

work monitor.

results of the 51st edition of the survey

Randstad Research Institute
24 April 2023



agenda.

methodology of the survey

results of the 51st edition of the survey

labor market turnover

how long does it take to find a job?

job satisfaction

willingness to change a job

unemployment risk evaluation

new job opportunities

diversity in a workplace

30

social involvement in companies

33

summary

36

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

7–14 March 2023

technology

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

number of respondents taking part in the survey

1,000 respondents in Q1 2023

sample characteristics

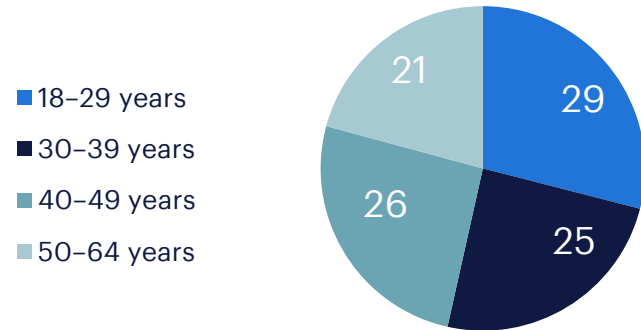
Quota and random sample
After the 30th wave (Q4 2017), the structure of the sample has changed

maximum statistical error

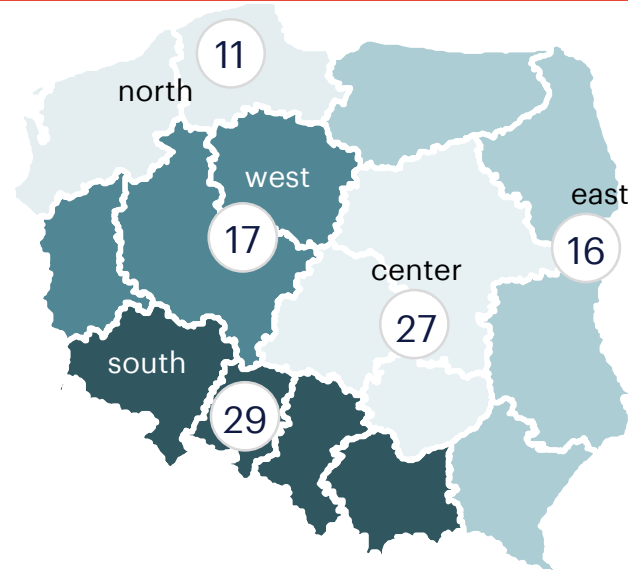
+/- 3.1% with N=1000

sample characteristics.

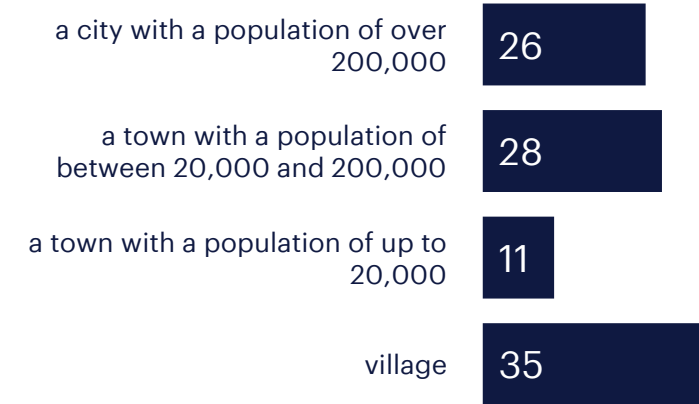
age



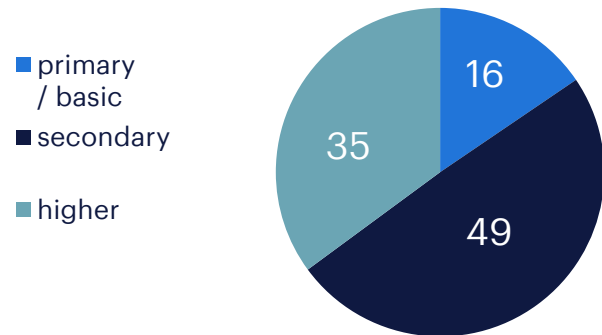
region



city size



education



gender



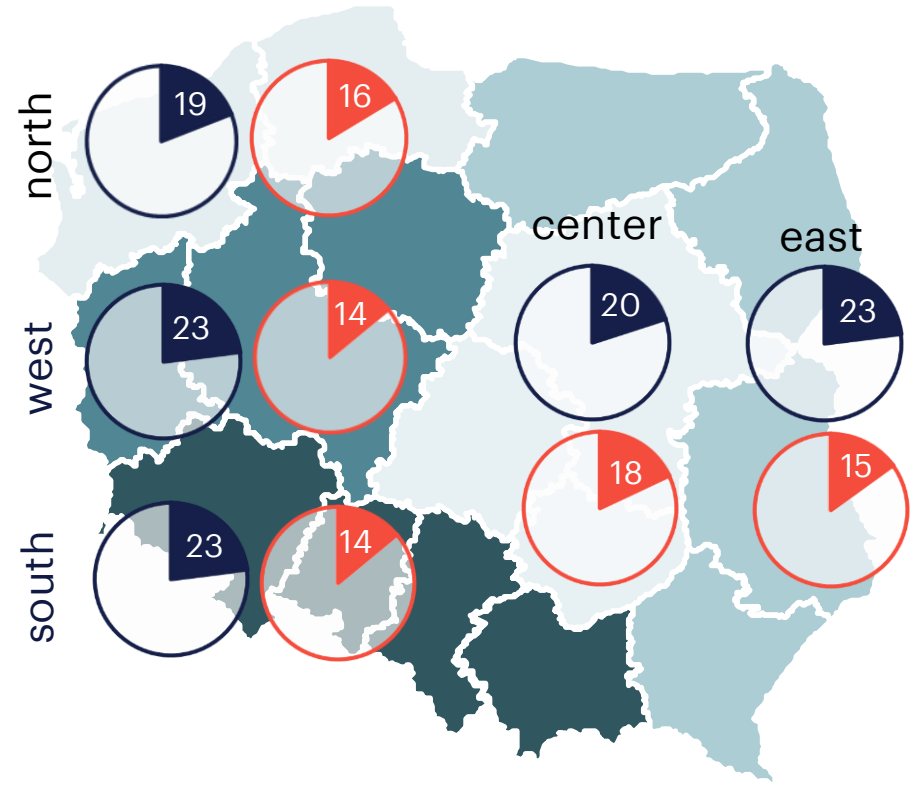
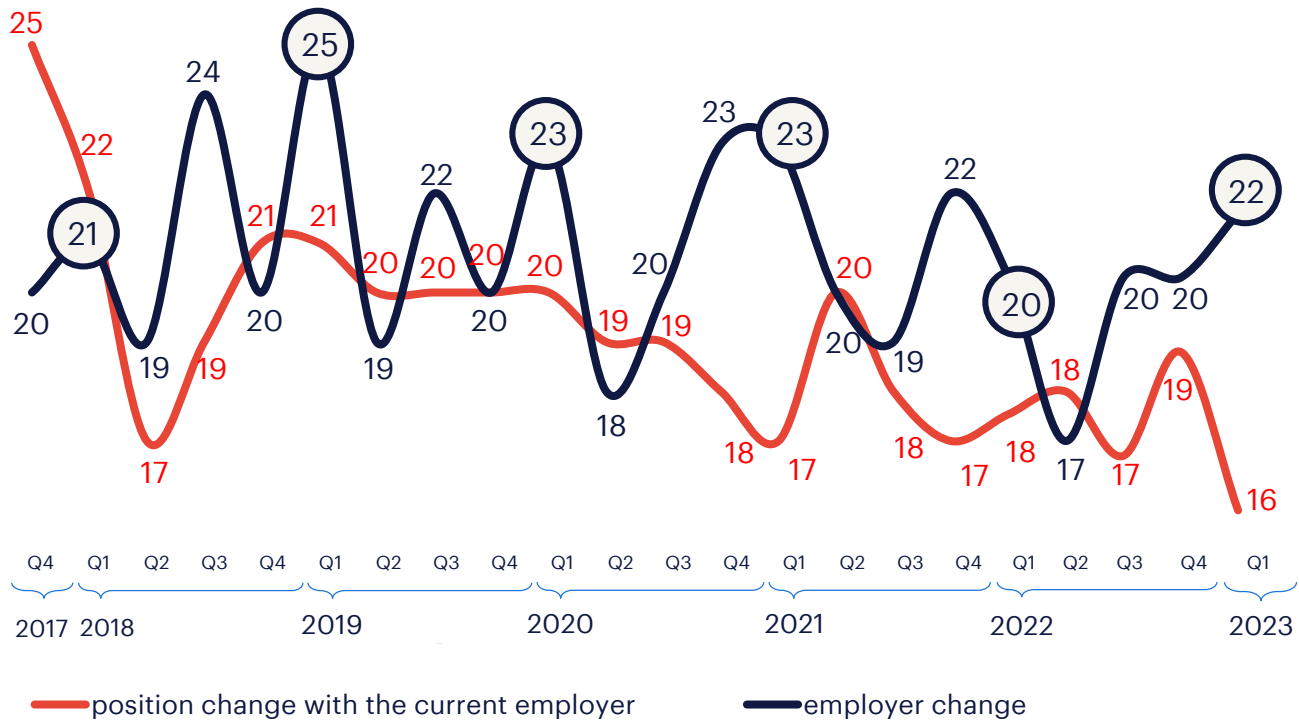
employment type



survey results:
labor market
turnover.

employer or position change.

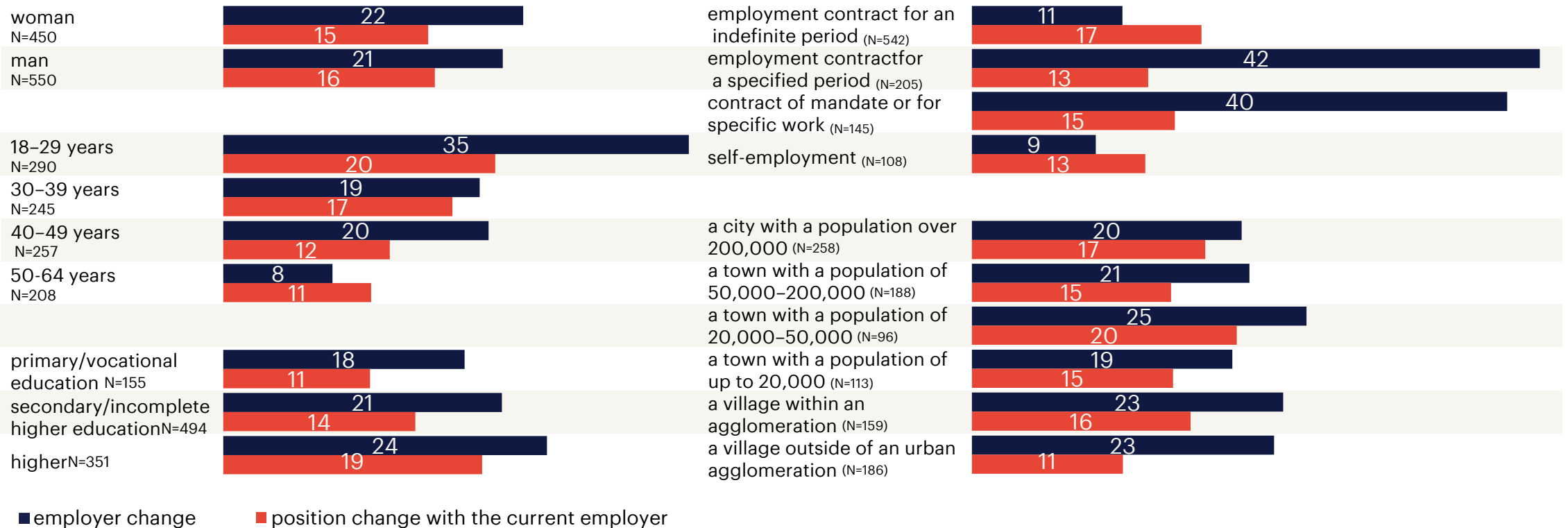
comparison over time and between regions.



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.



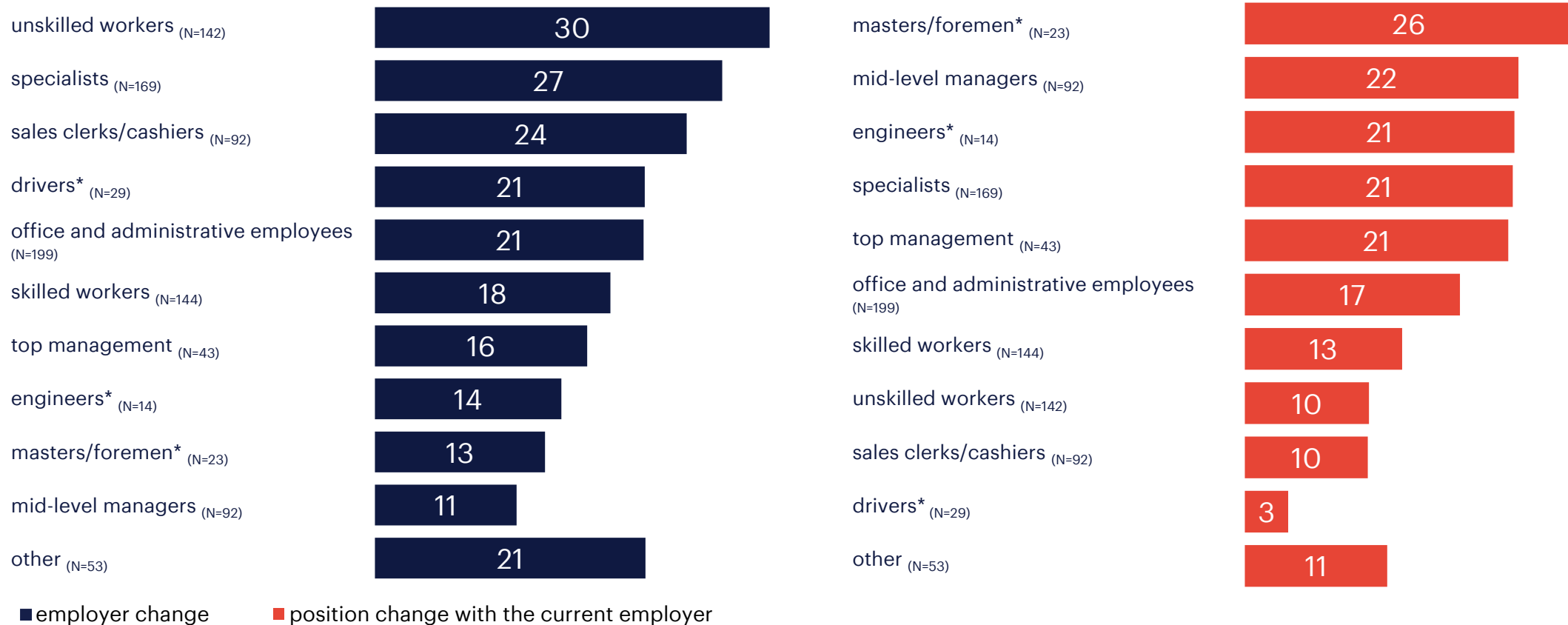
Over the last 6 months, have you changed your employer?

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?

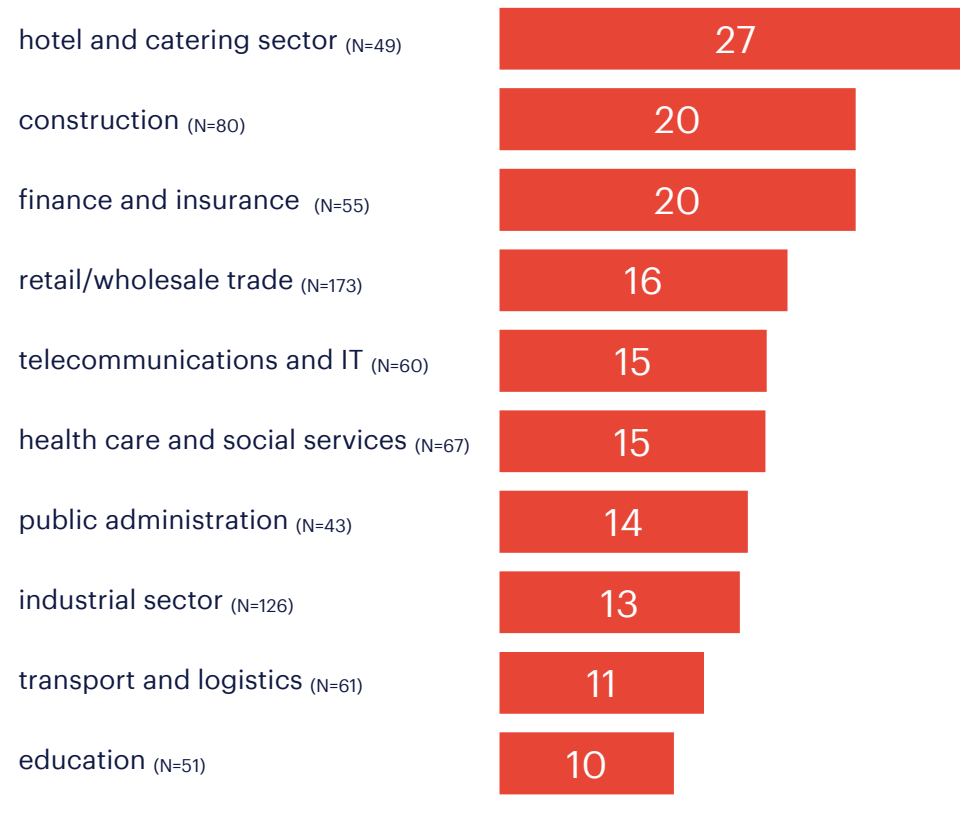
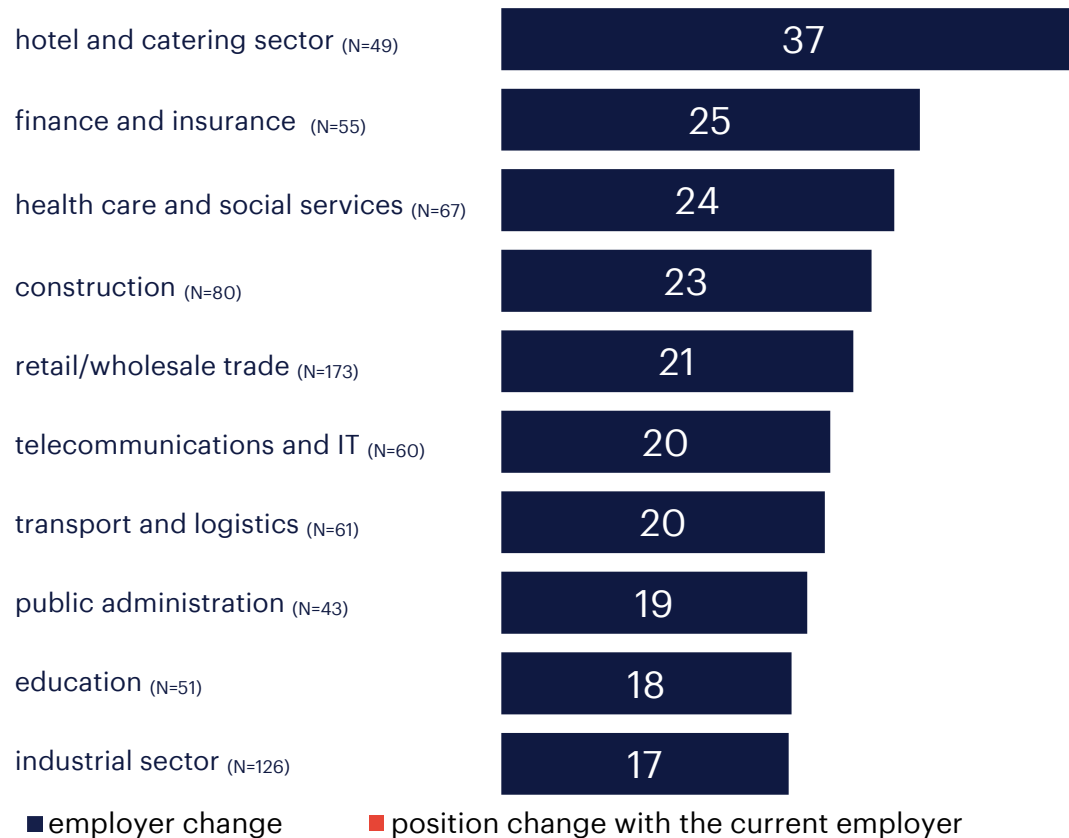
Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?



*sample size below 30

employer or position change.

comparison between industries.

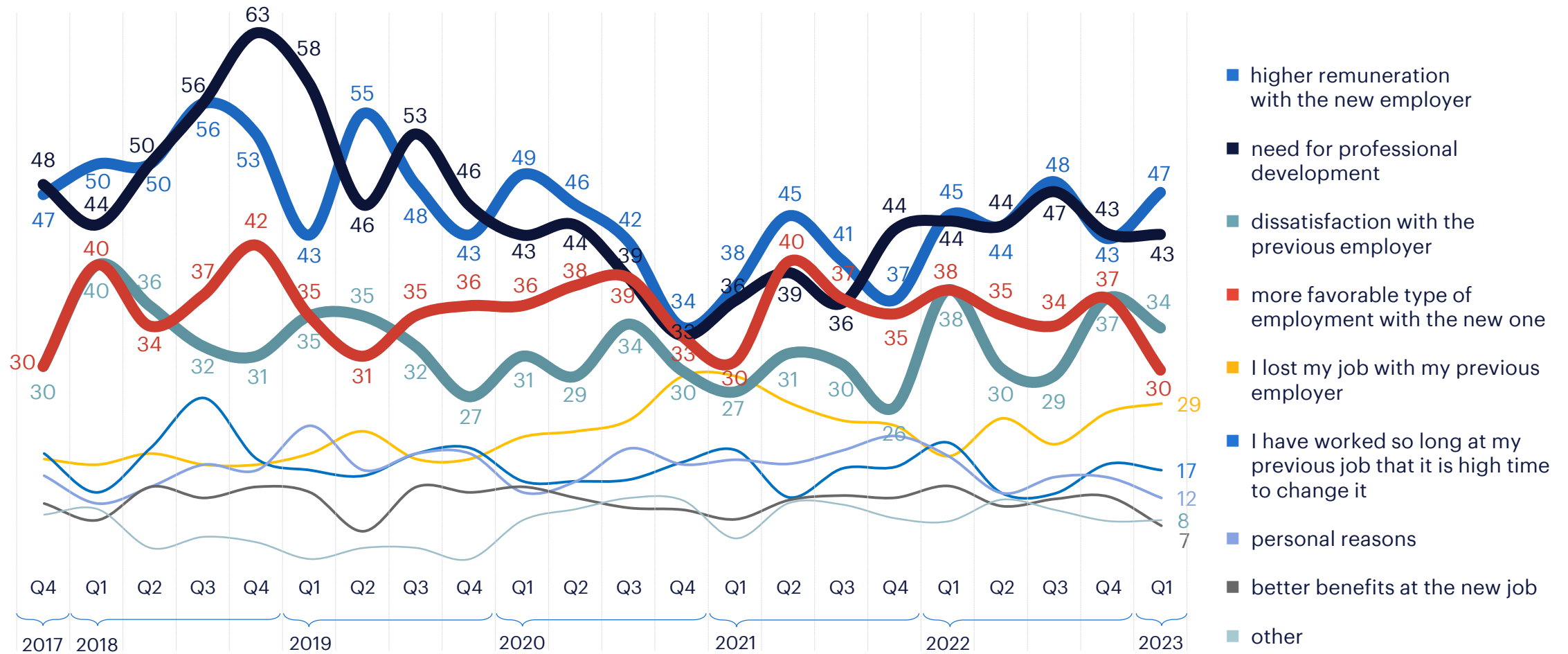


Over the last 6 months, have you changed your employer?

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?



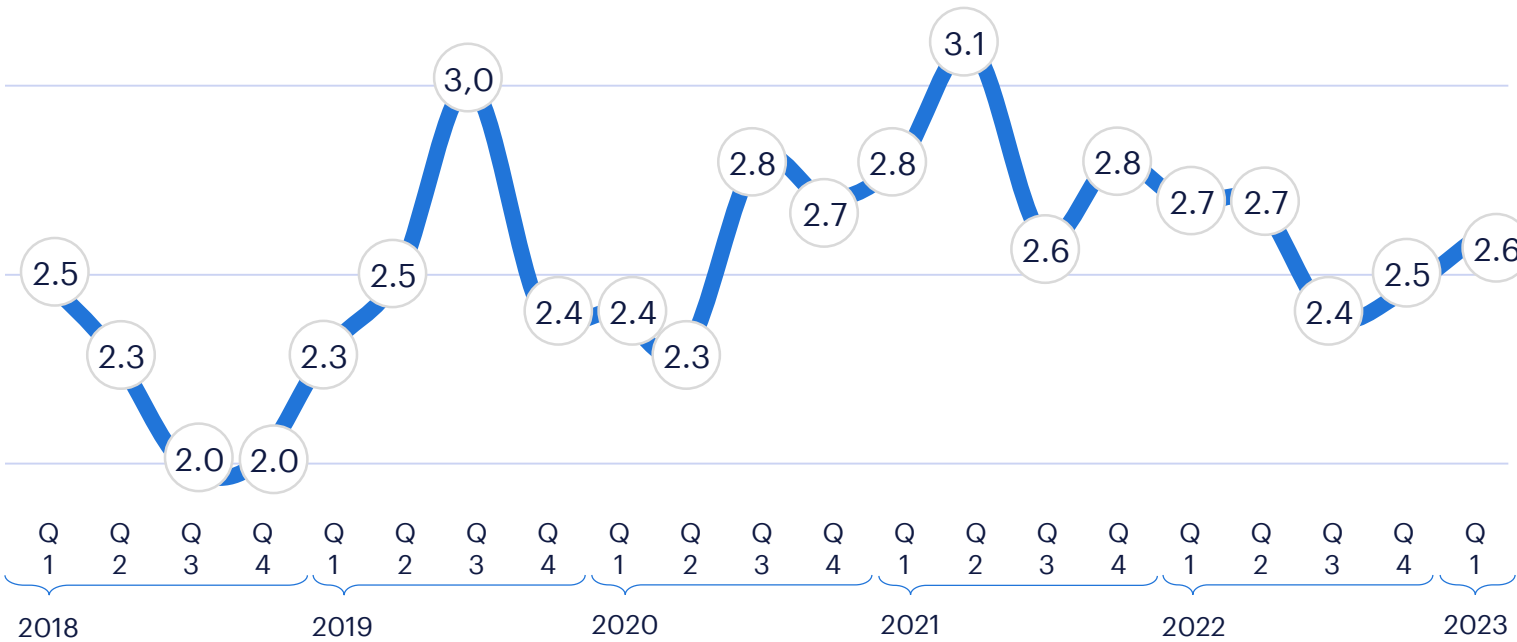
And what were the reasons for that change?



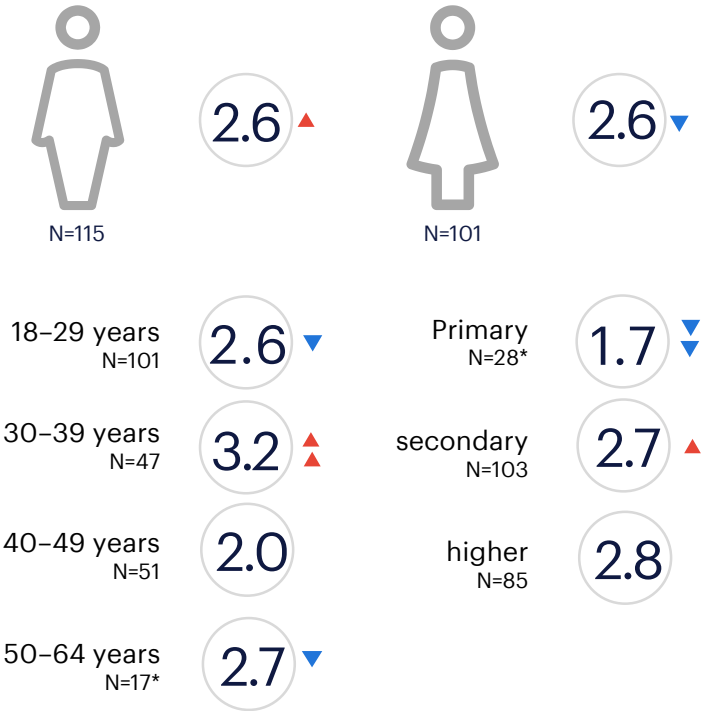
survey results:
how long
does it take
to find a job.

time spent on looking for a job.

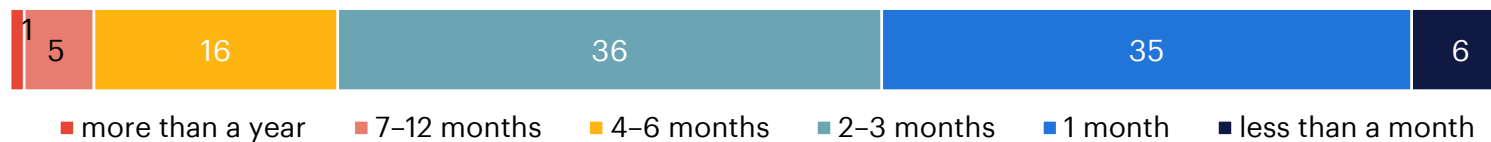
average time spent looking for a job in months:



average time spent on looking for a job (in months) by gender, age and education (Q1 2023):



percentage of respondents who found employment in a given period of time in the 3rd quarter of 2023:



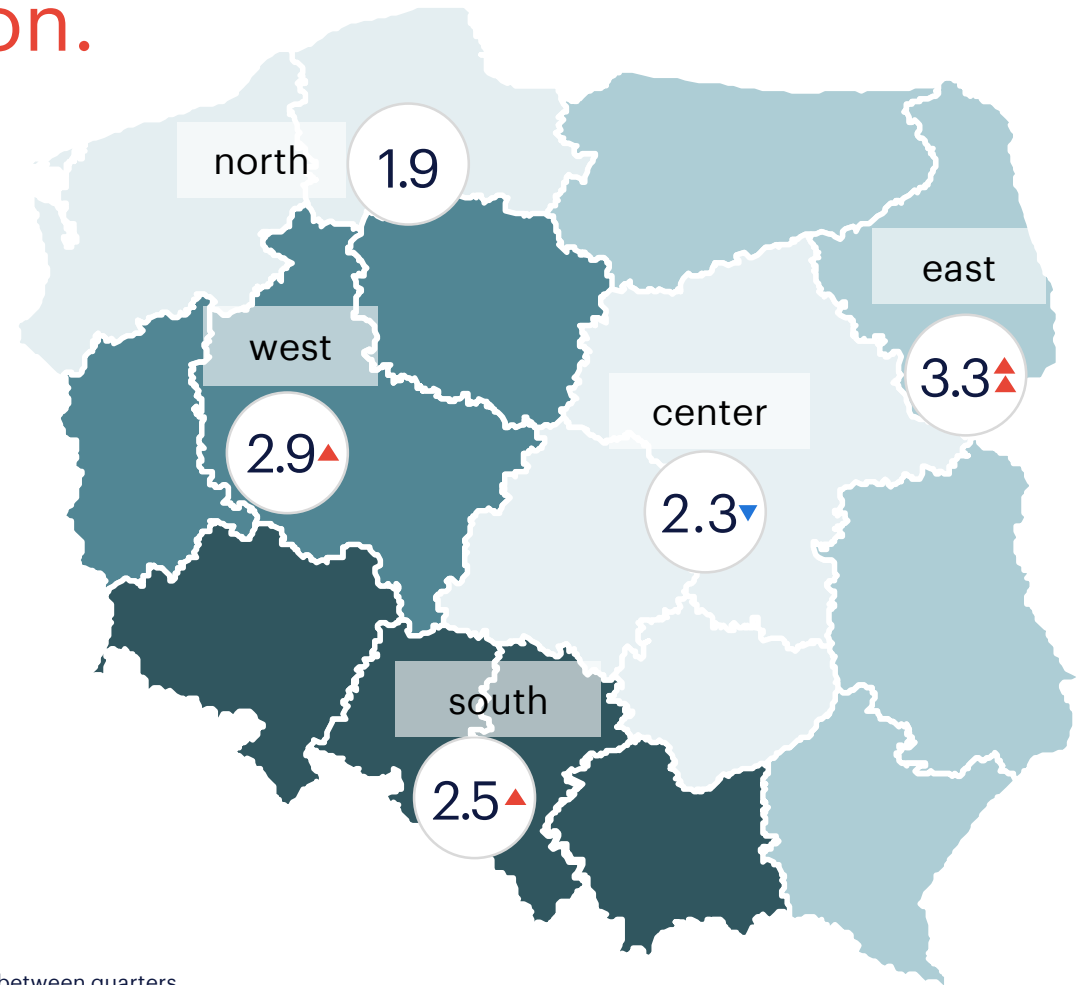
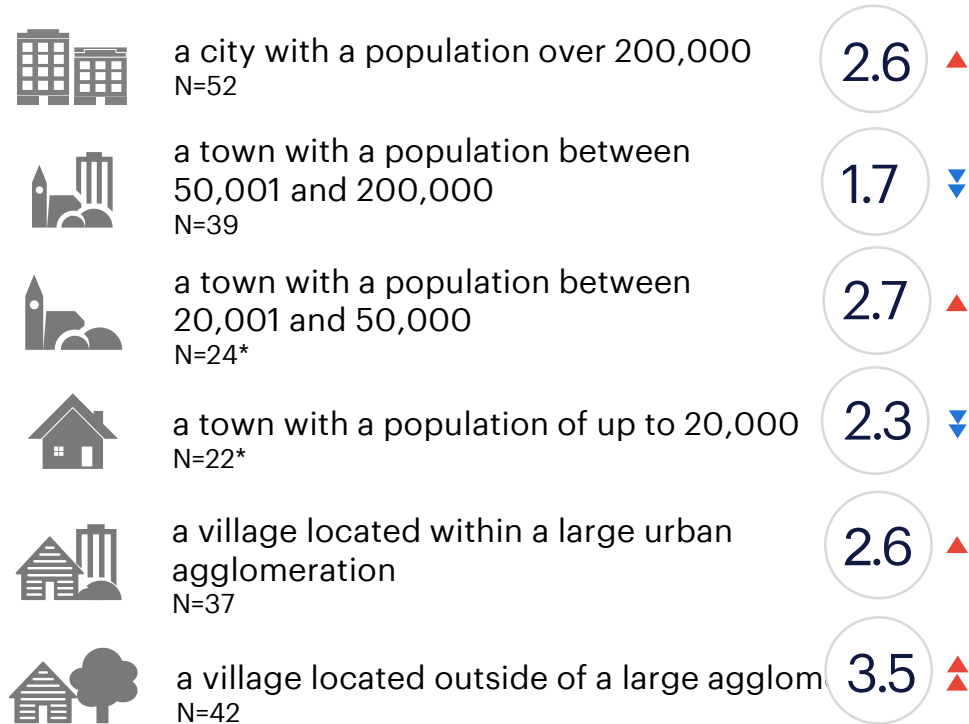
▲ longer than in the previous quarter
▼ shorter than in the previous quarter
▲▼ more than 1 month change between quarters

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.



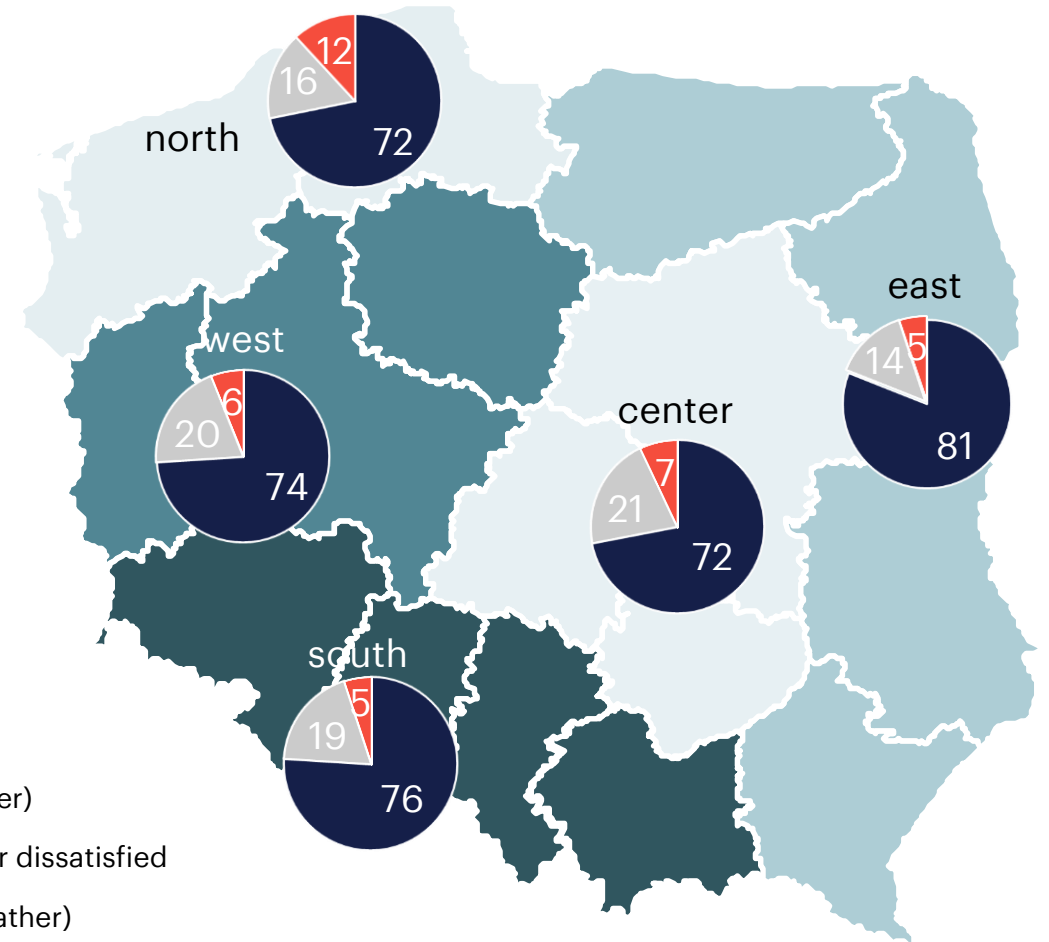
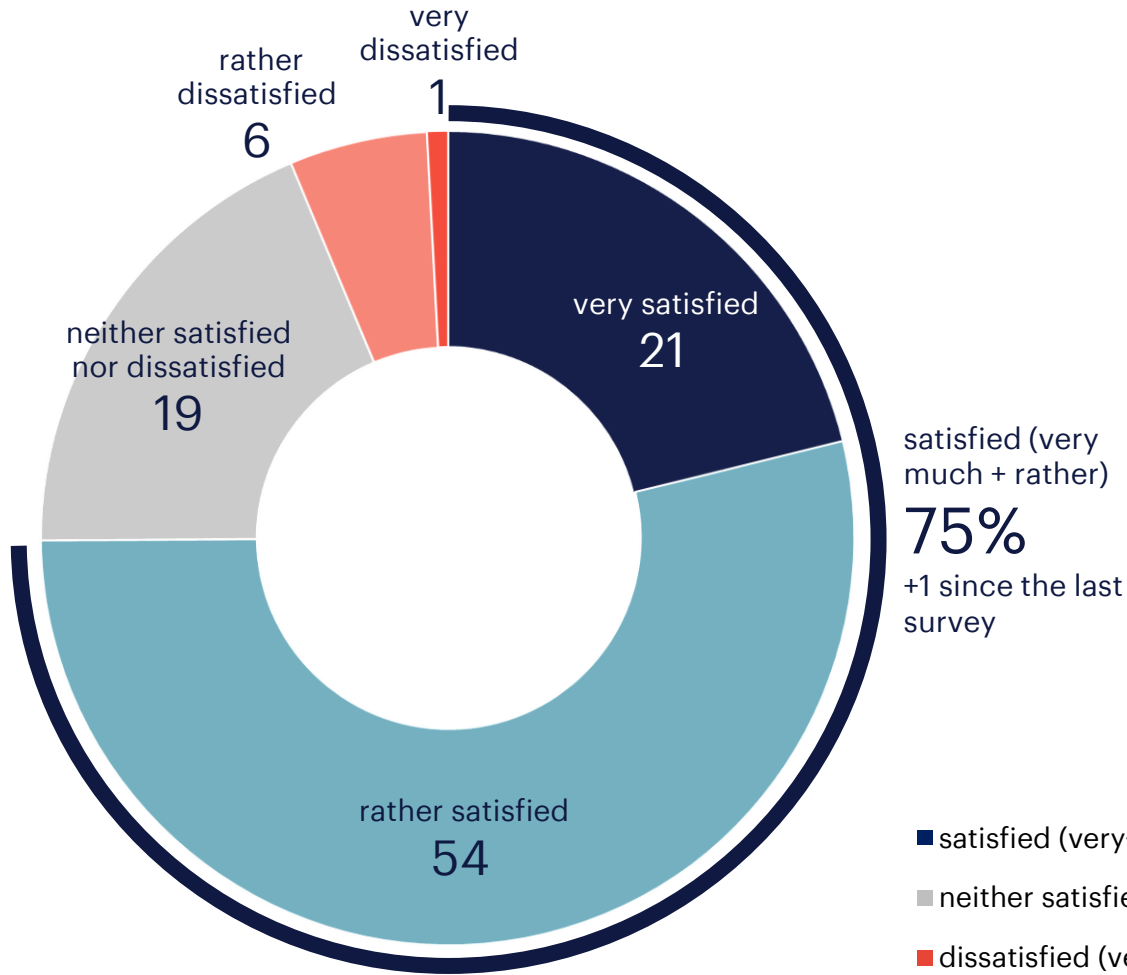
▲ longer than in the previous quarter ▼ shorter than in the previous quarter ▲▼ more than 1 month change between quarters

How long did it take to find your current job?



survey results:
job satisfaction.

job satisfaction.

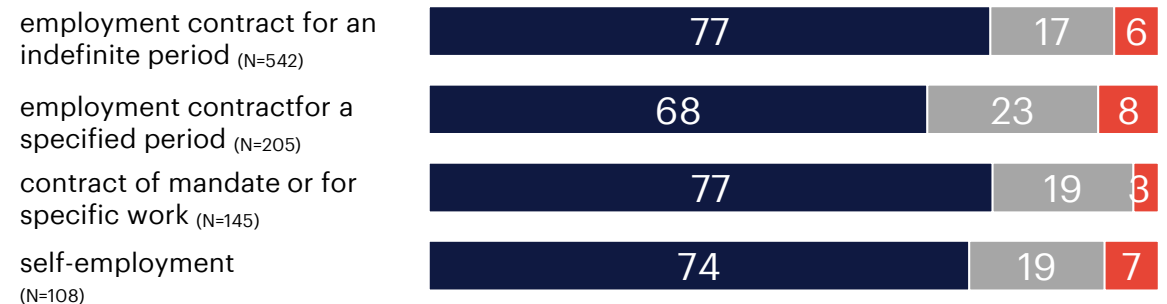
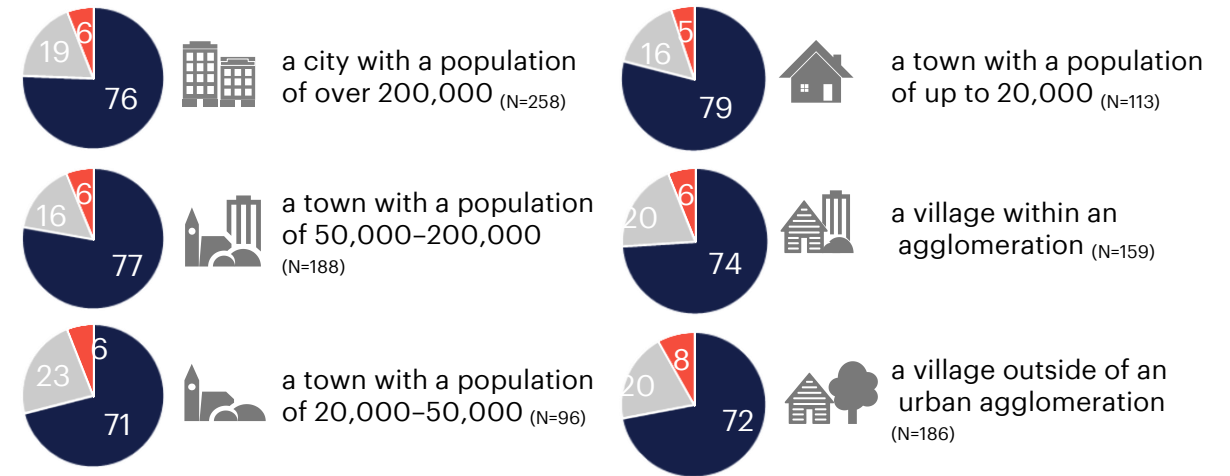
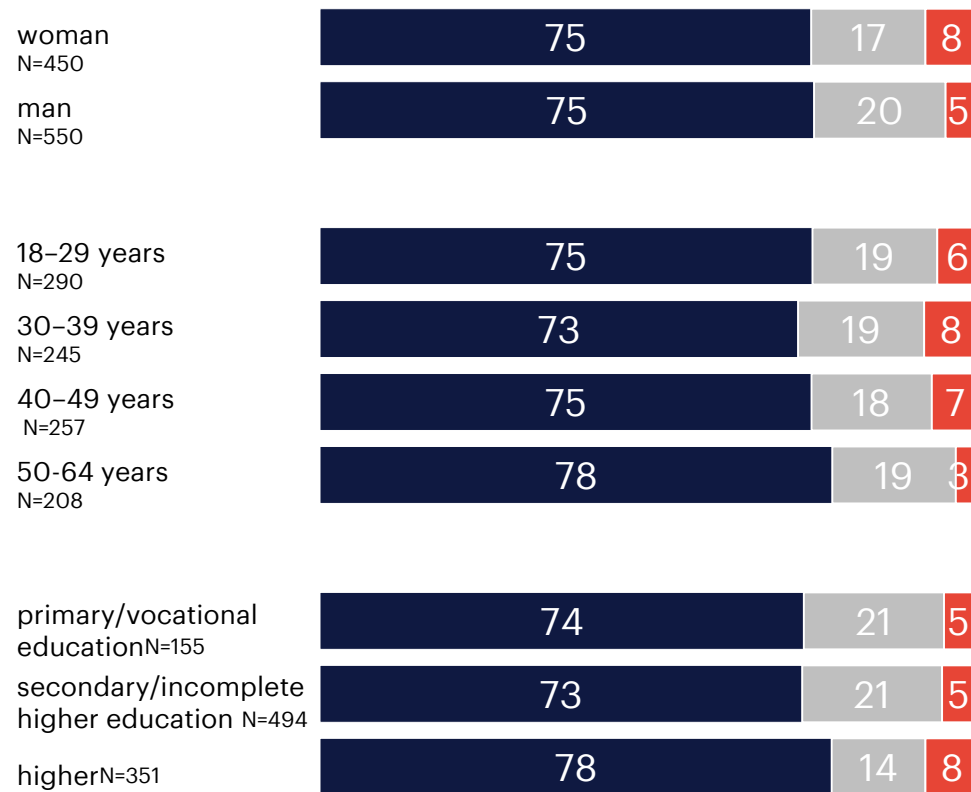


To what extent are you generally satisfied with working at your company?



job satisfaction.

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



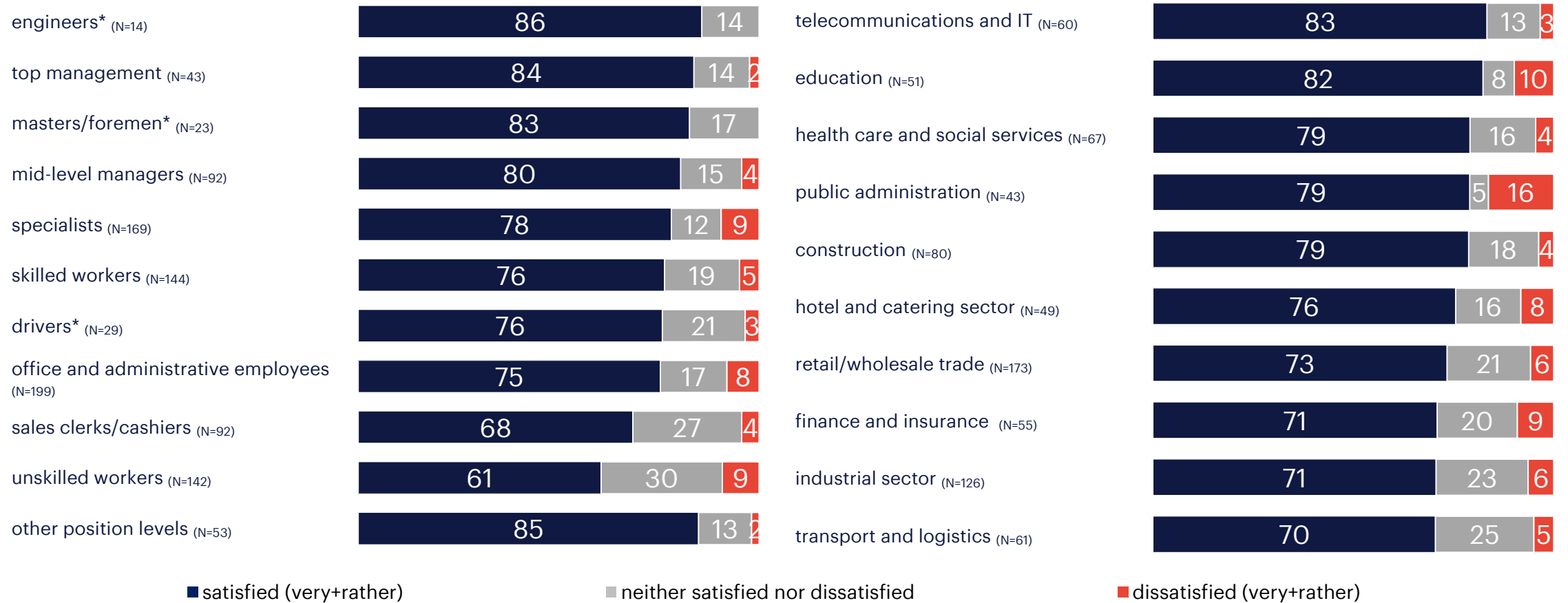
■ satisfied (very+rather) ■ neither satisfied nor dissatisfied ■ dissatisfied (very+rather)

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



job satisfaction.

comparison between positions and industries.



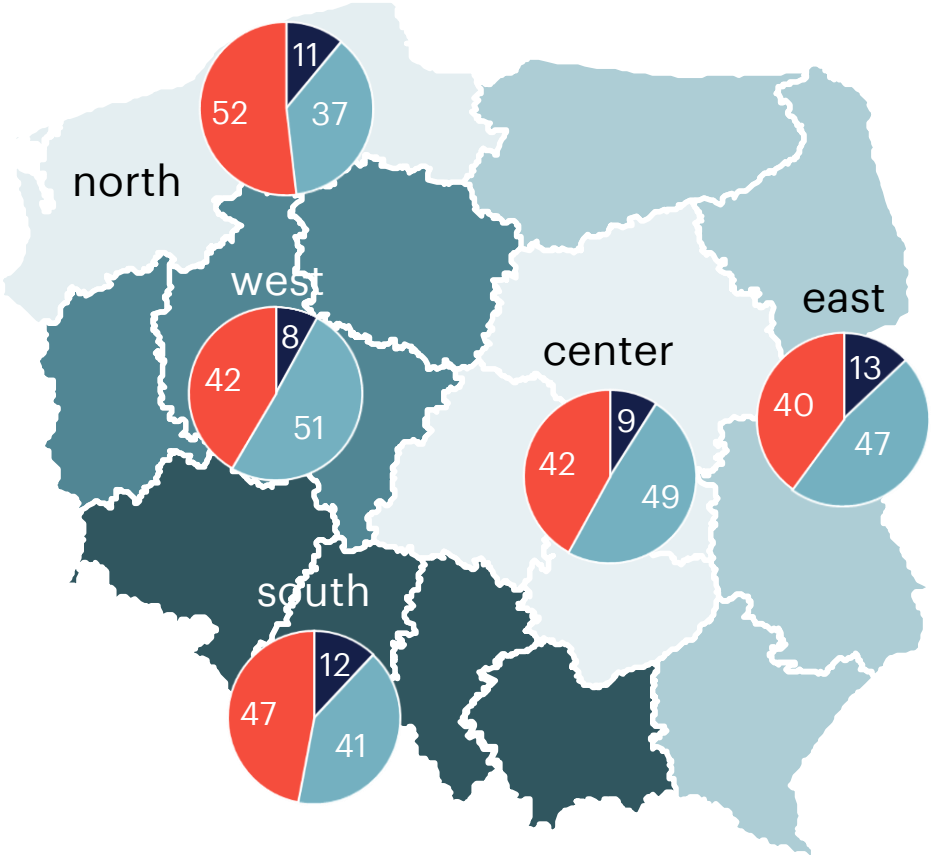
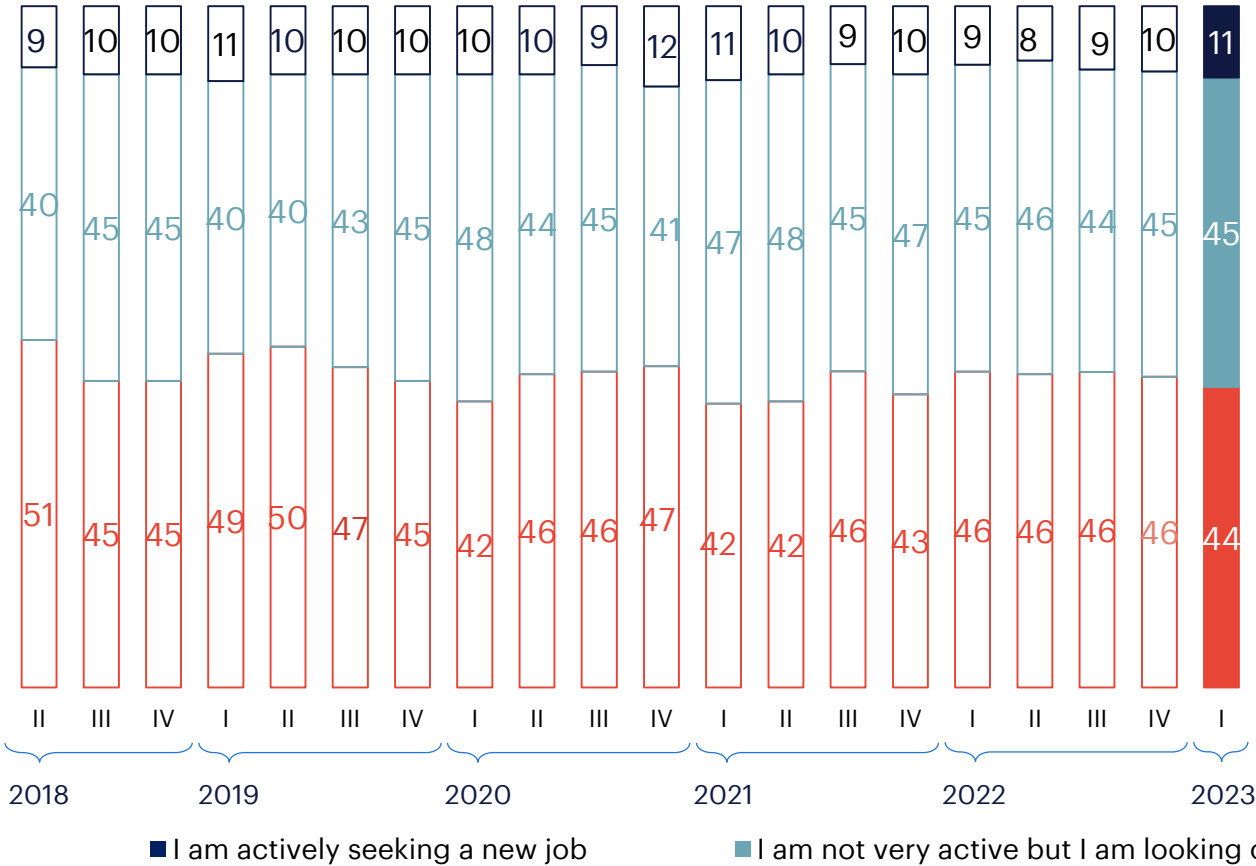
To what extent are you generally satisfied with working at your company?



*sample size below 30

survey results:
willingness
to change a job.

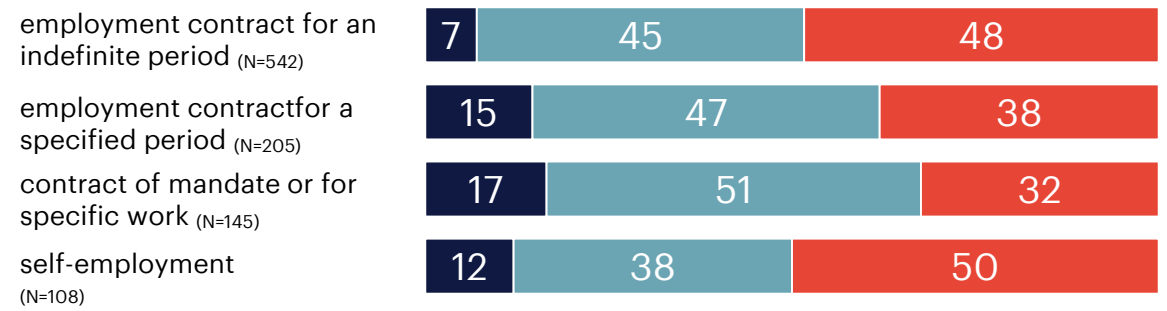
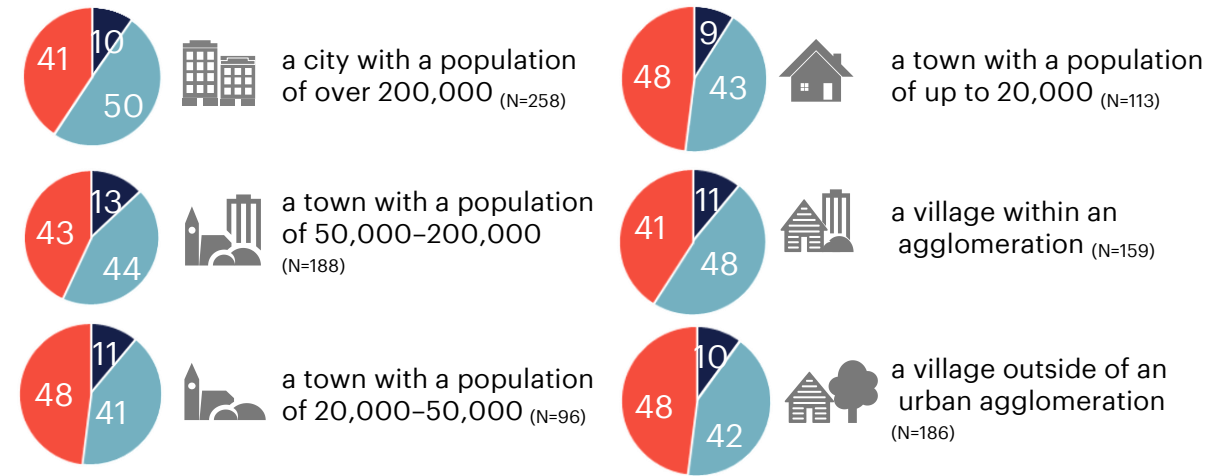
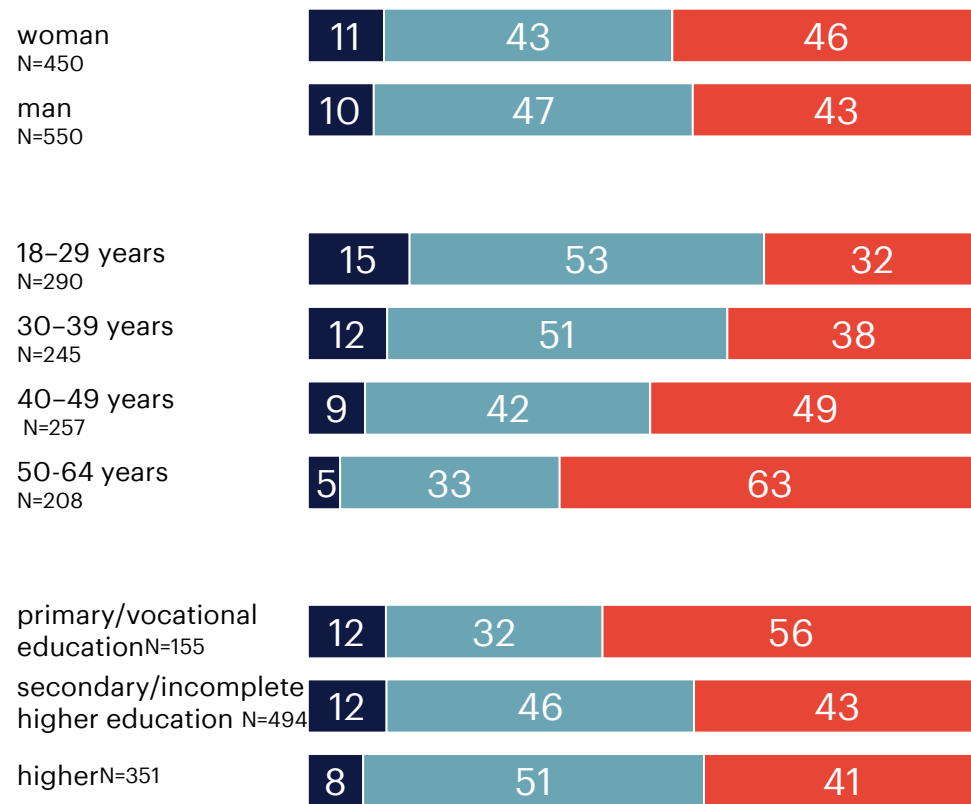
looking for a new job.



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.

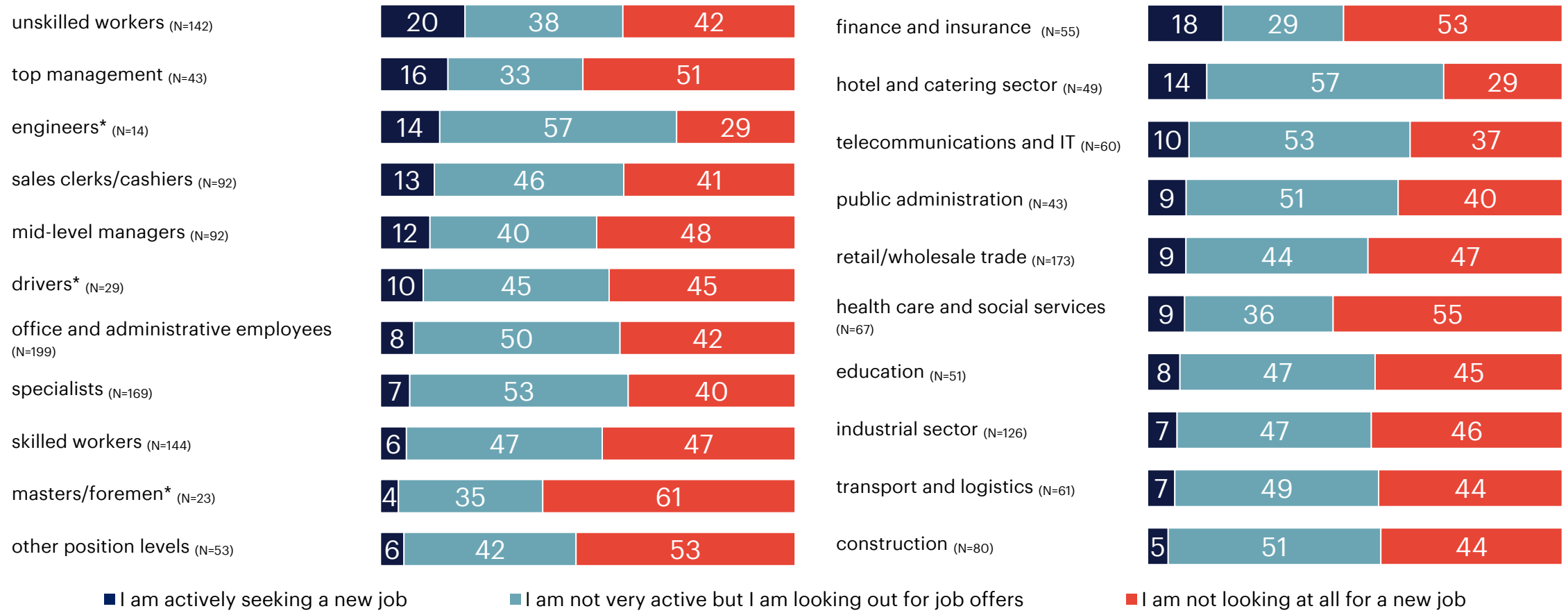


■ I am actively seeking a new job
 ■ I am not very active but I am looking out for job offers
 ■ I am not looking at all for a new job

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.



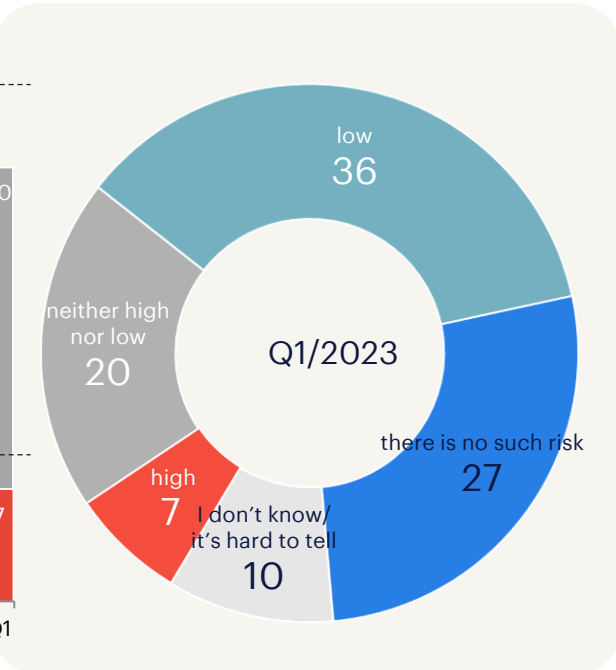
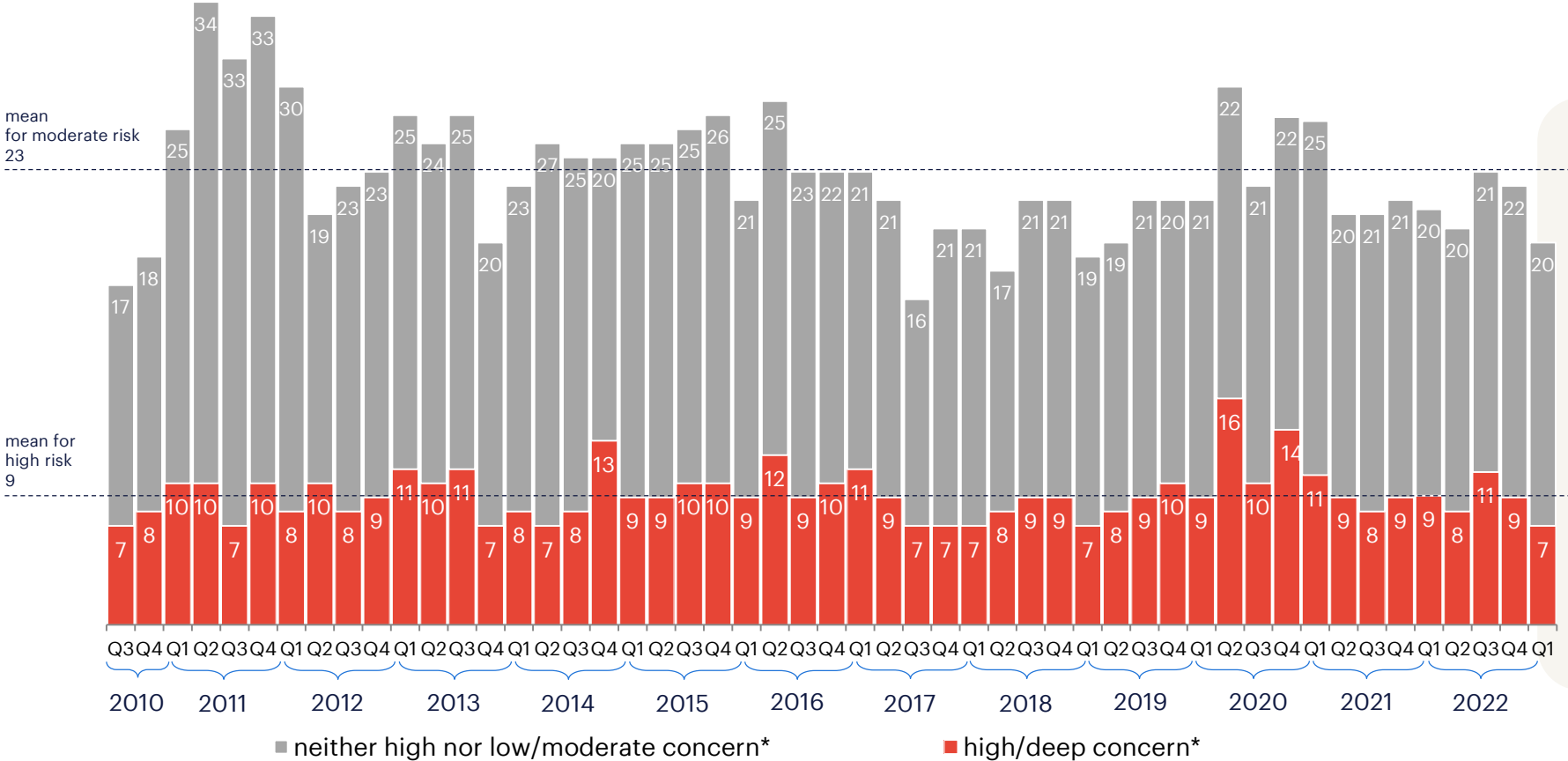
Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?



*sample size below 30

survey results:
unemployment
risk evaluation.

unemployment risk evaluation.

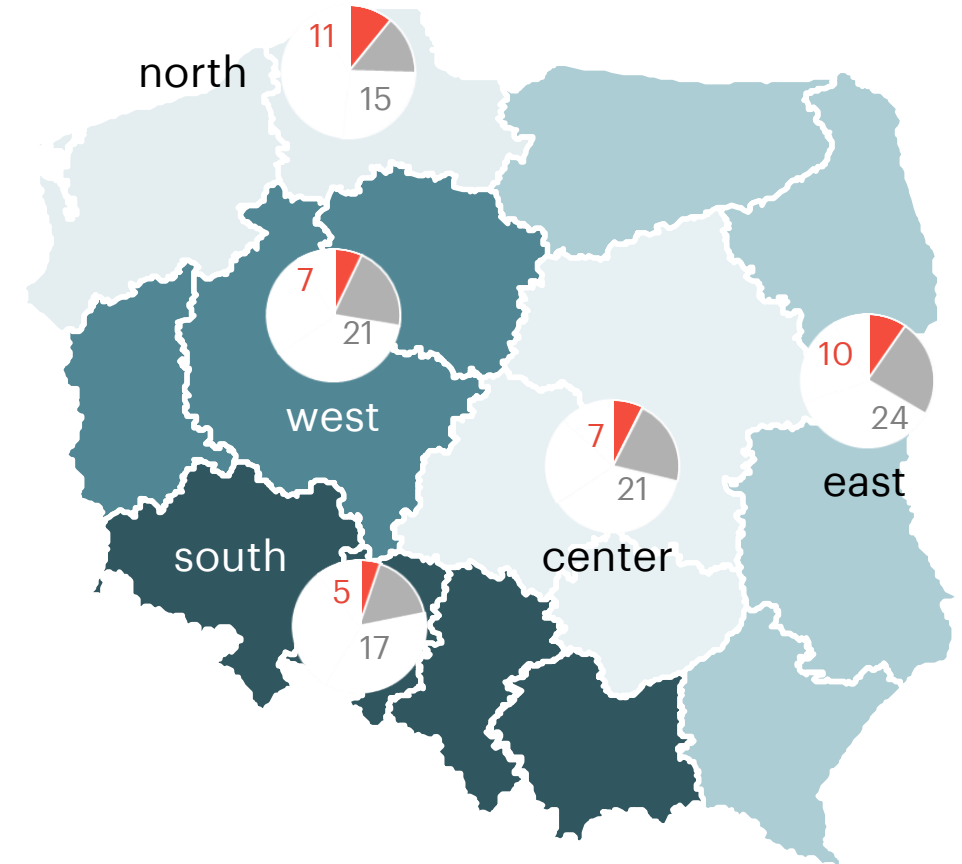
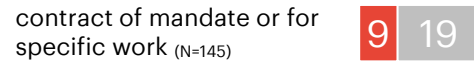
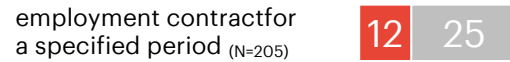
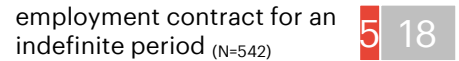
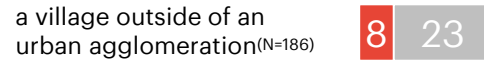
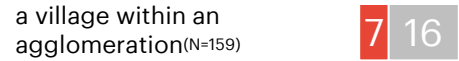
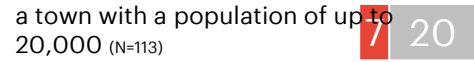
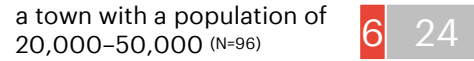
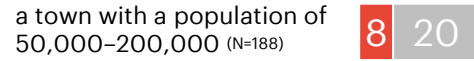
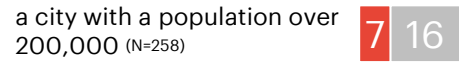
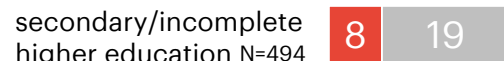
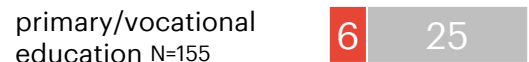


Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that... *the wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have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



unemployment risk evaluation.

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



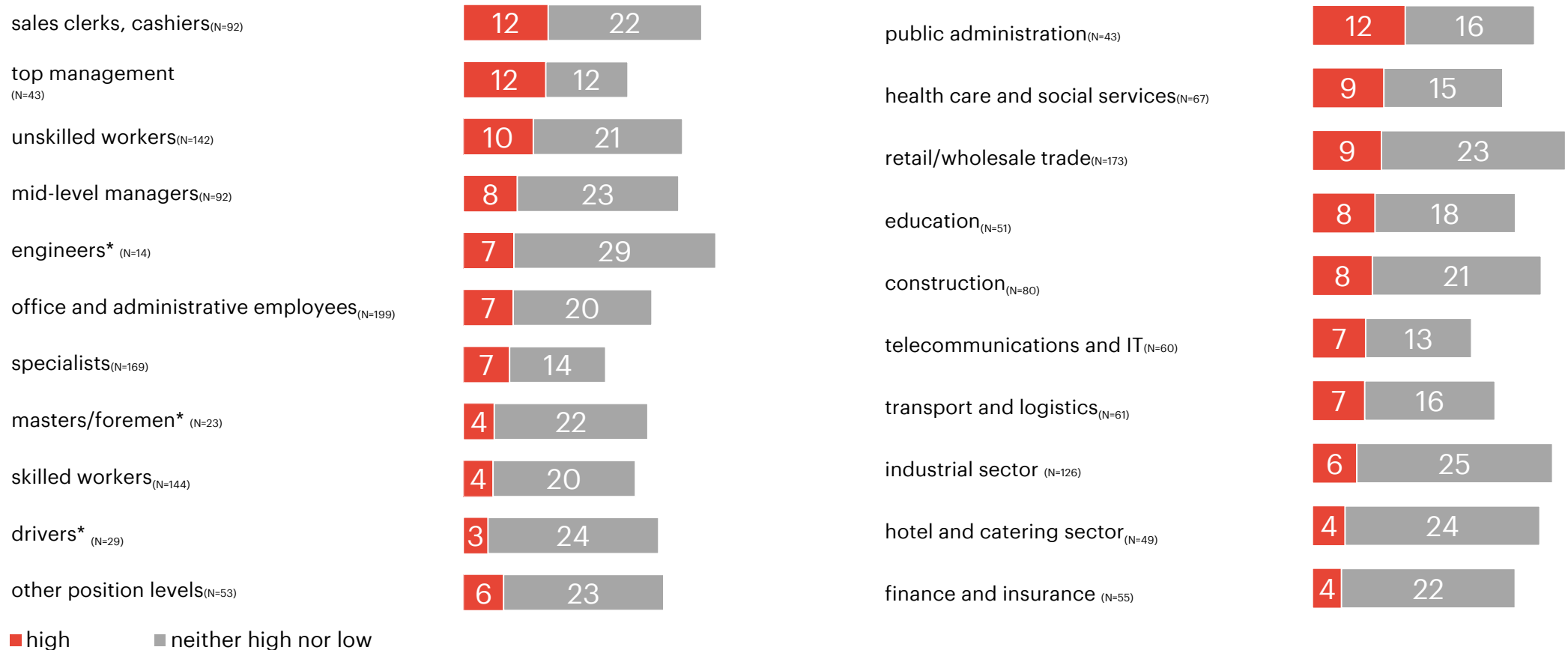
■ high ■ neither high nor low

*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 industries.



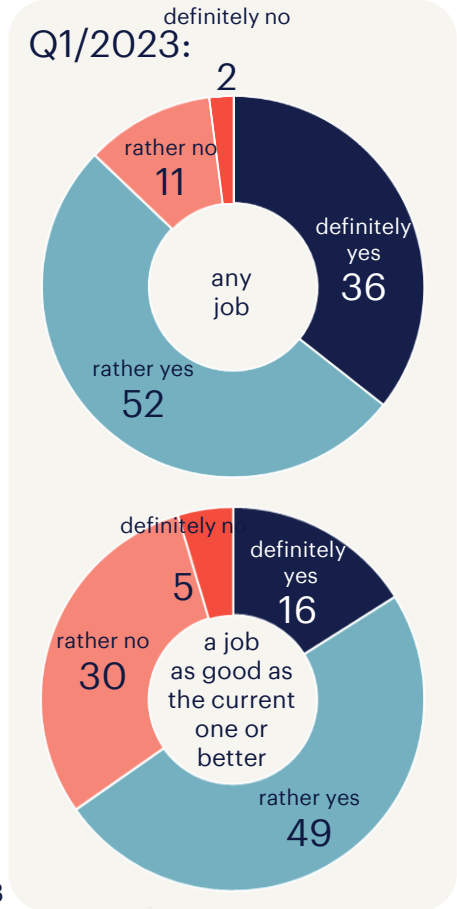
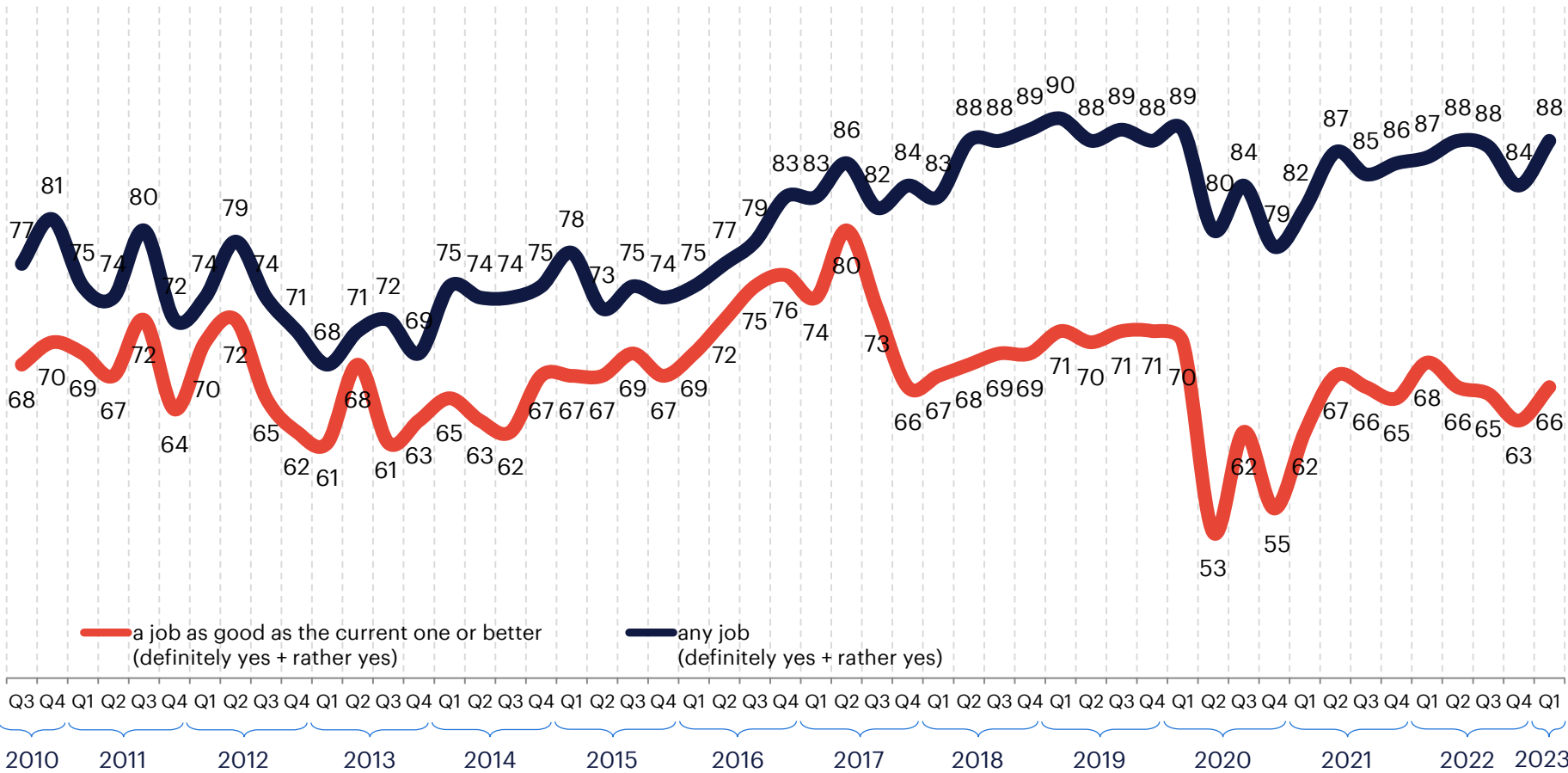
Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that..



*sample size below 30

survey results:
new job
opportunities.

chance of finding a new job.

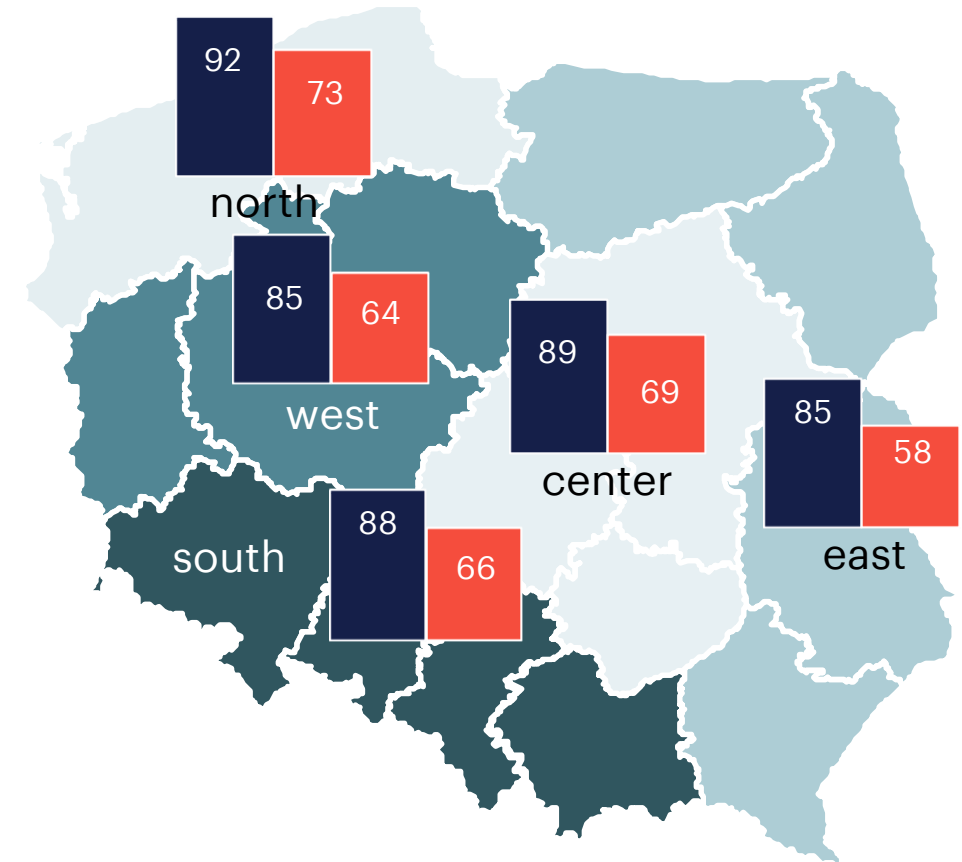
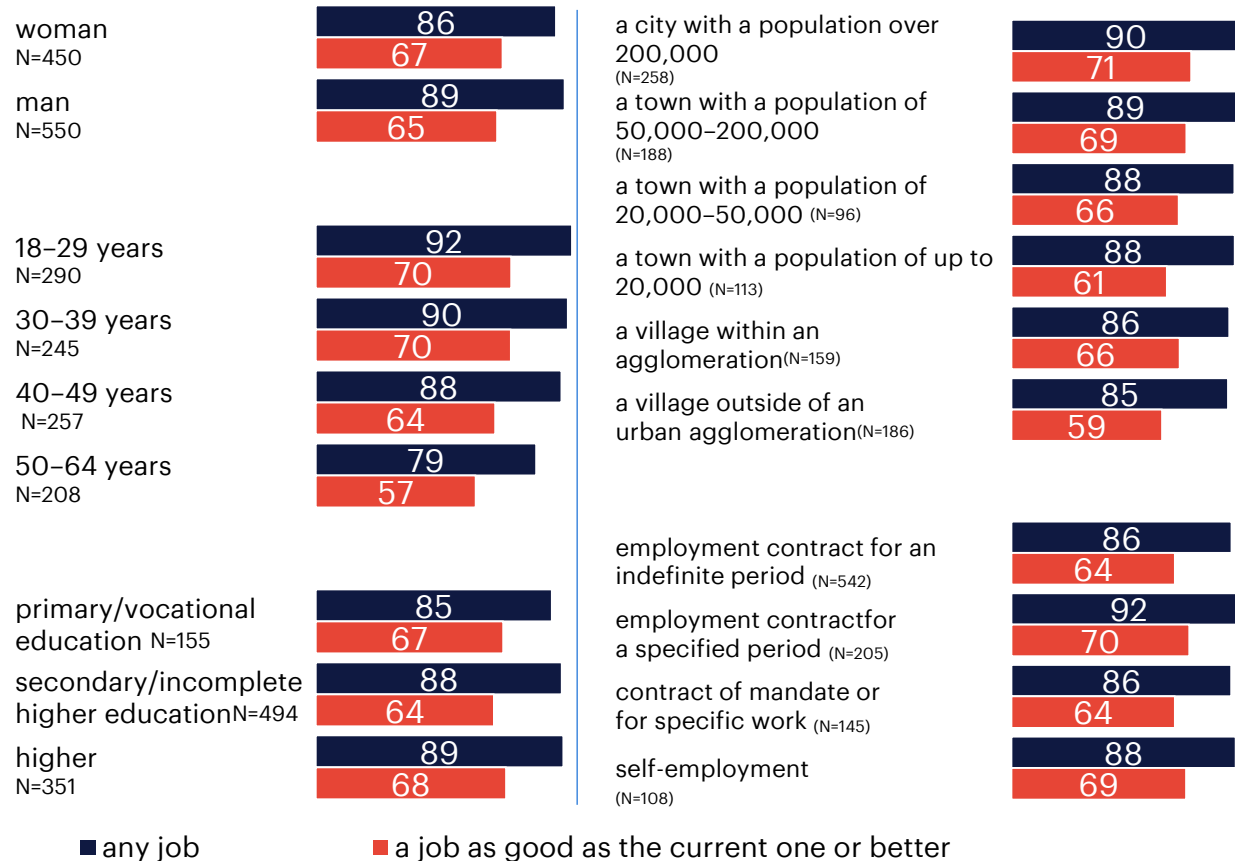


Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the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



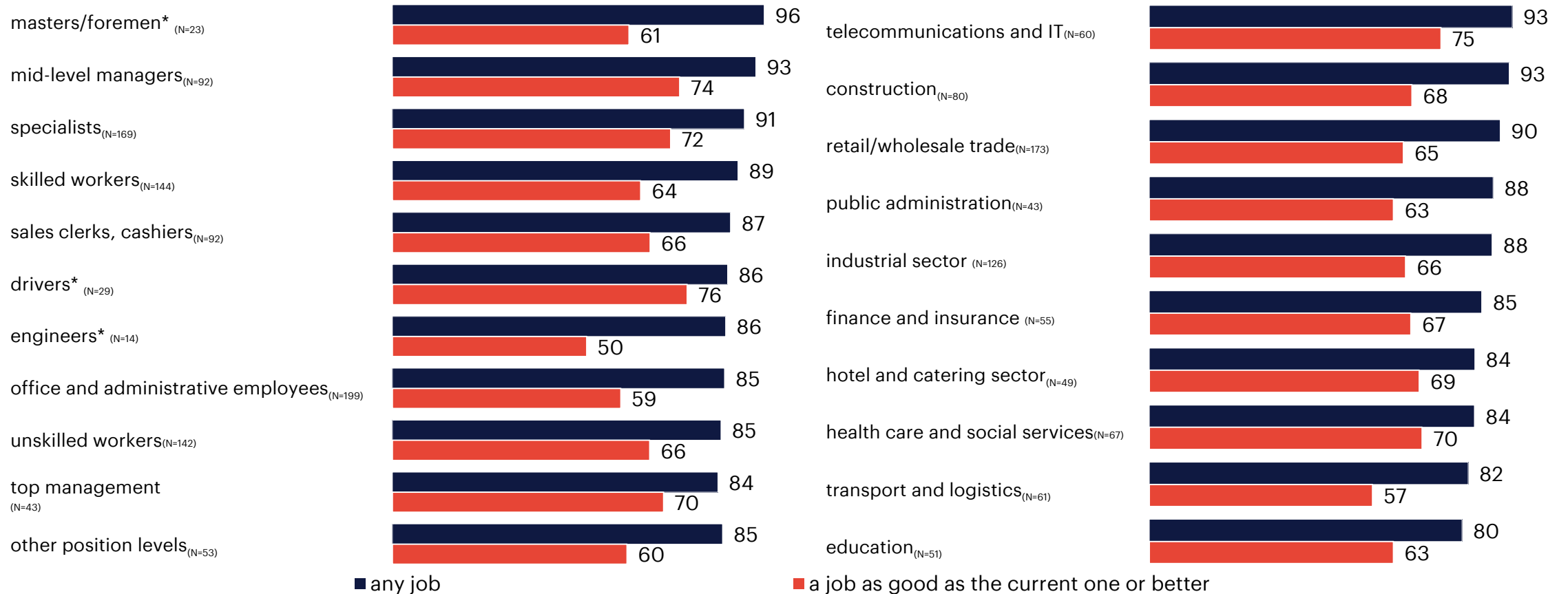
chance of finding a new job.

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



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 sectors.



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.

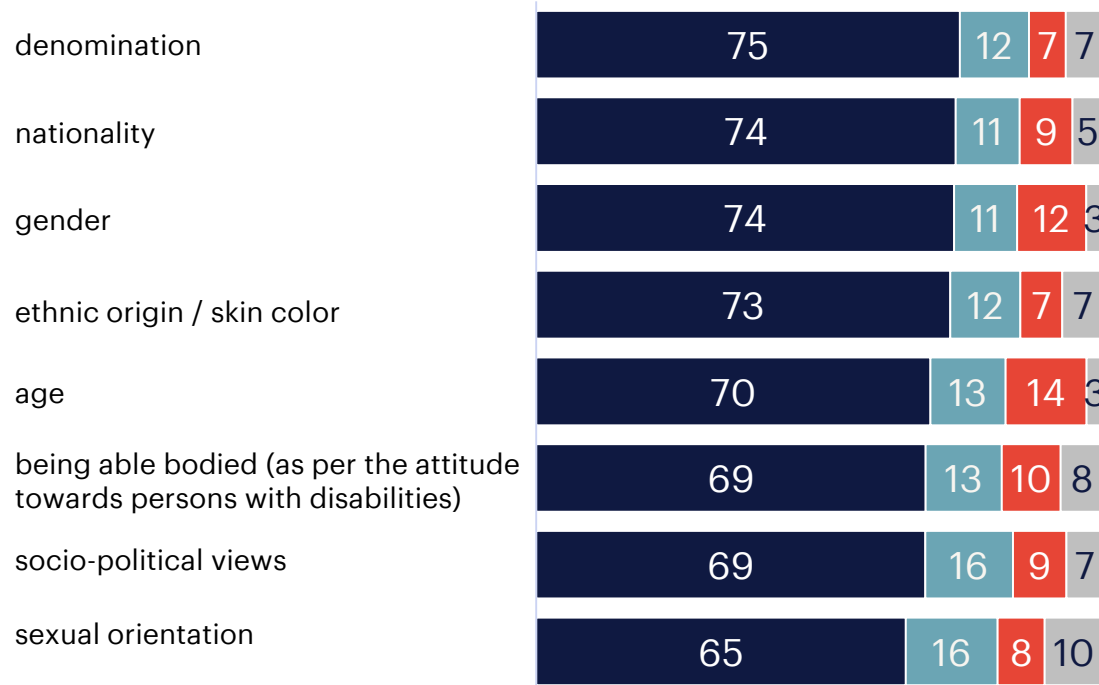


*sample size below 30

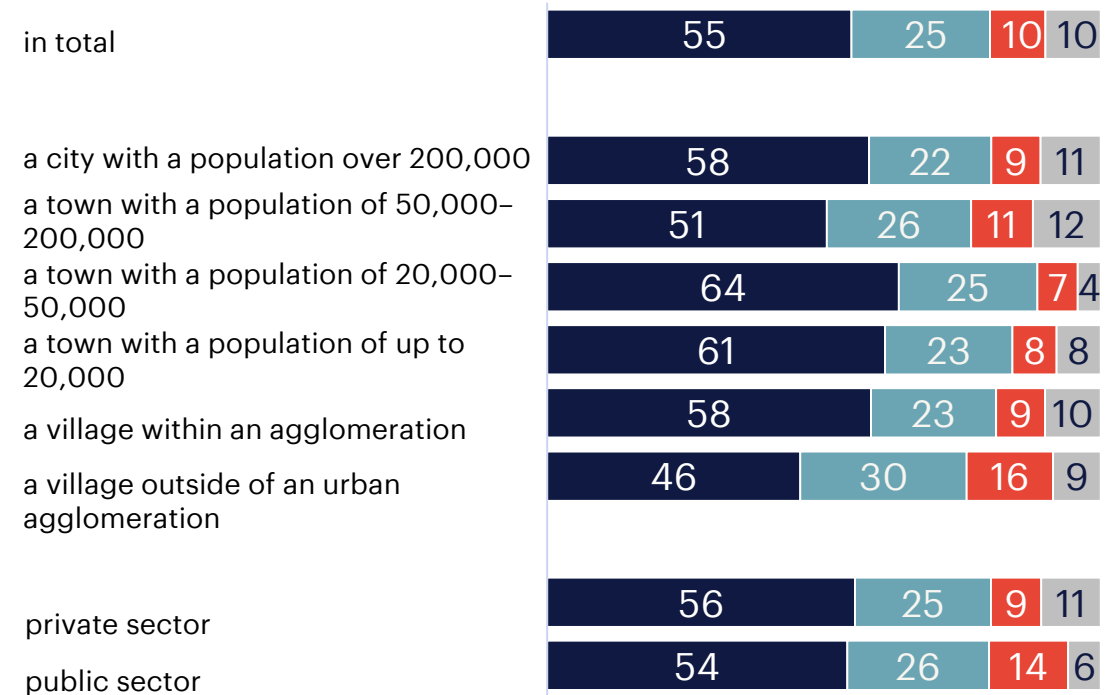
survey results:
diversity
in a workplace.

diversity in a workplace.

are people in your workplace treated in the same way regardless of their...?



does your employer encourage the development of the open organization culture, promote diversity & inclusion?



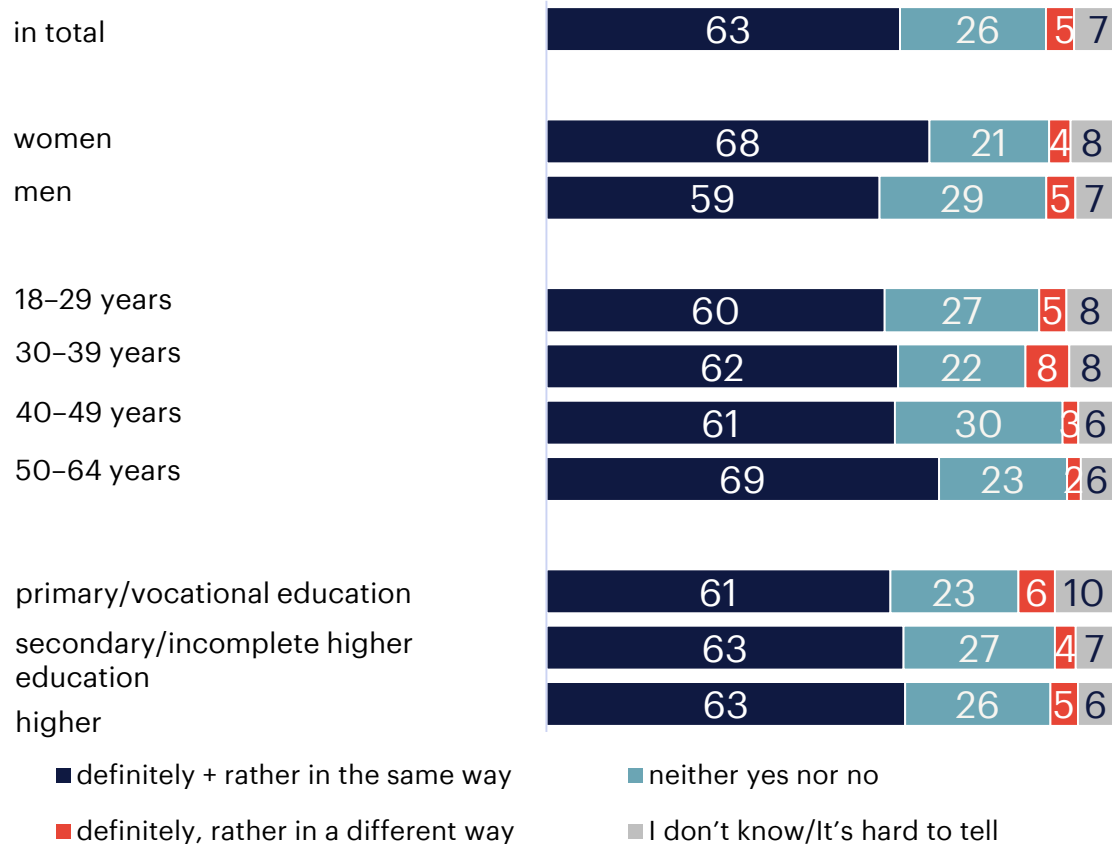
■ definitely + rather in the same way
 ■ neither yes nor no
 ■ definitely, rather in a different way
 ■ I don't know/It's hard to tell

Do you believe that in your workplace all employees are treated in the same way by the employer and their supervisors regardless of their... Do you believe your employer encourages the development of an open organization culture in the workplace, that is they promote diversity, inclusion and tolerance?

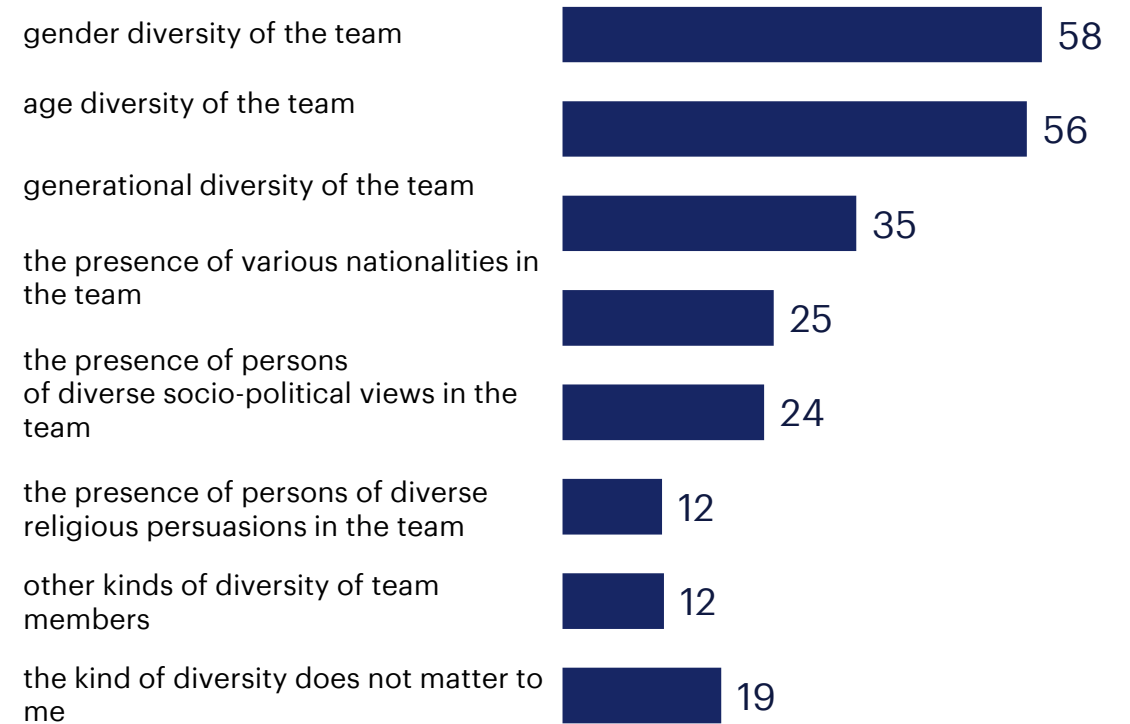


diversity in a workplace.

do you value diversity in a workplace?



what kind of diversity do you particularly appreciate in a workplace?



How much do you value or not value diversity in the workplace, such as the presence of people of diverse generations, nationalities or genders? What kind of diversity in a workplace do you value? List a maximum of 3 characteristics where diversity is important to you

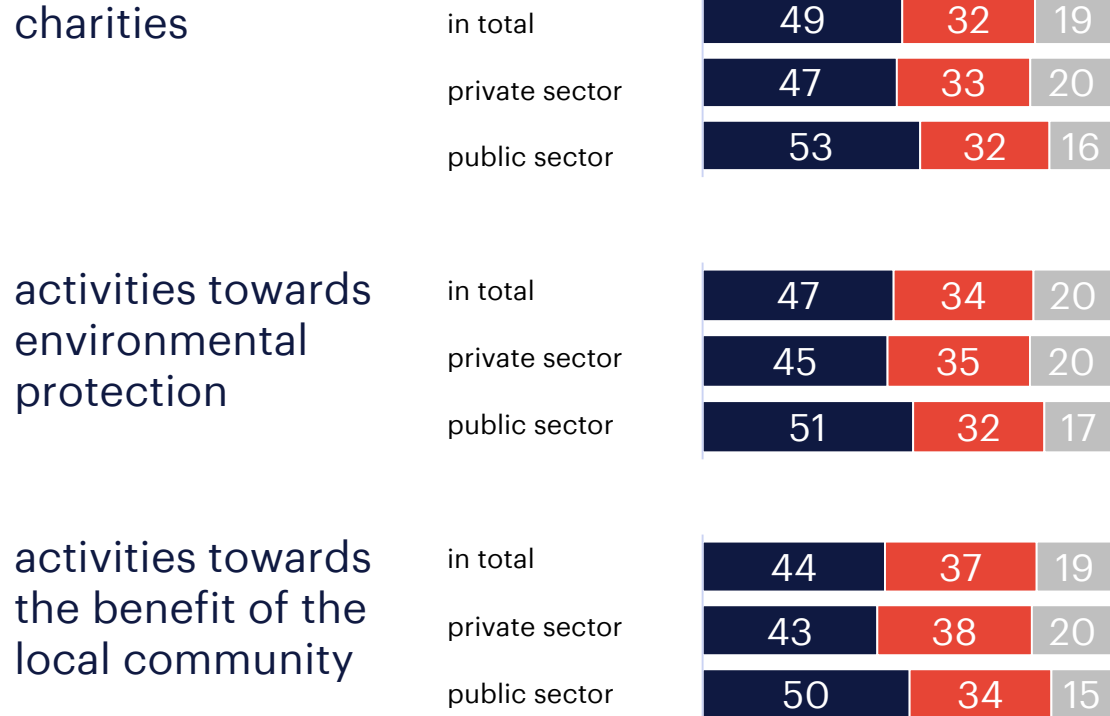


survey results:

social involvement
in companies.

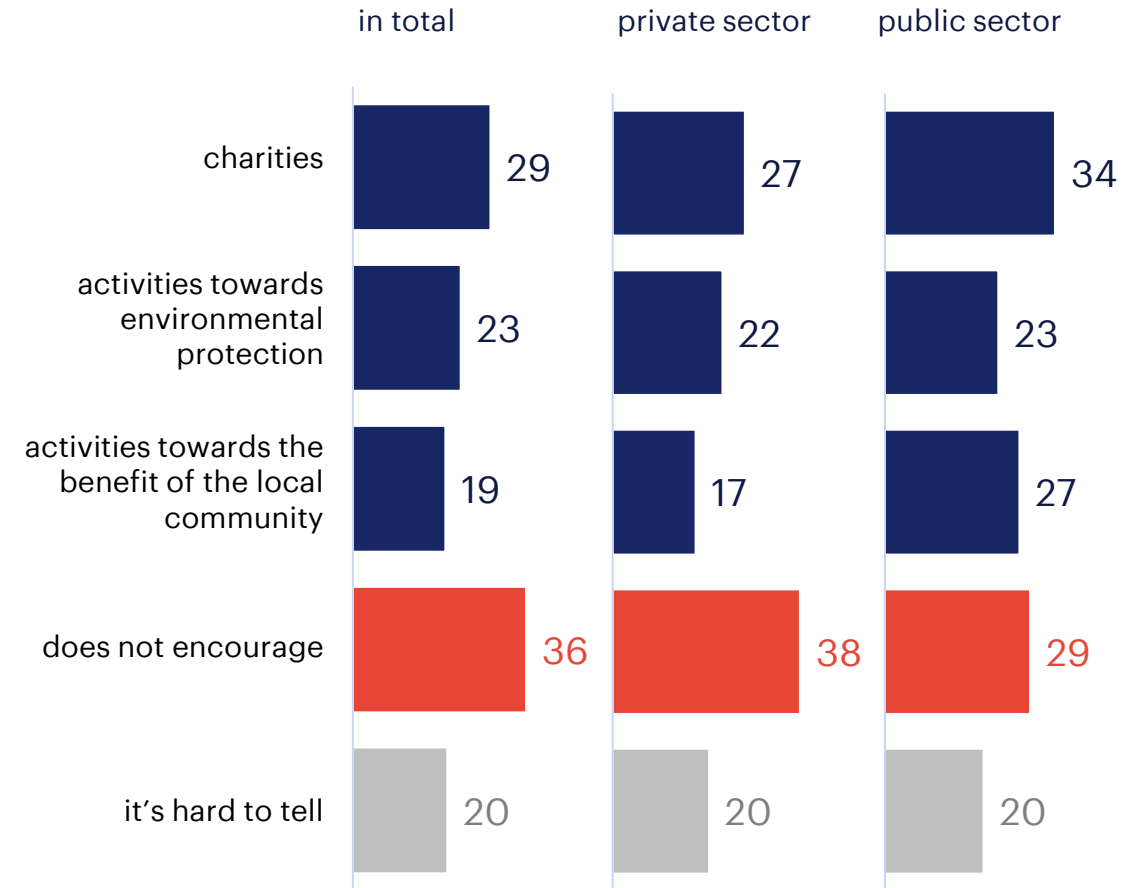
social involvement in companies.

does your employer get involved in...



■ definitely yes + rather yes ■ definitely no + rather no ■ I don't know/It's hard to tell

does your employer encourage you to participate in...

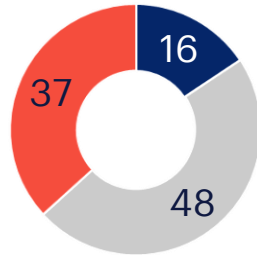


Does your employer get involved in community activities? Does your employer encourage you to participate in community activities, and if yes, what kind?

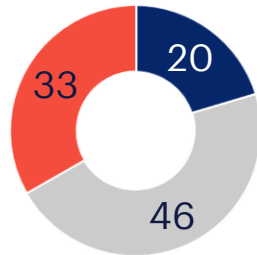


would you work for a company which does not get involved in...

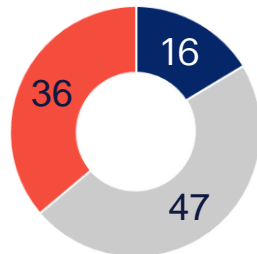
charity activities



activities towards environmental protection



activities towards the benefit of the local community



18-29 years N=290



30-39 years N=245



40-49 years N=257



50-64 years N=208



18-29 years N=290



30-39 years N=245



40-49 years N=257



50-64 years N=208



18-29 years N=290



30-39 years N=245



40-49 years N=257



50-64 years N=208



■ I definitely agree + I somewhat agree

■ I neither agree, nor disagree

■ I strongly disagree + I rather disagree

I wouldn't work for a company that doesn't get involved in...



survey results:
summary of the
results.

summary of the results (1/2)

- 22% of the employees changed job in the last six months (a slight increase: by 2 percentage points) ■ persons up to 29 years of age changed their employer significantly more often (35%); the least often the employees aged 50–64 (8%) ■ those to declare the change of the job the most often were unskilled workers (30%) and the hotel and catering sector workers (37%)
- the reasons indicated for changing one's job the most frequently are: the higher remuneration with the new employer (47%, increase by 4 percentage points) and the desire for professional development (43%) ■ further on the list are: being unhappy with the current employer (34%) and the more favorable employment form (30%) – both latter ones lost in significance
- 16% of employees declared changing their position at the same employer (decrease by 3 percentage points) ■ higher-educated employees and specialists changed job titles more often (19% and 21%, respectively)
- 75% of employees were very or rather satisfied with their jobs ■ 11% of the respondents are actively seeking a new job (increase by 1 pp), and 45% are looking out for offers ■ the average time spent on looking for a job increased slightly, to 2,6 months
- we can observe a slight downward trend in the fear employees have about losing their job – the percentage of high level of fear declared dropped from 11% during the peak of 2022 down to 7% currently ■ persons employed for a specified period are significantly more often afraid of losing their job (12% high level of fear, 25% moderate fear), skilled workers are significantly less often afraid of losing their job (4%) and higher education specialists are moderately often afraid (14%)
- the percentage of employees who see the chances of finding any job within the next 6 months increased (increase from 84% to 88%) ■ those seeing the chances of finding any employment significantly more often include the younger employees (ages 18–29; 92%), employees working for a specified period (92%), and among professions – mid-level managers (93%)
- 66% of employees, a percentage comparable with that from previous quarter (63%), believe that they would find a job that is as good as the current one or better ■ older employees – 50–64 years of age (57%), people living in the eastern region (58%), in villages outside large agglomerations (59%), and among the studied professions – office and administrative employees (59%) are significantly less convinced of this.

summary of the results (2/2)

- a predominant majority of employees declares that in their workplace everyone is treated in the same way regardless of their religion (75%), nationality (74%), gender (74%) or their skin color / ethnic origin (73%) ■ for most characteristics, pointing towards a different treatment in the workplace is below 10%, apart from the age – 14% declared different treatment in this regard, and gender – 12%
- over a half of employees feel that their employer promotes diversity & inclusion in the workplace (55%), while this is significantly less common in the villages outside of the large agglomerations (46%)
- over a half of employees appreciate diversity in a workplace (63%); older employees 50–64 years of age (69%) and women (68%) do it significantly more often ■ gender diversity and age diversity of teams are most commonly appreciated (58% and 56% respectively)
- in the opinion of the employees, nearly a half of employers gets involved in charity activities (49%) or activities towards environmental protection (47%) ■ 44% of employers get involved in activities towards the benefit of the local community, with the public sector organizations doing it significantly more often (50%) ■ however, employers relatively seldom encourage employees to get involved in such activities: 36% do not encourage employees at all – in the public sector 29%, and in the private sector 38% ■ public sector employers more often encourage employees to get involved in charities (34%) and activities towards the benefit of the local community (27%)
- for the employees themselves, the involvement of their employer in charity activities, activities towards environmental protection or the benefit of the local community is not crucial for the decision of taking up the job – only 16% take the involvement of the employer in charity activities or activities towards the benefit of the local community into consideration while deciding about taking the job; ■ slightly more – 20% – declare they would opt against taking up a job for the organization which does not get involved in activities towards environmental protection

Randstad in numbers

17,600

employees hired by us go to work every day

107

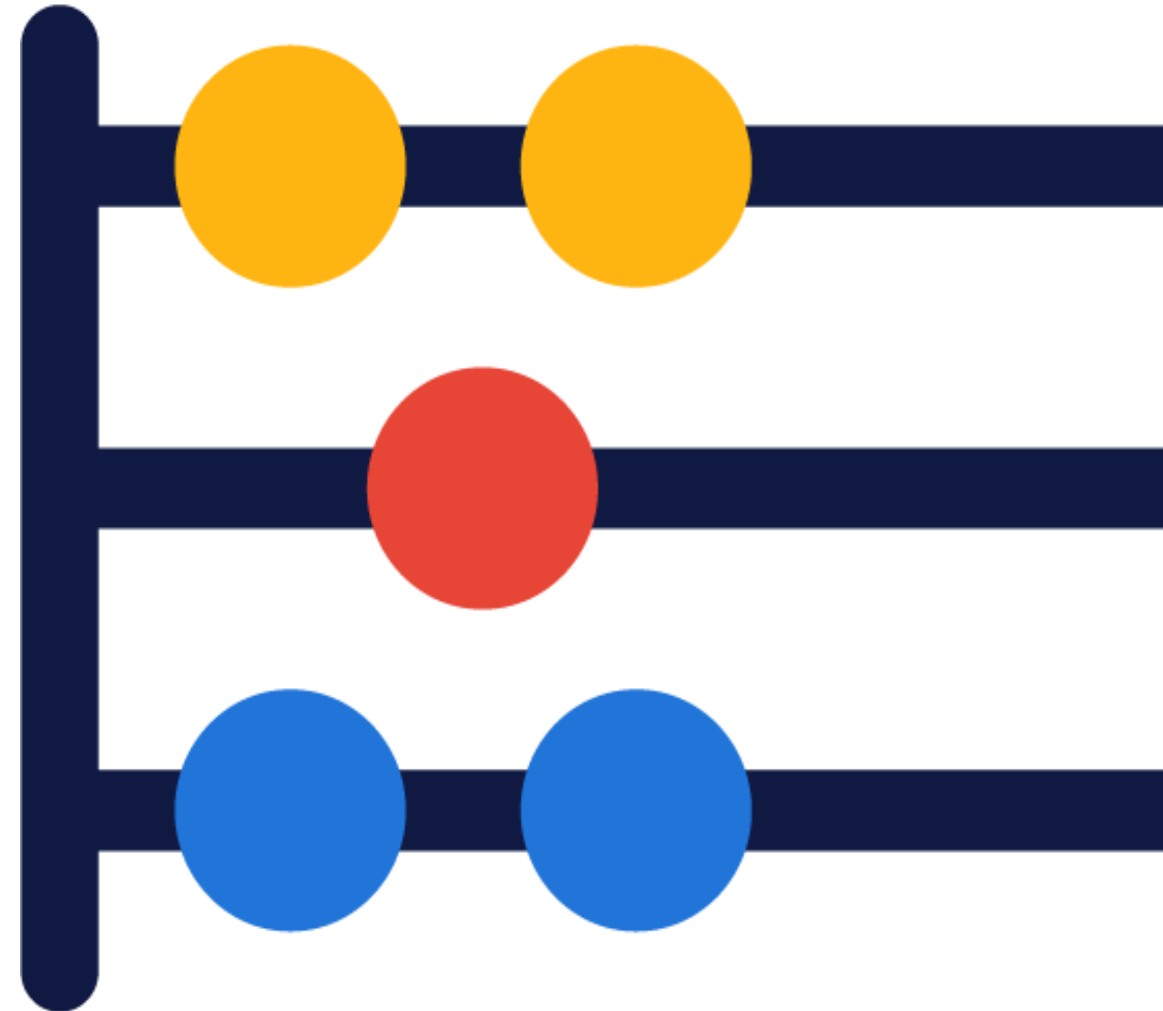
offices in Poland

2,754

recruitments annually

1485

customers



randstad

human forward.

