

CEE Candidate Survey

June 2010

Lithuania



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



Lithuania Overview

Dear business partners,

This June Grafton Recruitment conducted a candidates' attitude survey. The results returned several interesting trends that we want to share with you. We have received 701 responses in Lithuania. 81% of respondents hold a university degree, 75% - are currently employed.

21% of the respondents stated, that economical instability is the only reason they are not looking for a new job at the moment even if they are not satisfied with their current role. More than 60% of the respondents feel that the economical crisis is still present and 90% of them think that the situation is not going to improve in the next 2 years.

The salary decrease in the last 12 months was experienced by 58% respondents, while 12% indicated salary increase.

There is also an important trend on candidates' mobility. 25% of the respondents stated that they would not relocate to another country because of a new job and 45% of the participants are not willing to change their living place even within Lithuania. Back in December 2009 these numbers were 22% and 20% accordingly. According to these numbers we can say that the potential territorial mobility decreased in the last 6 months and emigration threat is still very topical for Lithuania.

Comparing the results of this and the previous (December 2009) surveys it is worth mentioning that the candidates' willingness to commute changed. Every 4th respondent stated, that they are ready to increase their typical commuting time by more than 1 hour, 34% - agree to add another 30 minutes. While 6 months ago the majority of respondents (55%) stated that the most acceptable commuting time was 15 minutes.

It is important to note that 67% of the respondents are more flexible with their starting salary now than they were 12 months ago.

What is also interesting, that almost one fourth of the respondents stated that they use social networks as a tool to find a new job.

I am sure that the information from this topical survey will help you understand the current specifics of today's labor market. If you have any questions do not hesitate to contact us.

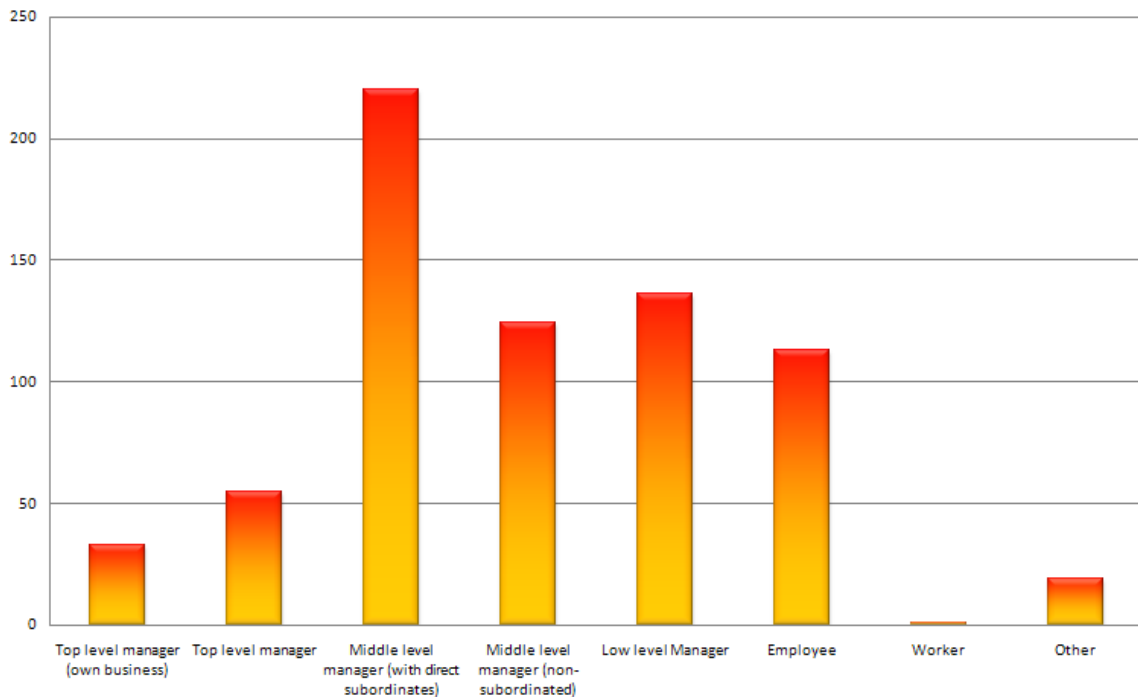
Diana Mečanecaitė

Country Manager Lithuania

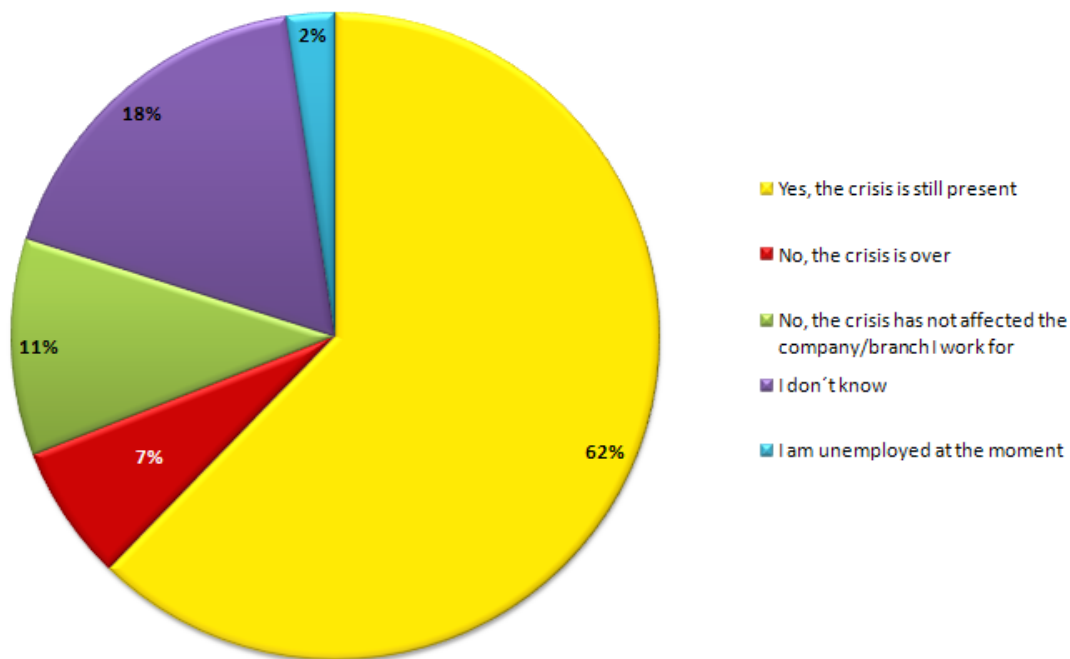
Grafton Recruitment



What are/were your responsibilities?

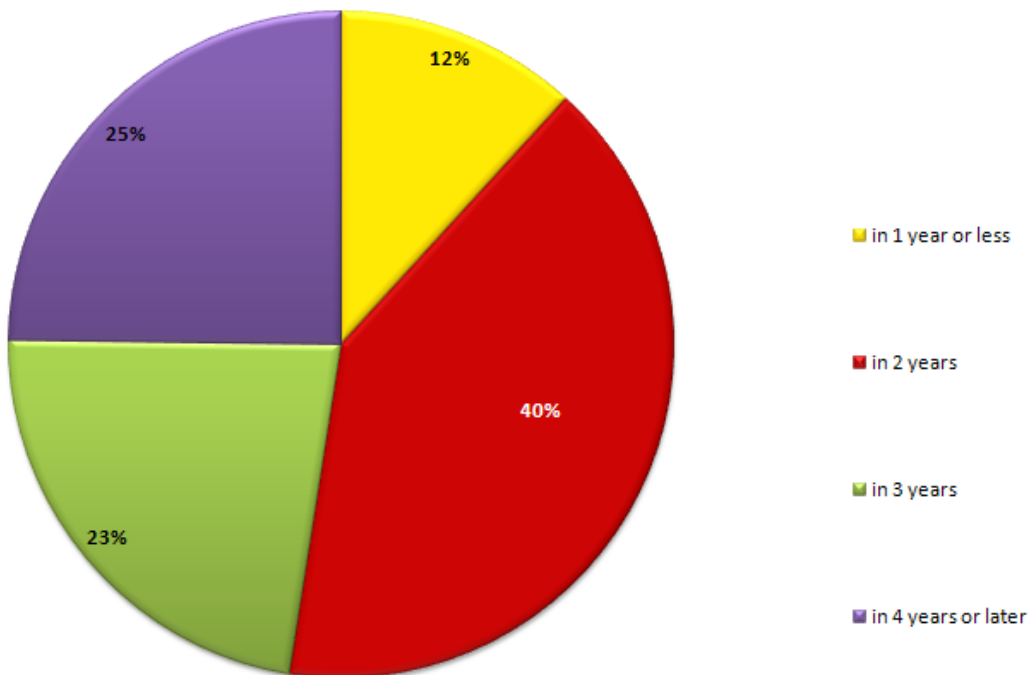


Are you worried about employment because of the economic crisis?

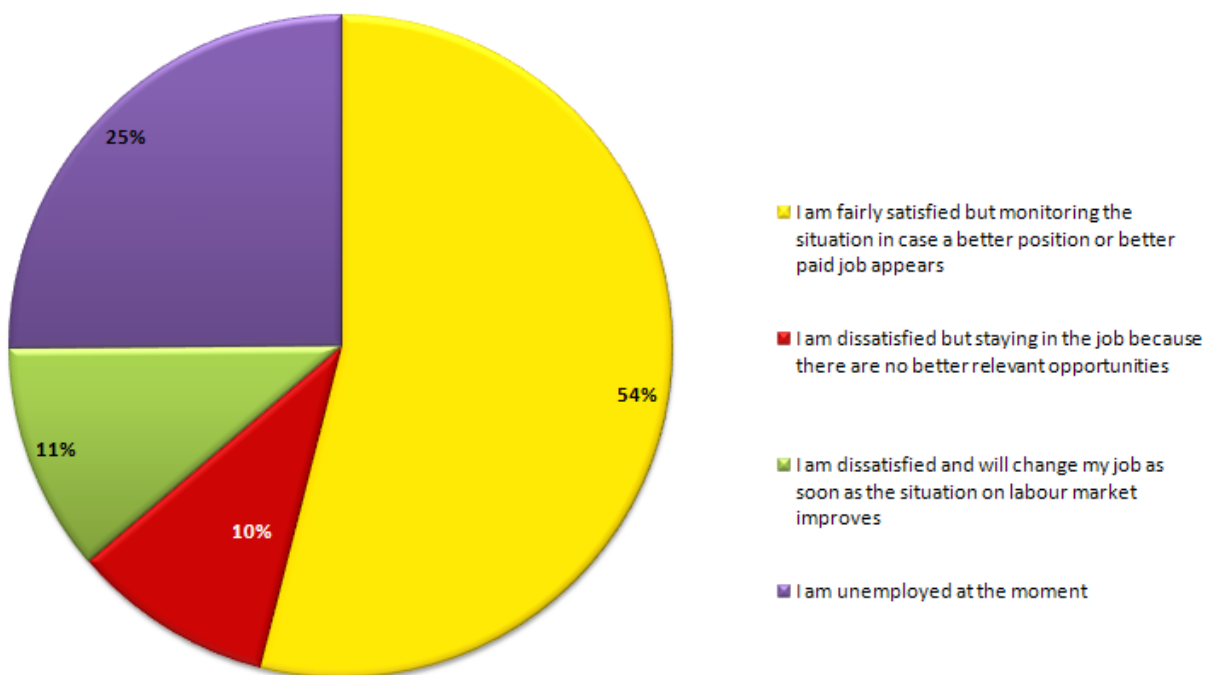




When do you think the labour market will improve?

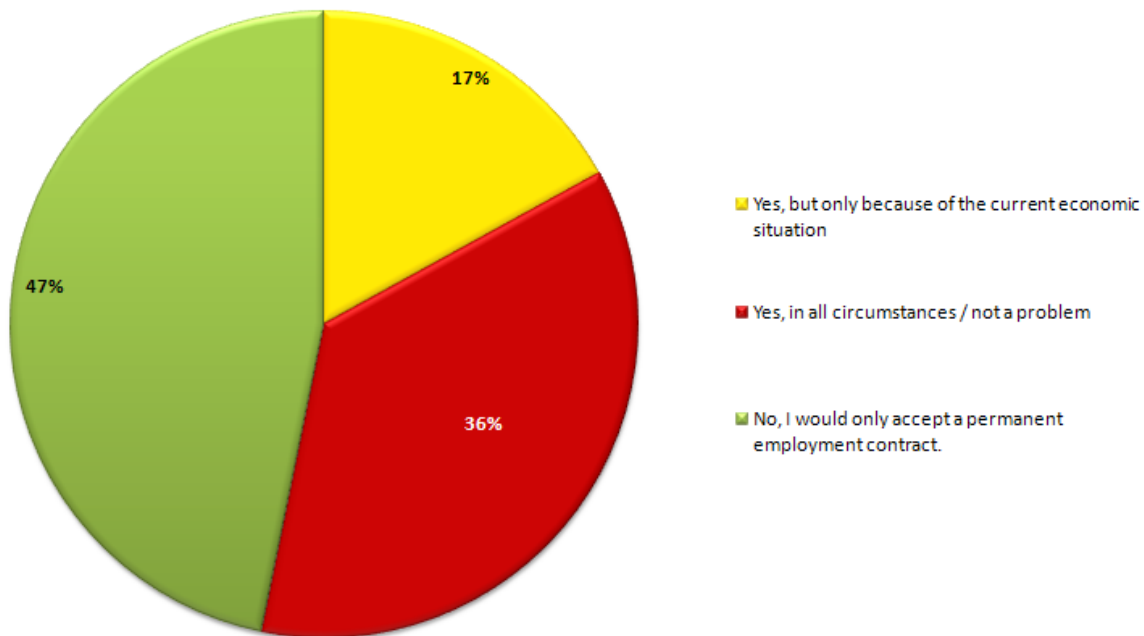


What is your level of satisfaction in your current job?





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



Is it important for you whether your company has a corporate social responsibility policy- i.e that they show responsibility for the environment, community development and promoting a positive workplace?

