

HUMAN CAPITAL PRACTICES REPORT SUMMARY 2020

by Polish-Swiss Chamber of Commerce
together with Boyden

 **Swiss**
Chamber Poland

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The Right Leadership. **Worldwise.**

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It has been 3rd edition of Human Capital Practices Survey prepared by Swiss Chamber of Commerce together with Boyden.

As we already have history of the data, it is easy to observe trends on labour market related to benefits' development, recruitment trends, internal and external policies, employer branding and salaries movement.

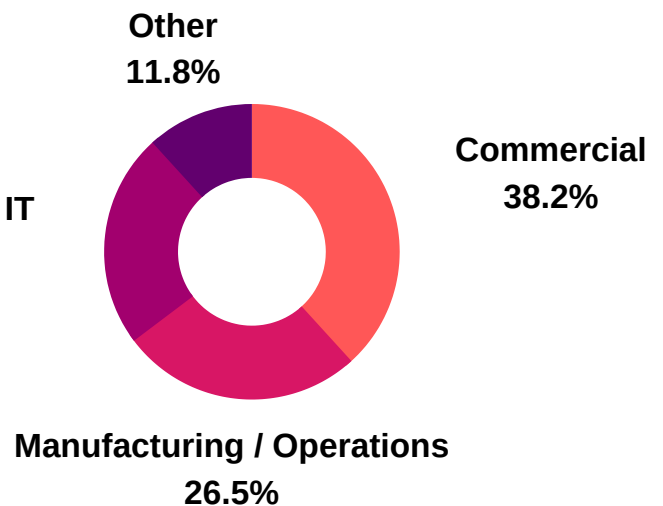
This year's edition has been also exceptional due to Covid-19 pandemic outbreak. We can see how the companies are adapting to the ongoing changes.

Participants

34

respondents:
Swiss capital companies

SSC / BPO / CoE / IT
23.5%

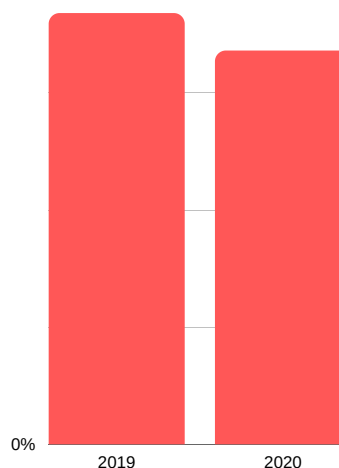


Form of employment

In the last two years we have noted transition process from job agreement to B2B contracts in targeted companies.

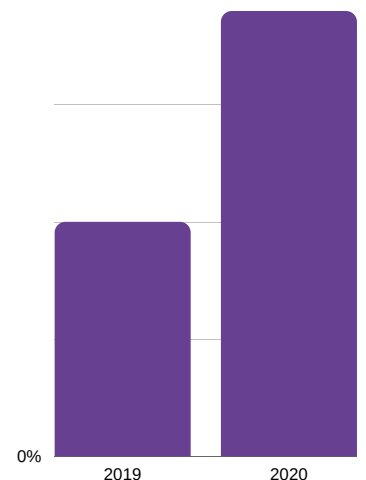
JOB AGREEMENT

-8 pp.



B2B AGREEMENT

+4.5 pp.



Percentage of the total employed persons

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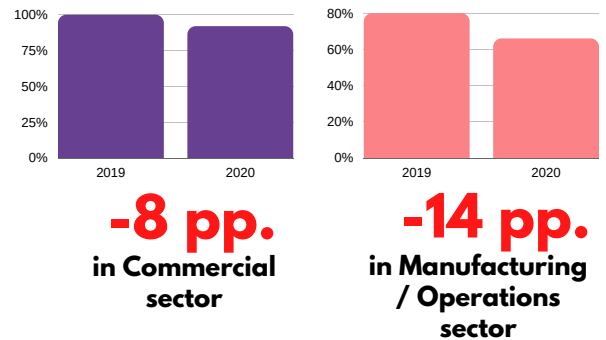
Benefits reduction

Companies have been gradually reducing provided benefits.

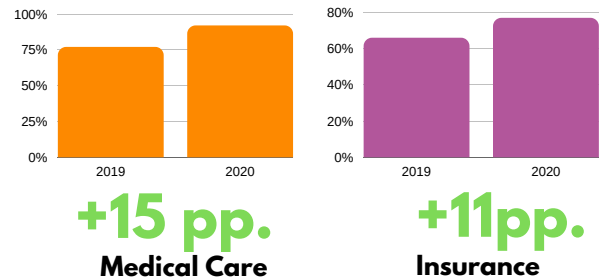
Noted: **Decrease** of companies offering company cars in Commercial and Manufacturing / Operations sectors.

Noted: Increase of companies offering medical care and insurance.

Company Car



Medical Care + Insurance



COVID-19 IMPACT

82% of surveyed Companies have been affected by the Coronavirus

AND ONLY

44% of them have applied for the measures of Anti-Crisis Shield

What will stay with us after pandemic?

- Home office work mode
- Flexible working hours
- Online trainings for employees
- Reduction of expenditures

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Summary

Short conclusions after Human Capital Practices Survey:

- Transition from employment contracts to B2B contracts.
- Gradual reduction of benefits.
- Company cars as benefits for employees are being gradually limited.
- Surprisingly, not many companies have made use of the anti-crisis shield.
- Lower predictable average salary increase than expected.
- Home office work, flexible working hours and online activities for employees will stay with us also after pandemic.

General Information

Human Capital Practices Survey has been created in cooperation with the companies affiliated with the Polish-Swiss Chamber of Commerce.

The survey has a simple and relatively short formula, with a goal to conduct it once a year. This way the participating companies will receive relevant information on how the Human Capital practices are developing and how the companies are adapting to the ongoing changes.

If you would like to participate in the next edition of Human Capital Practices Survey, please contact directly: kk@swisschamber.pl