

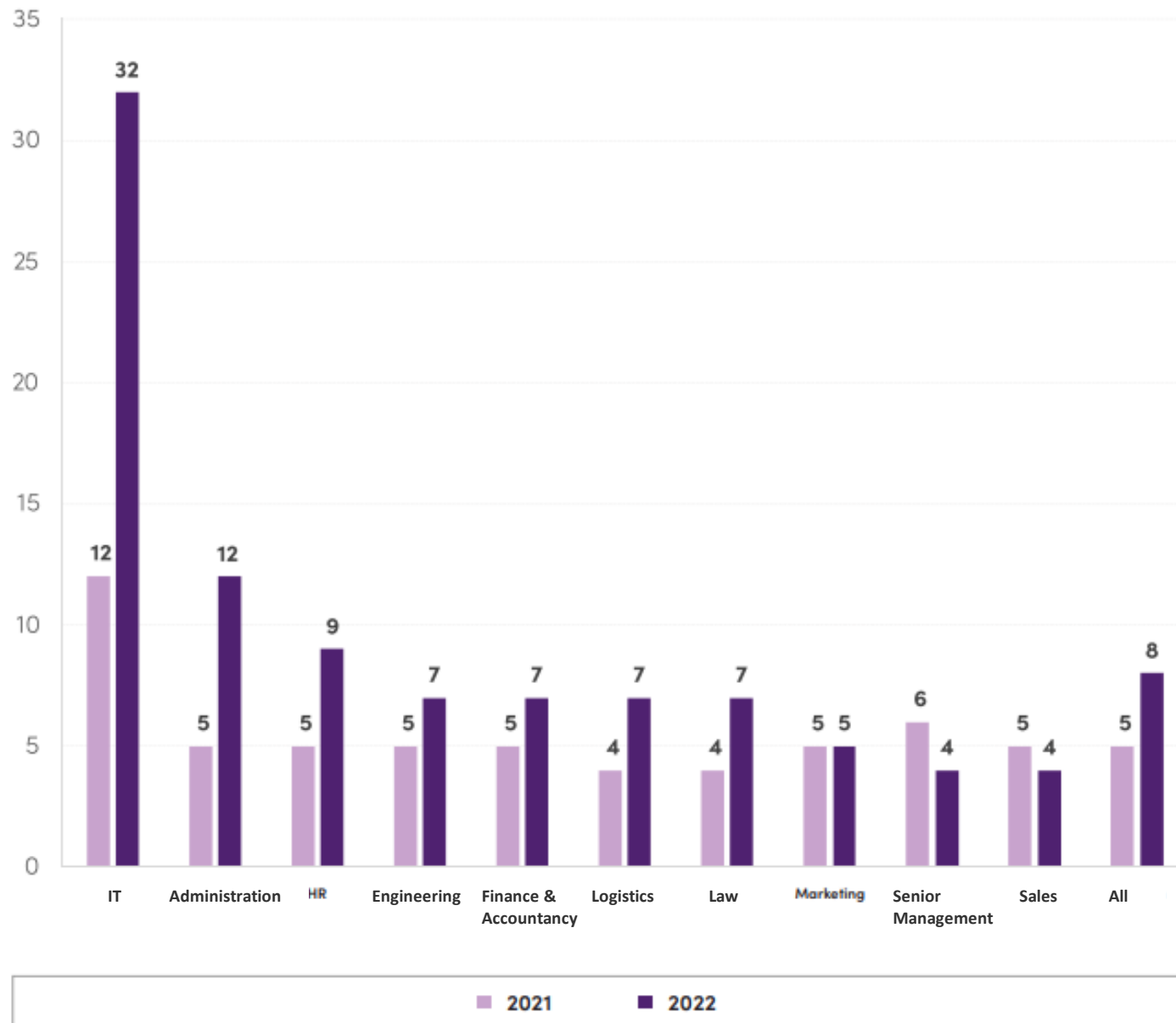
What is happening in the labor market? Recruitment trends in Poland and Hungary.

The most important trends on the Polish market

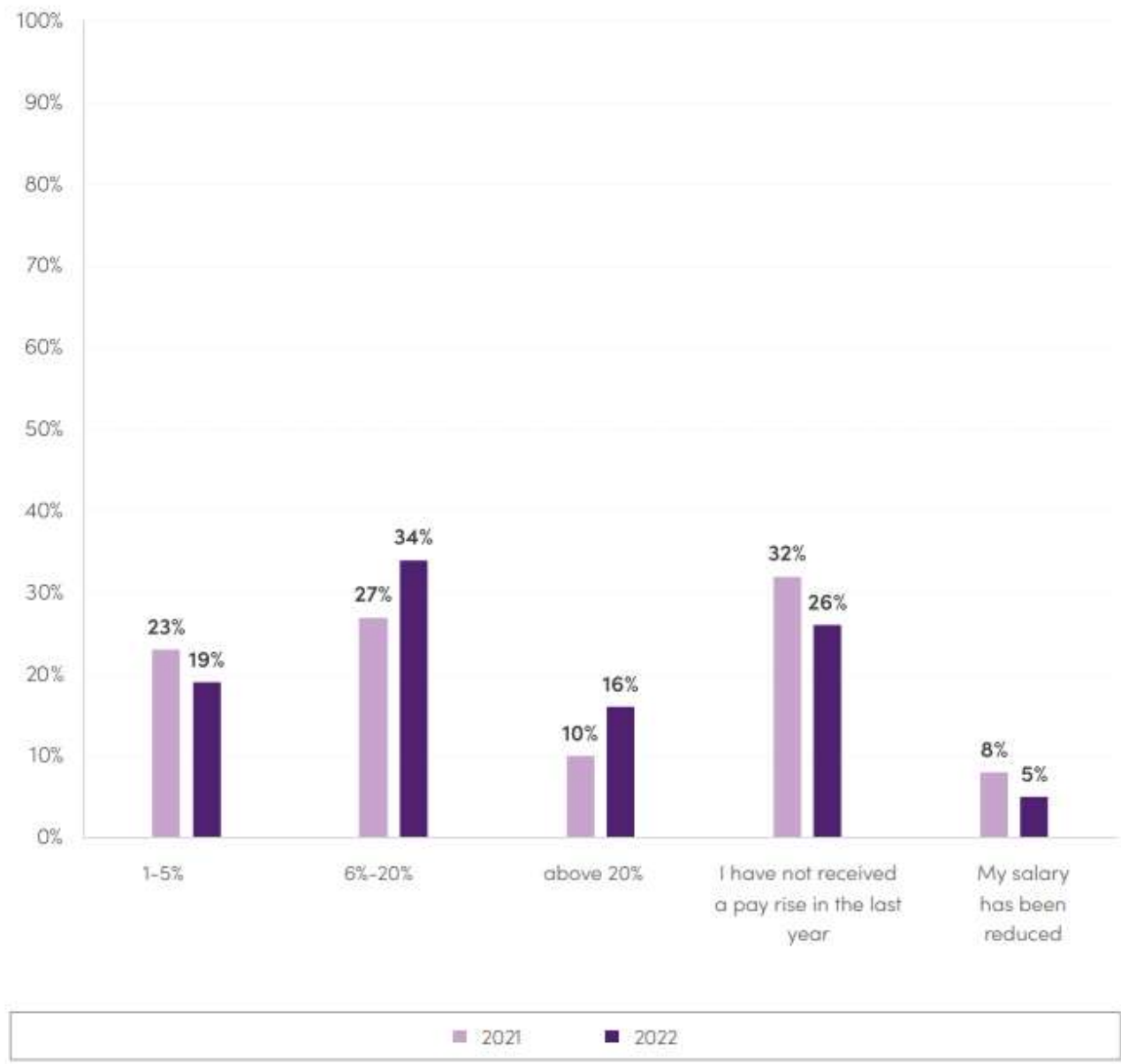
+60%

the number of job offers for specialists and managers has increased record-high compared to 2021

How many job offers have you received in the last year?



Have you received a pay rise in the last year and how much?



69%

of the respondents received increases. They were most often awarded to engineers (58%), specialists and managers in finance and accounting (47%) and logistics (35%)⁴

Source: Antal report „Job-Seeking Activity Among Managers and Professionals”

Motivation to change job

The most common motivations to change job:

- 01 Bad management in the current organization - **53%**
- 02 Proposal for a higher salary - **50%**
- 03 Bad atmosphere in the current organization - **39%**
- 04 Greater career opportunities - **37%**
- 05 Problems with communicating with the immediate supervisor - **29%**
- 06 Stress in previous work - **29%**
- 07 Willingness to change career path - **26%**
- 08 Monotony of previous work - **24%**
- 09 Lack of work-life balance in the previous job - **24%**
- 10 More attractive benefits with a new employer - **16%**

The most important trends on the Hungarian market

240

thousands of candidates
on the Hungarian market

10 most important trends on the Hungarian labour market:

- 01** Significant increase in the financial expectations of candidates
- 02** 4,4% of candidates in the hungarian market have a degree
- 03** Increase in counter-offers to retain employees
- 04** 1,5 years to standardize hybrid work
- 05** Wage subsidies, which can motivate employers to employ younger candidates under 25, or between 25-30 so they can have a 75% write-off from their social contribution and personal income tax

06 GDP growth rate stands at 6,5%

07 Expected financial and non-financial benefits are very distinctive based on the industry

08 Non-wage benefits: a company car seems less important and redundant to candidates in Hungary

09 Salaries can vary based on the region, usually Pest region has the highest salary range

10 IT still stands as the most popular career path among younger candidates, but positions like electrical engineer are on the rise, given the rapidly emerging solar panel production and distribution

3,2%
record low unemployed rate

3 x G MEGATRENDS

GIG Economy, Great Resignation & Workplace Globalization



Megatrends transforming the labour market

#GIG Economy

flexible model of cooperation with one or more companies for the duration of the implementation of specific tasks / projects

#Great Resignation

a significant decrease in the employee's attachment to the employer and a simultaneous increase in expectations towards the company in terms of finance, working conditions and environment

#Workplace Globalization

reaching for employees located in Poland by foreign entities extending the search for talents for remote work all over the world

GIG ECONOMY- pros & cons for freelancer

PROS

Higher independence & variety of work

Flexible lifestyle (location/hours)

In general, more money than permanent equivalent (less business overhead)

Supplementary income

Opportunity to validate the viability of a new business/passion idea

CONS

Less stability & benefits compared to permanent workers (job security)

Not paid for training/development

Chasing work (time and money)

Managing your tax and accounting

Insurance specific to your needs

Great Resignation

60%

of respondents say the pressure on wages will be one of the biggest challenges companies will have to face. The lack of people to work will be no less a challenge.

50%

representatives of HR departments admit that over the last year she has often or very often noticed the phenomenon of resignation from work among employees.

Workplace Globalization

50%

of U.S. and UK tech leaders cited international recruiting as their most common challenge

CHALLENGES OF GLOBALIZATION

- 01 International Recruiting
- 02 Managing Employee Immigration
- 03 Incurring Tariffs and Export Fees
- 04 Payroll and Compliance Challenges
- 05 Loss of Cultural Identity
- 06 Foreign Worker Exploitation
- 07 Global Expansion Difficulties
- 08 Immigration Challenges and Local Job Loss

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3G trends in Hungary

01 gig economy is in a downturn with the new sanction, which affects 450.000 freelancers using KATA taxation, that is 76% of all freelancers. The KATA taxation created a safe environment for both employers and freelance workers because companies had a cheaper way to ensure a specialized workforce and the freelancers only had to pay a monthly chamber membership. Now the gig economy workforce has to pay a 40% flat tax every month, which resulted in higher financial demand in the gig economy. Very few people have stayed with KATA taxation (15-17%).

02 11,5% of professionals are seeking new opportunities, **10,4%** of professionals changed their jobs in the past 12 months and 78% are passive or not open. Professionals are most likely to change every **2,9 years**

03 demand for specialists exceeded the supply, employers found themselves in a situation, where they have to retain the workforce and **compete with western companies**, who are offering attractive salaries

Key differences between the hungarian and polish markets:

- 01 the ukrainian war made fewer changes on the hungarian labor market
- 02 the hungarian workforce has the upper hand to negotiate, due to the overall shortage of labor
- 03 wage subsidies to motivate companies for the employment of young candidates

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Similarities with the polish market:

- 01 employers have to compete with western companies in order to retain and recruit workers
- 02 the IT industry has the biggest year-to-year pay rise on both markets
- 03 salaries can vary based on the location



SALARY 2022



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