global report Randstad Workmonitor Q3, 2017
regularly refreshing skills and competencies
considered essential to enhance employability

incl. quarterly mobility, job change and job satisfaction

Group Communications
Randstad Holding nv
September 2017
contents

skills and competencies 3

need for vocational and personal training 8

job-related activities - offered and paid for by employer 15

job-related activities - willingness to arrange and pay for by employee 20

mobility index 25

actual job change 36

job change appetite 40

job satisfaction 43

about the Randstad Workmonitor 46
skills and competencies
90% believe in regularly refreshing their skills & competencies to enhance their employability.
74% agree that they are realizing their full potential in their current job
88% stay aligned with developments in their field
91% agree keeping their skills & competencies up to date is their own responsibility
need for vocational and personal training
75% feel they need more training and/or education to stay up to date
70% would like to get vocational training and 49% training of personal skills*

* Based on all respondents who would like to develop their skills (see sheet 12)
71% have done activities in the last 12 months in order to upskill themselves in relation to work.
37% attended a training/education and 36% attended a workshop/seminar/conference
activities done in the last 12 months to upskill themselves

Portugal  
- Studied/attended a training/education: 42% 
- Attended a workshop/seminar/conference: 36% 
- Completed an online course: 12% 
- Participated in a personal coaching session: 8% 
- Consulted a specialist for my career opportunities: 4% 
- None of the above: 33%

Sweden  
- Studied/attended a training/education: 41% 
- Attended a workshop/seminar/conference: 35% 
- Completed an online course: 25% 
- Participated in a personal coaching session: 7% 
- Consulted a specialist for my career opportunities: 5% 
- None of the above: 26%

Turkey  
- Studied/attended a training/education: 41% 
- Attended a workshop/seminar/conference: 42% 
- Completed an online course: 20% 
- Participated in a personal coaching session: 7% 
- Consulted a specialist for my career opportunities: 5% 
- None of the above: 13%

Austria  
- Studied/attended a training/education: 54% 
- Attended a workshop/seminar/conference: 19% 
- Completed an online course: 14% 
- Participated in a personal coaching session: 14% 
- Consulted a specialist for my career opportunities: 10% 
- None of the above: 23%

Czech  
- Studied/attended a training/education: 49% 
- Attended a workshop/seminar/conference: 29% 
- Completed an online course: 21% 
- Participated in a personal coaching session: 5% 
- Consulted a specialist for my career opportunities: 9% 
- None of the above: 6%

Australia  
- Studied/attended a training/education: 32% 
- Attended a workshop/seminar/conference: 29% 
- Completed an online course: 29% 
- Participated in a personal coaching session: 9% 
- Consulted a specialist for my career opportunities: 4% 
- None of the above: 6%

US  
- Studied/attended a training/education: 27% 
- Attended a workshop/seminar/conference: 35% 
- Completed an online course: 44% 
- Participated in a personal coaching session: 28% 
- Consulted a specialist for my career opportunities: 8% 
- None of the above: 6%

Canada  
- Studied/attended a training/education: 35% 
- Attended a workshop/seminar/conference: 34% 
- Completed an online course: 32% 
- Participated in a personal coaching session: 25% 
- Consulted a specialist for my career opportunities: 28% 
- None of the above: 32%

Mexico  
- Studied/attended a training/education: 32% 
- Attended a workshop/seminar/conference: 46% 
- Completed an online course: 35% 
- Participated in a personal coaching session: 34% 
- Consulted a specialist for my career opportunities: 9% 
- None of the above: 8%

New Zealand  
- Studied/attended a training/education: 32% 
- Attended a workshop/seminar/conference: 41% 
- Completed an online course: 27% 
- Participated in a personal coaching session: 16% 
- Consulted a specialist for my career opportunities: 8% 
- None of the above: 27%

China  
- Studied/attended a training/education: 58% 
- Attended a workshop/seminar/conference: 36% 
- Completed an online course: 26% 
- Participated in a personal coaching session: 10% 
- Consulted a specialist for my career opportunities: 8% 
- None of the above: 16%

Argentina  
- Studied/attended a training/education: 52% 
- Attended a workshop/seminar/conference: 37% 
- Completed an online course: 33% 
- Participated in a personal coaching session: 10% 
- Consulted a specialist for my career opportunities: 8% 
- None of the above: 15%

Brazil  
- Studied/attended a training/education: 55% 
- Attended a workshop/seminar/conference: 38% 
- Completed an online course: 50% 
- Participated in a personal coaching session: 8% 
- Consulted a specialist for my career opportunities: 9% 
- None of the above: 5%

Chile  
- Studied/attended a training/education: 45% 
- Attended a workshop/seminar/conference: 45% 
- Completed an online course: 68% 
- Participated in a personal coaching session: 27% 
- Consulted a specialist for my career opportunities: 27% 
- None of the above: 24%

India  
- Studied/attended a training/education: 45% 
- Attended a workshop/seminar/conference: 45% 
- Completed an online course: 11% 
- Participated in a personal coaching session: 22% 
- Consulted a specialist for my career opportunities: 24% 
- None of the above: 11%
activities done in the last 12 months to upskill themselves

- Studied/attended a training/education: 14% in Japan, 49% in Malaysia, 37% in Singapore
- Attended a workshop/seminar/conference: 15% in Japan, 52% in Malaysia, 48% in Singapore
- Completed an online course: 8% in Japan, 31% in Malaysia, 25% in Singapore
- Participated in a personal coaching session: 3% in Japan, 16% in Malaysia, 10% in Singapore
- Consulted a specialist for my career opportunities: 3% in Japan, 22% in Malaysia, 9% in Singapore
- None of the above: 68% in Japan, 11% in Malaysia, 27% in Singapore
job-related activities offered and paid for by employer
66% state job-related activities to upskill themselves are offered and paid for by their employer.
37% are offered workshop/seminar and 33% study/training

<table>
<thead>
<tr>
<th>Activity</th>
<th>Global</th>
<th>Netherlands</th>
<th>France</th>
<th>Germany</th>
<th>Luxembourg</th>
<th>Belgium</th>
<th>Switzerland</th>
<th>Denmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>37%</td>
<td>33%</td>
<td>22%</td>
<td>45%</td>
<td>56%</td>
<td>38%</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td>Start a study/training/education</td>
<td>33%</td>
<td>41%</td>
<td>38%</td>
<td>19%</td>
<td>51%</td>
<td>37%</td>
<td>32%</td>
<td>31%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>23%</td>
<td>27%</td>
<td>16%</td>
<td>18%</td>
<td>21%</td>
<td>15%</td>
<td>16%</td>
<td>24%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>11%</td>
<td>16%</td>
<td>8%</td>
<td>11%</td>
<td>12%</td>
<td>10%</td>
<td>10%</td>
<td>7%</td>
</tr>
<tr>
<td>Consult a specialist for my career opportunities</td>
<td>7%</td>
<td>10%</td>
<td>6%</td>
<td>5%</td>
<td>7%</td>
<td>6%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>None of the above</td>
<td>34%</td>
<td>32%</td>
<td>42%</td>
<td>34%</td>
<td>20%</td>
<td>35%</td>
<td>33%</td>
<td>34%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Country</th>
<th>Spain</th>
<th>Greece</th>
<th>Hungary</th>
<th>UK</th>
<th>Italy</th>
<th>Norway</th>
<th>Poland</th>
<th>Portugal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>31%</td>
<td>38%</td>
<td>22%</td>
<td>34%</td>
<td>23%</td>
<td>44%</td>
<td>29%</td>
<td>32%</td>
</tr>
<tr>
<td>Start a study/training/education</td>
<td>20%</td>
<td>13%</td>
<td>32%</td>
<td>28%</td>
<td>36%</td>
<td>31%</td>
<td>34%</td>
<td>30%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>37%</td>
<td>19%</td>
<td>12%</td>
<td>33%</td>
<td>23%</td>
<td>29%</td>
<td>19%</td>
<td>13%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>6%</td>
<td>8%</td>
<td>8%</td>
<td>8%</td>
<td>5%</td>
<td>7%</td>
<td>7%</td>
<td>3%</td>
</tr>
<tr>
<td>Consult a specialist for my career opportunities</td>
<td>5%</td>
<td>8%</td>
<td>2%</td>
<td>5%</td>
<td>5%</td>
<td>7%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>None of the above</td>
<td>36%</td>
<td>37%</td>
<td>45%</td>
<td>40%</td>
<td>34%</td>
<td>30%</td>
<td>32%</td>
<td>44%</td>
</tr>
</tbody>
</table>
job-related activities offered and paid by employer

- Attend a workshop/seminar/conference
  - Sweden: 39%
  - Turkey: 34%
  - Austria: 56%
  - Czech: 30%
  - Australia: 41%
  - US: 36%
  - Canada: 38%
  - Mexico: 40%

- Start a study/training/education
  - Sweden: 48%
  - Turkey: 39%
  - Austria: 17%
  - Czech: 52%
  - Australia: 26%
  - US: 27%
  - Canada: 32%
  - Mexico: 33%

- Take an online course
  - Sweden: 27%
  - Turkey: 16%
  - Austria: 15%
  - Czech: 18%
  - Australia: 25%
  - US: 29%
  - Canada: 26%
  - Mexico: 26%

- Participate in a personal coaching session
  - Sweden: 8%
  - Turkey: 10%
  - Austria: 15%
  - Czech: 6%
  - Australia: 8%
  - US: 9%
  - Canada: 10%
  - Mexico: 7%

- Consult a specialist for my career opportunities
  - Sweden: 5%
  - Turkey: 10%
  - Austria: 9%
  - Czech: 7%
  - Australia: 5%
  - US: 6%
  - Canada: 7%
  - Mexico: 6%

- None of the above
  - Sweden: 27%
  - Turkey: 26%
  - Austria: 31%
  - Czech: 33%
  - Australia: 36%
  - US: 38%
  - Canada: 39%
  - Mexico: 24%

- New Zealand
  - Attend a workshop/seminar/conference: 45%
  - Start a study/training/education: 27%
  - Take an online course: 28%
  - Participate in a personal coaching session: 17%
  - Consult a specialist for my career opportunities: 8%
  - None of the above: 36%

- China
  - Attend a workshop/seminar/conference: 41%
  - Start a study/training/education: 50%
  - Take an online course: 23%
  - Participate in a personal coaching session: 21%
  - Consult a specialist for my career opportunities: 12%
  - None of the above: 18%

- Argentina
  - Attend a workshop/seminar/conference: 29%
  - Start a study/training/education: 29%
  - Take an online course: 21%
  - Participate in a personal coaching session: 10%
  - Consult a specialist for my career opportunities: 6%
  - None of the above: 45%

- Brazil
  - Attend a workshop/seminar/conference: 33%
  - Start a study/training/education: 38%
  - Take an online course: 28%
  - Participate in a personal coaching session: 6%
  - Consult a specialist for my career opportunities: 8%
  - None of the above: 37%

- Chile
  - Attend a workshop/seminar/conference: 33%
  - Start a study/training/education: 30%
  - Take an online course: 22%
  - Participate in a personal coaching session: 9%
  - Consult a specialist for my career opportunities: 3%
  - None of the above: 38%

- India
  - Attend a workshop/seminar/conference: 61%
  - Start a study/training/education: 38%
  - Take an online course: 37%
  - Participate in a personal coaching session: 22%
  - Consult a specialist for my career opportunities: 20%
  - None of the above: 15%

Randstad Workmonitor Q3 - September 2017
job-related activities offered and paid by employer

- Studied/attended a training/education
- Attended a workshop/seminar/conference
- Completed an online course
- Participated in a personal coaching session
- Consulted a specialist for my career opportunities
- None of the above

<table>
<thead>
<tr>
<th>Activity</th>
<th>Japan</th>
<th>Malaysia</th>
<th>Singapore</th>
</tr>
</thead>
<tbody>
<tr>
<td>Studied/attended a training/education</td>
<td>17%</td>
<td>50%</td>
<td>45%</td>
</tr>
<tr>
<td>Attended a workshop/seminar/conference</td>
<td>20%</td>
<td>34%</td>
<td>29%</td>
</tr>
<tr>
<td>Completed an online course</td>
<td>14%</td>
<td>26%</td>
<td>22%</td>
</tr>
<tr>
<td>Participated in a personal coaching session</td>
<td>3%</td>
<td>13%</td>
<td>8%</td>
</tr>
<tr>
<td>Consulted a specialist for my career</td>
<td>4%</td>
<td>16%</td>
<td>5%</td>
</tr>
<tr>
<td>opportunities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>None of the above</td>
<td>58%</td>
<td>21%</td>
<td>34%</td>
</tr>
</tbody>
</table>
job-related activities willingness to arrange and pay for by employee
67% state they are willing to arrange and pay for job-related activities themselves
### 33% is willing to pay for study/training and 31% for an online course

<table>
<thead>
<tr>
<th></th>
<th>Global</th>
<th>Netherlands</th>
<th>France</th>
<th>Germany</th>
<th>Luxembourg</th>
<th>Belgium</th>
<th>Switzerland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start a study/training/education</td>
<td>33%</td>
<td>22%</td>
<td>19%</td>
<td>19%</td>
<td>34%</td>
<td>20%</td>
<td>40%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>31%</td>
<td>26%</td>
<td>17%</td>
<td>22%</td>
<td>21%</td>
<td>24%</td>
<td>29%</td>
</tr>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>23%</td>
<td>12%</td>
<td>10%</td>
<td>23%</td>
<td>28%</td>
<td>14%</td>
<td>26%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>15%</td>
<td>11%</td>
<td>8%</td>
<td>12%</td>
<td>14%</td>
<td>7%</td>
<td>16%</td>
</tr>
<tr>
<td>Consult a specialist for my career</td>
<td>13%</td>
<td>12%</td>
<td>9%</td>
<td>9%</td>
<td>11%</td>
<td>7%</td>
<td>15%</td>
</tr>
<tr>
<td>opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>None of the above</td>
<td>33%</td>
<td>49%</td>
<td>57%</td>
<td>45%</td>
<td>37%</td>
<td>37%</td>
<td>51%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Denmark</th>
<th>Spain</th>
<th>Greece</th>
<th>Hungary</th>
<th>UK</th>
<th>Italy</th>
<th>Norway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start a study/training/education</td>
<td>21%</td>
<td>40%</td>
<td>34%</td>
<td>43%</td>
<td>27%</td>
<td>35%</td>
<td>35%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>24%</td>
<td>38%</td>
<td>41%</td>
<td>25%</td>
<td>37%</td>
<td>26%</td>
<td>35%</td>
</tr>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>17%</td>
<td>27%</td>
<td>38%</td>
<td>17%</td>
<td>16%</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>14%</td>
<td>11%</td>
<td>20%</td>
<td>17%</td>
<td>7%</td>
<td>20%</td>
<td>12%</td>
</tr>
<tr>
<td>Consult a specialist for my career</td>
<td>13%</td>
<td>14%</td>
<td>13%</td>
<td>6%</td>
<td>10%</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>None of the above</td>
<td>48%</td>
<td>23%</td>
<td>13%</td>
<td>29%</td>
<td>45%</td>
<td>30%</td>
<td>36%</td>
</tr>
</tbody>
</table>
job-related activities arranged by and paid for by themselves

<table>
<thead>
<tr>
<th>Activity</th>
<th>Poland</th>
<th>Portugal</th>
<th>Sweden</th>
<th>Austria</th>
<th>Czech</th>
<th>Australia</th>
<th>US</th>
<th>Canada</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start a study/training/education</td>
<td>26%</td>
<td>40%</td>
<td>36%</td>
<td>29%</td>
<td>41%</td>
<td>33%</td>
<td>22%</td>
<td>31%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>27%</td>
<td>23%</td>
<td>26%</td>
<td>22%</td>
<td>26%</td>
<td>40%</td>
<td>37%</td>
<td>34%</td>
</tr>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>20%</td>
<td>27%</td>
<td>11%</td>
<td>32%</td>
<td>18%</td>
<td>24%</td>
<td>24%</td>
<td>23%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>33%</td>
<td>14%</td>
<td>12%</td>
<td>13%</td>
<td>10%</td>
<td>10%</td>
<td>12%</td>
<td>13%</td>
</tr>
<tr>
<td>Consult a specialist for my career opportunities</td>
<td>14%</td>
<td>12%</td>
<td>11%</td>
<td>11%</td>
<td>10%</td>
<td>12%</td>
<td>12%</td>
<td>13%</td>
</tr>
<tr>
<td>None of the above</td>
<td>27%</td>
<td>33%</td>
<td>39%</td>
<td>33%</td>
<td>30%</td>
<td>34%</td>
<td>40%</td>
<td>37%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Country</th>
<th>Mexico</th>
<th>New Zealand</th>
<th>China</th>
<th>Argentina</th>
<th>Brazil</th>
<th>Chile</th>
<th>India</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start a study/training/education</td>
<td>43%</td>
<td>32%</td>
<td>37%</td>
<td>54%</td>
<td>54%</td>
<td>57%</td>
<td>44%</td>
</tr>
<tr>
<td>Take an online course</td>
<td>51%</td>
<td>36%</td>
<td>41%</td>
<td>40%</td>
<td>51%</td>
<td>39%</td>
<td>43%</td>
</tr>
<tr>
<td>Attend a workshop/seminar/conference</td>
<td>41%</td>
<td>22%</td>
<td>23%</td>
<td>35%</td>
<td>28%</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>Participate in a personal coaching session</td>
<td>29%</td>
<td>16%</td>
<td>16%</td>
<td>19%</td>
<td>23%</td>
<td>17%</td>
<td>9%</td>
</tr>
<tr>
<td>Consult a specialist for my career opportunities</td>
<td>21%</td>
<td>17%</td>
<td>16%</td>
<td>16%</td>
<td>20%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>None of the above</td>
<td>4%</td>
<td>36%</td>
<td>15%</td>
<td>11%</td>
<td>12%</td>
<td>9%</td>
<td>10%</td>
</tr>
</tbody>
</table>
job-related activities arranged by and paid for by themselves

- Start a study/training/education: 25%
- Take an online course: 9%
- Attend a workshop/seminar/conference: 11%
- Participate in a personal coaching session: 5%
- Consult a specialist for my career opportunities: 5%
- None of the above: 59%

Japan: 25%
Malaysia: 39%
Singapore: 45%
mobility index
the global mobility index remained stable 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?
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?
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?
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?
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?
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 Hong Kong +4 and India +3; China -7, Malaysia -4, Singapore -4 and Japan -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?
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 France +5, Austria +4, Germany +3 and Switzerland +3; UK -4

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?
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
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"
Have you changed jobs during the past six months?

- 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

Job change decreased in Malaysia, Norway, Poland and the US compared to last quarter.

In Hong Kong, Mexico, Switzerland and Turkey the job change increased.

Question: Have you changed jobs during the past six months?
### Question:
Have you changed jobs during the past six months?

<table>
<thead>
<tr>
<th>Country</th>
<th>Currently working in comparable position at another employer</th>
<th>Currently working in a different position at the same employer</th>
<th>Currently working in a different position at a different employer</th>
<th>Did not change positions or employers during the past 6 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greece</td>
<td>10%</td>
<td>7%</td>
<td>5%</td>
<td>78%</td>
</tr>
<tr>
<td>Germany</td>
<td>13%</td>
<td>6%</td>
<td>3%</td>
<td>78%</td>
</tr>
<tr>
<td>Chile</td>
<td>9%</td>
<td>4%</td>
<td>9%</td>
<td>78%</td>
</tr>
<tr>
<td>Poland</td>
<td>9%</td>
<td>6%</td>
<td>4%</td>
<td>80%</td>
</tr>
<tr>
<td>Norway</td>
<td>8%</td>
<td>7%</td>
<td>4%</td>
<td>80%</td>
</tr>
<tr>
<td>Italy</td>
<td>12%</td>
<td>5%</td>
<td>2%</td>
<td>80%</td>
</tr>
<tr>
<td>Canada</td>
<td>9%</td>
<td>5%</td>
<td>5%</td>
<td>81%</td>
</tr>
<tr>
<td>Czech</td>
<td>5%</td>
<td>5%</td>
<td>6%</td>
<td>83%</td>
</tr>
<tr>
<td>Belgium</td>
<td>7%</td>
<td>3%</td>
<td>7%</td>
<td>83%</td>
</tr>
<tr>
<td>Portugal</td>
<td>8%</td>
<td>4%</td>
<td>4%</td>
<td>84%</td>
</tr>
<tr>
<td>Japan</td>
<td>11%</td>
<td>2%</td>
<td>4%</td>
<td>84%</td>
</tr>
<tr>
<td>Hungary</td>
<td>7%</td>
<td>5%</td>
<td>5%</td>
<td>84%</td>
</tr>
<tr>
<td>Denmark</td>
<td>9%</td>
<td>4%</td>
<td>3%</td>
<td>84%</td>
</tr>
<tr>
<td>Argentina</td>
<td>7%</td>
<td>5%</td>
<td>4%</td>
<td>84%</td>
</tr>
<tr>
<td>Austria</td>
<td>6%</td>
<td>2%</td>
<td>5%</td>
<td>87%</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>2%</td>
<td>4%</td>
<td>2%</td>
<td>92%</td>
</tr>
</tbody>
</table>

The actual job change lowest is in Luxembourg.
job change appetite
India has highest appetite for job change

Compared to last quarter, the job appetite increased in Denmark, Malaysia and Sweden.

Czech Republic, Mexico, Norway and the UK show a decrease in appetite compared to last quarter.

Question:

- To what extent are you currently looking for another job?

- To what extent are you currently looking for another job?

- 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
lowest appetite for job change in Austria and Luxembourg

<table>
<thead>
<tr>
<th>Country</th>
<th>actively applying</th>
<th>specifically orientating</th>
<th>looking around</th>
<th>not actively doing</th>
<th>if something came up</th>
<th>not actively doing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>16%</td>
<td>27%</td>
<td>9%</td>
<td>1%</td>
<td>6%</td>
<td>45%</td>
</tr>
<tr>
<td>Poland</td>
<td>18%</td>
<td>30%</td>
<td>7%</td>
<td>1%</td>
<td>6%</td>
<td>42%</td>
</tr>
<tr>
<td>Norway</td>
<td>19%</td>
<td>31%</td>
<td>6%</td>
<td>1%</td>
<td>5%</td>
<td>42%</td>
</tr>
<tr>
<td>Austria</td>
<td>12%</td>
<td>21%</td>
<td>3%</td>
<td>1%</td>
<td>5%</td>
<td>51%</td>
</tr>
<tr>
<td>Belgium</td>
<td>14%</td>
<td>40%</td>
<td>4%</td>
<td>1%</td>
<td>5%</td>
<td>53%</td>
</tr>
<tr>
<td>France</td>
<td>16%</td>
<td>47%</td>
<td>5%</td>
<td>1%</td>
<td>4%</td>
<td>50%</td>
</tr>
<tr>
<td>Germany</td>
<td>18%</td>
<td>23%</td>
<td>5%</td>
<td>1%</td>
<td>4%</td>
<td>48%</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>14%</td>
<td>31%</td>
<td>9%</td>
<td>1%</td>
<td>5%</td>
<td>43%</td>
</tr>
<tr>
<td>Hungary</td>
<td>18%</td>
<td>36%</td>
<td>6%</td>
<td>1%</td>
<td>4%</td>
<td>46%</td>
</tr>
<tr>
<td>Mexico</td>
<td>16%</td>
<td>26%</td>
<td>6%</td>
<td>1%</td>
<td>4%</td>
<td>30%</td>
</tr>
<tr>
<td>Japan</td>
<td>16%</td>
<td>19%</td>
<td>5%</td>
<td>1%</td>
<td>4%</td>
<td>58%</td>
</tr>
<tr>
<td>New Zealand</td>
<td>16%</td>
<td>23%</td>
<td>5%</td>
<td>1%</td>
<td>4%</td>
<td>53%</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>19%</td>
<td>13%</td>
<td>5%</td>
<td>1%</td>
<td>4%</td>
<td>34%</td>
</tr>
<tr>
<td>Norway</td>
<td>19%</td>
<td>21%</td>
<td>3%</td>
<td>1%</td>
<td>5%</td>
<td>51%</td>
</tr>
<tr>
<td>Poland</td>
<td>21%</td>
<td>30%</td>
<td>7%</td>
<td>1%</td>
<td>6%</td>
<td>42%</td>
</tr>
<tr>
<td>Portugal</td>
<td>11%</td>
<td>34%</td>
<td>4%</td>
<td>1%</td>
<td>5%</td>
<td>66%</td>
</tr>
<tr>
<td>Spain</td>
<td>12%</td>
<td>21%</td>
<td>3%</td>
<td>1%</td>
<td>5%</td>
<td>61%</td>
</tr>
</tbody>
</table>

Question:

• To what extent are you currently looking for another job?
job satisfaction
Job satisfaction is highest in Mexico and Denmark.

Compared to last quarter, the job satisfaction increased in Denmark.

The job satisfaction decreased in Australia, Austria, Malaysia and New Zealand.

Question:
• How satisfied are you in general about working with your current employer?
job satisfaction lowest in Japan

<table>
<thead>
<tr>
<th>Country</th>
<th>(very) satisfied</th>
<th>neutral</th>
<th>(very) dissatisfied</th>
<th>don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>70%</td>
<td></td>
<td>21%</td>
<td>9%</td>
</tr>
<tr>
<td>Portugal</td>
<td>70%</td>
<td></td>
<td>18%</td>
<td>11%</td>
</tr>
<tr>
<td>Australia</td>
<td>69%</td>
<td></td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Sweden</td>
<td>69%</td>
<td></td>
<td>20%</td>
<td>9%</td>
</tr>
<tr>
<td>Chile</td>
<td>69%</td>
<td></td>
<td>23%</td>
<td>8%</td>
</tr>
<tr>
<td>UK</td>
<td>69%</td>
<td></td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>France</td>
<td>68%</td>
<td></td>
<td>20%</td>
<td>11%</td>
</tr>
<tr>
<td>Argentina</td>
<td>67%</td>
<td></td>
<td>15%</td>
<td>16%</td>
</tr>
<tr>
<td>Czech</td>
<td>67%</td>
<td></td>
<td>26%</td>
<td>7%</td>
</tr>
<tr>
<td>Malaysia</td>
<td>67%</td>
<td></td>
<td>22%</td>
<td>11%</td>
</tr>
<tr>
<td>China</td>
<td>65%</td>
<td></td>
<td>27%</td>
<td>7%</td>
</tr>
<tr>
<td>Italy</td>
<td>65%</td>
<td></td>
<td>22%</td>
<td>12%</td>
</tr>
<tr>
<td>Greece</td>
<td>63%</td>
<td></td>
<td>28%</td>
<td>9%</td>
</tr>
<tr>
<td>Singapore</td>
<td>62%</td>
<td></td>
<td>26%</td>
<td>11%</td>
</tr>
<tr>
<td>Hungary</td>
<td>58%</td>
<td></td>
<td>30%</td>
<td>12%</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>50%</td>
<td></td>
<td>37%</td>
<td>12%</td>
</tr>
<tr>
<td>Japan</td>
<td>42%</td>
<td></td>
<td>27%</td>
<td>24%</td>
</tr>
</tbody>
</table>

**Question:**

• How satisfied are you in general about working with your current employer?
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.
background to the Randstad Workmonitor (2)

• 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 third survey of 2017 was conducted from July 18th till August 2nd 2017 in the following countries:

<table>
<thead>
<tr>
<th>Argentina</th>
<th>Czech Republic</th>
<th>Italy</th>
<th>Portugal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>Denmark</td>
<td>Japan</td>
<td>Singapore</td>
</tr>
<tr>
<td>Austria</td>
<td>France</td>
<td>Luxembourg</td>
<td>Spain</td>
</tr>
<tr>
<td>Belgium</td>
<td>Germany</td>
<td>Malaysia</td>
<td>Sweden</td>
</tr>
<tr>
<td>Brazil</td>
<td>Greece</td>
<td>Mexico</td>
<td>Switzerland</td>
</tr>
<tr>
<td>Canada</td>
<td>Hong Kong</td>
<td>New Zealand</td>
<td>The Netherlands</td>
</tr>
<tr>
<td>Chile</td>
<td>Hungary</td>
<td>Norway</td>
<td>Turkey</td>
</tr>
<tr>
<td>China</td>
<td>India</td>
<td>Poland</td>
<td>UK</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>US</td>
</tr>
</tbody>
</table>
contact information

Randstad Holding - Group Marketing & Communications
+31 (0)20 569 56 23
corporate.communications@randstadholding.com

media enquiries
Saskia Huuskes
saskia.huuskes@randstadholding.com
+31 (0)20 569 17 32

research
Max Wright
max.wright@randstadholding.com
+31 (0)6 122 972 21