

MARKET  
**INSIGHTS**  
ON THE  
HUNGARIAN  
**LABOUR**  
**MARKET**



# FOREWORD



The current market situation, with high inflation, supply chain problems and constantly increasing energy prices, is influencing employers' hiring strategies in the white-collar market. In addition to the high and precise expectations of employees, there are growing concerns about the wider economic situation. The challenge is effectively building teams in the face of the rising costs of running a business. This means balancing increased salaries with a strategy that will still allow you to find and keep qualified and highly skilled staff.

The first half of the year was a time of recruitment and raises, along with all of the related challenges. Employers are increasing wages and submitting counter-offers to

employees who are trying to leave the company. The current situation has raised candidate expectations so much that employers often can't meet them, according to our study. Meanwhile, the percentage of employees satisfied with their salary is declining, despite the widespread increases.

There will be an avalanche of open offers for specialists and managers in the second half of the year. This includes being promoted to replace employees who leave or moving to a different organisation altogether. We have seen that if an employer doesn't meet an employee's financial expectations, the employee is very likely to look for another job.

There are two critical questions raised by the current trends.

First, if salaries are constantly on the rise and people are still unhappy, how do you keep the best talent? This challenge can be seen as an opportunity for employers to look at how their progression frameworks, benefits, and learning opportunities align with what employees want.

Second, how do you counter the competition in a candidate-driven market? Actively cultivating opportunities – by engaging people that are not currently searching – will be a key strategy for powering your future success.

The next few months will be influenced on a macro-level by the economy and global politics, and on a micro-level by the skills and qualifications of candidates on the market. The „competence market” will emerge by the end of 2022, where a professional's skills will determine their career prospects. This will open doors for progression to talented specialists whose skills and qualifications are valued across many industries.

If everyone is experiencing the same challenges, standing out from the crowd is vital.

It is with great pleasure that I present the latest report on the current trends in the Hungarian labour market.

## **Balázs Boskó**

Senior Team Leader, Accountancy & Finance,  
Construction & Property

# ABOUT THE REPORT

The report was developed based on the data obtained in a survey conducted in September from 128 companies operating across Hungary. Its purpose is to present the current trends in the labour market. The results are a high-level, macroeconomic overview of the Hungarian labour market. The key point is that ecosystems are changing rapidly, so clients will need to optimise their hiring strategies to keep their businesses competitive.

We would like to thank all who participated in the survey for sharing your information and observations. Thanks to your commitment, we have created a report that will help employees and employers make informed decisions about their careers.

In February 2023 we will launch our in-depth salary guide, which will provide more detailed insights and trends for each market sector.



# INDUSTRY FOCUS & KEY FINDINGS

## Accountancy & Finance

Our largest accounting, audit and tax consultancy partners are not yet experiencing the effects of the current crisis, and are expecting expansions next year. The most significant companies from the banking sector made similar statements regarding their headcount plans.

70% of the companies in the insurance sector are worried about the potential impact of a crisis. These companies will be focusing on the optimisation of their headcount plans.

Our clients from the finance sector are expecting the crisis to affect them, but none are taking evasive action so far.

All sectors are experiencing growing salary expectations, with 60% of them increasing their salaries this year.



**Vivien Pásztler**  
Managing Consultant

✉ pasztler@hays.hu  
☎ +36 70 412 22 08



## Business Services

Outsourcing is mainly a cost-saving action, so the Shared Service Centers (SSC) market is quite stable right now. Most of the companies increased salaries within the last few months to catch up with rising inflation and as a response to the candidate-driven market. Only a few organisations saw a decrease in hiring due to concerns about the current economic climate.

However, most of our partners are planning bigger expansions in many different fields – such as Finance, IT, CSR, and HR – for 2023. We are expecting more organisations to restructure in some form, although the business decisions may take a while to reach and affect the SSCs.



**Anita Nagy**  
Team Leader

✉ nagy@hays.hu  
☎ +36 70 382 41 12

### Key findings

- 1 Most of the clients are still planning to implement expansions or trying to optimise the hiring strategy for this and next year.
- 2 Most of the clients feel uncertain about the economic climate, but it has not affected their recruitment so far.
- 3 The vast majority of clients increased salaries because of inflation.

### Key findings

- 1 In general, the SSCs and BPOs are optimistic about the current market.
- 2 Most of them are planning expansion in 2023.
- 3 The majority of clients in the SSC sector have already increased salaries this year and are planning further raises for the future.

# INDUSTRY FOCUS & KEY FINDINGS

## Construction & Property

More than 60% of new projects originate from the state. The Hungarian Government is continuing with existing projects, but new or less strategically important projects will be put on hold. The crisis will hit design firms first, due to a lack of new projects.

Construction costs have also gone up due to supply chain problems, salary increases, inflation, and the price of raw materials. However, according to leading real estate developers and facility management clients, organisations dealing with premium products will be less affected.



**Tamás Cseh**  
Managing Consultant

✉ cseh@hays.hu  
☎ +36 70 522 99 83

### Key findings

- 1 Investors and real-estate development companies offer one of the most stable working opportunities for white-collar professionals.
- 2 Employers are mostly positive or rather neutral about the current situation.
- 3 Companies are not expected to downsize their staff, even though hiring strategies may not include increasing the number of employees.



## Engineering

Companies that are still seeing a lot of investment and activity are more likely to weather the upcoming crisis better. 90% of our clients expect the job market to improve and plan to hire more staff in the near future. However, the rest are cautious to do so due to the overall uncertainty.



**Seres Tamás**  
Team Leader

✉ seres@hays.hu  
☎ +36 70 412 22 07

## Logistics

Logistics Partners are not worried yet – they are not feeling the effects of future financial challenges – but they are expecting the crisis. No action has yet been taken but they are continuously examining the market, with the knowledge that candidates' salary expectations are growing rapidly.



**Krisztián Moldován**  
Team Leader

✉ moldovan@hays.hu  
☎ +36 70 521 75 39

### Key findings

- 1 Companies are rather cautious about their next steps in hiring.
- 2 Salary increases were either already done or will still be done this year.
- 3 In the case of challenging situations, engineering companies will shift towards electrical and non-automotive functions.

# INDUSTRY FOCUS & KEY FINDINGS

## IT

Almost two-thirds of our clients increased salaries this year. At the moment, we don't see any major changes in hiring trends. However, some companies have recently put a freeze on hiring, and others are waiting to see what happens in the market.



**Balázs Simon**  
Team Leader

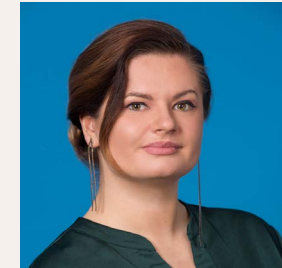
✉ [bsimon@hays.hu](mailto:bsimon@hays.hu)  
☎ +36 70 412 22 02



## Life Sciences

Although more than half of the Life Sciences (LS) employers increase salaries annually, only 25% of increased them due to inflation this year. There is a general fear that even annual salary increases may not be enough to keep key employees.

The biggest problem for distributors in the pharma industry is fluctuation as employees are seeking higher salaries. For this reason, manufacturers expect that there will be more candidates on the market. Most LS companies have not changed their hiring plans since January and are already looking ahead to next year.



**Nóra Viski**  
Senior Team Leader

✉ [viski@hays.hu](mailto:viski@hays.hu)  
☎ +36 70 489 52 90

### Key findings

- 1 The majority of clients have not changed their hiring plan since January.
- 2 More than half of employers have already increased salaries this year.
- 3 Most companies in the Tech industry are looking at 2023 positively.

### Key findings

- 1 Within the LS industry, we did not observe massive salary increases.
- 2 There is no crisis atmosphere among LS employers on the market.
- 3 Manufacturers benefited the most from the current situation.

# CONTACT US

**Budapest**  
Szabadság tér 7.  
Bank Center  
1054

+36 70 400 65 03  
hungary@hays.hu

For further **information** on how our core employer services can **help** support your recruitment strategy, visit [hays.hu](https://hays.hu)

 Hays

 Hays Hungary

 hays\_hungary

[hays.hu](https://hays.hu)