

CEE Candidate Survey

June 2010

Poland



CEE Overview

Dear Business Partners,

Grafton Recruitment, in the Central and Eastern European region, conducted a thorough survey among 6 647 respondents focused on their current feelings about the labour market situation and conditions. We used our databases of candidates as well as active job seekers registered on the Grafton web site. The survey was conducted in 6 countries (Poland, Czech Republic, Slovakia, Hungary, Romania, and Lithuania).

The demographic sample of the jobseekers in the region was very similar. 2/3 of respondents were in the age group between 21 and 40. Around 70% are employed but currently looking around for opportunities.

There are a number of areas worth highlighting. The majority of respondents are of an opinion that the economic crisis is not over yet and consistently in all 6 countries 40% of them are convinced that the market will only improve in two years time.

For most salaries in the region were either kept at the same level or reduced in the last 12 months. However, according to our respondents, salary increases were noted by 22% in Czech Rep., by 29% in Slovakia, by 29%, in Hungary, by 37% in Poland, by 33% in Romania and by 12% in Lithuania, which are an interesting reflection of each market and the reality of salary increases in each one of them.

Depending on the country, it seems that there are up to one quarter of currently employed individuals waiting for an improvement in the market, in order to change their jobs. It confirms that the current attrition rates employers are experiencing will not remain the same for the long term.

I found an interesting comparison of the reasons to look for a new job:

Three main reasons by preference:

Czech Rep: Job content, financial conditions, Job security

Slovakia: Financial conditions, Job content, Career growth

Hungary: Financial conditions, Job content, Career growth

Poland: Financial conditions, Career growth, Job content

Romania: Career growth, Financial conditions, Job content

Lithuania: Financial conditions, Career growth, Job content

It is also interesting to note that the corporate social responsibility policies of an employer are important for 70-80% of people in Hungary, Romania and Lithuania. Only 54% in Czech, 55% in Poland, and 65% in Slovakia.

I believe you will find some additional interesting information concerning candidates' willingness to accept fixed term contracts, their willingness to commute extended distances or relocate for job opportunities.

We in Grafton Recruitment want to provide our customers with the most up to date information on the labour market which reflects a dynamically changing environment. I trust the survey outcomes will help you with your hiring strategies and give you insight to the jobseekers' current mindset.

Yours sincerely,

Milan Novak

Managing Director CEE

Grafton Recruitment



Poland Overview

Dear Business Partners,

Grafton Recruitment Polska aims at continuous improvement of its service to candidates and clients. We believe that by getting in depth and current opinions directly from market participants we are helping both candidates and clients understand each other's needs and communicate better.

Grafton CEE survey carried out in May, June 2010 focuses particularly on candidates' feelings, experience and perception during market recovery after crisis.

The survey respondents were both women (44%) and men (56%), 83% of whom have university degree (MA, BA, MBA) and are currently employed 73,49%.

32,64 % of respondents currently hold managerial position, the other part 36,31% are contracted at other positions while 12,71% work on civil contracts.

The survey participants are still worried about the crisis (42,4%) and predict the slowdown to last 2 more years (39,22%). However, as many as 48,27% are pleased with current employment and, naturally, do not consider changing it into short term contract 47,89%. Definite time contracts are admissible but not shorter than 1 year (41,32 %) as well as alternative forms of employment (74,78%). Polish employees are open to relocation 73,31% and 49,67% declare they are ready to move abroad. Also, candidates are willing to commute longer to a new workplace 82,04%.

The results above show that employees in Poland value stable work environment and security connected with it but are open and flexible if such a need arise, are able to commute and relocate both within the country and abroad.

Poles quote salary and financial status as their main motivation to change a job (82,75%), self development and new set of duties come second and third, respectively 67,99% and 49,4%.

There has been no salary change during the last 12 months among 41,21% participants while 31,12% report it was actually increased but employees are more willing to accept lower start salary than they were a year ago 59,42%.

Our survey also confirmed that majority of candidates finds their job through internet advertising (37, 39%) and through friends/ family networking (27,26%).

Finally, majority of candidates use at least one social network, the most popular being Nasza Klasa (56,3%) and Facebook (43,8%) .

We believe that the information gathered in Grafton Candidate Survey draw a quite detailed picture of Polish employees, their motivation, adaptability, inclination to compromise and their contract preference.

I trust that our survey will contribute to better understanding of candidates mindset in present times and your company will consider it while creating new talent acquisition plans.

Kind Regards,

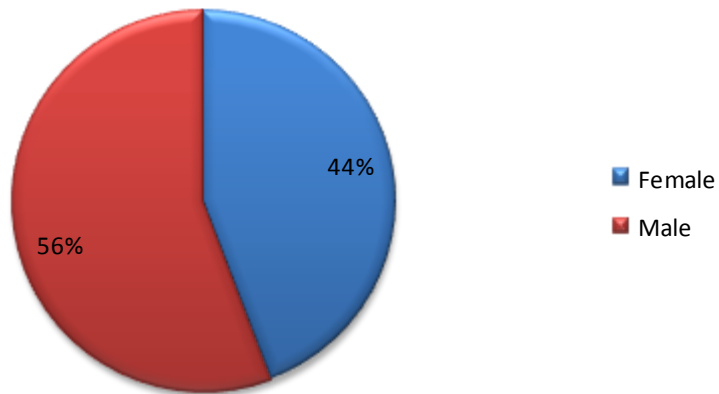
Aleksandra Iwicka

Country Manager

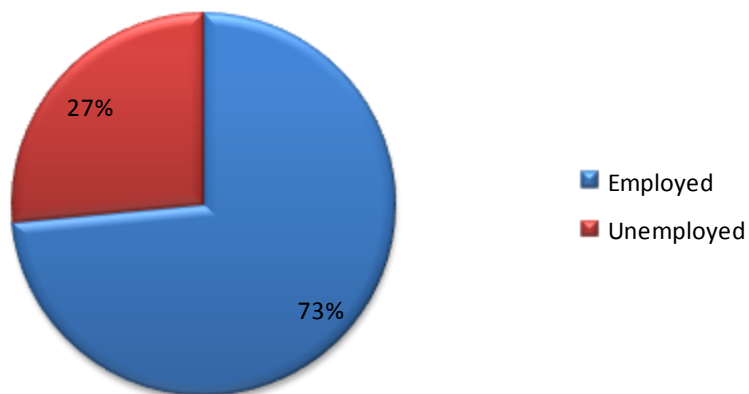
Grafton Recruitment Poland



Respondents' gender

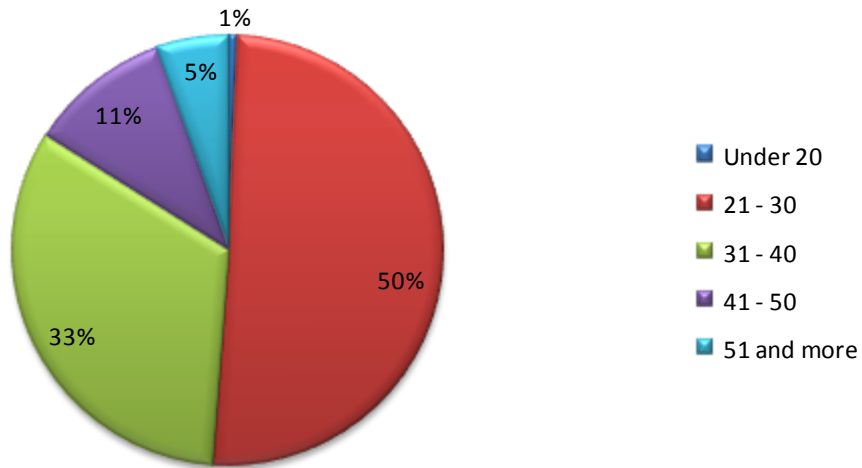


Respondents' employment status

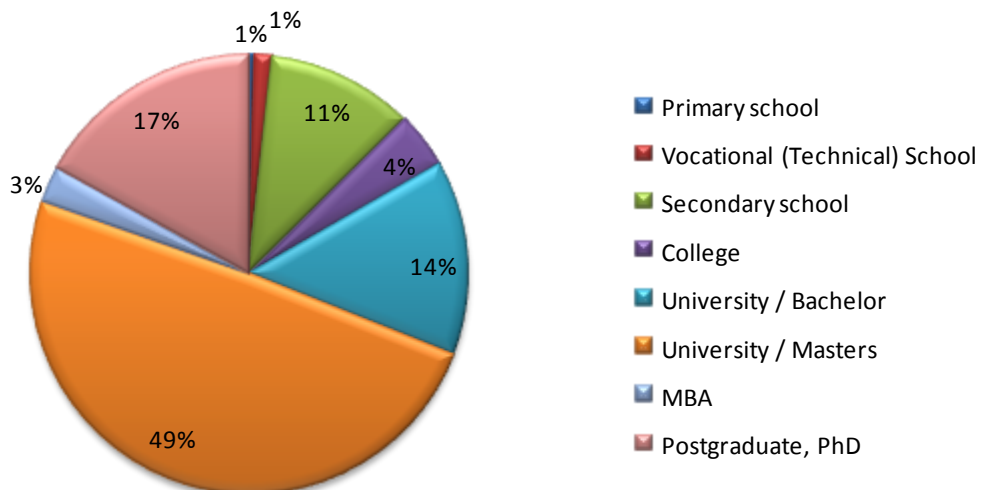




Respondents' age

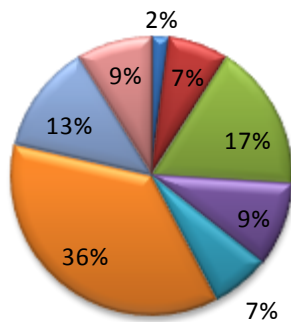


Respondents' highest achieved education



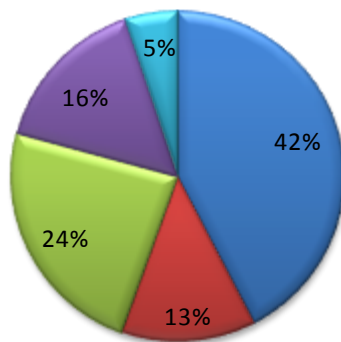


What are/were your responsibilities?



- Top level manager (own business)
- Top level manager
- Middle level manager (with direct subordinates)

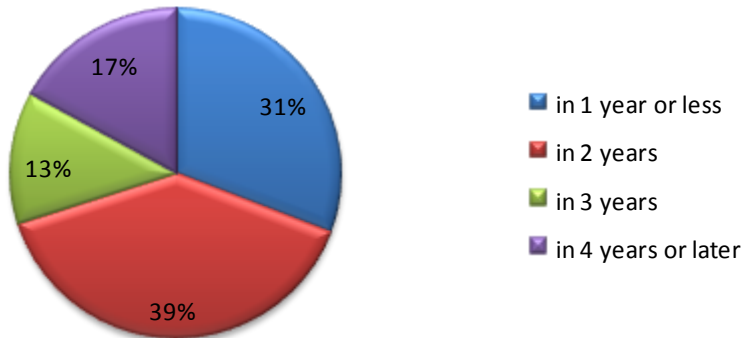
Are you worried about employment because of the economic crisis?



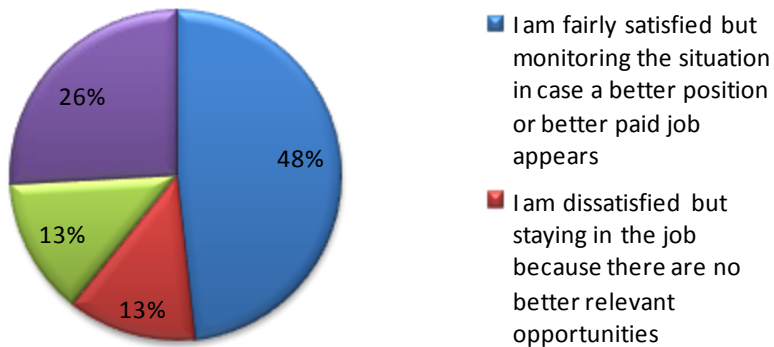
- Yes, the crisis is still present
- No, the crisis is over
- No, the crisis has not affected the company/branch I work for



When do you think the labour market will improve?

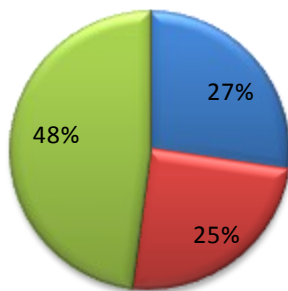


What is your level of satisfaction in your current job?



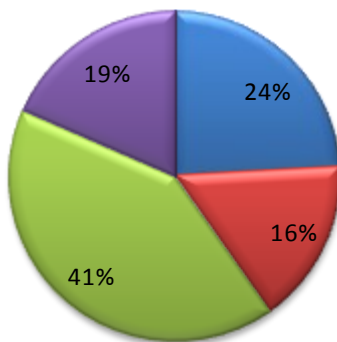


Would you, in your current situation accept a short term contract?



- Yes, in all circumstances / not a problem
- Yes, but only because of the current economic situation
- No, I would only accept a permanent employment contract

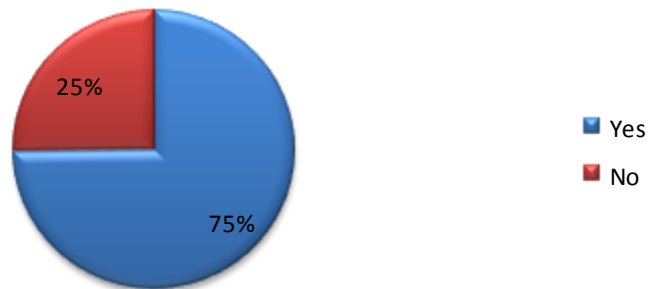
Would you agree on a fixed-term employment contract?



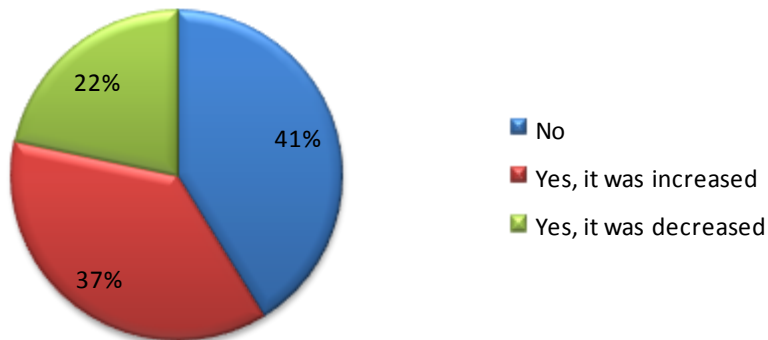
- No
- Yes, if the employment contract would not be less than a year.
- Yes, if the employment contract would not be less than half a year.



Because of the crisis, would you consider a contractual relationship based on trade license?

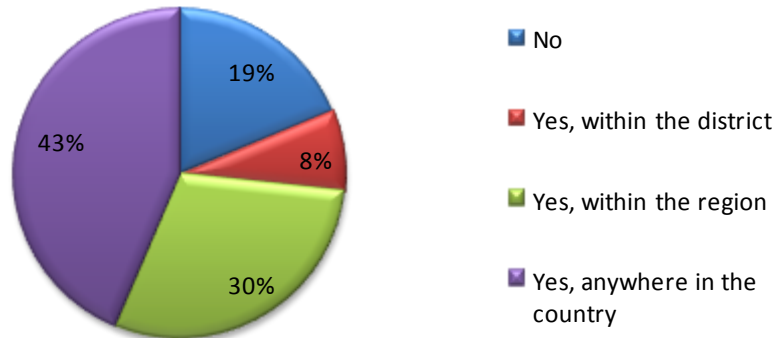


Did your salary change in the last 12 months?

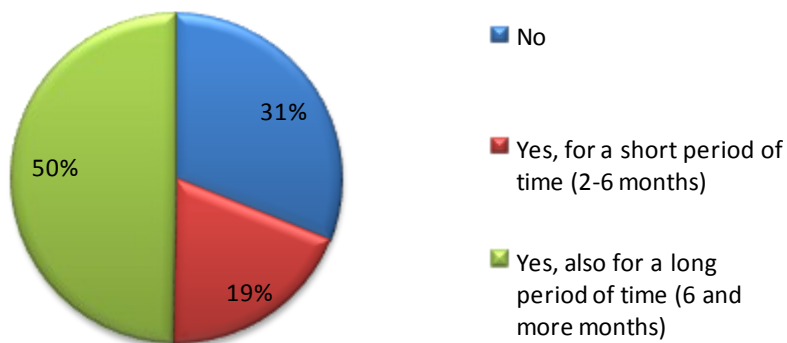




Would you be willing to relocate for a new job within your country?

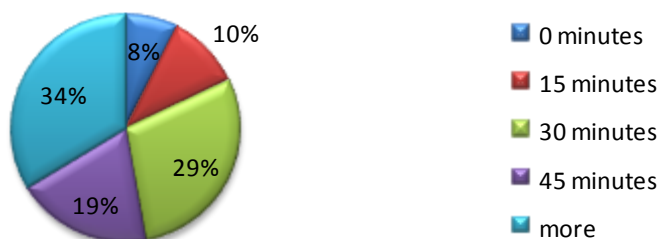


Would you be willing to relocate abroad because for a new job?

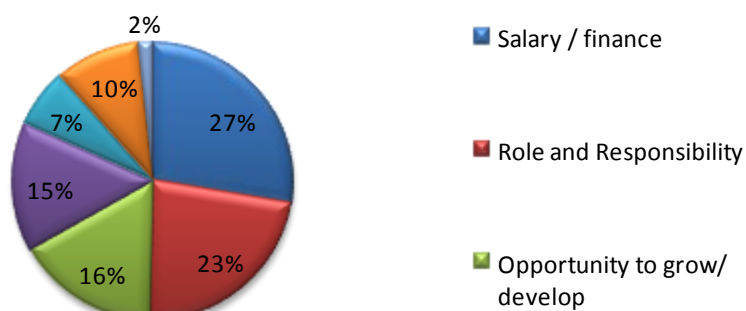




Because of the current situation on the labour market, would you – in order to get a new job – be willing to increase your commuting time...

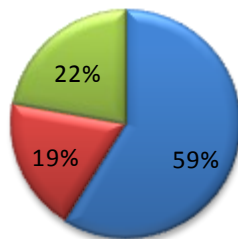


Which of the following factors do you find most important for you when searching for a job?



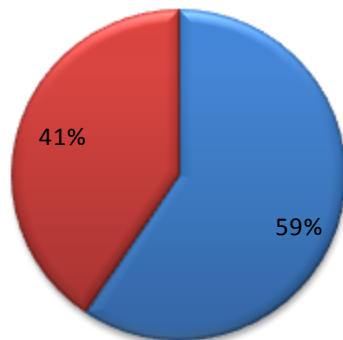


Is it important for you whether your company has a corporate social responsibility policy- i.e that they show responsibility for the...



- Yes
- No
- I don't care

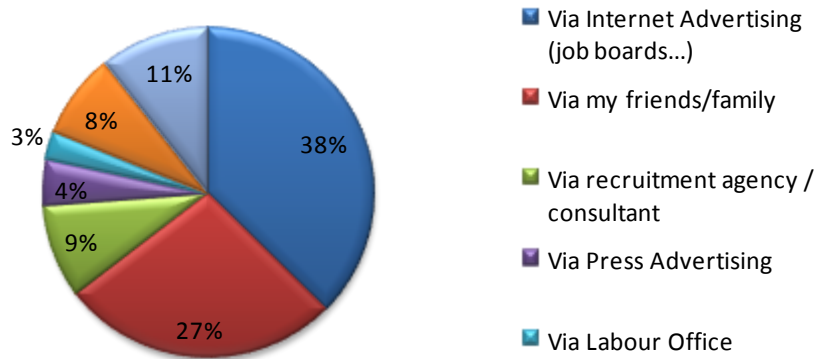
Are you more flexible in terms of starting wage than last year?



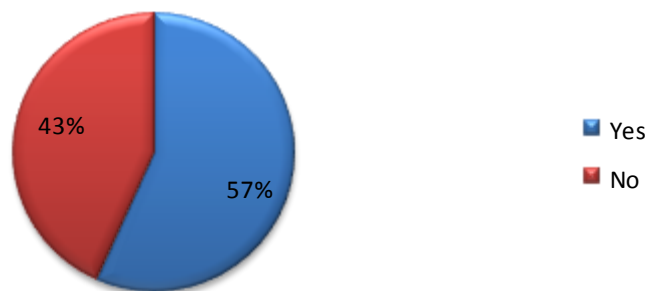
- Yes
- No



How did you find your current / last job



Are you using Social Networks (Facebook, Linked-In + add any local) to look for a job?





Do you have an account and/or actively use on any of these following Social Networks?

