

# CEE Candidate Survey

## June 2010

# Czech Republic



## CEE Overview

Dear Business Partners,

Grafton Recruitment, in the Central and Eastern European region, conducted a thorough survey among 6 647 respondents focused on their current feelings about the labour market situation and conditions. We used our databases of candidates as well as active job seekers registered on the Grafton web site. The survey was conducted in 6 countries (Poland, Czech Republic, Slovakia, Hungary, Romania, and Lithuania).

The demographic sample of the jobseekers in the region was very similar. 2/3 of respondents were in the age group between 21 and 40. Around 70% are employed but currently looking around for opportunities.

There are a number of areas worth highlighting. The majority of respondents are of an opinion that the economic crisis is not over yet and consistently in all 6 countries 40% of them are convinced that the market will only improve in two years time.

For most salaries in the region were either kept at the same level or reduced in the last 12 months. However, according to our respondents, salary increases were noted by 22% in Czech Rep., by 29% in Slovakia, by 29%, in Hungary, by 37% in Poland, by 33% in Romania and by 12% in Lithuania, which are an interesting reflection of each market and the reality of salary increases in each one of them.

Depending on the country, it seems that there are up to one quarter of currently employed individuals waiting for an improvement in the market, in order to change their jobs. It confirms that the current attrition rates employers are experiencing will not remain the same for the long term.

I found an interesting comparison of the reasons to look for a new job:

Three main reasons by preference:

Czech Rep: Job content, financial conditions, Job security

Slovakia: Financial conditions, Job content, Career growth

Hungary: Financial conditions, Job content, Career growth

Poland: Financial conditions, Career growth, Job content

Romania: Career growth, Financial conditions, Job content

Lithuania: Financial conditions, Career growth, Job content

It is also interesting to note that the corporate social responsibility policies of an employer are important for 70-80% of people in Hungary, Romania and Lithuania. Only 54% in Czech, 55% in Poland, and 65% in Slovakia.

I believe you will find some additional interesting information concerning candidates' willingness to accept fixed term contracts, their willingness to commute extended distances or relocate for job opportunities.

We in Grafton Recruitment want to provide our customers with the most up to date information on the labour market which reflects a dynamically changing environment. I trust the survey outcomes will help you with your hiring strategies and give you insight to the jobseekers' current mindset.

**Yours sincerely,**

**Milan Novak**

**Managing Director CEE**

**Grafton Recruitment**

## Czech Republic Overview



Dear business partners,

Grafton Recruitment has once again scrutinized the current trends on the labour market with more than 1500 responses to our recent survey in the Czech Republic. From the respondents 37% of these are unemployed at the moment. The highest achieved education was 43.4% at secondary school level followed by 29.3% with a university degree.

More than 36% of respondents think that the crisis is still present and are therefore fearful of losing their job. However, 40% of respondents believe that the situation on the labour market will improve within two years and one quarter even thinks it will improve in just one year.

It is also interesting to see the view on short-term contracts – almost 80% of respondents would accept such job offers, although almost 40% state that it's only due to the current situation.

The survey moreover implies that people are nevertheless still reluctant to relocate for a new job and would instead prefer commuting. Almost 40% people would commute half an hour longer than before and a further 39% would commute for an even longer time.

In our previous survey almost 70% of respondents were more flexible in terms of their initial salary, however, in this survey the number dropped to only 62,8%, though when looking for a new job the work content still prevails over financial aspects. Finally, more than 17% of the respondents find job security to be the most critical aspect.

The boom of social networks has also had an impact on the Czech market – 62.5% of respondents have a Facebook account, while 55% use the spolužáci.cz network. The international networks LinkedIn and Twitter have a much lower usage so far.

It is important to note that 41% of respondents use social networks also to look for new job opportunities, which certainly is an interesting trend for future potential employers. Generally, people tend to look for a new job predominantly using the Internet (36.7%) and with the help of friends and family (32.1%).

I am sure that the information from this topical survey will help you deeper understand the current specifics of today's labour market. If you have any questions do not hesitate to contact us.

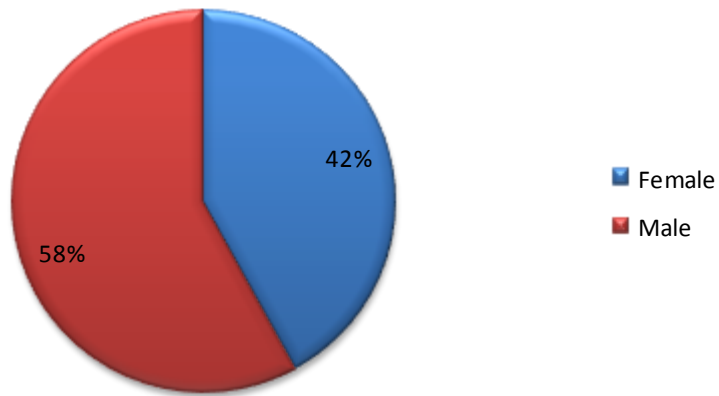
**Ing. Martin Ježek**

**Country Manager Czech Republic**

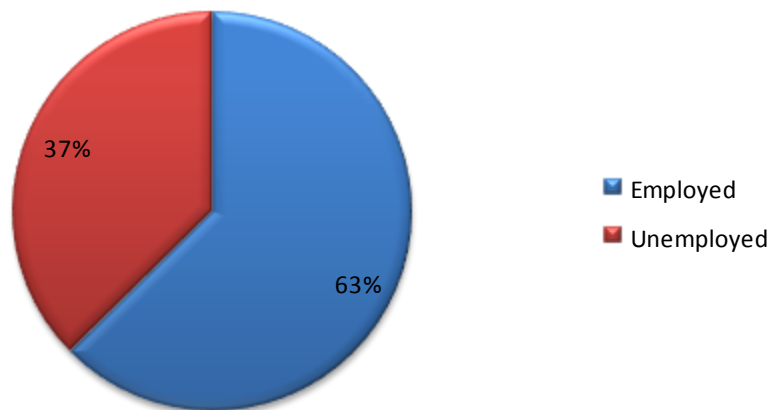
**Grafton Recruitment**



## Respondents' gender

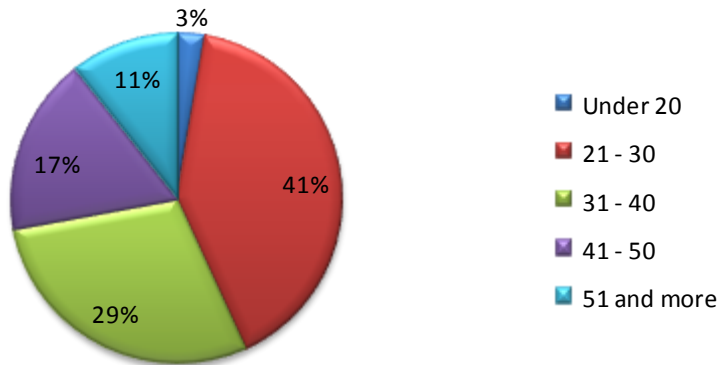


## Respondents' employment status

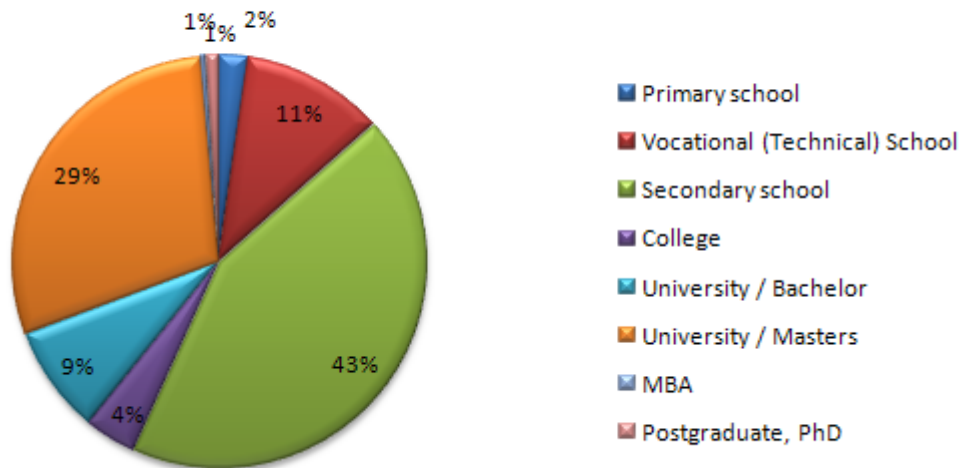




## Respondents' age

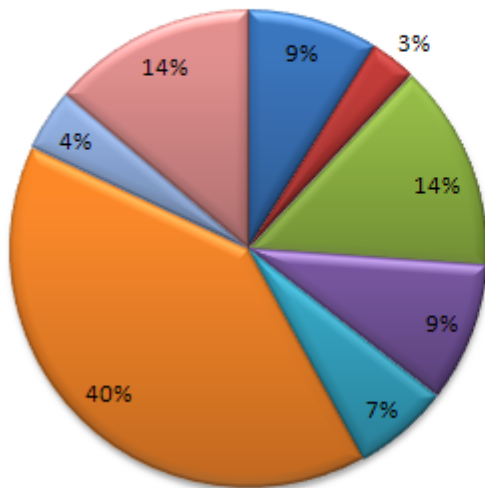


## Respondents' highest achieved education



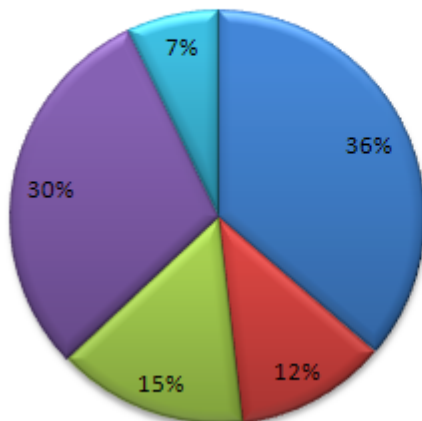


## What are/were your responsibilities?



- Top level manager (own business)
- Top level manager
- Middle level manager (with direct subordinates)
- Middle level manager (non-subordinated)
- Low level Manager
- Employee
- Worker

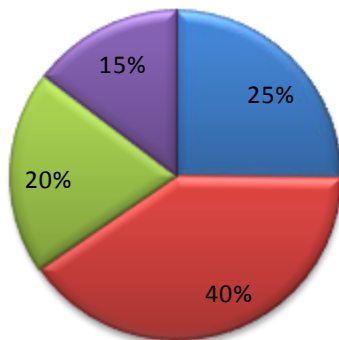
## Are you worried about employment because of the economic crisis?



- Yes, the crisis is still present
- No, the crisis is over
- No, the crisis has not affected the company/branch I work for
- I am unemployed at the moment
- I don't know

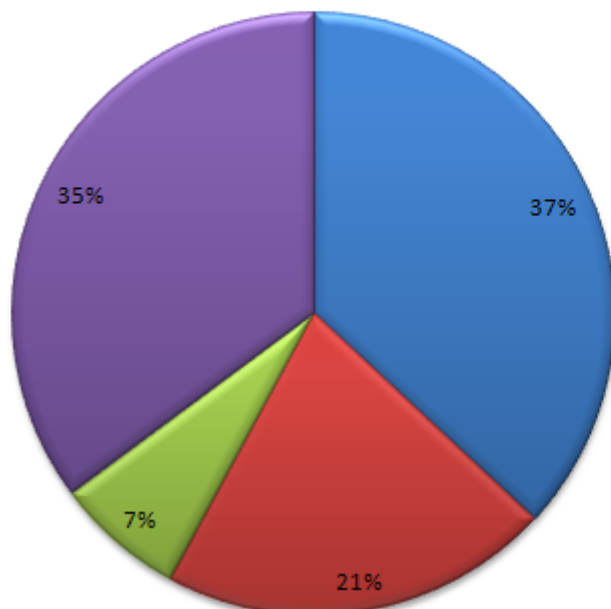


## When do you think the labour market will improve?



- in 1 year or less
- in 2 years
- in 3 years
- in 4 years or later

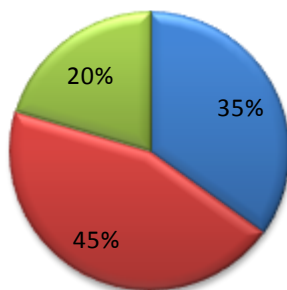
## What is your level of satisfaction in your current job?



- I am fairly satisfied but monitoring the situation in case a better position or better paid job appears
- I am dissatisfied but staying in the job because there are no better relevant opportunities
- I am dissatisfied and will change my job as soon as the situation on labour market improves
- I am unemployed at the moment

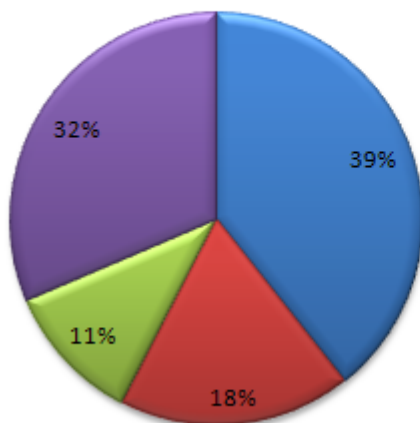


## Would you, in your current situation accept a short term contract?



- Yes, in all circumstances / not a problem
- Yes, but only because of the current economic situation
- No, I would only accept a permanent employment contract

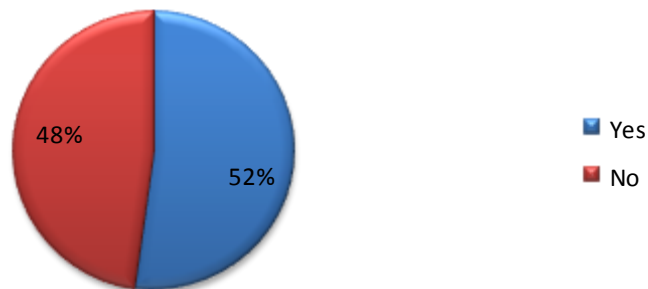
## Would you agree on a fixed-term employment contract?



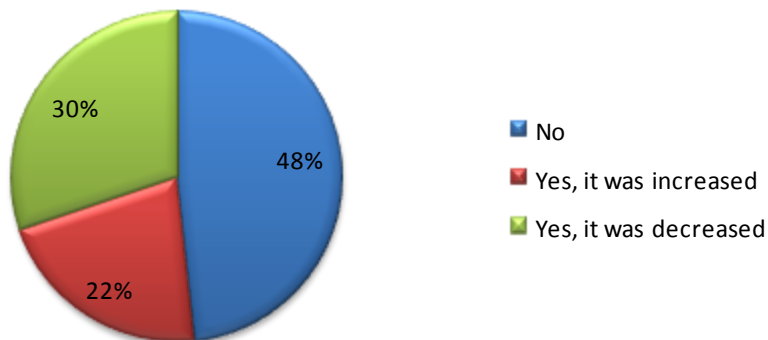
- No
- Yes, if the employment contract would not be less than a year.
- Yes, if the employment contract would not be less than half a year.
- Yes the term is not important



**Because of the crisis, would you consider a contractual relationship based on trade license?**

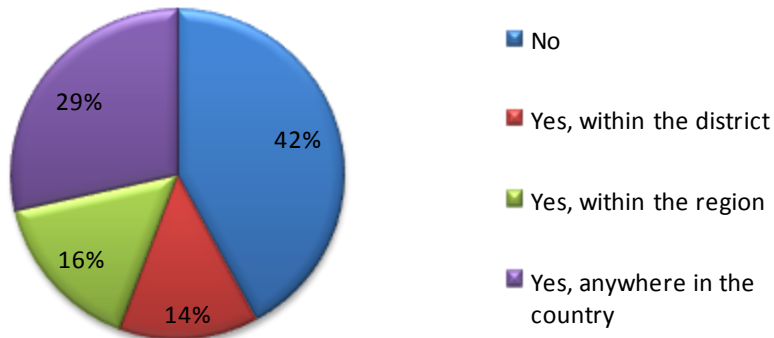


**Did your salary change in the last 12 months?**

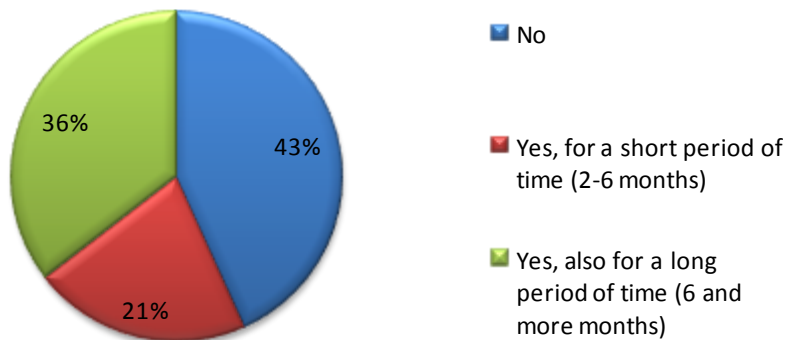




## Would you be willing to relocate for a new job within your country?

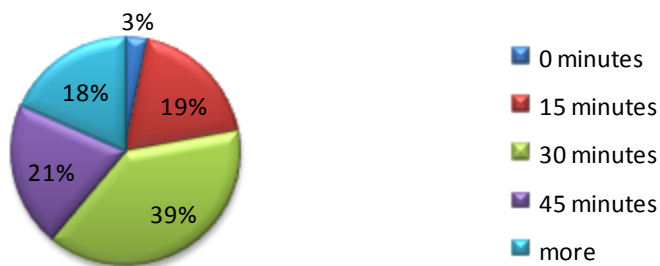


## Would you be willing to relocate abroad because for a new job?

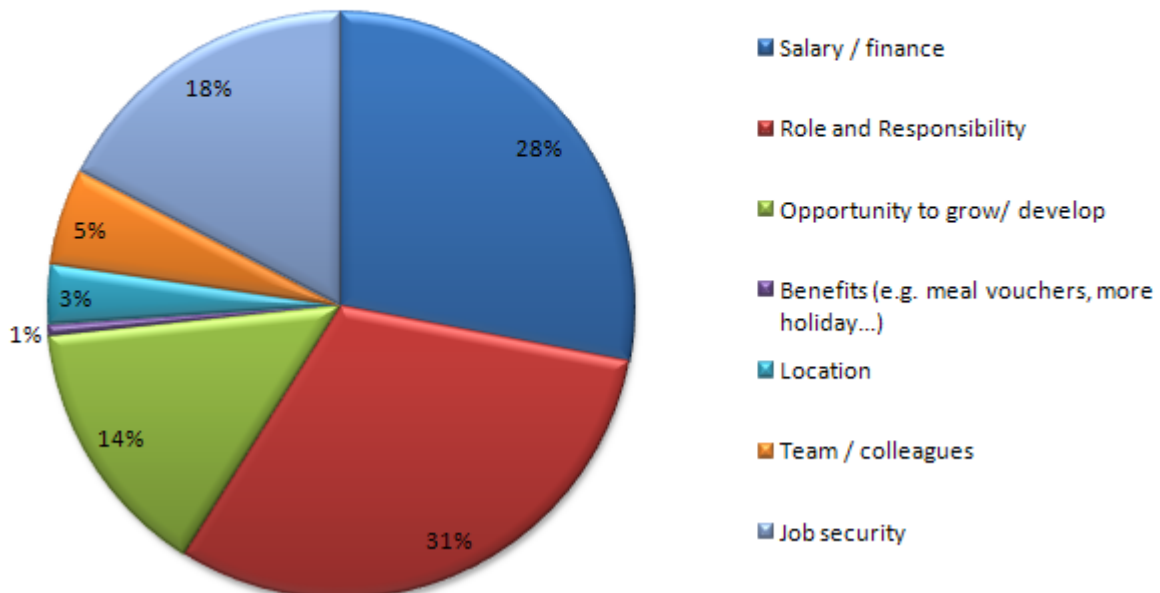




**Because of the current situation on the labour market, would you – in order to get a new job – be willing to increase your commuting time...**

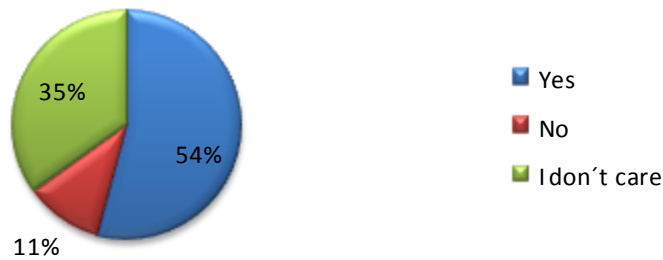


**Which of the following factors do you find most important for you when searching for a job?**

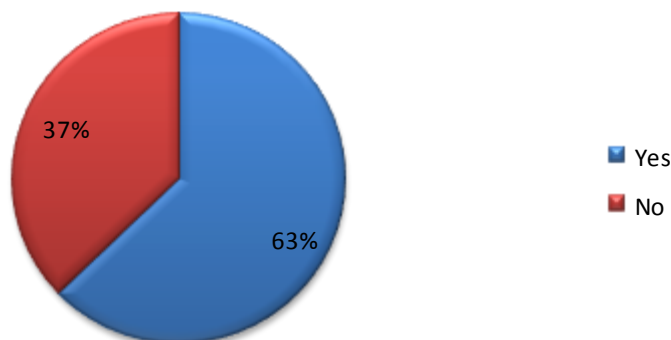




**Is it important for you whether your company has a corporate social responsibility policy- i.e that they show responsibility for the...**

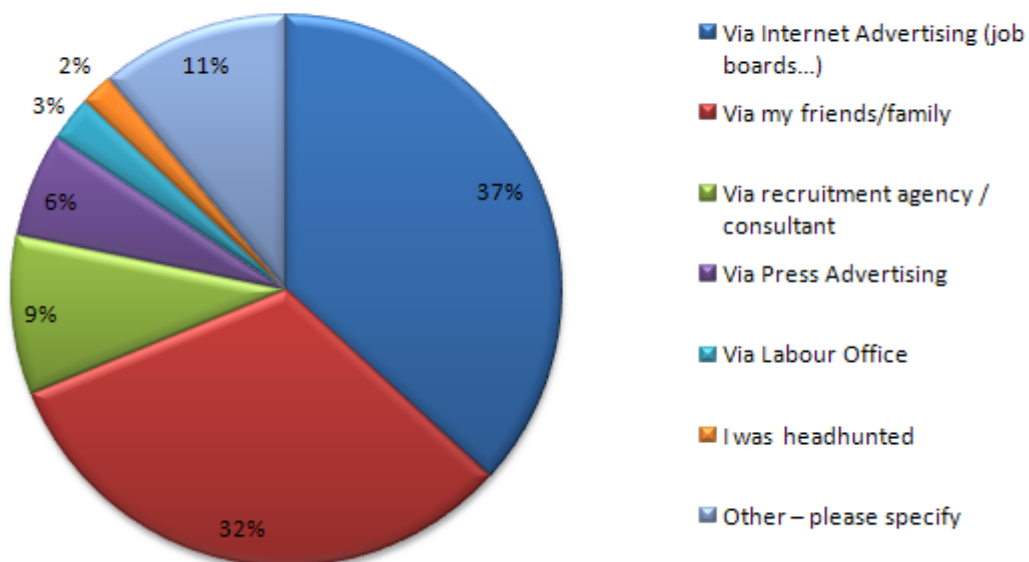


**Are you more flexible in terms of starting wage than last year?**

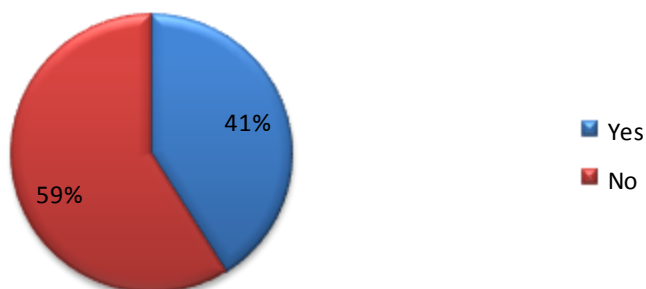


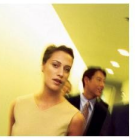


## How did you find your current / last job



## Are you using Social Networks (Facebook, Linked-In + add any local) to look for a job?





## Do you have an account and/or actively use on any of these following Social Networks?

