

global report randstad workmonitor Q3 2019.

working abroad and cultural diversity

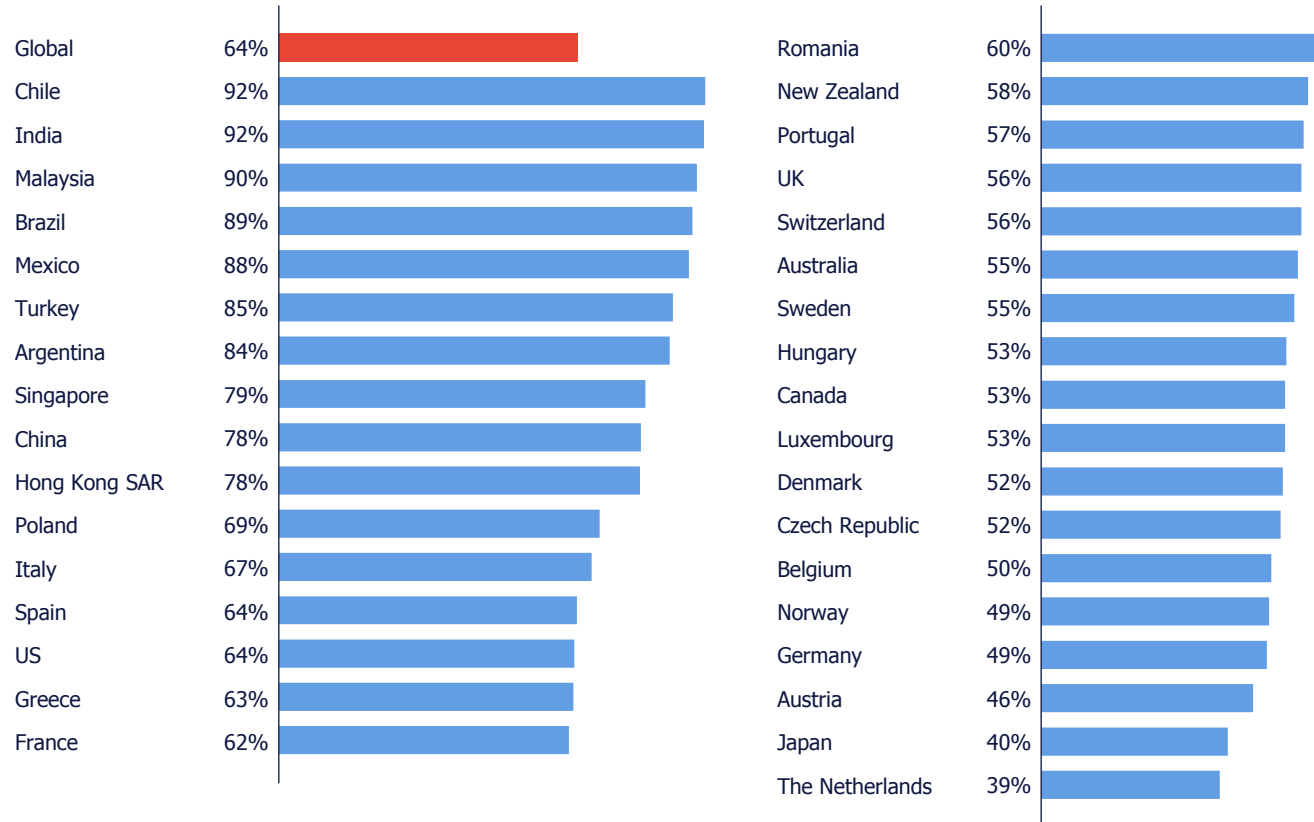


reasons for

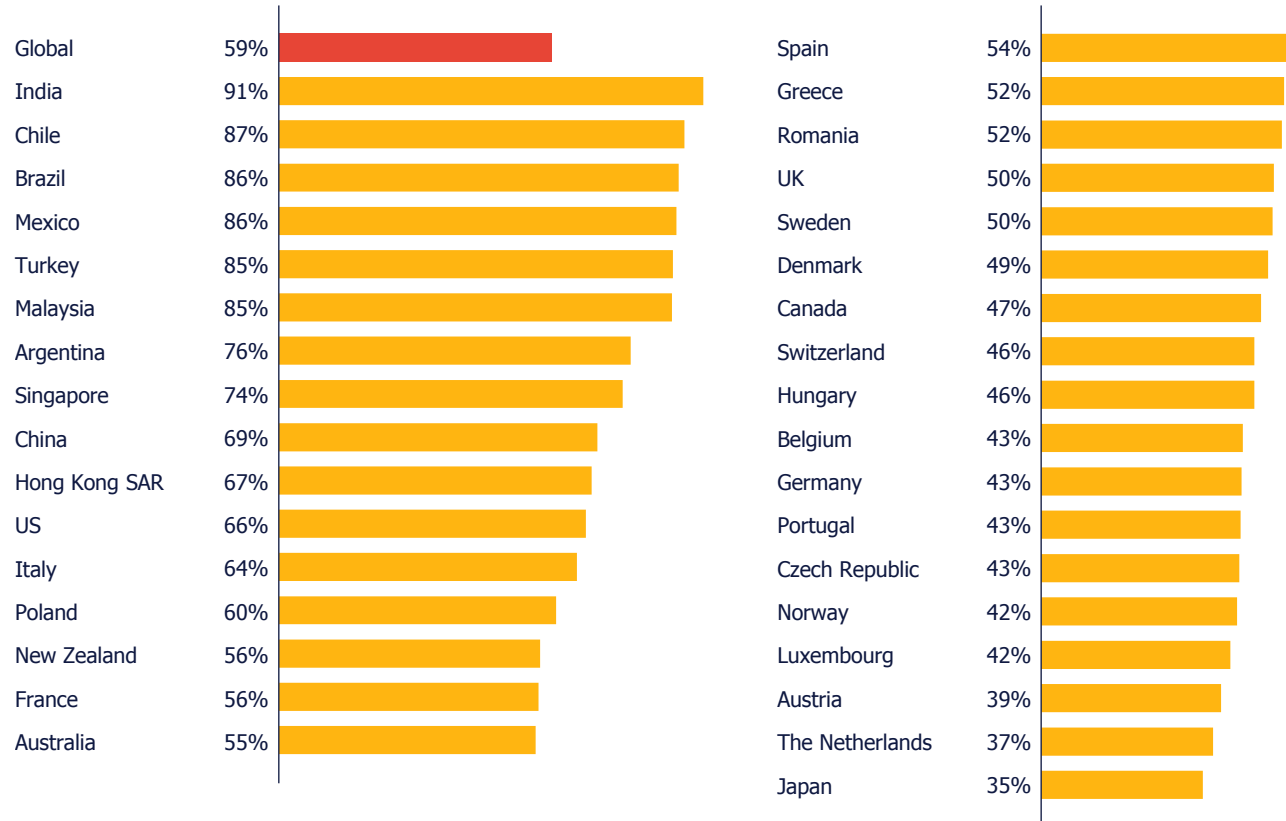


emigration.

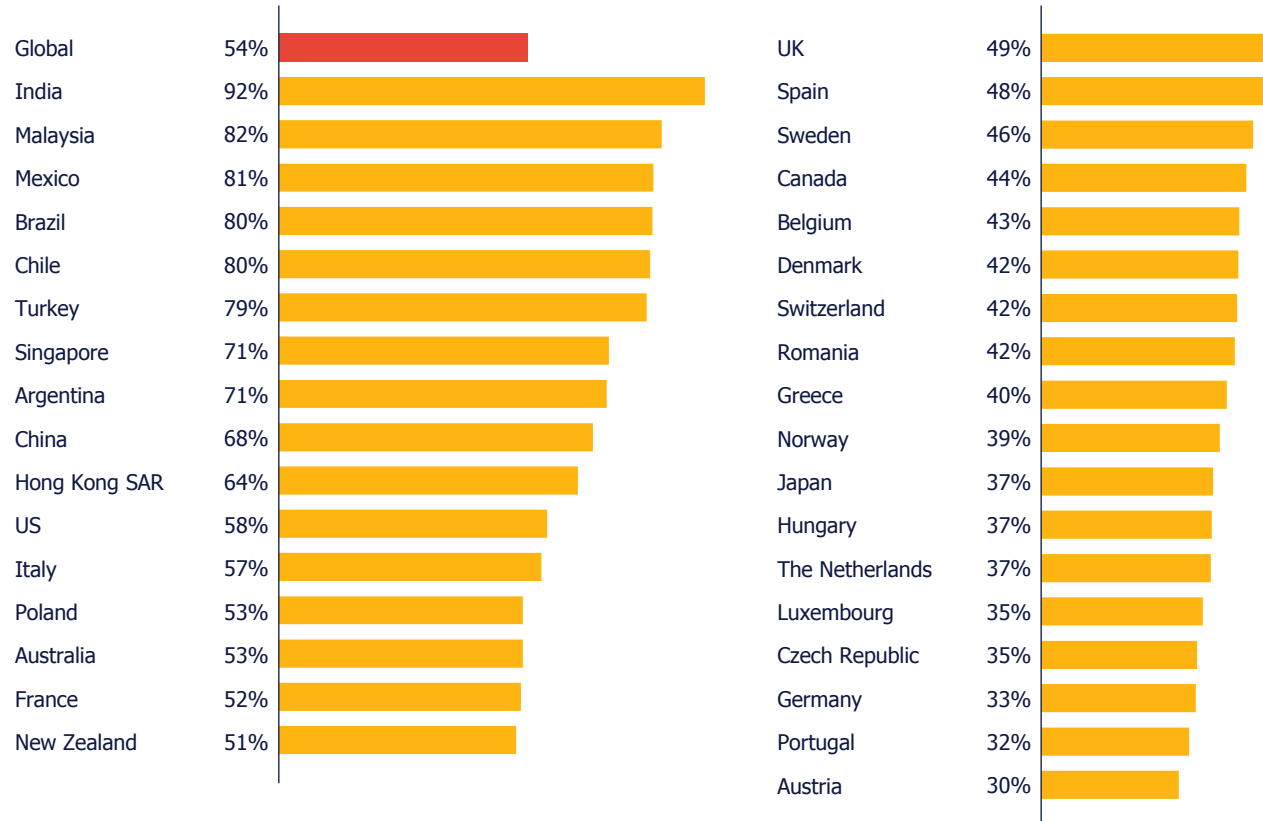
64% would consider emigrating if they can improve their career and work-life balance.



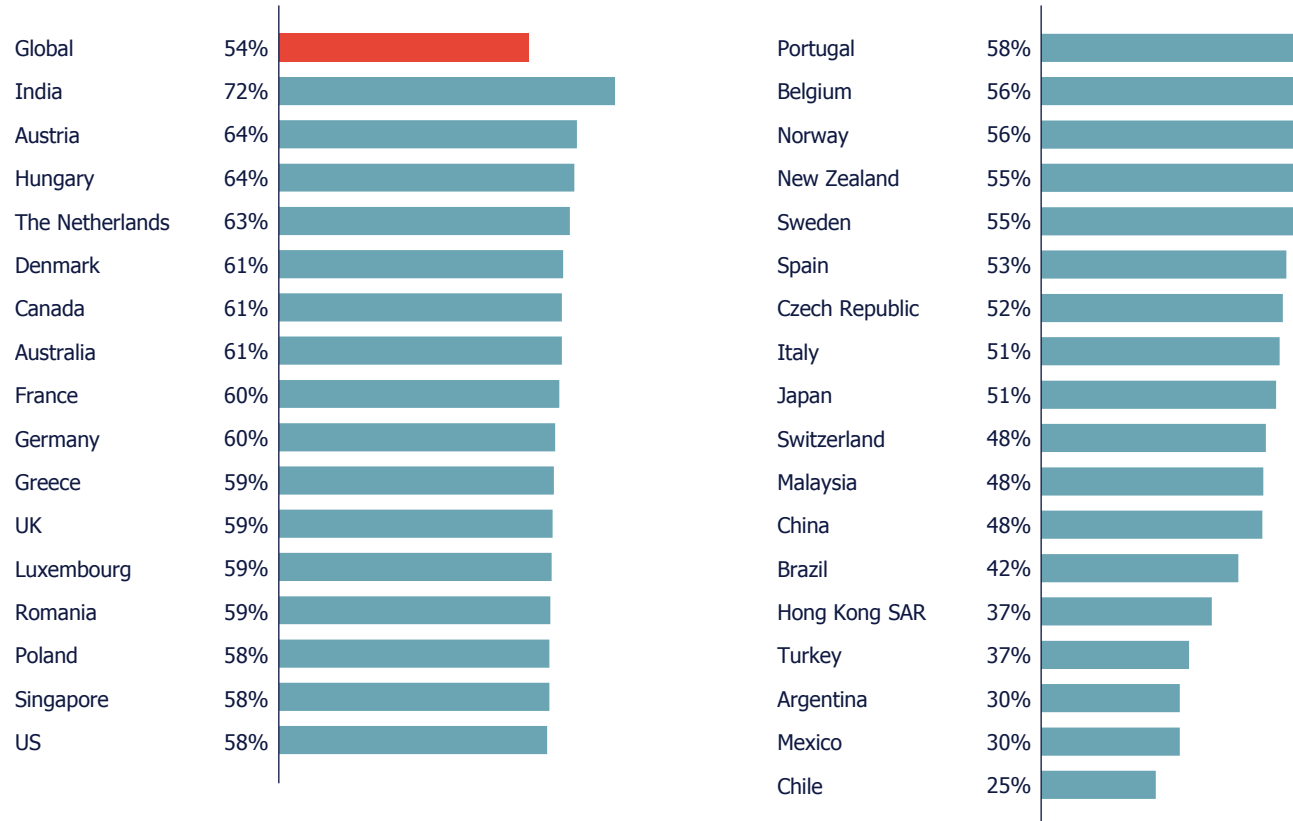
59% are willing to emigrate for a substantially higher salary.



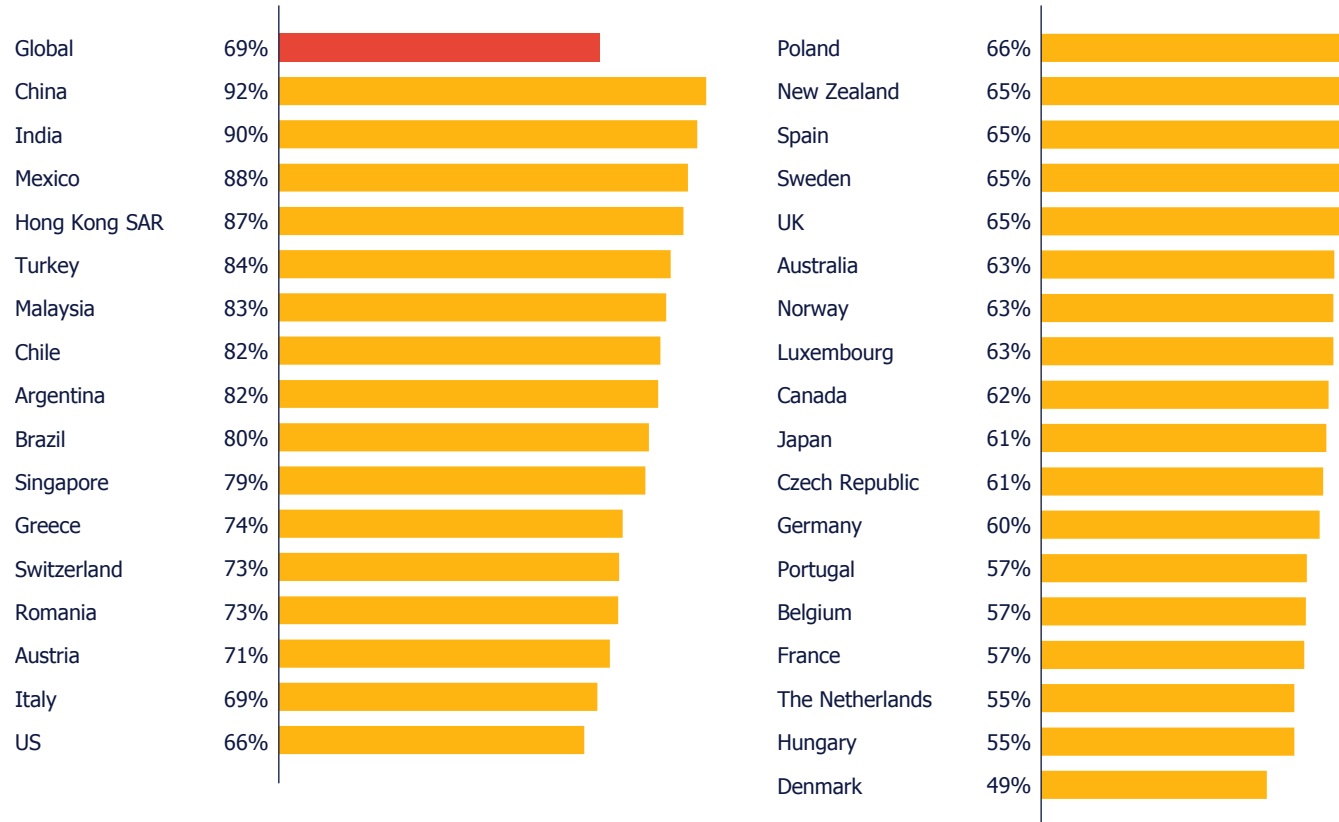
54% are willing to emigrate to have a meaningful career.



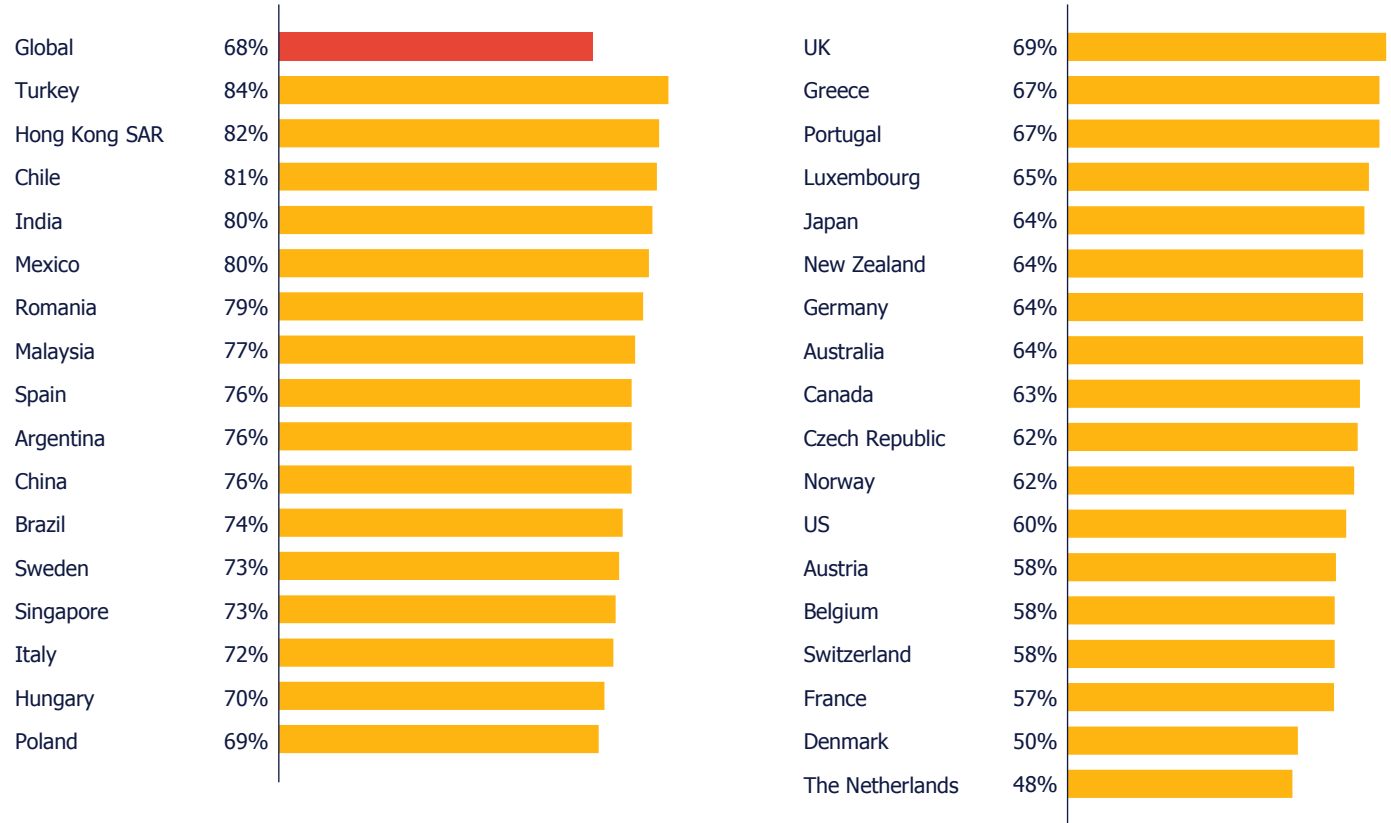
54% would rather switch careers than emigrate.



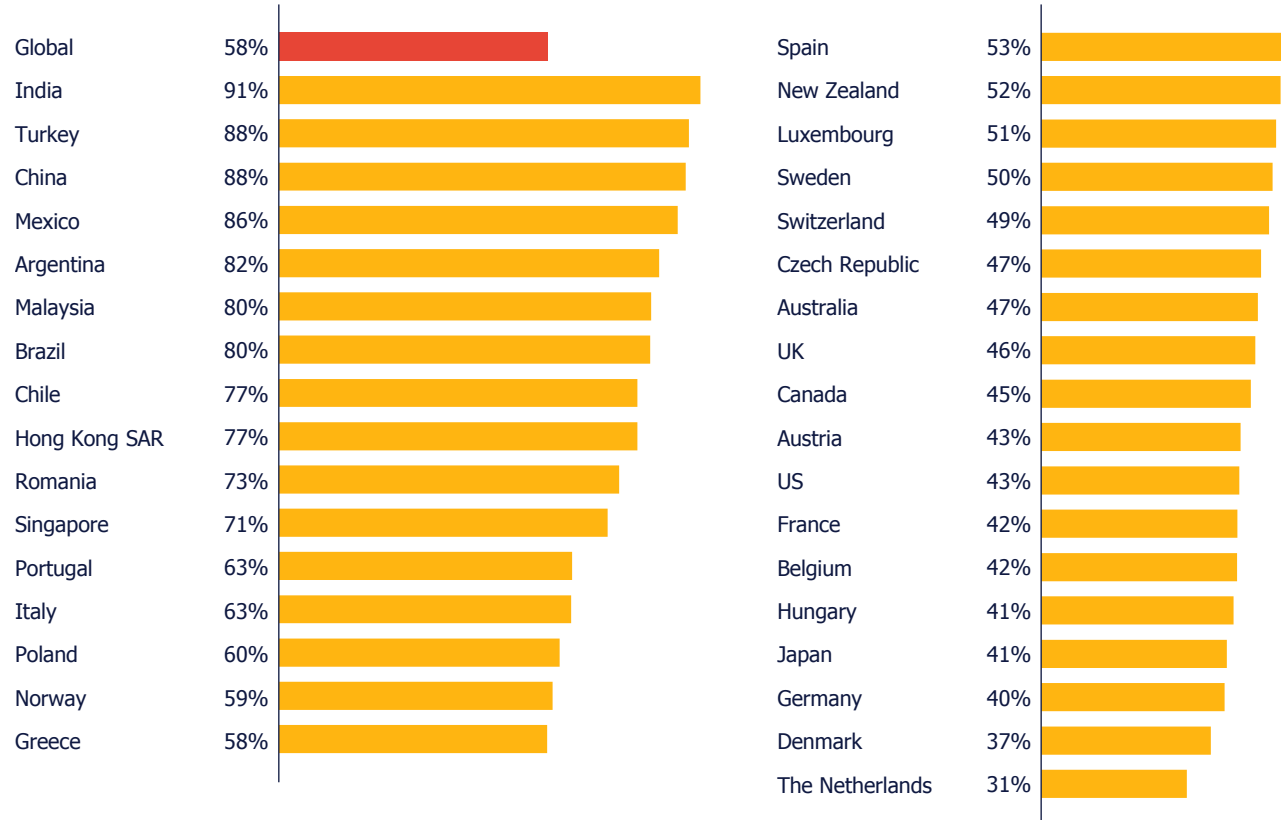
69% are willing to travel for an interesting job.



68% want to work within walking or cycling distance from their home.

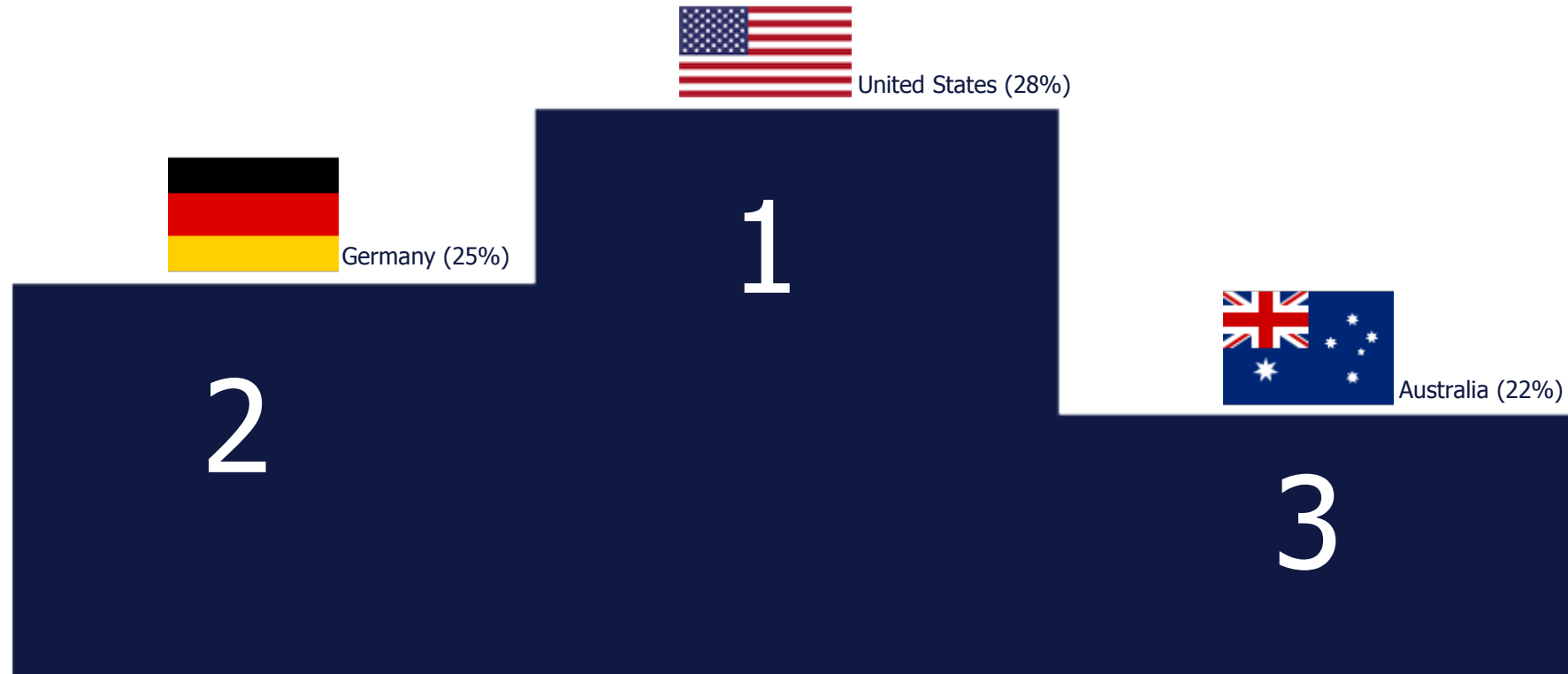


58% want to be able to travel internationally for their work.



if I had to work abroad, I'd prefer to work in...

global results



if I had to work abroad, I'd prefer to work in...

results from europe

	austria
1	Germany
2	Switzerland
3	Italy

	belgium
1	France
2	Netherlands
3	Germany

	czech republic
1	Germany
2	Austria
3	Slovakia

	denmark
1	Norway
2	United States
3	Germany

	france
1	Belgium
2	Germany
3	Spain

	germany
1	Switzerland
2	Austria
3	United States


	greece
1	United Kingdom
2	Germany
3	United States

	hungary
1	Austria
2	Germany
3	United States

if I had to work abroad, I'd prefer to work in...

results from europe

 italy	
1	Germany
2	France
3	Spain

 luxembourg	
1	Germany
2	Switzerland
3	Canada

 norway	
1	Denmark
2	Sweden
3	United Kingdom

 poland	
1	Germany
2	United Kingdom
3	the Netherlands

 portugal	
1	Spain
2	Germany
3	United Kingdom

 romania	
1	Germany
2	France
3	Switzerland

 spain	
1	Germany
2	France
3	United States

 sweden	
1	Norway
2	Denmark
3	United Kingdom

if I had to work abroad, I'd prefer to work in...

results from europe

 switzerland

- | | |
|---|---------------|
| 1 | Germany |
| 2 | France |
| 3 | United States |

 the netherlands

- | | |
|---|---------|
| 1 | Belgium |
| 2 | Germany |
| 3 | Spain |

 turkey

- | | |
|---|---------------|
| 1 | United States |
| 2 | Germany |
| 3 | Australia |

 united kingdom

- | | |
|---|---------------|
| 1 | United States |
| 2 | Australia |
| 3 | Canada |

if I had to work abroad, I'd prefer to work in...

results from asia pacific



china

- | | |
|---|---------------|
| 1 | Germany |
| 2 | Australia |
| 3 | United States |



hong kong sar

- | | |
|---|----------------|
| 1 | Japan |
| 2 | China |
| 3 | United Kingdom |



india

- | | |
|---|---------------|
| 1 | Australia |
| 2 | United States |
| 3 | India |



japan

- | | |
|---|----------------|
| 1 | United States |
| 2 | United Kingdom |
| 3 | Australia |



malaysia

- | | |
|---|-----------|
| 1 | Australia |
| 2 | Singapore |
| 3 | Japan |



singapore

- | | |
|---|---------------|
| 1 | Australia |
| 2 | Japan |
| 3 | United States |



australia

- | | |
|---|----------------|
| 1 | United Kingdom |
| 2 | United States |
| 3 | New Zealand |



new zealand

- | | |
|---|----------------|
| 1 | Australia |
| 2 | United Kingdom |
| 3 | United States |

if I had to work abroad, I'd prefer to work in...

results from the americas



- | | |
|---|---------------|
| 1 | Spain |
| 2 | United States |
| 3 | Germany |



- | | |
|---|---------------|
| 1 | United States |
| 2 | Portugal |
| 3 | Canada |



- | | |
|---|---------------|
| 1 | United States |
| 2 | Spain |
| 3 | Canada |



- | | |
|---|---------------|
| 1 | United States |
| 2 | Australia |
| 3 | France |



- | | |
|---|---------------|
| 1 | Canada |
| 2 | United States |
| 3 | Germany |



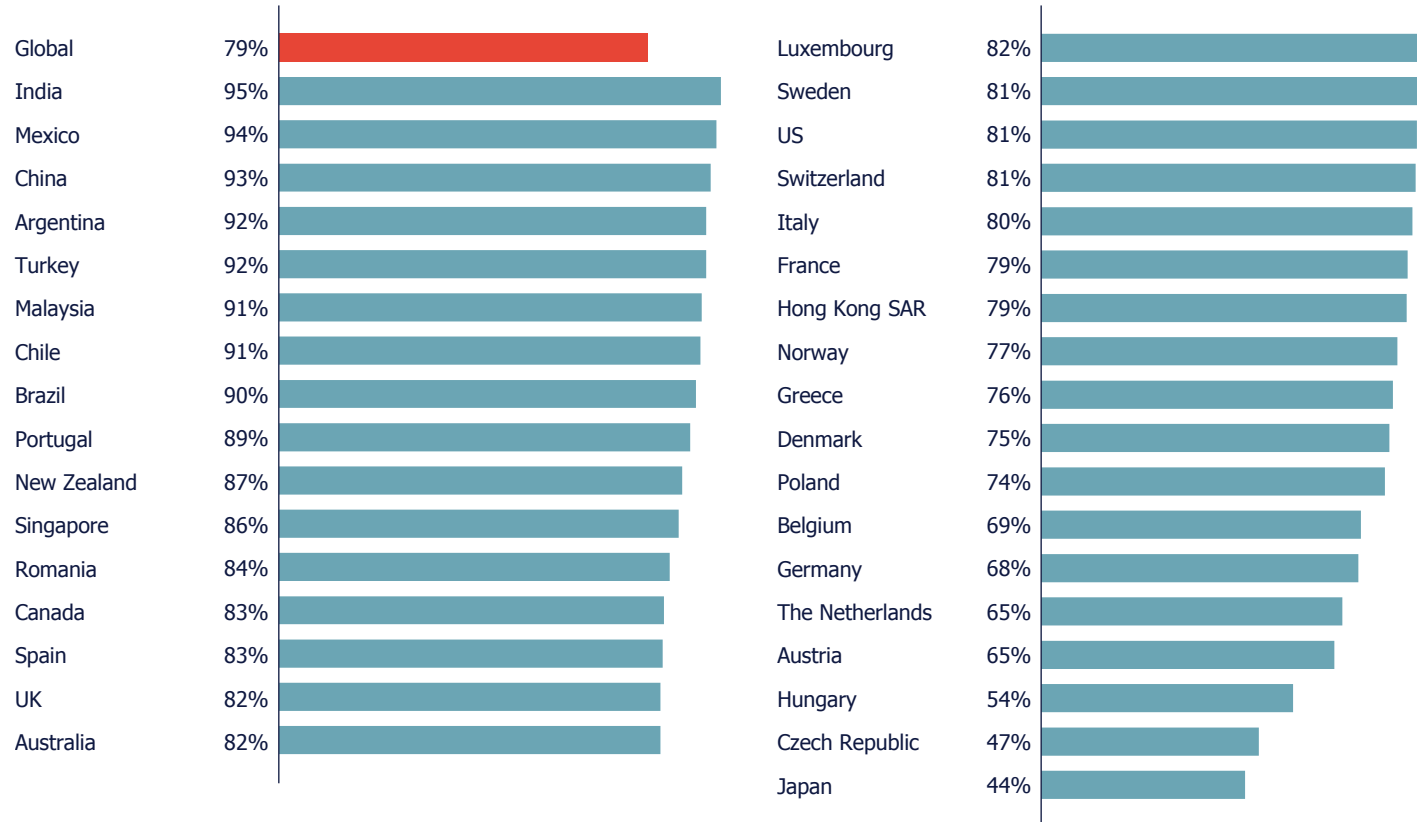
- | | |
|---|----------------|
| 1 | United Kingdom |
| 2 | Canada |
| 3 | Australia |

cultural

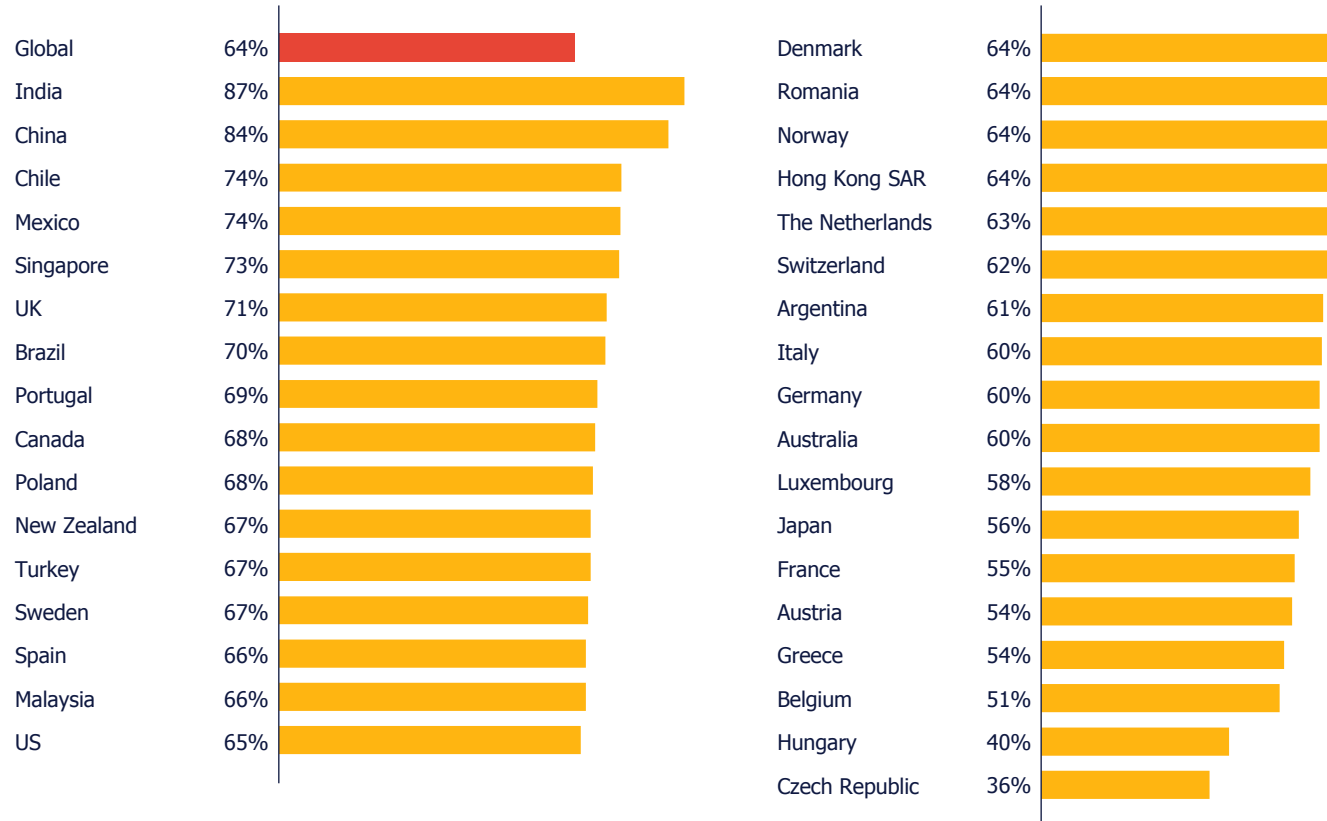


diversity.

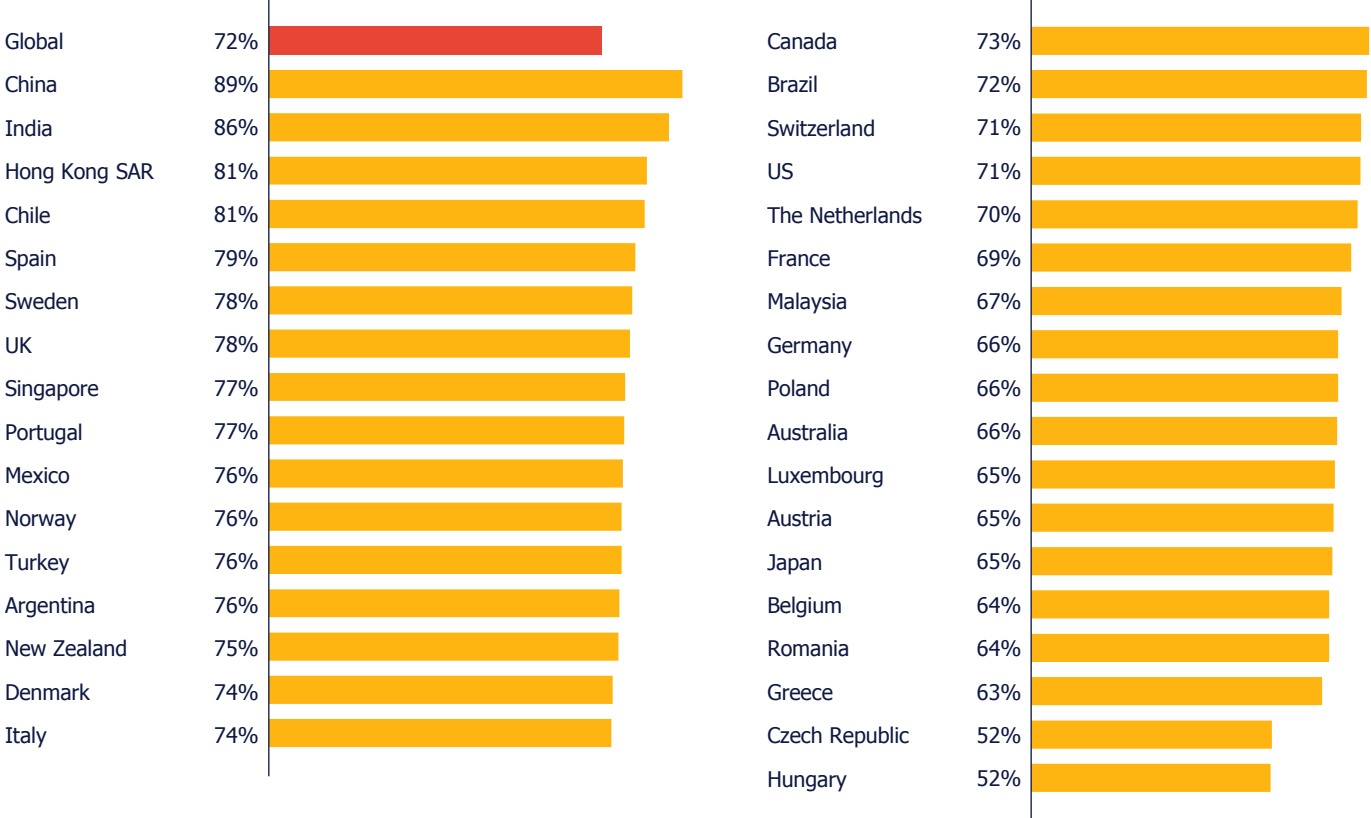
79% like working with people from other cultures.



64% think it's good that their employer attracts people from abroad to cover labor shortages.



72% think it's good that their employer hires foreign workers if the domestic workforce cannot provide the required skills and/or knowledge.



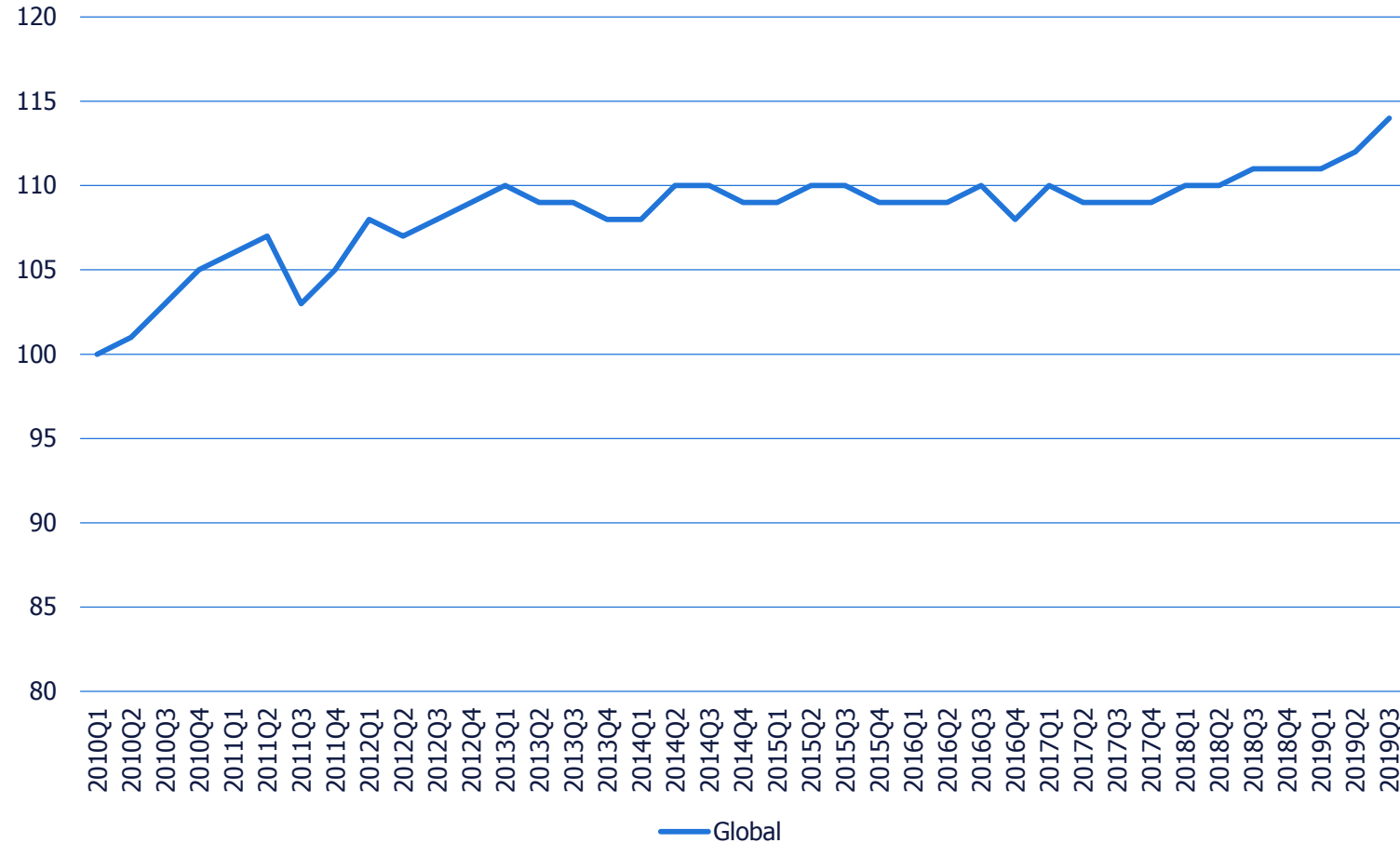
mobility



index.



the global mobility index slightly increased in the last two last quarters.

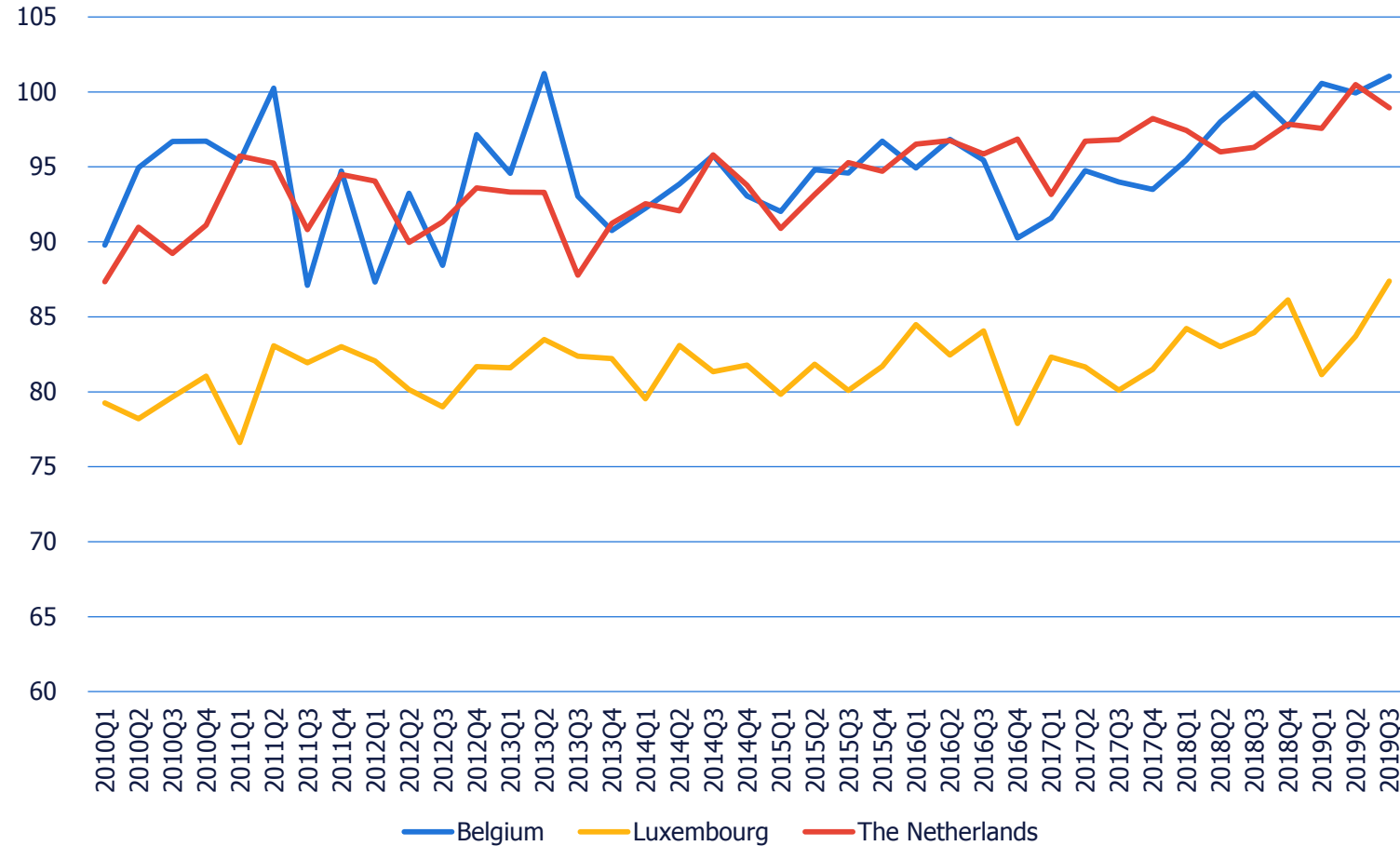


question:

- 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?



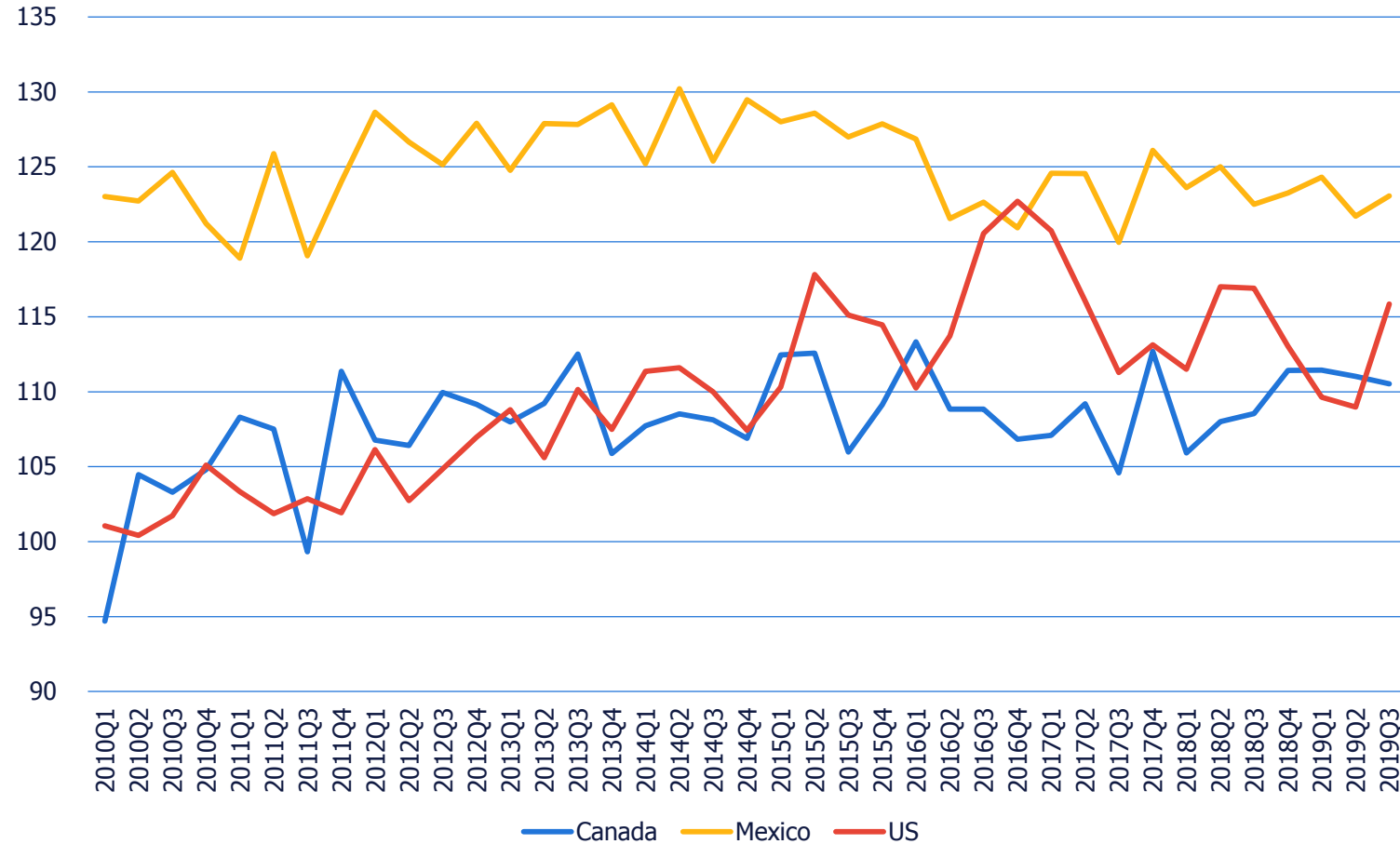
mobility Luxembourg +3 and Belgium +1; Netherlands -1.



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 US +7 and Mexico +1; Canada no shift.

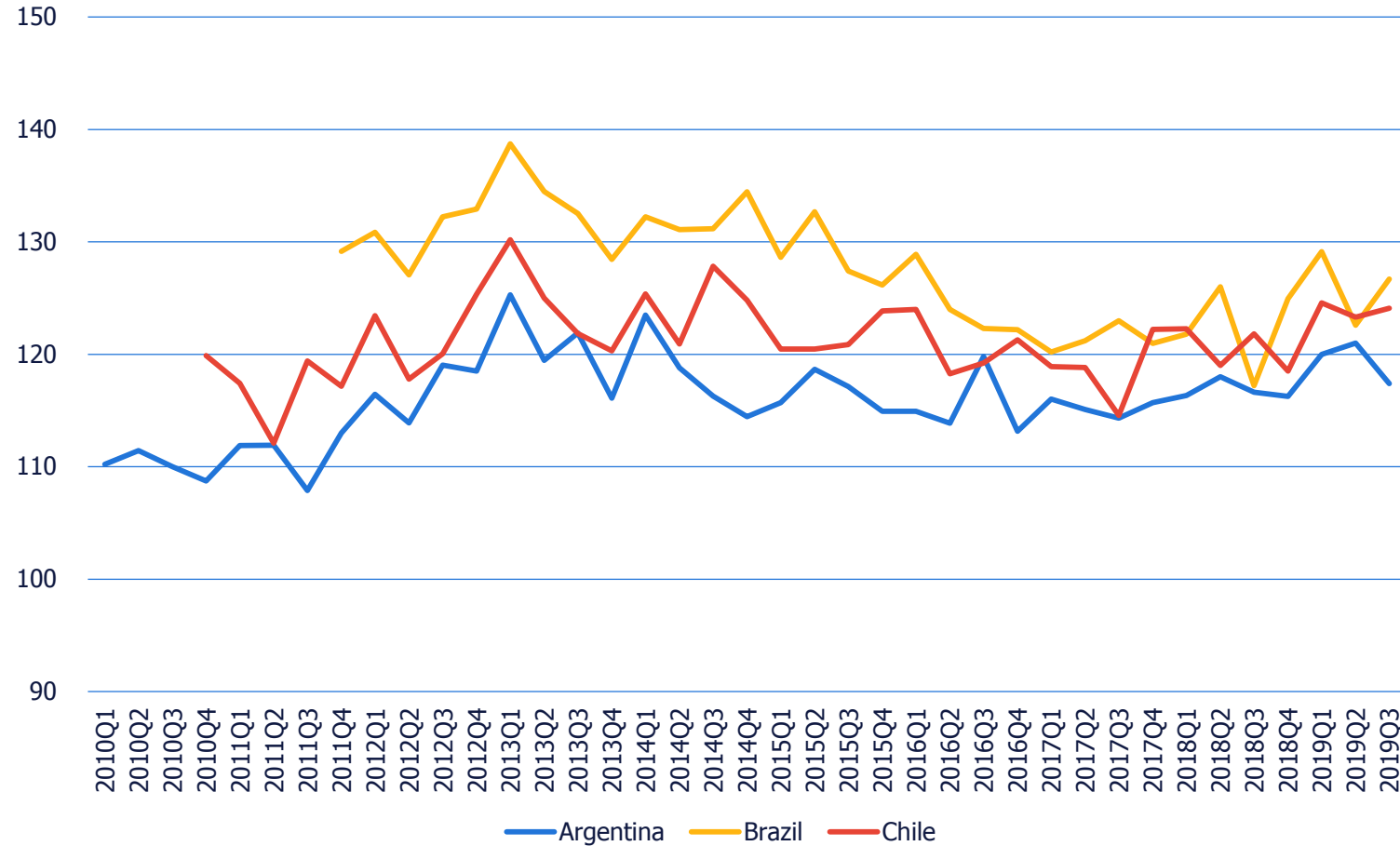


question:

- 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 Brazil +4 and Chile +1; Argentina -4.

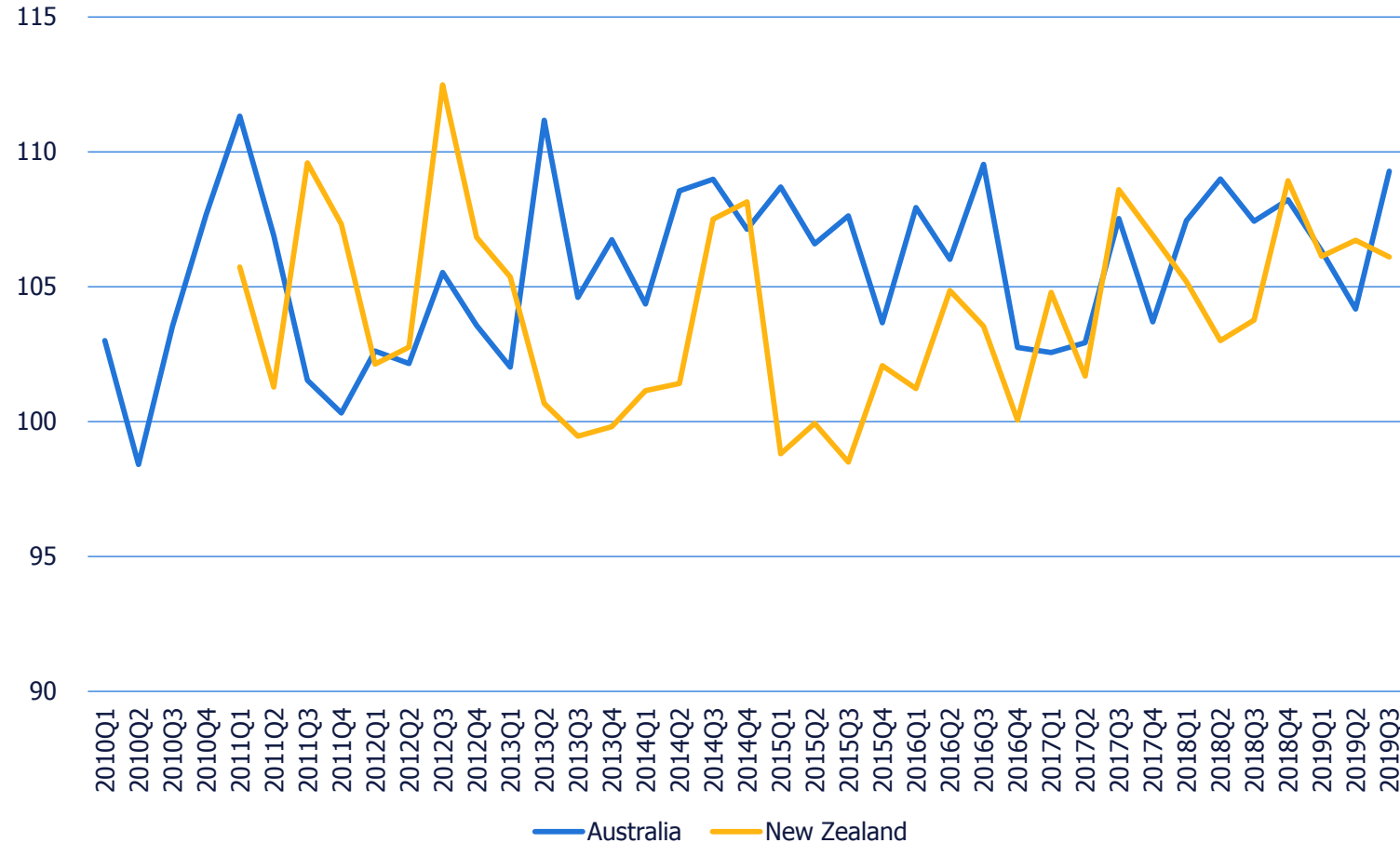


question:

- 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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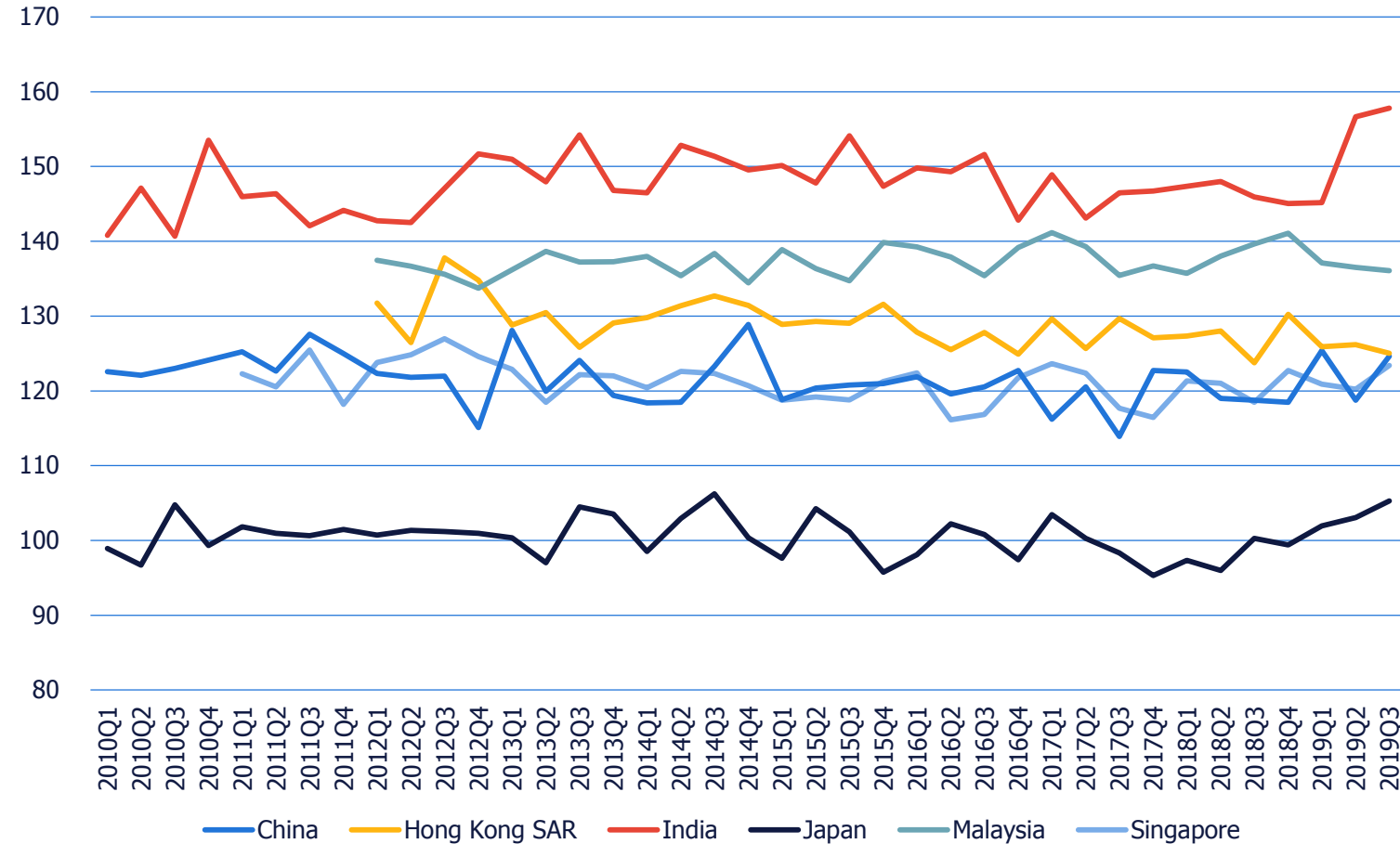
mobility Australia +5; New Zealand -1.



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 China +6, Singapore +3, Japan +2 and India +1;
 Hong Kong SAR and Malaysia -1.

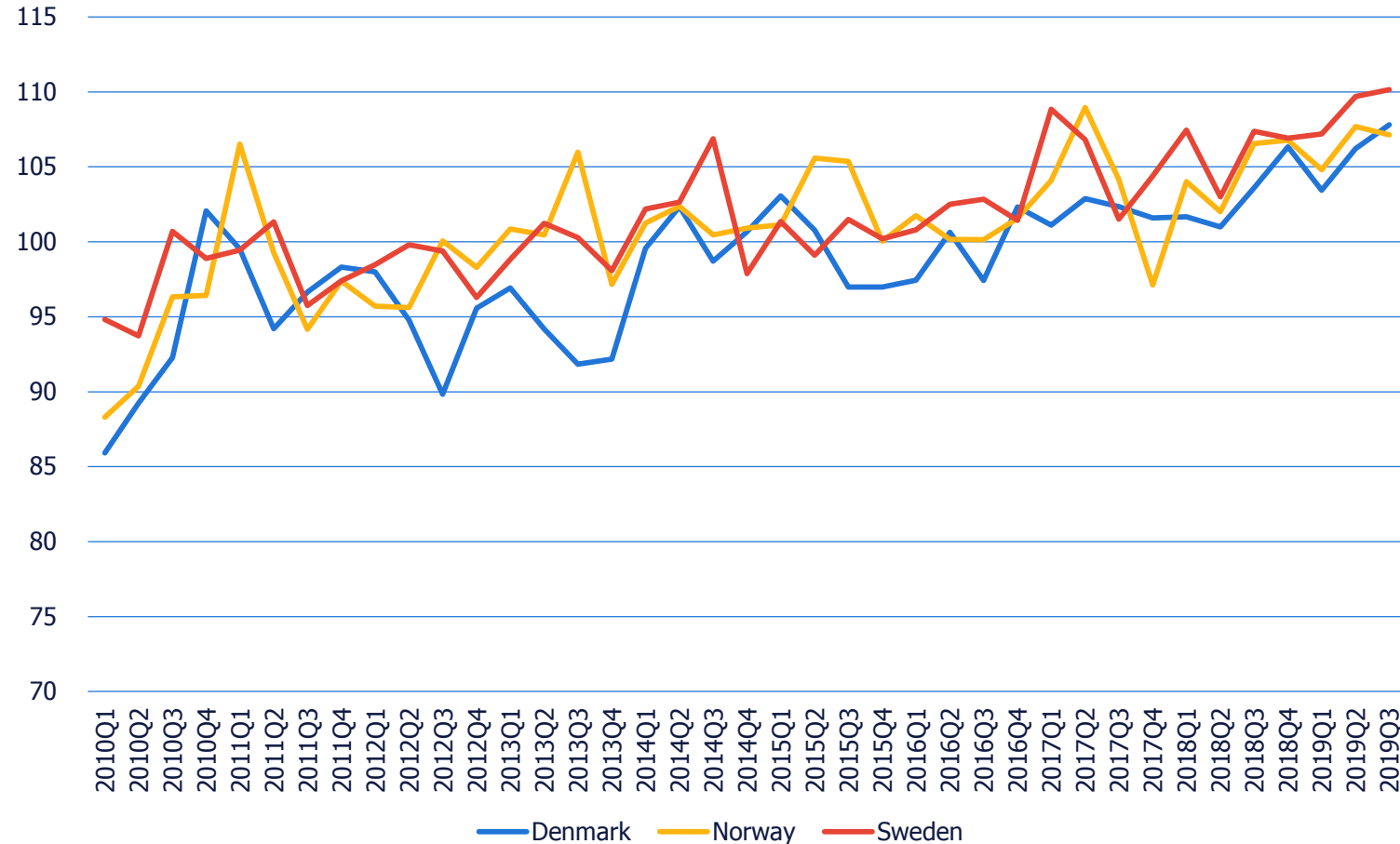


question:

- 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?



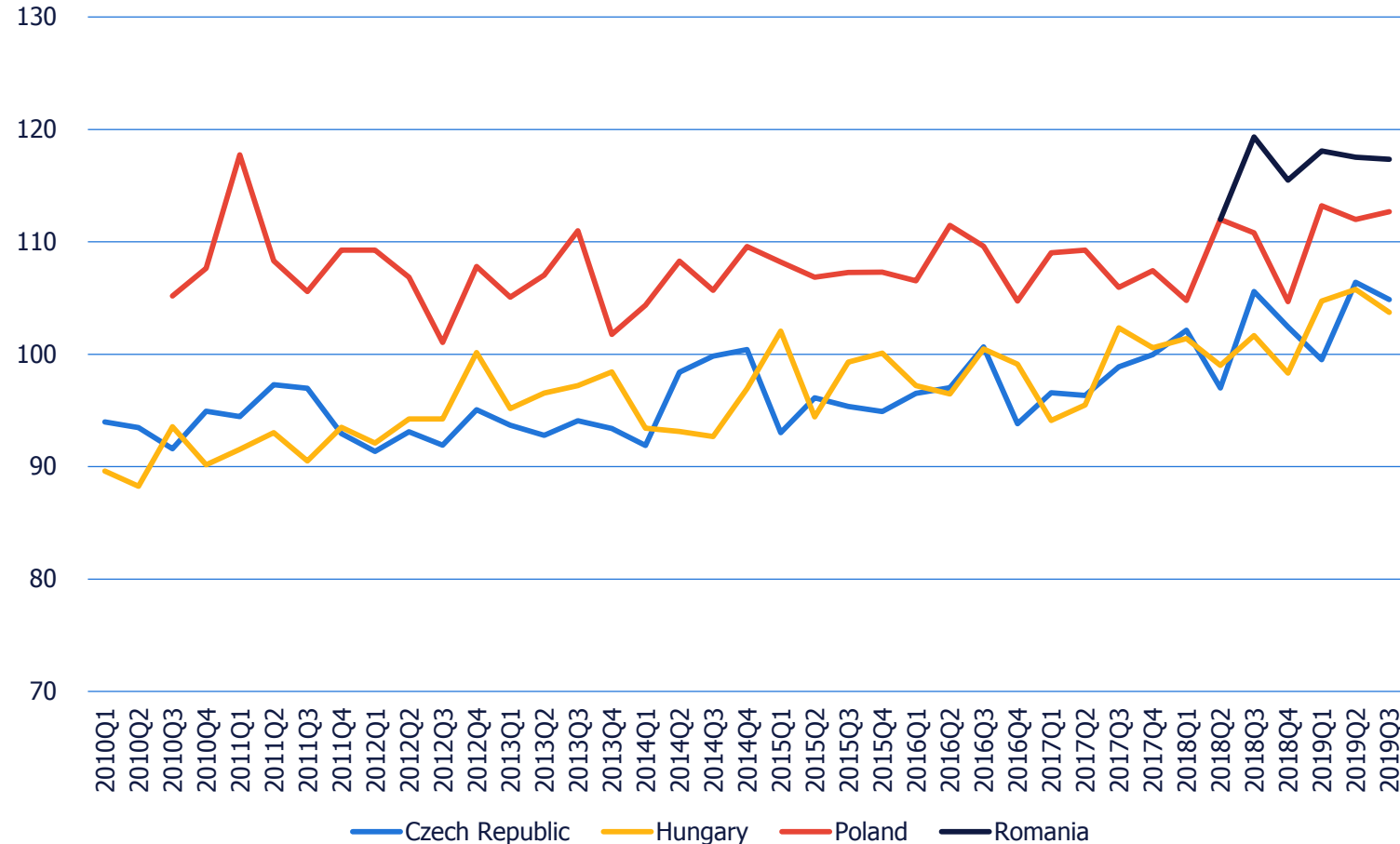
mobility Denmark +2; Norway -1 and Sweden no shift.



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 Poland +1; Hungary -2, Czech Republic and Romania -1.

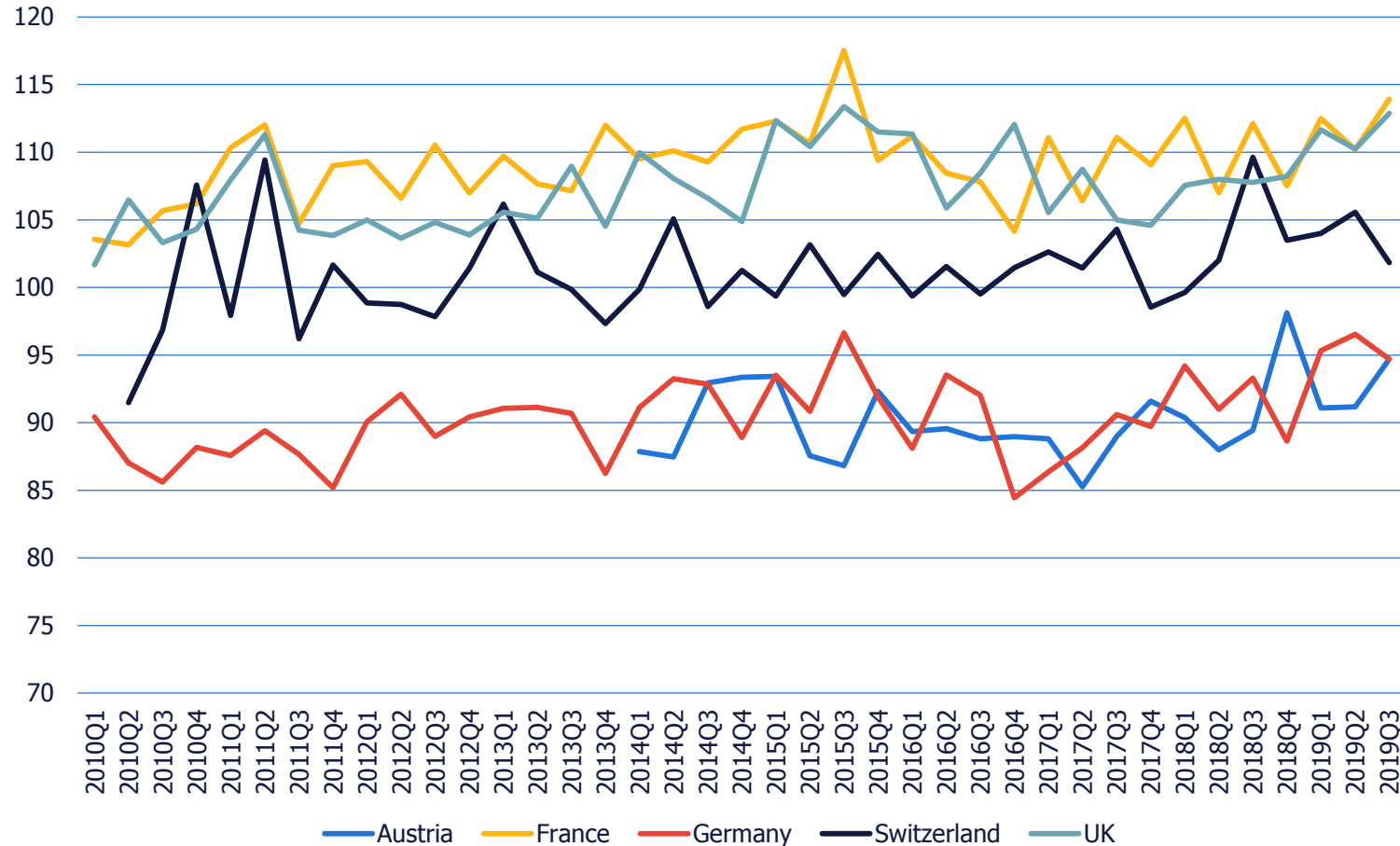


question:

- 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 +4, France +4 and UK+3; Switzerland -4 and Germany -2.

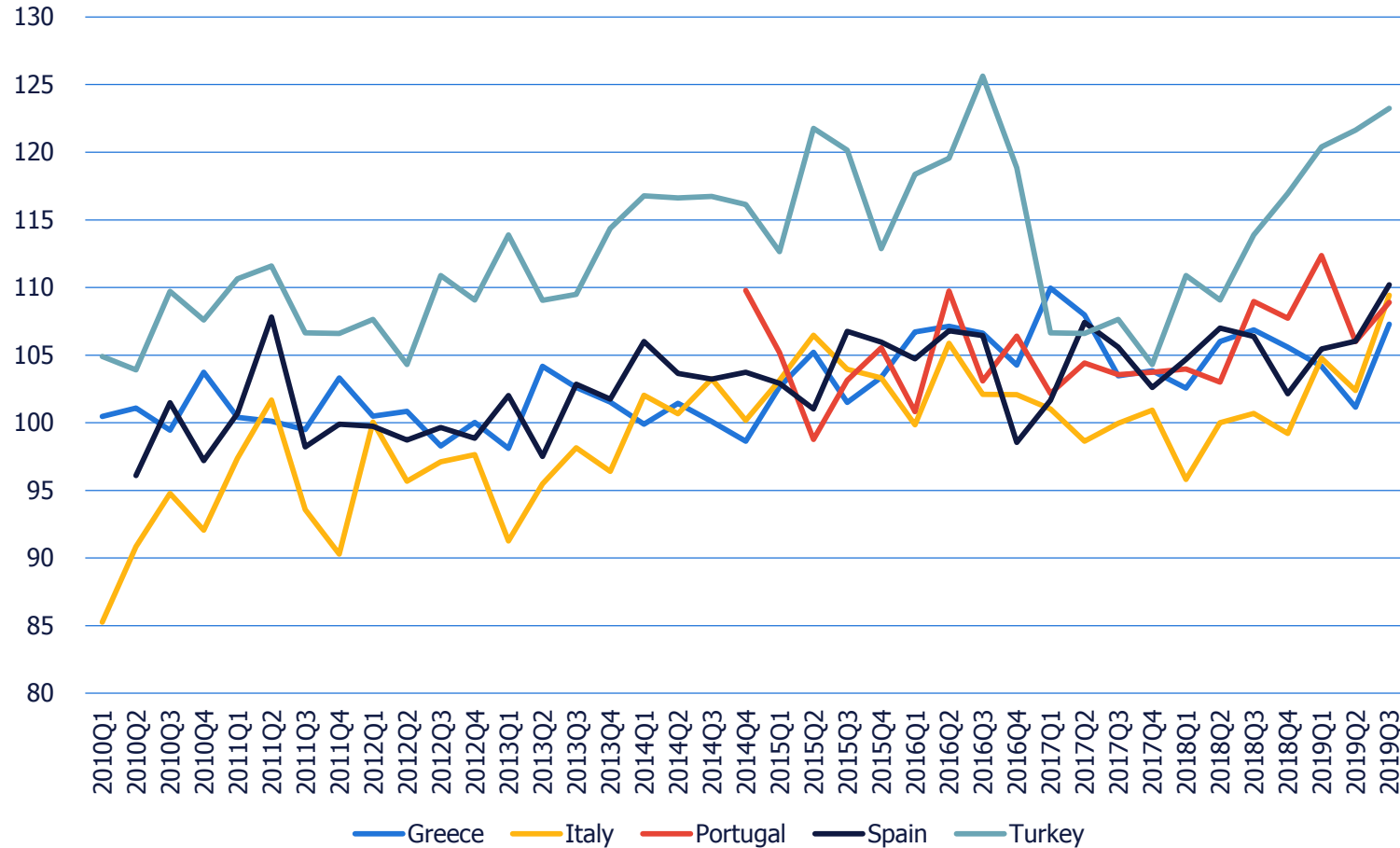


question:

- 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 Italy +7, Greece +6, Spain +4, Portugal +3 and Turkey +1.



question:

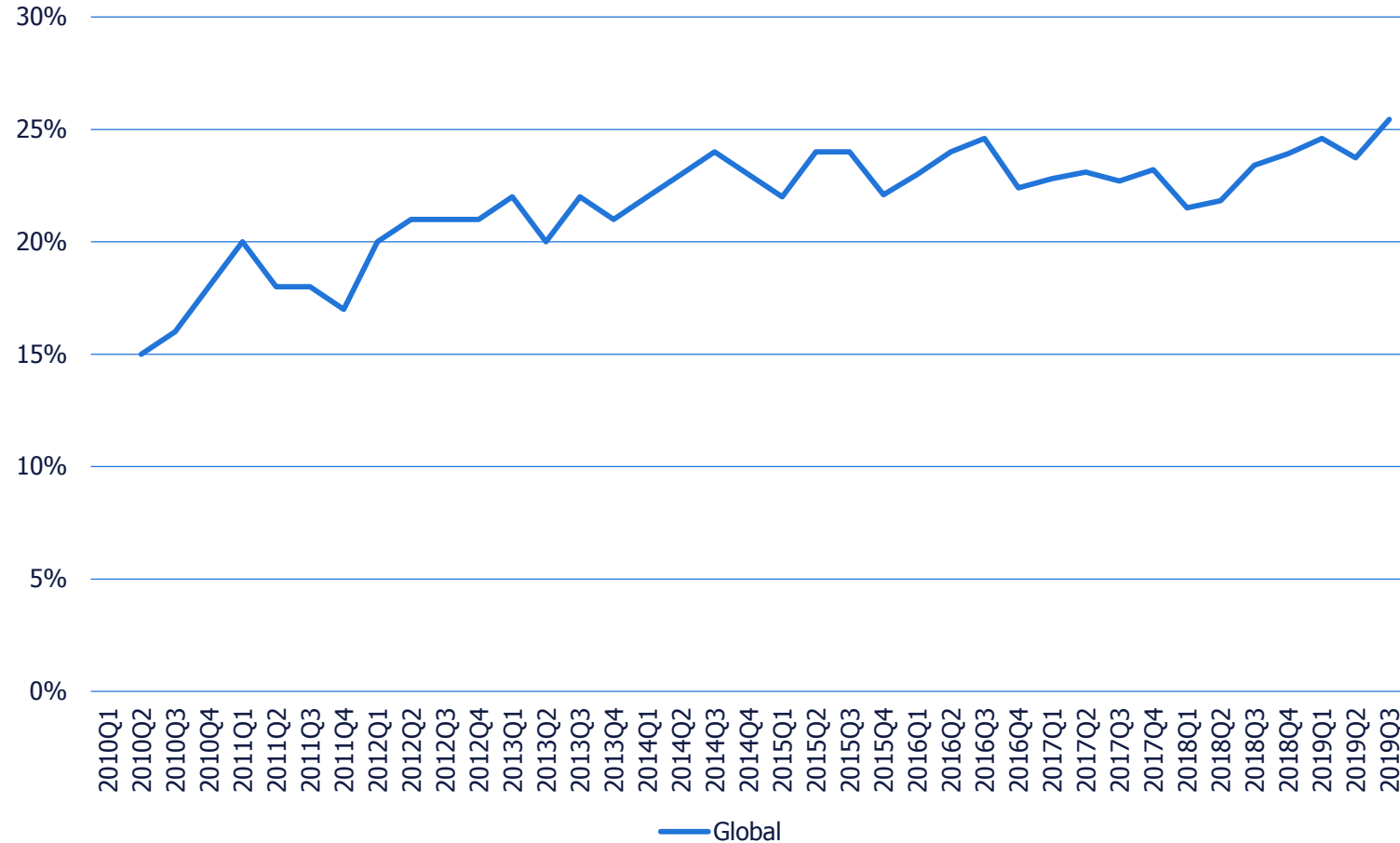
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

actual



job changes.

the actual job changes increased compared to last quarter.

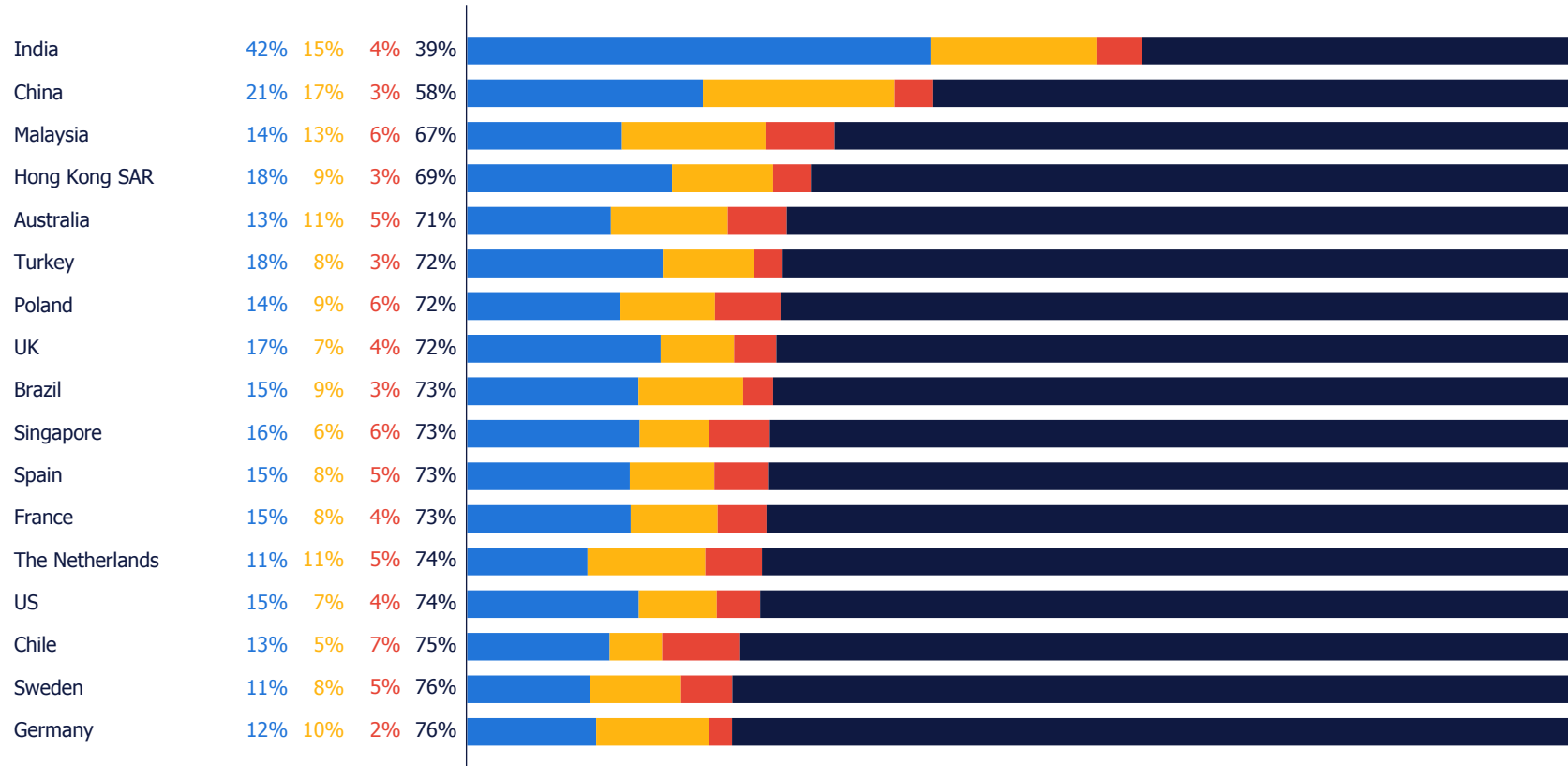


question:

- 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 changes highest in India; lowest in Luxembourg.



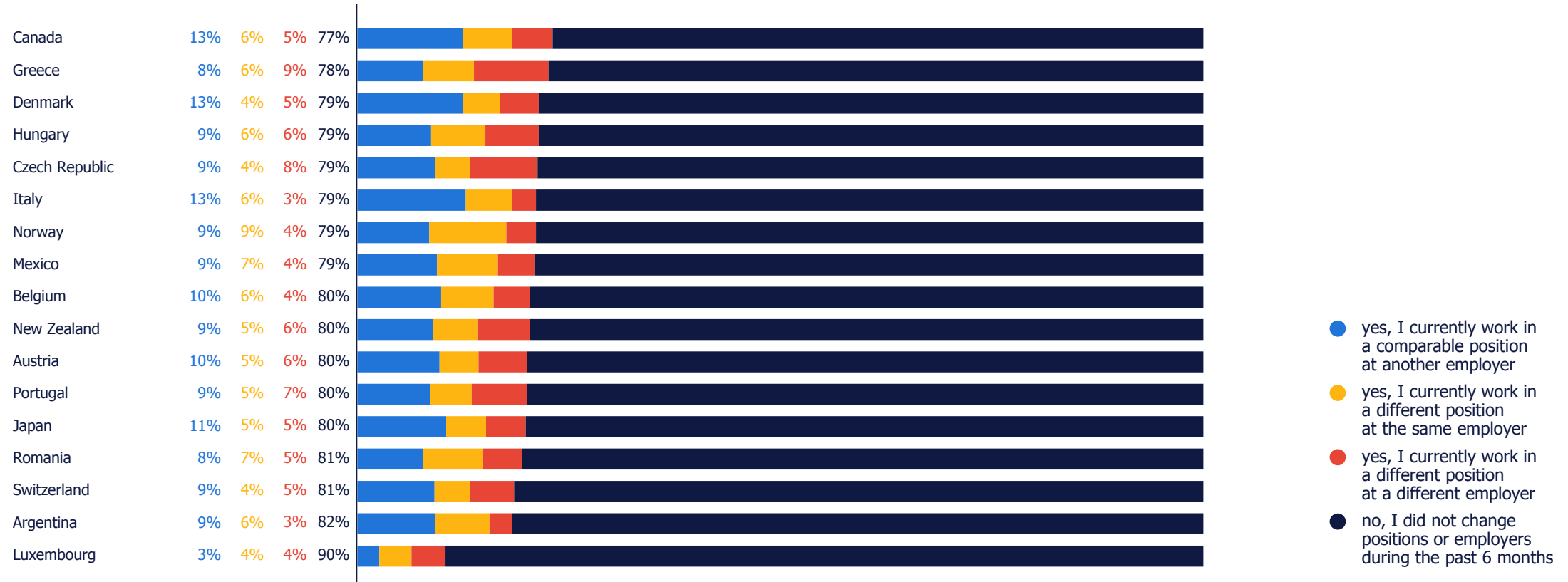
The job changes increased in Australia, China, Czech Republic, Turkey and the UK compared to last quarter.

In none of the countries the actual job changes decreased.

- 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 changes.

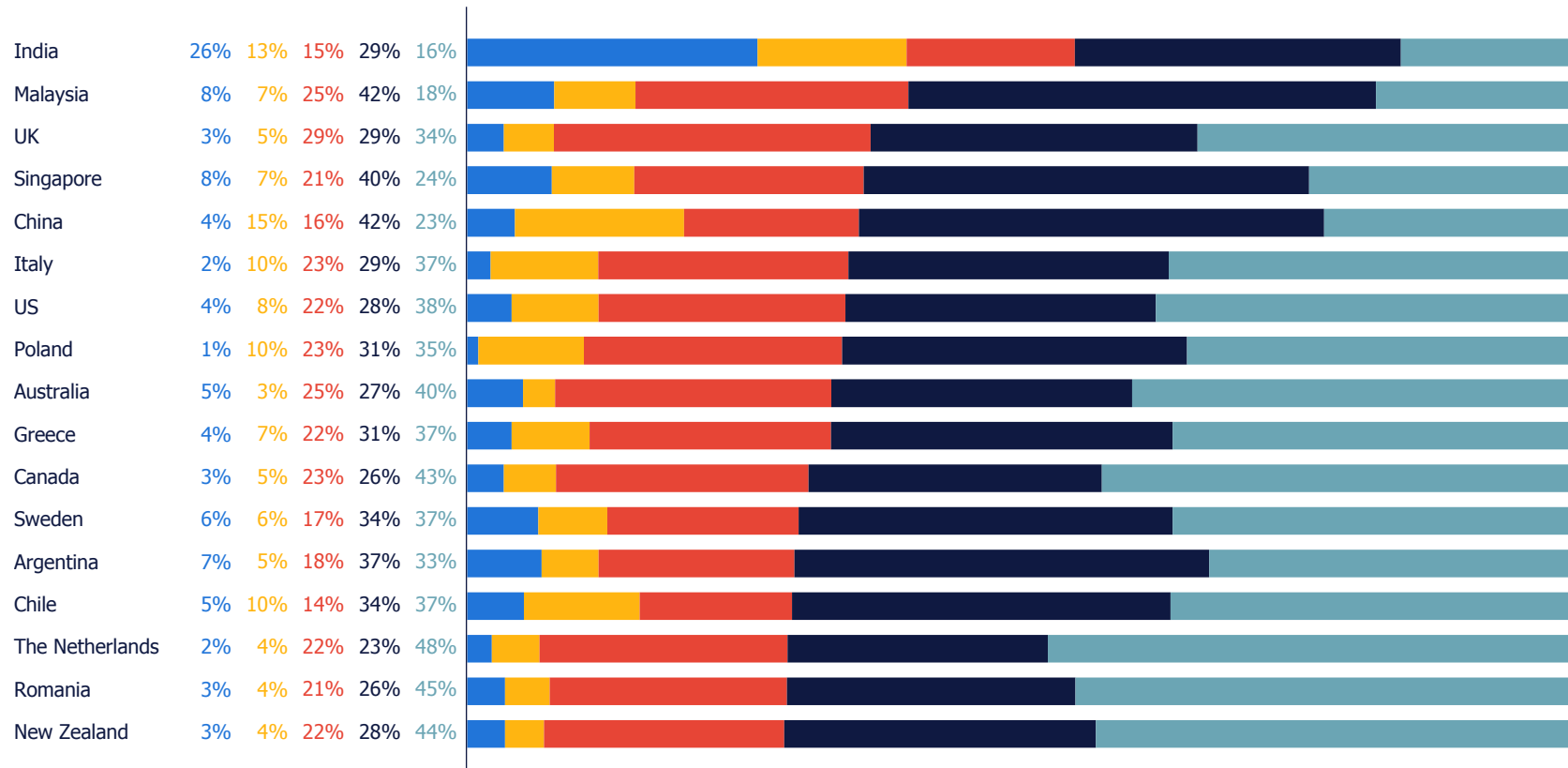


job



change
appetite.

job change appetite highest in India; lowest in Turkey.

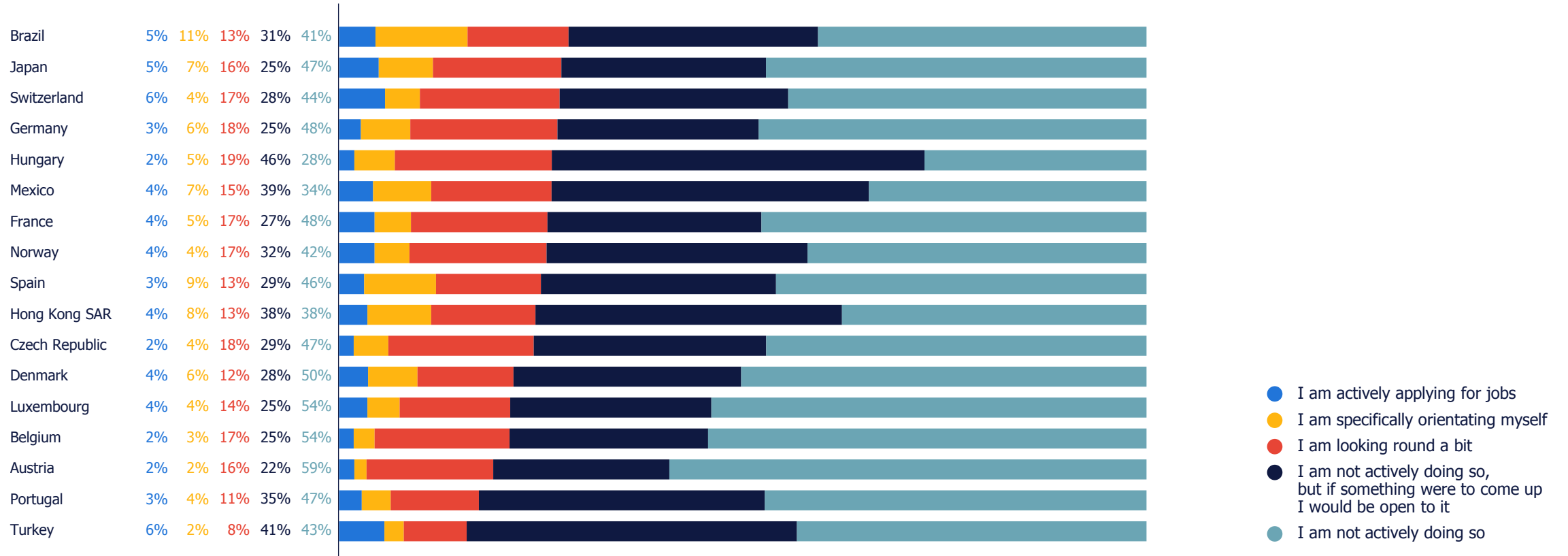


The job change appetite increased in Canada, Luxembourg and the Netherlands compared to last quarter.

In Argentina, Belgium and Spain, the job change appetite decreased.

- 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.

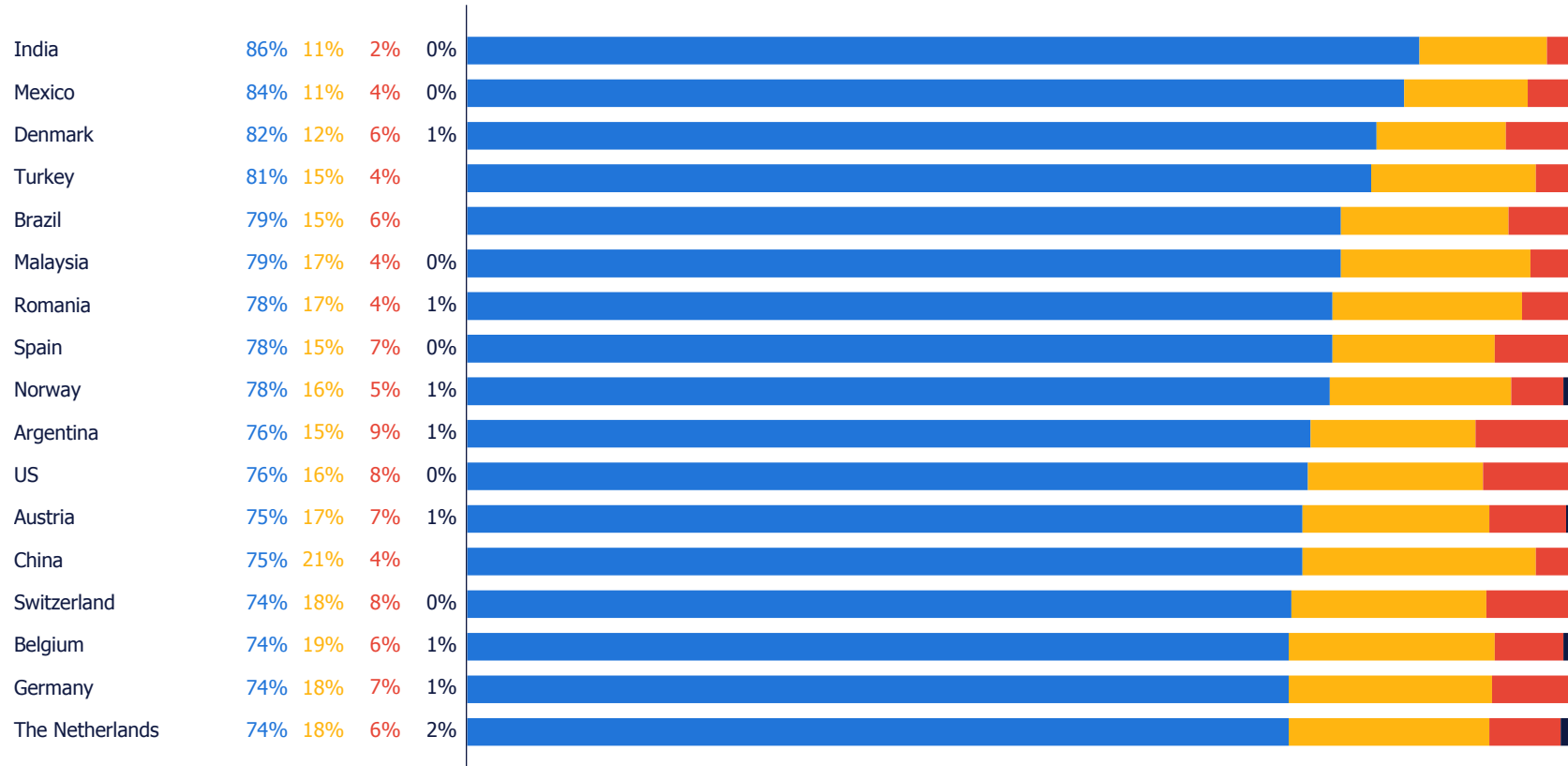


job



satisfaction.

job satisfaction highest in India; lowest in Japan.



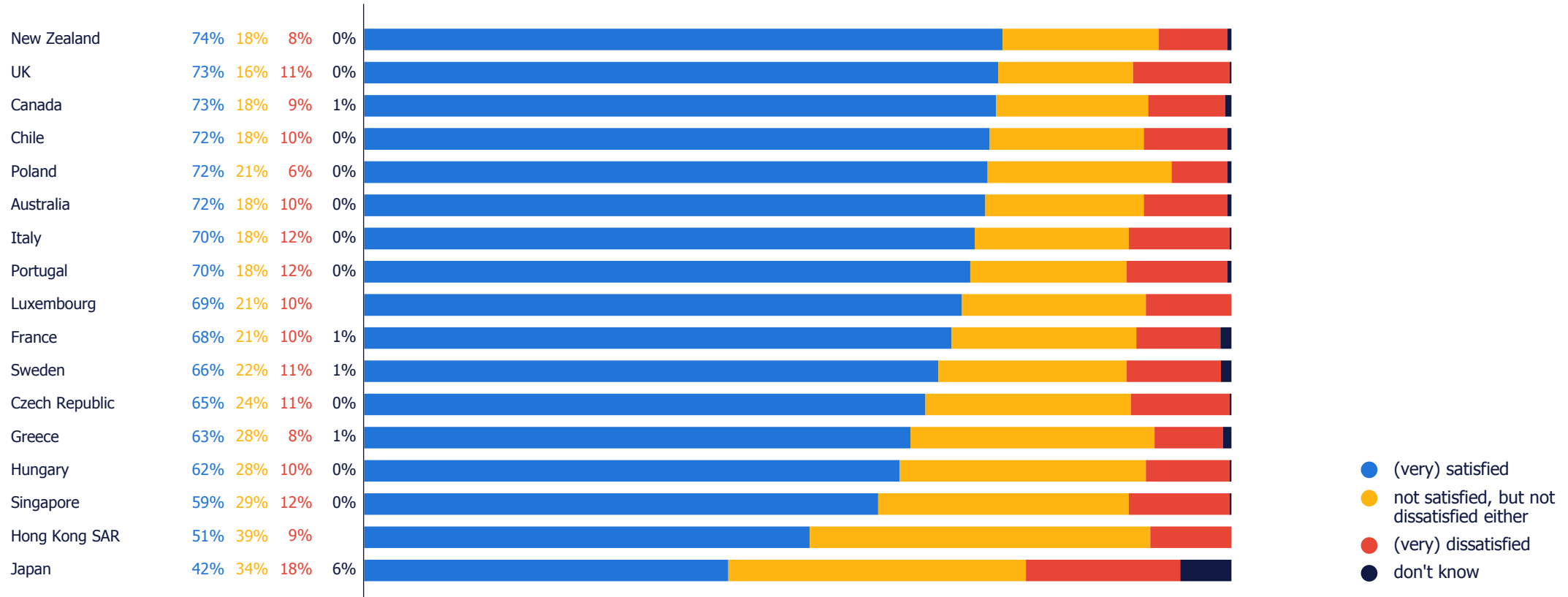
Job satisfaction increased in Italy, Malaysia, New Zealand, Romania and the UK.

Job satisfaction decreased in Canada, Luxembourg and the Netherlands compared to last quarter.

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



job satisfaction.



about the



randstad
workmonitor.



about the randstad workmonitor.

- The Randstad Workmonitor was launched in 2003, and now covers 34 markets around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four 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 Dynata panel is used for sampling purposes.
- The third survey of 2019 was conducted from 18 July until 5 August in the following markets:

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

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human forward.

