

Business Climate Survey 2025

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Please complete the questionnaire until March 28th 2025

Economic survey 2025

I. Economic situation and expectations

1.1. How do you rate the current economic situation in Poland?

- good
- satisfying
- bad

1.2. How do you rate the outlook of the Polish economy this year compared to the previous year?

- better
- unchanged
- worse

1.3. How do you rate the current situation of your industry?

- good
- satisfying
- bad

1.4. How will the business situation of your industry develop this year compared to the previous year?

- improve

unchanged

worsen

1.5. How do you rate the current business situation of your company?

good

satisfying

bad

1.6. How will the business situation of your company develop this year compared to the previous year?

improve

unchanged

worsen

1.7. How will your total sales revenues develop this year compared to the previous year?

increase

unchanged

decrease

1.8. How will your export revenue develop this year compared to the previous year?

increase

unchanged

decrease

1.9. How will the number of employees in your company develop this year compared to the previous year?

increase

unchanged

decrease

1.10. How will your capital expenditure develop this year compared to the previous year?

increase

unchanged

decrease

1.11. By how much percent will your average payroll costs rise this year (per employee)?

in percent (please use whole numbers - no decimals, no % sign)

II. Quality of business environment

2. How satisfied are you with the following aspects of the business environment?

Economic policy and administration

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.1. Membership in the European Union	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.2. Public administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.3. Transparency of public procurement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.4. Predictability of economic policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.5. Fight against corruption and crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.6. Political and social stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.7. Legal security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Taxes, subsidies

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.8. Tax burden	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.9. Tax authorities, tax system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.10. Access to state or EU funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Business partners

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.11. Quality and availability of local suppliers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.12. R&D environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.13. Payment behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.14. Financing conditions (access and costs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Labour market

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.15. Labour costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.16. Availability of skilled staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.17. Qualification level of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.18. Productivity and motivation of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.19. Adequacy of higher education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.20. Adequacy of vocational training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.21. Legal flexibility of employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Infrastructure

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
2.22. Transportation, freight, logistics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.23. Energy supply	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.24. Communications (network quality, services)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.25. Digitalisation of public administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What influence do public subsidies (EU funds or government investment incentives) have on your investment decisions?

- Crucial impact
- Major impact
- Minor impact
- No relevant subsidies available
- We do not apply for subsidies for investments.

4. Should Poland join the Eurozone?

- Yes
- No
- No opinion

5.1 Would you again choose Poland as preferred location for your investment?

- Yes
- No

5.2. If NOT: Which country would you choose?

Please name country:

6. How does the shortage of labour impact your company?

(6 = fully agree 0 = fully disagree)

	6	5	4	3	2	1	0
Impairment of current production/service operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refusal of additional orders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in labour costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Downsizing/freeze of planned investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other:

7. What measures have you taken or do you plan to take soon to mitigate the consequences of the shortage of skilled workers?

- Increased use of temporary workers
- Expansion of the catchment area for employees (e.g. through transport offers)
- Recruitment of skilled workers abroad
- Motivating workers of retirement age to stay in the company
- Expansion of in-house training
- Increased cooperation with educational institutions
- Above market average increase in wages

- Expansion of voluntary fringe benefits
- Increased automation, digitalisation
- Site relocation
- Other:

III. Risks and international environment

8. Where do you see the greatest risks in the economic development of your company in the next twelve months? (Multiple answers possible)

- Demand
- Financing conditions
- Labour costs
- Shortage of skilled labour
- Exchange rate
- Energy prices
- Raw material prices
- Legal security
- Economic policy framework
- Infrastructure
- Trade barriers / favoring local businesses
- Other (please specify)

9. What impact do you expect the new US trade policy and possible reactions by other countries to have on your company's local business?

- a highly negative impact
- a slight negative impact
- no impact
- a rather positive impact
- a highly positive impact

10. What are the biggest global challenges for your company over the next five years? (Multiple answers possible)

- Fragmentation of the world economy/decoupling

- Supply chain diversification
- Climate change
- Transformation of the economy towards sustainable energy/production
- Security of raw material and energy supply
- Digital transformation, artificial intelligence
- Cybersecurity
- Trade barriers and conflicts: increase in political influence on supply chains (e.g. through laws, trade barriers), tariffs and counter-tariffs, subsidies, discriminatory industrial policy
- Inflation/monetary policy conditions
- Migration
- Other (please specify)

11. Welche strategischen Maßnahmen ergreifen Sie / haben Sie ergriffen, um Flexibilität und Versorgungssicherheit in den Lieferketten Ihres Unternehmens dauerhaft zu erhöhen?

	Already initiated / realised	Planned in medium term	not planned	not relevant / no answer
Diversification of supplier base	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversification of means and routes of transport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reshoring of business functions to Europe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjustments to product/service portfolio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Re-regionalisation of production networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjustment of warehousing (buffer stocks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shortening supply chains and establishing micro supply chains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reinforcement of (internal) verticalisation of manufacturing process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extending maturity of procurement contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dual-sourcing strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sonstige

Additional questions

12. Quality of site conditions

	1 - very satisfied	2 - satisfied	3 - average	4 - unsatisfied	5 - very unsatisfied
12.1. High-speed internet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12.2. Quality and availability of mobile internet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12.3. Access to green energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. What are the medium and long-term consequences of current geopolitical conflicts and upheavals for your company? (multiple answers possible)

- Higher costs (energy, raw materials, inputs)
- Disruptions in the supply chains (supply of raw materials, inputs)
- Disruptions in logistics (longer delivery times, higher storage and transport costs)
- Decrease in demand
- Increase in demand
- Increase in trade barriers
- Increased legal uncertainty
- Loss of business partners, termination of business relationships
- Jeopardising the business model
- Obstacles in payment transactions
- None
- Other:

14. What long-term changes in the international division of labour do you expect? (Multiple answers possible)

- Change in transport routes
- Changed risk assessment of locations
- Termination or restriction of business relationships in certain regions
- Relocation of branches/production to new locations
- Relocation of branches/production closer to the German/European domestic market
- Increase in political influence on supply chains (e.g. through laws, trade barriers)
- Increase in protectionism / self-sufficient national economy
- Greater diversification of suppliers

- Greater diversification of sales markets
- Economic decoupling from world regions
- No significant changes
- Other:

15. How do you rate the government's measures to support companies in connection with the energy transition?

- very positive positive neutral negative very negative
-

16. How do you rate the measures taken by the government with regard to the framework conditions for investors?

- very positive positive neutral negative very negative
-

17. What measures do you expect government representatives to take to support companies?

Company data

18. In which country is the headquarter of the majority owner of your company / group located?

- in Poland (inland)
- in Germany
- in an other country (please specify):

* 19. Main area of operations

Please select from the drop-down list.

* 20. Number of employees

Please select from the drop-down list.

* 21. Share of export sales in total revenues

Please select from the drop-down list.

* 22. Share of your company's purchases (products and services) from Polish suppliers:

Please select from the drop-down list.

* 23. Location of the Company

Please select from the drop-down list!

24. Contact

All data are treated strictly confidentially, answers will be processed strictly anonymously!

Name:

Company:

E-Mail:

Address:

Zip code, city:

25. Interest in the survey results

In order to make use of the following options, please provide your contact details above.

Please send me an invitation to the event where the results of the survey will be presented (23-25 April 2025)).

Please send me the survey results by e-mail (expected end of April 2025)

26. Your additional remarks regarding the present survey

Thank You for participating in the survey.

The results of the survey for Poland will be published during the European Economic Congress in Katowice (April 23-25) and at www.ahk.pl and the results for the Central and Eastern Europe region in Mai 2025.

