



CEE Candidate Survey

June 2010

Hungary



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



Hungarian Overview

Dear business partners,

We made a survey among our candidates in Central-Eastern Europe in May /June 2010 to monitor and evaluate the market situation from a candidate's point of view. We believe, their opinion and attitude can help us and our clients to define further hiring strategies.

From the respondents 19% are unemployed at the moment. The highest achieved education was 40% at university BA level followed by 33% with a university master degree. More than 60% of respondents think that the crisis is still present and are therefore fearful of losing their job. However, 42% of respondents believe that the situation on the labour market will improve within two years and 20% even thinks it will improve in just one year. It is also interesting to see the view on short-term contracts – almost 60% of respondents would not even consider to accept such job offers.

The survey moreover implies that people are nevertheless still reluctant to relocate for a new job and would instead prefer commuting. Almost 29% people would commute half an hour longer than before and a further 40% would commute for an even longer time. Only 44% of respondents are more flexible in terms of their initial salary, however, though when looking for a new job the work content still prevails over financial aspects. Finally, 20% of the respondents find job security to be the most critical aspect.

The boom of social networks has also had an impact on the Hungarian market – 64% of respondents have a Facebook account, while 81% use the iWiW network. The international networks LinkedIn and Twitter have a much lower usage so far. It is important to note that 43% 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 (35%) and with the help of friends and family (29%).

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.

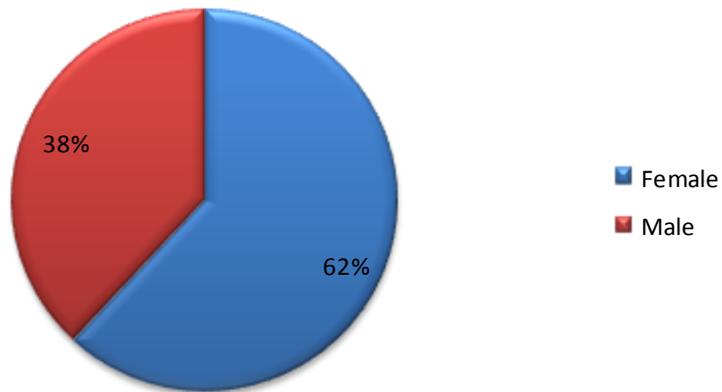
Tamás Fehér

Country Manager Hungary

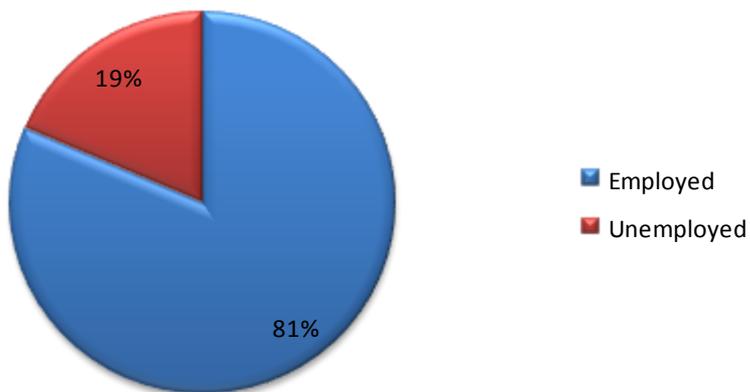
Grafton Recruitment



Respondents' gender

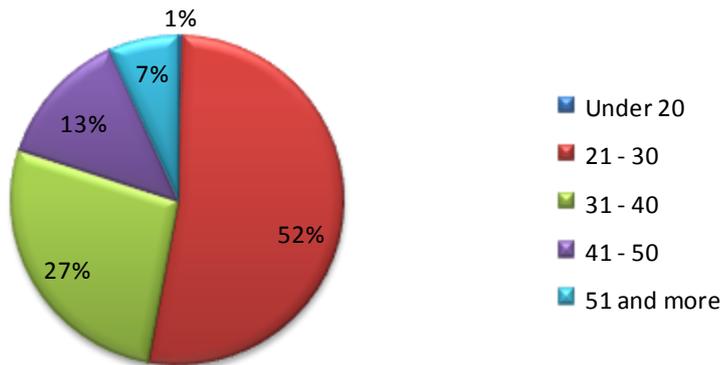


Respondents' employment status

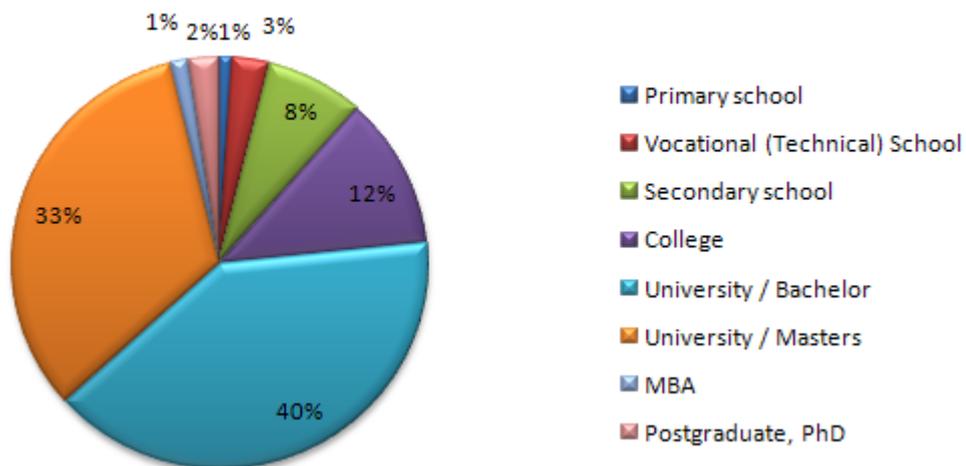




Respondents' age

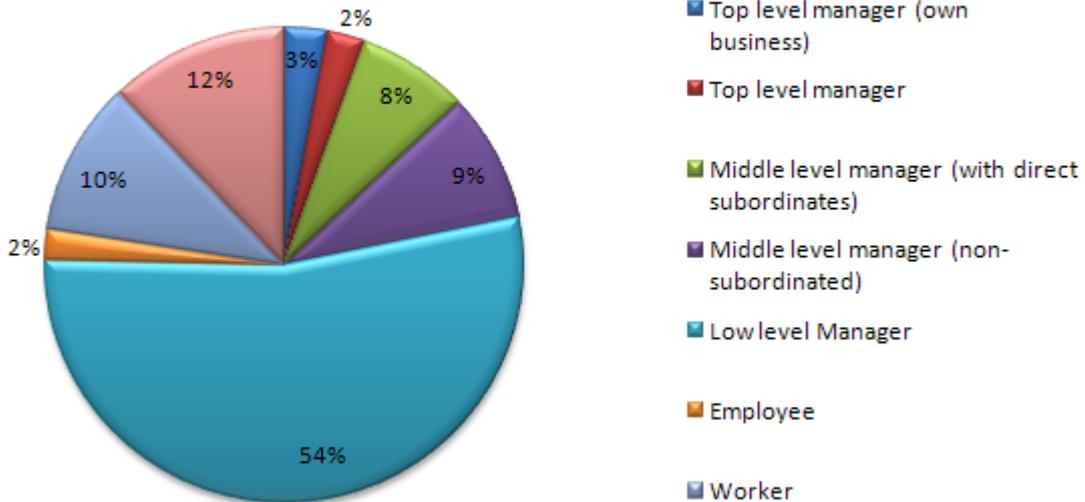


Respondents' highest achieved education

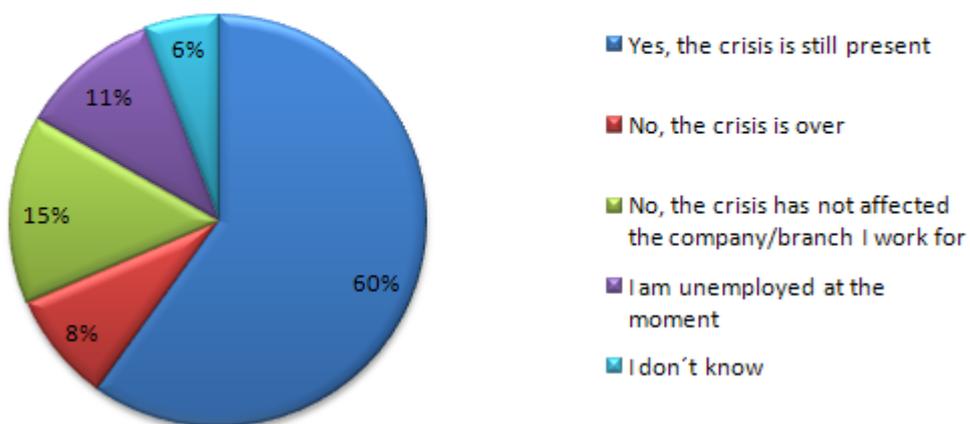




What are/were your responsibilities?

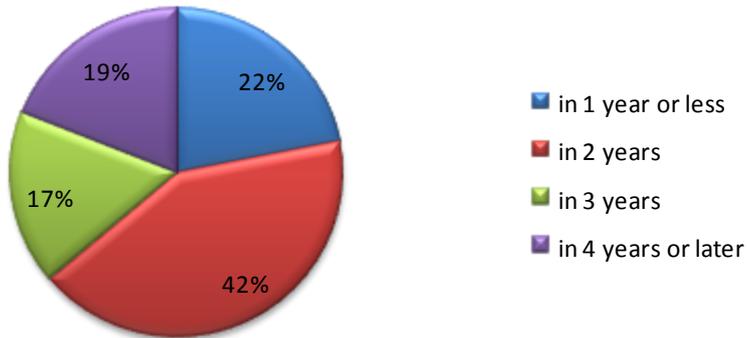


Are you worried about employment because of the economic crisis?

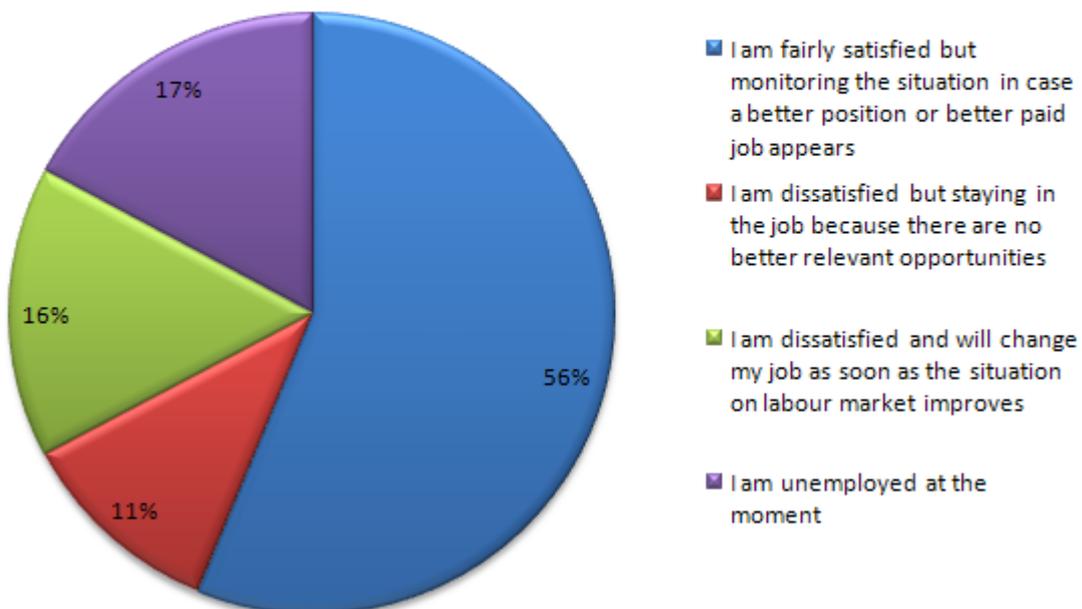




When do you think the labour market will improve?

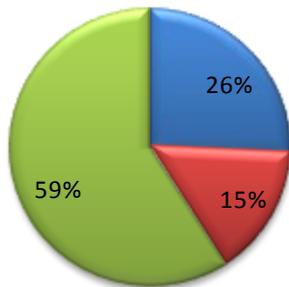


What is your level of satisfaction in your current job?



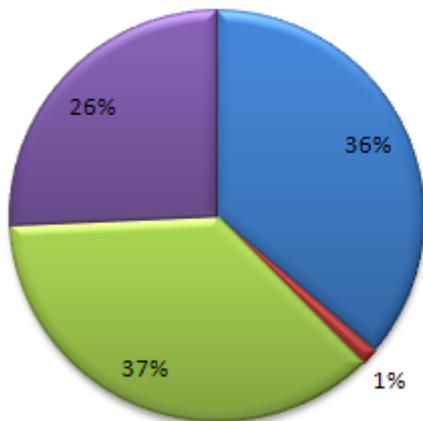


Would you, in your current situation accept a short term contract?



- 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

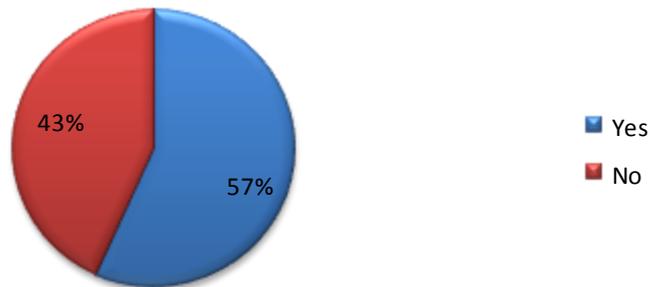
Would you agree on a fixed-term employment contract?



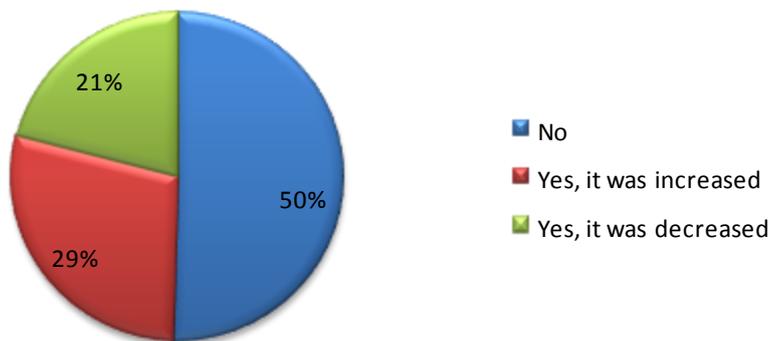
- No
- Yes, if the employment contract would not be less than a year.
- Yes, if the employment contract would not be less than half a year.
- Yes the term is not important



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

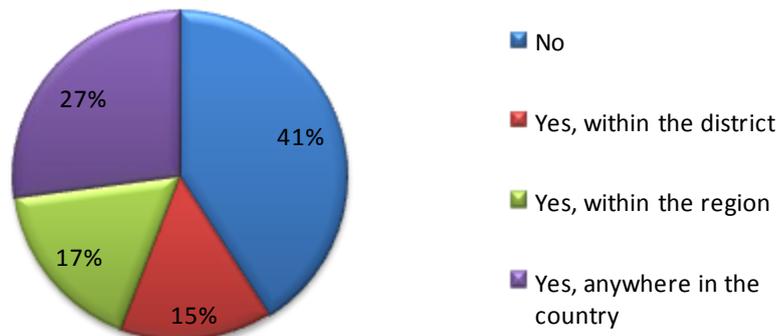


Did your salary change in the last 12 months?

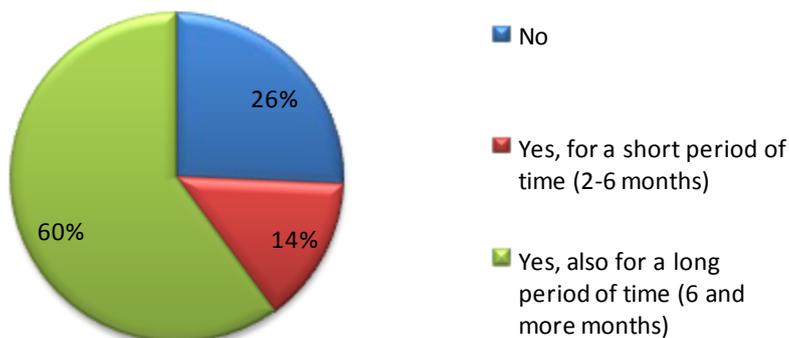




Would you be willing to relocate for a new job within your country?

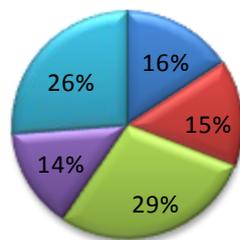


Would you be willing to relocate abroad because for a new job?



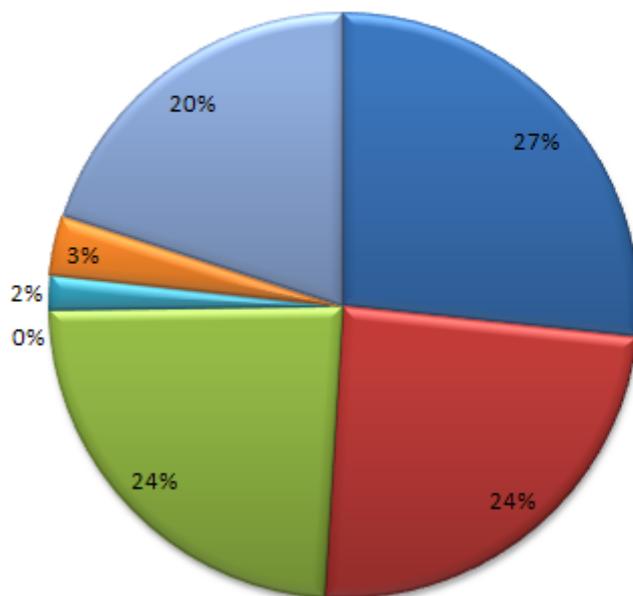


Because of the current situation on the labour market, would you – in order to get a new job – be willing to increase your commuting time...



- 0 minutes
- 15 minutes
- 30 minutes
- 45 minutes
- more

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



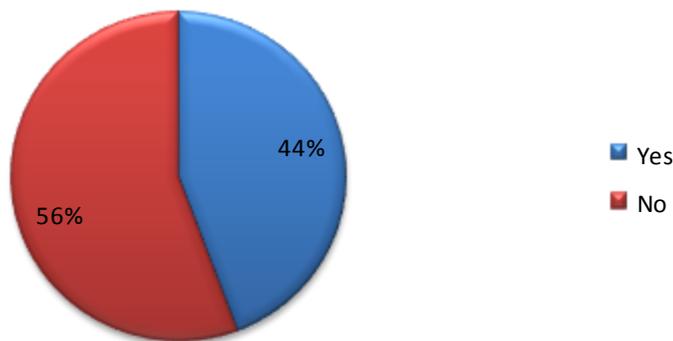
- Salary / finance
- Role and Responsibility
- Opportunity to grow/ develop
- Benefits (e.g. meal vouchers, more holiday...)
- Location
- Team / colleagues
- Job security



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

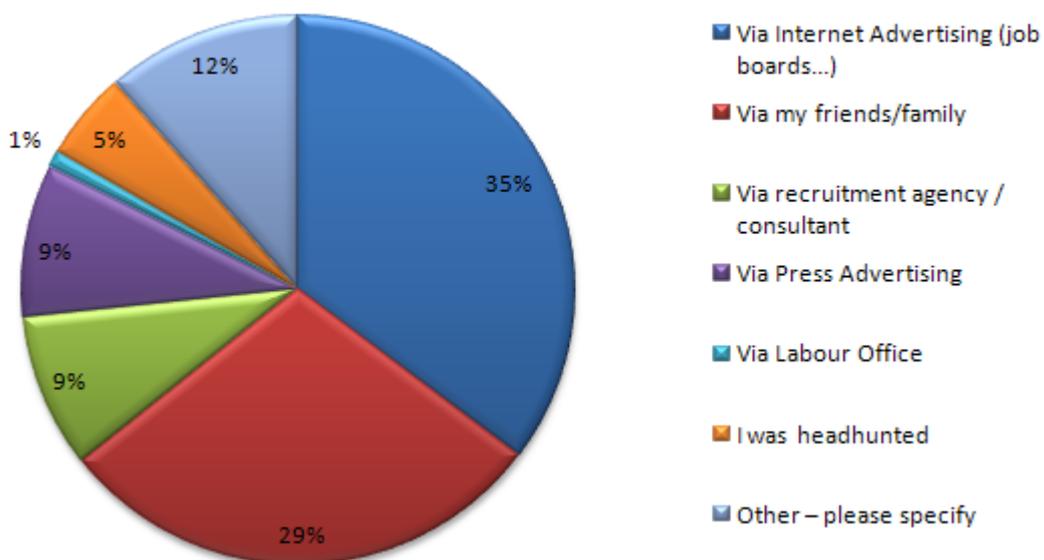


Are you more flexible in terms of starting wage than last year?

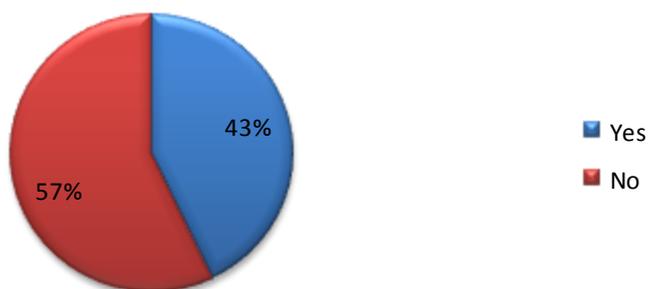




How did you find your current / last job



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?

