



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).**



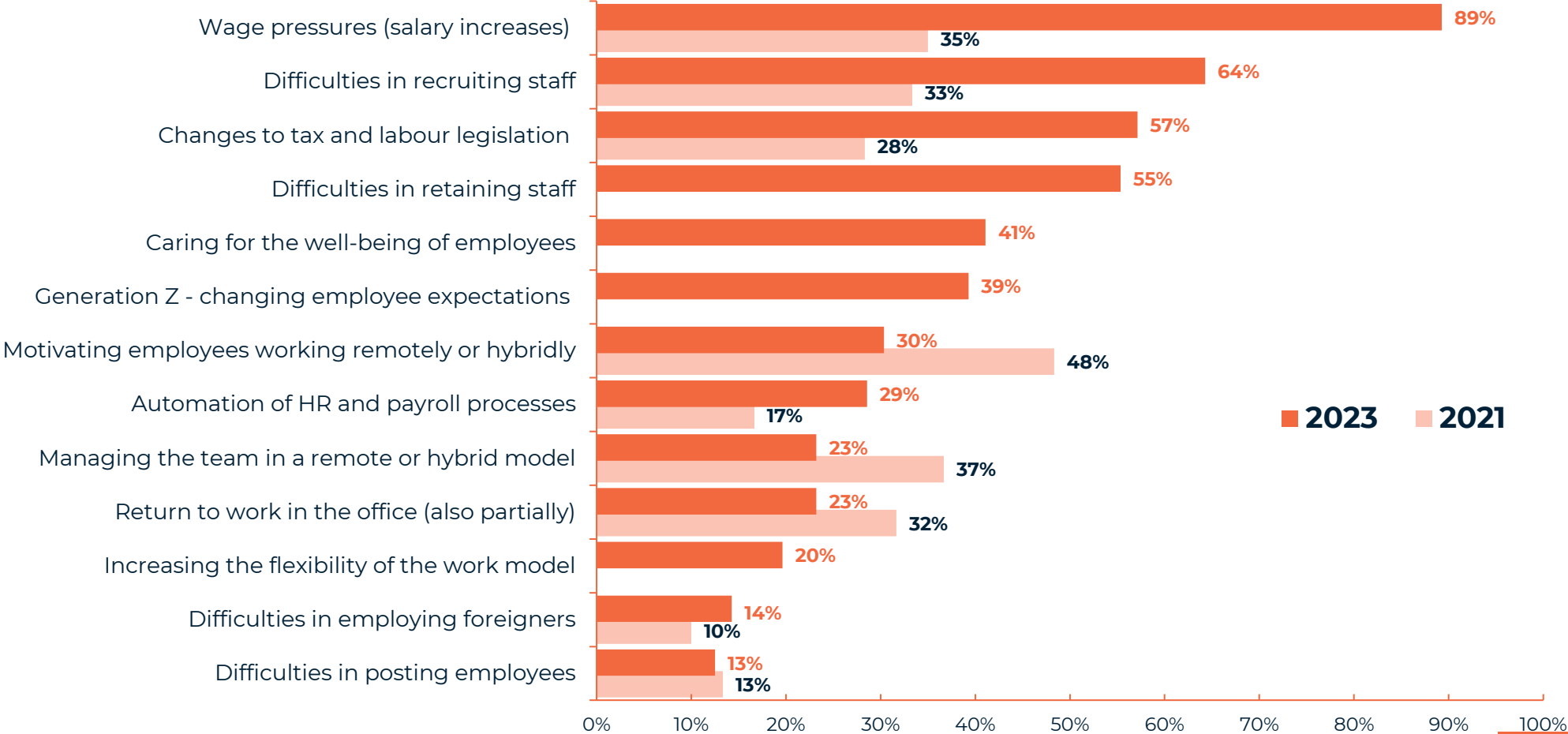
**Taking care of the well-being of employees will be an increasingly important aspect for companies.**



# 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?



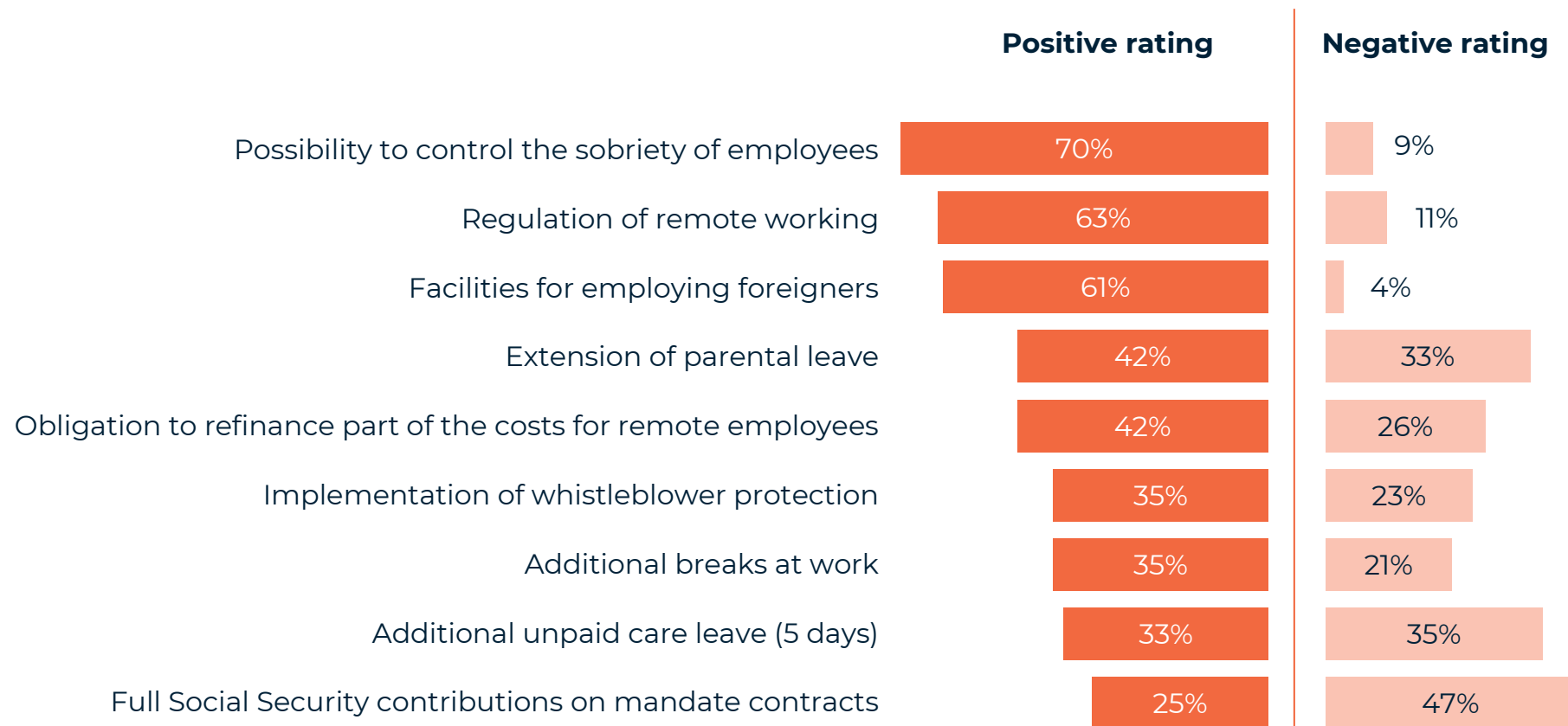
# BIGGEST CHALLENGES 2023

- **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

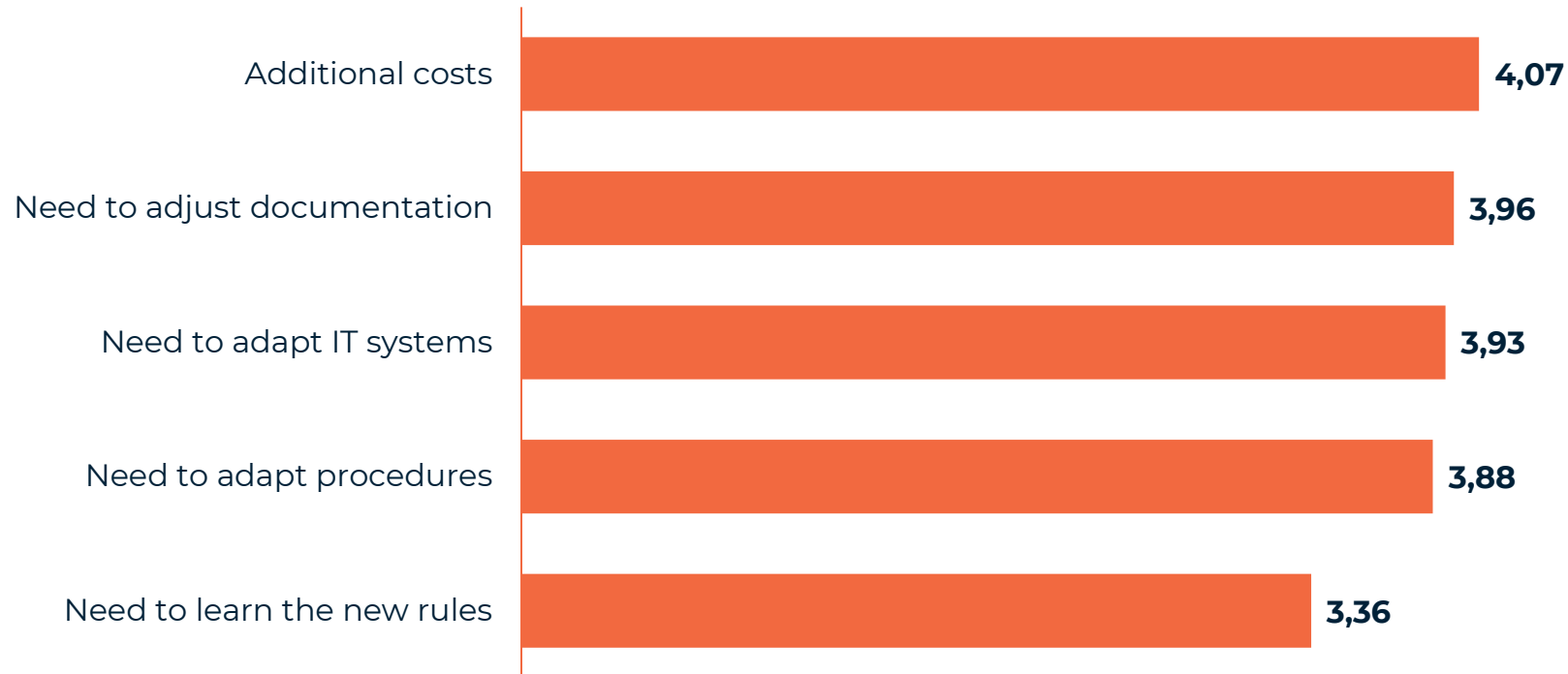
**From the point of view of the employer, how do you assess the legislative changes planned for 2023?**





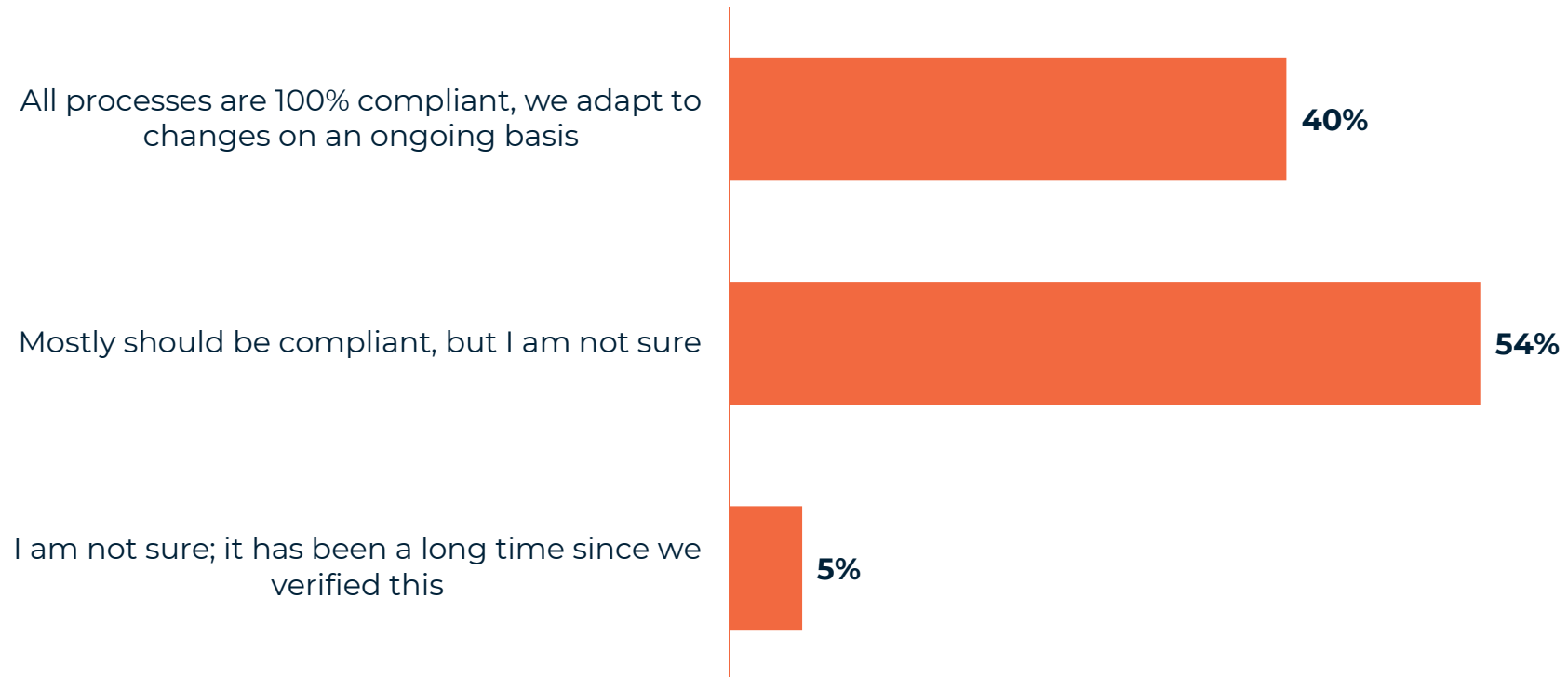
# LEGISLATIVE CHANGES – THE MOST DIFFICULT ASPECTS

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



# COMPLIANCE OF PROCESSES WITH REGULATIONS

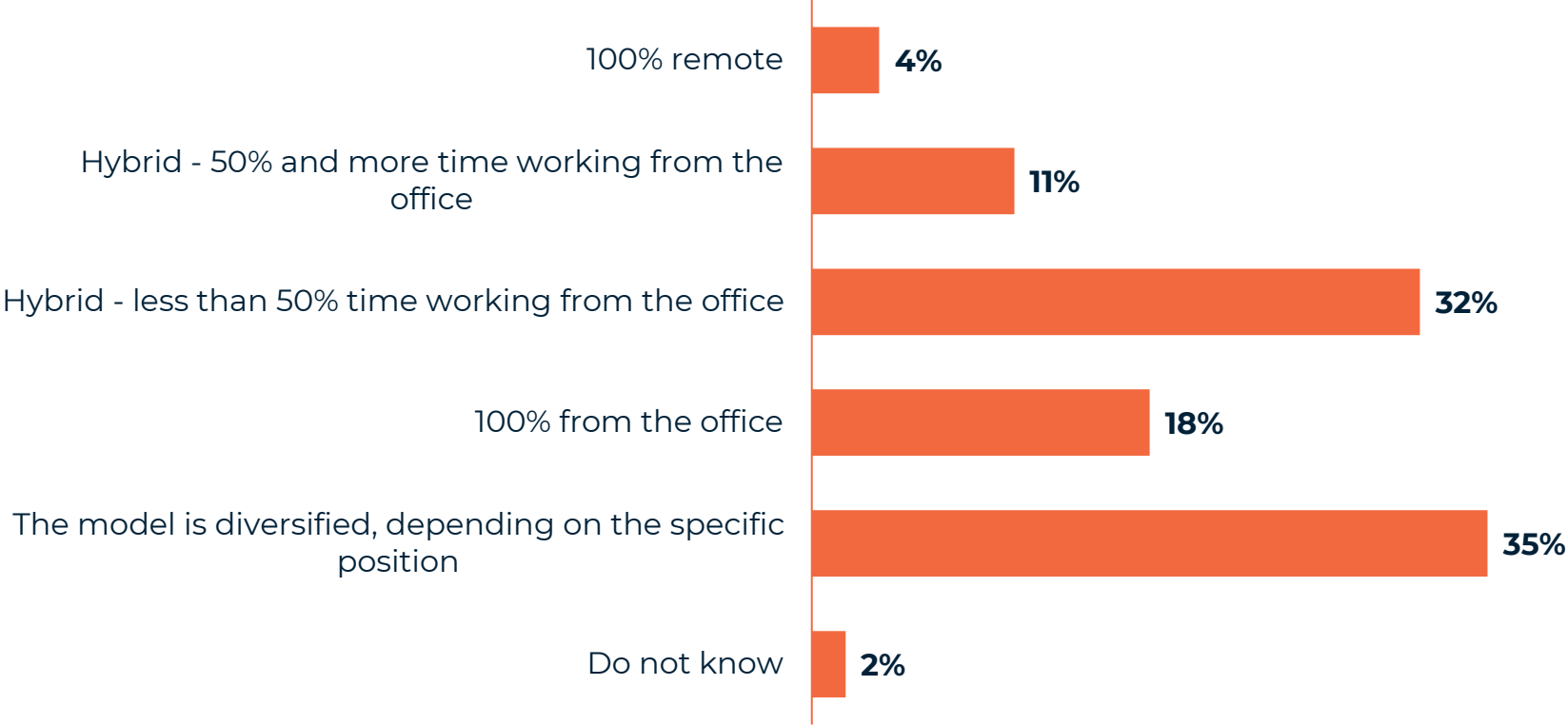
**How do you assess the extent to which your HR processes comply with current legislation?**



# Remote work

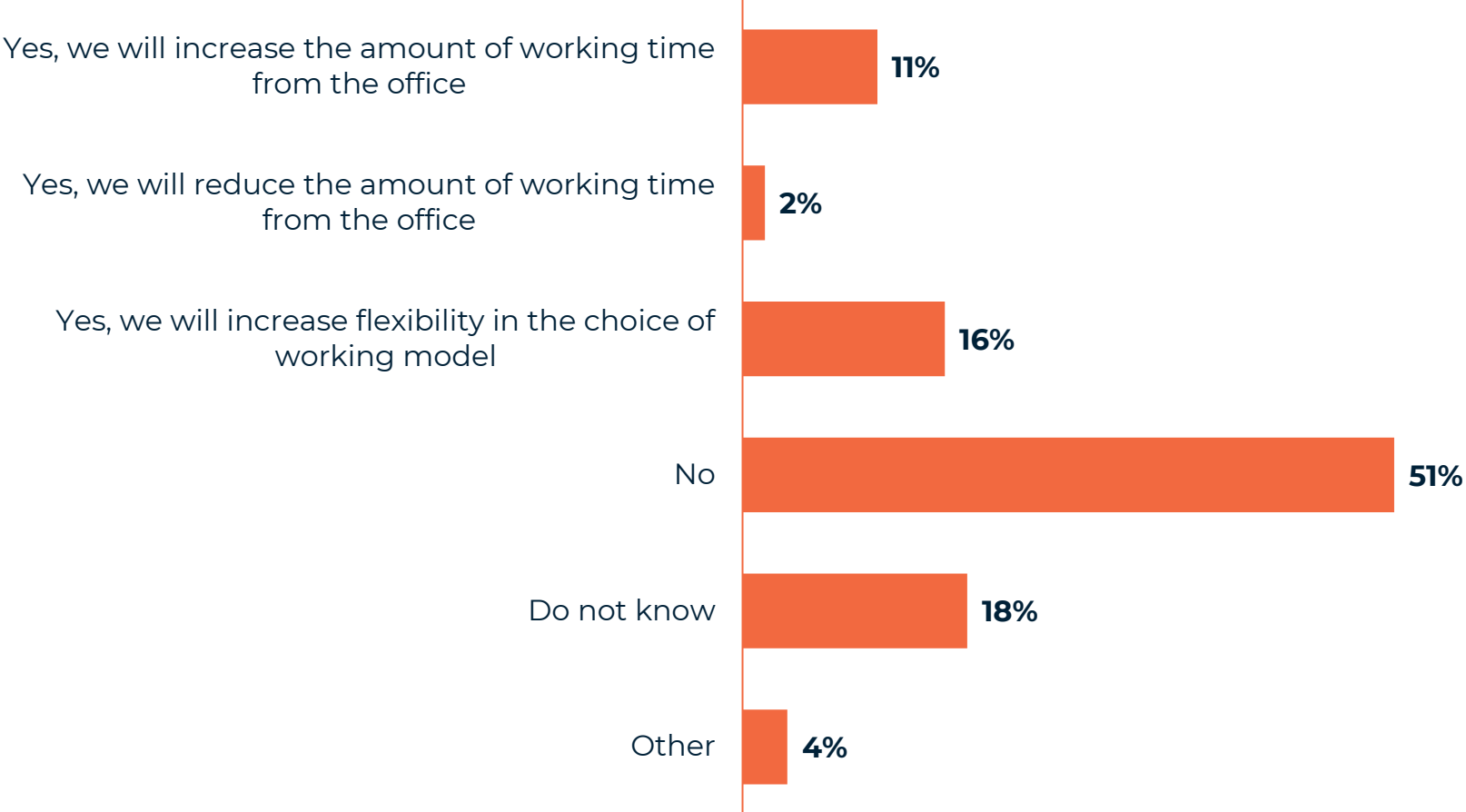
# REMOTE WORK

## What model does your company currently operate under?



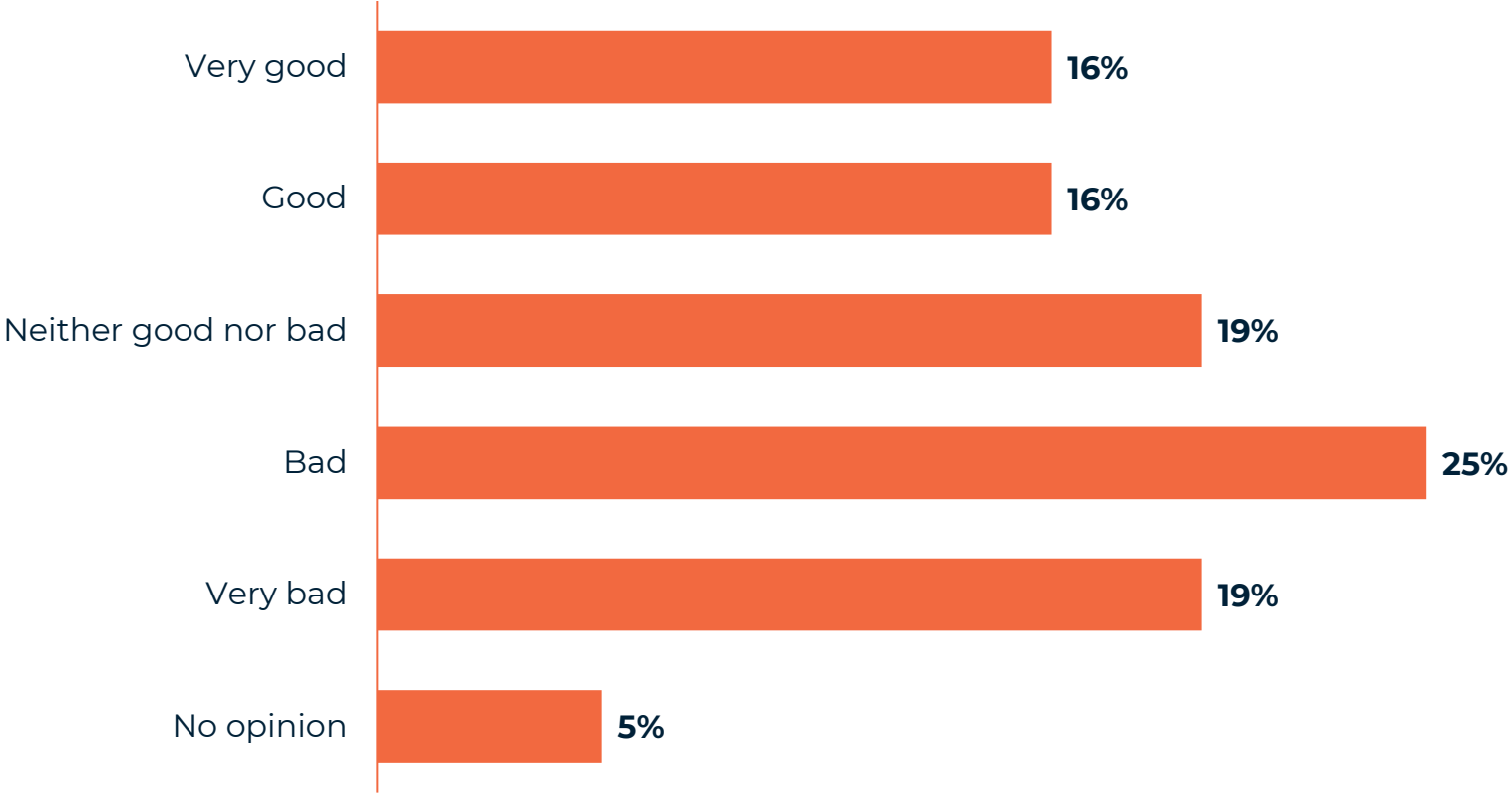
# REMOTE WORK

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



# REDUCED WORKING TIME

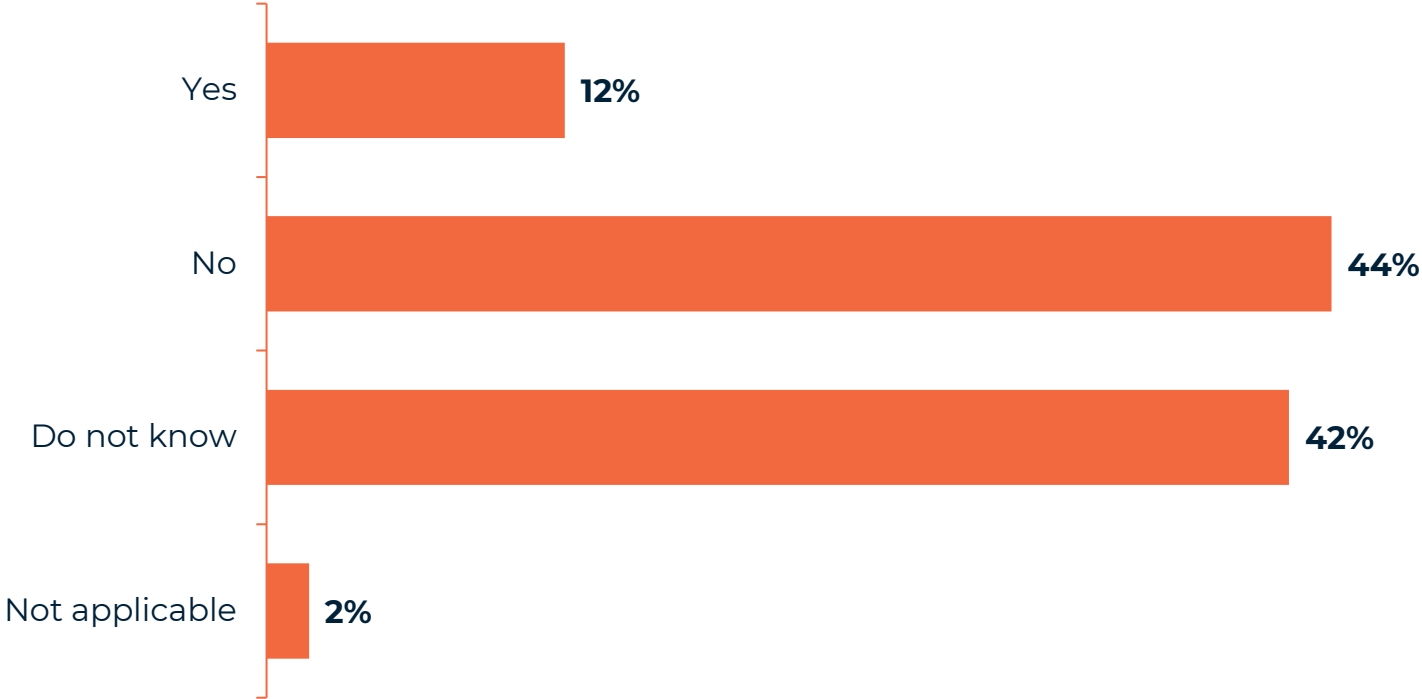
**How do you assess the proposal for reducing the average weekly working time from 40 to 35 hours?**



**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

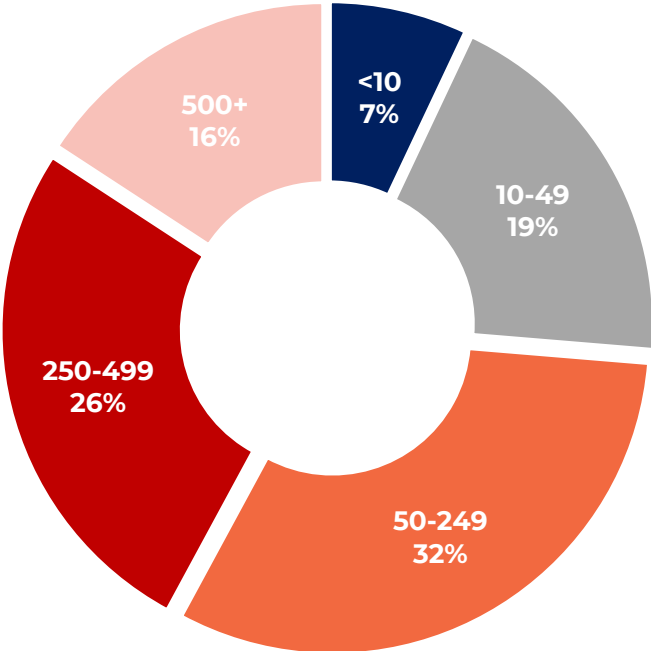
A cafeteria of benefits to be chosen by the employee

Free life insurance

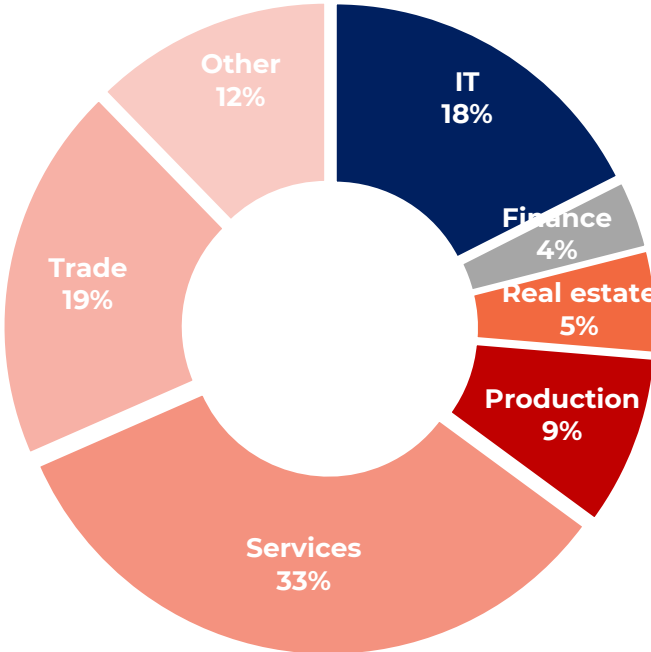
**Respondents**

# PARTICIPANTS OF THE SURVEY

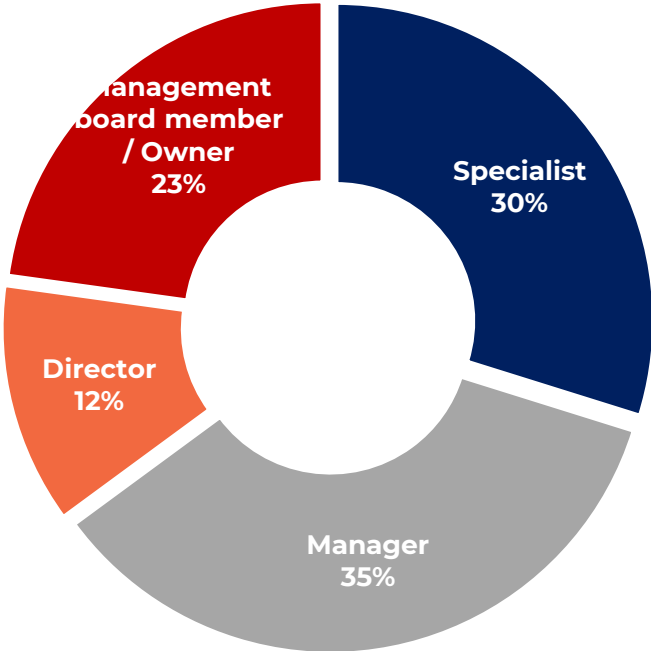
Respondents from HR, finance, administration and management board members took part in the survey.



COMPANY SIZE



INDUSTRY

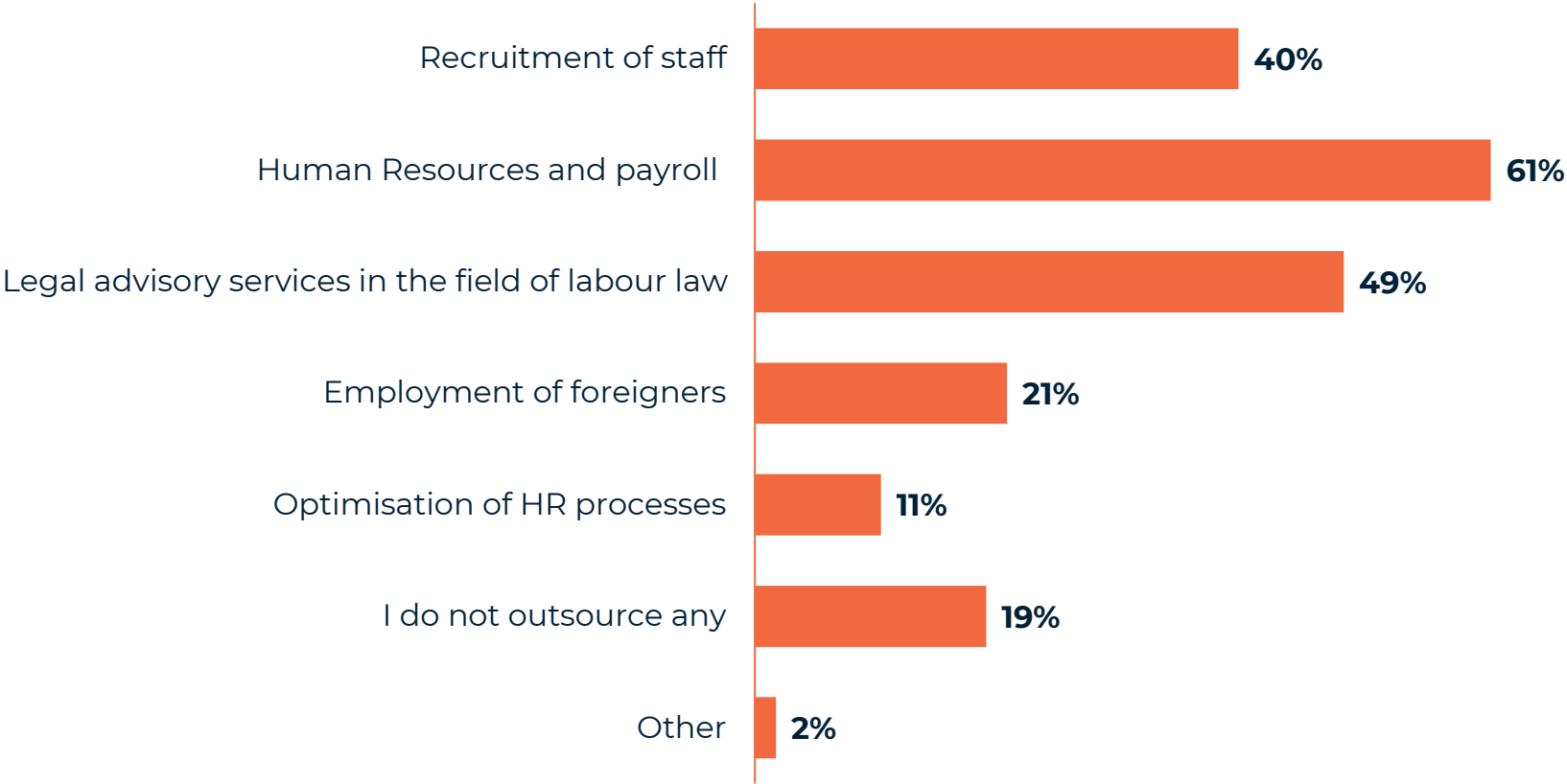


POSITION

N=58

# EXTERNAL SUPPORT

## What external HR services does your company use?



ADVARTIS

# Challenges for employers 2023

**In case of any questions, contact us:**  
[contact@advartis.eu](mailto:contact@advartis.eu)

Copyright © 2023 Contract Administration Sp. z o.o., TGC Ordowska Kancelaria Prawnicza Sp. k., Crowe Advartis Accounting Sp. z o.o.

This publication may not be reproduced, copied or made available, in whole or in part, in accordance with applicable copyright laws.