

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

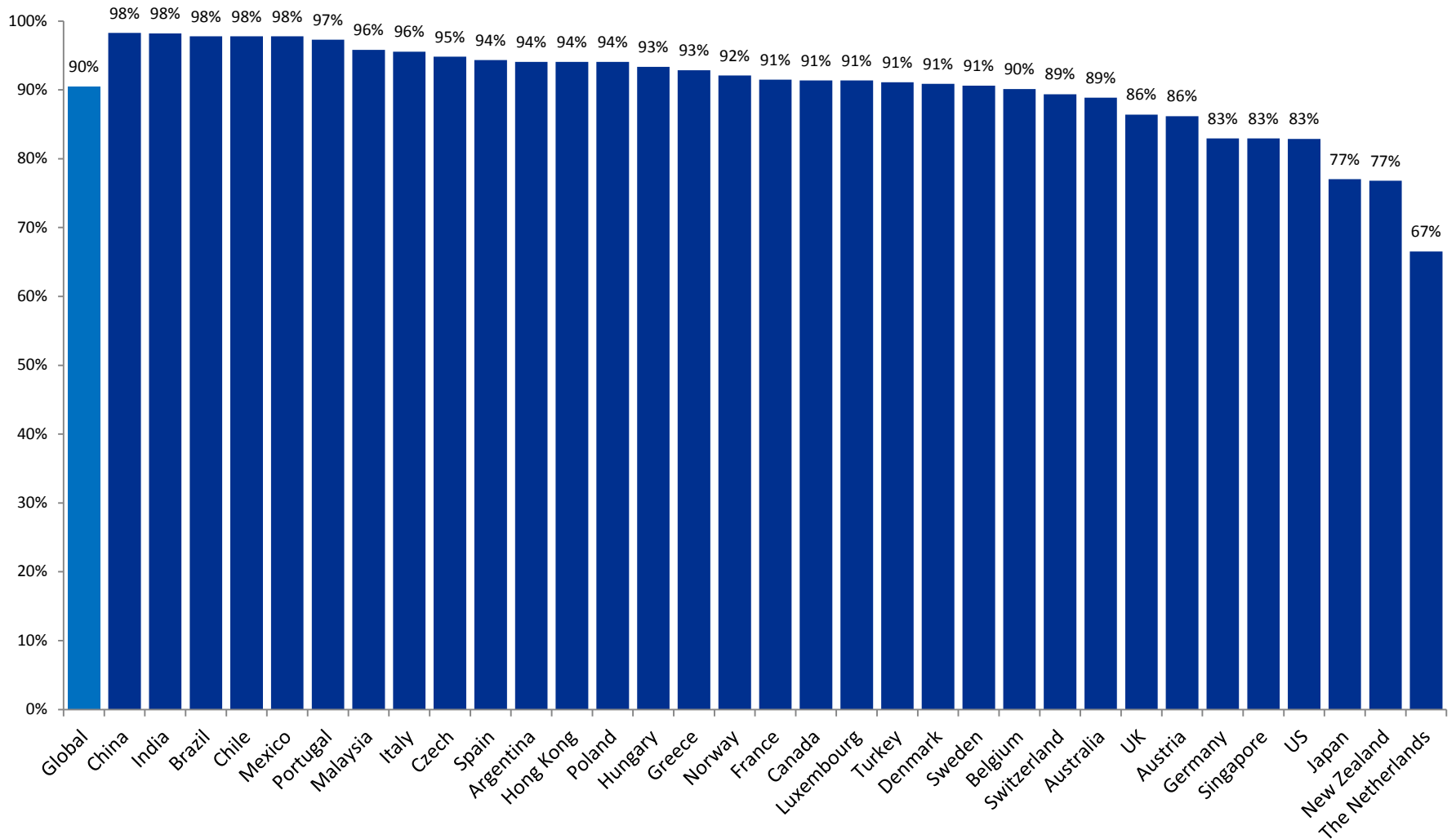


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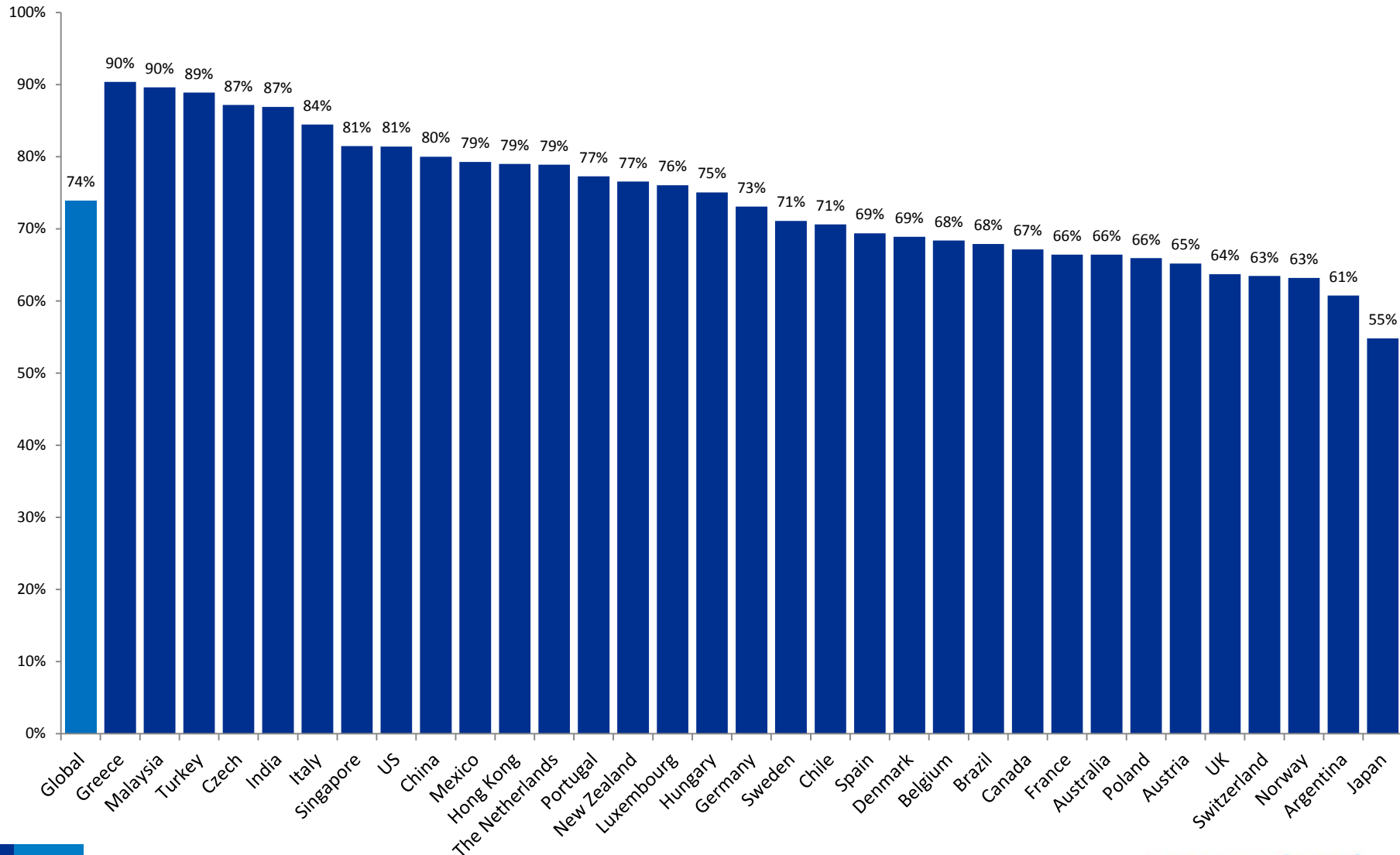
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skills and competencies

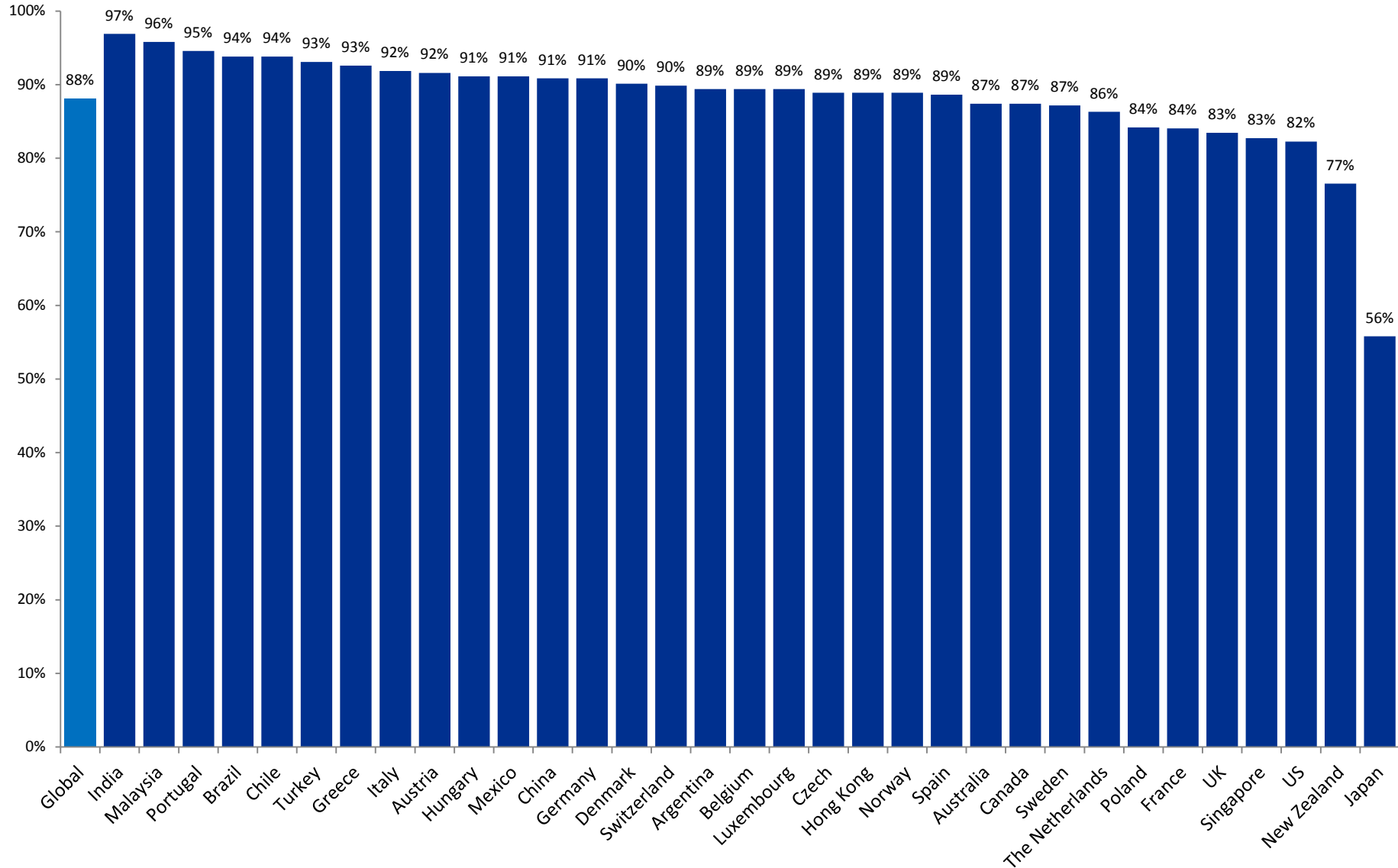
90% believe in regularly refreshing their skills & competencies to enhance their employability



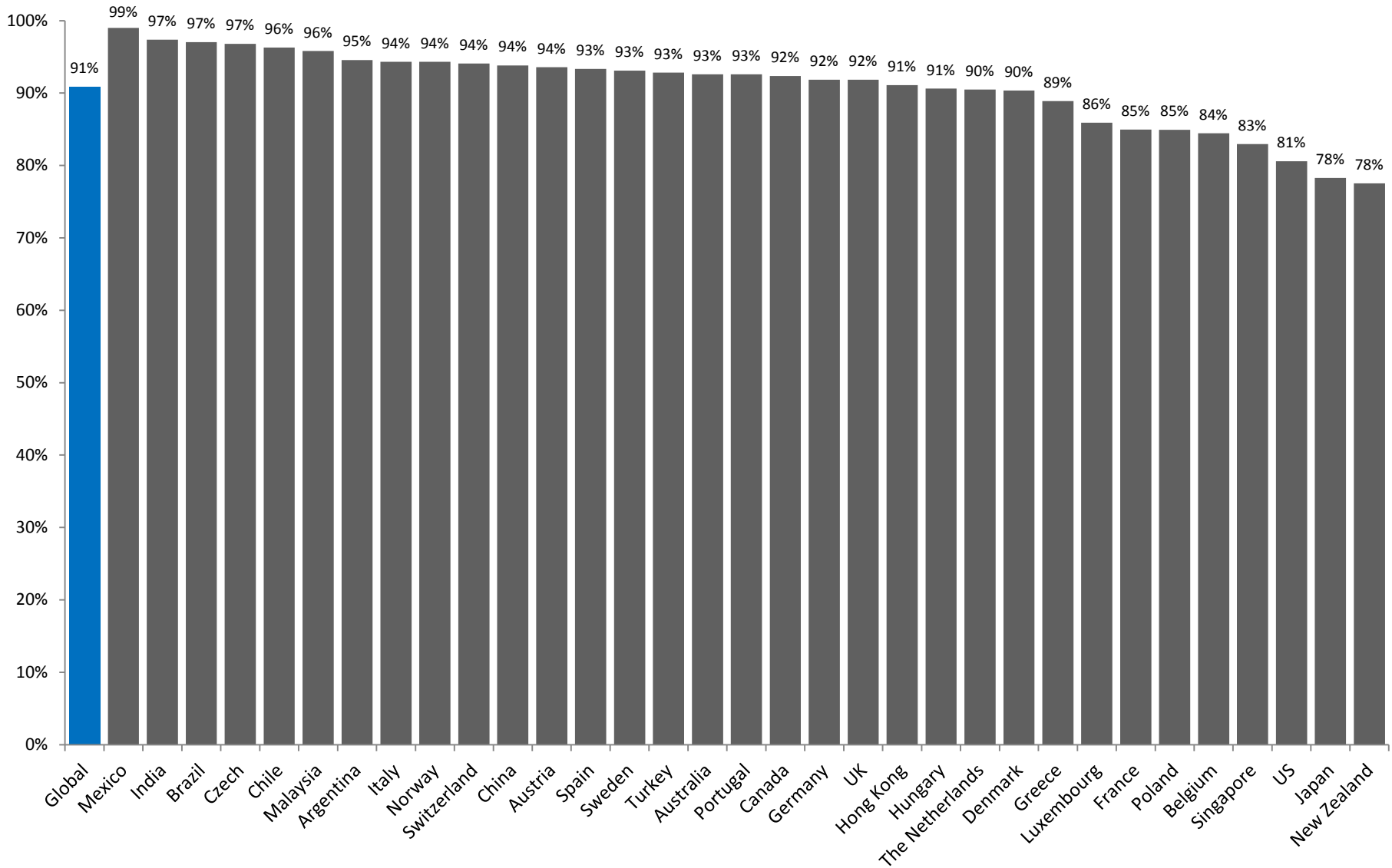
74% agree that they are realizing their full potential in their current job



88% stay aligned with developments in their field

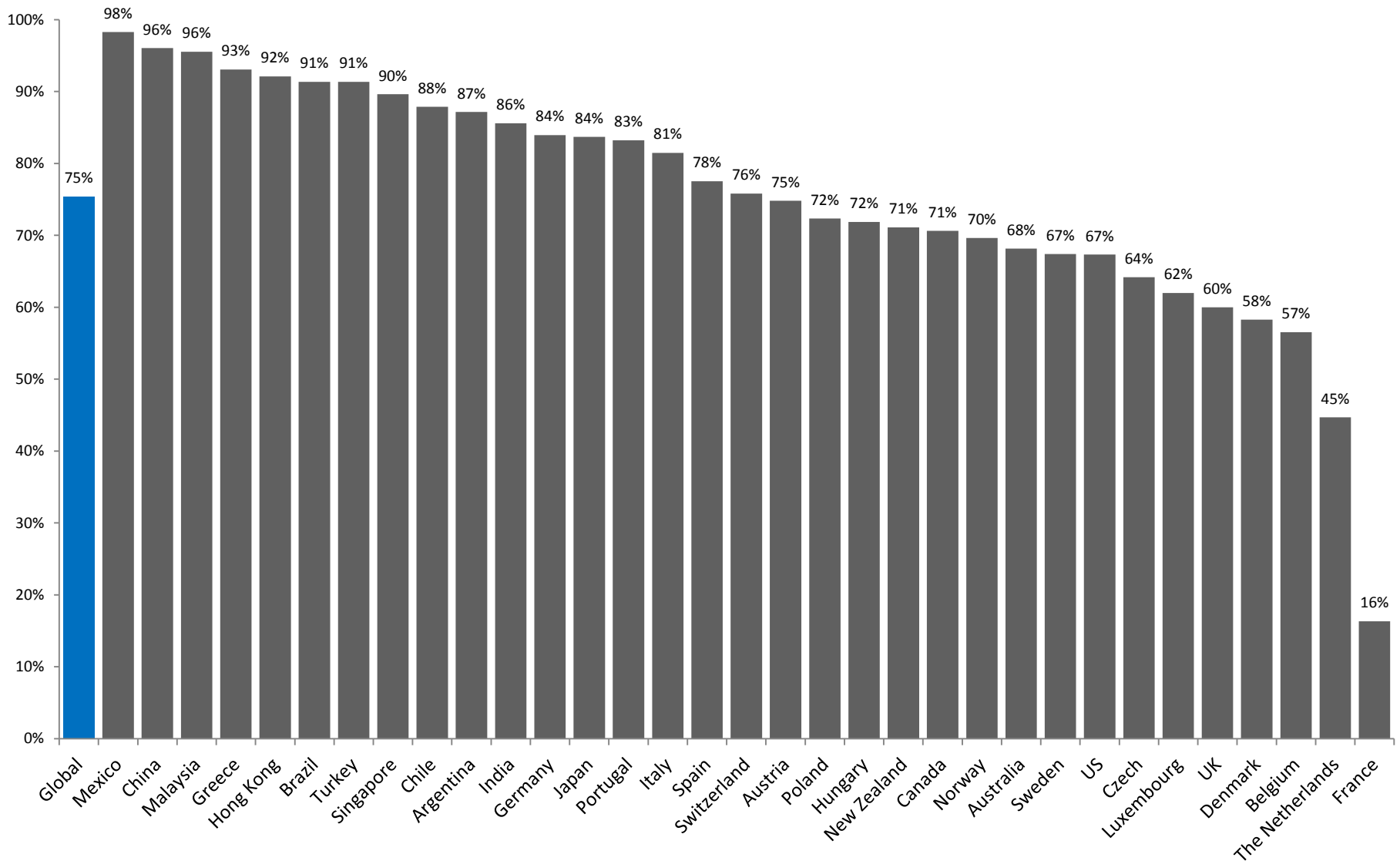


91% agree keeping their skills & competencies up to date is their own responsibility

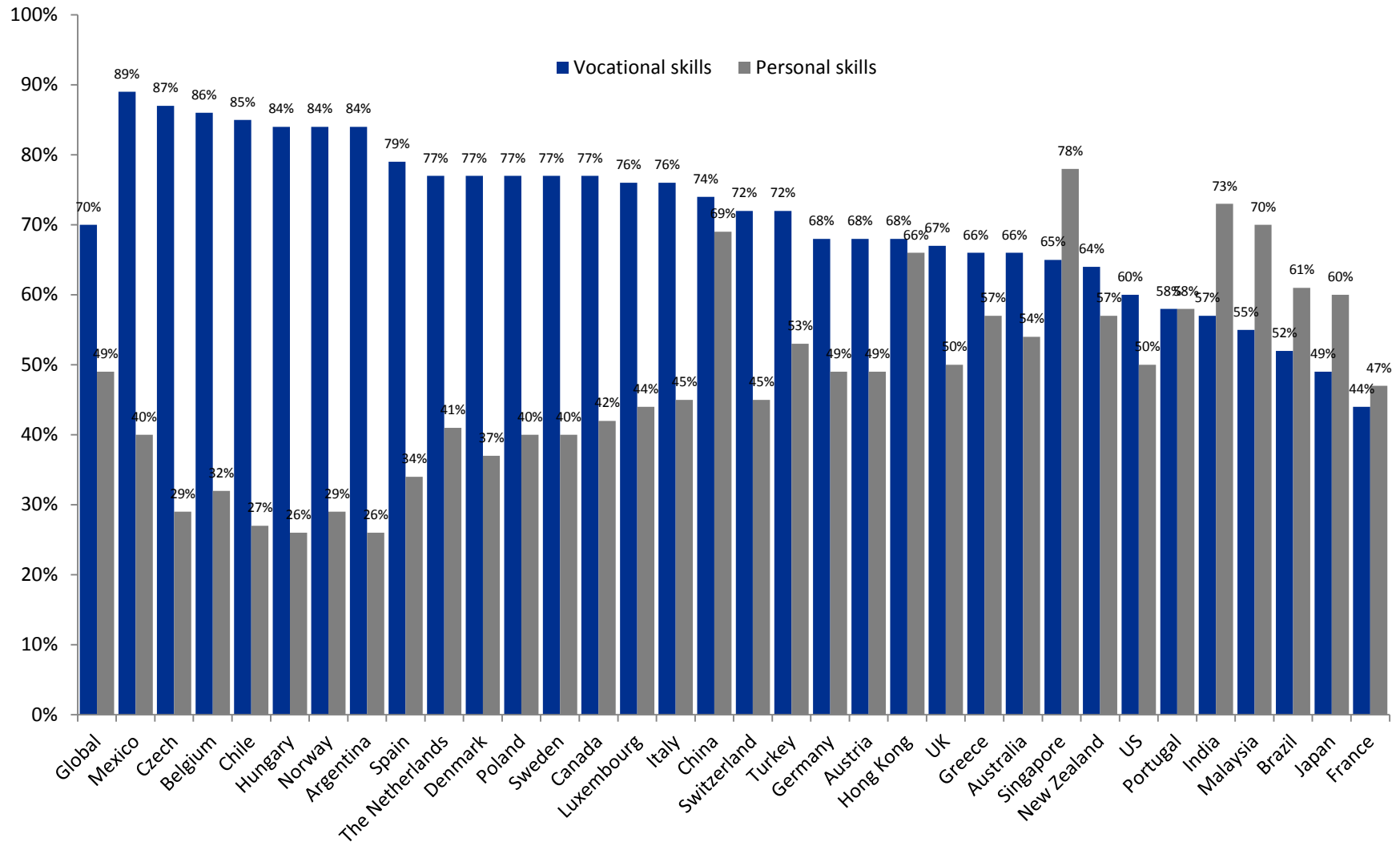


need for vocational and
personal training

75% feel they need more training and/or education to stay up to date

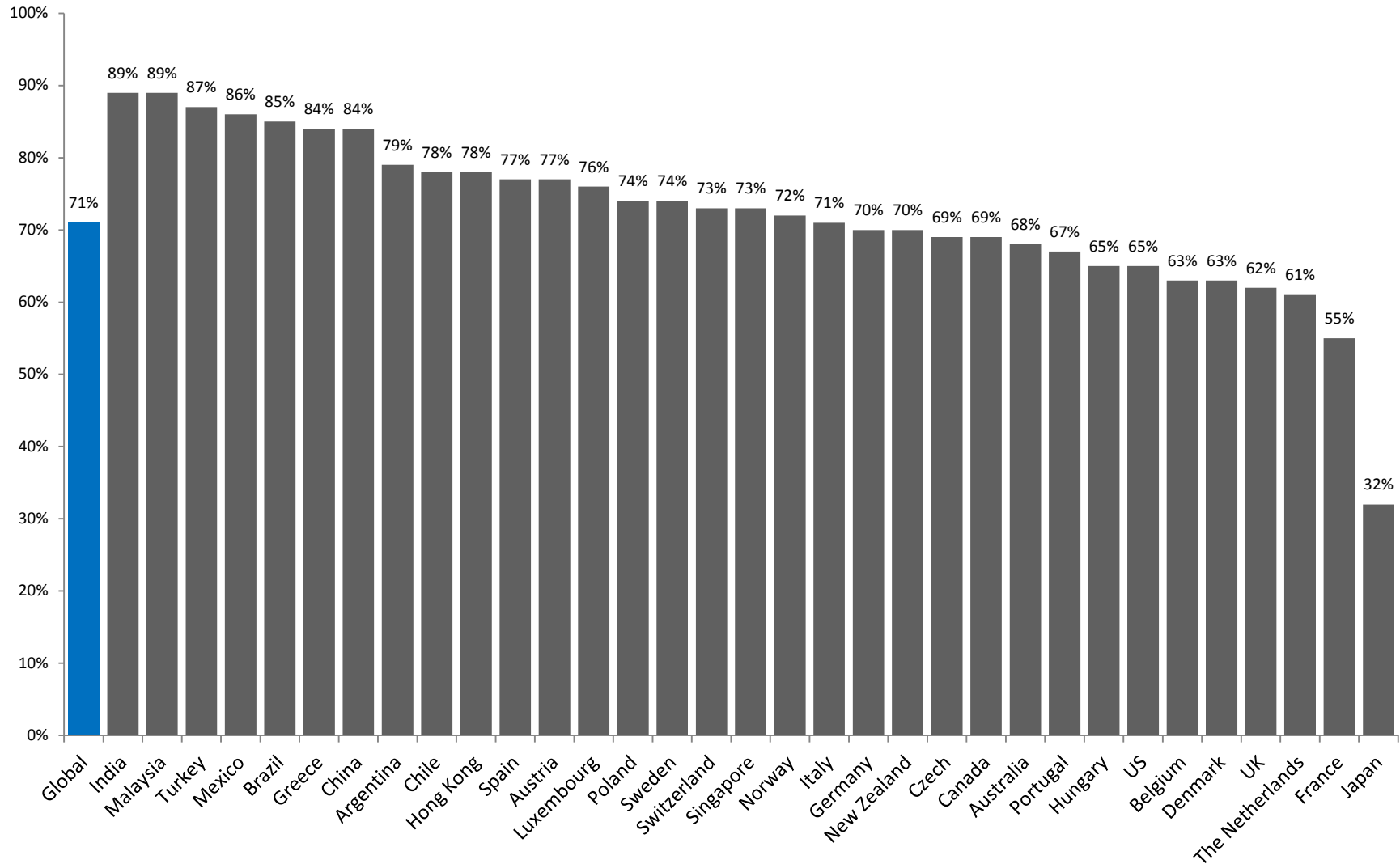


70% would like to get vocational training and 49% training of personal skills*

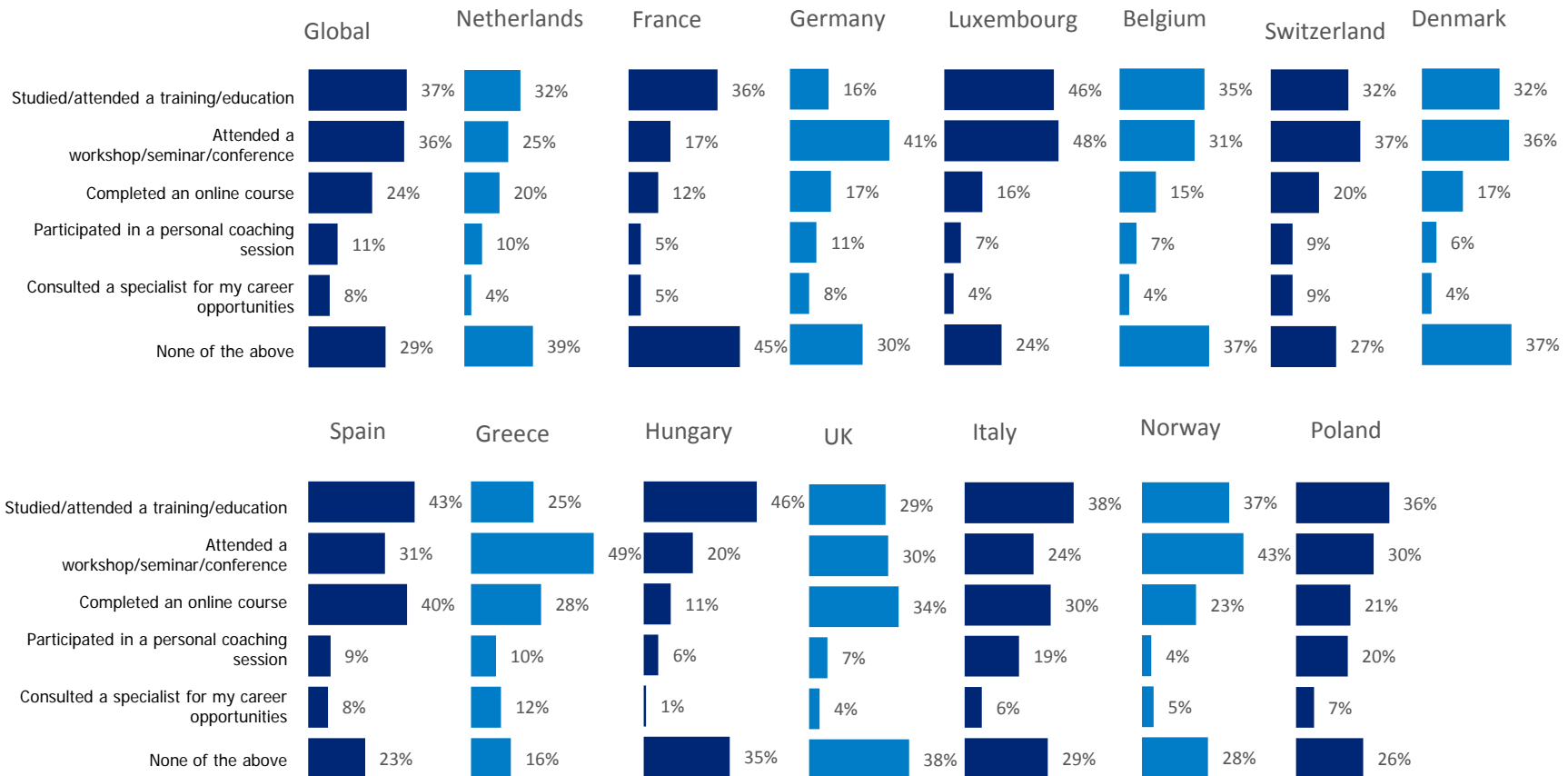


* Based on all respondents who would like to develop their skills (see sheet 12)

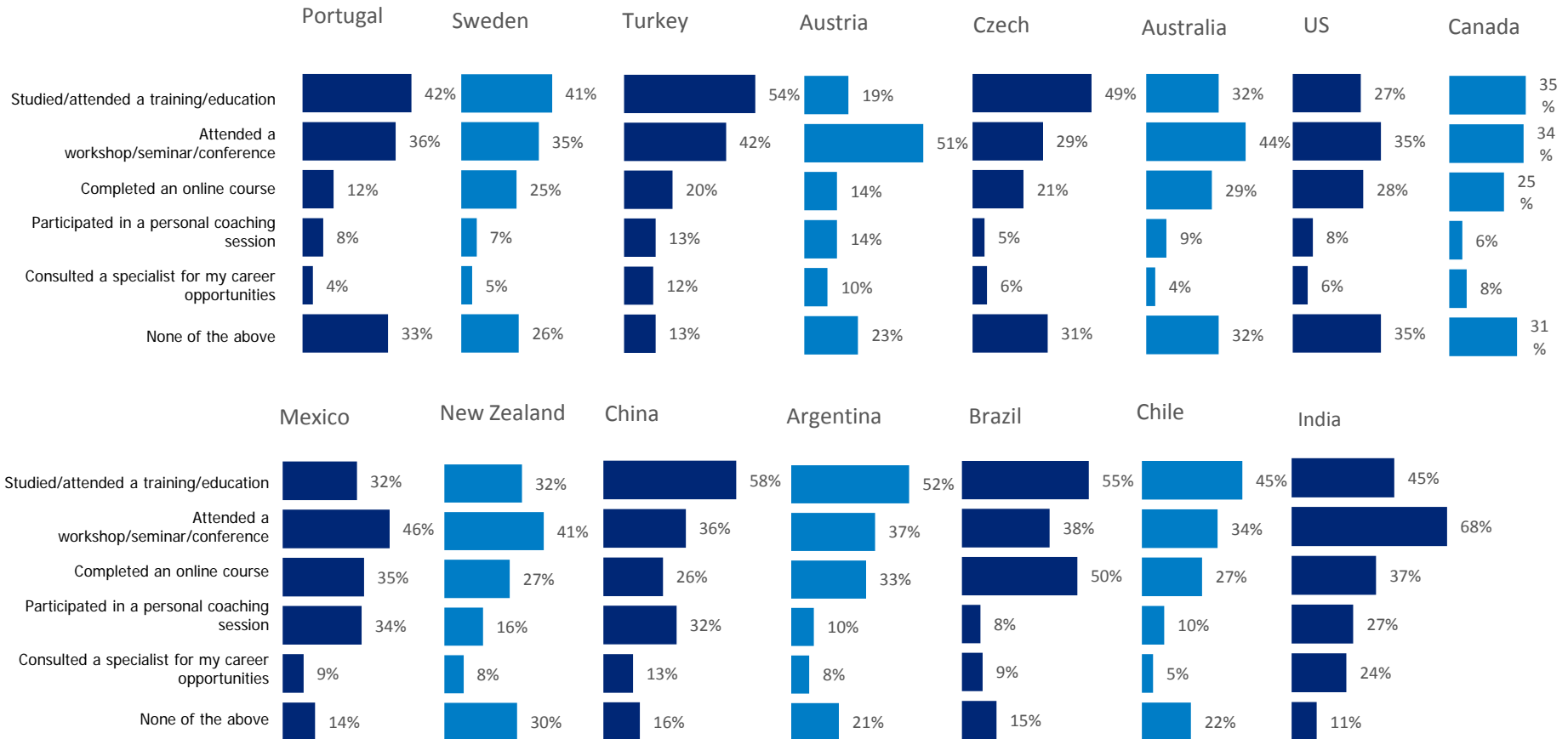
71% have done activities in the last 12 months in order to upskill themselves in relation to work



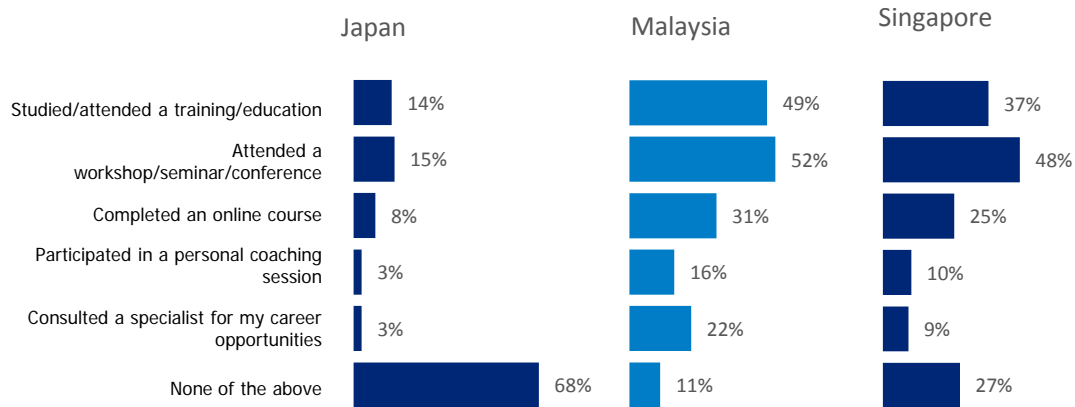
37% attended a training/education and 36% attended a workshop/seminar/conference



activities done in the last 12 months to upskill themselves

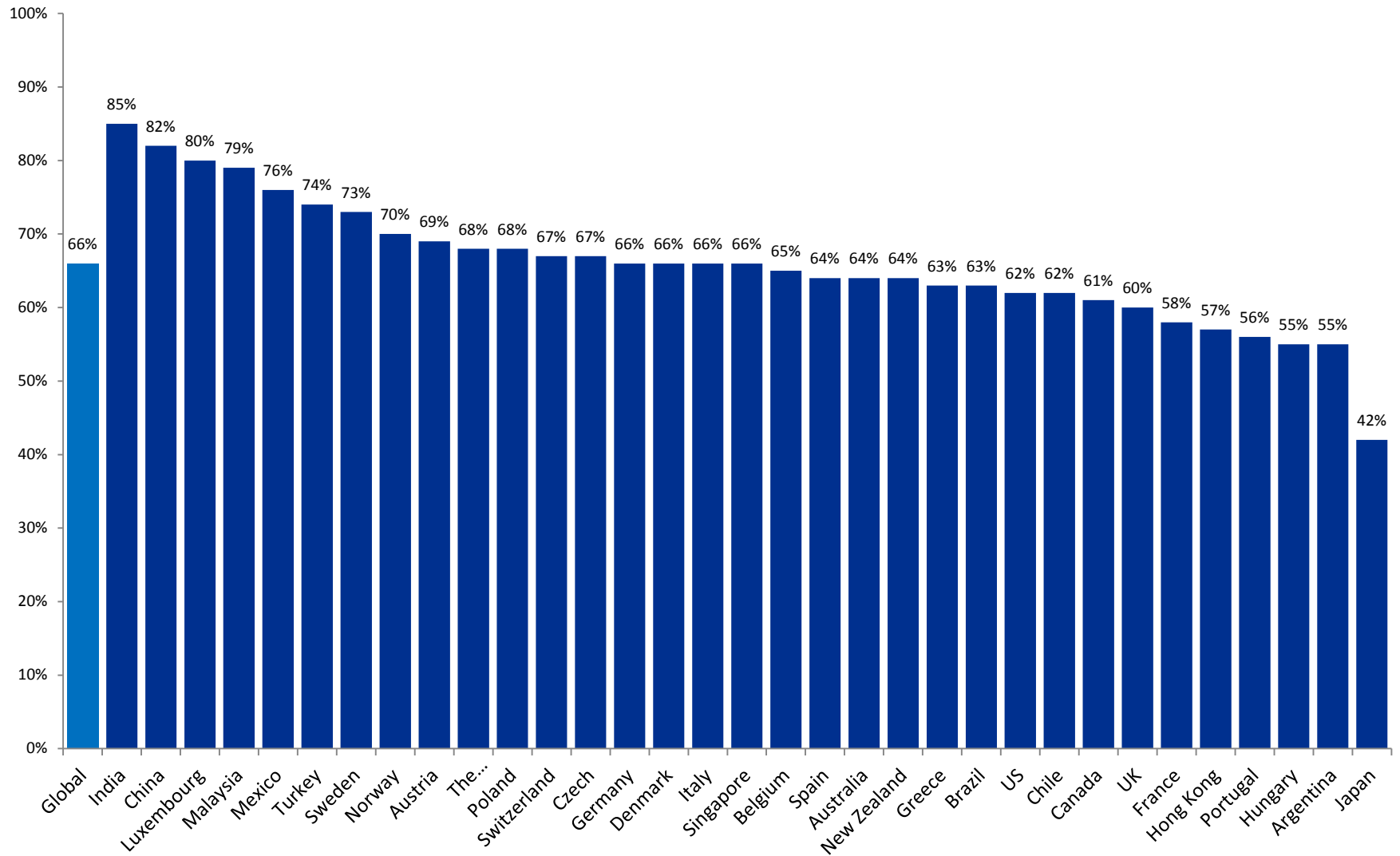


activities done in the last 12 months to upskill themselves

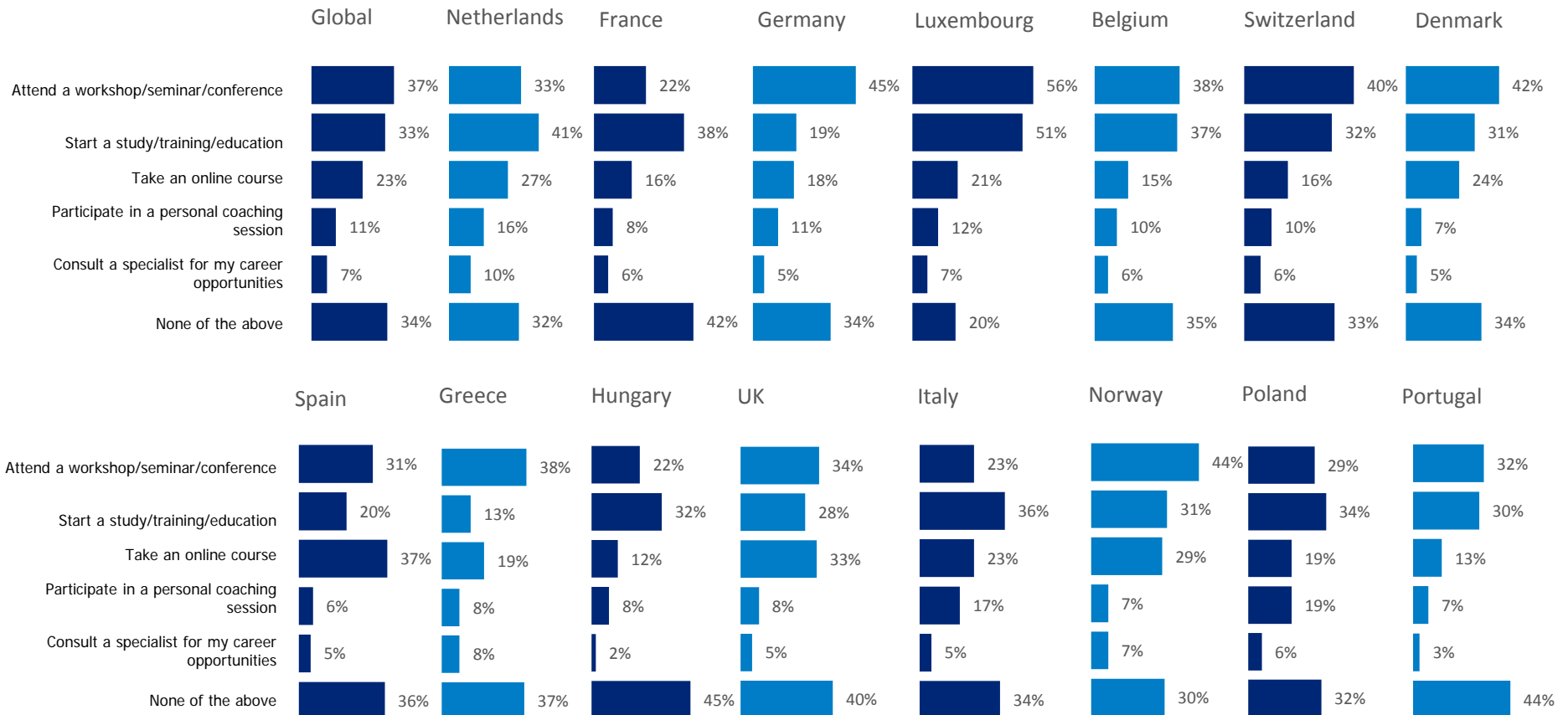


job-related activities offered
and paid for by employer

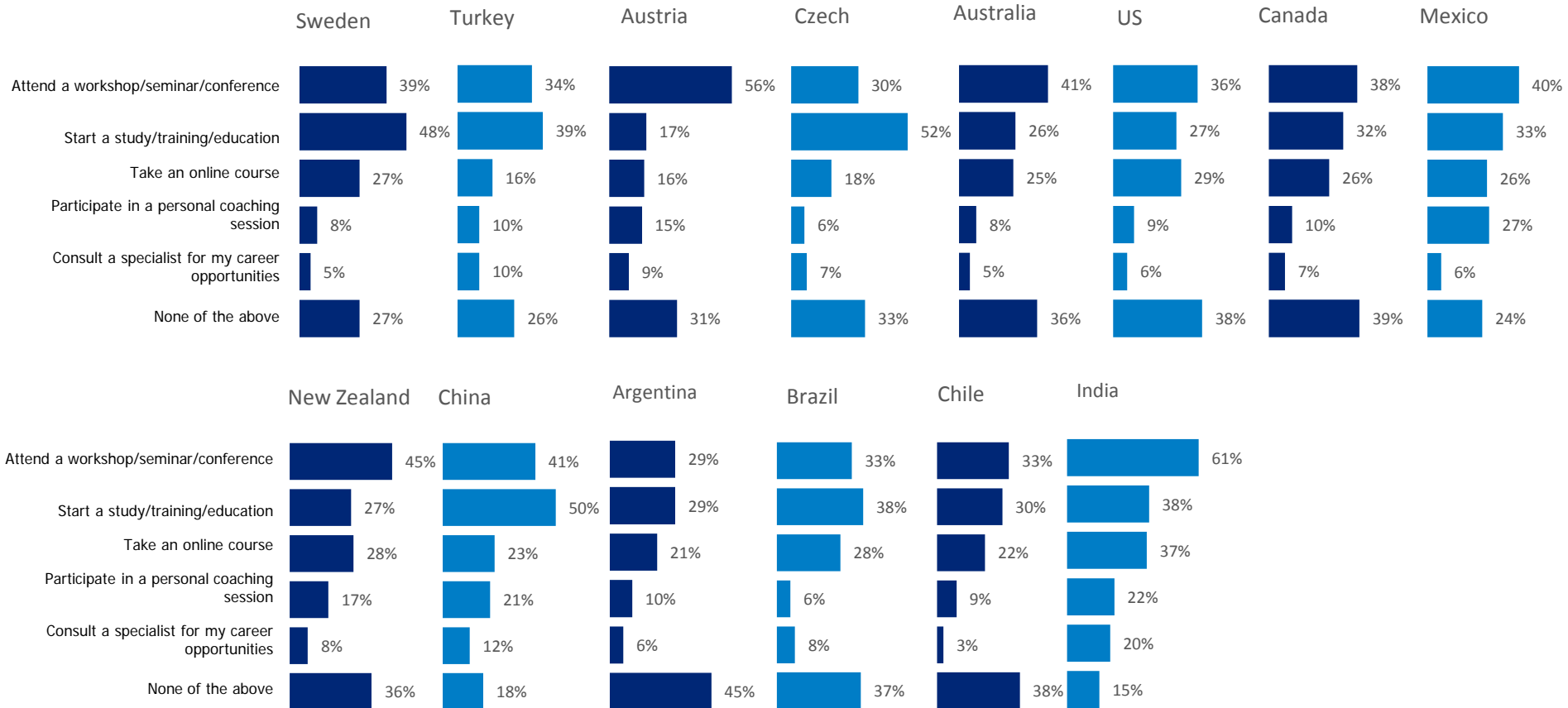
66% state job-related activities to upskill themselves are offered and paid for by their employer



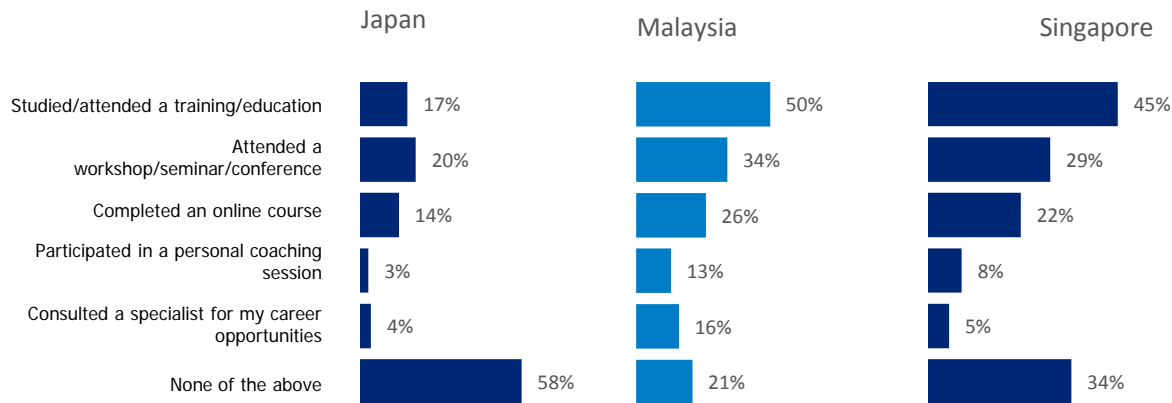
37% are offered workshop/seminar and 33% study/training



job-related activities offered and paid by employer

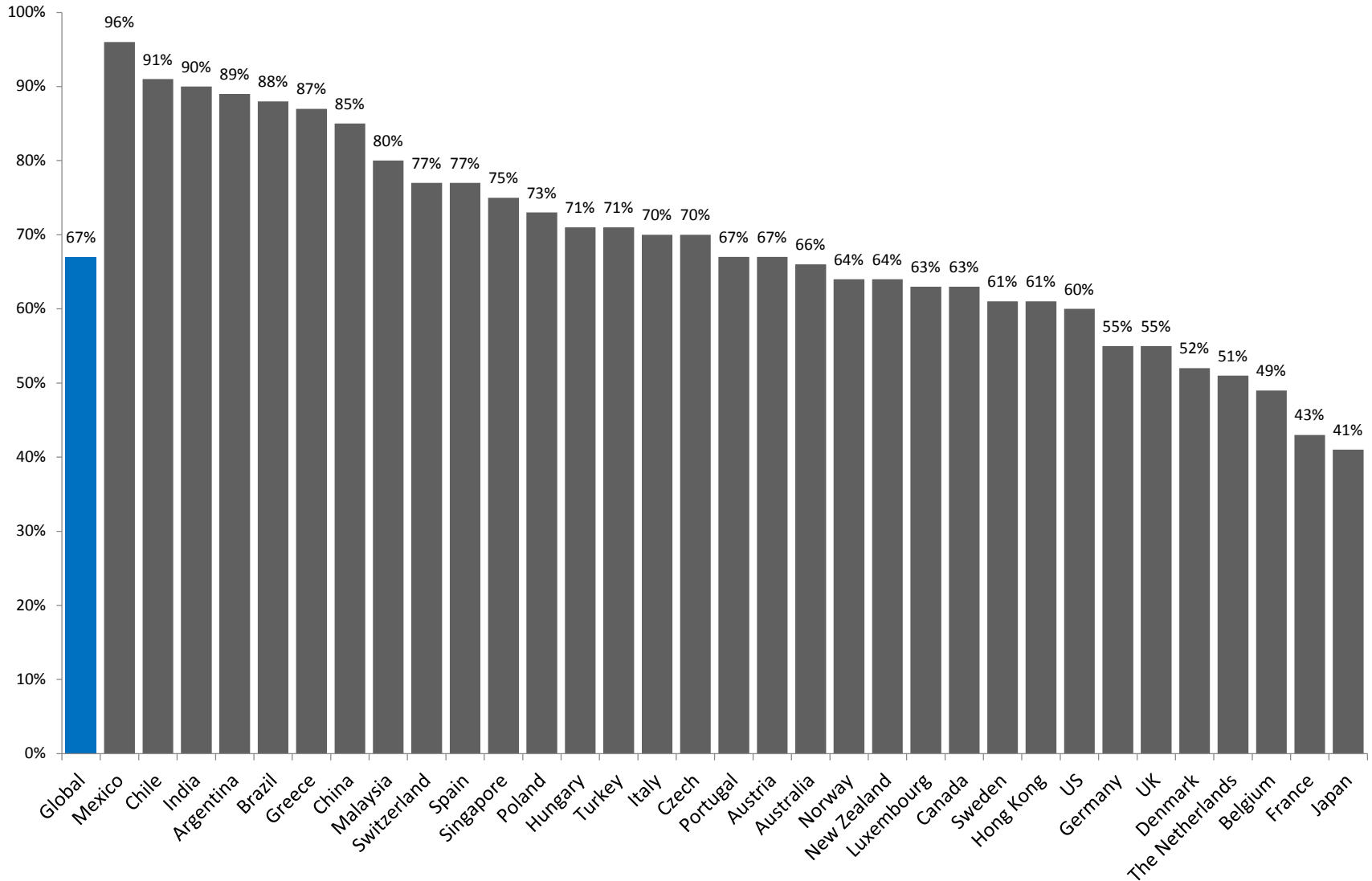


job-related activities offered and paid by employer

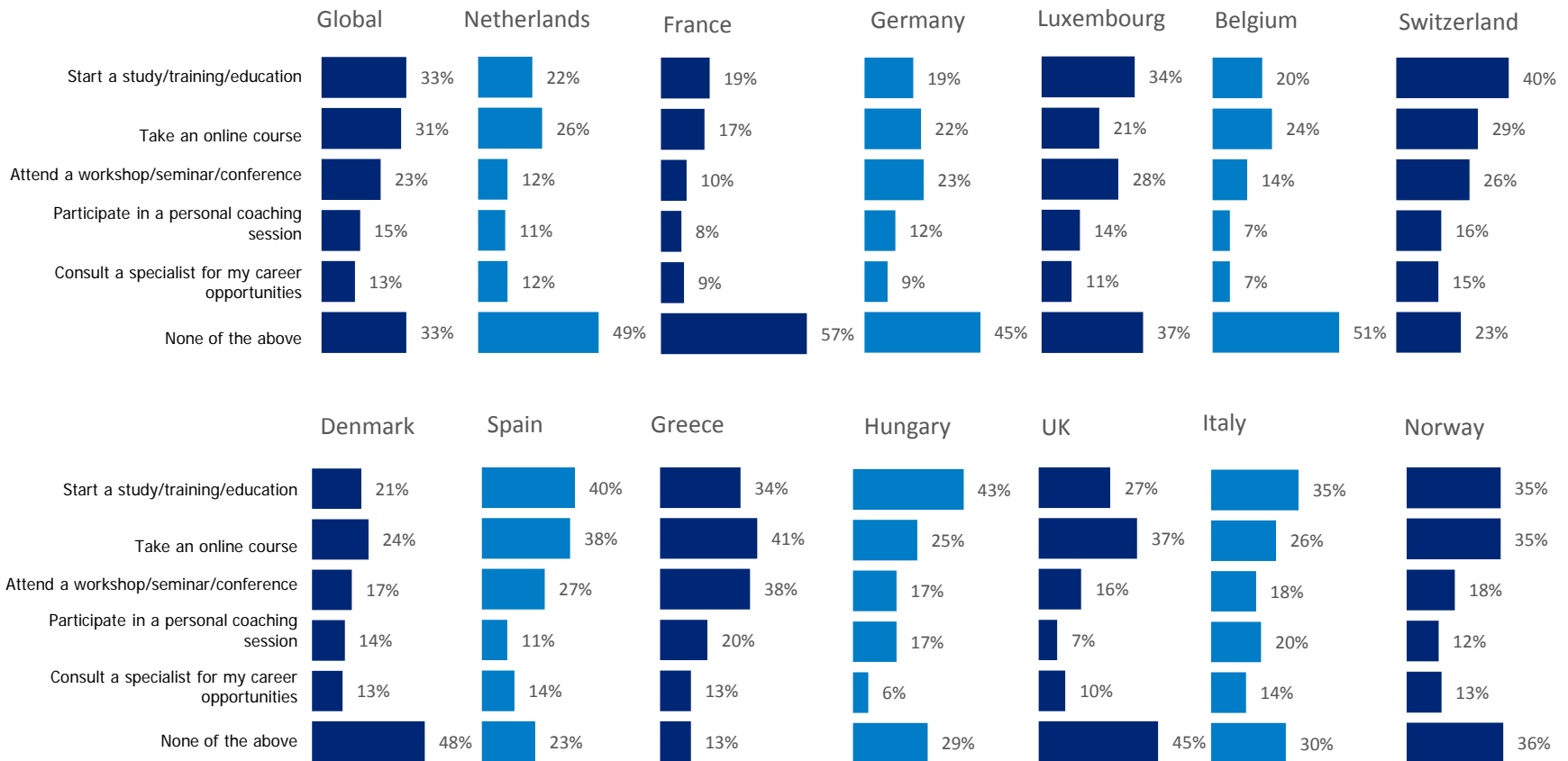


job-related activities willingness to
arrange and pay for by employee

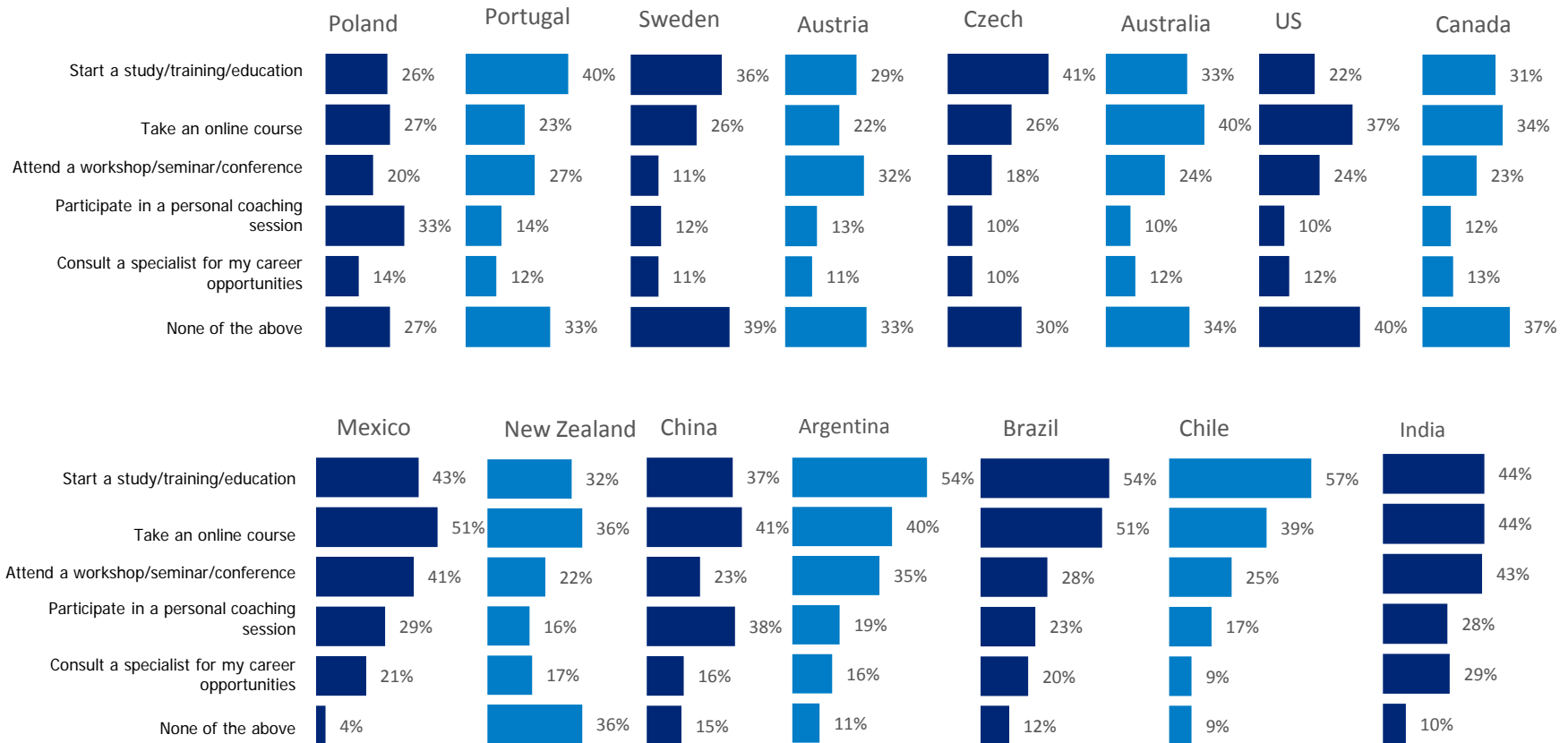
67% state they are willing to arrange and pay for job-related activities themselves



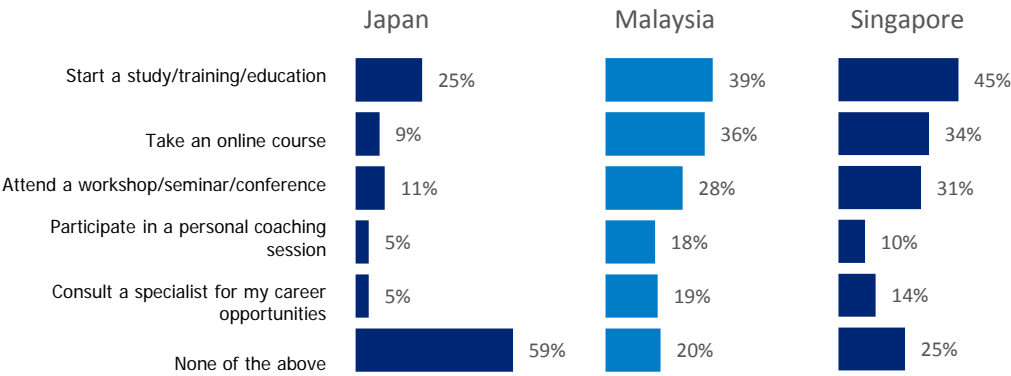
33% is willing to pay for study/training and 31% for an online course



job-related activities arranged by and paid for by themselves

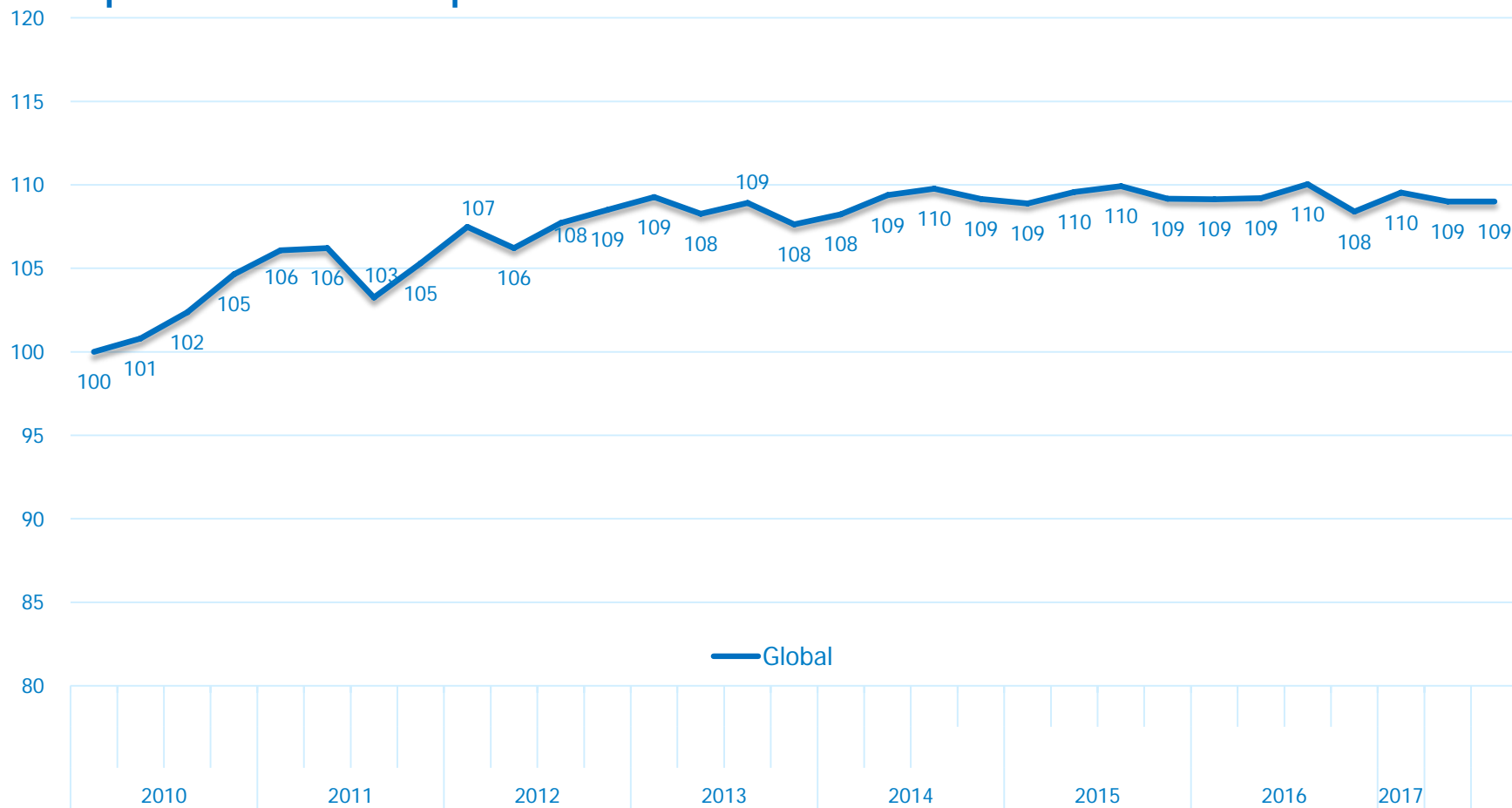


job-related activities arranged by and paid for by themselves



mobility index

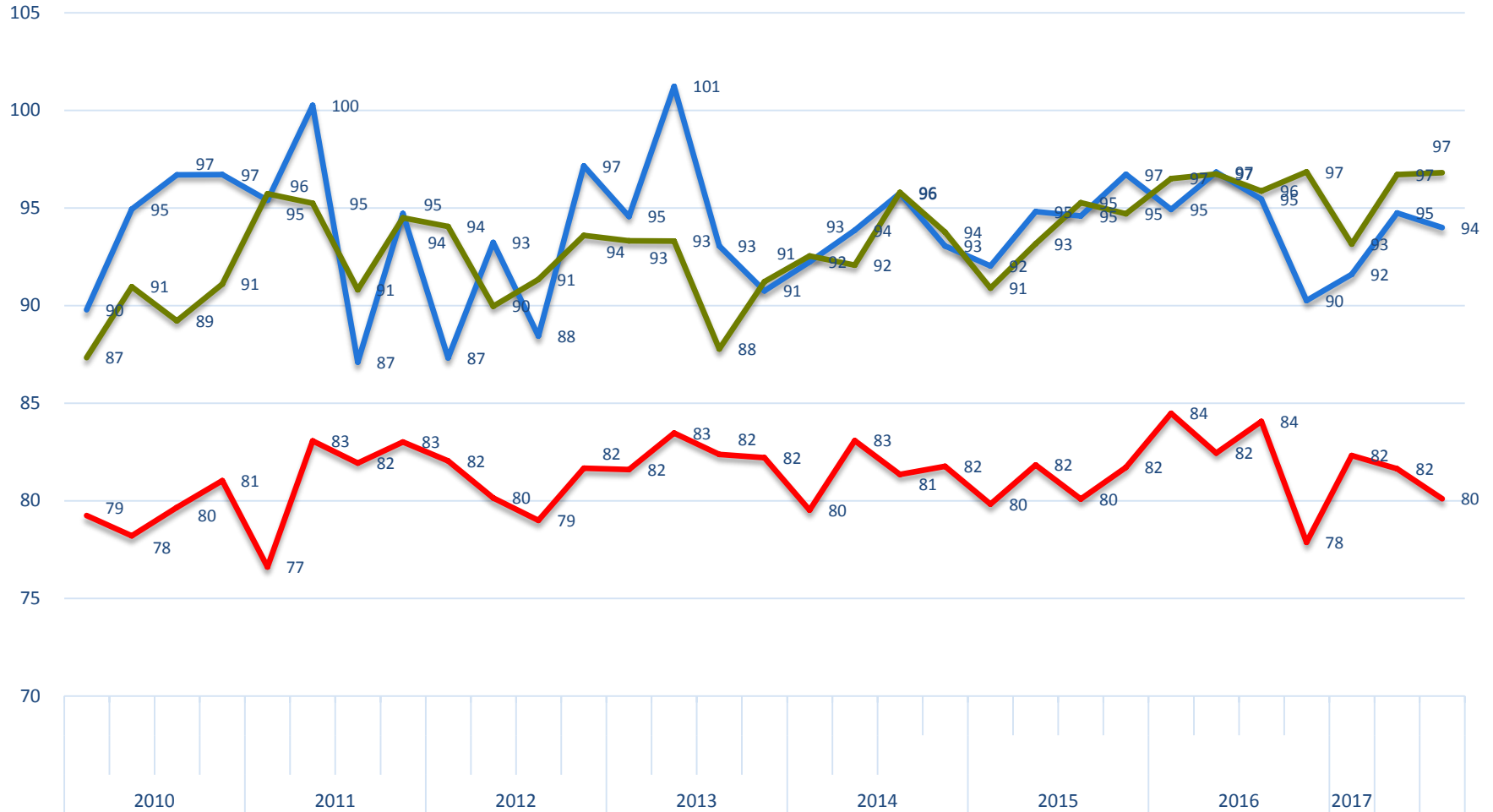
the global mobility index remained stable compared to last quarter



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?

mobility Luxembourg -2 and Belgium -1; the Netherlands no shift

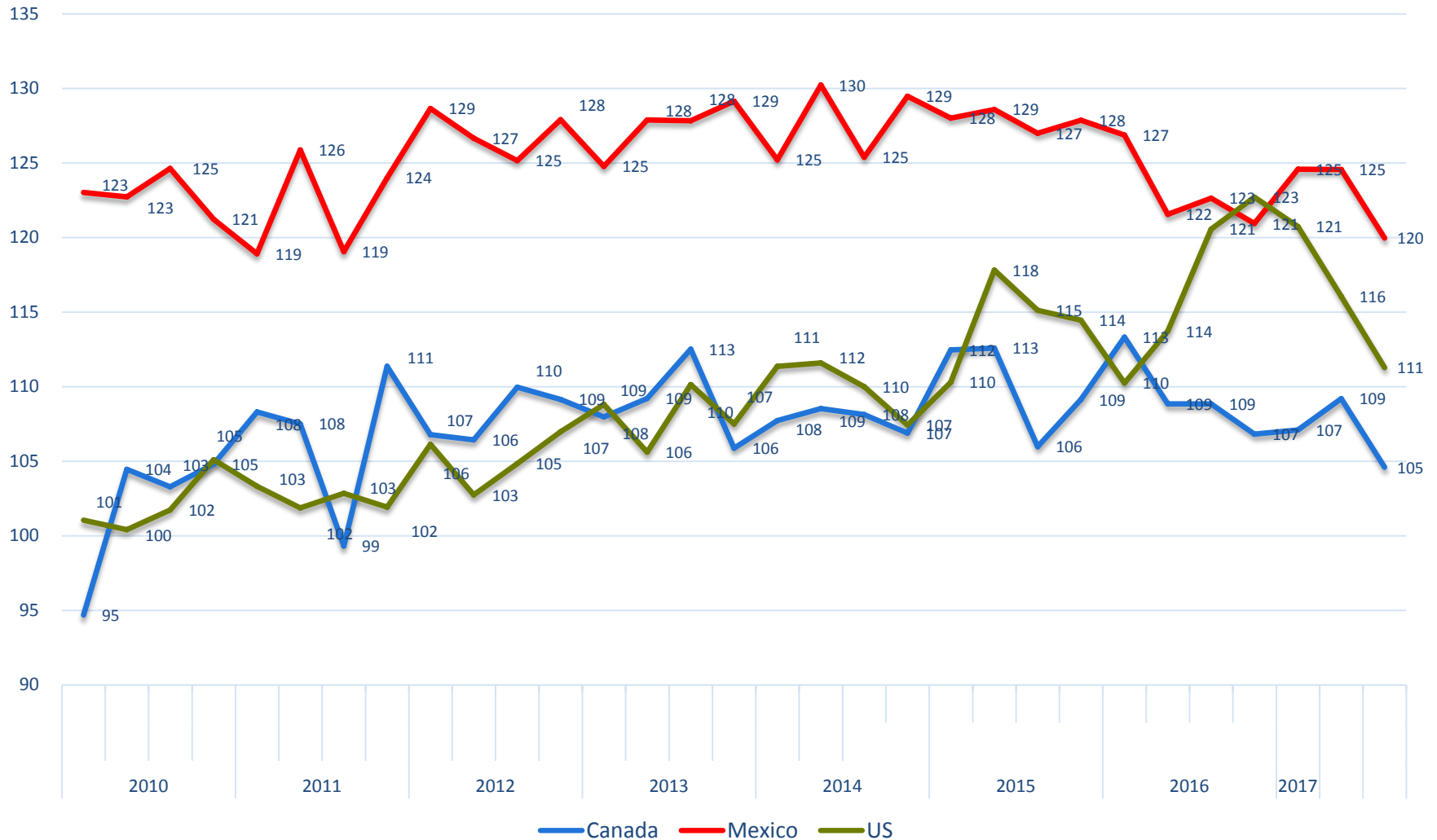


Question:

— Belgium — Luxembourg — The Netherlands

- 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?

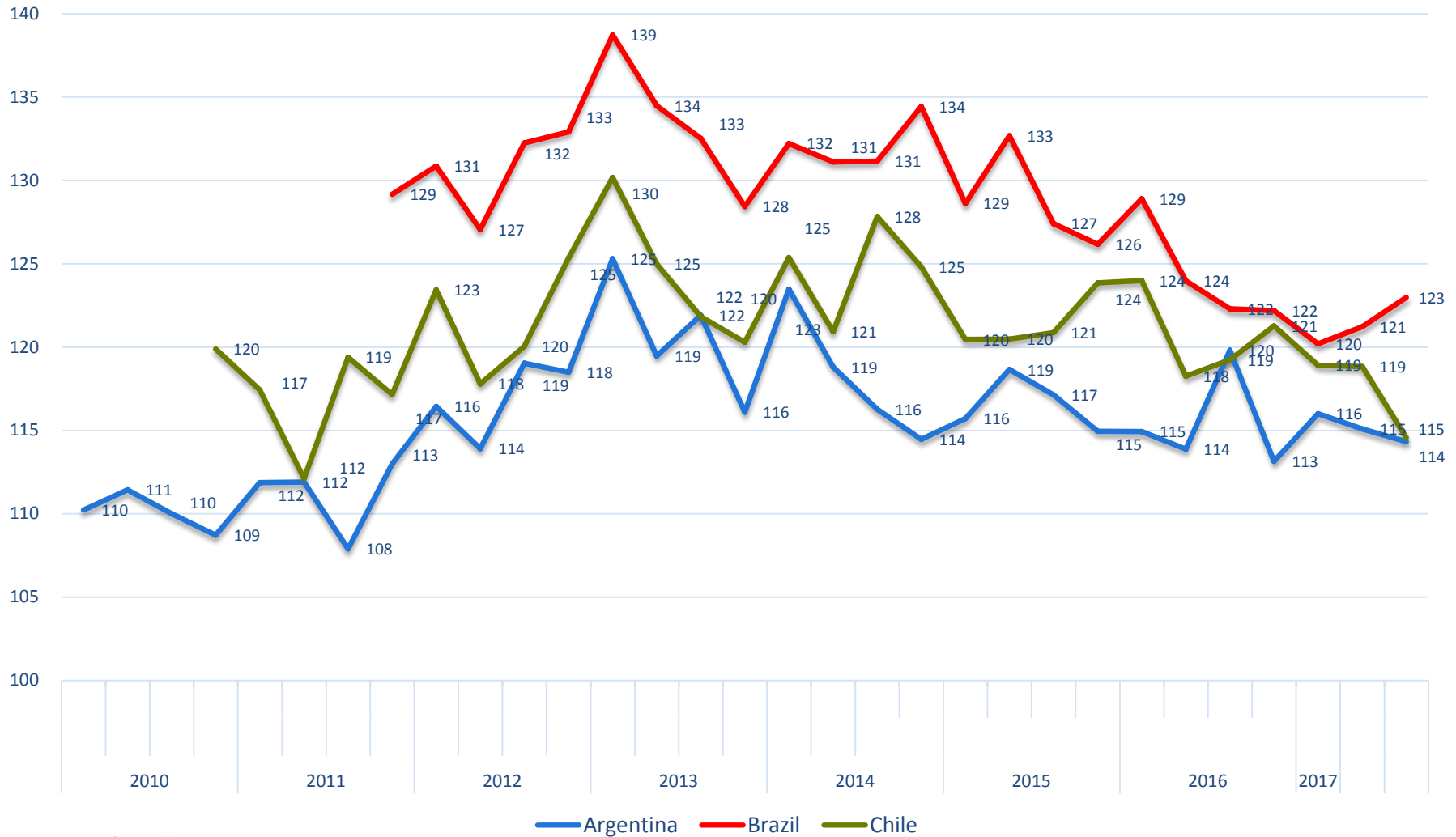
mobility Canada -4; Mexico and US -5



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?

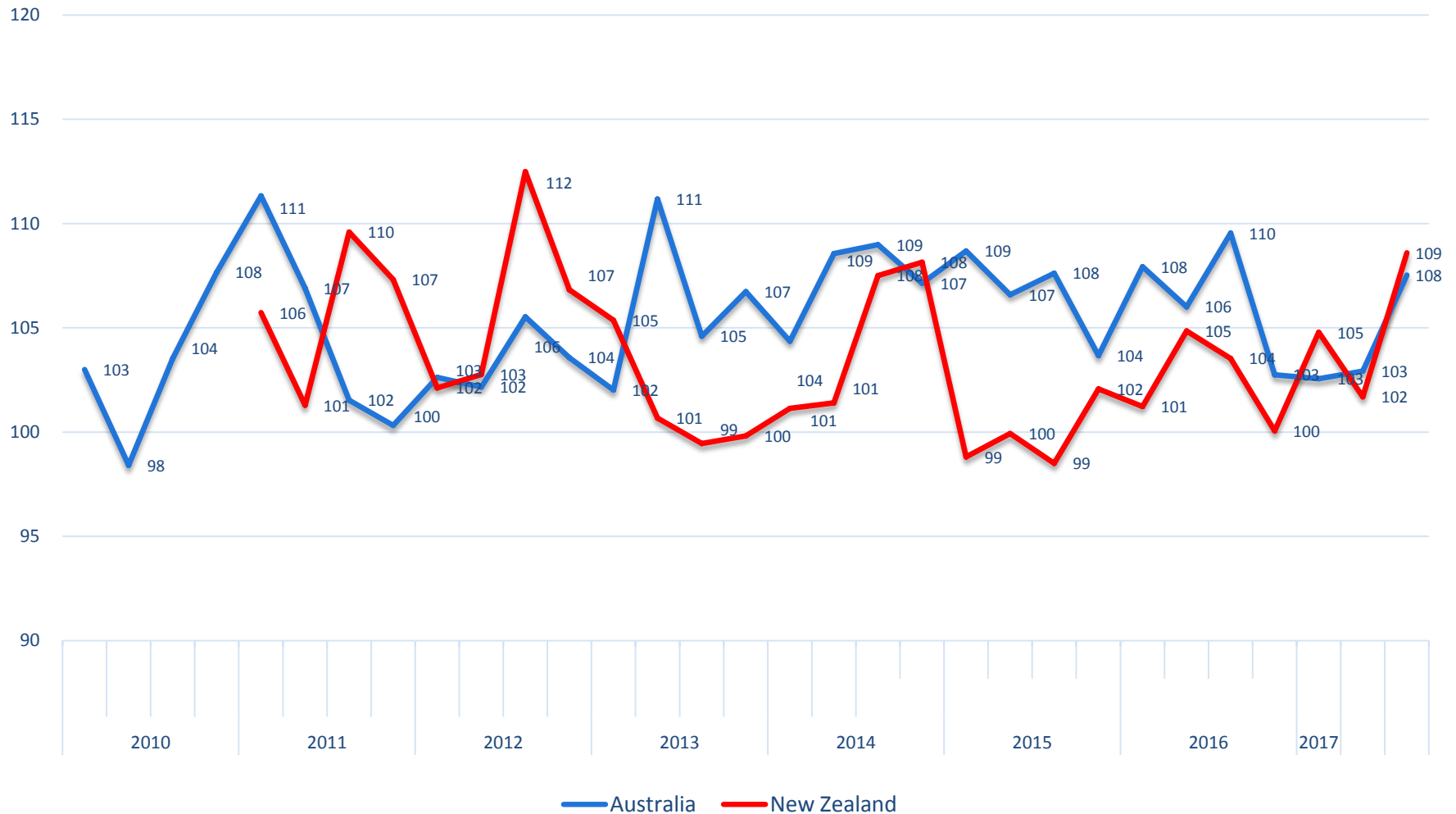
mobility Brazil +2; Argentina -1 and Chile -4



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?

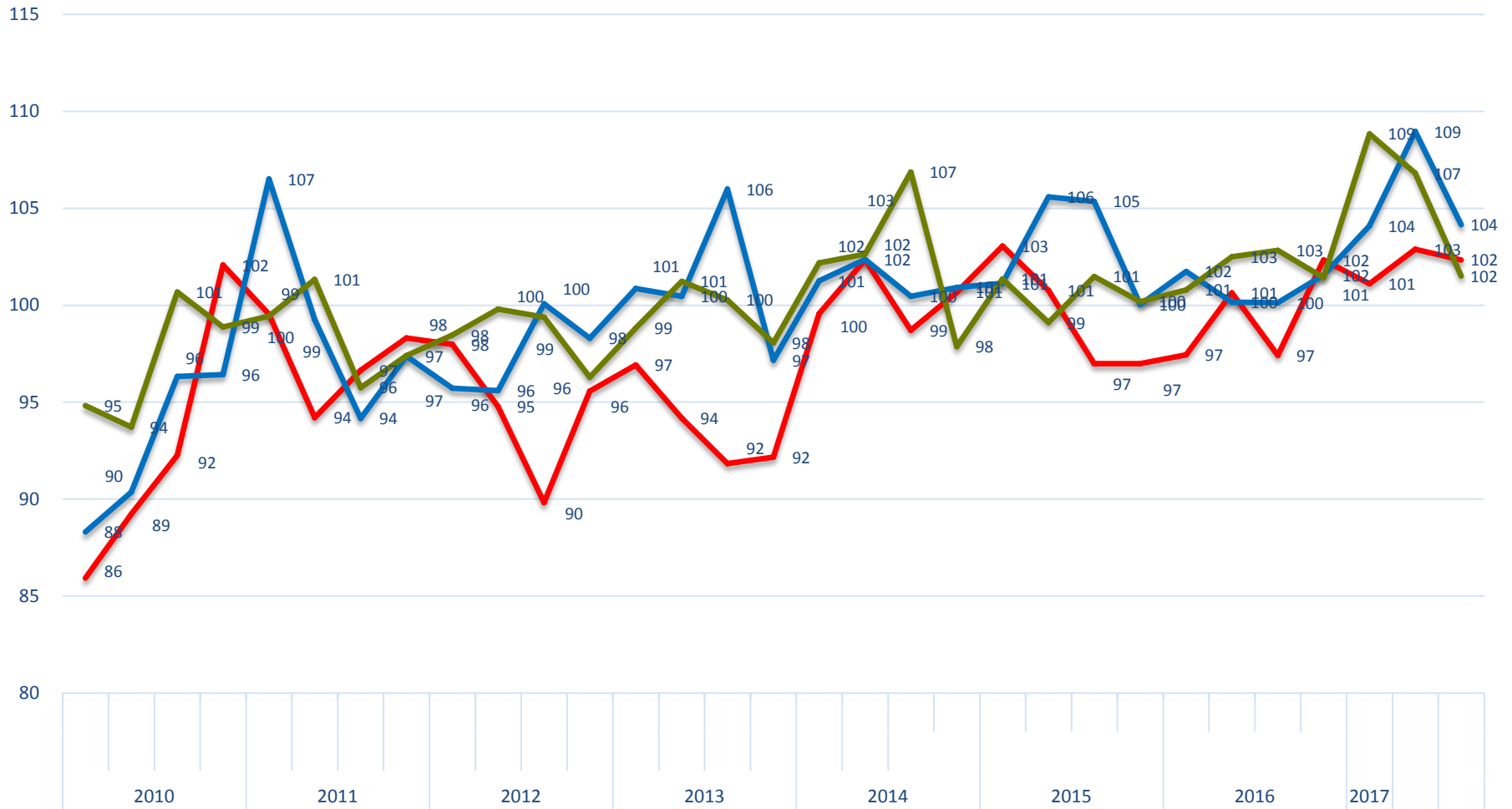
mobility New Zealand +7 and Australia +5



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 Norway -5, Sweden -5 and Denmark -1

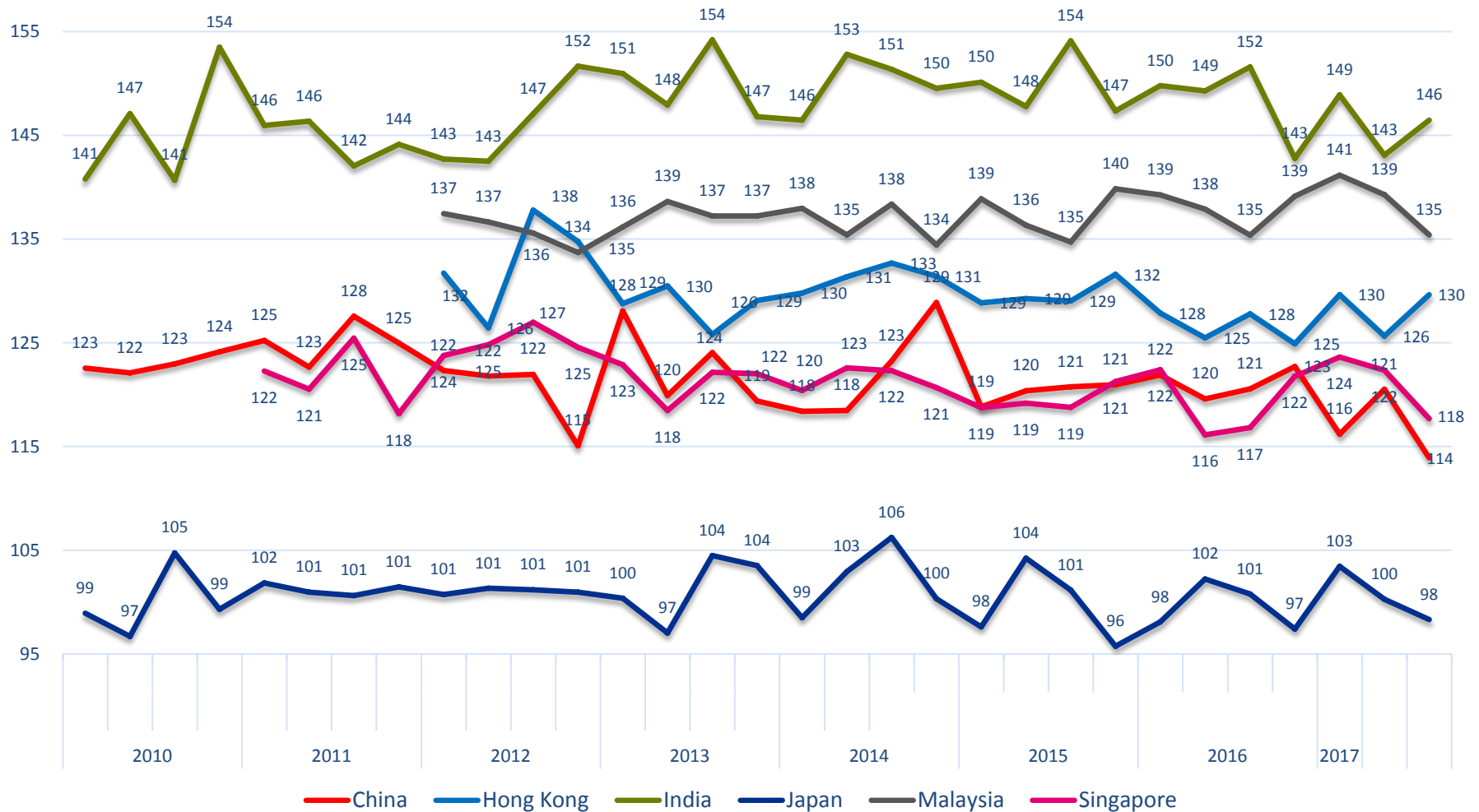


Question:

— Denmark — Norway — Sweden

- 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?

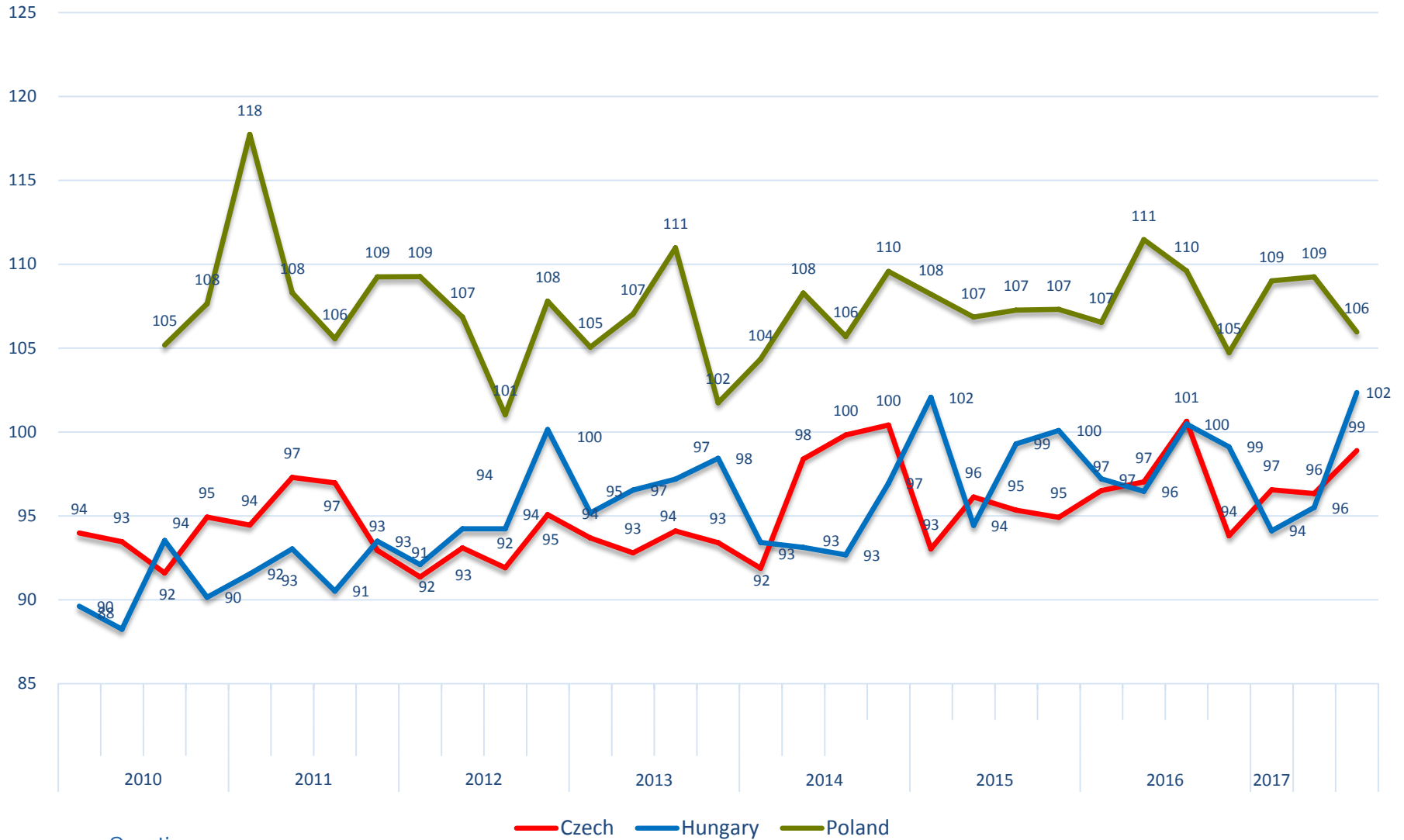
mobility Hong Kong +4 and India +3; China -7, Malaysia -4, Singapore -4 and Japan -2



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?

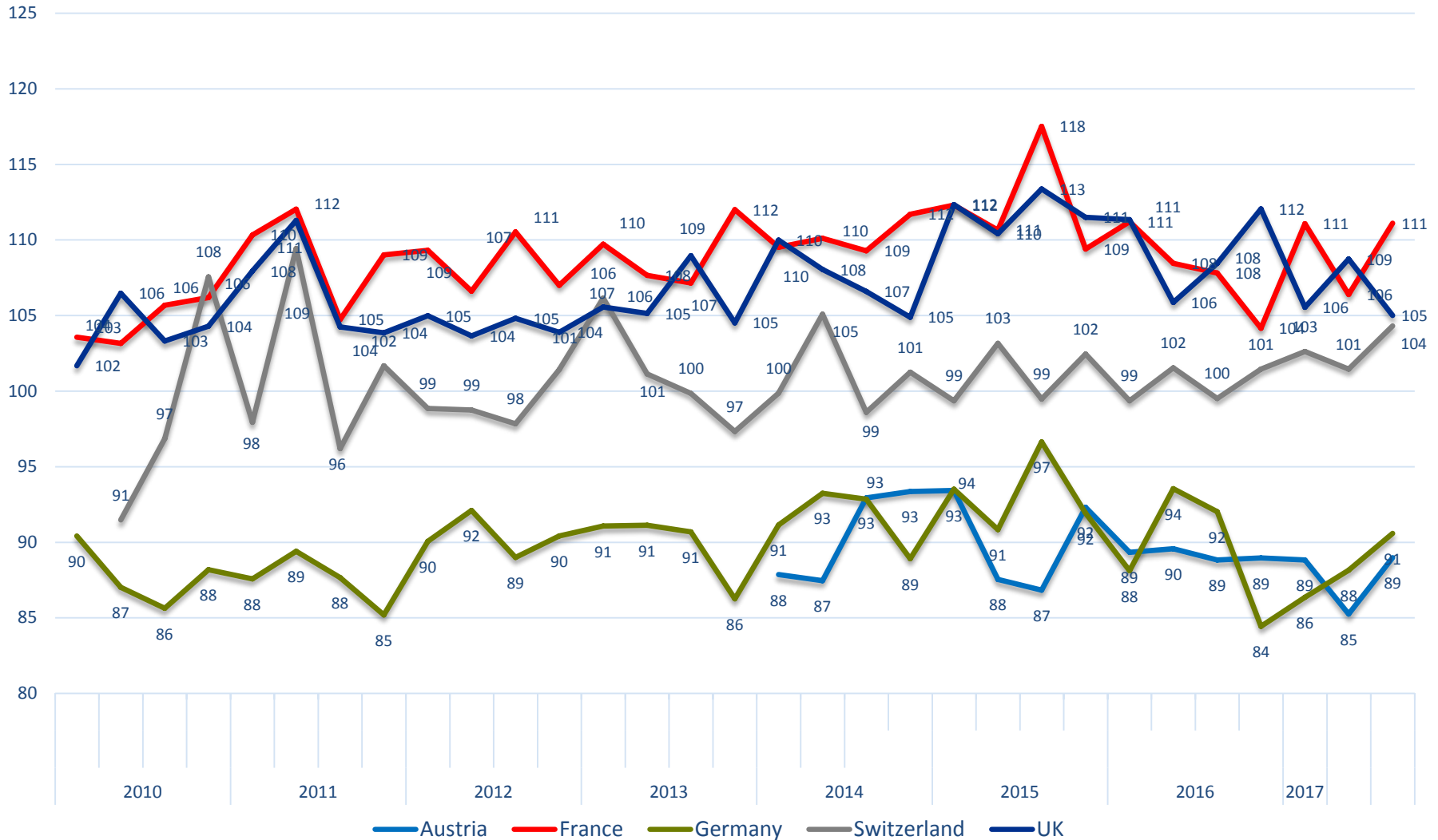
mobility Hungary +6 and Czech Republic +3; Poland -3



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?

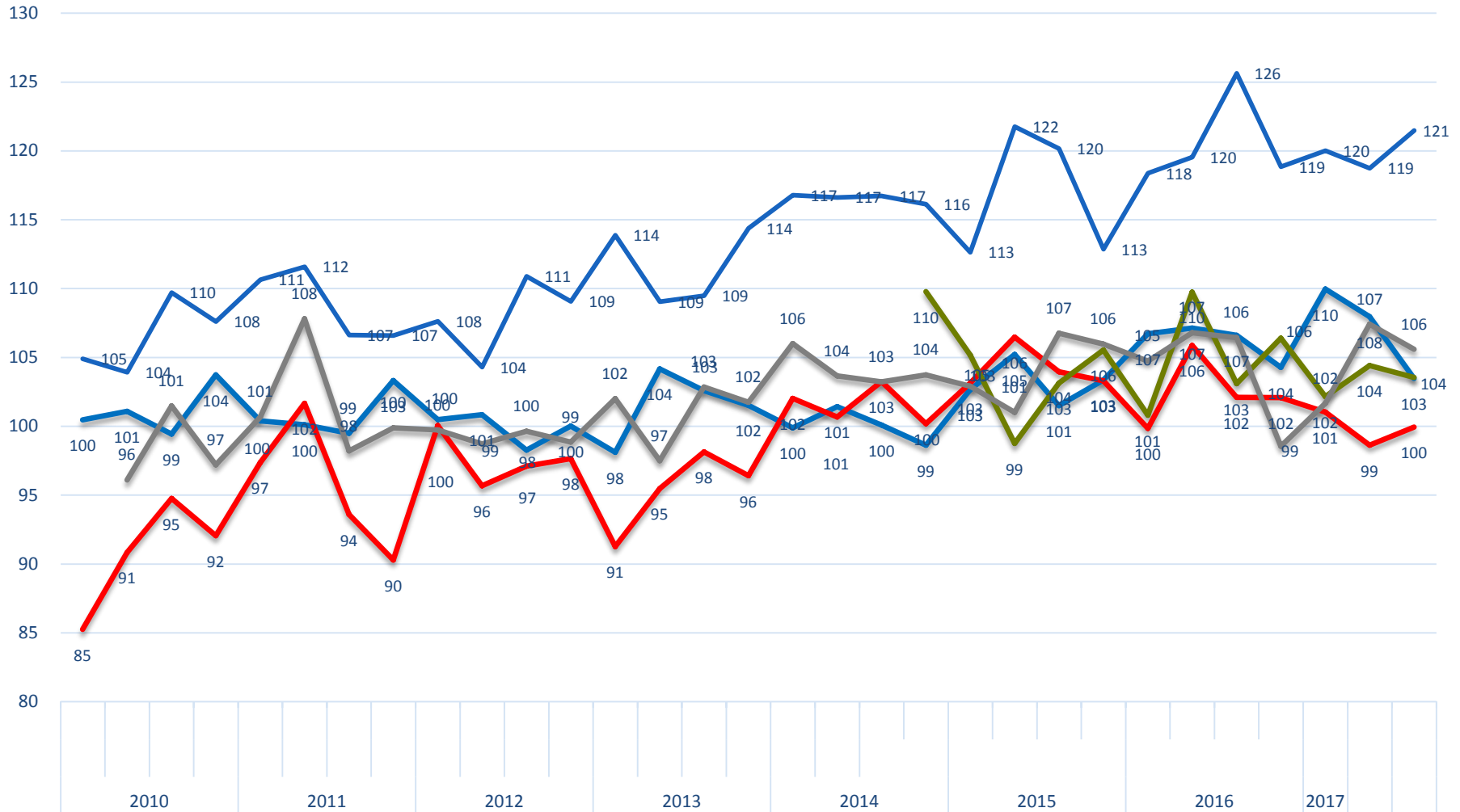
mobility France +5, Austria +4, Germany +3 and Switzerland +3; UK -4



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?

mobility Turkey +2, Italy +1; Greece -5 and Spain -1 Portugal no shift

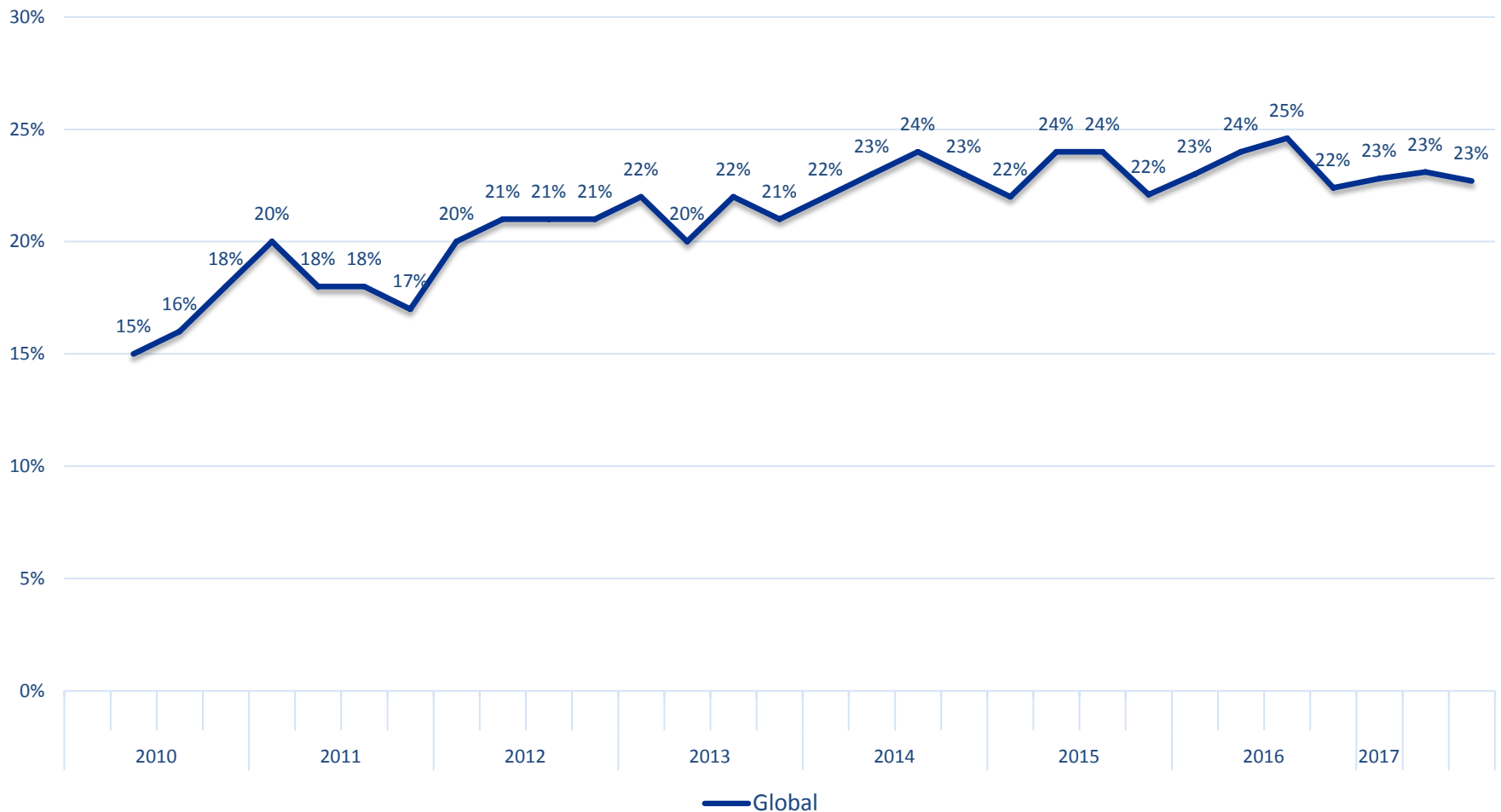


Question:

- 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

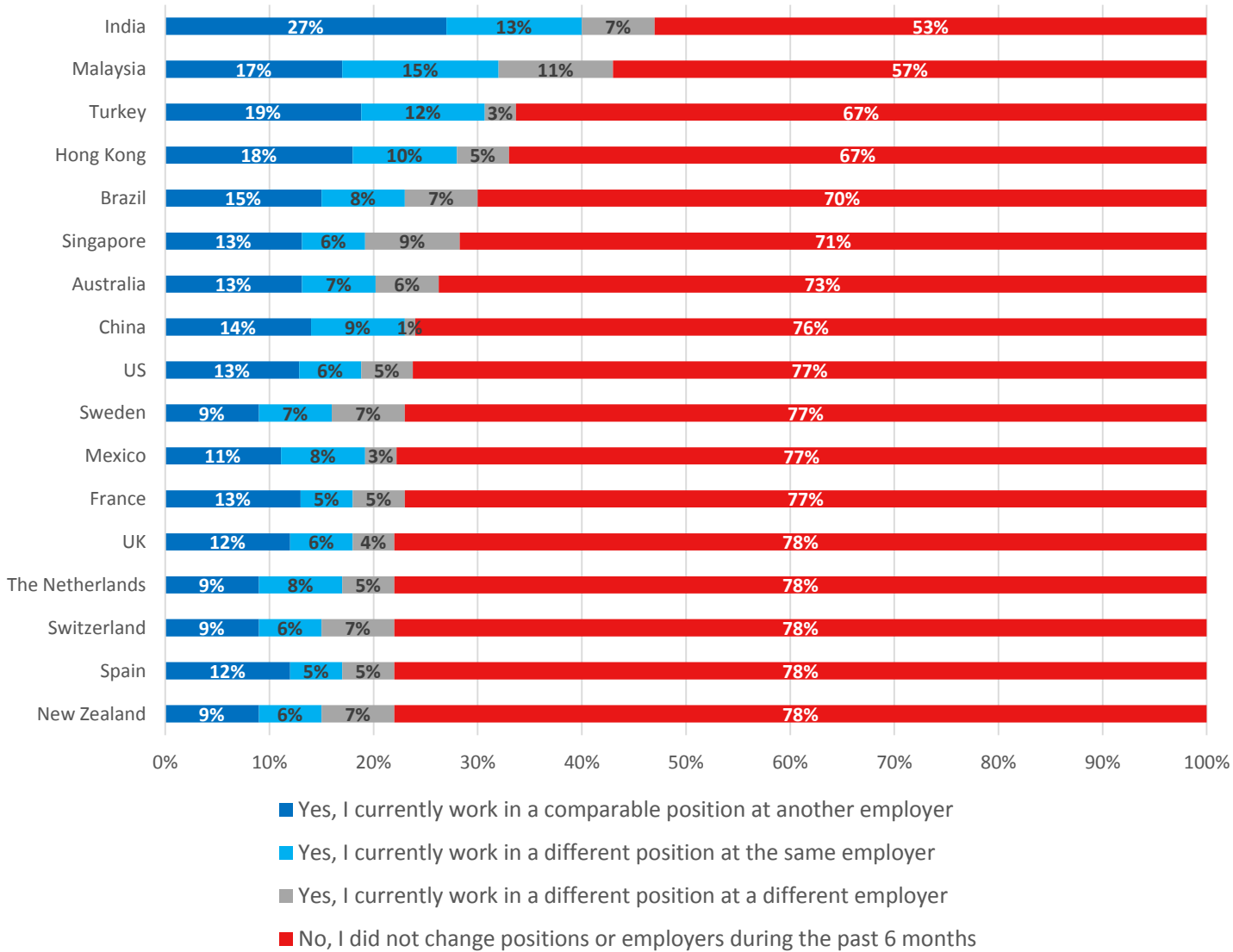
actual job change remained stable in the last quarter



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 India and Malaysia

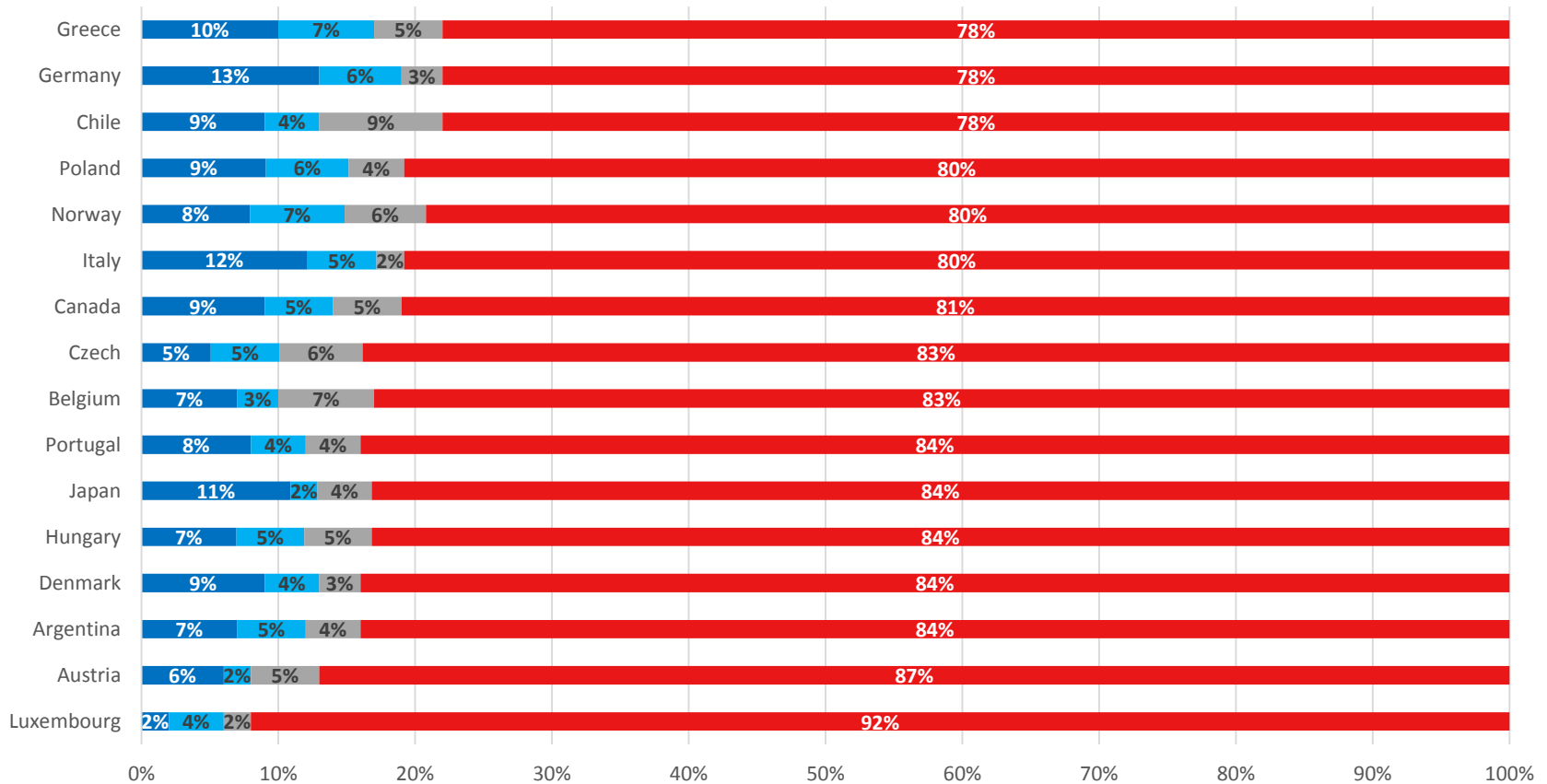


Job change decreased in Malaysia, Norway, Poland and the US compared to last quarter.

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

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

actual job change lowest in Luxembourg

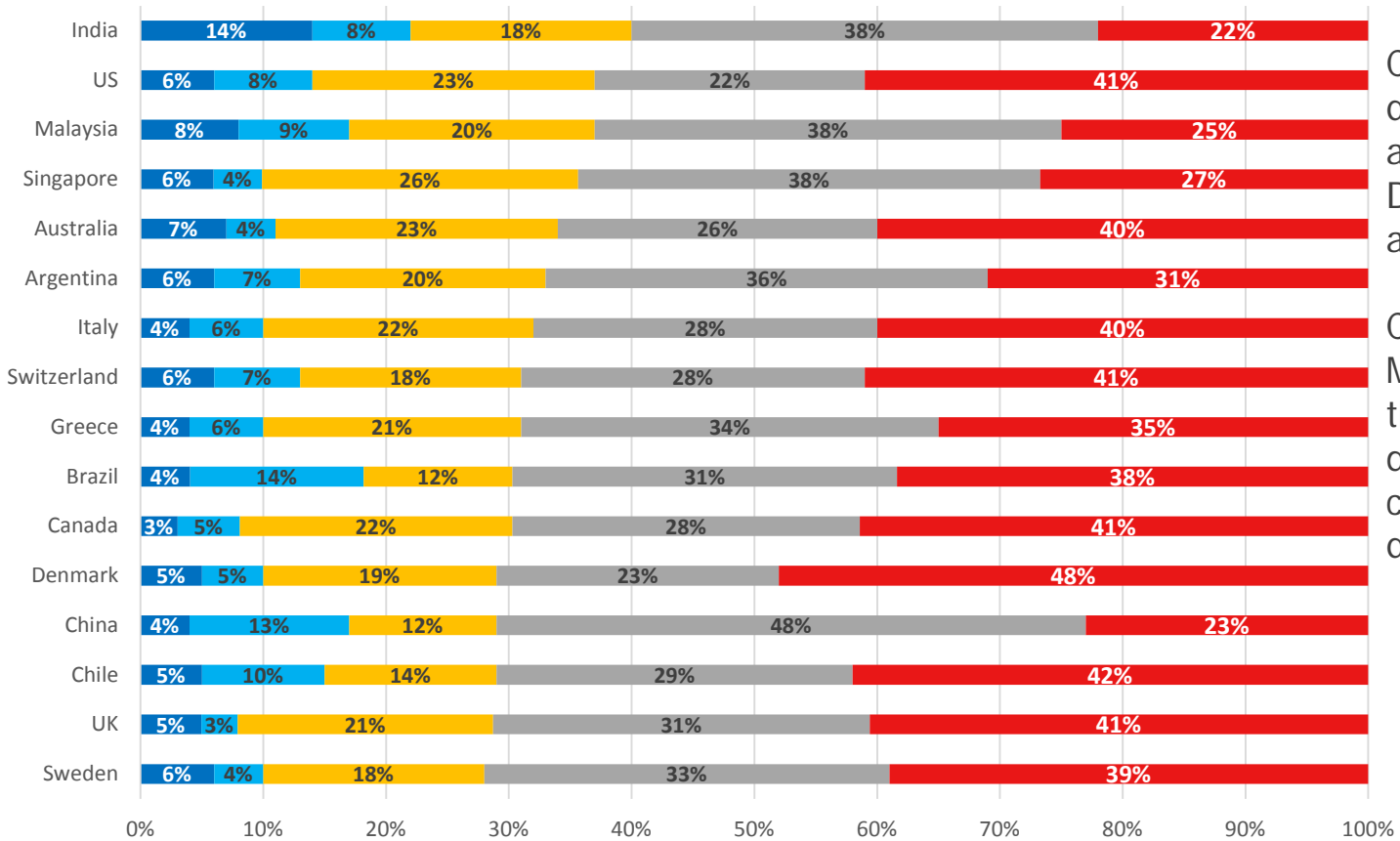


- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months

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

job change appetite

India has highest appetite for job change



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

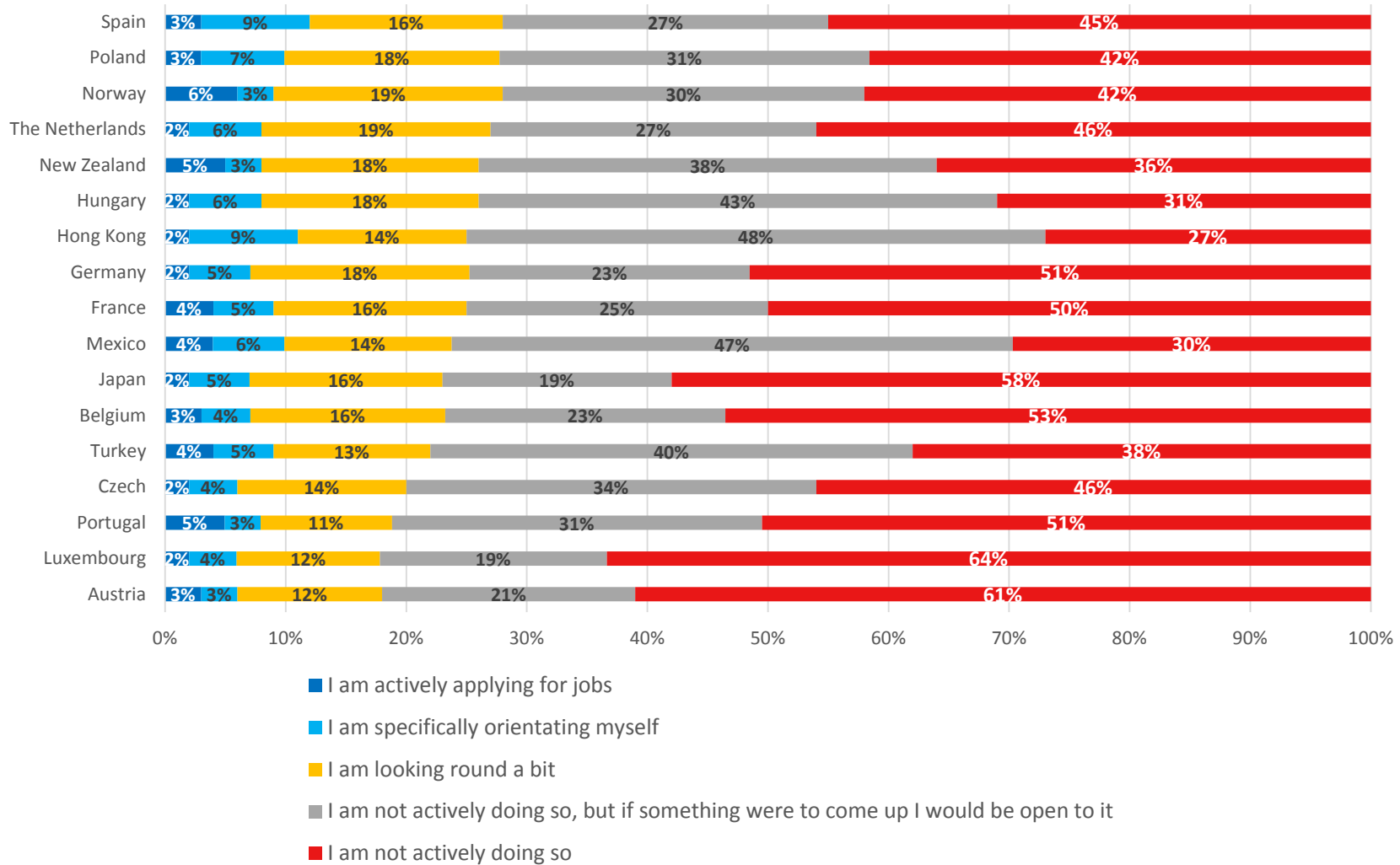
Czech Republic, Mexico, Norway and the UK show a decrease in appetite compared to last quarter.

- 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

Question:

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

lowest appetite for job change in Austria and Luxembourg

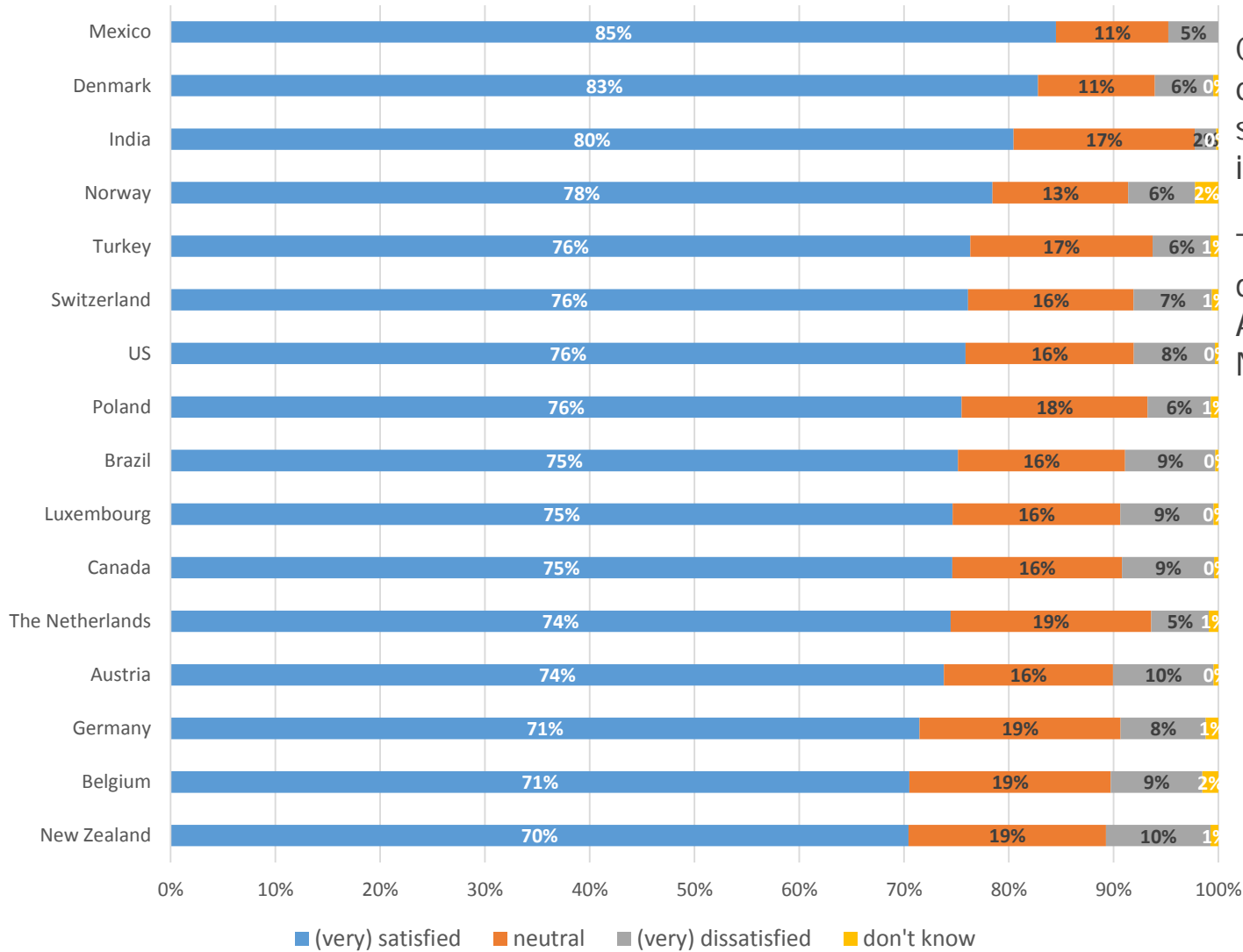


Question:

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

job satisfaction

job satisfaction is highest in Mexico and Denmark



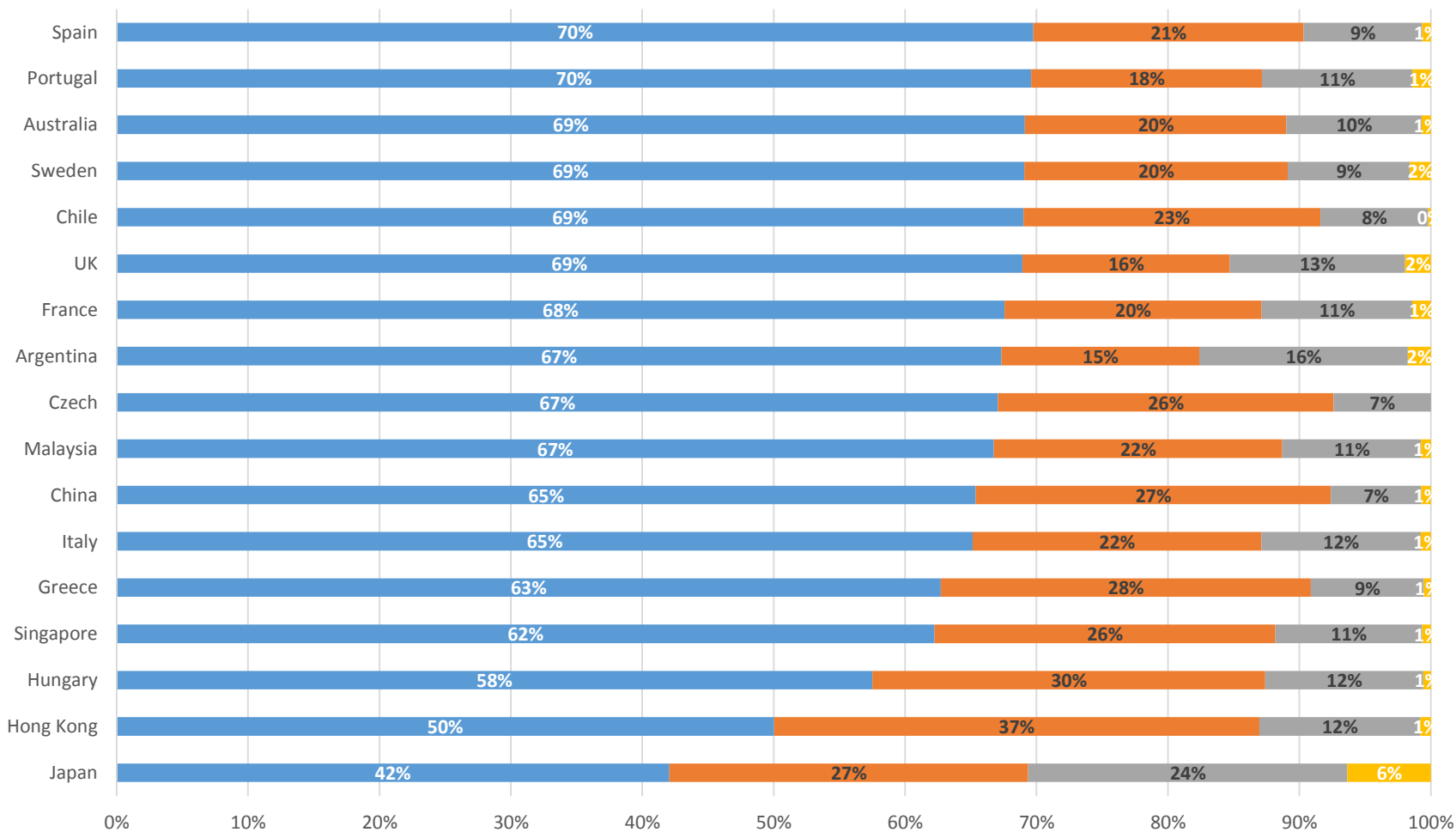
Compared to last quarter, the job satisfaction increased in Denmark.

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



Question:

■ (very) satisfied ■ neutral ■ (very) dissatisfied ■ don't know

•How satisfied are you in general about working with your current employer?

about the Randstad Workmonitor

background to the Randstad Workmonitor (1)

- 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:

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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