

global report randstad workmonitor Q4 2017.

who's responsible for employability?
economic and financial outlook for 2018.



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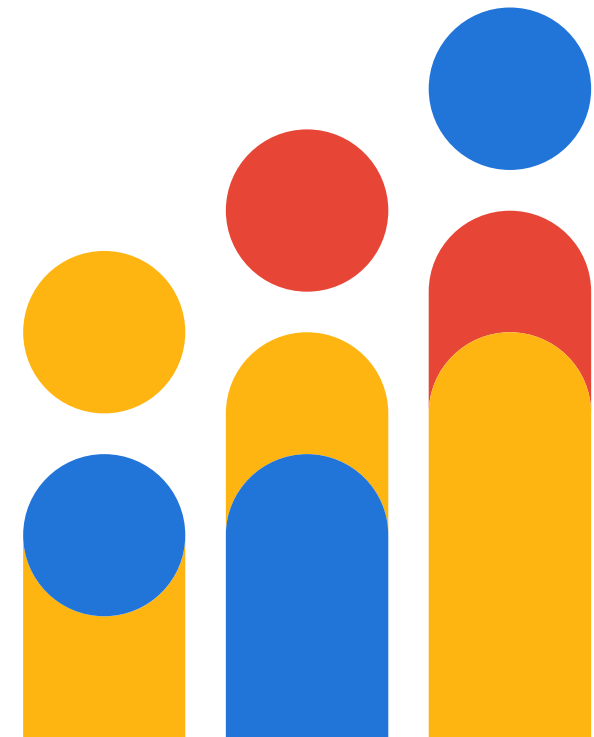
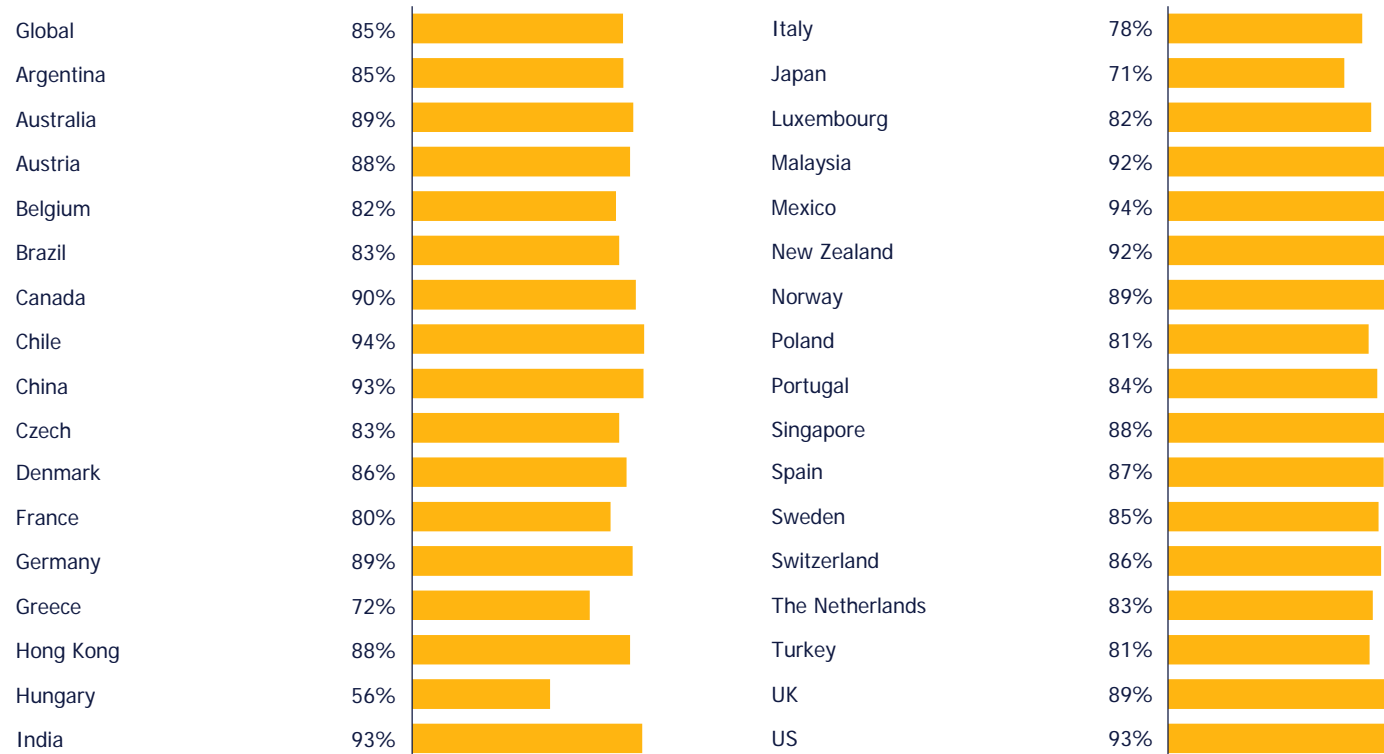


who's responsible

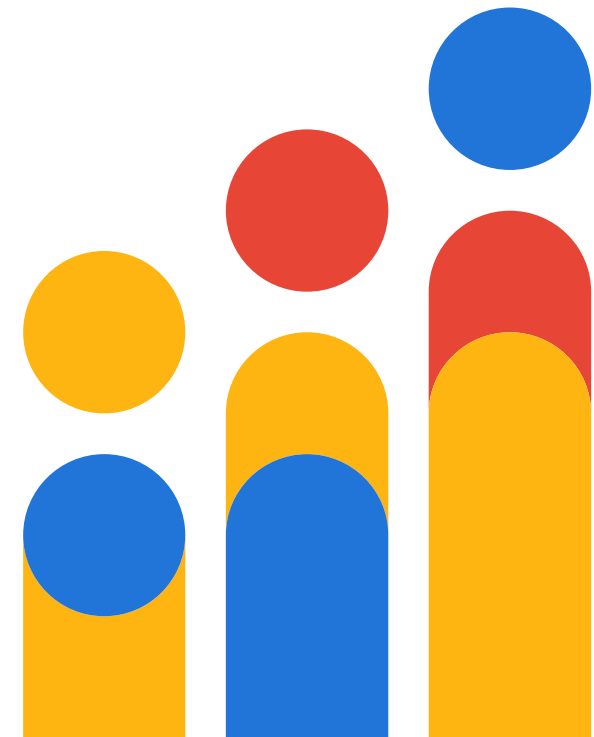
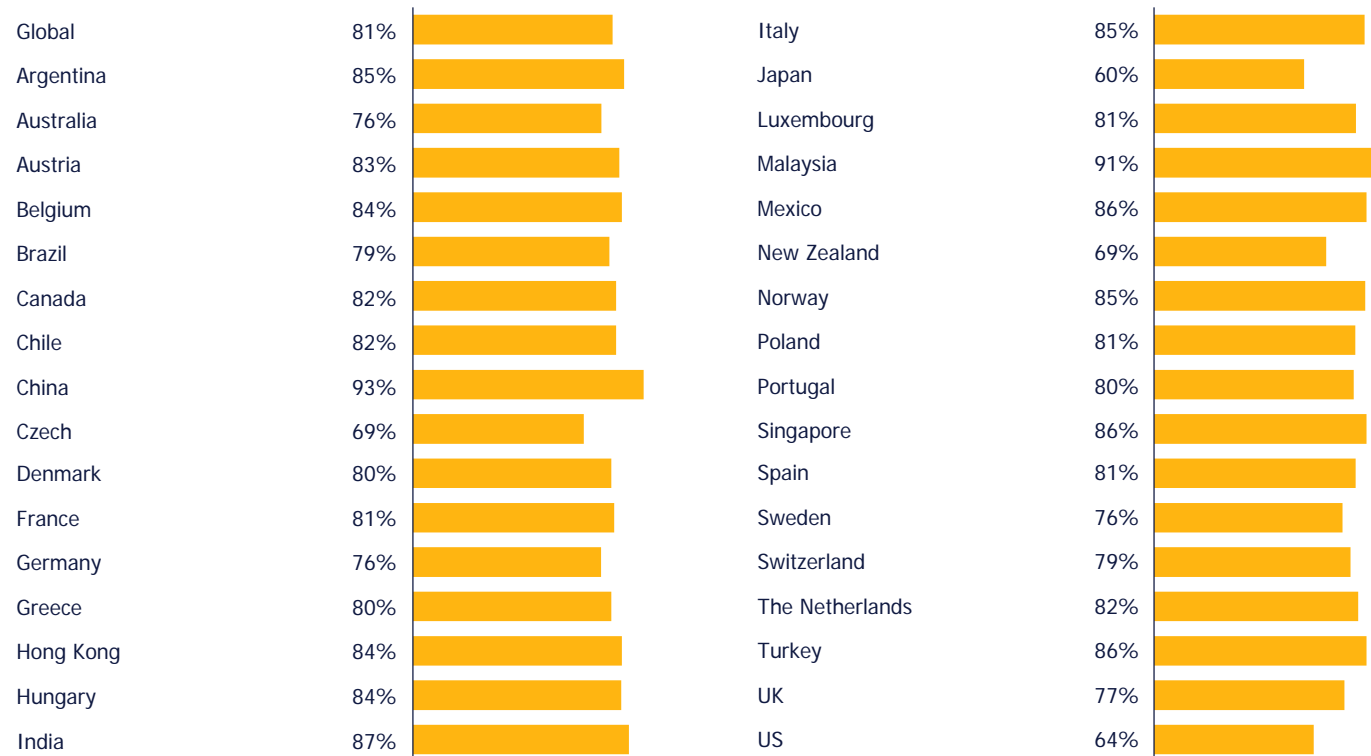


for employability?

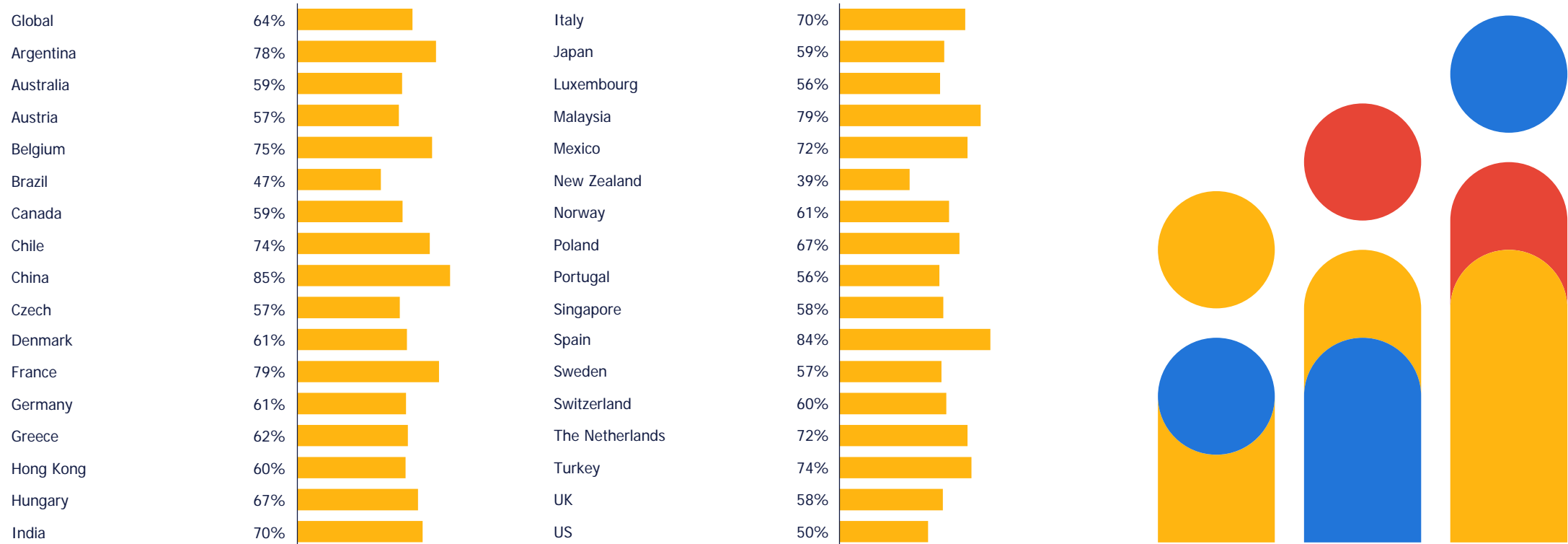
85% believe that staying employable is their own responsibility.



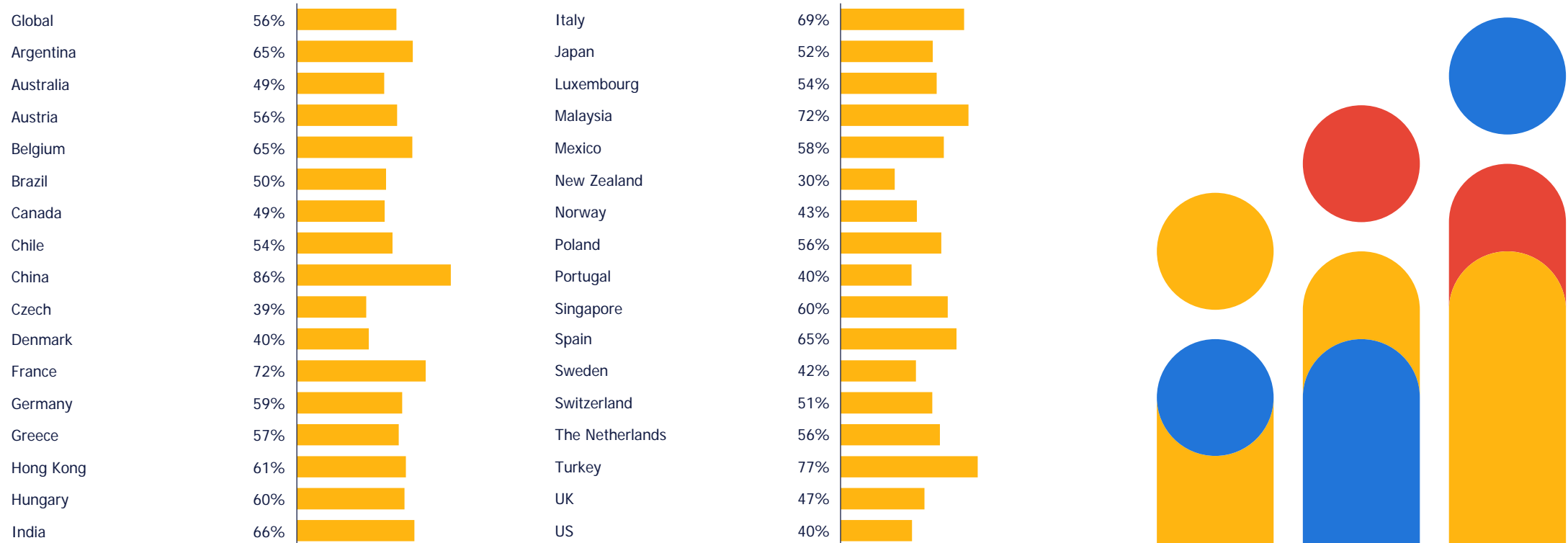
81% believe that keeping themselves employable is a shared responsibility **between themselves, their employer and their government.**



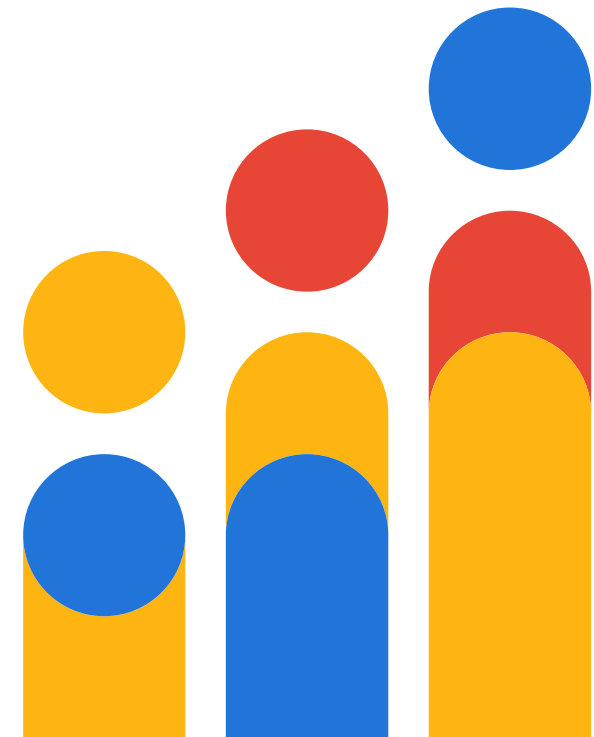
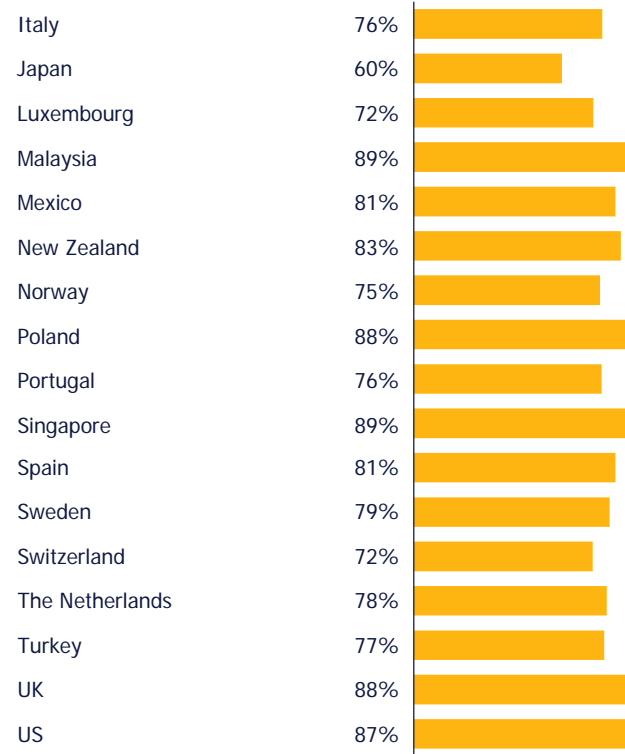
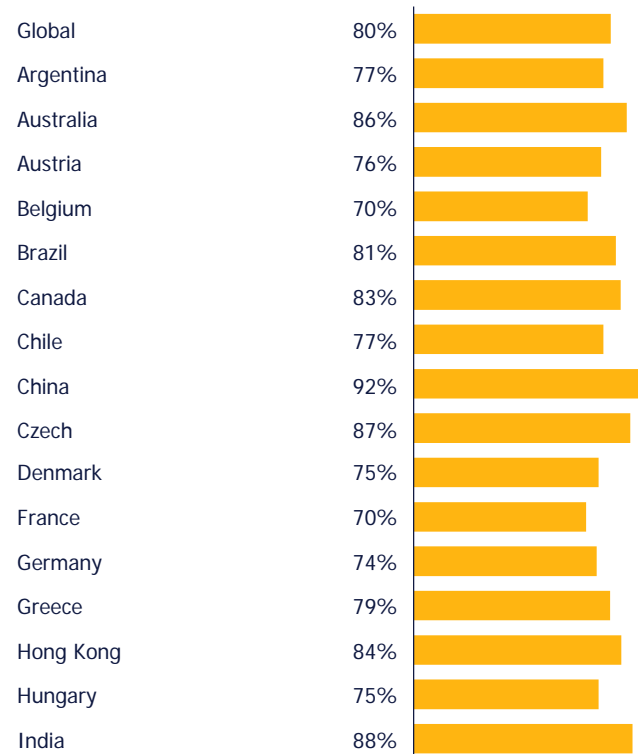
64% believe that keeping themselves employable is the responsibility of their employer.



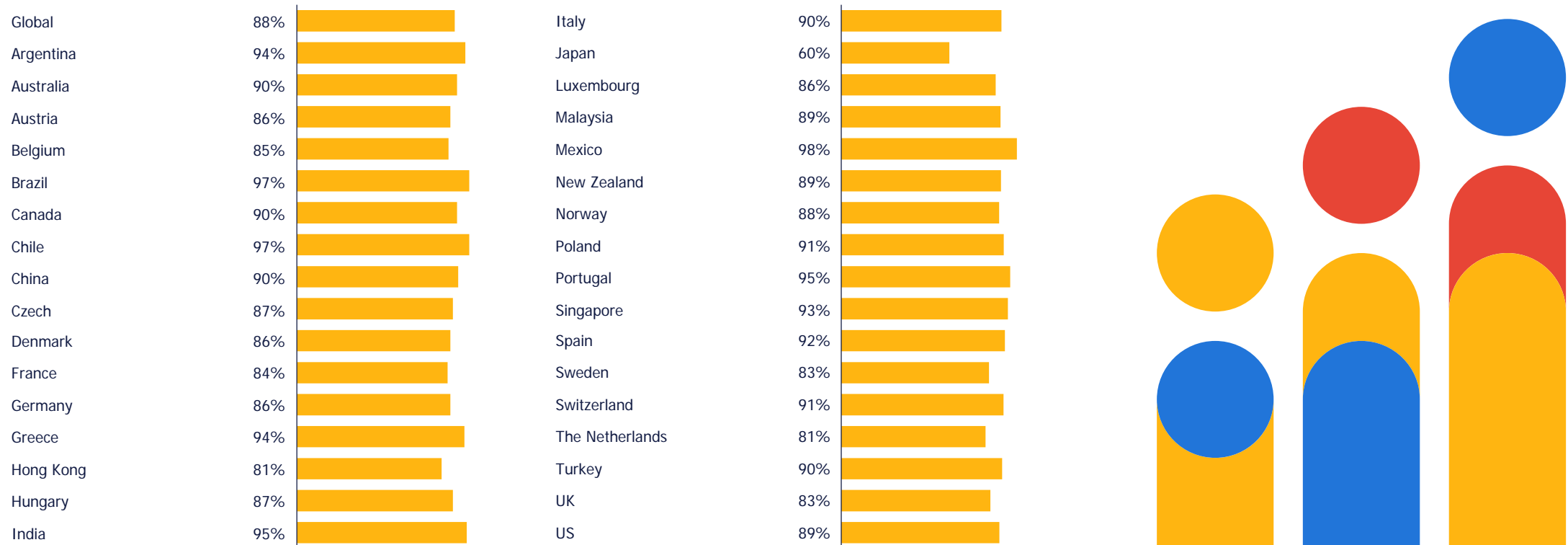
56% think that keeping themselves employable is the responsibility of their government.



80% would understand if their employer only supports them in personal development if that supports their own business goals.



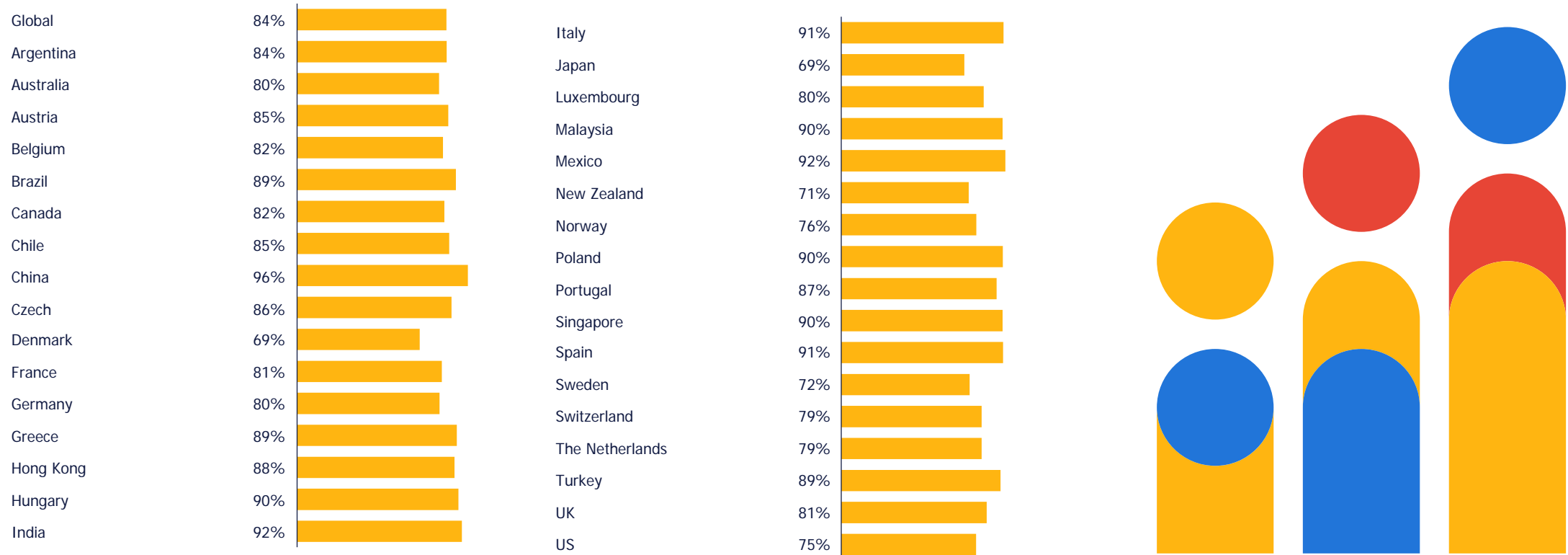
88% agree that if their employer offers an intensive 6-week training course they would be happy to take the opportunity.



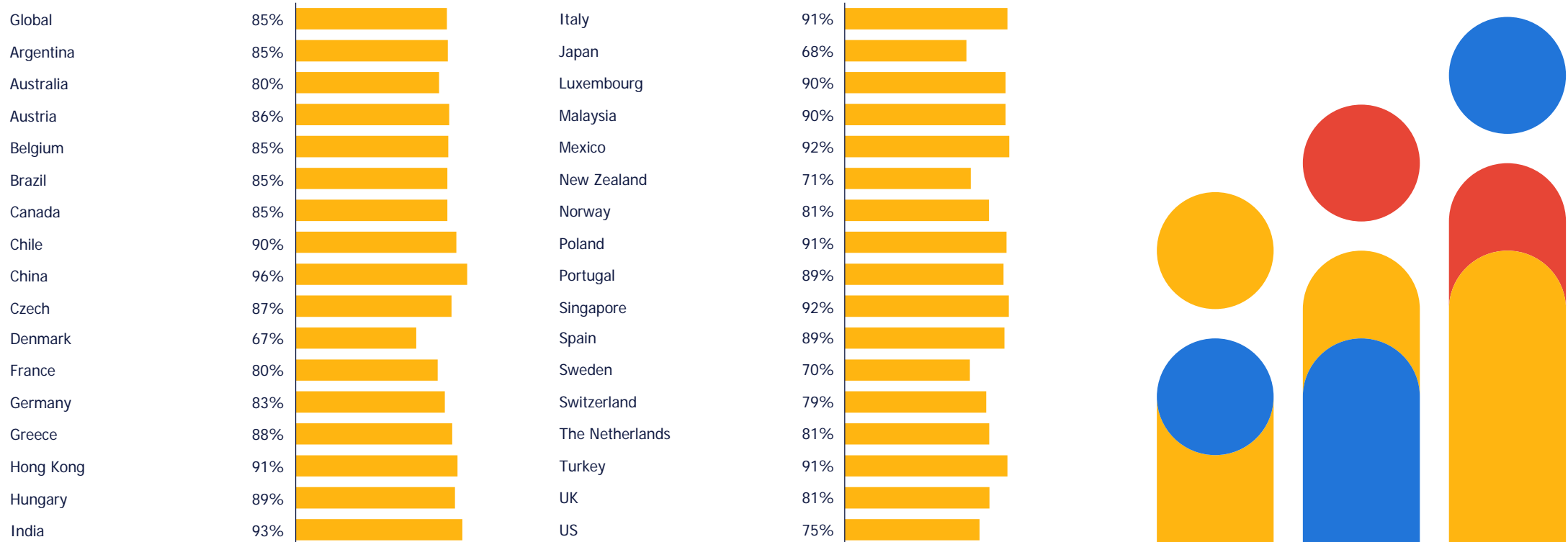
role of

government.

84% believe governments should offer policy incentives to employers in order to help them keep their workforce employable.



85% believe governments should offer policy incentives to employees if they develop professionally / learn new professional competences /stay employable.



67% think that governments should be more demanding towards the workforce to keep up their employability.



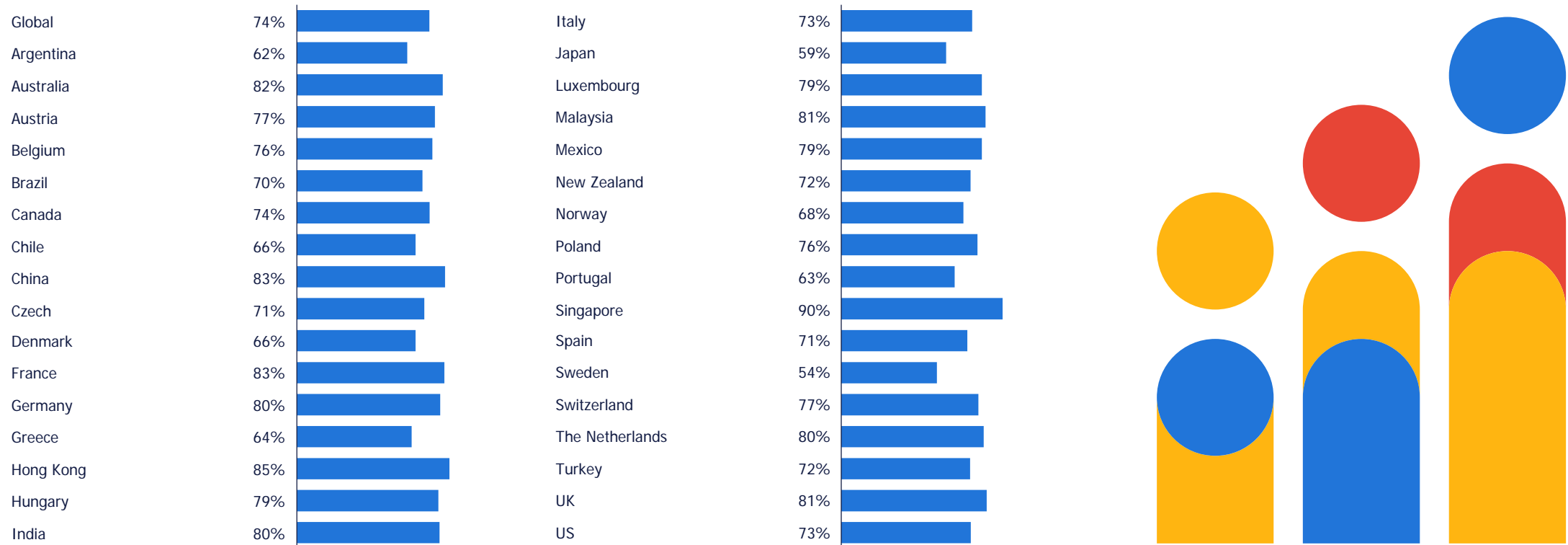
older

employees.

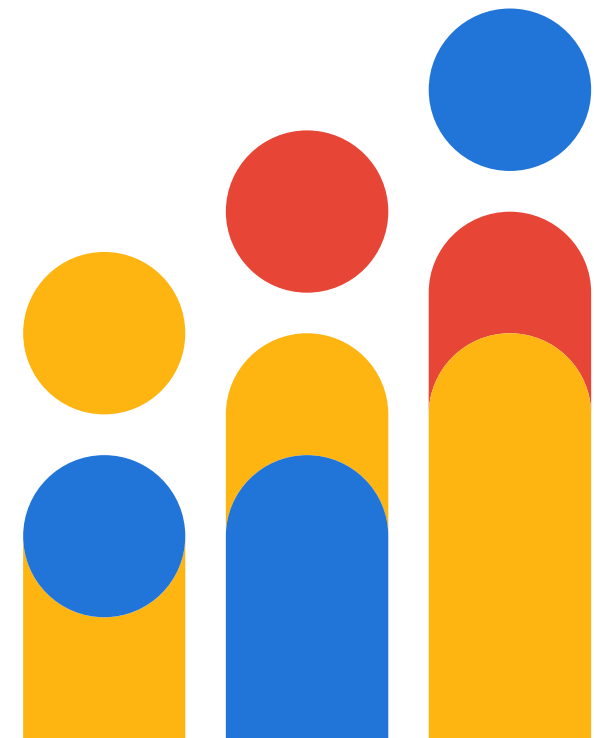
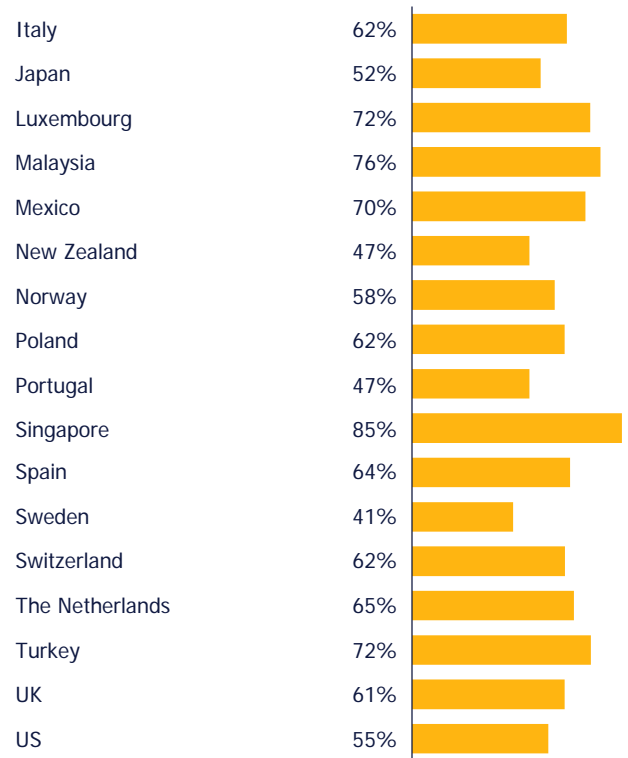
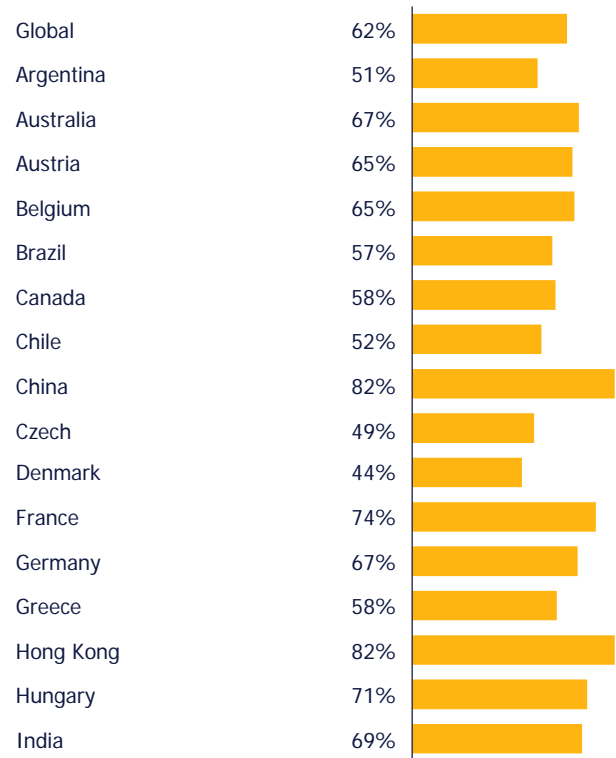
86% think that, if governments raise the State Pension age, they also **should invest in keeping the workforce employable.**



74% think that older employees only have a chance in staying employable, if employers support them.



62% think that older employees only have a chance in staying employable, if governments support them.

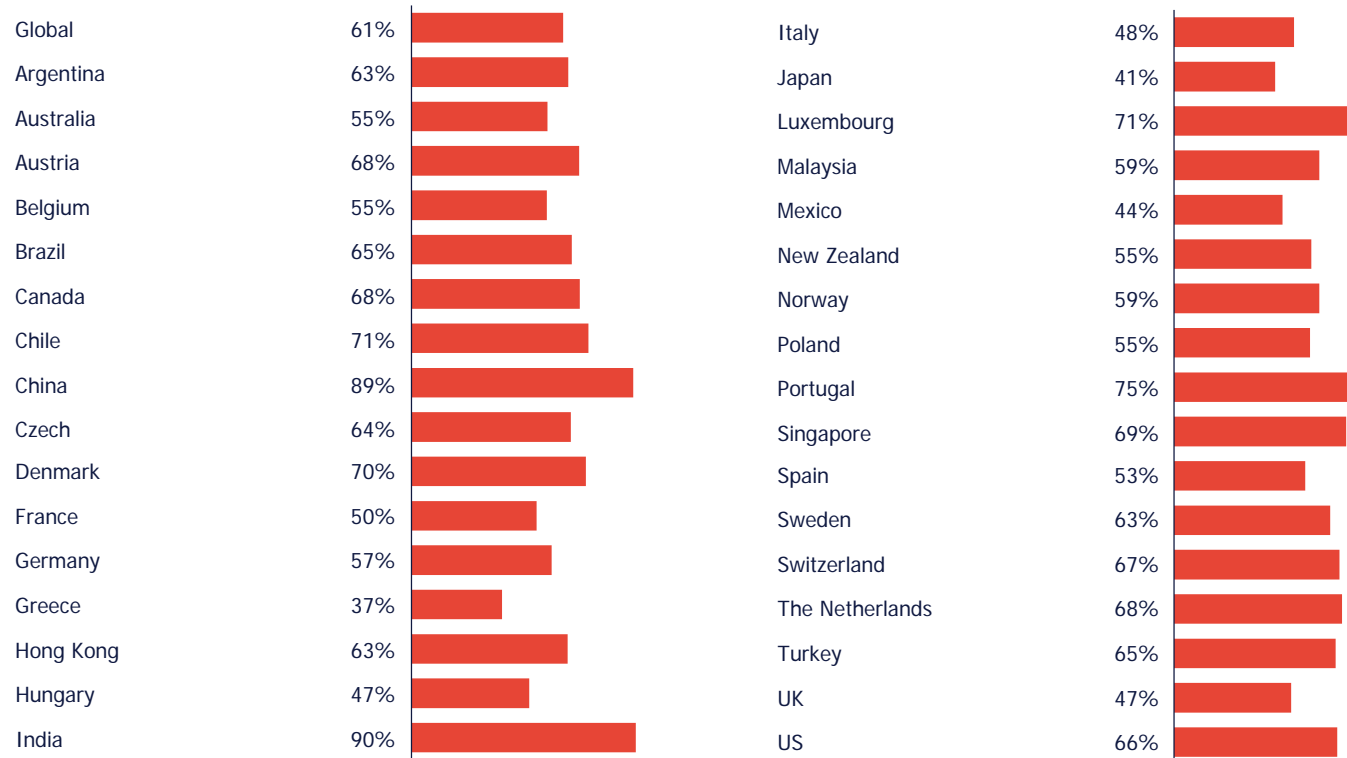


economic and financial

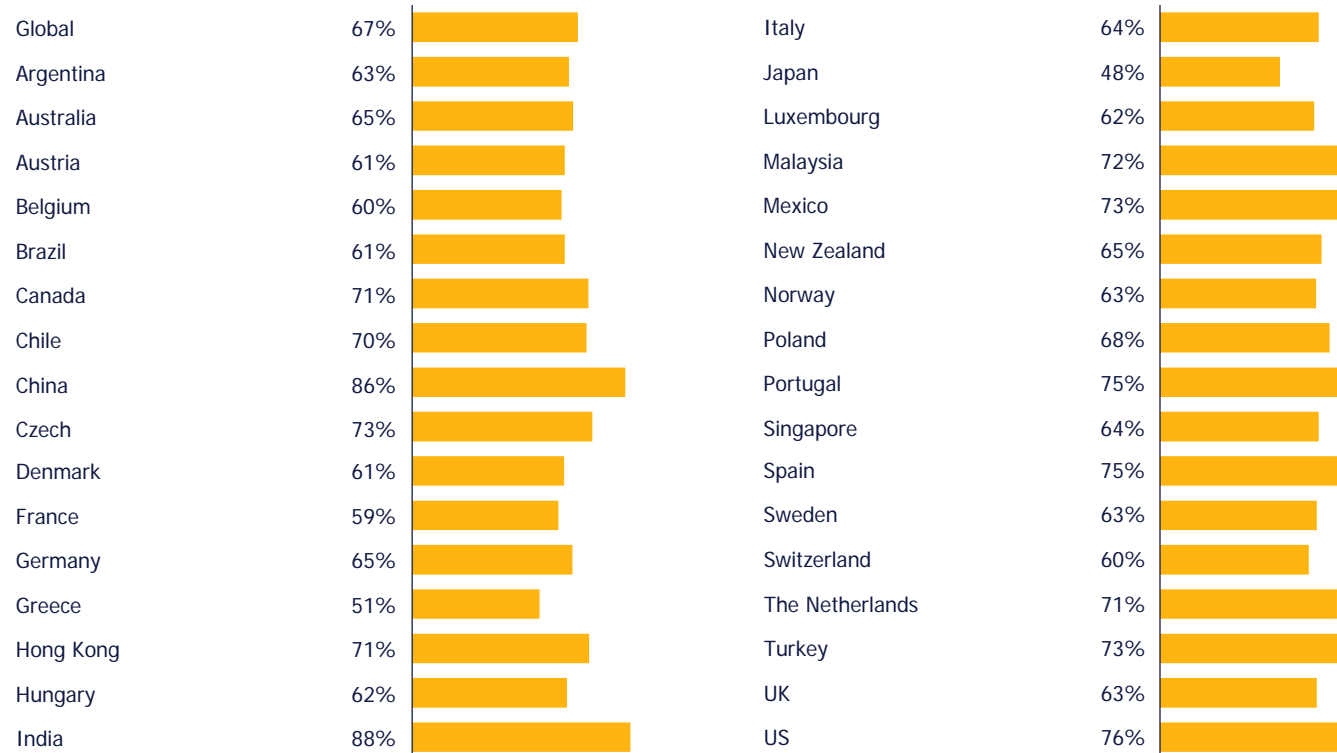


outlook.

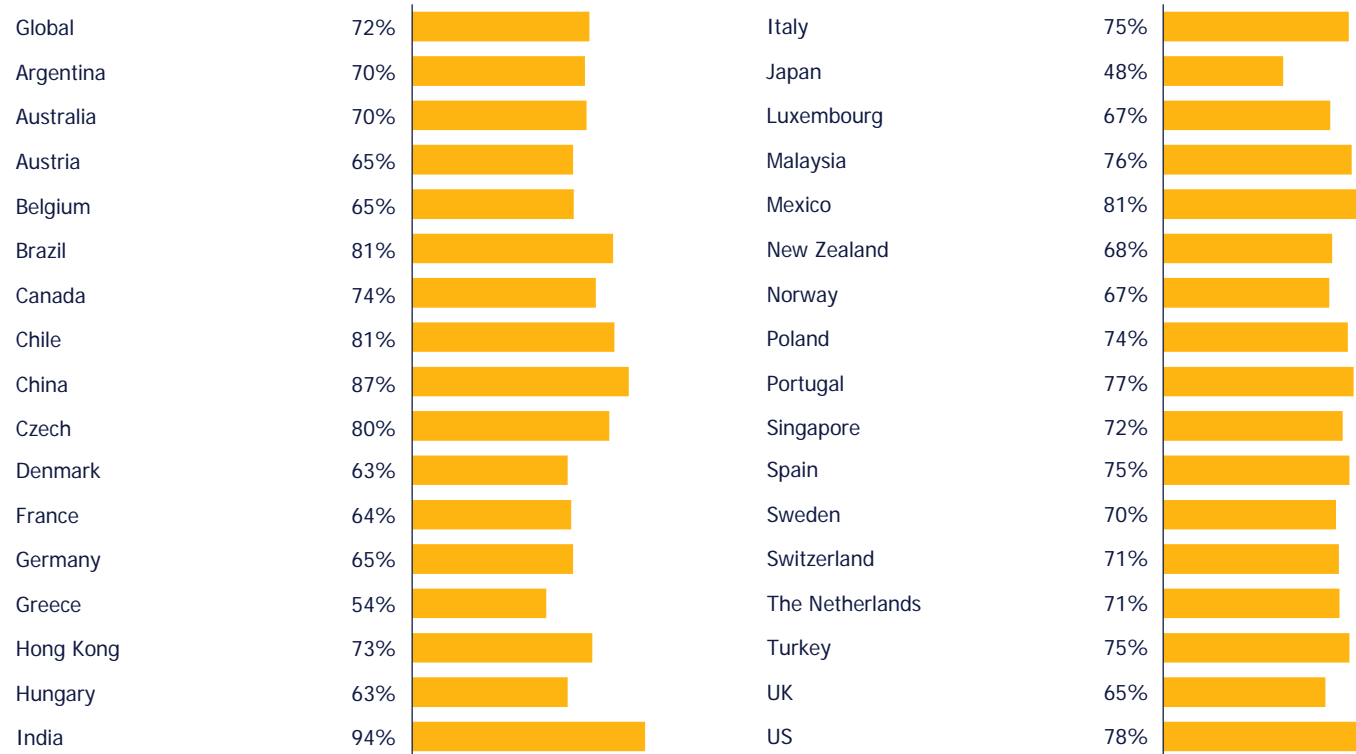
61% expect the economic situation in their country to improve in 2018.



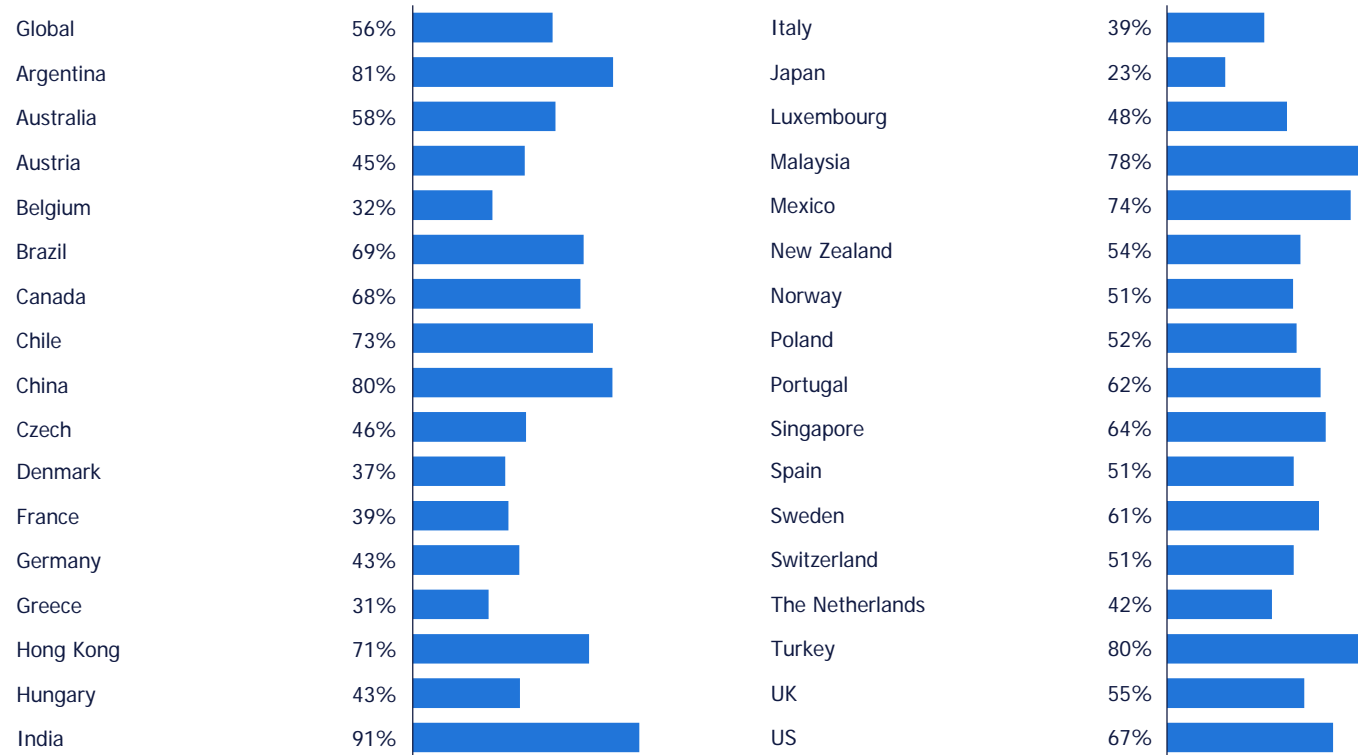
67% state that their employer performed better financially in 2017 than in 2016.



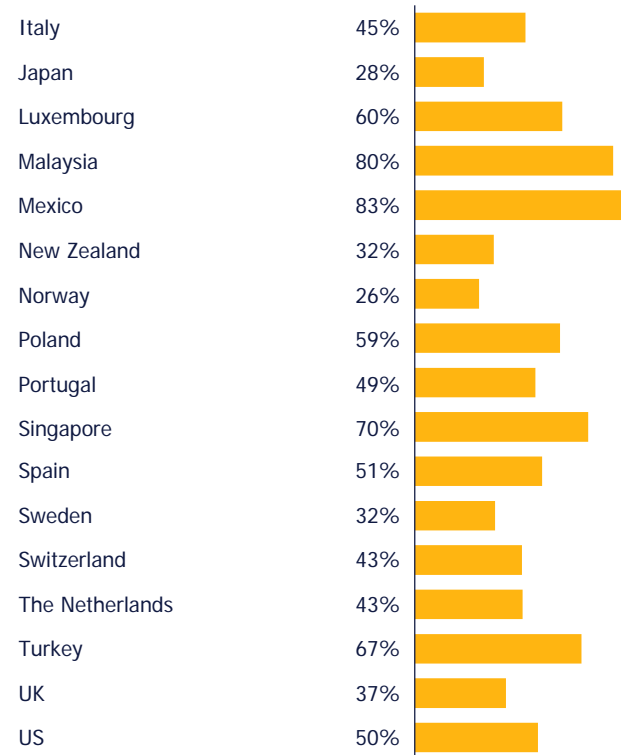
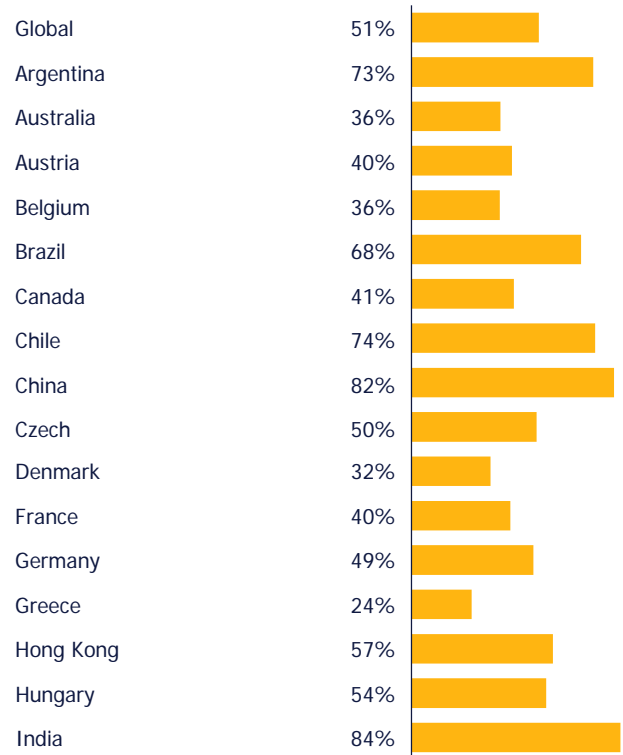
72% expect their employer's financial performance to be better in 2018 than in 2017.



56% expect to receive a pay rise (raise) at the end of their employer's fiscal year.



51% expect to receive a one-time financial reward/bonus at the end of their employer's fiscal year.



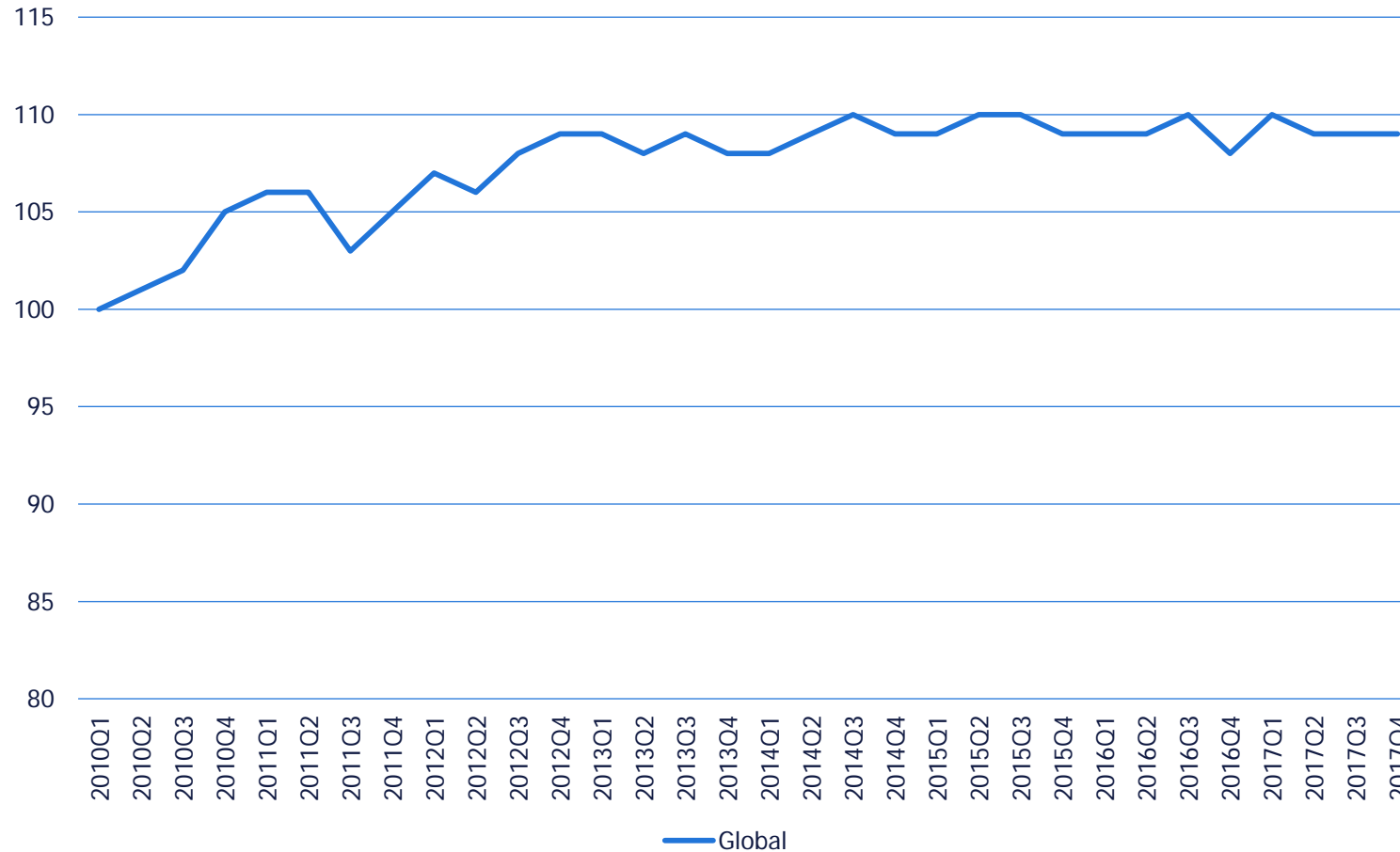
mobility



index.



the global mobility index remained flat compared to last quarter.



question:

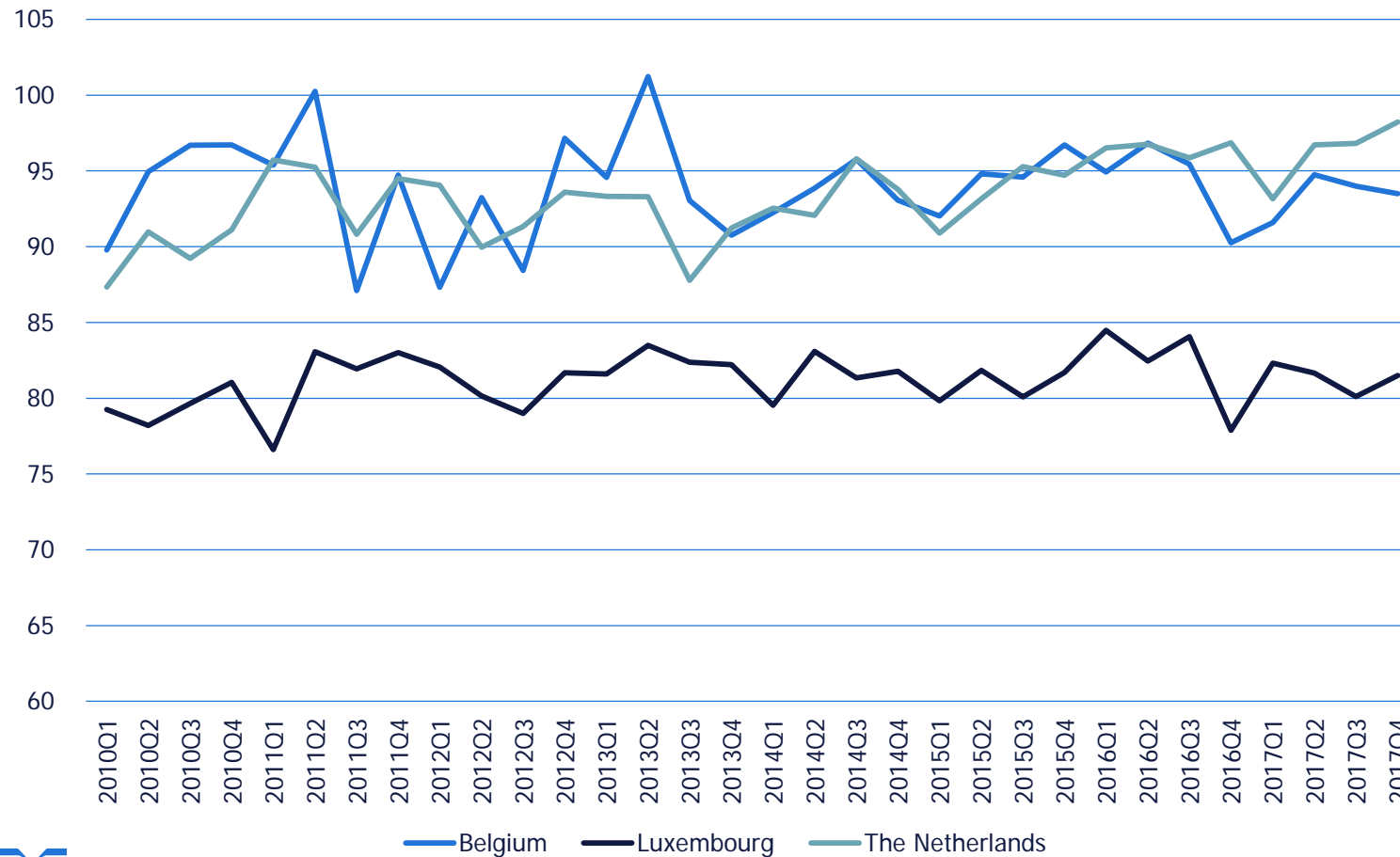
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



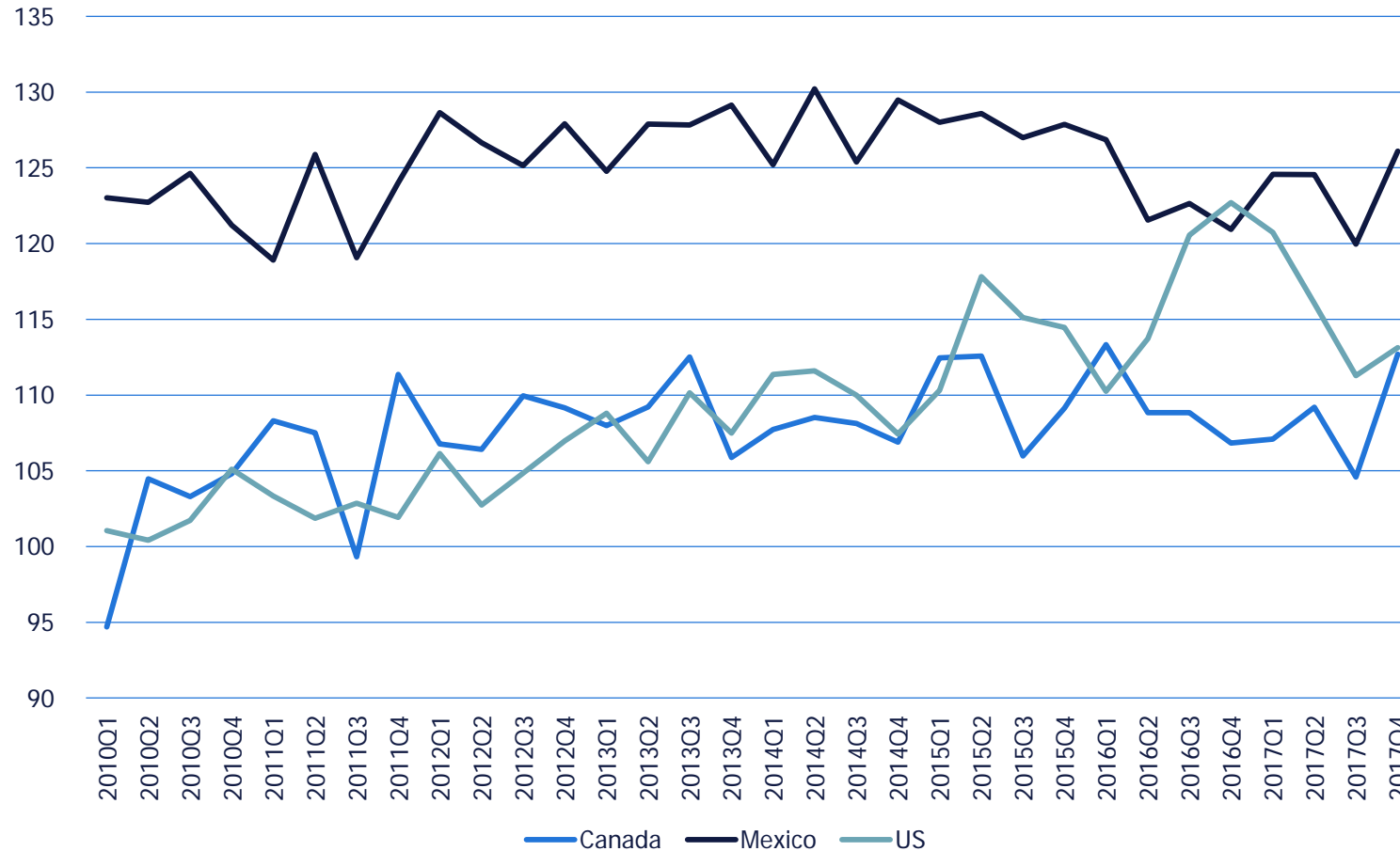
mobility luxembourg +2 and the netherlands +1;
belgium no shift.

question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility canada +8, mexico +6;
us +2.

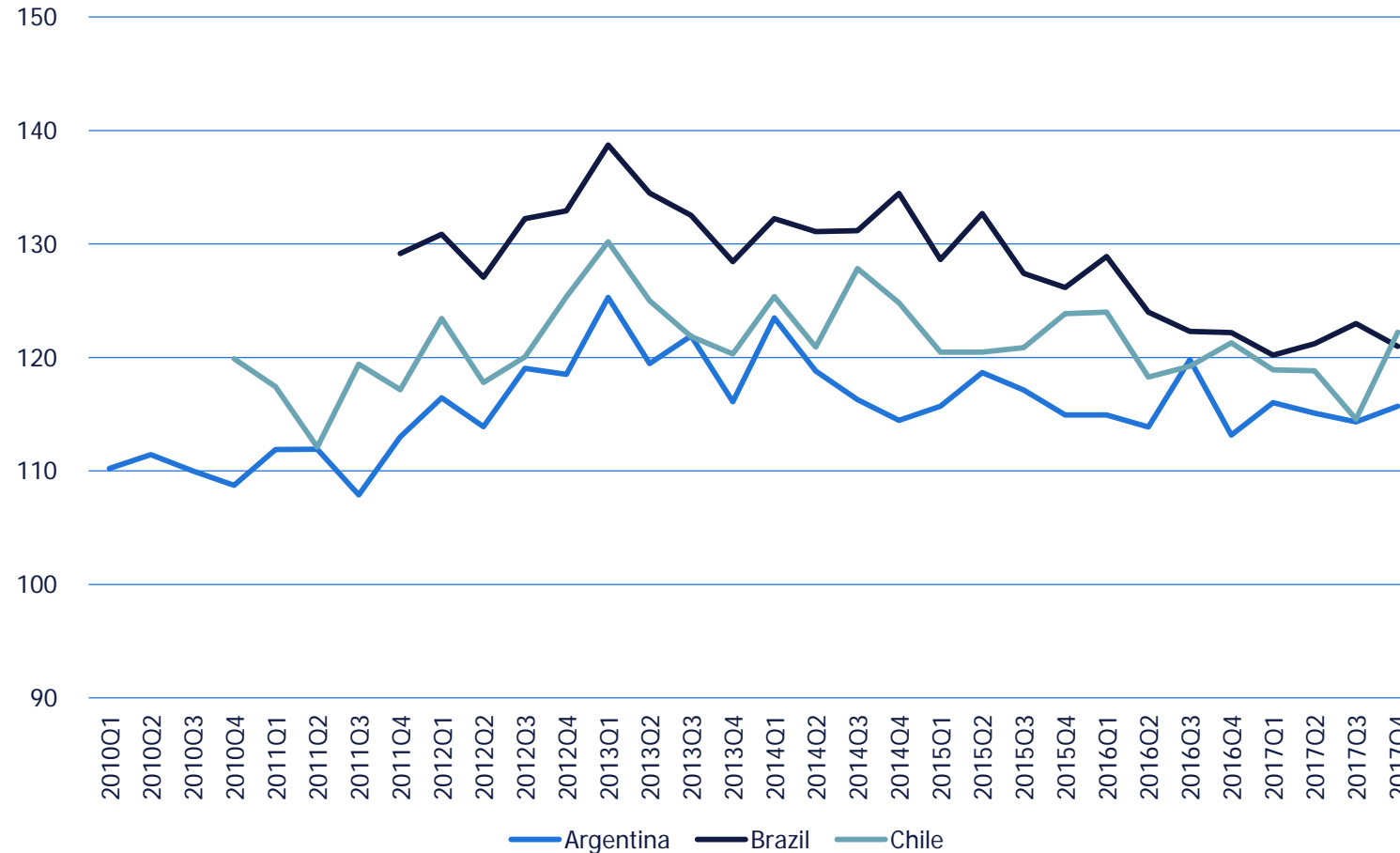


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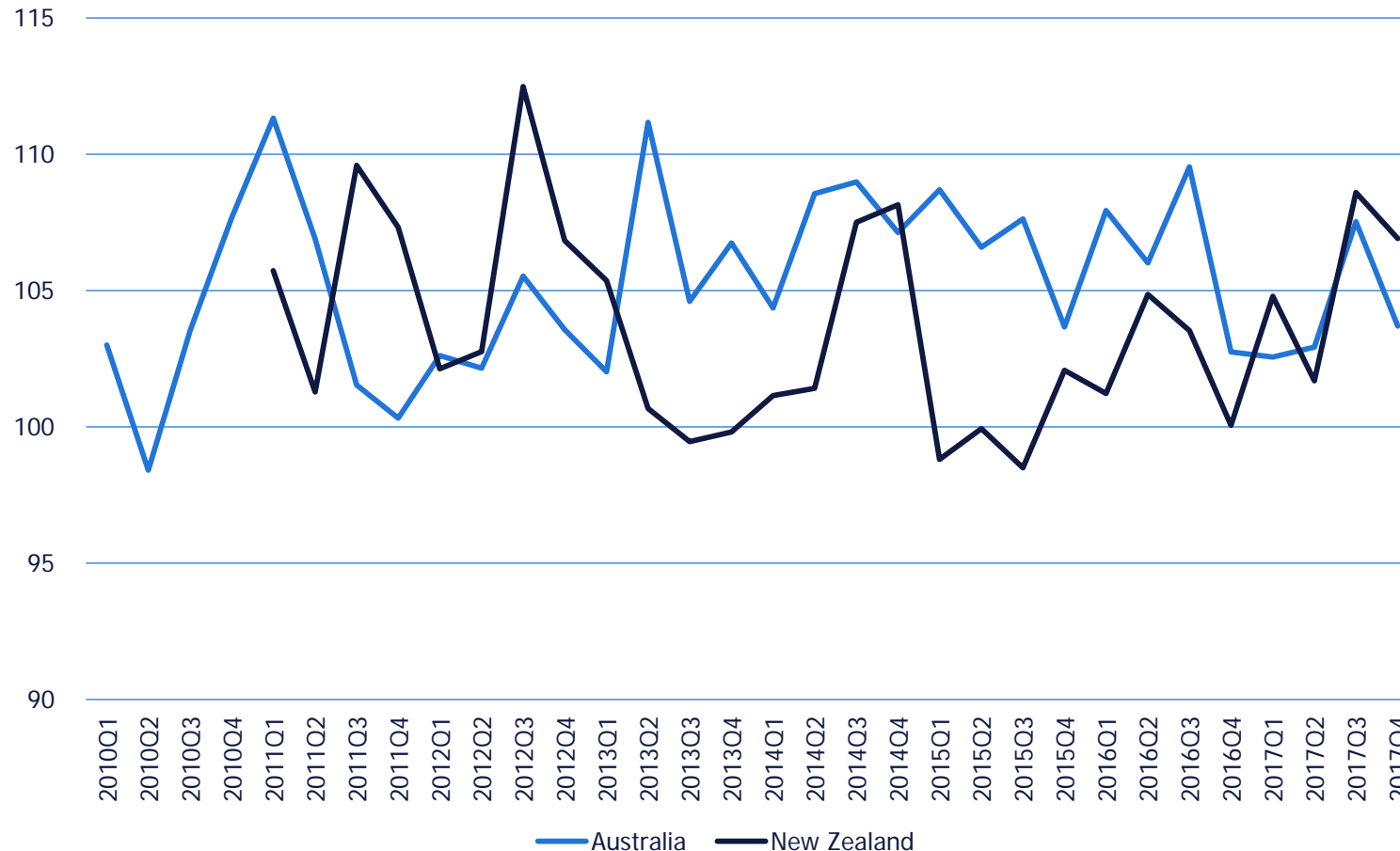
mobility chile +7 and argentina +2;
brazil -2.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

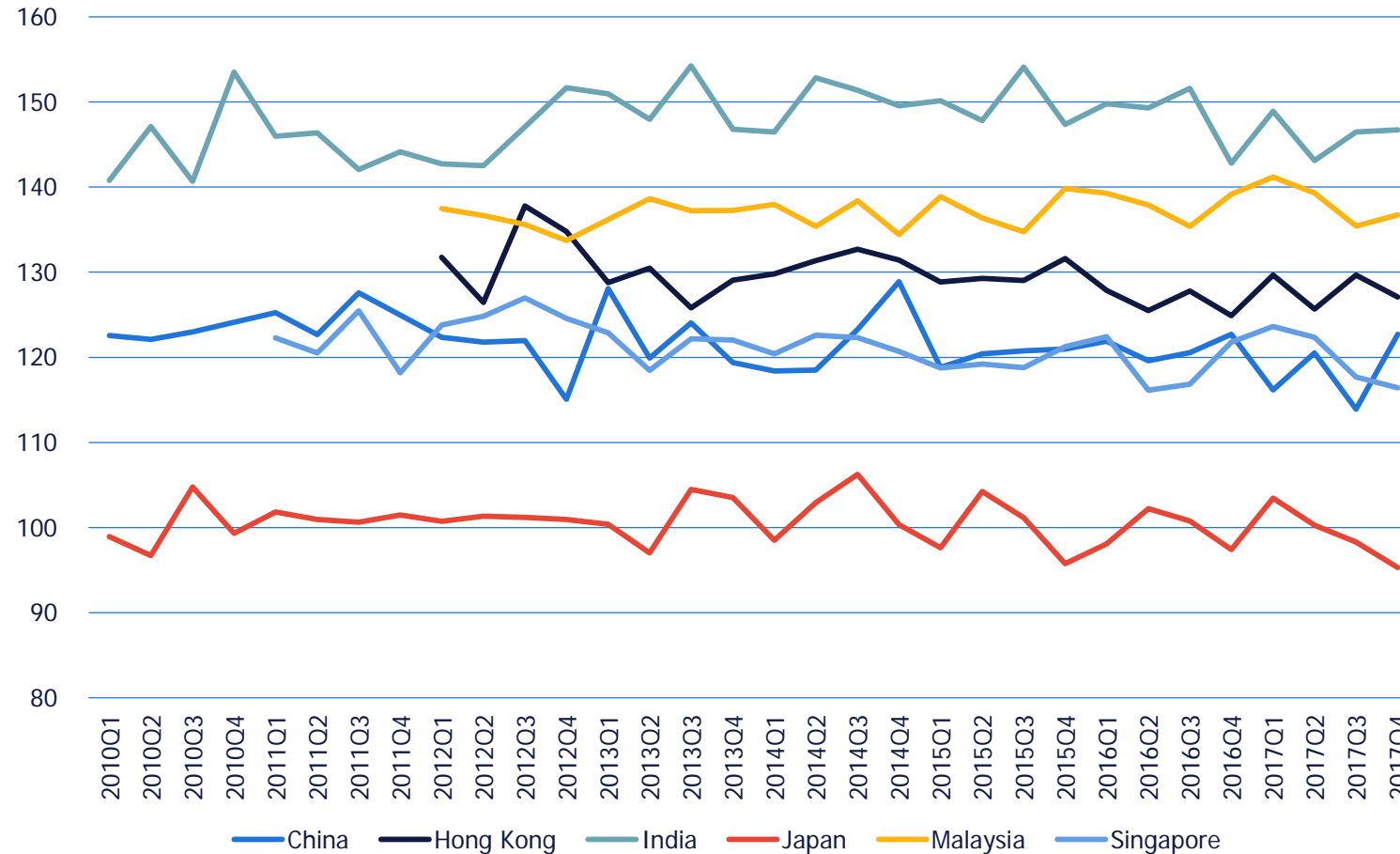
mobility australia -4; and new zealand -2.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility china +9, malaysia +2 and india +1;
hong kong and japan -3, and singapore -1.

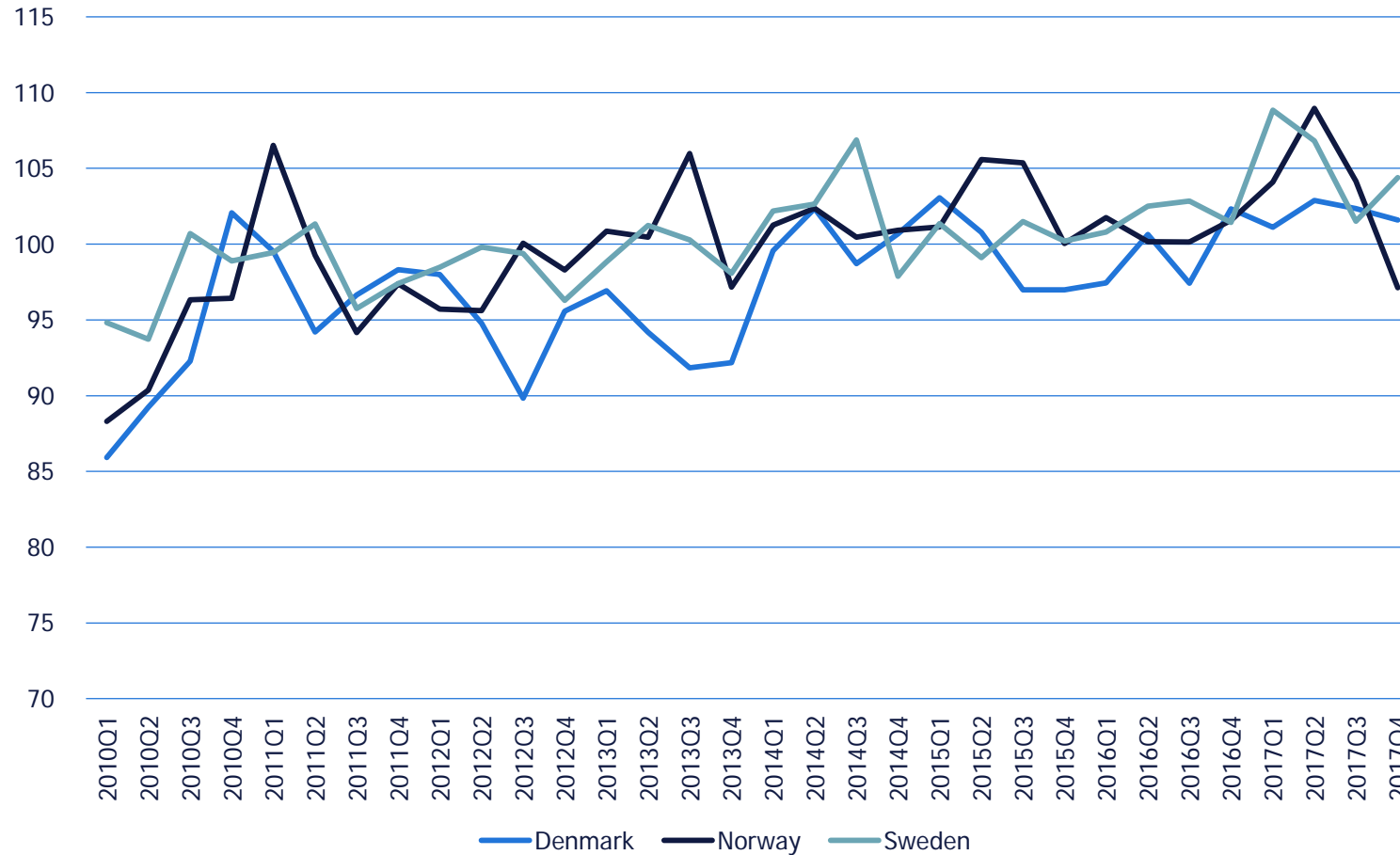


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility sweden +2 and norway -7;
denmark no shift.

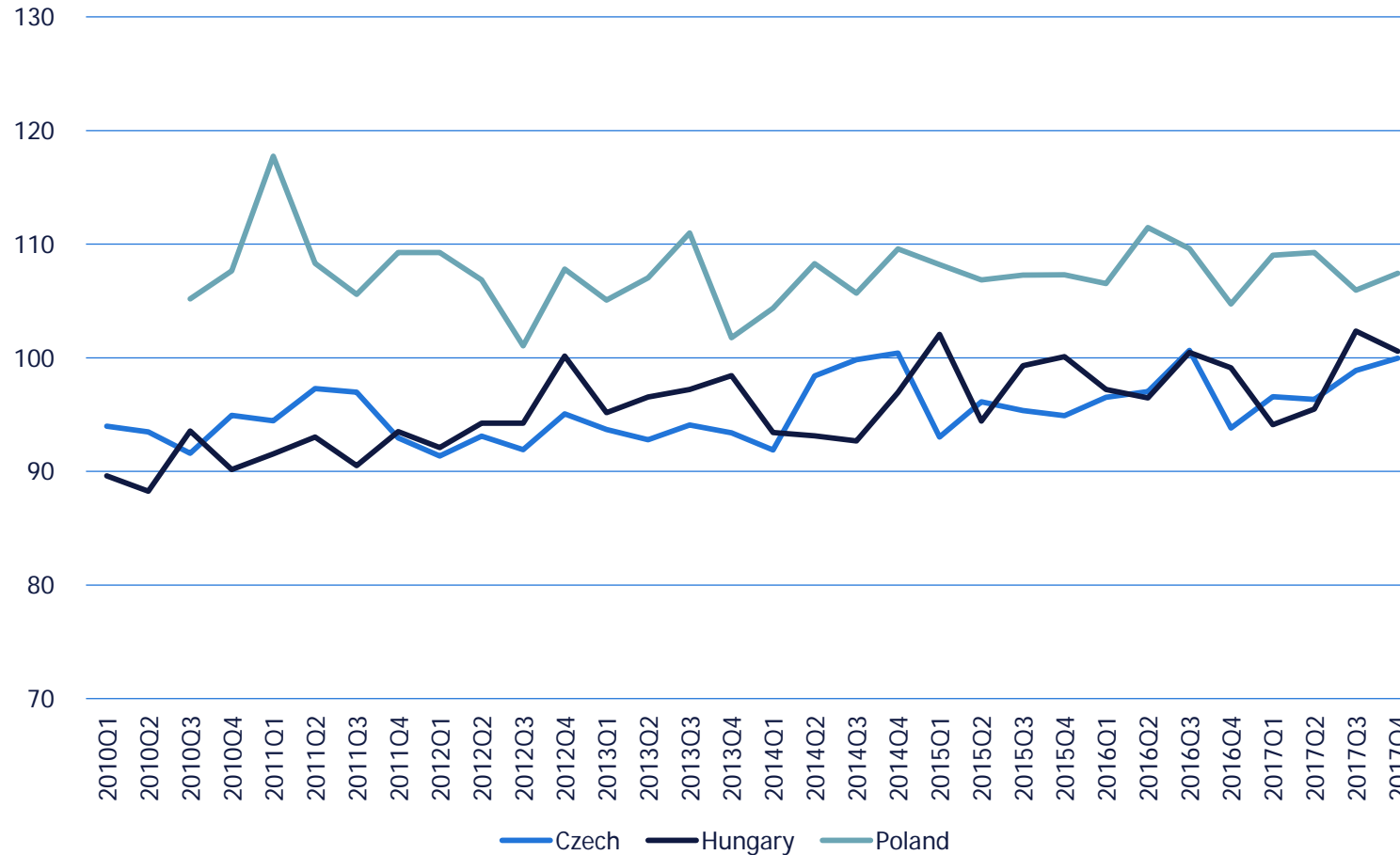


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
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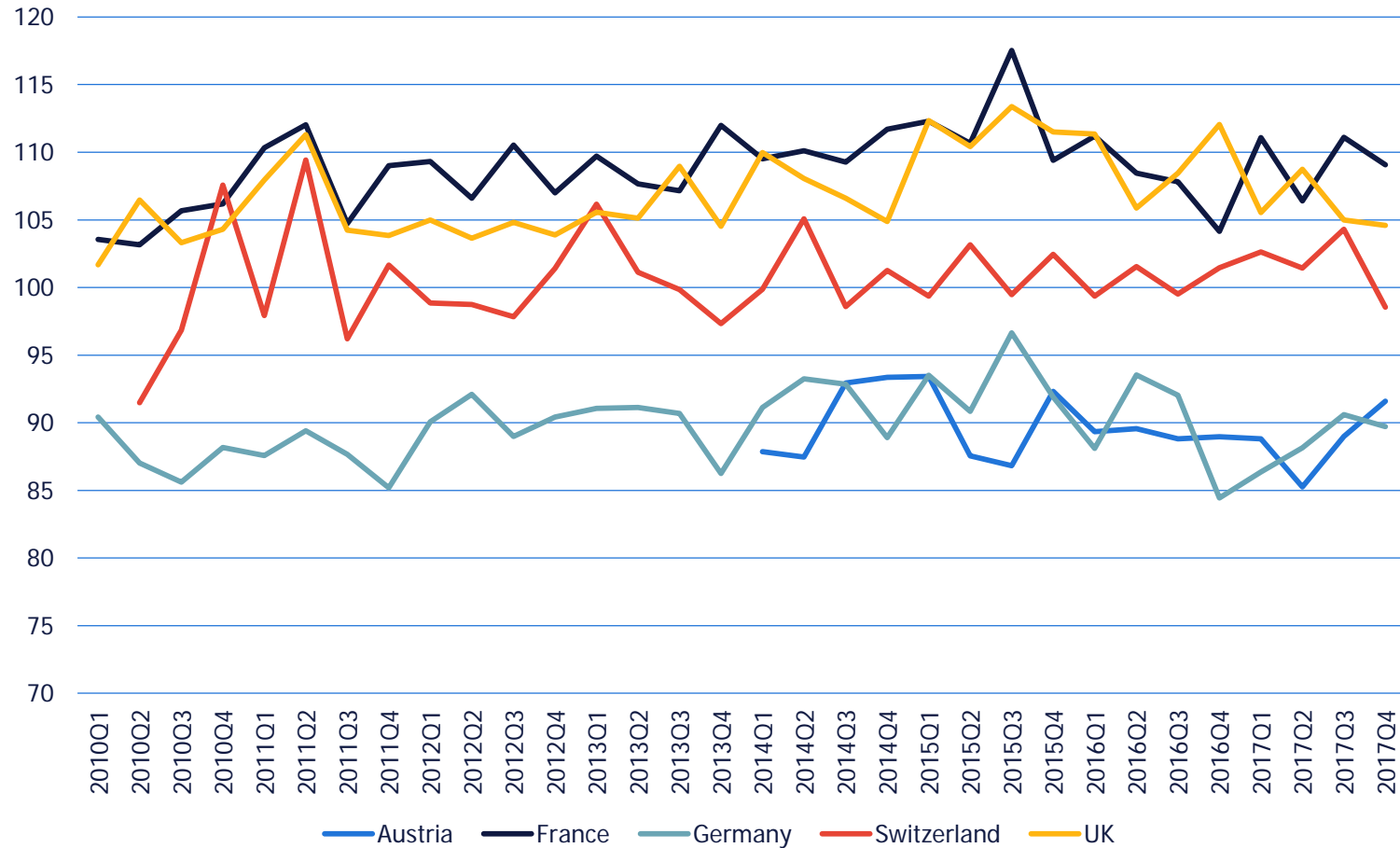
mobility czech republic and poland +1; hungary -1.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility austria +3 and switzerland -5, france -2 and germany -1;
uk no shift.

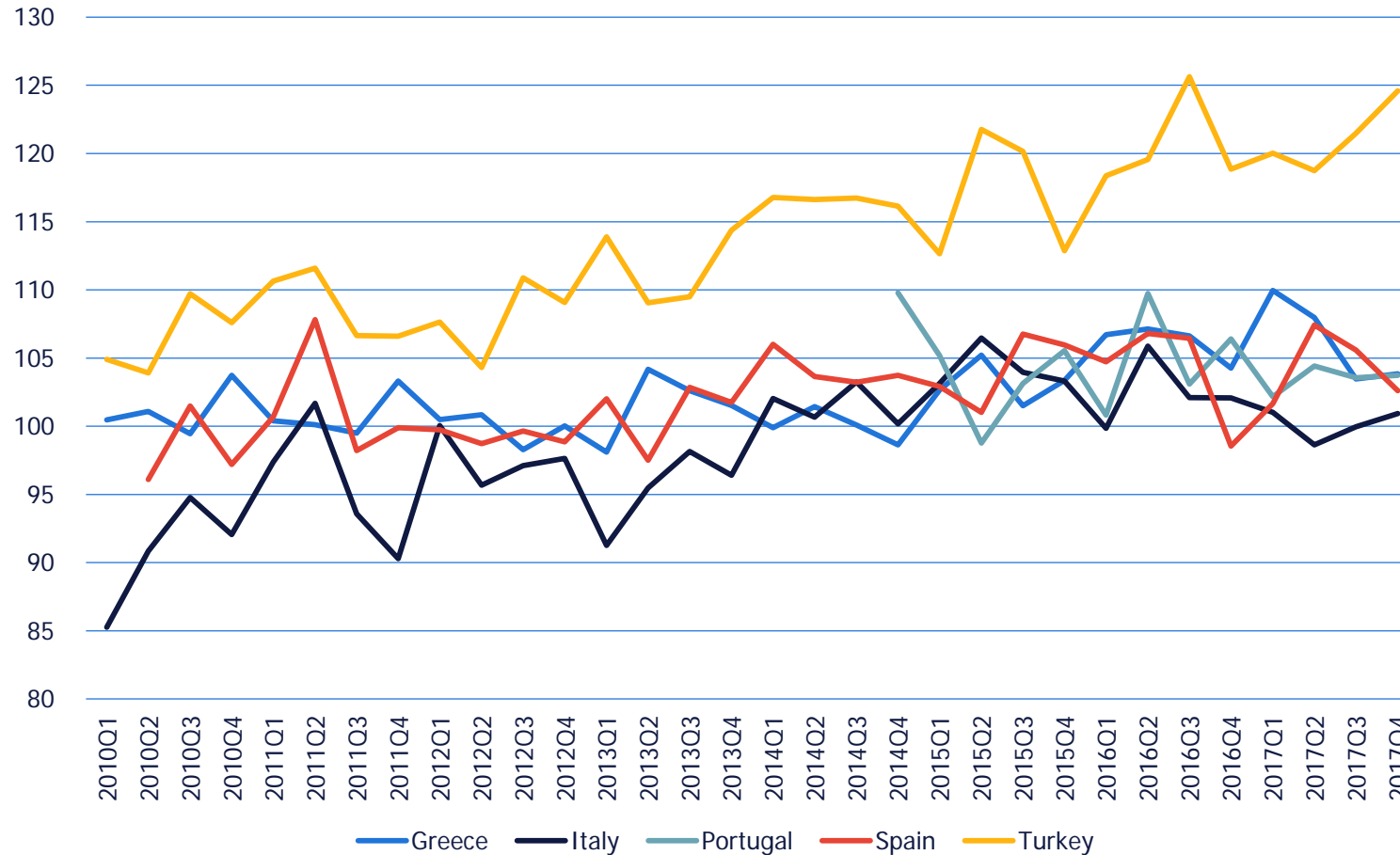


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility turkey +4, greece and italy +1, and spain -3;
portugal no shift.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

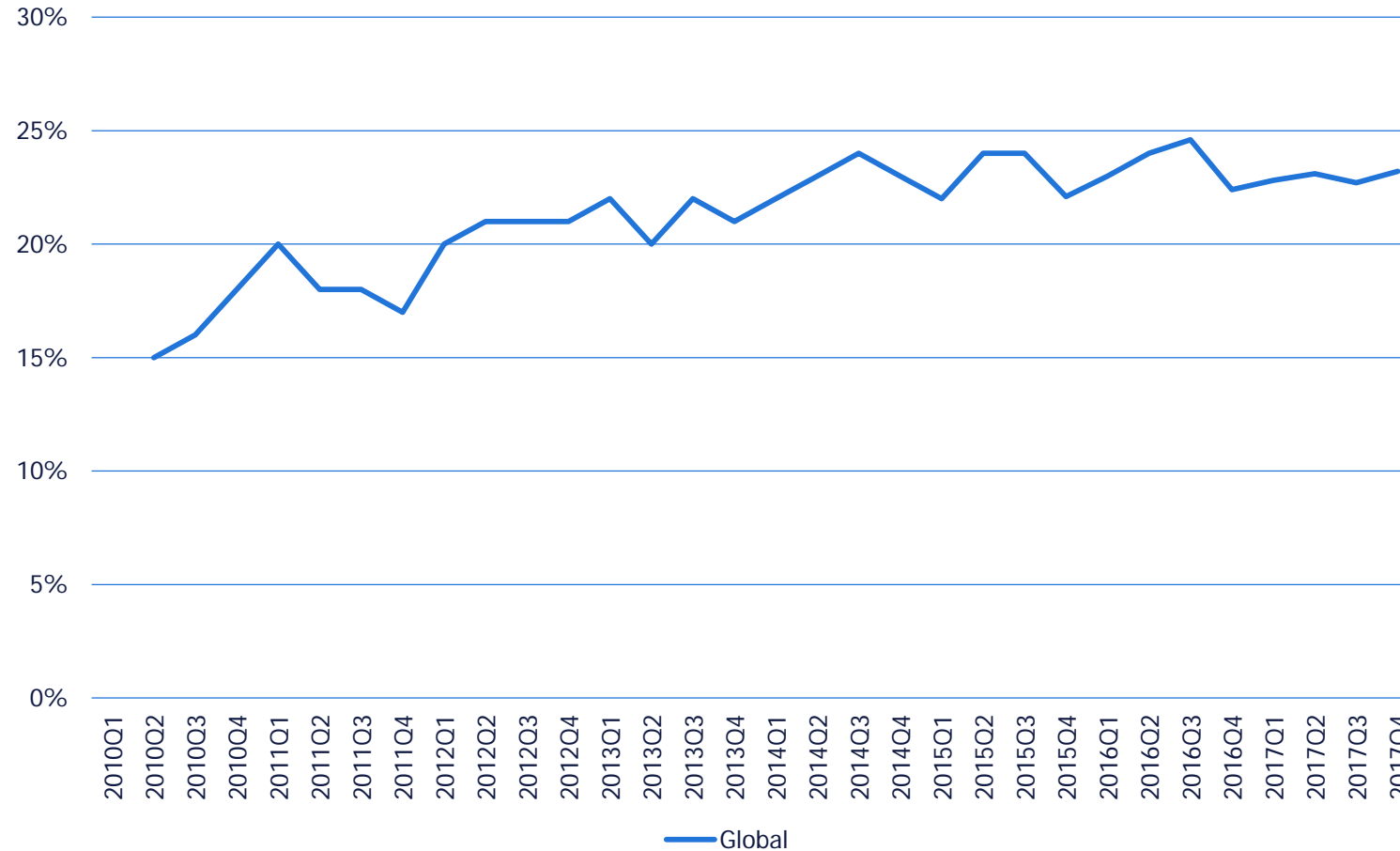


actual



job change.

the actual job change remained flat compared to last quarter.

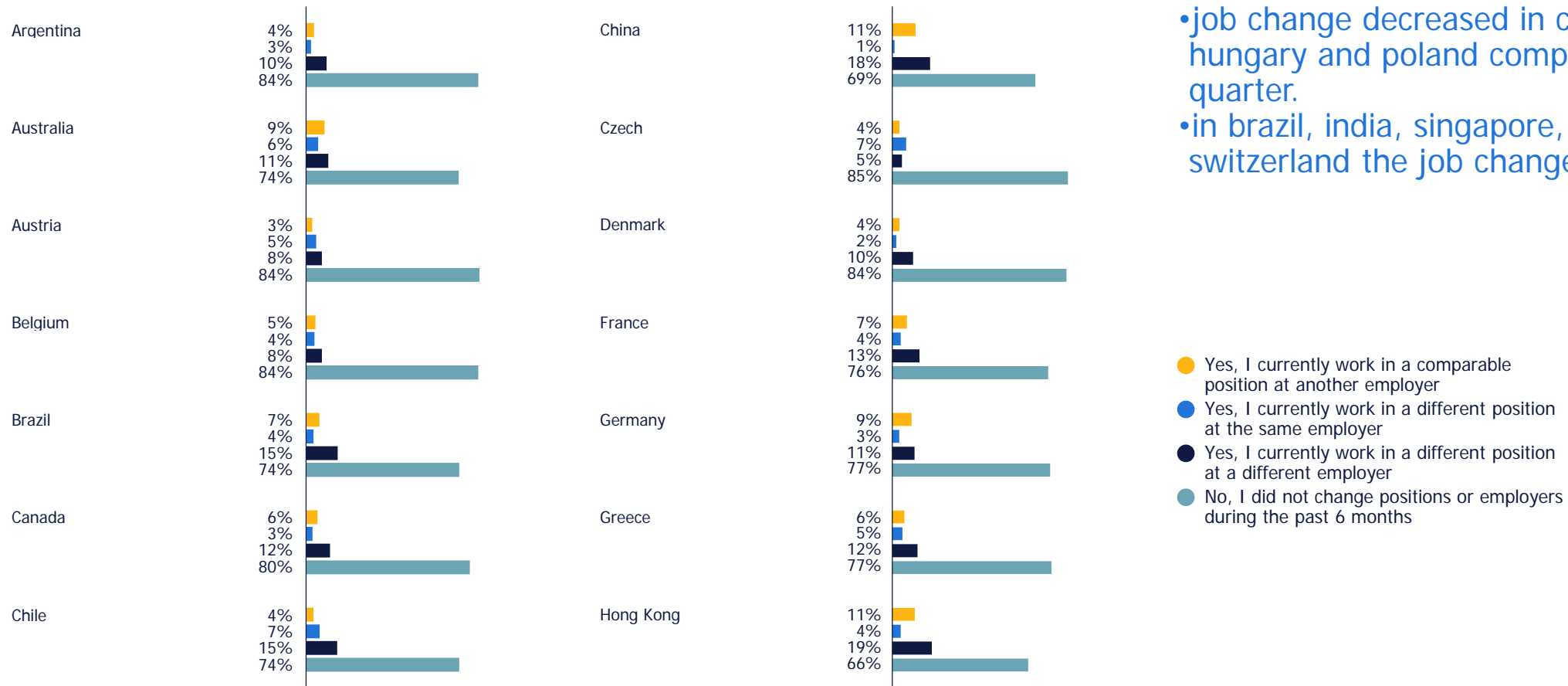


question:

- Have you changed jobs during the past six months? If you have started working in your first job during the past six months, this is not a change of employment/ employer; please fill in 'no'.



actual job change highest in malaysia and india; lowest in luxembourg.

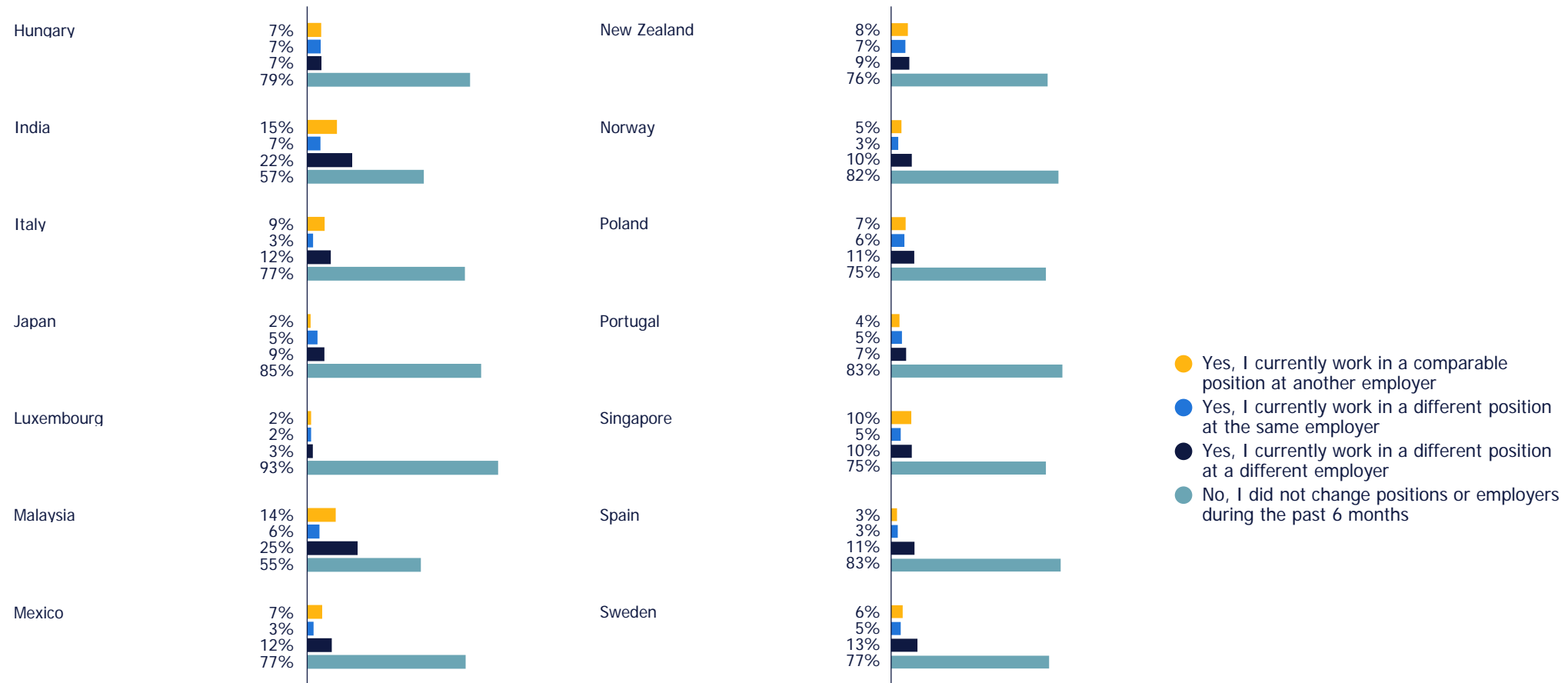


- job change decreased in chile, china, hungary and poland compared to last quarter.
- in brazil, india, singapore, spain and switzerland the job change increased.

- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



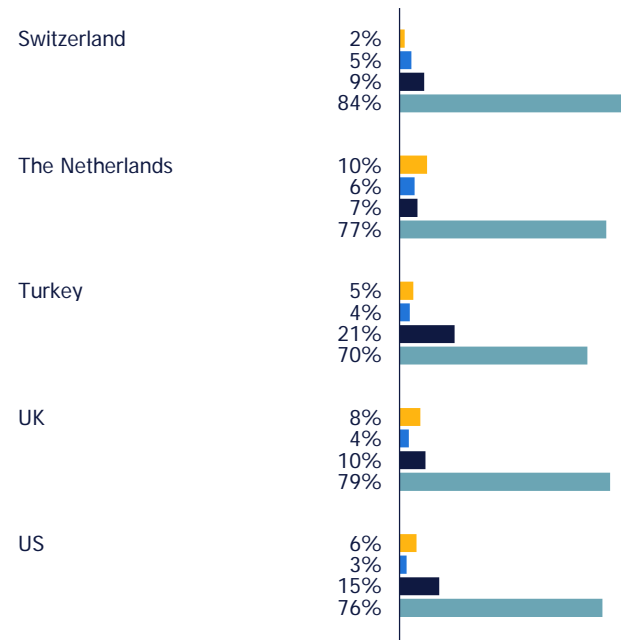
actual job change.



- Yes, I currently work in a comparable position at another employer
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- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



actual job change.



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- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
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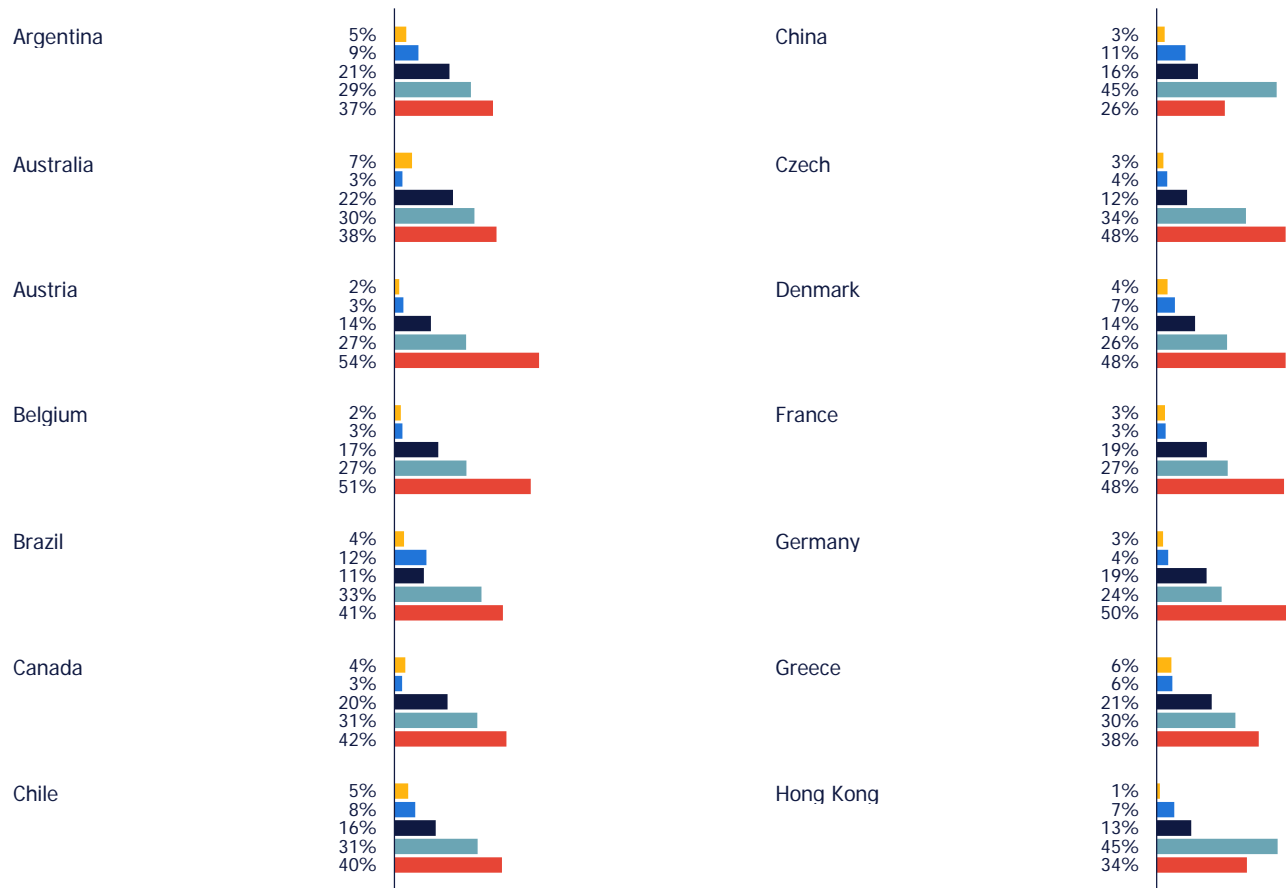
job



change
appetite.



job change appetite highest in india; lowest in portugal.

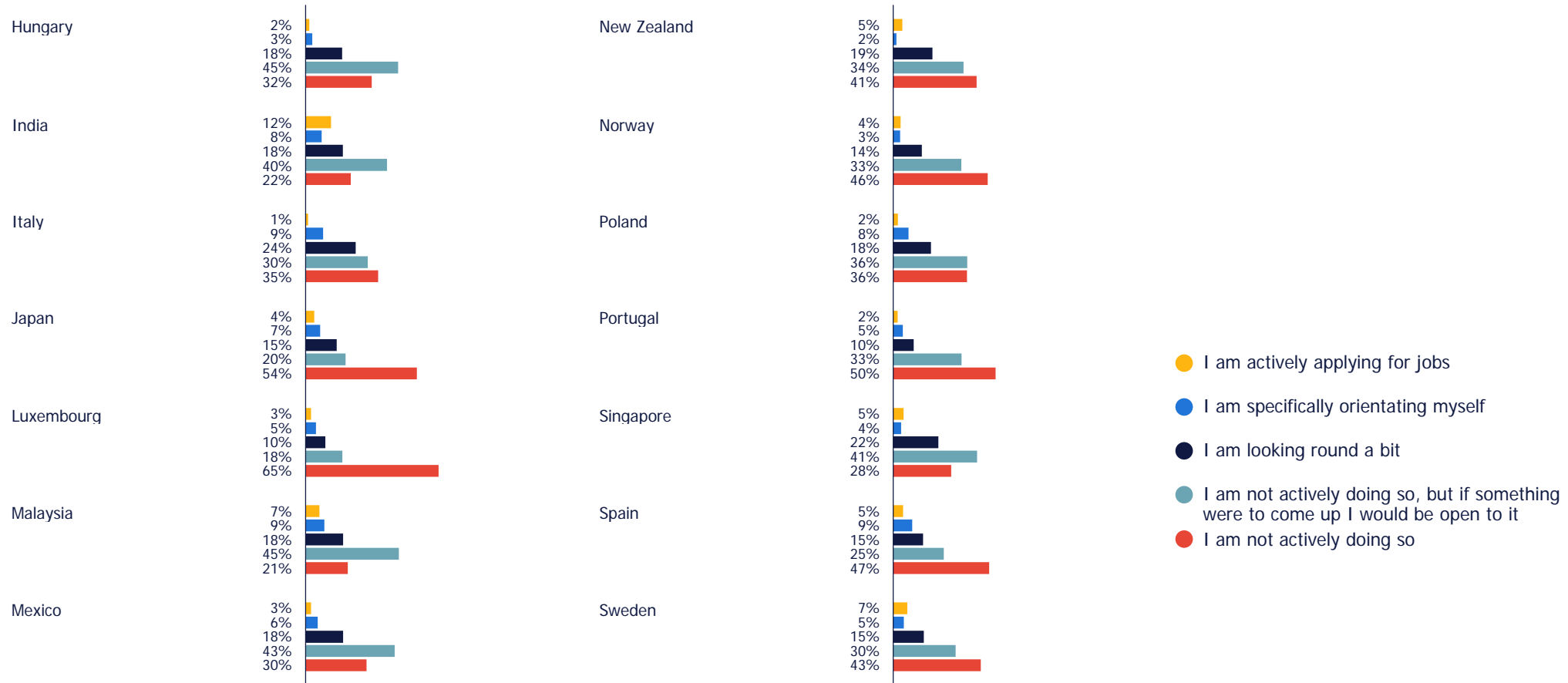


- job change appetite decreased in denmark, hong kong, norway, singapore and switzerland compared to last quarter.
- in japan and uk the job change appetite increased.

- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
- I am not actively doing so



job change appetite.



job change appetite.



- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
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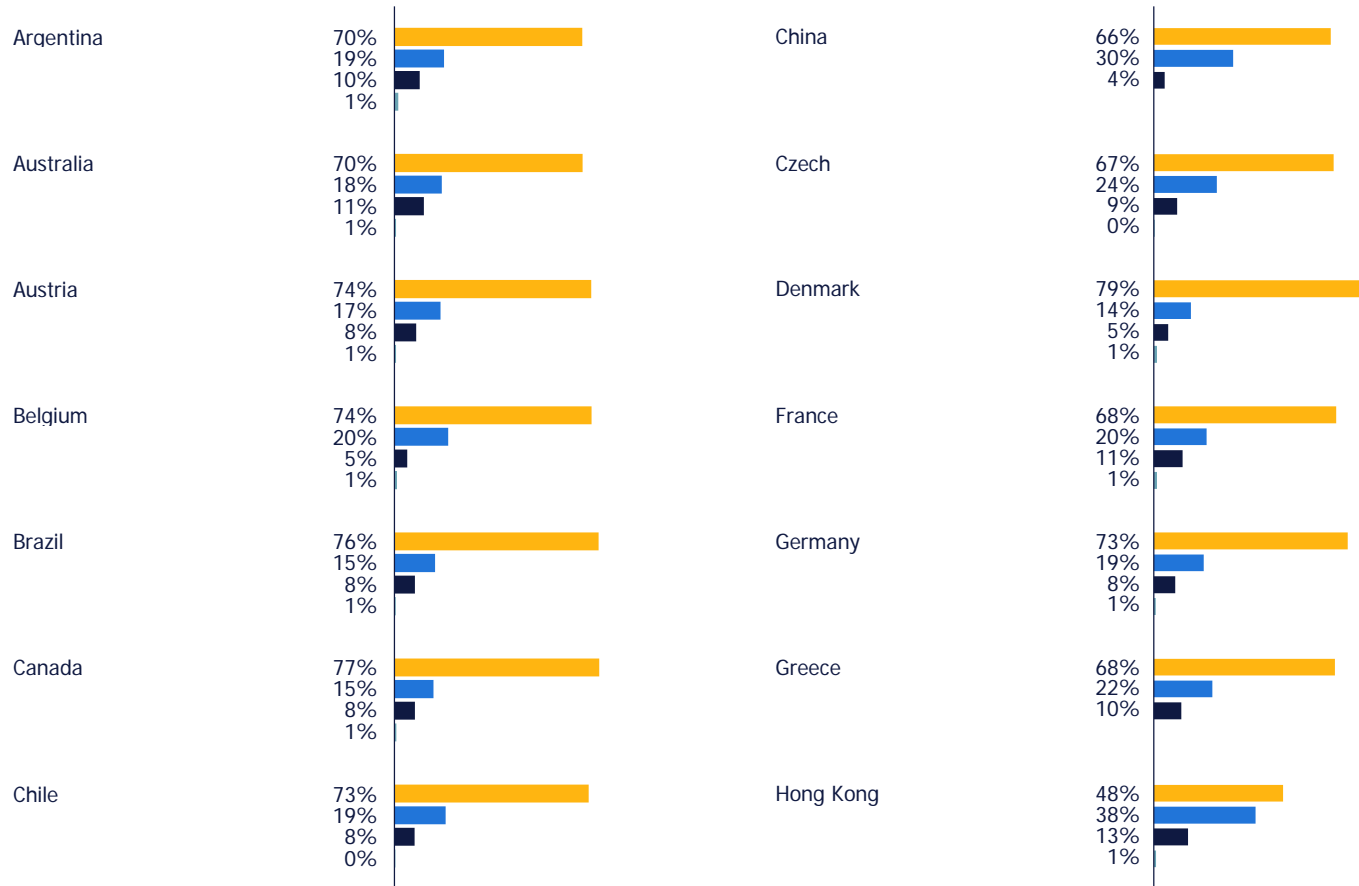
job



satisfaction.



job satisfaction highest in mexico; lowest in japan.

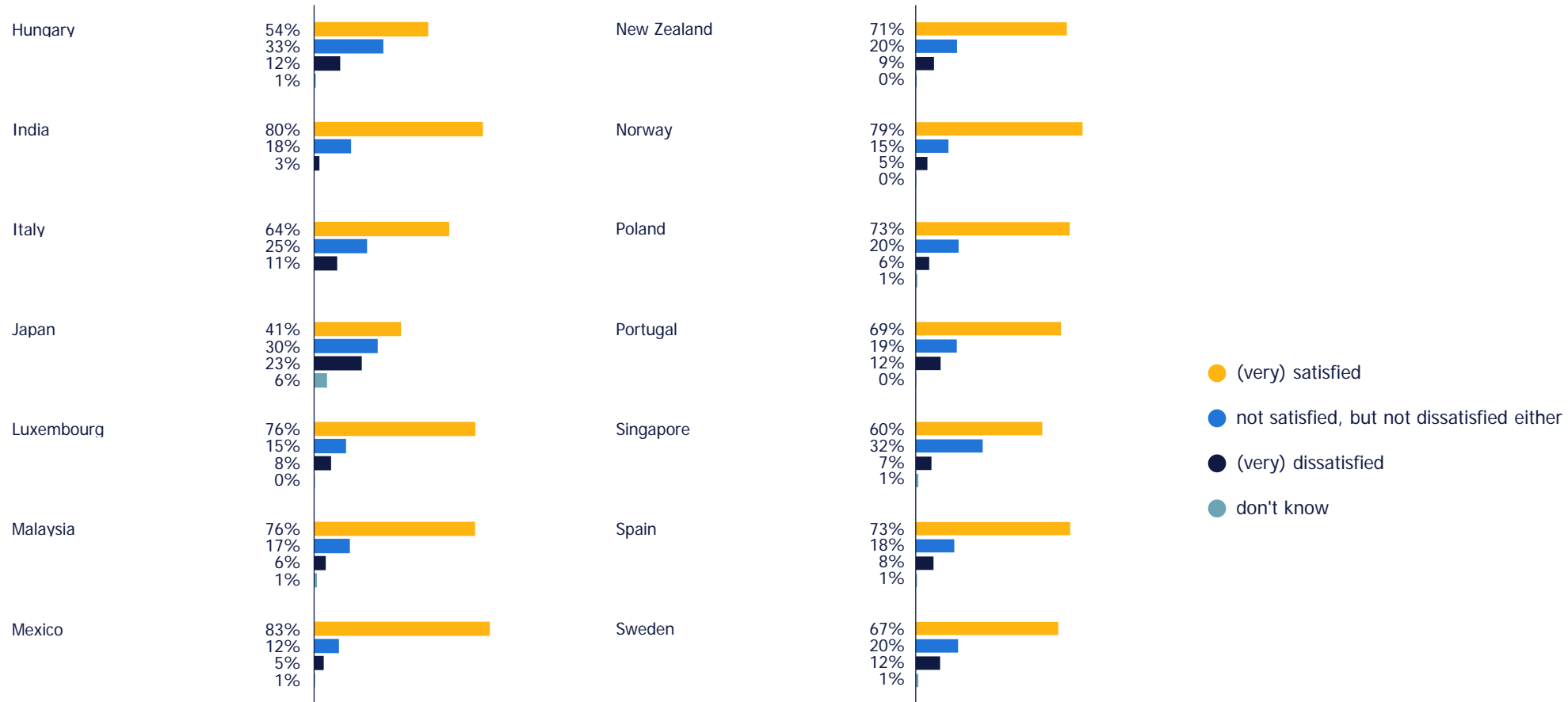


- job satisfaction decreased in hungary compared to last quarter.
- in chile, greece, malaysia and us the job satisfaction increased.

- (very) satisfied
- not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know



job satisfaction.



job satisfaction.



about the



randstad
workmonitor.



about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 33 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published 4 times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes.

The fourth survey of 2017 was conducted from October 24 till November 8 in the following countries:

Argentina	Czech Republic	Italy	Portugal
Australia	Denmark	Japan	Singapore
Austria	France	Luxembourg	Spain
Belgium	Germany	Malaysia	Sweden
Brazil	Greece	Mexico	Switzerland
Canada	Hong Kong	New Zealand	The Netherlands
Chile	Hungary	Norway	Turkey
China	India	Poland	UK
			US

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human forward.

