



CA CONTRACT
ADMINISTRATION

TGC CORPORATE
LAWYERS

Challenges for employers

2023

Survey results



ABOUT THE SURVEY



The year 2022 brought many changes for employers. What challenges have companies faced and what will be the biggest challenge for them in the coming months?

As part of this survey, we collected employers' opinions on:

- key challenges in the coming year
- changes that were implemented during 2022
- approach to working remotely
- benefits for employees

KEY FINDINGS



In the opinion of employers, the biggest challenge in 2023 will be wage pressure (increase in salaries) and difficulties in recruiting employees.



Frequent changes in labour and tax law remain a very big or big problem for 57% of employers.



Remote and hybrid work has become a standard in many companies - only 18% of employers do not offer the possibility of working from home.



51% of employers do not intend to change the working model in 2023.

KEY FINDINGS



In 2023, companies will also face the need to adapt to the changing expectations of the young generation of employees (Generation Z).



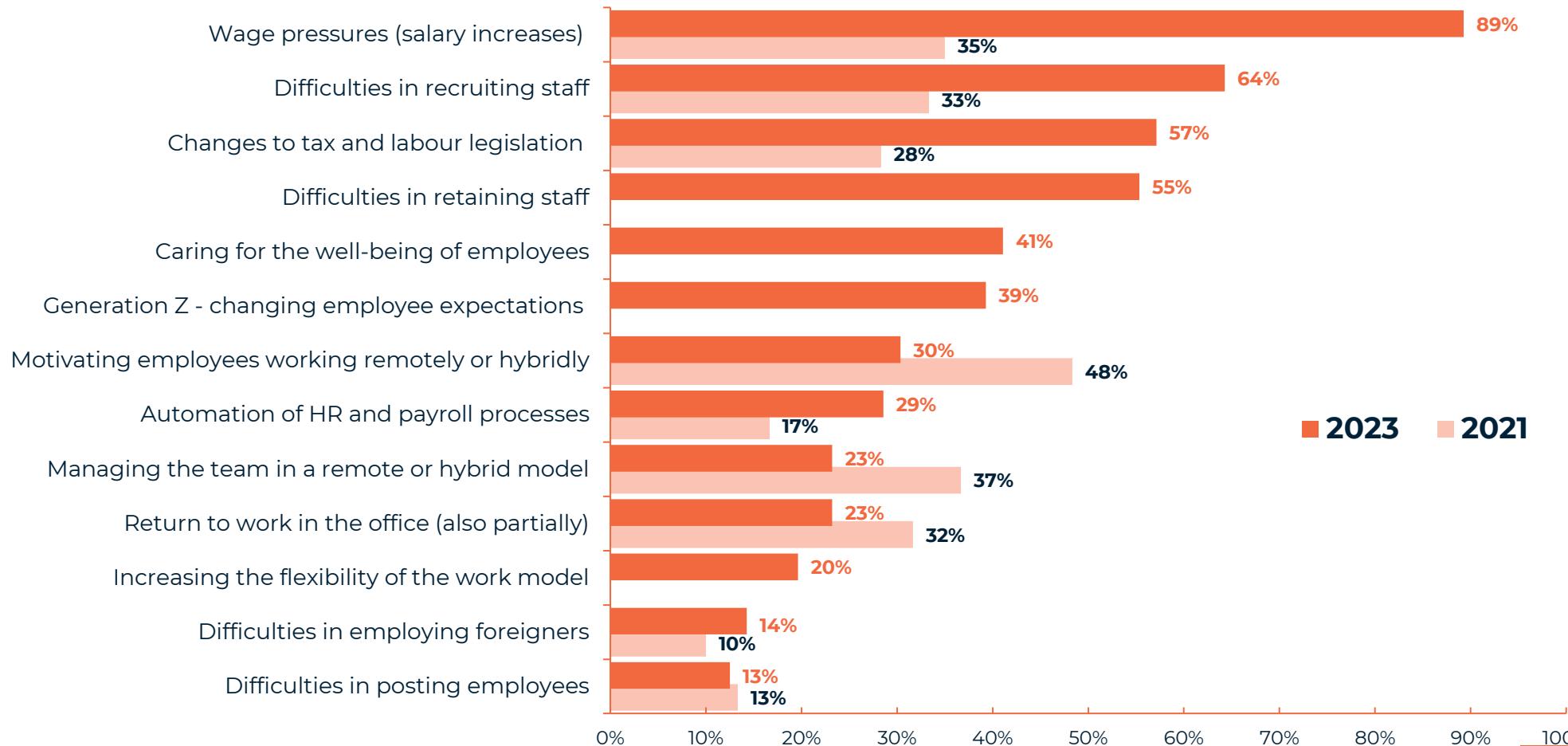
Taking care of the well-being of employees will be an increasingly important aspect for companies.



The biggest challenges of 2023

BIGGEST CHALLENGES OF 2023

What, from the employer's point of view, is likely to be the most challenging area for your company in 2023?



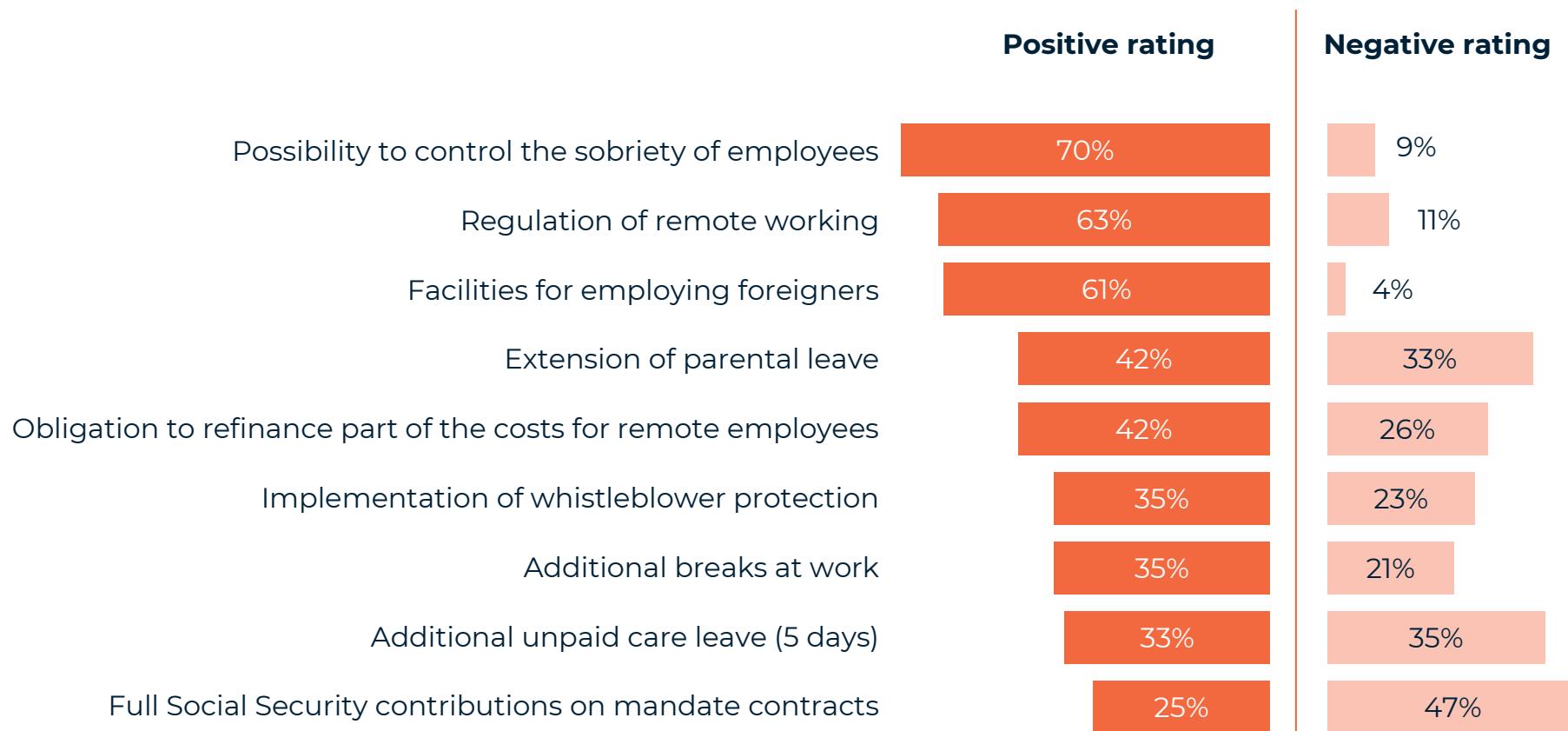
BIGGEST CHALLENGES 2023

- **For nearly 90% of employers, the biggest challenge in 2023 will be wage pressure and salary increases.**
- **More than half of employers expect great or very great difficulty in recruiting employees (64% of respondents) and retaining them (55% of responses).**
- **A growing problem for employers are frequent changes to tax and labour law. 57% of respondents indicate this area as a big or very big challenge for the next 12 months (28% in 2021).**



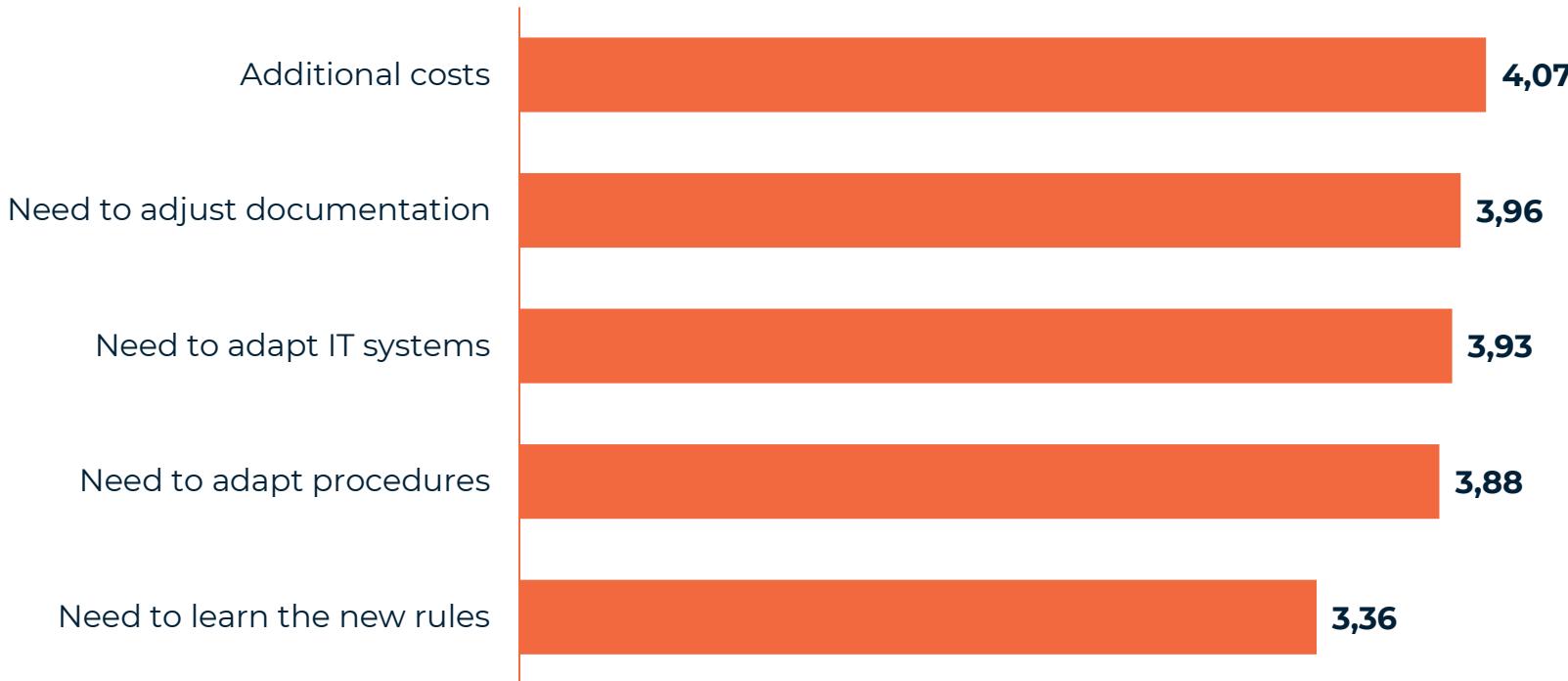
ASSESSMENT OF LEGISLATIVE CHANGES IN 2023

From the point of view of the employer, how do you assess the legislative changes planned for 2023?



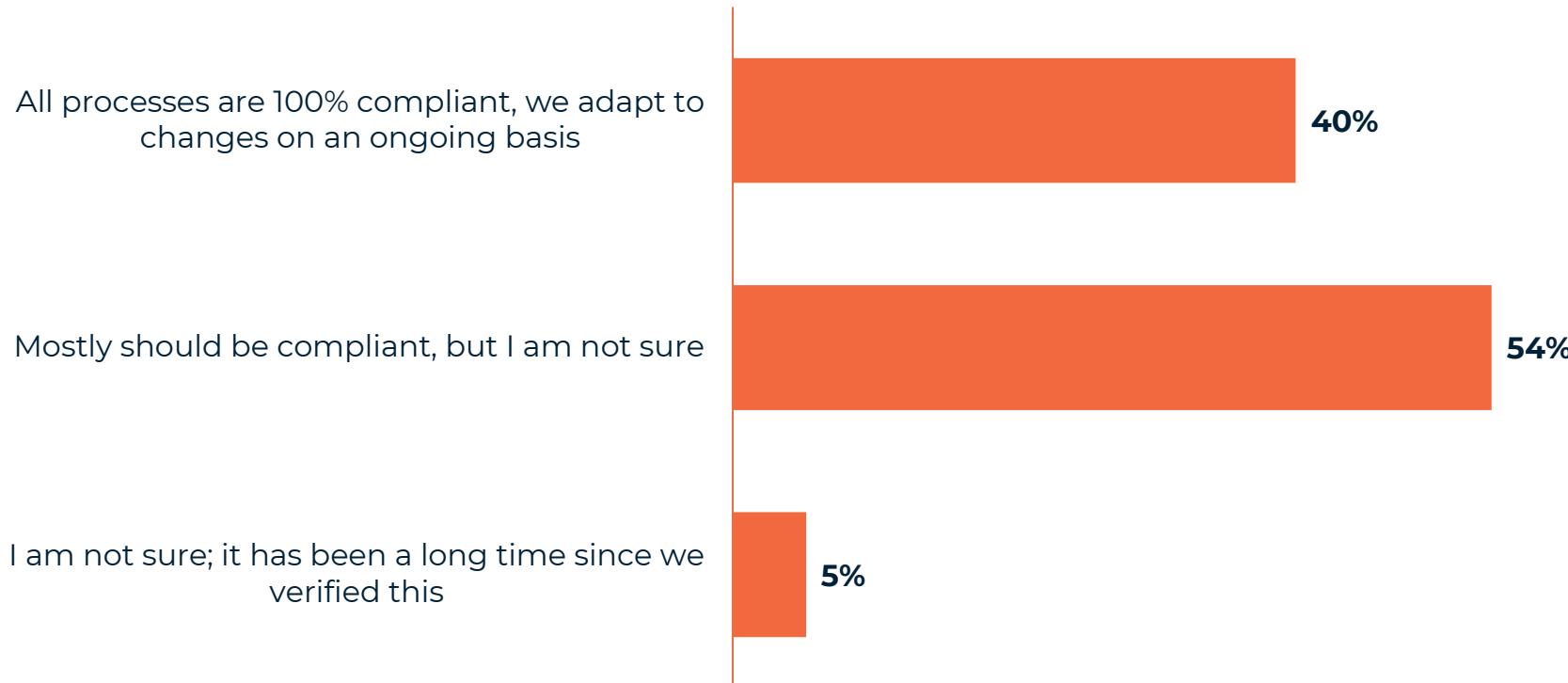
LEGISLATIVE CHANGES – THE MOST DIFFICULT ASPECTS

What do you find to be the most challenging when adapting to legislative changes? (Scale 1-5)



COMPLIANCE OF PROCESSES WITH REGULATIONS

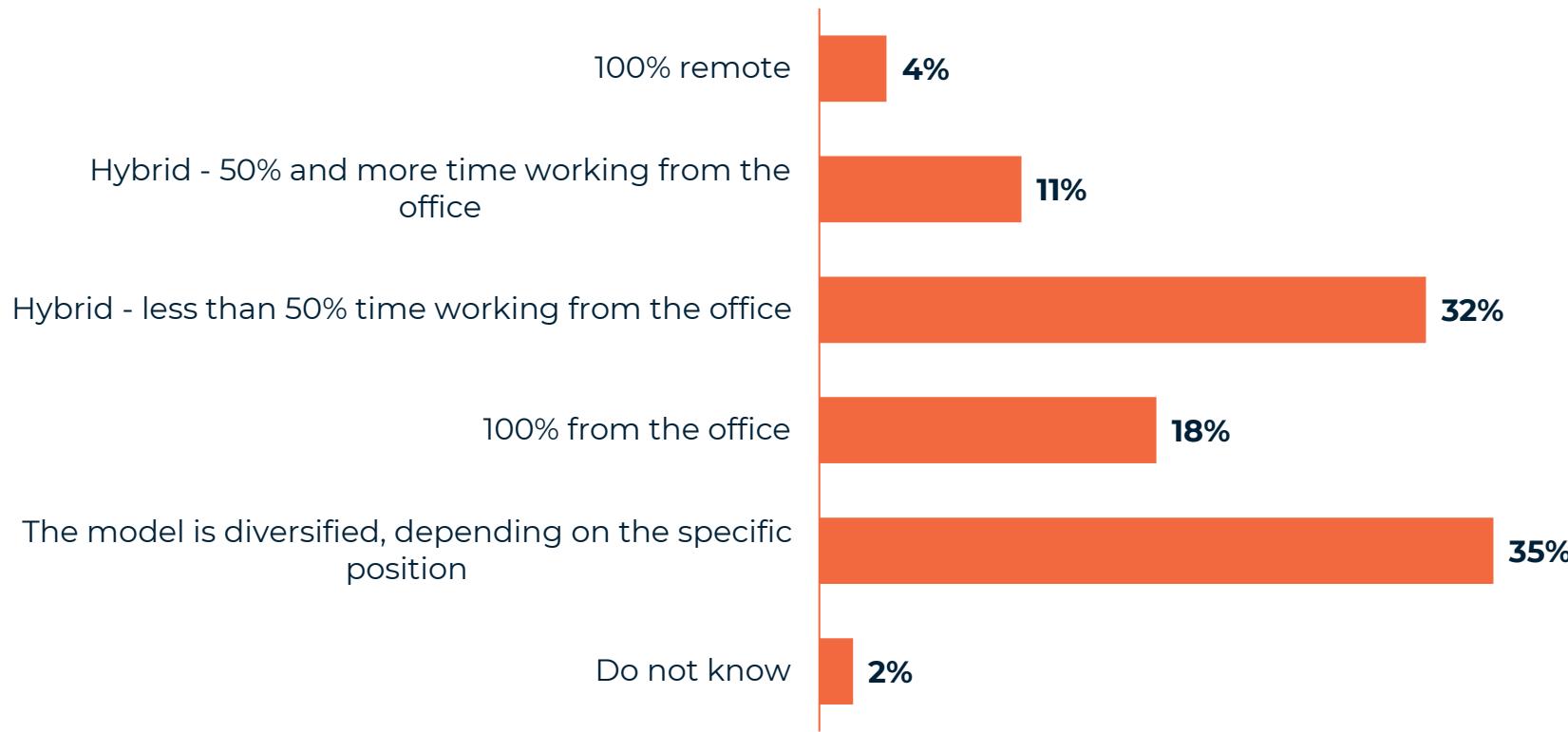
How do you assess the extent to which your HR processes comply with current legislation?



Remote work

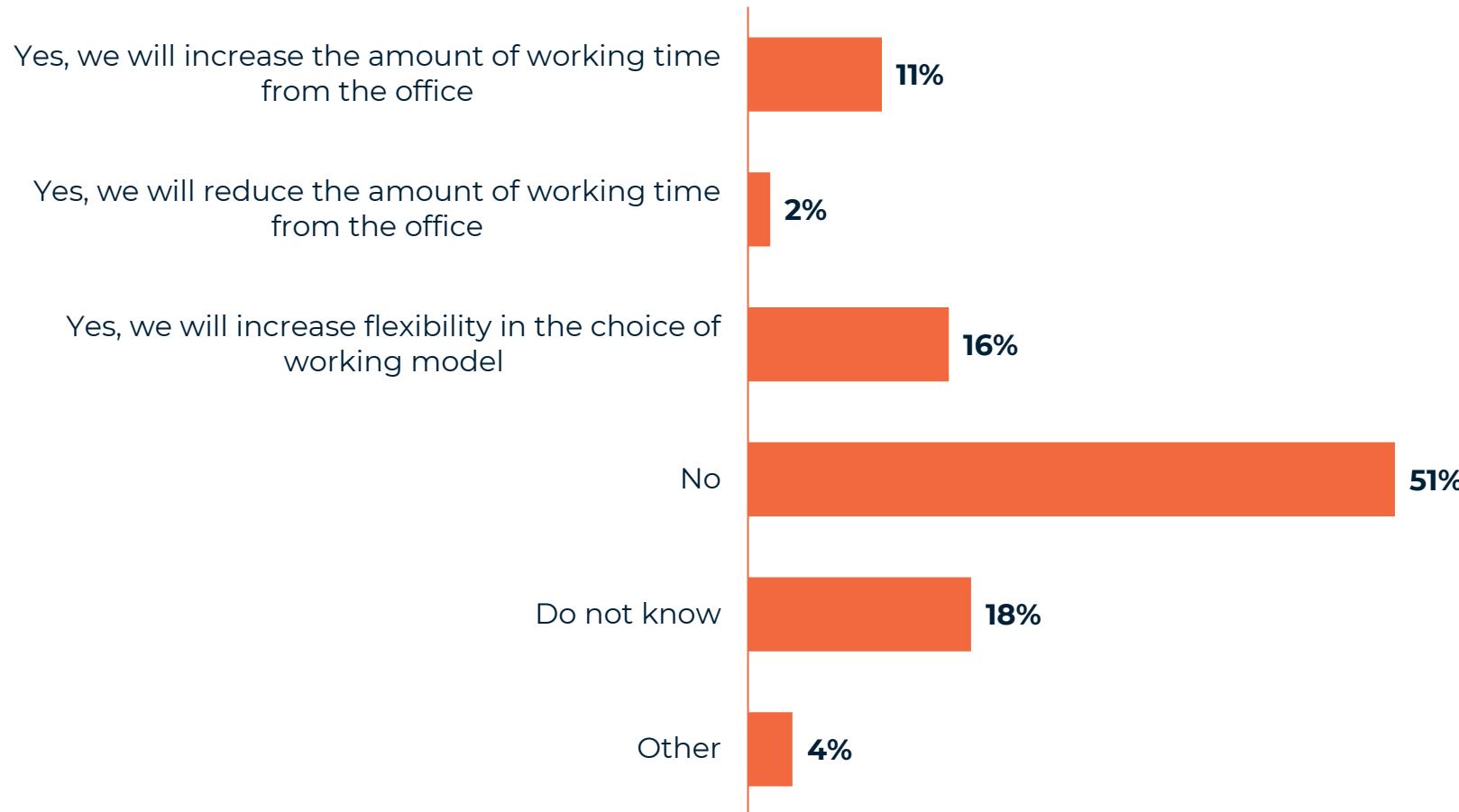
REMOTE WORK

What model does your company currently operate under?



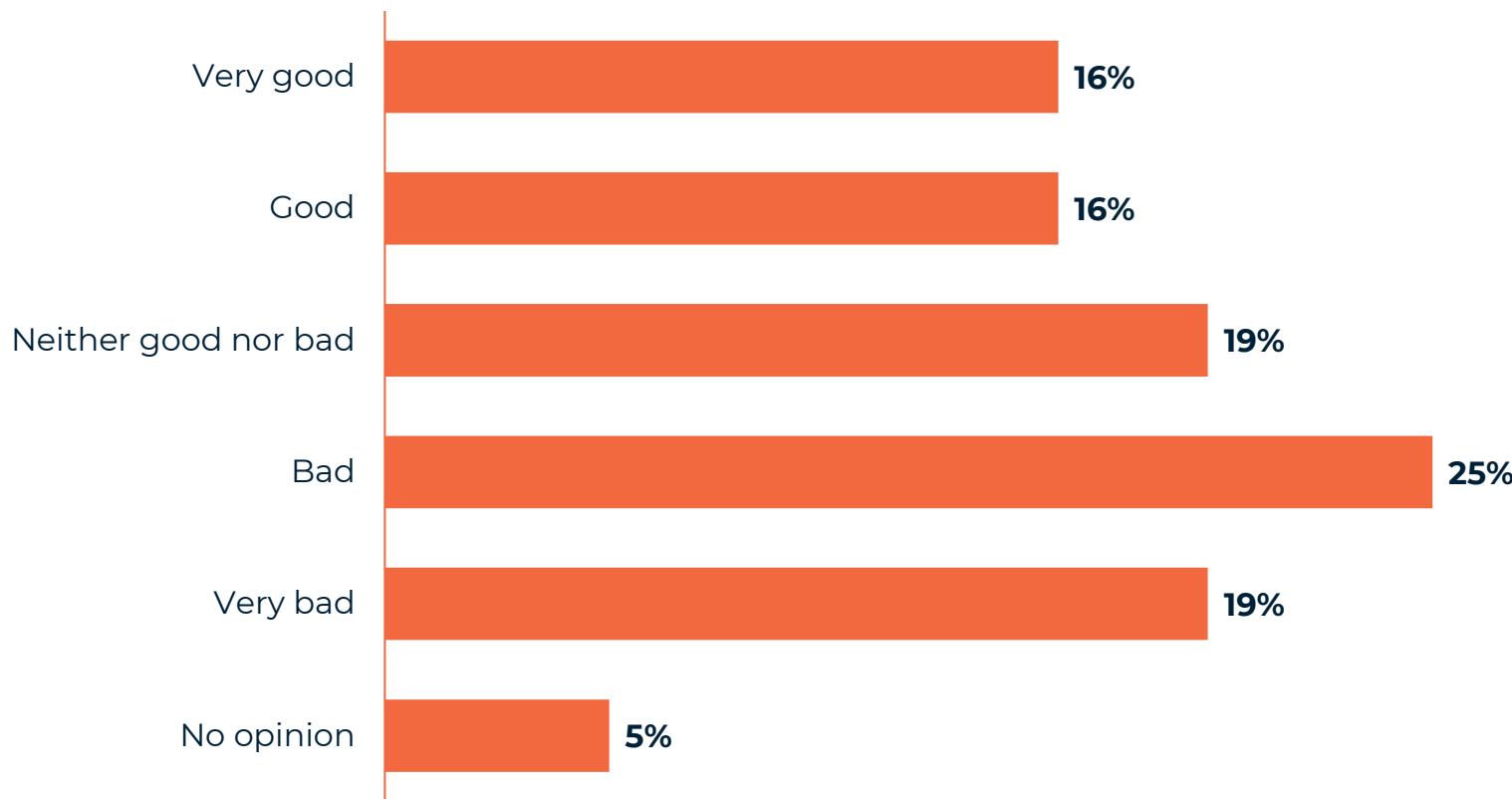
REMOTE WORK

Do you plan any changes to the working model in 2023?



REDUCED WORKING TIME

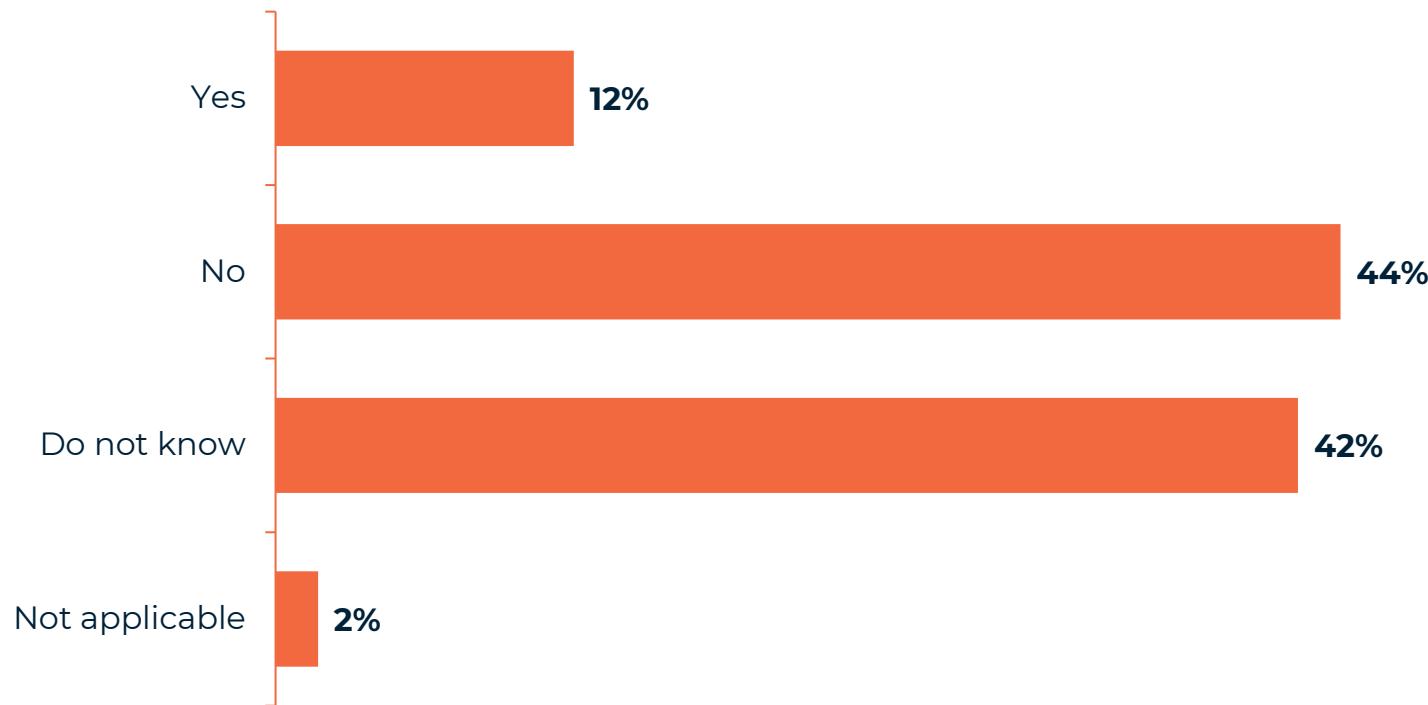
How do you assess the proposal for reducing the average weekly working time from 40 to 35 hours?



Benefits

BENEFITS FOR EMPLOYEES

Do you plan any changes to employee benefits in 2023?



BENEFITS FOR EMPLOYEES

What new benefits do you plan to introduce in 2023?



Wellbeing offer

Mental health support package

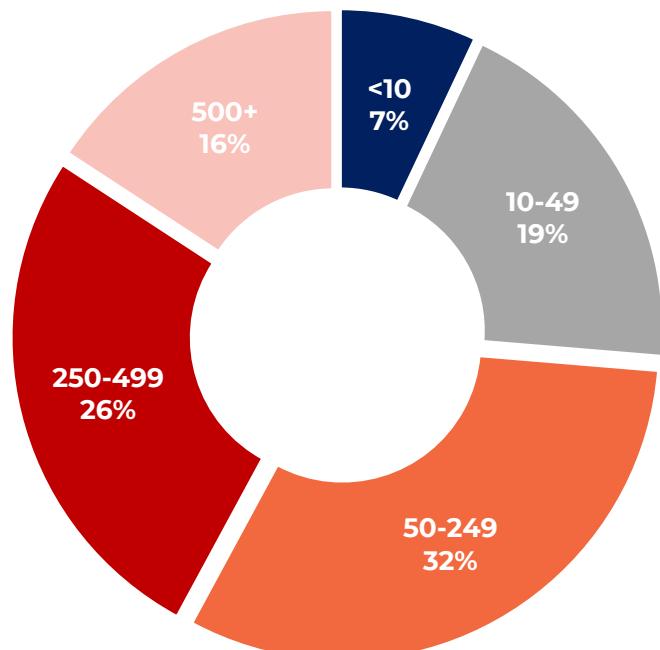
A cafeteria of benefits to be chosen by the employee

Free life insurance

Respondents

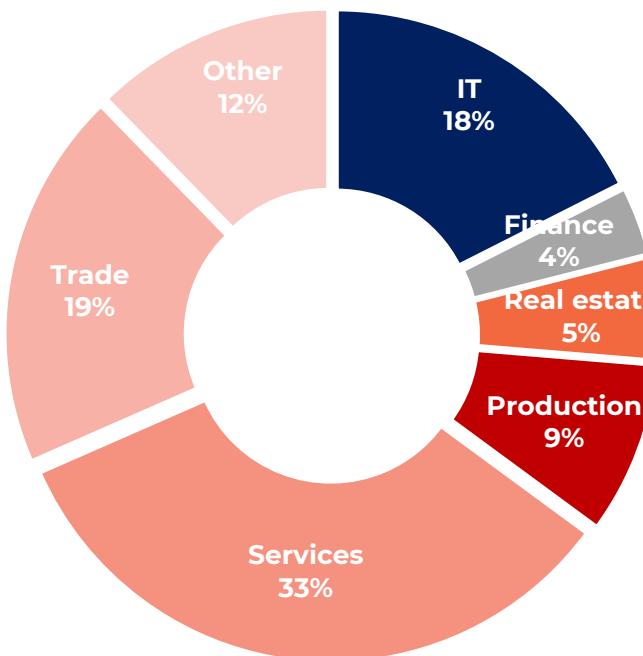
PARTICIPANTS OF THE SURVEY

Respondents from HR, finance, administration and management board members took part in the survey.

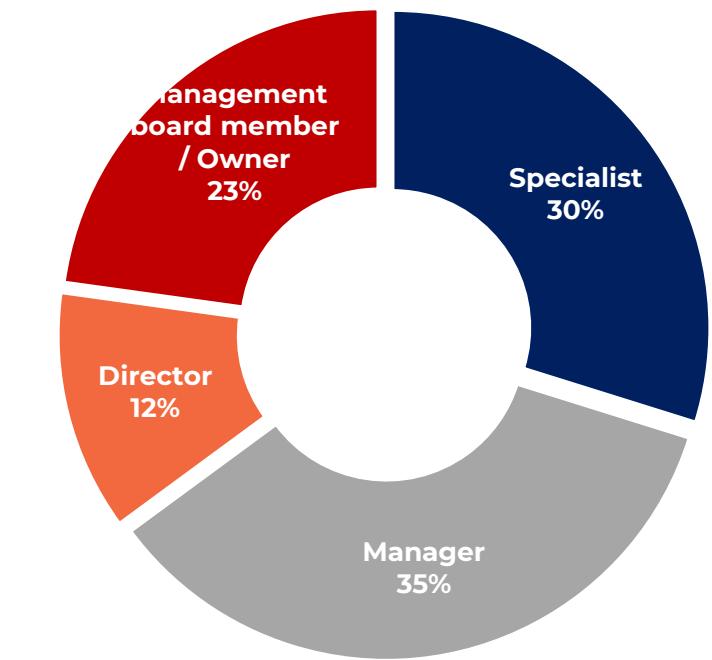


COMPANY SIZE

N=58



INDUSTRY



POSITION

EXTERNAL SUPPORT

What external HR services does your company use?



ADVARTIS

Challenges for employers 2023

In case of any questions, contact us:
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