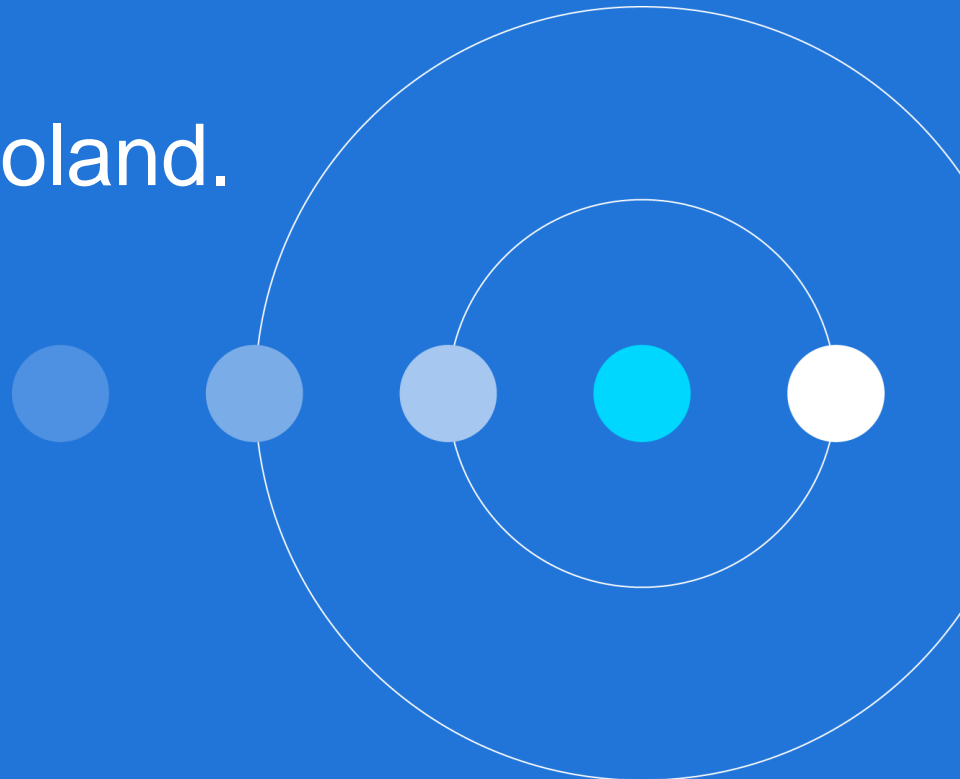


May 2024

Konin on the map of Poland.

labour market overview



randstad

partner for talent.

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 post pandemic effects. The labor market, so far strongly focused on a candidate, it slowly changes his vector to an employer. The perception and functioning of enterprises are also more strongly influenced by innovation, modern technology, ecology, renewable energy 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.

Joanna Kubik

Senior Manager
Strategic Business Development
North – West Poland



Konin on the map of Poland.

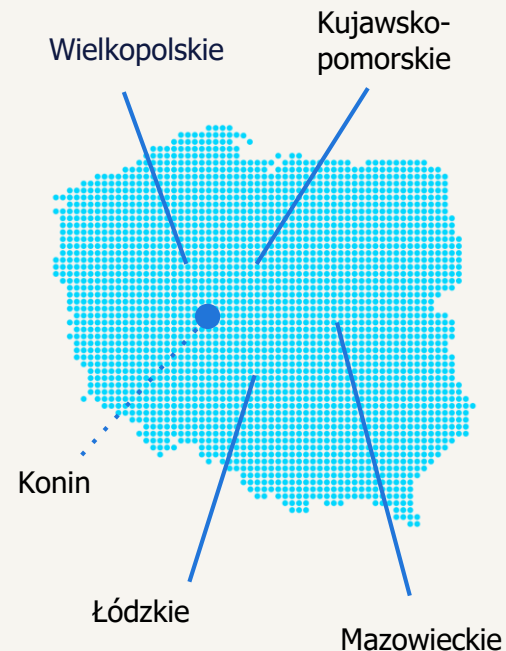
Location highlights.

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	3,2 %	7,3 %	5,6 %	4,2%	8,7%
Number of citizens (working age 18-44)	2 087 026	1 251 212	1 442 226	3 198 473	81 825
Average salary EURO gross per month	1666	1586	1662	2162	1491
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



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 March 2024, the average employment in Wielkopolskie Voivodeship decreased by 1200 employees, i.e. by 0,1% compared with the same period of the preceding year. The month-to-month increase was by 400 (February 2024).

Compared with March 2023 an increase in employment in Wielkopolskie Voivodeship was recorded in the following sectors::

- HoReCa (o 7,4%),
- academic and professional activities (o 7,2%),
- Trade (o 1,9%).
- information and communication (o 1,8%),
- transport and storage (o 0,4%),

Employment decreased was visible in:

- Construction (o 3,1%),
- industry (by 2,4%)
- administration (by 0,4%)

In real estate market there was no change.

From January till March 2024 employment in Wielkopolskie Voivodeship stood at 857 400 and was 0,2% higher than in the previous year

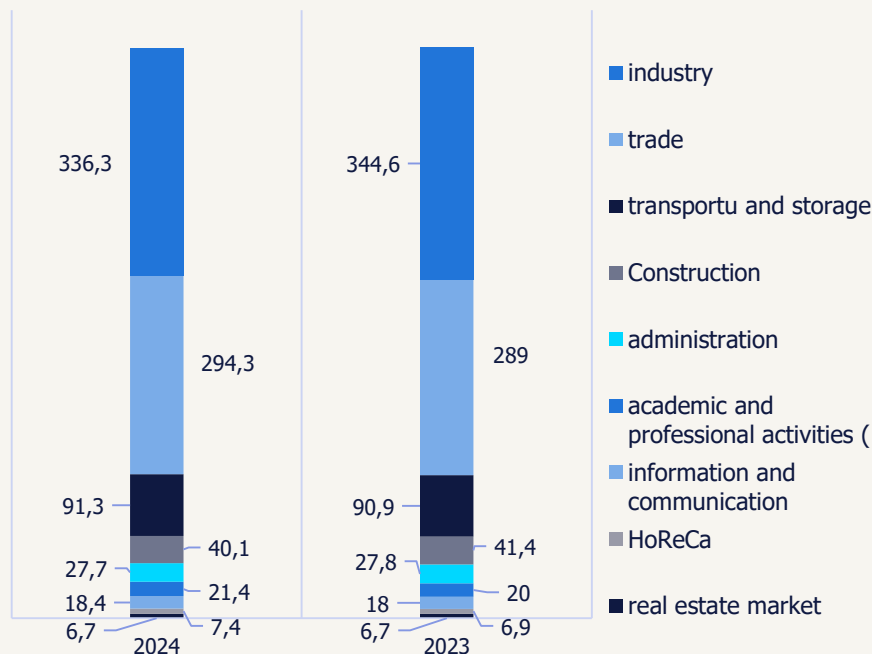
Average employment by sector in Wielkopolskie Voivodeship (in thousands)

856,4 tys.

average employment
in the enterprise sector
(III 2024)

857,6 tys.

average employment
in the enterprise sector
(III 2023)



vacancies and vocational activation places.

In March 2024, a total of 6 372 job offers appeared in Wielkopolskie Voivodeship. At that time there were 12 unemployed per each job advertised.

All in all, between January and March 2024 the labour offices in Wielkopolskie had 18674 vacancies and vocational activation places. In the 1Q of 2024 the labour offices in Wielkopolskie Voivodeship received 618 less job offers than in the same period of the preceding year.

In March 2024, the highest options for work and places of professional activation appeared in:

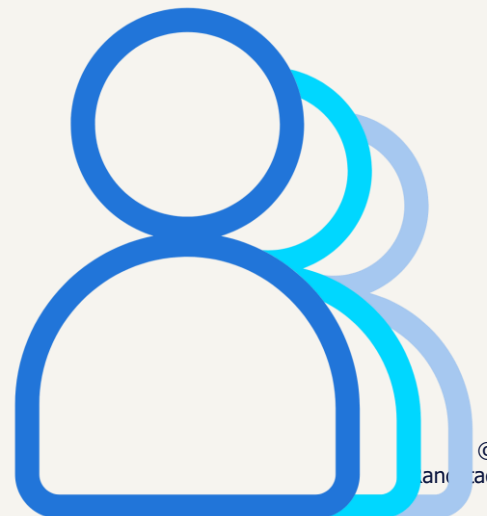
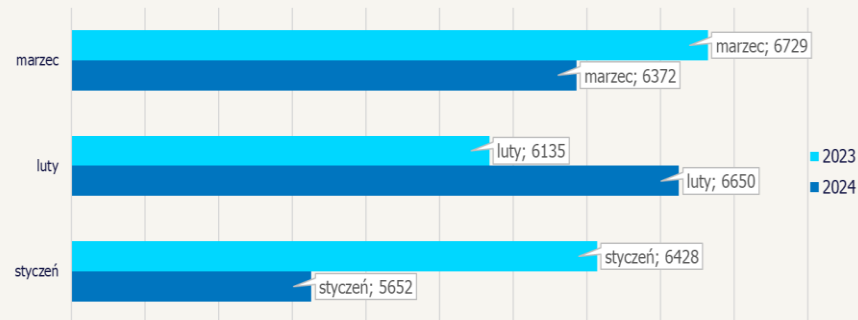
- Poznań County (908),
- Nowy Tomyśl (422),
- Ostrzeszów (409)

The smallest number of job offers and places of professional activation were recorded in:

- Wągrowiec (39),
- Leszno(47)
- and Września (52) counties.

Source: GUS: Information on the socio-economic situation in Wielkopolskie Voivodeship (March 2024).

comparison of the number of job offers reported per month in 2023 and 2024



unemployment figures for Wielkopolskie Voivodeship.

In March 2024, the rate of unemployment in Wielkopolskie Voivodeship stood at 3,2% and was 2.1 percentage points lower than the rate of unemployment in Poland (5,3%).

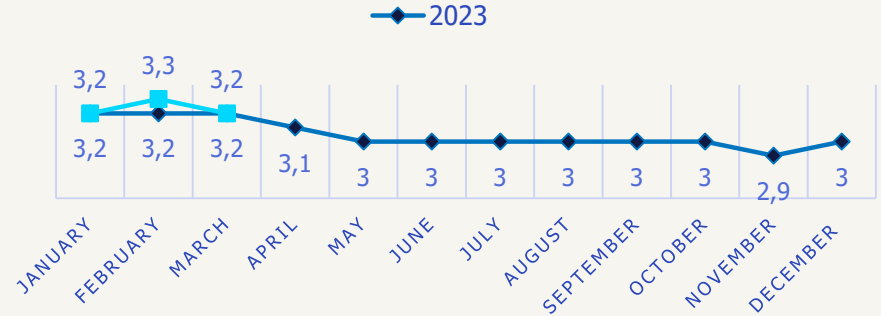
Wielkopolskie has a relatively low rate of unemployment and occupies the last place compared with other Polish Voivodeships. The difference between the Podkarpackie Voivodeship (the highest unemployment rate in Poland) and the Greater Poland Voivodeship was 5,5 pp.

Compared with March 2023, the rate of unemployment in Wielkopolskie Voivodeship decreased by 0.1 percentage points. The month-to-month comparison (i.e. compared with February 2024) the unemployment rate in wielkopolskie also decreased by 0.1 p.p.

Source: GUS: Number of the registered unemployed and the rate of unemployment by Voivodeships, sub-regions and districts.



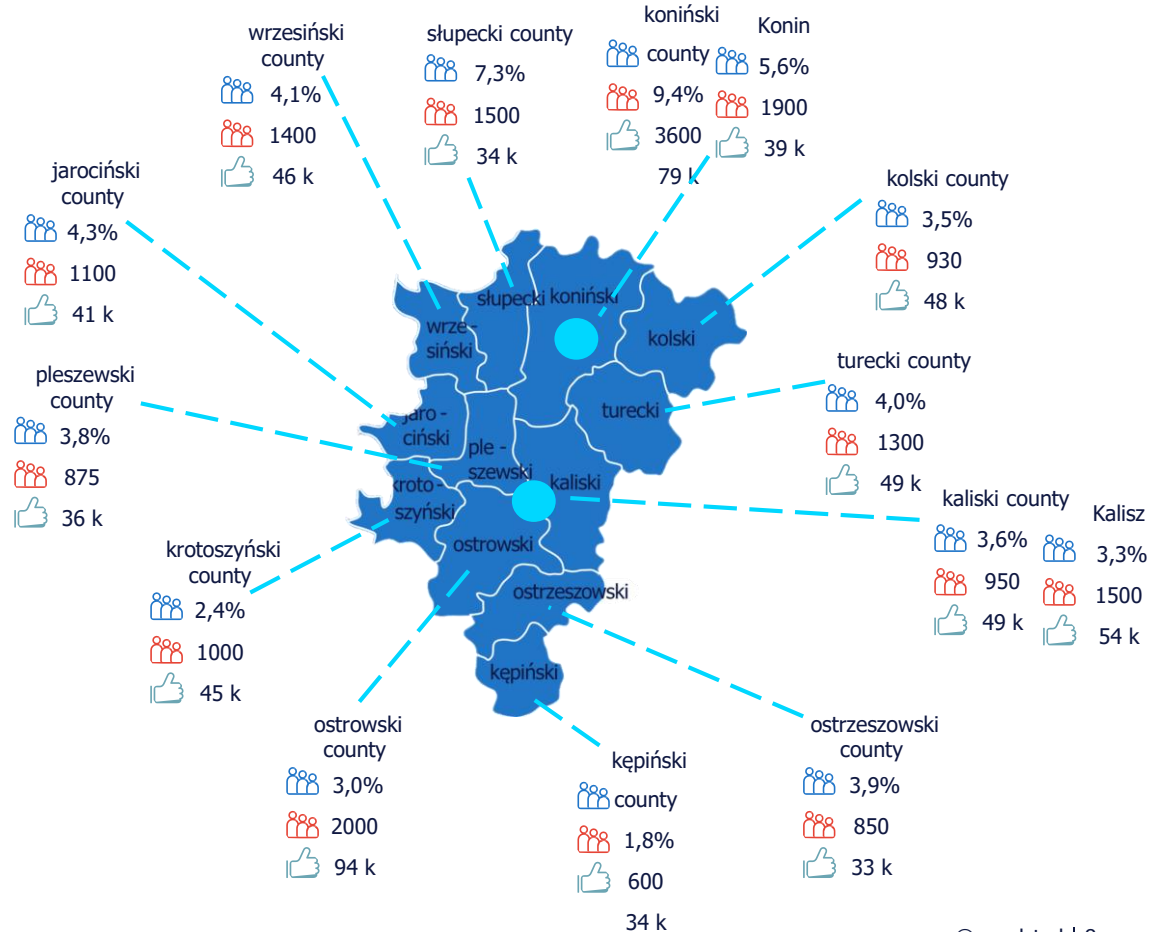
Rate of unemployment registered in Wielkopolskie Voivodeship in the years 2023 and 2024 (in %)



area characteristics: working age population, unemployment.

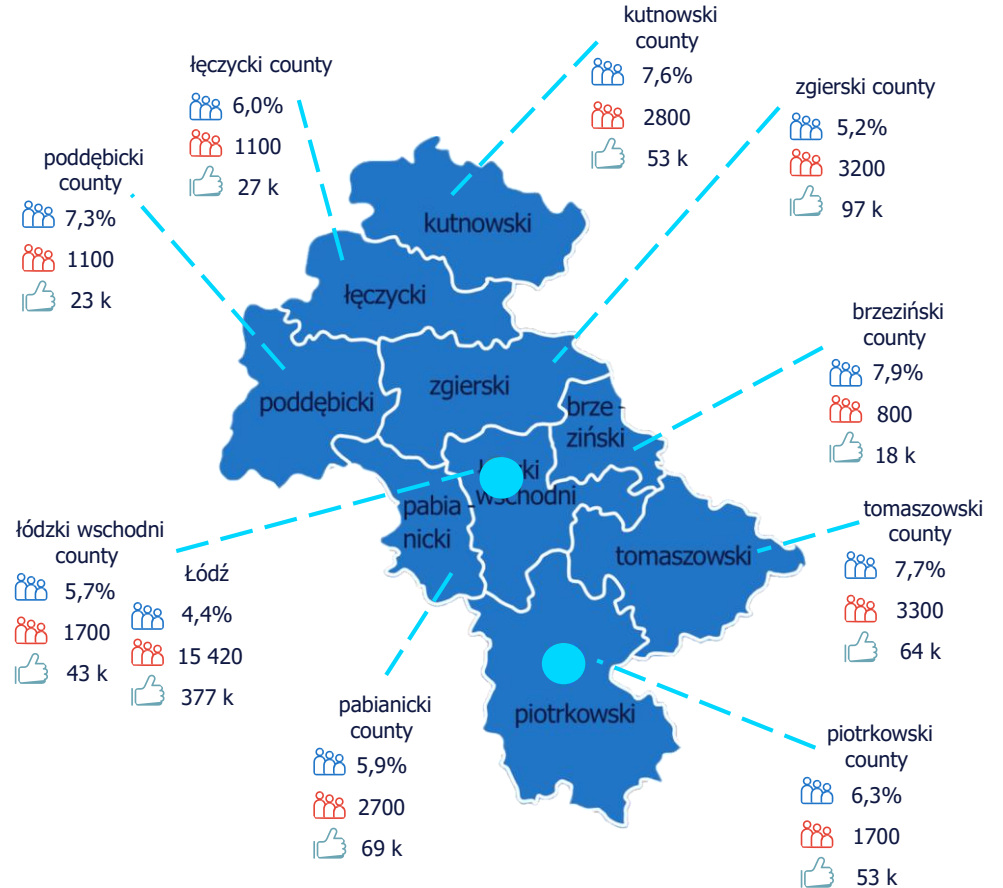
Catchment area of Konin
in Wielkopolskie region.

-  unemployment rate
-  number of unemployed
-  working – age population



area characteristics: working age population, unemployment.

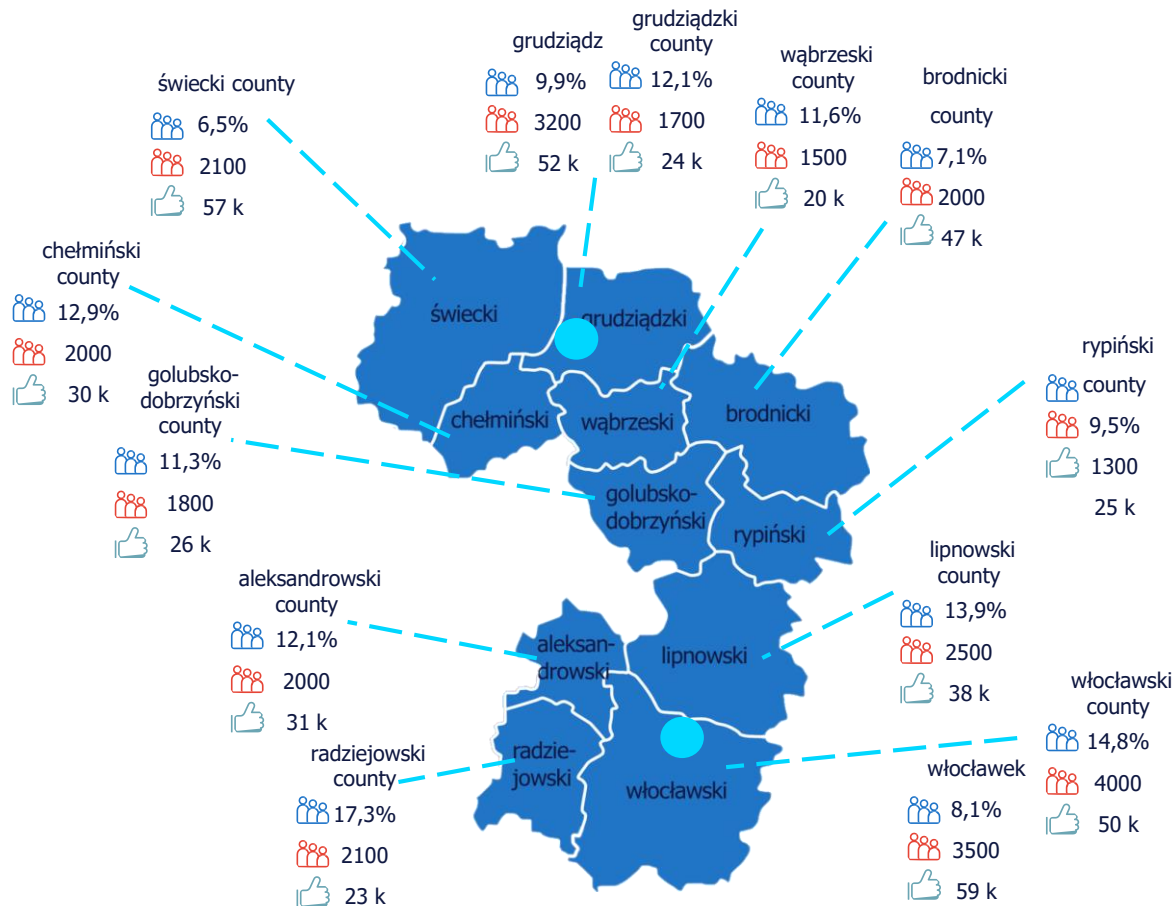
Catchment area of Konin
in Łódzkie region.



area characteristics: working age population, unemployment.

Catchment area of Konin
in Kujawsko-pomorskie
region.

-  unemployment rate
-  number of unemployed
-  working – age population



structure of unemployment.

Unemployed by level of education in March 2024

	Wielkopolskie Voivodeship	Poznań (capital city of Wielkopolskie Voivodeship)
higher	6 980	1 402
post-secondary and secondary vocational	11 051	687
general secondary	5 726	527
vocational	14 656	483
high school and lower	11 821	825

- The highest percentage of the unemployed in Q1 2024 occurs among persons with vocational education (29%). 14% of the unemployed in 2022 are graduates of higher schools.
- In Poznań (capital city of Wielkopolskie Voivodeship), the largest group of the unemployed are persons with higher education (32% in total) and vocational education (12%).

Unemployed by duration of unemployment in Wielkopolskie Voivodeship



- Among the unemployed from Wielkopolskie Voivodeship, the largest group consisted of people who remained unemployed between 1 and 3 months (25%).
- The least, the unemployed remained unemployed less than 1 month (13%).

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>

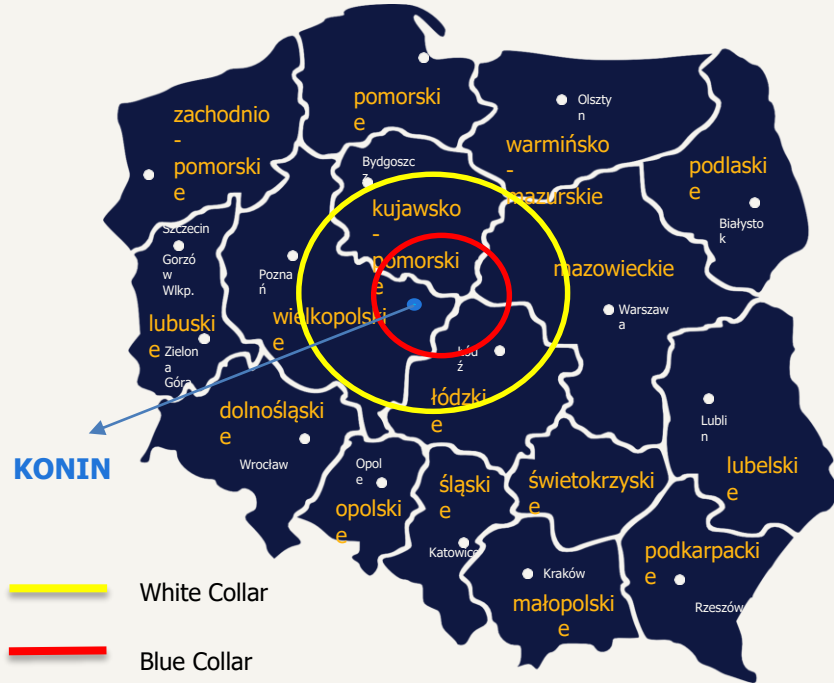
4. Renewable Energy

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
Smurfit 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	Chemiról
Kon-Plast	Energetyka Kaliska	Gestamp	Stalko
Frapo	Portos	GOSTYNIN	INOWROCLAW
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



Educational potential.



education potential.

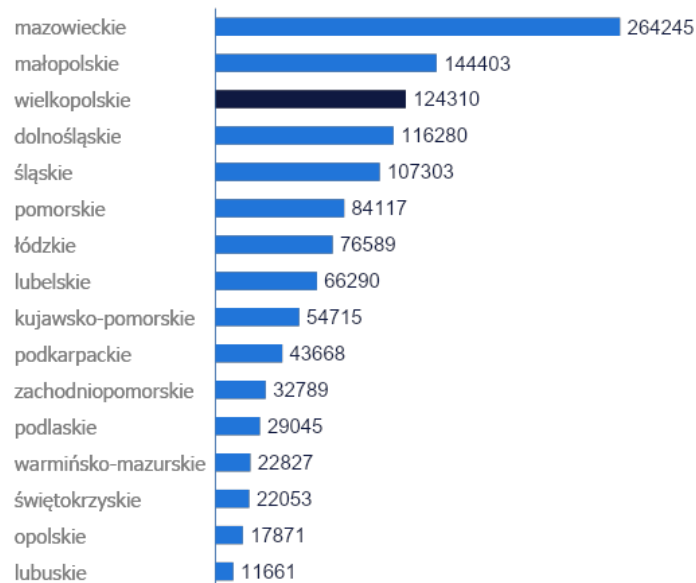
By the end of December 2021, in Wielkopolskie Voivodeship there were nearly **124 300 students** representing 10,2% of all persons in education in Poland.

Wielkopolska was on the third place among voivodeships in terms of the number of students.

Among those studying in Wielkopolska, 59% were women, and 61% of all students attending higher education institutions located there chose the full-time mode. 5% of students were foreigners.

In 2021, higher education institutions in Wielkopolska will leave 30.1 thousand graduates, what is 10,1% 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	30 100	17 000	14 000
Engineering			
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 **increased by PLN 863,73, what is 12,7%** (comparison of rates offered in March 2024 and 2023).

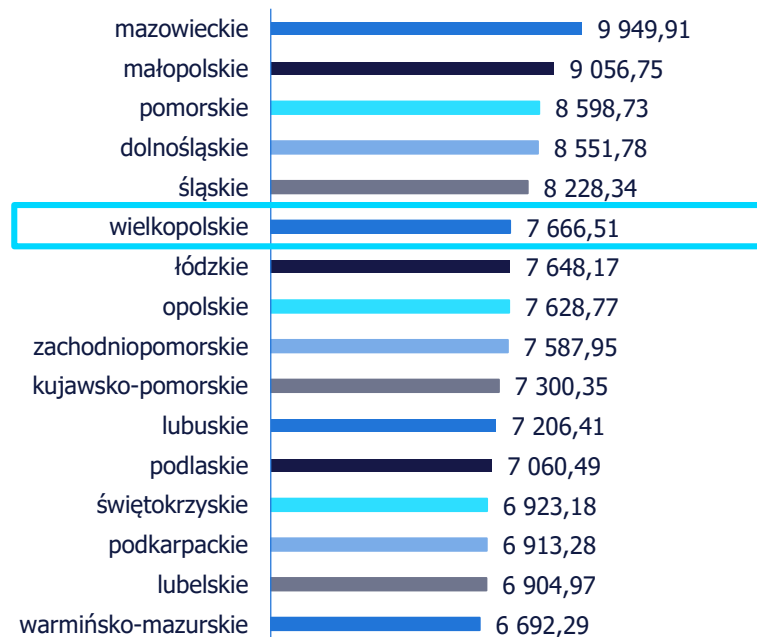
In terms of the average salary Wielkopolskie Voivodeship occupies **the 6th place among all Voivodeships.**

The difference between the pay offered in Wielkopolskie and the rates in the Voivodeship with the highest monthly pay in Poland (Mazowsze) is **PLN 2 283,40** .

In Wielkopolskie the average gross monthly pay between January and March 2024 was **PLN 7 272,85** and was 11,9% higher compared with the same period of 2023.

In March 2024 in Poznań, the average salary in the enterprise sector was **PLN 10 731,92** gross.

Average gross monthly pay in the enterprises sector divided into Voivodeships (March 2024).



Konin salaries benchmark. Production, PLN monthly/gross

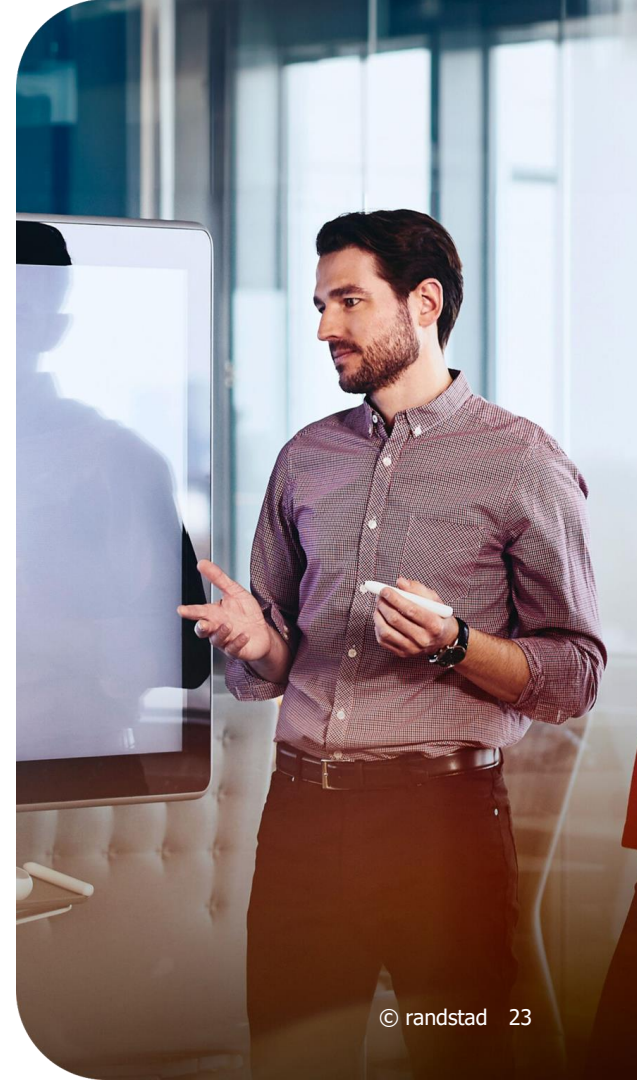
Job Position	salary PLN / month / gross	
	min	max
General Manager	25.000	35.000
Plant/Operations Manager	20.000	28.000
Production Manager	15.000	18.000
Quality Manager	15.000	17.000
Maintenance Manager	14.000	17.000
Warehouse / Logistics Manager	13.000	16.000
Quality Engineer / Control Engineer	9.000	11.000
Process Engineer	8.000	10.000
Production Team Leader / Supervisor	6.500	7.000
Operator / Production Worker	4.300	4.500
Packaging Operator	4.300	4.500
Forklift Operator	5.200	5.800
Warehouse worker	4.300	4.500



Konin salaries benchmark

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

Job position	Salaries	
	Min	Max
Finance Manager	17.000	25.000
Chief Accounting	12.000	16.000
Accounting	6500	8000
Payroll Specialist	6500	8000
HR Manager	14.000	18.000
HR assistant	5000	6000
EHS Specialist	7000	8500
Customer Service	5000	6500
Clerk Assistant	4500	6000
Sales & expenses	7000	9000
Purchasing Specialist	7000	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
- free canteen or free transport to the plant
- life insurance
- sport card

Managers

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

White-collar

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

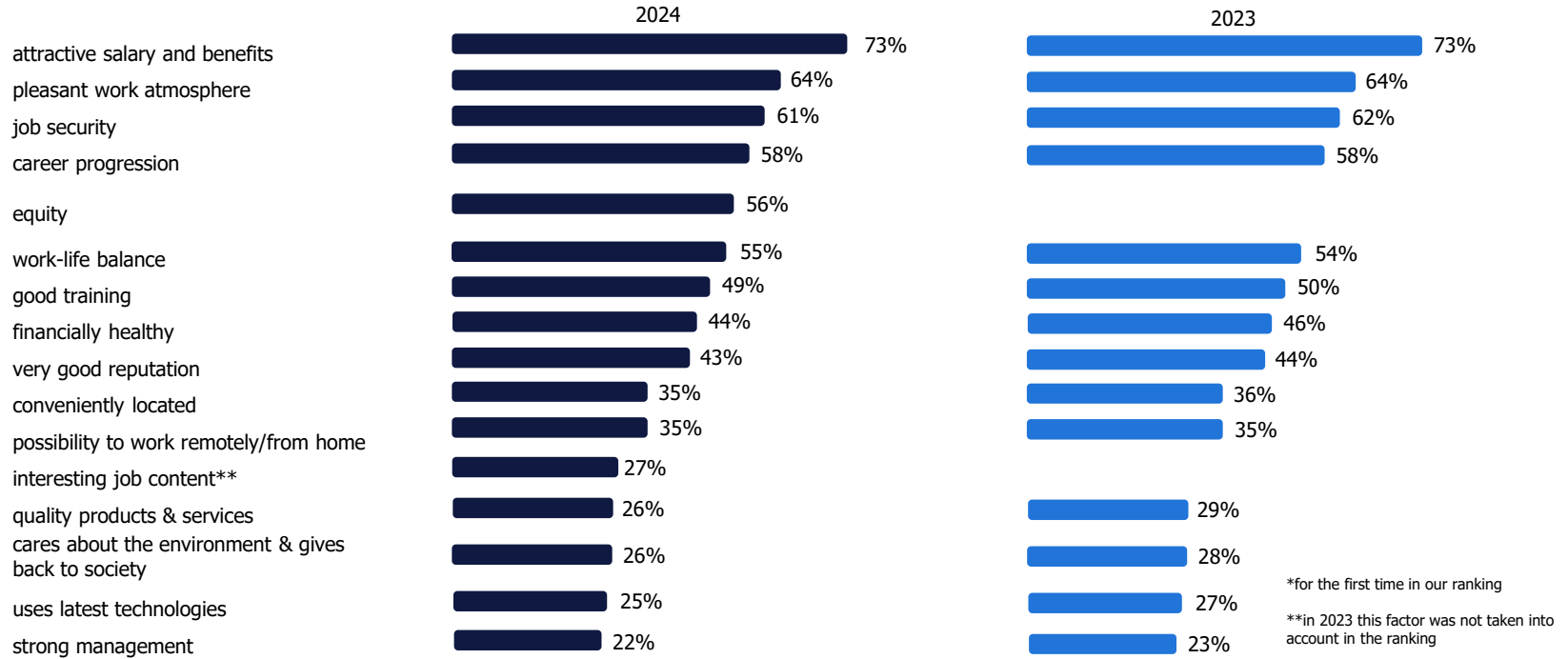
1. Salary and benefit package.
2. Pleasant work atmosphere strengthens its position.
3. Redefined career progression.





labor market trends.

which factors most strongly determine the choice of employer?



what should an employer offer in 2024?



remuneration still as a number one

As in last year's edition of our survey, employees are most interested in attractive salaries and benefits. Invariably, 73% of respondents indicate them as an important factor in their decision to choose an employer.

Interestingly, not all age groups rate this factor equally highly. Attractive pay and benefits are important to 68% of the youngest employees (18-24), 72-74% of employees aged 25-54 and as many as 78% of the oldest employees (55-64 years old).



pleasant atmosphere important especially for young people

The second most important employment factor this year is **pleasant work atmosphere**. It was indicated by 64% of respondents - which is exactly as many as a year ago. Moreover, a friendly atmosphere in the workplace is the most important element determining the choice of an employer among the youngest group of respondents, namely those aged 18-24.



employees seek stability, career progression and equal opportunities

Next in the ranking of employer attractiveness factors were **job security** (61%), **career progression** (58%) and **equity** which is equal employment opportunities regardless of age, gender or ethnicity background (56%) - the last of these elements was particularly often chosen by the youngest and oldest employees.

what do employees think of their current employer's offer?

The largest percentage of employees we surveyed say their employers provide them with **job security**. This is noted most strongly by the oldest employees, least by the youngest. This was followed by **a convenient location, a good financial situation and a pleasant work atmosphere**.

evaluation of current employer

1. job security
2. conveniently located
3. financially healthy
4. pleasant work atmosphere
5. very good reputation
6. work-life balance
7. interesting job content
8. **attractive salary & benefits**
9. **career progression**
10. cares about the environment & gives back to society

profile of the ideal employer

1. **attractive salary & benefits**
2. pleasant work atmosphere
3. job security
4. **career progression**
5. equity*
6. work-life balance
7. good training
8. financially healthy
9. very good reputation
10. possibility to work remotely/from home

*for the first time in our ranking

are employees' needs being met?

Employees cited **career progression, attractive salary and benefits, caring about the environment and giving back to society** as the least frequently present employment factors in their workplaces. This data is worth paying close attention to, as attractive salary and benefits and career progression are rarely offered by their current employers, in the opinion of employees, while they rank high in the ranking of employer attractiveness factors.

employees' needs change with age.

18-24

For the youngest employees, the most important aspect of employment is [pleasant work atmosphere](#), which gives way to [attractive salary and benefits](#). This generation, more often than other groups, looks for opportunities for [remote work](#) and [career progression](#) from employers, and pays more attention to issues of equity in the workplace.

Generation Z rates their current employers much better than other employees in terms of a [pleasant work atmosphere and career progression](#). That is, those aspects that are important to them.

25-34

The millennial generation puts the [attractive salary](#) offered by the employer first (72%), but a [pleasant work atmosphere and career progression](#) are also important to them (both 63%).

Compared to their older colleagues, they are more likely to be interested in [good training](#), seeing the changes taking place in the labor market with the development of new technologies.

35-54

For this generation, the most important aspect of employment is [attractive salary and benefits](#) provided by the employer (74%), [job security](#) and a [pleasant work atmosphere](#) (62%).

This group of employees is noticeably less likely than younger generations to pay attention to [the possibility of remote work](#) (33% vs. 38-41% among young employees).

55-64

"Baby boomers" are the group in which the largest percentage of people pay attention to [attractive salary and benefits](#) (78%). And it's no wonder: many people in this group are trying to take care of their financial security as they prepare for their upcoming retirement. What is even more important is the fact that it is in this group that the fewest people believe that their current employer provides them with attractive salary.

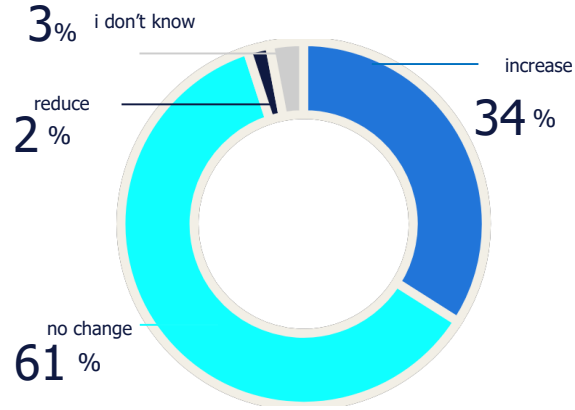
This generation has definitely different needs than younger generations, primarily in terms of [job security](#) (67%), [equity](#) (60%), and [work-life balance](#) (59%). "Boomers" definitely focus on stability and a sense of security in the workplace.

survey results.
changes
in salaries.

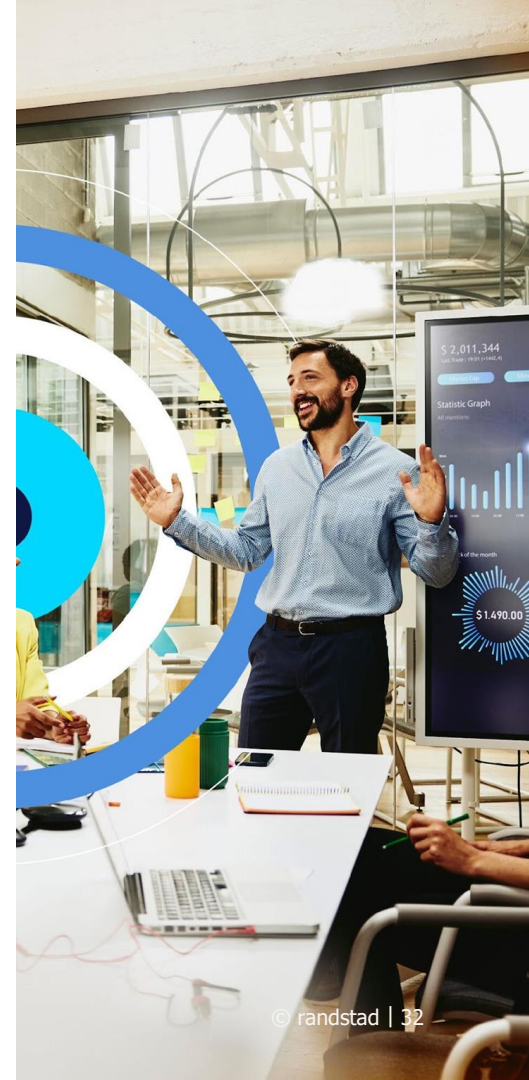
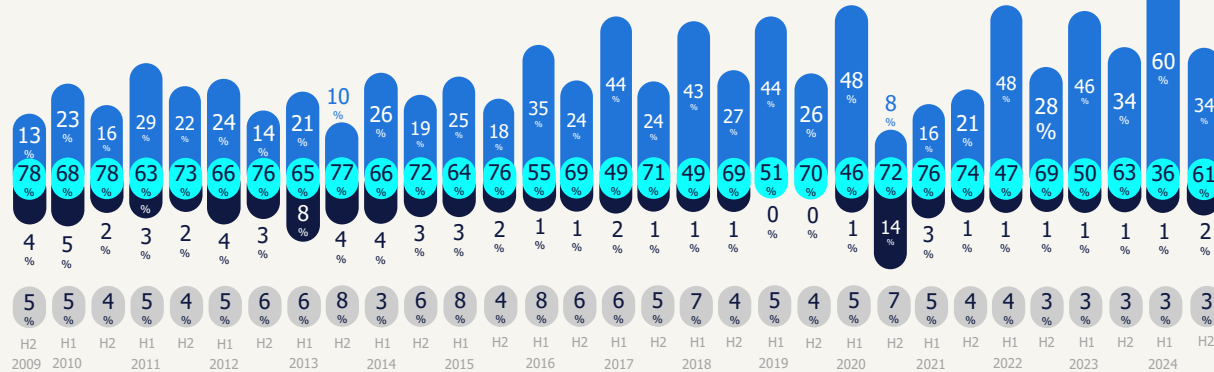


planned changes in salary levels in the second half of 2024.

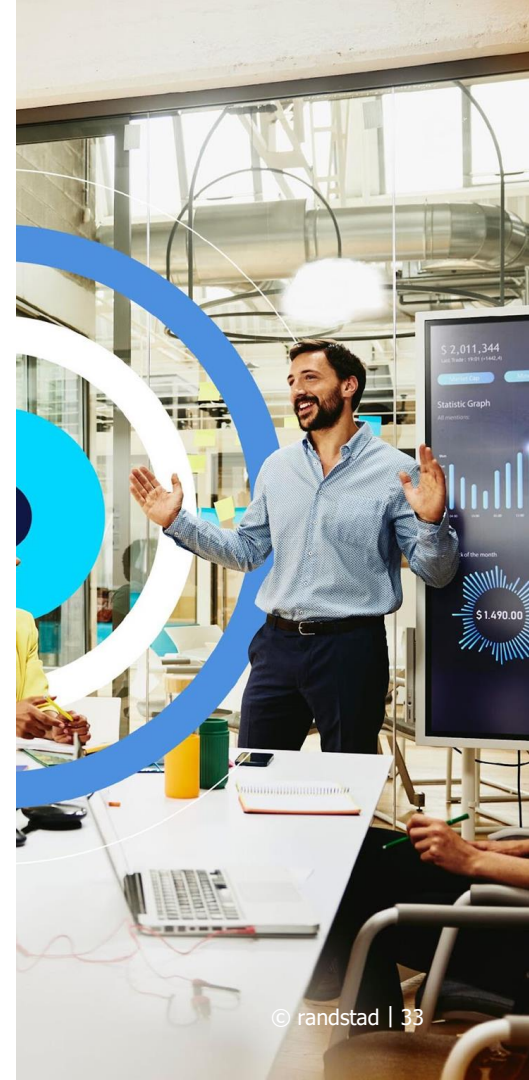
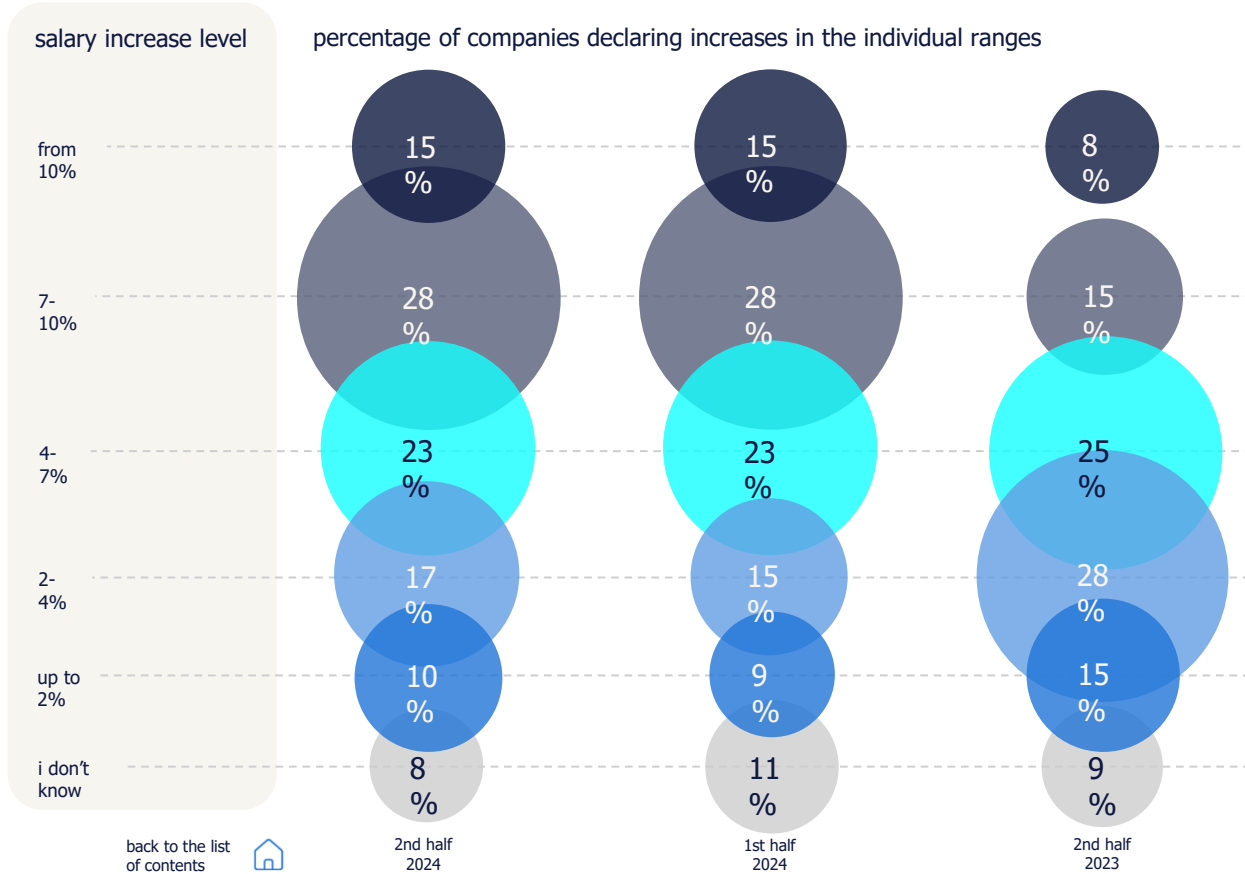
Although companies tend to change their salary levels less frequently in the second half of the year, the number of such declarations is still at a record high in the seasonal context. Compared to last year, there is a noticeably higher percentage of employers who will opt for increases of more than 7%, but it is likely that such decision will be made mainly by companies that did not update salaries at the beginning of the year.



salary change trends in 2009–2024.



pay increase levels in the second half of 2024.



labor law regulations.



basic regulations of employment.

medical examinations

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

initial	anyone starting work
check-up	an employee who is unable to work for longer than 30 days due to illness
periodic	employee whose medical certificate expires
glasses	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

employee	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
employer	1,5% contribution of gross salary (without sick pay) plus benefits (on which social contributions are calculated) + up to 2,5% voluntarily
state	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	

Night shift	add-on % of the basic remuneration
work performed during the night	20% of the minimum wage 3600 pln/gross/month

overtime	add-on % of the basic remuneration
work performed during the night	20% of minimum salary gross
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	<ul style="list-style-type: none"> basic salary the average of 12-month average for annual/quarterly bonuses 3-month average for bonuses and other monthly -bonuses and other variable monthly components
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

- 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
- unused annual leave can be carried over to the following year

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 2024
January 01	New Year's Day
January 06	Three Kings' Day
March 31	Easter - SUNDAY
April 01	Easter Monday
May 01	Labour Day
May 03	Constitution Day
May 30	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



basic regulations

permanent costs of employment.

Monthly gross salary		10 000,00
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
Costs of obligatory social insurance		2 048,00
PPK	1,50%	150,00
PFRON - the State Fund for Rehabilitation of Disabled People		150,00
Costs of salary		12 348,00

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.



benefits – cost of employment.

General rules.

All benefits and bonuses offered by the employer to the employee are added to her/his income and are subject to taxation.

One of the taxation's components is the accident contribution. Its amount depends on the number of accidents at the workplace in a given year. At the moment of setting up the company, the statutory average accident contribution for a given sector is taken.

Obligatory fund for disability persons (PFRON) is payable when the company exceeds 25 employees. If the company employs disabled people, it does not pay this contribution.

Employee Capital Plans (PPK) is a pension scheme that employees can join voluntarily.





company
presentation

randstad
experience.

our global presence in 2023.

Total revenue € 25.4 billion
(2022: €27.6 billion)



north
america



southern europe,
uk & latin america



asia pacific



northern europe



global
businesses



a snapshot of 2023 – key figures.



€ 25,426
revenue in millions



39
markets



43,340
corporate employees



#1
global leader in
HR services



602,100
number of talent
working on daily basis



283,200
number of permanent
placements (incl. RPO)



364,500
number of
talent trained



48,200
number of
employees trained



50%
women in
management positions



7.9
employee
engagement score

Randstad in Poland numbers - 2023.



15 000
of our employees go
to work every day



2 100
recruitments
per year



1 300
clients



100
offices
in Poland



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



Let's meet!

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partner
for talent.

