



THE ASPIRE
TRACKER

OCTOBER 2023



THE ASPIRE TRACKER

COMPANIES PARTICIPATING IN THE TRACKER | **57**
 representing 44,570 people



abbvie



A|M|S

AON

ASSA ABLOY



BROWN BROTHERS HARRIMAN

CAE



Capita



dyson



HAYS

HEDGESERV



IG Group



Jacobs



NGAGE TALENT

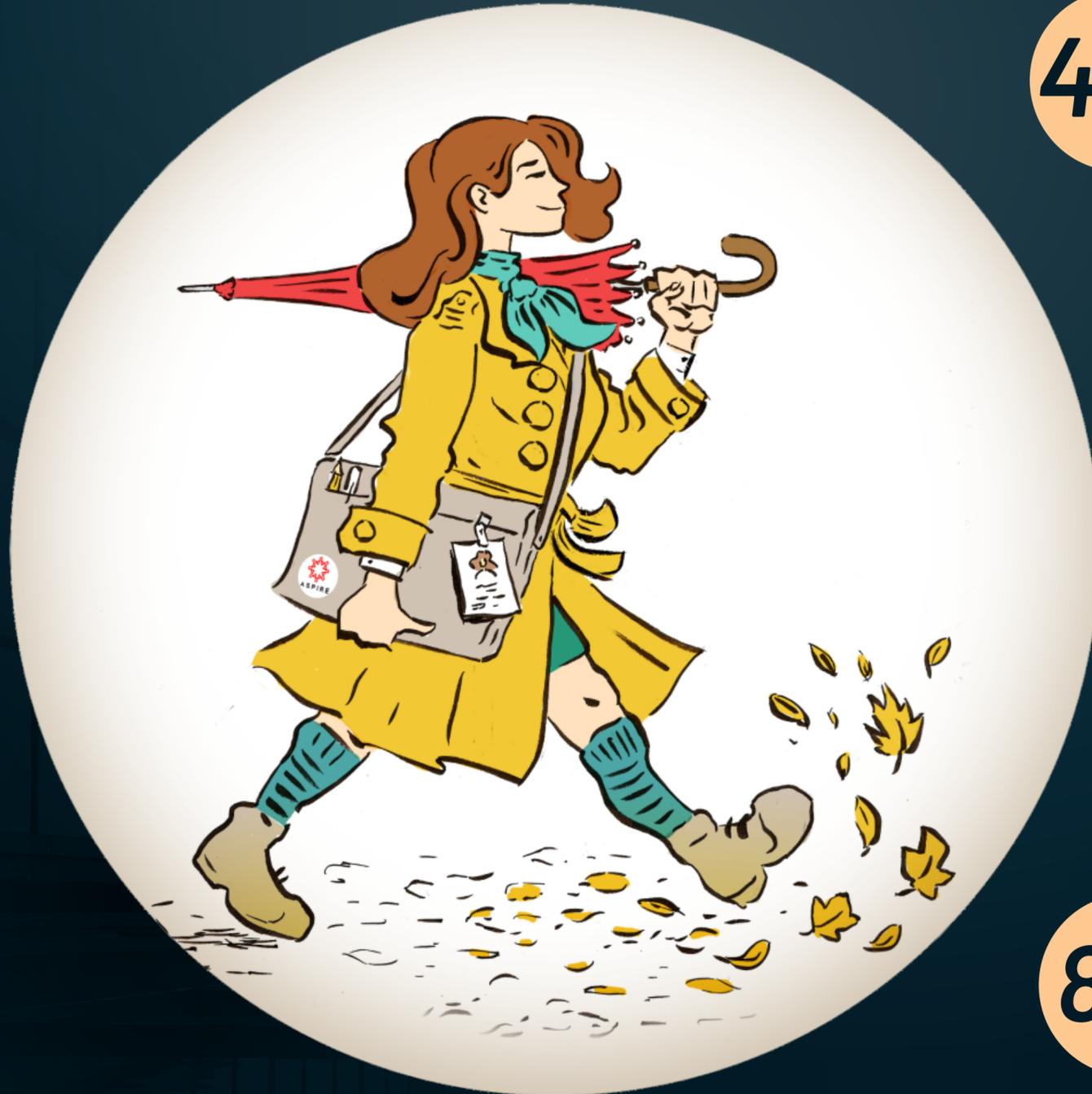


sappi



VIALTO PARTNERS





48% NUMBER OF EMPLOYEES WORKING FROM THE OFFICE AT LEAST 1 DAY PER WEEK

12% COMPANIES WITH <5% EMPLOYEES IN THE OFFICE PER DAY

19% COMPANIES WITH <10% EMPLOYEES IN THE OFFICE PER DAY

62% COMPANIES WITH >20% EMPLOYEES IN THE OFFICE PER DAY

88% HIGHEST WORK FROM OFFICE RATIO

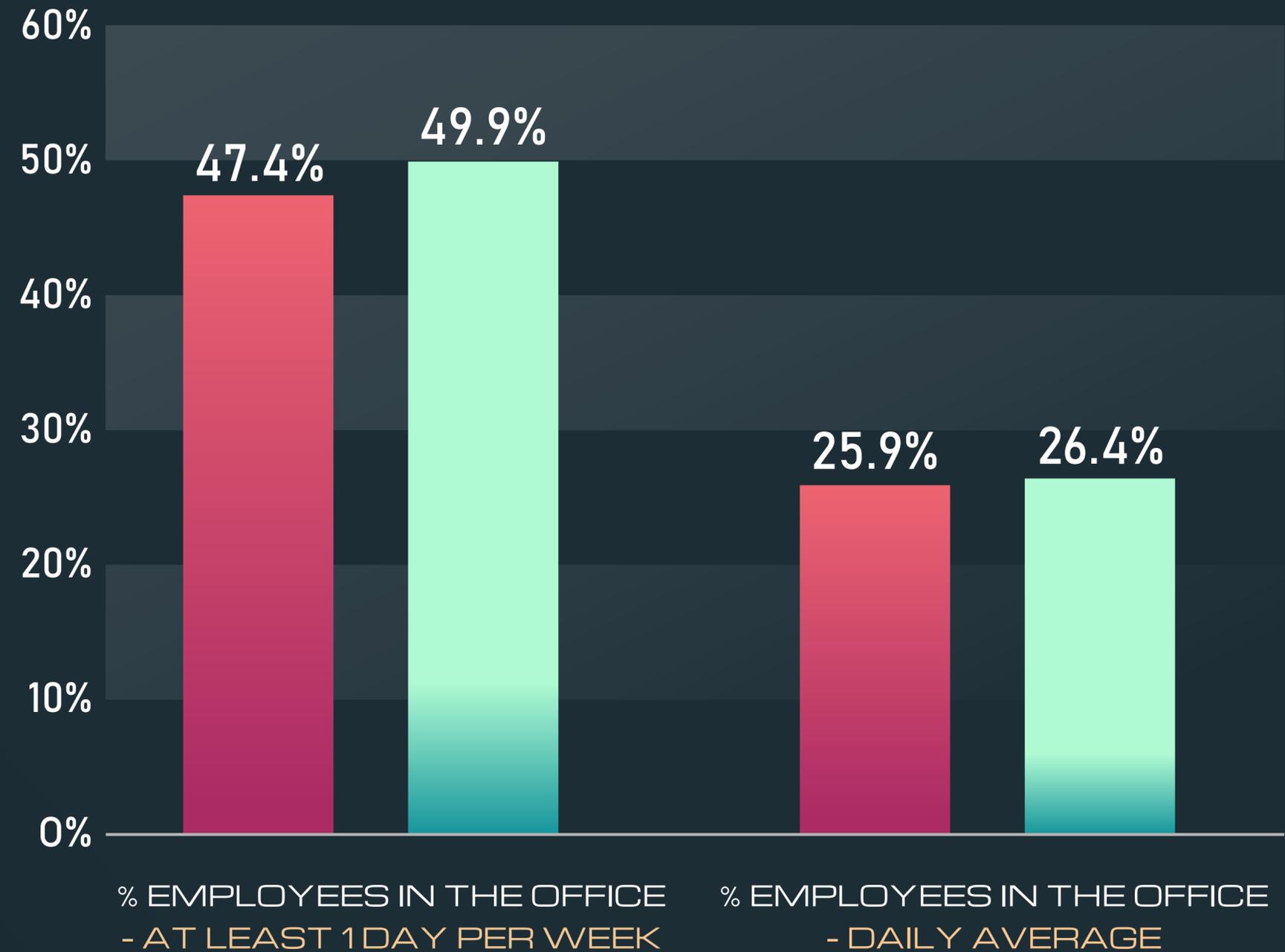


WORK FROM THE OFFICE

OCTOBER ACTUALS ■

NOVEMBER FORECAST ■

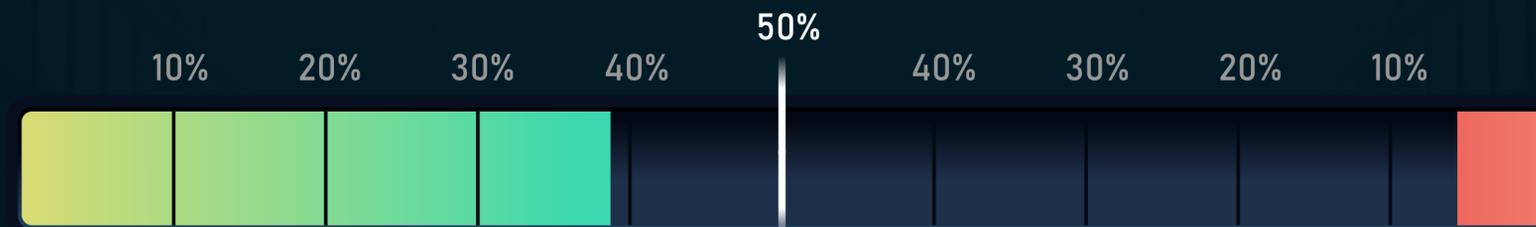
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FORECAST

MORE OR LESS PEOPLE IN THE OFFICE

% of centres expecting increase or decrease
in number of people working in the office in November



39% 
EXPECT INCREASE

NOVEMBER 2023

5.3% 
EXPECT DECREASE

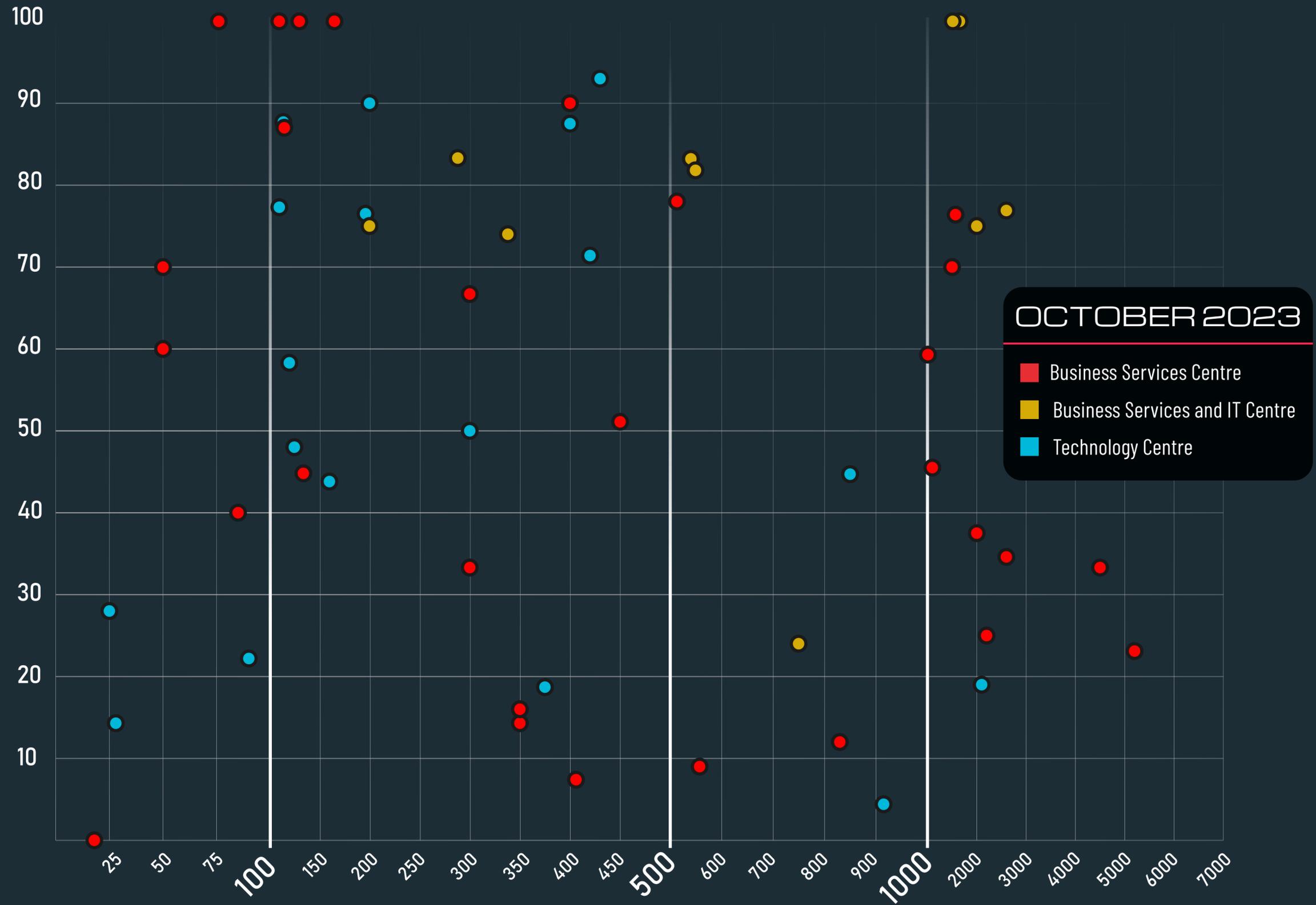


**% EMPLOYEES
WORKING IN
THE OFFICE**
(min. 1 day/week)

VS

**SIZE OF
CENTRE**

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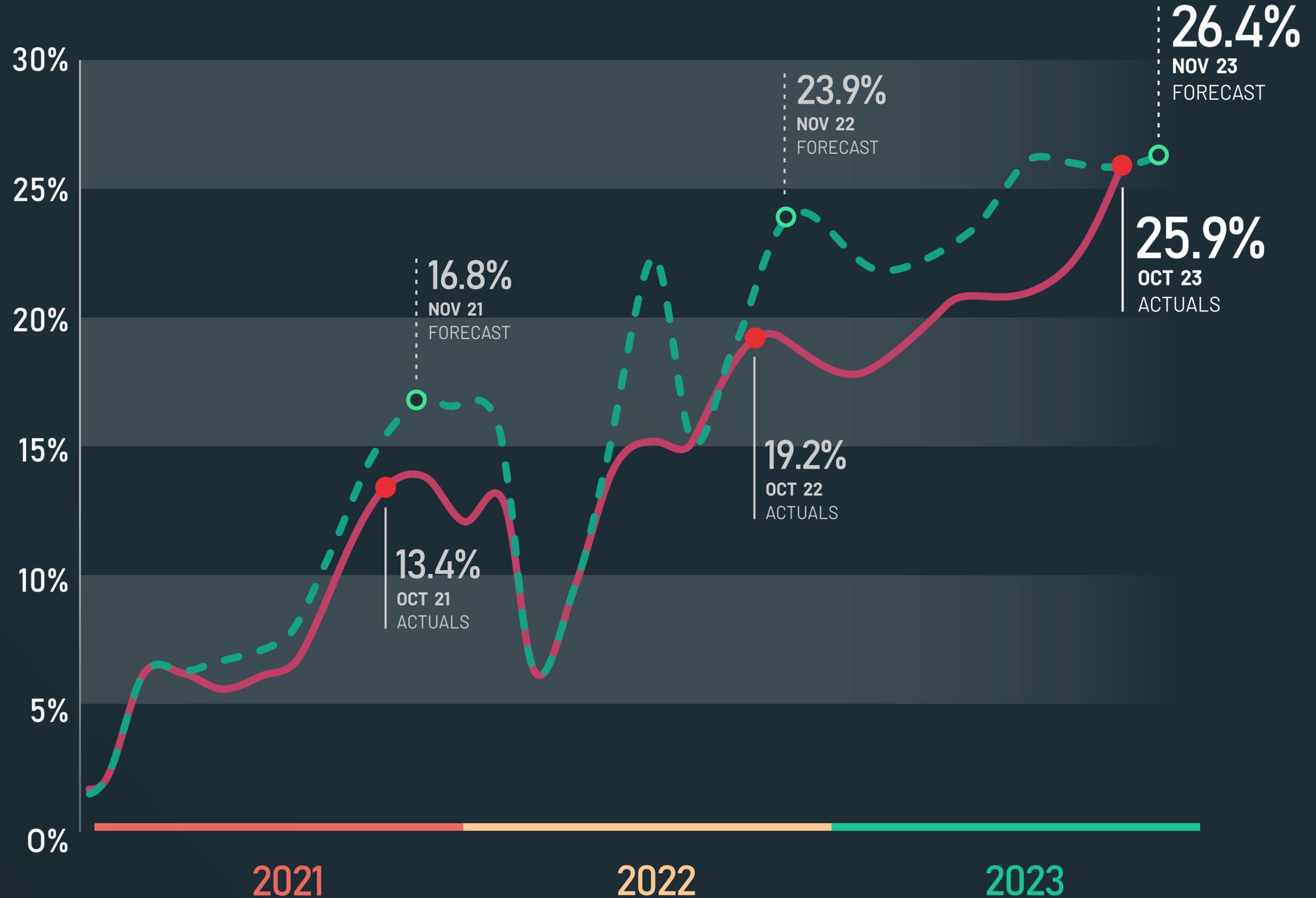




EMPLOYEES WORKING FROM THE OFFICE

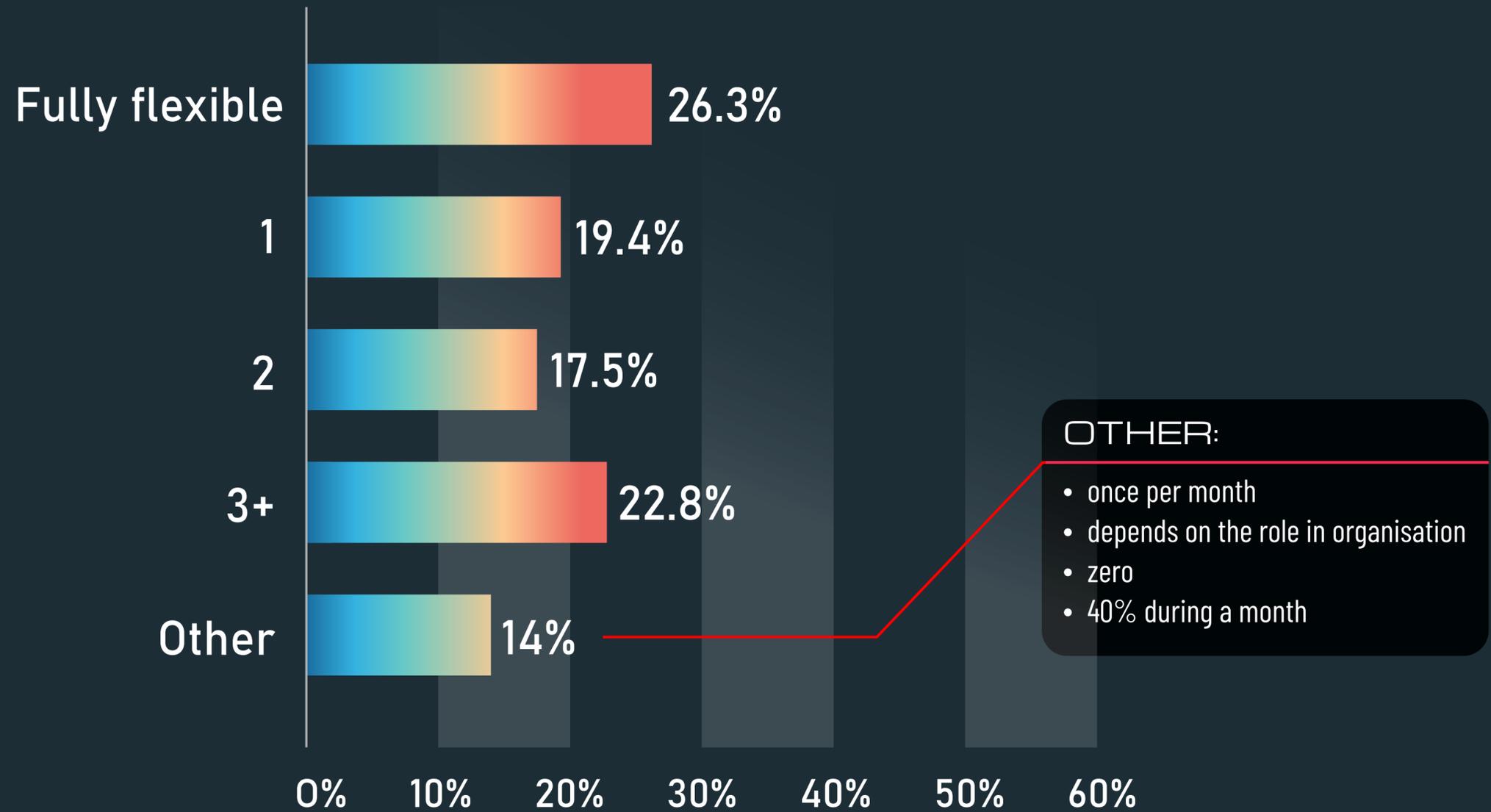
DAILY AVERAGE

- ACTUALS
- FORECAST

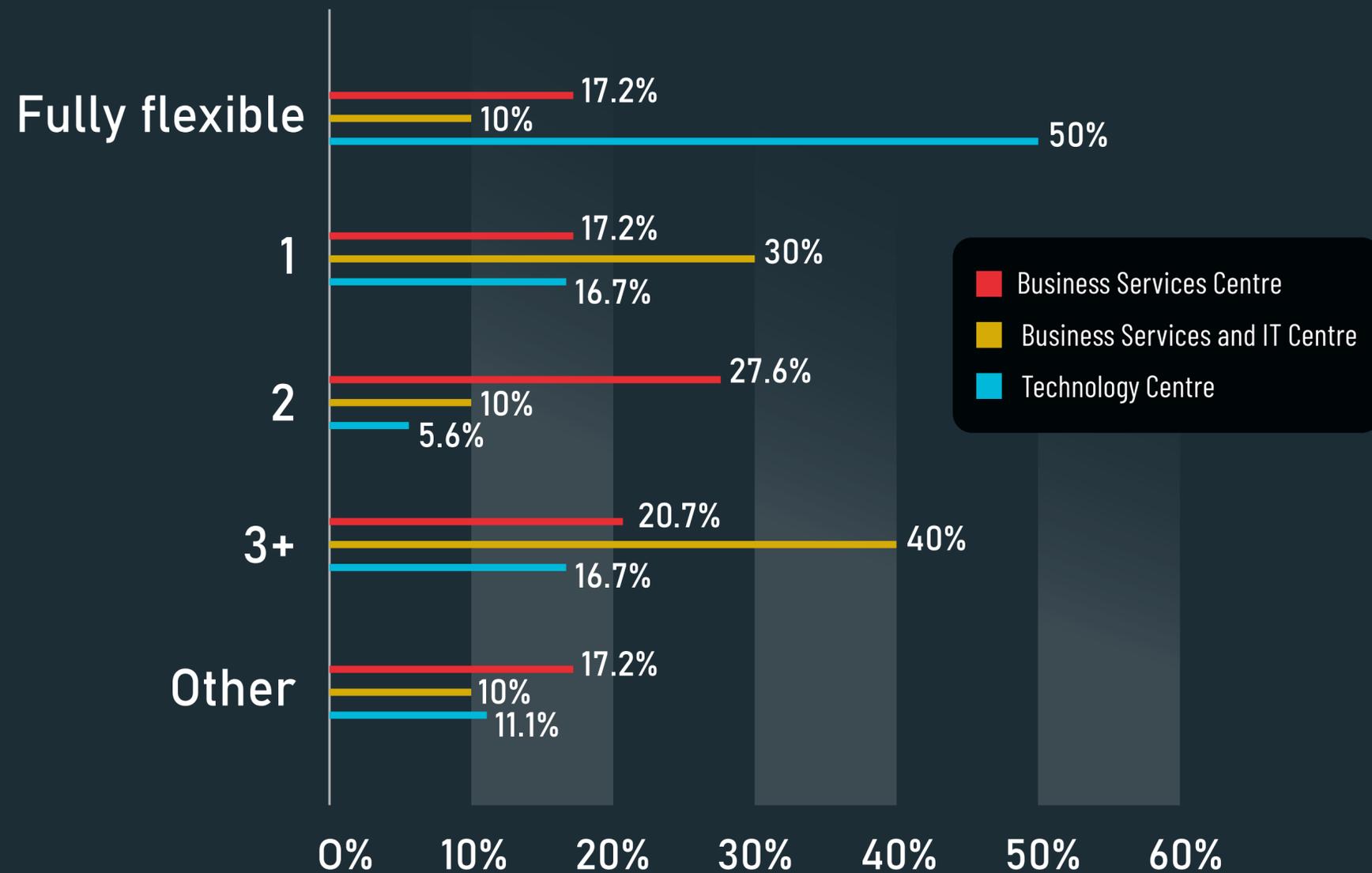


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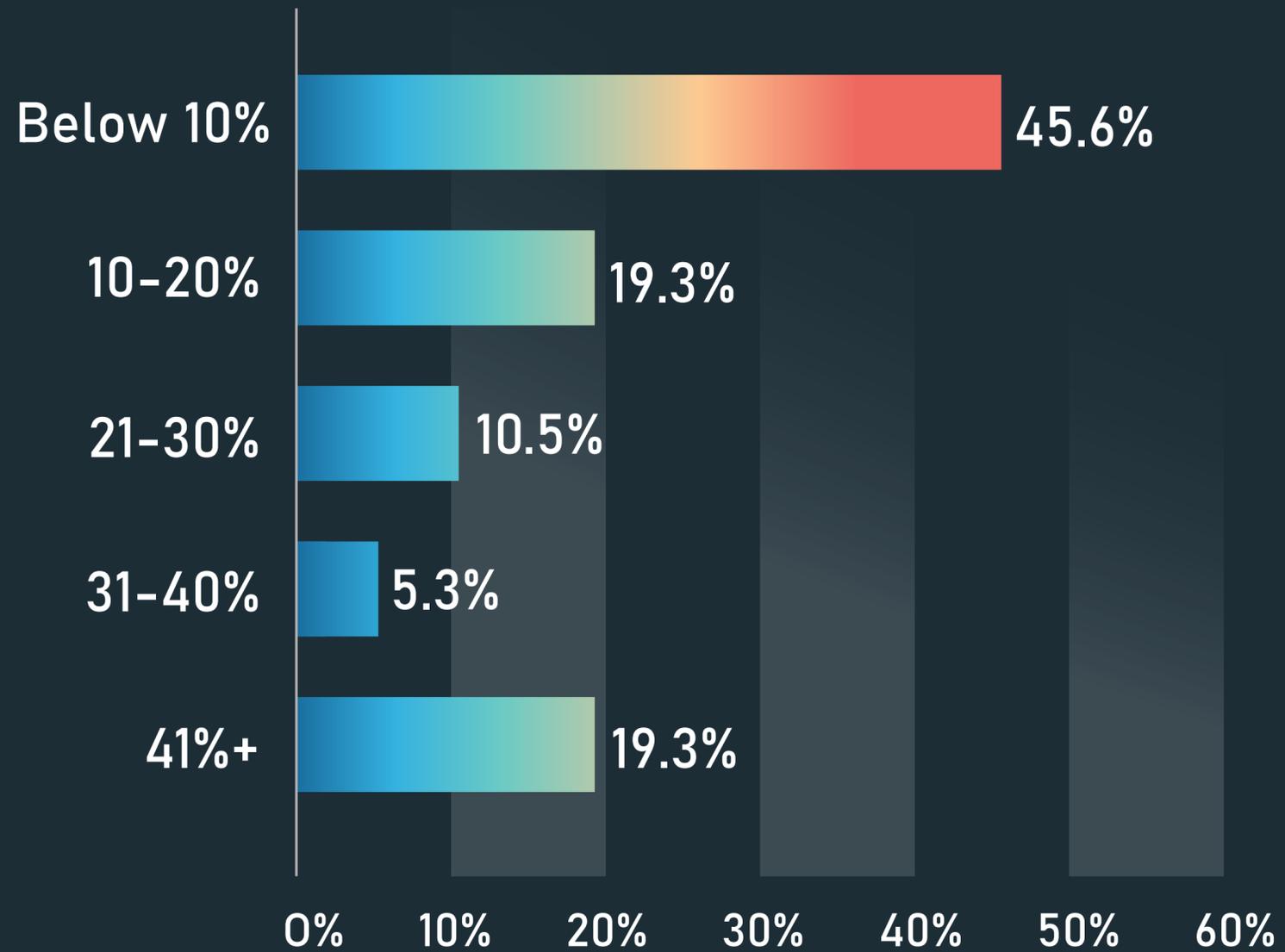
On average, **how many days per week** are employees in your centre now expected to work from the office?



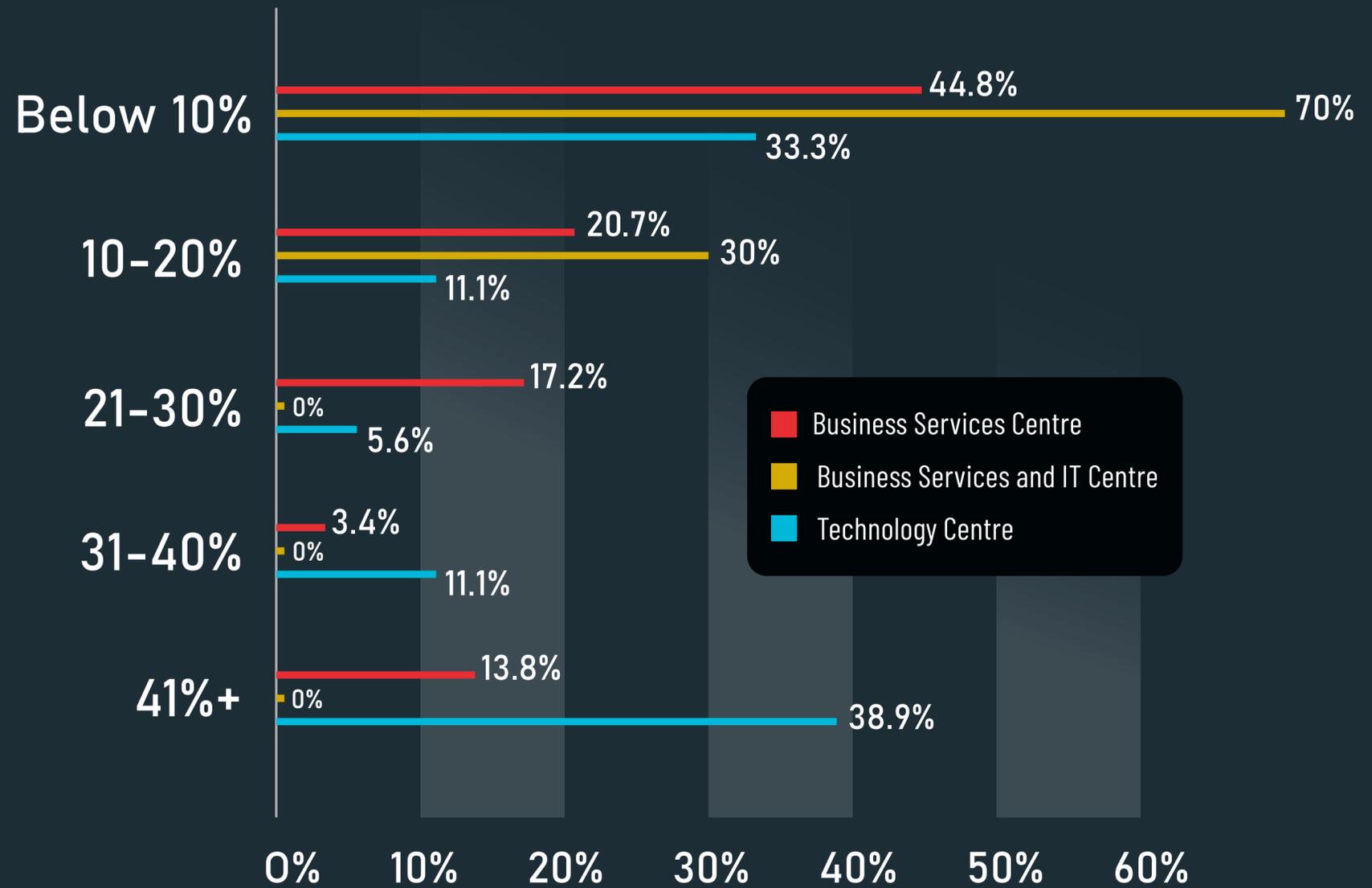
On average, **how many days per week** are employees in your centre now expected to work from the office?
(by type of centre)



How many employees
are working **fully**
remote?

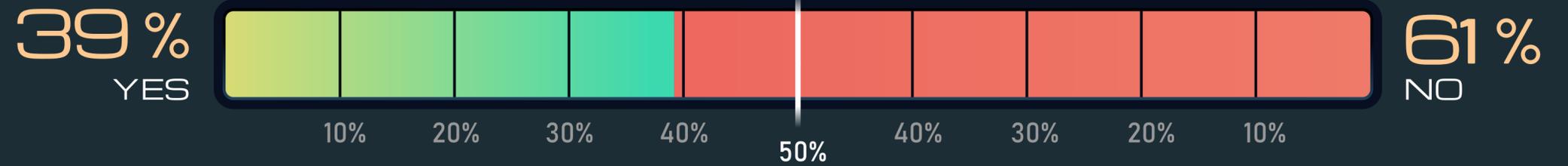


How many employees
are working **fully
remote**?
(by type of centre)





Do you offer any **benefits** or incentives to employees **to work from the office?**



If yes, please describe:

"sweet Friday"
breakfast **fresh fruits**
available parking places promoting environment friendly commuting to the office
massage in the office
board games **wellbeing activities**
free meals and drinks integration events
office events subsidies for public transportation
playroom usage play stations,
paid overtime **comfortable office space**

Do you encounter any issues with differences between your **local Work from Office policy** vs **Corporate guidelines or expectations**?



If yes, please describe:

- Exceptions resulting from Polish labour law
- Global policy is much more restrictive
- Headquarters would like to see/expects more people in the office
- Commercial requires weekly presence in the office; SSC not there yet
- Head Office imposed obligatory 4 days in the office
- Corporate is rolling out 3 days per week from office, which conflicts with local hybrid contracts signed in April



Have you changed the **function of the office** to adapt to new ways of working?

39%
YES



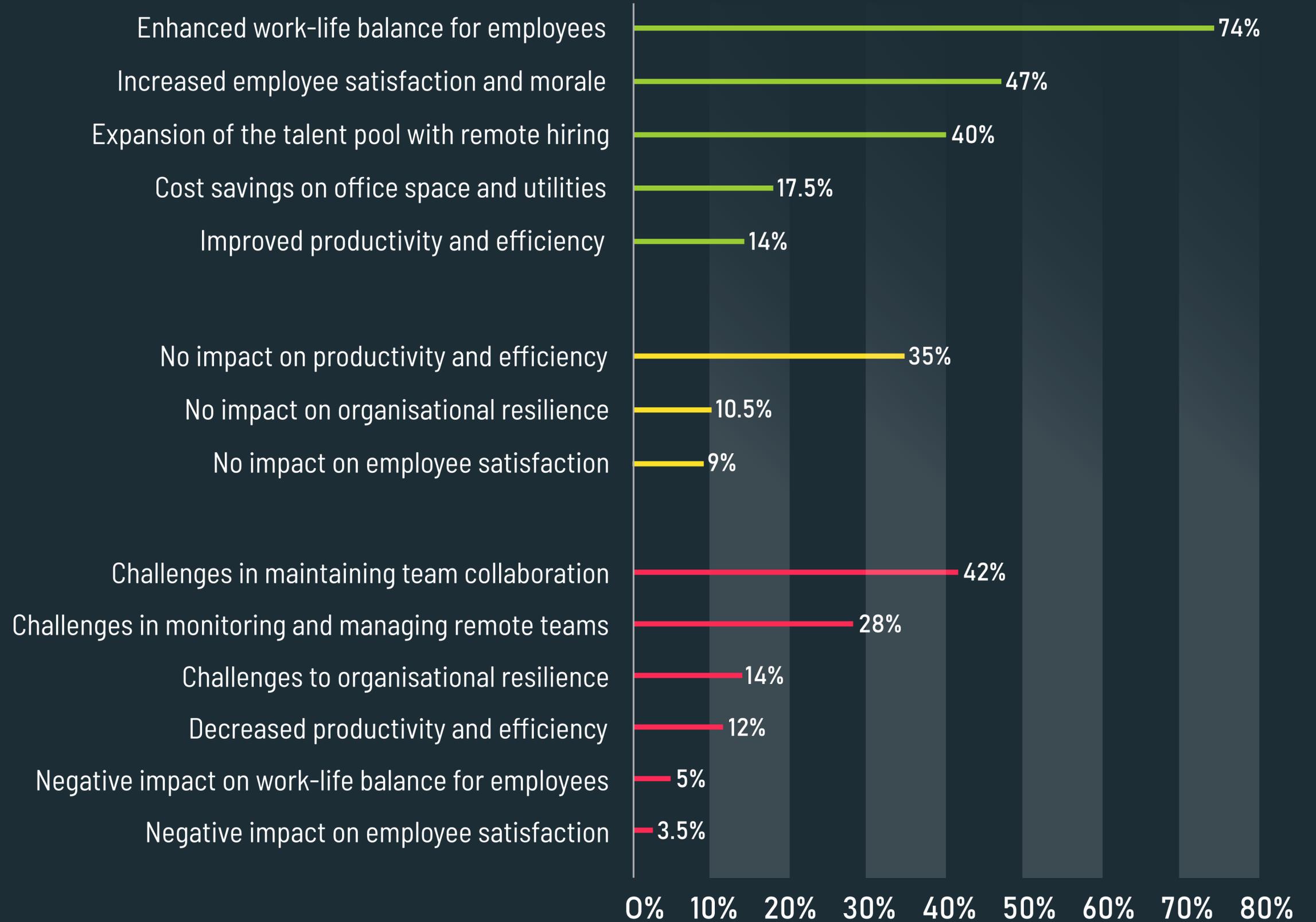
61%
NO

If yes, please describe:

collaboration zones
renewal of space quality
more phone booths more flexible working areas
additional social space hybrid working setup
full desk flexibility of meeting rooms
and technology
more frequent catering single meeting rooms

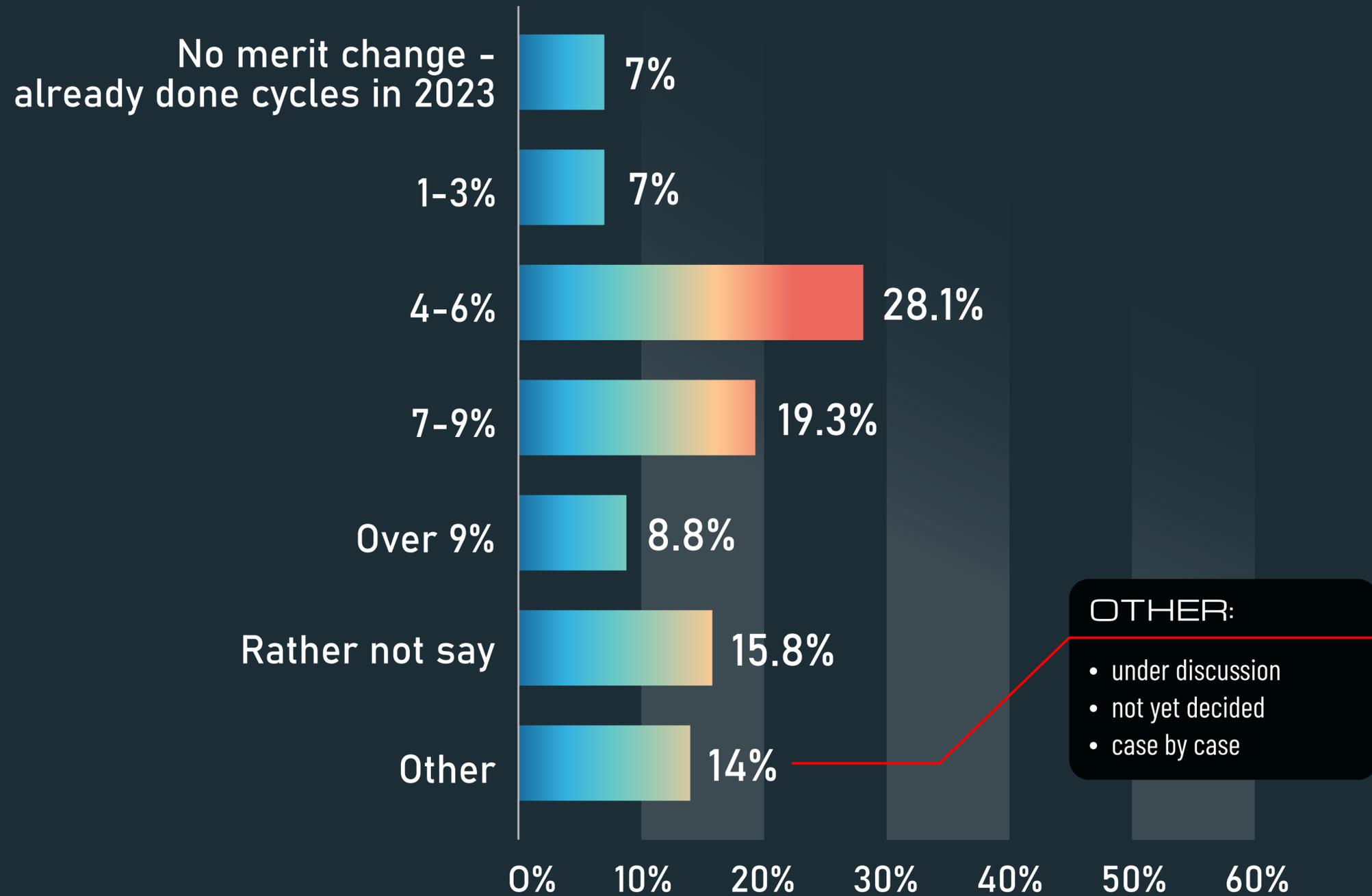


Select the top 3-5 statements which best describe the impact of new work practices on your business

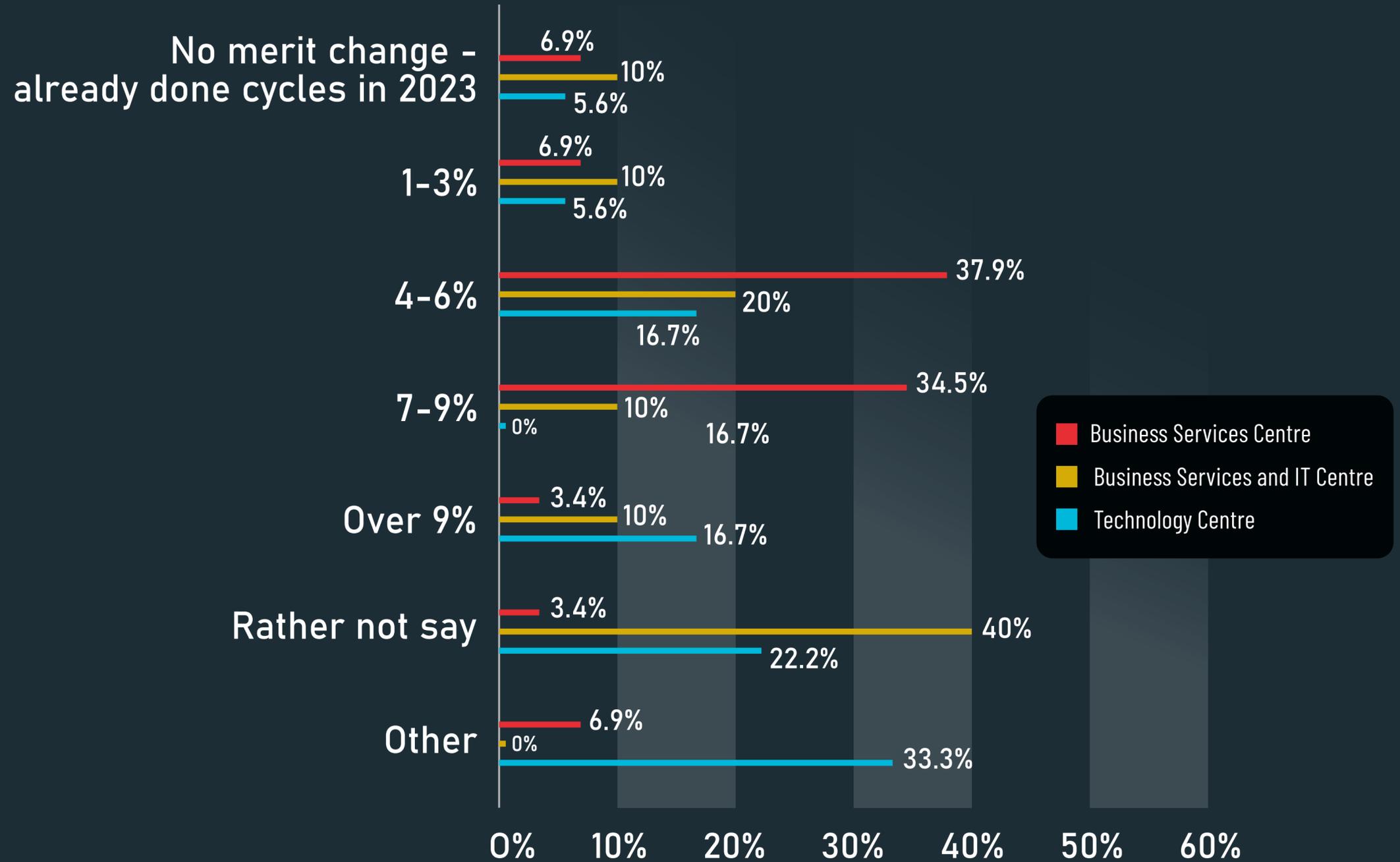


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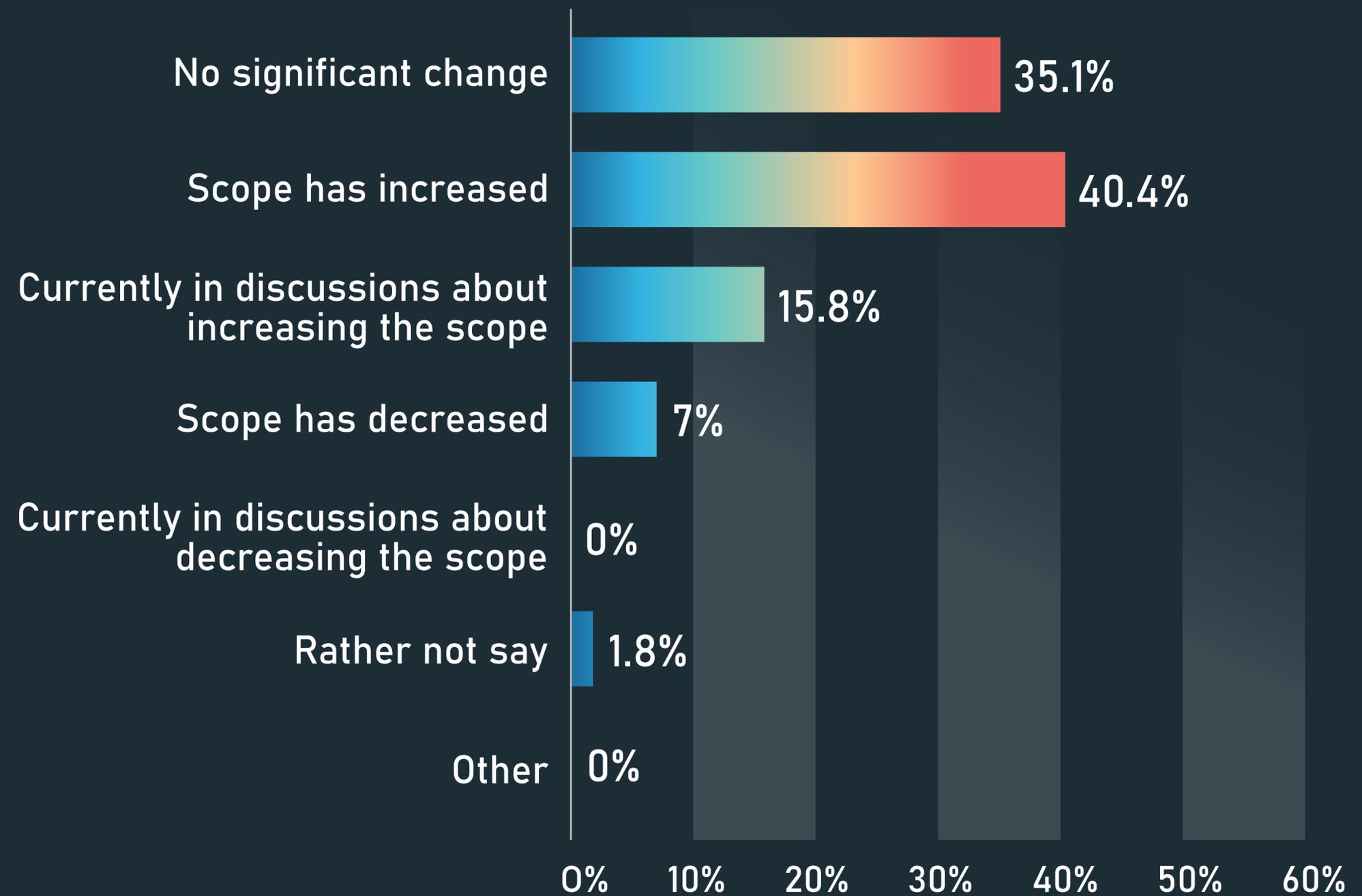
How is your organisation planning for salary adjustments and merit increases for the 2024 budget cycle?



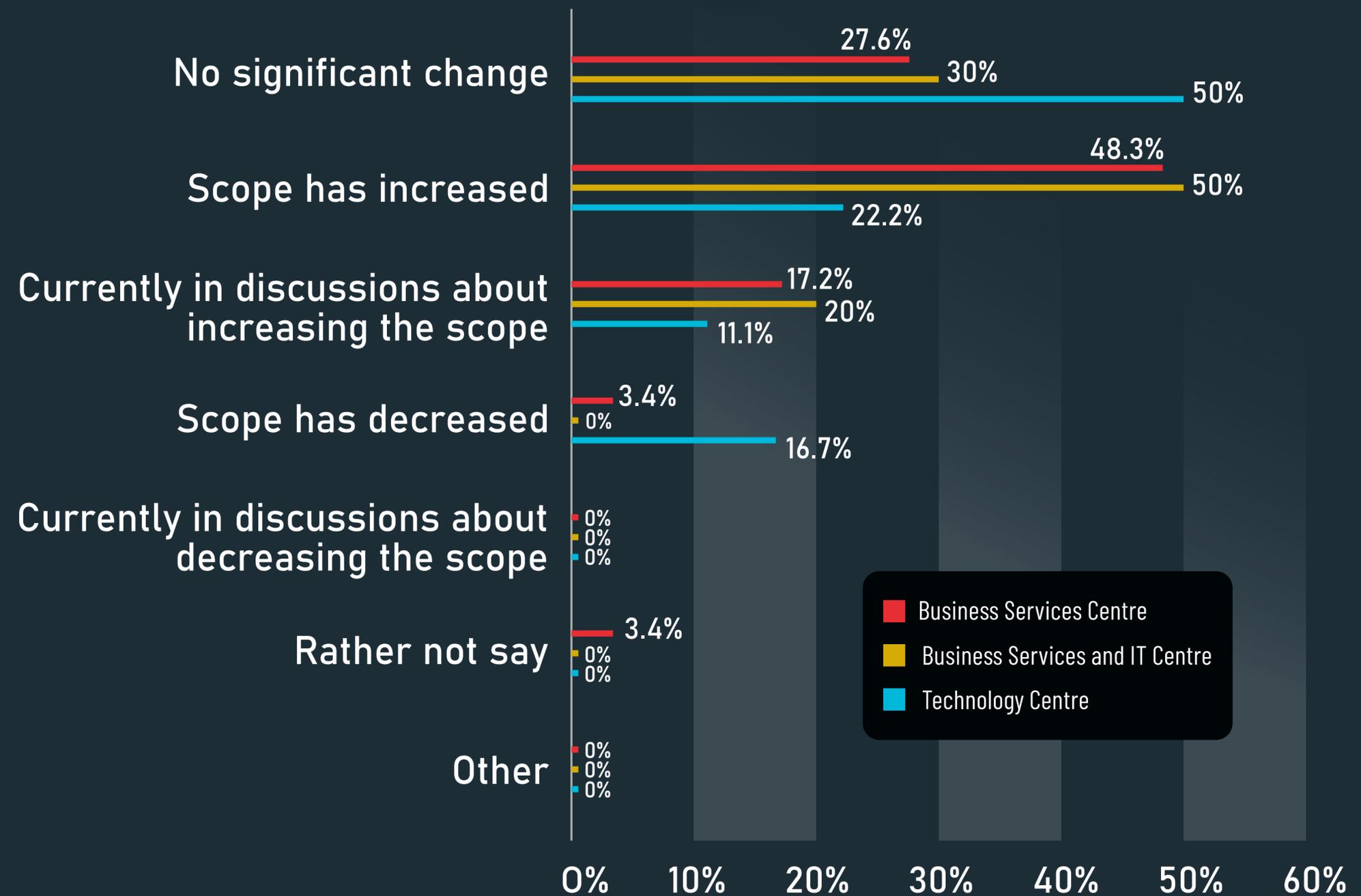
How is your organisation planning for salary adjustments and merit increases for the 2024 budget cycle?
(by type of centre)



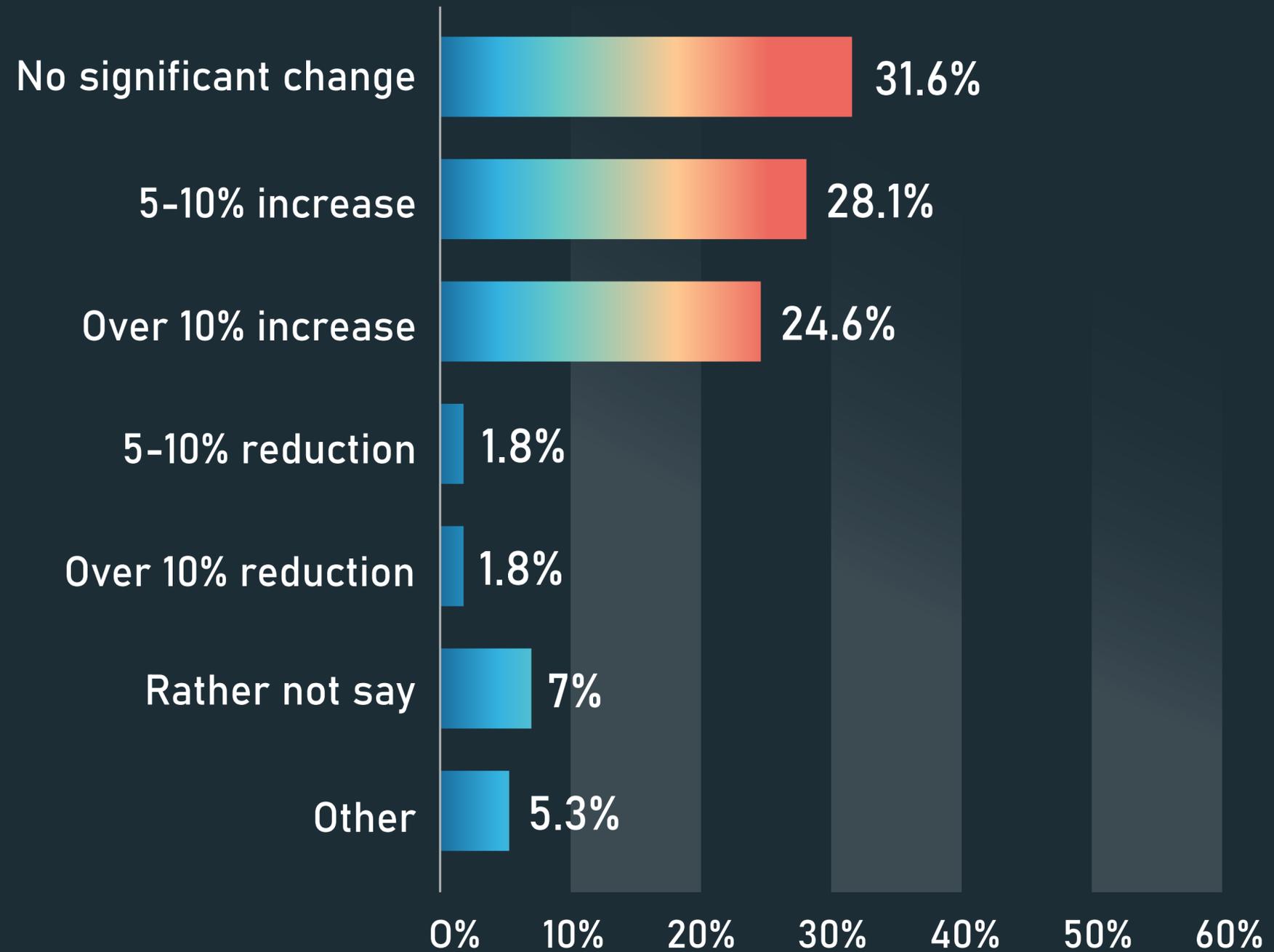
Since April/May 2023,
how has the scope of
services you provide
evolved?



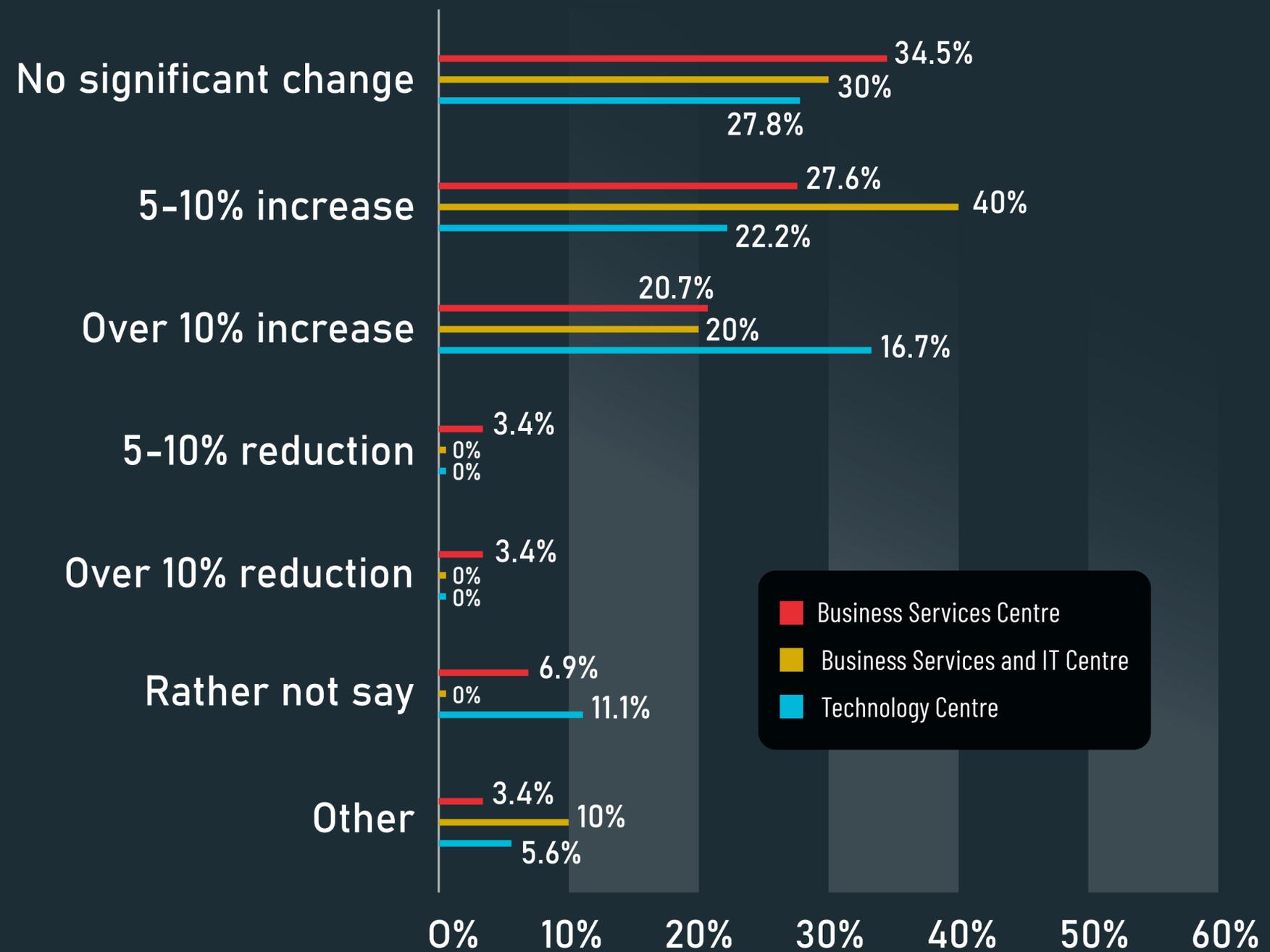
Since April/May 2023,
how has the scope of
services you provide
evolved?
(by type of centre)



Over the next 12 months,
do you plan any significant
change to your
headcount?



Over the next 12 months,
do you plan any significant
change to your
headcount?
(by type of centre)





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Thank you!

WWW.ASPIRE.ORG.PL