

Wage Dynamic Survey

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Not shared

Sections for Staff Data

How many employees does your company have?

- ☐ 1-50
- ☐ 51-200
- ☐ 201-500
- ☐ 501 or more



How were your firm's employees approximately distributed by occupational group and tenure at the end of 2023? Please provide either proportions (%) or absolute numbers (#).

Occupational categories (with examples):

1 Managers: e.g., senior managers, production/finance/marketing/HR managers, IT directors

2 Professionals: e.g., scientists, engineers, IT developers, R&D workers, teachers, solicitors, accountants, project managers

3 Technicians and associate professionals: e.g., production technicians, IT support, designers, legal associate professionals

4 Administrative and secretarial: e.g., HR assistants, office managers, secretaries

5 Service and sales workers: e.g., sales assistants, call centre workers, sales supervisors

6 Skilled trades workers: e.g., electricians, plumbers, carpenters, decorators

7 Plant and machine operators: e.g., process operatives, assemblers, drivers

8 Elementary occupations: e.g., construction workers, packers, security guards, waiters

Higher skilled non-manual (OC: 1, 2, 3) ____% #____

Lower skilled non-manual (OC: 4 and 5) ____% #____

Higher skilled manual (OC: 7 and 8) ____% #____

Lower skilled manual (OC: 9) ____% #____

Job Tenure:

Below 1 year ____% #____

Between 1 and 5 years ____% #____

More than 5 years ____% #____



Your answer

How did staff turnover change in your firm in 2026 compared to 2023? (This includes both voluntary and involuntary changes.)

- ☐ Decreased strongly
- ☐ Decreased moderately
- ☐ Unchanged
- ☐ Increased moderately
- ☐ Increased strongly

If your firm's staff turnover changed strongly, was this mostly due to:

- ☐ Changes in entries (increase or decrease)
- ☐ Changes in exits (increase or decrease)
- ☐ Changes in both entries and exits

During the entire period from 2023 to 2026, did you need to significantly reduce your labour input or alter its composition?

- ☐ Yes
- ☐ No



Which of the following measures did you use to reduce your labour input or alter its composition when it was most urgent? (Select the applicable option for each line)

	Not at all	A little	A moderate amount	A lot
Collective redundancies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual redundancies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary redundancies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-subsidised reduction of working hours (including reduction of overtime)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-renewal of temporary contracts at expiration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Early retirement schemes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freeze or reduction of new hires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction of agency workers and others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allocated more work to junior staff than before	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moved work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Moved work
overseas (to
other offices or
outsourced)



How difficult are the following adjustments now compared to 2023?

	Much Less Difficult	Less Difficult	Unchanged	More Difficult	Much More Difficult
To lay off a group of employees for economic reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To lay off an individual employee for economic reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To dismiss employees for disciplinary reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To lay off employees temporarily for economic reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To hire employees (costs of recruitment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To adjust working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To move employees to positions in other locations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To move employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



across
different job
positions

To adjust
wages of
existing
employees

☐☐☐☐☐

To lower
wages at
which you hire
new
employees

☐☐☐☐☐

How relevant are the following factors as an obstacle in hiring workers with a permanent, open-ended contract in 2026?

- ☐ Uncertainty about economic conditions
- ☐ Insufficient availability of workers with the required skills
- ☐ Access to finance
- ☐ Firing costs
- ☐ Hiring costs
- ☐ High payroll taxes
- ☐ High wages
- ☐ Risks that labour laws are changed
- ☐ Costs of other inputs complementary to labour

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