

employers' plans.

52nd edition: december 2025
randstad research institute

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survey methodology

The Randstad Employer Plans survey has been conducted since 2008 among [individuals directly responsible for personnel management and the recruitment of new employees within their companies](#). Interviews for this edition of the survey were conducted using the CATI method (Computer-Assisted Telephone Interviewing) by the Pollster Research Institute [between October 10 and October 28, 2025](#). A total of [1,000 company representatives participated in the study](#). The sample is representative in terms of sector, region, and company size (number of employees). Companies employing fewer than 10 people, HR agencies, and companies for which temporary employment agencies typically do not provide services (e.g., agriculture, mining) were excluded from the sample. The maximum sampling error for a sample of 1,000 respondents is +/- 3.1%.

pollster

the survey is conducted in collaboration with the Pollster Research Institute

sample by company size.

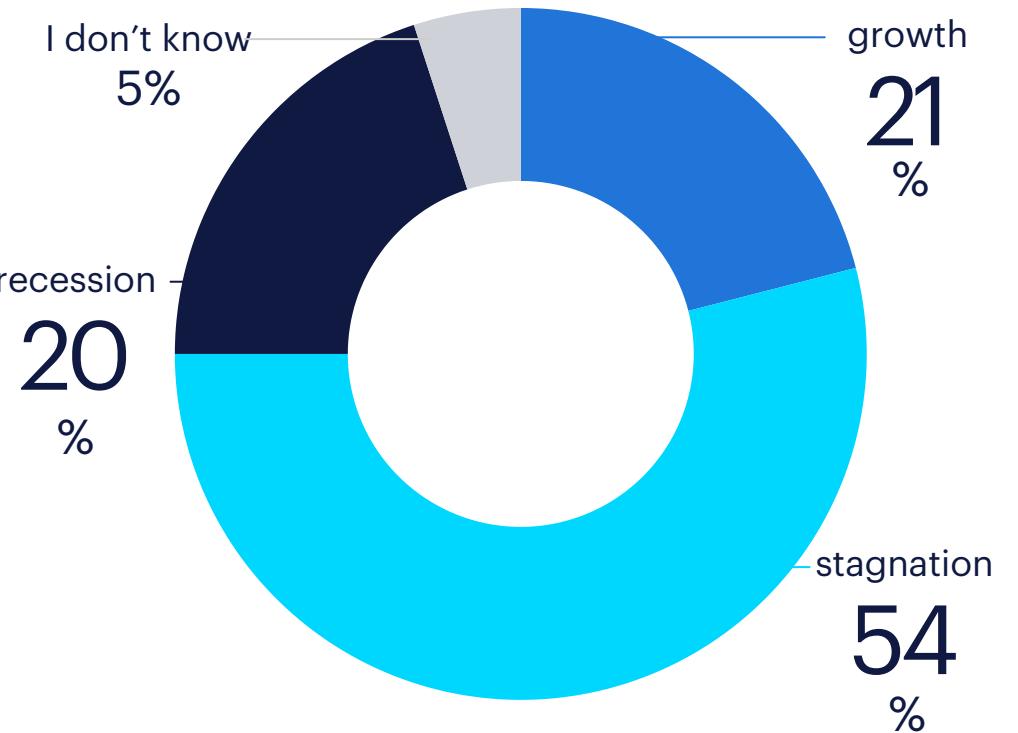


sample by sector.



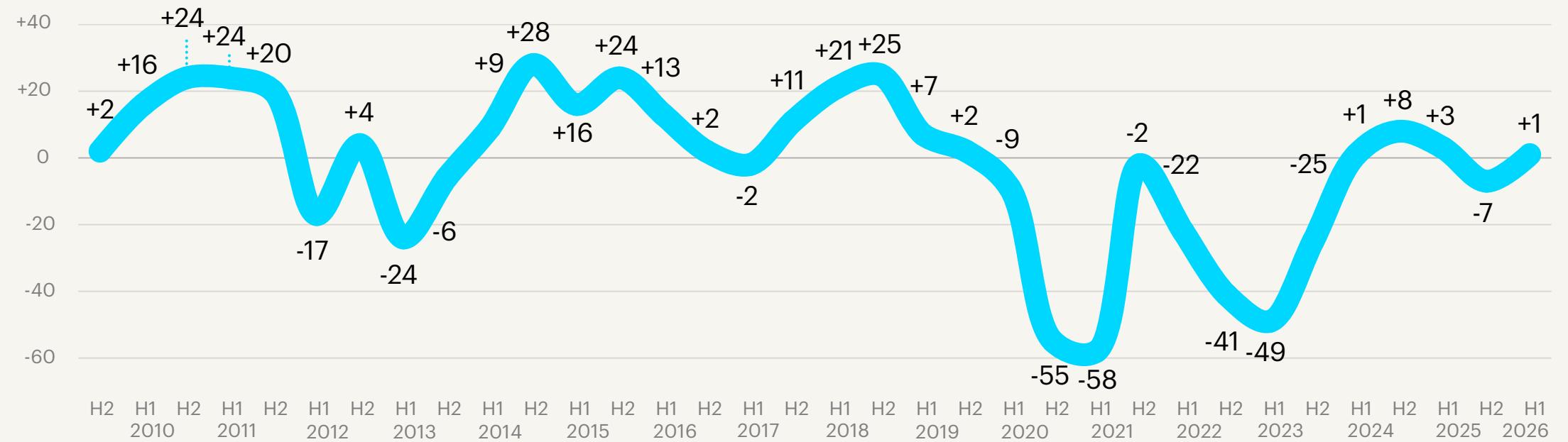
polish employers on the economic outlook for the country.

Polish employers' forecasts for the first half of 2026 are characterized by cautious stabilization. Economic stagnation remains the dominant scenario, anticipated by over half of the surveyed companies (54%). Better sentiment prevails in industry, construction, and the finance and insurance sector. Less optimism is evident in assessments of the logistics and services sectors.



economic situation in Poland – employer optimism index.

the difference between the percentage of respondents expecting economic growth in the next 6 months and the percentage expecting a recession.



polish employers on the economic outlook for the country.

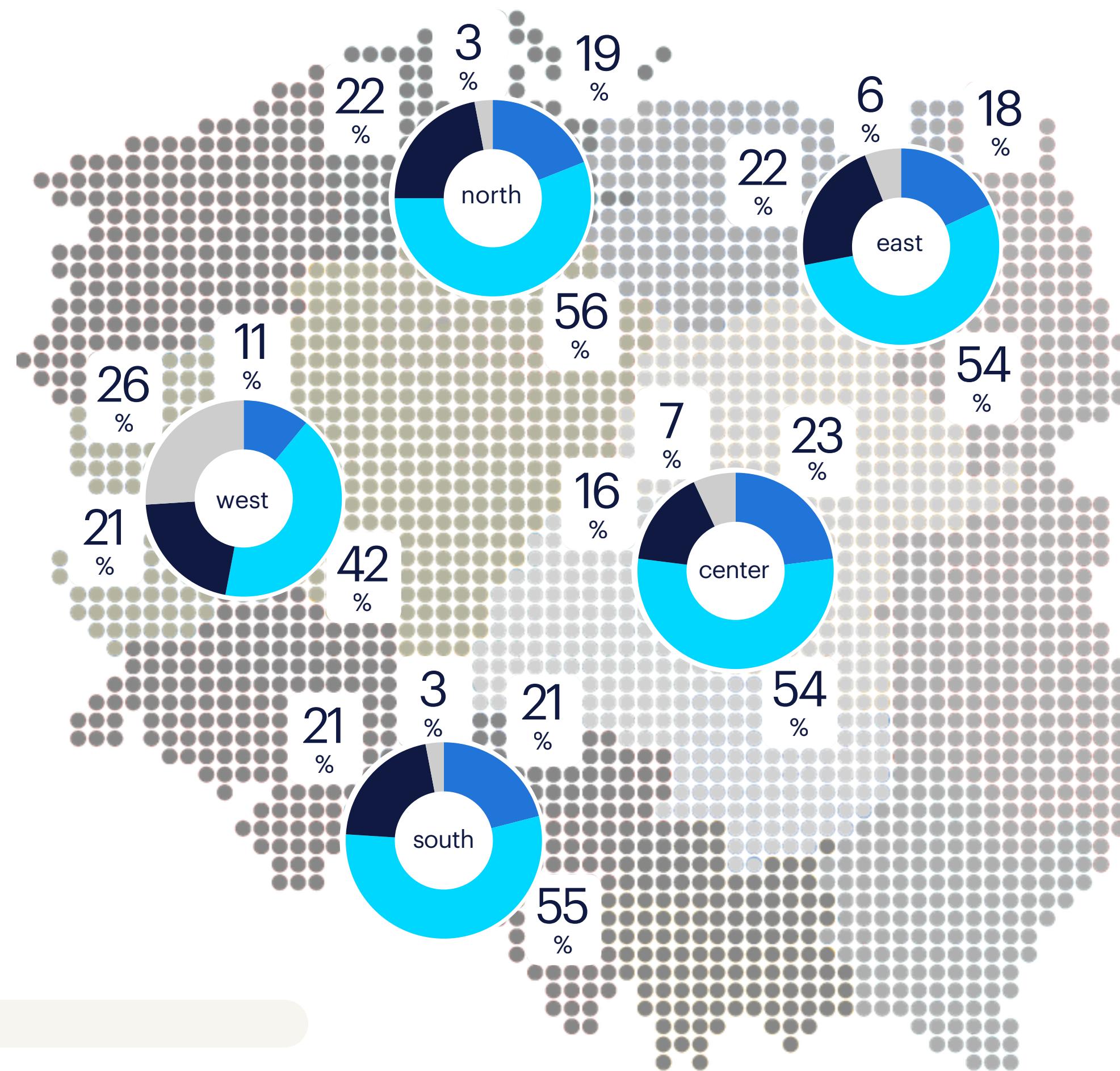
sectors



company size

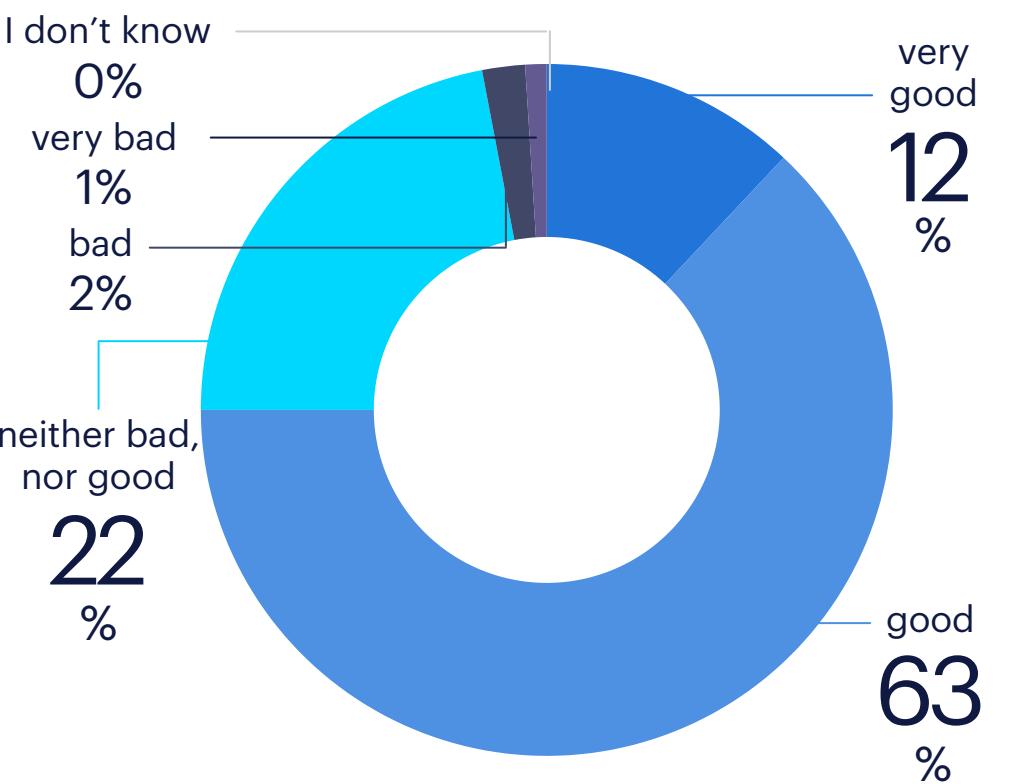


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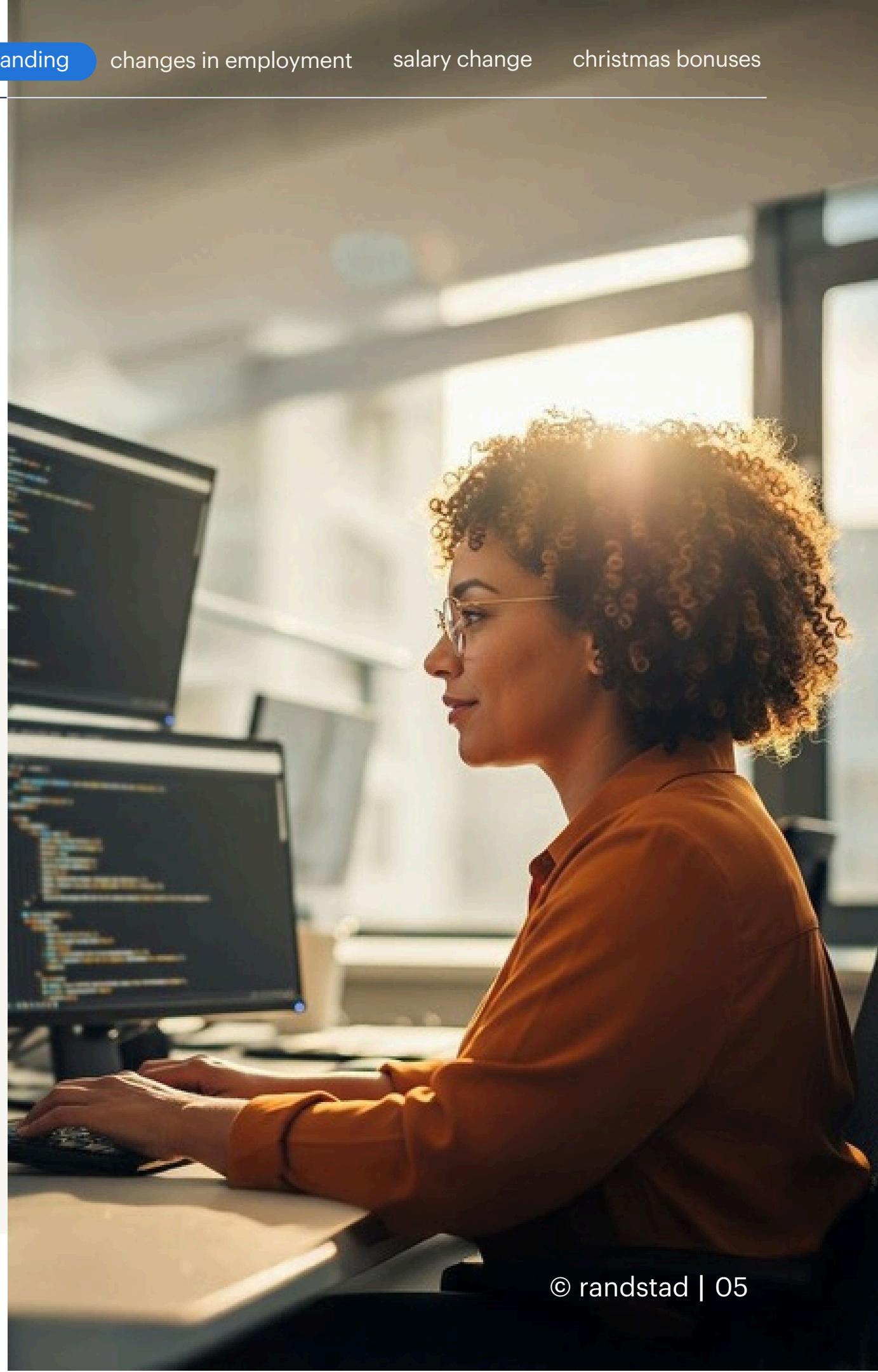
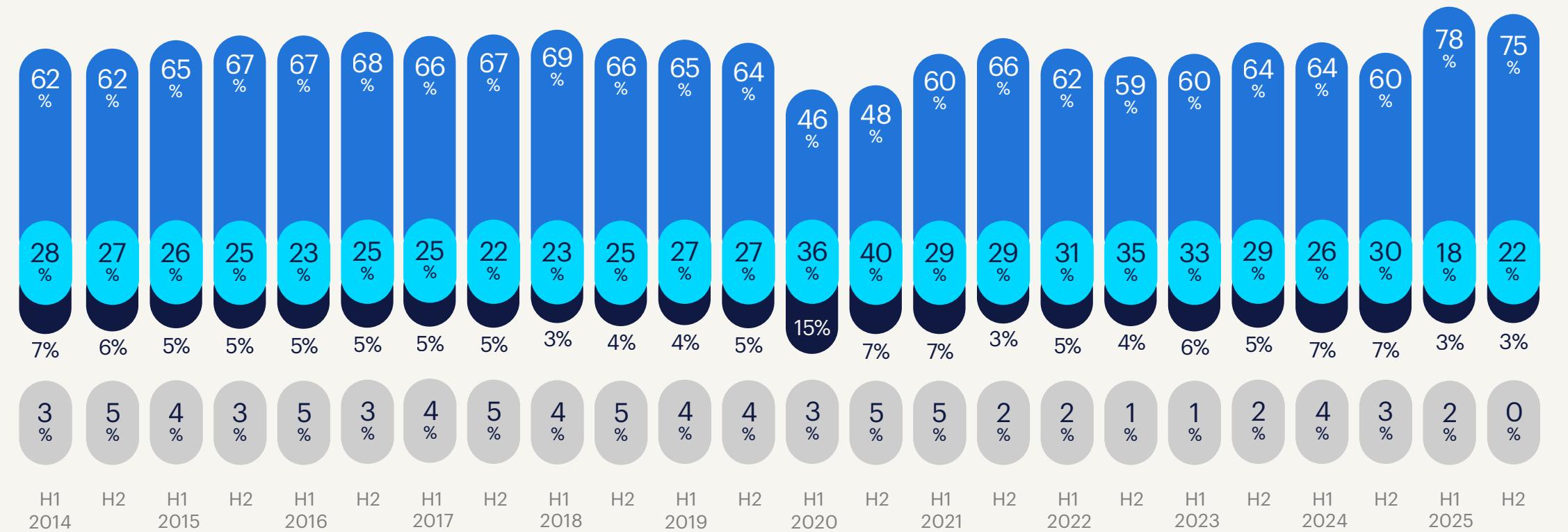


polish employers on the financial standing of companies.

Despite market challenges, the financial fundamentals of Polish enterprises remain strong. 75% of employers rate their current condition as good or very good, marking the continuation of a stable trend observed in recent years. Only 3% of companies indicate a poor or very poor financial situation, demonstrating the high resilience of businesses to economic fluctuations.

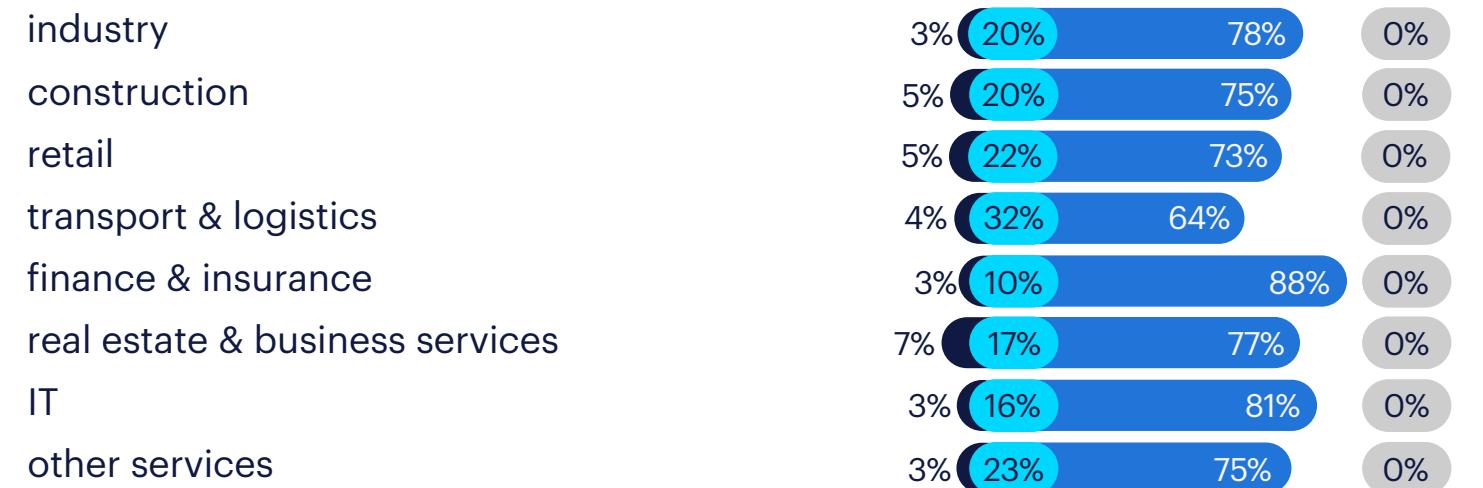


assessment of the current financial standing of companies in the years 2014–2025.



polish employers on the financial standing of companies.

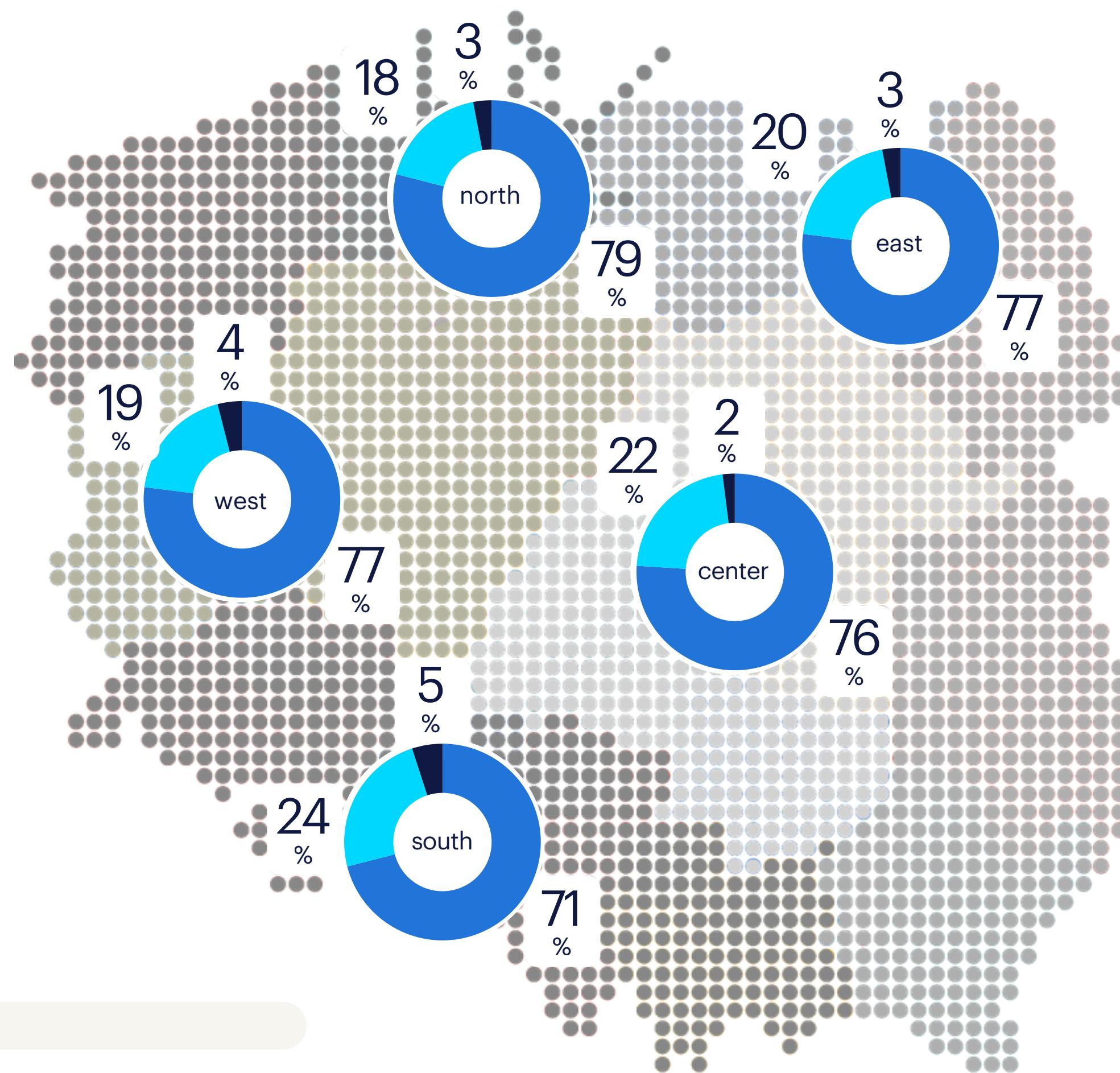
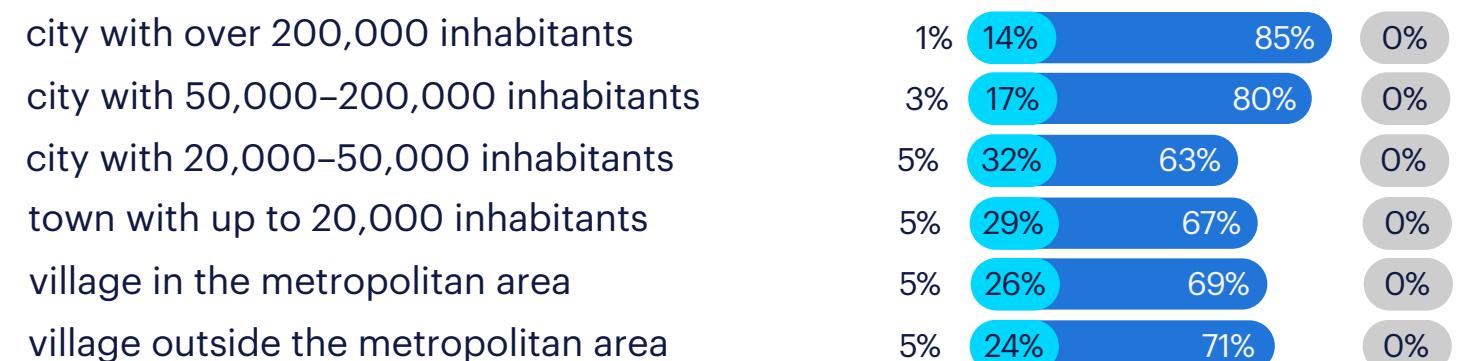
sectors



company size

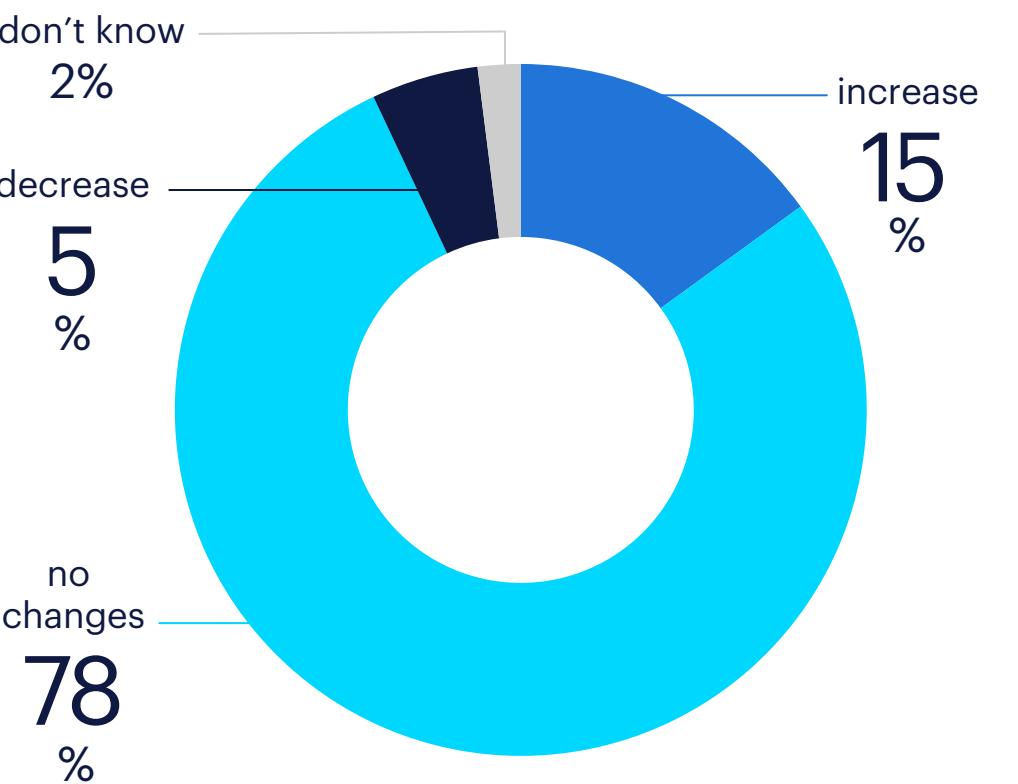


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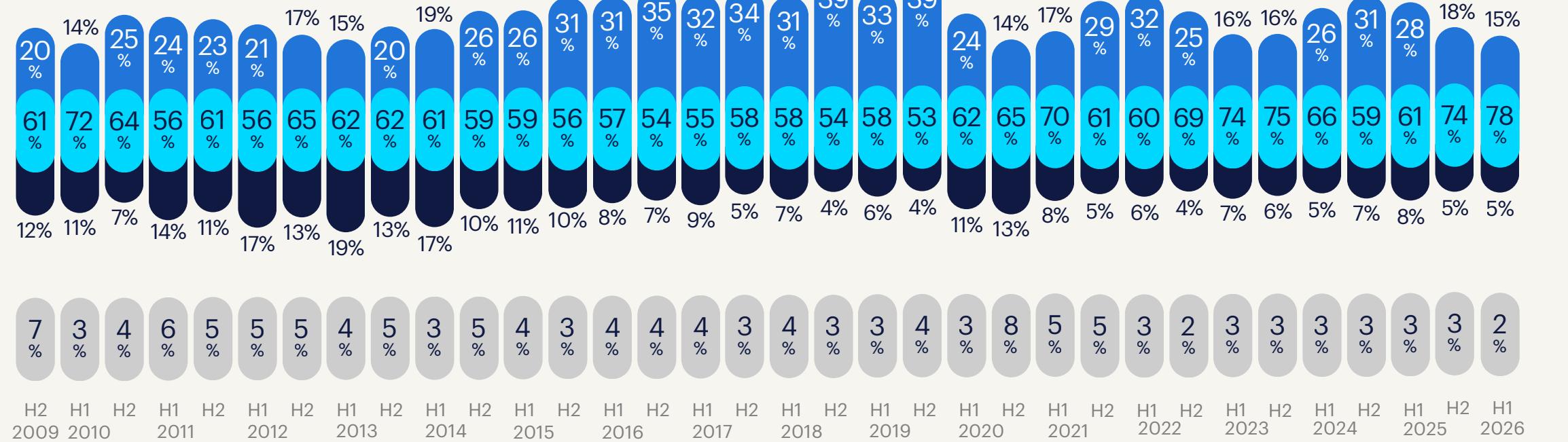


employment change plans in the first half of 2026.

The labor market is currently in a phase of stabilization and resource retention. The vast majority of employers (78%) do not plan any changes to headcount in the coming six months. Hiring momentum has clearly slowed – only 15% of companies declare an increase in employment, which is one of the lowest results in the survey's history; however, the marginal percentage of planned job cuts (5%) remains an optimistic signal.

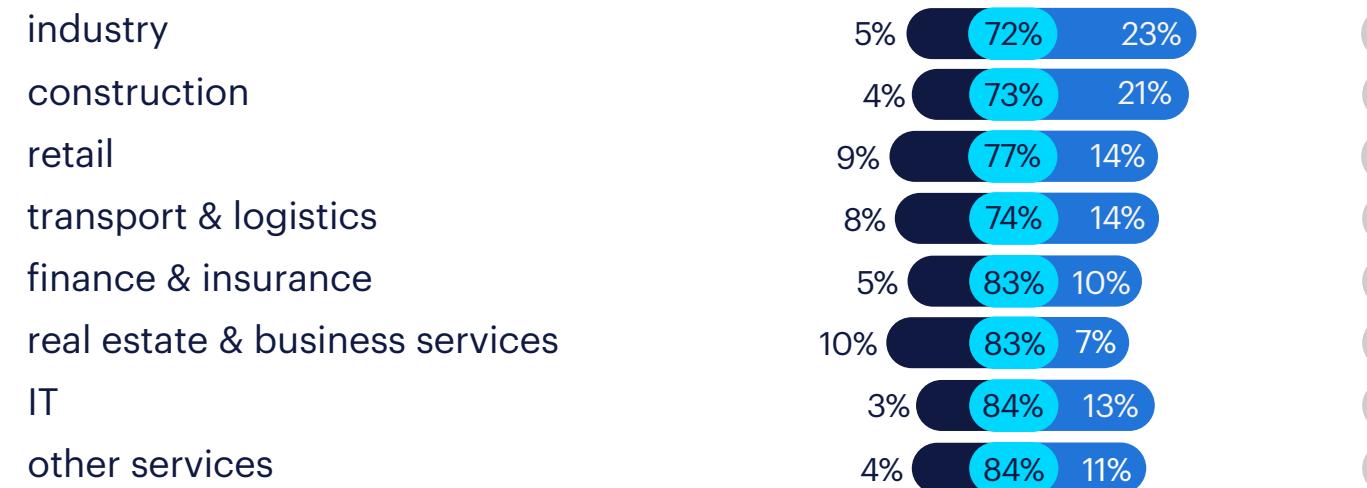


trends in employment levels in the years 2009–2026.



employment change plans in the first half of 2026.

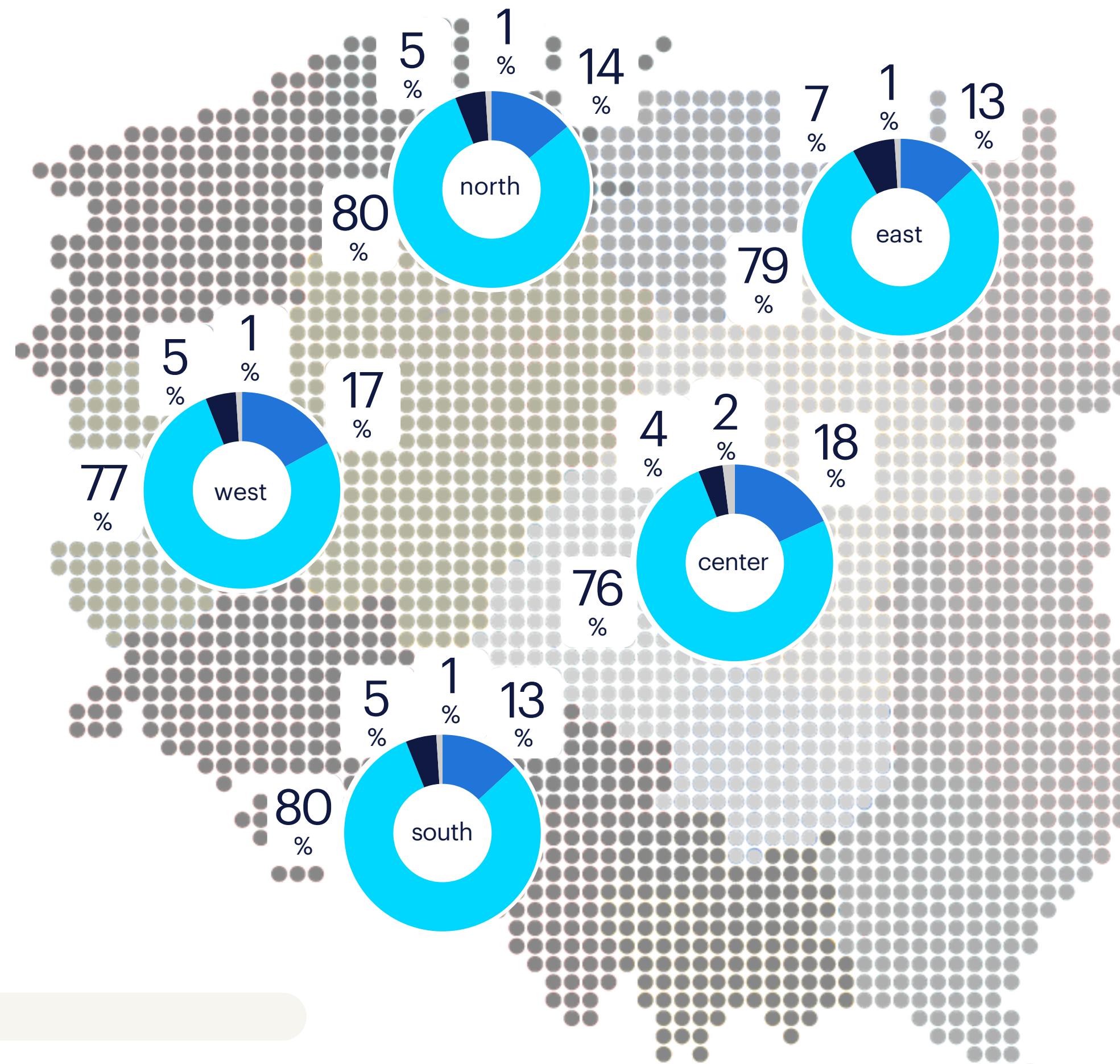
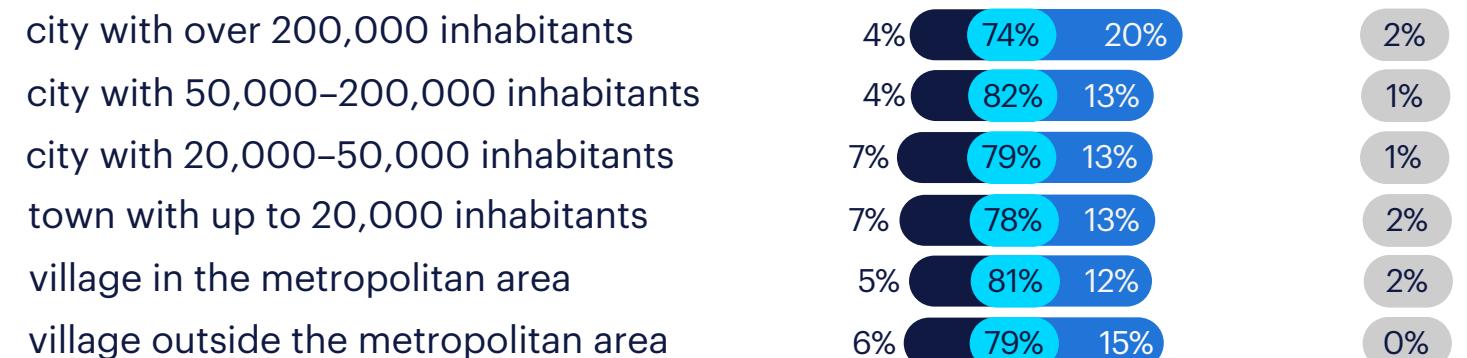
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company size

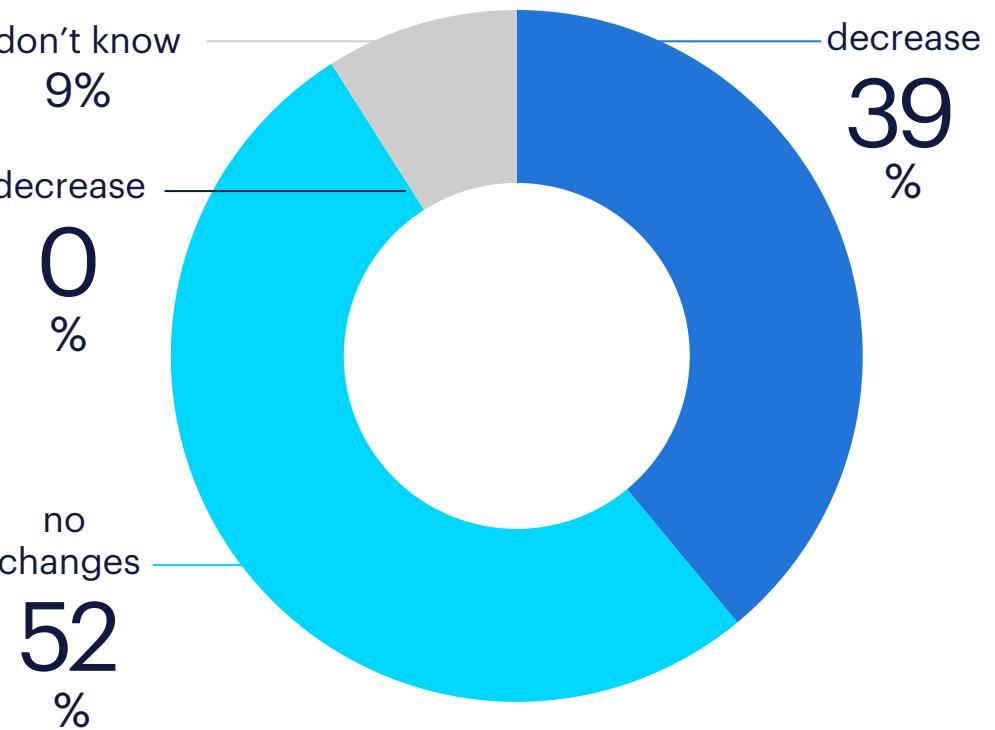


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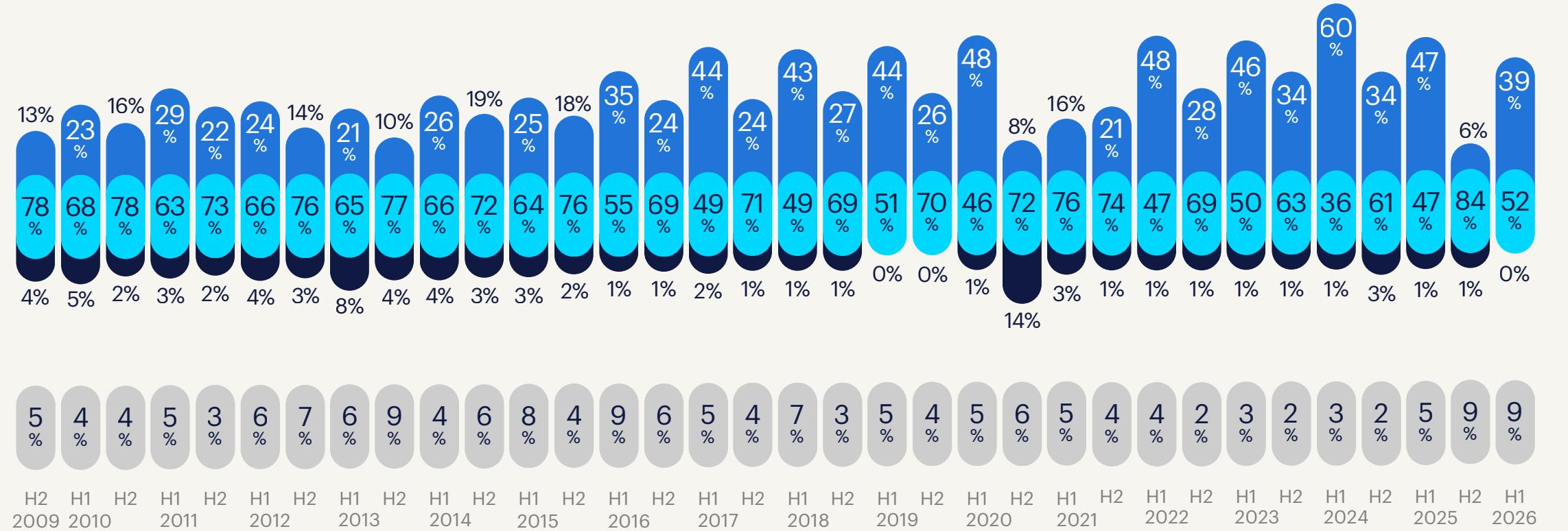


plans for salary changes in the first half of 2026.

Wage pressure is noticeably easing, giving way to a policy of maintaining the status quo. For the first time in a long period, the percentage of companies planning raises during the customary New Year salary review period has dropped below 40% (standing at 39%), while more than half of employers (52%) intend to keep salaries unchanged. Planned salary increases will generally be cautious and will rarely exceed the inflation rate.

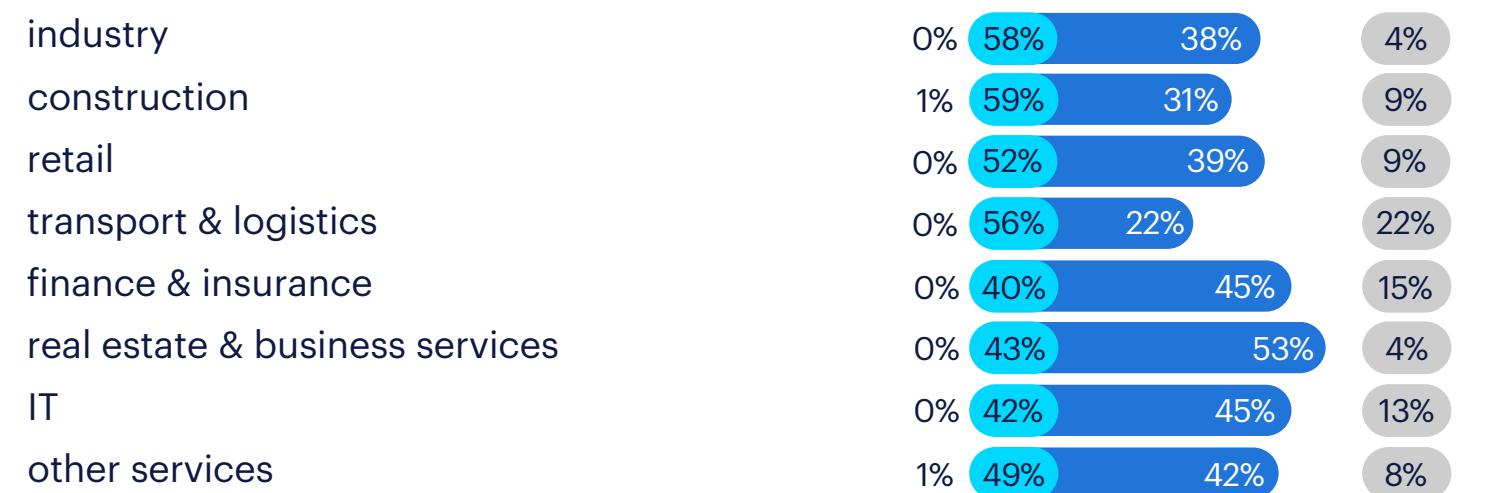


trends in salary changes in the years 2009–2026.



plans for salary changes in the first half of 2026.

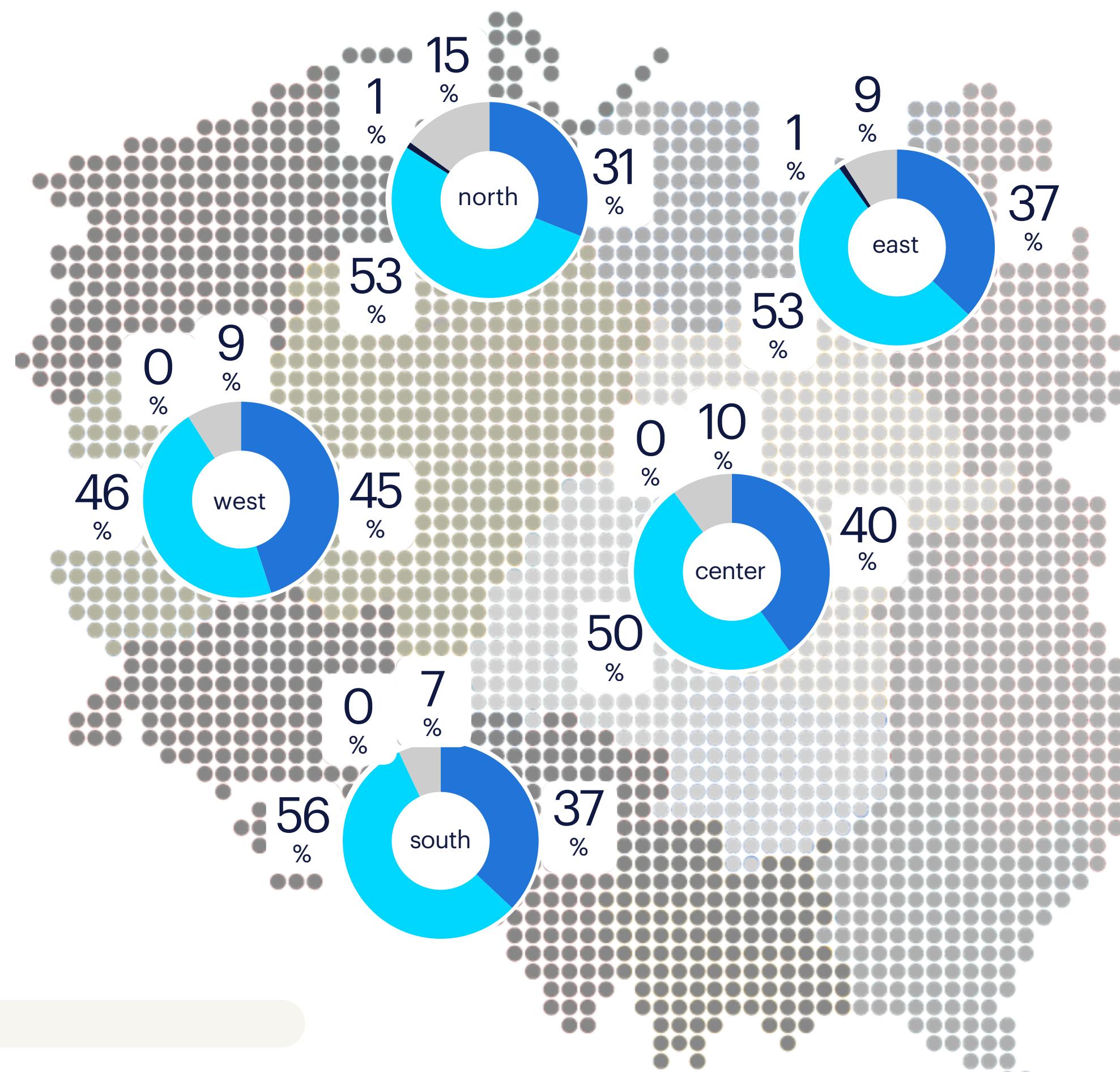
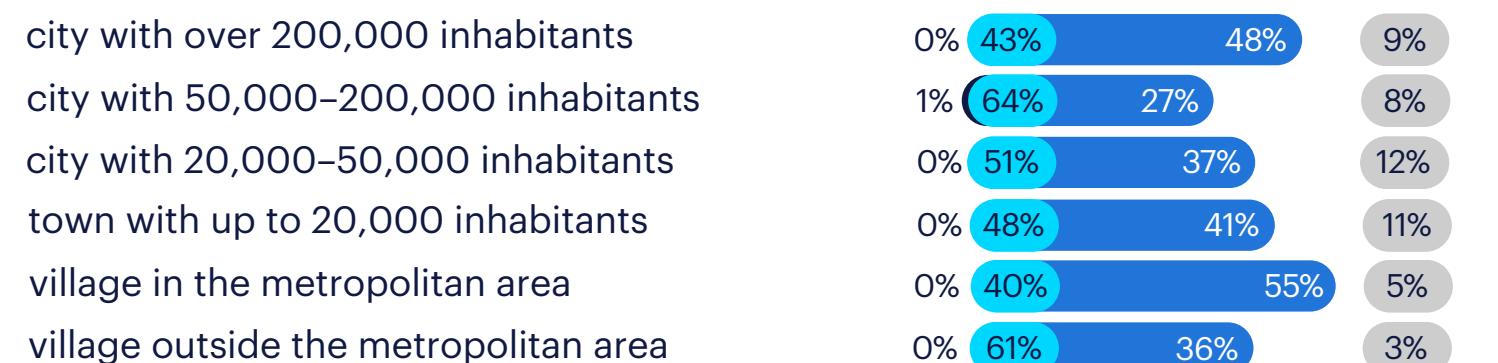
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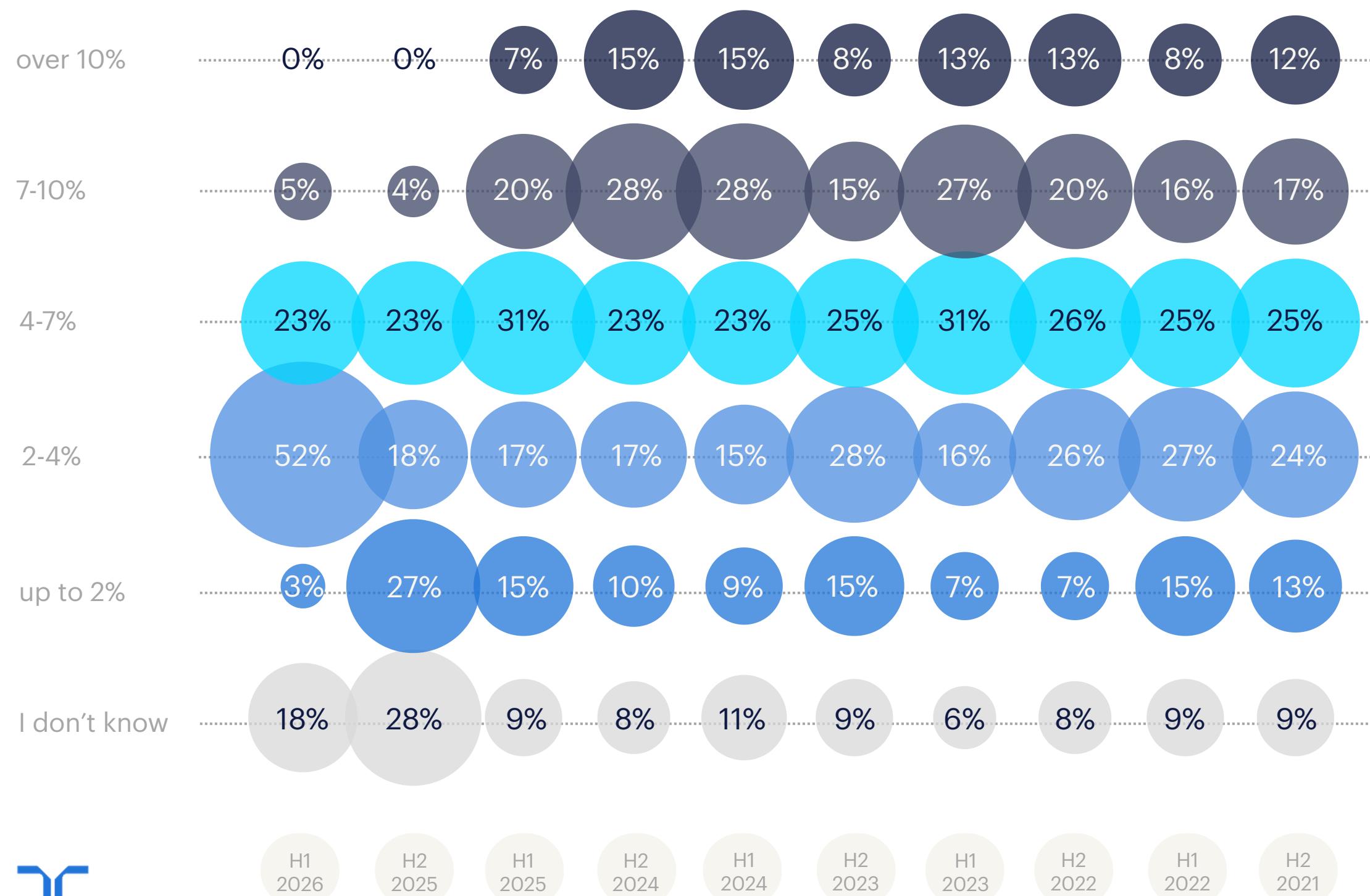


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plans for salary changes in the first half of 2026.

salary increase percentage of companies declaring salary increases in the following ranges: level:

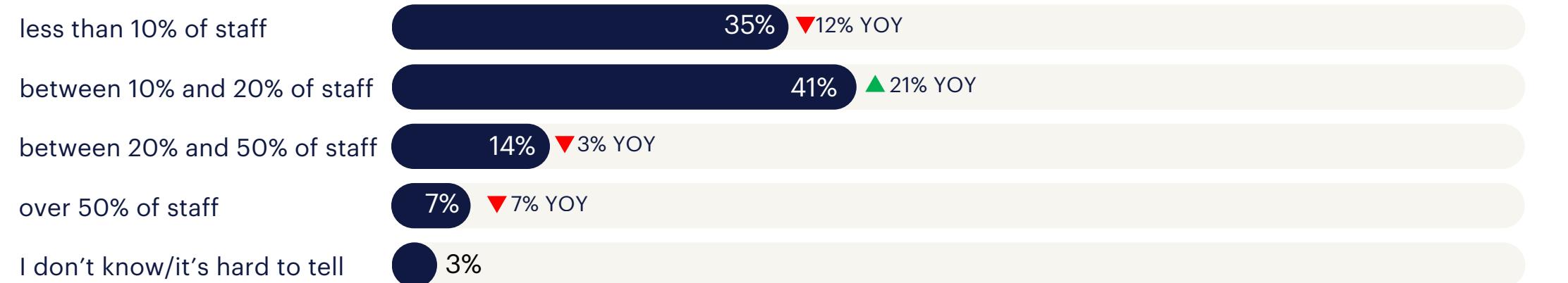


minimum wage and salary increases.

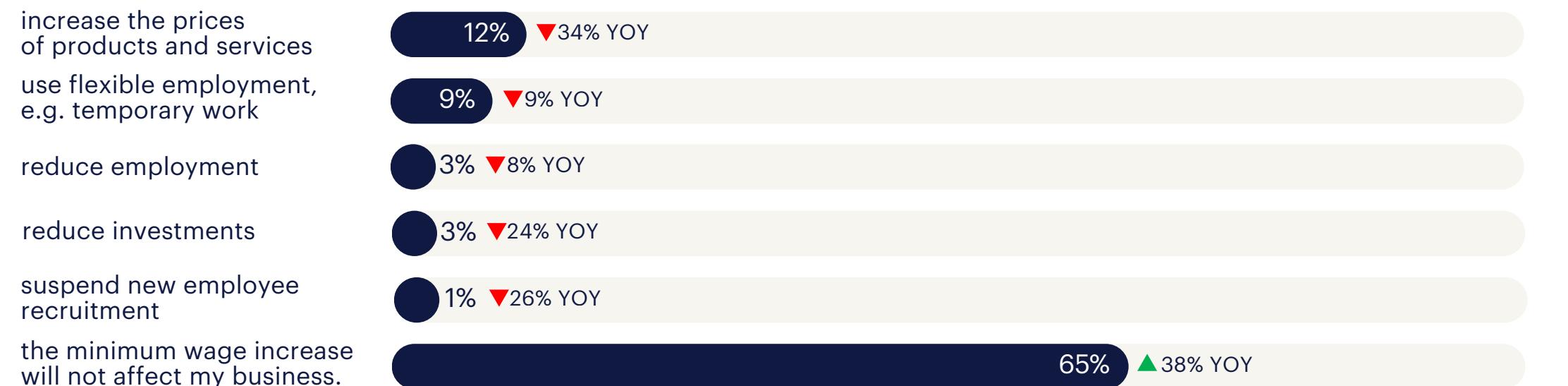
percentage of companies which employ people for minimum wage



employees who receive the minimum wage constitute...



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



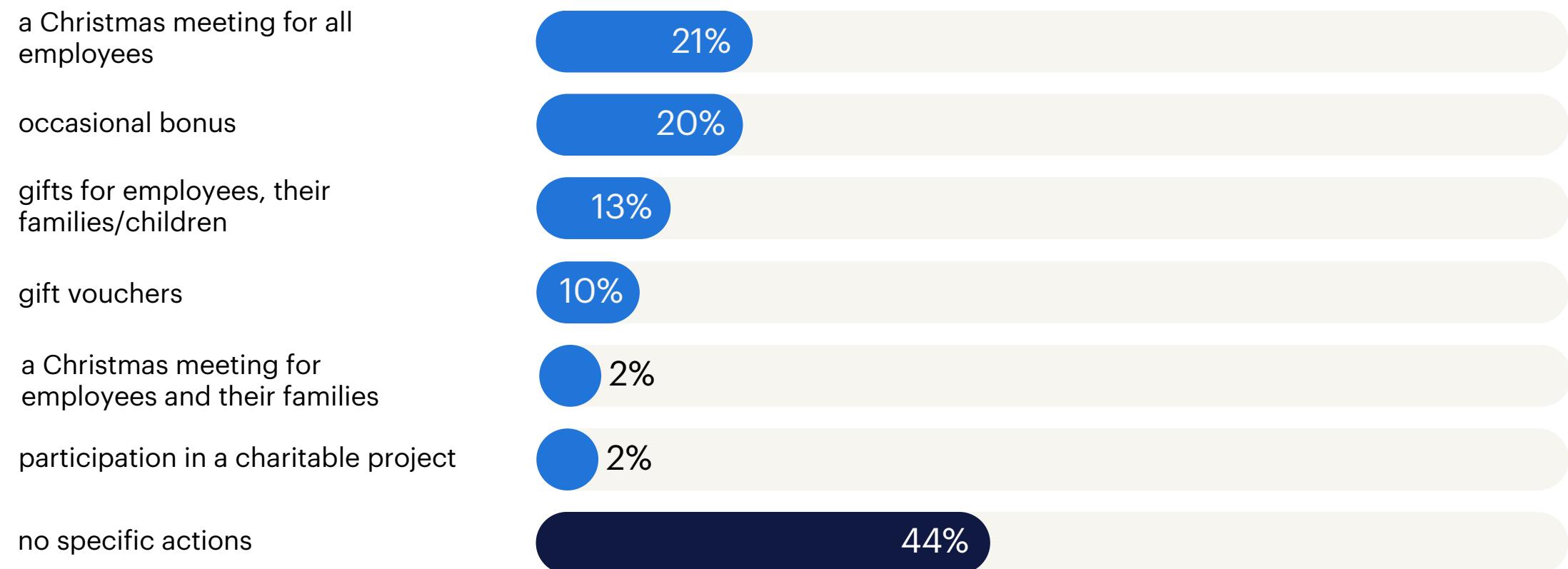


seasonal bonuses: employers for employees on christmas.

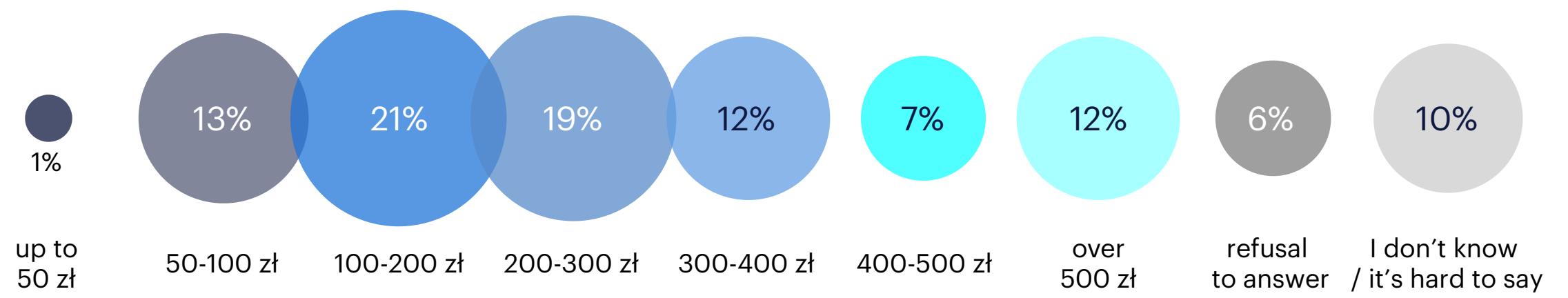
This year's corporate approach to Christmas benefits is characterized by restraint. Nearly half of employers (44%) do not plan any additional Christmas initiatives. Among companies planning to celebrate the season, Christmas parties and seasonal bonuses remain the most popular forms of team appreciation, though the budgets allocated for these purposes are, in most cases, moderate.

seasonal bonuses: employers for employees on christmas.

what seasonal initiatives are employers planning?



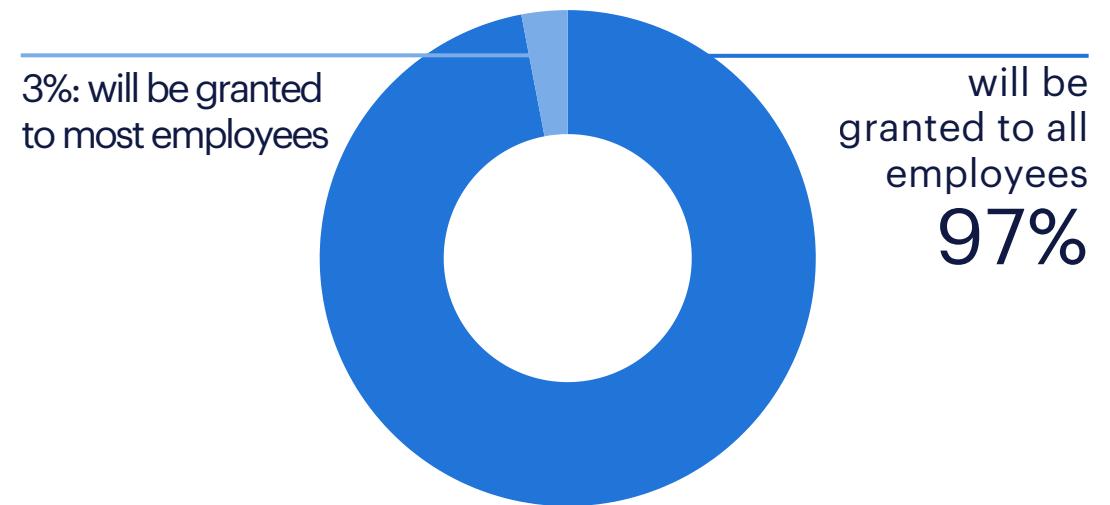
How much do employers intend to allocate per employee for Christmas initiatives?



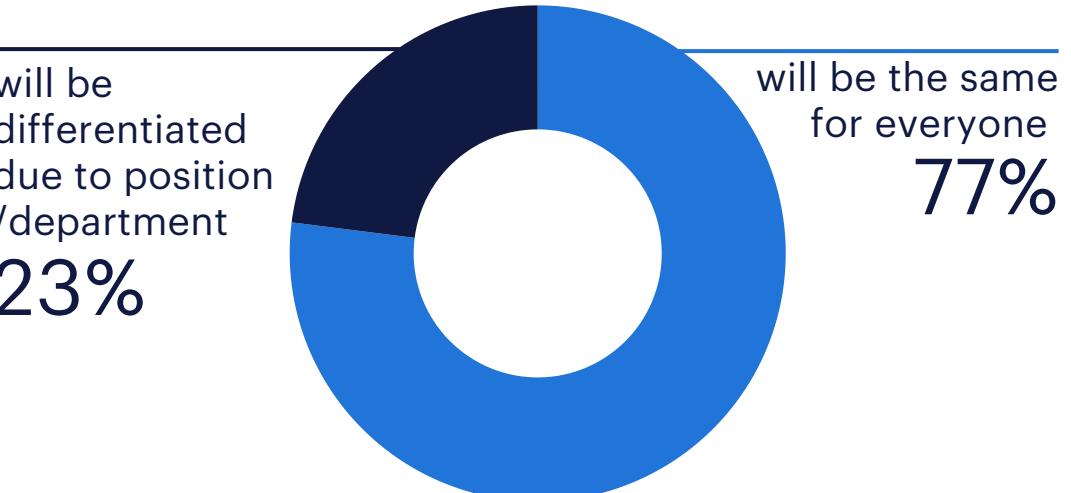
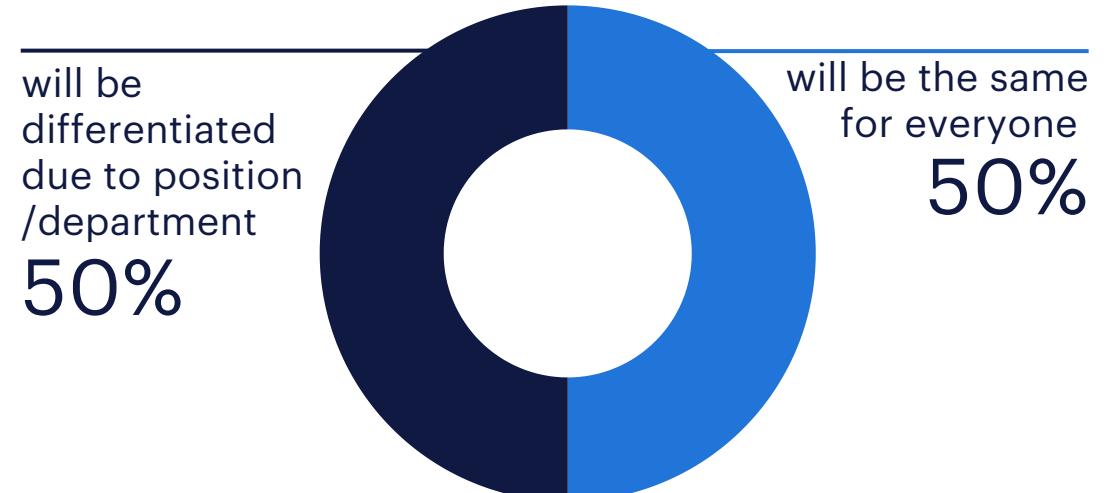
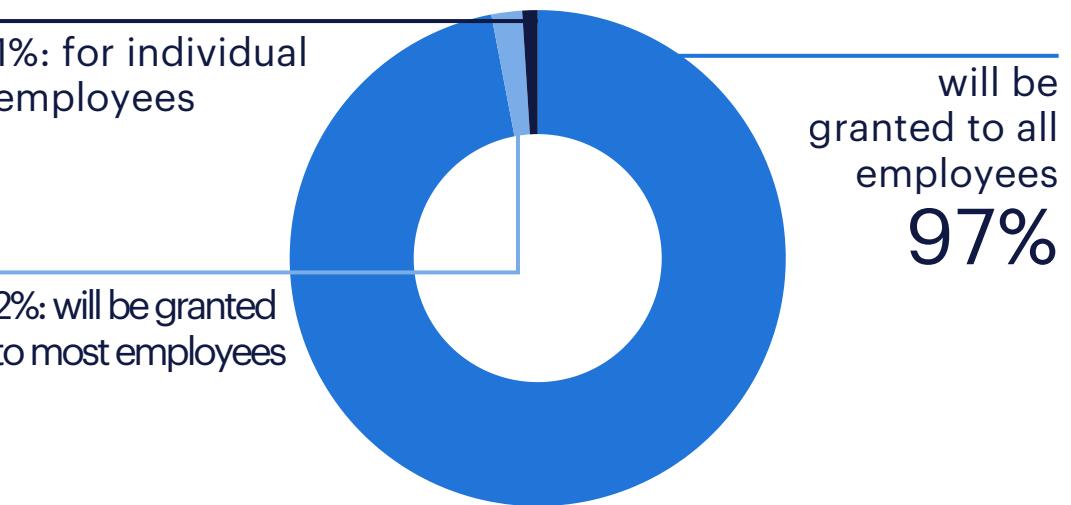
seasonal bonuses: employers for employees on christmas.

who will receive Christmas bonuses and gift vouchers? will their value vary?

occasional bonus



gift voucher

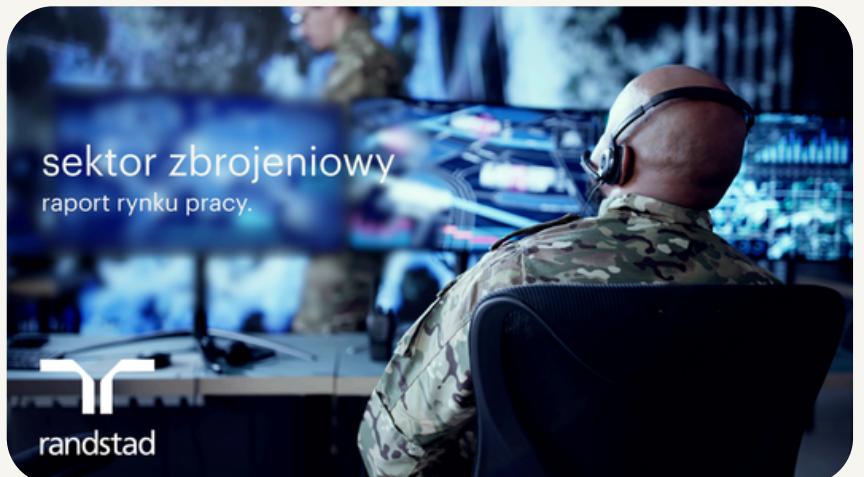


randstad research institute publications.



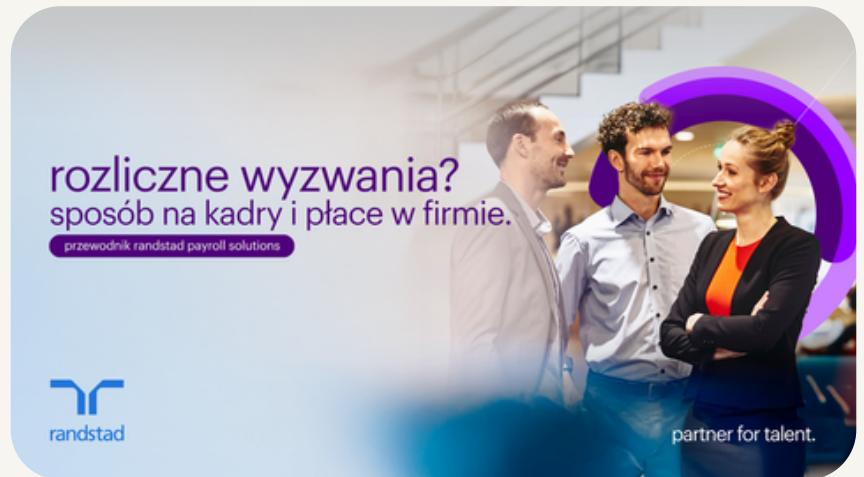
Labor Market Monitor - 60th edition - October 2025

The latest Randstad survey conducted among employees in Poland points to a marked slowdown in labor market dynamics, manifested by record-low employee turnover. Finding new employment has become harder than ever in the survey's history, driven by the reduced availability of job offers. Employees are also increasingly losing confidence in the possibility of finding a position that is as good as or better than their current one.

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The Defense Sector in Poland: Labor Market Report

The Polish defense sector is experiencing dynamic growth driven by record investments in military modernization, creating immense demand for employees across the entire sector—including state-owned, private, and foreign entities. However, the industry faces serious skills gaps and competition for talent, forcing employers to implement modern recruitment strategies and invest in L&D.

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Guide: A Solution for HR and Payroll.

Success in modern business requires solid foundations, which are, without a doubt, streamlined HR and payroll processes. They drive the organization from within. In this report, we examine the barriers companies face and provide ready-to-use tools and insights to allow your business to operate smoothly, without unnecessary disruptions.

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Understanding Generation Z: On the move. Focused on their professional future. Generation Z is entering the job market with immense potential and ambition, yet they are colliding with a harsh reality. Despite a global talent shortage, career doors are closing for young people—our data indicate a worrying, steady decline in the number of job

offers for entry-level employees. However, creating professional development prospects for Gen Z employees remains crucial in the face of growing competition, technological changes, and demographic shifts. How, then, can Gen Z be effectively attracted? The answer can be found in the Randstad report, based on an analysis of 126 million job postings worldwide and the opinions of 11,250 employees from 15 countries, including Poland.

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