

# 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.

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# 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.

	<b>Wielkopolskie</b> voivodeship	<b>Kujawsko- pomorskie</b> voivodeship	<b>Łódzkie</b> voivodeship	<b>Mazowieckie</b> voivodeship	<b>Konin</b> <b>district</b>
Population	3 489 000	2 072 373	2 500 200	5 423 168	<b>130 000</b>
Unemployment	3,3 %	7,9 %	5,9 %	4,8 %	<b>8,8 %</b>
Number of citizens (working age 18-44)	2 087 026	1 251 212	1 442 226	3 198 473	<b>81 825</b>
Avarage salary EURO gross per month	1 229	1 200	1280,3	1 616,7	<b>1093</b>
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

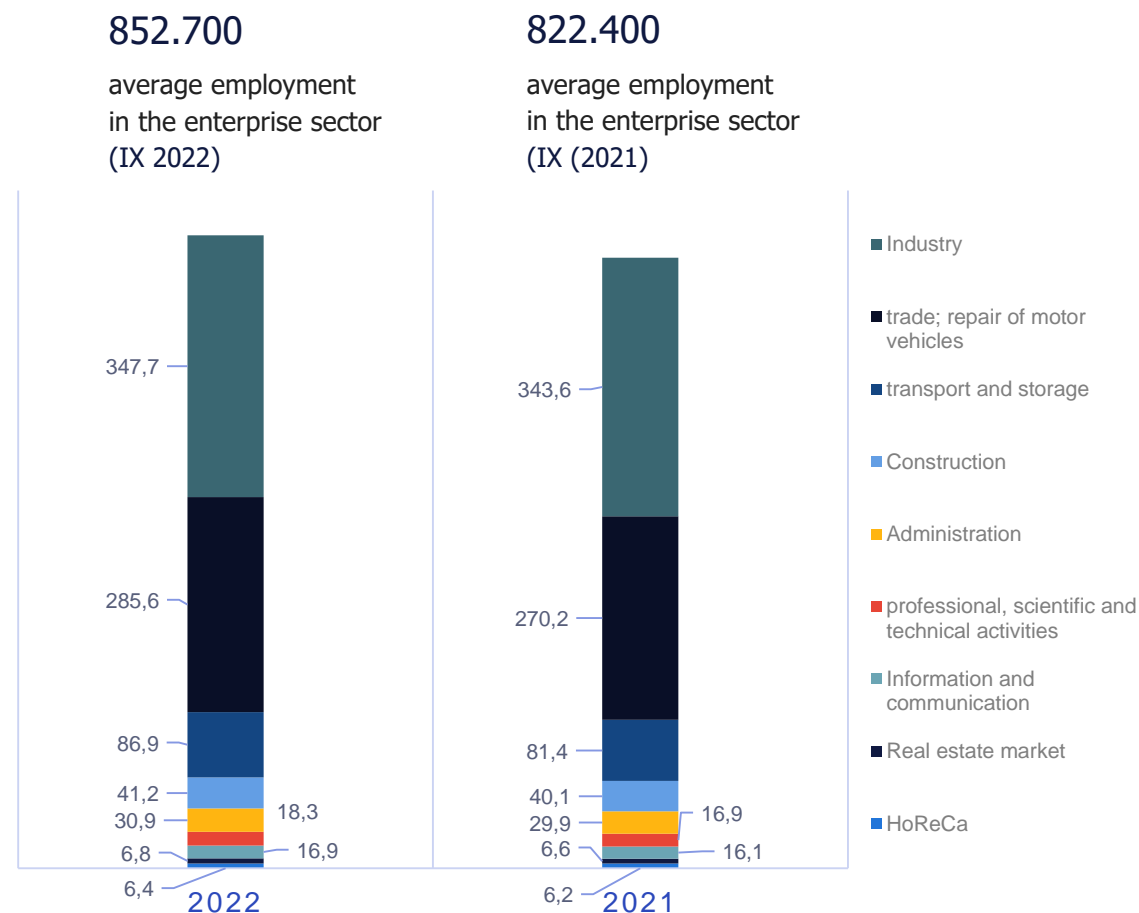
# why Konin?

- ✓ **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 September 2022, the average employment in Wielkopolskie Voivodeship increased by 30.200 employees , i.e. by 3,7% compared with the same period of the preceding year. The month-to-month increase was by 600 (August 2022).
- Compared with September 2021 an increase in employment in Wielkopolskie Voivodeship was recorded in the following sectors:
  - professional, scientific and technical activities (by 8%),
  - transport and storage (by 6,7%),
  - trade; repair of motor vehicles (by 5,7%),
  - Information and communication (by 4,7%)
  - Administration (by 3,3%)
  - HoReCa ( by 3,2%)
  - Construction (by 2,8%)
  - Real estate market (by 2%),
  - Industry (by 1,2%)
- From January till September 2022 employment in Wielkopolskie Voivodeship stood at 848.200 and was 3,7% higher than in the previous year.

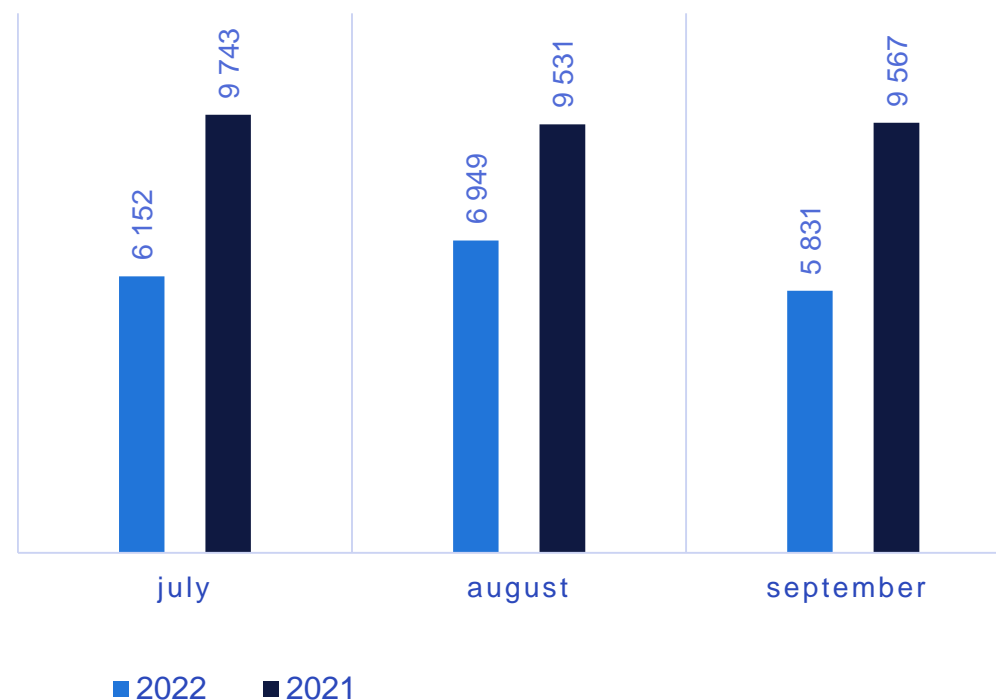
## Average employment by sector in Wielkopolskie Voivodeship (in thousands)



# vacancies and vocational activation places.

- In September 2022, a total of 5 831 job offers appeared in Wielkopolskie Voivodeship. At that time there were 10 unemployed per each job advertised.
- All in all, between July and September 2022 the labour offices in Wielkopolskie had 18 932 vacancies and vocational activation places. In 3Q 2022 the labour offices in Wielkopolskie Voivodeship received 9 909 less job offers than in the same period of the preceding year.
- In September 2022, options for work and places of professional activation appeared in Poznań (1 003), Poznań County (301) and Kępno country (300).
- The smallest number of job offers and places of professional activation were recorded in the Wągrowiec country (24), Śrem country (30) and Kalisz country (50).

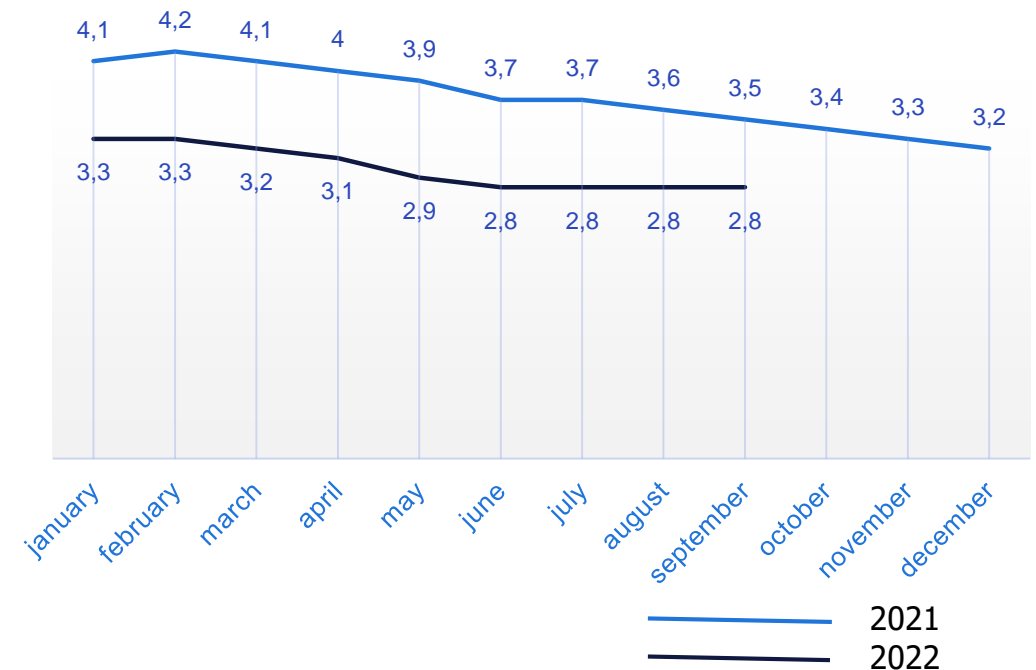
comparison of the number of job offers reported per month in the 3rd quarter of 2022 and 2021



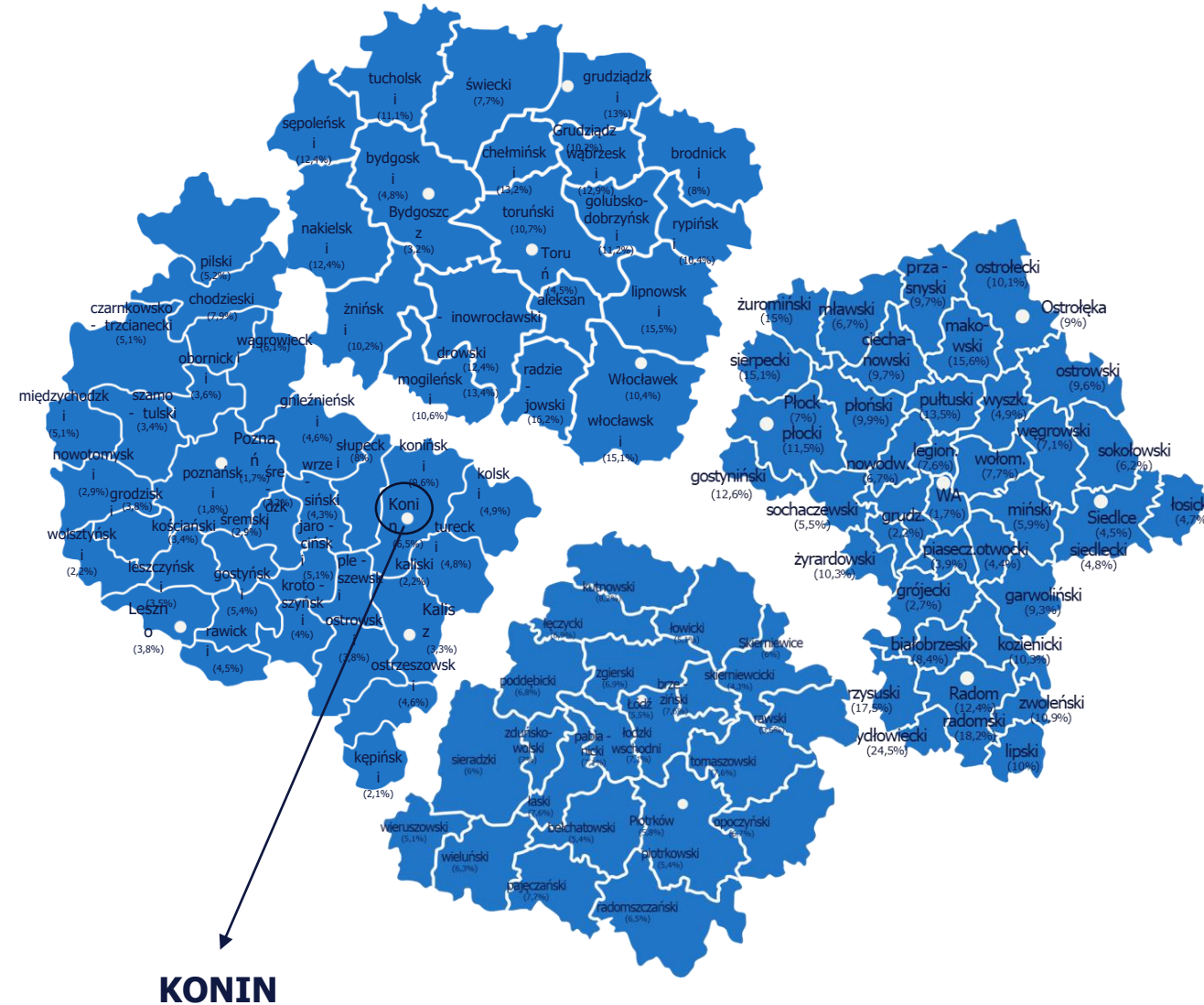
# unemployment figures for Wielkopolskie Voivodeship.

- In September 2022, the rate of unemployment in Wielkopolskie Voivodeship stood at 2,8% and was **2.3 percentage points lower** than the rate of unemployment in Poland (5,1%).
- Wielkopolskie has a relatively low rate of unemployment and occupies the last place compared with other Polish Voivodeships. The difference between the Podkarpackie Voivodeship (the highest unemployment rate in Poland) and the Greater Poland Voivodeship was 5.9 pp.
- Compared with September 2021, the rate of unemployment in Wielkopolskie Voivodeship **decreased by 0.7 percentage points**. The month-to-month comparison (i.e. compared with August 2022) the unemployment rate in wielkopolskie did not change. .

Rate of unemployment registered in Wielkopolskie Voivodeship in the years 2021 and 2022 (in %)



# unemployment in Konin area






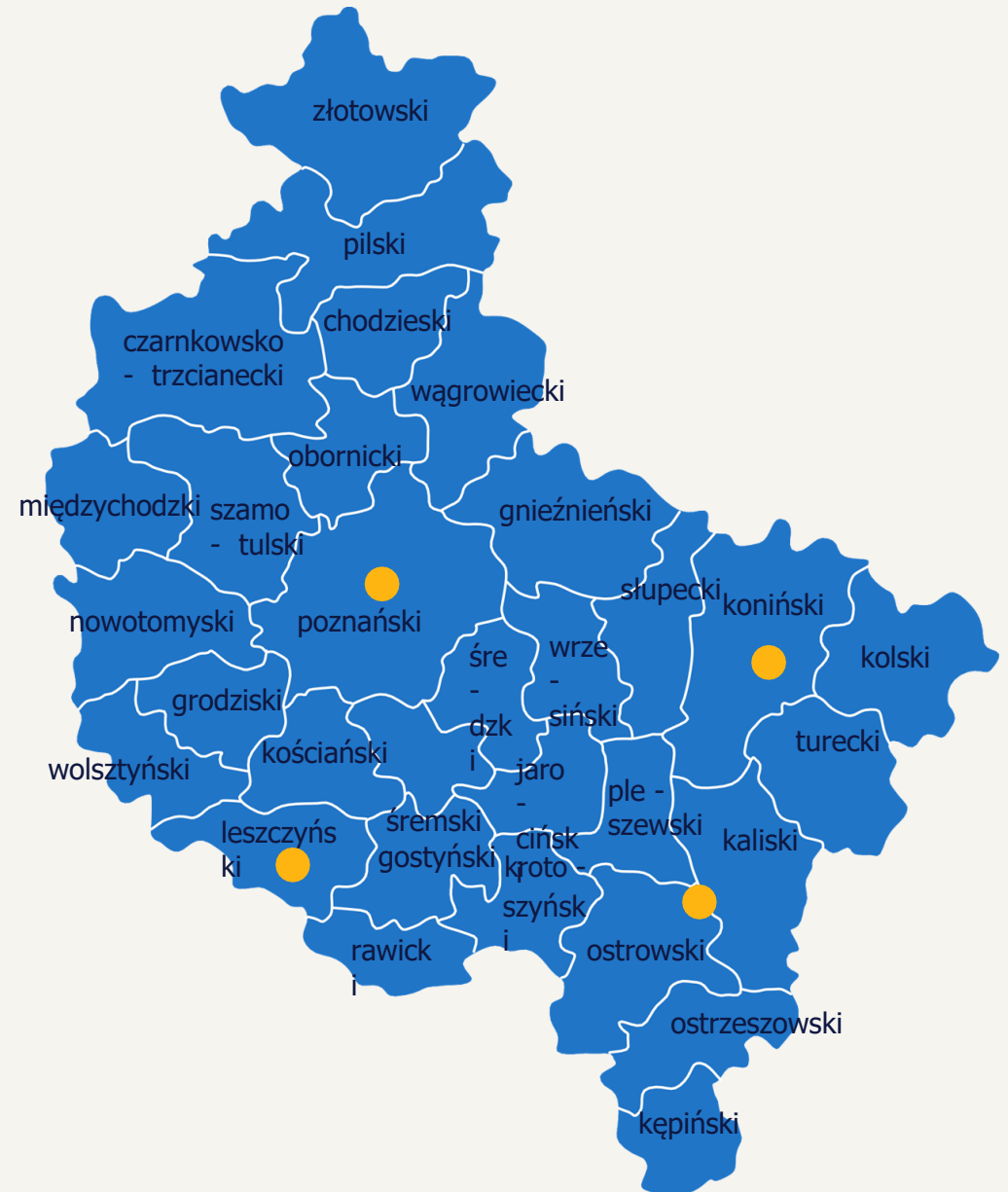
Konin is located on the border of 4 Voivodeships: **Wielkopolskie**, **Kujawsko-Pomorskie**, **Mazowieckie** and **Łódzkie**, where there is a relatively low unemployment rate compared to the other regions of Poland.



# area characteristics: working age population, unemployment. wielkopolskie counties

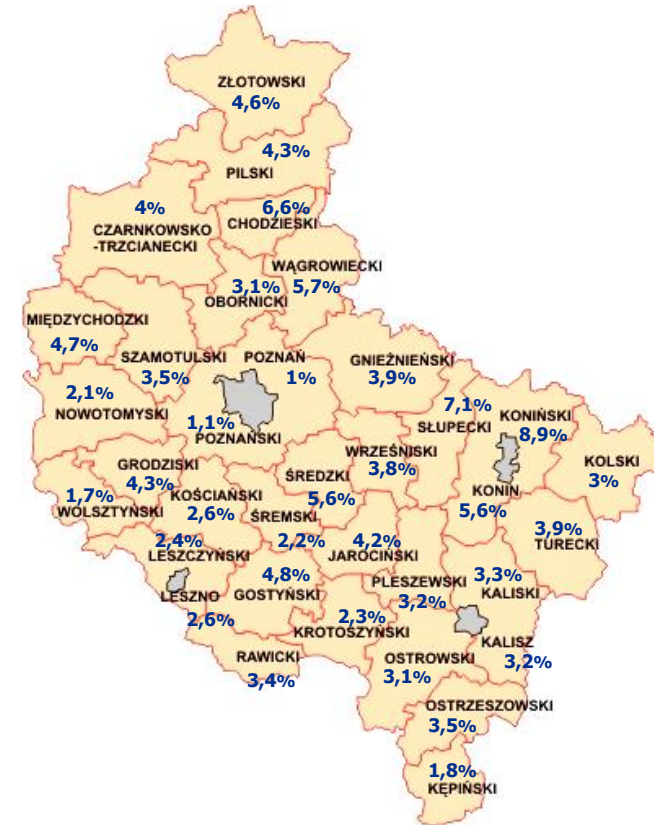
 2.8%  
 45 000  
 2 070 000

 unemployment rate  
 number of unemployed  
 working – age population



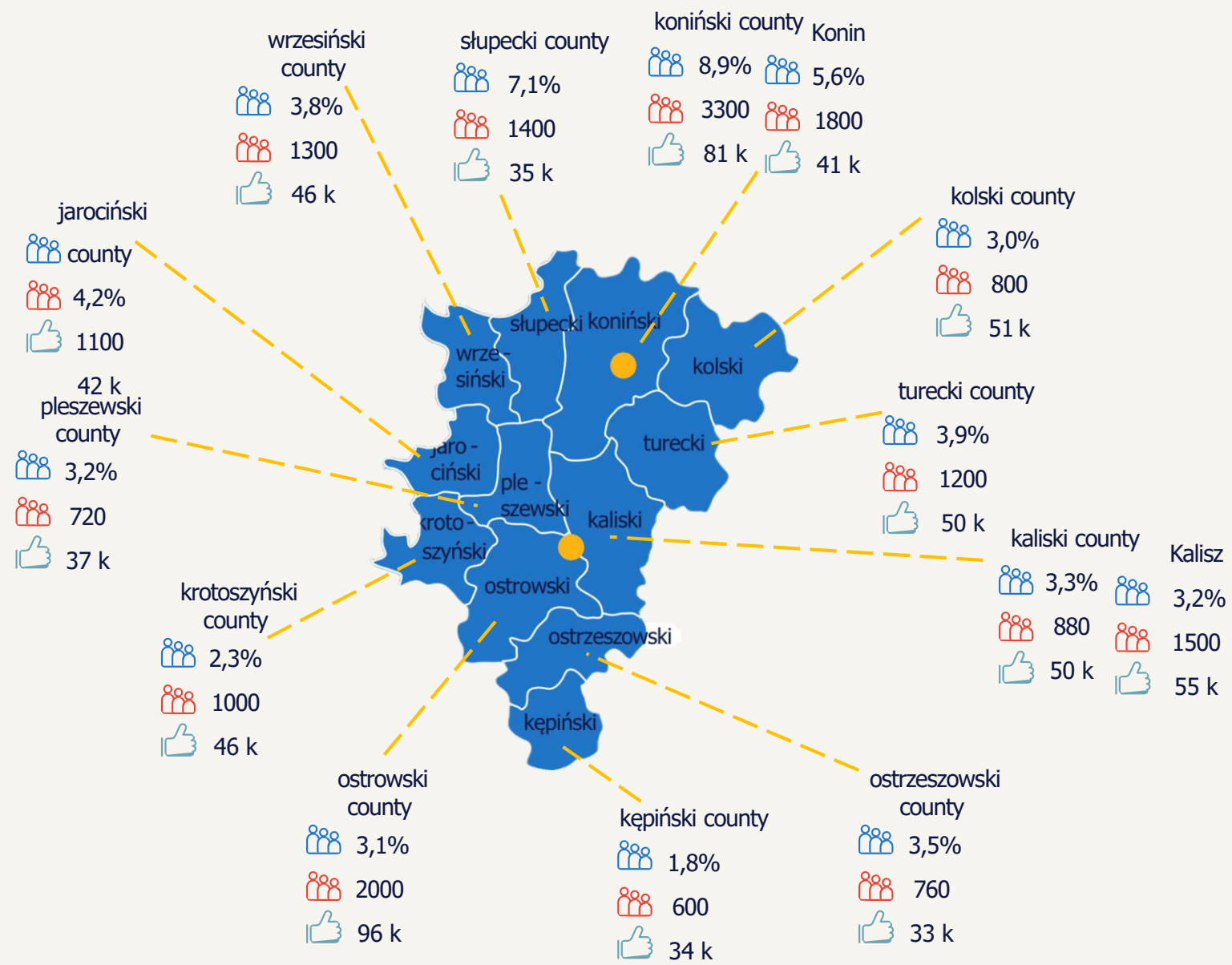
# data on unemployment in wielkopolskie voivodship by districts.

- The comparatively **highest rate** of registered unemployment occurred in the counties of the countryside :
  - konin country (8,9%),
  - sępca country (7,1%),
  - chodzież county (6,6%).
- **Najniższą** stopę bezrobocia odnotowano w powiatach:
  - Poznań (1%),
  - Poznań country (1,1%),
  - Wolsztyn (1,7%).



# area characteristics working age population, unemployment.

## konin, kalisz



unemployment rate  
 number of unemployed  
 working – age population

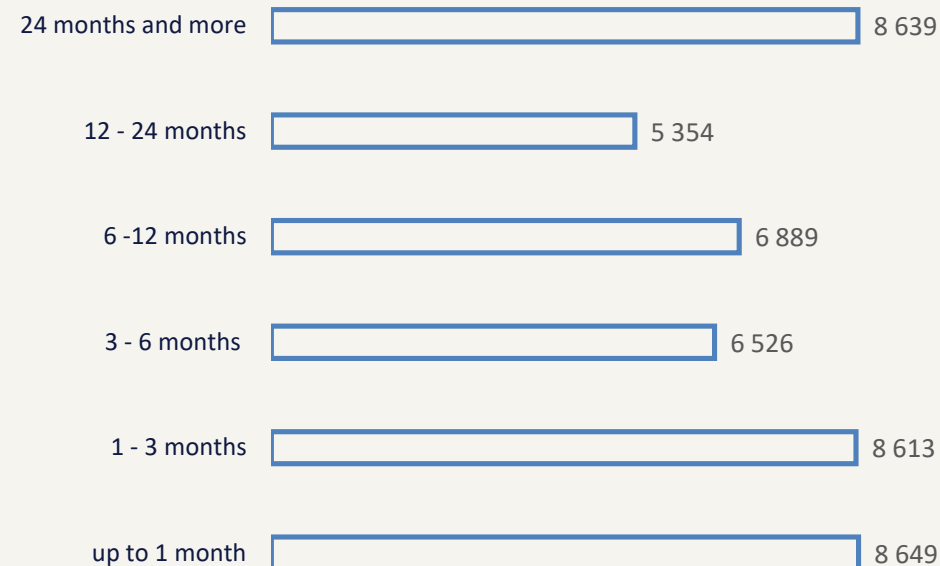
# structure of unemployment. Wielkopolskie.

## Unemployed by level of education in September 2022

	Wielkopolskie	Poznań (capital city of Wielkopolskie)
higher	6 414	1 205
post-secondary and secondary vocational	9 905	678
general secondary	4 952	486
vocational	12 736	543
High and lower	10 663	855

- The highest percentage of the unemployed in Wielkopolskie occurs among persons with vocational education (29%). 14% of the unemployed in West Pomeranian are graduates.
- In Poznań (capital city of Wielkopolskie), the largest group of the unemployed are persons with higher education (32%) and High and lower education (23%).

## Unemployed by duration of unemployment in Wielkopolskie



- Among the unemployed from the Wielkopolskie Voivodeship, the largest group were people who had been unemployed up to 1 month and between 3 and 6 months (19 each %).
- The least, 12% of all unemployed people have been unemployed between 12 and 24 months

# 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

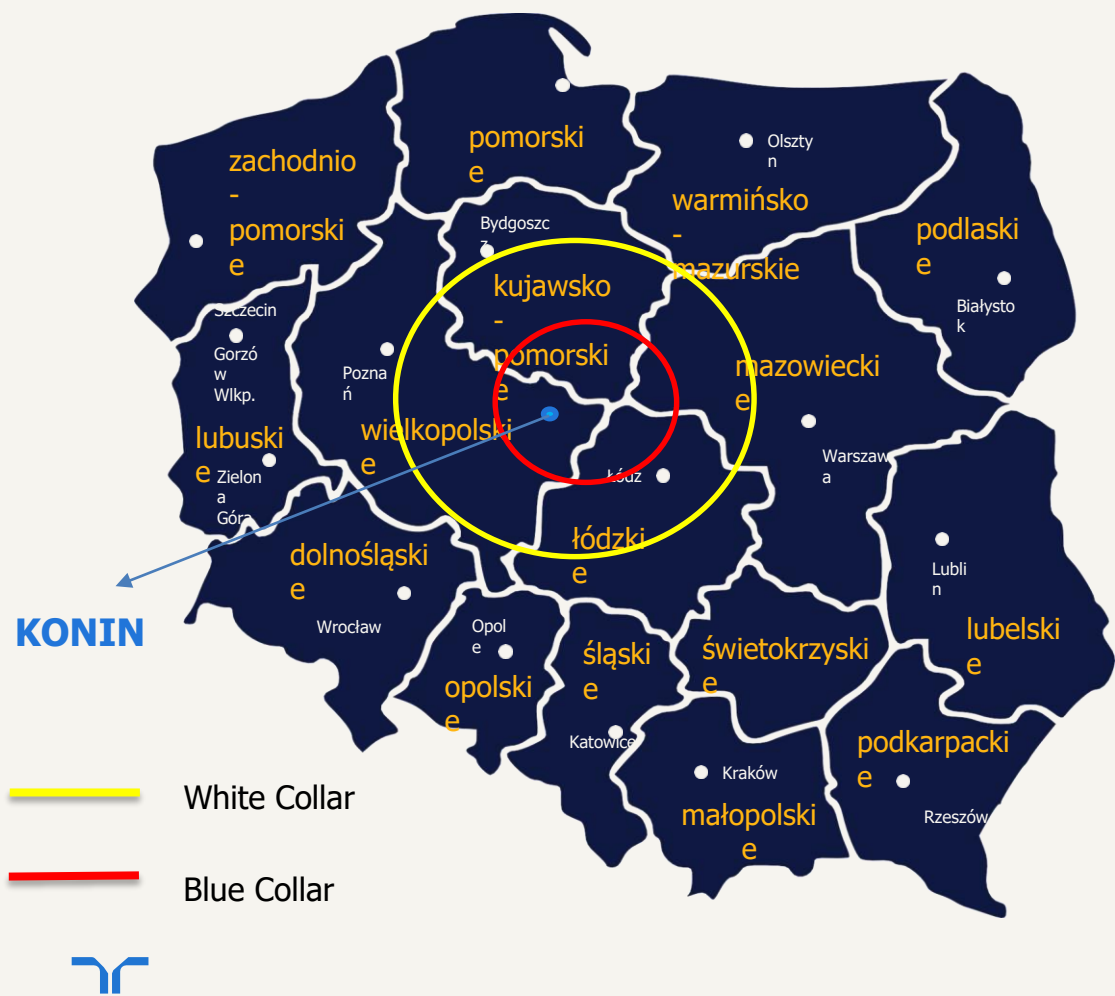
Transition from the economy that relies on carbon-intensive activities to the clean, circular economy needs vast investment and cooperation of private and public entities. Green energy types such as solar, wind, hydro, geothermal, and biomass ensure energy security and development.

Source KPMG



# talent catchment area

around Konin (up to 1 hour drive).



Powiat	Number of citizens in working age (18-44)	Unemployment rate %
Konin	81 825	8,8
Konin City	42 947	6,7
Koło	52 408	2,6
Turek	51 115	3,5
Kalisz	57 515	2,8
Słupca	36 150	6,9
Pleszew	38 716	4,3
Września	47 156	4,1
Kutno	57 350	7,6
Łęczyca	29 745	5,6
Poddębice	24 664	5,8
Zduńska Wola	39 671	6,6
Zgierz	97 768	5,8
Inowrocław	97 808	11,7
Mogilno	27 991	9,5
Radziejów	24 812	14,5
Gostynin	27 154	11,8
Płock	68 976	10,4
total	806 003	

# who operates out of Konin area?

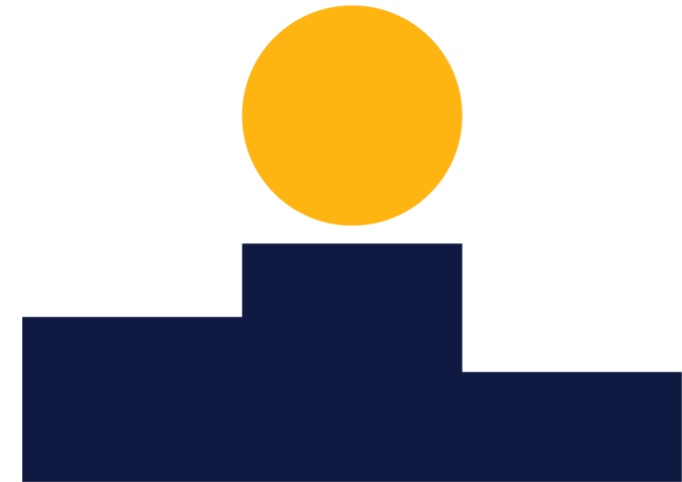
Potential sourcing area (up to 1 hour drive)



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
Alpina	KALISZ	Volkswagen Poland	ZGIERZ
Roland International	Pratt & Whitney	Tonsil	Eurofoam
PAK Górnictwo	Andre Abrasive Articles	Mikroma	Helsa Poland
AJ Group	Big Star Limited	Inalfa Roof Systems	MOGILNO
Konimpex	Winiary S.A.	Krispol	Chemirol
Kon-Plast	Energetyka Kaliska	Gestamp	Stalko
Frapo	Portos	GOSTYNIN	INOWROCŁAW
Fugo	ZDUŃSKA WOLA	Elgo	Inofama
	Ferax	Bimerg	Ciech

# recruitment opportunities in Konin area

1. Large volume of blue collar workers available up to 1 hour drive around Konin – if transport provided.
2. Strong potential of unemployed in mining and energy sector.
3. Local culture – local candidates are trustful and loyal ones. They are willing to stay at one company for longer time.
4. Potential of specialists and experts = possibility to attract them from Poznań and Łódź, both well-developed academic centers in Poland.





# recruitment feasibility in Konin area

## blue collars, production workers. Case study

Job position (Production)	1st month	2nd month	3rd month	4th and next months
Production worker (blue collars)	Promotional campaign	40 FTE onboarded (10 FTE per week)	80 - 100 FTE onboarded (20-25 FTE per week)	80 - 100 FTE onboarded (20 - 25 FTE per week)

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

Number of employees onboarded	1st year	5th year
Blue collars	400	2000



# successful recruitment delivery impacts in Konin

- ❖ 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)
- ❖ Salary rate per hour align with the market benchmark
- ❖ Strong support from the local labour office in reaching candidates.
- ❖ 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.
- ❖ 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.
- ❖ 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 20-25 FTE per week, but during first month of the project we recommend to take on a bit lower number of FTE and prepare well to onboarding process. This is a phase of building the employer brand of new company in the location, so one of the major goal is to receive great recommendations from first employees hired.



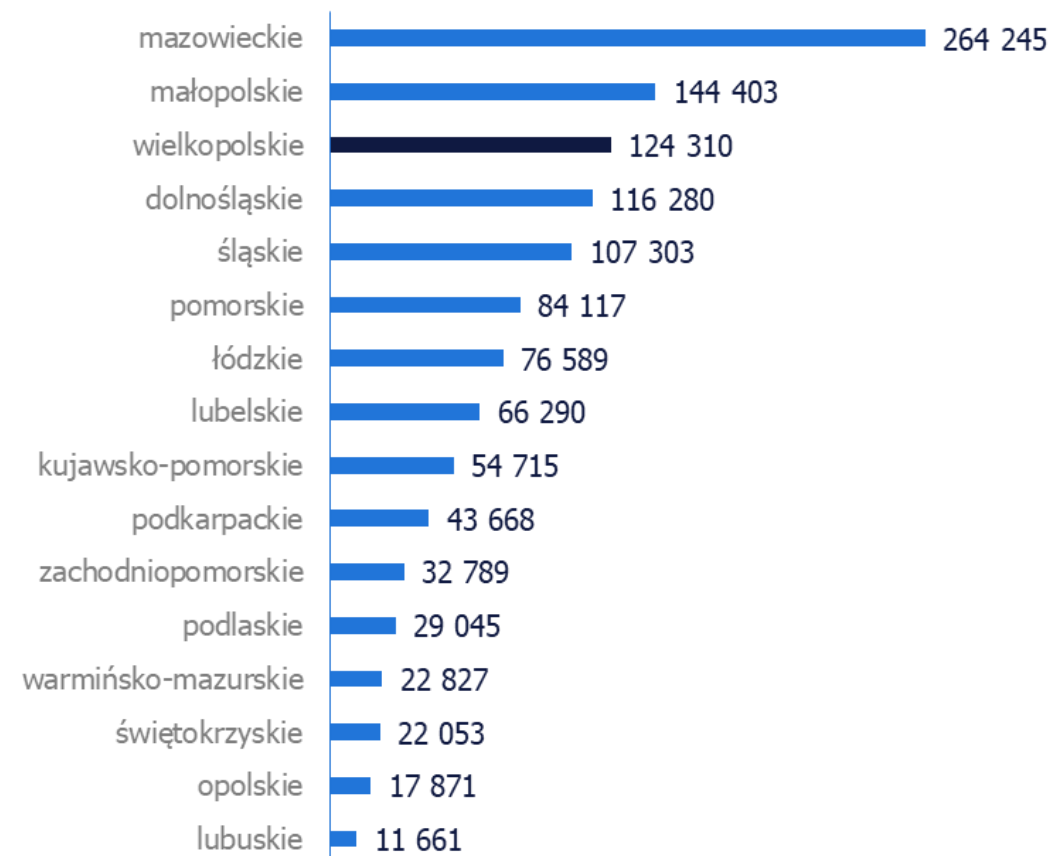
# Education in Konin area



# education potential.

- By the end of December 2021, in Wielkopolskie Voivodeship there were nearly **124.300 students** representing 11% of all persons in education in Poland.
- Wielkopolskie was in 3rd place among the voivodships in terms of the number of students
- Among the students in Wielkopolskie Voivodeship 59% are women. 58% of all students attending universities located in Wielkopolskie Voivodeship choose the stationary mode. 6% of students are foreigners.
- In 2020, universities in Greater Poland left 27.9 thousand graduates, which is 9,5% of all graduates in Poland.

university students broken down by Voivodeship where the university is located (as at the end of December 2021)



# 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



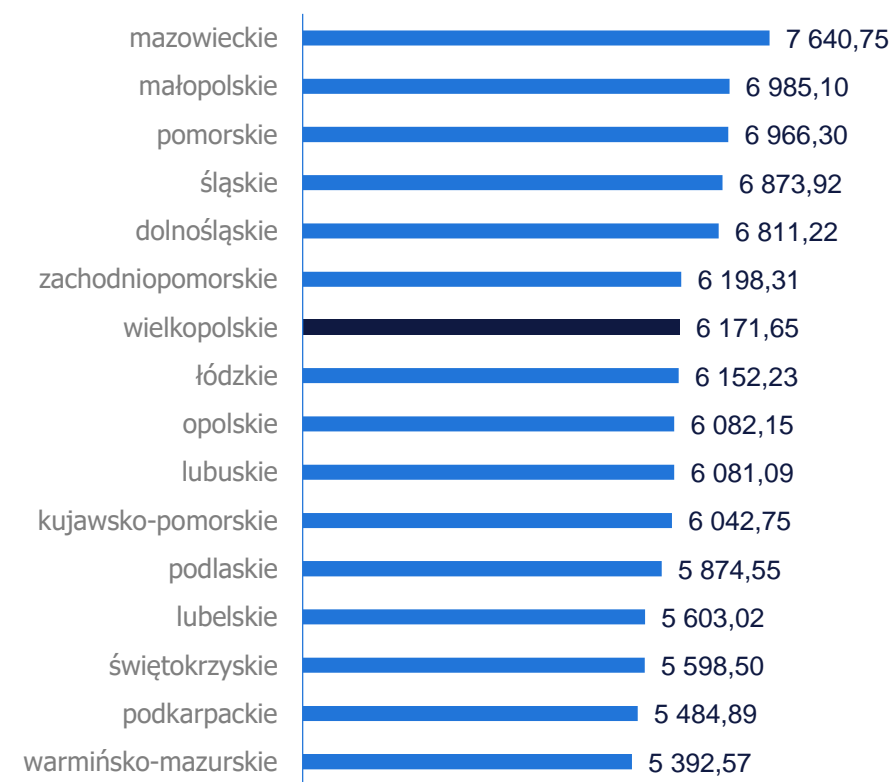
# Compensation & benefits



# pay in Wielkopolskie Voivodeship.

- Average monthly wages in the enterprise sector in the Wielkopolska Province during the year increased by PLN 865.19 (comparison of rates offered in September 2021 and 2022).
- In 6 provinces wage rates were lower than in Wielkopolska, while in 9 there were higher.
- The difference between the wages offered in Wielkopolska and the rates obtained in the province with the highest average monthly wage in Warsaw (Mazowieckie ) was PLN 1 469,10 .
- From January to September 2022, the average wages in Wielkopolska province amounted to PLN 5,919.90 gross and increased by 12.4% compared to the same period of 2021.
- In Poznań alone, the average wages in the enterprise sector in October 2022 amounted to PLN 7 187,73 gross.

## Average gross monthly pay in the enterprises sector divided into Voivodships (September 2022)



# 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	7000 - 9000
		Operator	3700 - 4200
		Electrode	4000 – 4500
		Assembly	3600 – 4000
		Formation	3700 – 4100
		Module	3700 - 4100
	Utilities	Area Manager	11000 - 14000
		Engineer	6500 – 9500
		OP (day shift)	3700 – 4500
		OP (shift)	3700 – 4500
	SHE	Lead	8000 – 12000
		Engineer	6500 – 9000
		OP (day shift)	3700 – 4100
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)		5000 - 6000	
Plant QA		Lead	9000 - 13000
		Quality Planning Engineer	7000 - 9000
		SQM Engineer	7000 - 9000
		SQM OP (day shift)	3700 - 4200
		Quality Evaluation Engineer	6500 - 9000
		Quality Evaluation OP (day shift)	3700 - 4200
		Quality Control Engineer	6500 - 9000
		Quality Control OP (shift)	3700 – 4200



# 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	12.000	16.000
Accounting	5500	8000
Payroll Specialist	6000	8000
HR Manager	12.000	18.000
HR assistant	5000	6000
EHS Specialist	6000	8500
Customer Service	4500	6500
Clerk Assistant	4500	6000
Sales & expenses	5000	7500
Purchasing Specialist	6500	8000
IT Specialist	8000	12.000



# value proposition for employees

## local industry standards

### Blue-collar

- ✓ bonuses paid monthly, depending on the efficiency of 400-800 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

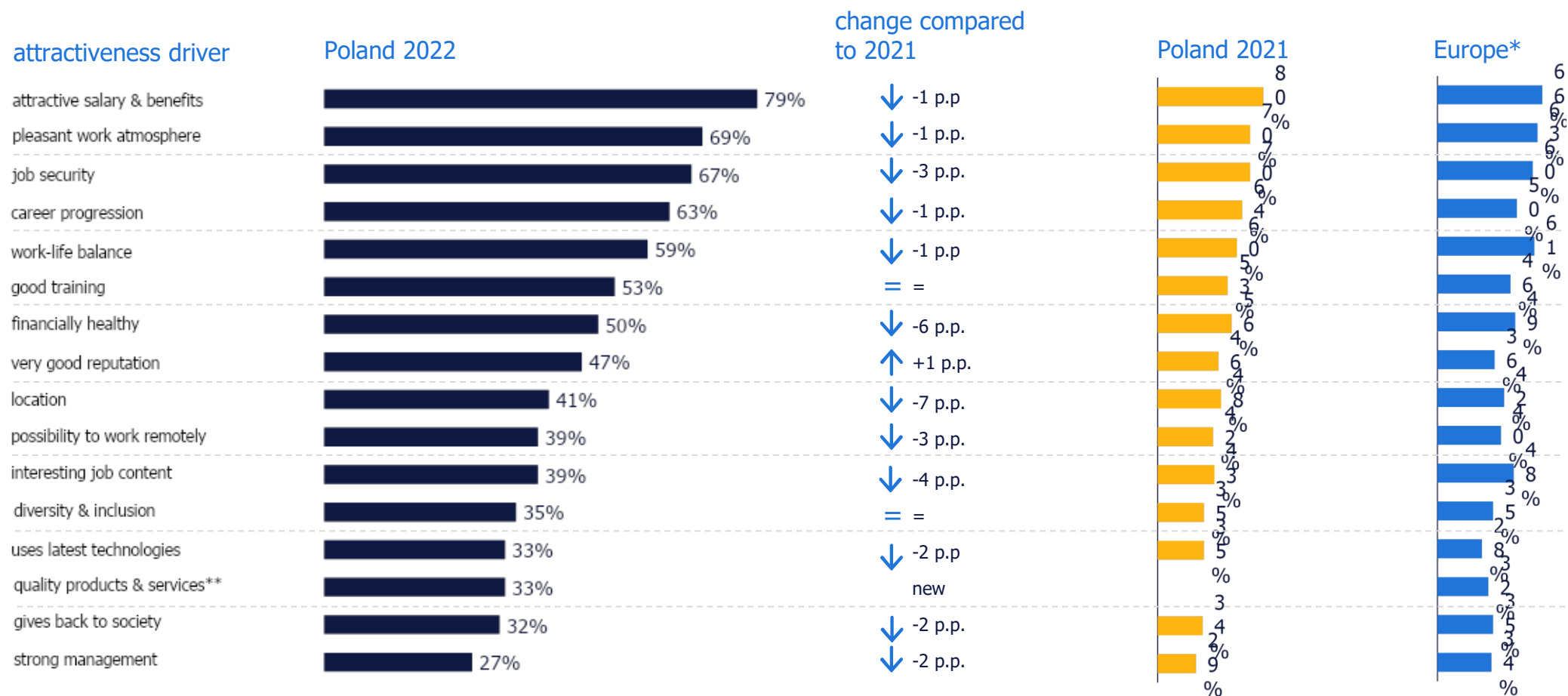
### Smart

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



# what do potential employees expect in the face of the crisis?

## key factors in choosing an employer.



\*Europe: Austria, Belgium, Czech Republic, France, Greece, Hungary, Italy, Luxembourg, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, The Netherlands and UK.

\*\*new factor in the survey

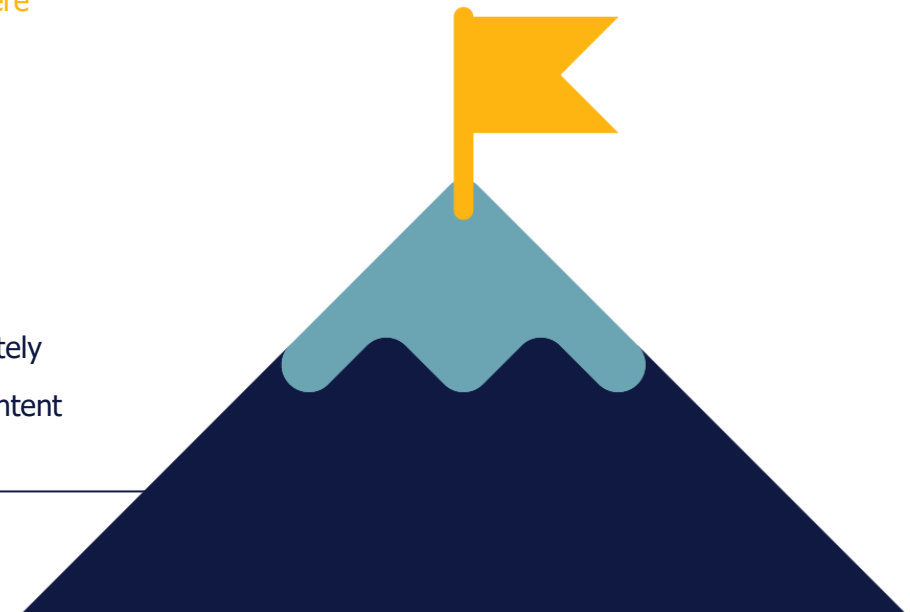
# perception of employers' offer in Poland.

In Poland, the overall assessment of the current employer deviates from both the ideal company profile and the general assessment of employers in Poland. According to the respondents, their current employer guarantees **job security, good financial situation of the company and a friendly working atmosphere**.

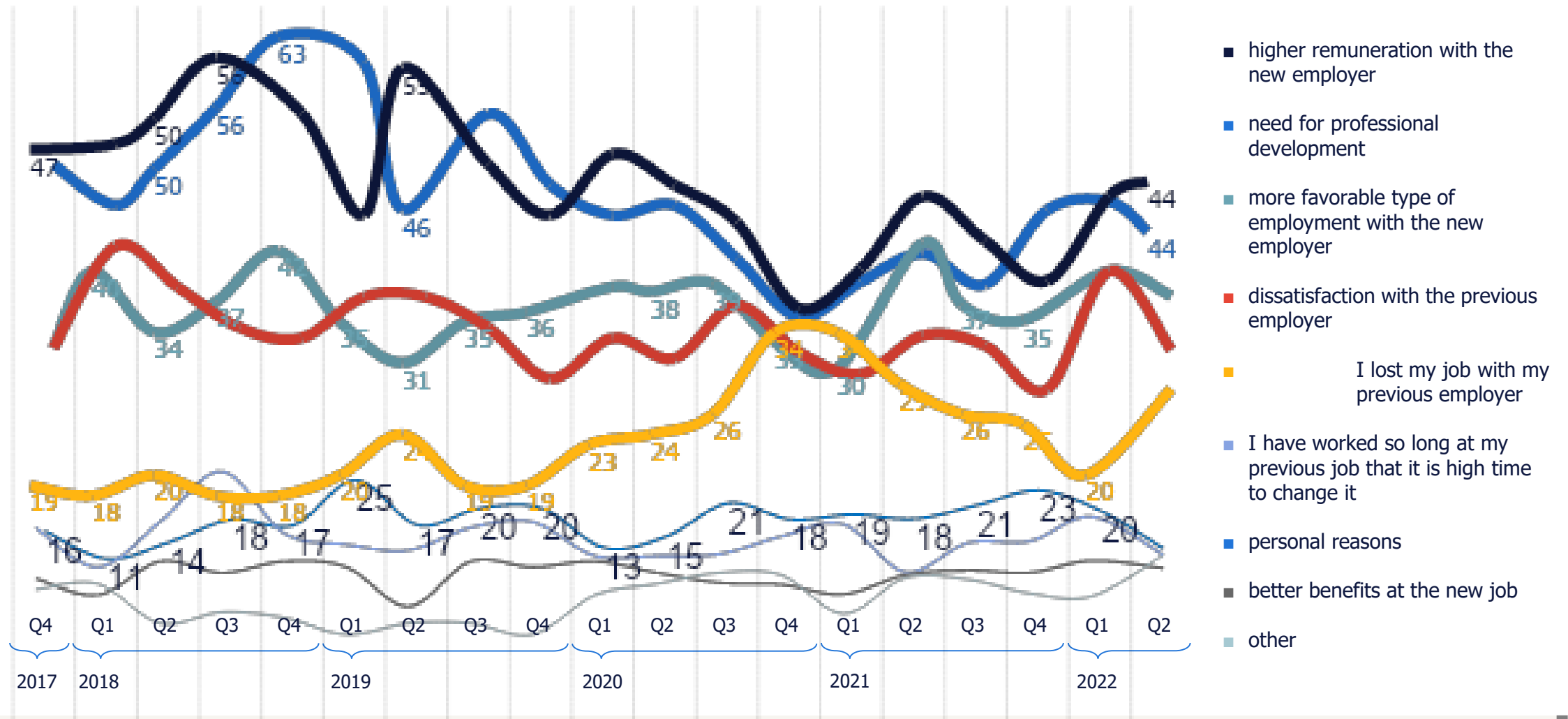
The biggest differences in the perception of employers in Poland relate to attractive salaries and benefits and a friendly working atmosphere. The first factor in the assessment of the current employer was **in 8th position**, while in the overall assessment of employers in Poland ranked 5th, and in the case of ideal employer ranked 1st.

**Pleasant work atmosphere** is, in the opinion of respondents, a factor which is a great unknown to them when changing jobs. With the current employer it **rank 3rd**, while in the overall assessment of employers in Poland it is only in 6th place. In the case of an ideal company, this factor should take 2nd place.

evaluation of current employer	general perception of employers in poland	profile of ideal employer
01 job security	01 financially healthy	01 attractive salary & benefits
02 financially healthy	02 job security	02 pleasant work atmosphere
03 pleasant work atmosphere	03 very good reputation	03 job security
04 offers interesting job content	04 career progression	04 career progression
05 very good reputation	05 attractive salary & benefits	05 work-life balance
06 work-life balance	06 pleasant work atmosphere	06 financially healthy
07 career progression	07 offers interesting job content	07 very good reputation
08 attractive salary & benefits	08 work-life balance	08 possibility to work remotely
09 gives back to society	09 gives back to society	09 offers interesting job content
10 possibility to work remotely	10 possibility to work remotely	10 gives back to society



# what is causing the turnover?

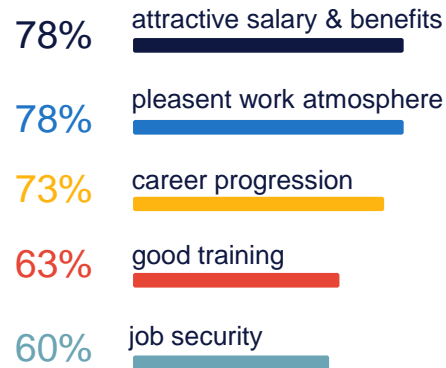


And what were the reasons for that change?

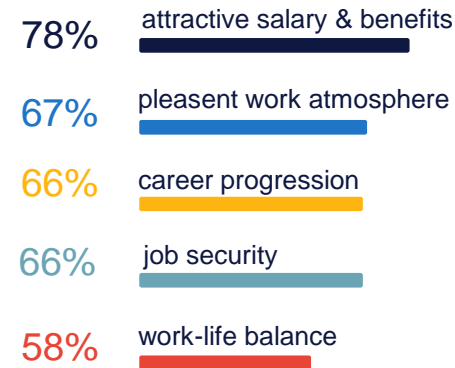


# importance of EVP factors by generation.

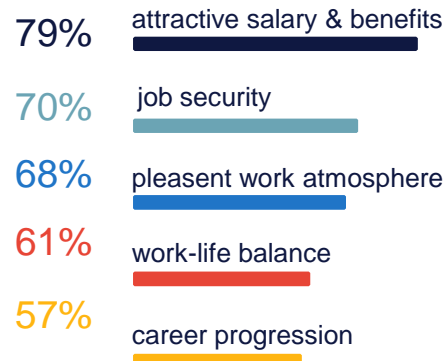
## generation Z (18 - 24 years)



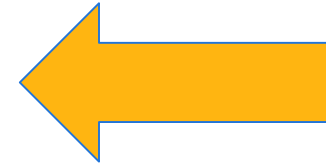
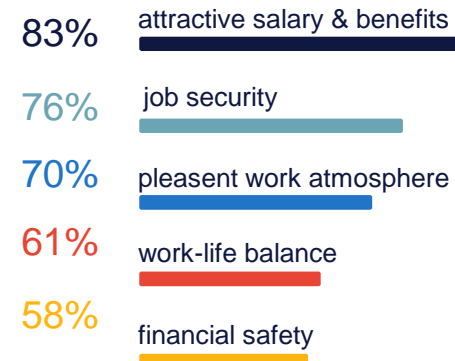
## millenials (25 - 34 years)



## generation X (35 - 54 years)



## boomers (55 - 64 years)



the most  
important  
attractiveness  
factors for **each  
generation**



# labor market trends

# staff turnover - anticipate & prepare for the future.

## Trends in retention strategies

### Short-term:

- Candidate experience
- Pre-onboarding and onboarding process

### Mid-term

- Transparency of internal rules and procedures
- Career development
- Performance reviews and feedbacks
- Employee well-being and safe work environment
- Compensation and benefits transparency

### Long-term:

- Career coaching
- Internal mobility
- Reskilling / upskilling

## Overall attrition in production sector:

- The highest level of attrition among the group of employees on blue collars positions (main motivation based on salary range)
- For white collars the main reason for attrition is leaving the manager not organization

Voluntary turnover for Poland in production:

17 % (BC)  
8% (WC)

Budgeted salary increases for Poland for blue collar workers

2021: 8 %

2022:  
10 %



A man and a woman are walking towards the camera in a wide, paved courtyard. They are flanked by two-story red brick buildings with large, arched windows. The buildings are adorned with green vines and bushes. In the background, a modern building with a glass facade is visible. The scene is bright and sunny, with shadows cast on the ground.

labour law  
regulations



# basic regulations of employment.

## medical examinations

**the employer must to conclude an agreement with the medical centre in term of occupational health**

<b>initial</b>	anyone starting work
<b>check-up</b>	an employee who is unable to work for longer than 30 days due to illness
<b>periodic</b>	employee whose medical certificate expires
<b>glasses</b>	financial contribution to glasses: the amount and frequency should be regulated in the company's internal regulations

## employee capital plans (PPK)

**the employer must to conclude an agreement with the financial institution**

<b>employee</b>	2% of gross salary + voluntary surcharge up to 2% - employees under the age of 55 join the scheme automatically and can resigned form that program by issuing proper declaration
<b>employer</b>	1,5% contribution of gross salary (without sick pay) plus benefits (on which social contributions are calculated) + up to 2,5% voluntarily
<b>state</b>	PLN 250 – welcome payment



# basic regulations

## work time & overtime.

working time	
day	working time may not exceed 8 hours in a 24-hour period ( <i>can be extend to 12 hours</i> )
week	an average of 40 hours in an average five-day working week
overtime	the number of overtime hours cannot exceed 150 hours in a calendar year
weekly working time, together with overtime hours, must not exceed an average of 48 hours in the applicable calculation period	

overtime	add-on % of the basic remuneration
work performed during the night	100%
work performed on Sunday and other holidays	100%
average weekly working hours are exceeded	100%
daily overtime (over 8 hours)	50%



# basic regulations

## employment contract & termination.

	contract duration
contract for a trial	maximum of 3 months can precede employment agreement for definite or indefinite period
definite period of time	can be concluded for a maximum of 33 months it is possible to conclude only 3 of such agreements in a row
indefinite period of time	obligatory after trial period and 3 definite times contracts

	contract duration	period of notice
contract for a trial	to 2 weeks	3-business day
	longer than 2 weeks	1-week
	3 months	2-week

	employment period	period of notice
definite period of time	to 6 months	2-week
	at least 6 months	1-month
	at least 3 years	3-month
indefinite period of time	to 6 months	2-week
	at least 6 months	1-month
	at least 3 years	3-month

job liquidation		
	employment period	severance
definite period of time	> 6-month 35	<ul style="list-style-type: none"> <li>• basic salary</li> <li>• the average of 12-month average for annual/quarterly bonuses</li> <li>• 3-month average for bonuses and other monthly -bonuses and other variable monthly components</li> </ul>
indefinite period of time	< 2 years	
	> 2 years < 8 years	
	> 8 years	

# basic regulations

## annual leave & absences

employment + schools period	length of annual leave
less than 10 years	20 days
at least 10 years	26 days
<ul style="list-style-type: none"> <li>in the calendar year in which an employee starts work for the first time, he acquires the right to leave after each month of work amounting to 1/12 of the leave he is entitled to after one year of work</li> <li>unused annual leave can be carried over to the following year</li> </ul>	

absences	length of leave
child care leave	2 days or 16 hours per mother or father, regardless of the number of children in the family; it may also be a care allowance for a healthy or sick child for a maximum of 60 days per year
illness or isolation due to a contagious disease	employee under 50 - the employer pays for the first 33 days employee over 50 - the employer pays for only 14 days and ZUS pays for the remaining days of sick leave
maternity (macierzyński)	before delivery – no more than 6 weeks after delivery – from 20 weeks (one child born) to 37 weeks (five or more children born)
paternal (ojcowski)	2 weeks
childcare (rodzicielski)	32 weeks – one child born 43 weeks – more than one child born
parental (wychowawczy)	no more than 36 months

month	bank holidays 2022
January 01	New Year's Day
January 06	Three Kings' Day
April 17	Easter - SUNDAY
April 18	Easter Monday
May 01	Labour Day
May 03	Constitution Day
June 05	Pentecost - SUNDAY
July 16	Corpus Christi
August 15	Assumption Day
November 01	All Saints' Day
November 11	Independence Day
December 25	Christmas Day
December 26	St. Stephen's Day
an employee must set an additional day off for a public holiday that falls on a Saturday	

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# basic regulations

## permanent costs of employment.

<b>Monthly gross salary</b>		<b>10 000,00</b>
pension social contribution - obligatory social insurance	9,76%	976,00
disability benefit contribution - obligatory social insurance	6,50%	650,00
accident contribution - obligatory social insurance	1,67%	167,00
labour fund - obligatory social insurance	2,45%	245,00
guaranteed employee benefit fund - obligatory social insurance	0,10%	10,00
<b>Costs of obligatory social insurance</b>		<b>2 048,00</b>
PPK	1,50%	<b>150,00</b>
PFERON - the State Fund for Rehabilitation of Disabled People		150,00
<b>Costs of salary</b>		<b>12 348,00</b>

**PFRON's** financing mechanisms are based mainly on contributions made by employers who fail to hire the required number of disabled employees. The employers who hire at least 25 full-time employees (considering their working hours) and the percentage of disabled people among their staff is lower than 6%, pay monthly contributions.



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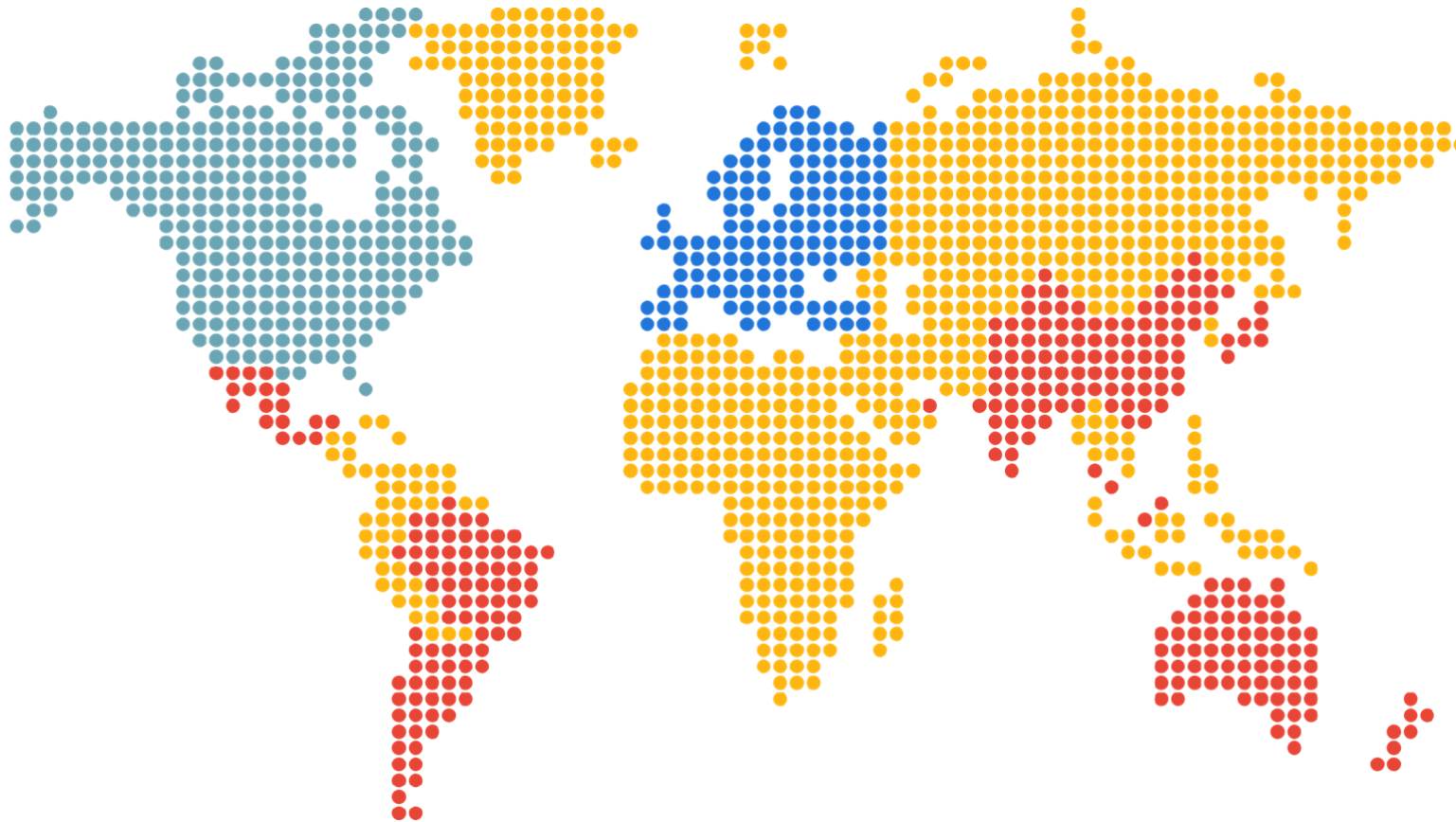


company  
presentation

randstad experience

our global presence.

## Number 1 in HR field



Andorra	Japan
Argentina	Luxembourg
Australia	Malaysia
Austria	Mexico
Belgium	Monaco
Brazil	Netherlands
Canada	New Zealand
Chile	Norway
China	Poland
Czech Republic	Portugal
Denmark	Romania
France	Singapore
Germany	Spain
Greece	Sweden
Hong Kong	Switzerland
Hungary	Turkey
India	United Kingdom
Ireland	United States
Italy	Uruguay

(represents over 90% of the global HR services market)



# our services

## What do we offer?

### recruitment service

- permanent recruitment
- temporary employment
- RPO
- hybrid model
- recruiter on demand
- contracting
- interim management



outsourcing & leasing,  
allowing our clients to focus on strategic  
business processes

- HR administration and payroll
- outsourcing of processes
- outsourcing of transportation
- employee leasing



### HR consultancy

we provide positive experiences for your  
employees, while increasing your  
company's performance.

- attracting employees
- candidate competency
- assessment developing employee competence
- employee and company performance
- employee commitment
- outplacement



# support for investors in Poland.

## recruitment



end to end services  
volume recruitment  
perm & contingent hires

## talent attraction



insights & sourcing strategies  
employer branding services  
recruitment marketing

## onboarding



handling candidates from  
offer stage until 1st day of  
employment

## payroll services hr administration



- providing payroll services
- ensuring compliance of hr internal processes with required local regulations

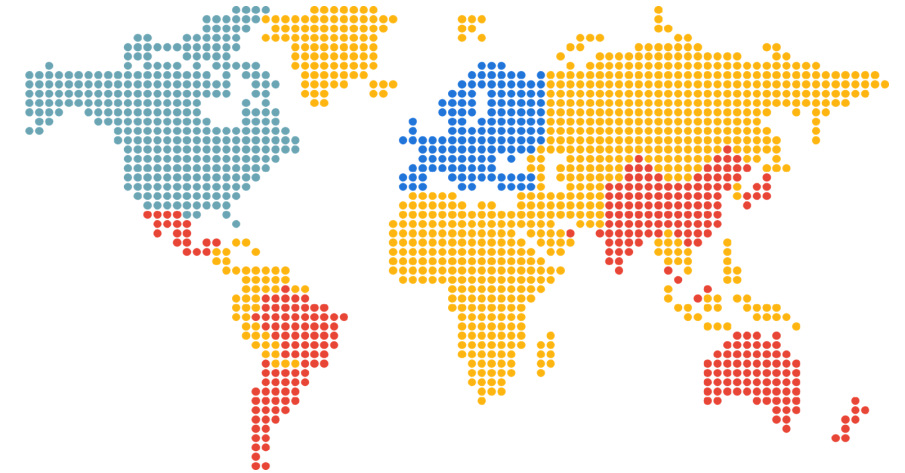
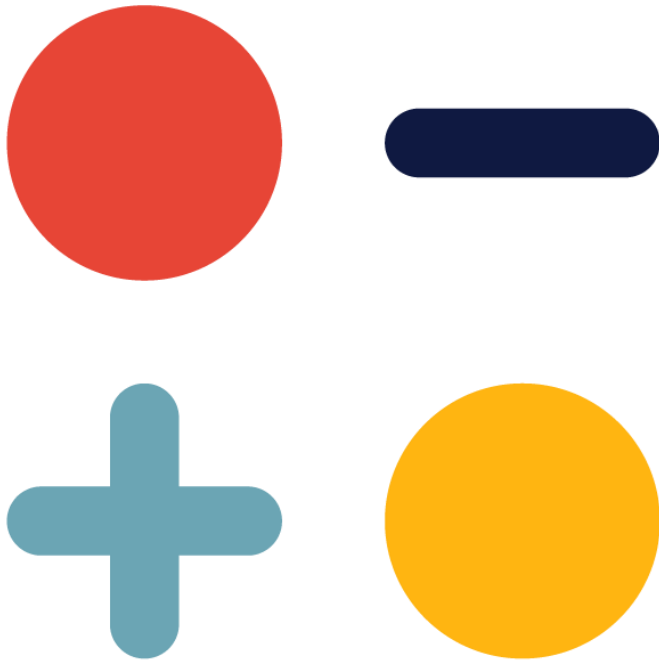
## employment outsourcing



formal employment of  
selected candidates for  
the time legal entity of the  
new investor is not  
established yet

# 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

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randstad

human forward.

