

Challenges for Employers 2021

Survey results

ABOUT THE SURVEY



The year 2020 was an extremely challenging one for the vast majority of employers. What challenges have companies faced and what will be the biggest difficulty for them over the upcoming months?

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

- key challenges during the pandemic
- the changes implemented in 2020
- the approach to remote working
- benefits for employees during the pandemic

KEY CONCLUSIONS



In both 2020 and 2021, employers have identified motivating and managing a team while working remotely as the biggest challenge.



Employee recruitment problems, which were a key difficulty for 70% of businesses in the previous year's survey*, in 2021 will be a great or extremely great challenge for 33% of employers.



The lack of regulation for remote working still remains a problem.



*Challenges for Employers 2020: <https://bit.ly/37wPrOG>

KEY CONCLUSIONS



Frequent changes in labour law and tax law remain a very big or major concern for nearly 30% of employers.



In 2021, companies will also be dealing with the regulations introducing greater protection for employees, higher labour costs and the obligation to register contracts for specific tasks.



More than 70% of employers plan to use remote working even after the pandemic ends, while just 1% of companies plan to switch to 100% home-based work.

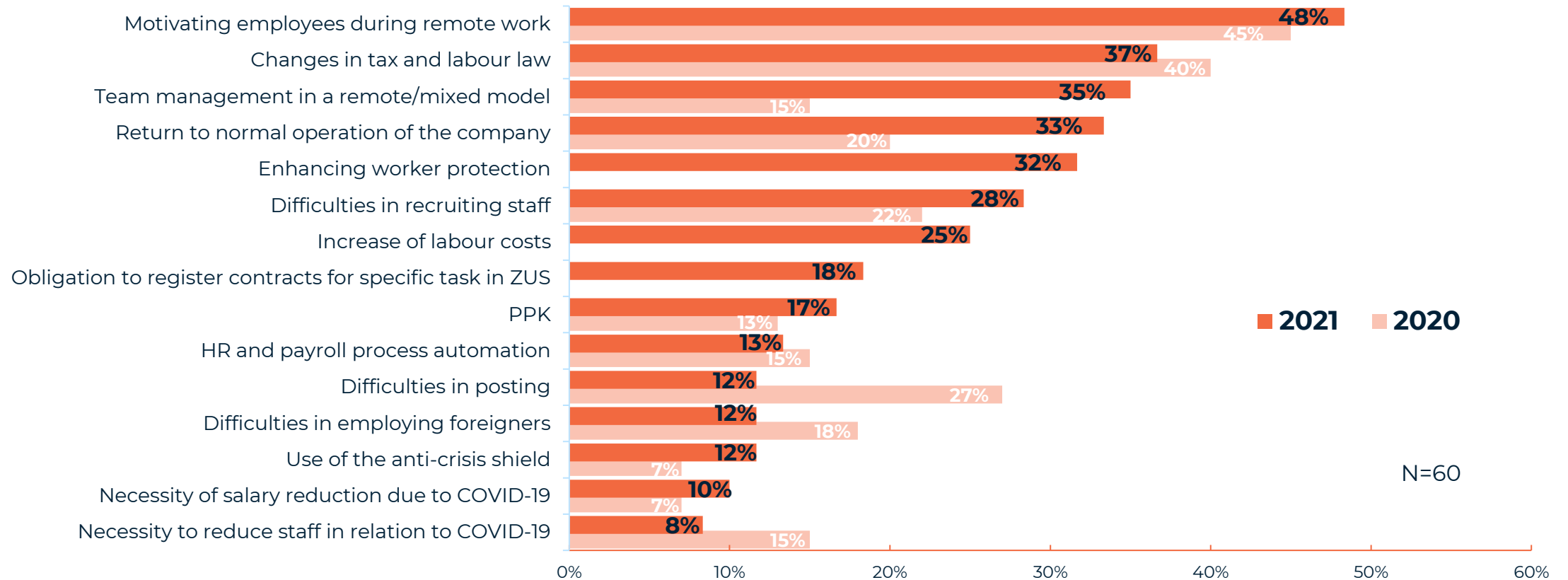


80% of employers do not plan to introduce benefits dedicated to remote workers.

The biggest challenges 2021

THE BIGGEST CHALLENGES 2021

From an employer's point of view, what will be the biggest challenge for a company in 2021?



THE BIGGEST CHALLENGES 2021

- **The dominant trend is still the high level of difficulty related to the remote working model, which will remain at a level similar to 2020.**
- **In 2021, there are more companies than in 2020 which expect to have problems with recruiting staff, and this may mean a gradual return of the labour market to the pre-pandemic level.**
- **Changes in tax and labour law, which entail additional obligations for employers struggling with the negative effects of COVID-19, will pose a growing challenge as well.**



THE BIGGEST CHALLENGES 2020

What other challenges have you, from an employers' point of view, observed during the last 12 months?

Failure to implement the provisions for a remote working model

Health and safety in remote working

Easing of team relations and weakening of the sense of belonging to the organisation

Lack of work-life balance

Sense of insecurity and threat

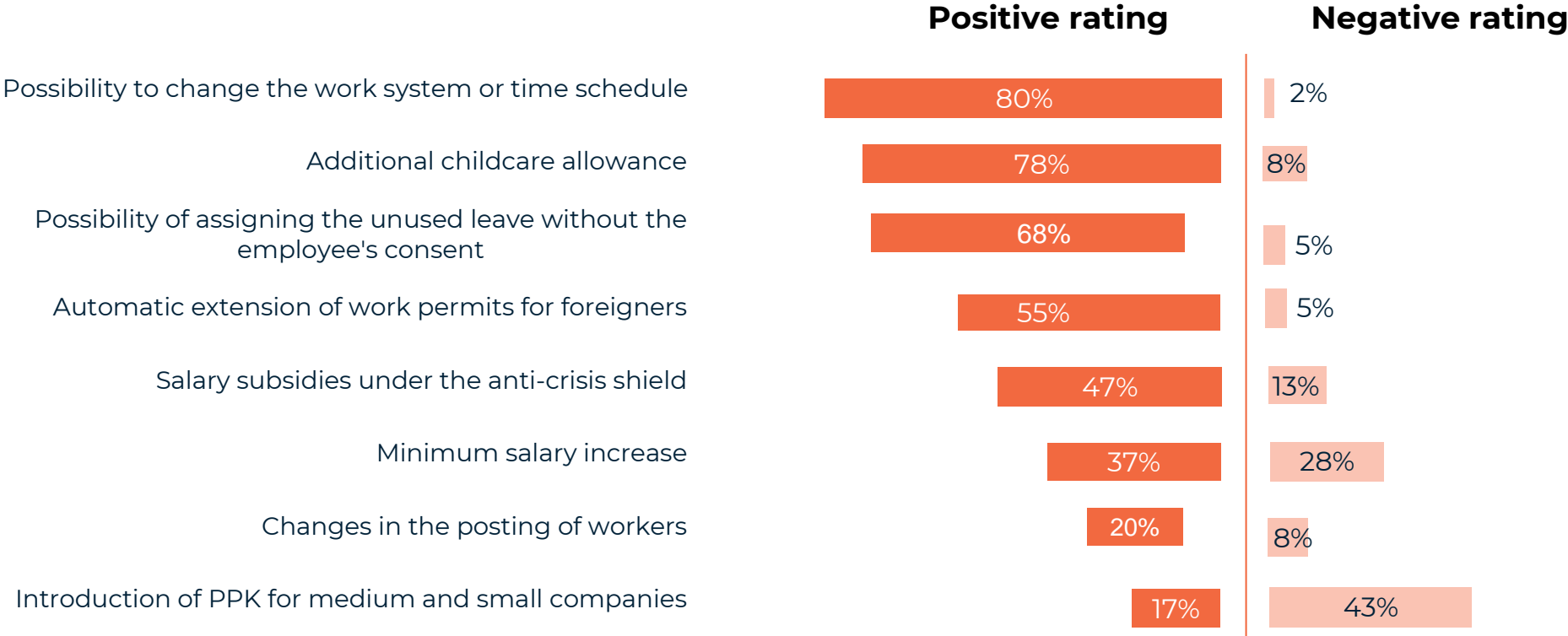


Difficulty in maintaining a sanitary regime in production lines

Lack of a sense of equality between production workers and those working remotely

REVIEW OF THE CHANGES OF 2020

From an employer's point of view, how do you assess the various changes introduced in 2020?

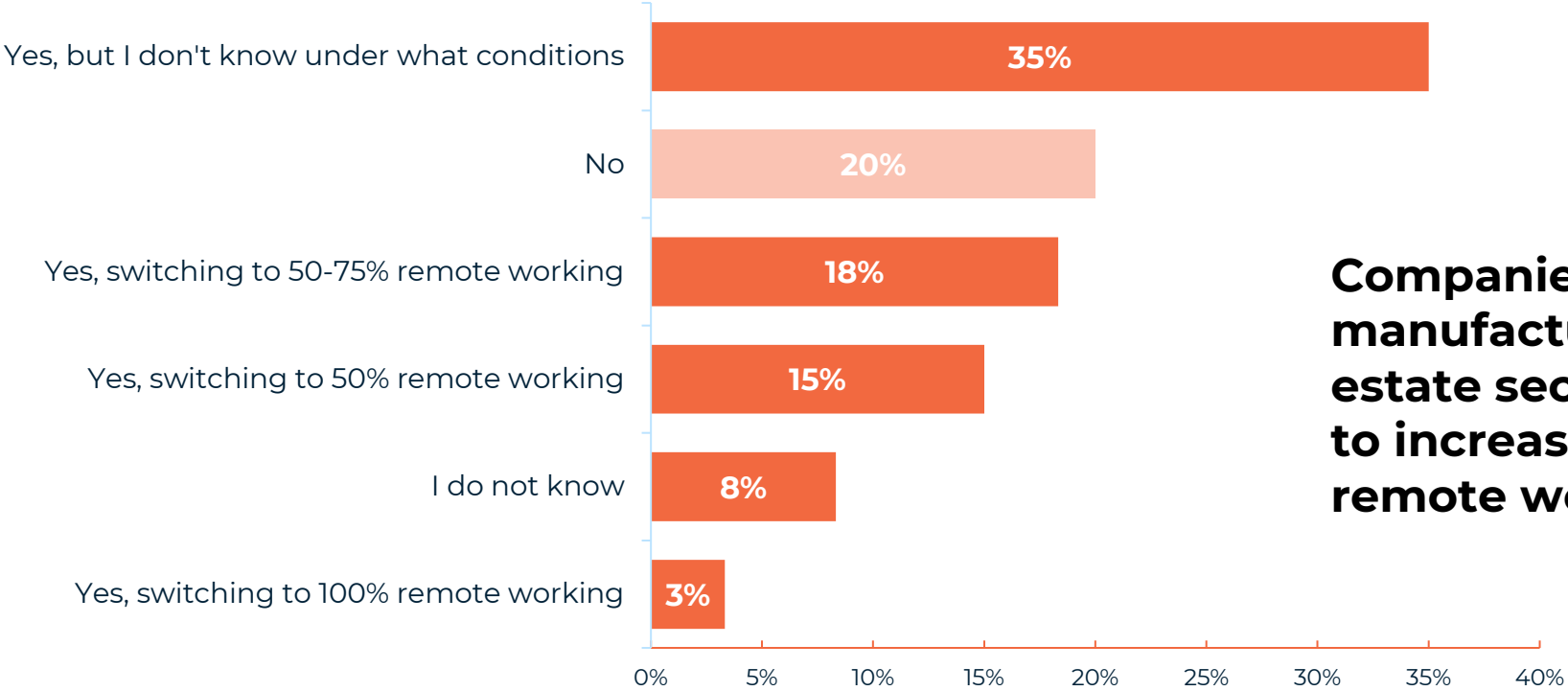


N=60

Remote working

REMOTE WORKING

Does your company plan to increase the use of remote working once the pandemic is over?

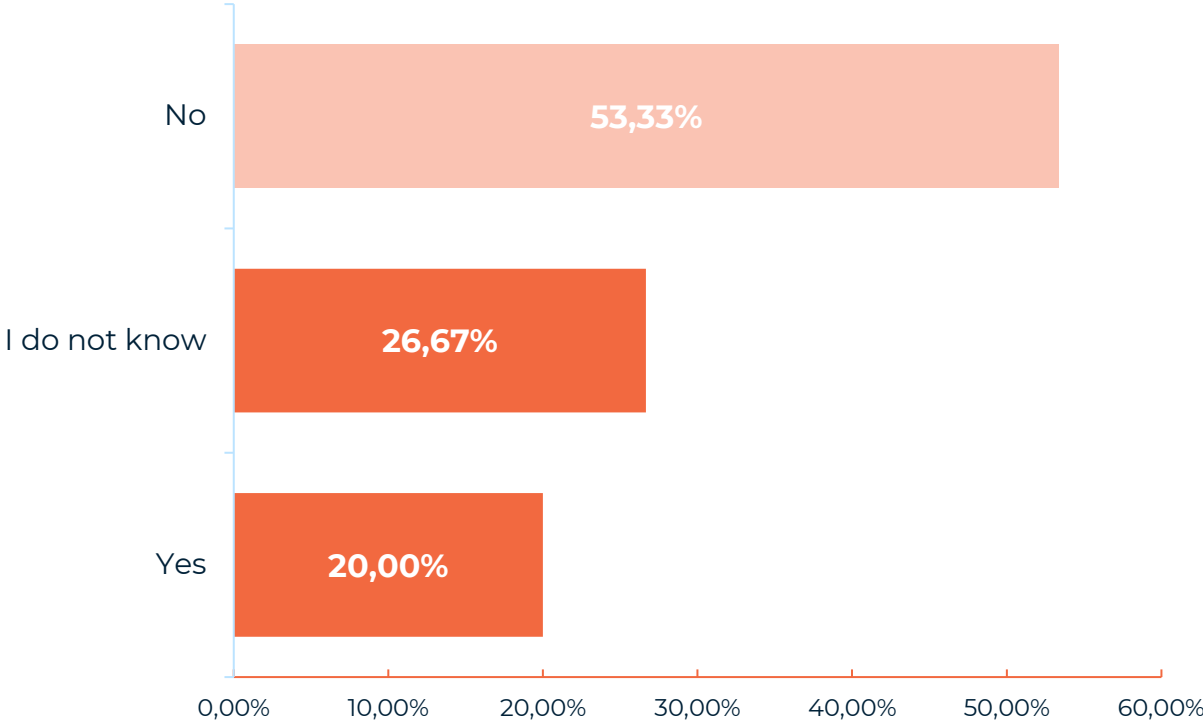


Companies from the manufacturing, retail and real estate sectors have no plans to increase their use of remote working.

N=60

EMPLOYEE BENEFITS

Are you planning any changes in the structure of employee benefits in 2021?



Only 15% of employers who find employee motivation a key challenge in 2021 plan to change their benefit structure.

N=60

EMPLOYEE BENEFITS

What benefits do you offer / plan to offer to employees working remotely?

Reimbursement of office expenses

Co-financing of equipment

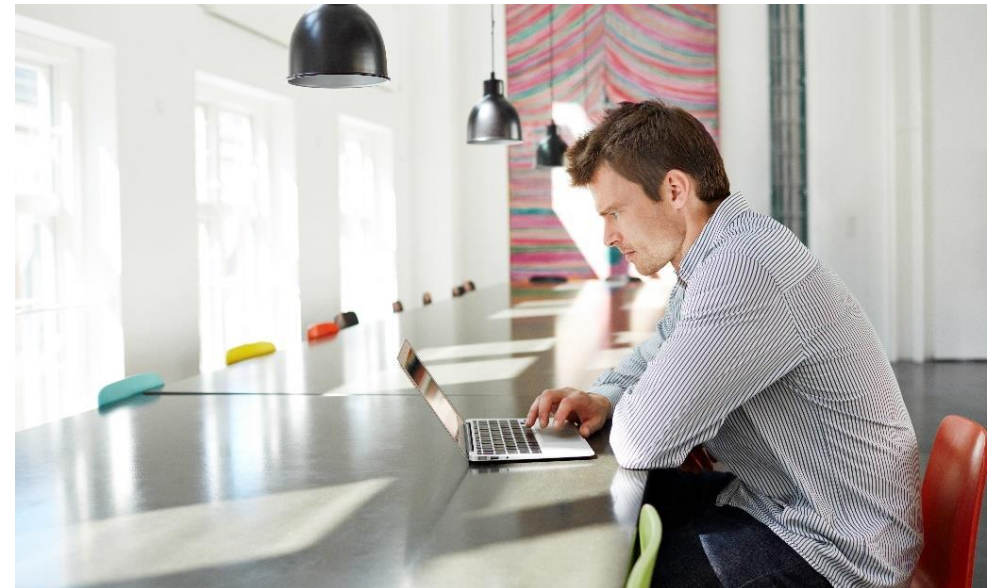
Possibility of taking home office equipment, e.g. chair, monitor

Flexible working hours

Psychotherapy for employees

Online integration / online training

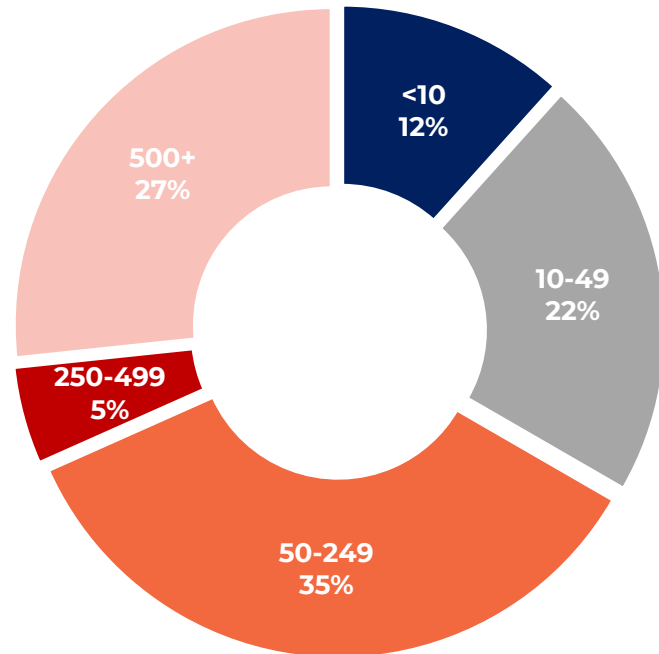
80% of employers do not plan to offer benefits to remote workers.



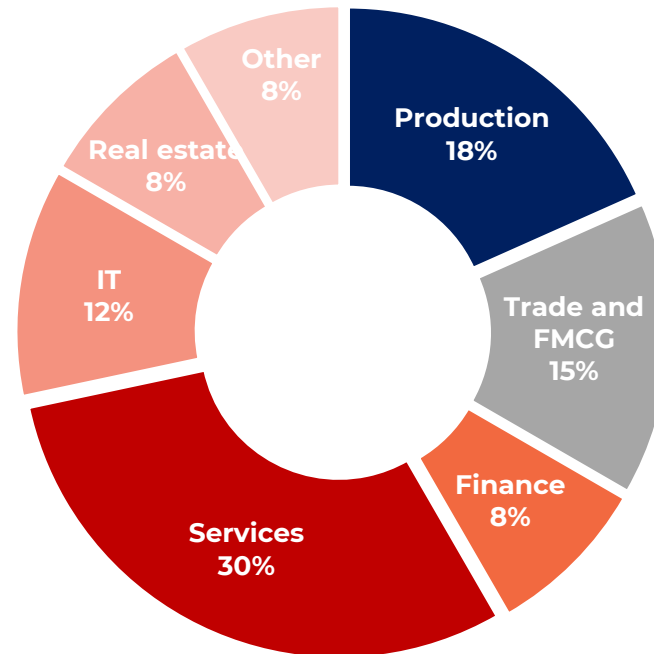
Respondents

SURVEY PARTICIPANTS

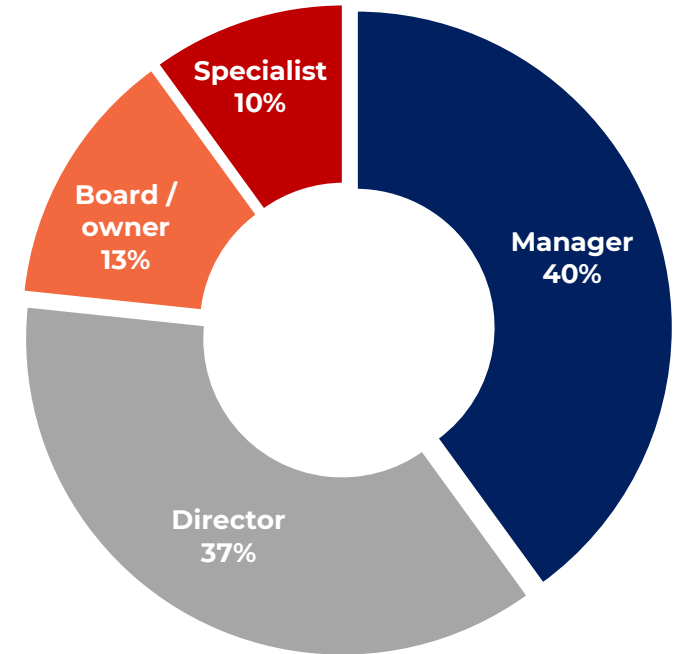
Respondents from HR, company boards, finance and administration took part in the survey.



COMPANY SIZE



SECTOR

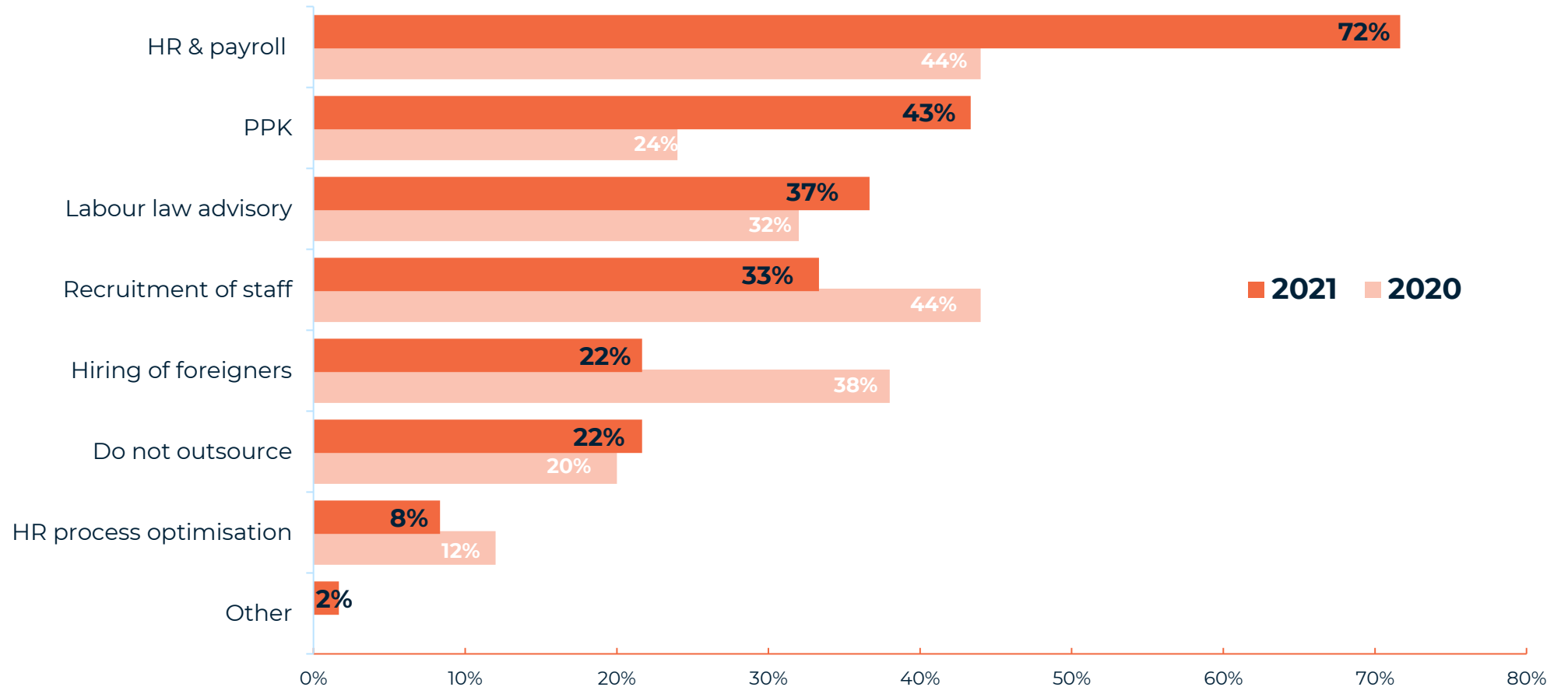


POSITION

N=60

SURVEY PARTICIPANTS

What HR services does your company outsource?



ADVARTIS

Challenges for Employers 2021

In case of any questions, please contact us:
contact@advartis.eu

Copyright © 2021 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 law.