

employers' plans.

50th edition: december 2024
randstad research institute

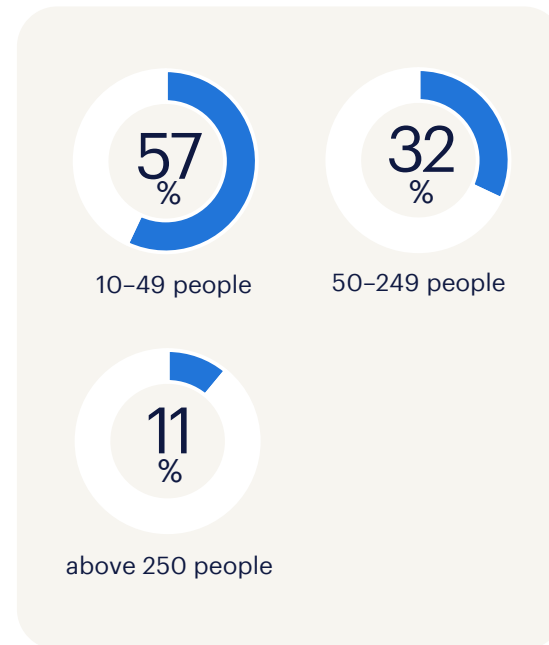
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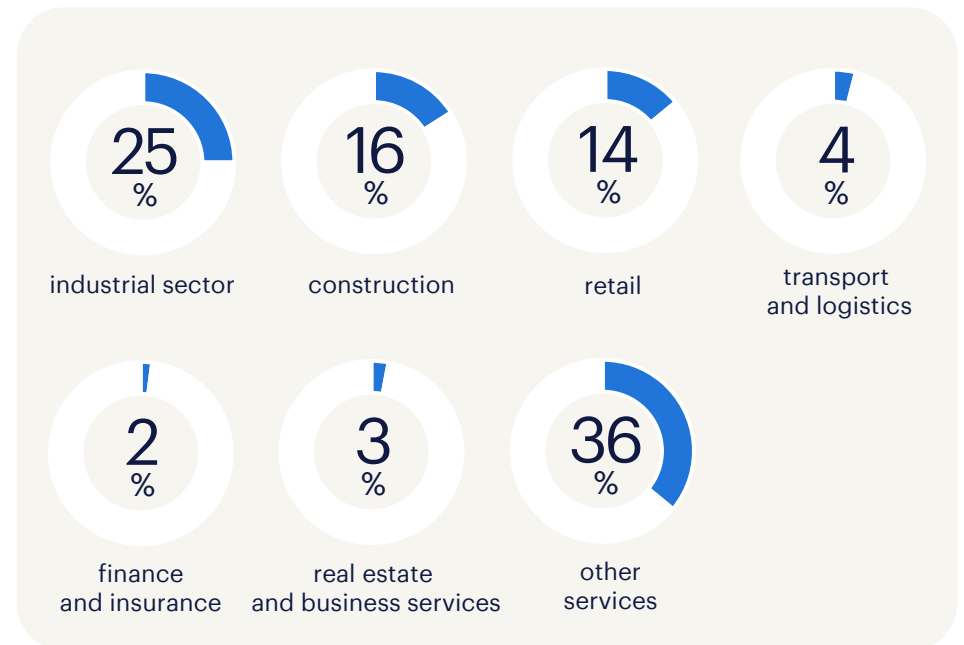
survey methodology.

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 [24 September and 5 November 2024](#) by GfK – a recognized research facility. Representatives of [1000 companies](#) (914 CATI interviews – individual computer-assisted telephone questionnaire interviews, 86 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 in terms of company size.

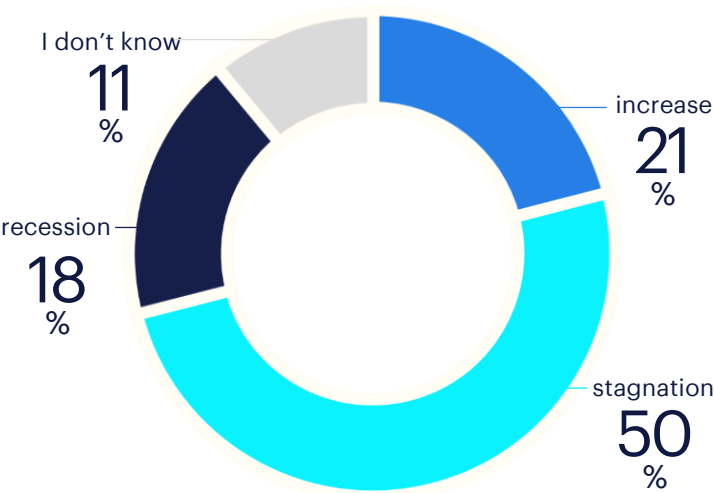


sample in terms of the business sector.



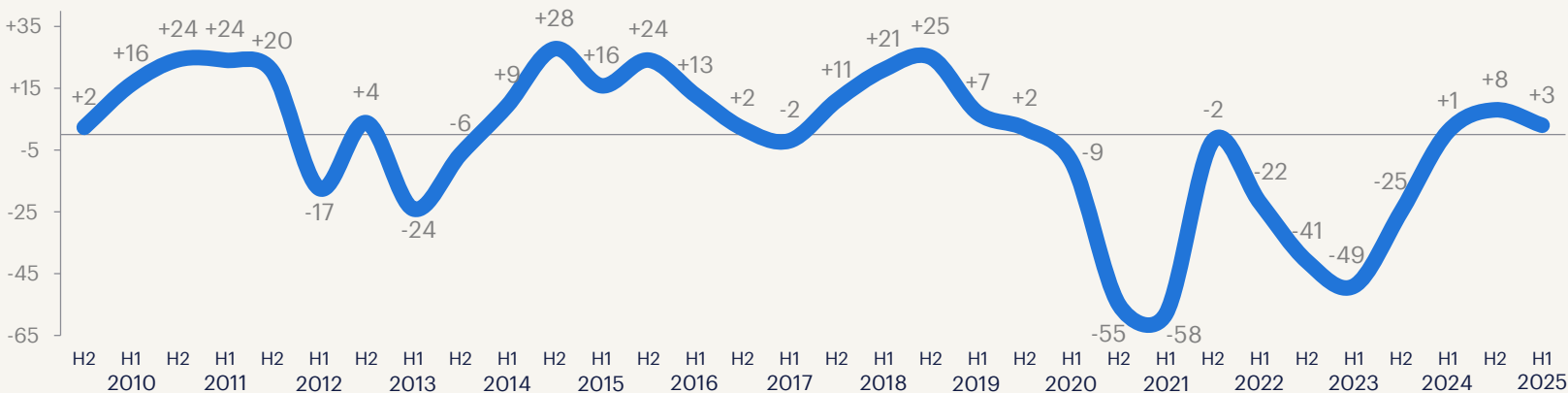
polish employers on the domestic economic situation forecasts.

Even though the assessments of economical situation have not changed among the employers significantly since the last survey and are still above the average of 2010–2025, we may notice a decrease in the number of companies anticipating economical growth and a half of enterprises forecast stagnation. The condition of the Polish economy is assessed as noticeably weaker in the largest sectors – primarily construction and trade.



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.

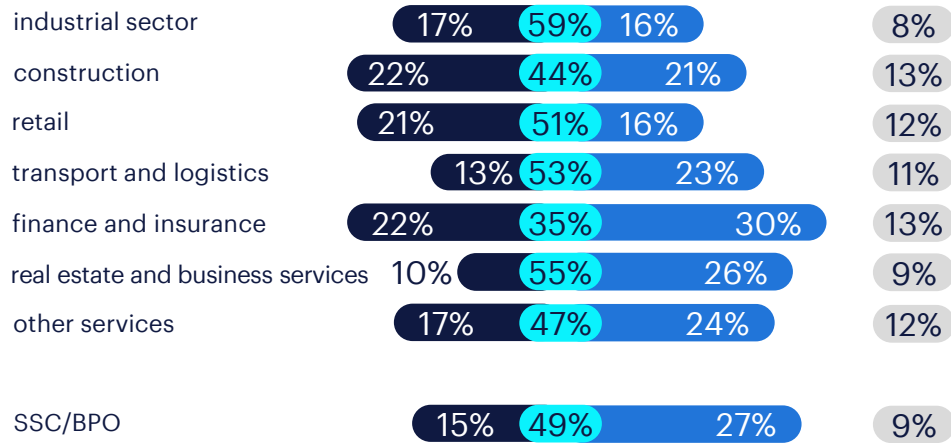


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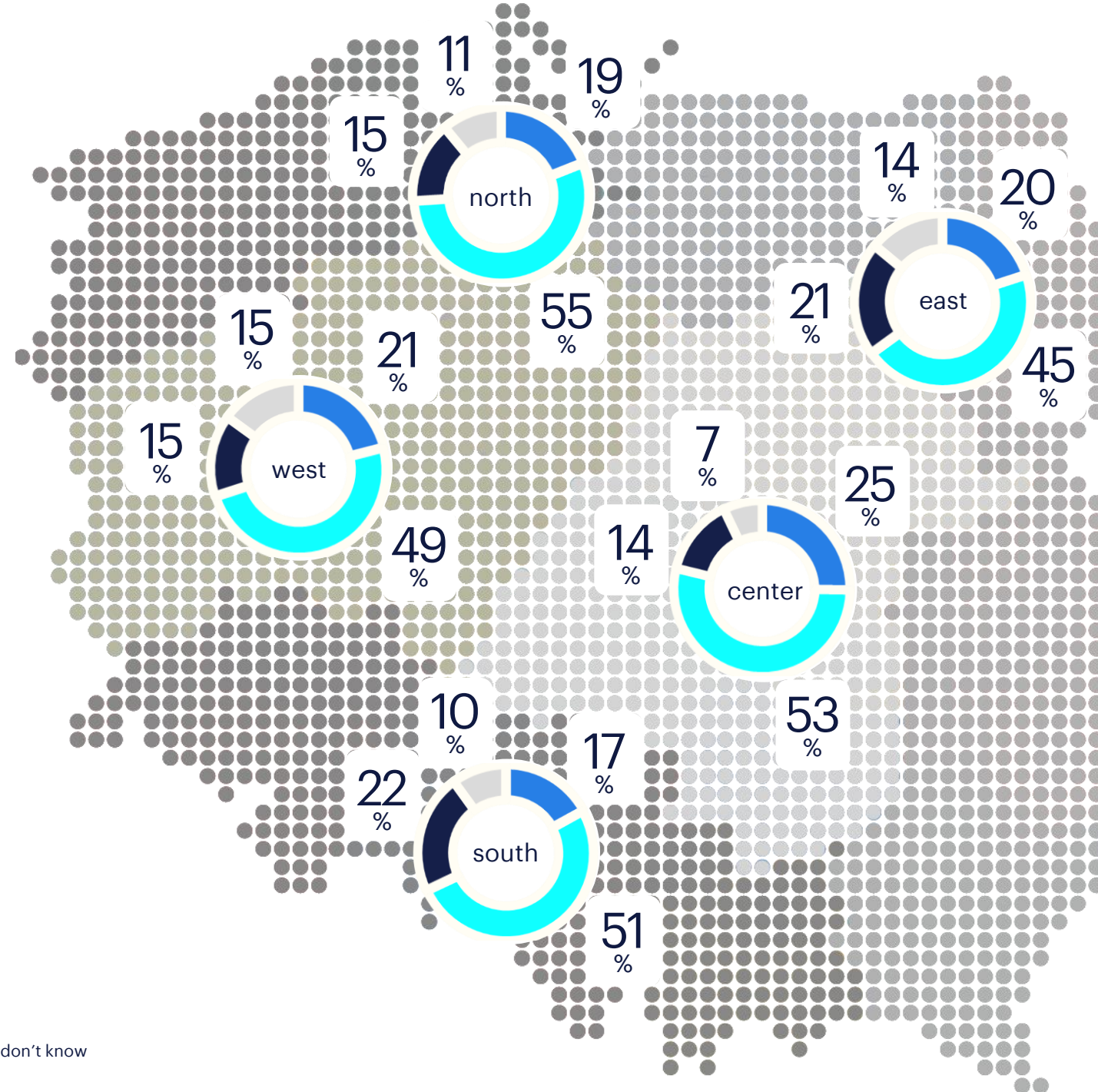
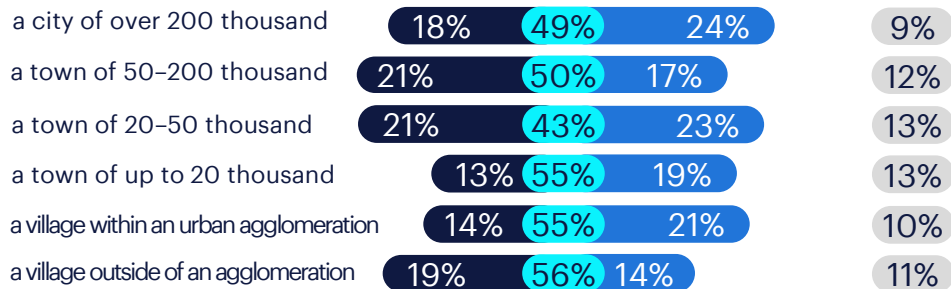


polish employers on the domestic economic situation forecasts.

economic situation forecasts per sector.



economic situation forecasts per location type.



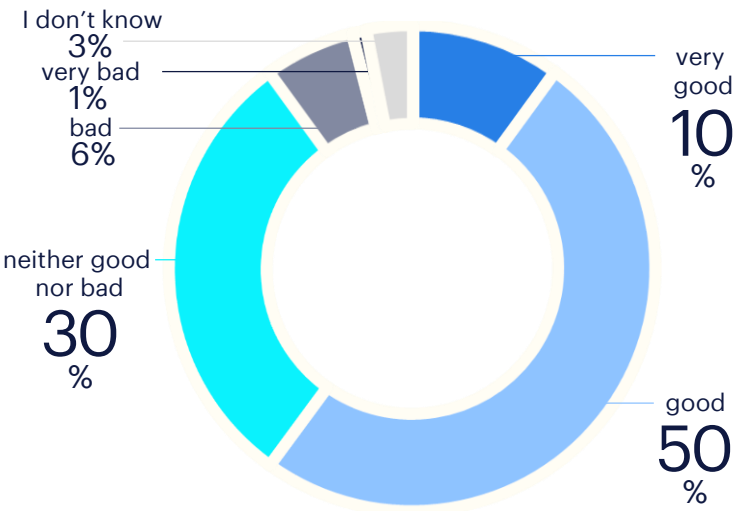
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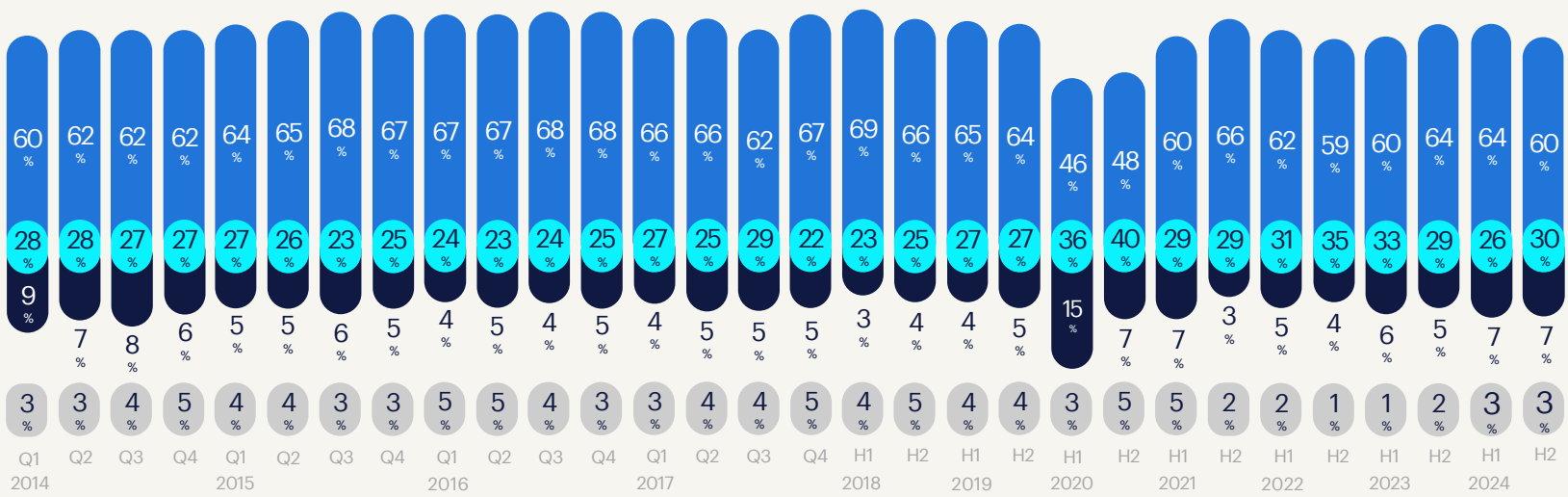
legend:
 ● forecasting a recession ● stagnation ● growth ● I don't know

polish employers on the companies' financial standing.

The number of companies with moderate assessments of their own financial condition is growing at the expense of companies that are in a favorable situation. However, 60% of employers still deem their condition as good. Favorable assessments dominate especially in the financial and insurance industry. Compared to all sectors, assessments of the financial situation of companies in the transportation and logistics sector are noticeably weaker.



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



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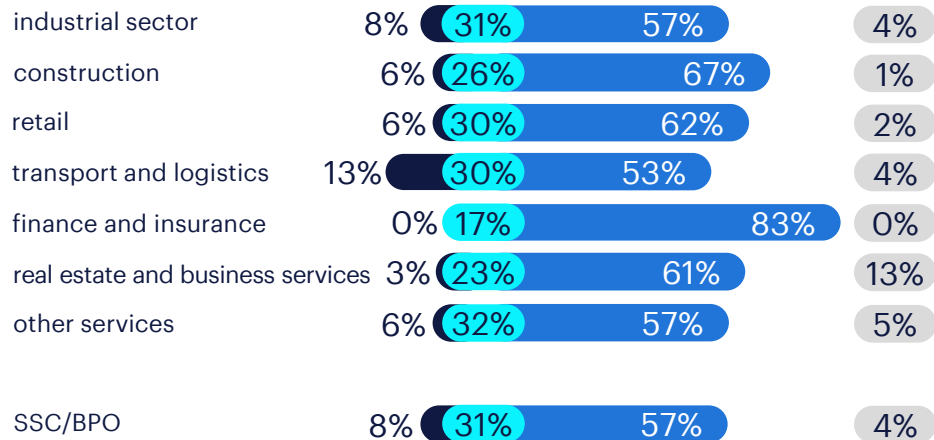


legend: ● bad and very bad standing ● neither good nor bad ● good and very good ● I don't know

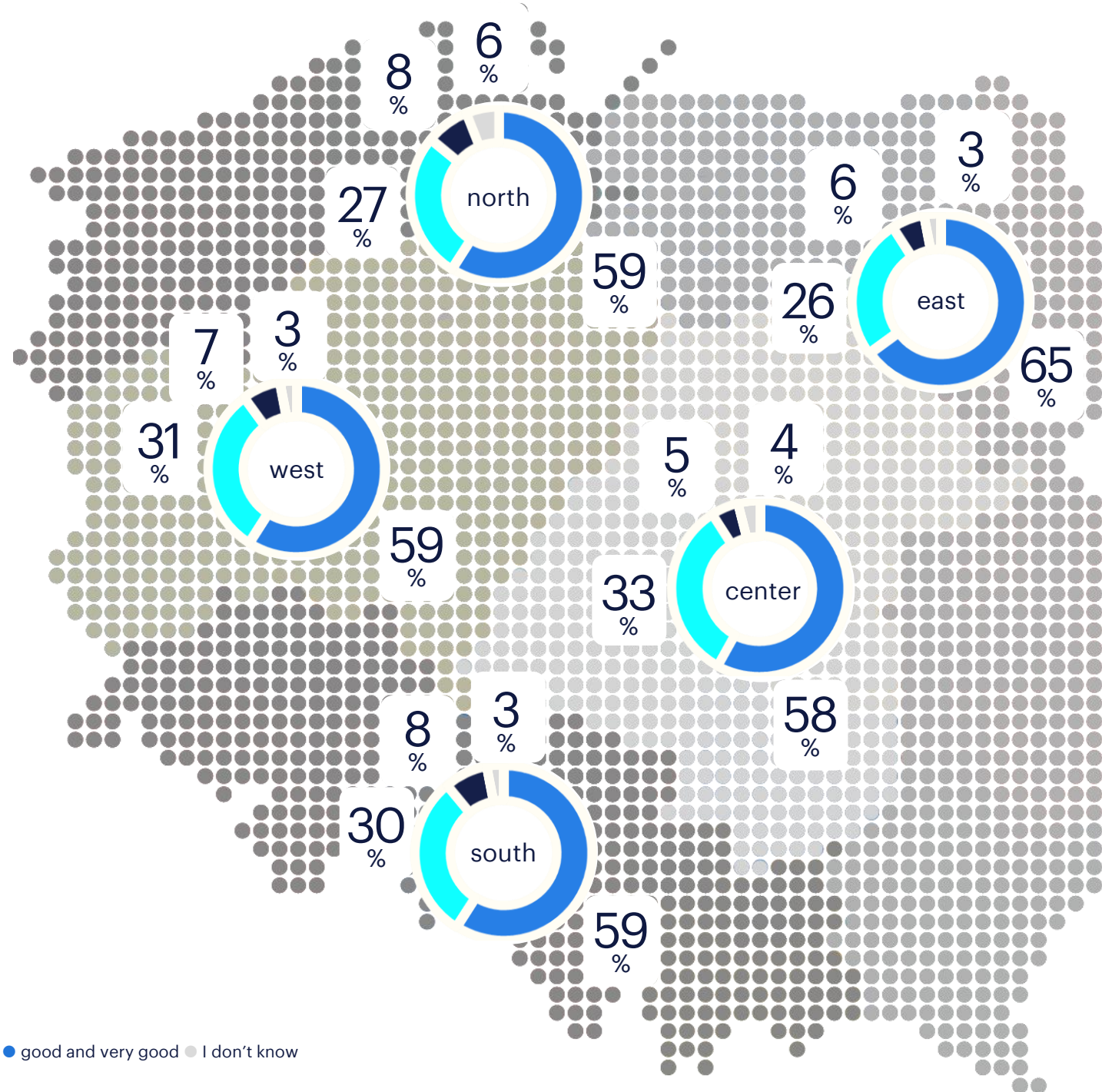
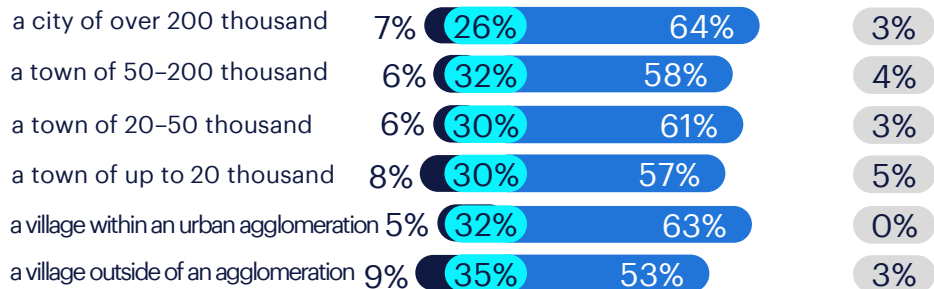


polish employers on the companies' financial standing.

companies' financial standing per sector.



companies' financial standing per location.



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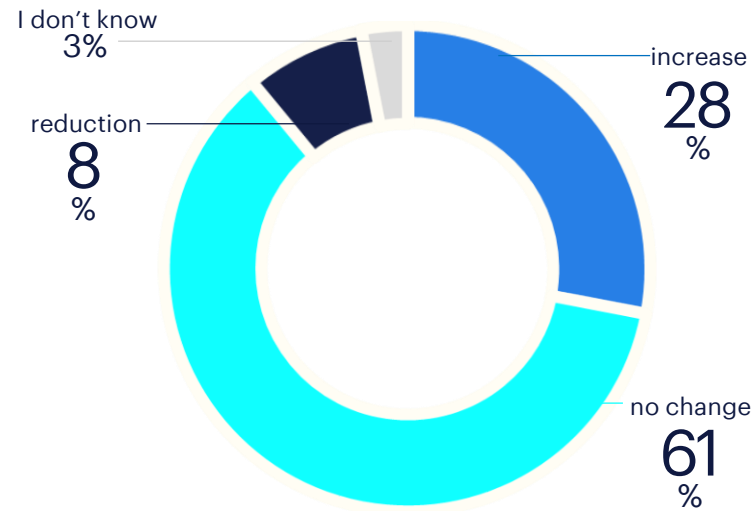


legend:

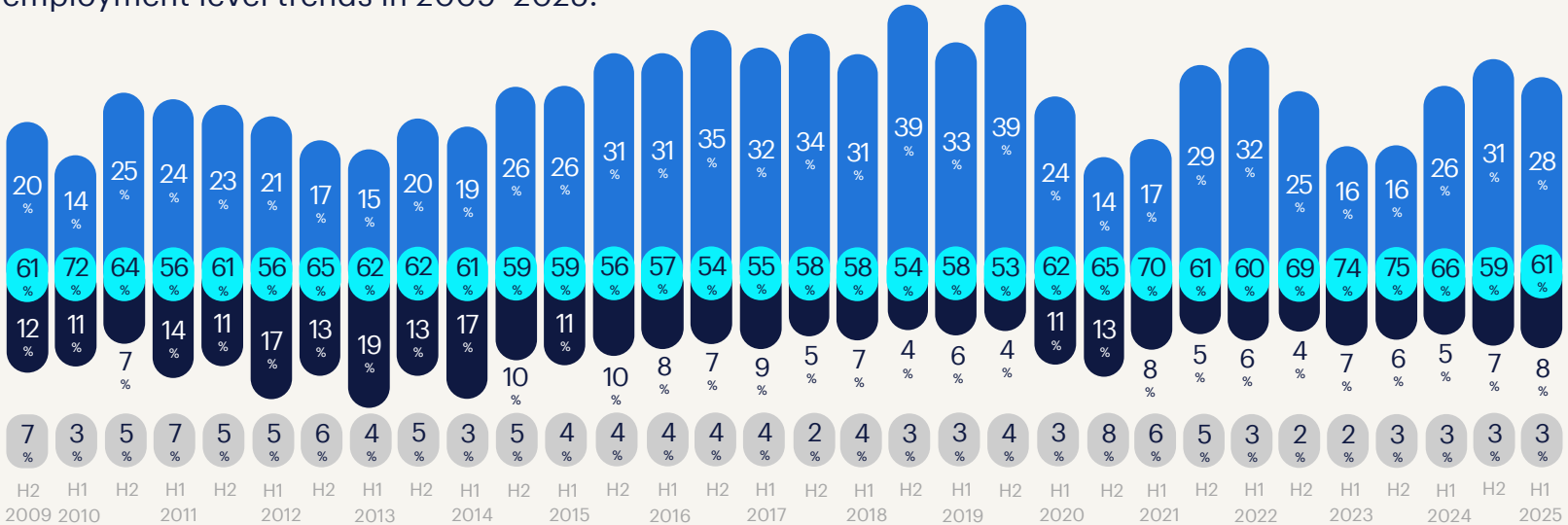
● bad and very bad standing ● neither good nor bad ● good and very good ● I don't know

employment level change plans for the first half of 2025.

Usually, the beginning of a year is not a period when companies conduct extensive recruitment activities, so the percentage of companies planning on new hires is lower than in the previous study. However, when comparing the newest data with the ones from the previous year, the number of companies intending to start recruiting in the new year is slightly higher. The highest percentage may be found in the financial and insurance industry and advanced business services.



employment level trends in 2009–2025.



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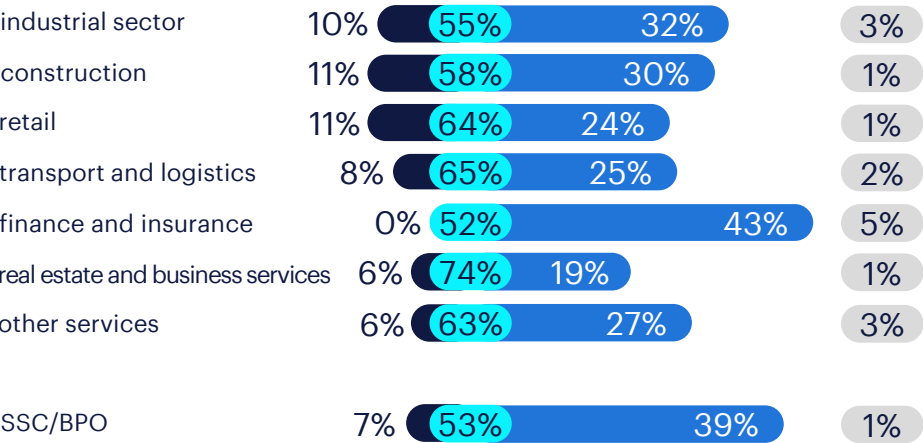


legend:
● employment reduction ● no change ● growth ● I don't know

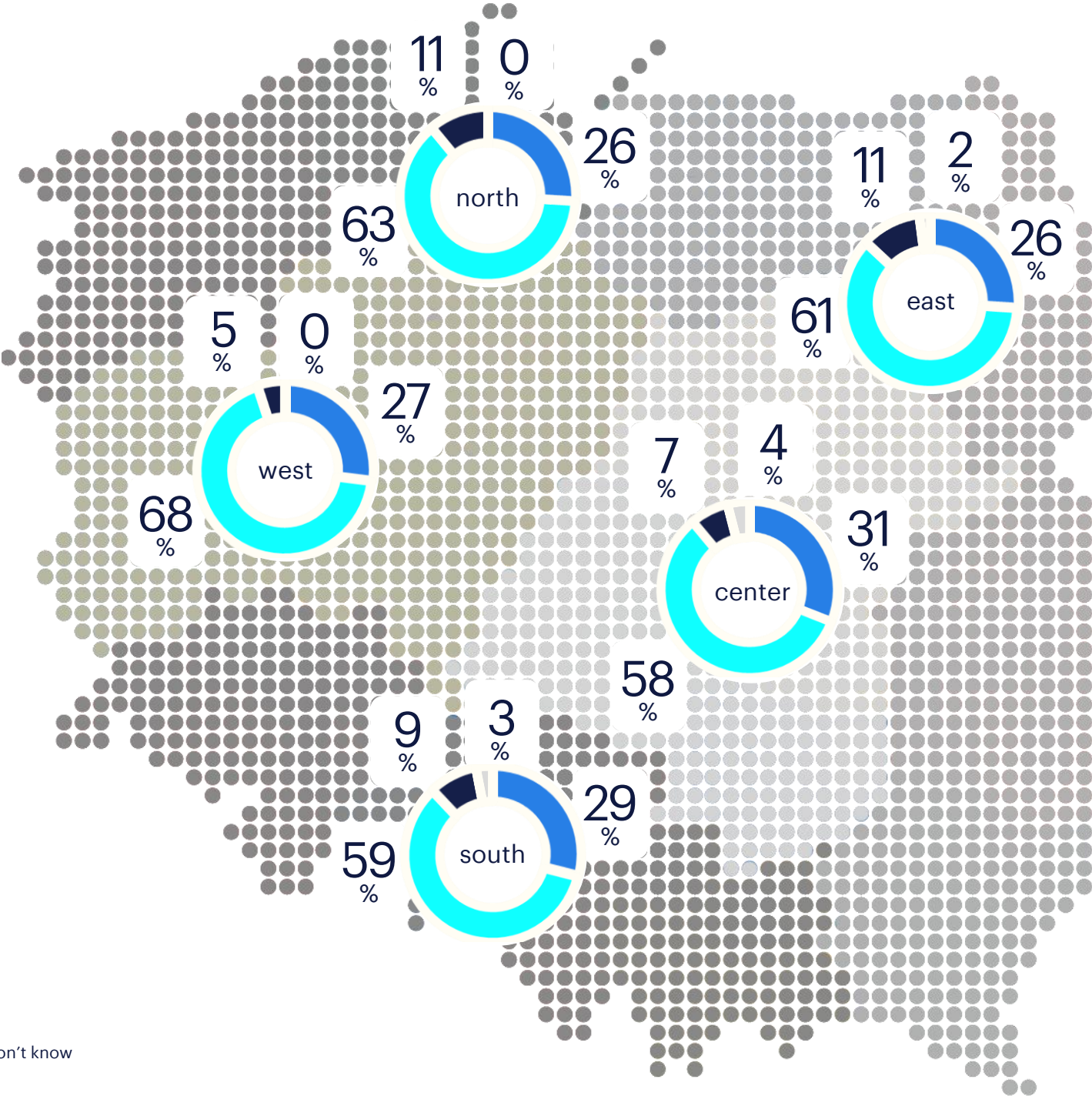
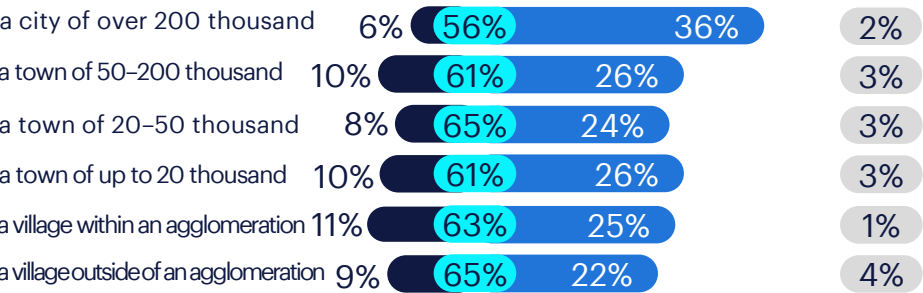


employment level change plans for the first half of 2025.

employment level changes per sector.

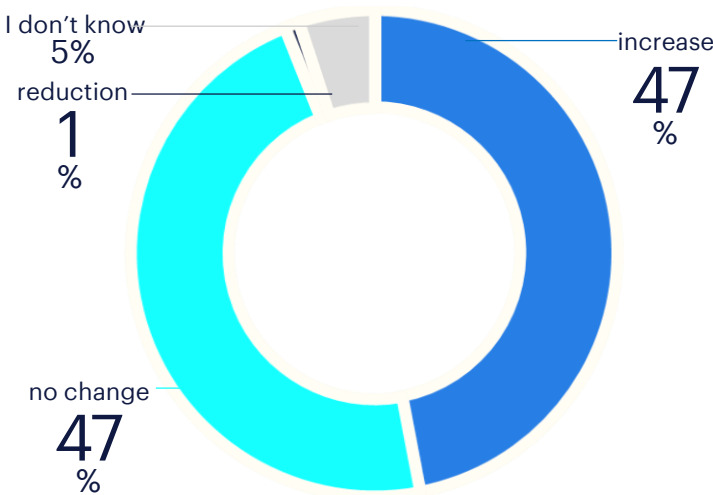


employment level changes per location type.

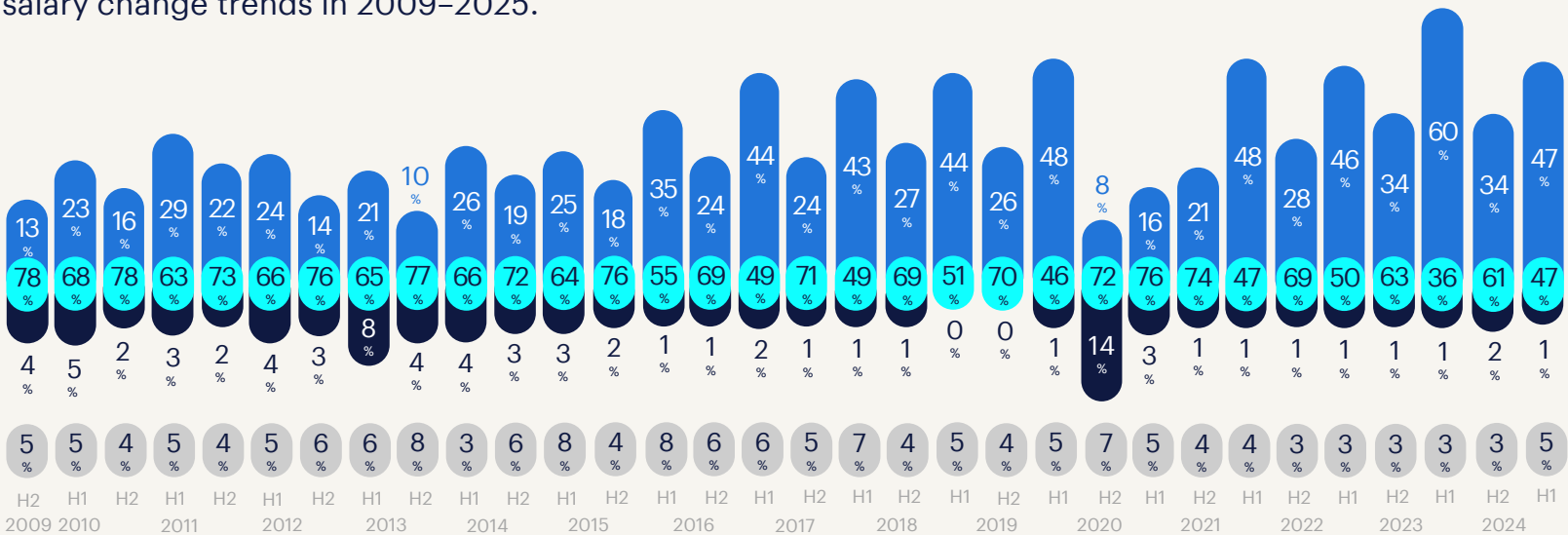


planned changes in salary levels in the first half of 2025.

The economic slowdown is influencing more limited plans for salary increases this year, while at the same time salary increases are less often motivated by increases in the minimum wage than in previous years, although still more than half of companies have people with this level of pay in their teams. Increases in the minimum wage are less likely to be compensated by companies with price increases and more likely to be compensated by reduced recruitment.



salary change trends in 2009–2025.



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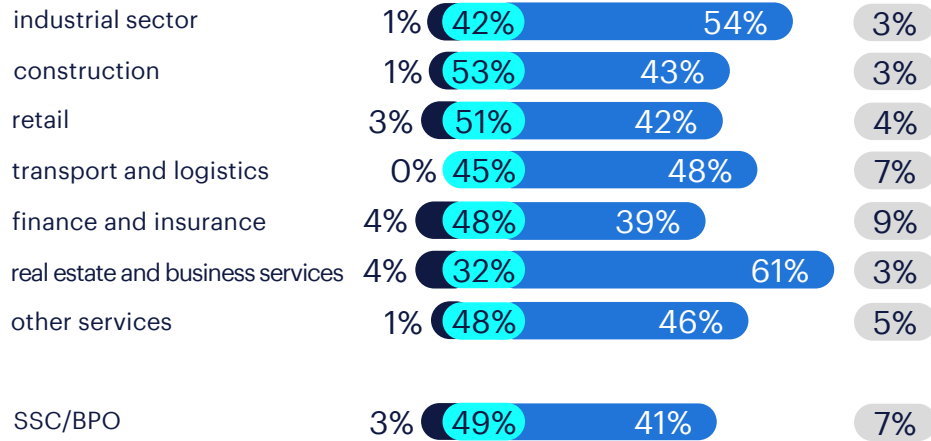


legend:
 ● pay reduction ● no change ● growth ● I don't know

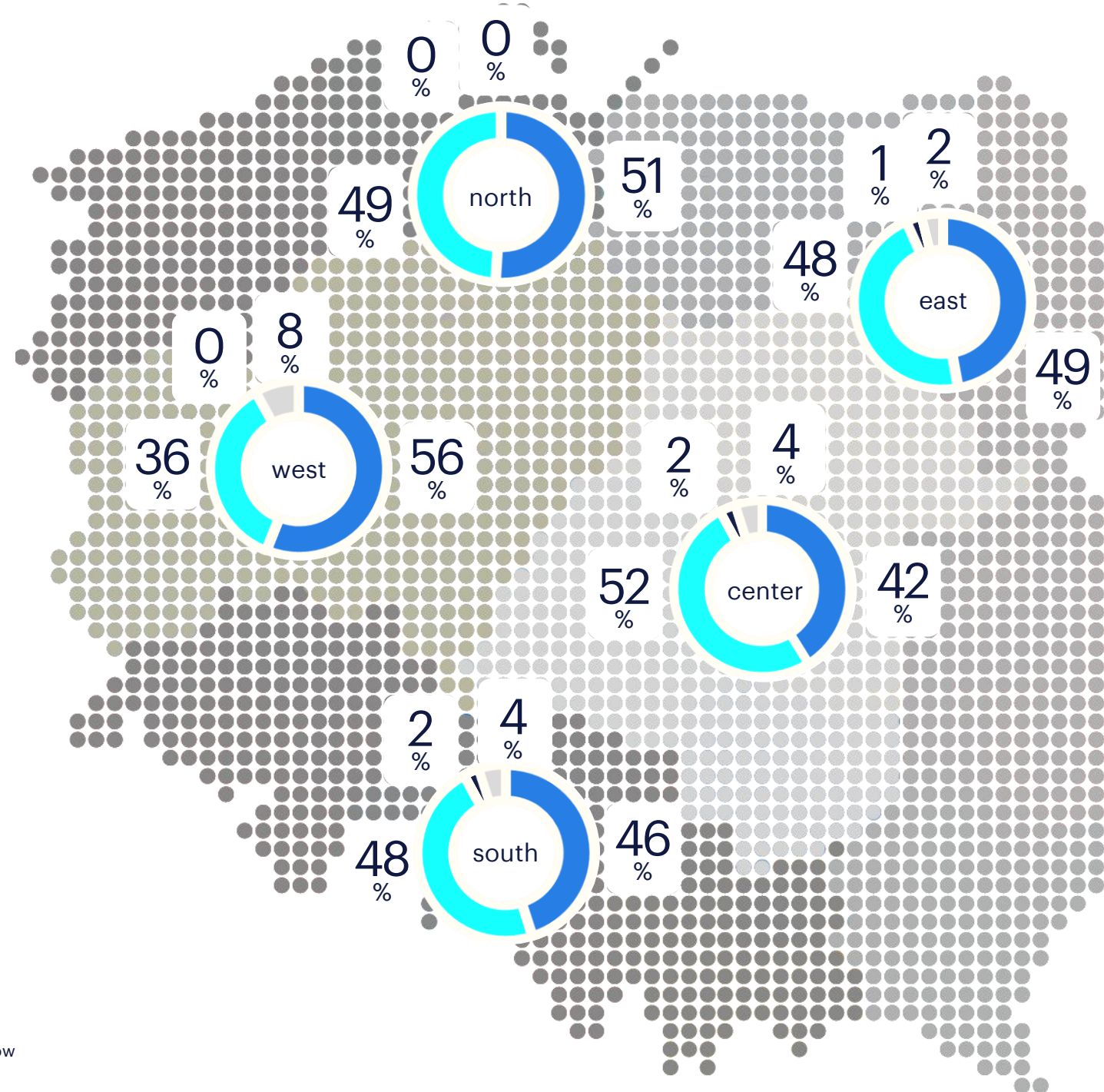
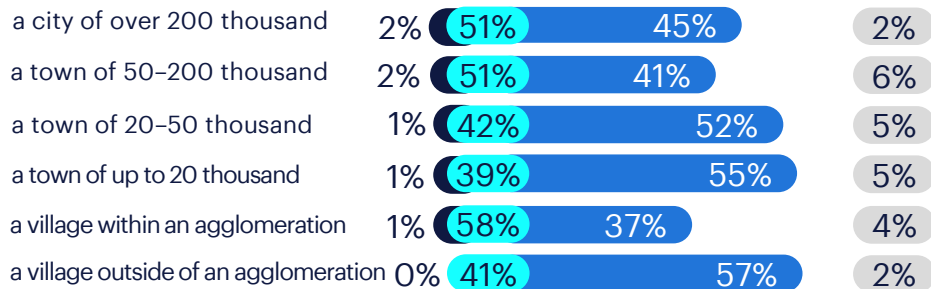


planned changes in salary levels in the first half of 2025.

changes in salary levels per sector.



changes in salary levels per location type.



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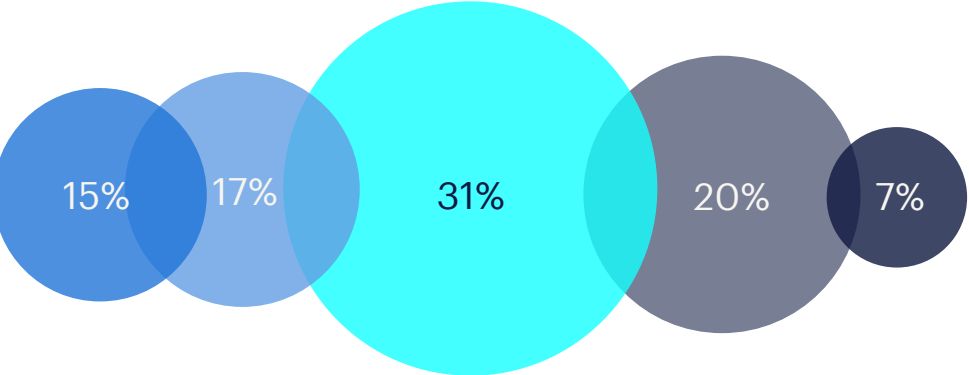


legend:
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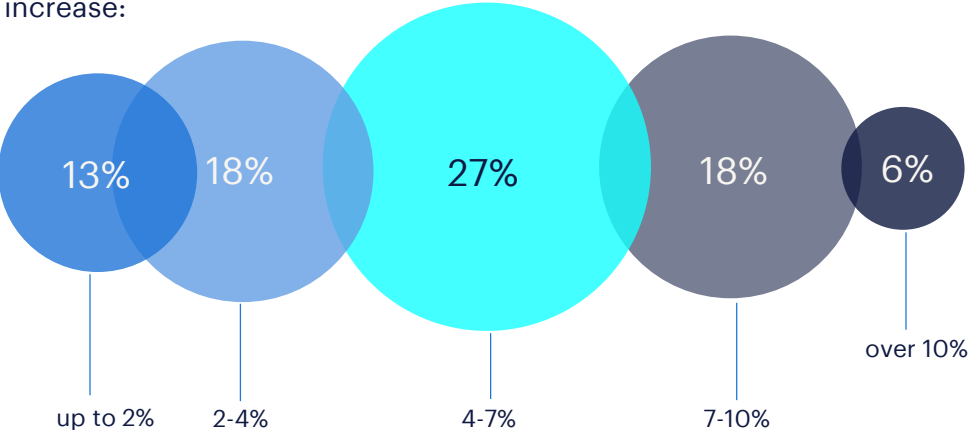
pay increase levels in the first half of 2025.

salary increase level.

■ including the minimum wage increase:

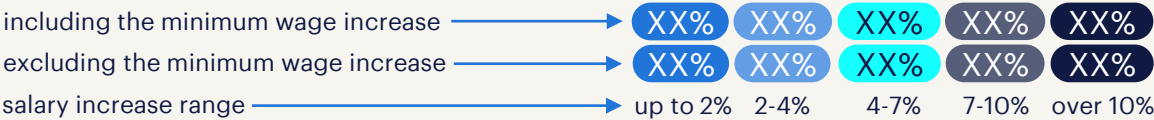


■ excluding the impact of the minimum wage increase:



Compared to the recent years, the percentage increase of remuneration will be slightly lower – it more often oscillates between 4-7%, less often between 7-10%. The salary increases not resulting from the minimum wage increase will be lower.

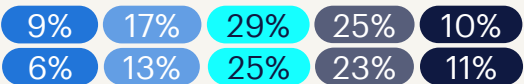
sector review.



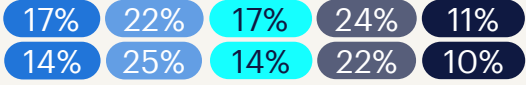
industrial sector



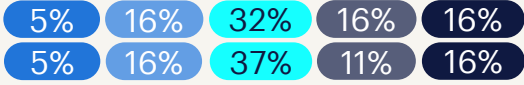
construction



retail



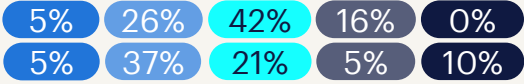
transport and logistics



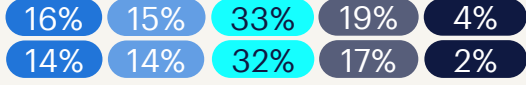
finance and insurance



real estate and business services



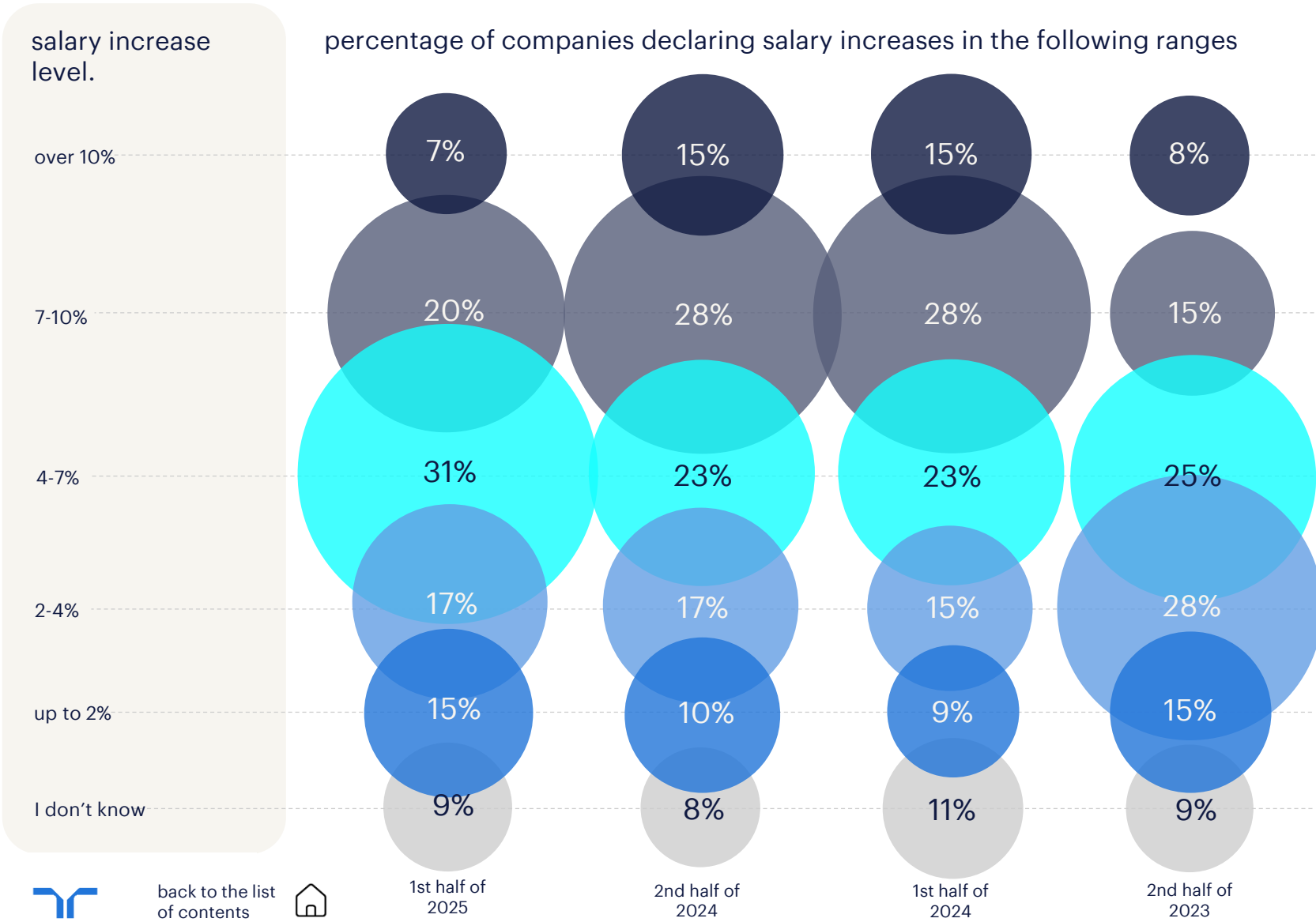
other services



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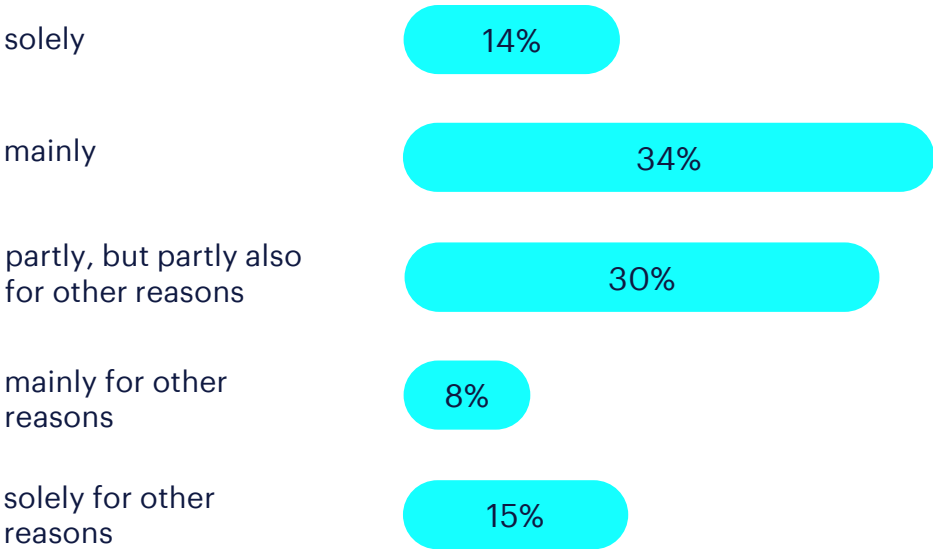
pay increase levels in the first half of 2025.



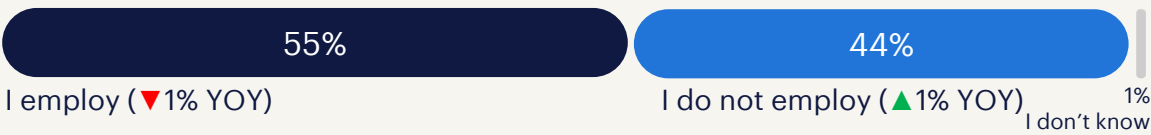
minimum wage and salary increases.

While there is no change in the significant number of companies that have minimum wage earners on their teams, they increasingly make up more than half of the workforce. Dynamic increases in the minimum wage in recent years have brought this level of compensation to a wider range of workers.

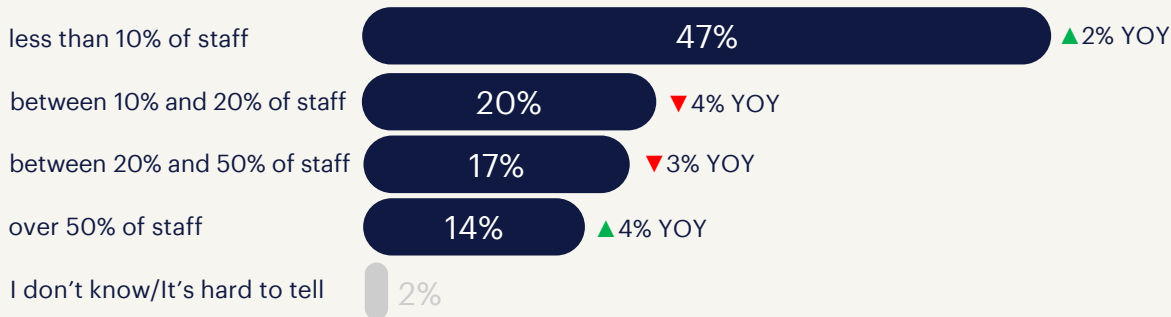
minimum wage increase as the reason for raises.



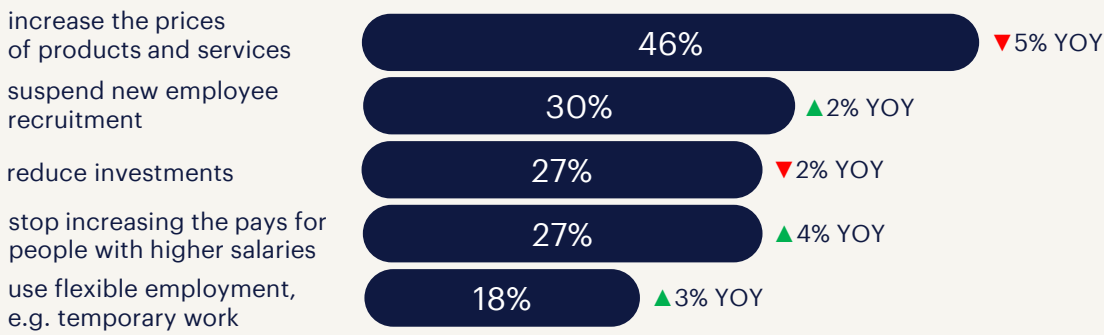
percentage of companies which employ people for minimum wage.



employees who receive the minimum wage constitute...

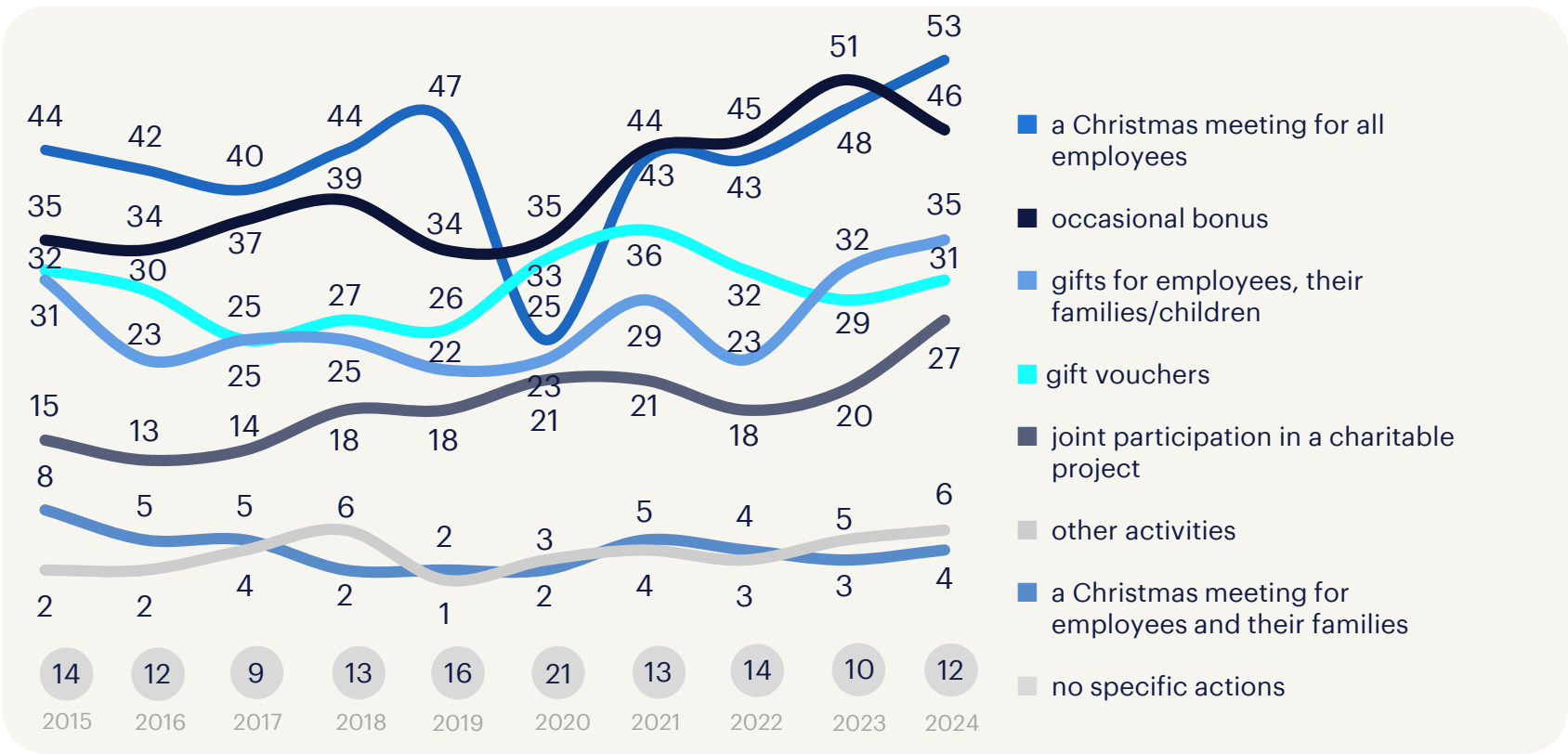


in relation to the minimum wage increase, the companies intend to...



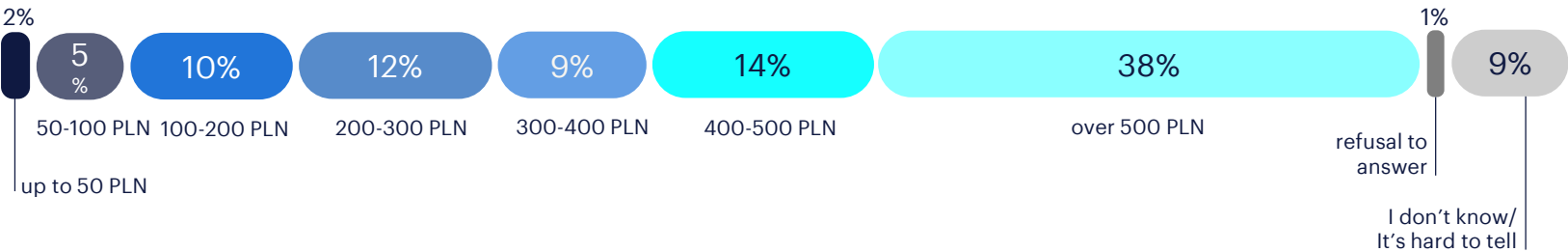
employers for employees for the holidays.

The condition of companies may influence employers to choose fewer initiatives in connection with the holidays and more often opt for meetings for employees, which they combine holiday celebration with integration of teams. The share of companies which engage along with the employees in charity campaigns in the holiday period is significantly increasing. Also the value of the initiatives per citizen has increased. It exceeds 500 PLN in 4 out of 10 companies.

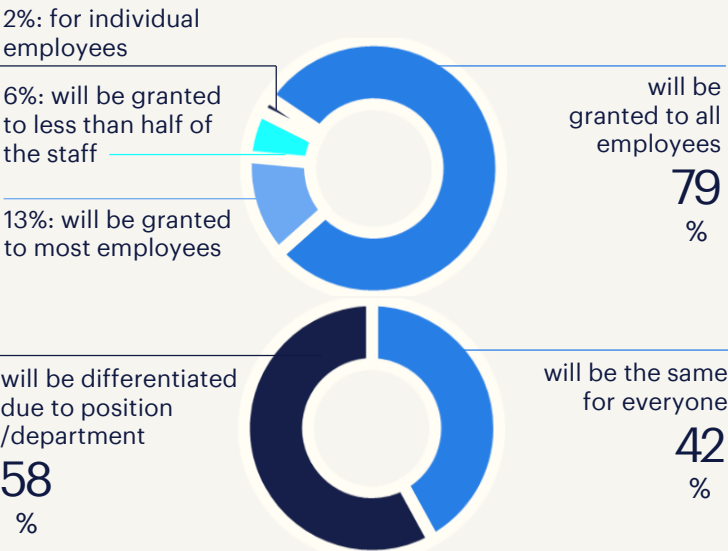


employers for employees for the holidays

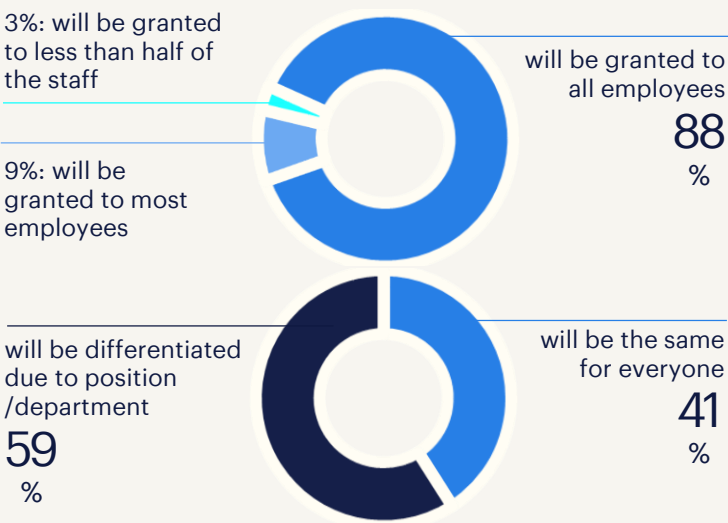
value of all Christmas initiatives per one employee.



Christmas bonuses:



gift vouchers:



randstad research institute publications.

niedobór talentów.
wyzwania i rozwiązania:
AI i wyrównywanie szans.



partner for talent.

NEW Artificial intelligence carries the promise of increased efficiency at work, but only if its benefits are distributed equitably. There is clearly a growing demand for AI skills, compounding the skills gap, and meanwhile, access to AI training and development opportunities is becoming uneven. In our report we analyze such issues from the perspective of gender, generations, as well as people with disabilities. Analyses show that bridging the gaps through equal access to AI and appropriate training can ultimately help solve the talent shortage.

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work
monitor



Discover the most important data about the labor market in Poland: ■ the percentage of employees who are afraid of losing their job increased by 2%; 61% of respondents believe that the risk of losing their jobs is negligible or none at all ■ turnover at companies remains constant at 18% – that's how many respondents have changed employers in the last 6 months ■ in this group, 44% of respondents changed jobs, receiving better career prospects, and 42% decided to do so because of higher pay at the new employer ■ 38% of respondents decided to make a career change due to dissatisfaction with their current employer; lower levels of professional satisfaction are recorded in the construction, trade and industry sectors ■ only 41% of respondents do not plan to change careers at all, the lowest result since the survey began; 10% of respondents are actively looking for a new job, and 49% are browsing through offers ■ more than half of respondents (59%) get to work by car; nearly a quarter (24%) use public transportation, while 21% commute by bicycle employees particularly value the availability of free parking and public transportation stations near the location of the workplace

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Coal-fired power generation is projected to drop 68% by 2040. The phasing out of coal-based energy is one of the significant steps leading to zero-carbon, which European countries are now pursuing. In a world of geopolitical unrest, which is an additional motivating factor for energy transition, as well as many infrastructural challenges, renewable energy sources still present themselves as an opportunity to be exploited on many levels. Including those related to the labor market.

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kierunek Polska

pracownicy z zagranicy
na polskim rynku pracy



Today, the Polish labor market is becoming an increasingly attractive economic migration destination for the foreigners. However, successfully attracting foreign talent to an organization and gaining their loyalty inevitably involves the need to get to know this group of employees more closely and fully understand their needs and expectations. What helps employers in this endeavor is the "Direction Poland" survey completed by foreign employees of different nationalities employed in Poland by Randstad.

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