

# employers' plans.

results of the 46th edition of the survey

randstad research institute  
14 December 2022



# agenda

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# study methodology.

respondents

The persons at the company who are directly responsible for human resources management and recruiting new employees

duration of the survey

6 October - 18 November 2022

method

CATI – individual computer-aided questionnaire-based interviews

number of companies taking part in the study

1000

sample characteristics

Representative for the industry and the region; the sample excluded companies employing fewer than 10 persons, personal counseling agencies and companies that do not use the services of temporary employment agencies (from such sectors as agriculture or mining)  
Since the 33th wave (Q1 2017), the structure of the sample has changed

maximum statistical error

+/- 3.1% with N=1000

# sample characteristics.

## number of employees

60% 

10-49 employees

30% 

50-249 employees

10% 

250+ employees

## sector

23% 

industrial  
sector

15% 

construction

21% 

trade and repairs

8% 

transport, storage  
and communications

5% 

financial and  
insurance activities

6% 

real estate and  
business services

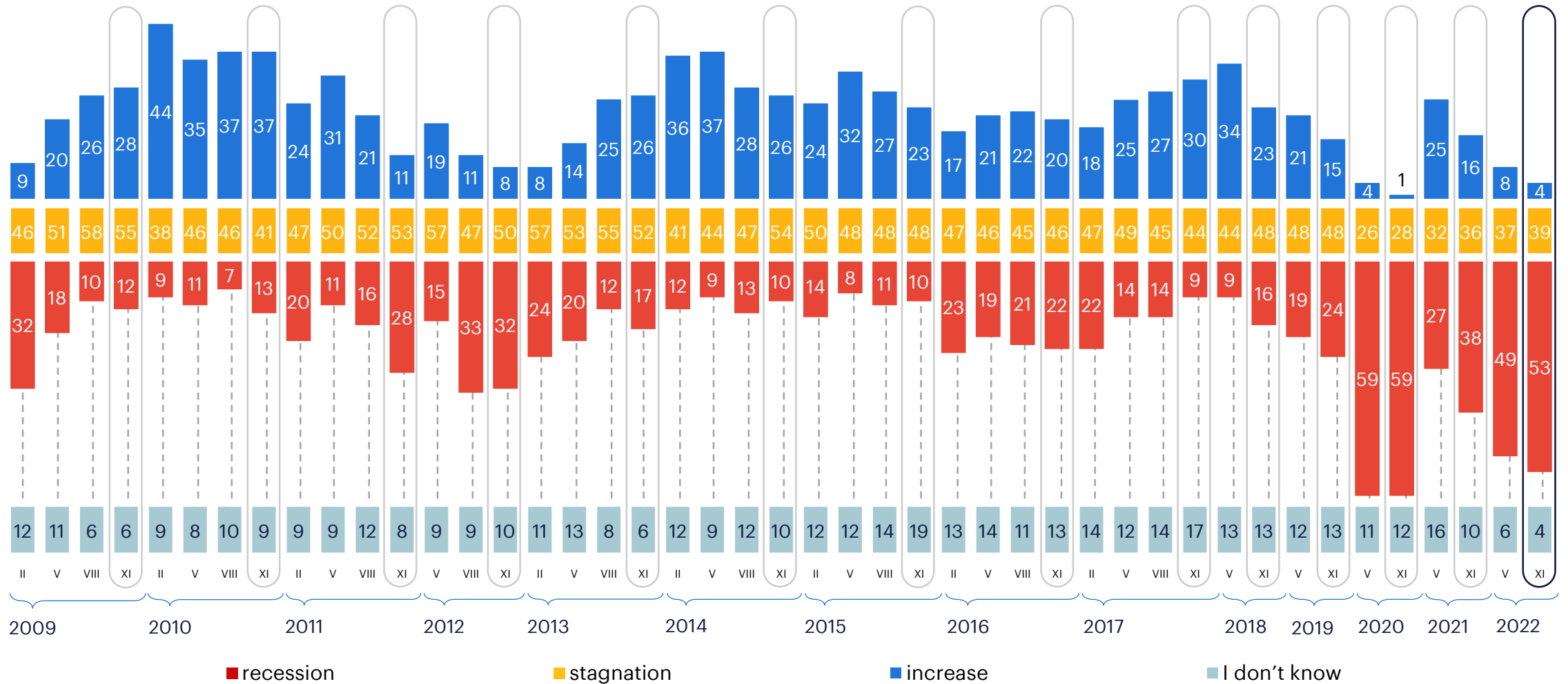
23% 

other service  
activities

survey results:

assessment of the  
domestic economic  
situation.

# assessment of the domestic economic growth rate.



How do you think the domestic economic situation will look like over the next 6 months?

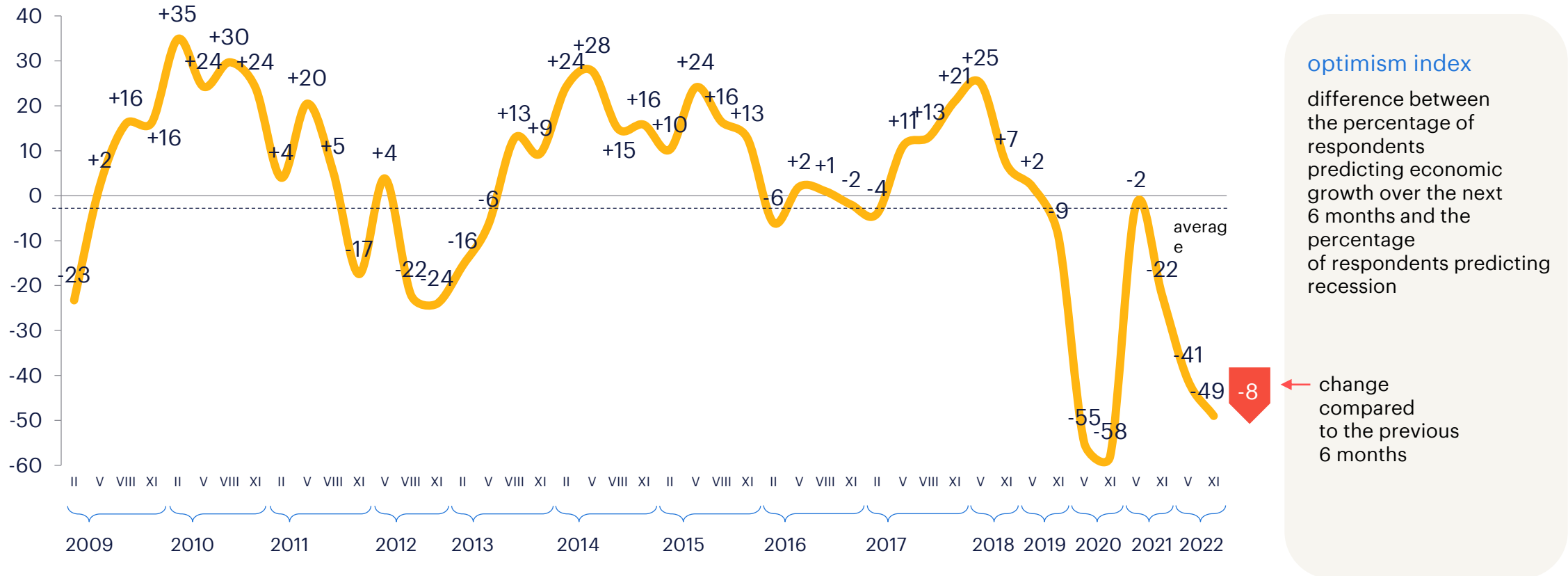


Total number of companies surveyed (until the AUG 2013 wave N=300; from the NOV 2013 wave N=1000). Since the FEB 2017 wave, the structure of the sample has changed.

Note! Since 2018 the survey is conducted semi-annually | 46. Employers' Plans, December 2022 | Percentage data | © Randstad | 6

# assessment of the domestic economic growth rate.

## optimism index: economic situation forecast.



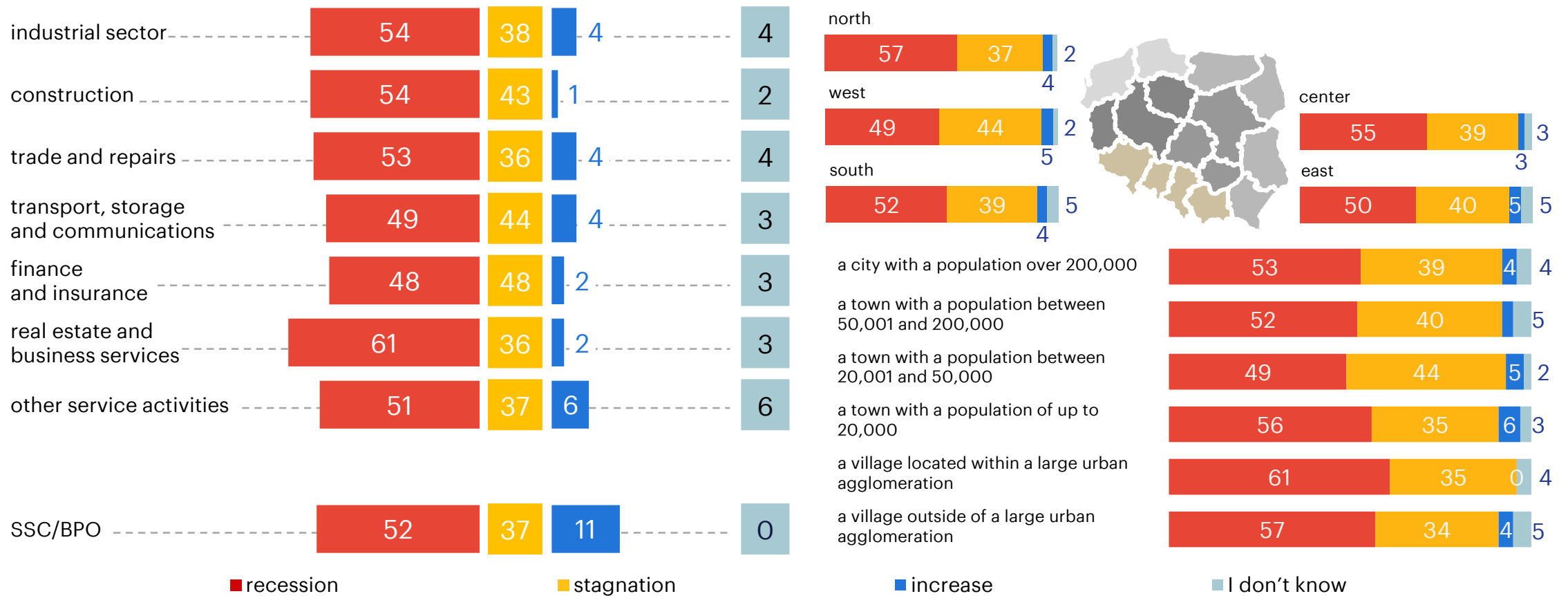
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Note! Since 2018 the survey is conducted semi-annually | 46. Employers' Plans, December 2022 | Percentage data | © Randstad | 7

# assessment of the domestic economic growth rate. industries, regions and types of localization.

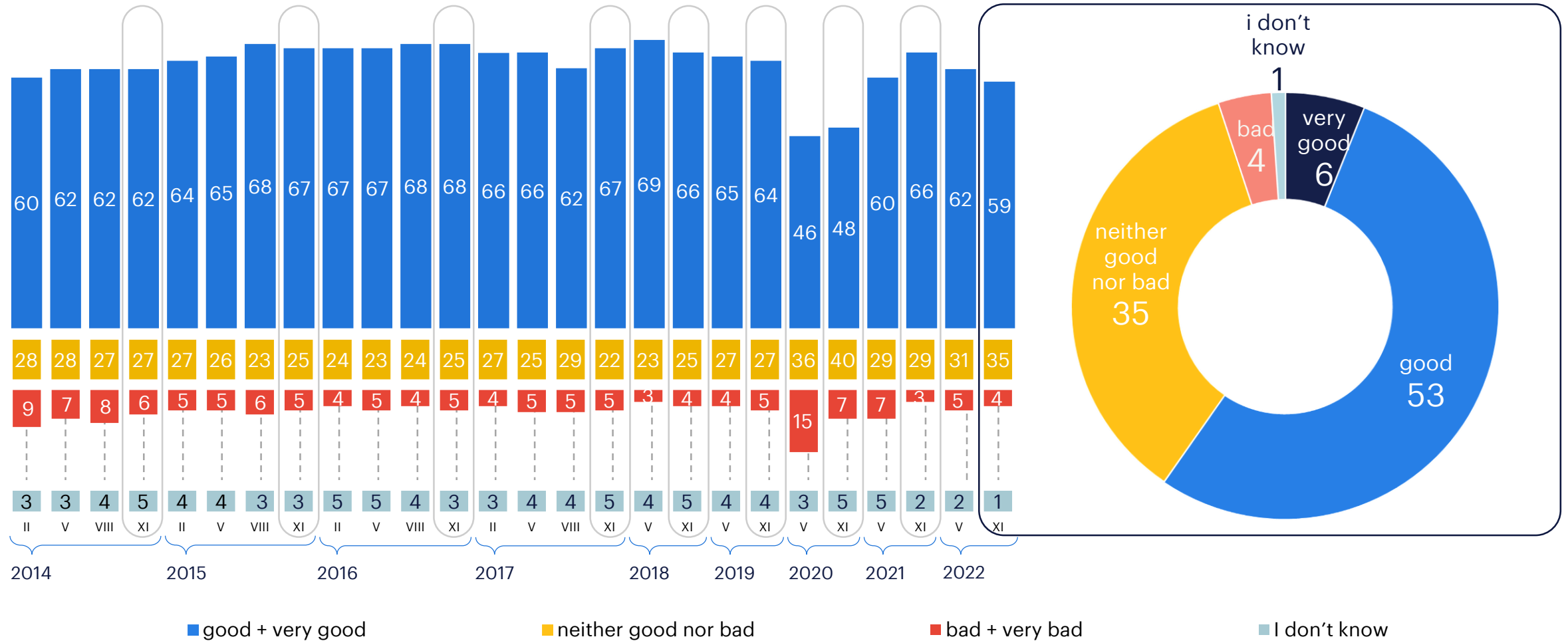


How do you think the domestic economic situation will look like over the next 6 months?



survey results:  
companies'  
condition.

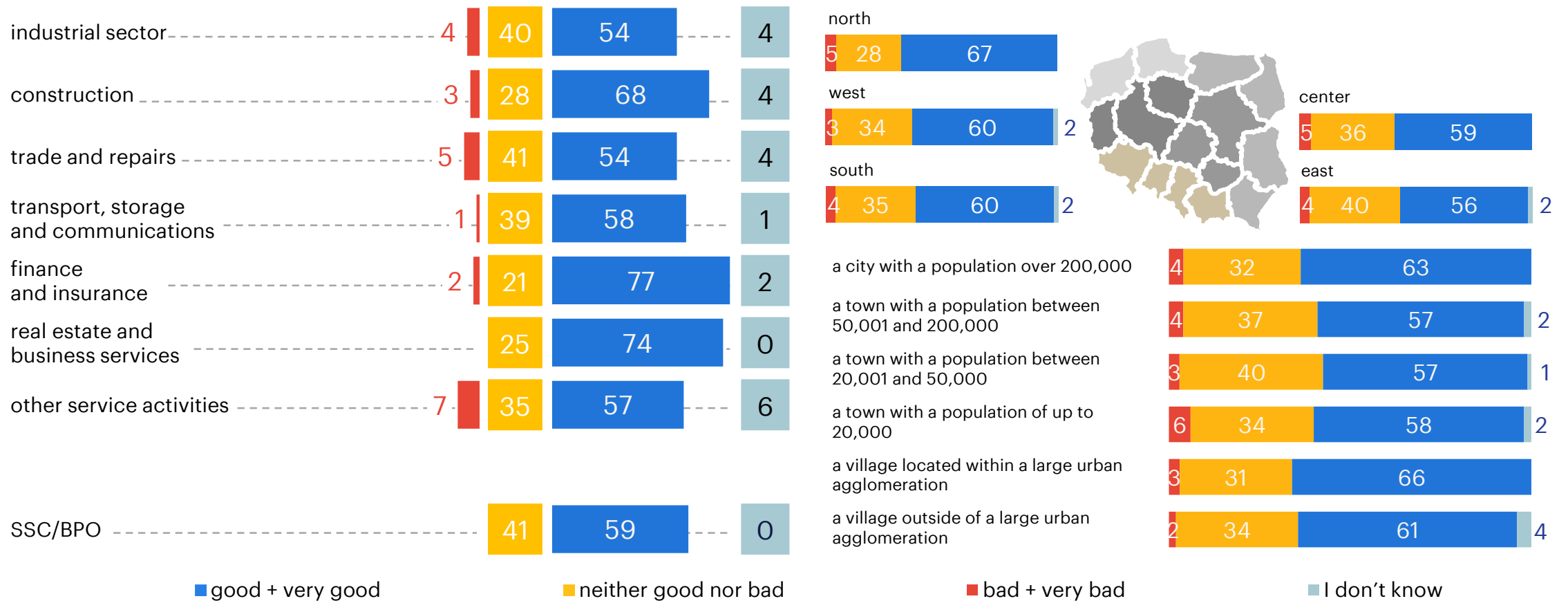
# assessment of the companies' current financial standing.



How would you rate your company's current financial standing?



# assessment of the companies' current financial standing. industries, regions and types of localization.

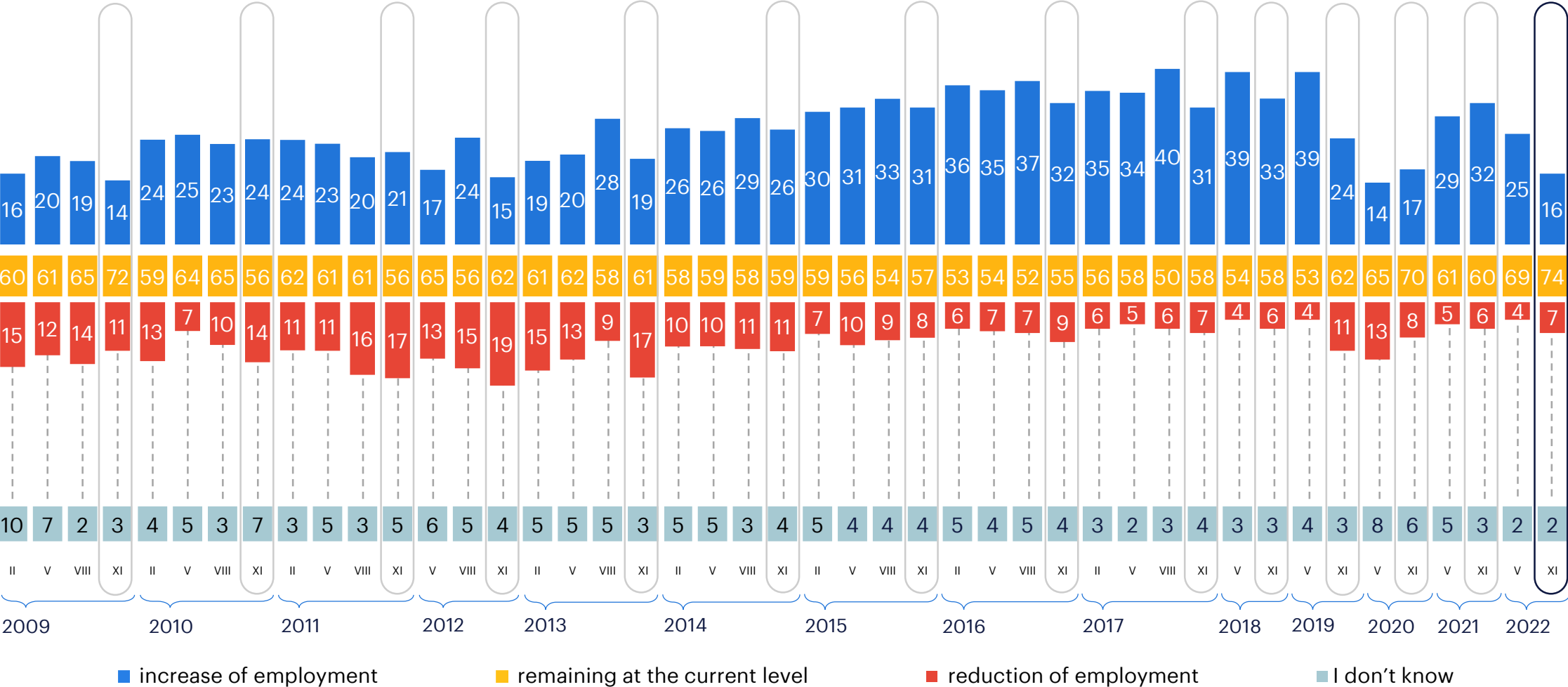


How would you rate your company's current financial standing?



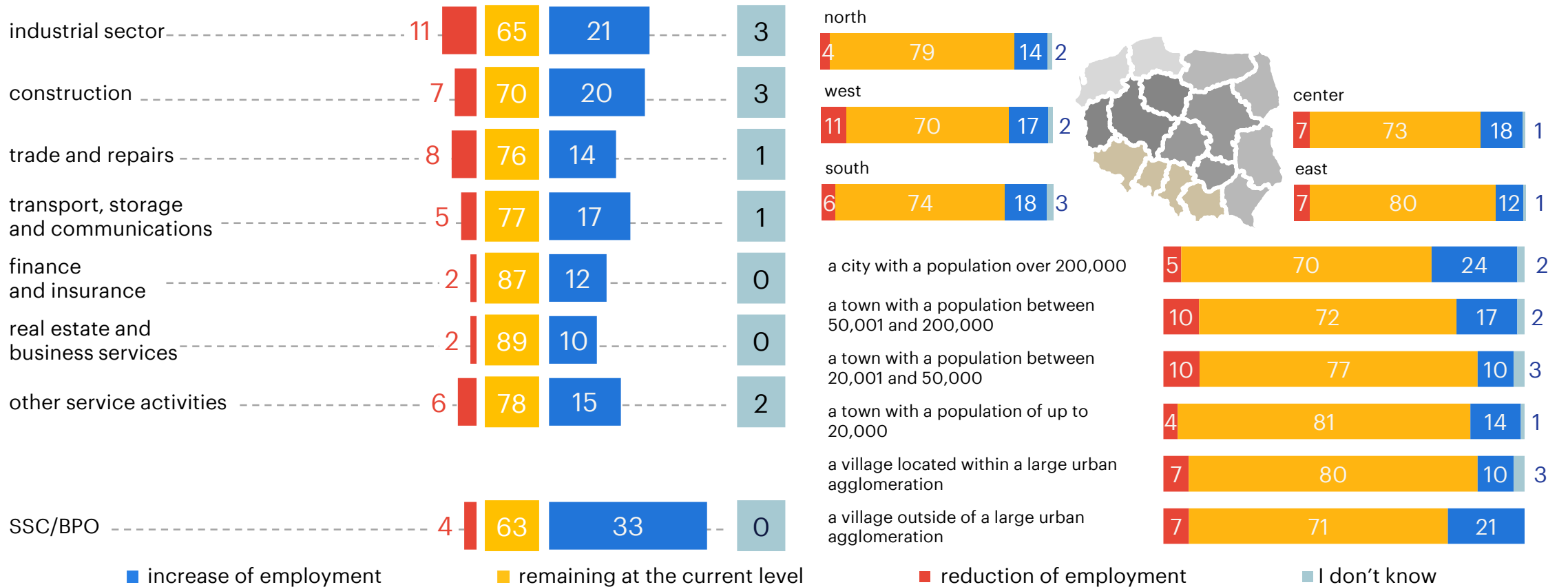
survey results:  
changes in  
employment.

# planned employment level changes in companies.



Over the next 6 months, is your company planning:

# planned employment level changes in companies. industries, regions and types of localization.

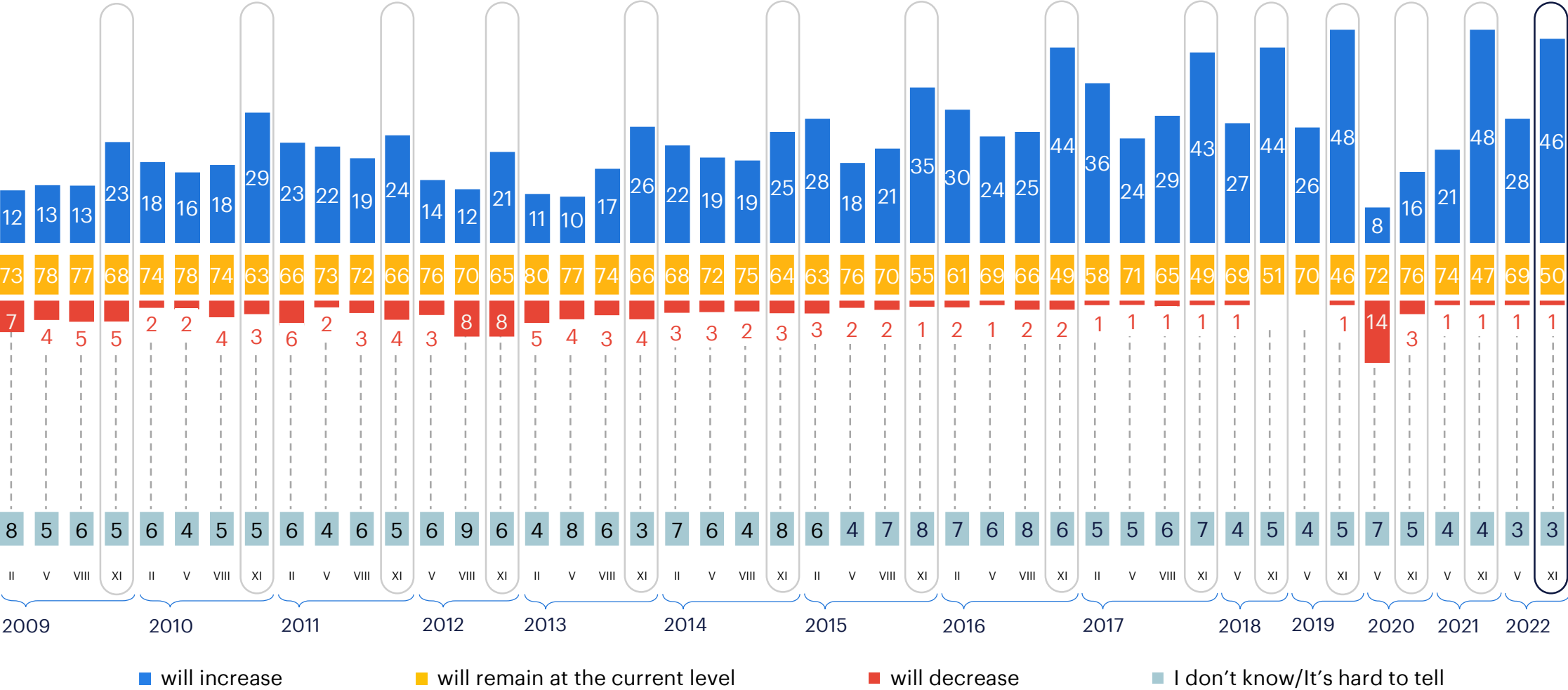


Over the next 6 months, is your company planning:



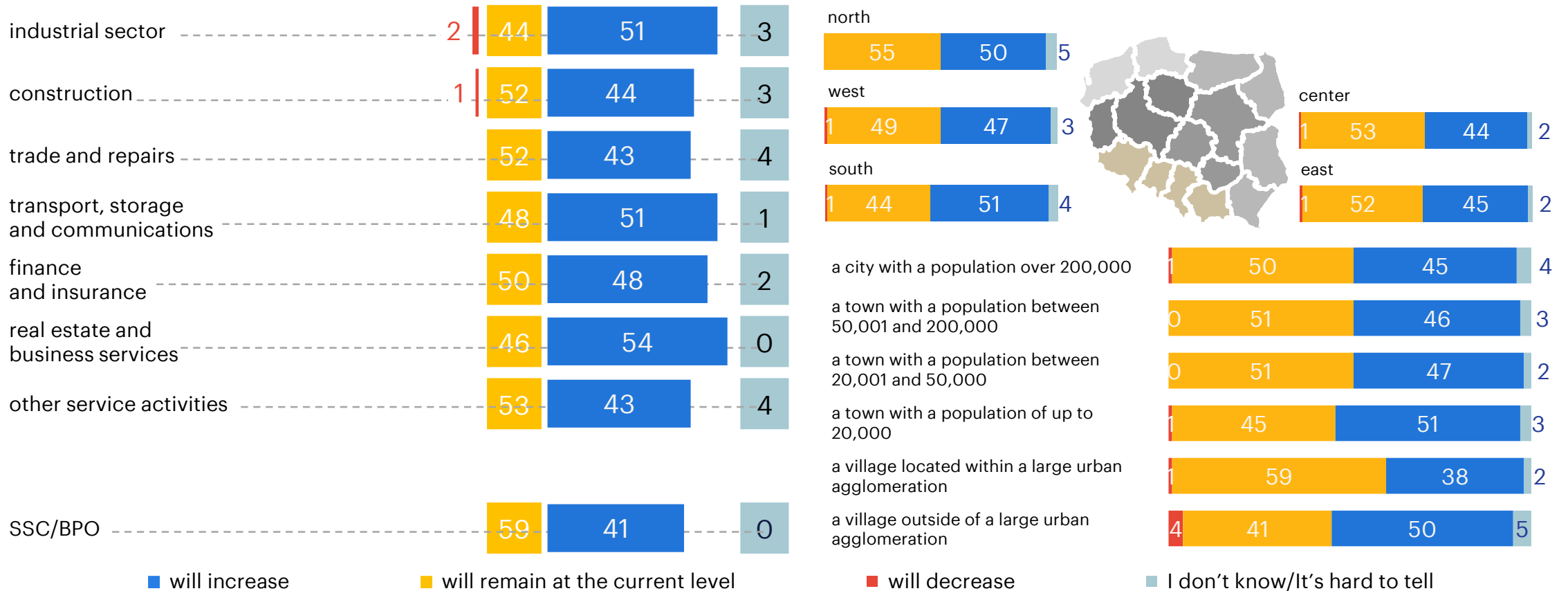
survey results:  
changes in  
salaries.

# planned changes in salary levels in companies.



How do you think the salary levels in your company will change over the next 6 months?

# planned changes in salary levels in companies. industries, regions and types of localization.

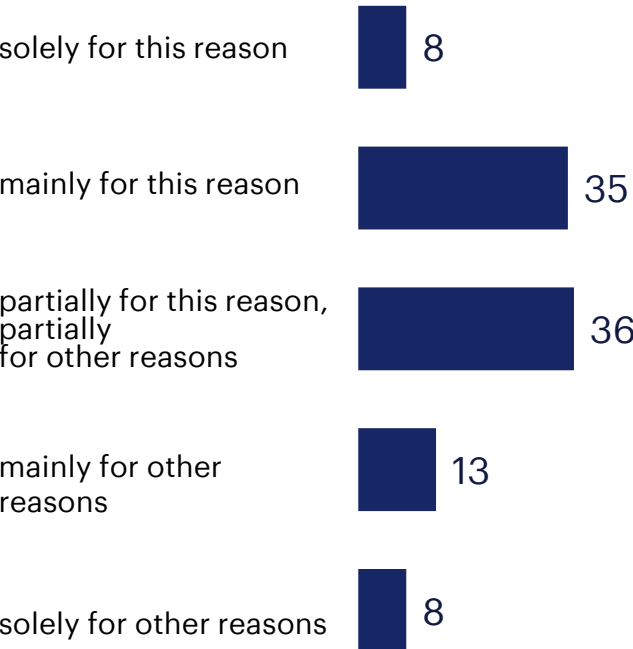


How do you think the salary levels in your company will change over the next 6 months?

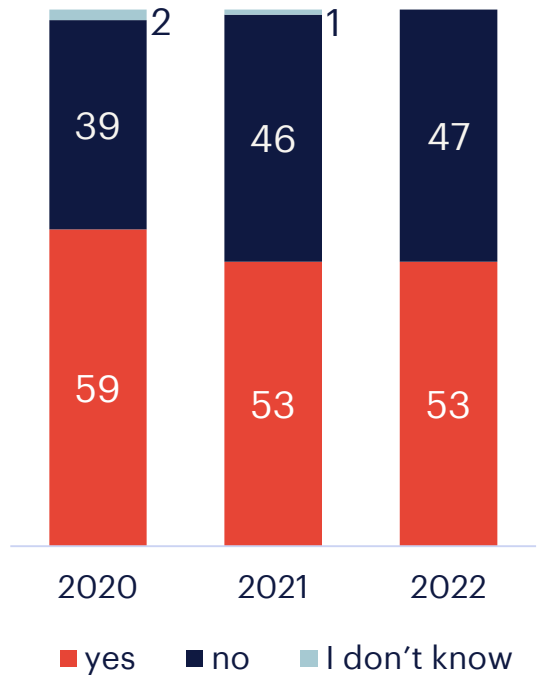


# paying minimum wage to employees.

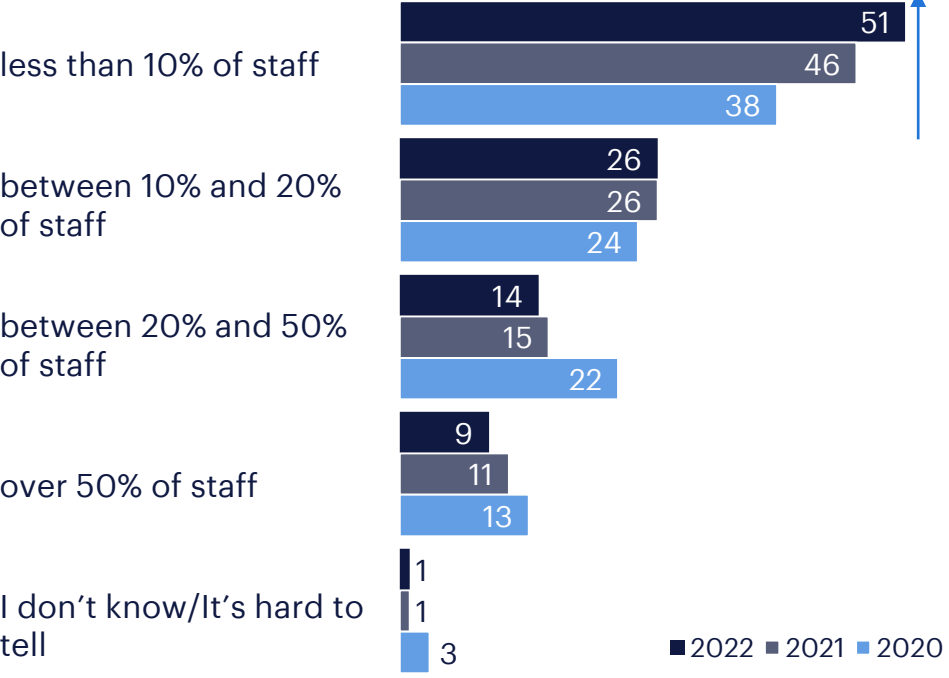
how important will the minimum wage increase be for increasing salaries at the company?



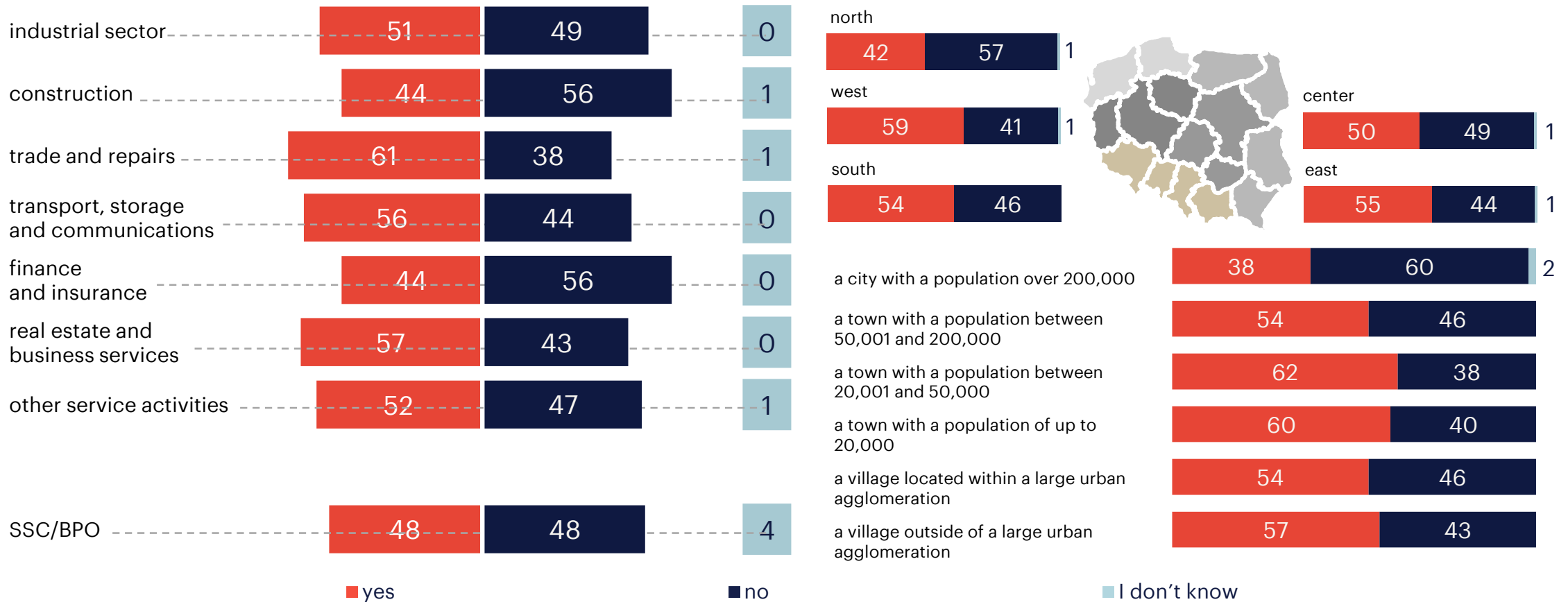
does the company employ people for minimum wage?



what percentage does the minimum wage employment constitute?



# paying minimum wage to employees. industries, regions and types of localization.

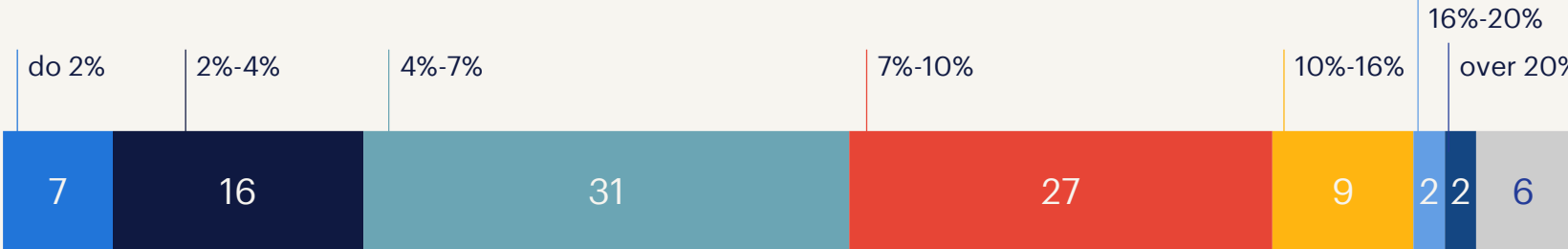


Does your company employ people for minimum wage?

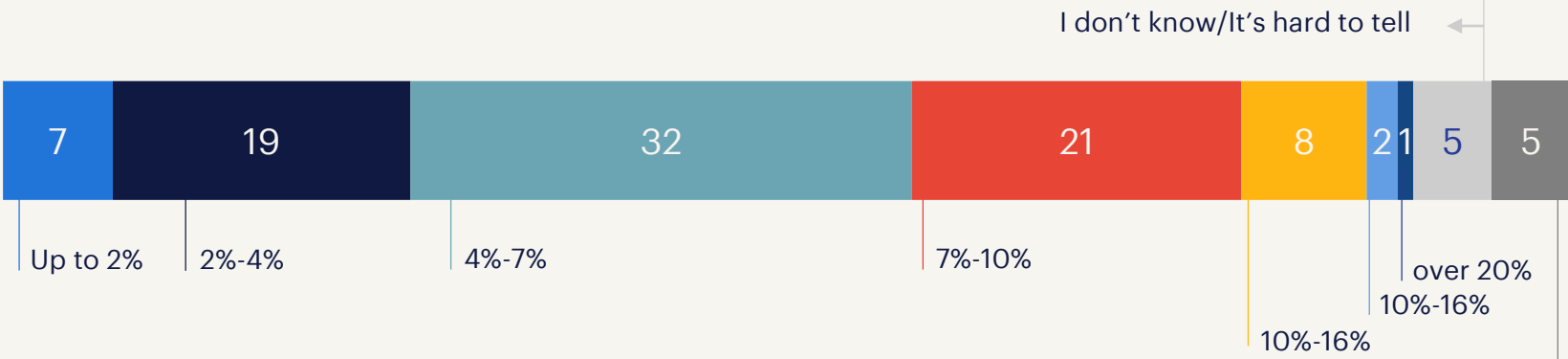


# planned salary increase.

in total



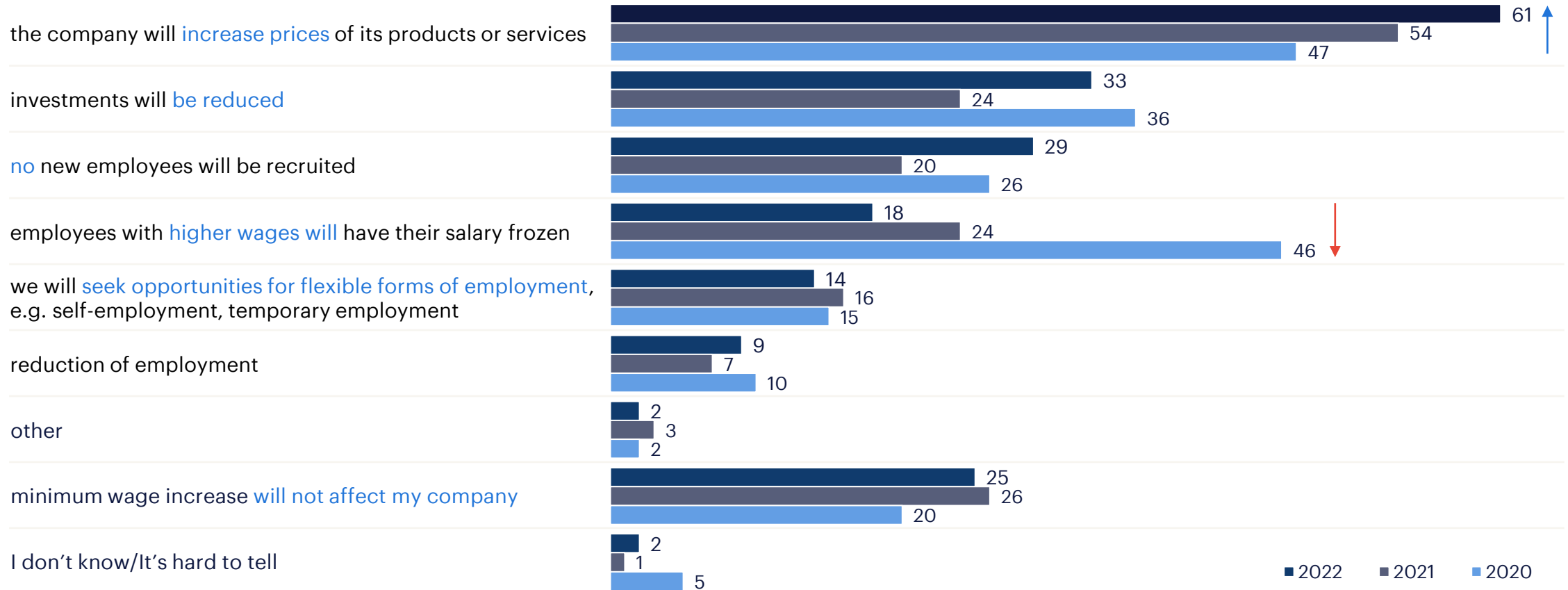
in case of employees working for a higher salary than the minimum wage



we are not planning any salary increases except the ones resulting from the minimum wage increase



# how does the minimum wage increase affect companies?



From January 2023, the minimum wage is planned to increase to PLN 3,490 (gross). In what way, if any, is this change going to affect your company?



survey results:

economic situation  
and the company  
activities.

# what decisions are employers making in connection with the macroeconomic situation? (1/2)

## remunerations area

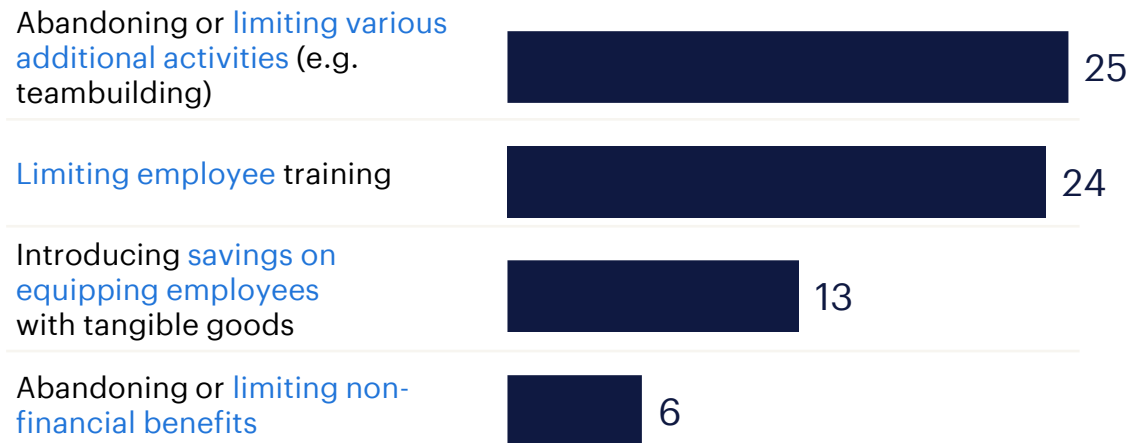


## employment area

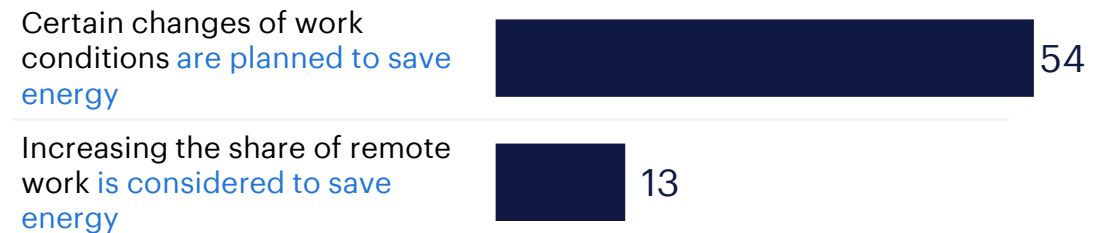


# what decisions are employers making in connection with the macroeconomic situation? (2/2)

## other HR fields



## work organization area

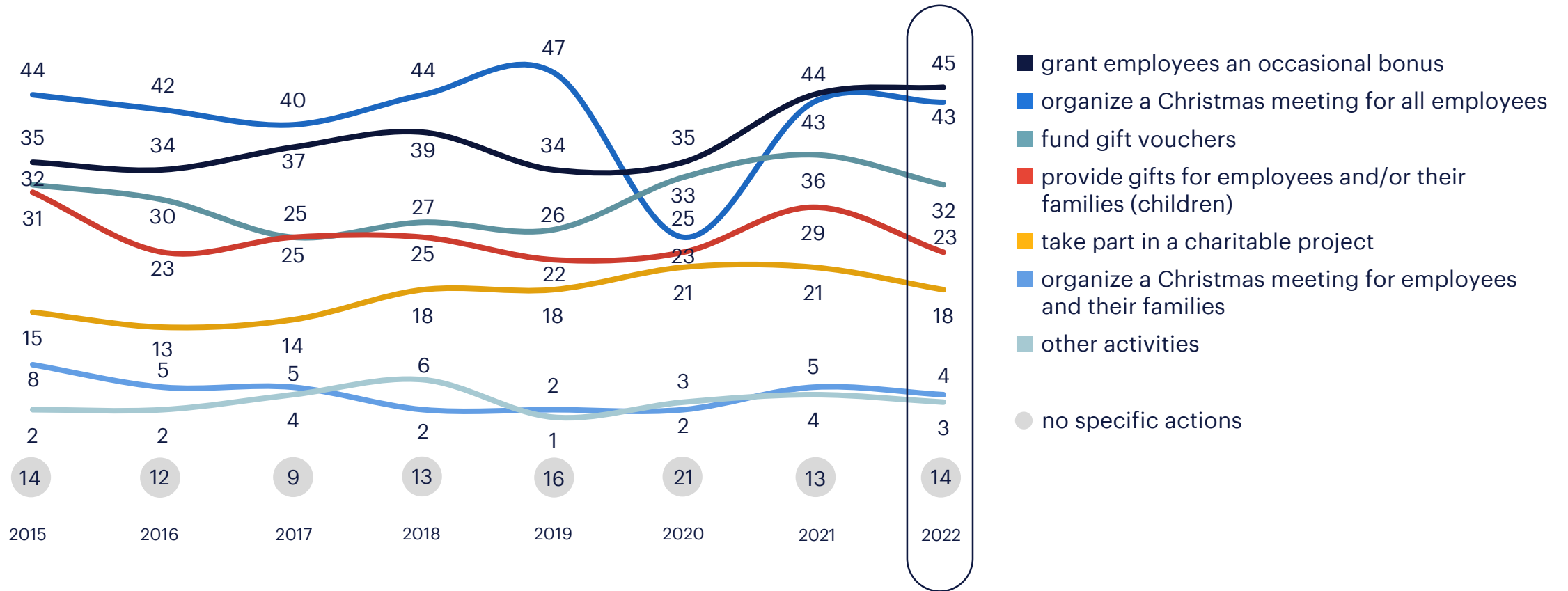


survey results:

employers for  
employees for  
the holidays.

# employers for employees for the holidays

## popularity of initiatives – comparison over time

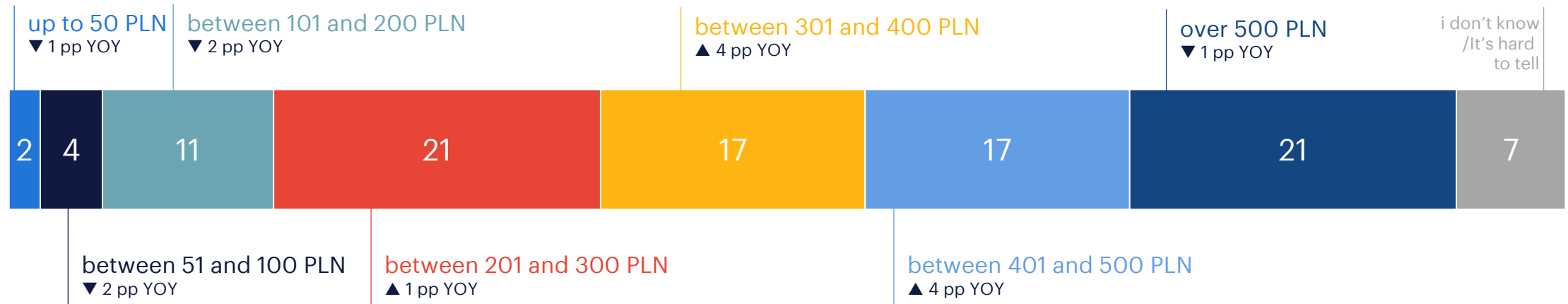


Concerning the upcoming Christmas and New Year, does your company plan to:



# employers for employees for the holidays

## value of the initiative per one employee

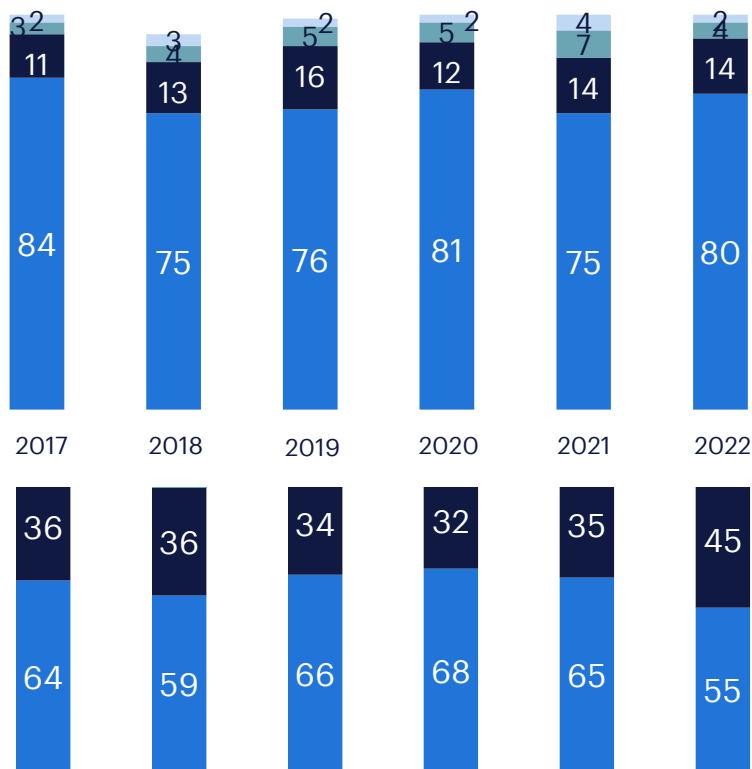


How much does your company plan to spend on such initiatives per one employee?

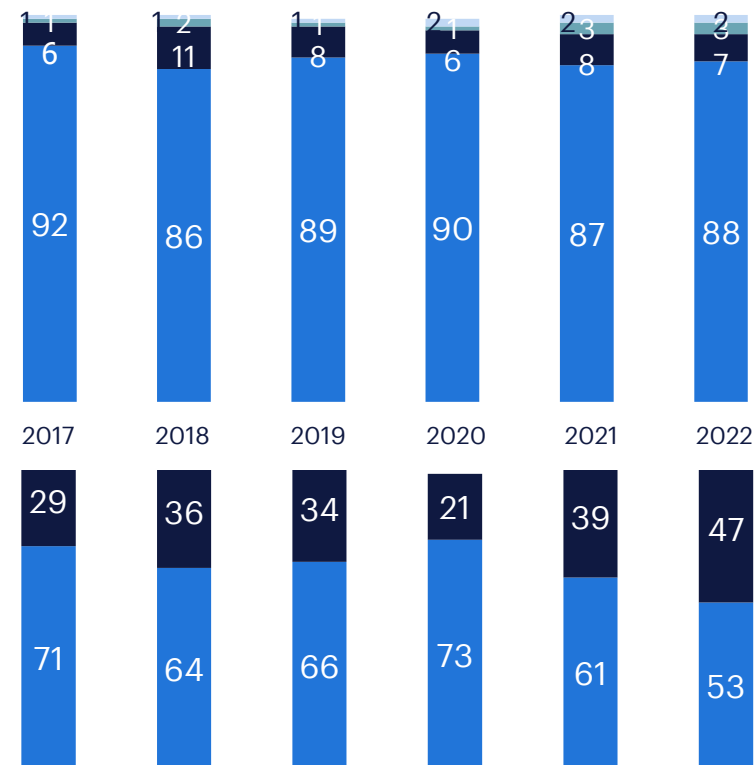


# Gift vouchers and occasional bonuses for everyone or for selected ones? Equally for everyone?

occasional bonuses



gift vouchers



Will gift vouchers be granted to.../Will occasional bonuses be granted to...



# survey results: summary.

# Employers' Plans.

## summary (1/2)

- 53% of the employers expect a recession in Poland and only 4% expect growth• in the entire history of the survey assessment of the domestic economic situation was worse only in the pandemic year of 2020
- 59% of the employers assess their financial standing as good or very good, only 4% of the companies have bad financial standing• however, a slow downward trend is already noticeable – as of now the group of companies with good financial standing is decreasing in favor of the group of companies that assess their financial standing as neither good nor bad (35%)
- willingness to increase employment decreases faster than the company condition assessment. It is currently at a similar level as in November 2020, at the peak of the pandemic – 16% of the companies are planning to increase employment• outside of the pandemic period, the percentage of companies planning an employment increase was as small as 10 years ago• however, back then twice as many companies as presently were planning an employment reduction, which is currently only at 7%
- currently 46% of them are planning salary increase in the new year• this is a level only slightly lower than last year• only 4% of the companies are planning salary increases to at least compensate for inflation, that is over 16%• nearly 60% of companies are planning salary increases between 4% and 10%, last year it was approx. 40%
- the minimum wage increase is rarely the only reason for planned salary increases• only 5% of companies are planning salary increases solely due to the minimum wage increase, while for the other 35% it is the main but not the only reason
- 53% of companies pay minimum wage to their employees (similar to 2021) but with more than half of them this group is less than 10% of the staff• approach to minimum wage increase compensation is changing – less and less often it involves suspending salary increases for other employees and increasingly more often raising the prices of products or services

# Employers' Plans.

## summary (2/2)

- the most common holiday initiatives will be occasional bonuses (45% of the companies) and Christmas meetings (43% of the companies)• Christmas meetings are currently just as popular as before the pandemic and the popularity of occasional bonuses increased after the pandemic
- the share of companies planning initiatives with a value between PLN 300 and PLN 500 per employee increased from 26% last year to 34%• this means returning to the pre-pandemic level• the share of companies planning initiatives worth more than PLN 500 per employee has been around 20% since 2019
- 88% of the companies want to give gift vouchers to all employees, whereas 80% of the companies want to give bonuses to everyone• however, a clear change is the significant increase of the share of companies not wanting to differentiate the value of rewards due to position or department – nearly half of the companies intend to abandon this differentiation
- over half of the companies intend to react to the crisis by changing certain work conditions to save energy, e.g. by changing the lighting or lowering the temperature in the rooms• increasing the share of remote work is considered relatively rarely
- the second most common reaction among companies is suspending or limiting new employee recruitment – which is what every third company is going to do• with approx. 20% of the companies some of the following activities are expected: suspending or limiting salary increase, assigning more tasks as part of the same remuneration, limiting training, limiting other additional teambuilding activities

# Randstad in numbers.

17,600

employees hired by us go to work every day

107

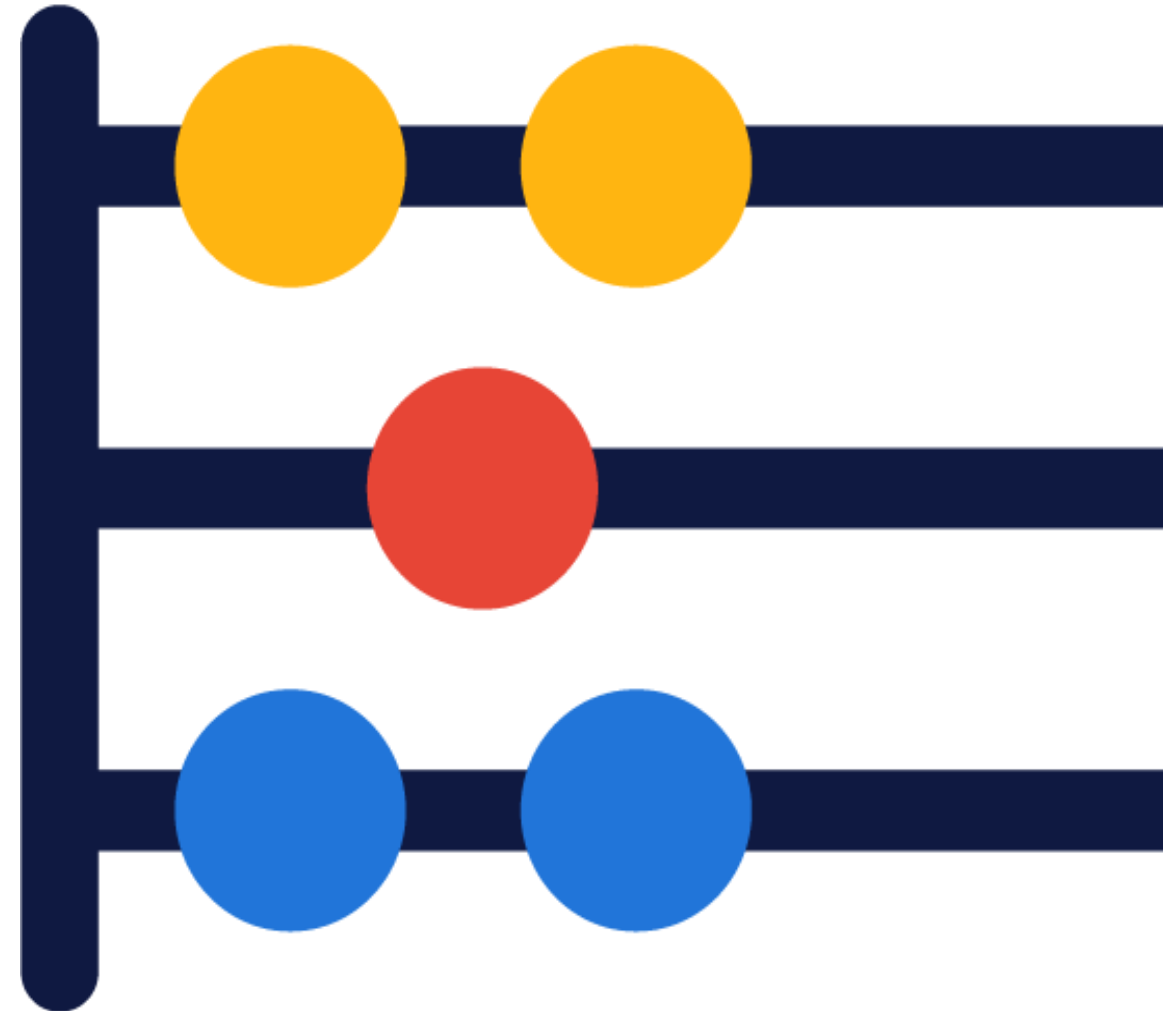
offices in Poland

2754

recruitments annually

1485

Customers



randstad

human forward.

