

employers' plans.

49th edition: june 2024
randstad research institute



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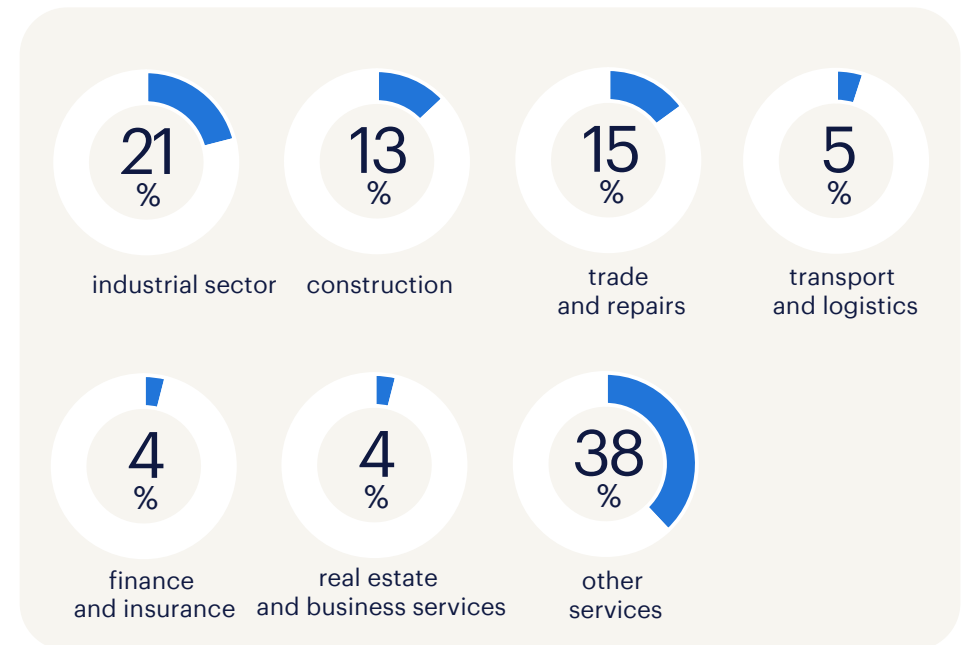
survey methodology.

The Employers' Plans survey from Randstad has been conducted amongst the [persons at companies who are directly responsible for human resources management and recruiting new employees since 2008](#). Interviews for the current edition of the survey were conducted between [11 March and 29 April 2024](#) by GfK – a recognized research facility. [Representatives of 1000 companies](#) (837 CATI interviews – individual computer-assisted telephone questionnaire interviews, 163 CAWI interviews – online interviews with entrepreneurs in GfK Access Panel). [The research sample is representative in terms of industry and 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 (e.g. agriculture, mining). Maximum statistical error for a sample of 1000 people is +/-3.1%.

sample by company size.

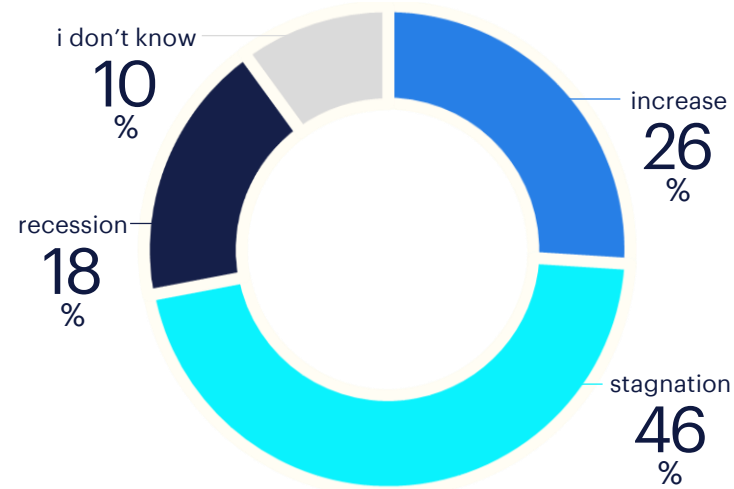


sample by the business sector.



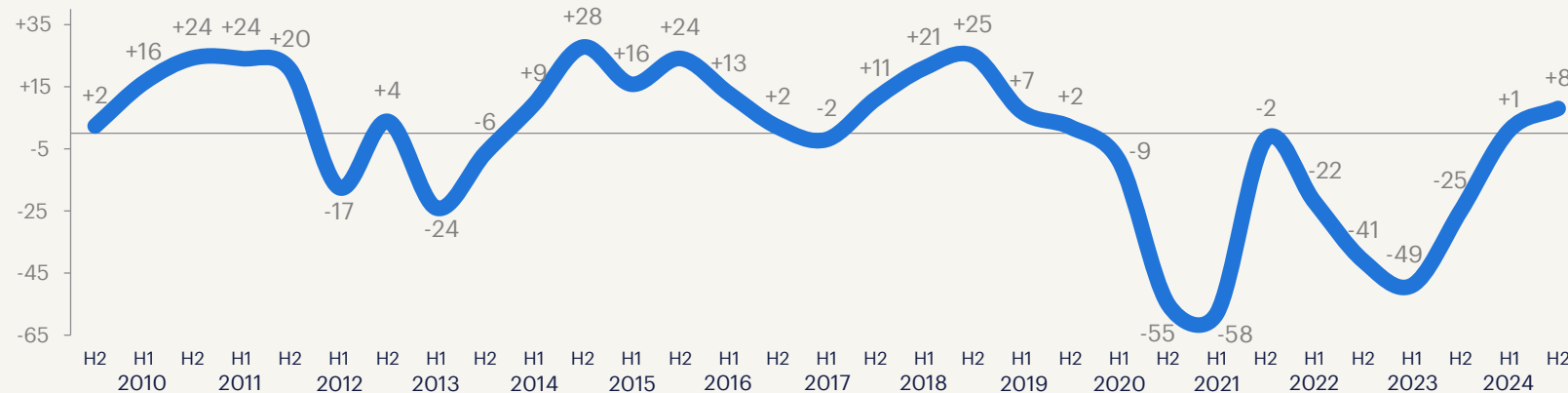
polish employers on the domestic economic situation forecasts.

Survey results indicate a continuation of the positive trend in the economic forecasts drafted by employers in Poland, which is confirmed by optimistic reports concerning Polish GDP. Recovery is primarily mentioned by respondents from the financial and real estate, as well as business services sectors. After nearly four years of negative readings, the employers' optimism index is positive for the second time.



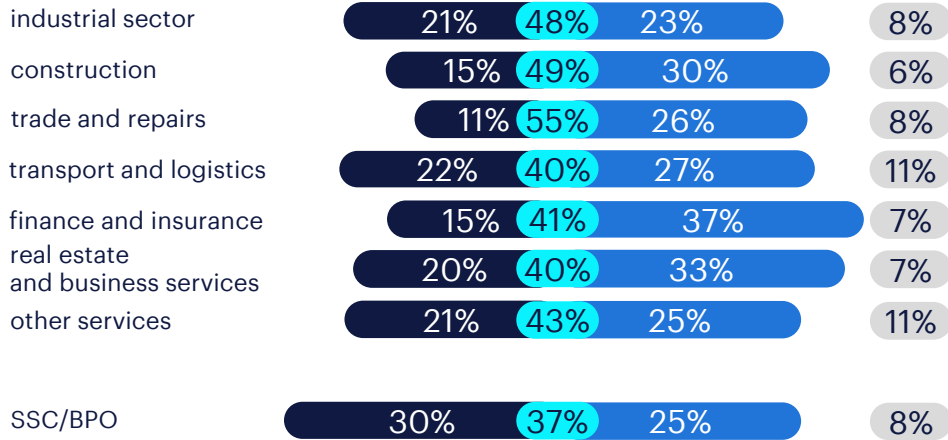
economic situation in Poland – employers' optimism index.

difference between the percentage of respondents predicting economic growth over the next 6 months and the percentage of respondents predicting recession.

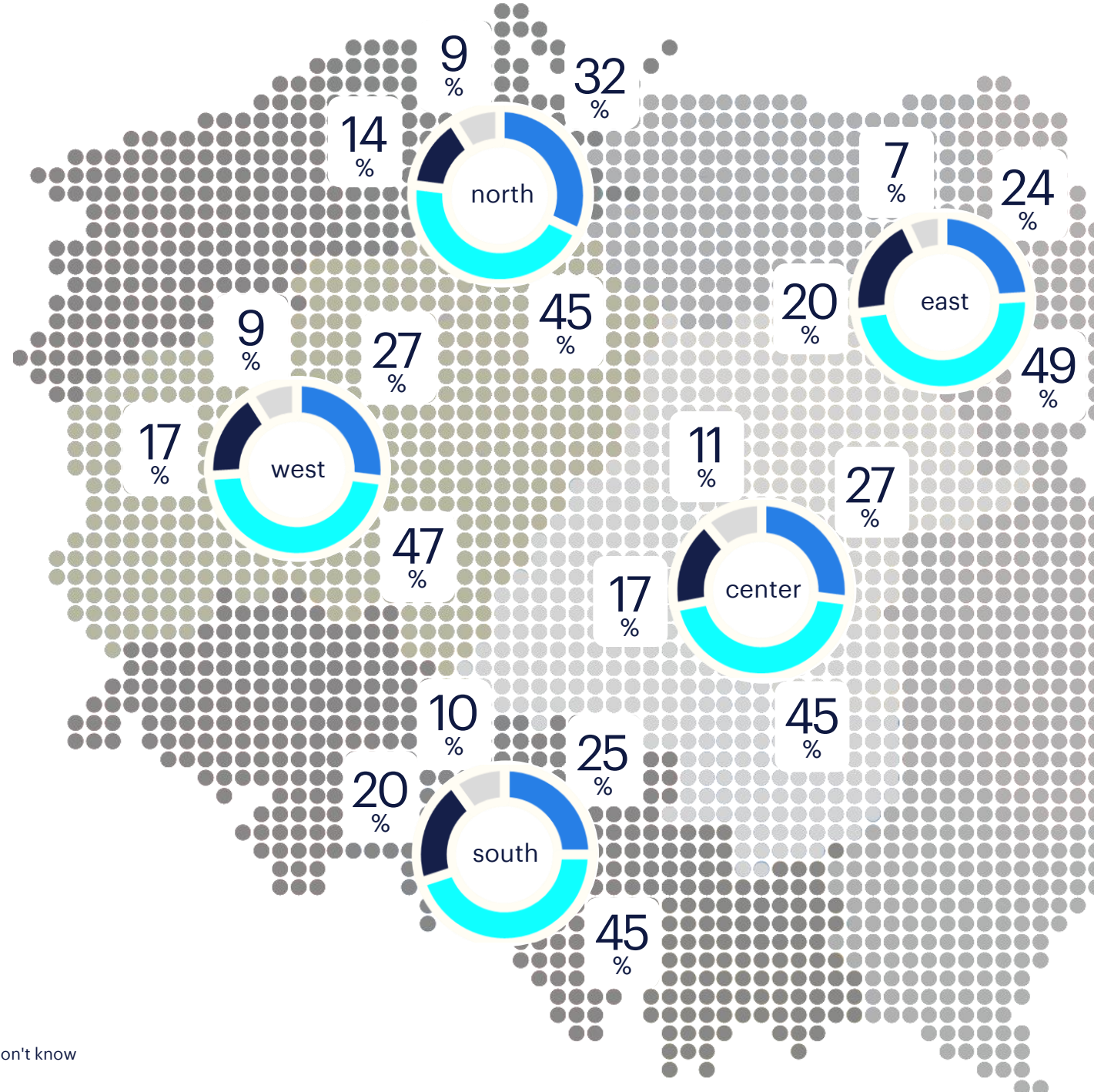
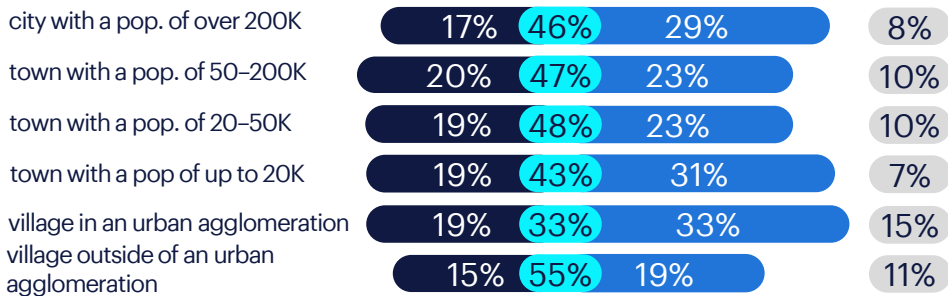


polish employers on the domestic economic situation forecasts.

economic situation forecasts per sector.

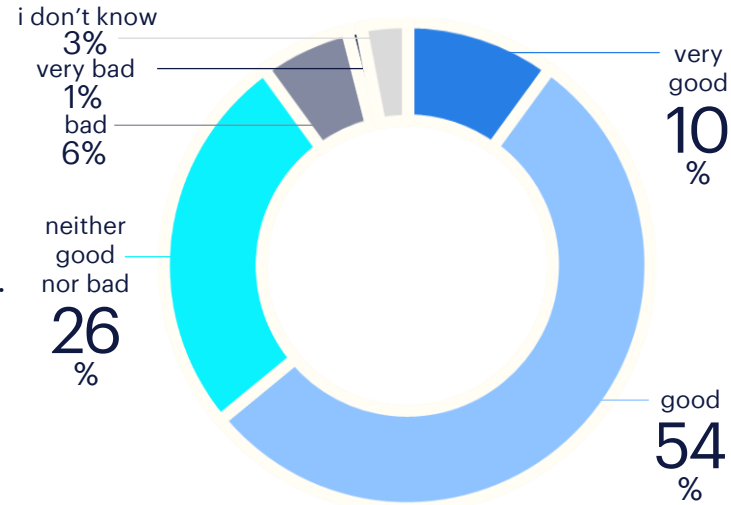


economic situation forecasts per location type.

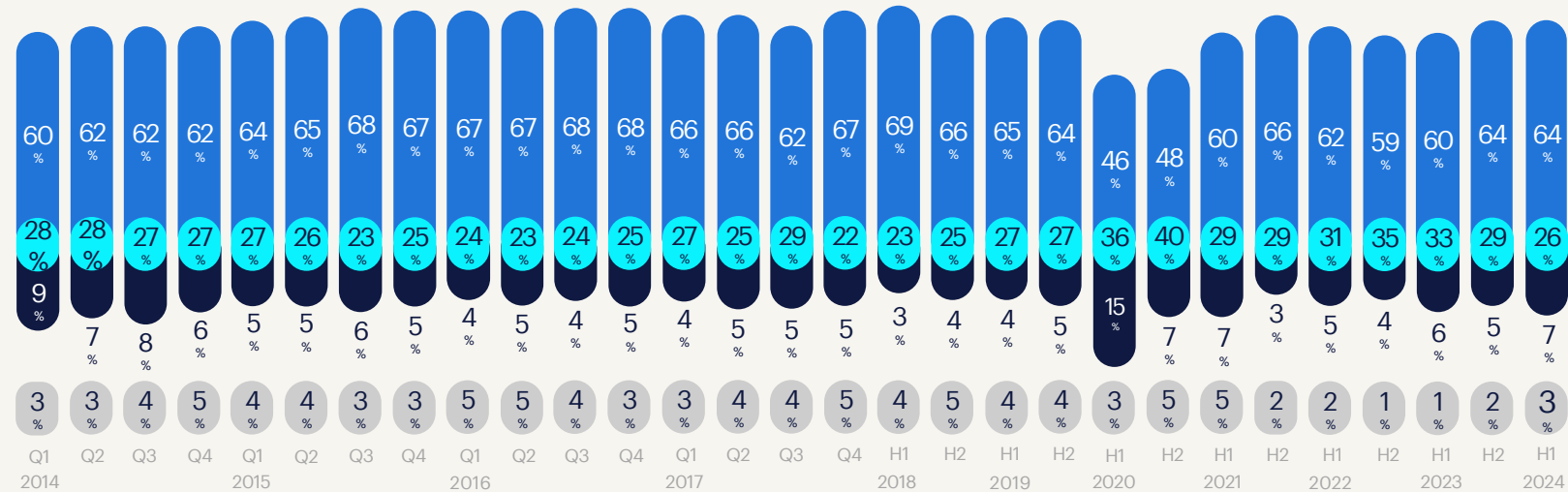


polish employers on the companies' financial standing.

The percentage of employers with a good financial standing remains stable, but the number of companies that assess their situation as worse has slightly increased. This is particularly noticeable in the transport and logistics sector, which may result in reducing the pace of recruitment plans at these companies, which will however not reflect negatively on holiday seasonal hiring in the industry.



assessment of companies' current financial standing in 2014-2024.



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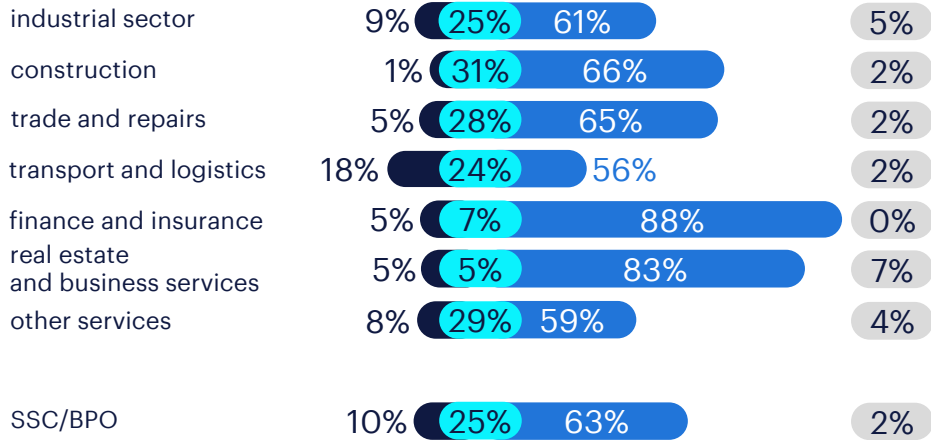
explanation:

● bad and very bad standing ● neither good nor bad ● good and very good ● I don't know

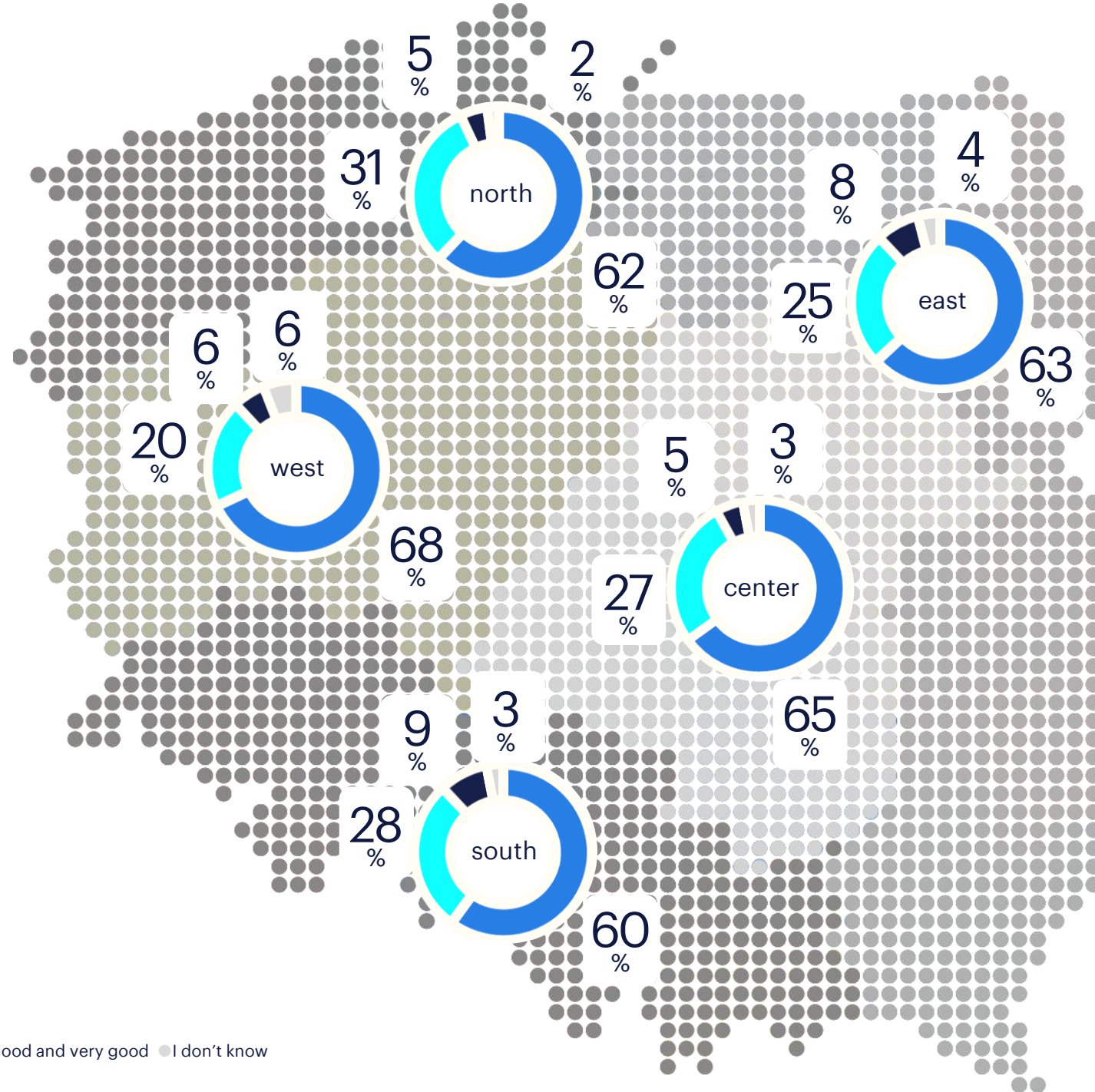
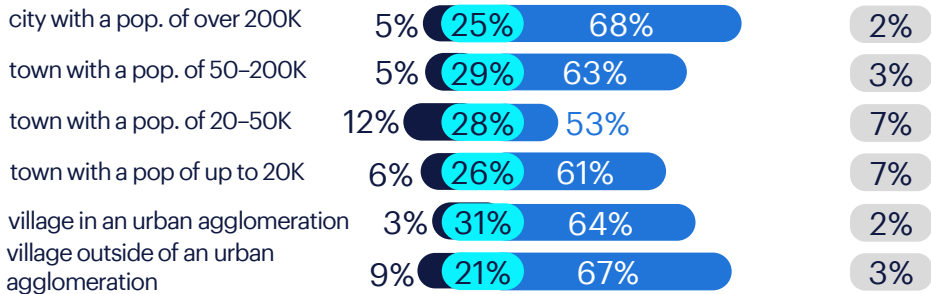


polish employers on the companies' financial standing.

companies' financial standing per sector.



companies' financial standing per location.



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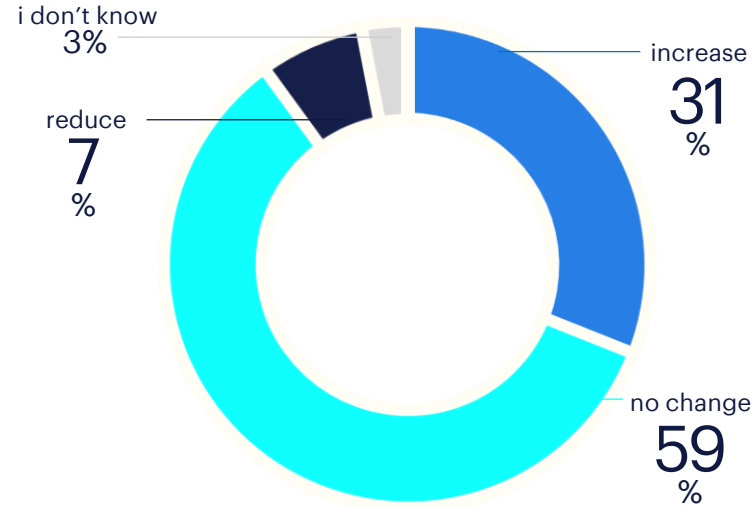


explanation:

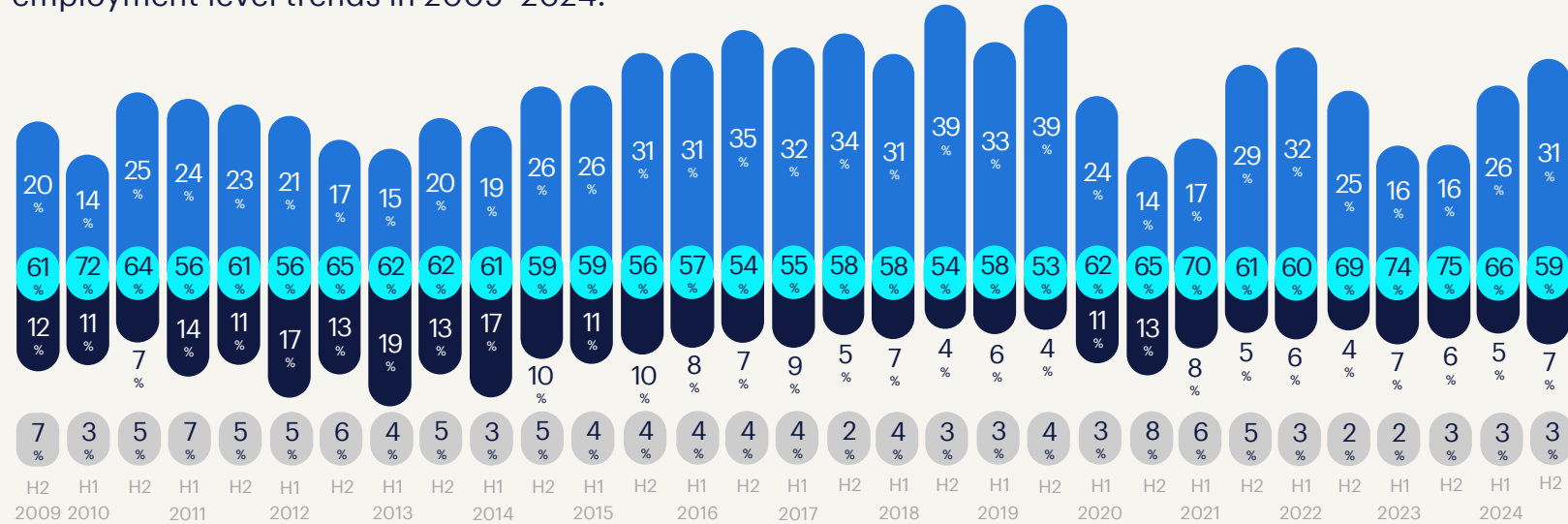
● bad and very bad standing ● neither good nor bad ● good and very good ● I don't know

planned changes in employment levels in H2 2024.

Improved sentiments visible in the economy are evident from the steadily increasing recruitment plans of companies, especially in the construction, advanced business services and the industrial sector. Already in the first quarter companies were hiring new employees more often, but they were also signaling more clearly than a year ago the difficulty with filling all vacancies with people with the right competencies.

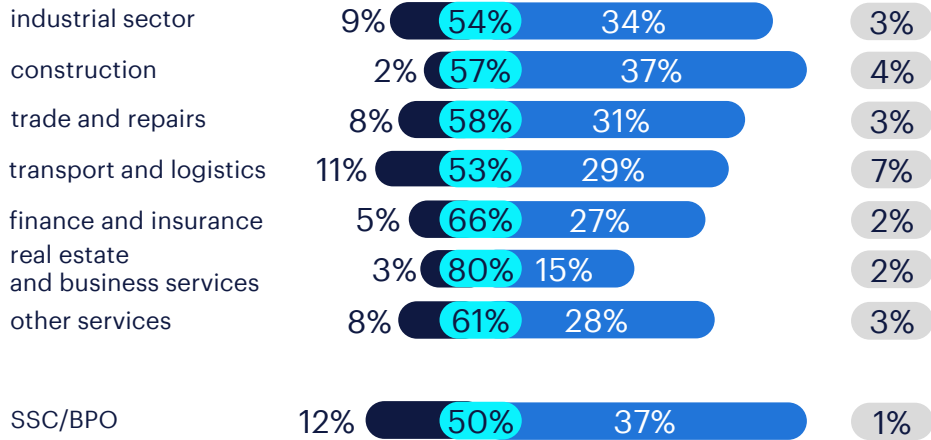


employment level trends in 2009–2024.

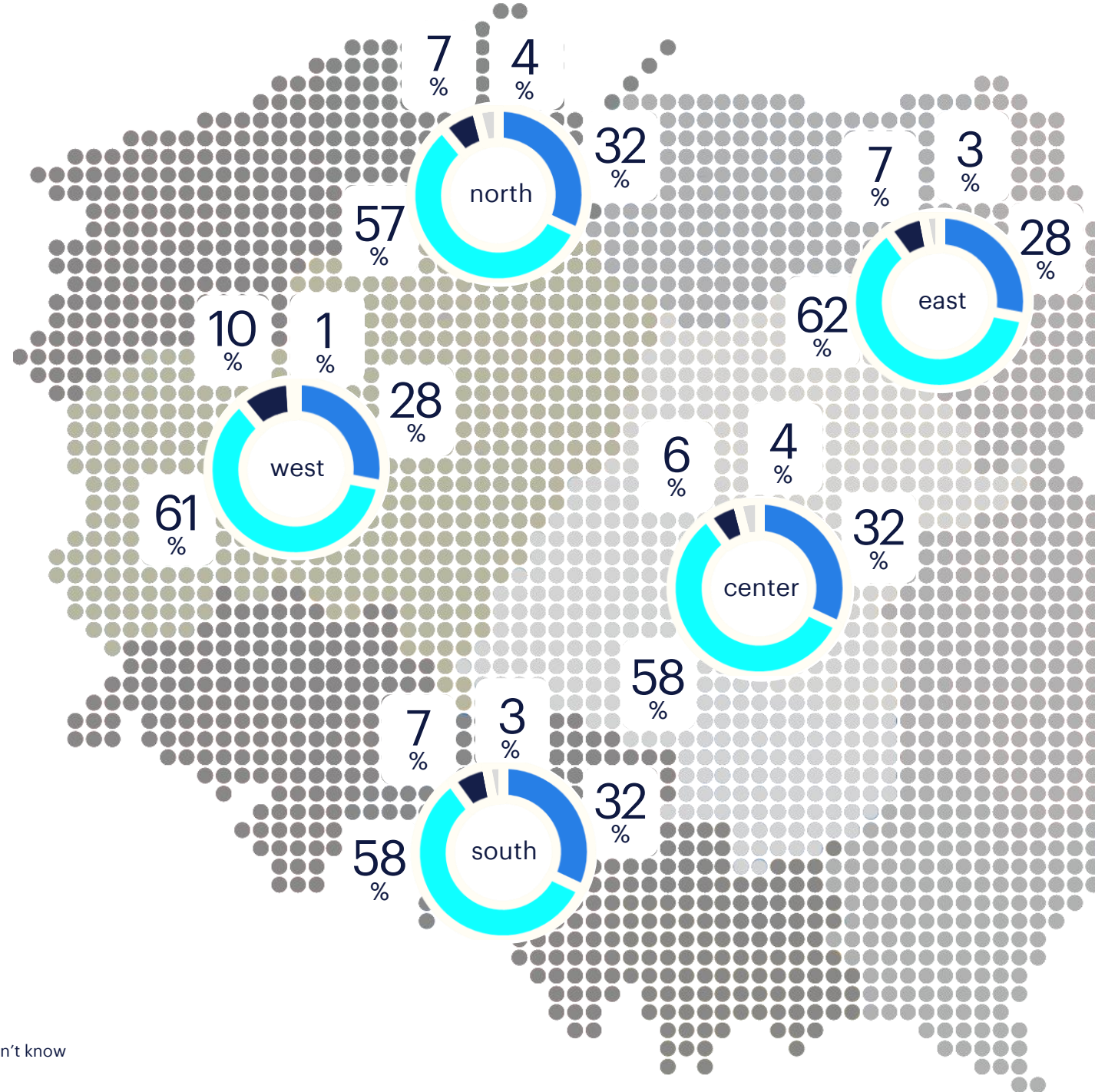
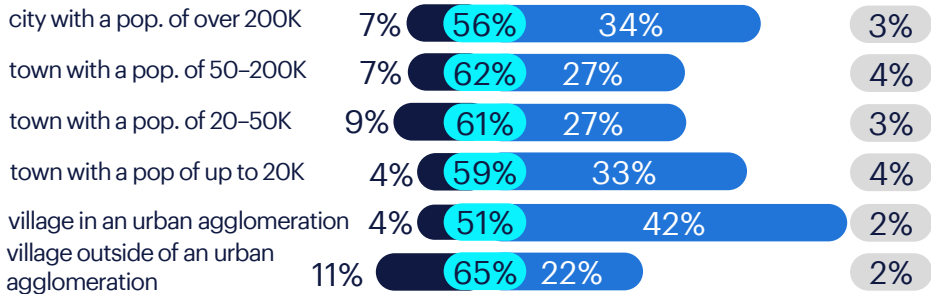


planned changes in employment levels in H2 2024.

employment level changes per sector.



employment level changes per location type.

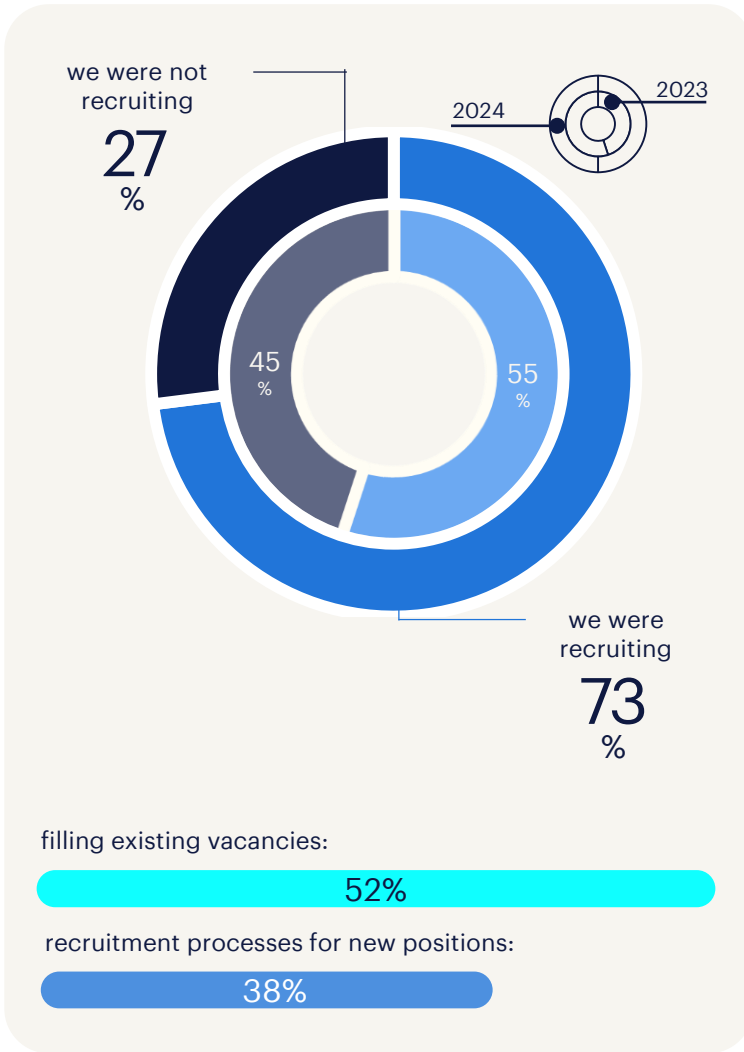


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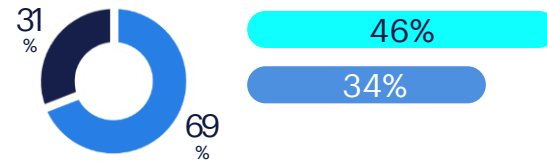
explanation:
 ● employment reduction ● no change ● growth ● I don't know

companies' recruitment results.

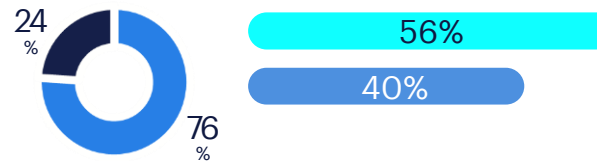


Compared to the first quarter of 2023, the percentage of companies pursuing recruitment processes increased significantly, but the main reason for that is still filling vacancies created by employee turnover. Major employers, especially in the trade and construction sectors, clearly launch recruitment projects more often, and the more projects there are in the pipeline, according to the respondents, the more difficulties arise in reaching the right candidates.

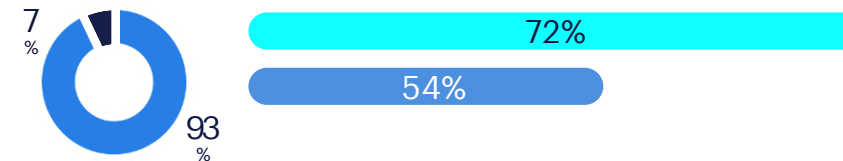
companies hiring up to 50 employees:



companies hiring 50-250 employees:

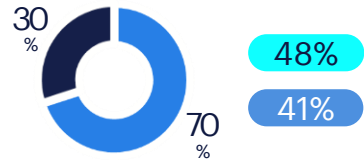


companies hiring over 250 employees:

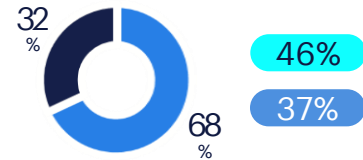


companies' recruitment results.

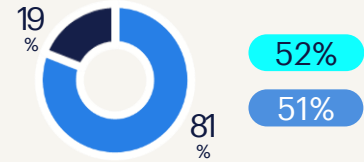
industrial sector



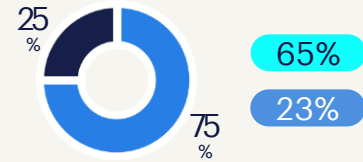
finance and insurance



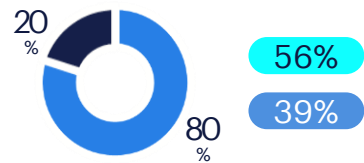
construction



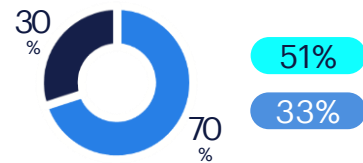
real estate and business services



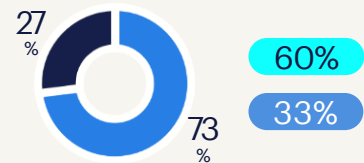
trade



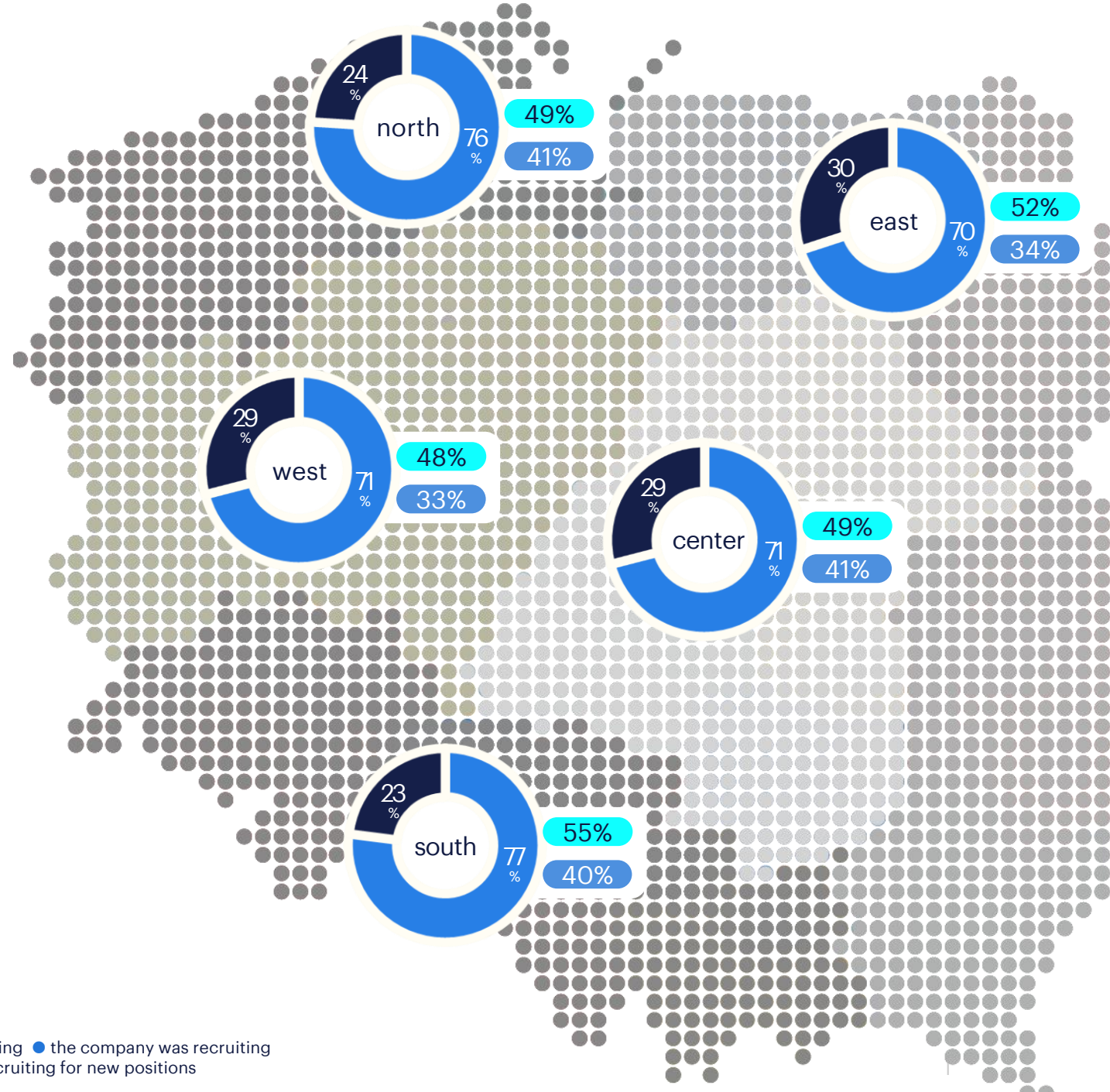
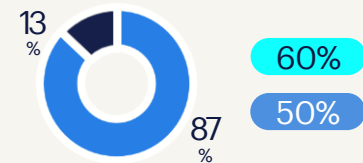
other services



transport and logistics

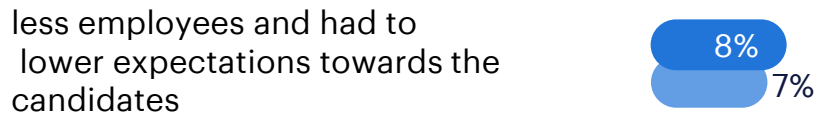
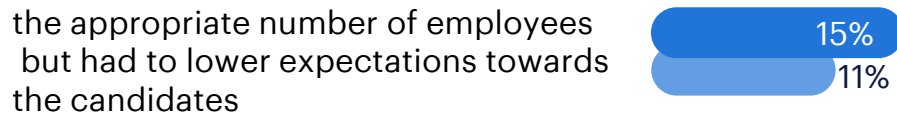


SSC/BPO

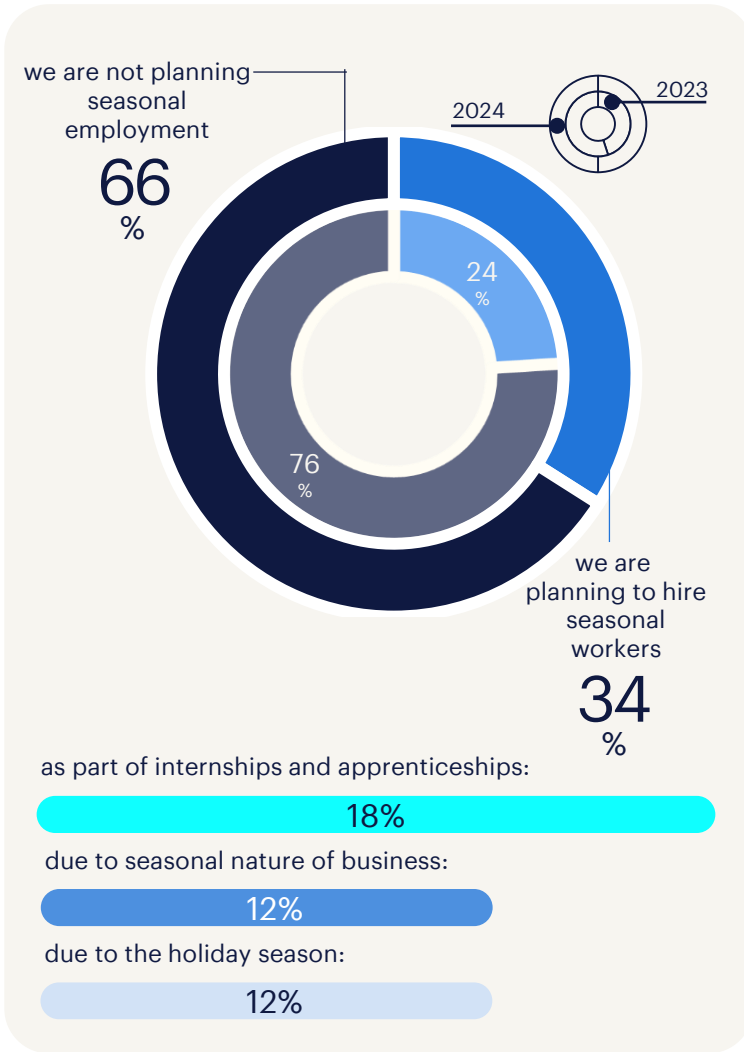


recruitment results in the first half of 2023.

hired

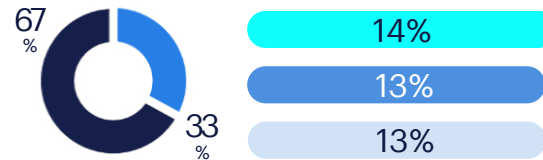


seasonal employment.

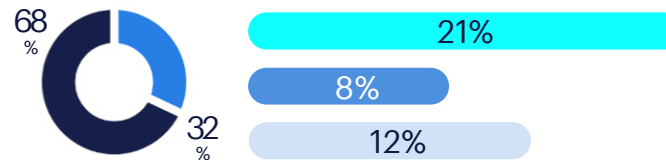


Economic recovery may translate into increased seasonal hiring during the summer holidays, although some of the employers' proposals will mainly concern internships and apprenticeships. The largest number of seasonal job openings, which are expected to fill the gaps left by employees on holidays and meet the increased demand for products and services during the summer, will appear in advanced business services, logistics and trade.

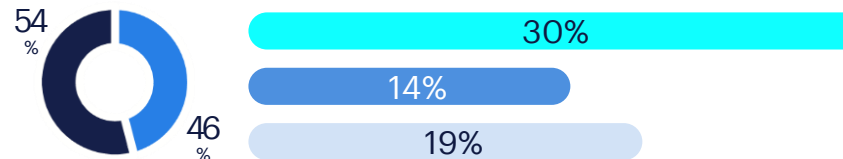
companies hiring up to 50 employees:



companies hiring 50-250 employees:

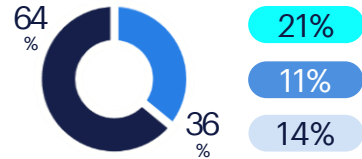


companies hiring over 250 employees:

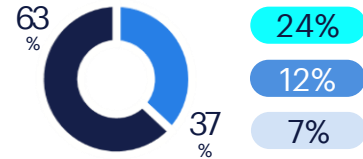


seasonal employment.

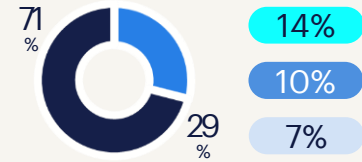
industrial sector



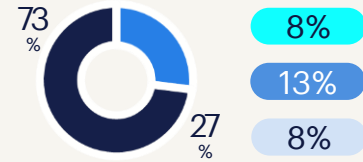
finance and insurance



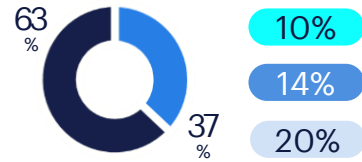
construction



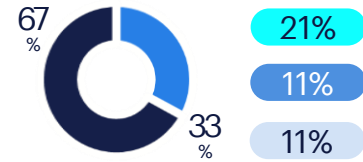
real estate and business services



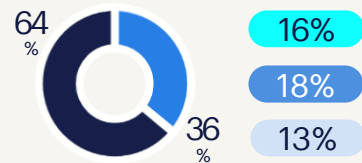
trade



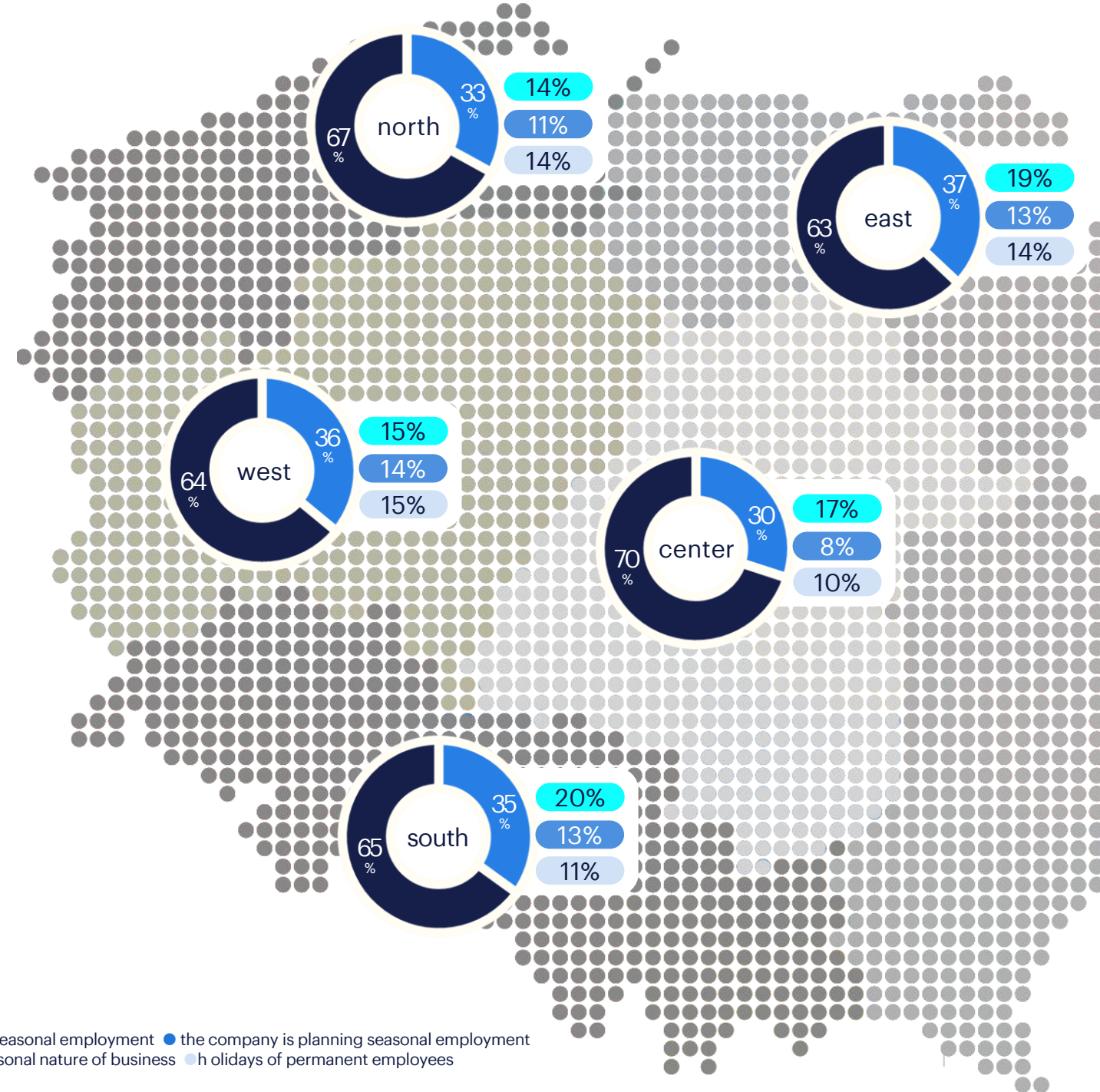
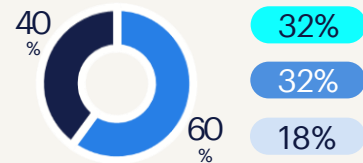
other services



transport and logistics

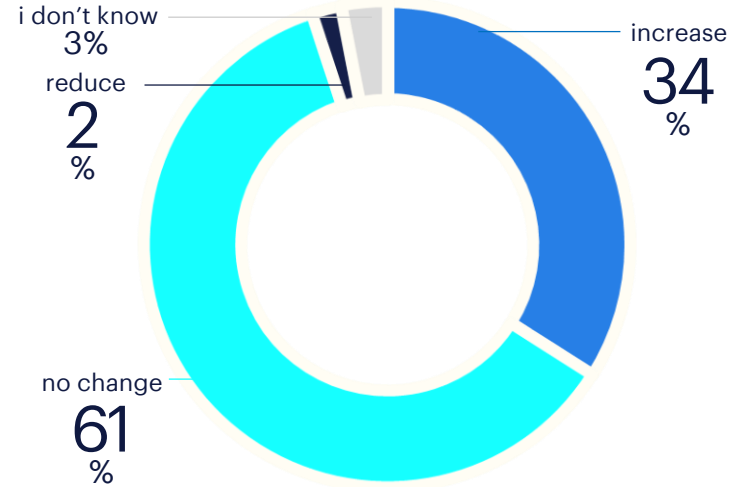


SSC/BPO

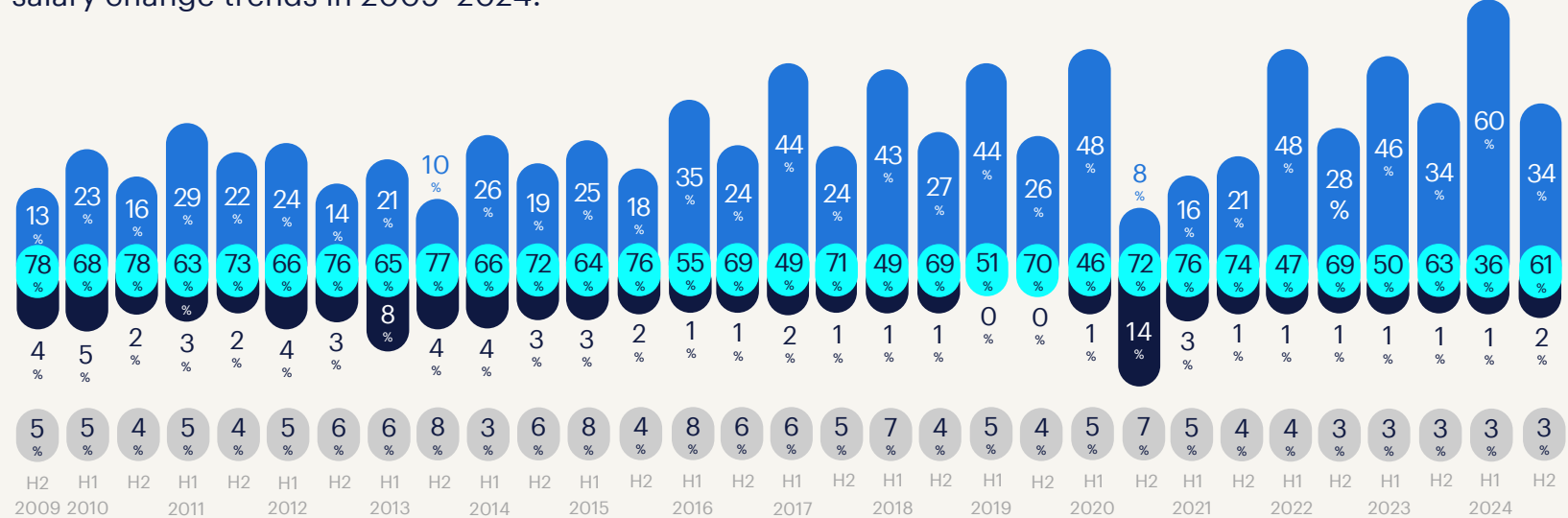


planned changes in salary levels in the second half of 2024.

Although companies tend to change their salary levels less frequently in the second half of the year, the number of such declarations is still at a record high in the seasonal context. Compared to last year, there is a noticeably higher percentage of employers who will opt for increases of more than 7%, but it is likely that such decision will be made mainly by companies that did not update salaries at the beginning of the year.

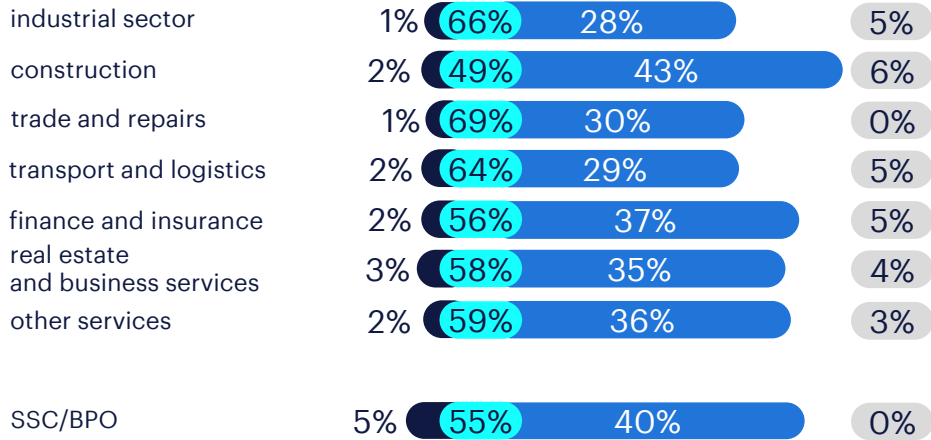


salary change trends in 2009–2024.

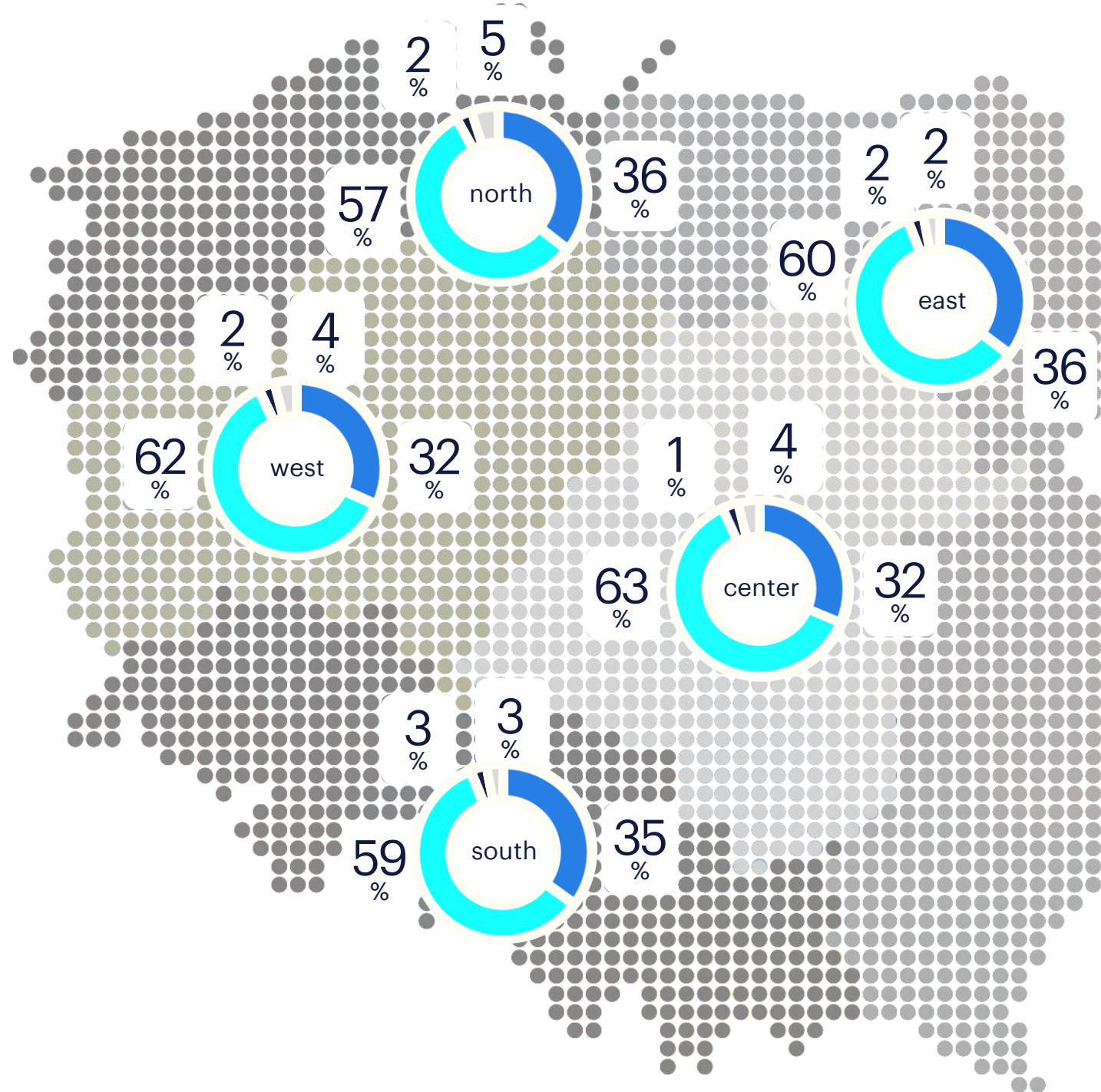
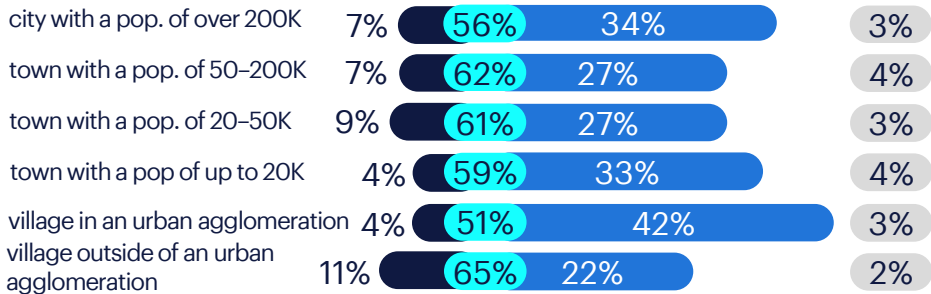


planned changes in salary levels in the first half of 2024.

changes in salary levels per sector.



changes in salary levels per location type.



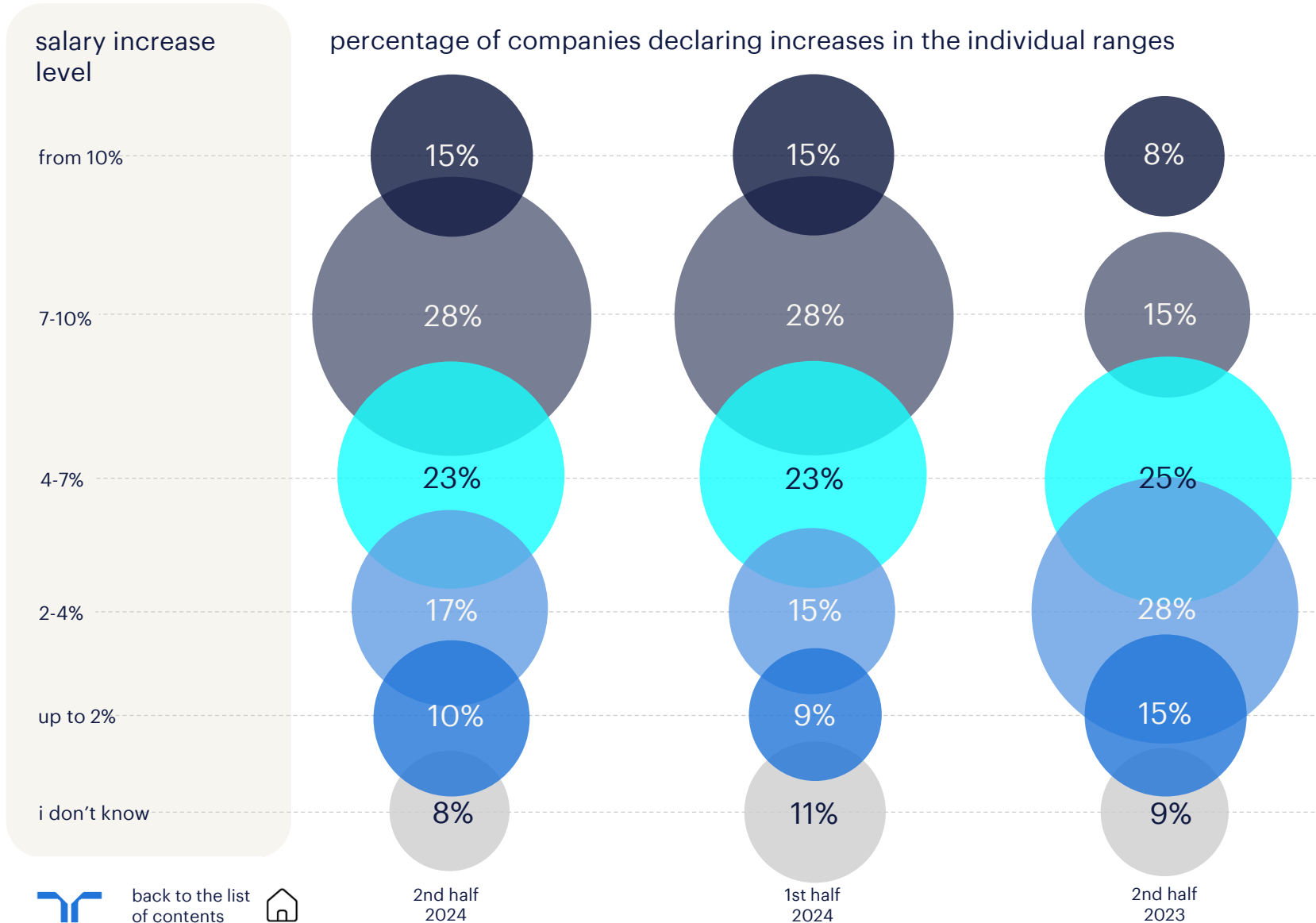
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explanation:

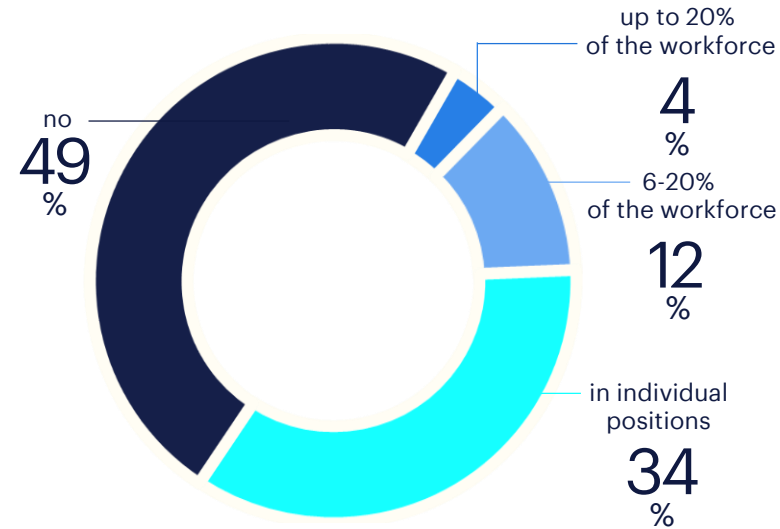
● pay reduction ● no change ● growth ● I don't know

pay increase levels in the second half of 2024.



hiring employees with disabilities.

More than half of employers hire employees with disabilities for their teams, although this generally applies to individual positions. The industrial sector stands out in this respect, with a group of companies where people with disabilities constitute over 50% of the workforce. The companies emphasize above all the good competence background of employees and their motivation.



85% are very loyal and committed employees

84% we simply hire candidates who fit the position best

80% are great professionals, have the skills needed for the position

77% my company cares about a diverse team, we see this as added value

55% we wanted to be exempted from contributions to the State Fund for Rehabilitation of Disabled People

41% we increase the pool of candidates in the face of labor market shortages

38% we wanted to receive subsidies for salaries of people with disabilities

*responses from companies hiring people with disabilities

sectors that most often hire employees with disabilities

industrial sector

63%

real estate and business services

60%

transport and logistics

55%

other services

52%

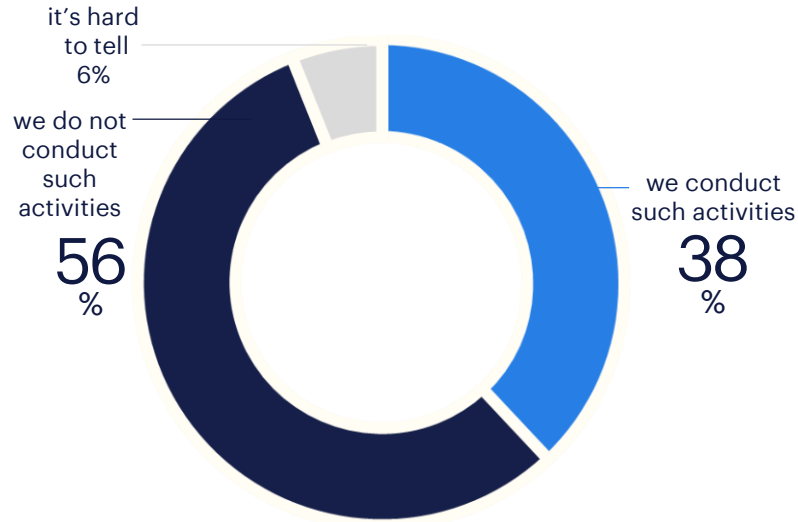
trade

45%

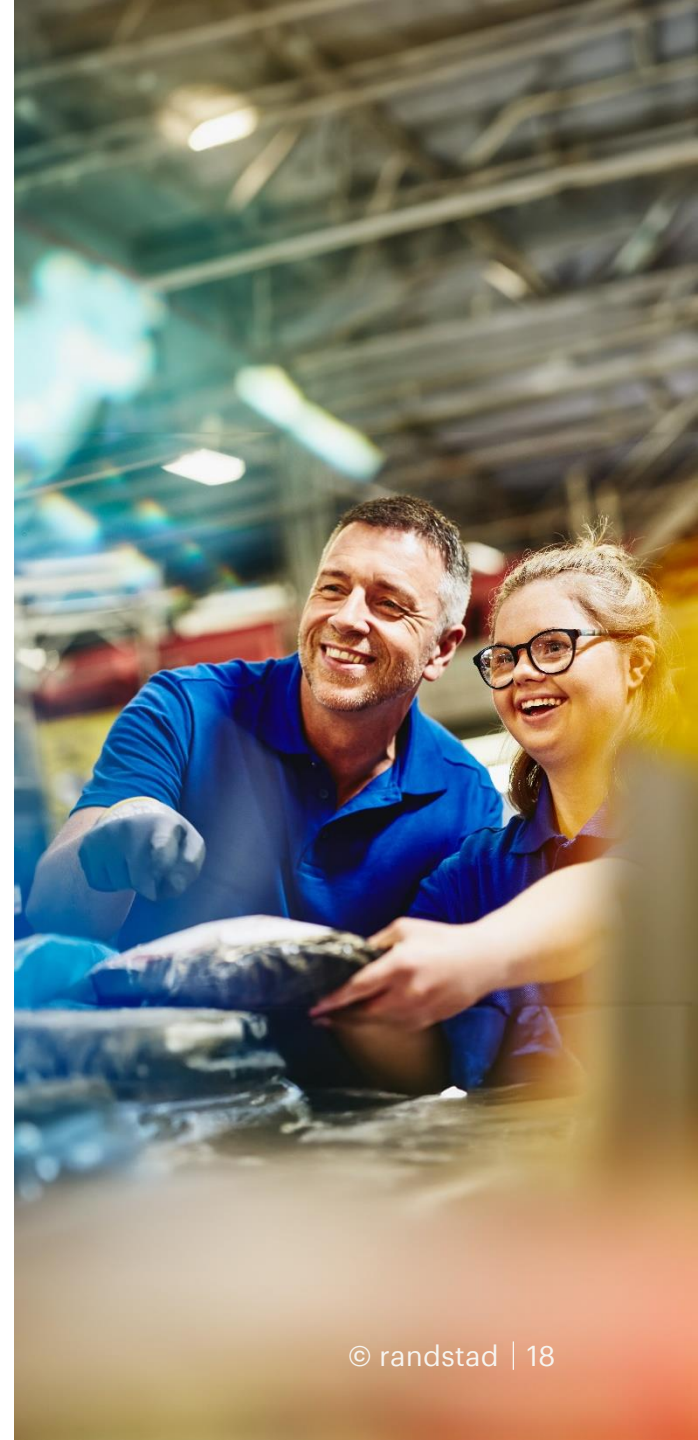
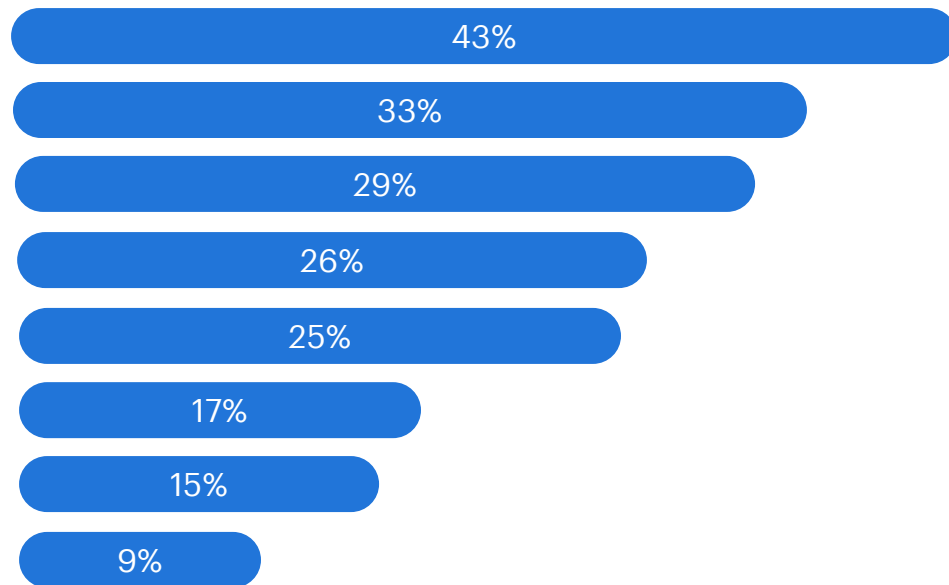


inclusion and equalization of workplace opportunities.

4 out of 10 companies conduct activities to ensure equal opportunities for different groups of employees. However, it should be noted that this percentage reaches 66% with major employers (more than 250 employees) and 53% in the advanced business services. The industrial sector, on the other hand, stands out with more frequent initiatives for senior workers, while the financial and insurance industry stands out with efforts to increase the presence of women in management.



- activities to harness potential and retain senior workers beyond retirement age
- internal regulations or policies regarding workplace diversity
- adapting workplaces to the needs of people with disabilities
- activities to increase the share of women in management
- training for managers on managing a diverse team
- activities to close the wage gap between men and women
- inclusive language training, inclusive language in internal communication and job postings
- Polish language courses for employed foreigners

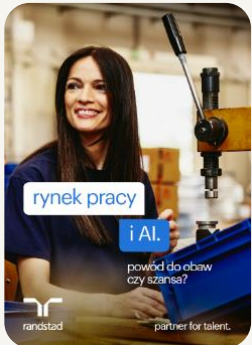


randstad research institute publications.



To prepare for permanent changes, organizations must be ready for flexibility and effective adaptation. This means focusing on three elements of social policy: creating a sustainable and open labor market with access to fair, high-quality work; introducing a contract-neutral social security system that provides security combined with flexibility; facilitating upskilling and raising qualifications for talent to remain active in the labor market. In the Randstad report we take a closer look at these changes and suggest some solutions which have proven to be effective.

[download](#)



With AI increasingly shaping today's world of work, a question arises: what this means for employers, employees and the labor market? In parallel, policy-makers are trying to design a regulatory framework to ensure that AI will be used in a sustainable and responsible manner, including in the workplace, while allowing room for innovation and entrepreneurship at the same time. The transformative impact we can expect will likely be both positive and negative. We analyze it in our latest Randstad expert report.

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NEW Each edition of the Work Monitor survey is conducted among employees in Poland and allows us to analyze topics related to talent availability, employee turnover at companies and their assessment of labor market opportunities. The latest April 2024 edition is now available for download.

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NEW According to HR leaders participating in the 2024 Talent Trends survey, the main challenges in the Polish labor market are attracting employees with the right competencies, a growing shortage of key skills at companies and an increasing percentage of employees with professional burnout. These challenges have been diagnosed in our report, but we also provide practical tips to help organizations build an effective talent strategy.

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Global Randstad Workmonitor survey enters a third decade exactly at the time when a new approach to talent management appears on the labor market. Employees redefine the meaning of ambition, placing work-life balance, flexibility, equal opportunities and upskilling in the center of their career decisions. Discover the global survey results and check out data for Poland.

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