



# Candidate Survey Results

March 2009

Dear business partners,

The labour market has changed significantly in the last several months. As a renowned recruitment agency, we decided to confirm our feelings and market perceptions directly with jobseekers. Grafton Recruitment operates with 13 offices in the Czech Republic and that is why we can look at the market from the country wide perspective.

During the month of March we approached active and passive jobseekers which are registered in our database and are currently seeking for a job or are looking around for potential job opportunities. In total, we had 2 500 individuals that responded to the survey which is already a valid sample of the labour market. The survey shows that people are aware of the global economic situation and it is reflected in their considerations about job opportunities.

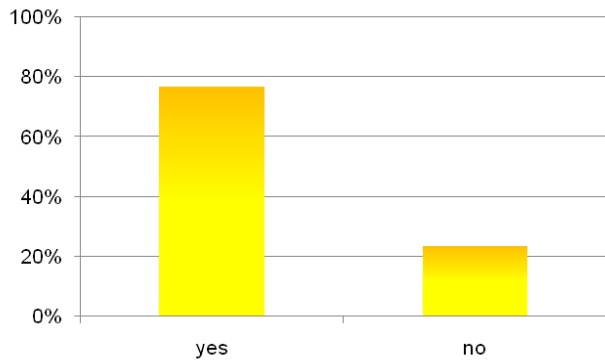
In the previous years we noted that one of the main reasons for changing a job was salary or financial conditions. The market offered more job vacancies, so moving to a better paid job was relatively easy. Our survey shows a shift in this thinking and we see that job content is getting higher importance, financial reasons being pushed to the second place. People are looking for a stable job where they can utilize their skills and experience.

The current market is also changing the expectations of jobseekers when deciding about job offers. The majority of respondents are willing to accept a job with lower qualification requirements. They are willing to invest into their education and re-training. They will even change their area of expertise and will commute longer time to work if necessary. More than a half of the respondents is willing to commute more than 45 minutes, 12% even more than one hour.

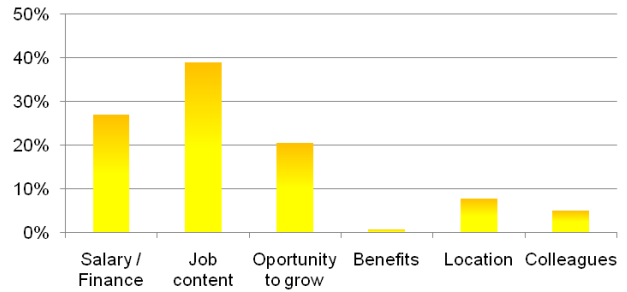
The results show that the expectation levels of jobseekers change according to the economic climate. The possibility to obtain trainings in the job is rated quite low, so we believe that companies which invest into a systematic development of employees will have unique competitive advantage in retaining the best talent. From the perspective of a Czech jobseeker, it is obvious that people ideally want to work for mid-size companies.

Milan Novak, Country Manager, Grafton Recruitment

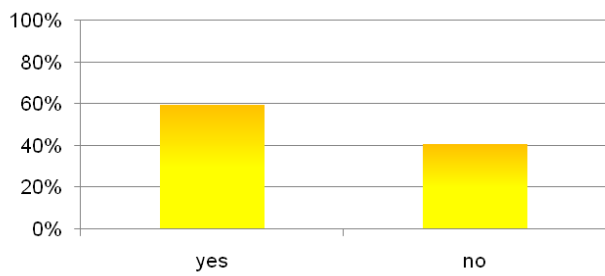
### Would you accept a job with lower qualification requirements than you have?



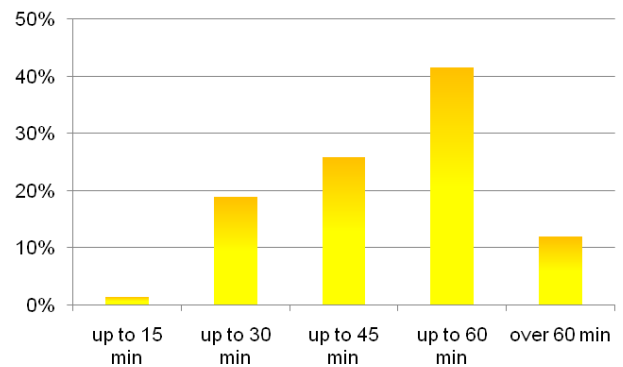
### Which of the following factors do you find most important when searching for a job?



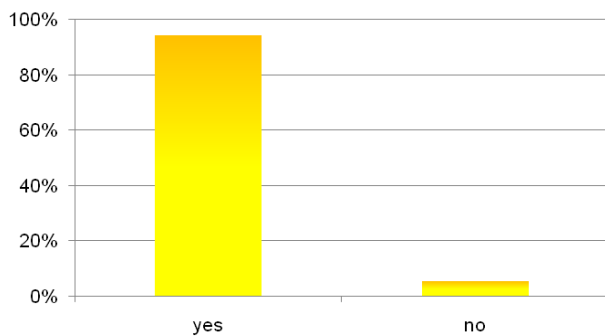
### Would you accept a job offer for lower salary than on your previous position?



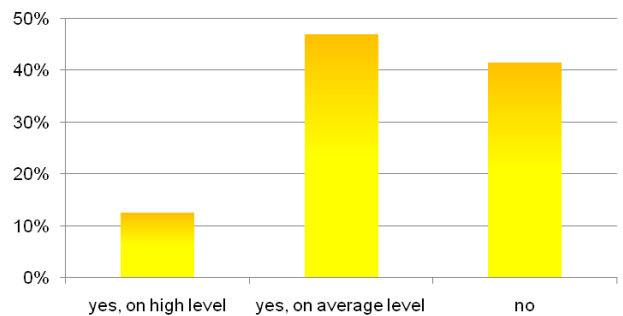
### How long would you be willing to commute?



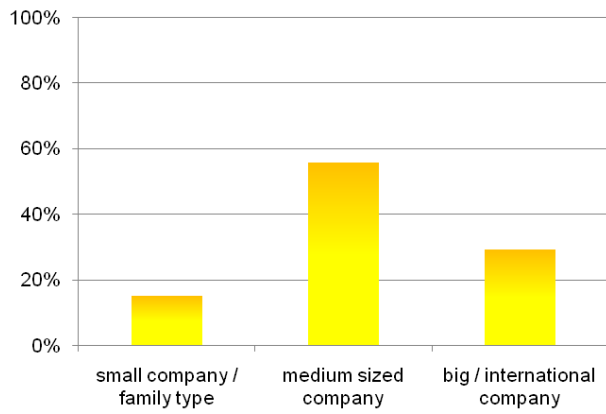
### Would you change your branch of expertise or complete a retraining programme because of a new job?



### Does / did your employer offer career growth, trainings and development programmes?



## What type of company would you like to work for?





**Milan Novak**, Country Manager

Grafton Recruitment Czech Republic

Mob: + 420 607 504 625

Office: + 420 242 456 400

[milan.novak@grafton.cz](mailto:milan.novak@grafton.cz)