



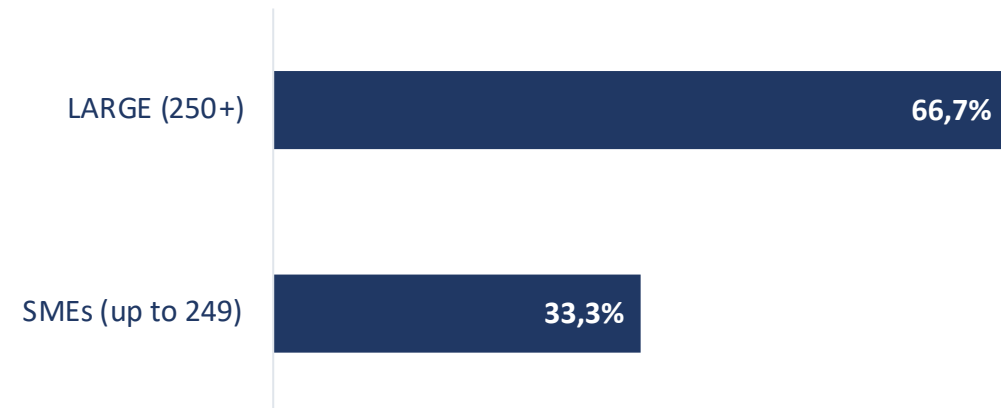
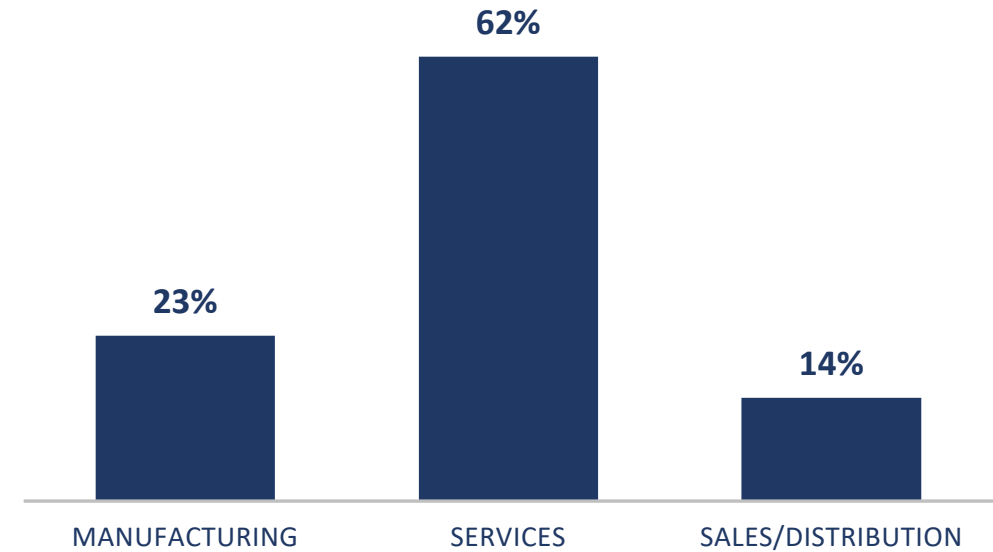
# “The Polish Deal” and inflation wage effects

American Chamber of Commerce in Poland  
Survey 01/2022

January 24, 2022

# Survey statistics

- Survey conducted on January 14-19, 2022
- Respondents:
  - AmCham Corporate Members
  - C-Level Executives or HR Managers
- Responses received: n=69

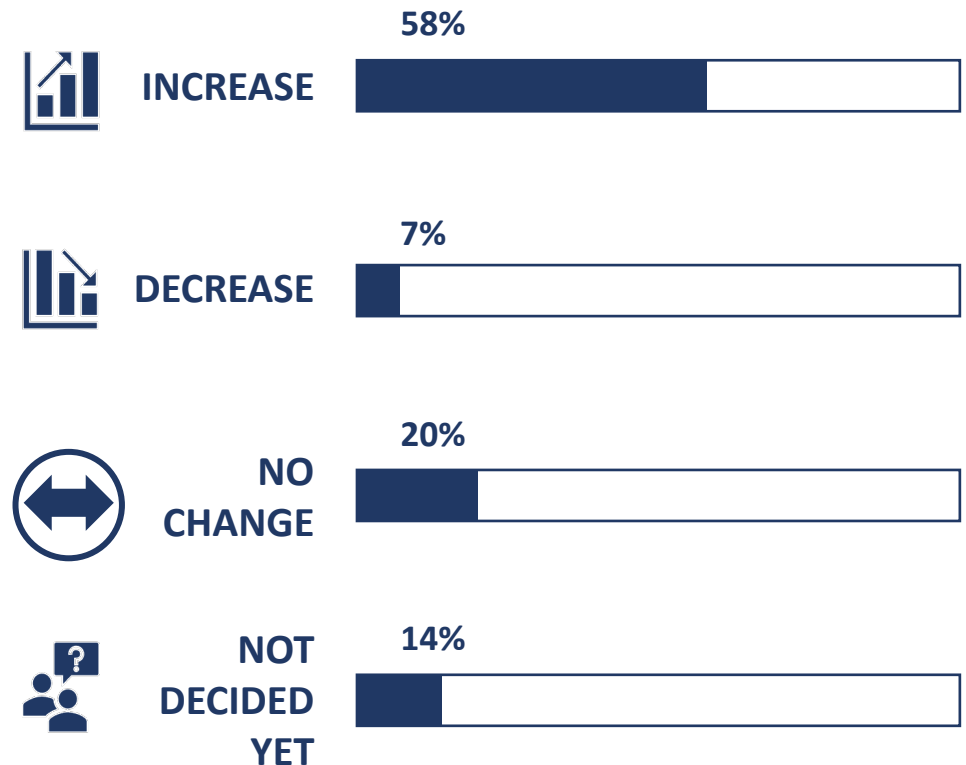


# Survey results: Employment plans

Does your company intend to adjust employment levels in 2022?

**American companies in Poland are developing dynamically and plan to raise their workforce.**

- More than half of those surveyed said they intend to increase employment at their companies in 2022.
- One fifth of responding companies will maintain employment, and 14% have no definite plans for employment change.



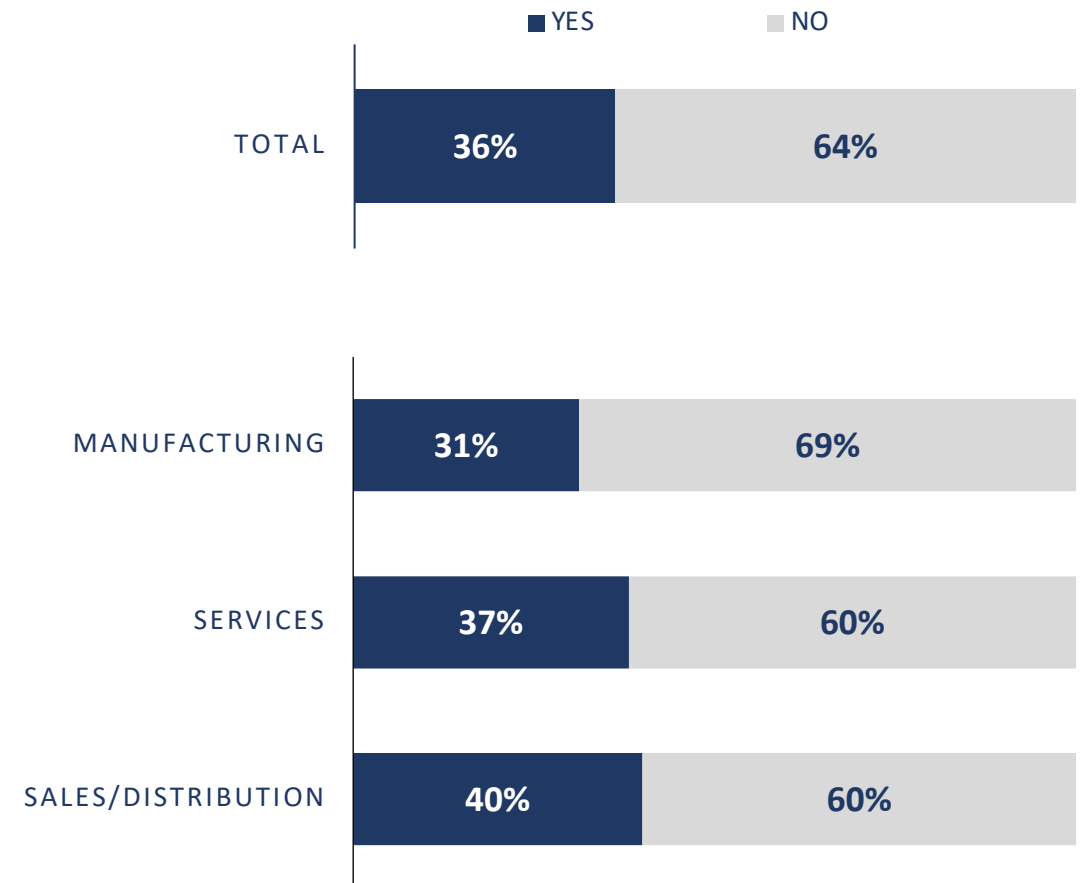
# Survey results: Wage impact mitigation 1/2

Does your company plan to take action to mitigate the wage decline resulting from "the Polish Deal"?

Currently, just over 1/3 of the companies surveyed anticipate mitigating actions to address the impact of "the Polish Deal" and inflation, and the largest share of companies deciding to take any action is indicated in the group of companies in the sales and distribution sector.

**Comments** from the survey respondents indicate that it is too early to make decisions in this regard:

- *"We are currently gathering facts and observing the market."*
- *"Discussion is still in progress, but the increased taxes impact our team, and we need to review."*



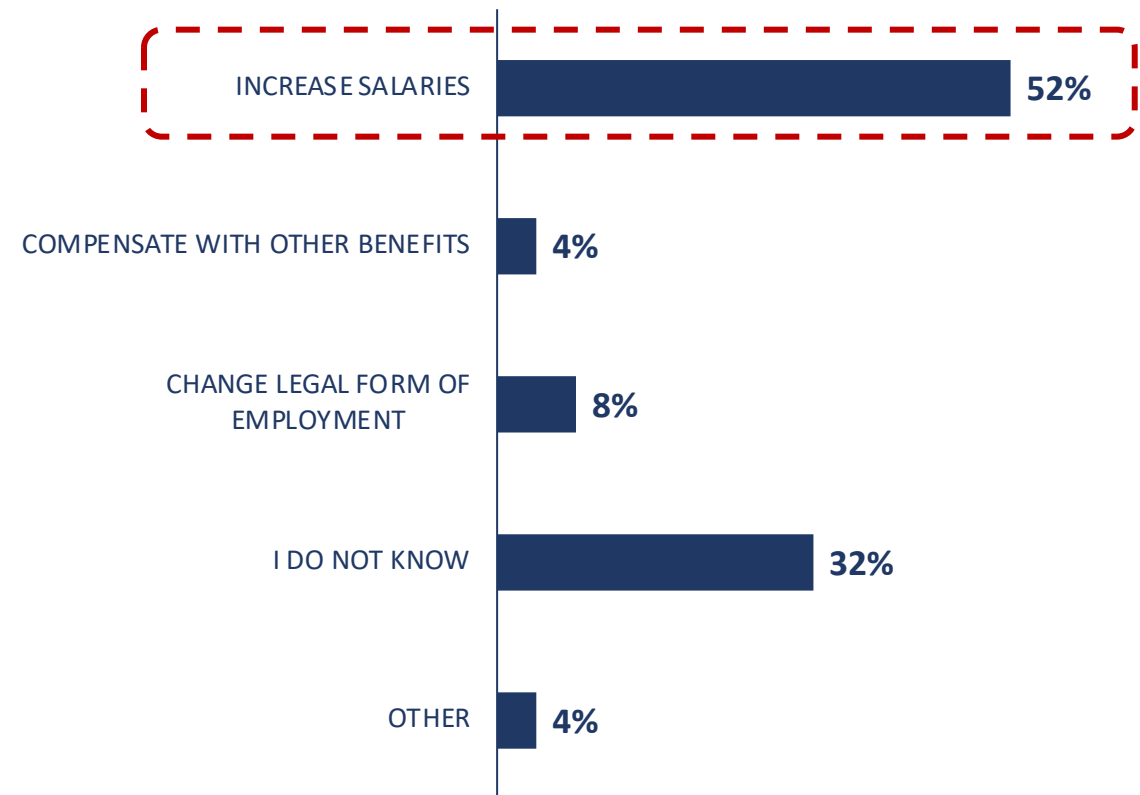
# Survey results: Wage impact mitigation 2/2

What actions does your company plan to take to mitigate wage declines resulting from "the Polish Deal" and inflation?

Most companies who want to mitigate the wage declines have reported possible raises in salaries.

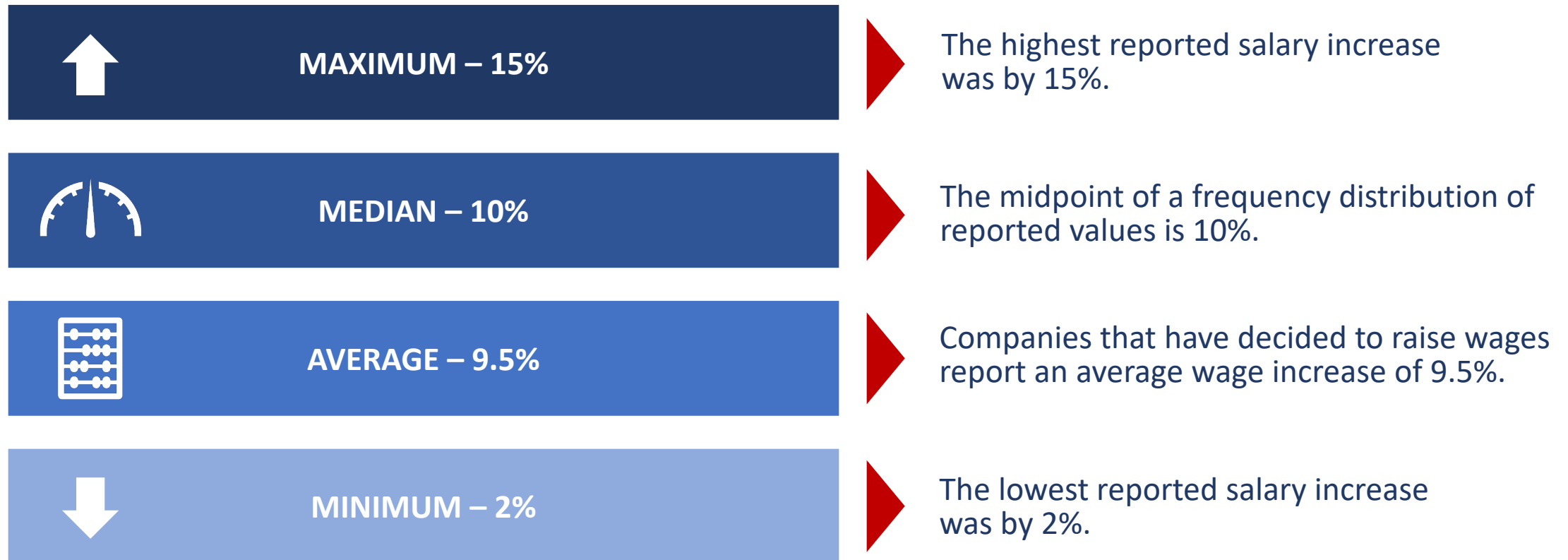
However, according to some **comments**, the remuneration policy depends on specific positions and the original salary level.

- *“Increases due to “the Polish Deal” will cover only a small group of employees.”*
- *“There is enormous pressure from employees to compensate inflation as well as losses due to “the Polish Deal” for employees with higher salaries.”*
- *“We will not have 1-1 compensation for the tax changes. We aim to have an adequate salary review budget to keep the employees satisfied with their salaries (...).”*



# Survey results: Change in wages

How much will your company increase salaries (% , average) in order to mitigate the wage declines resulting from "the Polish Deal" and inflation?



# Comments

## Other comments from survey respondents:

- *“The Polish demographic means a fast-aging workforce. (...) There needs to be more pro children/family legislation, less ageism (which is a big issue here), more focus on older worker wellness and engagement and additional skilled immigration needed beyond only Ukrainians.”*
- *“The war on talent is fierce and we want to continue attracting and retaining the best in the market. Salaries will continue to increase as Poland matures.”*
- *“My company employs highly skilled IT and business consultants and is nearly entirely based on regular employee contracts. I am very much afraid of the employees' personal taxation increase and the tread to our employment structure. (...) Such reform should have been announced and discussed publicly earlier and in detail.”*
- *„The Polish Deal should be declared invalid and closed down.”*

# Concluding remarks

U.S. firms in Poland need more and more workers, and most of those surveyed predict an **increase in hiring** in 2022.

One-third of the companies announced actions to reduce the nuisance of tax changes and inflation, while the remaining respondents are **waiting for the situation to clarify** and for the shaped trend of actual salary changes.

Most reacting companies **declare wage raises** (on average by about 10%). At the same time, it is emphasized that salary changes will depend on the type of positions and the value of original salaries.

The surveyed companies highlight the need to postpone legislation changes to prepare and simplify them appropriately.





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