

# Young Poles on the labor market

survey third edition - May 2022



# About the study

The study was carried out with the use of an online survey in March and April 2022, on a sample of 3207 respondents. The following analysis included the responses of people who were no older than 27 years (N=2023).



**63%**  
women



**37%**  
men

## Status:

- Students: 54%
- Graduates: 46%

## Respondents came from the following locations in Poland:

- Warszawa: 32%
- Kraków: 20%
- Poznań: 12%
- Katowice: 11%
- Wrocław: 10%
- Gdańsk: 8%
- Łódź: 7%

## Age:

- up to 20 years: 11,6%
- 21 - 24 years: 34,9%
- 25 - 26 years: 16,7%
- 27 years and older: 36,9%

## The pool of respondents include:

- 28,9% of students
- 42,5% of working students
- 24,0% of employees
- 4,6% of neither students or nor employees



# Outlook on their chances on the labor market

Stefan Stefancik, Unsplash

# Which competences will be the most important on the labor market in the future according to young people?

Respondents claim that most important competences of the future include: openness and quick adaptation to change, combining various skills with each other, quick learning and IT skills. Those competences have not changed almost at all since 2021.

## What is more, the competences that young Poles considered to be their strengths in previous editions remained the same:

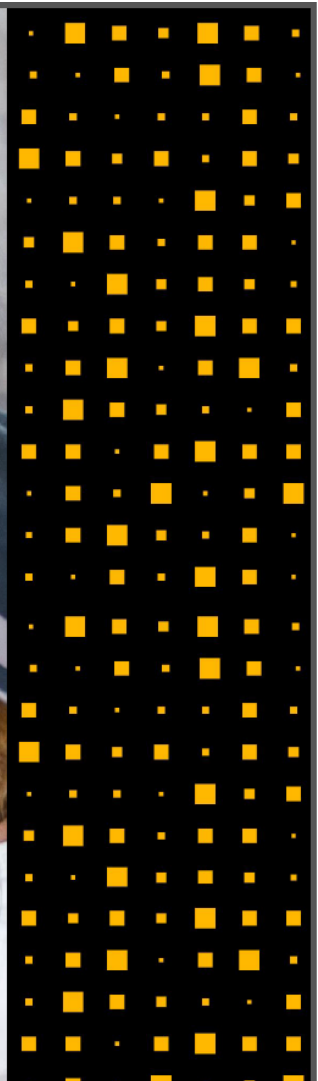
- 23,9% think that being a quick learner is one of their strengths (23,3% in 2021)
- 17,5% think they can combine different skills (17,5% in 2021)
- 10,2% say that openness to change and quick adaptation to new conditions are some of their advantages (12,4% in 2021)
- The percentage of respondents who consider IT and programming languages to be their strengths increased slightly compared to 2021 (5,6% compared to 4,9%).





What is the most important  
for young Poles at work?

Meghan Lamle, Unsplash



# Hybrid work model: learning and relationship building



**54,5%**  
Remote work



What do you  
choose?



**45,5%**  
On-site work



**28,9%**  
Interesting tasks



What do you  
choose?



**71,1%**  
Good atmosphere



**37,8%**  
Working in a young  
team

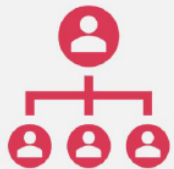


What do you  
choose?



**62,2%**  
Opportunity to learn from  
experienced colleagues

# Choices of young Poles



**74,1%**  
Stable employment



What do you  
choose?



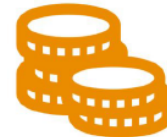
**25,9%**  
Self-employment



**52,8%**  
Work-life balance



What do you  
choose?



**47,2%**  
High income



**60,3%**  
Boss-authority figure

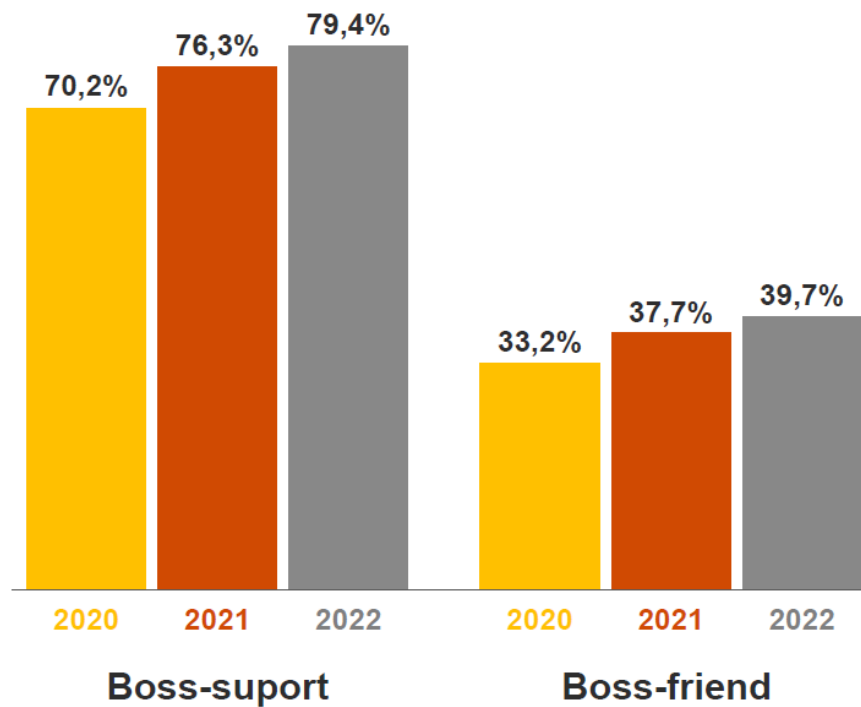


What do you  
choose?



**39,7%**  
Boss-friend

# Trends: relations with the boss



Since 2020, we have been observing an emerging trend in the area of work relations - with the boss and with the team.

- Although the respondents still prefer to have a boss who is their authority figure, the percentage of young people who prefer to work with the boss who is predominantly their colleague is systematically growing.
- There has also been an increase in the number of students who prefer a supportive boss rather than a challenging boss since 2020. This year, almost 80% of respondents would rather work for a supportive supervisor.
- The importance of team relationships is also growing – good atmosphere is more important than interesting tasks for over 70% of respondents.



# Work atmosphere

- Good atmosphere in the team is more important than interesting tasks for more than 70% of respondents
- Conflicts in the team are unacceptable for 35% of young people.
- It is also unacceptable for 45% of respondents to have a high level of stress at work.
- Young Poles increasingly value their mental and social wellbeing.
- They also care about their development - the lack of development opportunities would be unacceptable for 41% of students and graduates.



# What is the most important and the most difficult to accept at work?

What is most important at work according to you?(select the top 5 areas)	2020	2021	2022
High income	42.5%	46.9%	56.8%
Gaining professional experience	49.4%	49.8%	43.4%
Friendly atmosphere	50.0%	46.0%	42.5%
Feeling that your efforts at work are meaningful	43.2%	43.4%	40.3%
Flexible working hours	31.7%	30.9%	37.9%
Maintaining work-life balance	31.0%	33.6%	36.5%
Working remotely	22.9%	22.3%	32.8%
Work that is connected to your interests	36.4%	36.4%	31.0%
Stable and secure employment	35.9%	31.1%	26.8%
Interesting tasks	32.9%	30.0%	24.9%
Low stress levels	21.7%	19.1%	23.5%
Attractive training package	27.2%	22.9%	21.2%
Working with new technologies	15.9%	15.9%	15.4%
International environment	10.3%	15.0%	12.4%
Work that is matched to skills	16.7%	13.9%	13.7%
Ability to make your own independent decisions	9.4%	9.9%	9.5%
Quick promotion	5.7%	9.0%	9.5%
Teamwork	9.5%	10.6%	9.0%
Working in a socially responsible company	x	7.2%	5.9%
Working in a young team	5.8%	5.1%	5.8%
Polish capital	1.9%	1.1%	1.1%

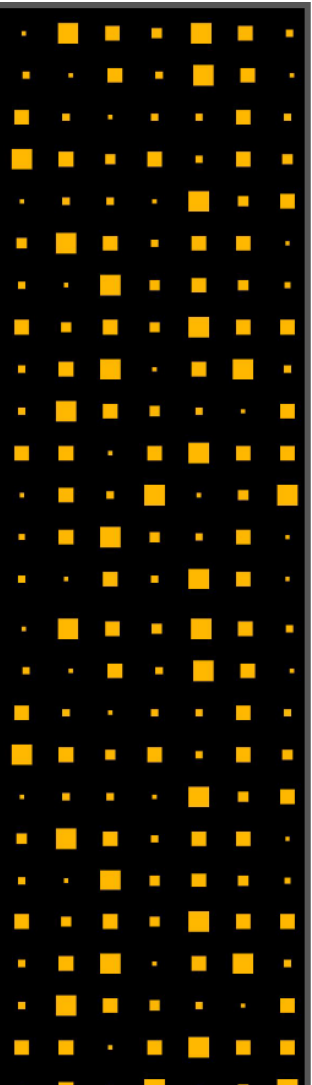
What would you find difficult to accept at work?	2020	2021	2022
Earnings not matching expectations	51.7%	45.7%	45.0%
High level of stress	47.8%	42.5%	44.9%
No opportunities for development	53.1%	47.5%	41.0%
Conflicts within the team	49.4%	37.7%	34.7%
No opportunities for promotion	34.0%	29.2%	28.7%
Repeatable, boring tasks	29.3%	27.0%	25.5%
Long commute	24.6%	16.8%	21%
A manager that can't teach you anything	29.2%	15.7%	14.4%
Overtime work	13.8%	10.6%	11.3%
Lack of remote work	6.4%	5.3%	10.3%
Strict working hours	9.6%	6.7%	8.4%
Lack of independence	9.6%	4.8%	5.8%
Frequent business trips	6.4%	4.6%	4.5%
Fully remote work	x	6.0%	4.4%



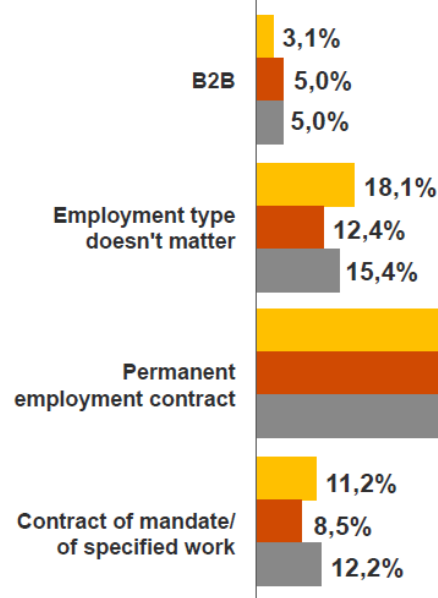
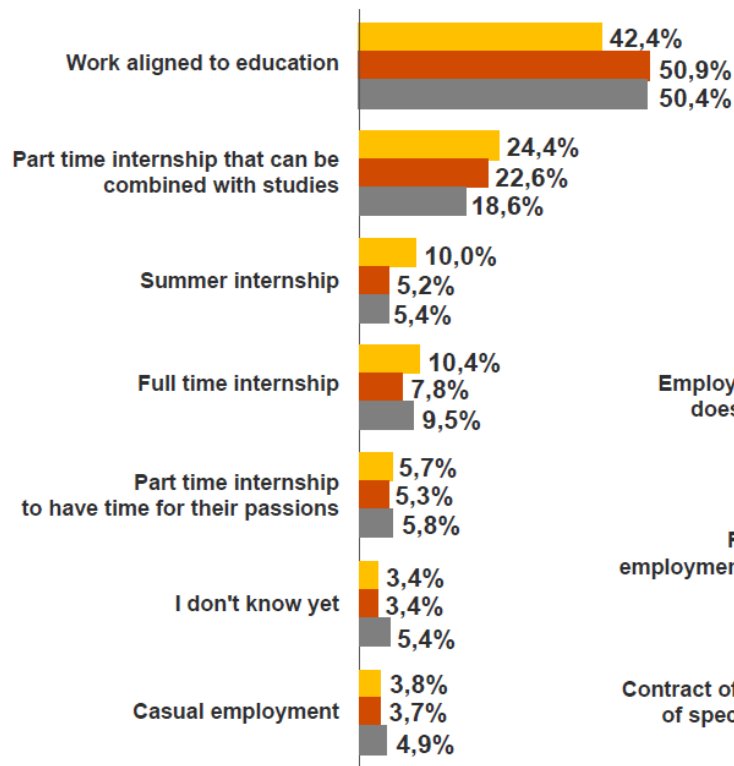
# Career aspiration



Jared Sutel, Unsplash



# What are the young people looking for on the labor market?



- Young people are looking primarily for work which can be combined with their studies. They would like it to be aligned to their education and job tenure.
- Most of them (although slightly less than a year ago) prefer an employment contract. For 15.4% of respondents, the form of employment is not important.

2020 2021 2022

**24,9%** of respondents believe that achieving professional success means working in a job that they are passionate about.

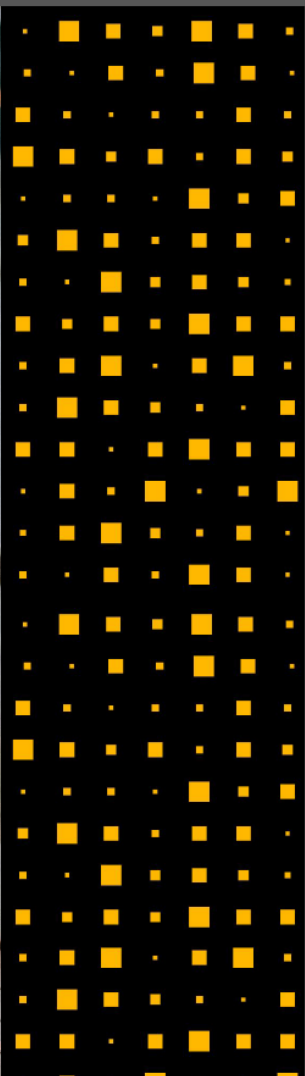
For **15,8%** of respondents success means having a sense of meaning at work.

High earnings (**21,7%**) are also considered to be a proof of to the professional success.

Success may also mean combining work with travelling (**9,6%**), becoming an expert (**8,2%**), or running your own company (**7,6%**).



Christin Hume, Unsplash



# Professional aspirations of the young Poles - remuneration

The pandemic, the difficult economic situation and the migration crisis related to the war in Ukraine did not lower the wage aspirations of young Poles. On the contrary, their net salary expectations have somewhat increased.

- The median expectations were around 4863 PLN net. Compared to 2021, expectations increased by over 350 PLN.
- Similarly to the previous years, men declared higher financial expectations.
- **When asked how long one should work in one company, young Poles say 6 years (5,96%).** Since the first edition of the survey in 2020, the declared time in one company has been reduced by one year.



## Trends: remuneration

- Since 2020, the percentage of respondents for whom high earnings are more important than the work-life balance has been systematically growing (although the work-life balance is still more important for more than a half of the young people).
- More than a half of young Poles (57%) declare that high salary is one of the key factors for them when it comes to work. It is almost 10% more than in 2021.
- 45% of students and graduates declared that an income which does not meet their expectations would not be acceptable.
- The expectations of young people are in line with the economic situation – inflation and the wage pressure, as well as the rising costs of living.



A woman with long, wavy red hair is sitting at a table in a cafe, smiling as she looks at a laptop. She is wearing a maroon V-neck t-shirt and has a tattoo on her left arm. The background is a blurred cafe interior with tables and chairs. A red banner is overlaid on the bottom left of the image.

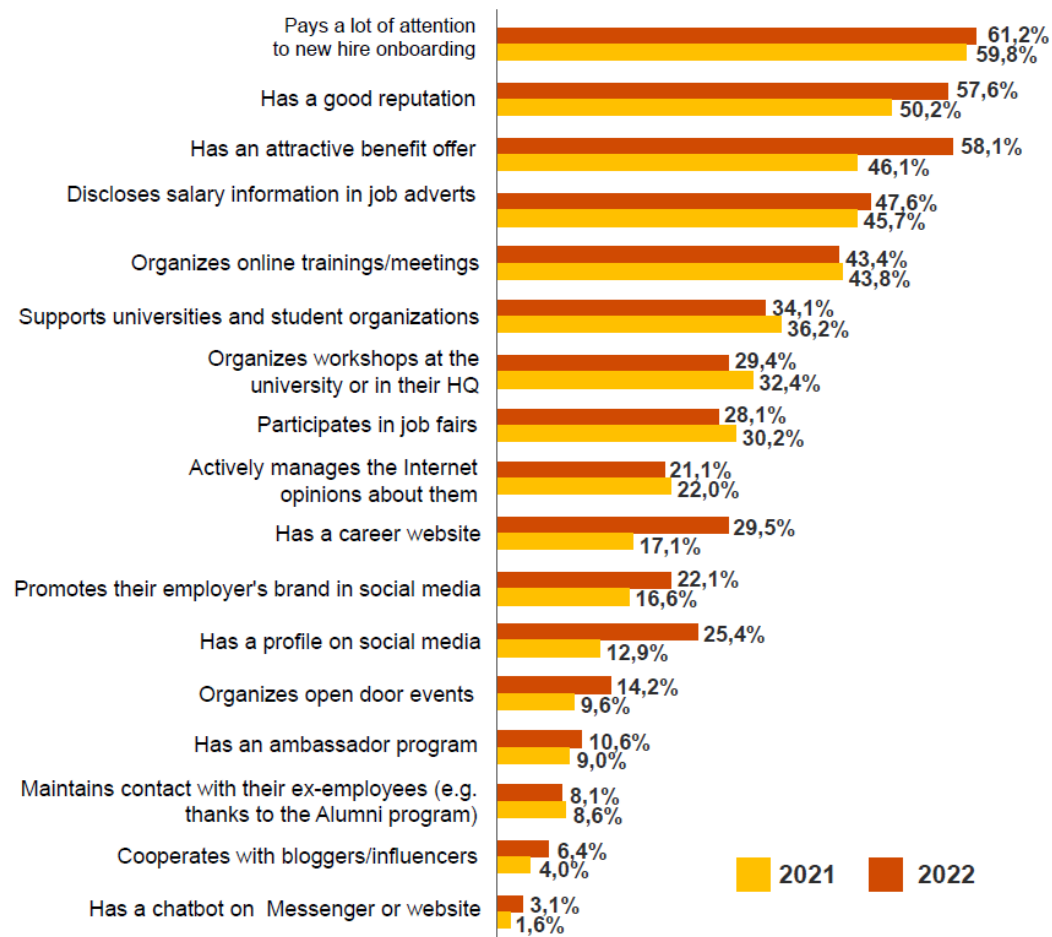
In search of a  
good employer

Brooke Cagle, Unsplash



# What does it mean to be a good employer?

- Before starting employment, young Poles thoroughly check the future employer – their friends' opinion about the company is still the most important factor for them. At the same time, the importance of online communication channels is growing - career page and well-managed profiles in social media. On the other hand, the importance of employers' activity at universities is decreasing.
- The fact that the company is a good employer is primarily confirmed by the good onboarding experience of the new employee.
- As in the previous years, transparent communication of remuneration and a wide range of benefits are also very important.
- A good employer actively tries to attract young talent - conducts trainings, workshops and online meetings, supports student organizations and is present during the job fairs.

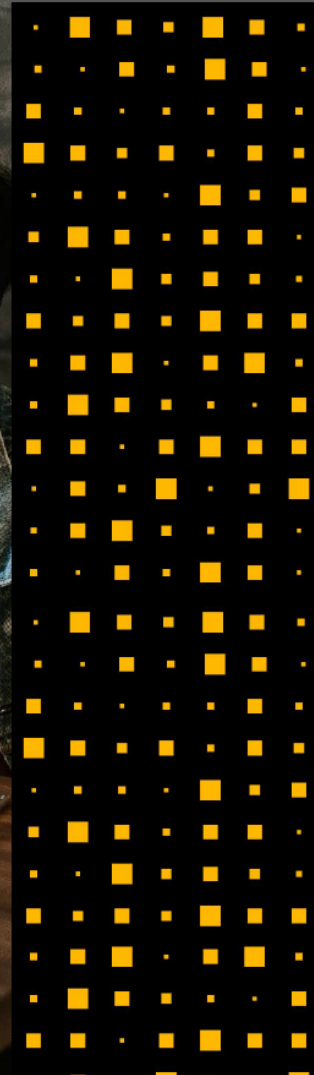


Non-wage benefits are increasingly important for young people.

For **58%** of young Poles, the rich offer of benefits proves that the company is a good employer. **82%** of respondents check benefits before they decide to submit an application.



Brooke Cagle, Unsplash



# The most important benefits for the young people

Similarly to the previous editions, non-wage benefits valued by the experienced employees were also important for the young people entering the labor market:

- Flexible working hours and remote work are considered to be the "mandatory" benefit for 37,2% and 41,5% of respondents, respectively.
- Access to training - is important for 37,2% of respondents.
- The most important benefits also include health insurance (27,1%) and private medical care (32,8%).
- Additional days of paid leave and a shorter work week are important for 10,8% and 9,5% of respondents, respectively.

## What makes the employer stand out?

- According to 31,1% of respondents, introducing a **shorter work week really makes employers stand out on the market.**
- For 22,7%, it's rather **additional days of paid leave.**
- **18,7%** of respondents say that they would draw their attention to the **employers who would help them develop their passions.**

## Main conclusions

- ✓ 81.5% of young Poles today would be more likely to choose **stable and permanent employment instead of self-employment.**
- ✓ **Young people need authorities**  
- 67% of them would like to work with a boss whom they consider an authority figure, rather than with a boss whom they see as a friend.
- ✓ Young people focus on face-to-face interactions with others - 61% of respondents want to **work in one team with experienced colleagues.**
- ✓ 51% of respondents want a job that is also their passion. 66% want to have a **job that matches their own values.**
- ✓ Things that are most important in the first job: **friendly atmosphere, opportunities to gain professional experience, feeling that one's work is meaningful.**
- ✓ Building relationships based on trust as well as maintaining good employer reputation are influenced by: **pay transparency** (56%) and **opinions of friends** (54%).

