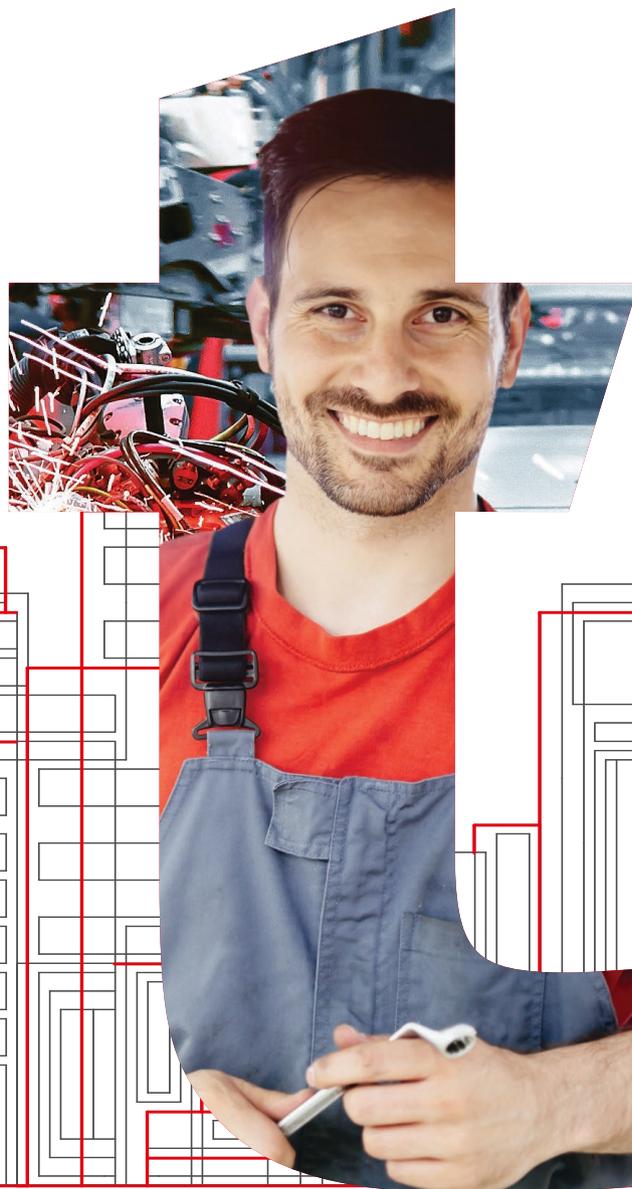


Labour Market Report 2022 Q2

trenkwalder
Outsourcing & HR Services

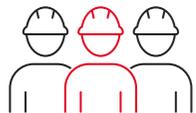




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Labour market overview



Average hourly wage of blue-collar workers exceeds

1550 HUF.

Average middle management salaries up by more than 10 per cent as well.

The average gross hourly wage of skilled and semi-skilled manual workers was HUF 1,553 in Q2 2022 according to Trenkwalder's analysis of almost 7,000 workers' data. The amount is 11.5% higher than the HUF 1,392 registered in the same period of last year. Salary growth speeded up in the upper segments of the labour market as well: compared to Q2 2021, Moore Hungary indicates 10.2% higher salaries for about 500 middle managers of over 60 Hungarian companies, most of which are internationally owned.

 **+11,5%**



Surging demand for student workers in the summer

Students' wages are increasing due to various allowances and the newly introduced personal income tax exemption for young people.

 **+10,2%**



Data of the ELTE-Trenkwalder Student Cooperative show that employers

sought **30%** more student workers in the first three weeks of May than in April. The average hourly wages range from HUF 1,260 for seasonal agricultural work to HUF 1,450 – 1,600 in manufacturing, logistics, catering and trade. The current average hourly wage is HUF 1,750 for skilled manual work, while students in administrative and internship positions make HUF 1,600 to 1,650 an hour.

1260–1750 HUF



Automotive workers sailing on stormy seas

The performance of Hungary's automotive industry has been all but unprecedented globally. Some figures: this sector accounts for

30% of the country's exports, and provides daily work to 170,000 people. In 2025, Hungary will boast the third highest battery manufacturing capacity in the world; and ours is the only country besides Germany and Brazil where Audi, Mercedes and BMW will all have manufacturing plants. However, the industry is facing several concurrent challenges that harbour a previously unseen level or risk. One of the challenges, namely a human resources issue, is given scant attention.



Changes

in simplified employment from 1 July 2022

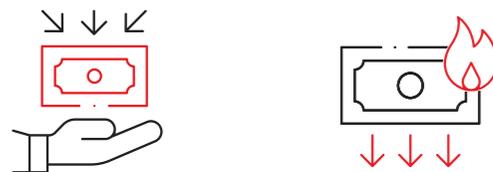
From July 2022, public dues are payable by employers for each calendar day of work, as follows:

- for seasonal agricultural and tourism work, 0.5% of the minimum wage as of the first day of the month (HUF 1,000);
- for casual labour, 1% of the minimum wage as of the first day of the month (HUF 2,000);
- for casual labour (extras) in the movie industry, 3% of the minimum wage as of the first day of the month (HUF 6,000).

If the simplified employment relationship started before and continues after 1 July 2022, then the public dues for the period in July shall be calculated according to the previous method. (I.e. HUF 500 for seasonal agricultural and tourism work, HUF 1,000 for casual work, and HUF 4,000 for casual labour – extras – in the movie industry.)



Average hourly wage of blue-collar workers exceeds HUF 1,550



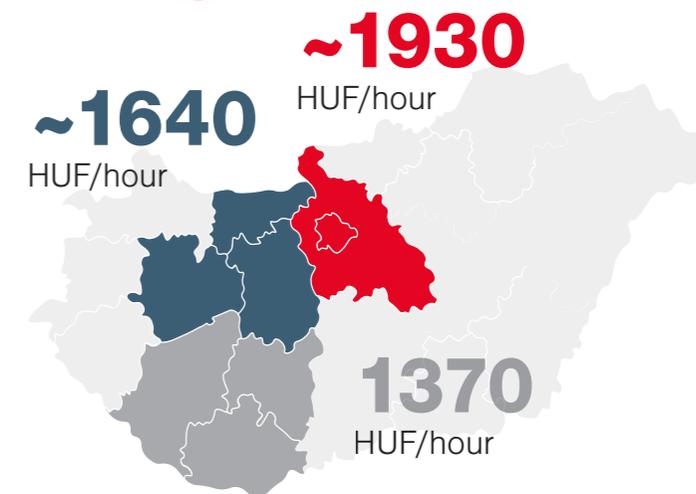
+11,5% ≈ -11,7%



Average middle management salaries up by more than 10 per cent as well
The average gross hourly wage of skilled and semi-skilled blue-collar workers was HUF

1,553 in Q2 2022 according to Trenkwalder's analysis of almost 7,000 workers' data. The amount is 11.5% higher than the HUF 1,392 registered in the same period of last year. Salary growth speeded up in the upper segments of the labour market as well: compared to Q2 2021, Moore Hungary indicates 10.2% higher salaries for about 500 middle managers of over 60 Hungarian companies, most of which are internationally owned.

„Wage growth continued to speed up in the second quarter of the year, but the 11.5% average increase was barely sufficient to offset inflation: according to the Central Statistical Office, consumer prices were 11.7% higher in June than a year before”, points out Viktor Hamrák, Trenkwalder's director of services. “Several sectors are still plagued by a major shortage of labour, so wage growth could continue in the second half of the year despite an economic downturn, as employees' needs are rapidly adjusted to higher inflation expectations.”



Regional statistics indicate average hourly blue-collar wages between HUF 1,400 – 1,500 nationwide.

The South Transdanubian region is somewhat below that at HUF 1,370, while Central Transdanubia and Central Hungary exceed the national average at HUF 1,640 and 1,930, respectively.



Salaries of middle managers increased by two digits



Moore Hungary also reviewed the salaries of almost 500 middle managers of over 60 Hungarian subsidiaries of international companies. These employees made HUF 700,000 – 1 million a month gross. For the first time in years, their salaries increased by two digits, i.e. 10.2% on average, in Q2 2022.



„Rising inflation caused faster salary growth in the segment of middle managers as well”,

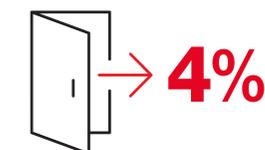
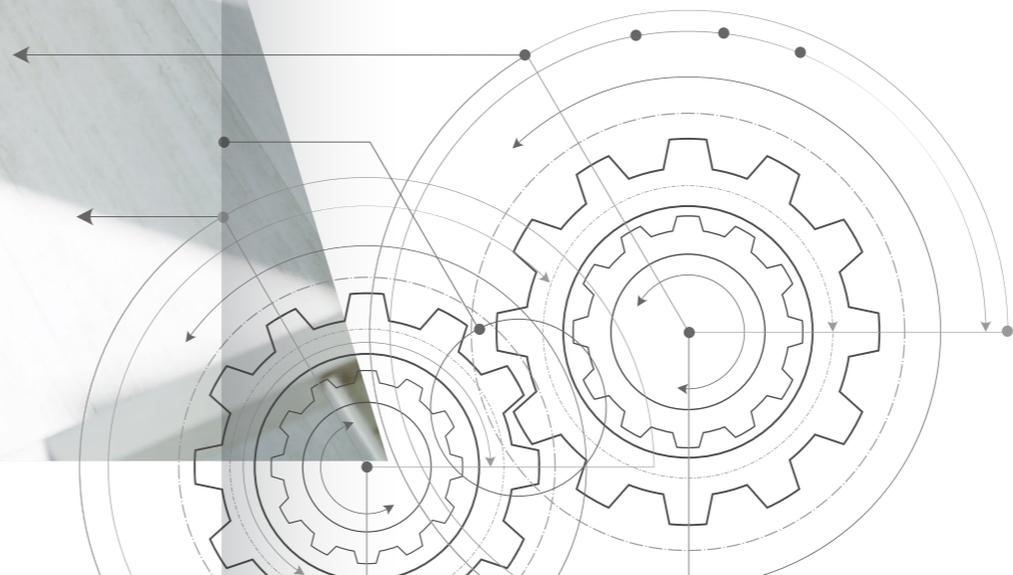
explains Péter Hajnal, executive partner at Moore Hungary. “These average salaries had only gone up by 4.4% a year before. And it is questionable whether the current hikes of 10% or so will be sufficient to retain middle managers in the long term. These officers may get 20-30% higher salaries if they switch jobs smartly. However, the chances of such a move could be significantly lowered by the upcoming recession.”



The salaries of middle managers of shared service centres (SSCs) were hiked by

13,3% considerably more than the above-mentioned average of white-collar middle managers, over the past year.

SSCs hired more staff as a result of growing demand caused by outsourcing; the ratio of newly hired employees was above 7%, while the share of quitting staff remained below 4%.



Surging demand for student workers in the summer

Students' wages are increasing due to various allowances and the newly introduced personal income tax exemption for young people.

Many student workers are hired in the summer season, especially in the catering sector. But this year, presumably due to the grave labour shortage, demand for seasonal agricultural workers is also high. Students are sought after in manufacturing and logistics as well, mostly because of summer holidays for long-term employees. As these needs are quite predictable, recruitment was already underway in the period under review.



Data of the ELTE-Trenkwalder Student Cooperative show that employers sought

30% more student workers in the first three weeks of May than in April.

„The end of the school term could be one reason for the increase in the number of positions offered, and for a 20% rise in the number of students applying for summer work. We expect a jump in these figures in the coming weeks”, says Trenkwalder’s commercial director József Nógrádi. “Now it seems certain that the number of student workers will return to the pre-Covid level this coming summer.”

The popularity of student work is further boosted by the introduction of personal income tax exemption for staff below 25 years of age. Consequently, the members of student cooperatives can keep all of their gross wages.

This equals a HUF 225 hike in their net hourly wages (assuming a HUF 1,500 gross payment).

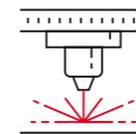


1260–1750 Ft

The average hourly wages range from HUF 1,260 for seasonal agricultural work to HUF 1,450 – 1,600 in manufacturing, logistics, catering and trade. The current average hourly wage is HUF 1,750 for skilled manual work, while students in administrative and internship positions make HUF 1,600 to 1,650 an hour.



1260 Ft
agricultural work



1750 Ft
skilled manual work



1650 Ft
administrative and internship positions



1600 Ft
catering sector



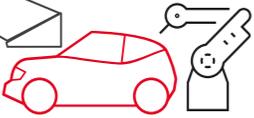
1450+ Ft
manufacturing



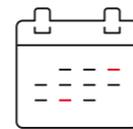
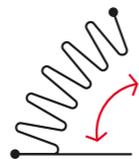
1450+ Ft
trade sector

„We find that the labour shortage now affects student work as well. An employer seeking student workers for the summer season is not too late to start searching until mid-June; nevertheless, for successful recruitment, it is advisable to start the process in the current weeks”, Trenkwalder’s expert adds.

The catering sector offers the highest average hourly wages, HUF 1,600, to semi-skilled manual workers. Demand is boosted by various short events and festivals in addition to longer-term kitchen and waiting jobs. In manufacturing, the average hourly wage is lower, HUF 1,450, but the overall package can be much more attractive thanks to additional benefits, such as bonuses for working at night or in several shifts (a so-called “attendance bonus” for at least 2-3 shifts a week), bus transport to work, etc. As to the trade sector, retailers may pay 35-40% more than the average HUF 1,450 during special sales periods (such as the “Glamour Days”) in order to cope with the higher business volumes.



Automotive workers sailing on stormy seas



On the one hand, the automotive industry is currently experiencing a revolution,

with drive trains transformed along with manufacturing processes. Also, stringent emission standards decrease the leeway for developments. At the same time, a range of raw materials are scarce due to global supply issues, while development periods are shortened by competition to such an extent that vehicles are more and more frequently recalled due to serious defects. Meanwhile, partly in consequence of the above issues, retaining the necessary labour force requires increasing effort.

Having been active in Hungary's labour market for 27 years,

Trenkwalder has supplied workforce to hundreds of automotive companies, regardless of the position or HR task at hand. Our situation used to be easier.

Technological transformation was slower, the labour shortage was less severe, and employees' expectations were different.

All of these issues are present now, in addition with revolutionary changes in IT and communications.

The current circumstances require an unusually flexible workforce;

it is all but customary that a person works seven days one week, just to stay home due to material shortage on the following week. In order to adjust to this situation, a range of organisational and operational models will be introduced in the near future. Employment forms that are inconceivable today may be standard practices in five years. A few years ago, working from home was a privilege; thanks to the Covid epidemic, every company now uses communication platforms that allow staff to carry out certain tasks, or even all of their work, at home.



170 000



30%



nr.3
by 2025

The performance of Hungary's automotive industry has been all but unprecedented globally. Some figures: this sector accounts for 30% of the country's exports, and provides daily work to 170,000 people. In 2025, Hungary will boast the third highest battery manufacturing capacity in the world; and ours is the only country besides Germany and Brazil where Audi, Mercedes and BMW will all have manufacturing plants. However, the industry is facing several concurrent challenges that harbour a previously unseen level or risk. One of the challenges, namely a human resources issue, is given scant attention.

For several reasons, the supply of labour could decrease further in future.

One aspect can be illustrated with the following example. As much as 73% of new cars are now electric in Norway. We will follow that trend, and faster than expected: rocketing fuel prices are sealing the fate of conventional car engines. But that change requires infrastructure and trained mechanics. Where are experts of electric cars and the related infrastructure trained? Unfortunately, Hungary is lagging behind in the EU in terms of adult education; this issue should be addressed urgently for the country's competitiveness to be maintained, so that our workforce should be prepared to adapt to the current changes.

Competitiveness and resilience require the continued and rapid proliferation of digitalisation.

Those who fail to act now will be inevitably left behind, because this is just the beginning: the simultaneous spread of industry 4.0 and 5G communications will soon allow for connected networks. And AI-driven manufacturing and work organisation are round the corner. Network research is now an ancillary discipline, but everything will be subordinated to it in five years. But will the required workforce be available in time? Companies that cannot afford robots and the related ERP platforms will outsource production to an HR provider or SSC, leaving them with the task of coping with energy prices and wage spirals.

20-30%

But even regardless of the above prospects, the situation is tense. As a result of high employment levels and rapidly rising wages, of the people in Hungary's labour market switch jobs annually.

This renders cost planning unpredictable; besides raw material shortage, it is another factor that endangers production continuity.

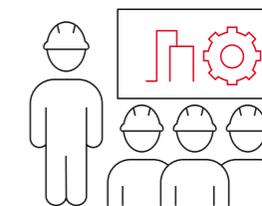
2-3%

The strong position of Hungarian workers could only be threatened by the increasing employment of foreign labour, whose share is a mere 2-3% now.

This ratio is much higher in West Europe, and has reached 10% in the Czech Republic. Several developing countries offer major training in order to support their citizens' work abroad, thus creating significant competition to Hungarian workers who have grown somewhat lazy in several respects.

In summary, the automotive industry is going through a transition period in terms of employment as well. Risking a slight overstatement, we can say that the imminent technological transformation is so fast that the developers themselves are just a few lessons ahead of company staff.

In this environment, experts are not trained in classrooms but in live manufacturing.



In addition to the previous issues, this situation creates a set of challenges that can only be addressed through ever-closer cooperation among the sector's players, including specialised external HR service providers.



Trenkwalder Hungary wins Office of the Year SME Award 2021

Trenkwalder has realised unique functional and design plans in three specific areas, in an industrial style.



It is Trenkwalder's unique feature that we are among the market-leading service providers in the recruitment of both office and industrial staff.

For that reason, our central office should reflect both of these - seemingly very different - environments.

The industrial style expresses our company's close ties to the manufacturing sector. Meanwhile, the location and layout of our office meet the needs of the 21st century, and support the ongoing transformation of work methods.

The visual dominance of naturally coloured metal, wood and plants provides a pleasant background and highlight the spatial placement of Trenkwalder-red surfaces. Sustainability was a prime design criterion. The materials used are easy and economical to acquire. As another consideration, surfaces have been selected that obtain patina as they are worn, instead of losing their value.

„Our company group provides comprehensive services through a nation-wide network of 20 offices. These services include outplacement, recruitment, payroll outsourcing, work for retired persons, manager selection, employer branding, HR services, and student work.”





Connect Conference

A day dedicated to internal communications

You could also meet us at a one-day professional forum titled Connect Conference, held at the event venue Symbol Budapest towards the end of May. The conference was aimed at HR, communications and marketing experts involved in the fields of internal communications and corporate culture. We demonstrated the mobile version of our award-winning Sliding Screen tool "HRBest", and visitors who downloaded the conference application could win valuable prizes in exchange for completing our questionnaire.



Connect Award

We did not leave empty-handed: after a great day at the Connect Conference, it was a delight to find out that Trenkwalder Hungary garnered the Best Performer Award. Kudos to our HR Team!



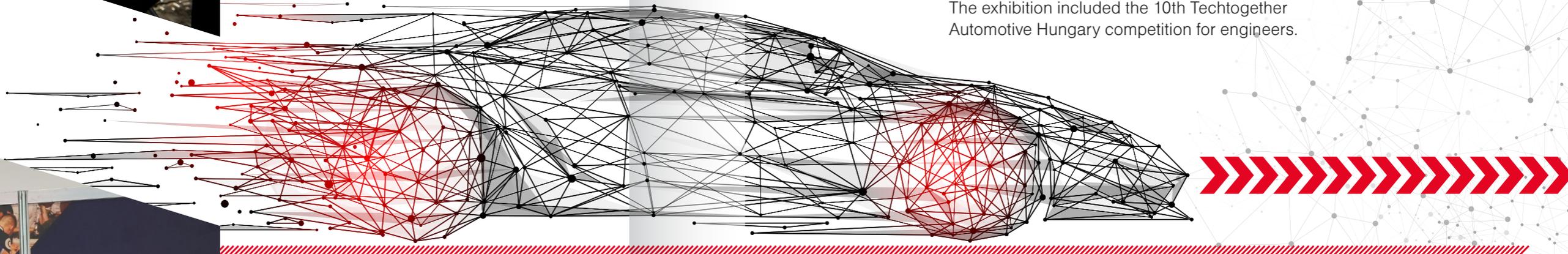
As to the professional content that we provided, Trenkwalder's commercial director József Nógrádi talked about internal communication solutions and corporate culture in the Channel section. The Content section's panel discussion titled „Welcome on board – newly joined colleagues and digital content” featured Katalin Médli, HR Manager of Trenkwalder Hungary. Meanwhile, Trenkwalder's Sales Team Leader Balázs Izsó moderated the panel discussion titled “Own mobile phone as a great alternative – communication, administration and training for non-desk staff as well”.





TechTogether Automotive Hungary Exhibition

The exhibition was held in early May. These annual events had been launched a decade ago as a forum where players in Hungary's automotive sector, from manufacturers through suppliers to small and medium-sized enterprises, could meet up. The exhibition included the 10th Techtogether Automotive Hungary competition for engineers.



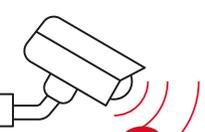
A video of the event can be viewed below by scanning this QR code.



At our stand



This time, Trenkwalder was involved as an organiser. We brought a simulated forklift race in which two engineering students in each participating university team had to complete the course in the shortest time possible. Our recruitment staff at the booth awaited all visitors with advice, open positions, and good cheer.



Camera surveillance at the workplace

May a company about to hire temporary staff use surveillance cameras? This is an important question because violating the relevant regulations may result in major fines.

Concerning camera surveillance in a work relationship, the Labour Code states the following: the employee's personal rights (e.g. the right to an image or sound recorded of him/her) may be limited if that is definitely necessary for a reason directly related to the job purpose, and if the limitation is proportionate to the purpose. The employee must be notified in advance, in writing, about the method, conditions, duration, necessity and proportionality of the limitation of his/her personal right. Furthermore, the Labour Code stipulates that a worker's job-related conduct may be verified with technological devices, provided that the employer has notified the worker of that in advance, in writing.

According to the current legal practice, work monitoring and verification are not considered as a proportionate interest that would justify the continuous surveillance monitoring of staff throughout the work time. In view of the risks inherent in continuous surveillance and technological advancement, warranties are crucial when it comes to this form of data processing. That is why no electric camera surveillance may be used in premises where that would violate human dignity, and particularly in dressing and locker rooms, toilets and showers.



According to the current legal practice, work monitoring and verification are not considered as a proportionate interest that would justify the continuous surveillance monitoring of staff throughout the work time.

If a company using temporary labour does decide for camera surveillance, it must meet several conditions before installing a camera. First of all, a test must be completed in order to evaluate the company's interests (for example in the protection of its property) versus the personal rights of employees. This is the so-called interest assessment test as a result of which certain sections of the workplace may be equipped with cameras, provided that the company can justify that method.

The company will also incur numerous additional obligations which should ideally be defined in a privacy policy: for example, who may view the recordings, when they should be deleted, where the cameras may be installed, for what purpose and with what view angle, etc.

Cameras may only be lawfully installed if employees are notified of that in advance, in writing.

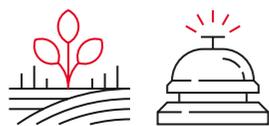
It is not sufficient to seek an employee's consent to making camera recordings; as noted above, surveillance requires a legitimate interest. Also, the persons entering a room under camera surveillance must be informed of that via a clearly visible sign.

In summary, installing a surveillance camera requires careful preparations and entails considerable risks. Camera surveillance should not be introduced hastily, from one day to another, and especially not without deliberation and an appropriate legal basis.



Changes in simplified employment

From July 2022, public dues are payable by employers for each calendar day of work, as follows:



for seasonal agricultural and tourism work, **0.5%** of the minimum wage as of the first day of the month **(HUF 1,000)**



for casual labour **1%** of the minimum wage as of the first day of the month **(HUF 2,000)**



for extras in the movie industry, **3%** of the minimum wage as of the first day of the month **(HUF 6,000).**

If the simplified employment relationship started before and continues after 1 July 2022, then the public dues for the period in July shall be calculated according to the previous method. (I.e. HUF 500 for seasonal agricultural and tourism work, HUF 1,000 for casual work, and HUF 4,000 for casual labour – extras – in the movie industry.)

Daily income of extras in the movie industries

The net daily income of an extra in the movie industry (from this activity) **must not exceed 12% of the minimum wage as of the first day of the month, i.e. HUF 24,000.**

Pension base calculation for persons in simplified employment:

- **at HUF 1,000 of public dues,** 1.4% of the minimum wage as of the first day of the month, i.e. HUF 2,800 per day;
- **at public dues of HUF 2,000 or higher,** 2.8% of the minimum wage as of the first day of the month, i.e. HUF 5,600 per day.

Labour market trends in Q2 2022

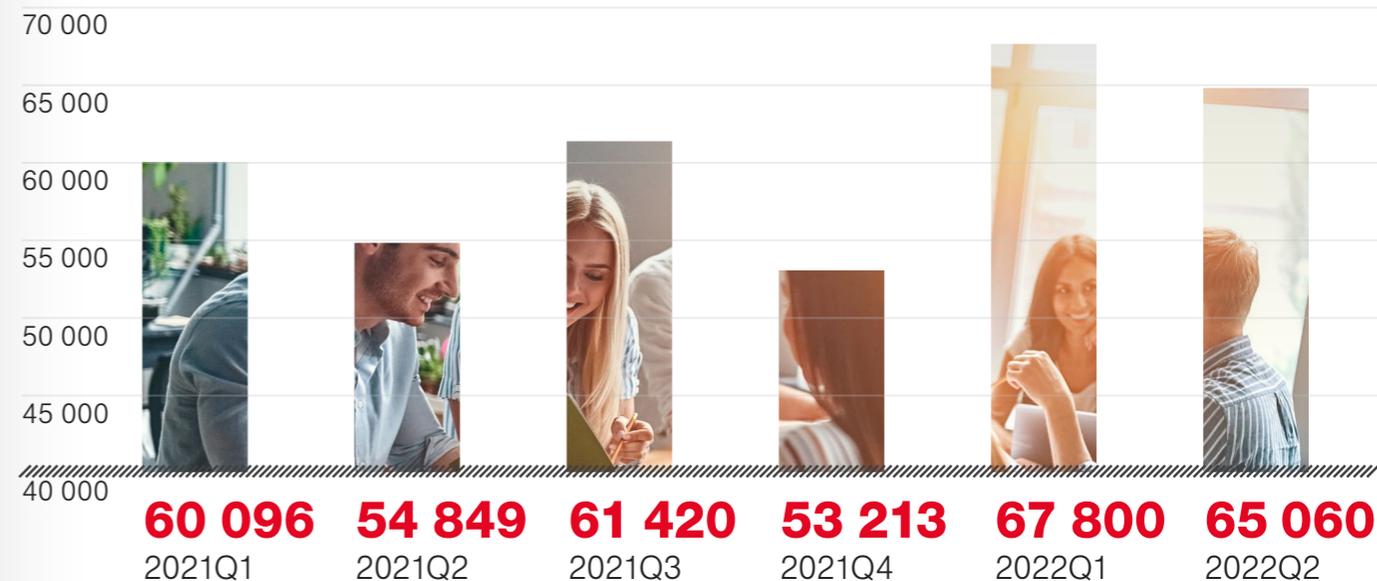
– back to the pre-pandemic level

The activity of job applicants mostly reflected seasonal trends in the second quarter of 2022. The number of applications slightly decreased in nominal terms, but overall it remained at the high level registered for the previous quarter.



Job application activity

Q2 2022/27



Semi-skilled and skilled manual workers' positions were the most popular with job-seekers,

partly because this category offered the most vacancies. But interest in intellectual administrative positions and intellectual jobs requiring higher education also significantly exceeded the levels seen in the same period of 2021.

Trenkwald's database shows a steady increase in the number of positions advertised. One of the largest job portals offered in excess of 18,000 open positions throughout the last week of Q2. Job advertisements were also stepped up in social media. Consequently, the advertising activity on various platforms resulted in a huge "noise".

This phenomenon is attributable to the increasing shortage of qualified staff.

One of the largest job portals offered in excess of 18,000 open positions throughout the last week of Q2. Job advertisements were also stepped up in social media. Consequently, the advertising activity on various platforms resulted in a huge "noise". This phenomenon is attributable to the increasing shortage of qualified staff.

Trenkwald's statistics indicate that HR service providers were forced by a weak HUF to rethink their social media spending. This has briefly reshuffled the market and encouraged the sector's players to work out new recruitment strategies. The situation is exacerbated by the fact that the shortage of qualified staff has reached HR providers as well.

The analysis of year-on-year data and seasonal trends points toward increasing activity by job applicants in Q3 2022.

Staffing needs

Average staffing needs by position category, Q2 2022



The analysis of companies' orders indicates increasing staffing needs due to the lingering shortage of qualified workers.

The analysis of companies' orders indicates increasing staffing needs due to the lingering shortage of qualified workers. Industry statistics and Trenkwalder's own data show that *that this year, Hungary's labour market activity reached (and in fact exceeded in certain areas) the level seen in 2019,* the last pre-pandemic year. In 2022, even those companies contacted HR service providers who had previously dealt with recruitment internally, apart from orders for the recruitment of a few officers. This confirms the increasing importance of HR providers.

As to the qualification levels, nominal demand was the highest for semi-skilled and skilled manual workers in Q2 2022.

But the number of intellectual administrative jobs and intellectual jobs requiring higher education went up as well. While most unfilled intellectual positions had previously been advertised in Budapest as well as the counties of Pest, Borsod-Abaúj-Zemplén and Hajdu-Bihar, demand for such staff appeared in several other counties in the second quarter. This is true for both recruitment and outplacement.



Staffing needs

Q2 2022

2022 W14-W26 (April-June)



In a regional breakdown, the data indicate that the most staffing needs were still registered in Budapest and Pest county. But Trenkwalder perceived growth in Vas, Zala and Bács-Kiskun counties.

The year-on-year data project increased activity by applicants in the next quarter, along with rising staffing needs. This trend is also true for disabled workers, which shows that *employers have identified the remaining labour market reserves.*

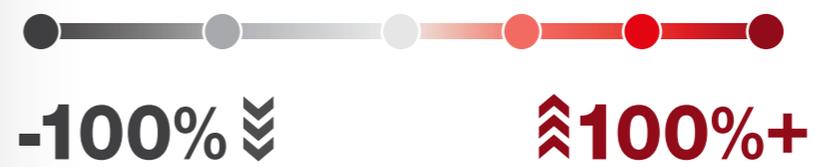
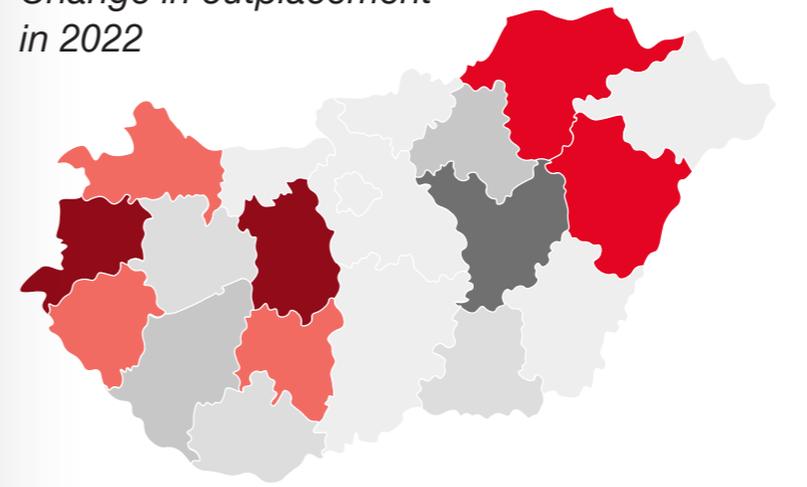




Outplacement
Q1 2022 vs
Q2 2022

In a regional breakdown, the outplacement orders registered by HR providers continue to indicate lively growth in Central Hungary and West Transdanubia, closely followed by the eastern and north-eastern regions.

Change in outplacement in 2022

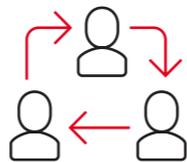


Recruitment orders

Q1 2022 vs

Q2 2022

While outplacement orders declined in some counties in the second quarter of 2022, the number of recruitment orders went up in the same counties compared to the previous three months.

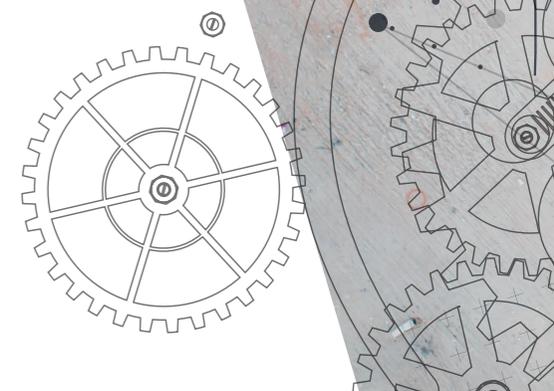
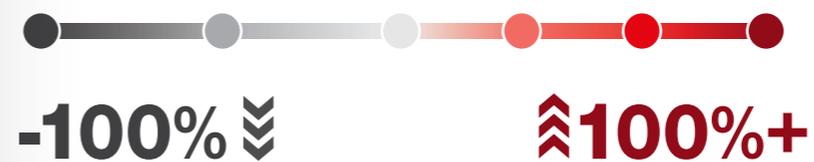
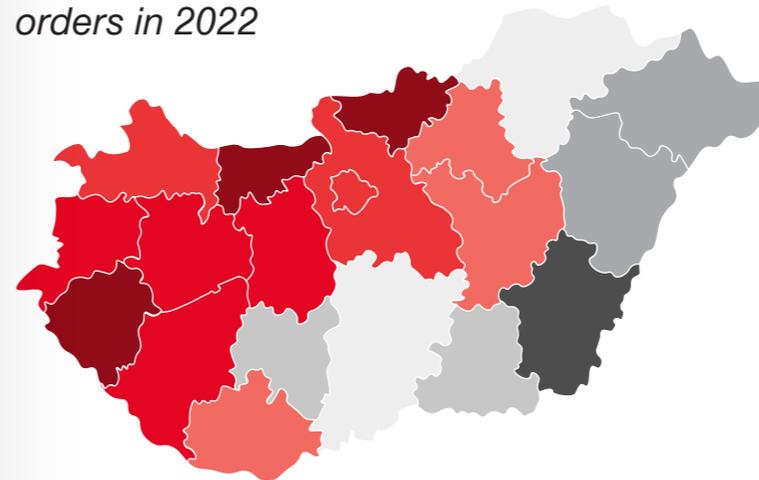


According to Trenkwalder's experience, one reason could be a change in companies' HR strategies: they raised the number of their own employees, partly to reduce fluctuation.

At the same time, they developed their organisational structures and beefed up their HR teams.

Employers' expectations indicate other important objectives besides lowering fluctuation: by raising the number of employees, companies also intend to improve their employer brands and increase staff loyalty.

Change in recruitment orders in 2022



trenkwalder

Outsourcing & HR Services

Present in Hungary for over 25 years, Trenkwalder is a leading provider of outplacement and recruitment services. With a net revenue of HUF 21 billion in 2020, we found work for almost 14,000 persons with 434 partners.

The Trenkwalder group operates 18 offices nationwide, providing comprehensive services in the areas of recruitment, outplacement, manager selection, payroll outsourcing, student and pensioner work, employer branding and other HR services. Our partners include prominent industrial manufacturing/production companies and their suppliers, trade and service firms, financial businesses, telecom players, and FMCG companies.



24.2 billion
HUF net revenue



330 000
candidates
in our database



434
partners



13.858
placed candidates

20
offices
nationwide



200
full time employed
employees



800 million+
EUR net revenue



Trenkwalder's in numbers



200+
offices across
17 European
countries



8 000+
partners



200 000+
placed candidates



50 000
employees



Trenkwalder International AG is the market leader

in Austria and one of the largest players in Central and East Europe, as well as in South Europe. The group has over 50,000 employees in more than 300 offices across 14 European countries. Trenkwalder has been a member of Germany's Droege International AG since 2011.

Our company group

provides comprehensive services through a nation-wide network of 20 offices. These services include

outplacement

recruitment

payroll outsourcing

work for retired persons

manager selection

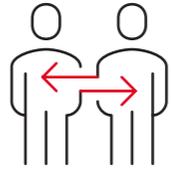
employer branding

HR services

and student work.



Outplacement



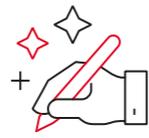
A company using our outplacement services will enjoy the following benefits:



capacity increase without raising the number of own employees



accurate cost planning for seasonal production fluctuations



exemption from labour administration obligations

Why choose us?



Trenkwalder has introduced HR audit to assess our clients' HR processes at the start of our cooperation, and to identify potential cost savings.



+ We are a supplier with a stable financial background.

+ We offer faster recruitment tailored to your needs.



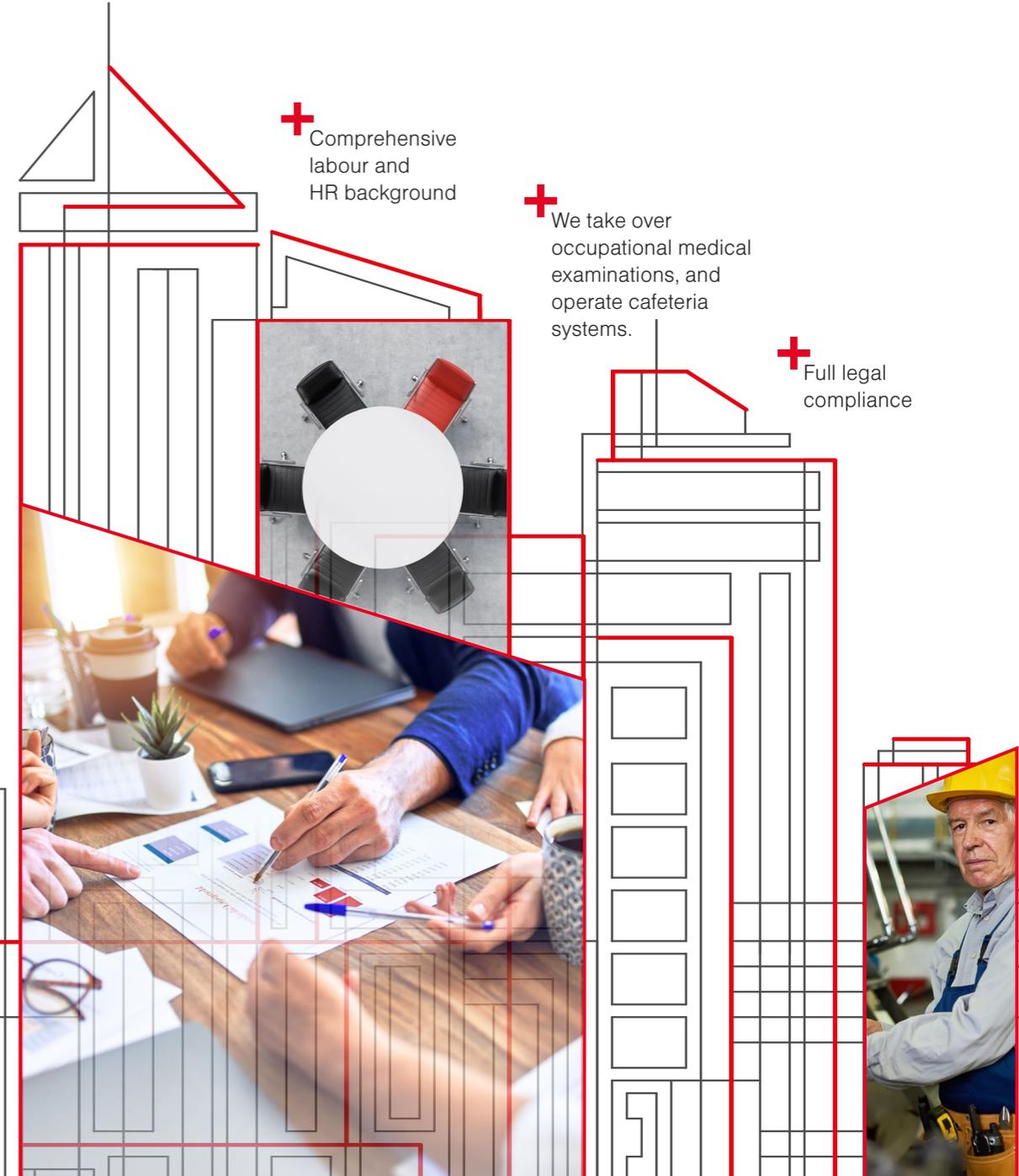
+ We test the candidates.

+ High client satisfaction ratio

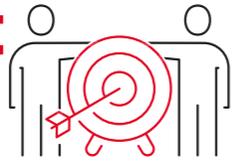
+ Comprehensive labour and HR background

+ We take over occupational medical examinations, and operate cafeteria systems.

+ Full legal compliance



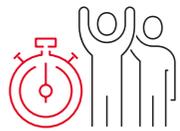
Recruitment



Benefits of outsourcing your company's recruitment activity:



Filling positions characterised by high expectations



Hiring many employees in a short period of time



Confidential recruitment.



Trenkwalder is one of Hungary's leading HR provider in the area of recruitment. With almost 30 years of domestic experience, we offer solutions to small, medium-sized and large companies

in finding and selecting new staff who best meet our clients' expectations across the country. With experienced and motivated HR advisors, we provide comprehensive recruitment and selection services in any industry, regardless of the position and staff level.

Why

choose us?



- + High client satisfaction ratio
- + Short reaction times, cost-efficiency

- + Professional interviews with candidates



Munkaerő-közvetítés



BPO



Munkaerő-kölcsönzés



Characteristic job categories

- administrative / office / reception
- banking / insurance / treasury
- construction / real estate
- sales / trade / business development
- manufacturing / production / engineering
- pharmaceutical / chemical
- HR / labour / payroll
- IT / telecom / business intelligence
- law / public administration
- marketing / media / PR
- finance / accounting / controlling
- SSC / BSC (service centres)
- transport / logistics / procurement
- client service / customer relations
- catering / tourism
- skilled / manual work

Munkaerő-közvetítés



BPO



Munkaerő-kölcsönzés



Munkaerő-kölcsönzés

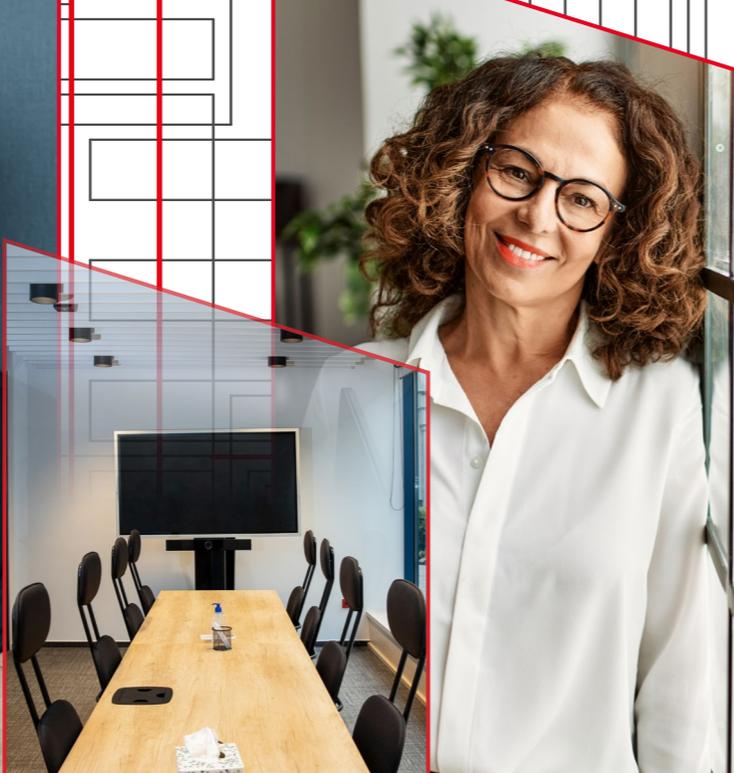
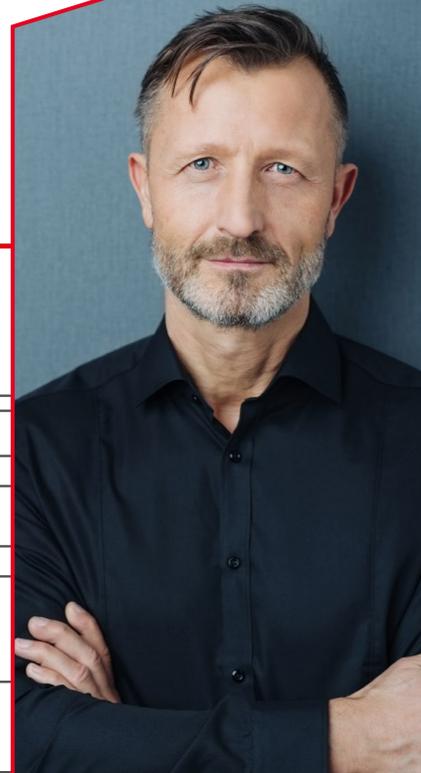
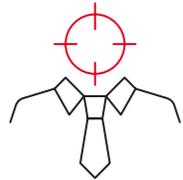
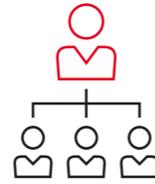
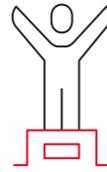
Munkaerő-közvetítés

Munkaerő-közvetítés

Munkaerő-közvetítés

Executive Search

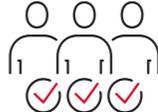
Recruitment of managers and staff with special skills



Sectors covered

- IT & telecom*
- management consultancy*
- financial services*
- FMCG*
- production*
- energy*
- agriculture*
- sciences*
- SSC & outsourcing*
- technology*
- greenfield investments*
- automotive*

Why choose us?

-  + Nationwide office network, active and PI-screened database of candidates
-  + Competitive, flexible fee structure
-  + Strict confidentiality
-  + Detailed and aggregate candidate assessment and analysis from several perspectives
-  + Strategic partnership
-  + International search and selection

Rehabilitative employment

Cost savings AND additional capacities



A company employing staff whose health condition is not more than **60%** is exempt from social contribution tax,

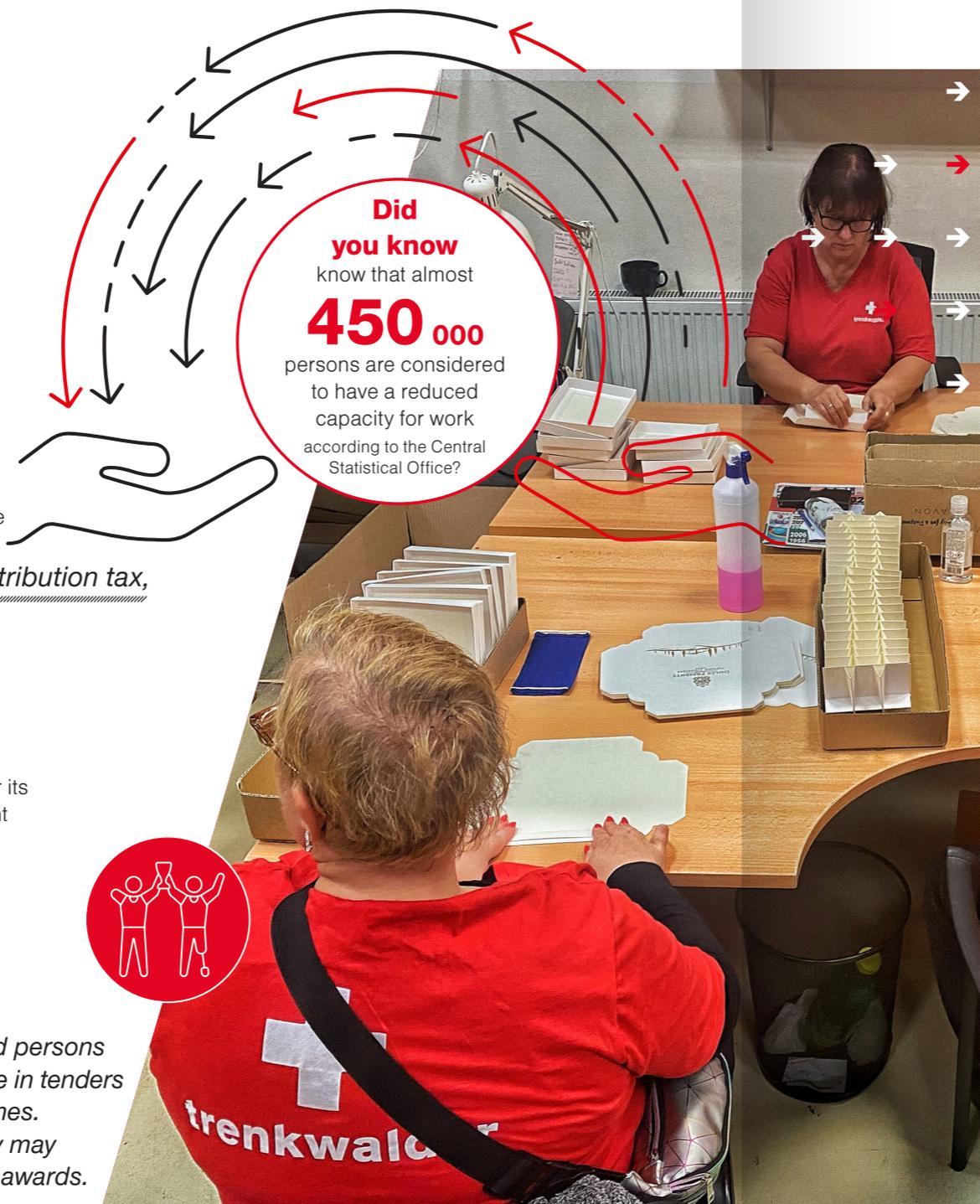
17,5% the rate of which is: and also from vocational training contribution payment.

A company can significantly lower its rehabilitation contribution payment obligation by employing staff of reduced capacity for work, even if their share within the total headcount is as low as

5%.



The employment of disabled persons is also deemed an advantage in tenders and grant application schemes. In addition, such a company may receive social responsibility awards.



Did you know know that almost **450 000** persons are considered to have a reduced capacity for work according to the Central Statistical Office?



The following medical conditions may qualify for a "reduced capacity for work"

- diabetes
- autoimmune disease
- recovery from a long illness
- high blood pressure
- vision impairment
- hearing impairment
- any health impairment of 40% or higher



Trenkwalder's professional know-how also allows us to provide nationwide training in the fields of recruitment and administrative knowledge. Leave recruitment to us! We not only provide but also audit your staff, identifying latent employees.

We offer sensitivity training and back office consultancy, and identify jobs suitable for persons of reduced capacity for work.

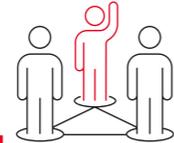
Our student work business line has been launched to provide a very fast, flexible and cost-effective solution to clients. At the same time, we strive to offer to young people – who are new to the labour market – opportunities to gain work experience and make money.

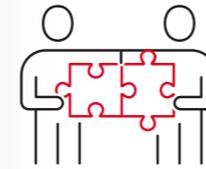


Student cooperatives

Extremely fast and flexible and cost effective

Reasons to use student workers

-  + Our fees are charged for the number of actual work hours only; the cost is tax-deductible.
-  + Our fees are significantly lower due to the applicable tax exemption.
-  + Temporary staff absence can be effectively managed with students.
-  + Our clients may hire the students once they have graduated.



Our student cooperatives



ELTE Trenkwalder Student Cooperative

Based on our strategic cooperation with ELTE, one of Hungary's largest and most prestigious universities, we can offer traineeship or white-collar work to almost 30,000 candidates already at the start of our student work business line.

30 ezer jelölt



TrenDiák

Our student cooperative specialising in blue-collar work offers fast and professional solutions to clients operating in manufacturing, catering, logistics, or agriculture.





A kiadványért felelős

G. Nagy Balázs

Managing Director

Nógrádi József

Director of Sales & Marketing

Design

Szántó Míra Judit

A kiadvány készült

Budapest, 2022. július

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trenkwalder
Outsourcing & HR Services

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