

global report randstad workmonitor Q4 2019.

work-life balance
economic and financial outlook for 2020

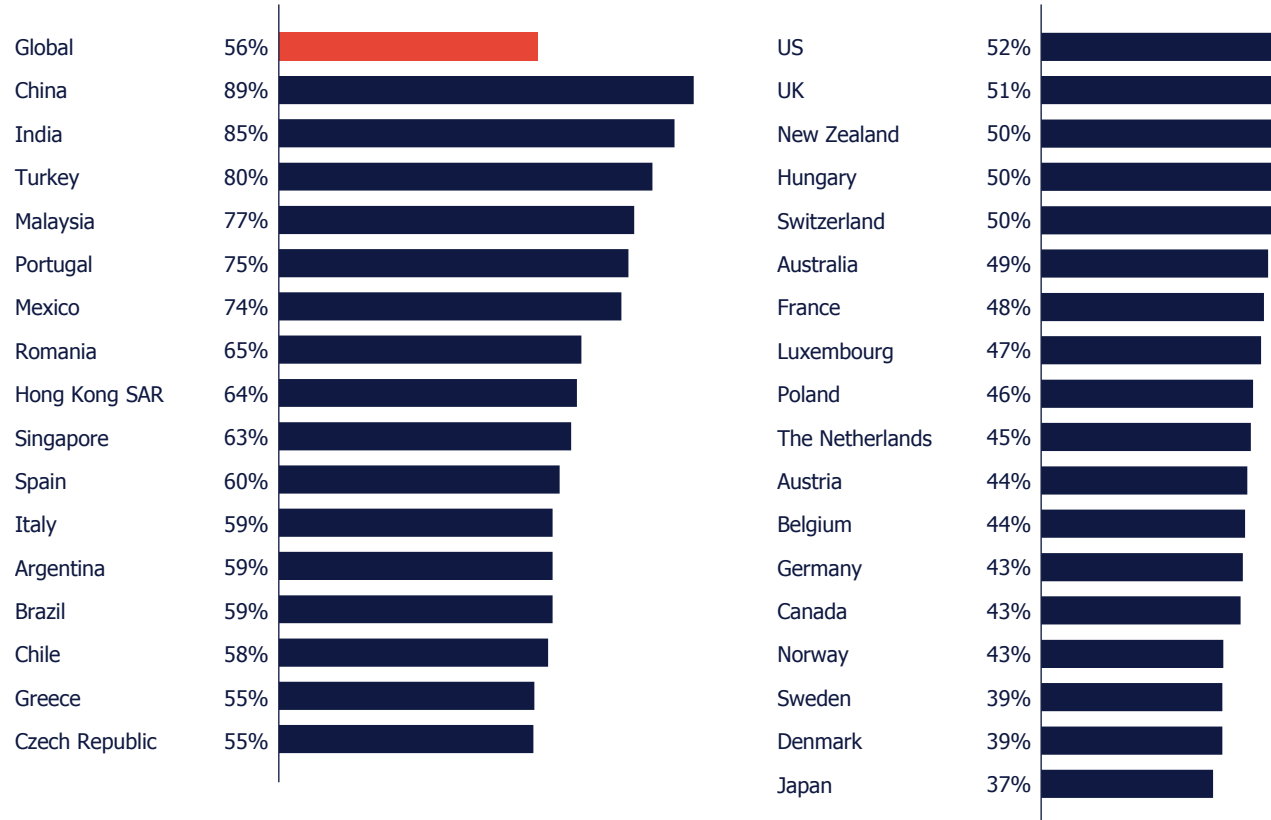


work-life

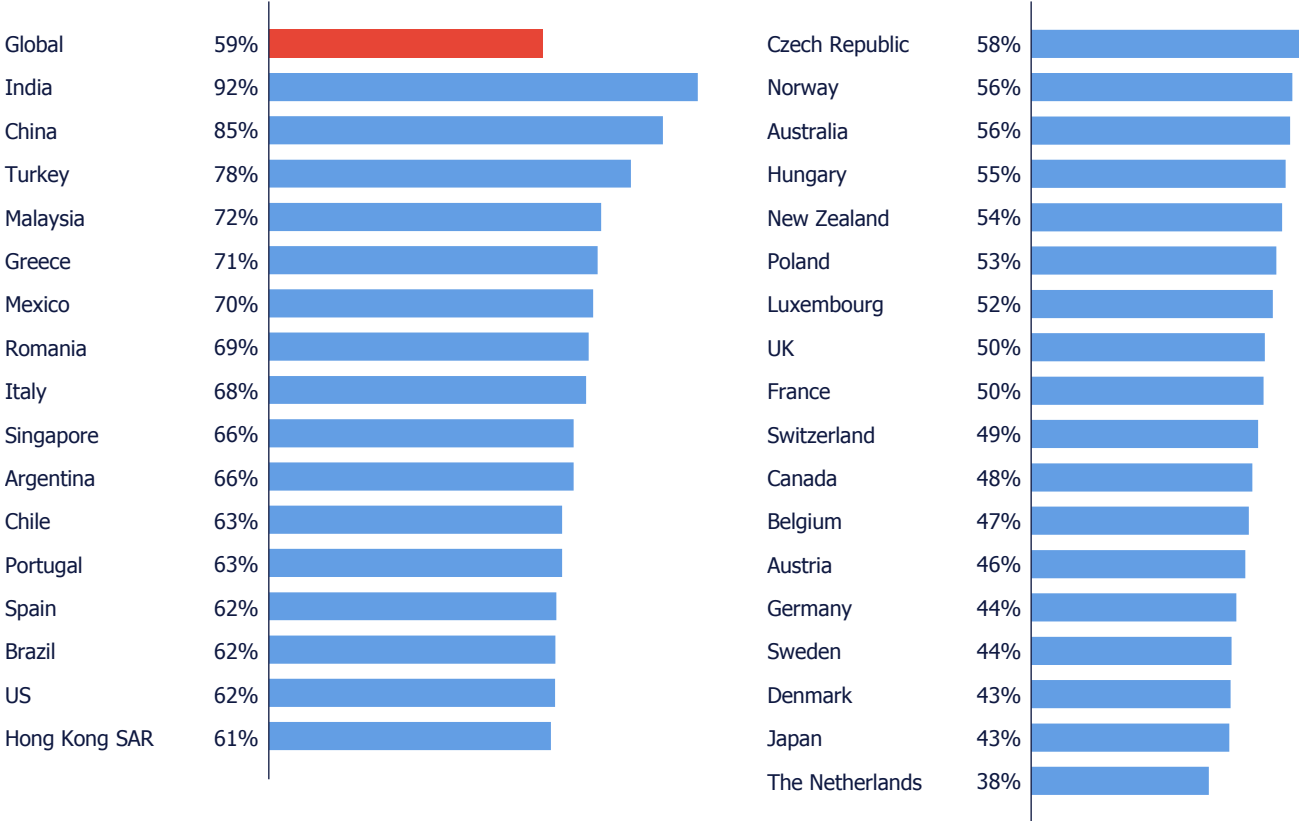


balance.

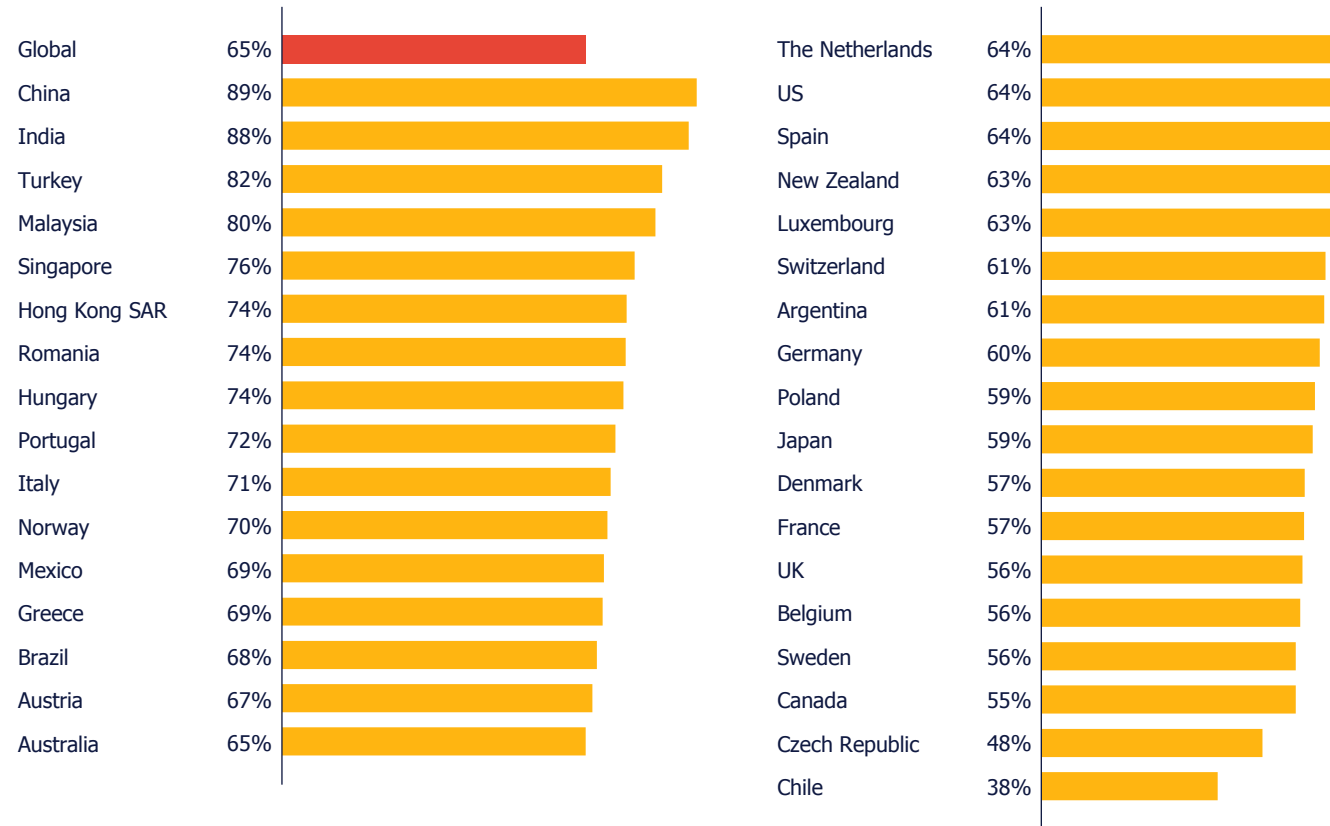
56% say that their employer expects them to be available outside of their regular working hours.



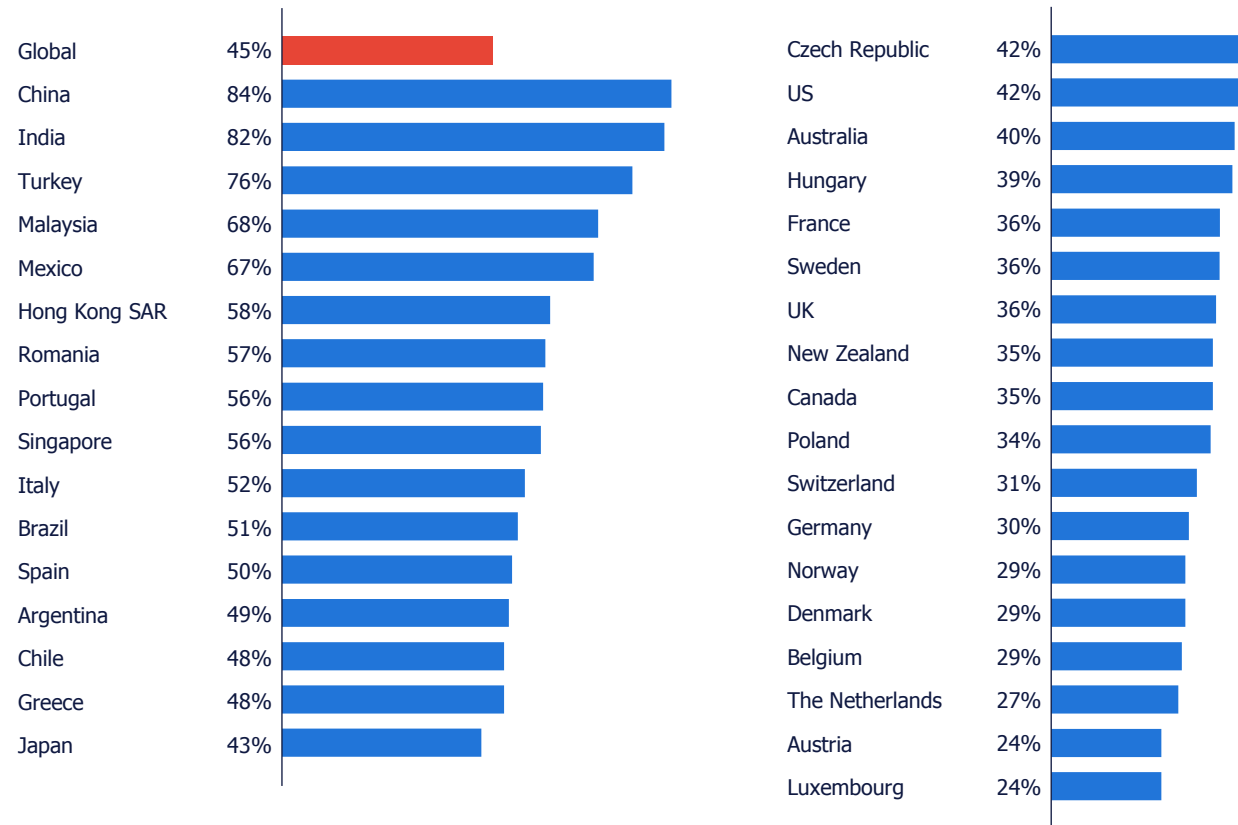
59% claim that they respond immediately to work-related calls, emails and text messages, outside of their regular working hours.



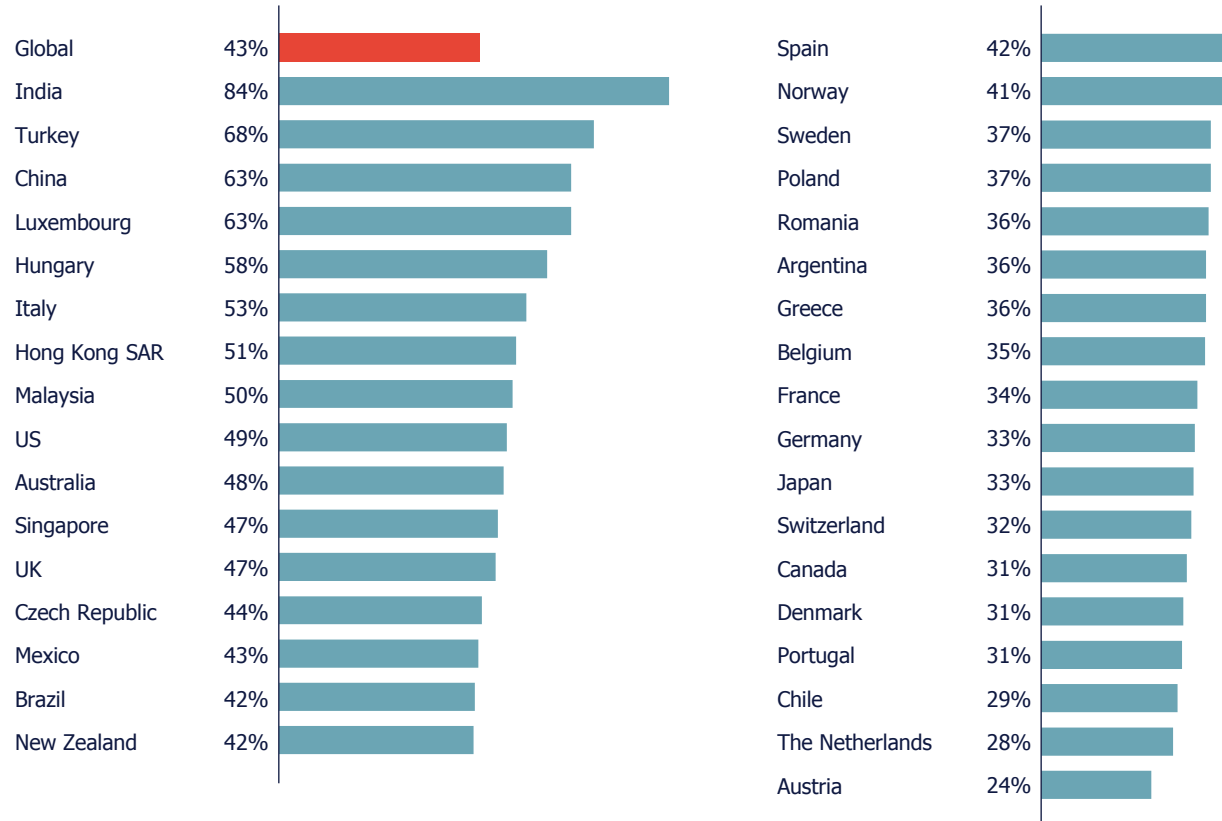
65% claim that they respond to work-related calls, emails and text messages, outside of their regular working hours, at a convenient time.



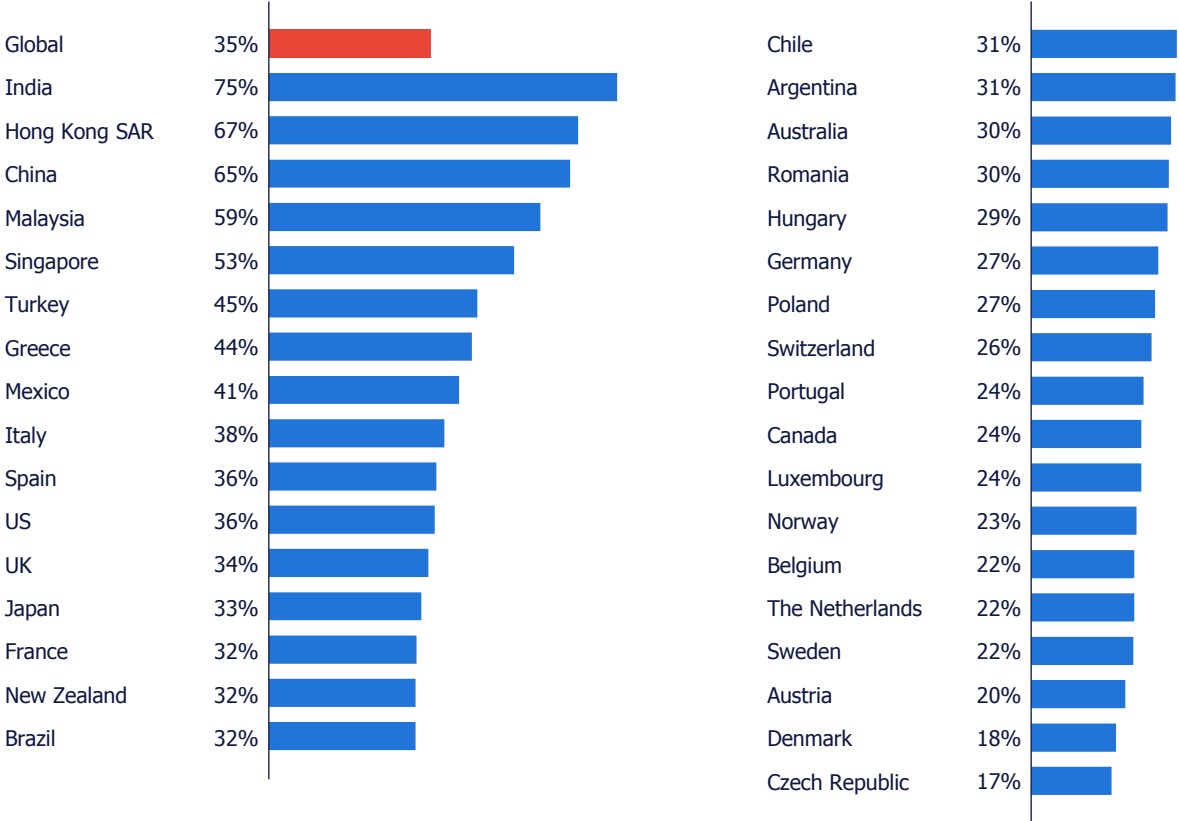
45% say that their employer expects them to be available on phone, email and text messages during the holidays and personal time off.



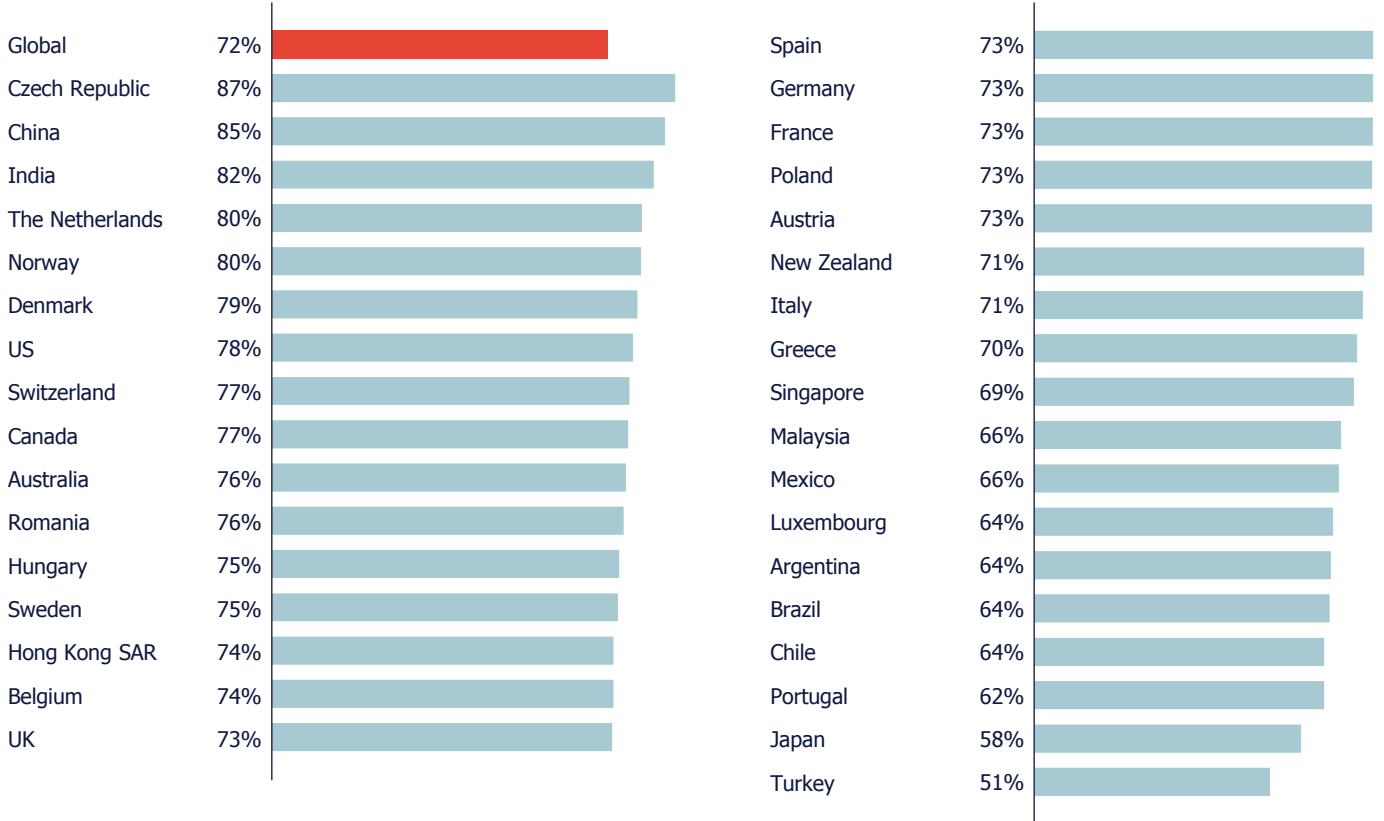
43% choose to handle work-related matters during their holidays, because they like to stay involved/updated.



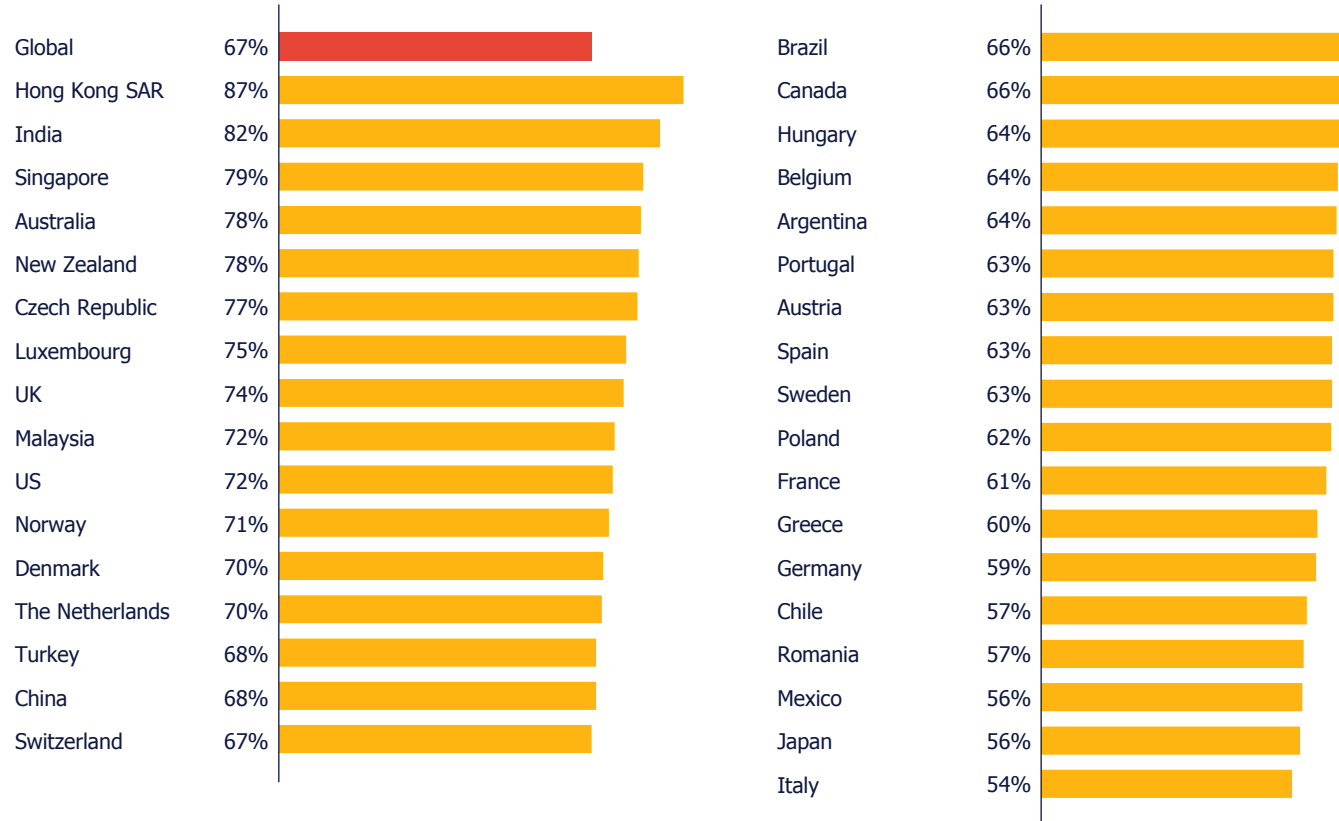
35% feel pressured to respond to work-related calls, emails and text messages, when they are on holiday.



72% agree that when they are on holiday, they are able to let go of work easily.



67% sometimes handle private matters during working hours.

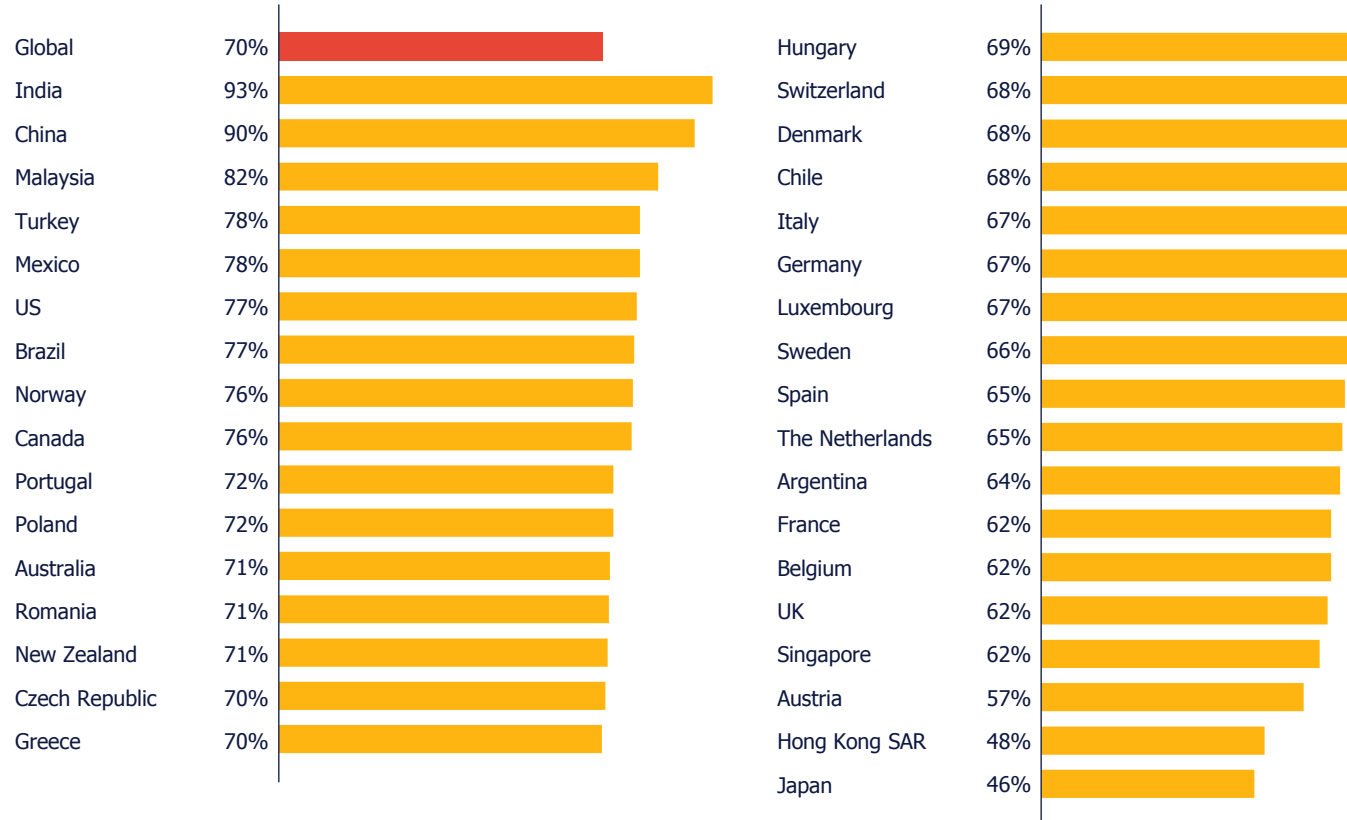


economic and financial

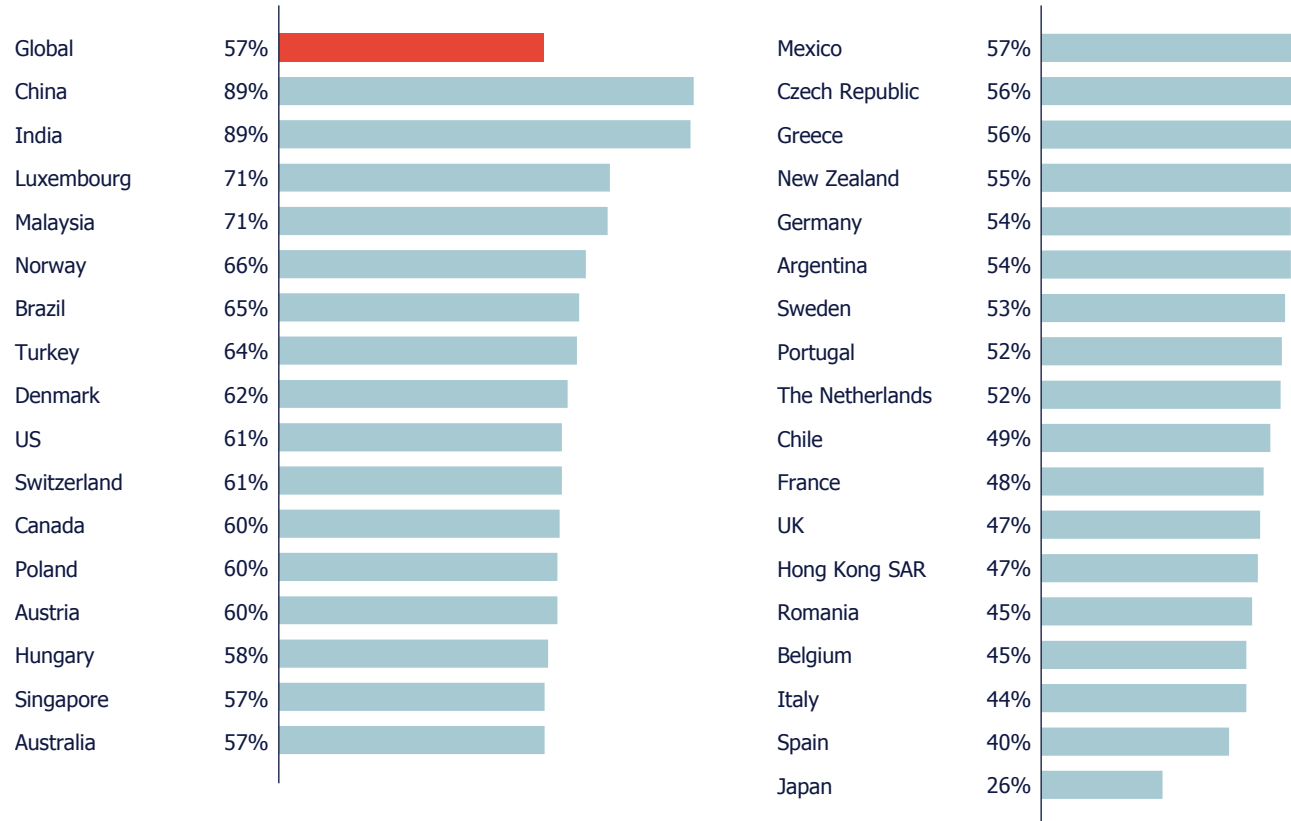


outlook.

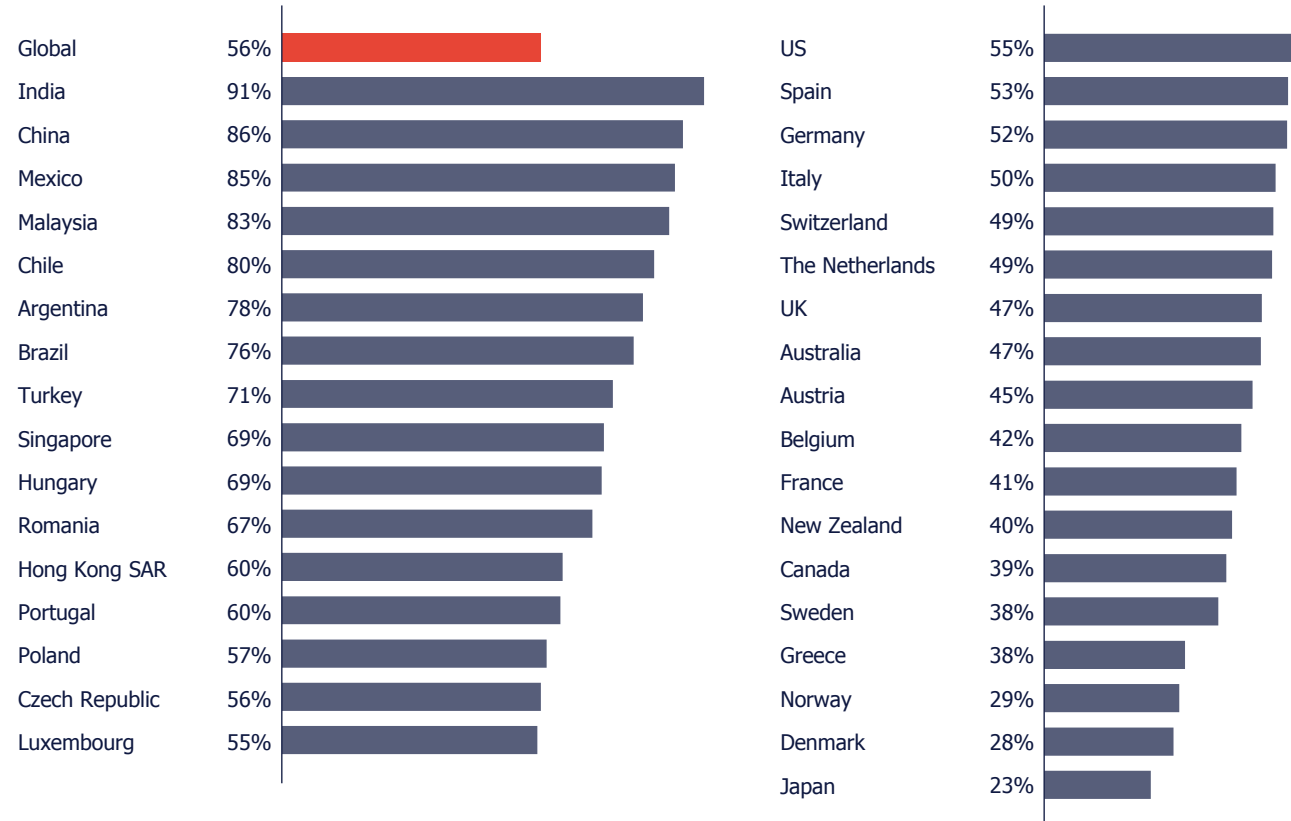
70% expect their employer to perform better financially in 2020 than in 2019.



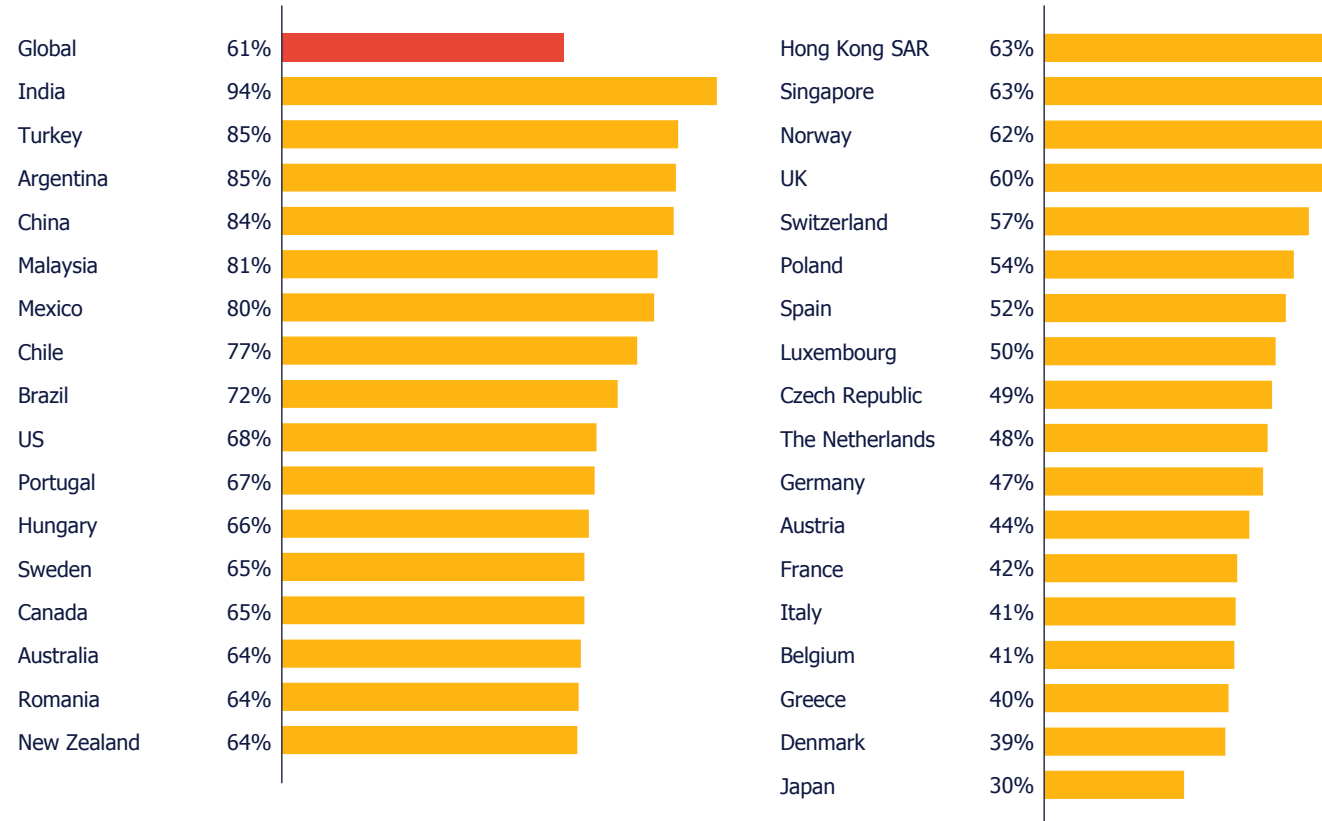
57% expect the economic situation in their country to improve in 2020.



56% expect to receive a one-time financial reward/bonus at the end of our fiscal year.



61% expect to receive a pay rise (raise) at the end of this fiscal year.

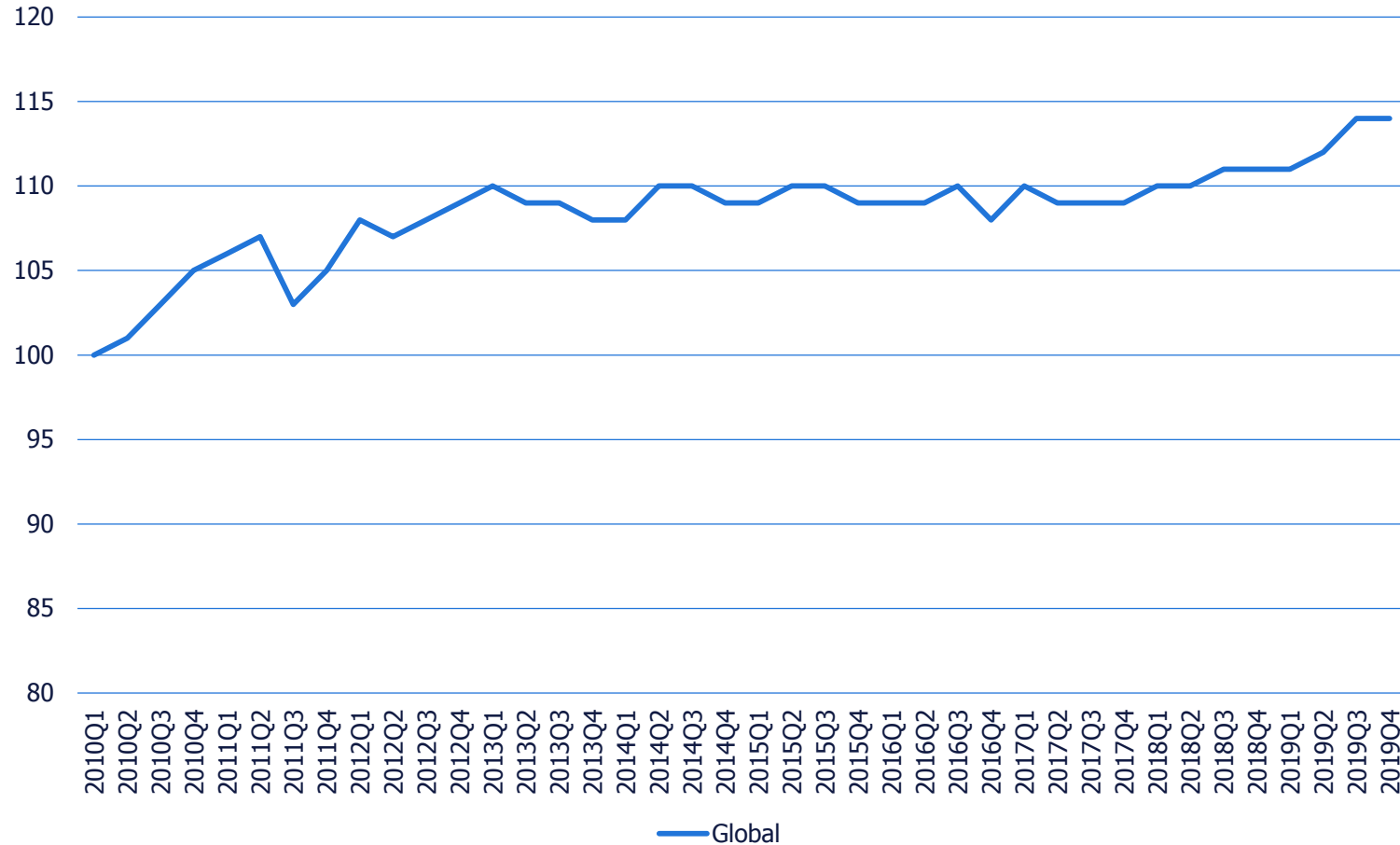


mobility



index.

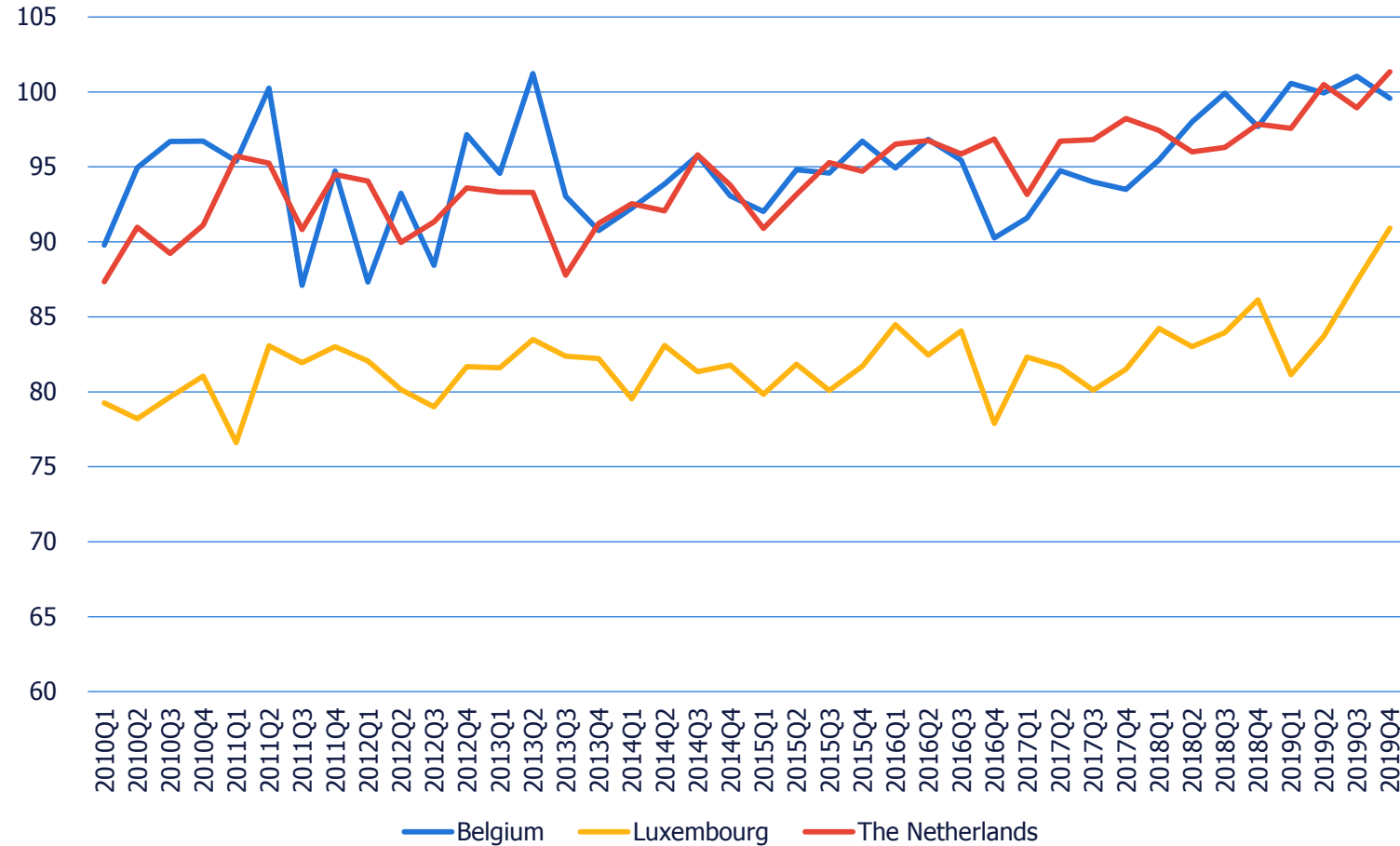
the global mobility index remained flat compared to last quarter.



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?

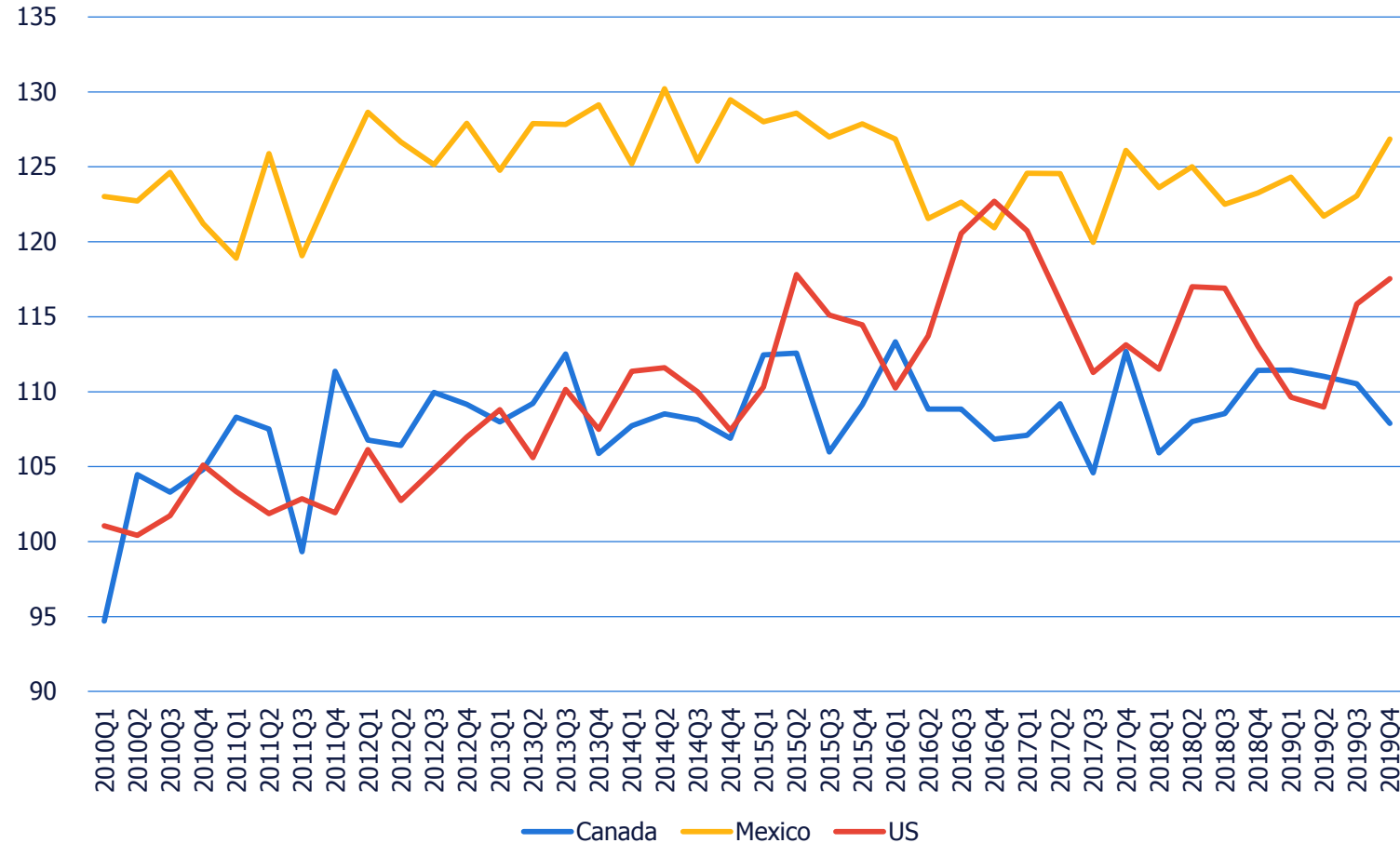
mobility Luxembourg +4 and Netherlands +2; Belgium -1.



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mobility Mexico +4 and US +2; Canada -3.

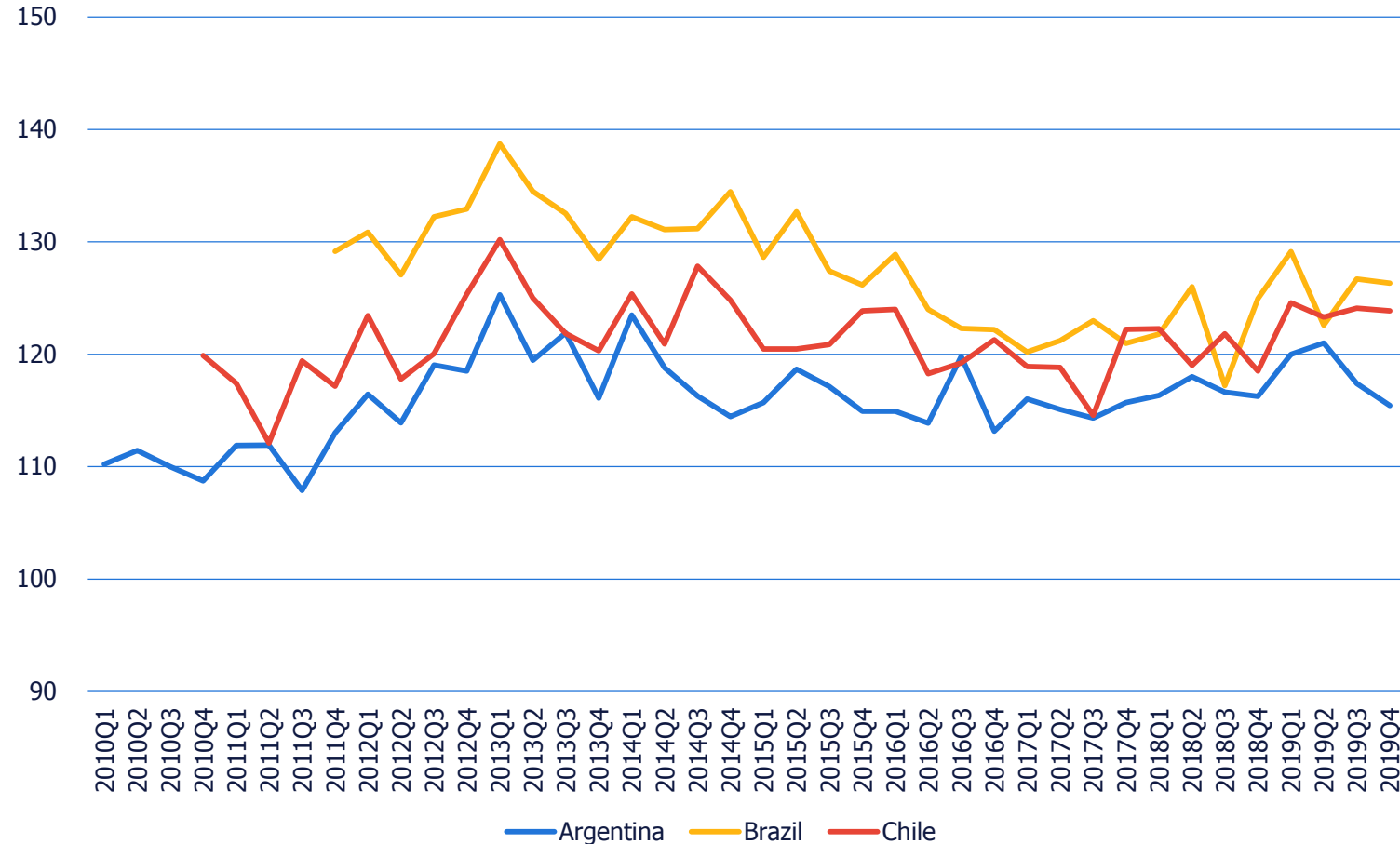


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mobility Argentina -2 and Brazil -1; Chile no shift.

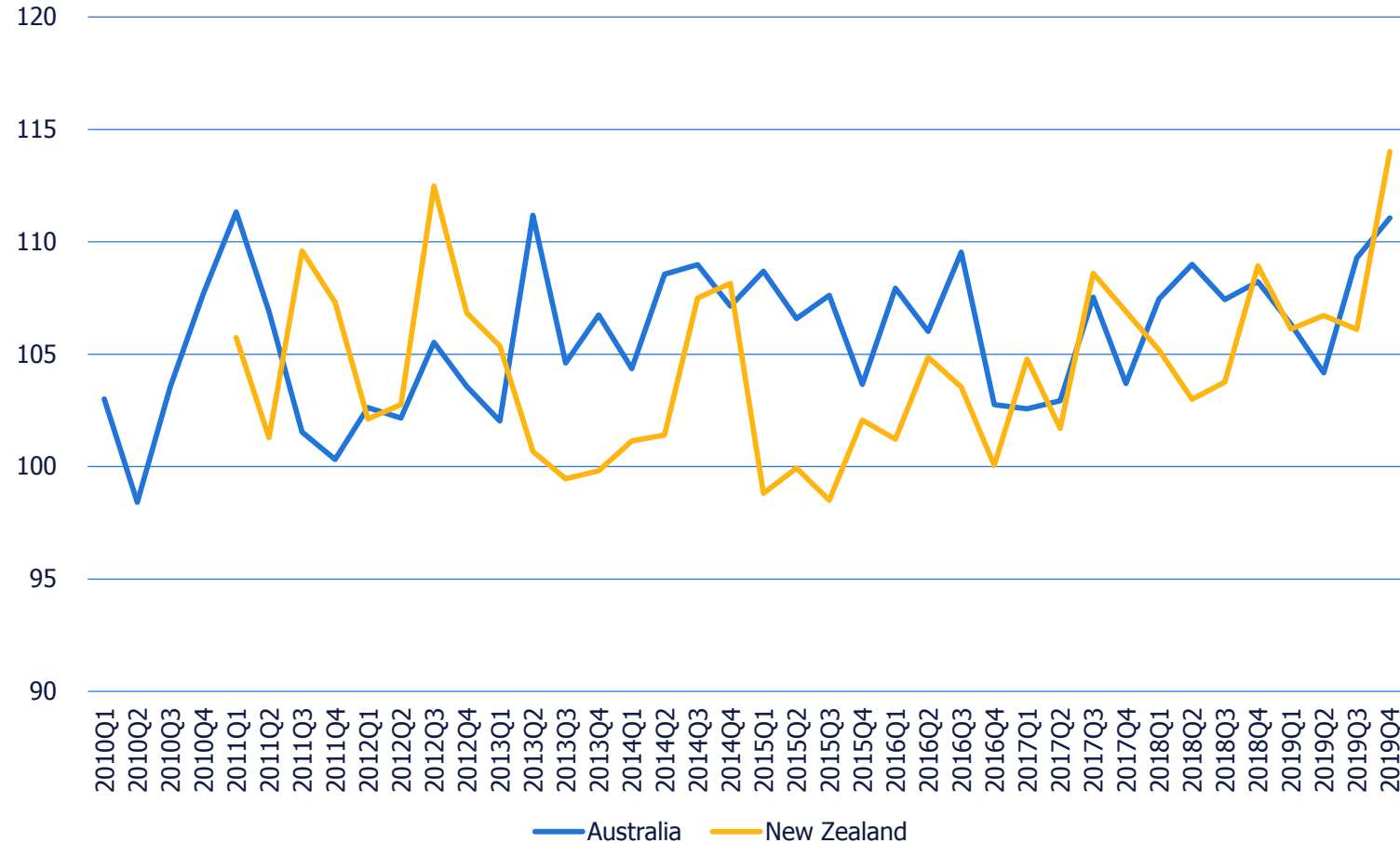


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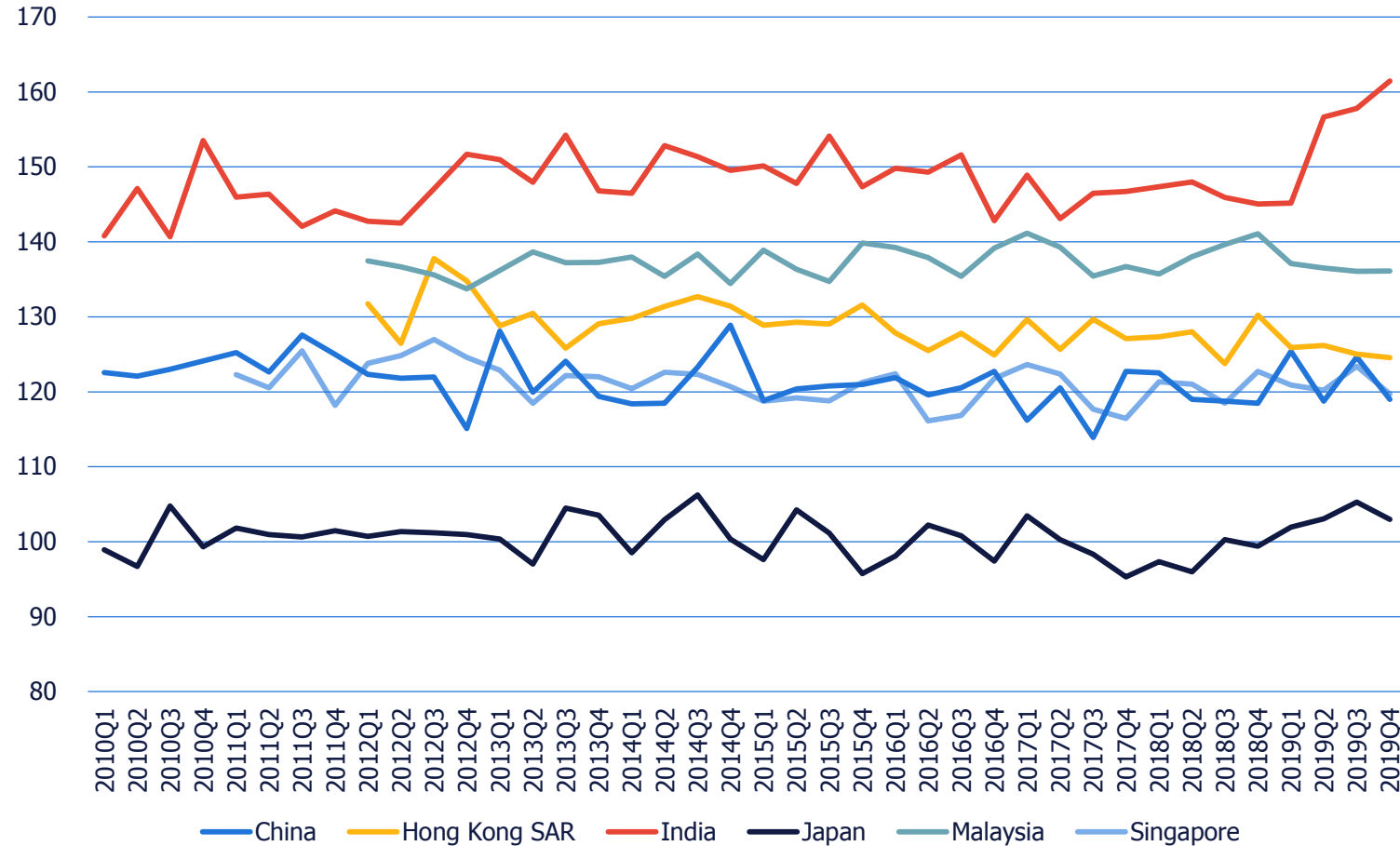
mobility New Zealand + 8 and Australia +2.



question:

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

mobility India +3, Hong Kong SAR and Malaysia no shift; **China -6**, Singapore -3 and Japan -2.

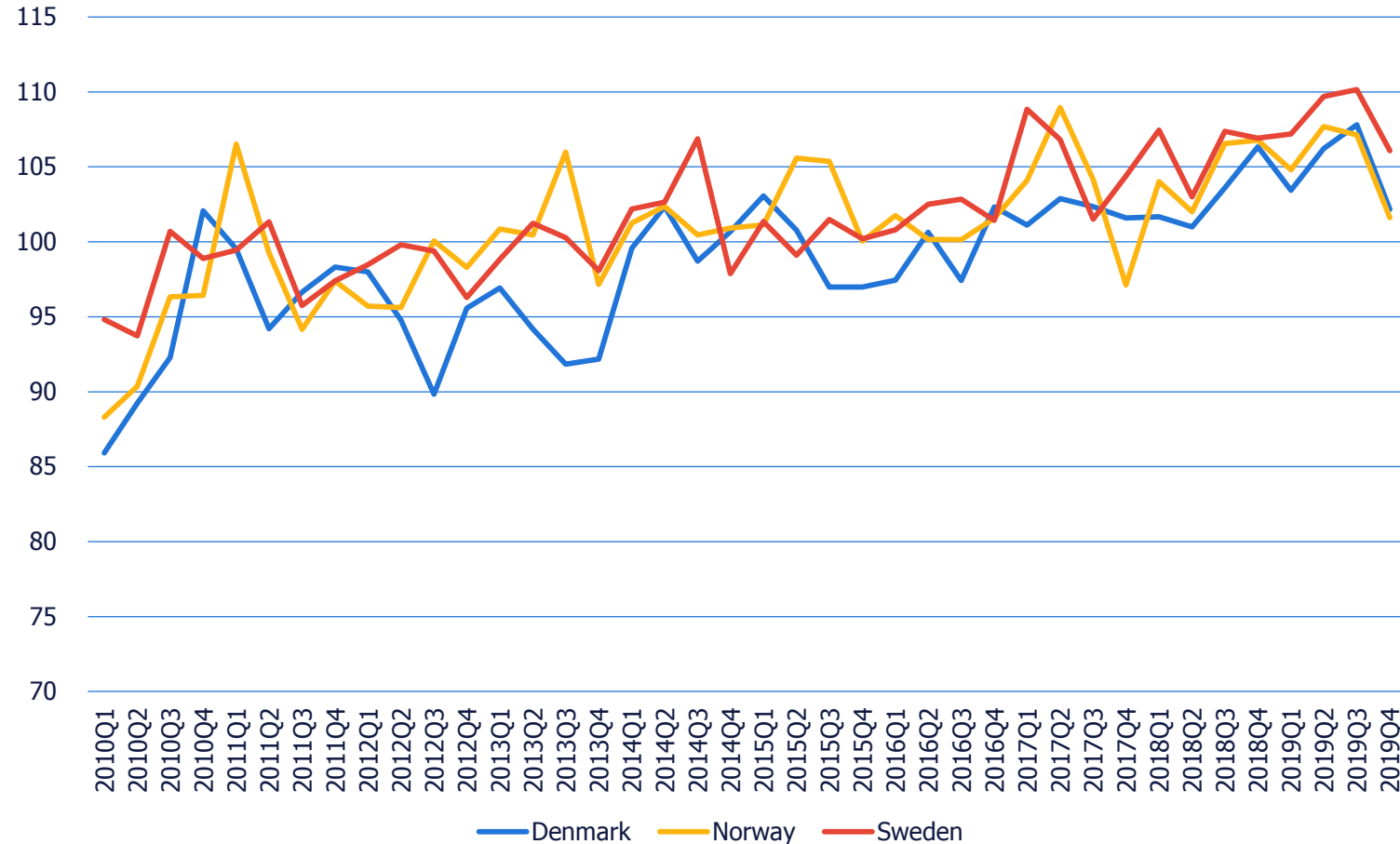


question:

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mobility Denmark -2; Norway -5 and Sweden -4.

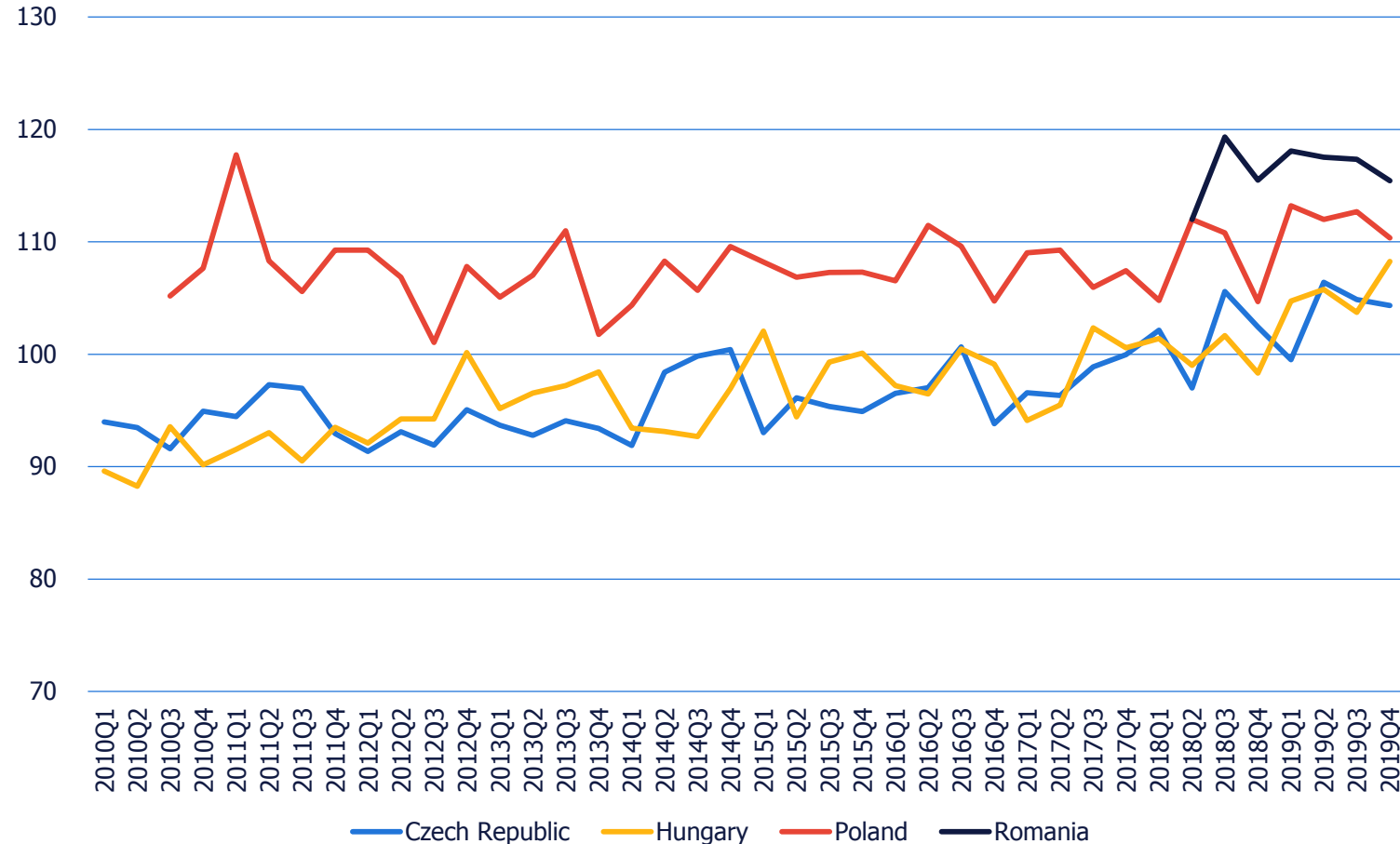


question:

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



mobility Hungary +4; Poland -3, Romania -2 and Czech Republic -1.

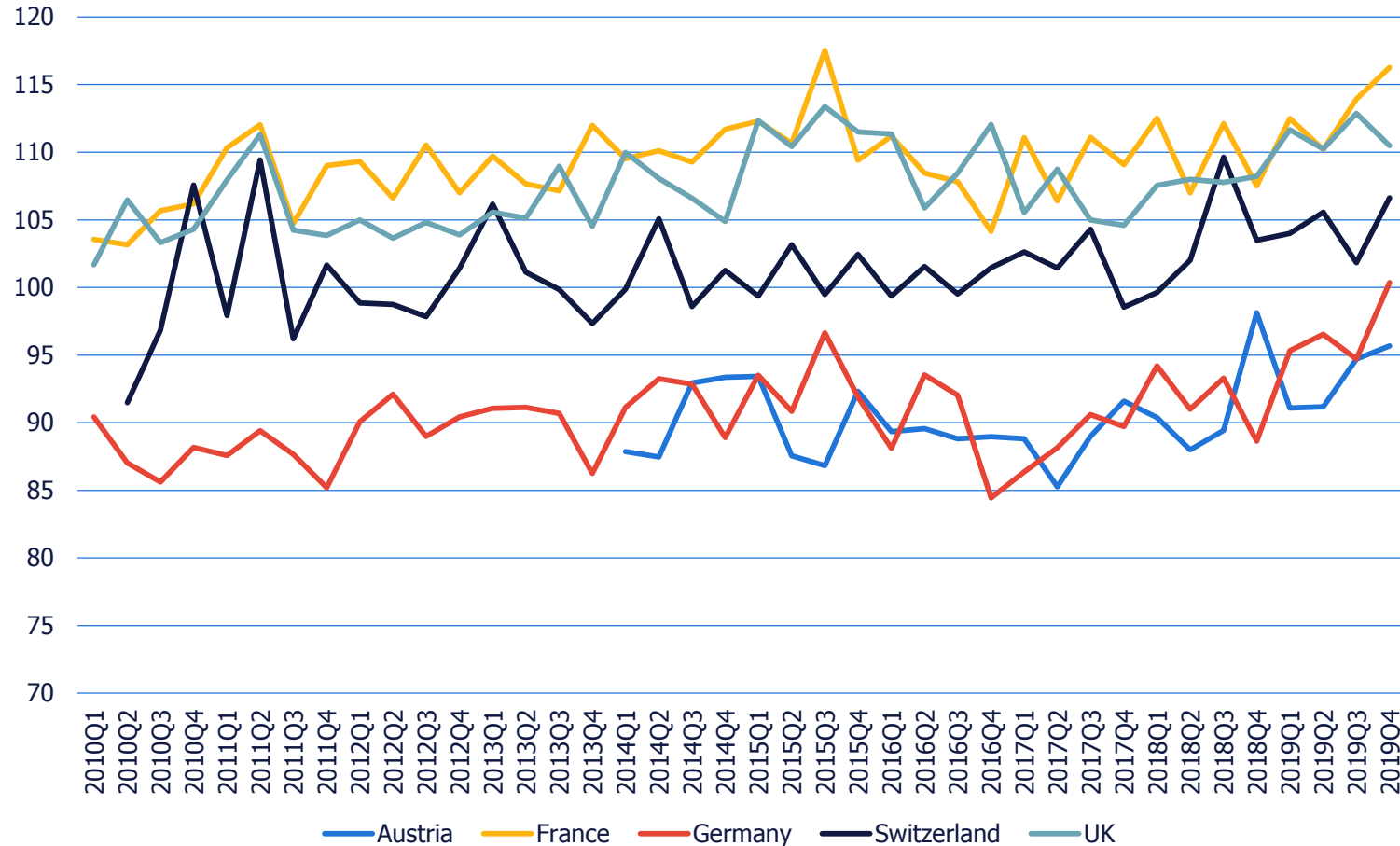


question:

- 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 Germany +5, Switzerland +5, France +5, Austria +1;
UK -3.

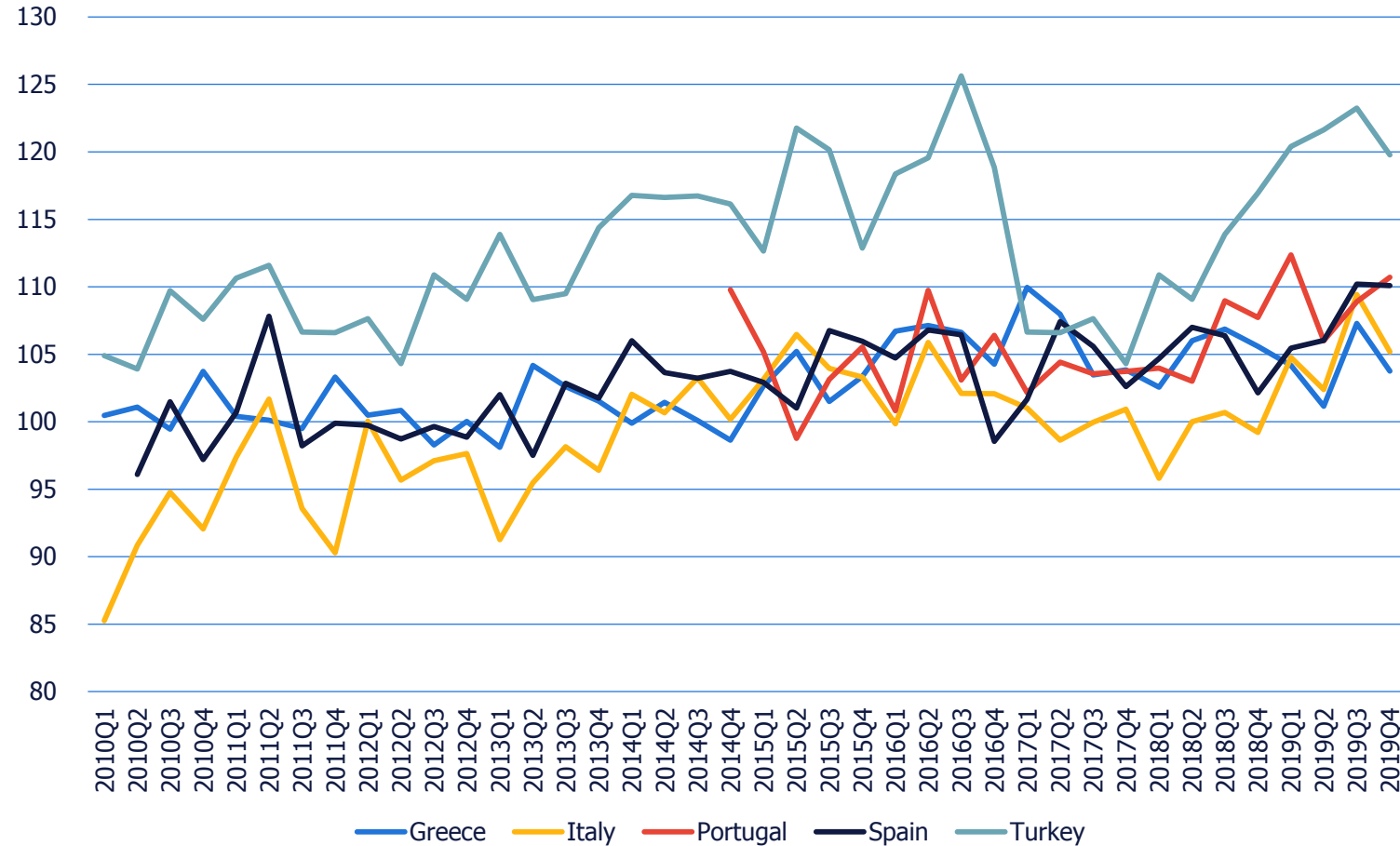


question:

- 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 Portugal +2 and Spain no shift; Italy -4, Greece -3 and Turkey -3.



question:

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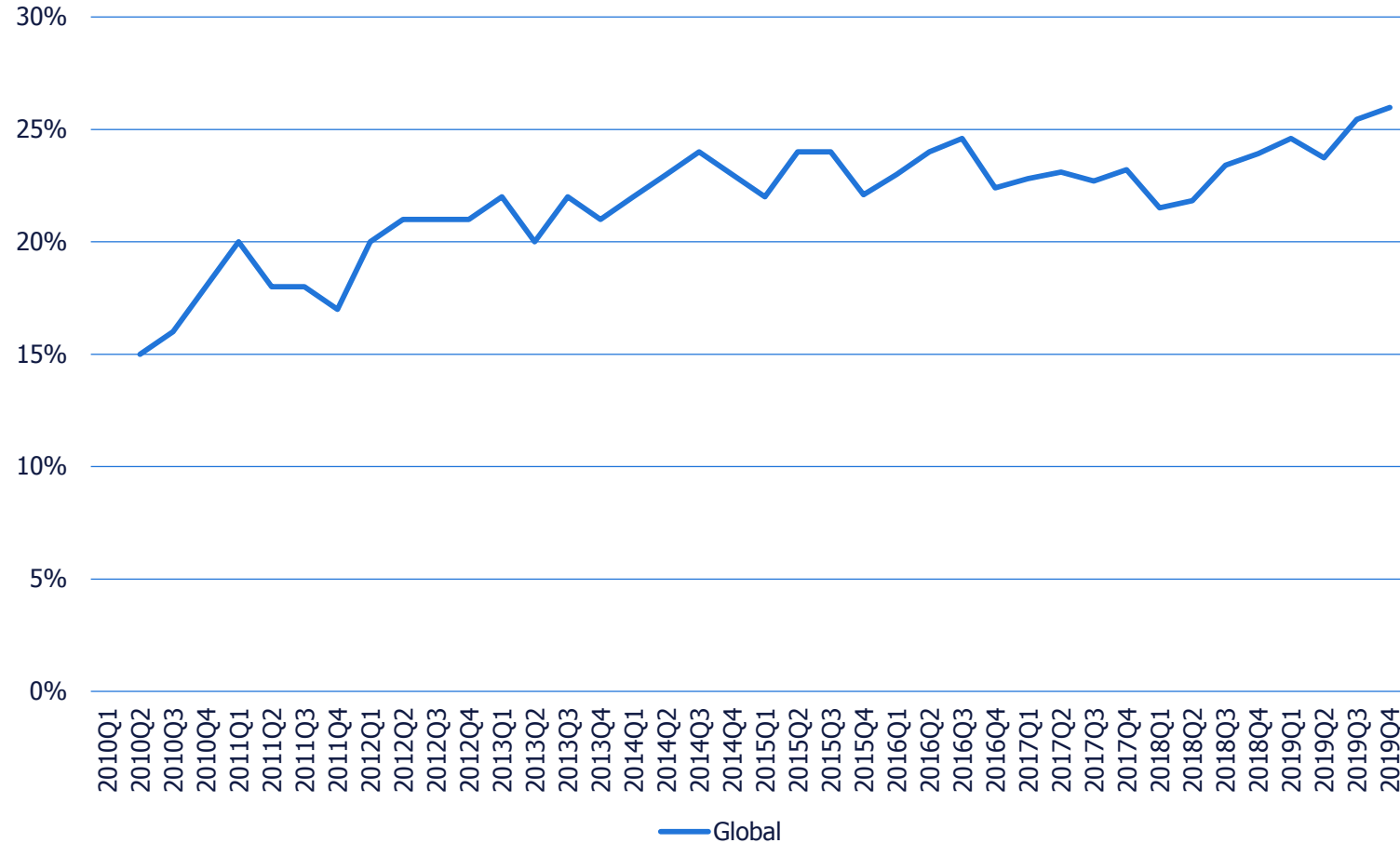


actual



job change.

the actual job change shows an upward trend since first quarter of 2018.

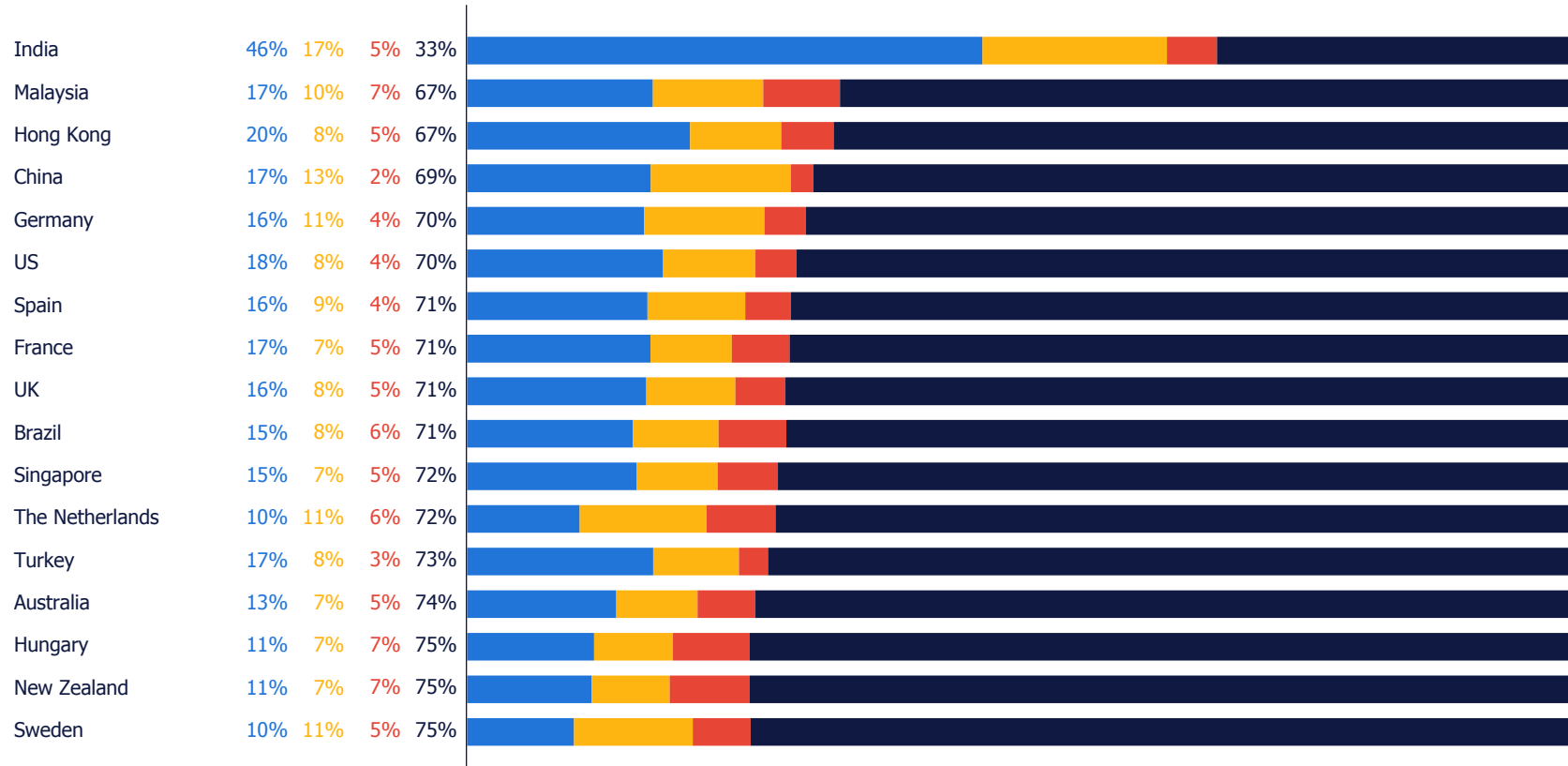


question:

- 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; lowest in Luxembourg.

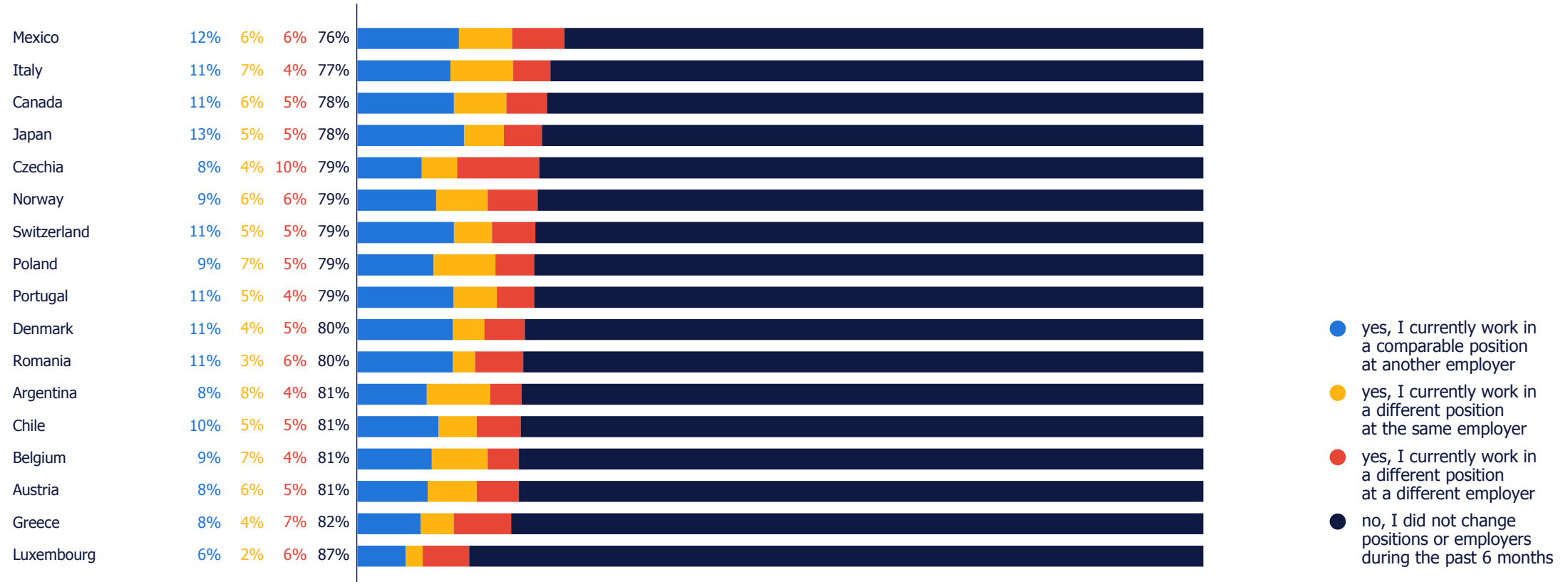


the job change increased in Germany, Hungary, India and New Zealand compared to last quarter.

in Chile, China, Greece and Poland the job change 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 change.

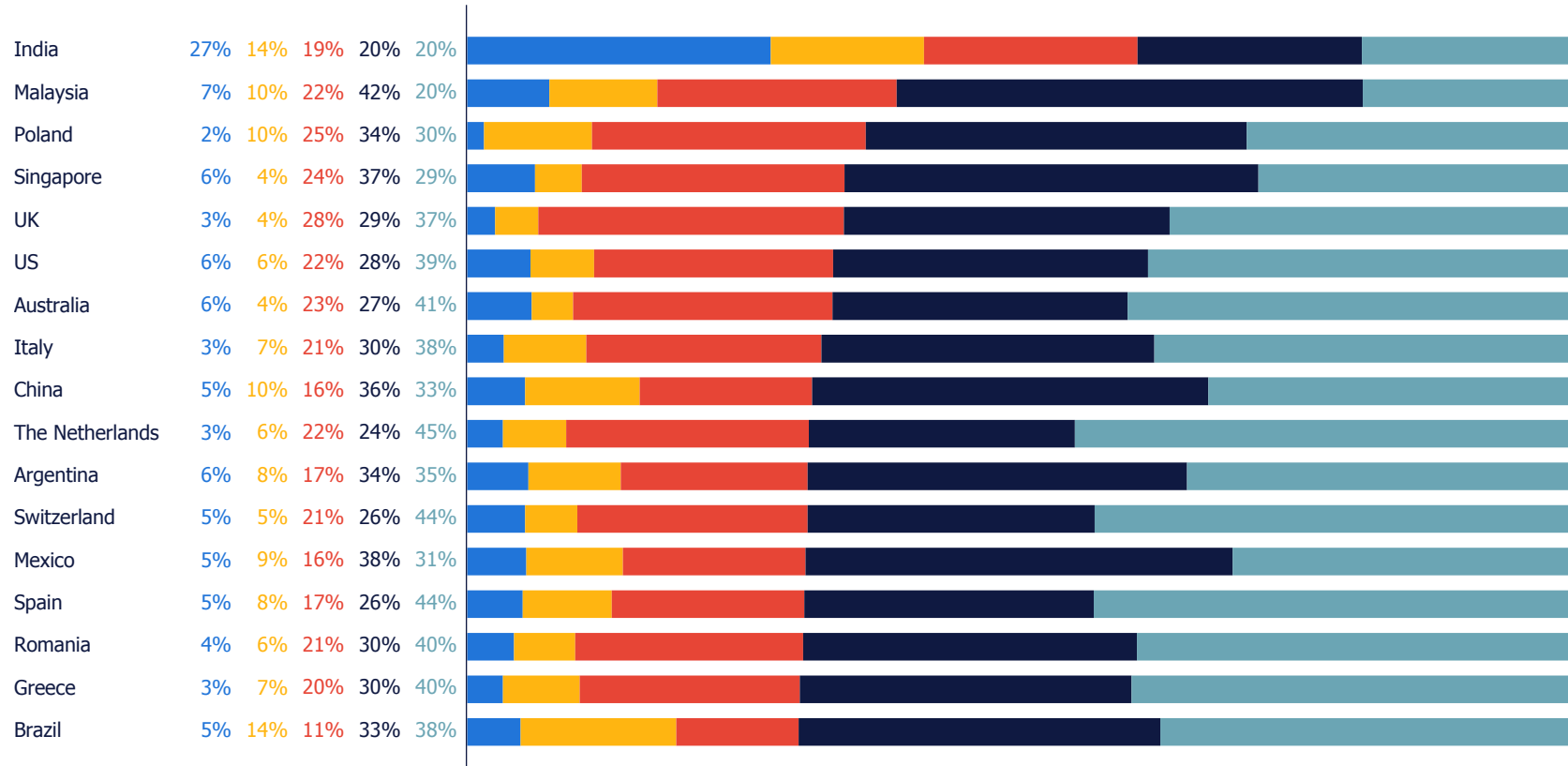


job



change
appetite.

job change appetite highest in India; lowest in Turkey.

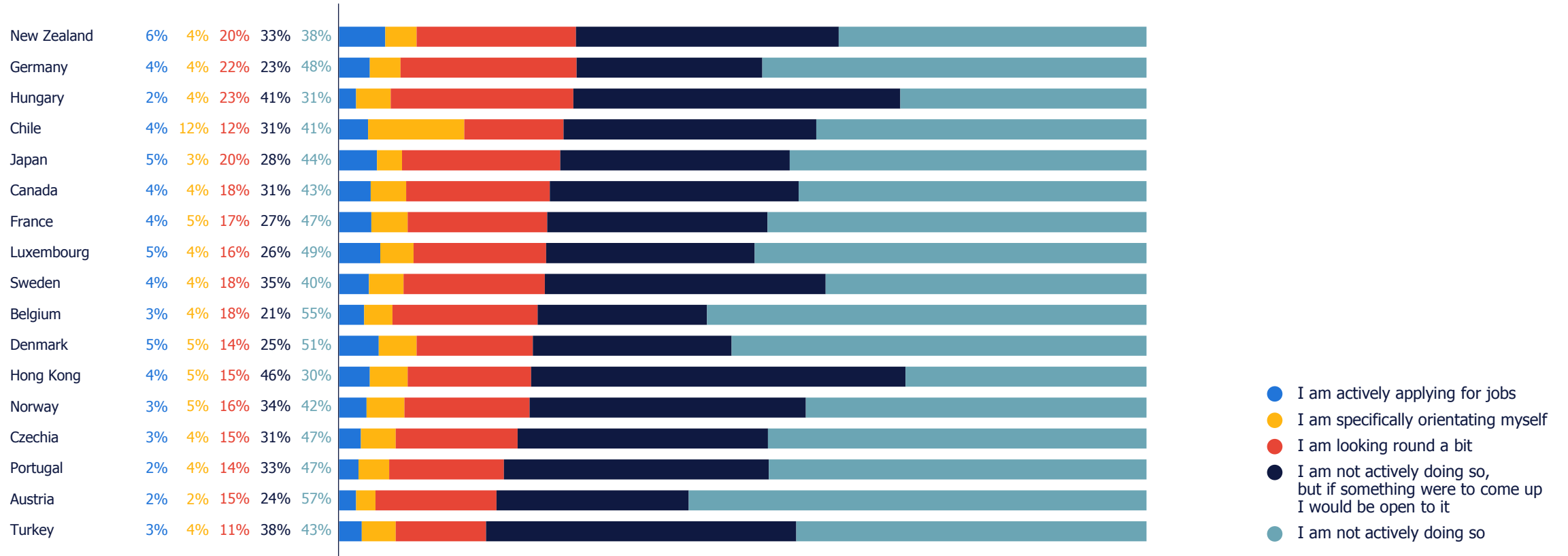


job change appetite increased in Belgium, India, Luxembourg, Mexico and Spain compared to last quarter.

In Canada, China and Sweden, 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.

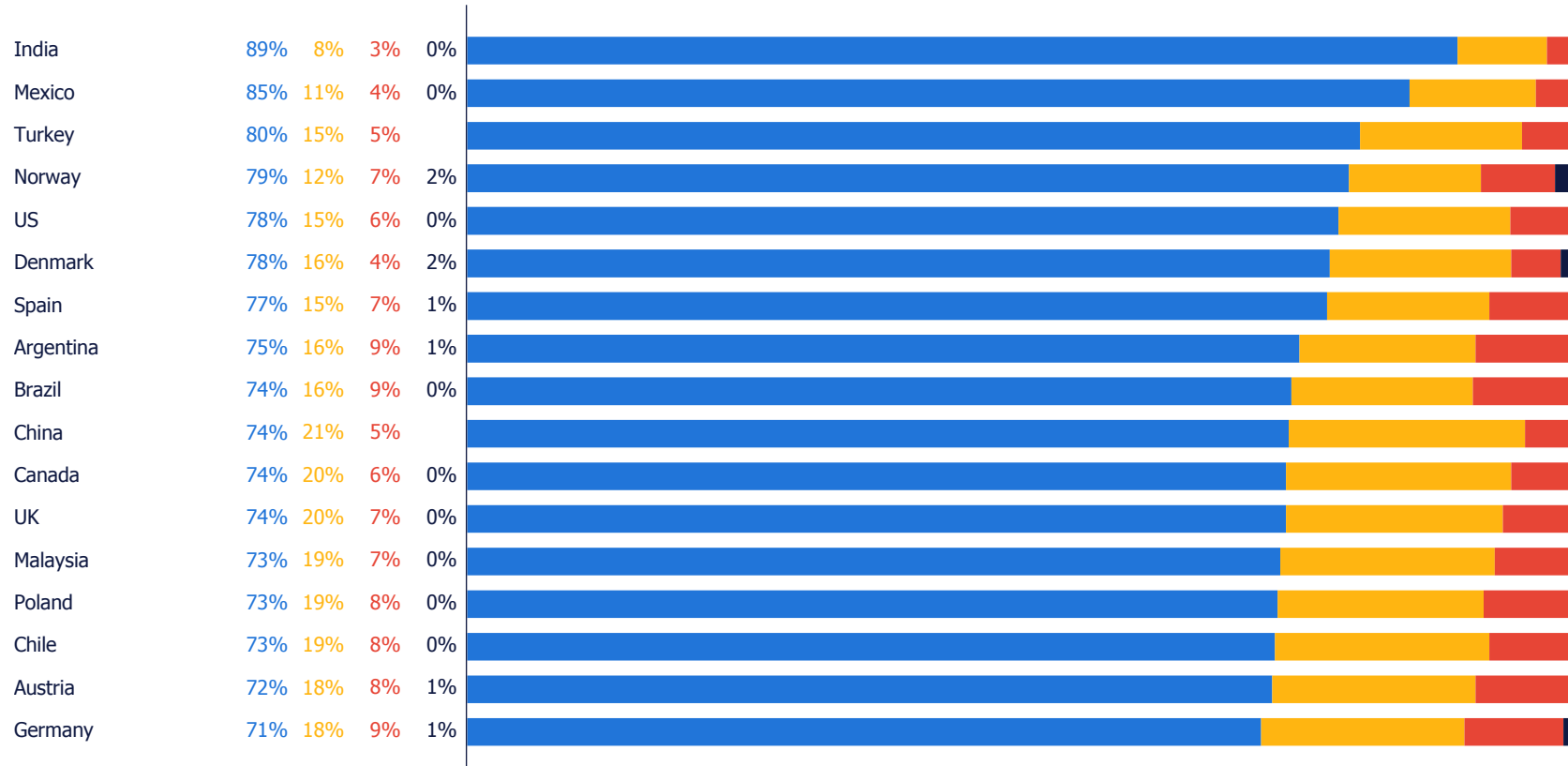


job



satisfaction.

job satisfaction highest in India; lowest in Japan.



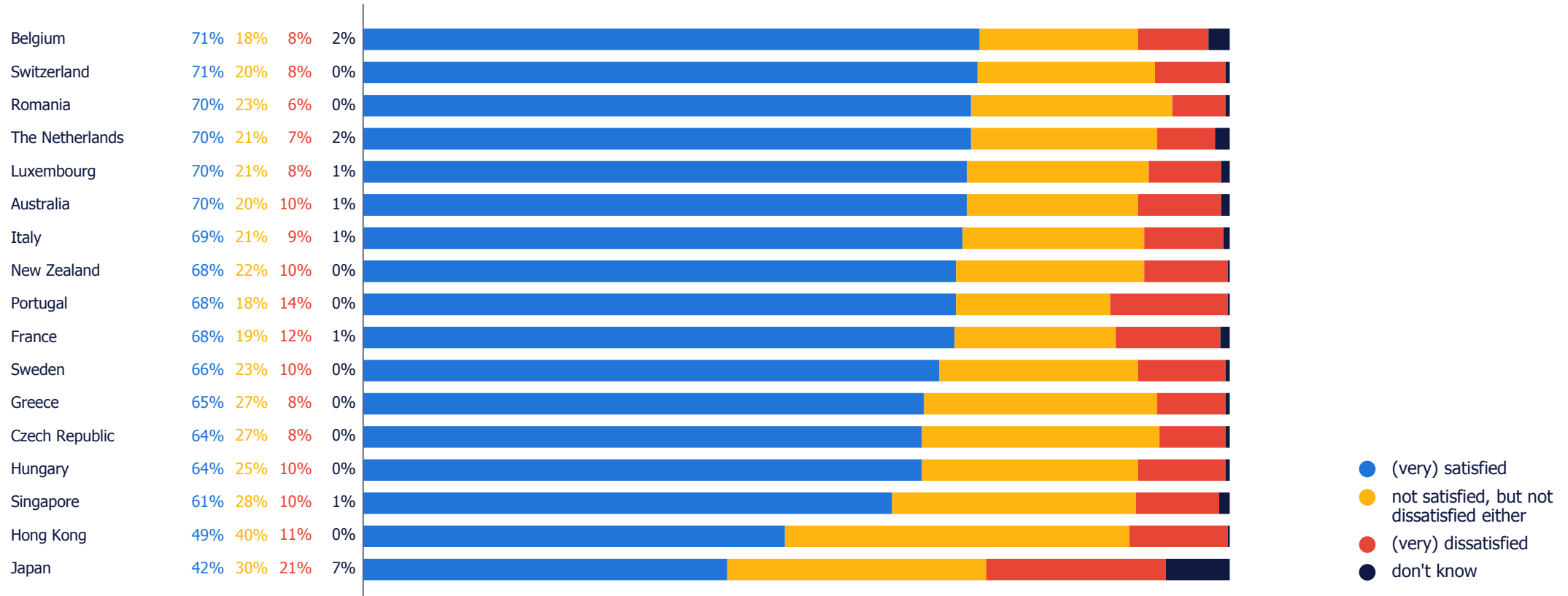
job satisfaction increased in Hungary and India.

job satisfaction decreased in Brazil, Denmark, Malaysia, New Zealand, Romania and Switzerland 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 the Netherlands 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 fourth survey of 2019 was conducted from 22 October until 6 November 2019 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	

contact information.



randstad
global marketing & communications
corporate.communications@randstad.com
+31 20 569 5623

media enquiries
maarten hagg
maarten.hagg@randstadgroep.nl
+31 20 569 1732

research
max wright
max.wright@randstad.com
+31 6 1229 7221

randstad

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