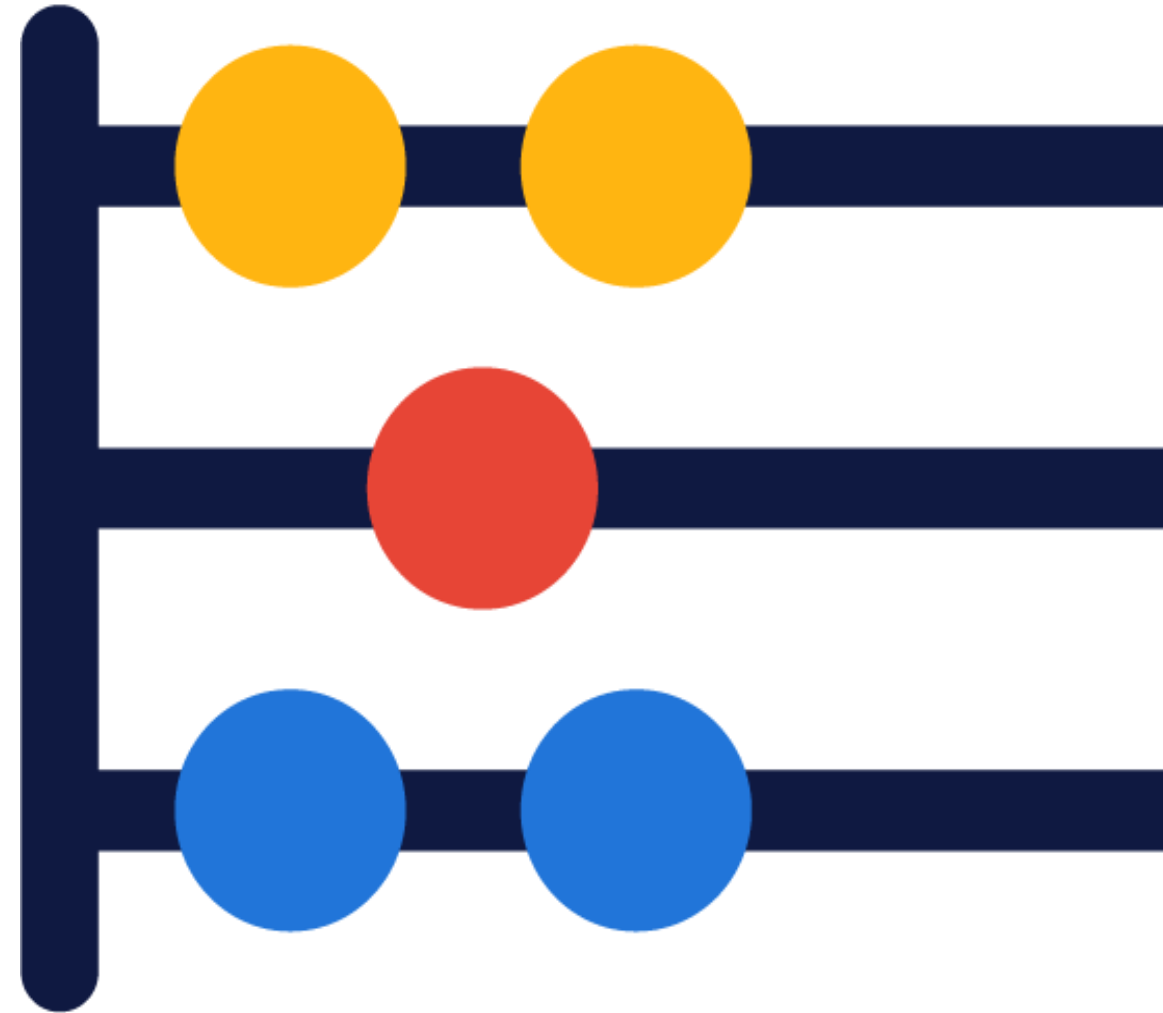
offices in Poland

2,754

recruitments annually

1485

customers



randstad

human forward.

