

Konin on the map of Poland

labour market overview



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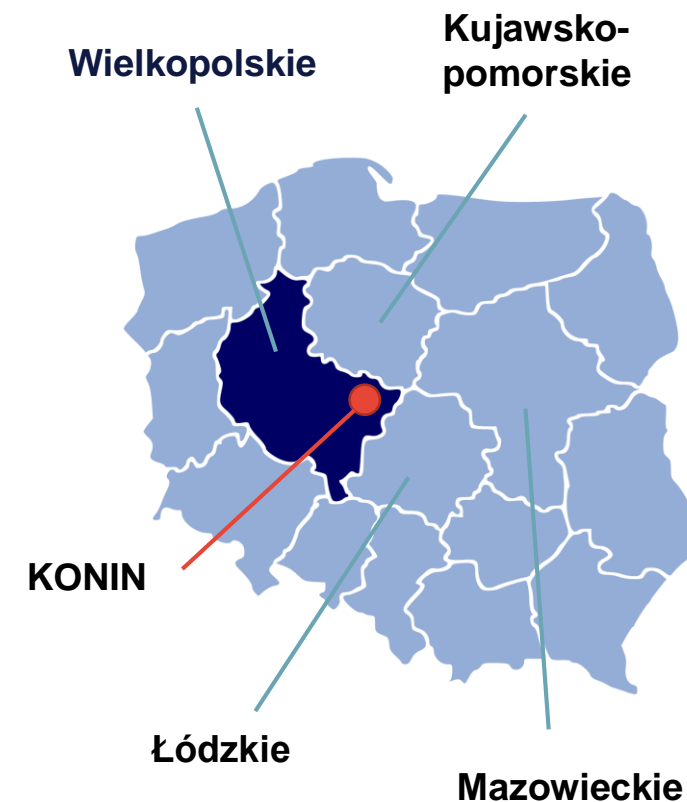
The attractiveness of a given location is usually demonstrated by many factors. One of the key ones is the local labor market. We live not only in times of dynamic economic changes, but also in the field of employment, which is undoubtedly influenced by the pandemic. The labor market, so far strongly focused to a candidate, he changes his vector to an employer. The perception and functioning of enterprises are also more strongly influenced by innovation, modern technology, ecology and environmental protection.

Konin is a city of great prospects for new investors. It combines the ability to reach a wide range of candidates of different competences with a solid local business that is undergoing intense transformation. It is these companies that created the foundations for an attractive atmosphere for investors, which today allows you to reach for qualified talents from as many as 4 large academic centers. When we add to this great transport infrastructure, ensuring connection with other parts of the country and Poland's neighbors, we get a region of great opportunities and strong arguments for locating new investments here, especially in the automotive, BPO - Business Process Outsourcing, transport and logistics and renewable energy sectors.

Konin on the map of Poland. Location highlights.

Konin is located in the eastern part of the Wielkopolskie Voivodeship, thus bordering three other voivodeships: Łódzkie, Mazowieckie and Kujawsko-Pomorskie.

	Wielkopolskie voivodeship	Kujawsko- pomorskie voivodeship	Łódzkie voivodeship	Mazowieckie voivodeship	Konin district
Population	3 489 000	2 072 373	2 500 200	5 423 168	130 000
Unemployment	3,7 %	8,7 %	6,1 %	5,1 %	9,6 %
Number of citizens (working age 18-44)	792 400	1 251 212	1 442 226	3 198 473	81 825
Average salary EURO gross per month	1 088	1 015	1 060	1 386	911
Nearest connection hubs	Warsaw, Frankfurt, London				
Number of flights to London per week from:	Poznań (21), Łódź (6), Bydgoszcz (9), Warsaw (90)				
Travel time between:	Konin – Berlin= 4h Konin – Warsaw= 2h				



*1 EURO = 4,5 PLN



why Konin?

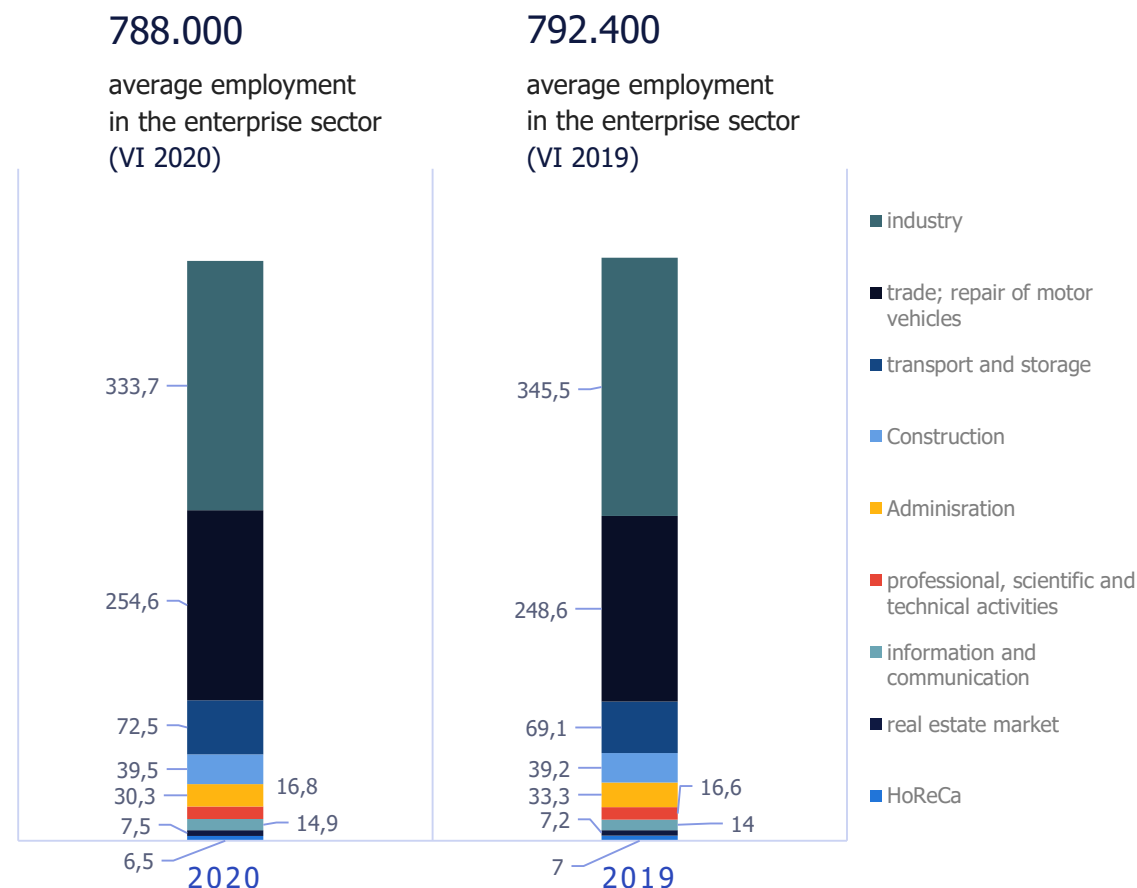
- ✓ **strong investment activity** of the local authorities
- ✓ **high industrial efficiency** & diversified economic structure
- ✓ relatively **high unemployment rate**
- ✓ compared to other EU regions and countries, especially from the west of Europe, **labour costs in Konin are still significantly lower.**
- ✓ strong potential of **skilled talent pool**. Release of human resources in the mining and energy sectors in the nearest future
- ✓ well-developed **technical infrastructure** and business assistance institutions
- ✓ **great location**. Very important communication hub. The A2 motorway runs through the city of Konin, connecting east and west part of Poland.
- ✓ railway line, part of the European railway Berlin-Moscow
- ✓ **1.5 hours drive** to each of the airports Poznań, Łódź, Bydgoszcz and **2 hours drive** to Warsaw
- ✓ **balanced investment growth** = space for large, key employers.



enterprises sector employment data.

- In June 2020, the average employment in Wielkopolskie Voivodeship decreased by 4.400 employees , i.e. by 0,6% compared with the same period of the preceding year. The month-to-month decrease was by 900 (May 2020).
- Compared with June 2019 an increase in employment in Wielkopolskie Voivodeship was recorded in the following sectors:
 - Information and communication (by 6,4%)
 - transport and storage (by 5%),
 - Real estate market (by 4%),
 - trade; repair of motor vehicles (by 2,4%),
 - professional, scientific and technical activities (by 1,3%),
 - Construction (by 0,7%).
- Employment decreased in:
 - Adminisration (by 9%)
 - HoReCa (by 8,1%)
 - Industry (by 3,4%)
- In 1H 2020 employment in Wielkopolskie Voivodeship stood at 801.900 and was 2,8% higher than in the previous year.

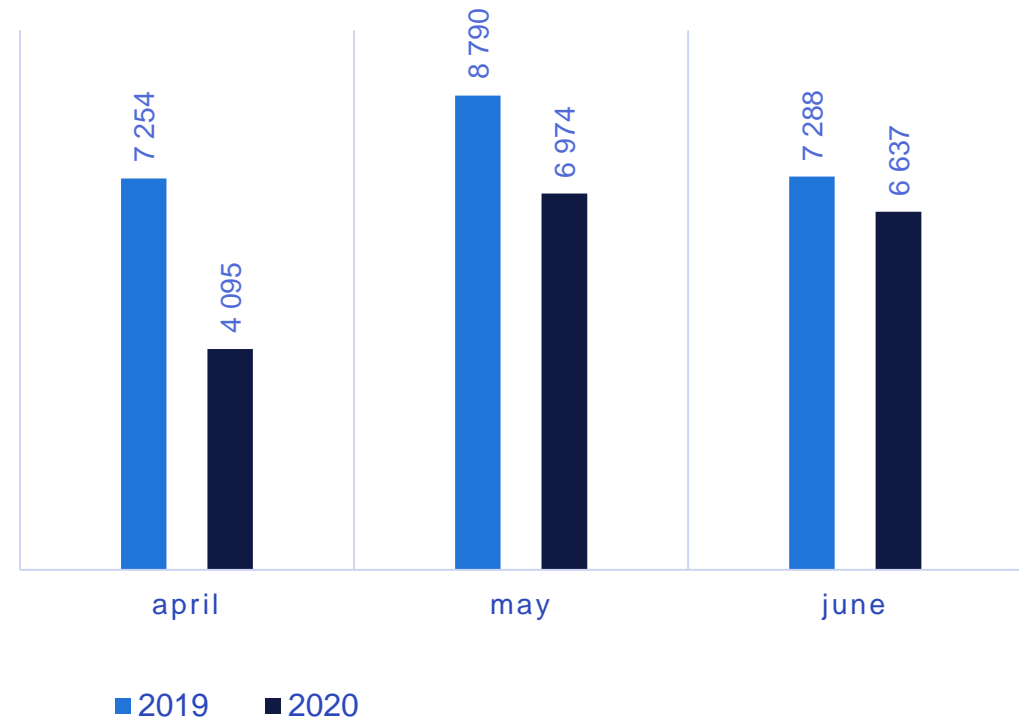
Average employment by sector in Wielkopolskie Voivodeship (in thousands)



vacancies and vocational activation places.

- In June 2020, a total of 6 637 job offers appeared in Wielkopolskie Voivodeship. At that time there were 12 unemployed per each job advertised.
- All in all, between April and June 2020 the labour offices in Wielkopolskie had 17 706 vacancies and vocational activation places. In 2Q 2020 the labour offices in Wielkopolskie Voivodeship received 5 626 less job offers than in the same period of the preceding year.
- In June 2020, options for work and places of professional activation appeared in Poznań (1,530), Poznań County (521) and Kalisz (305).
- The smallest number of job offers and places of professional activation were recorded in the Kaliski (55), Chodzieski (56) and Obornicki (65) land poviats.

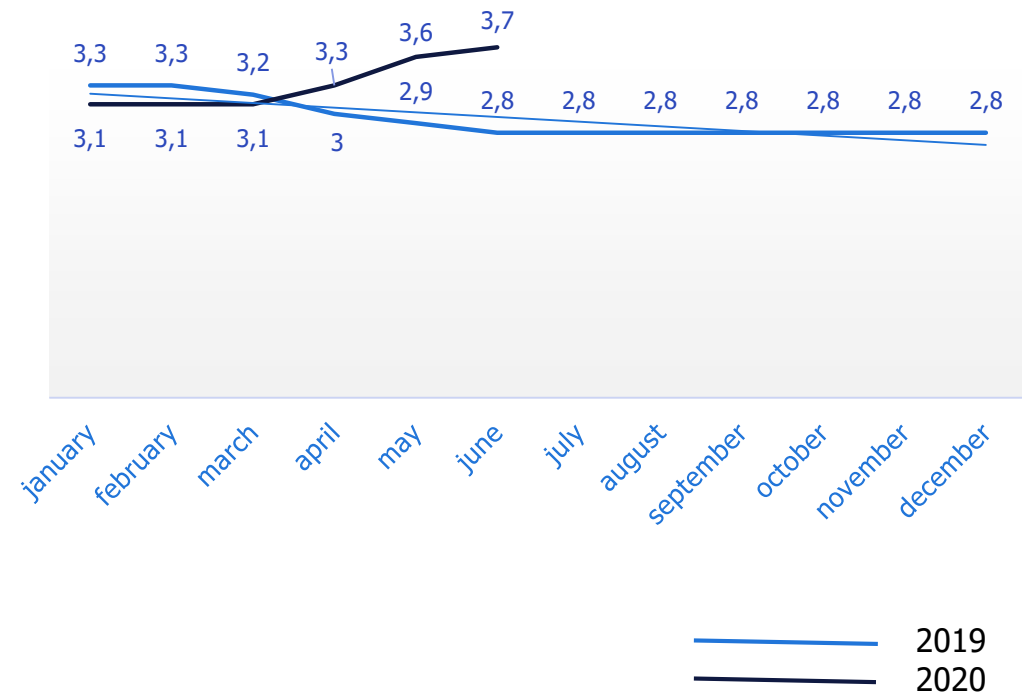
comparison of the number of job offers reported per month in the 2nd quarter of 2019 and 2020



unemployment figures for Wielkopolskie Voivodeship.

- In June 2020, the rate of unemployment in Wielkopolskie Voivodeship stood at 3,7% and was **2.4 percentage points lower** than the rate of unemployment in Poland (6,1%).
- Wielkopolskie has a relatively low rate of unemployment and occupies the last place compared with other Polish Voivodeships. The difference between the Warmińsko-Mazurskie Voivodeship (the highest unemployment rate in Poland) and the Greater Poland Voivodeship was 6.6 pp.
- Compared with June 2019, the rate of unemployment in Wielkopolskie Voivodeship **increased by 0.9 percentage points.** The month-to-month comparison (i.e. compared with May 2020) the unemployment rate in wielkopolskie increased by 0,1 p.p.

Rate of unemployment registered in Wielkopolskie Voivodeship in the years 2019 and 2020 (in %)

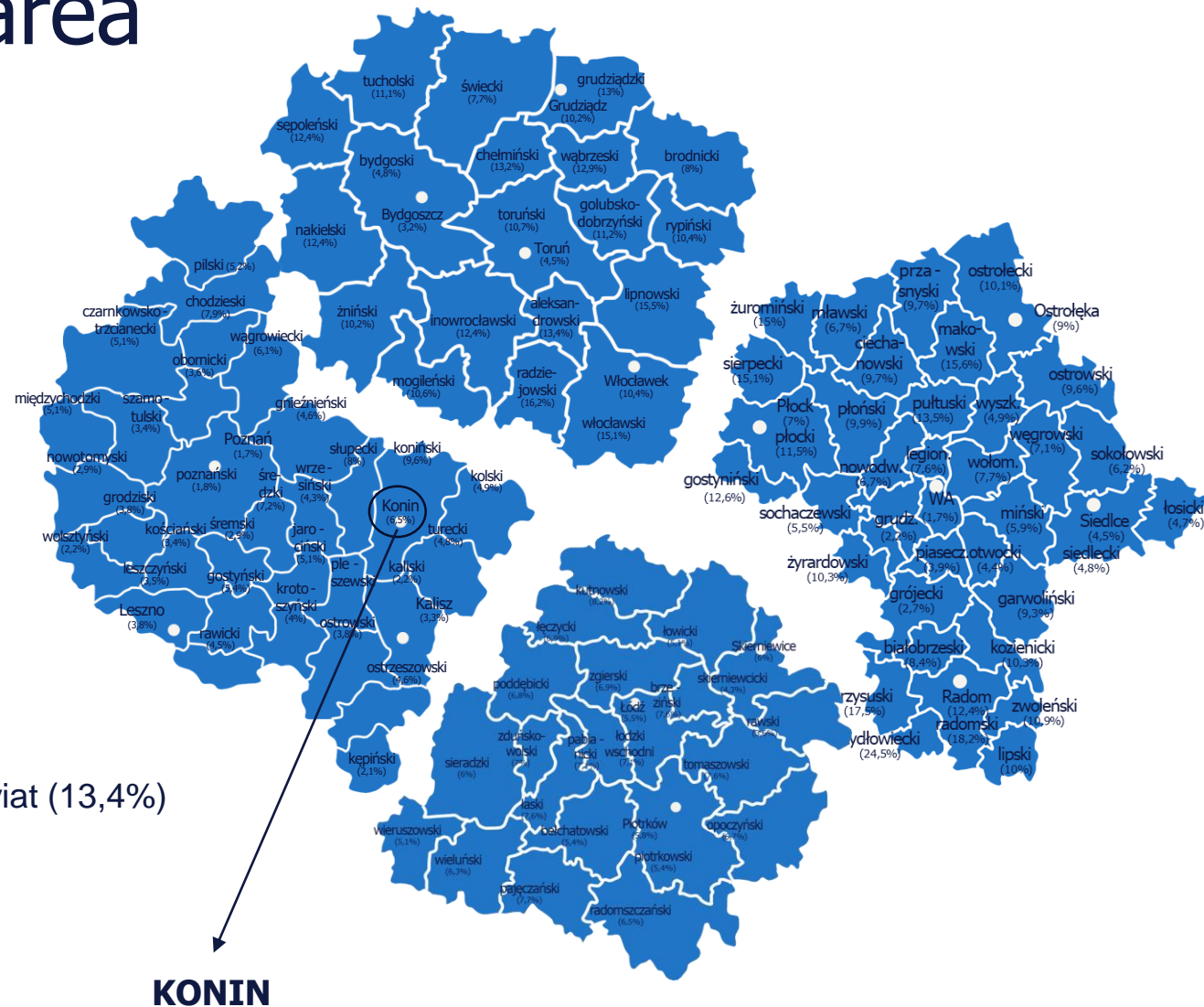


unemployment in Konin area

Konin is located on the border of 4 Voivodeships: **Wielkopolskie, Kujawsko-Pomorskie, Mazowieckie** and **Łódzkie**, where there is a relatively low unemployment rate compared to the other regions of Poland.

The highest rate of unemployment occurred in the area of 1 hour drive from Konin in:

- Konin powiat (9,6%),
- Słupca powiat (8%),
- Kutno powiat (8,2%)
- Zduńska Wola powiat (7%)
- Brzeziny powiat (7,6%)
- Łask powiat (7,6%)
- Radziejów powiat (16,2%)
- Włocławek powiat (15,1%)
- Inowrocław powiat (12,4%)
- Aleksandrów Kujawski powiat (13,4%)
- Mogilno powiat (10,6%)
- Gostynin powiat (12,6%)
- Płock powiat (11,5%)



structure of unemployment.

Unemployed by level of education in June 2020

	Wielkopolskie Voivodeship	Poznań (capital city of Wielkopolskie Voivodeship)
higher	8 966	1 919
post-secondary and secondary vocational	13 344	971
general secondary	6 791	863
vocational	16 643	821
high school and lower	14 234	1 327

- The highest percentage of the unemployed in 2020 occurs among persons with vocational education (28%). 15% of the unemployed in 2020 are graduates of higher schools.
- In Poznań (capital city of Wielkopolskie Voivodeship), the largest group of the unemployed are persons with higher education (33% in total) and junior high school and lower (22% in total).

Unemployed by duration of unemployment in Wielkopolskie Voivodeship



- Among the unemployed from Wielkopolskie Voivodeship, the largest group consisted of people who remained unemployed for 3 to 6 months (24%).
- The least, the unemployed remained unemployed for up to 1 month and above 2 years (12% each).

so-called high opportunity sectors for potential investors in Wielkopolskie Voivodeship

1. Automotive Sector

Poland's automotive sector represents original equipment manufacturers (OEMs), component manufactures and engine producers. Thanks to the presence of over 660 subcontracted companies and vehicle manufacturing plants, there is an excellent opportunity for cooperation and for creating added value in the sector. E-mobility as the official priority sector in Poland makes the automotive industry even more attractive

Source: <https://www.paih.gov.pl/sectors/automotive> and <https://home.kpmg/pl/en/home/industries/automotive.html>

2. BPO – Business Processes Outsourcing

Business Processes Outsourcing centers provide their services to different external customers in Poland and abroad. The Business Service Sector contributes significantly to the Polish economy. There are more than 1500 Polish and foreign business service centers in Poland and 15,5 % are BPO. Companies in the sector mostly base their work on data; so big data solutions are now standard.

Source: ABSL report

3. Transport and Logistics

Transport and its related infrastructure in Poland consist of aviation, shipping and ports, land transport and road freight, and logistics. Poland's favorable location in Europe and good logistic infrastructure makes Poland a hub for transportation to all European countries.

Source: <https://home.kpmg/pl/en/home/industries/transport-shipping-logistics.html>

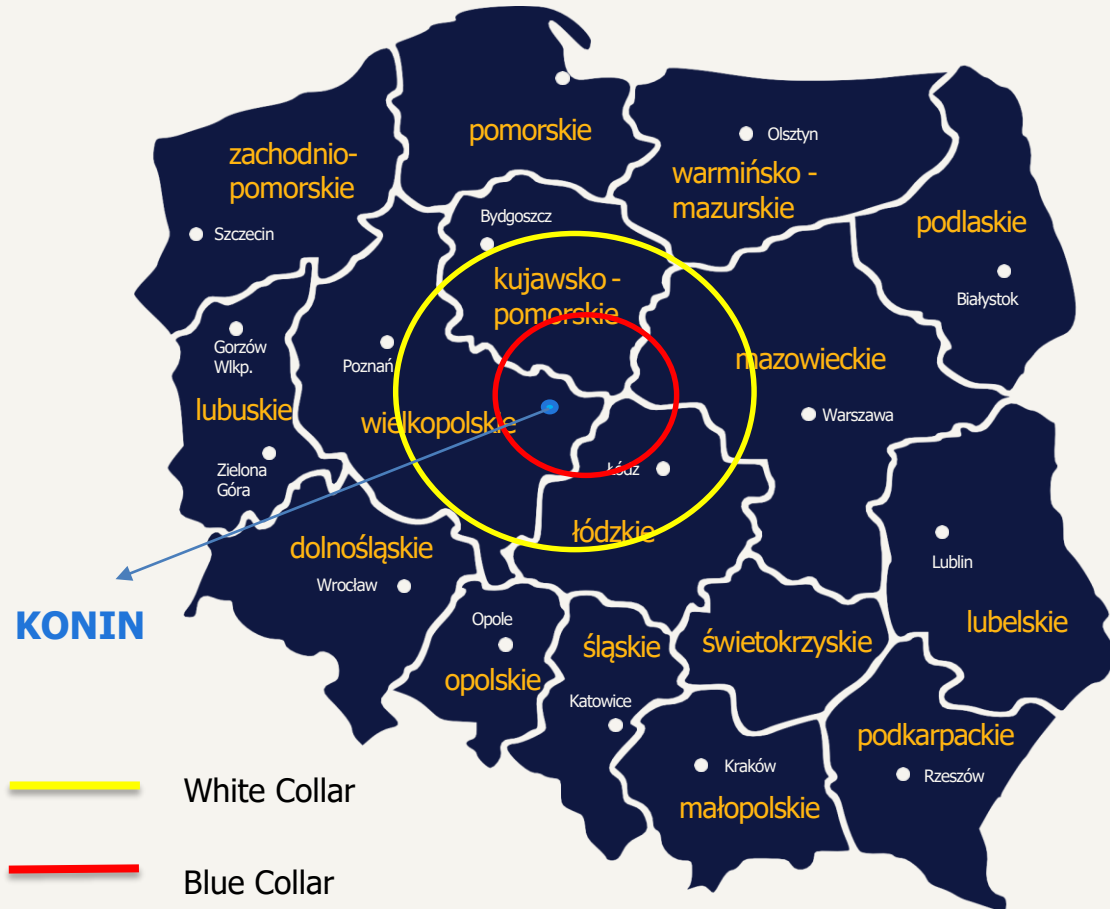
4. Renewable Energy

Transition from the economy that relies on carbon-intensive activities to the clean, circular economy needs vast investment and cooperation of private and public entities. Green energy types such as solar, wind, hydro, geothermal, and biomass ensure energy security and development.

Source KPMG



talent catchment area around Konin (up to 1 hour drive).



KONIN

White Collar

Blue Collar



Powiat	Number of citizens in working age (18-44)	Unemployment rate %
Konin	81 825	9,6
Konin City	42 947	6,5
Koło	52 408	4,8
Turek	51 115	4,7
Kalisz	57 515	2,6
Słupca	36 150	8
Pleszew	38 716	5,3
Września	47 156	4,4
Kutno	57 350	8,2
Łęczyca	29 745	6,9
Poddębice	24 664	6,8
Zduńska Wola	39 671	7
Zgierz	97 768	6,9
Inowrocław	97 808	12,4
Mogilno	27 991	10,6
Radziejów	24 812	16,2
Gostynin	27 154	12,6
Płock	68 976	11,5

total

806 003

who operates out of Konin area?

Potential sourcing area (up to 1 hour drive)



KONIN	KOŁO	TUREK	KUTNO
Kramp	Andre Abrasive Articles	Okręgowa Spółdzielnia Mleczarska TUREK	TEVA KUTNO SA
Smurfitt Kappa	Geberit produkcja	Profim	Herbapol
Colian	Sanitec Koło	Union Knoff Polska	Fuji Seal Poland
ZEPAK	Sokołów S.A.	WRZEŚNIA	Kellogs
Johnson Matthey	KALISZ	Volkswagen Poland	ZGIERZ
Alpina	Pratt & Whitney	Tonsil	Eurofoam
Roland International	Andre Abrasive Articles	Mikroma	Helsa Poland
PAK Górnictwo	Big Star Limited	Inalfa Roof Systems	MOGILNO
AJ Group	Winiary S.A.	Krispol	Chemiroł
Konimpex	Energetyka Kaliska	Gestamp	Stalko
Kon-Plast	Portos	GOSTYNIN	INOWROCŁAW
Frapo	ZDUŃSKA WOLA	Elgo	Inofama
Fugo	Ferax	Bimerg	Ciech

recruitment opportunities to attract and employ large volume of candidates in Konin area

1. Large volume of blue collar workers available up to 1 hour drive around Konin – if transport provided. Over 800.000 citizens in working age (18-44 years old).
2. Strong potential of unemployed in mining and energy sector, (more than 5000 employees working in this sector).
3. Collective layouts planned in the region of about 800 people.
4. In a shorter perspective, 2-3 years of building investments up to FTE 10,000, half of the volume can be obtained from the local market, while the other half can be supplemented with foreign employees (for example from Ukraine).
5. In the perspective of more than 3 years and more, the possibilities of acquiring employees from the local market are increasing, due to the release of the workforce potential from the energy and mining sectors.
6. Local culture – local candidates are trustful and loyal ones. They are willing to stay at one company for longer time.
7. Potential of specialists and experts = possibility to attract them from Poznań and Łódź, both well-developed academic centers in Poland.
8. Local transport well-organised. The region of Konin and the surrounding area has a ready municipal transport infrastructure. With the support of local authorities it can be adapted to the investor's needs.
9. Local accommodation options for external workers. When it comes to the mass volume projects there is a possibility to reach employees from abroad, especially Ukraine. Konin and neighboring cities offer ready-to-let accommodation places, so as to quickly adapt employees to work and life in a new region. In addition, local authorities are able to support the formal process of employing foreigners.



Potential local talent groups

- Working age population.
- Graduates of local vocational schools.
- Graduates from higher schools in Poznań, Bydgoszcz, Toruń and Łódź.
- Candidates from abroad (East Europe and Far East countries).
- Candidates who will be professionally available on the market as a result of the restructuring of the energy sector.

recruitment feasibility in Konin area

blue collars, production workers. Example of case study.

Job position (Production)	1st month (ongoing)	2nd month	3rd month	4th – 12th month
Production worker (blue collars)	Promotional campaign	Up to 100 FTE onboarded (25 FTE per week)	100 – 150 onboarded (25-50 FTE per week)	100 – 150 FTE onboarded / month (25 - 50 FTE per week)

Level of positions	Feasibility scale (1 - 5) 1 – very low, 5 – very high
Blue collars	4
White collars	3

Number of employees onboarded	1st year	5th year
Blue collars	1100 - 1600	5500 - 8800



successful recruitment key factors in Konin

- ❖ job offer tailored to the expectations of the market and the specificity of the job,
- ❖ Salary rate per hour align with the market benchmark,
- ❖ Properly arranged recruitment plan,
- ❖ Well-prepared and implemented promotional campaign of job offer,
- ❖ Transport for employees organised by employer to the workplace (up to 1 hour drive to Konin),
- ❖ Strong collaboration with the local labour office in reaching candidates,
- ❖ Onboarding process of the 1st wave of employees. Successful onboarding of 1st wave influences another wave of employees delivery. It is possible to hire even 50 FTE per week, but during first month of the project there is a recommendation to take a bit lower number of FTE on and prepare well to onboarding process. This is a phase of building the employer brand of new company in the location, therefore one of the major goal is to receive great recommendations from first employees hired.



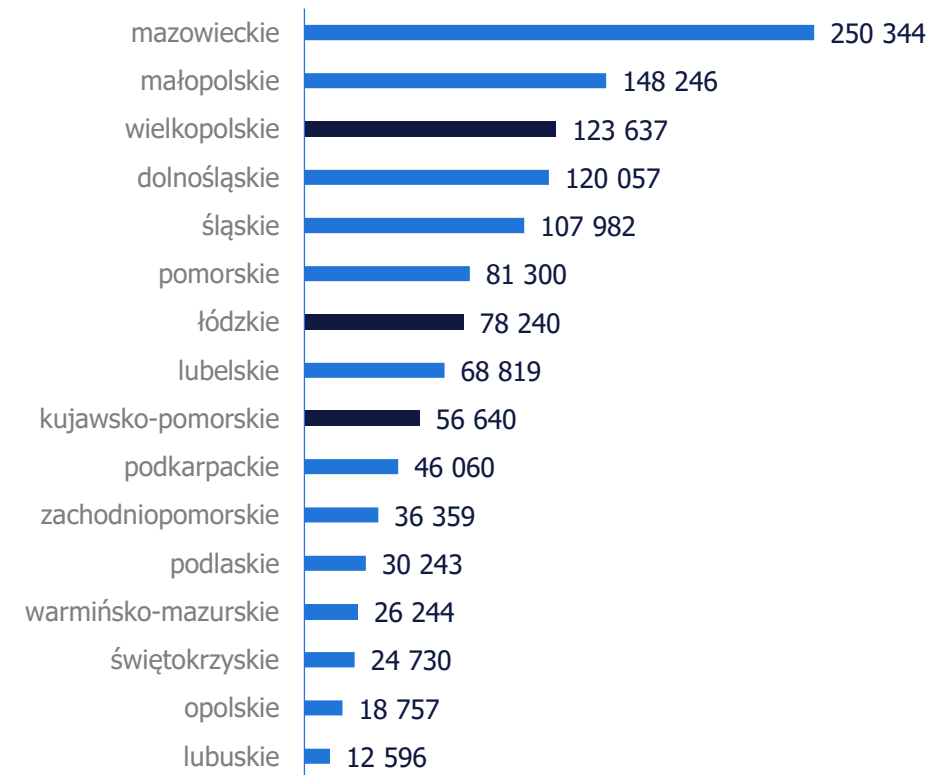
Education in Konin area



education potential.

- By the end of December 2018, in Wielkopolskie Voivodeship there were nearly **123.600 students** representing 10% of all persons in education in Poland.
- Thanks to its location on the map of Poland, Konin can attract young, educated talent from other academic centers, such as Bydgoszcz, Toruń and Łódź. All these centers have a total of **134.880 students**
- Wielkopolskie was among the Voivodeships in the third place in terms of the number of students.
- Among the students in Wielkopolskie Voivodeship 59% are women. 61% of all students attending universities located Wielkopolskie Voivodeship choose the stationary mode.
- 5 749 foreigners attended universities in Wielkopolskie Voivodeship , which constituted 5% of students.

university students broken down by Voivodeship where the university is located (as at the end of December 2018)



focus on young talent

	Wielkopolskie	Łódzkie	Kujawsko-pomorskie
number of universities	31	18	21
students all	116 500	65 500	57 000
graduates all	32 000	17 000	14 000
	students/graduates		
Graduates engineering studies	7 768	2 985	1 777
	Vocational education (Voivodeship)		
Number of vocational/ high schools	635	18 (Łódź only)	144
Number of students (vocational)	19 455	8 867 (Łódź only)	10 667
Number of graduates (vocational)	6 288	1 489 (Łódź only)	3240



Compensation & benefits

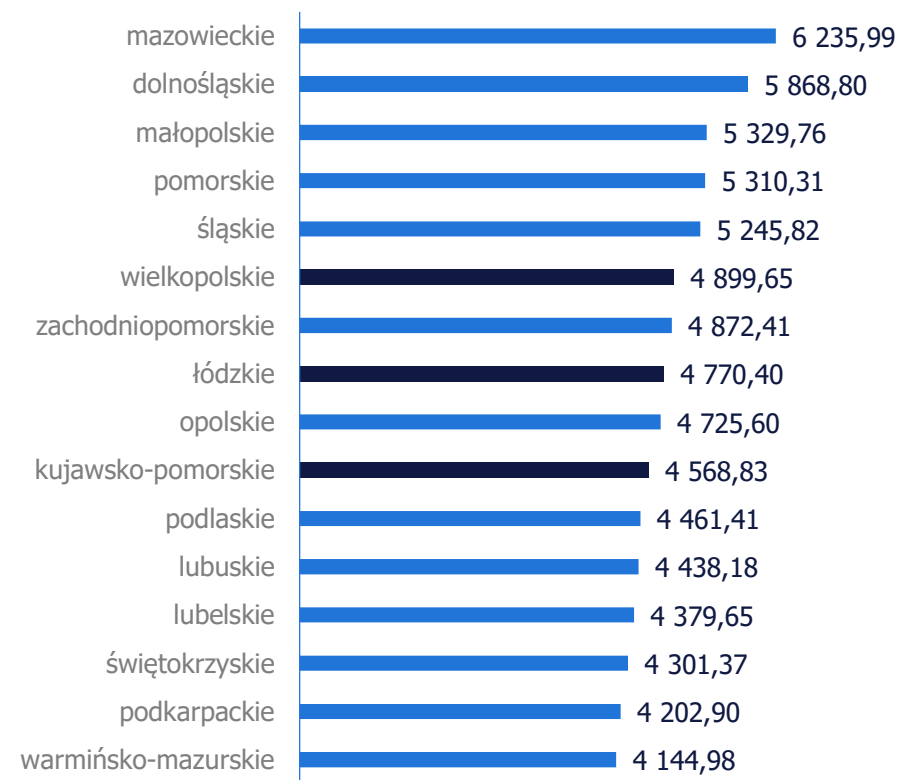


pay in Wielkopolskie Voivodeship.

- The average monthly pay in the enterprises sector in 2020 Voivodeship during the year **increased by PLN 263,36** (comparison of rates offered in June 2020 and 2019).
- In terms of the average salary Wielkopolskie Voivodeship occupies **the 6th place among all Voivodeships**.
- The difference between the pay offered in Wielkopolskie and the rates in the Voivodeship with the highest monthly pay in Poland (Mazowsze) is PLN **1 336,34**.
- In Wielkopolskie the average gross monthly pay in 2020 was PLN **4 899,65** and was **5,6%** higher compared with the same period of 2019.
- In Poznań alone, the average wages in the enterprise sector in June 2020 amounted to PLN 5,676.05 gross.
- Konin borders on the Łódzkie and Kujawsko-Pomorskie Voivodeships, where the average salary is **lower** than in the Wielkopolskie Voivodeship.

*1 EURO = 4,5 PLN

Average gross monthly pay in the enterprises sector divided into Voivodeships (June 2020)



Konin, salaries benchmark. Production, PLN monthly/gross (1 EURO = 4,5 PLN)

Department		Job position	Salaries
			Min - Max
PRODUCTION	Production	Shift Leader (area)	6000 - 9000
		Engineer	6500 - 9000
		Operator	
		Electrode	3024 - 3360
		Assembly	3024 - 3360
		Formation	3024 - 3360
		Module	3024 - 3360
	Utilities	Area Manager	9000 - 12000
		Engineer	6500 - 9500
		OP (day shift)	3024 - 3360
		OP (shift)	3024 - 3360
	SHE	Lead	8000 - 12000
		Engineer	6500 - 9000
		OP (day shift)	3024 - 3360
ENGINEERING	Process & Technology	Lead	9500 - 11000
		Engineer	6500 - 9000
	Machine & Technology	Lead	9000 - 12000
		Engineer	7000 - 9000
	Production IT	Lead	15000 - 17000
		IT MES	9000 - 14000
		Infra/ Network engineer	12000 - 16000
	Maintenance	Lead	9000 - 11000
		Maintenance Operator (shift)	3024 - 3360
	Plant QA	Lead	9000 - 13000
Quality Planning Engineer		6500 - 8000	
SQM Engineer		6500 - 9000	
SQM OP (day shift)		3024 - 3360	
Quality Evaluation Engineer		6500 - 9000	
Quality Evaluation OP (day shift)		3024 - 3360	
Quality Control Engineer		6500 - 9000	
Quality Control OP (shift)		3024 - 3360	

Konin salaries benchmark.

back office, PLN monthly/gross (1 EURO = 4,5 PLN)

Job position	Salaries	
	Min	Max
Finance Manager	16.000	25.000
Chief Accounting	10.000	16.000
Accounting	5500	8000
Payroll Specialist	6000	8000
HR Manager	12.000	18.000
HR assistant	4500	6000
EHS Specialist	6000	8500
Customer Service	4000	6500
Clerk Assistant	3500	6000
Sales & expenses	5000	7500
Purchasing Specialist	6000	8000
IT Specialist	6000	12.000



value proposition for employees

local industry standards

Blue-collar

- ✓ bonuses paid monthly, depending on the efficiency of 300-800 PLN
- ✓ canteen or transport to the plant
- ✓ life insurance
- ✓ sport card

White-collar

- ✓ bonuses paid quarterly/yearly based on KPI's
- ✓ hard/ soft skills trainings (internal/ external)
- ✓ language courses
- ✓ private healthcare
- ✓ sport card

Managers

- ✓ private healthcare
- ✓ life insurance
- ✓ relocation package (optional)
- ✓ company car (optional)
- ✓ sport card

Smart

- ✓ fresh fruits
- ✓ flexible hours, Home office
- ✓ day off due to birthday
- ✓ christmas bonus
- ✓ family picnics, sport competitions



TOP 3 the most desired employment aspects in Poland



Salary and benefit package



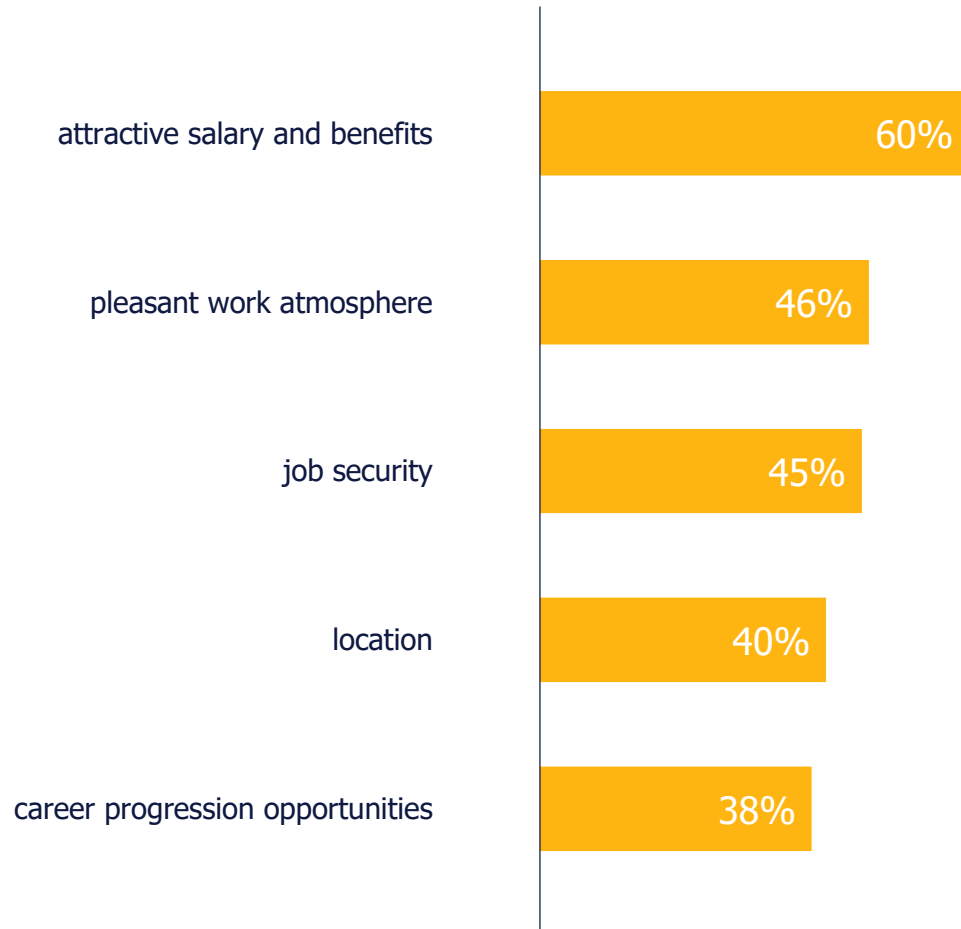
the shift between
development and work-life
balance



pleasant work atmosphere
strengthens its position

what factors do the Poles reasons to stay?

top 5 reasons to stay



most often chosen

gen Z (18- 24)

55%

attractive salary and benefits

gen X (35- 54)

62%

attractive salary and benefits

millennials (25- 34)

57%

attractive salary and benefits

baby boomers (55- 65)

62%

attractive salary and benefits



what factors do the Poles reasons to leave?

most often chosen

gen Z (18- 24)

56%

compensation too low

gen X (35- 54)

61%

compensation too low

millennials (25- 34)

58%

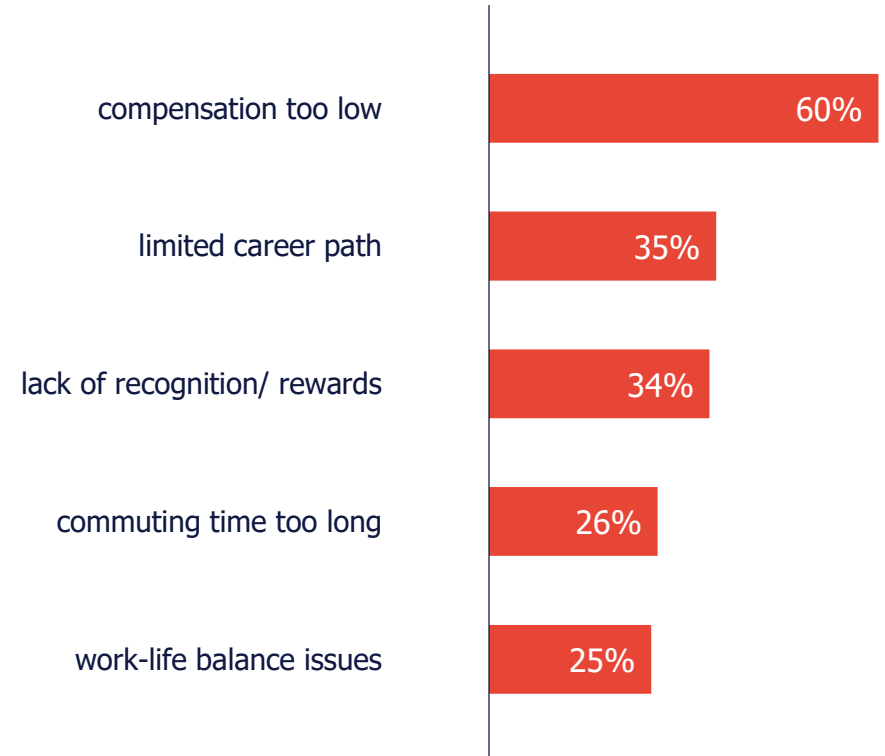
compensation too low

baby boomers (55- 65)

61%

compensation too low

top 5 reasons to leave



hiring foreigners
- most important
information



hiring foreigners

legal procedures.

- to hire a foreigner in Poland You need:
 - permission of stay (visa): employee need to get this document in mother country
 - short term permission of work issued by the county office (closed to company's address)
 - issued for the specific position
 - issued for maximum 180 days
 - waiting time: up to 15 working days
 - extension of duration of work (2 main ways) – decision from worker and company:

	long term permission of work	residence card
waiting time	up to 100 days	up to 40 days for a stamp up to 120 days to get a residence card
extension	up to 3 years	up to 3 years
important	employee after receiving permission need to apply for new visa in mother country (at least 1-3 month of break)	no additional longer break (might occur a short break up to 2 weeks). Foreign worker can not leave Poland before receiving a residence card.

hiring foreigners

obligatory and facultative responsibilities.

- obligatory:
 - legalization of work
 - contract of employment = equal treatment
 - H&S instruction (in employees mother language)
- facultative:
 - extension of stay & work
 - organization of accommodation (paid 100% or partly founded by company)
 - organization of transport
 - translation of all important documents into mother language
 - hiring a coordinators (native speakers)

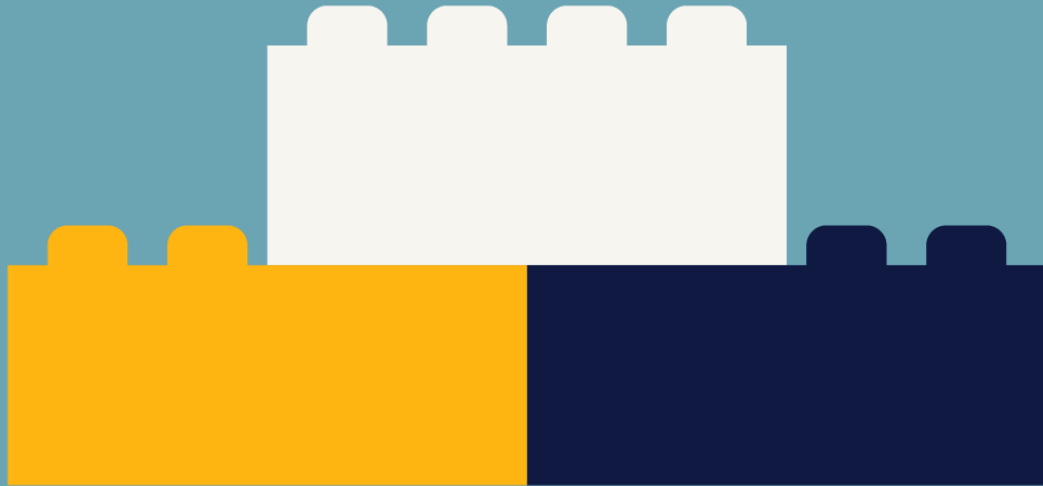
hiring foreigners

why.

benefits	Key to success	Challenges
<ul style="list-style-type: none"> • ensuring the right amount of blue collar workers • high productivity and motivation • lower cost of absences (including sickness leaves) • willingness to work in weekends and on overtimes <p>Despite of higher hourly employment cost, hiring a foreigner is definitely more effective!</p>	<ul style="list-style-type: none"> • permanent coordination support • good working conditions • providing a good accommodation • possibility to work in overtimes • equal treatment • internal preparation to hire a foreign (training for Managerial Staff) • translation of all important documentation 	<ul style="list-style-type: none"> • law procedures • financial motivation dominated in case of foreign workers • only blue collar workers • lack of polish language knowledge • open borders from other countries (eg Germany)

how will the pandemic
(COVID-19)

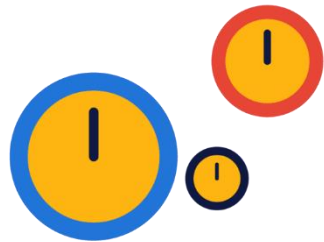
impact the priorities
of the most desirable
aspects of
employment?



most desirable aspects of employment by time.



Building a positive employer brand image is an ongoing process. One-off efforts to improve a dominant aspect of employment may only benefit an employer in the short term. Why is consistency in action and keeping up with the needs of your current and prospective employees so important?



Expectations change over time. Important psychological and socio-economic factors may significantly impact the priority of the most desirable aspects of employment. People are under the influence of the processes happening in the broader market and their decisions and expectations are closely related to them.

Only **continuous monitoring** of what is important for employees and the external brand perception will allow the employer to react quickly and reasonably.

step 1

You should be up-to-date with what is the most important for your target employees. What are they afraid of and what kills their involvement?

step 2

An employer should also verify whether they can respond to those needs. If not – what corrective action should you take?

The risk is significant. Unfulfilled promises and loss of an employer brand's credibility may lead to irreparable damage over time.

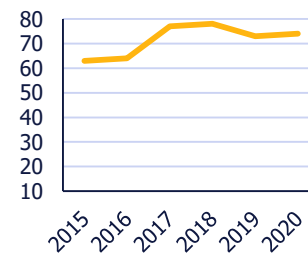
what's going to happen now and how will the pandemic impact the priorities of the most desirable aspects of employment?

What our survey has been consistently revealing over the last five years is further reinforcement of the top ranking position. Every year salaries became more and more important, far more than the other factors. Soft aspects of employment also grew in importance quite consistently, and included: friendly workplace environment or career progression opportunities.

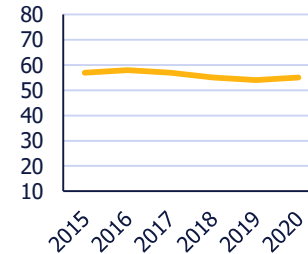
What's going to happen now and how will the pandemic (COVID-19) impact the priorities of the most desirable aspects of employment?

A look back at the results from the previous Randstad Employer Brand surveys and at the situation during the financial crisis in Poland allows to predict how will the priority of factors change. At their core, both crises are different, but there may also be some shared trends.

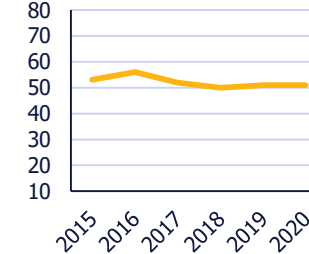
attractive salary & benefits



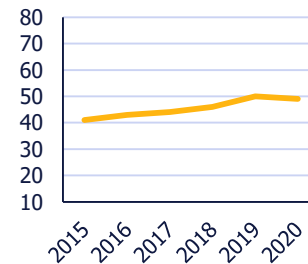
job security



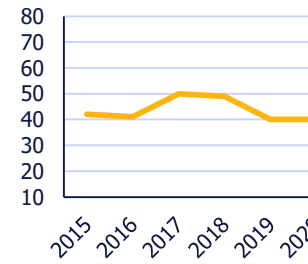
pleasant work atmosphere



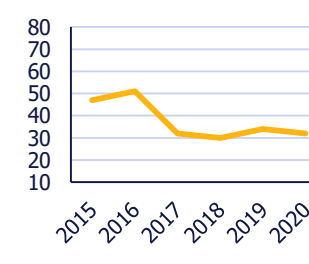
career progression



work-life balance

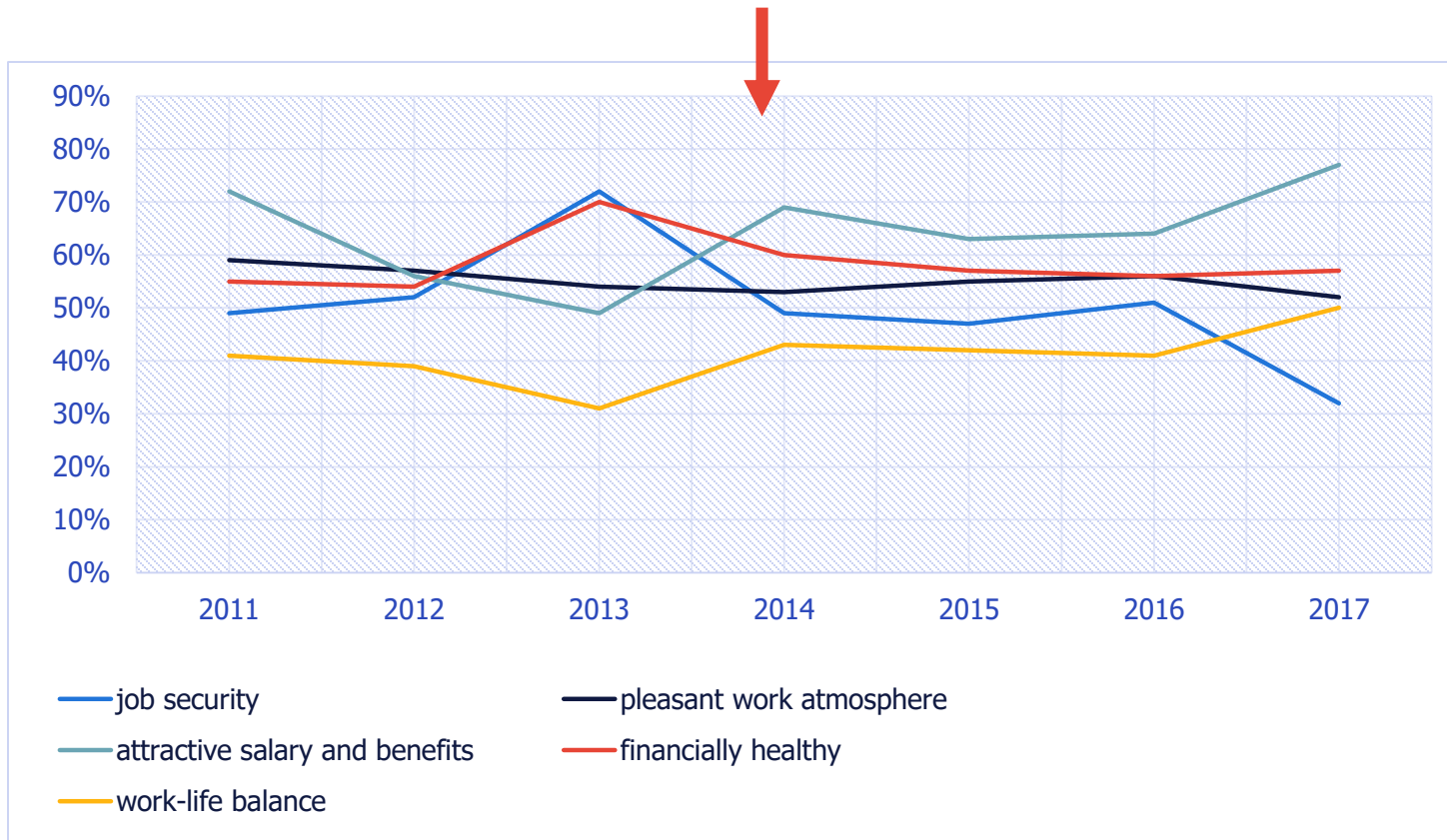


financially healthy



[Here](#) are the detailed results and information regarding other aspects of employment.

in the upcoming years job security and financial security of the company may become the leading factors or close the gap to the dominant factor, i.e. salaries.



Market experience from the financial crisis and the resulting consequences could be seen in the Randstad Employer Brand research **for as long as until 2014**. Poles were significantly more attached to job security. In 2013 this factor, along with the financial health of a company, outranked salaries as the most desirable aspect of a job.

We expect this trend to continue in the near future and we expect that job security and the company's financial security will close the gap to the survey's "winner", i.e. salary and benefits.

nearly one in four people is concerned about losing their job.

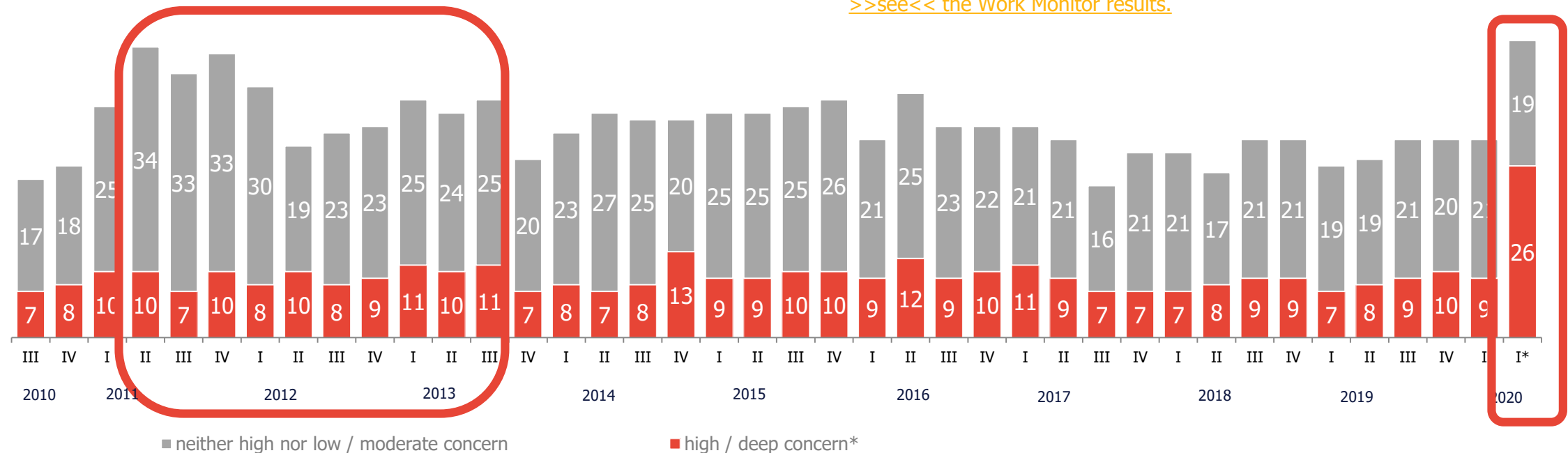
The special edition of the Work Monitor (March 2020) shows that the epidemic (COVID-19) undermined previous job security sentiments.

Since the beginning of 2018, unemployment risk evaluation scores were relatively low and remained relatively stable for the last two years.

In March 2020 job insecurity levels among Poles turned out to be among the highest in the last 10 years.

According to the Work Monitor survey conducted for the Randstad Research Institute, nearly 1 in 4 people admitted that they are concerned about keeping their job. Their concerns were not only about redundancy (25%), but mostly about salary cuts (nearly half of the interviewees) or even their company closing down (16%). Importantly, the survey was conducted in the second half of March 2020, when the pandemic outbreak was announced. The months to come will tell whether and to what extent employees will continue to be plagued with such significant insecurity.

>>see<< [the Work Monitor results.](#)



Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended? Is the risk related to that...

*the wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have changed (N= 1 016)

Labor Law regulations



total cost of employment mandatory & additional costs.



other costs.

- holiday leave, or equivalent for unused holiday, (20 or 26 days per year)
- remuneration for the time off work due to illness and other days of justified absence (33 days per year)
- remuneration for overtime hours (paid +50% or +100%)
- notice period (2 weeks, 1 month or 3 months)
- Employee Benefit Fund (255 EUR per year can be deducted from CIT)

Gross monthly salary	1000,00 EUR	
Social insurance paid by employer	202,80 EUR	20,28% of gross monthly salary
State Fund For Rehabilitation Of Disabled	23,16 EUR	fixed amount (avoided if more than 6% of employees are disabled)
Additional benefits	174,04 EUR	bonuses, prizes & benefits
Total cost	1400,00 EUR	

CALCULATOR



labour law regulations

Overtime

- 100% for working nights, Sundays and bank holidays, which are not employee's working days, or days off given to the employee in lieu of Sundays or bank holidays worked in accordance with his work schedule
- 50% for working overtime on any day other than those mentioned above

Night work

- eight hours between 21:00 - 07:00
- employee working nights is entitled to a extra pay of 20% of the minimum hourly wage for every hour worked

Right to undisturbed rest

- all employees are entitled to at least 11 hours undisturbed rest in every 24 and at least 35 rest hours each week

Maximum number of overtime hours

- 416 per year (8 hours per week x 52 weeks)

Employment contract types

- for a trial period
- for a fixed term
- for indefinite period

An employment contract for a trial period - three months max
Total period of employment under fixed term contracts – not more than 33 months, 3 contracts max

Notice periods

- two weeks, if the employee has worked for the employer for not more than six months
- one month, if the employee has worked for the employer for at least six months but less than three years
- three months, if the employee has worked for the employer for at least three years

Vacation

- 20 days - if the employee has been working for less than 10 years
- 26 days - if the employee has been working for at least 10 years

basic regulations

Working time

- The normal daily working time - 8 hours
- Weekly working time is normally 40 hours (max 48 hours)
- The maximum overtime duty - 150 hours annually

Other

- Positive medical check is required to enable an employee start working
- While eyesight examination if glasses are prescribed an employer need to refund the cost of glasses up to 150 PLN as minimum
- Some of the benefits can be paid from the social fund
- In case the employee has children it can be higher (2 additional days yearly for parents of children younger than 14 years old)

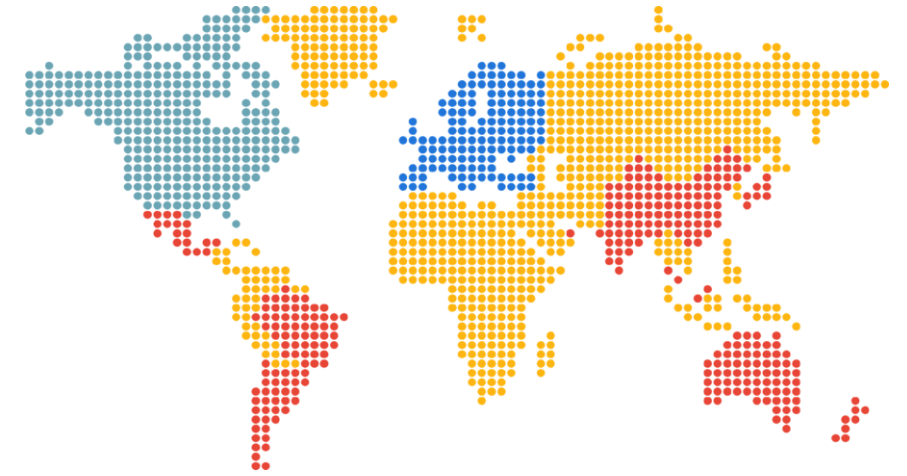


company presentation

randstad experience

randstad in numbers

1 HR services provider worldwide.



key figures 2018

€ 23.8

billion in revenue

262,500

permanent placements

38,820

avg. corporate employees

4,826

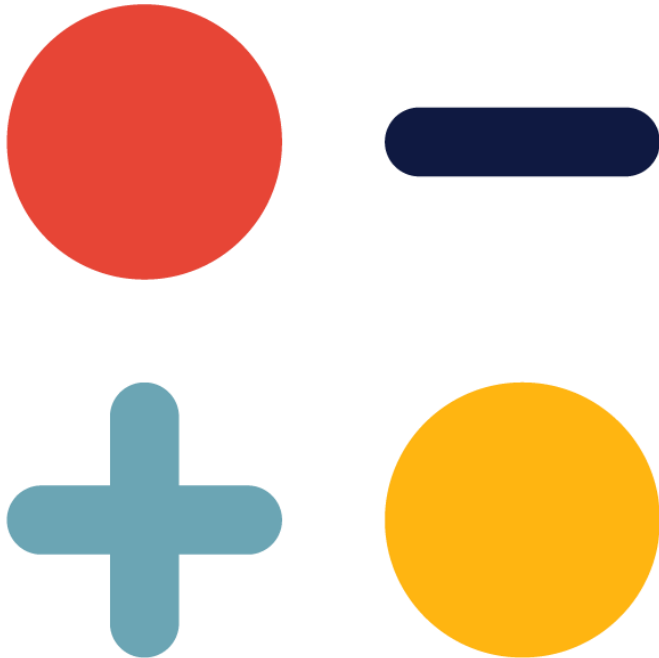
offices in 39 countries

670,900

people we help to work every day

48%

women in leadership positions



randstad resources

randstad in poland since 1994



we have **140**
offices in Poland (11 in lower silesia)



we work for **2050**
clients in Poland



we run yearly more than
1500
recruitment projects

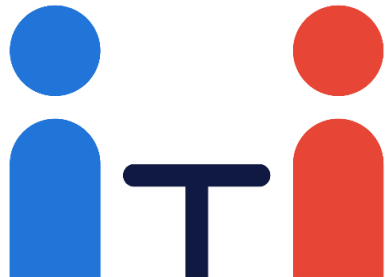


clients are served by
1000
of our employees



everyday we employ around
30 000
of flex workers

our services



permanent recruitment



temporary employment



HR solutions: HR and payroll management, employment outsourcing, HR consulting



recruitment process outsourcing



greenfield projects



cross border staffing



we are here for you:



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production & supply chain

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randstad

human forward.

