

work monitor.

results of the 53th edition of the survey

Randstad Research Institute
10 October 2023



agenda.

survey methodology

results of the 53th 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

AI and automation

32

summary

44

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

survey duration

16–31 August 2023

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 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

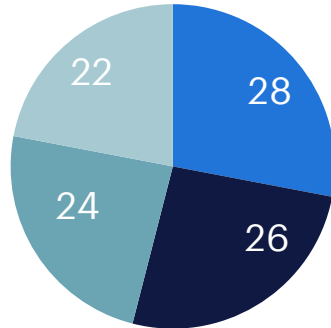
the study is conducted
in cooperation with
Pollster Research
Institute

pollster

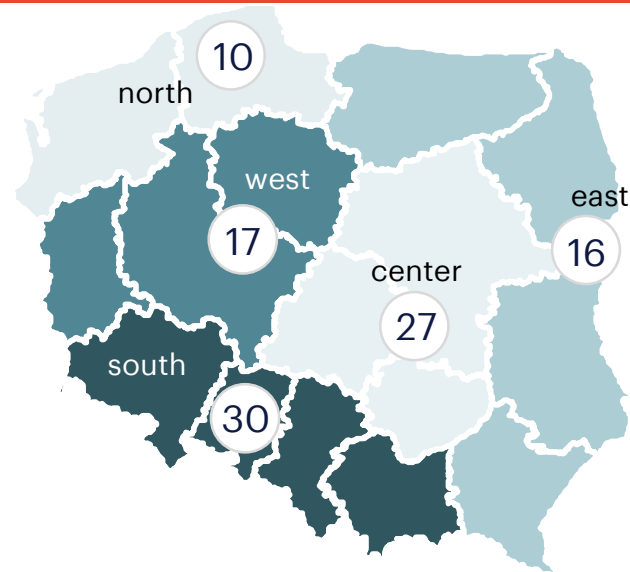
sample characteristics.

age:

- 18–29 years
- 30–39 years
- 40–49 years
- 50–64 years



region



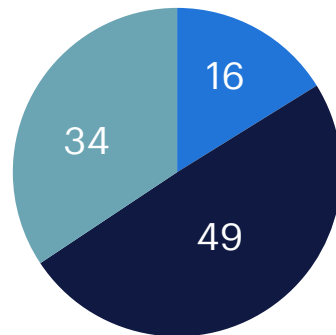
city size

- a city with a population of over 200,000
- a town with a population of between 20,000 and 200,000
- a town with a population of up to 20,000
- a village



education

- primary / basic
- secondary
- higher



gender



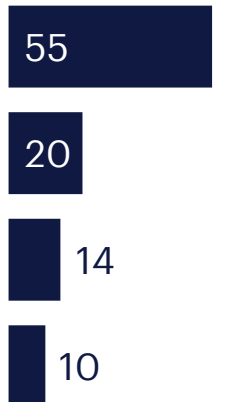
56



44

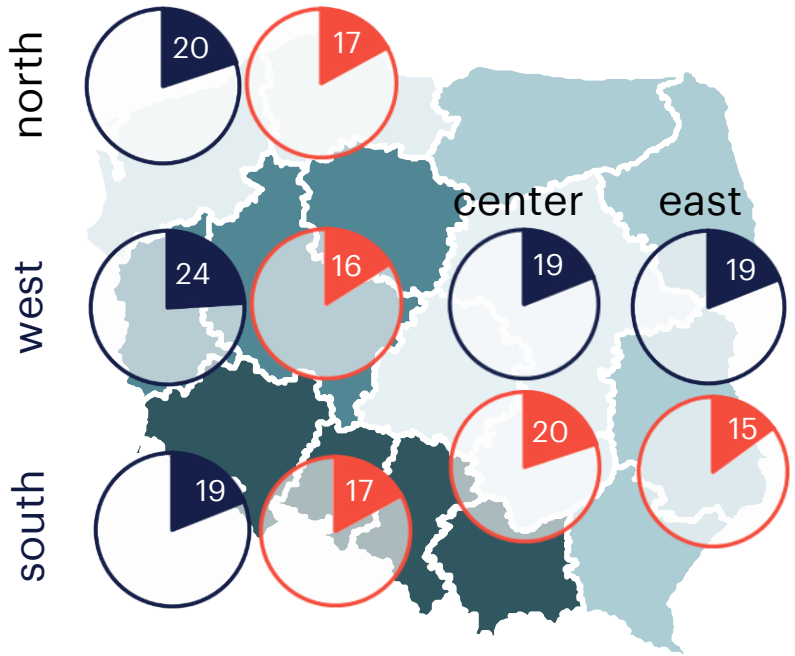
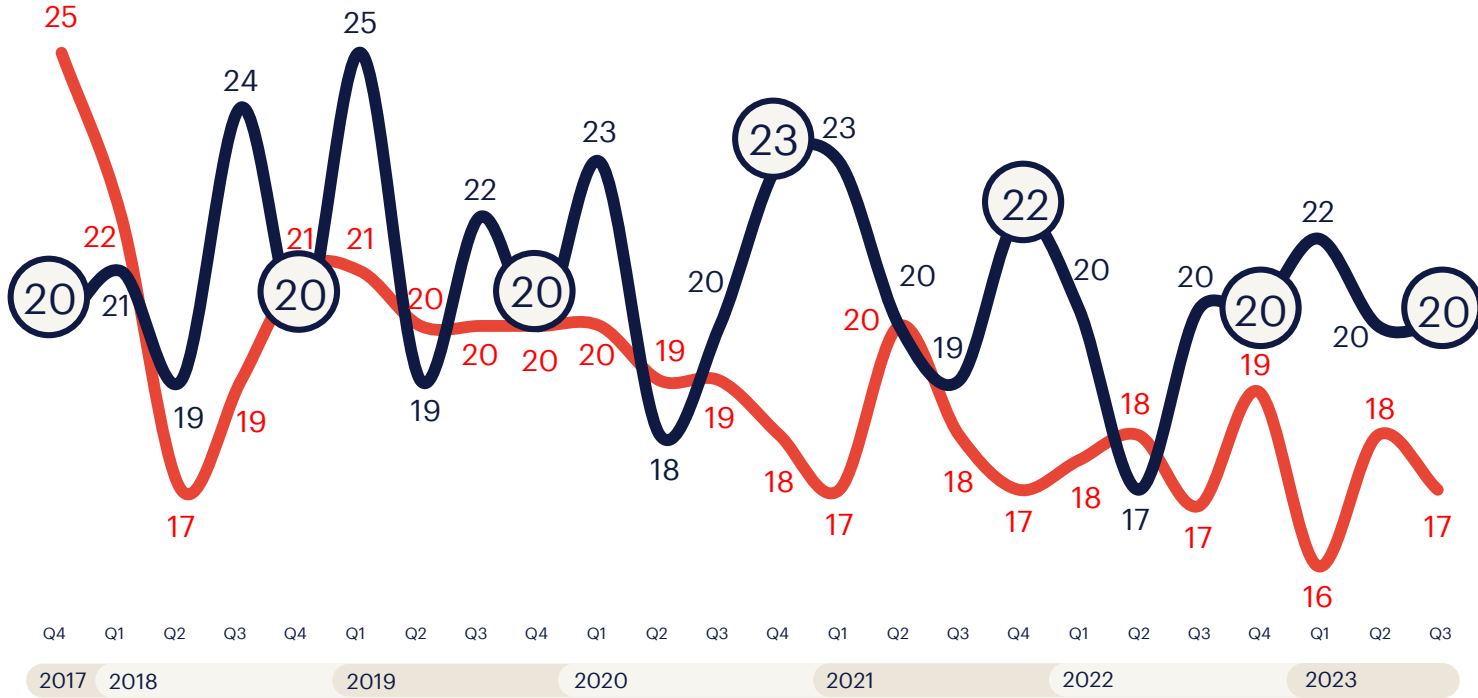
employment type

- employment contract – for an indefinite period
- employment contract for a specified period
- contract of mandate or for specific task
- self-employment



survey results:
labor market
turnover.

employer or position change.

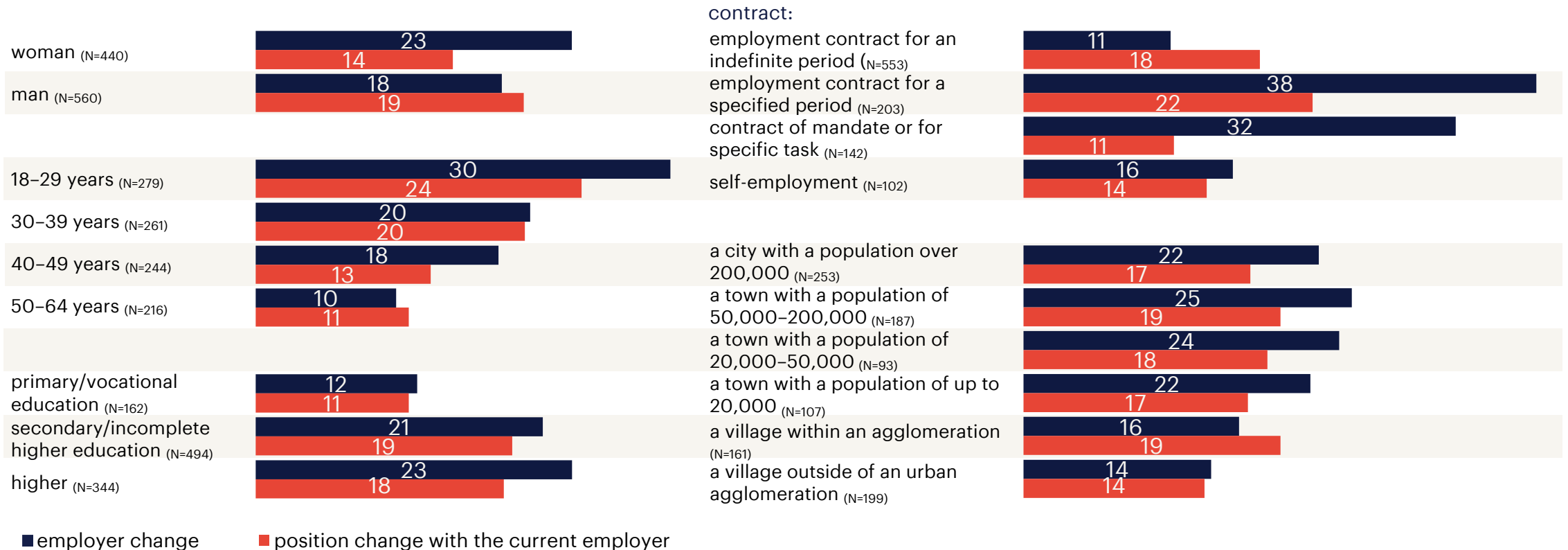


— position change with the current employer
— employer change

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.

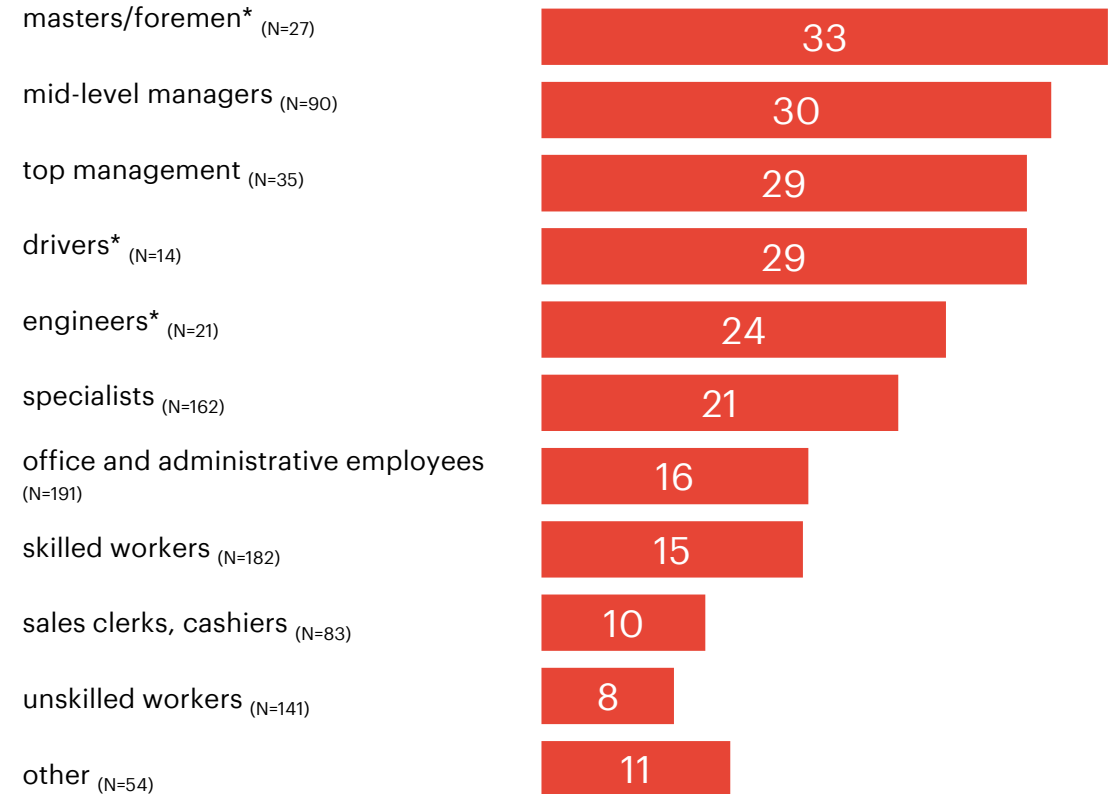
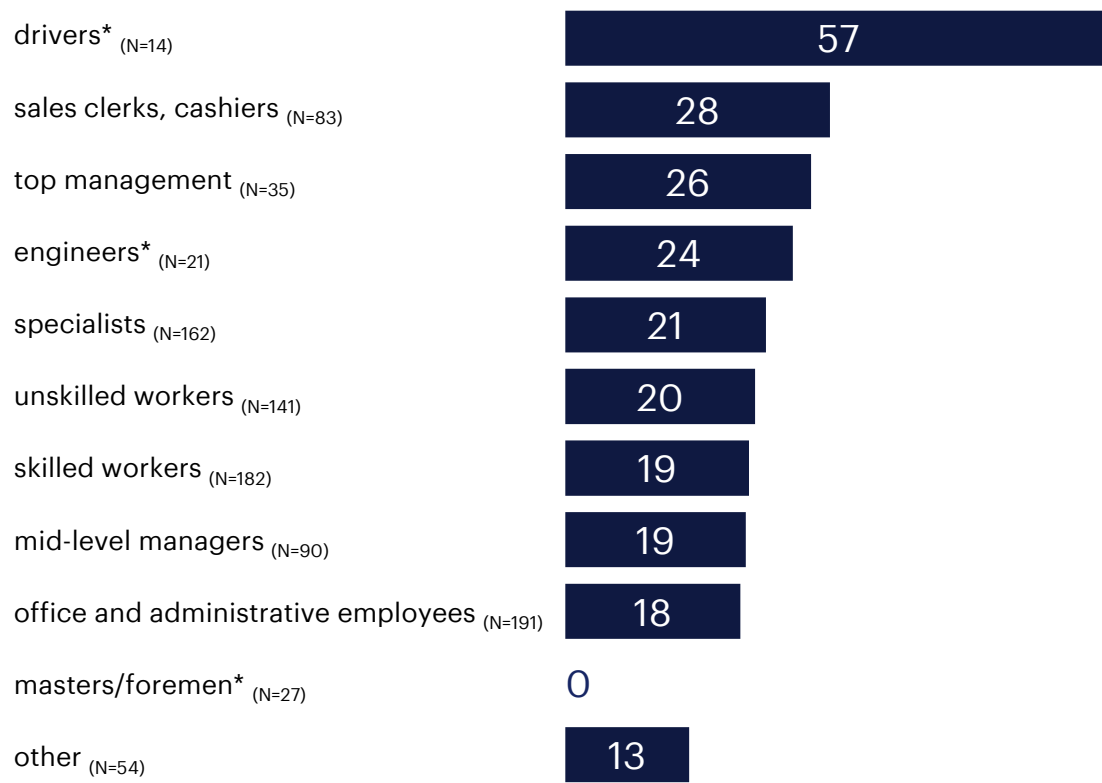


Over the last 6 months, have you changed your employer?

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. positions.



■ 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?



*sample size below 30

employer or position change. industries.

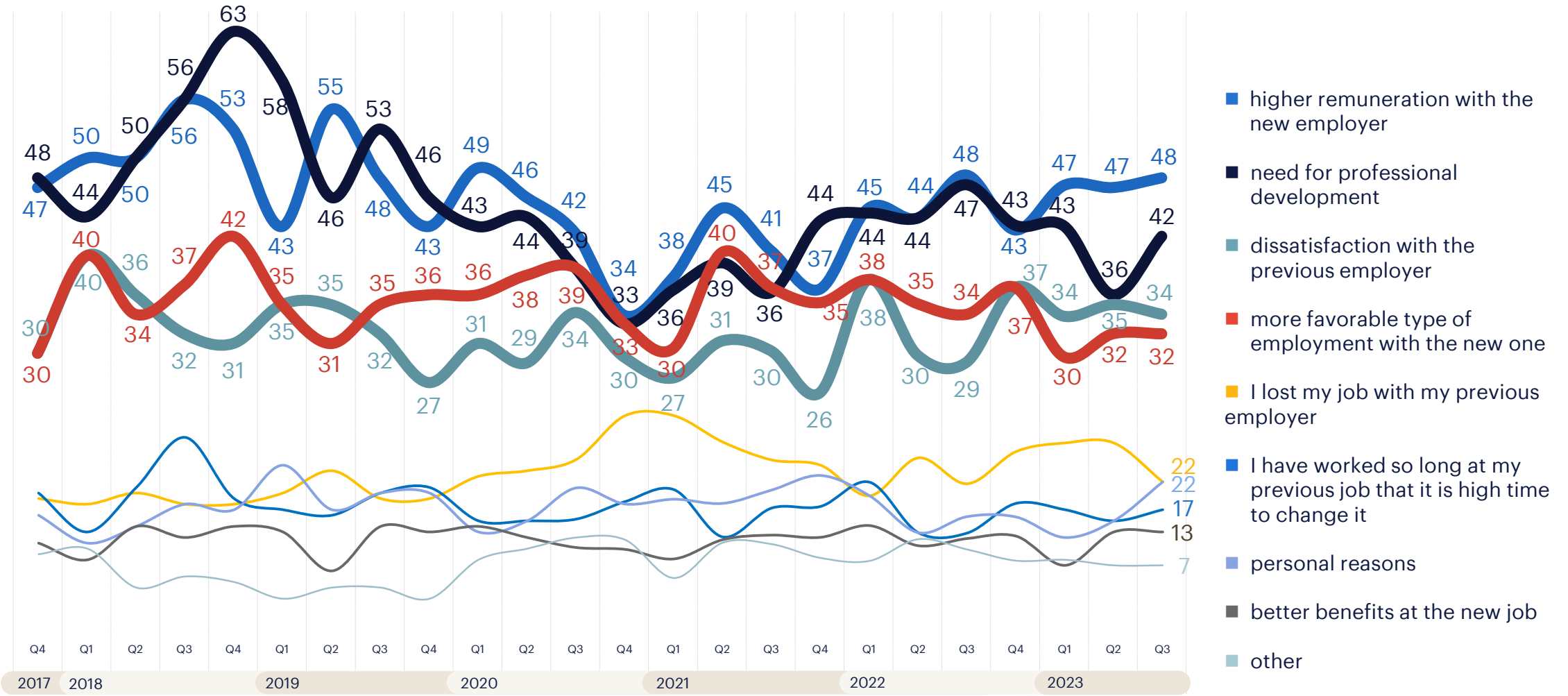


Over the last 6 months, have you changed your employer?

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.

time spent on looking for 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 3rd quarter of 2023:



average time spent on looking for a job (in months) by gender, age and education (Q3 2023):



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.



a city with a population over 200,000 (N=56)

2.5 ▼



a town with a population between 50,001 and 200,000 (N=46)

3.0 ▲



a town with a population between 20,001 and 50,000 (N=22*)

2.7 ▼



a town with a population of up to 20,000 (N=23*)

2.5 ▲



a village located within a large urban agglomeration (N=26*)

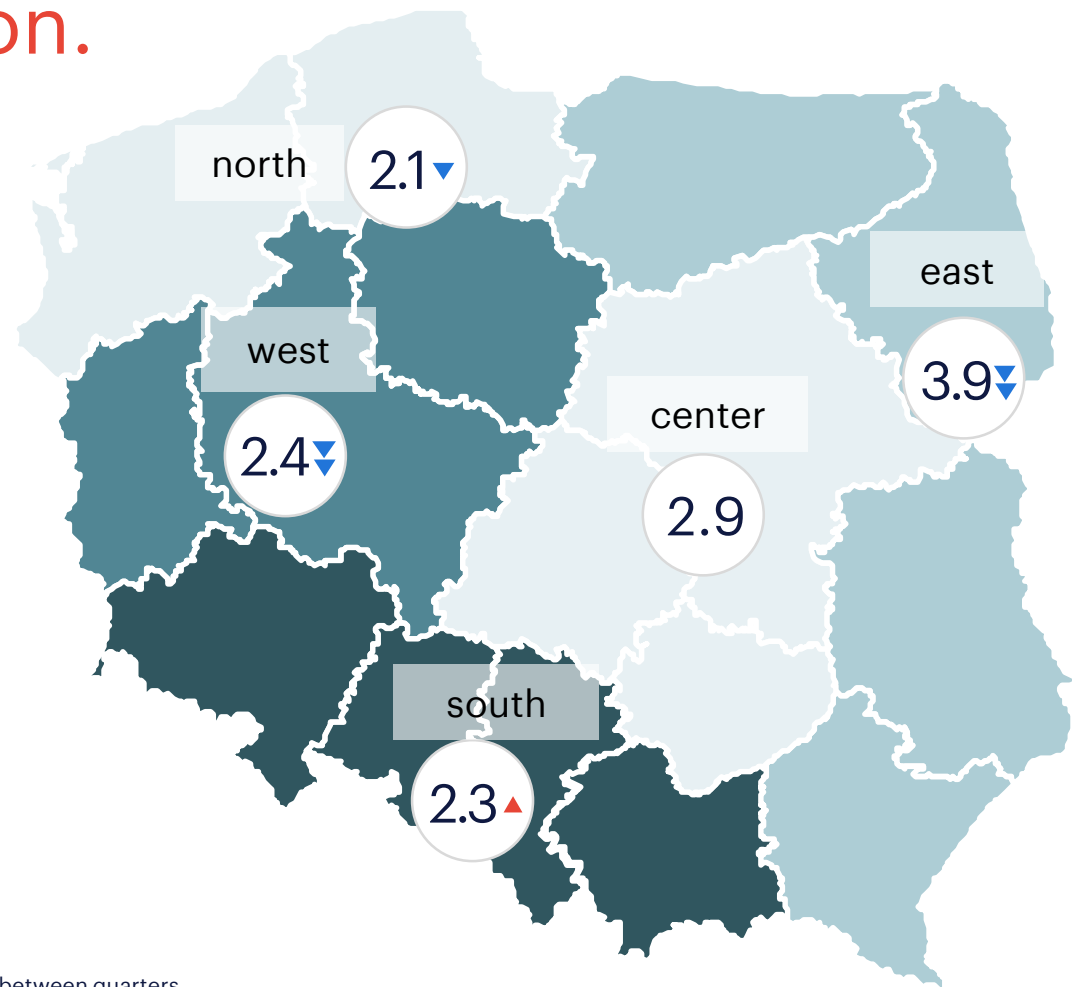
2.5 ▼



a village located outside of a large agglomeration (N=28*)

3.0 ▲

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



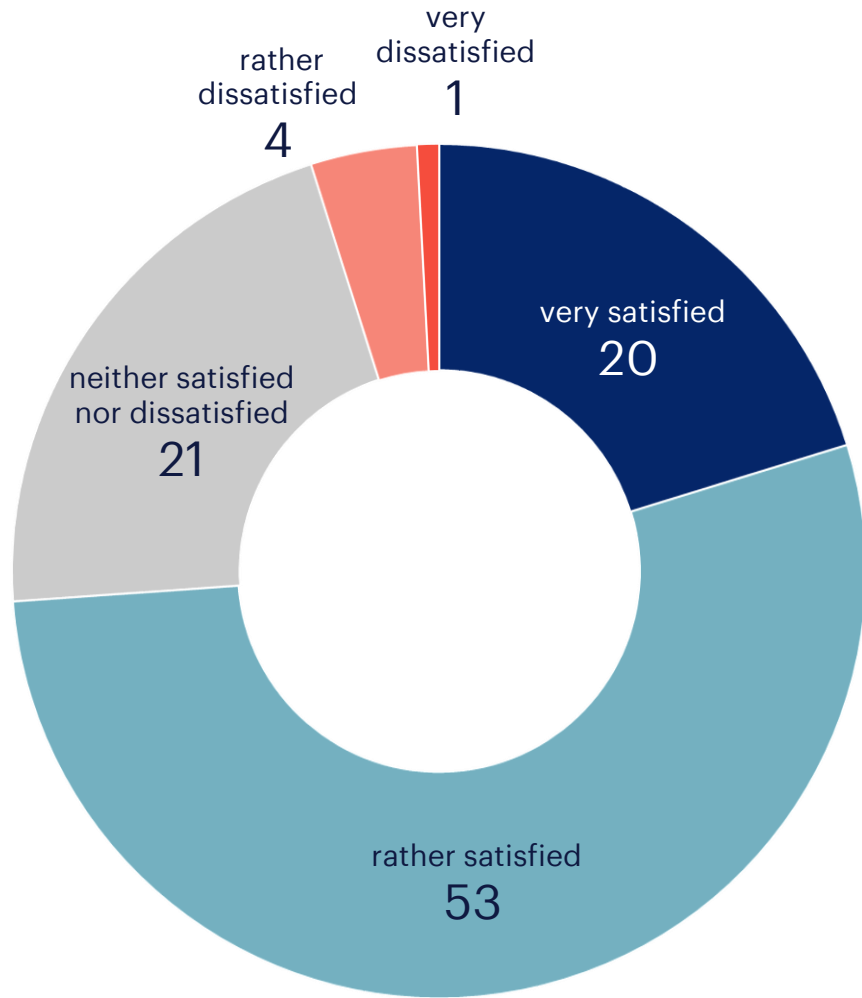
How long did it take to find your current job?



*sample size below 30

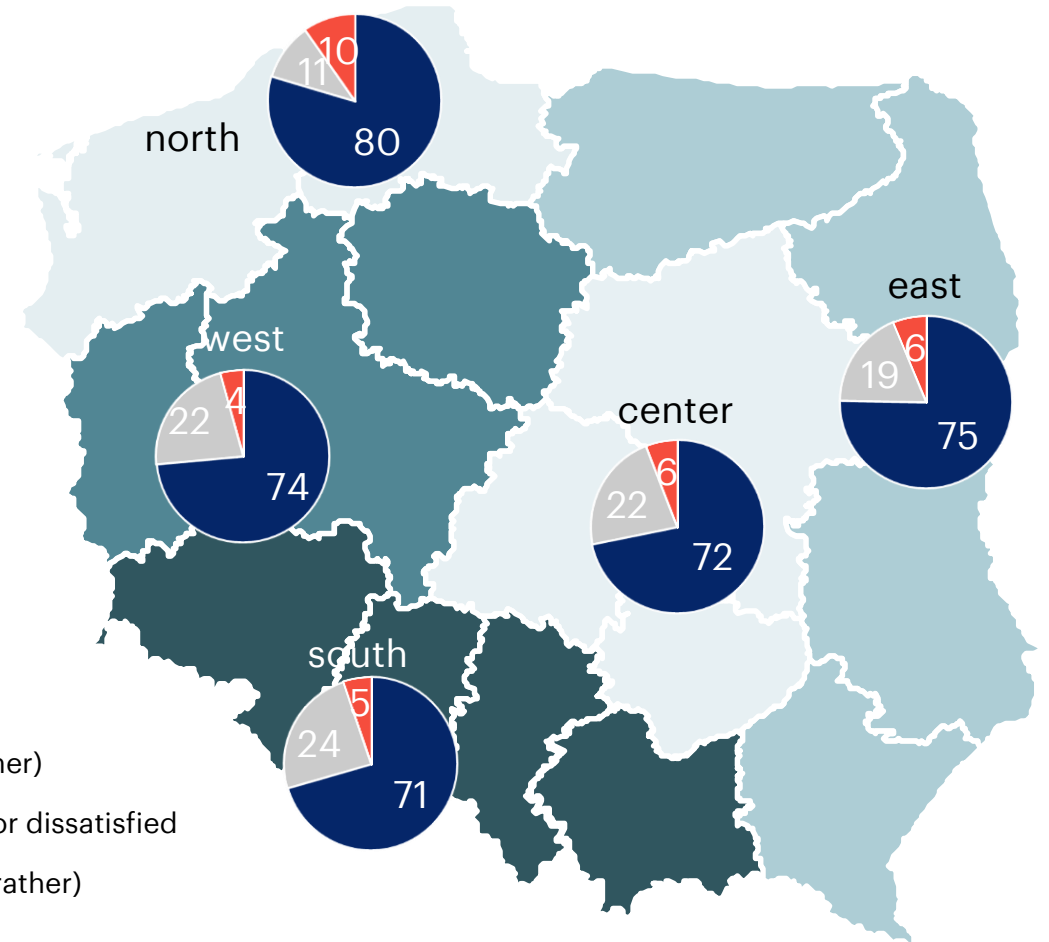
survey results:
job satisfaction.

job satisfaction.



satisfied (very much + rather)
73%
 -1 since the last survey

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

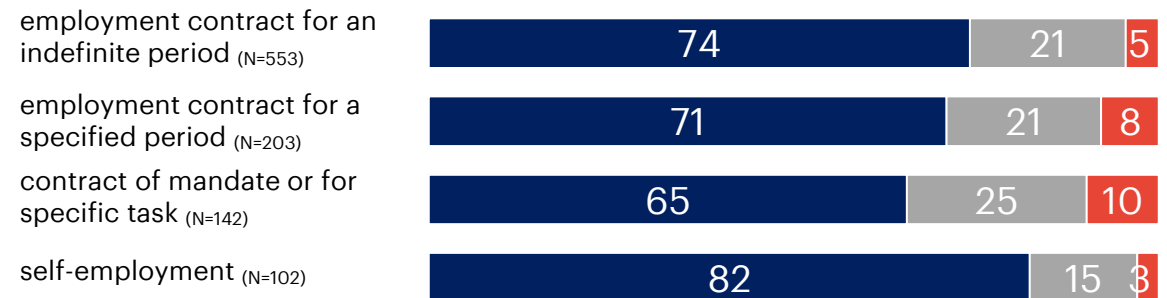
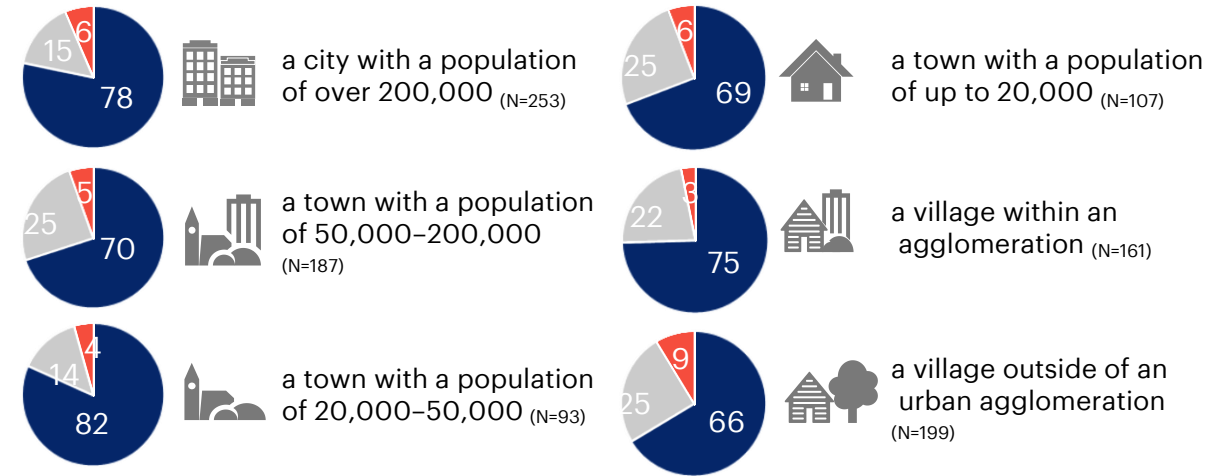
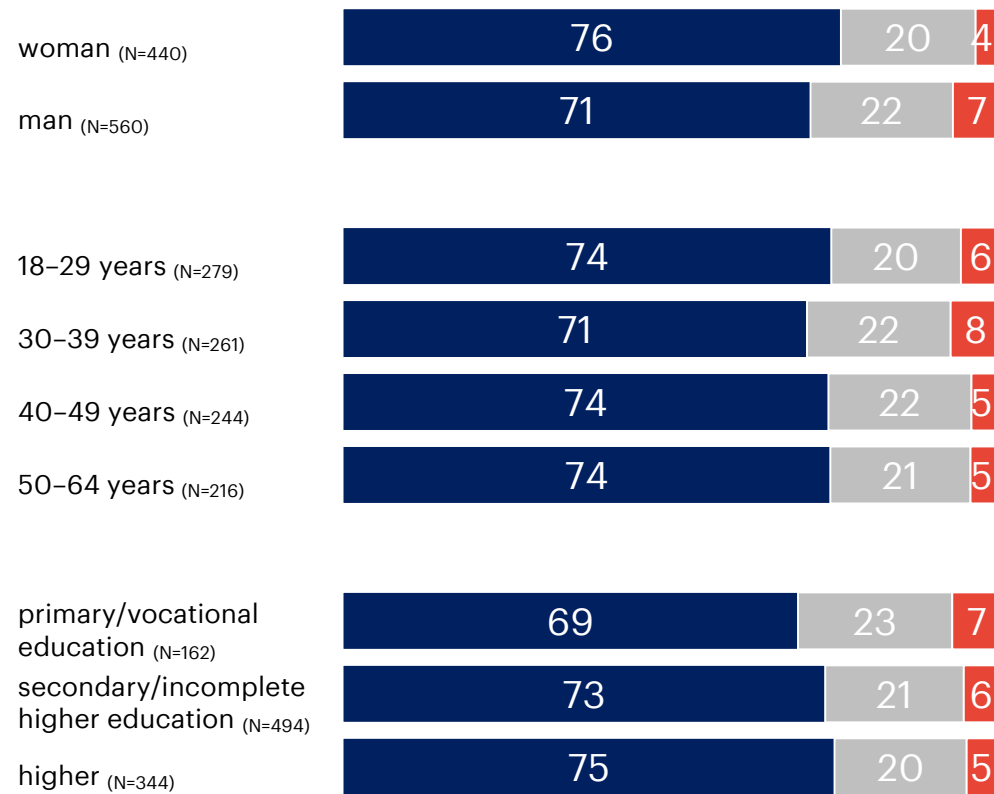


To what extent are you generally satisfied with working at your company?



job satisfaction.

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

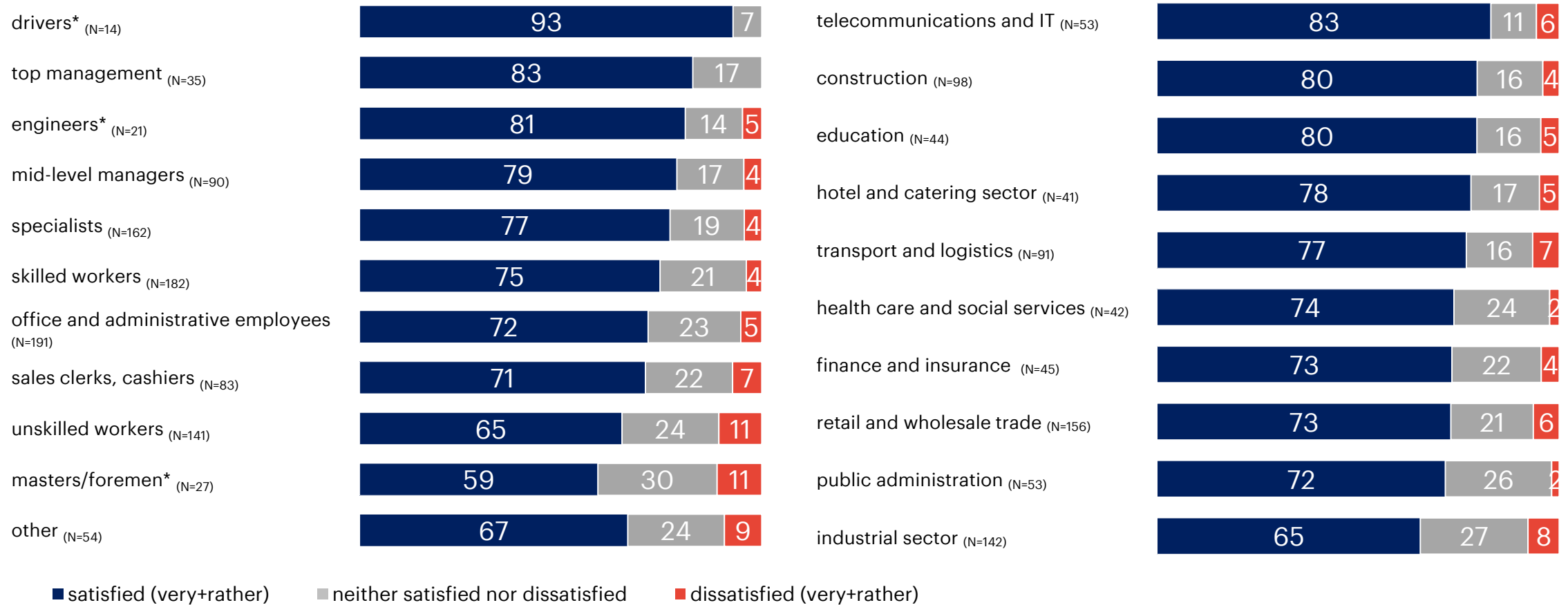


■ satisfied (very+rather) ■ neither satisfied nor dissatisfied ■ dissatisfied (very+rather)

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



job satisfaction. positions and industries.



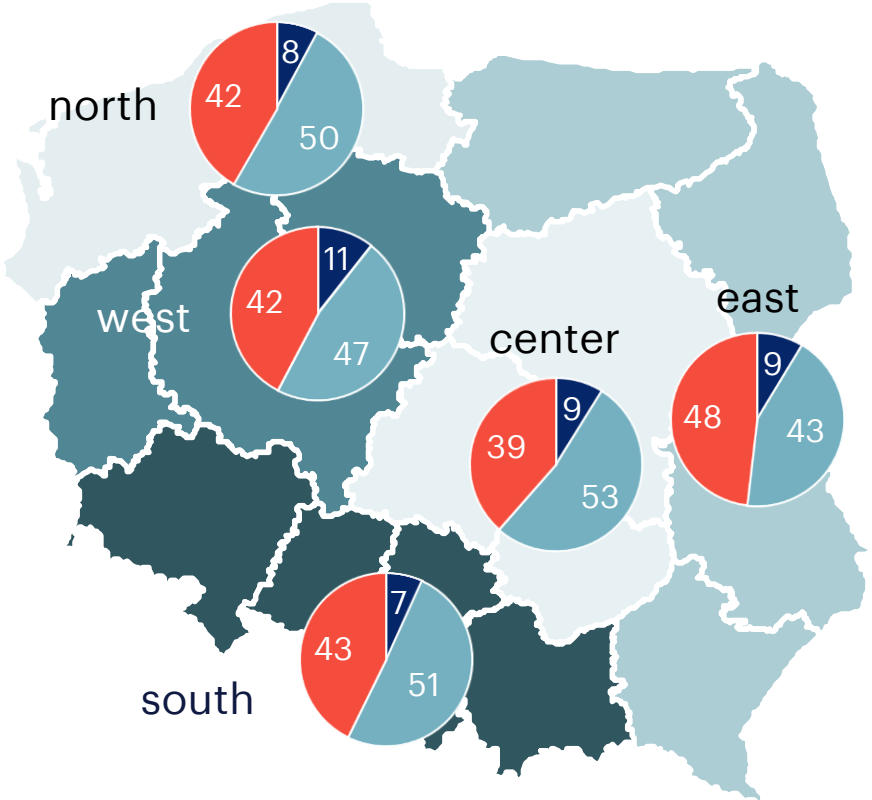
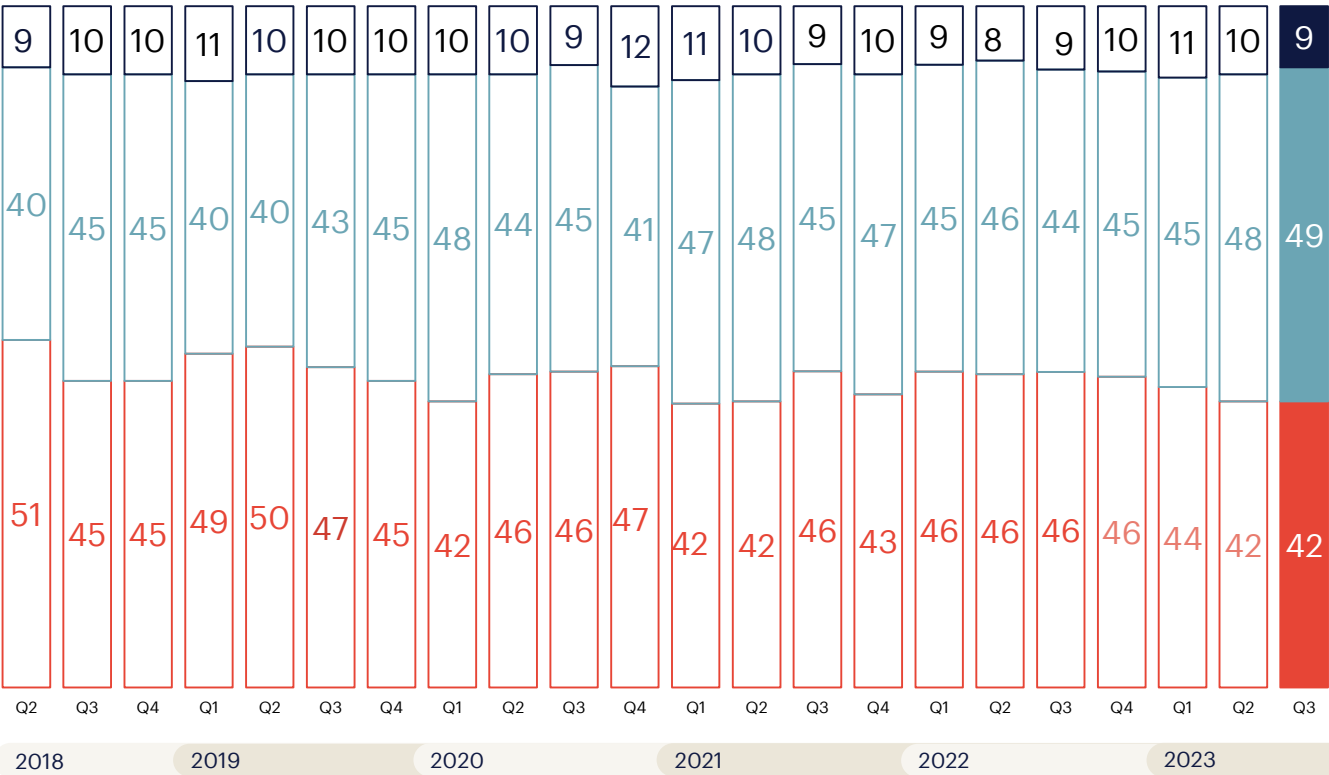
To what extent are you generally satisfied with working at your company?



*sample size below 30

survey results:
willingness
to change a job.

looking for a new job.

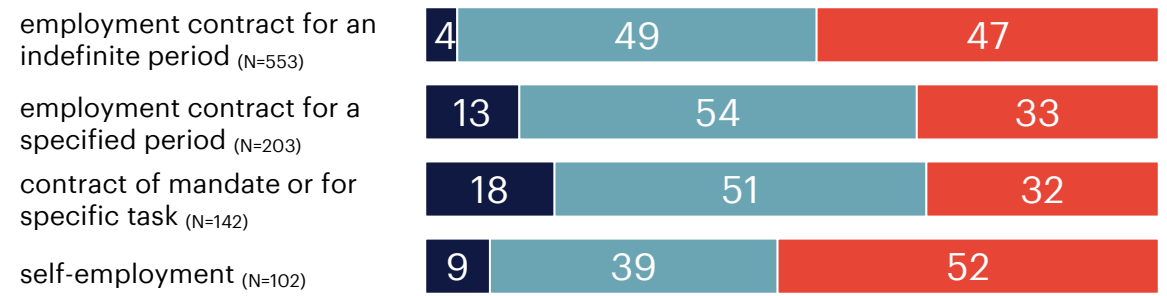
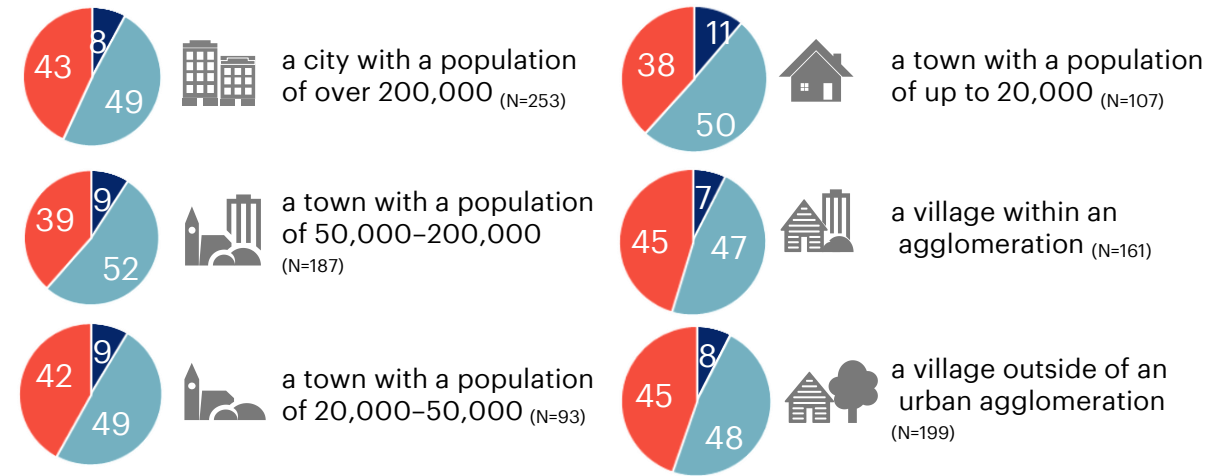
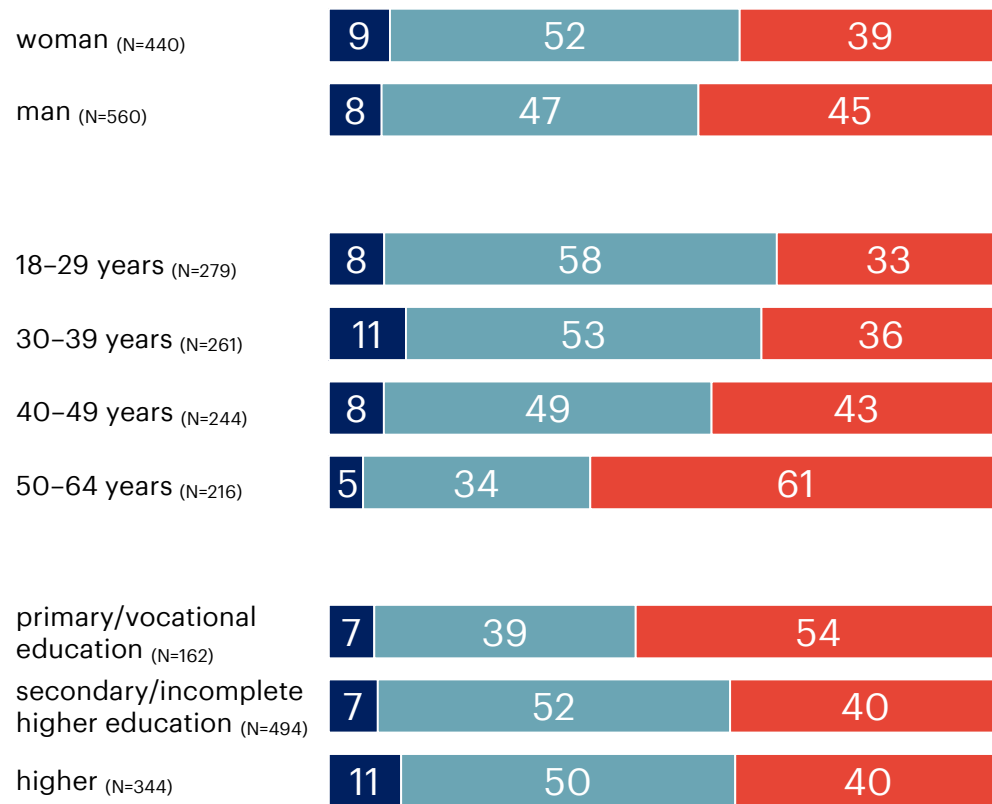


■ I am actively seeking a new job
 ■ I am not very active but I am looking out for job offers
 ■ I am not looking at all for a new job

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.

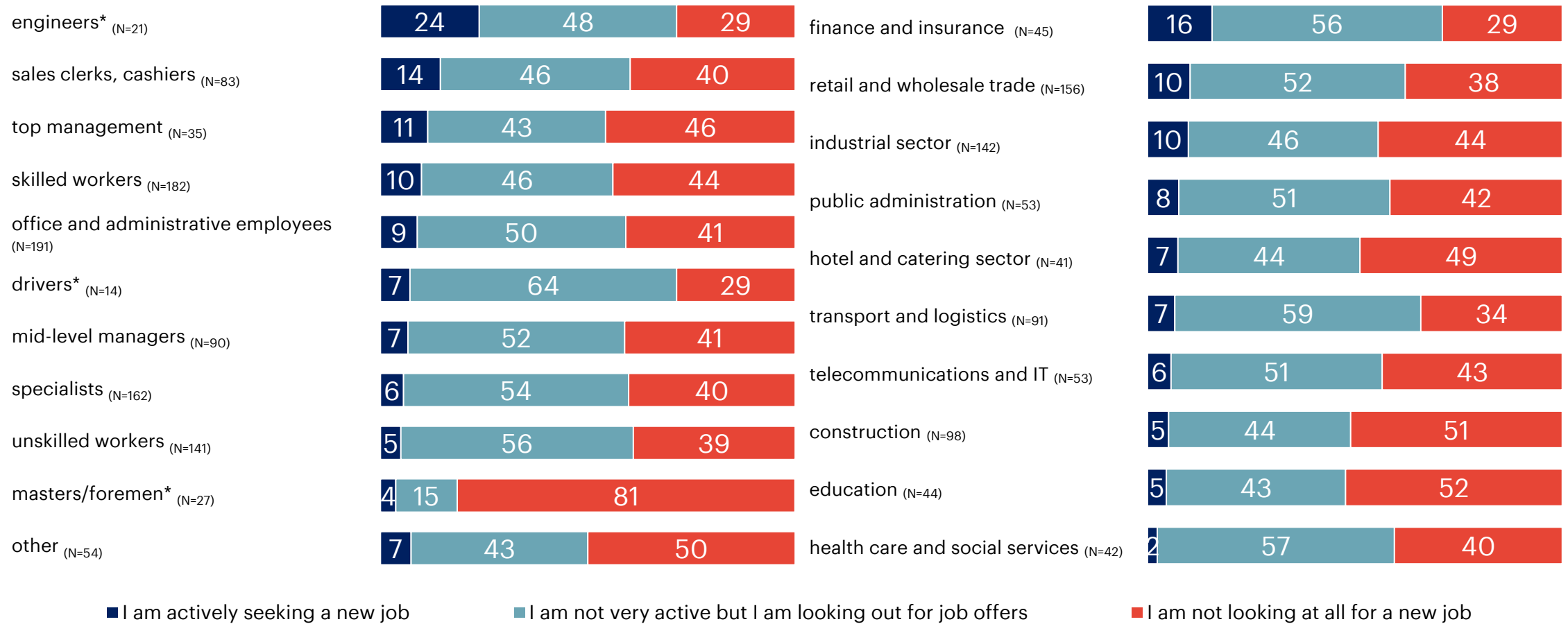


■ I am actively seeking a new job ■ I am not very active but I am looking out for job offers ■ I am not looking at all for a new job

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. positions and industries.



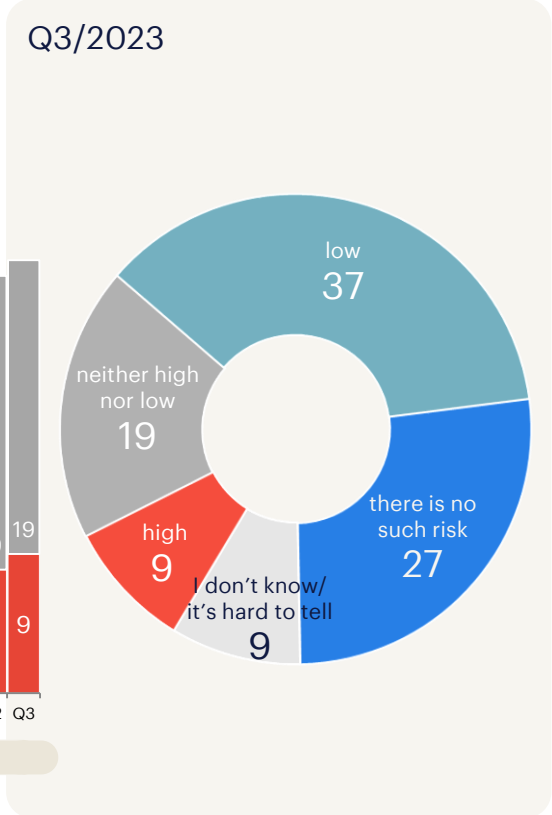
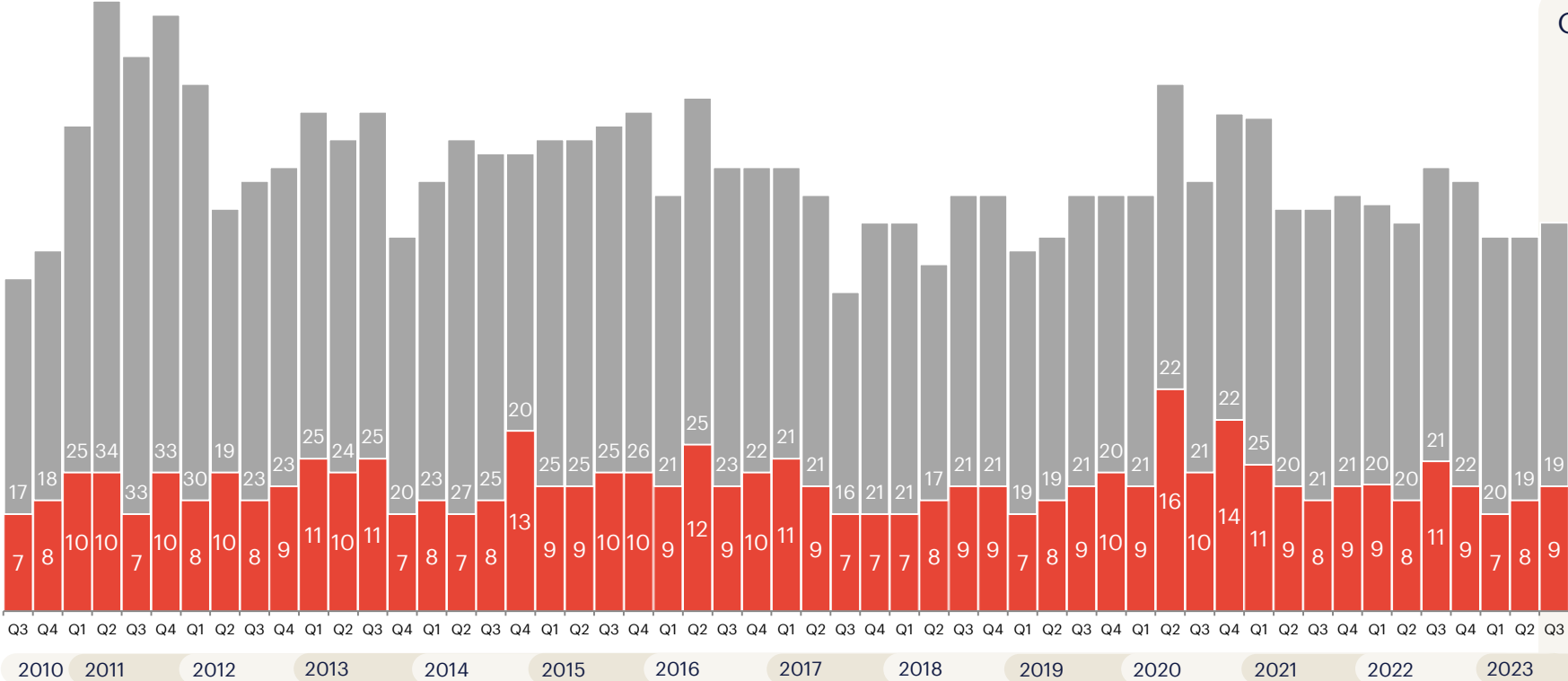
Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?



*sample size below 30

survey results:
risk assessment
job loss.

unemployment risk evaluation.



■ high ■ neither high nor low

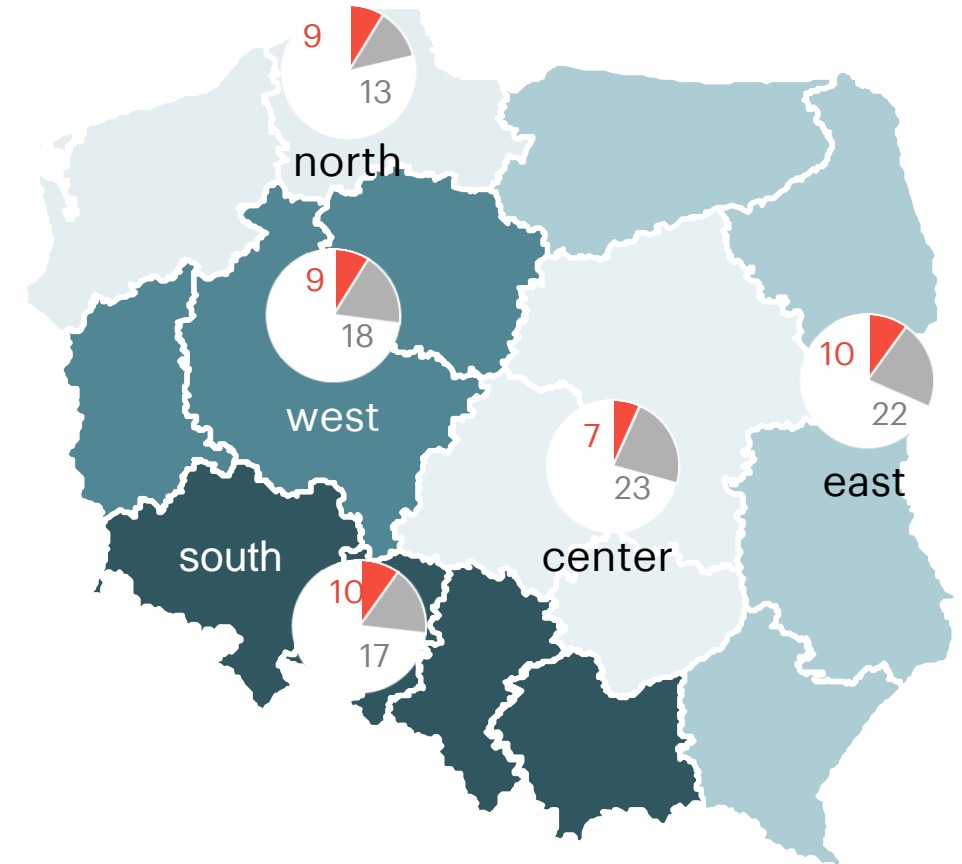
*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that... *the wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have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

unemployment risk evaluation.

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

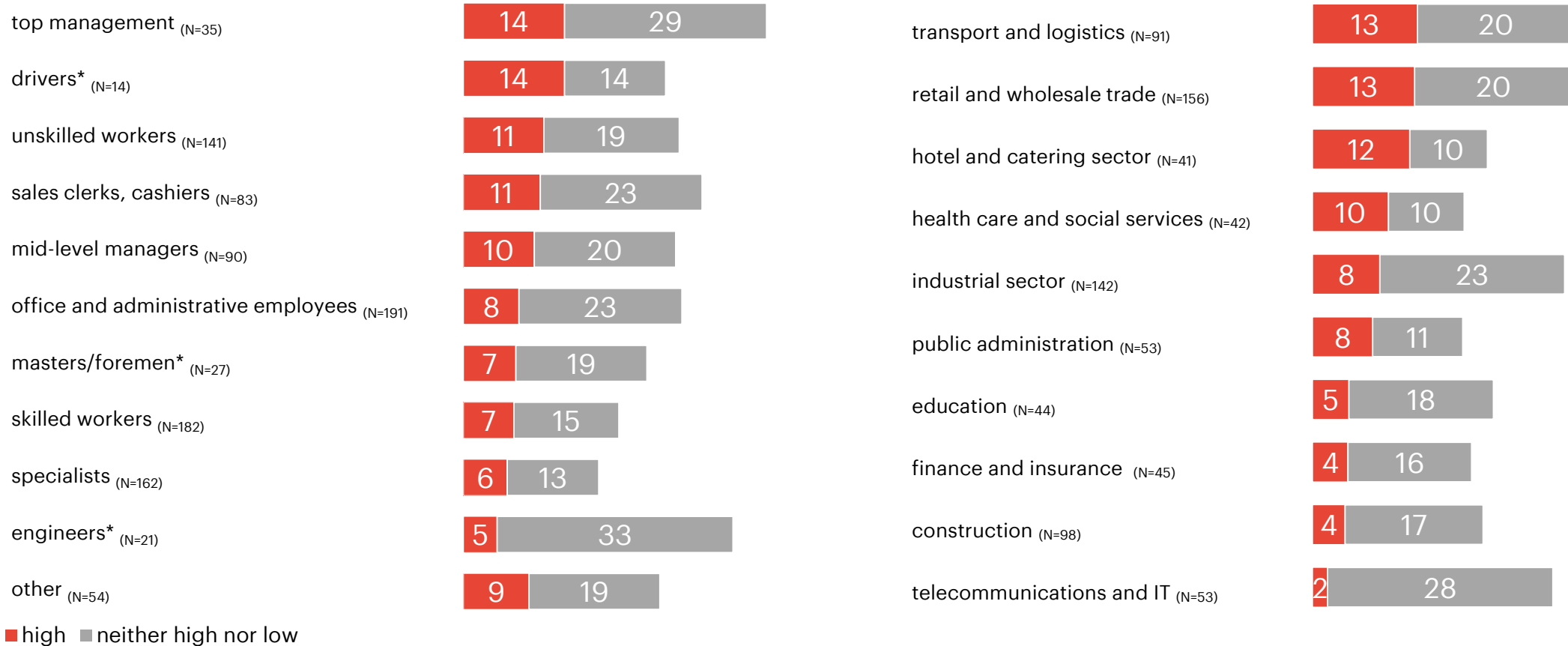


■ high ■ neither high nor low



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.



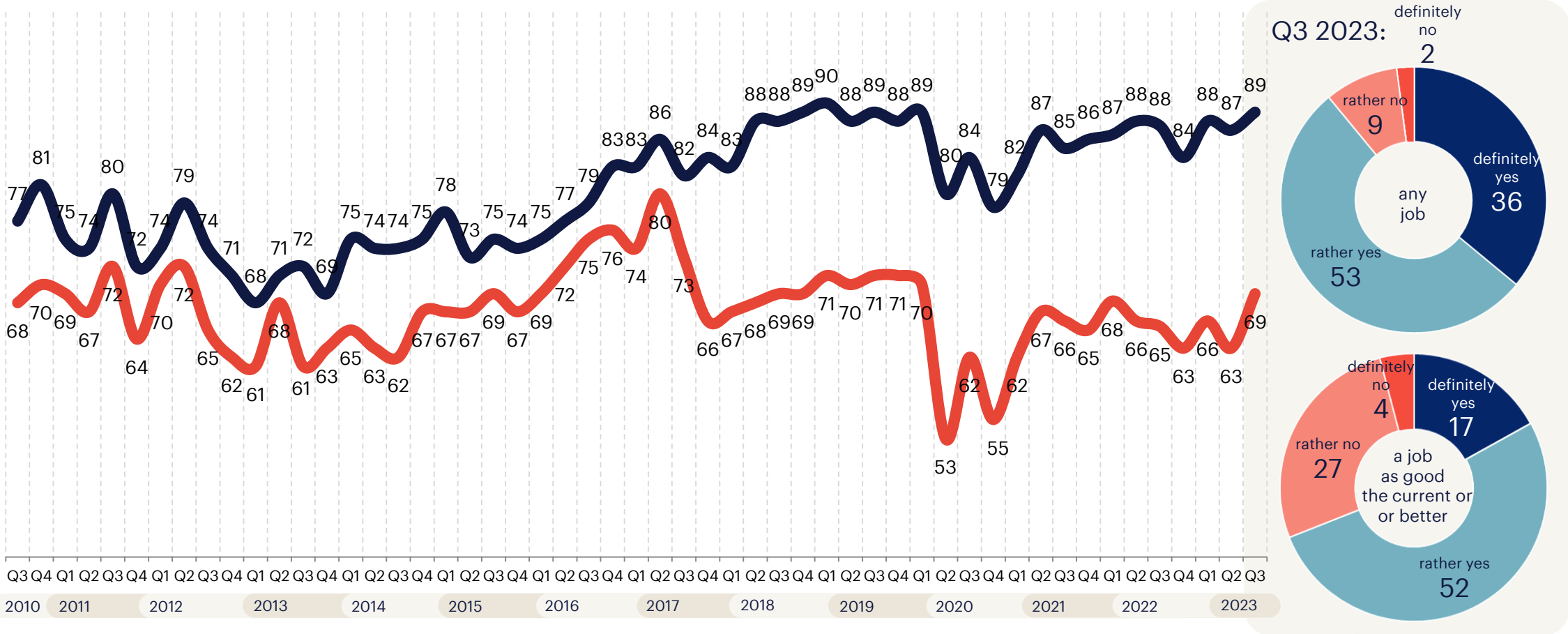
*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?
Is the risk related to that..*



*sample size below 30

survey results:
new job
opportunities.

chance of finding a new job.

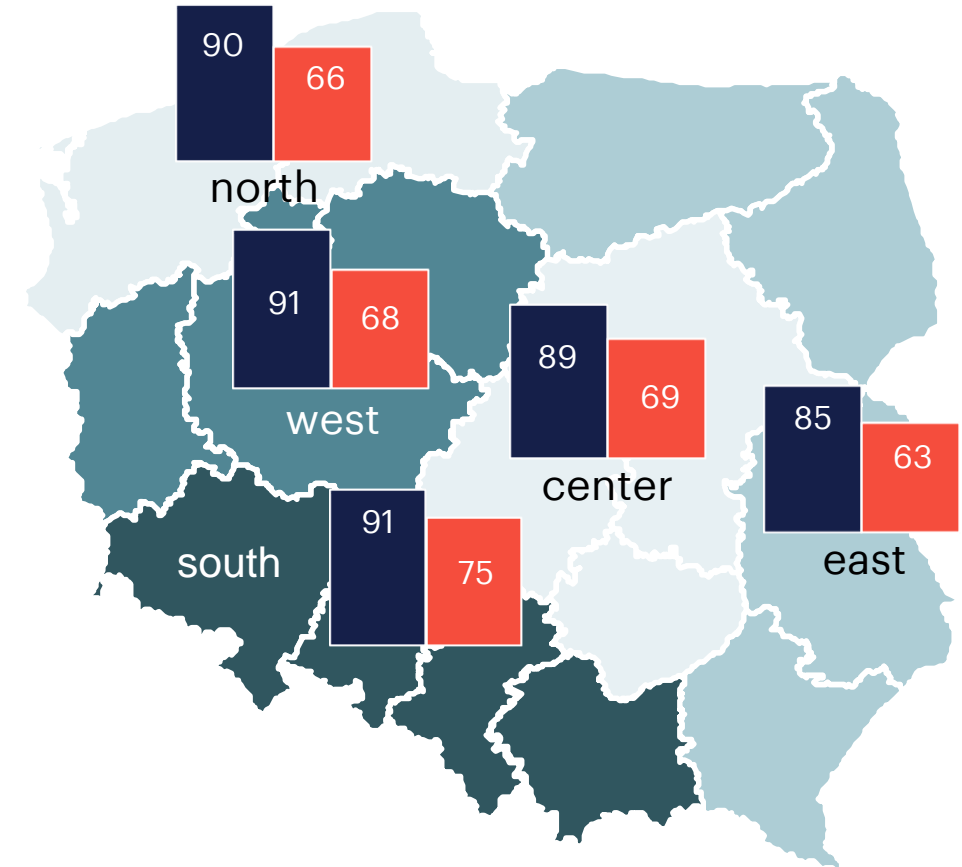
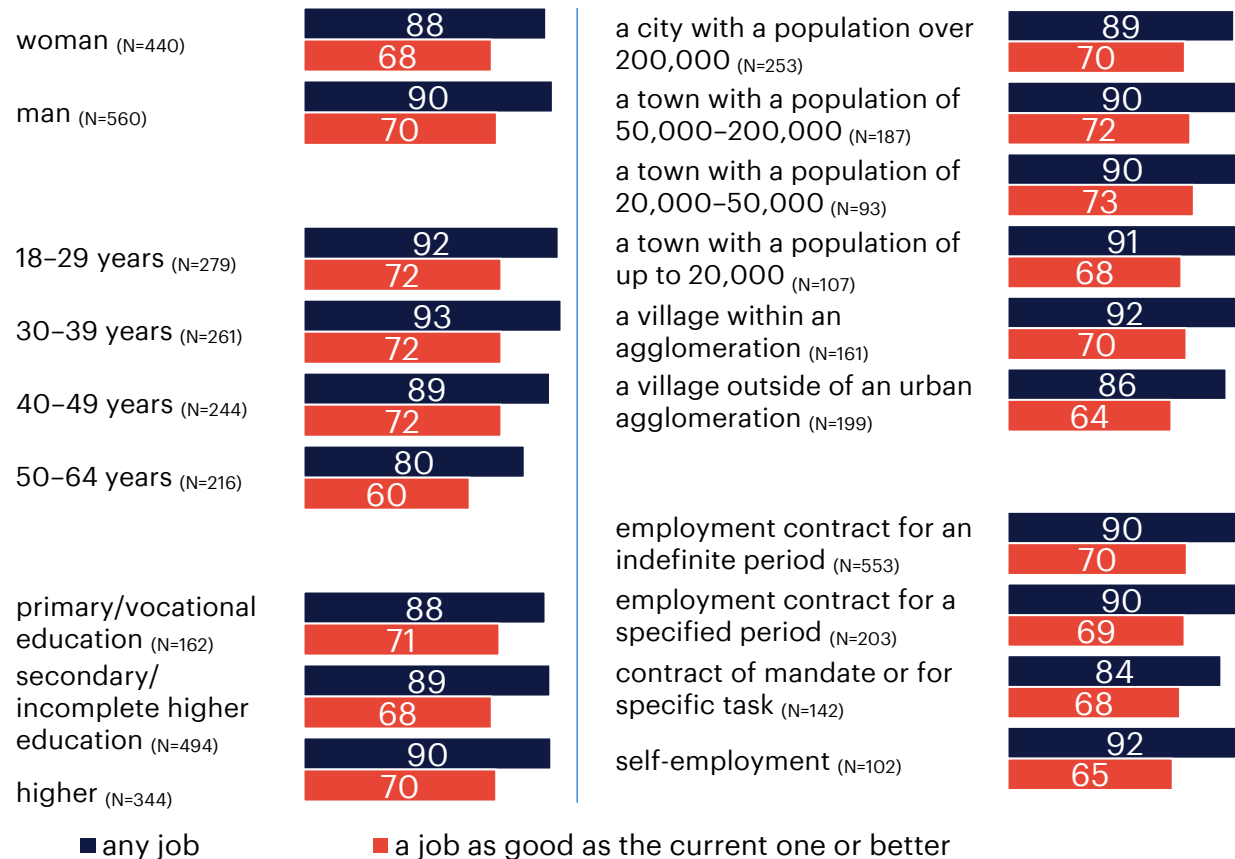


■ any job ■ a job as good as the current one or better

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; since Q4 2017, the sample size and the wording of the question have changed

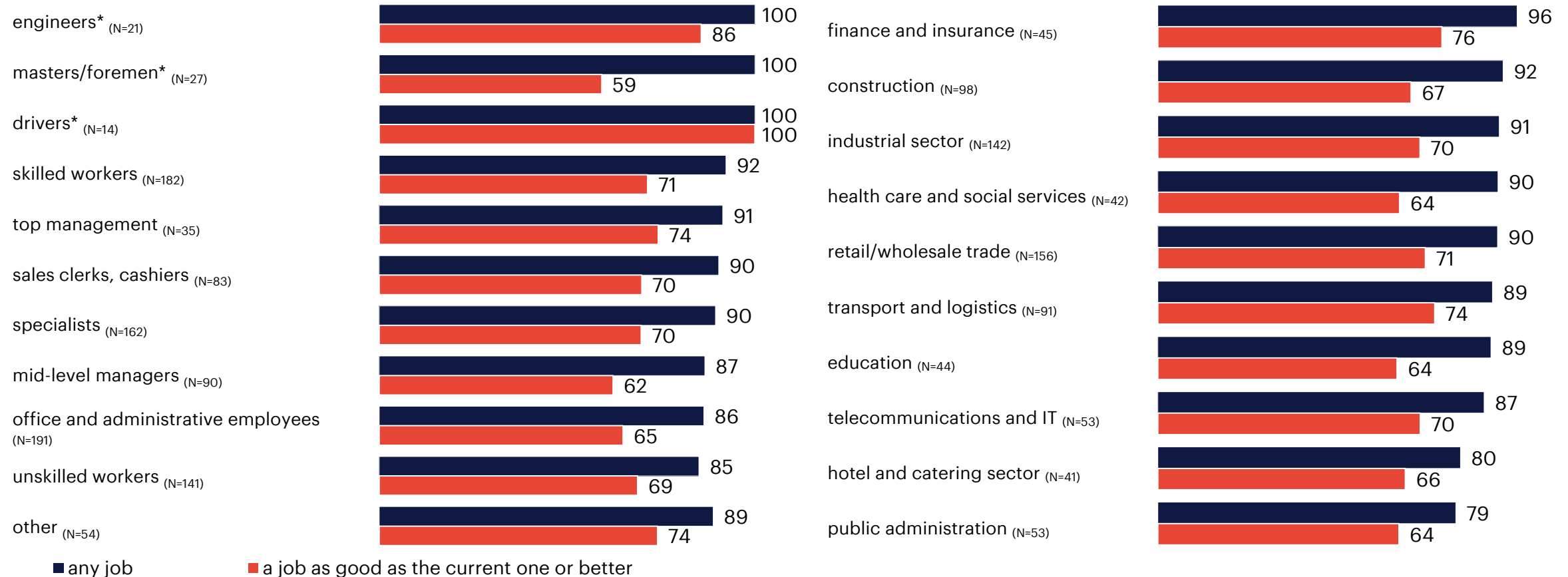
chance of finding a new job.

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. 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.

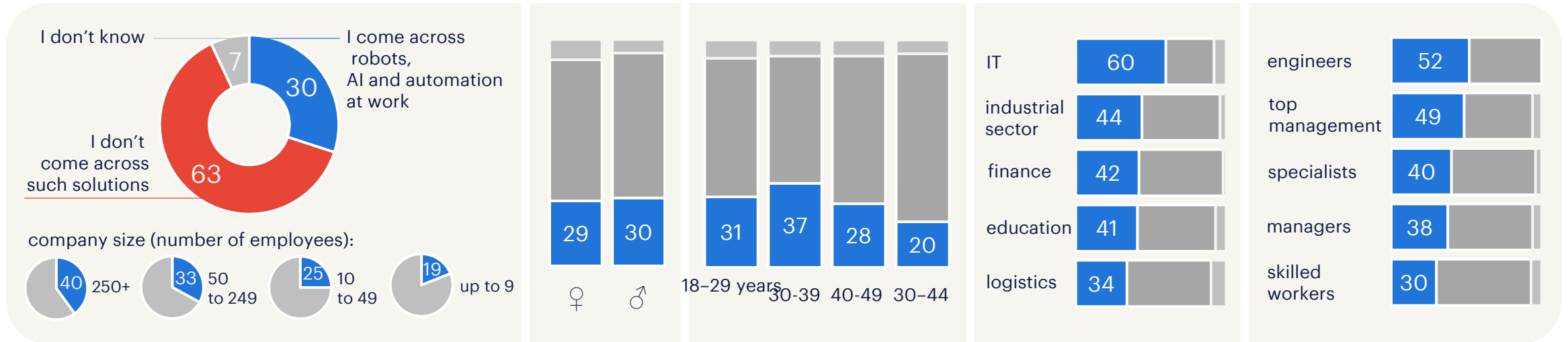


*sample size below 30

survey results:

AI and automation.

30% of employees responding to questionnaires come in contact with robots and AI at work.



Have you come across any solutions regarding AI, robotics and automation at work? (N=1000)
 What AI, robotics and automation solutions have you come across at work? (N=295)



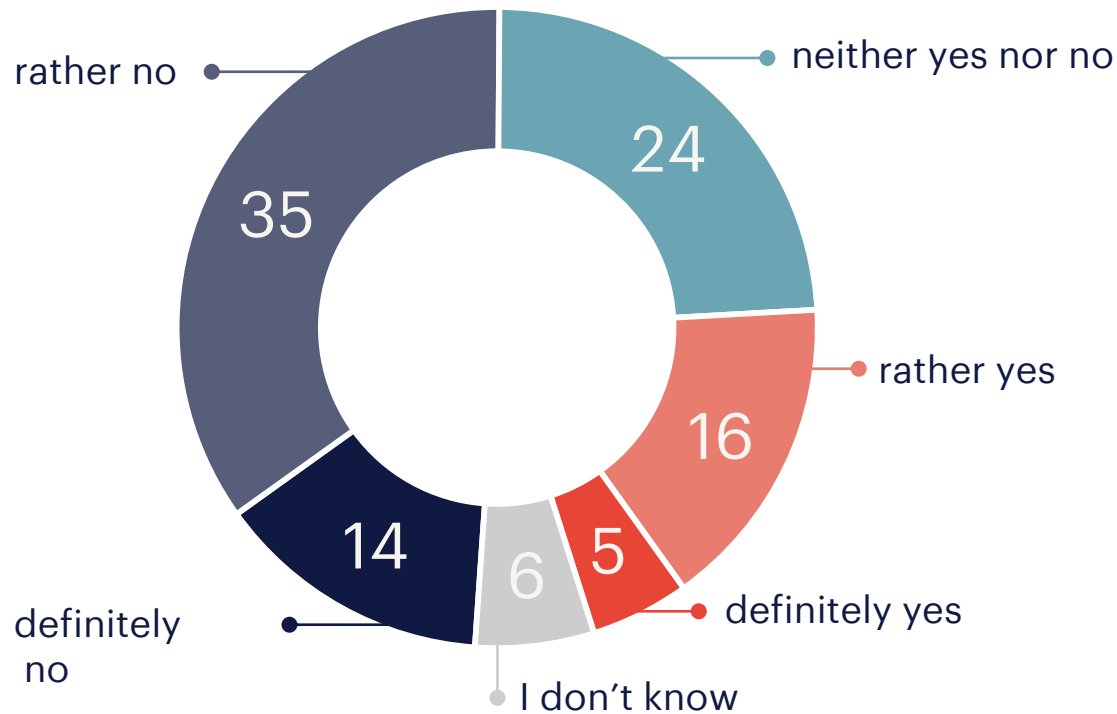
half of the workforce sees the technology as convenient, but every one in five worries about their job.

current AI, automation and robotics solutions:



half of the workforce sees the technology as convenient, but every one in five worries about their job.

do you worry that due to the development of AI, robotics and automation solutions you may have difficulties finding or maintaining work in the future?

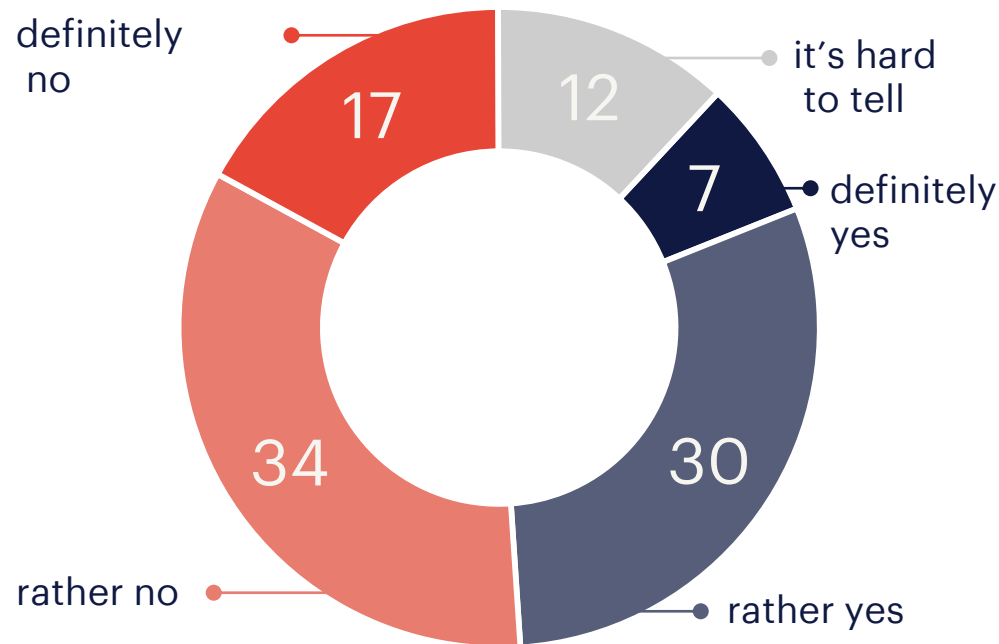


who is the most worried?

- young people aged 18–29
- women
- residents of towns with a population of up to 20,000
- sales clerks and cashiers
- office and administrative employees
- employees of the culture, entertainment and sports sector
- employees of the advertisement and media sector
- employees of the finance and insurance sector

employees are commonly not ready for AI, but only one of every three does something about it themselves.

do you yourself seek knowledge and skills that will help you work with the AI, robotics and automation solutions?

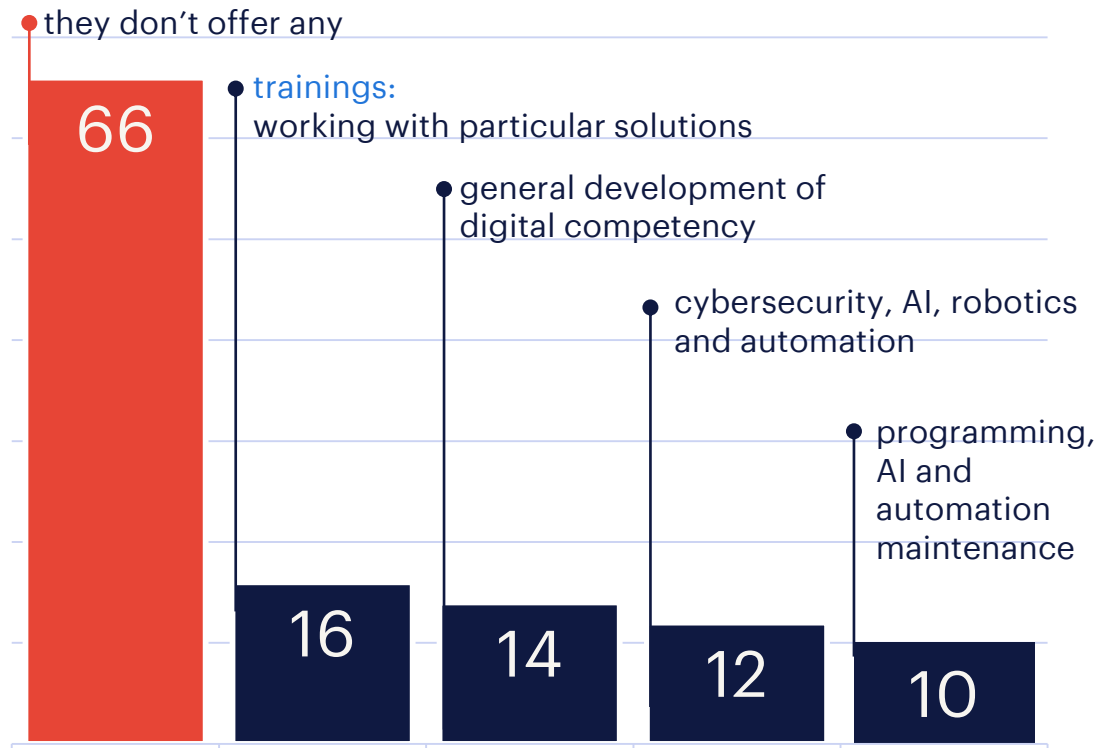


who most commonly seeks to enhance their knowledge in this area on their own initiative?

- gen Z and millennials
- people with higher education
- residents of the largest agglomerations
- self-employed
- top management and specialists
- employees of the telecommunications and IT sector
- employees of the education sector
- employees of the advertisement and media sector

two out of three employees have no support from their employers in how to prepare to working with robots and AI.

what actions in regard of development of your skills working with AI, robotics and automation does your employer offer?

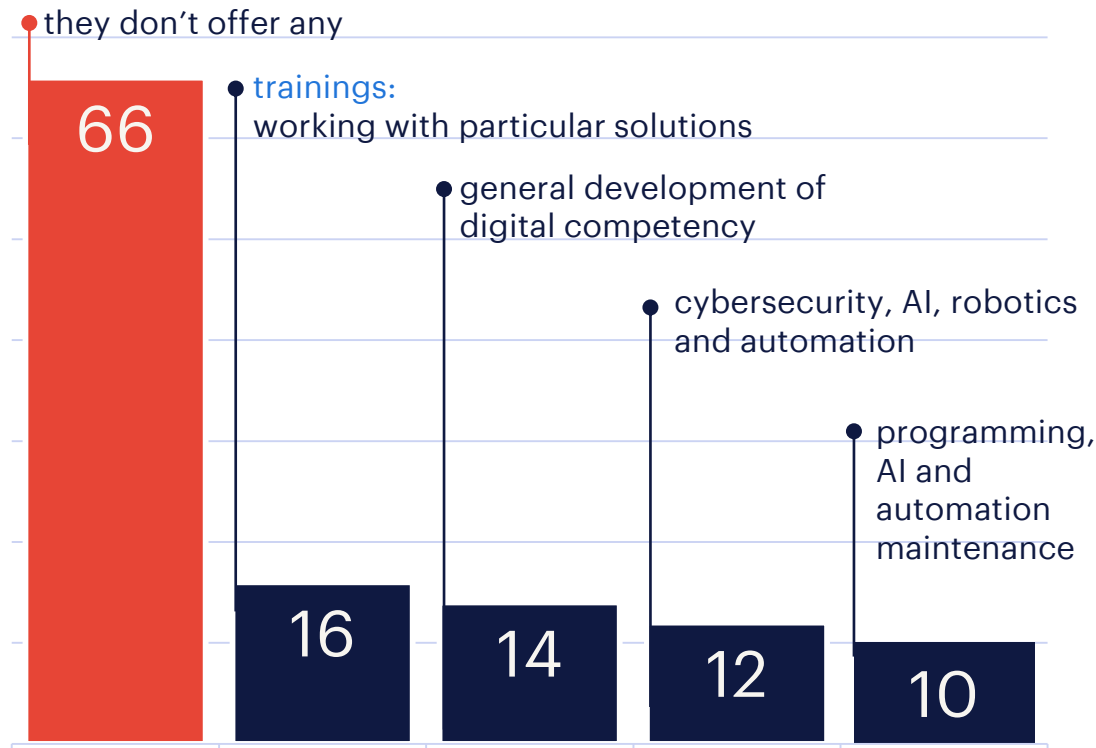


who do employers most commonly train?

- people working with self-checkouts and cleaning robots
- young employees up to 29 years of age
- employees with higher education
- experts
- employees of the telecommunications and IT sector
- employees of the transportation and logistics sector
- employees of the advertisement and media sector

two out of three employees have no support from their employers in how to prepare to working with robots and AI.

what actions in regard of development of your skills working with AI, robotics and automation does your employer offer?



who most commonly doesn't receive any form of training?

- employees of the healthcare and social services sector
- employees of the hotel and catering sector
- employees of the construction sector

survey results: summary.

summary of the results (1/2).

- in the Q3 2023, much like in the previous one, 20% of employees declared changing their job within the last six months ■ women changed their employer more often (23%), as well as people of 29 years of age and younger (30%) ■ the change was the least common with employees aged 50–64 (10%), people with vocational and primary education (12%) and inhabitants of rural areas outside the large agglomerations (14%) ■ invariably the most commonly cited reasons for changing the job are – higher remuneration with the new employer (48%, growth by 1 pp in the quarter) and the desire for career development (42%, growth by 6 pp) ■ the change of the position with their current employer in the last six months was declared by 17% of employees – a slight decrease by 1 pp related to the results from June
- the average time spent on looking for a job was 2.7 months – a decrease of almost half a month in relation to the previous quarter ■ people with secondary education level took significantly shorter to find a job (2.1 months), while those with higher education took longer (3,5 months)
- the latest study shows 73% of employees are very happy or rather happy with their job ■ the percentage of those actively looking for work is similar to the last quarter (8% vs, 10% last quarter) ■ those most commonly looking for work are people employed based on an employment contract for a definite period (13%) and based on a contract of mandate or for specific work (18%)
- the level of job uncertainty among employees stayed at the level similar to the one from the previous quarter ■ the percentage of declared high levels of uncertainty reached 9% (vs. 8% in the second quarter), moderate uncertainty is as high as it was last quarter (19%)
- the percentage of employees who see the chance to find any job in the coming six months is at the similar level to the one from the previous survey (89% vs. 87% in the second quarter 2023) ■ 69% of employees believe that they would find the job that is as good as the current one or better – an increase by 6 pp in relation to the previous study

summary of the results (2/3).

AI and automation

- nearly one out of every three employees (30%) declares that they have come across AI, robotics and automation solutions at work ■ employees of the top management (49%), higher education degree specialists (40%), engineers (52%), those employed in industry (44%) and telecommunications and IT sector (60%) state it significantly more often ■ the larger the company, the more often employees come across such solutions – in the companies that employ 2 to 9 persons, 19% declares to have come across such solutions, and in the companies of more than 250 employees – this number is 40%
- according to respondents the most common AI and automation solutions are: applications generating content or graphics (39%), chatbots and automated customer service systems (38%), foreign language translation apps (35%) and industrial robots (34%)
- the majority of employees (55%) who come across AI solutions confirm that it is helpful in some tasks, which makes them easier ■ one in ten employees confirm that such solutions can do certain tasks for them, and 35% believe that they have no effect on their work whatsoever.
- one in five employees (21%) worry about their job due to the development of AI and 49% don't worry about it ■ those that worry significantly more often are the youngest employees (29 years of age and younger, 31%), women (25%) and retail workers and cashiers (31%)
- 27% of respondents say that they feel well prepared for working with AI solutions, 31% cannot say, and relatively the highest percentage of 34% feels ill-prepared ■ 37% of the surveyed employees say that they acquire knowledge and skills to help them work with AI solutions on their own, but the majority (51%) admit to not doing it ■ a predominant majority of employees (66%) say that their employer does not offer them any measures to allow the development of such skills

Randstad in numbers

17,600

employees hired by us go to work every day

107

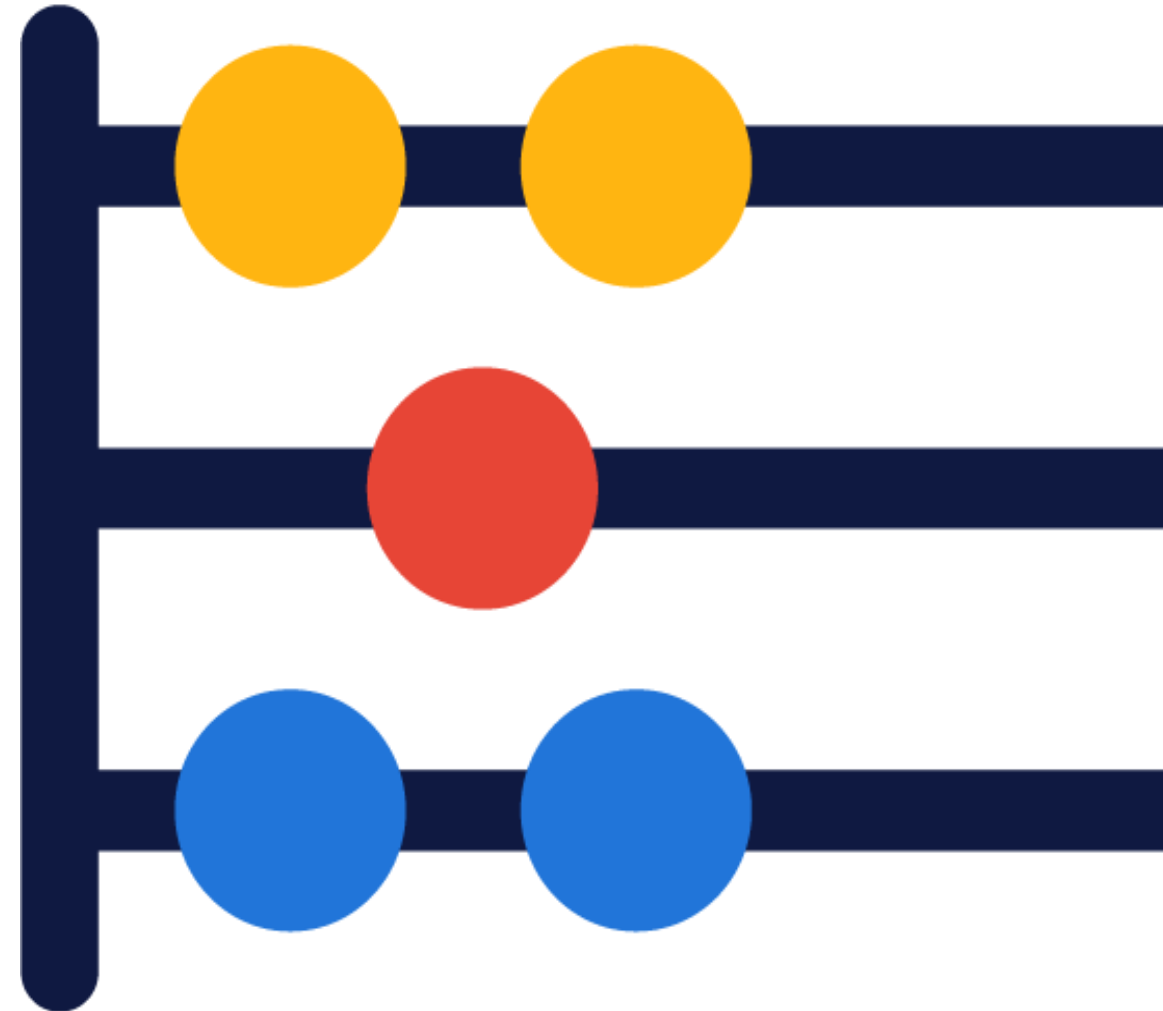
offices in Poland

2,754

recruitments annually

1485

customers



randstad

human forward.

