

efca
FUTURE LEADERS NETWORK

Representing FIDIC in Europe

Needs and conditions of Young Professionals Europe-wide

SURVEY RESULTS



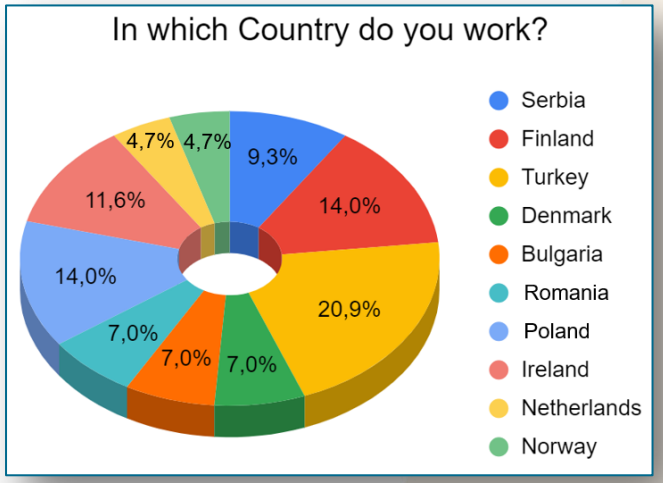
Survey objectives

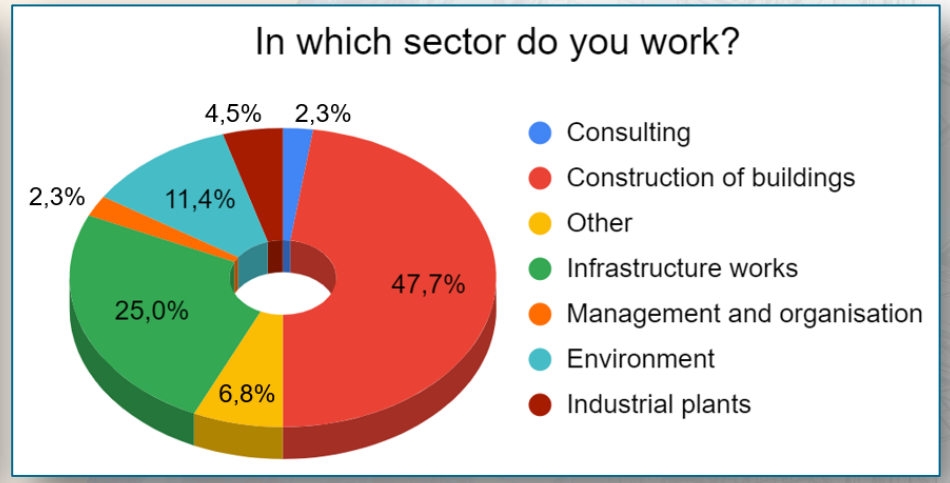
The purpose of the survey is to examine the views of Young Professionals in the field of:

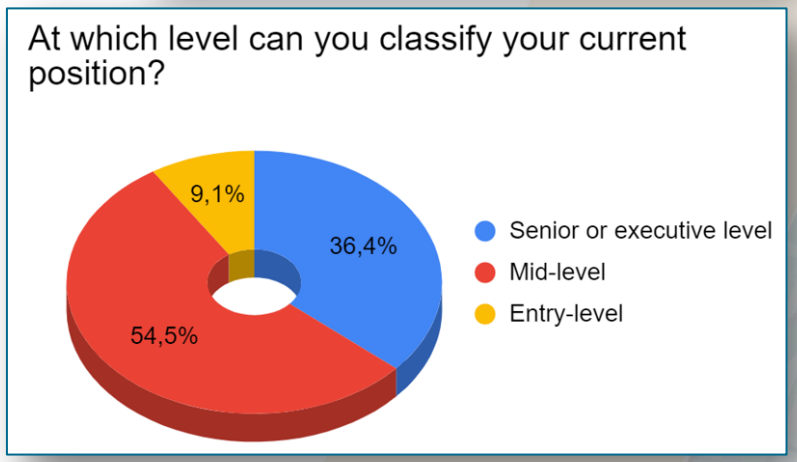
- Job satisfaction and expectations
- Workplace environment
- Time management
- Personal development
- Sustainability
- Circular economy

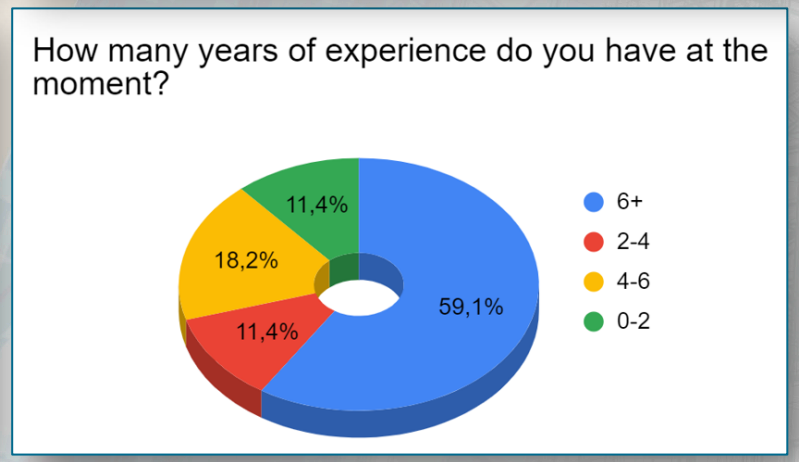
About survey participants

Survey results based on responses from 45 participants from 10 European countries.





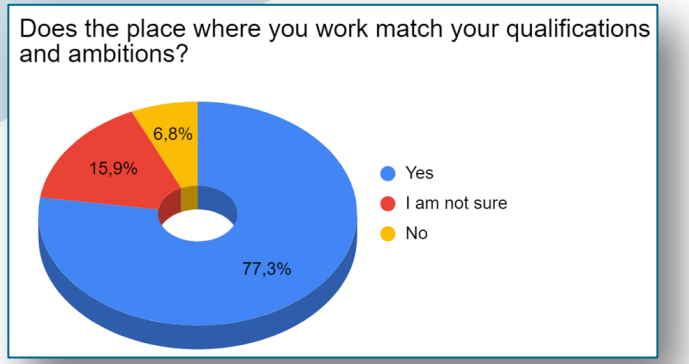


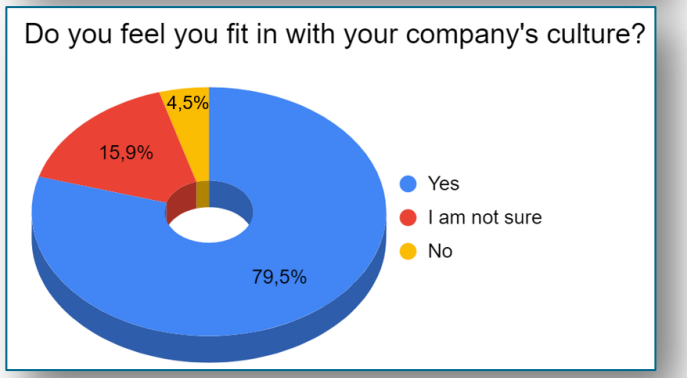


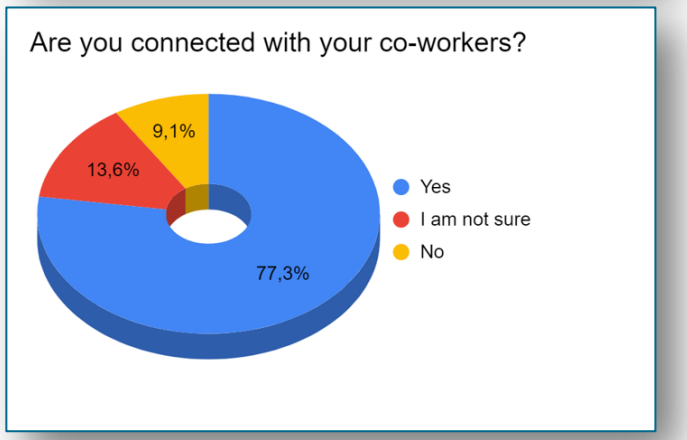


Workplace Environment

Most of the respondents are satisfied with their team and identify with the values of the organization.



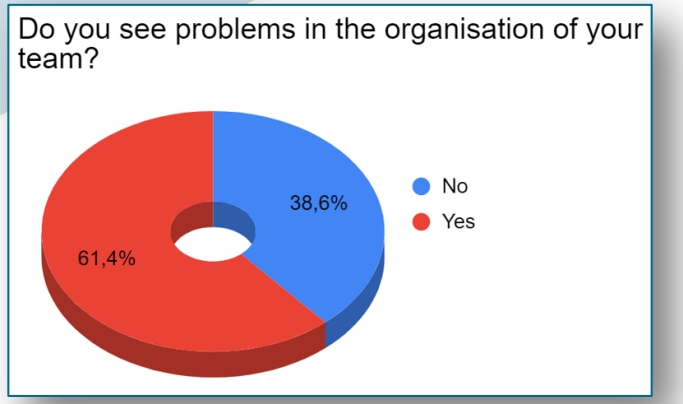




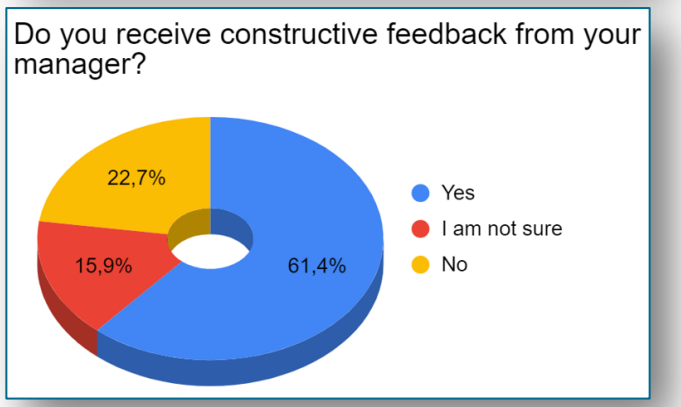


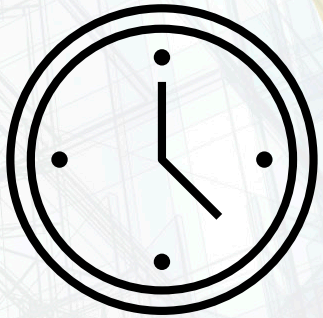
Workplace Environment

Despite strong identification with the team, most people point to organizational problems in their teams at the management level.



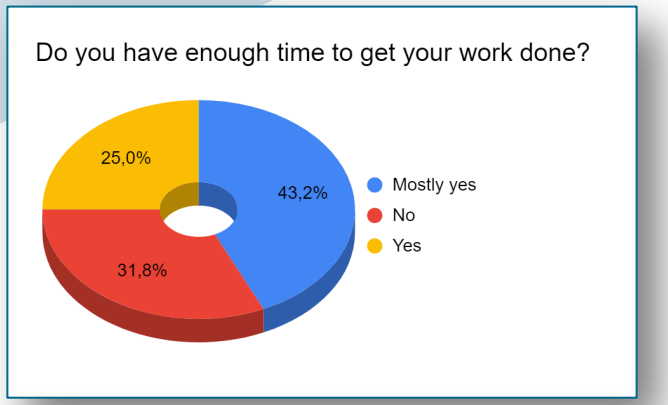


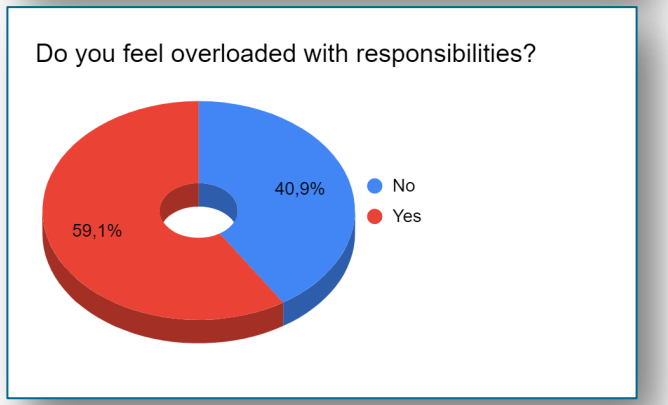


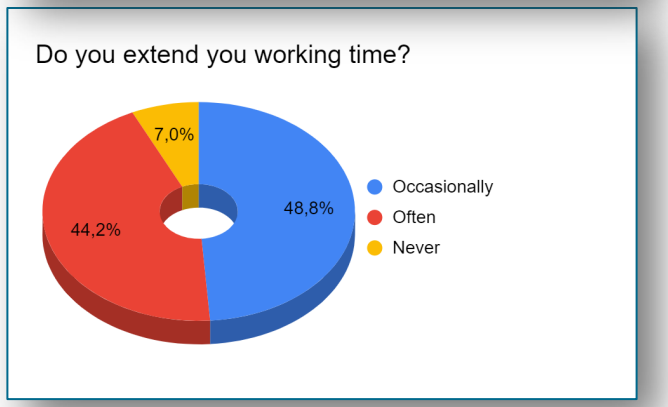


Time Management

About half of the respondents have enough time to fulfil their duties. However, only 7% do not have to work overtime.



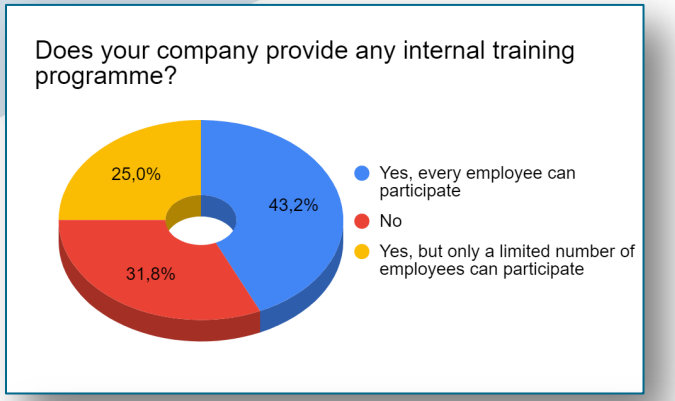


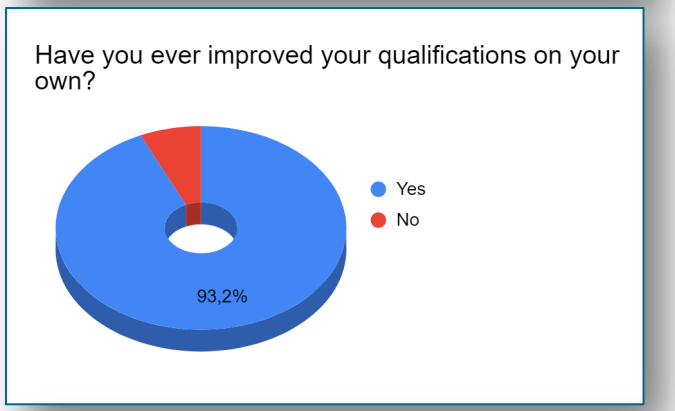


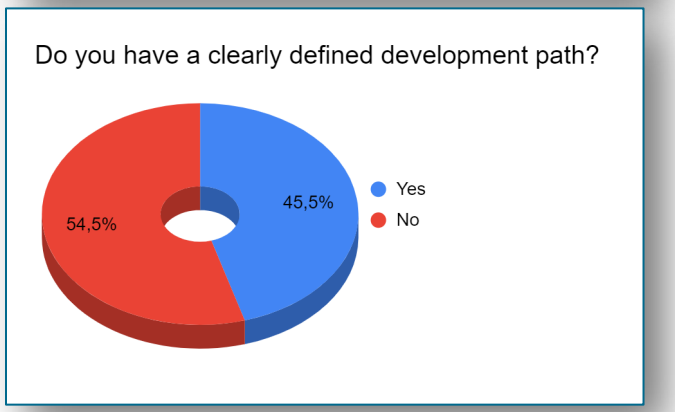


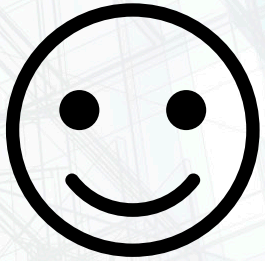
Personal Development

The vast majority of respondents practice personal development on their own or through employer's development programs. However, only half of them have a clearly defined development path.





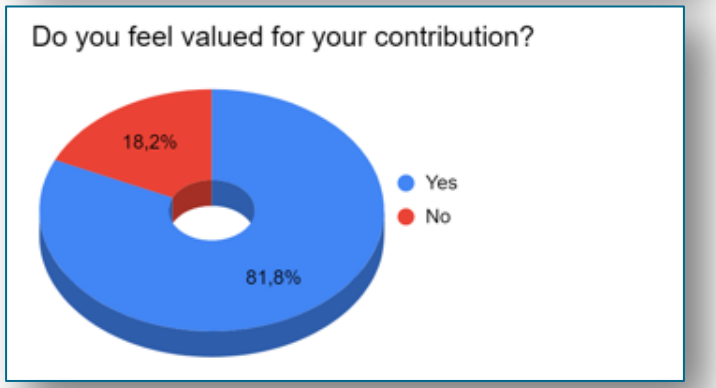


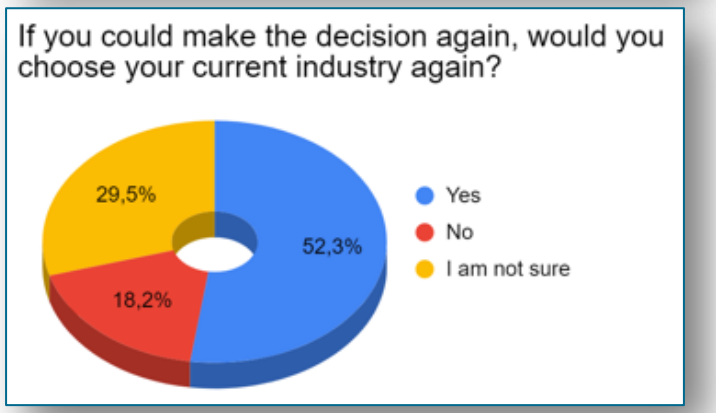


Satisfaction

The respondents unanimously perceive the value of their work and mostly feel appreciated by their supervisors. However, only half would choose their current profession again without hesitation.



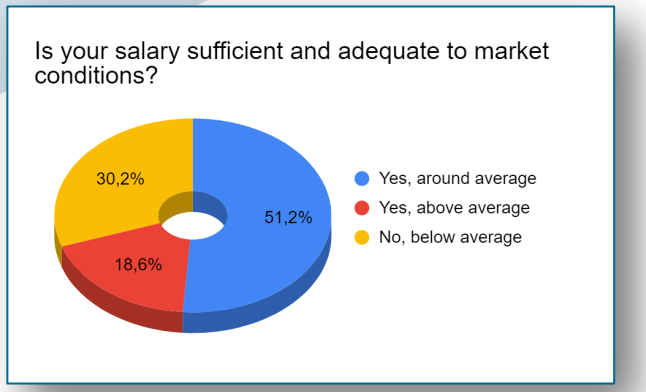


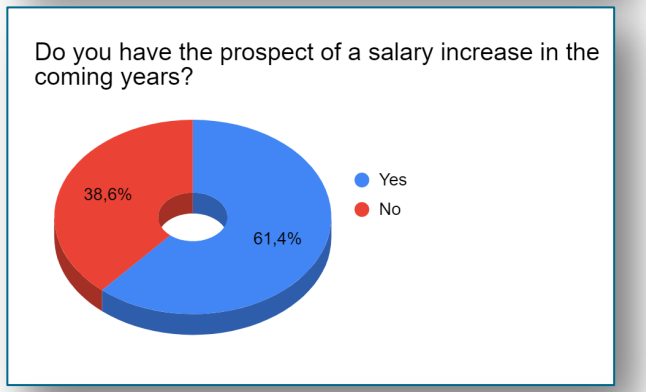


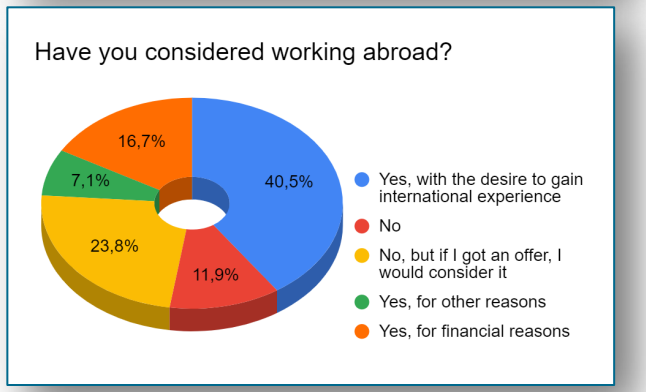
Satisfaction

Most of the respondents believe that their salary is adequate to the market conditions and over 60% see an opportunity to increase it in the coming years.

A large proportion of young professionals consider working abroad, as the main reason they indicate the development perspective and financial aspects.

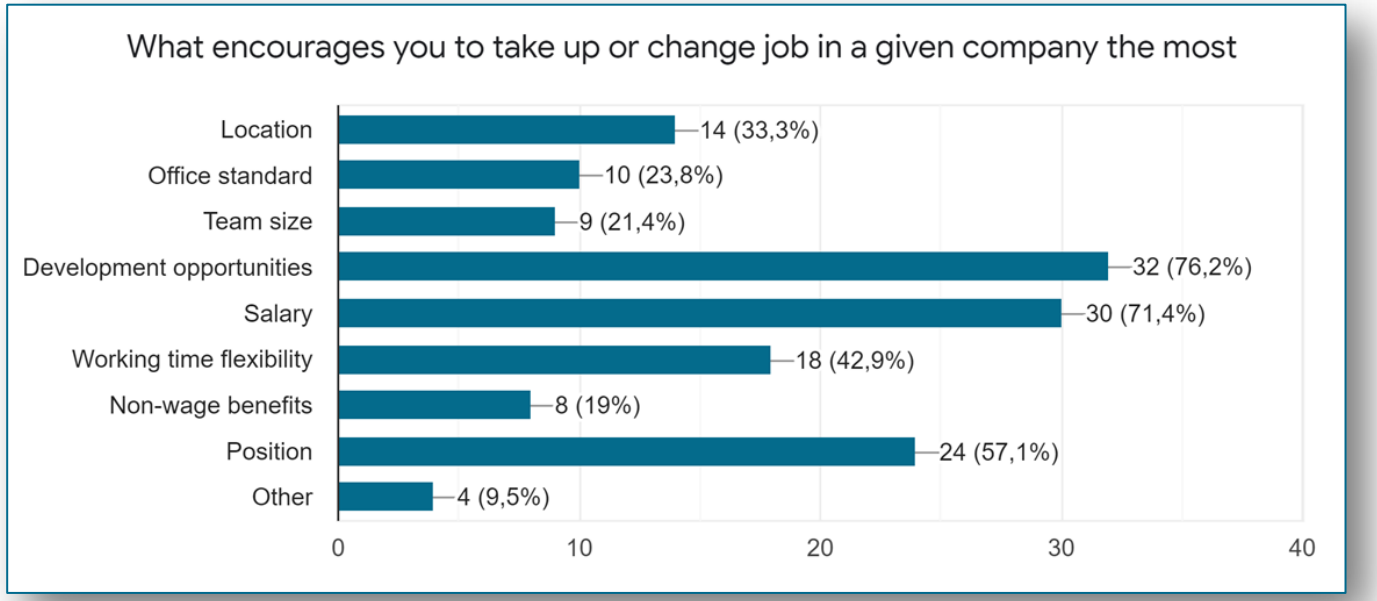






Satisfaction

The predominant factors that potentially encourage the respondents to change jobs are development opportunities, earnings, position, and flexible working hours.

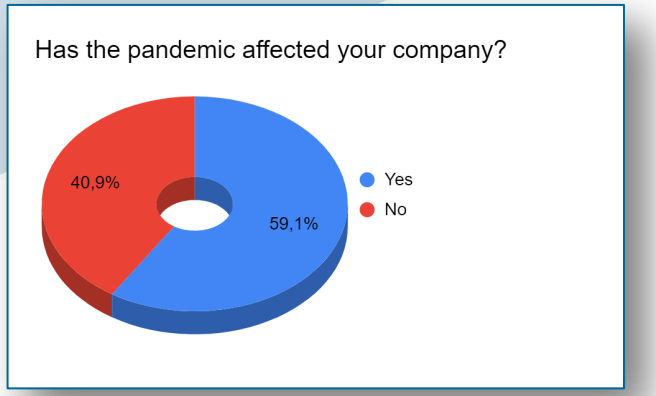


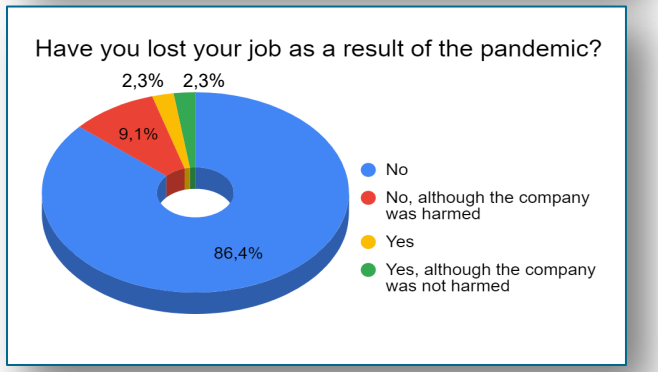


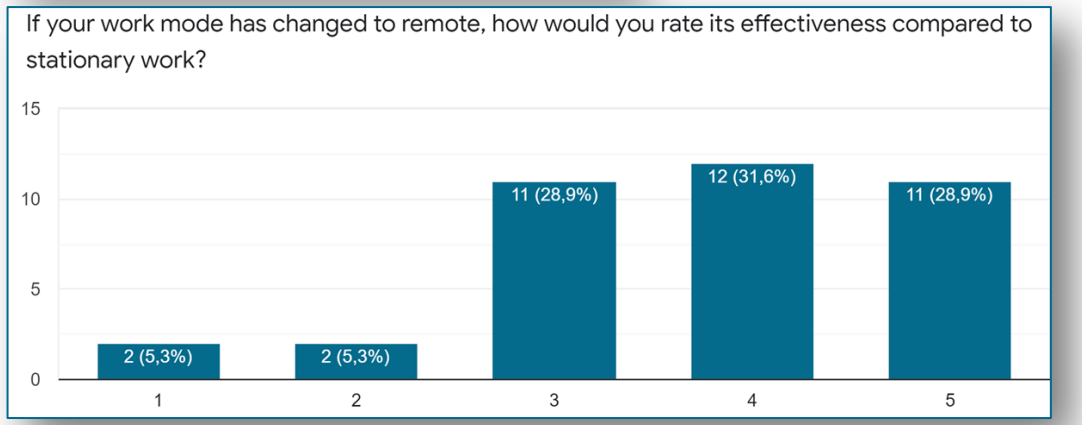
Pandemic

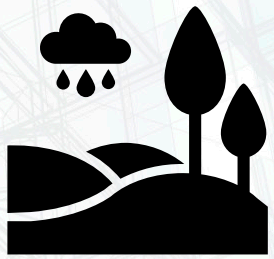
Most of the companies in which respondents work experienced the negative effects of the COVID-19 pandemic. Nevertheless, over 85% of them retained their jobs.

Some of the surveyed employees recorded a decrease in productivity while working remotely but not below satisfactory level.





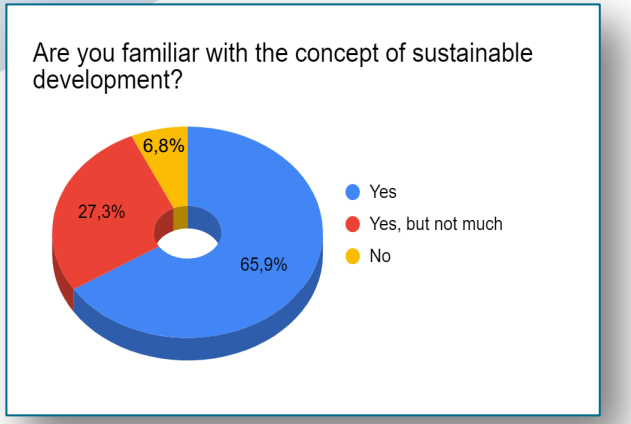


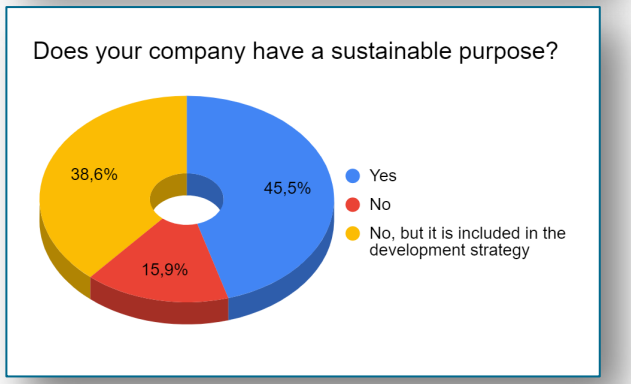


Sustainability

The vast majority of surveyed employees are familiar with the concept of sustainable development, their employers use or plan to implement sustainable practices.

However, still over 50% of employers do not support sustainable commuting to workplace.





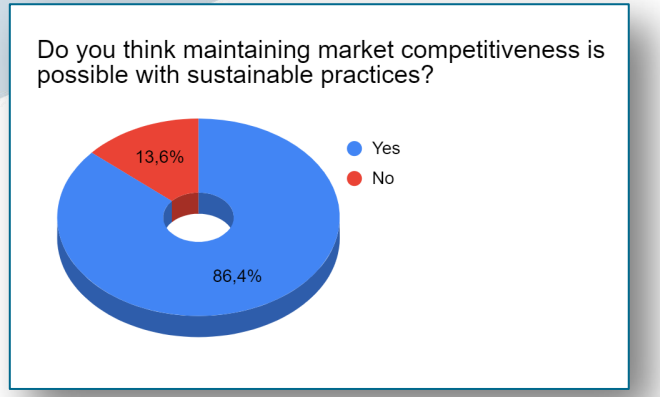




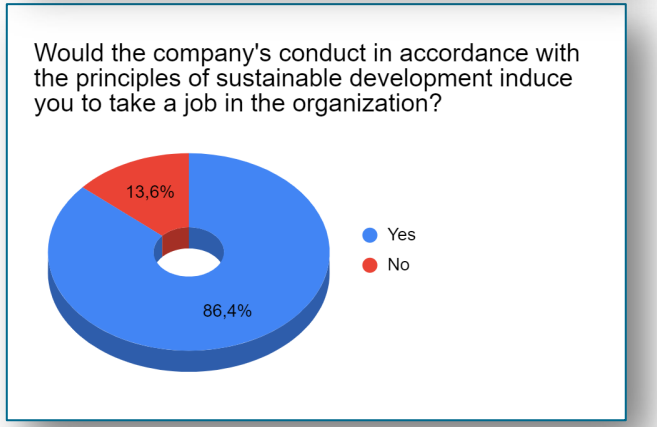
Sustainability

Over 85% of respondents believe that remaining competitive in the market is possible by applying sustainable practices. However, only less than 30% of employees take the initiative to implement sustainable methods that have been approved by their superiors.

Most of respondents indicate the sustainable development of the organization as an important factor deciding about taking a job.

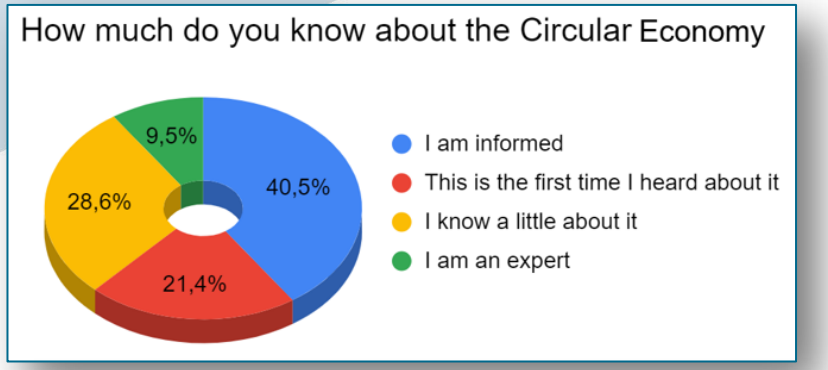


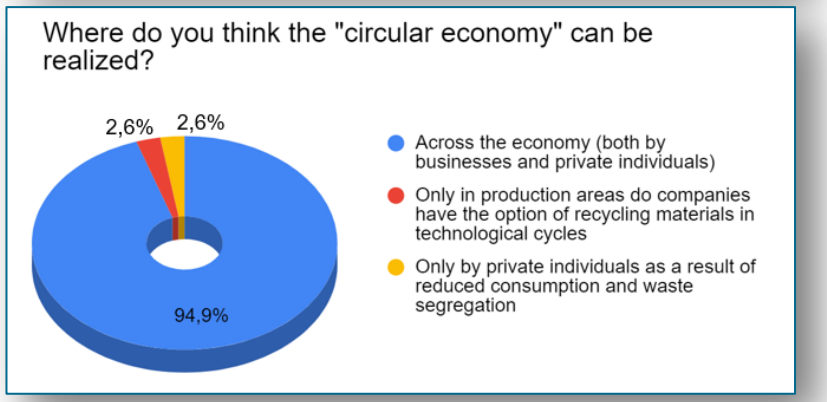


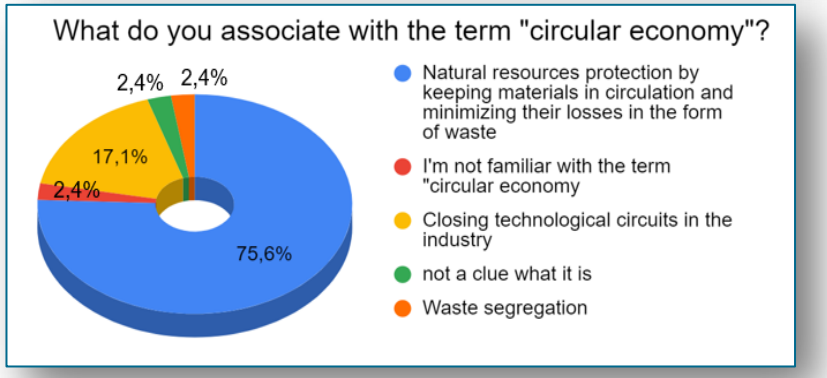


Circular Economy

Almost all respondents have at least a basic understanding of the circular economy and believe that it can be realized in both business and the private sector.



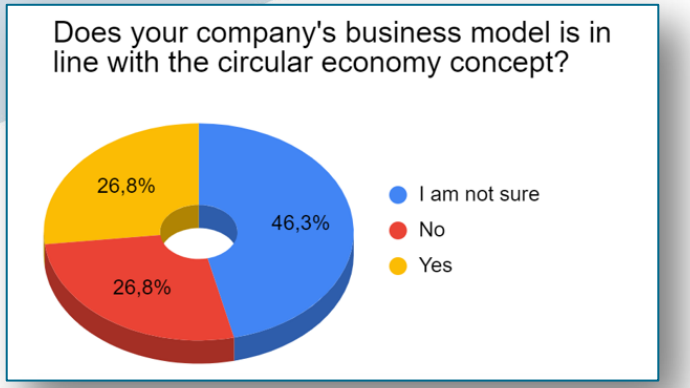


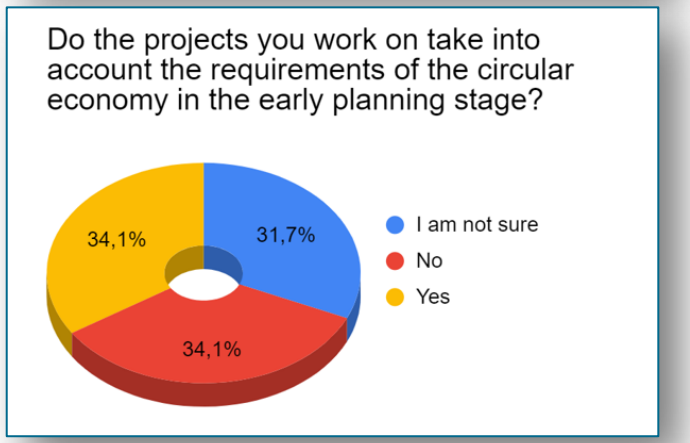


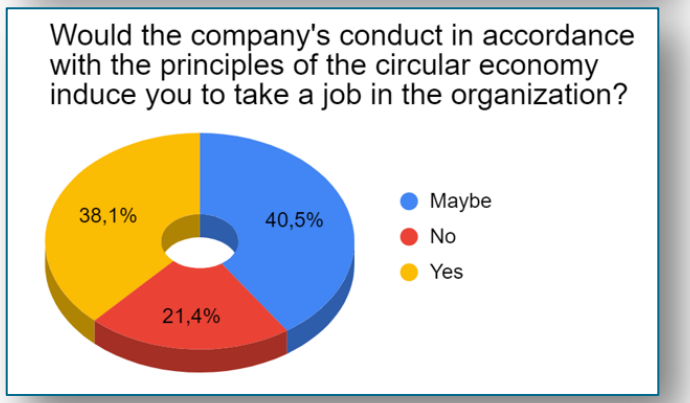
Circular Economy

Only about 30% of the surveyed employees declare the use of the circular economy concept in their organizations and take it into account at the stage of early planning stage.

Most of respondents indicate the sustainable development of the organization as an important factor deciding about taking a job.







Thank you for your attention

Detailed survey results will be published on EFCA Future Leaders LinkedIn page.

Future Leaders within EFCA

In case of any questions, feel free to contact:

fl@efca.be