

work monitor.

results of the 52nd edition of the survey

randstad research institute
25 July 2023

 randstad



agenda.

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survey 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

survey duration

26 May – 5 June 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 Q2 2023

sample characteristics

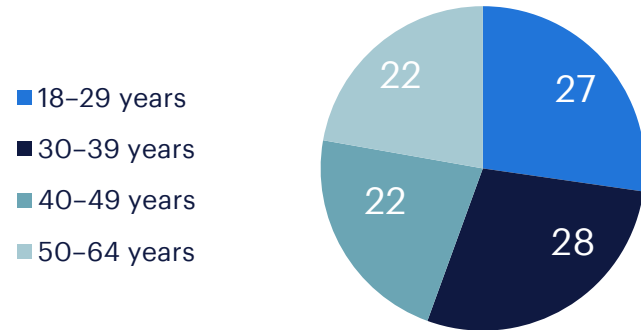
Quota and random sample
After the 30th wave (Q4 2017), the structure of the sample has changed

maximum statistical error

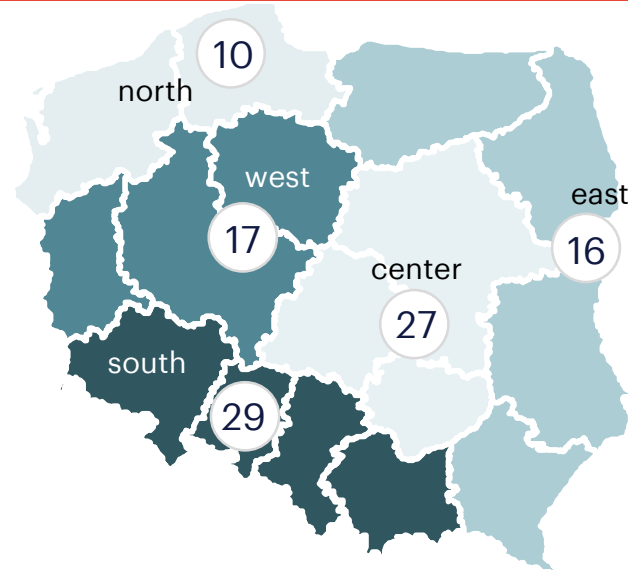
+/- 3.1% with N=1000

sample characteristics.

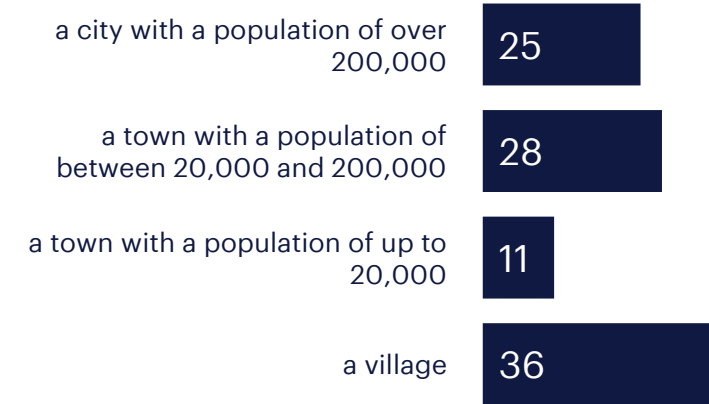
age



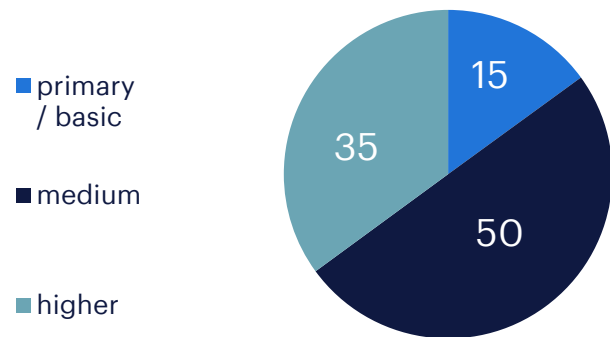
region



localization size



education



gender

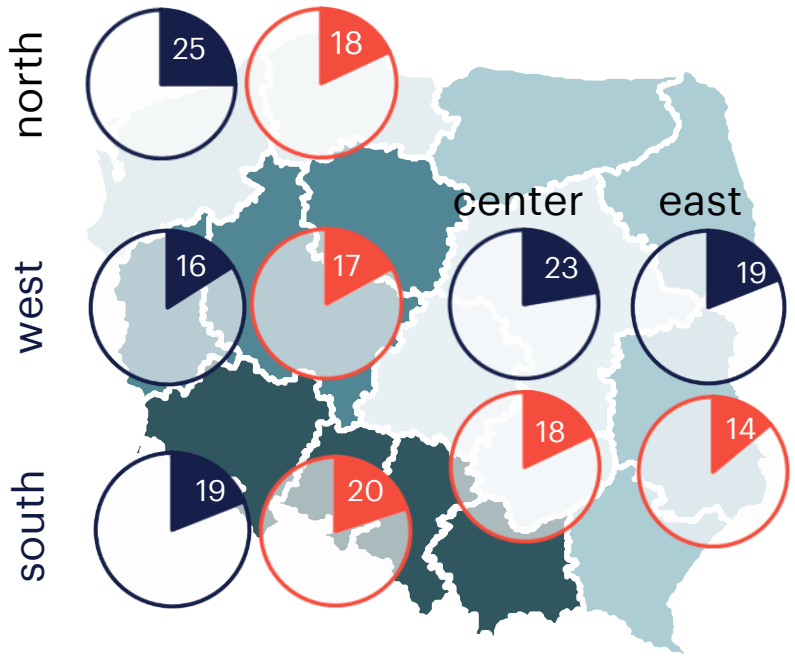
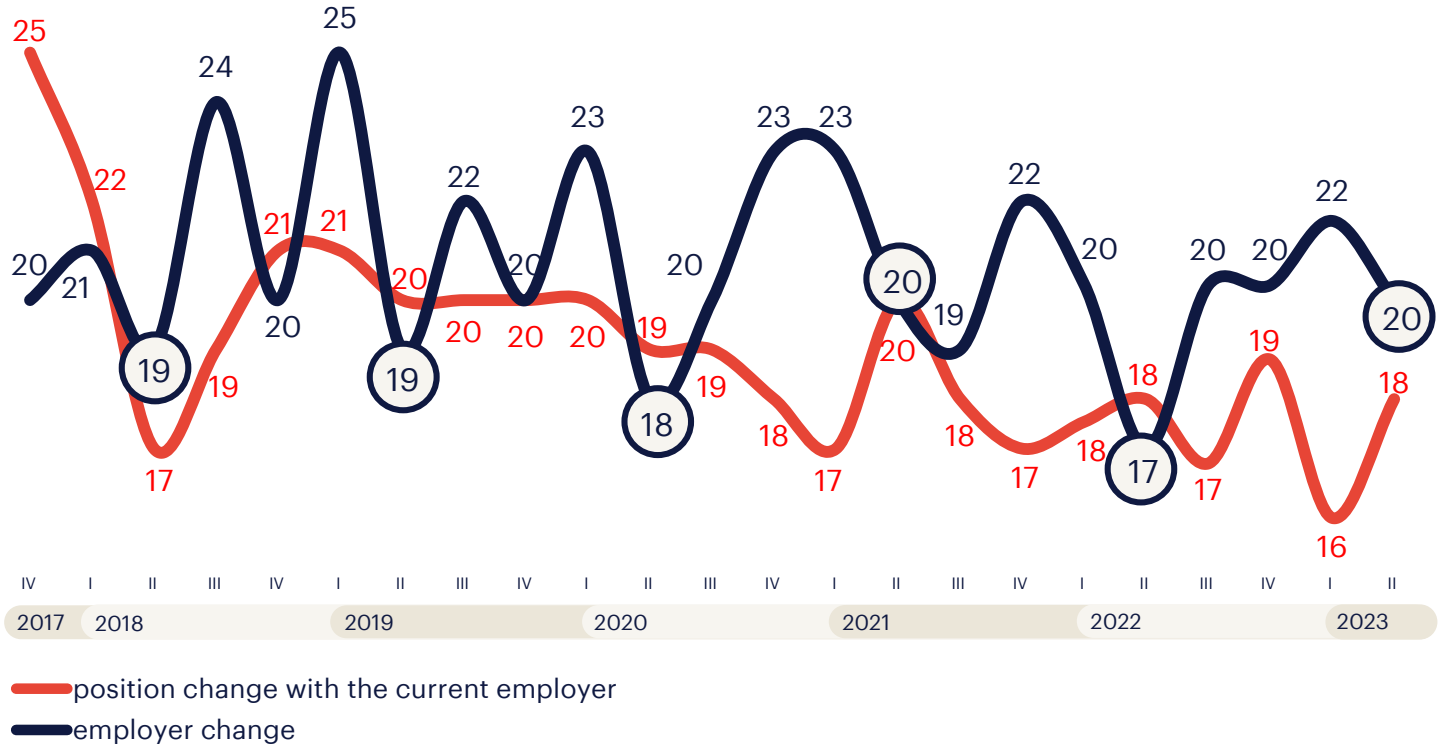


employment type



survey results:
labor
market turnover.

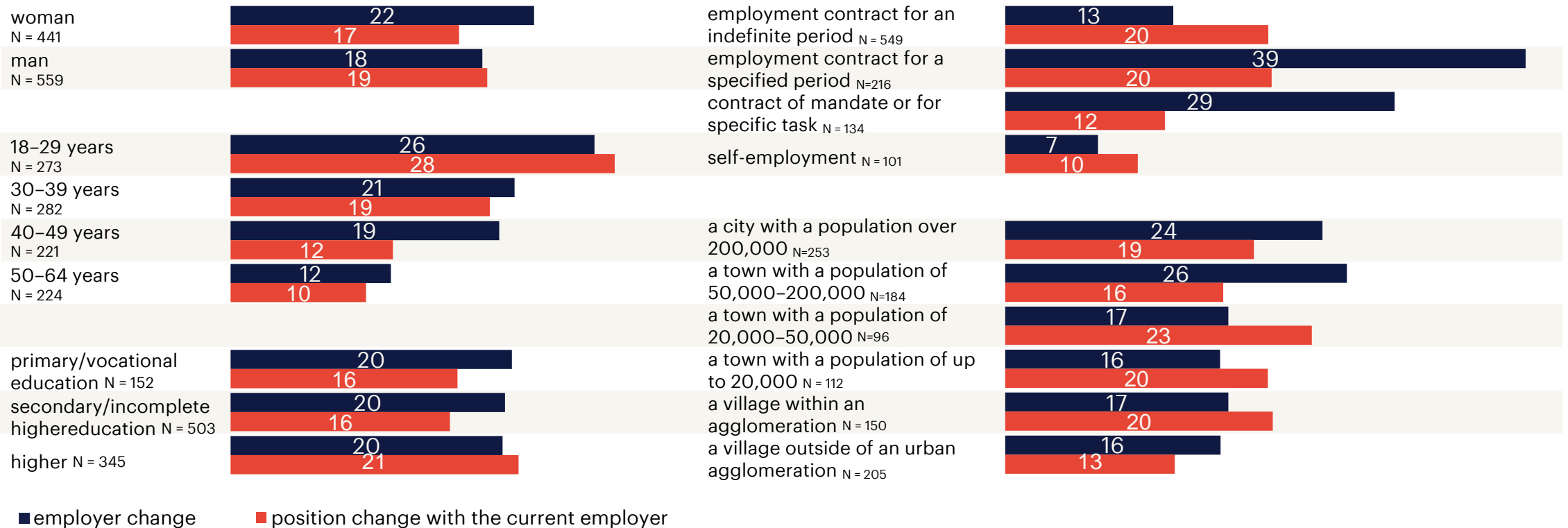
employer or position change



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

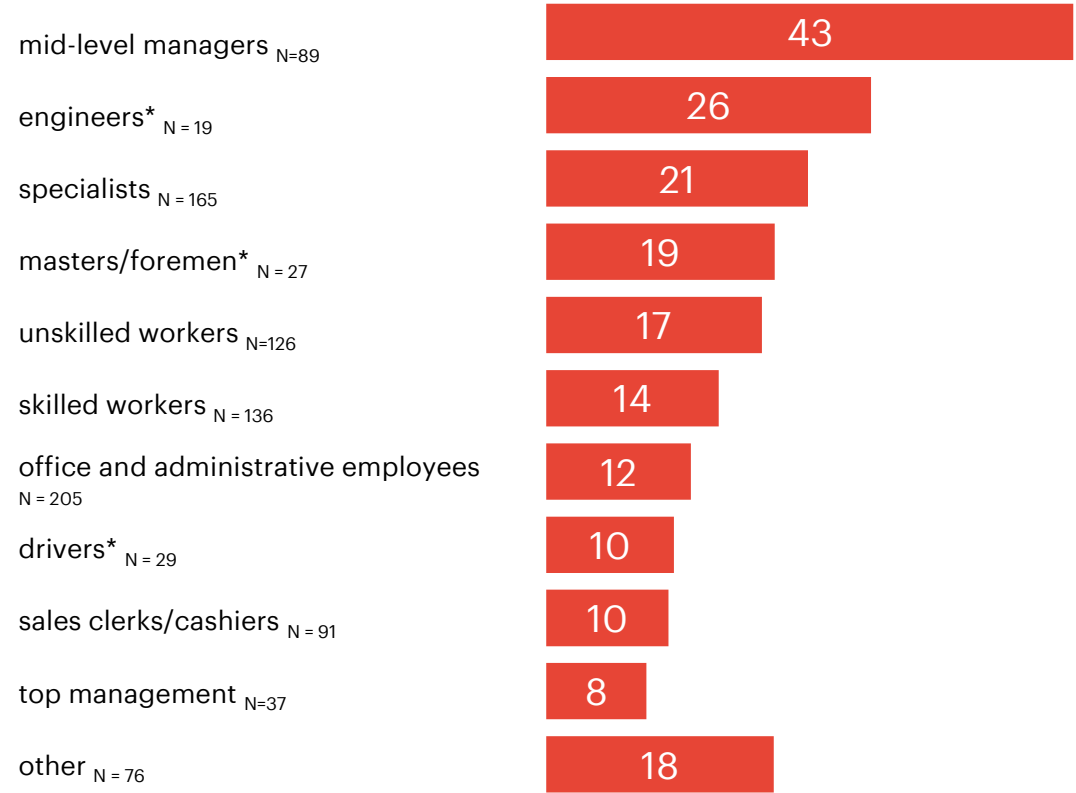
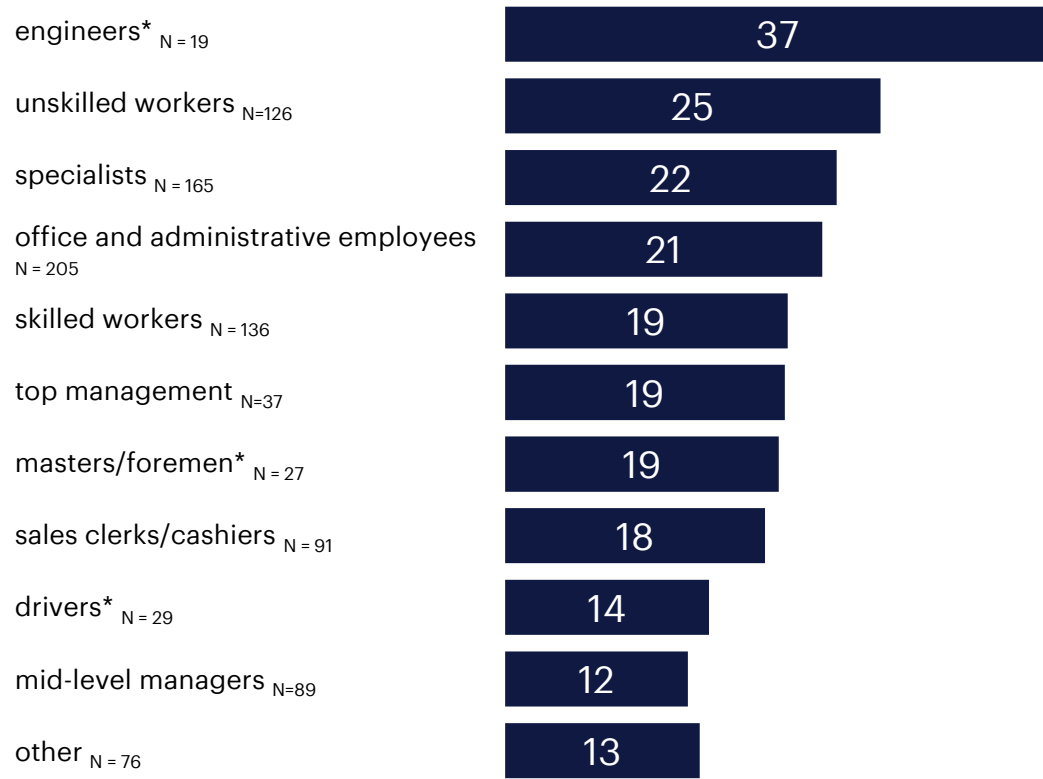


Over the last 6 months, have you changed your employer?
 Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?



employer or position change.

position levels.



■ employer change ■ position change with the current employer

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. industries.

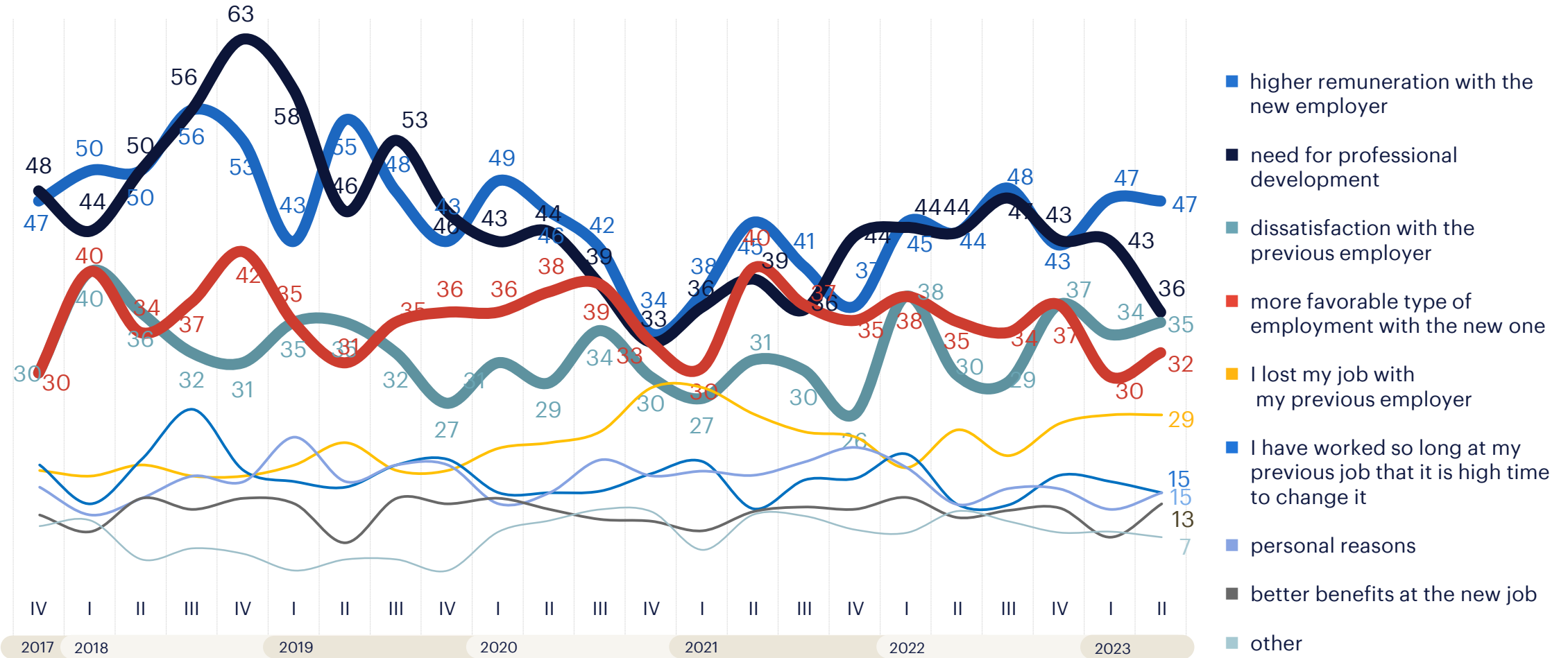


Over the last 6 months, have you changed your employer?

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:

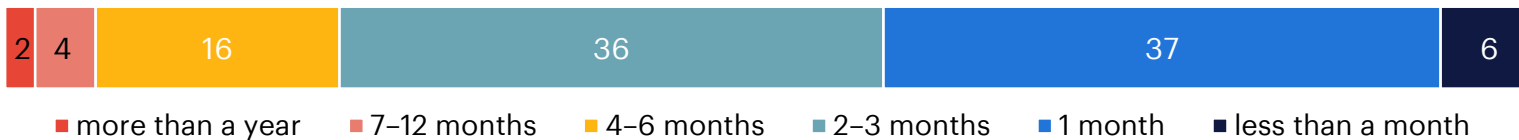
how long does
it take to find a job.

how long does it take to find a job.

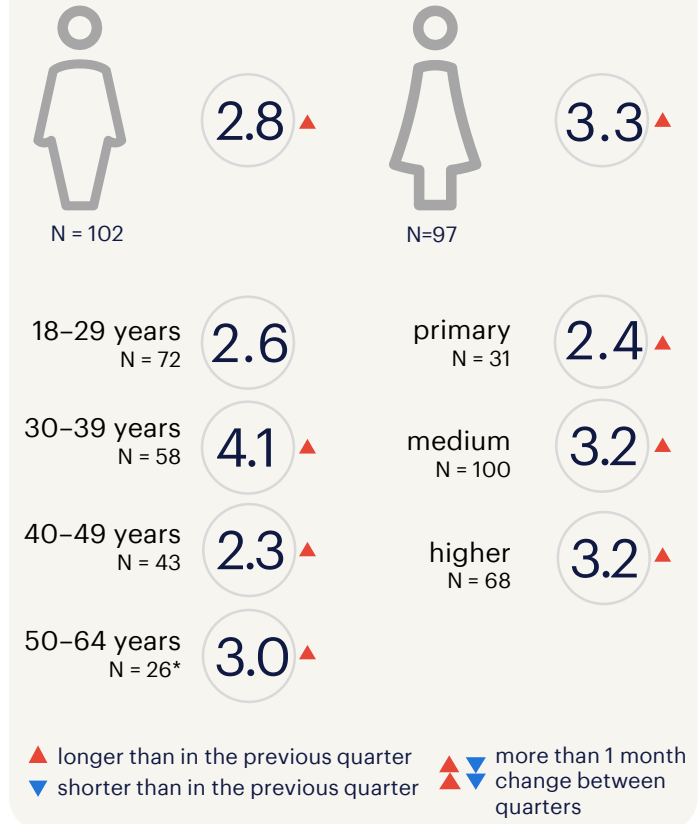
average time spent looking for a job in months:



percentage of respondents who found employment in a given period of time in the 2nd quarter of 2023:



average time spent on looking for a job (in months) by gender, age and education (Q2 2023):



How long did it take to find your current job?



*sample size below 30

how long does it take to find a job. regions and types of localization.



a city with a population over 200,000
N=60

2.9 ▲



a town with a population between 50,001 and 200,000
N = 47

2.5 ▲



a town with a population between 20,001 and 50,000
N = 16*

3.3 ▲



a town with a population of up to 20,000
N = 18*

2.1 ▼



a village located within a large urban agglomeration
N = 25*

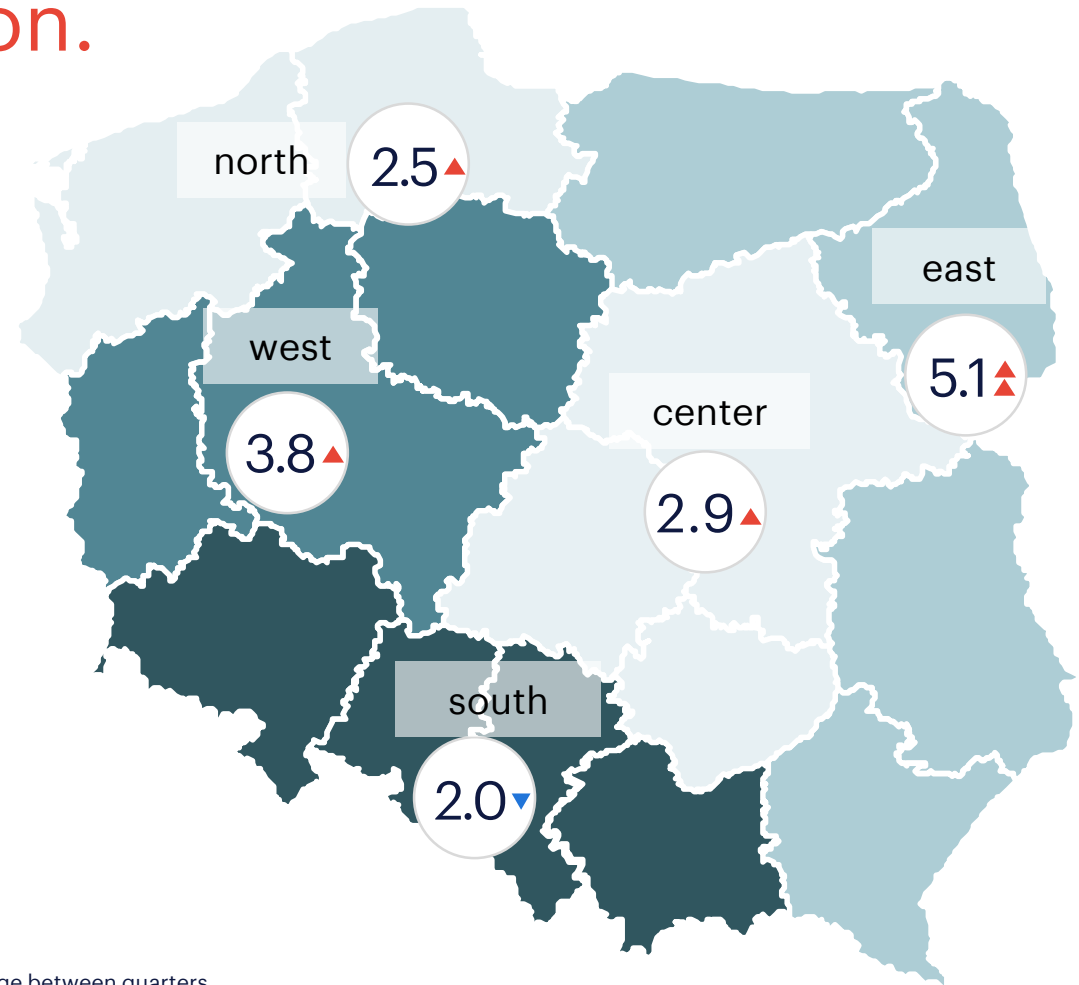
6.8 ▲



a village located outside of a large agglomeration
N=33

1.9 ▼

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

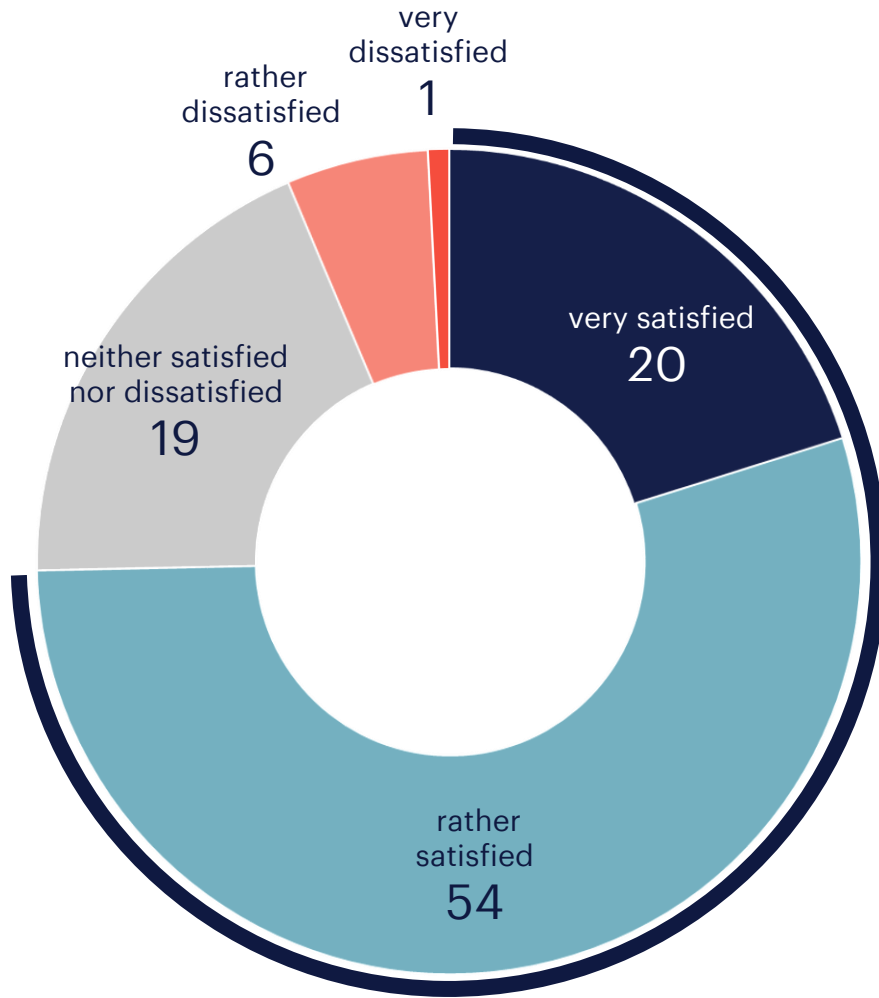


How long did it take to find your current job?



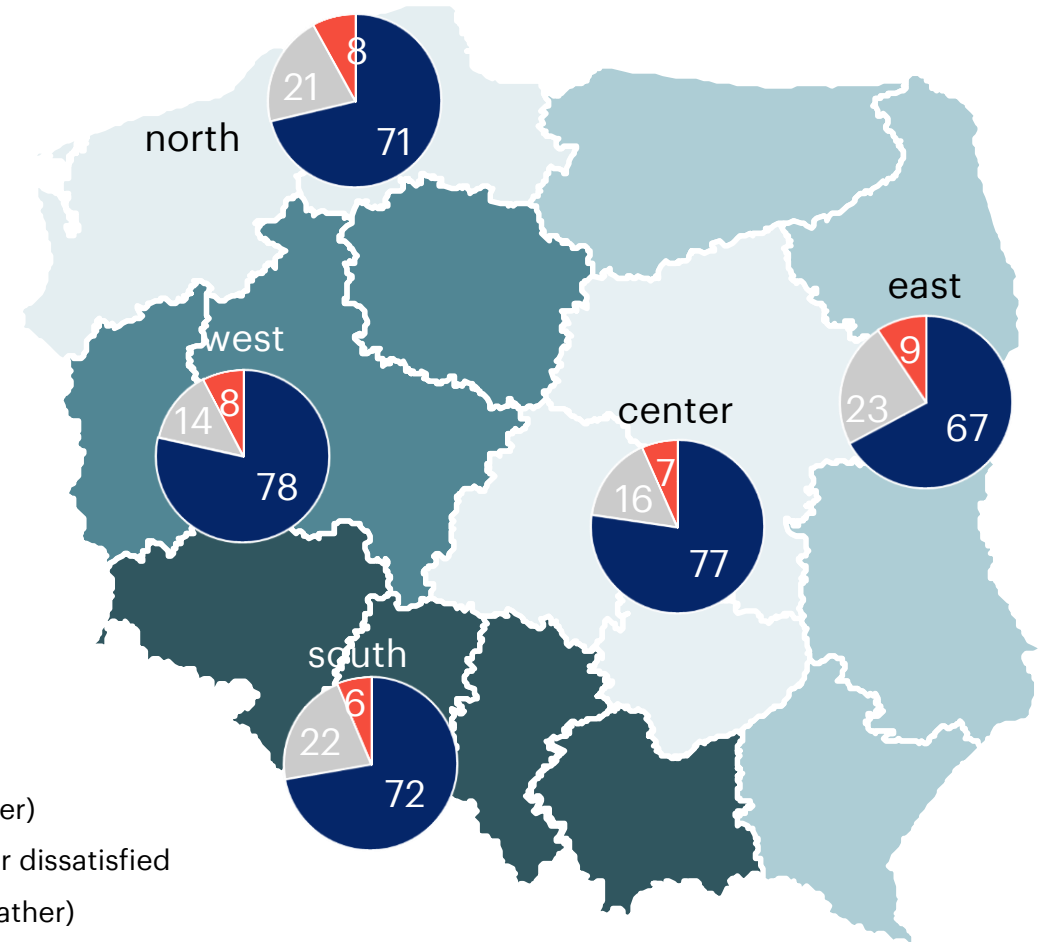
survey results:
job satisfaction.

job satisfaction.



satisfied (very much + rather)
74%
 -1 since the last survey

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

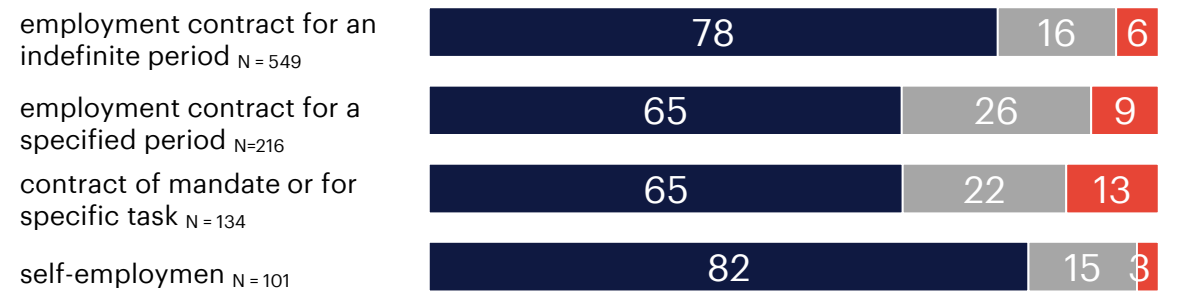
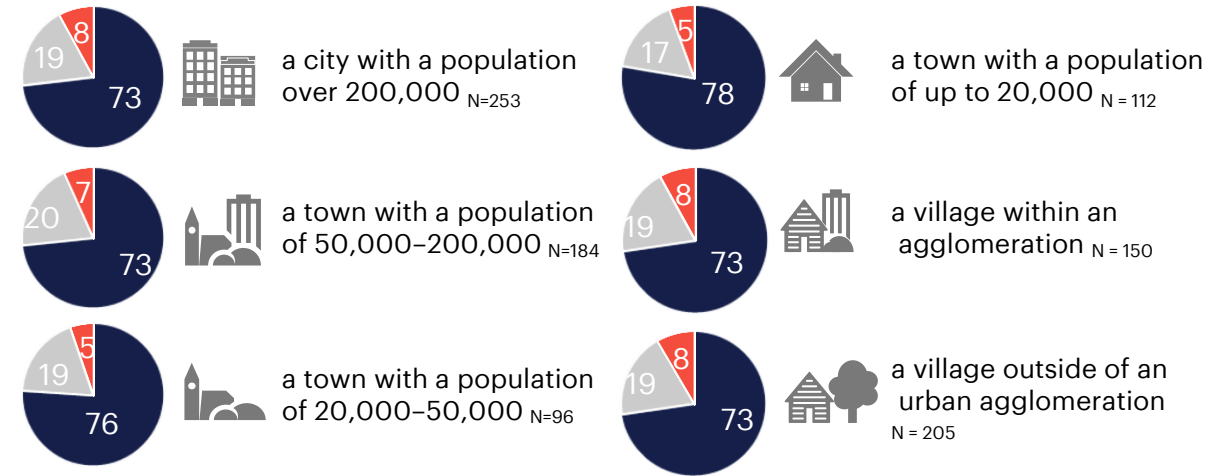
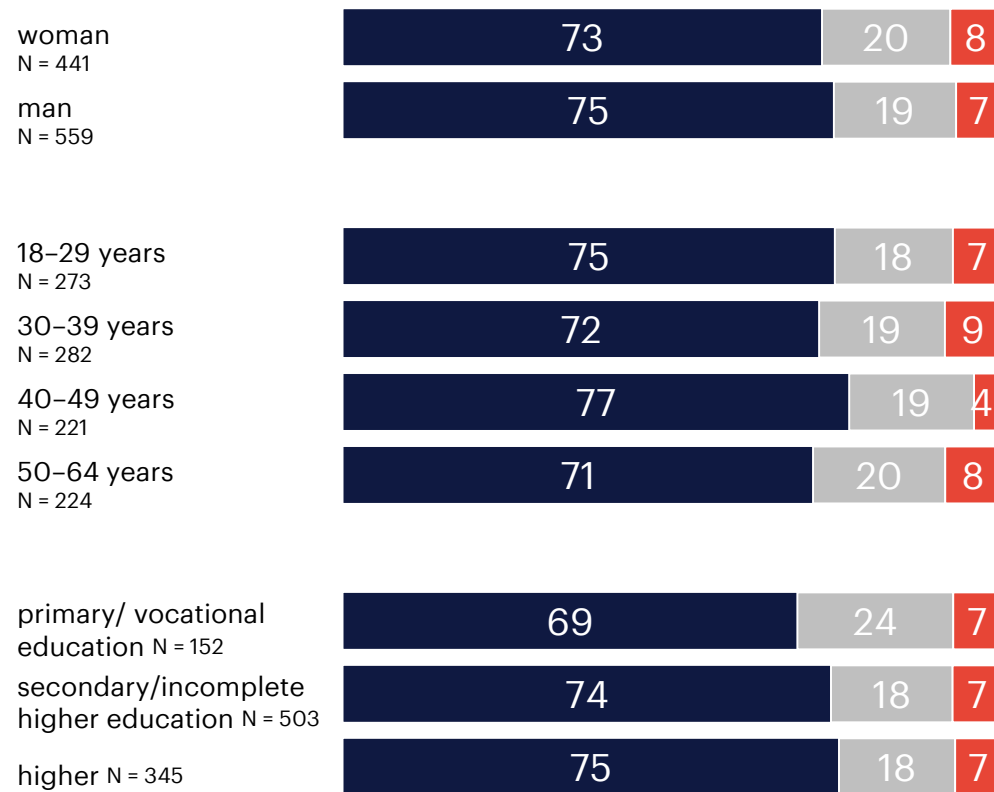


To what extent are you generally satisfied with working at your company?



job satisfaction

gender, age, education, employment type, location type

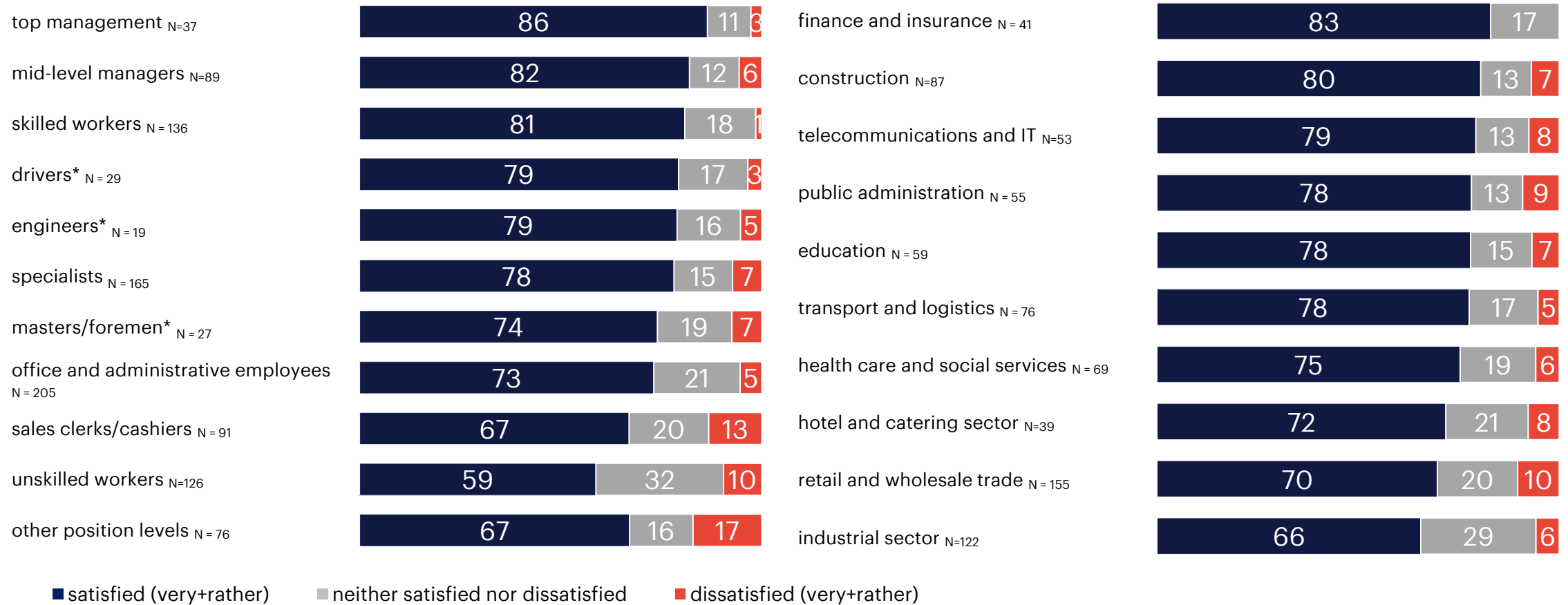


■ satisfied (very+rather)
 ■ neither satisfied nor dissatisfied
 ■ dissatisfied (very+rather)

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



job satisfaction. positions and industries.



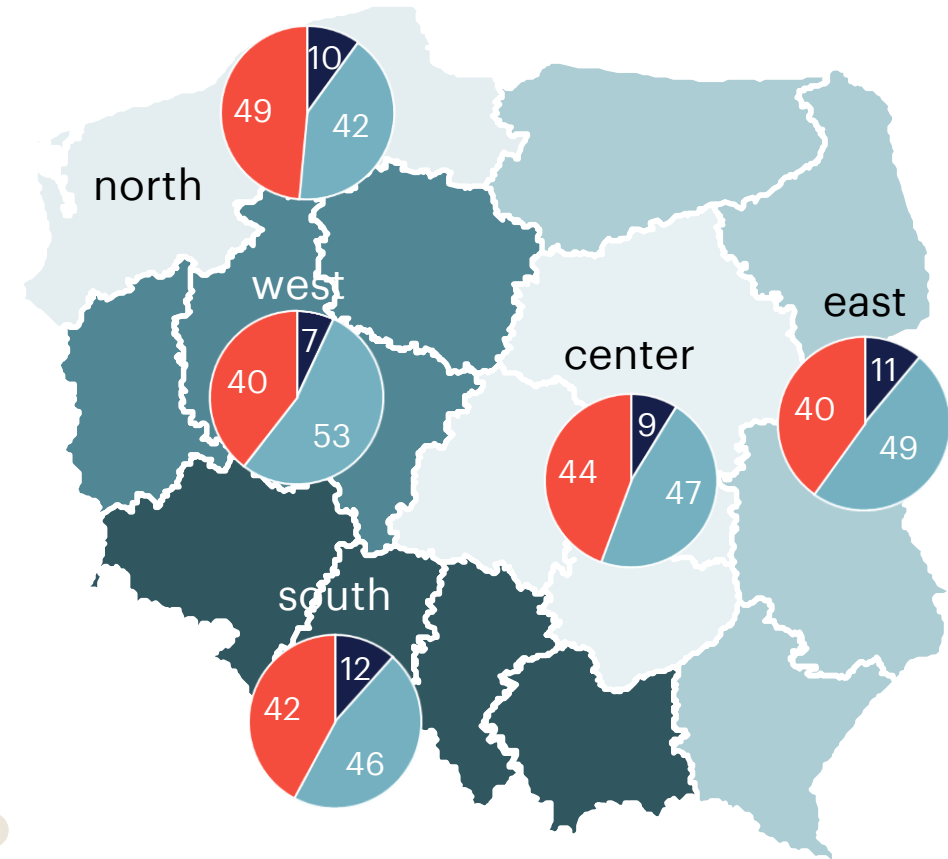
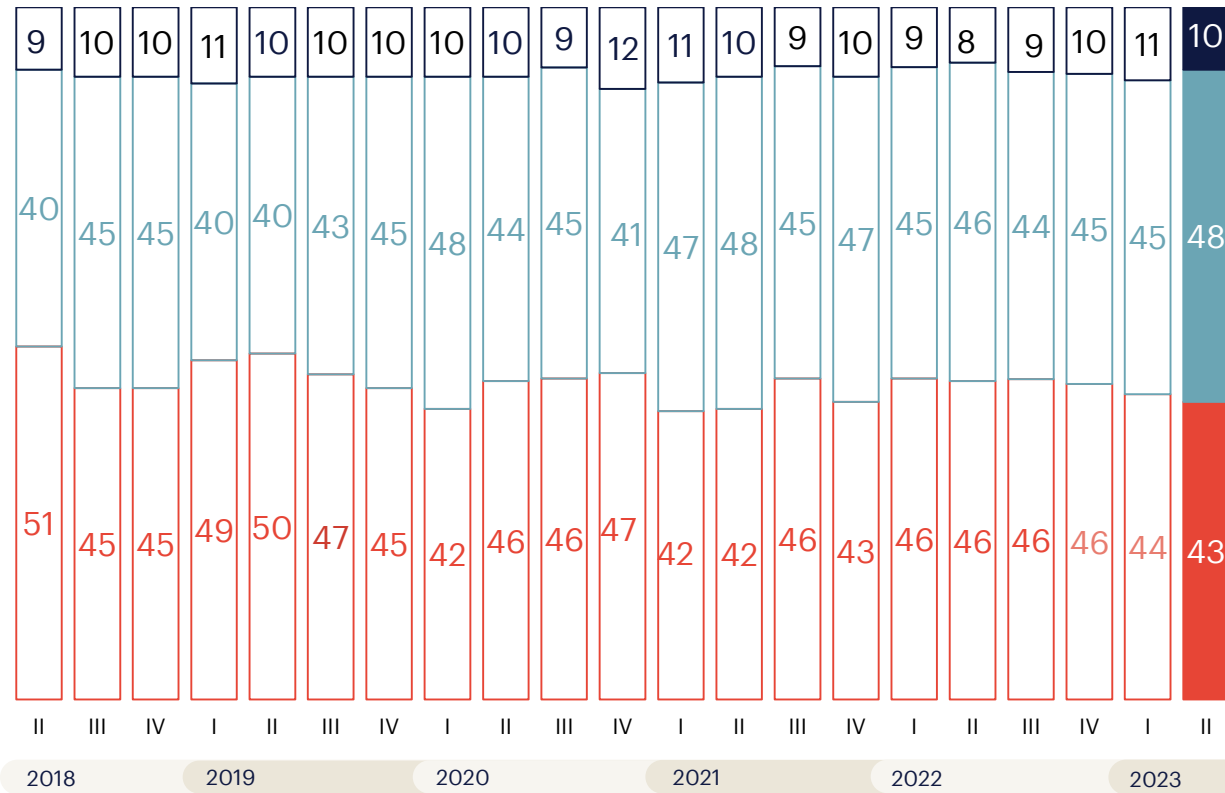
To what extent are you generally satisfied with working at your company?



*sample size below 30

survey results:
willingness
to change a job.

looking for a new job.



■ I am actively seeking a new job

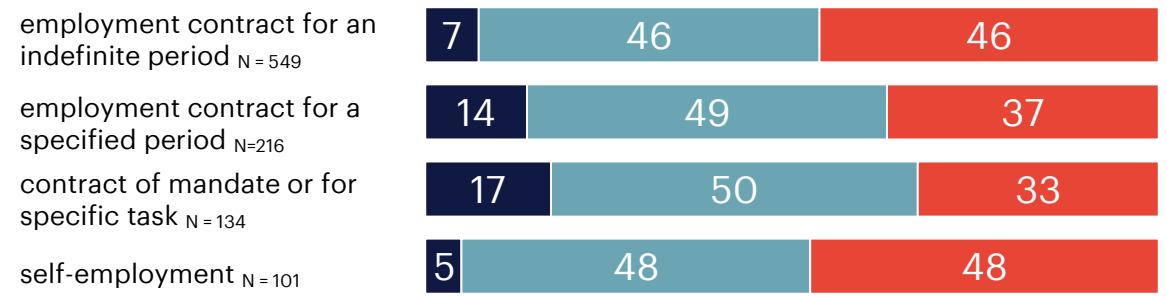
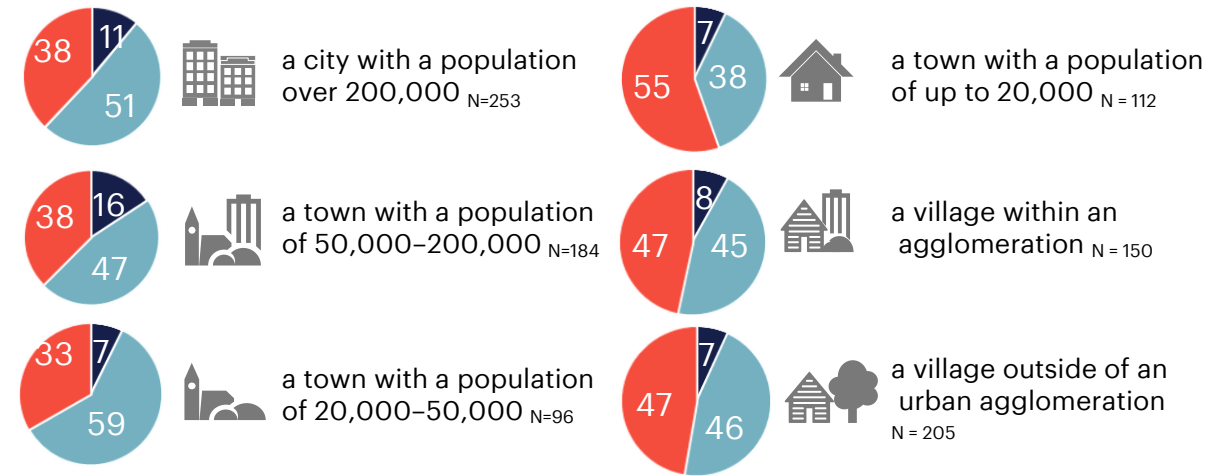
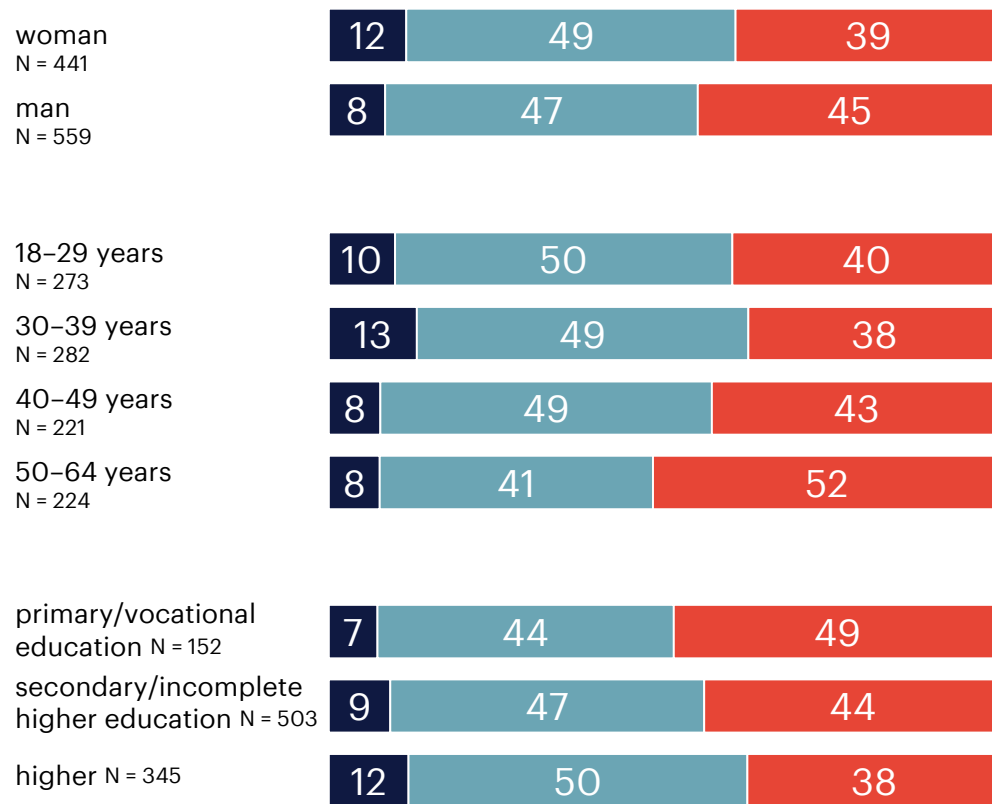
■ I am not very active but I am looking out for job offers

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.

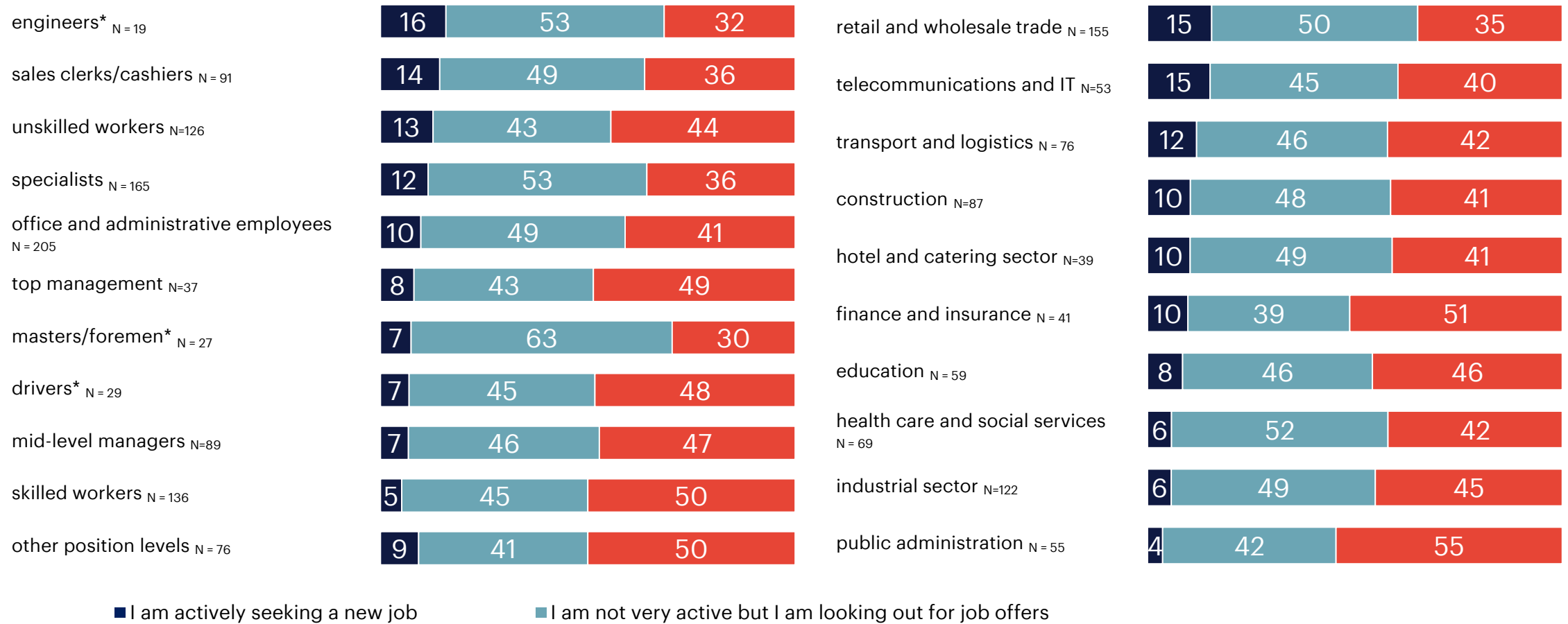
gender, age, education, employment type, location type



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

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. positions and industries.



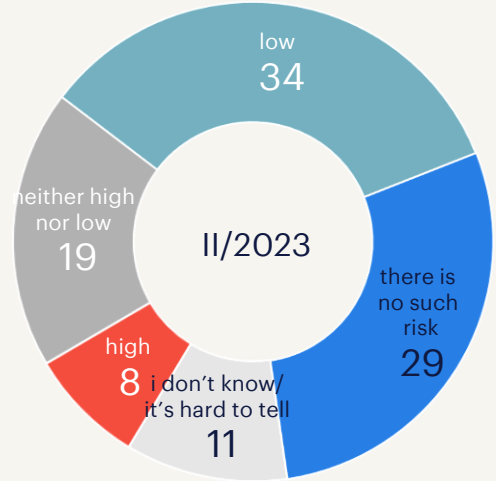
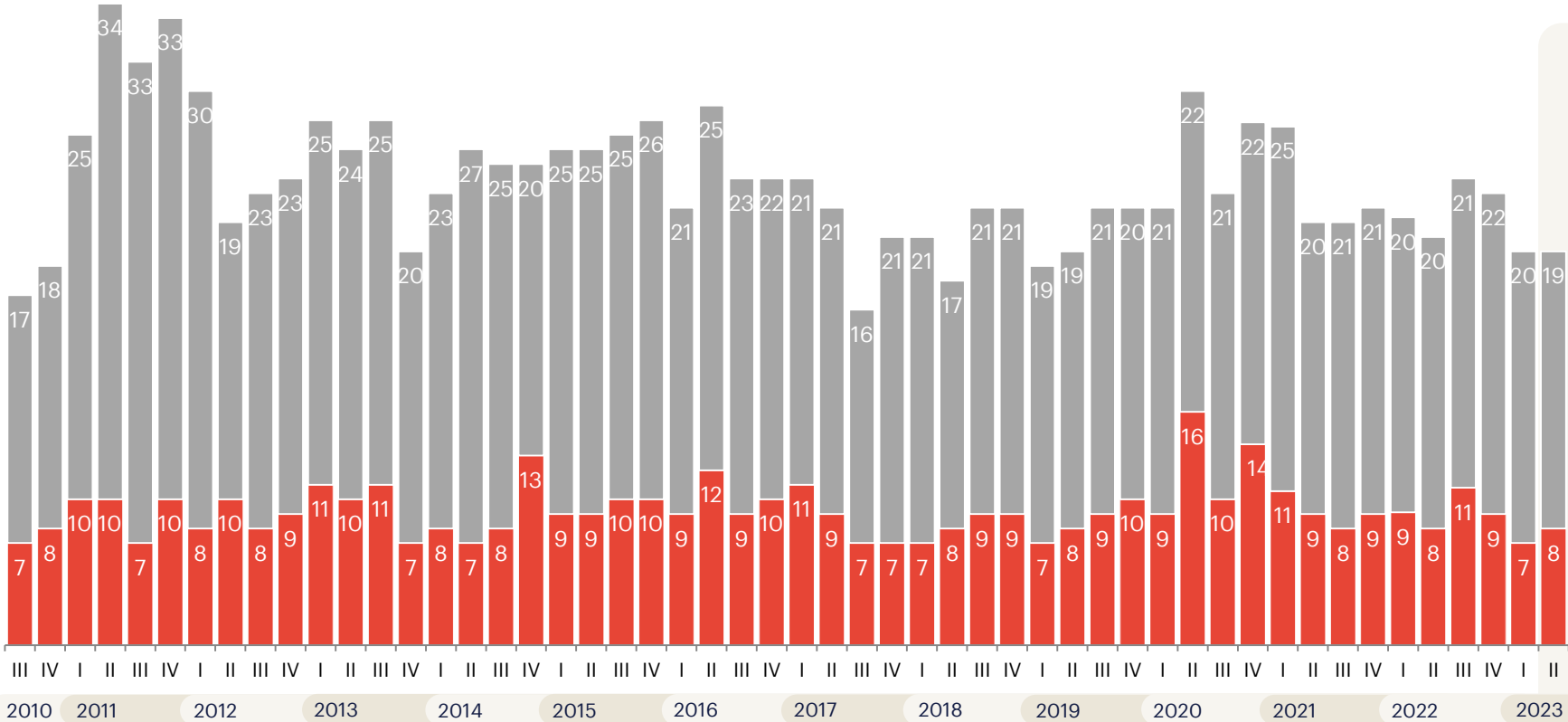
Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?



*sample size below 30

survey results:
risk assessment
job loss.

unemployment risk evaluation.



■ 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... *the wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have changed*

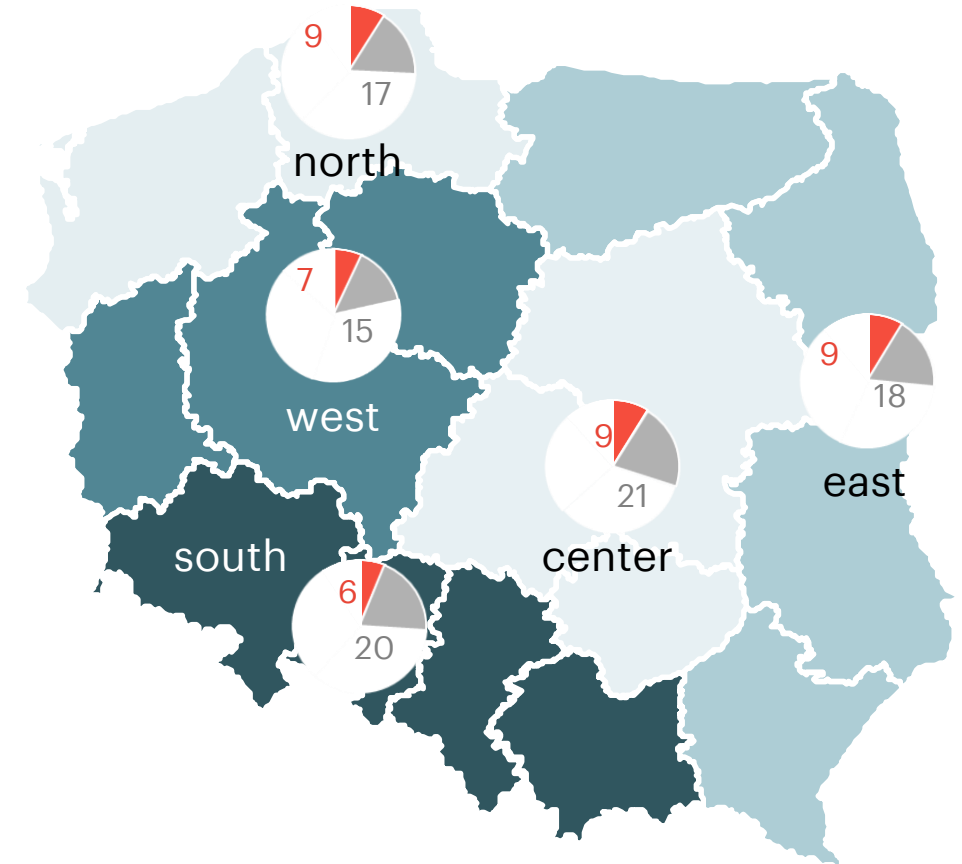


unemployment risk evaluation.

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. positions and industries.



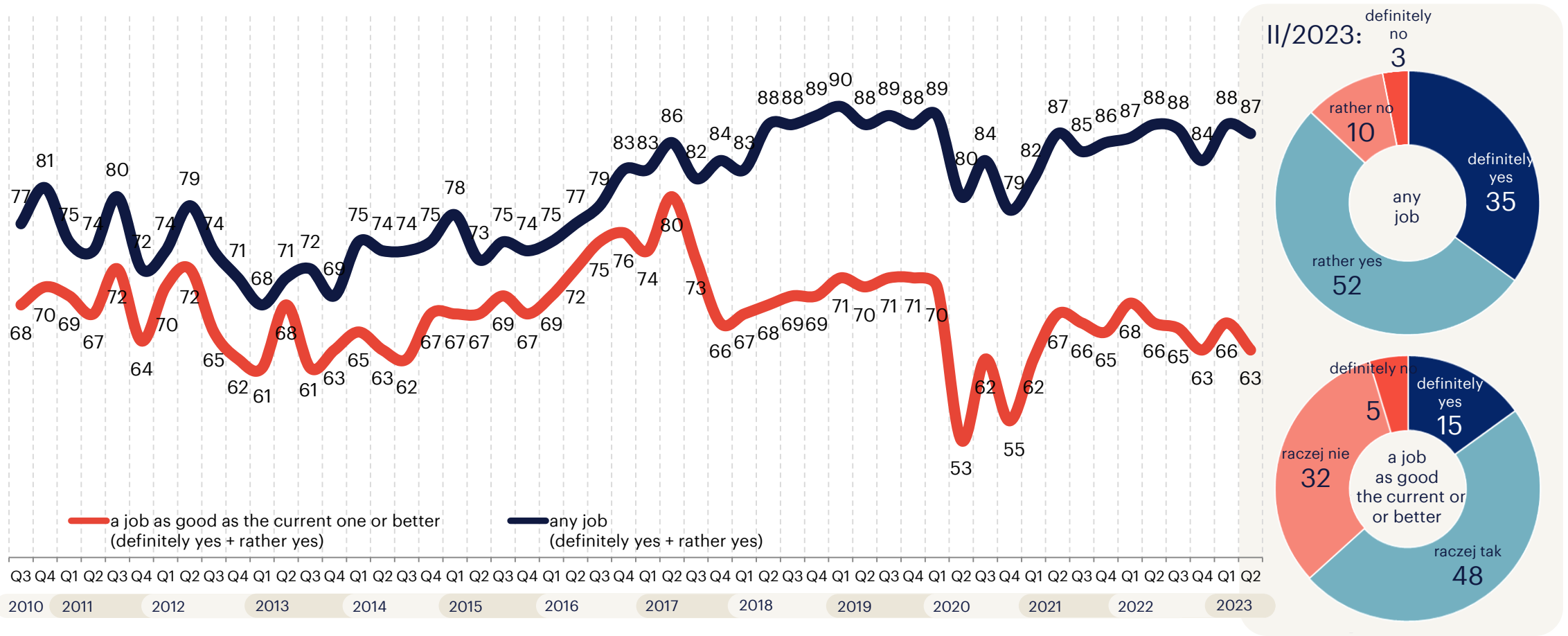
*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?
Is the risk related to that..*



*sample size below 30

survey results:
new job
opportunities.

chance of finding a new job.

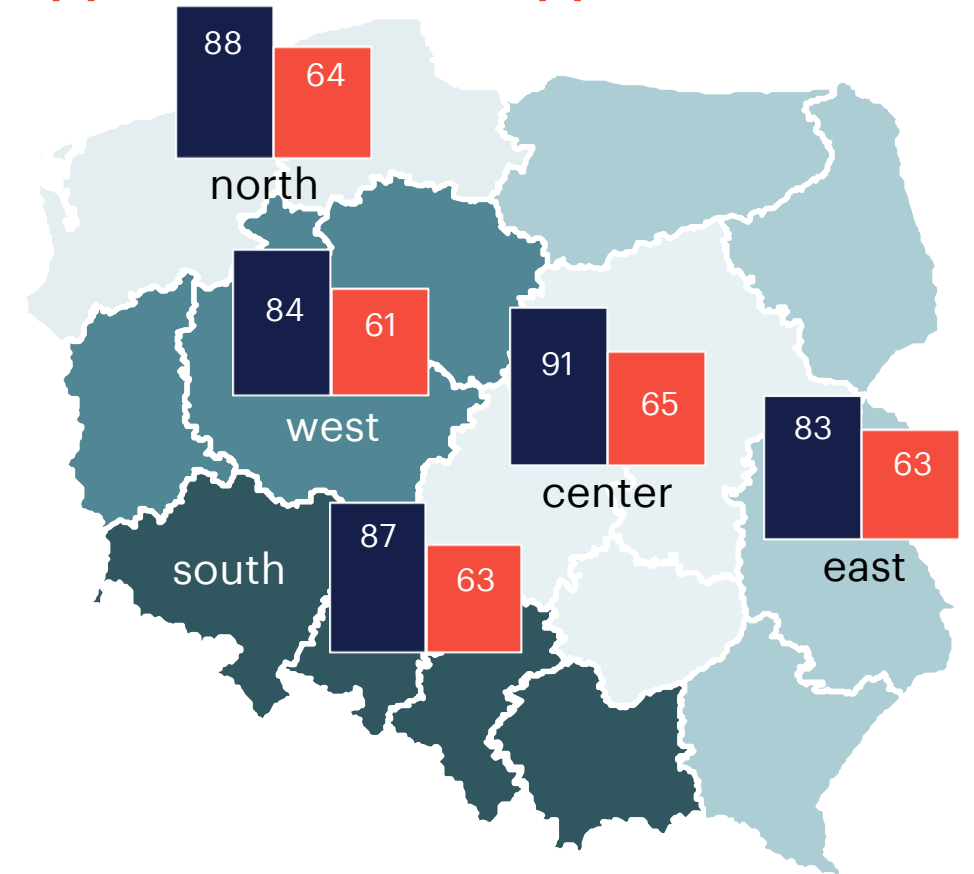


Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the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

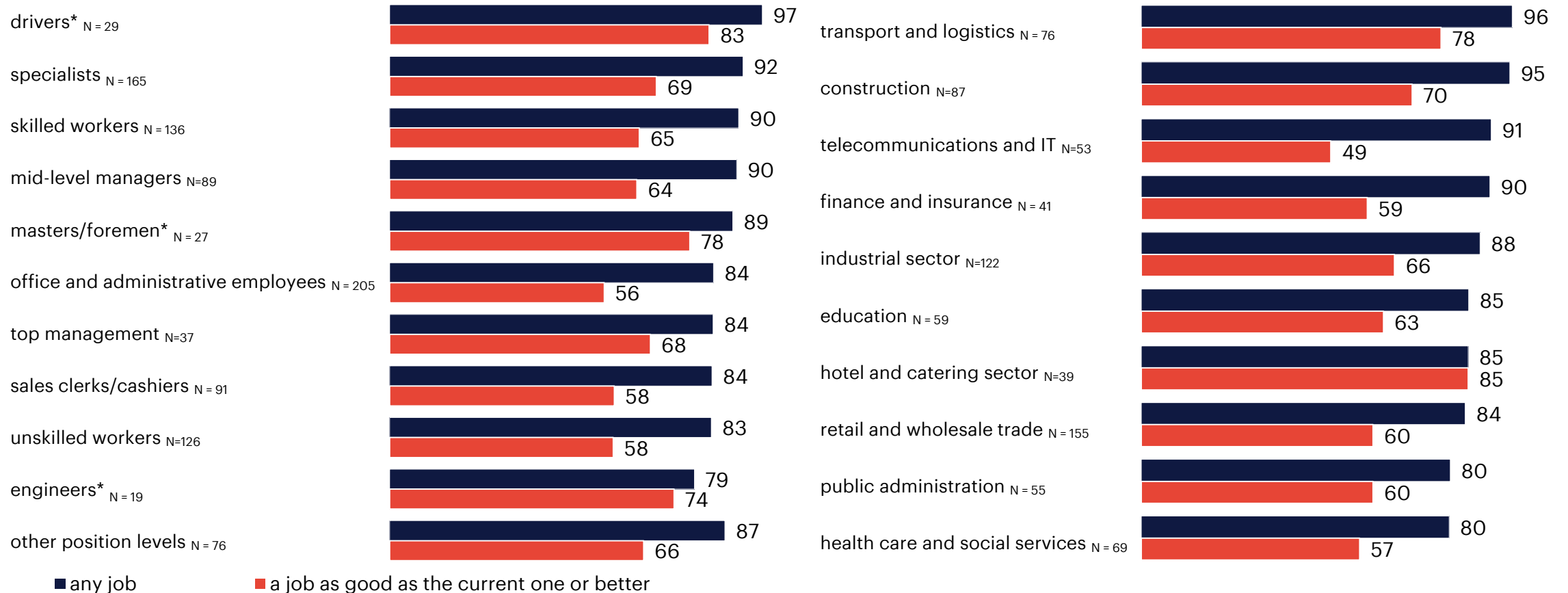
gender, age, education, employment type, location type



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 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.



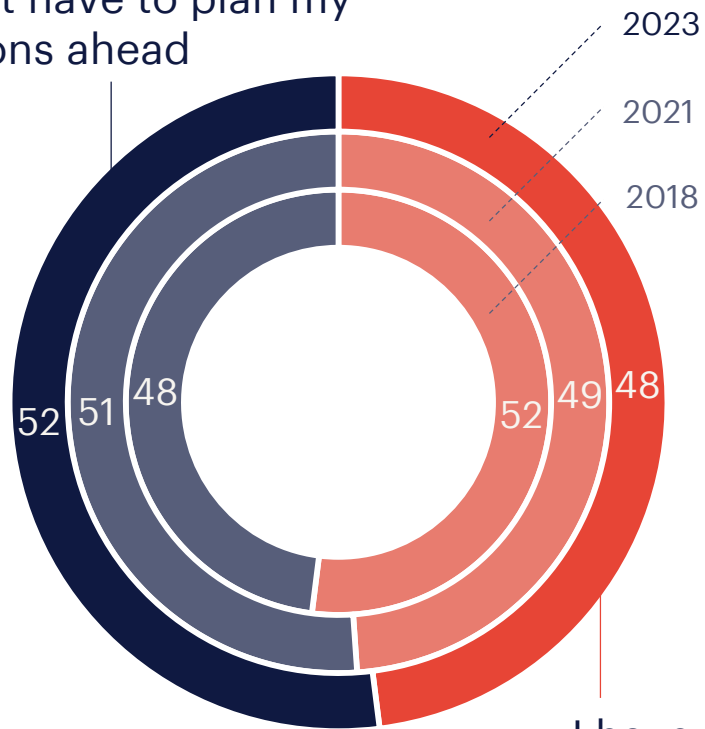
*sample size below 30

survey results:

vacations of Polish
employees.

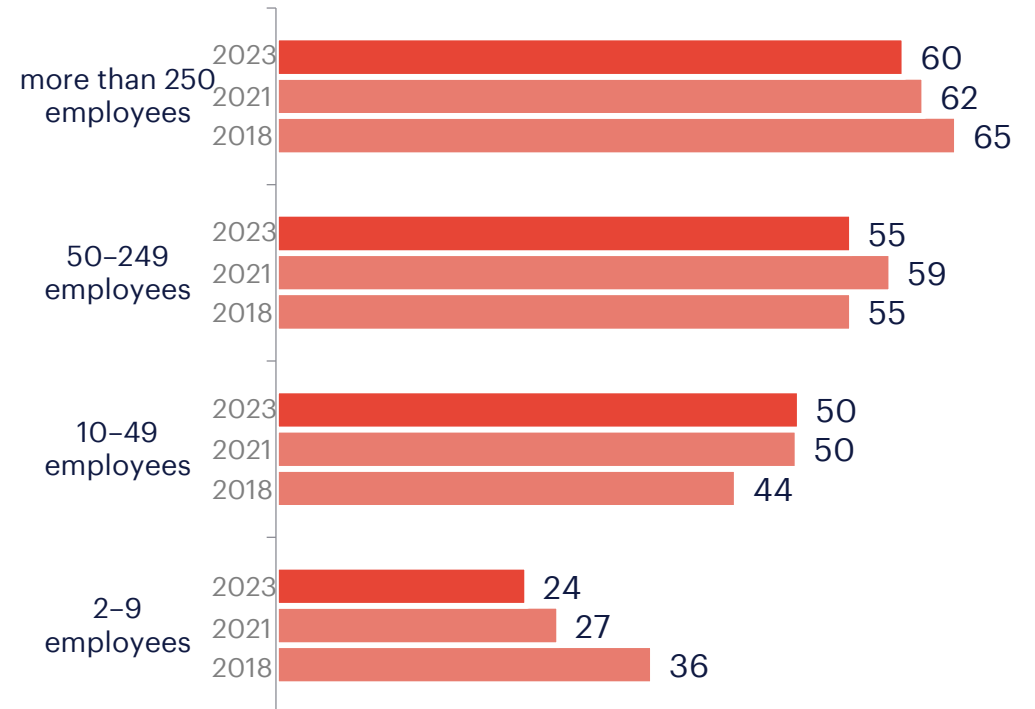
vacations of Polish employees. are they planned ahead?

I do not have to plan my vacations ahead



I have to plan my vacations ahead

planning vacations ahead according to company size:



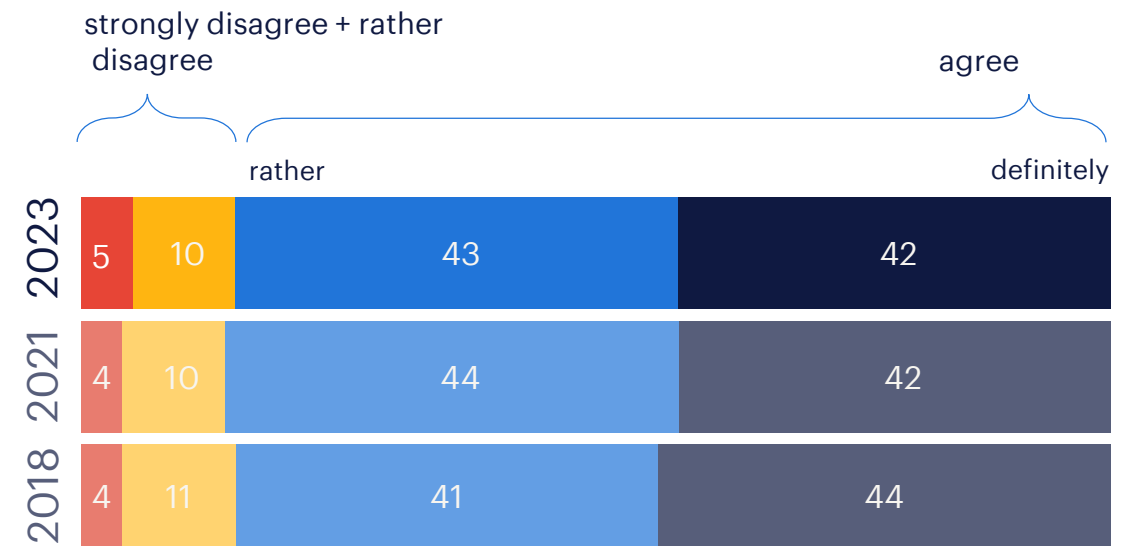
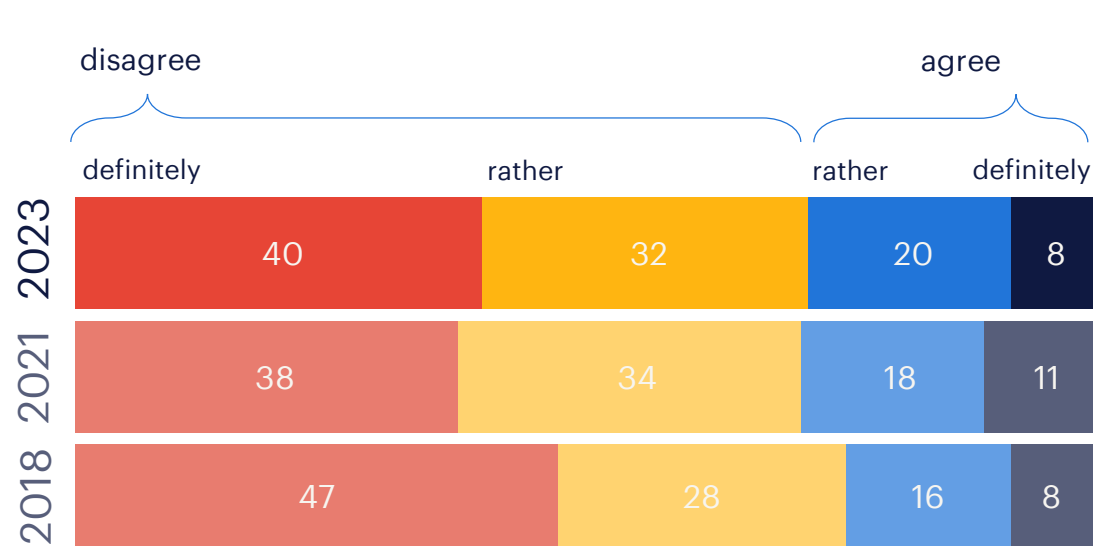
Do you have to plan ahead for your entire vacations (e.g. at the beginning of the year) and/or most of the vacation days you are entitled to in a particular year?



does the employer send you on vacation? can I choose the time of my vacations?

sometimes my employer/boss sends me on vacations even though I don't need it at all

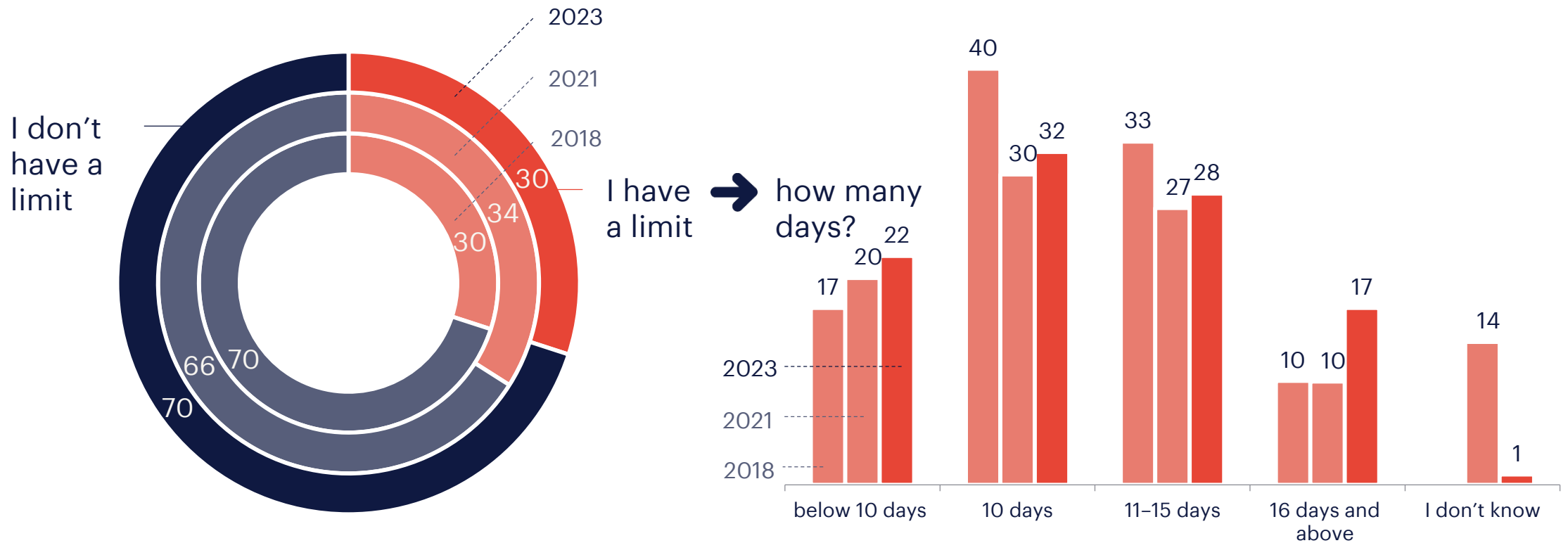
i can choose the time of my vacations, the boss doesn't choose it for me



To what extent do you agree with the following statements:
 1. Sometimes my employer/boss sends me on vacations even though I don't need it at all
 2. I can choose the time of my vacations, the boss doesn't choose it for me



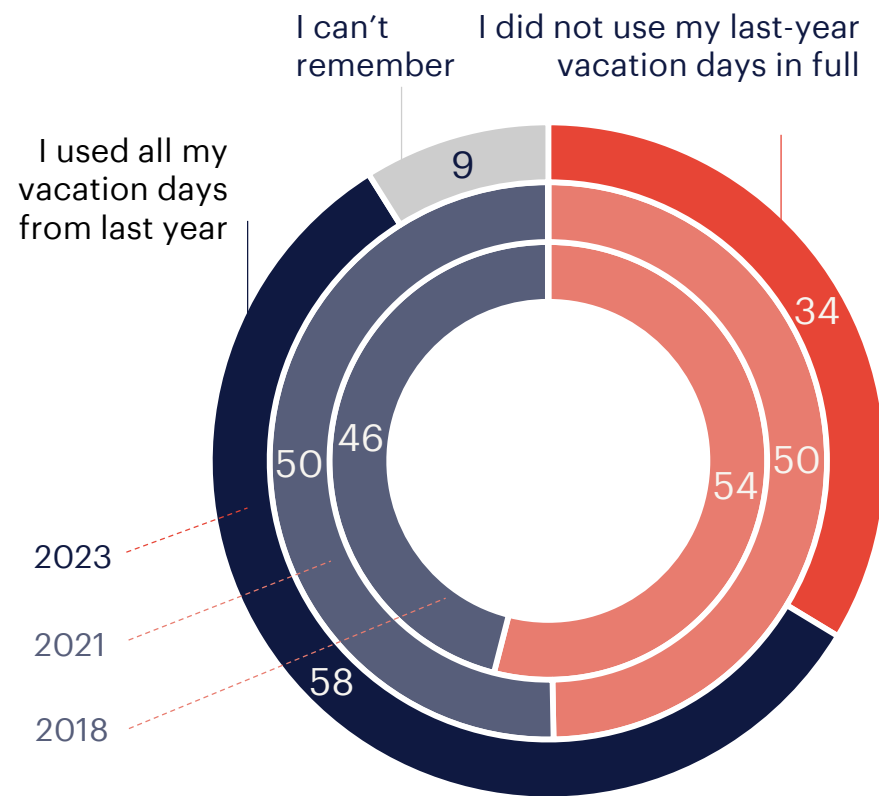
vacations of Polish employees. uninterrupted vacation length limit.



Is there a limit to the number of uninterrupted vacation days you can take? What's the limit? It is the maximum number of business days of uninterrupted vacations you can take for recreational purposes – persons who have to follow the vacation days limit



vacations of Polish employees. last-year unused vacation days.



→ average number of unused vacation days:

	2023	2021	2018
average number of unused vacation days:	10	10	10

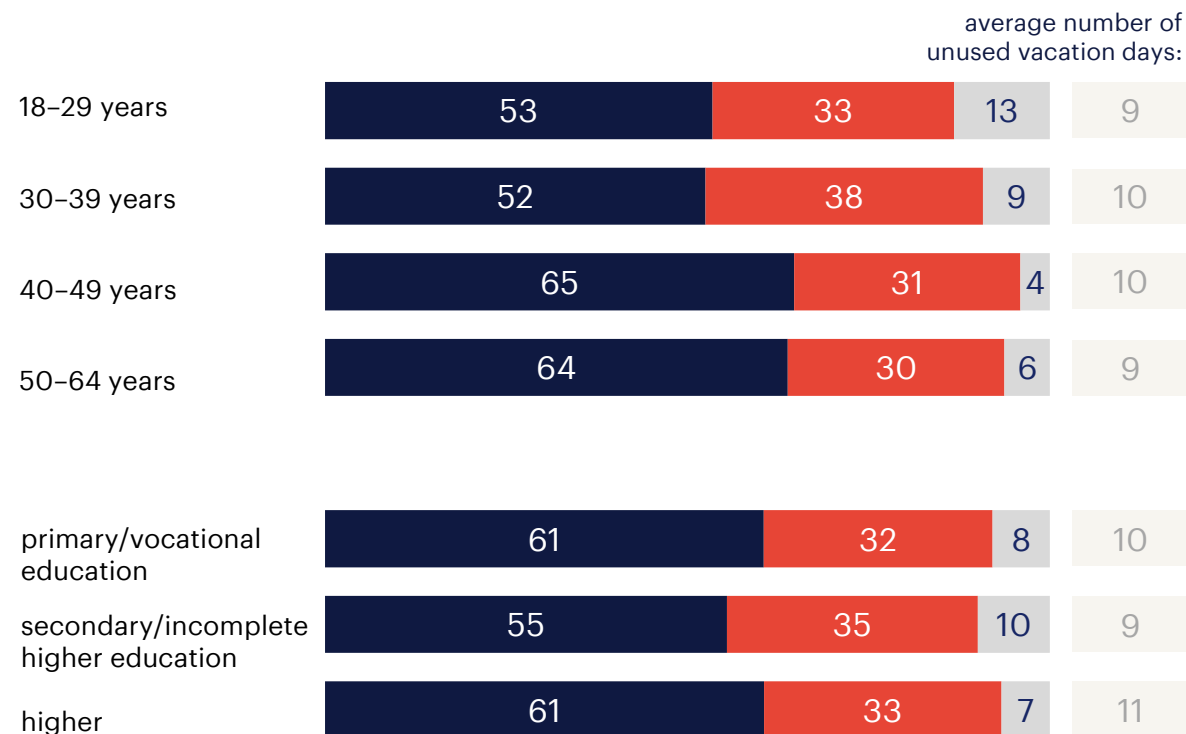
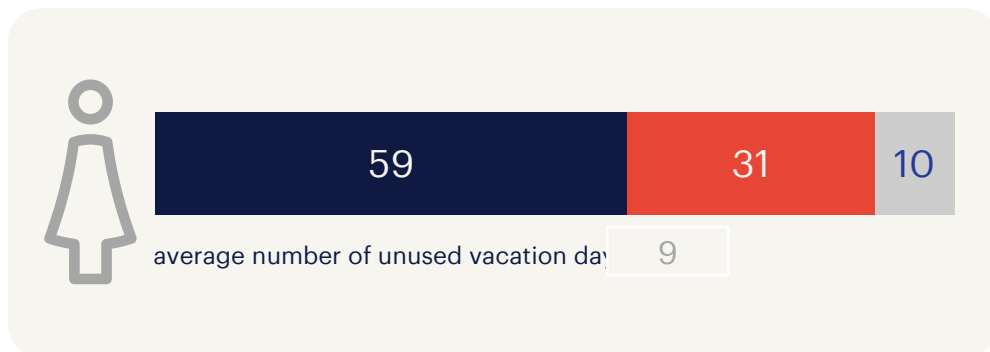
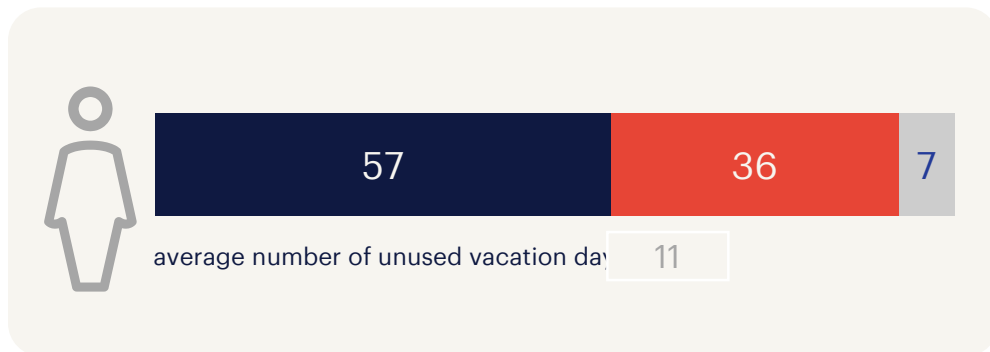
Occupation	I used all my vacation days from last year	I did not use all my vacation days from last year	I can't remember	2023	2021
mid-level managers	44	52	4	11	11
engineers	47	42	11	11	no data
unskilled workers	55	37	9	9	9
sales clerks/cashiers	57	35	8	12	9
drivers	52	34	14	11	11
office and administrative employees	57	34	10	9	9
masters/ foremen	59	33	7	14	12
skilled workers	60	31	9	8	9
specialists	67	26	7	9	13
top management	78	14	8	11	12
other position levels	55	33	12	9	11

■ I used all my vacation days from last year ■ I did not use all my vacation days from last year ■ I can't remember

Did you use all of the vacation days you were entitled to last year? How many vacation days that you were entitled to did you not use?



vacations of Polish employees. last-year unused vacation days.

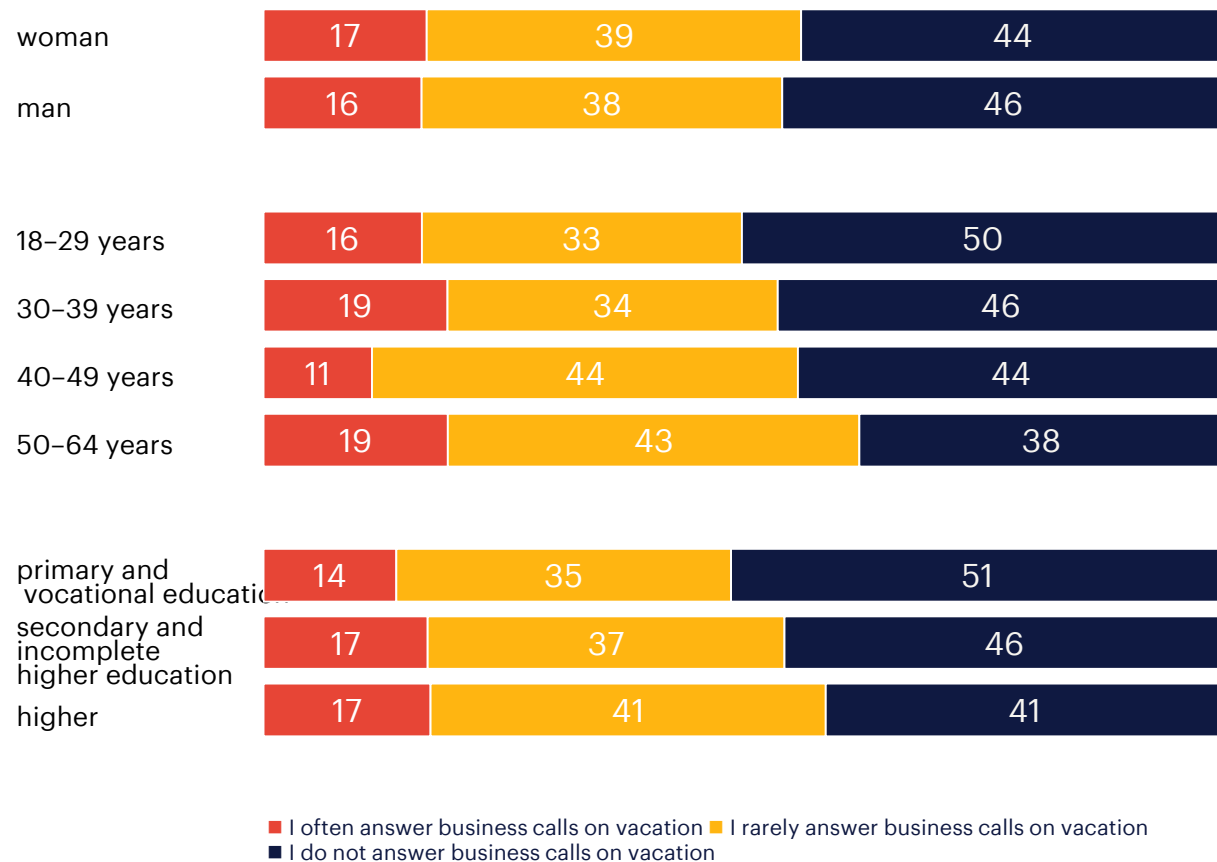
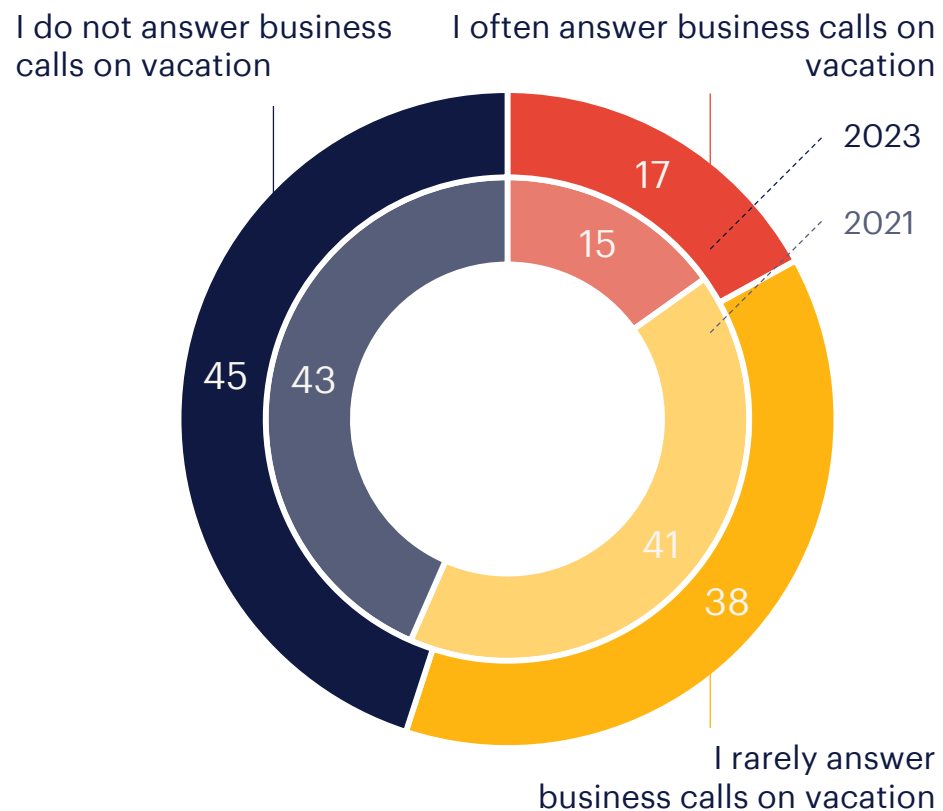


■ I used all my vacation days from last year ■ I did not use all my vacation days from last year ■ I can't remember

Did you use all of the vacation days you were entitled to last year? How many vacation days that you were entitled to did you not use?



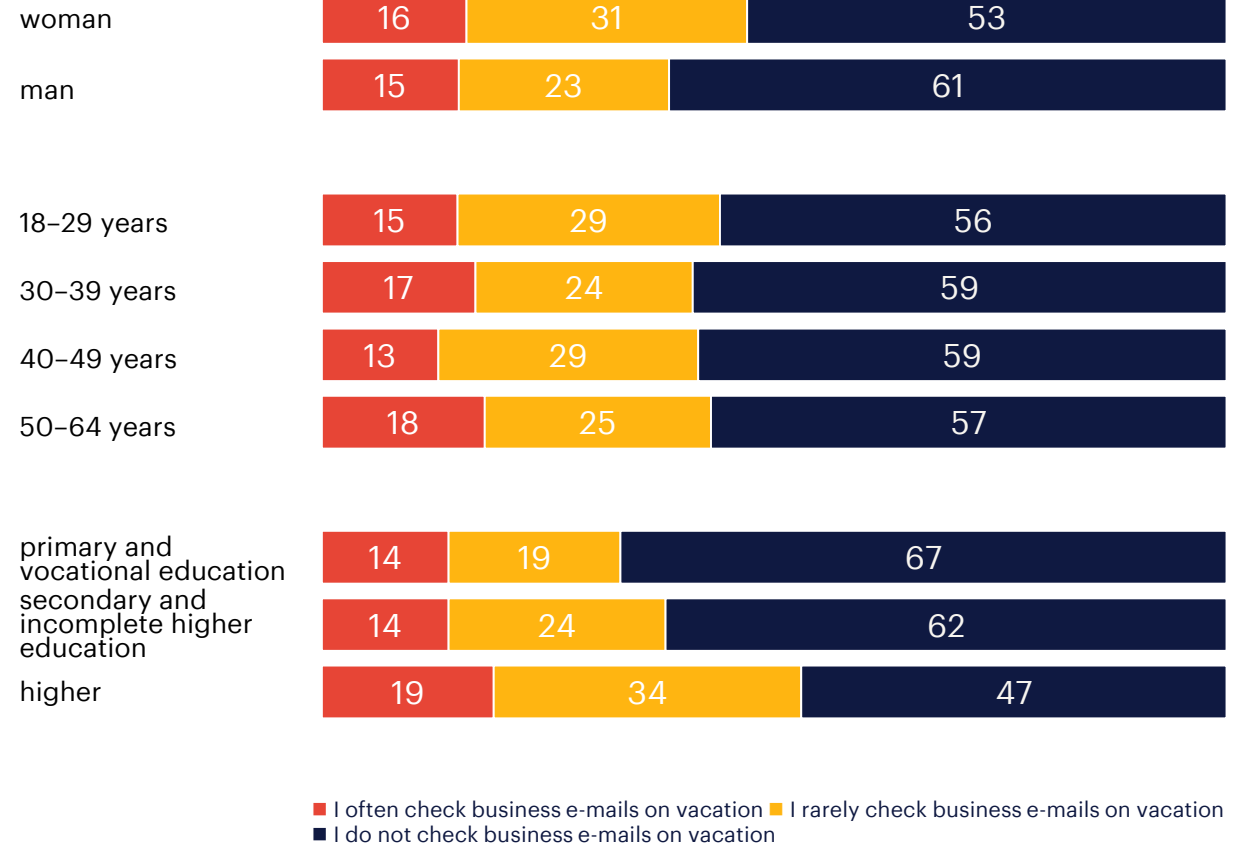
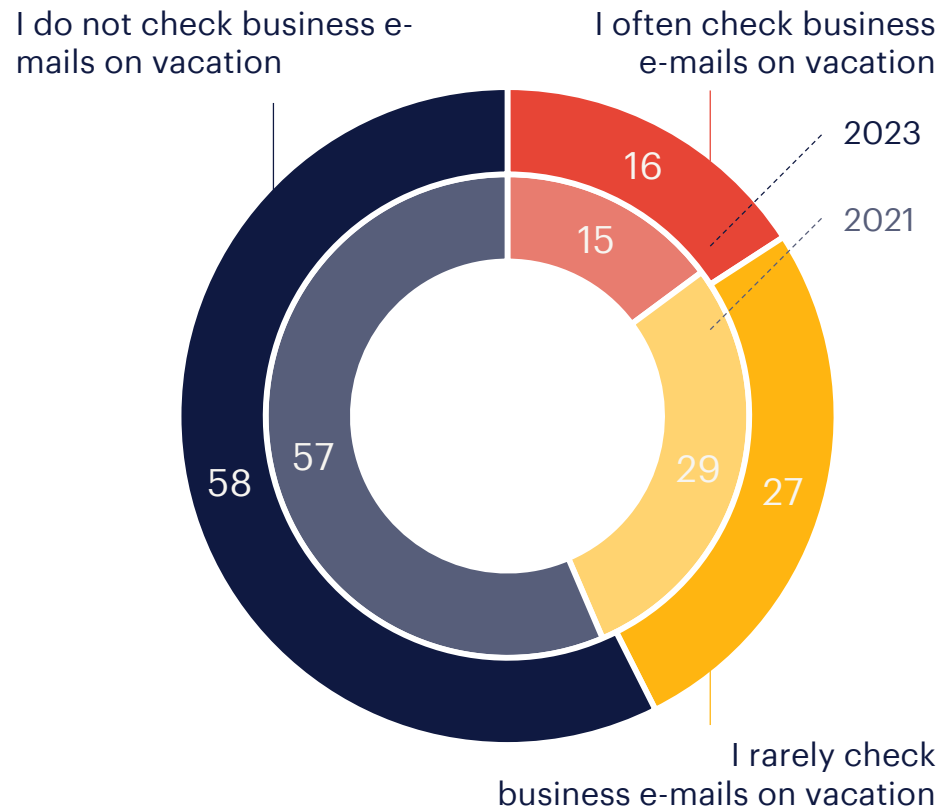
vacations of Polish employees. business calls while on vacation?



During vacation, do you ever... answer business calls?



vacations of Polish employees. business e-mails on vacation?

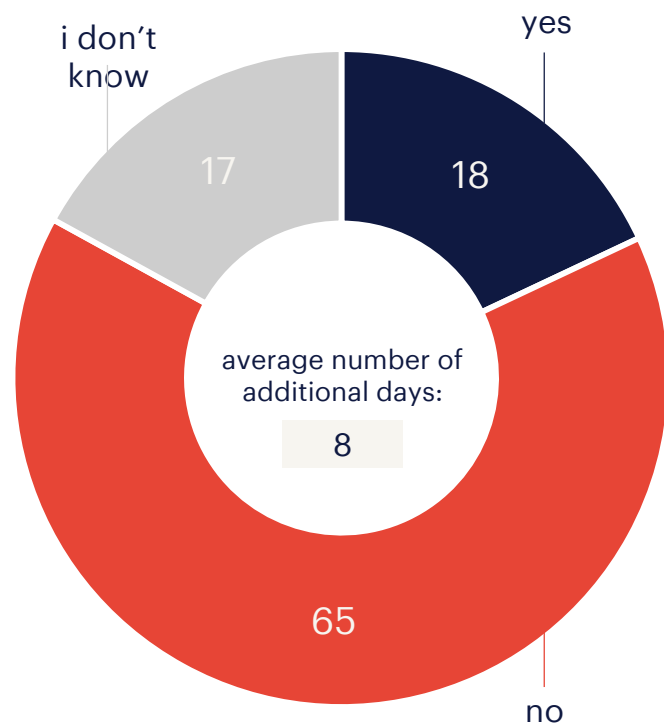


While on vacation, do you ever... check business e-mails?

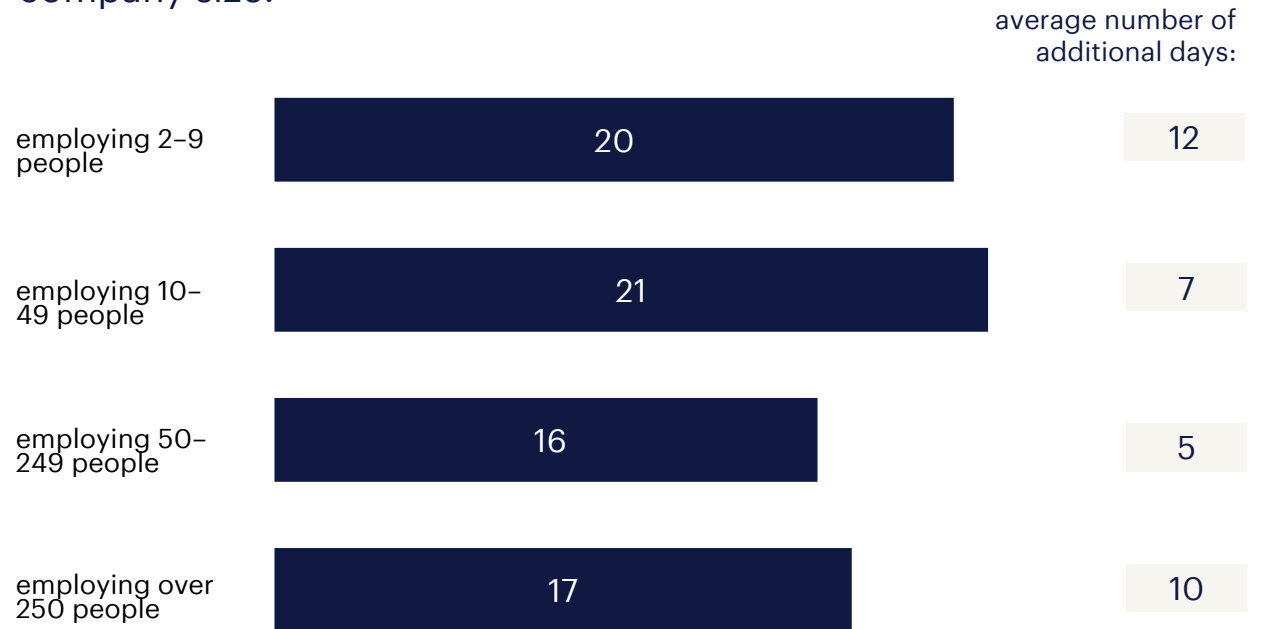


vacations of Polish employees.

does your company offer additional days off?



percentage of companies offering additional days off depending on company size:



Do the employees at your company receive additional days off beyond the statutory number, e.g. birthday leave, more vacation days? What is the number of such additional days off granted to employees?

survey results:
remote work
and reimbursement.

remote work and reimbursement.

what is your current working mode?

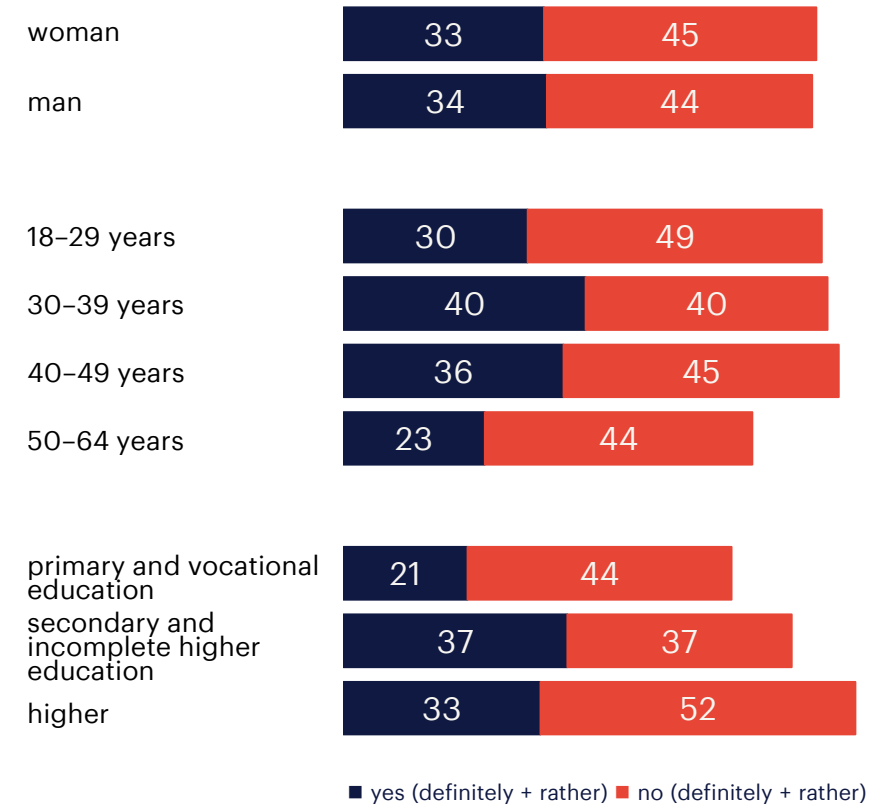
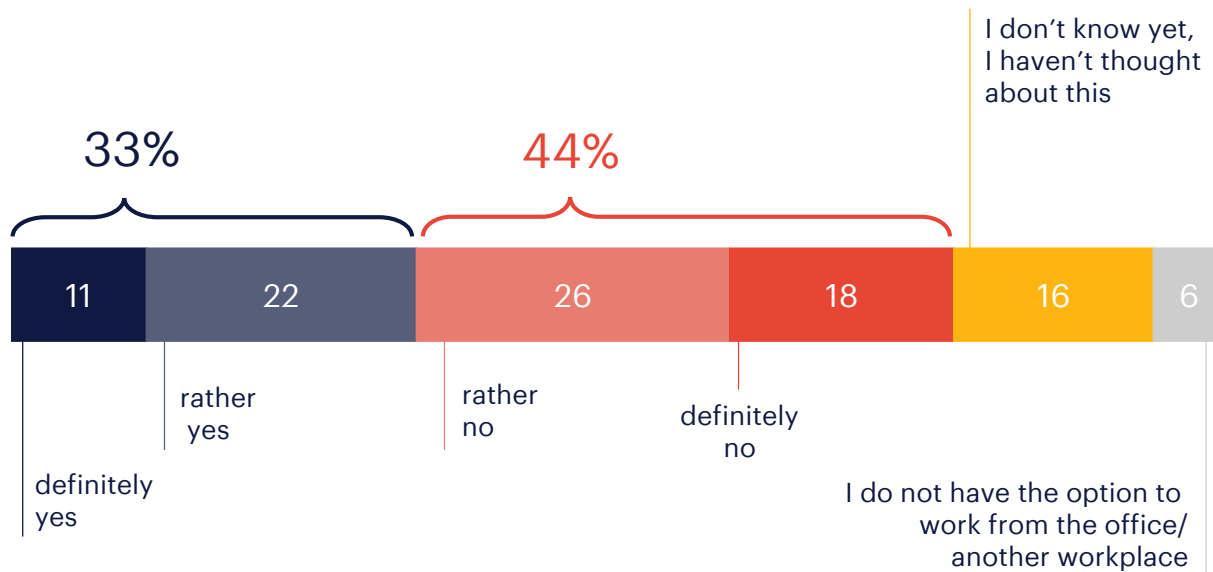


What is your current working mode?



remote work and reimbursement.

do you intend to return to working from the office due to costs?

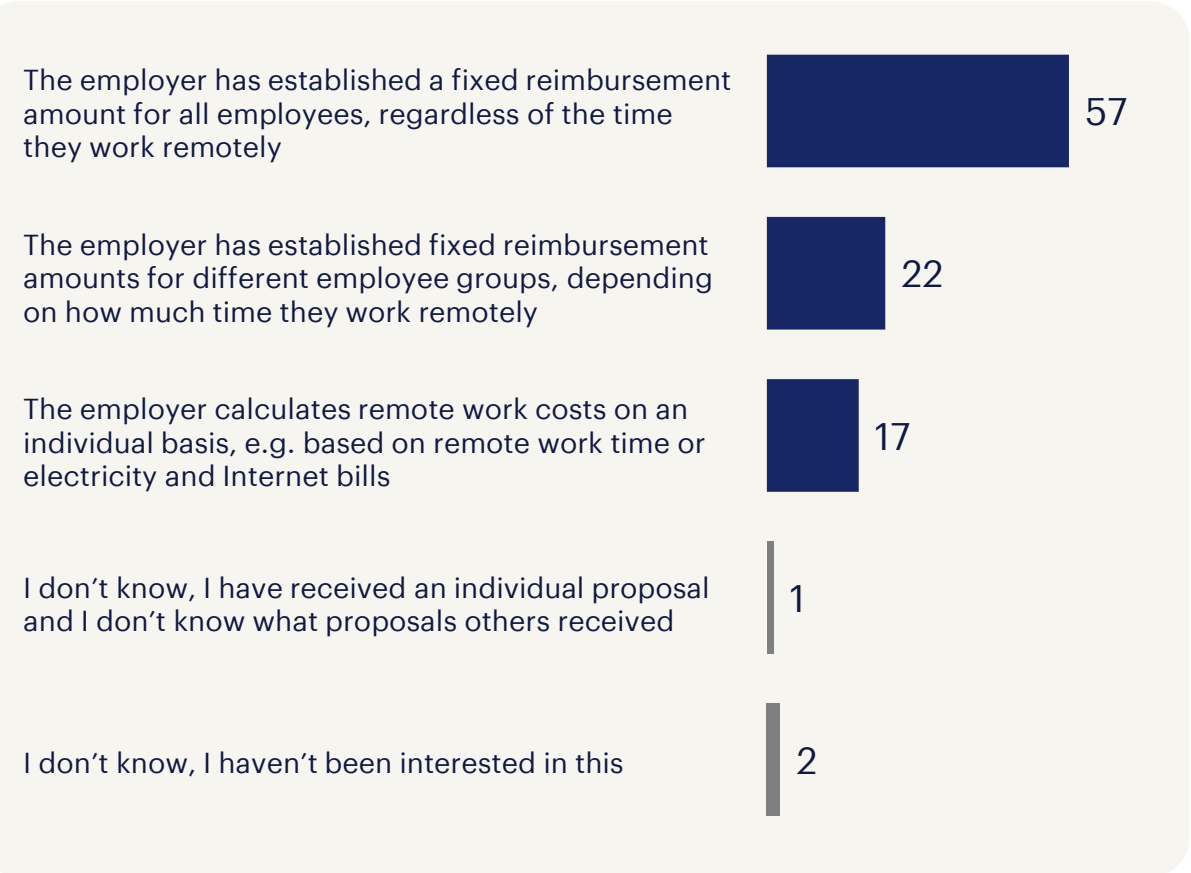
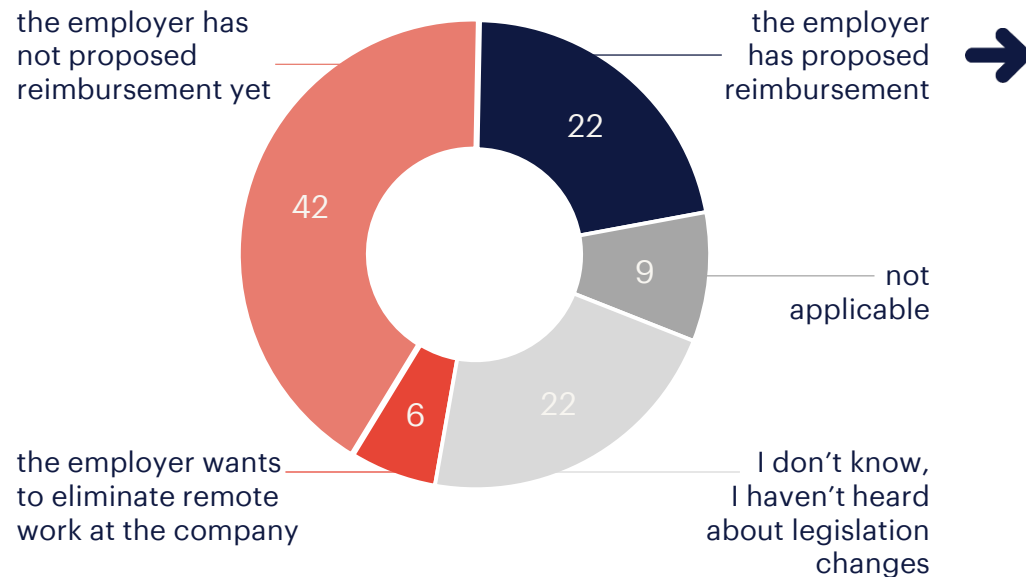


Do you consider working completely from the office/another workplace (e.g. shop, construction site) due to growing cost of, for example, electricity and Internet services?

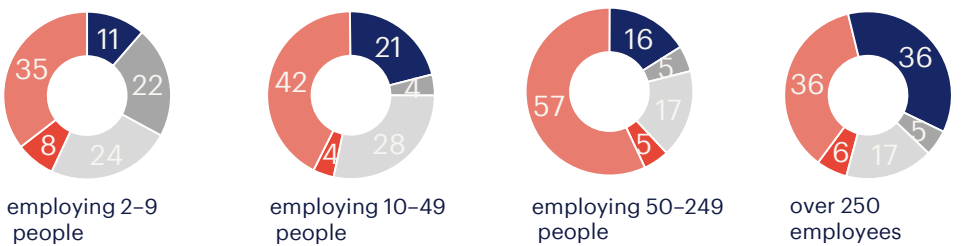


remote work and reimbursement.

remote work costs reimbursement.



according to company size:



Do you consider working completely from the office/another workplace (e.g. shop, construction site) due to growing cost of, for example, electricity and Internet services?



survey results: summary.

summary of the results (1/2)

- the number of respondents who changed their job during the six months preceding the survey has decreased slightly (to 20%) ■ persons aged 29 or less (26%), retail and wholesale employees (28%), persons working based on a contract of mandate or specific task contract (29%) and for a definite period (39%) have more often decided to make such a change ■ the reasons indicated for changing one's job the most frequently are higher remuneration with the new employer (47%; without change quarter-to-quarter) and a desire to develop one's career (36%; decrease by 7 pp)
 - subsequent factors reported by the respondents: dissatisfaction with the previous employer (35%) and more favorable employment form (32%) ■ 18% of employees declared to have changed their position with the current employer over the last six months (a slight increase by 2 pp)
- the average time spent on looking for a job has increased by half a month to 3.1 ■ people from the southern region (2.0 months) and living in villages outside of large agglomerations (1.9 months) have been able to find a job significantly faster than the general workforce
- 74% of employees have been very or rather satisfied with their jobs ■ in the second quarter of 2023, a similar percentage of employees as in the previous quarter were actively looking for job (10% vs. 11% last quarter) ■ people aged 30–39 (13%), employed based on an employment contract for a definite period (14%) and based on a contract of mandate or for specific work (17%), as well as those working in retail and wholesale (15%), most often actively look for work
- employees' fear of losing their jobs has remained at a level similar to the previous quarter – large concerns are declared by 8% (vs. 7% last quarter), while the percentage of moderate concerns is currently at 19% (vs. 20% in the first quarter) ■ the fear of losing your job is the most frequent amongst the people working for a definite period (large concerns are declared by 12% and moderate by 22%) and unskilled workers (11% and 24%, respectively), as well as those working in retail and wholesale (12% and 21%, respectively)
- the percentage of employees who positively assess their chances to find any job within the next six months is at a level similar to the previous survey (87% vs. 88% in the first quarter of 2023) ■ 63% are positive about their chances to find a job as good as or better than the current one (66% before this quarter)

summary of the results (2/2)

- almost a half of the surveyed employees declare that employees at their company have to plan their vacations ahead (48%) ■ the larger the company, the more often it is required – at companies with over 250 employees, 60% of the surveyed employees have to plan vacations ahead
 - 30% of employees declare that they have a limit to the number of uninterrupted vacation days they can take ■ it is usually between 10 and 15 days (60%) ■ respondents have declared limitations for taking more than 16 days of vacations clearly more often than in 2021 (an increase from 10% to 17%) ■ almost 3/4 of employees do not have the problem of their boss sending them on vacation against their will ■ a significant majority of employees (86%) can choose the time of their vacation
- every third (34%) has not used the vacation days they were entitled to in 2022 ■ the average number of unused vacation days remains at 10 days ■ over half of the surveyed employees (55%) answer business calls while on vacation ■ 43% of the surveyed respond to business emails, with 16% often and 27% rarely ■ at almost one in every five companies (18%) employees receive additional days off beyond the statutory number, e.g. on their birthday ■ the average number of additional days is 8
- 40% of the respondents currently declare having remote work options, while 8% of them work only remotely ■ amongst the employees who have such an option, one in every three people (33%) considers working only from their workplace (e.g. in the office) due to growing costs ■ one in every five employees working remotely (22%) has received a remote work costs reimbursement proposal from their employer ■ the most frequent form is definitely a fixed reimbursement amount for all employees, regardless of the time they work remotely (57%)

randstad in numbers.

17,600

employees hired by us go to work every day

107

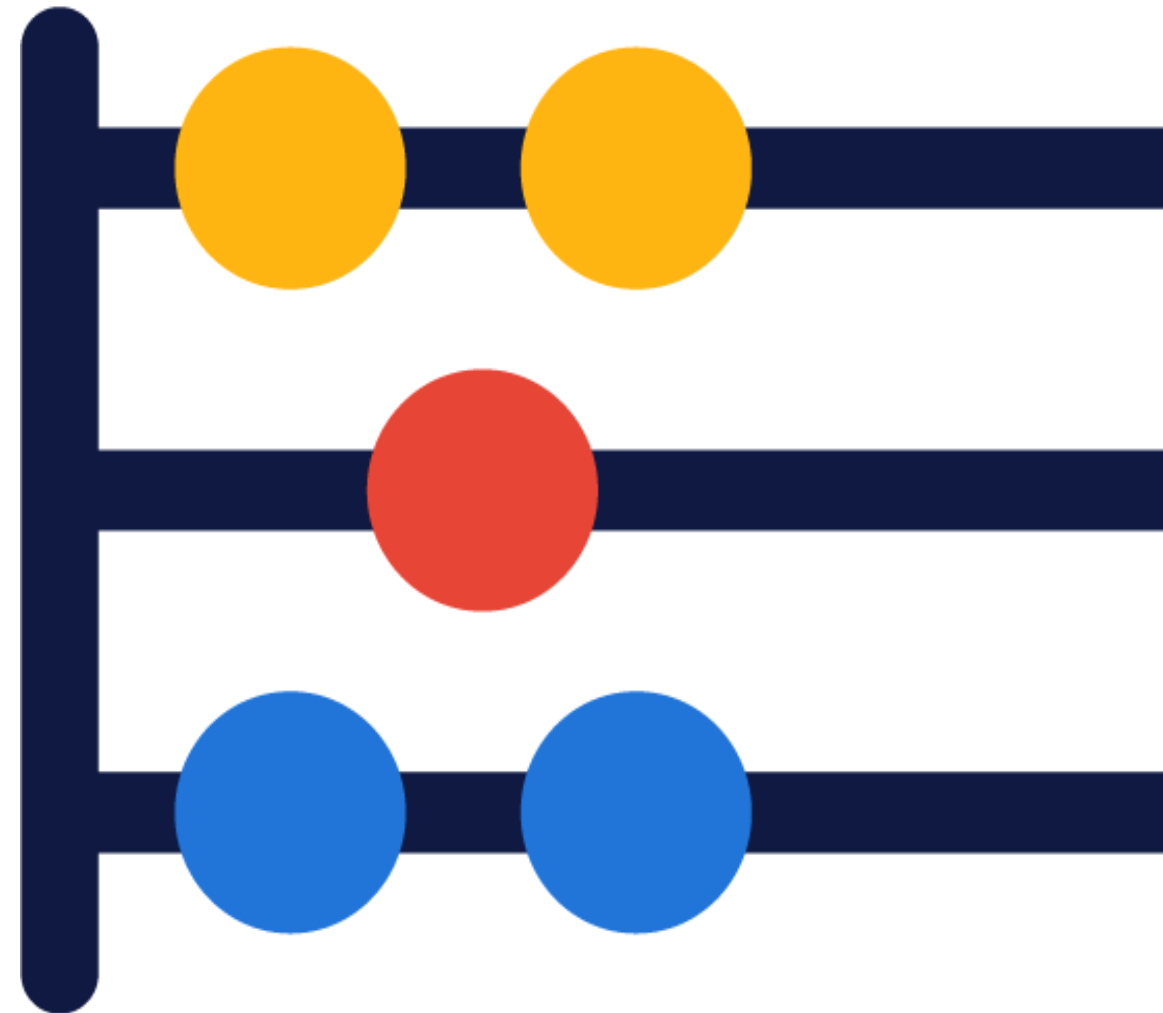
offices in Poland

2754

recruitments annually

1485

customers



randstad

human forward.

