



CHALLENGES FOR EMPLOYERS 2020

ABOUT SURVEY



Difficulties in recruiting and retaining employees, rising labour costs and numerous legal changes introduced during the year are the most important challenges that companies face today.

During the survey we collected employers' opinions on the changes that were introduced in 2019 and those that are planned or may appear in the next 12 months.

CONCLUSIONS



In 2019, the greatest difficulties were experienced by employers in recruiting and retaining employees and numerous changes in labour law and tax law.



Of the changes introduced in 2019, employers rank the introduction of the PPK program the lowest. Among the best-adopted new regulations are increased protection of employees against discrimination, mobbing and unequal treatment and the extension of maternity leave entitlements.

CONCLUSIONS



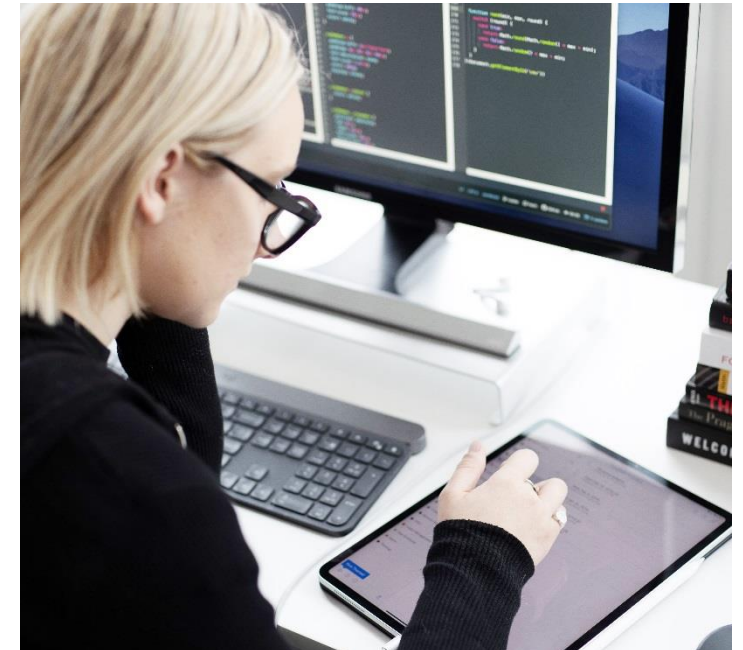
In 2020, employers consider the increase in labour costs, difficulties in recruiting and retaining employees and further tax changes during the tax year as the biggest challenge.



Compared to 2019, this year employers will more often face the challenge of automating HR and payroll processes.



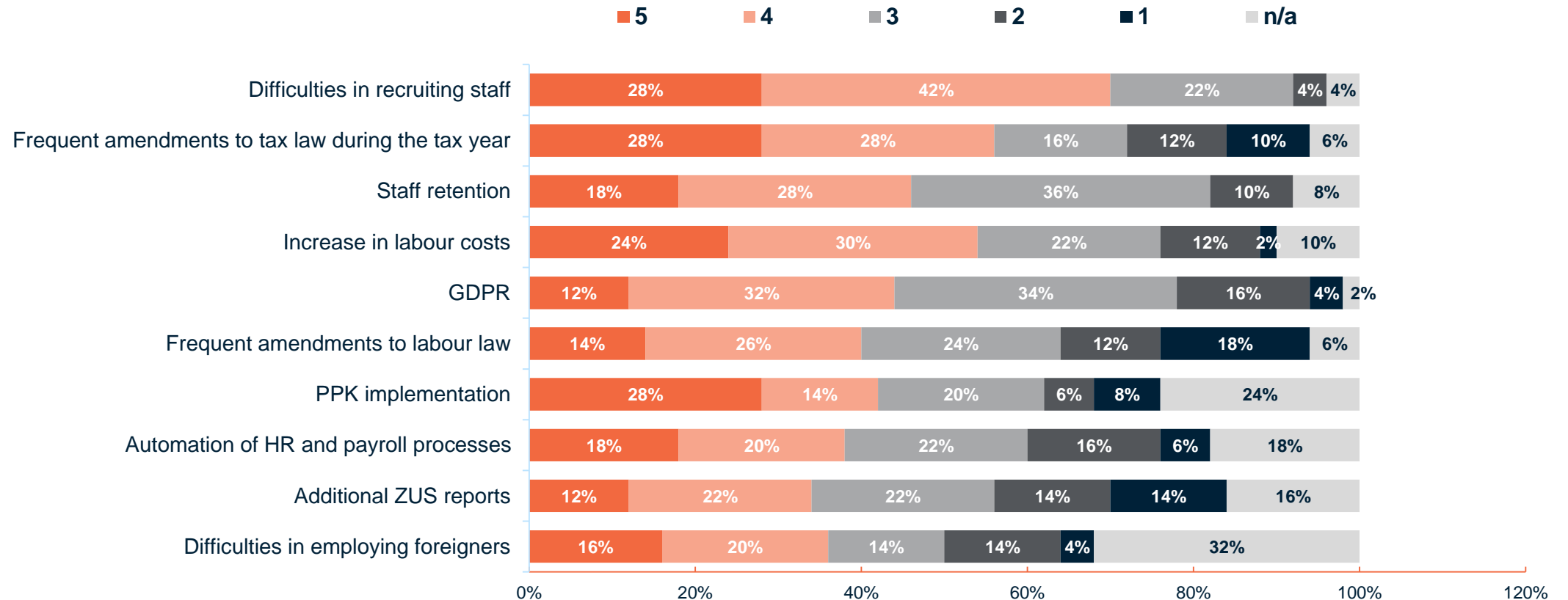
80% of the respondents use external services supporting HR activities.



Survey results

THE BIGGEST CHALLENGES 2019

What was the greatest challenge for your company from the employer's point of view in 2019? 5 (the most difficult area) – 1 (the least onerous).



THE BIGGEST CHALLENGES 2019

What other challenges from the employer's perspective did you observe in 2019?

Unclear provisions in regulations amending the law, no clear answer from the legislator regarding the application of the amended provisions.

Mistakes in legal changes.

A deficit of highly specialised employees.

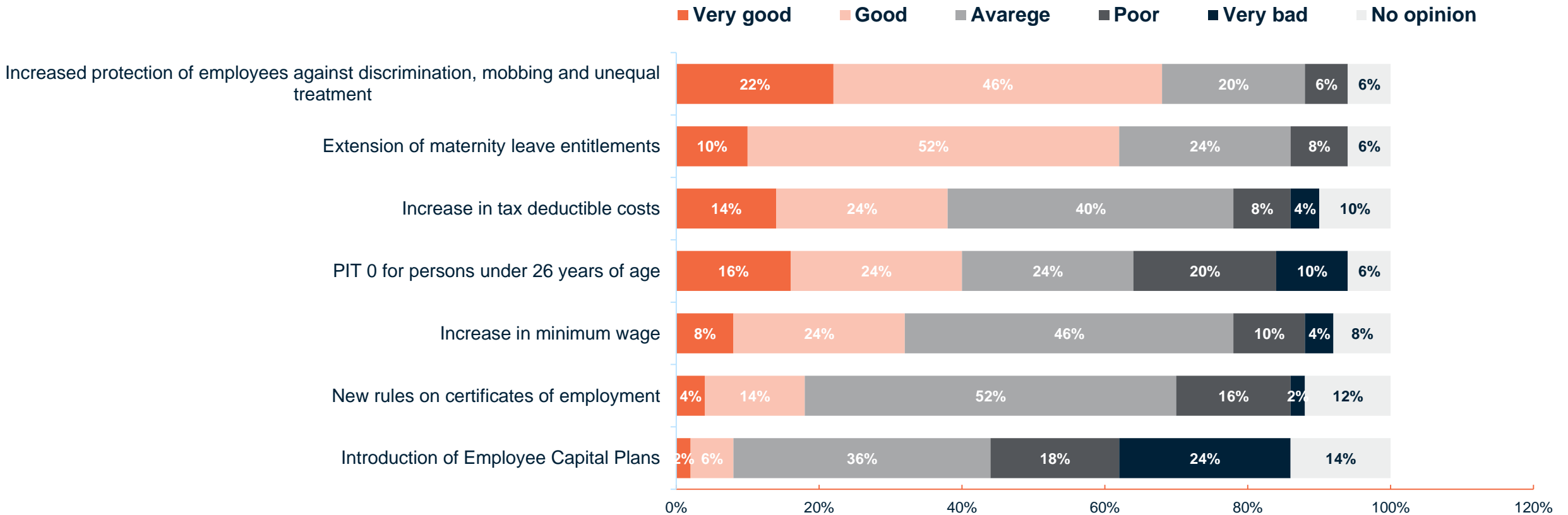
Low employee engagement.



The claimant's approach to the work of young workers, the desire for quick promotion without proper engagement.

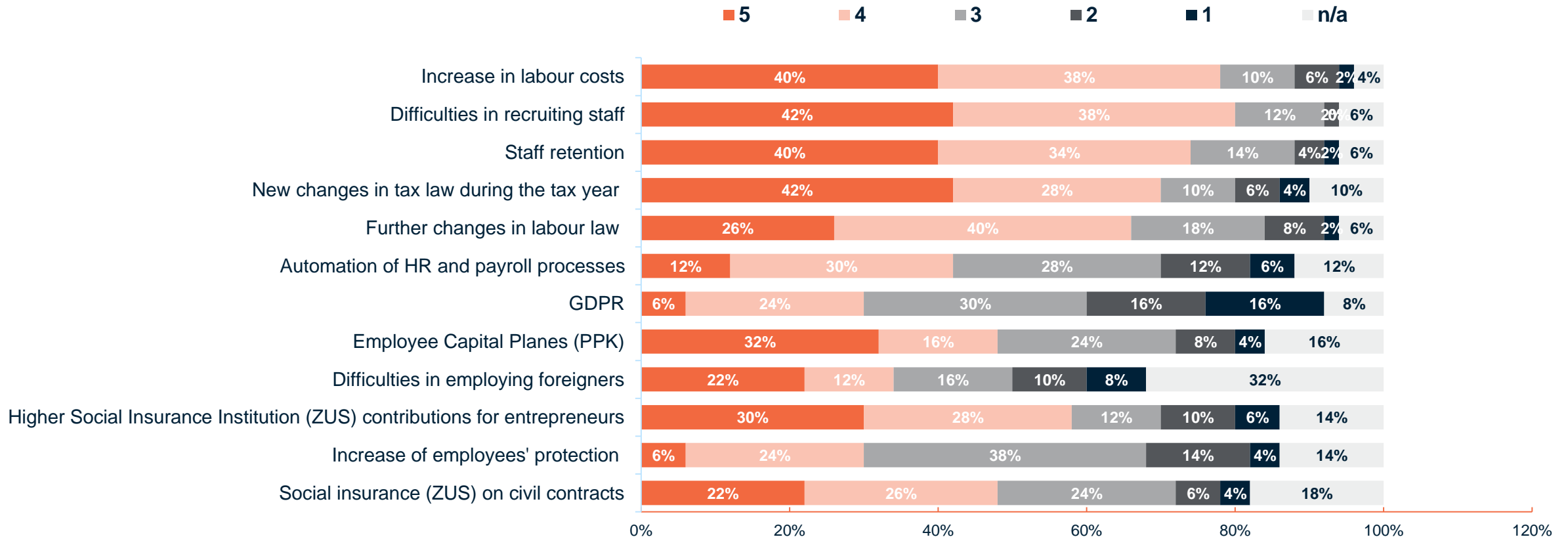
ASSESSMENT OF THE CHANGES INTRODUCED IN 2019

From the employer's point of view, how do you assess the individual changes introduced in 2019?



THE BIGGEST CHALLENGES 2020

What will be the greatest challenge for your company from the employer's point of view in 2020? 5 (the most difficult area) – 1 (the least onerous).



THE BIGGEST CHALLENGES 2020

What other challenges can employers face in 2020?

Regulatory instability in many areas.



Maintaining a stable level of business profitability while minimising staff turnover outside the organisation.

Employees' engagement.

Fixed costs.

Handling administrative controls.

Acquisition of specialised staff.

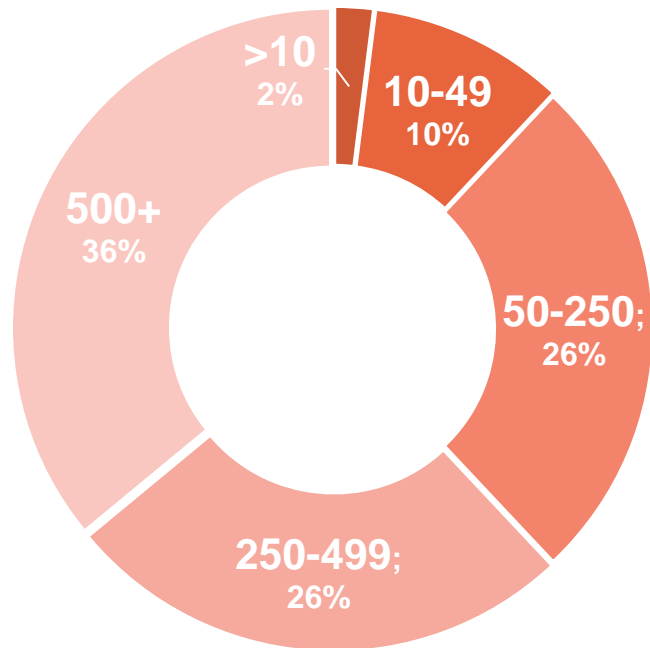
Survey participants

PARTICIPANTS

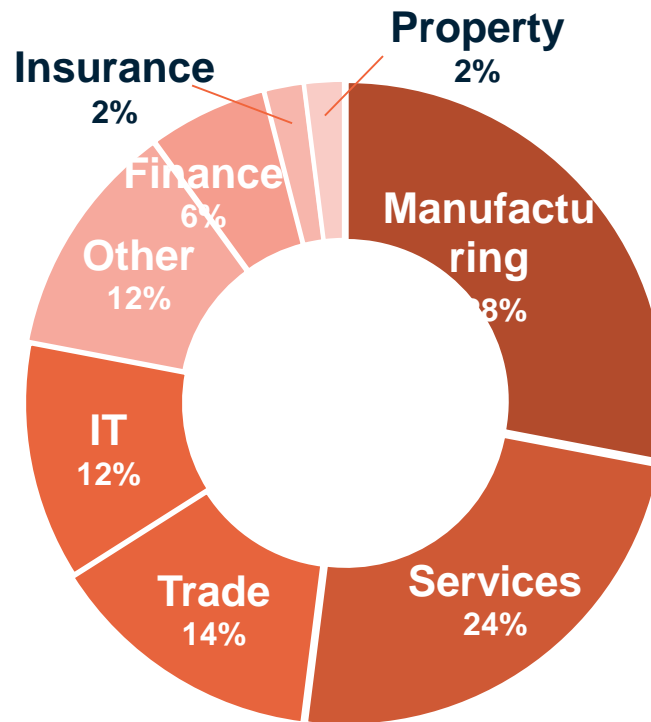
The survey was completed by respondents from the following departments:

- HR – 78%
- Finance – 6%
- Board – 4%
- Other – 12%

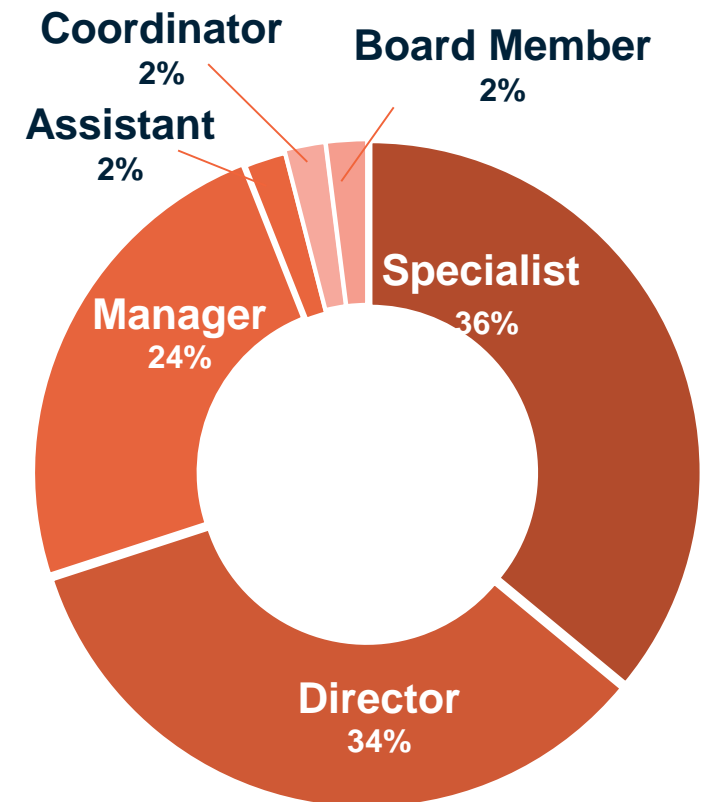
N=50



COMPANY'S SIZE



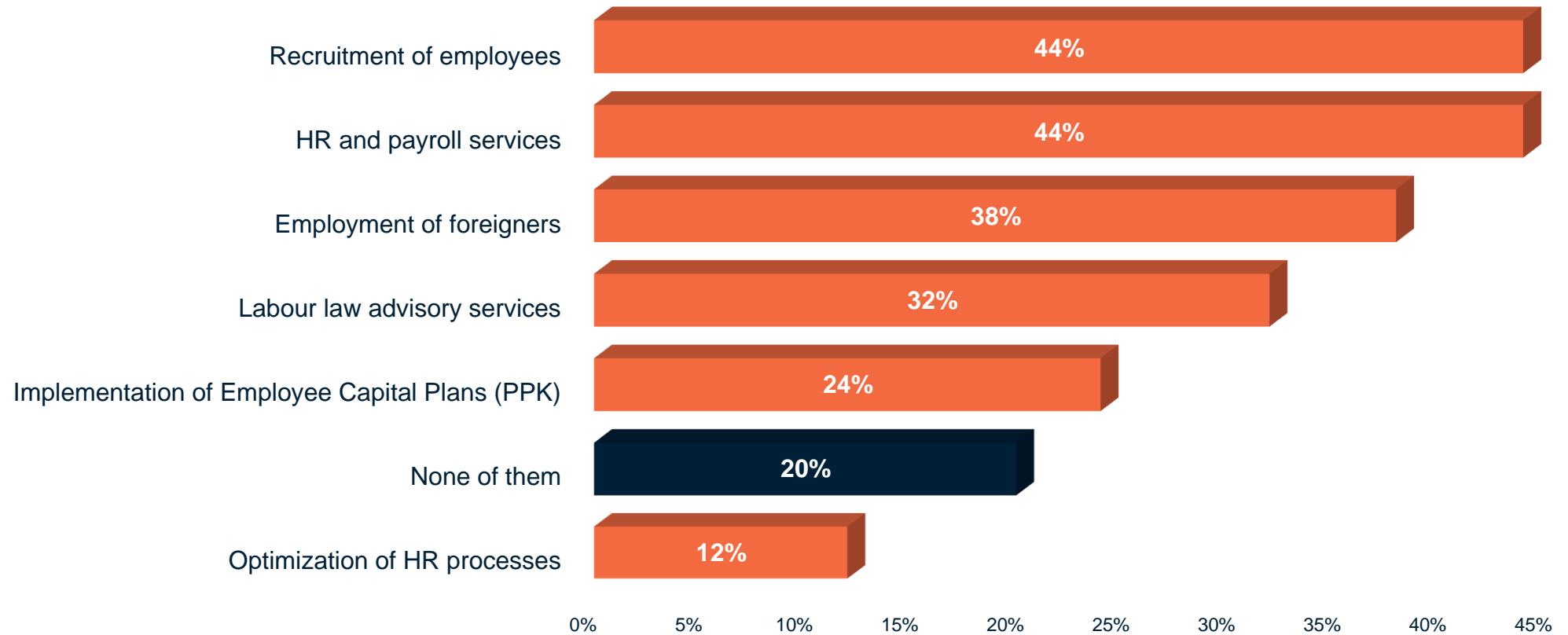
SECTOR



POSITION

PARTICIPANTS

Which external HR services are used by your company?



CA CONTRACT
ADMINISTRATION

TGC CORPORATE
LAWYERS

If you have any questions, please contact us:
contact@ca-staff.eu

Copyright © 2020 Contract Administration Sp. z o.o., TGC Ordowska Kancelaria Prawnicza Sp. k.

This publication may not be mechanically duplicated, photocopied or otherwise reproduced and shared, in full or in part, pursuant to applicable copyright laws.

ADVARTIS