

# country graphs Randstad Workmonitor

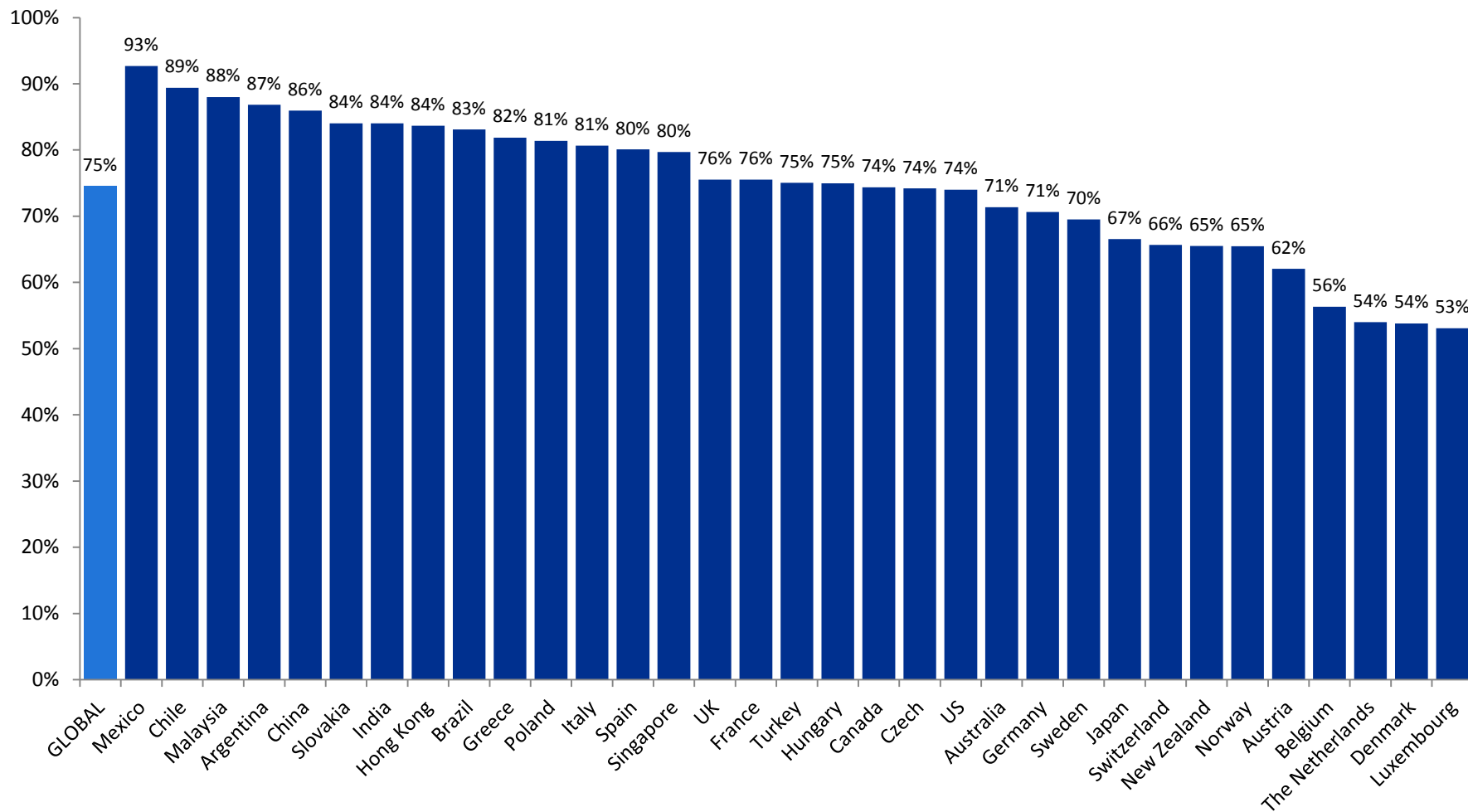
incl. quarterly mobility, employee confidence & job satisfaction

Group communications  
Randstad Holding nv  
June 2014



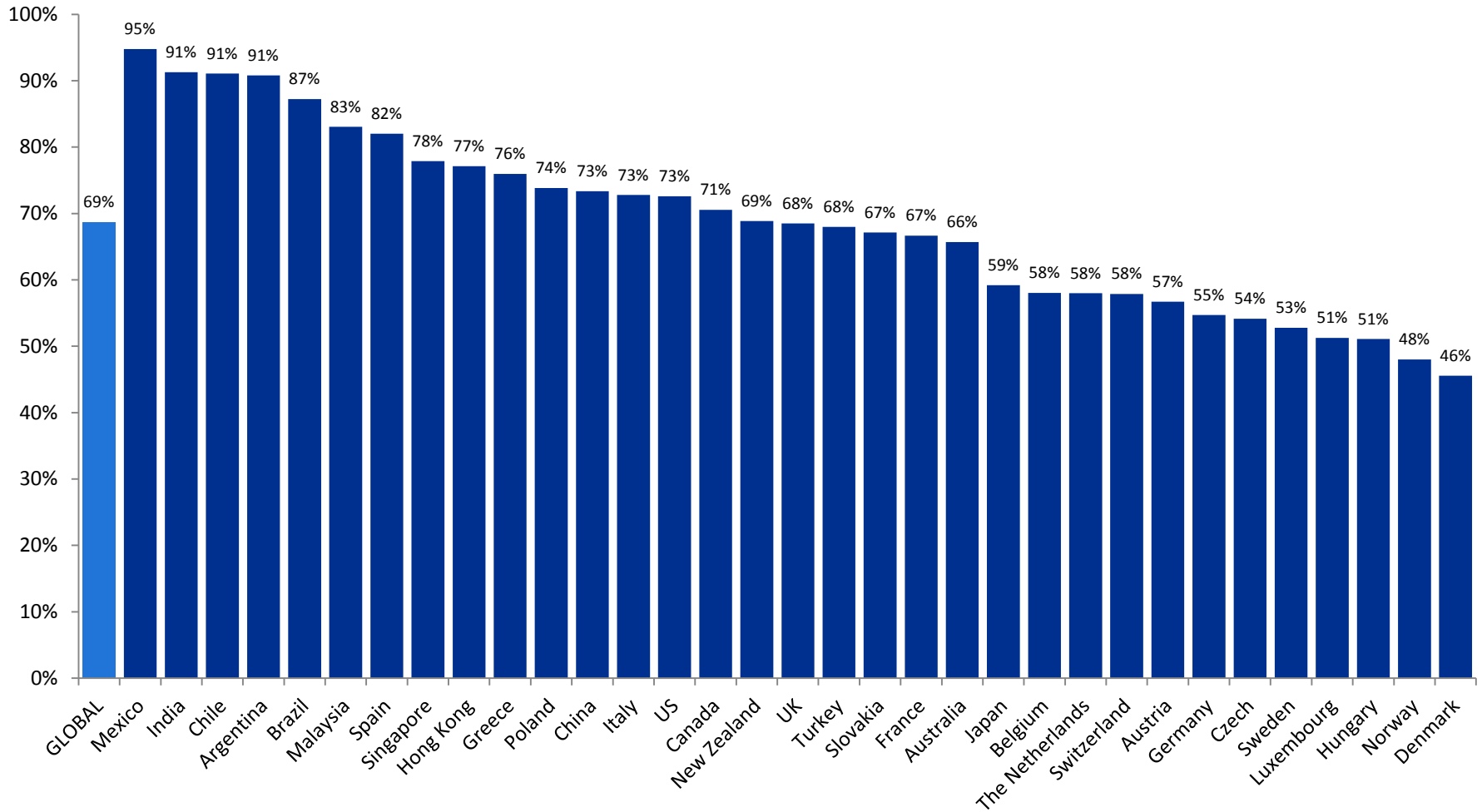
# I would change jobs if I would make more money

75% globally agree to the statement: "I would change jobs if I can make more money elsewhere".



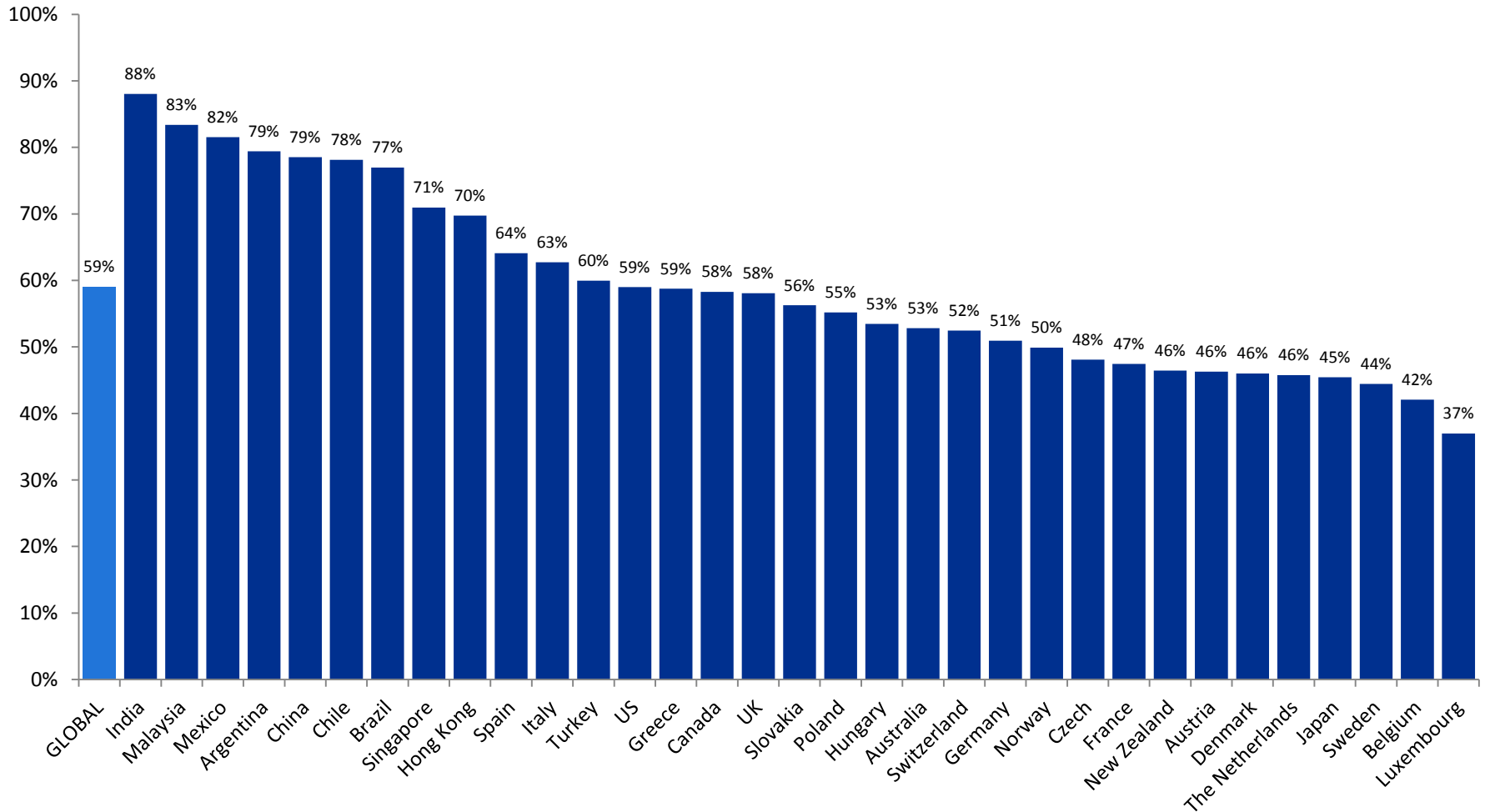
# I would change jobs for career opportunities

69% globally agree to the statement: "I would change jobs to improve my career opportunities".



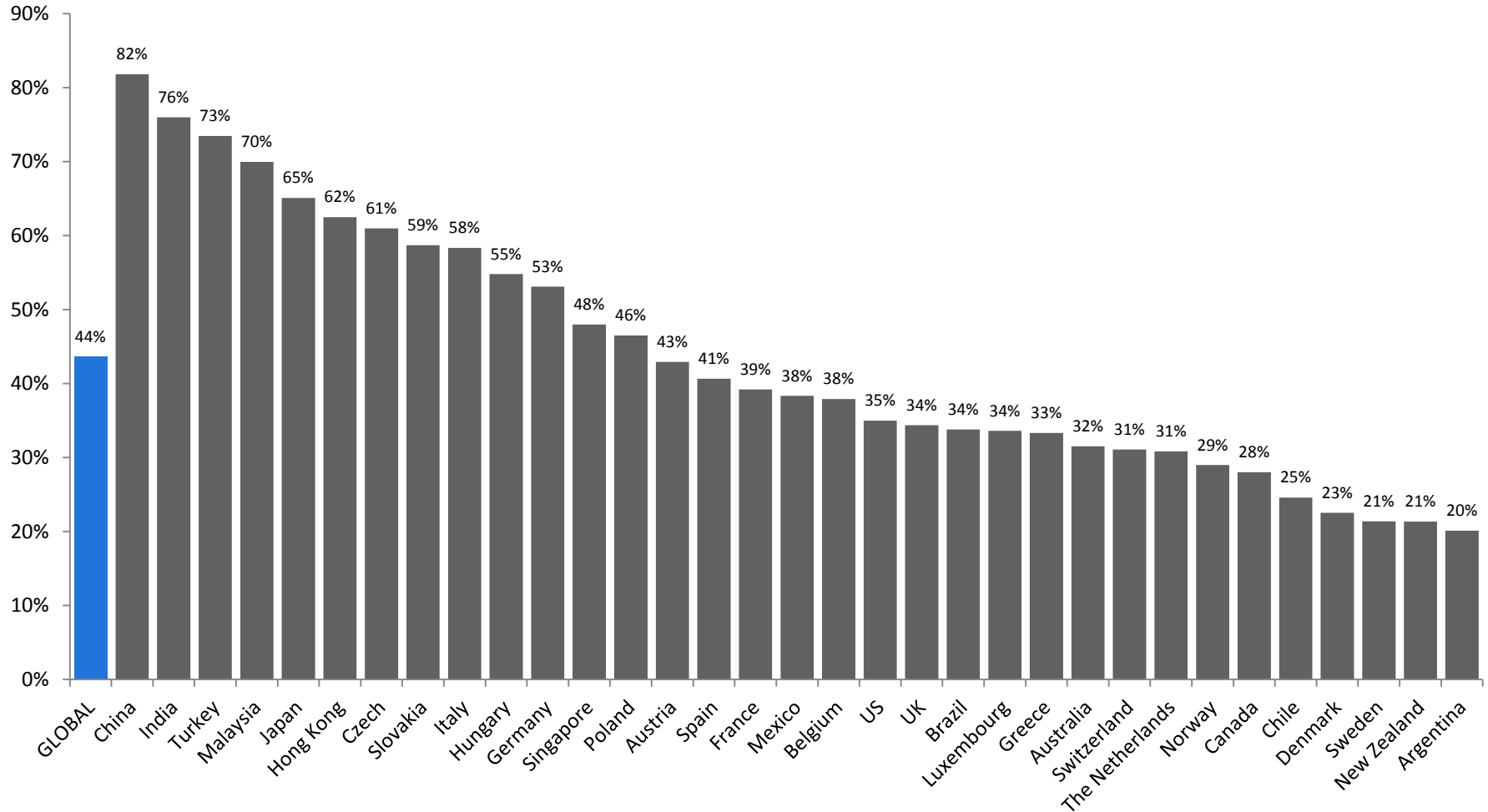
# I would change jobs for a better educational fit

59% globally agree to the statement: "I would change jobs if I can find a job that has a better match with my educational background".



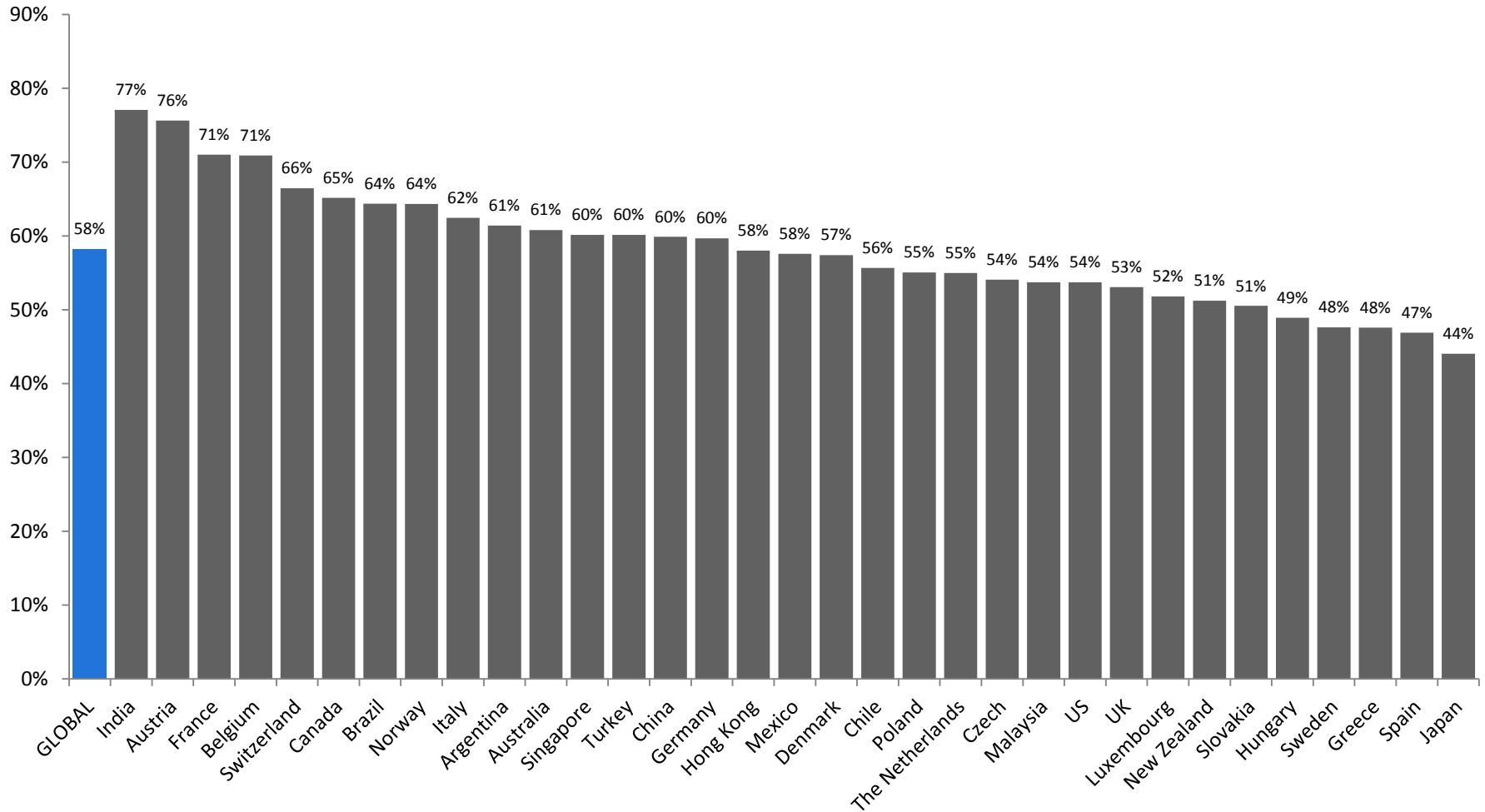
# first job determines the rest of your career?

44% globally agree to the statement: "Someone's first job determines the rest of their career".



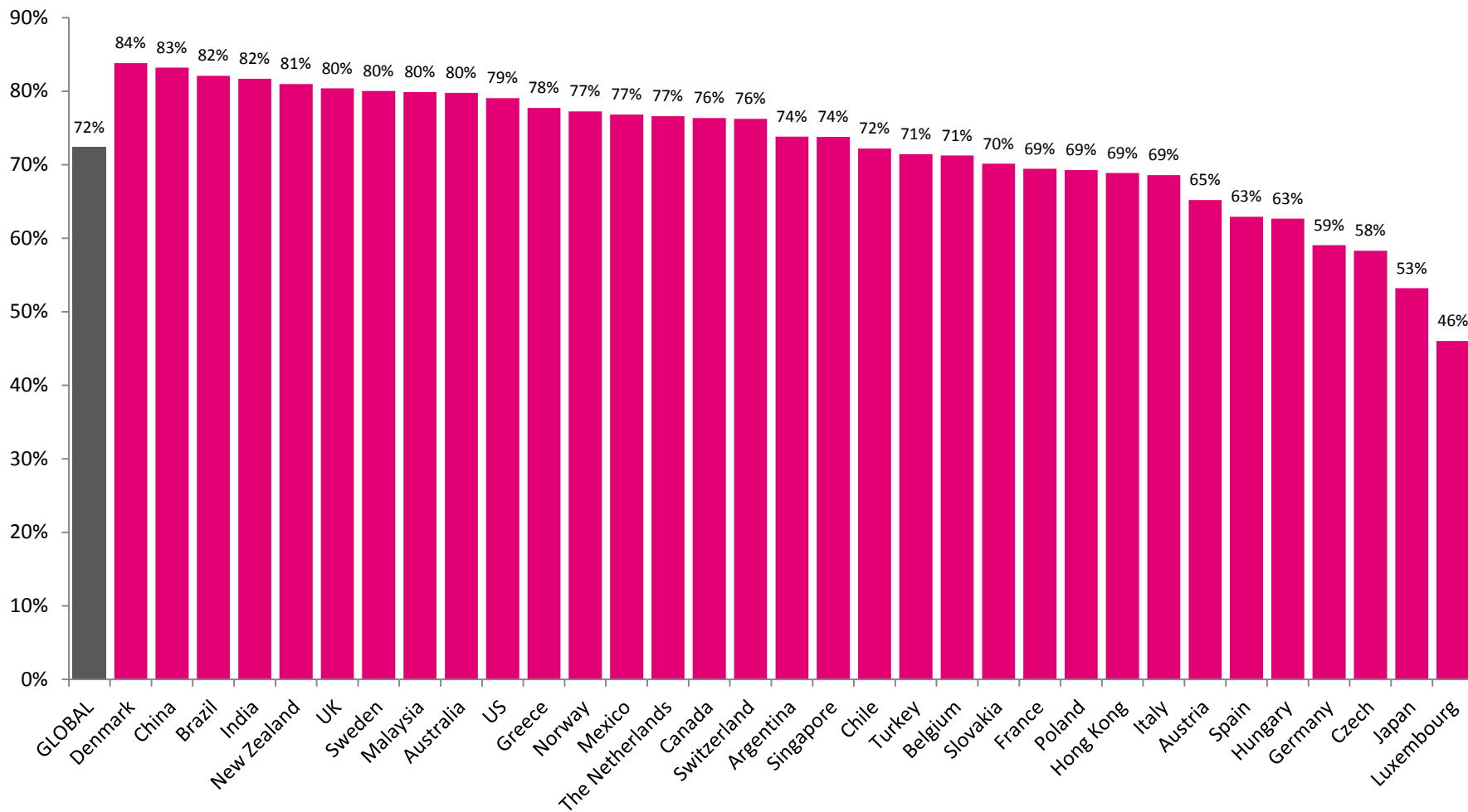
# you can switch careers anytime

58% globally agree to the statement: "You can always switch careers at any moment in time".



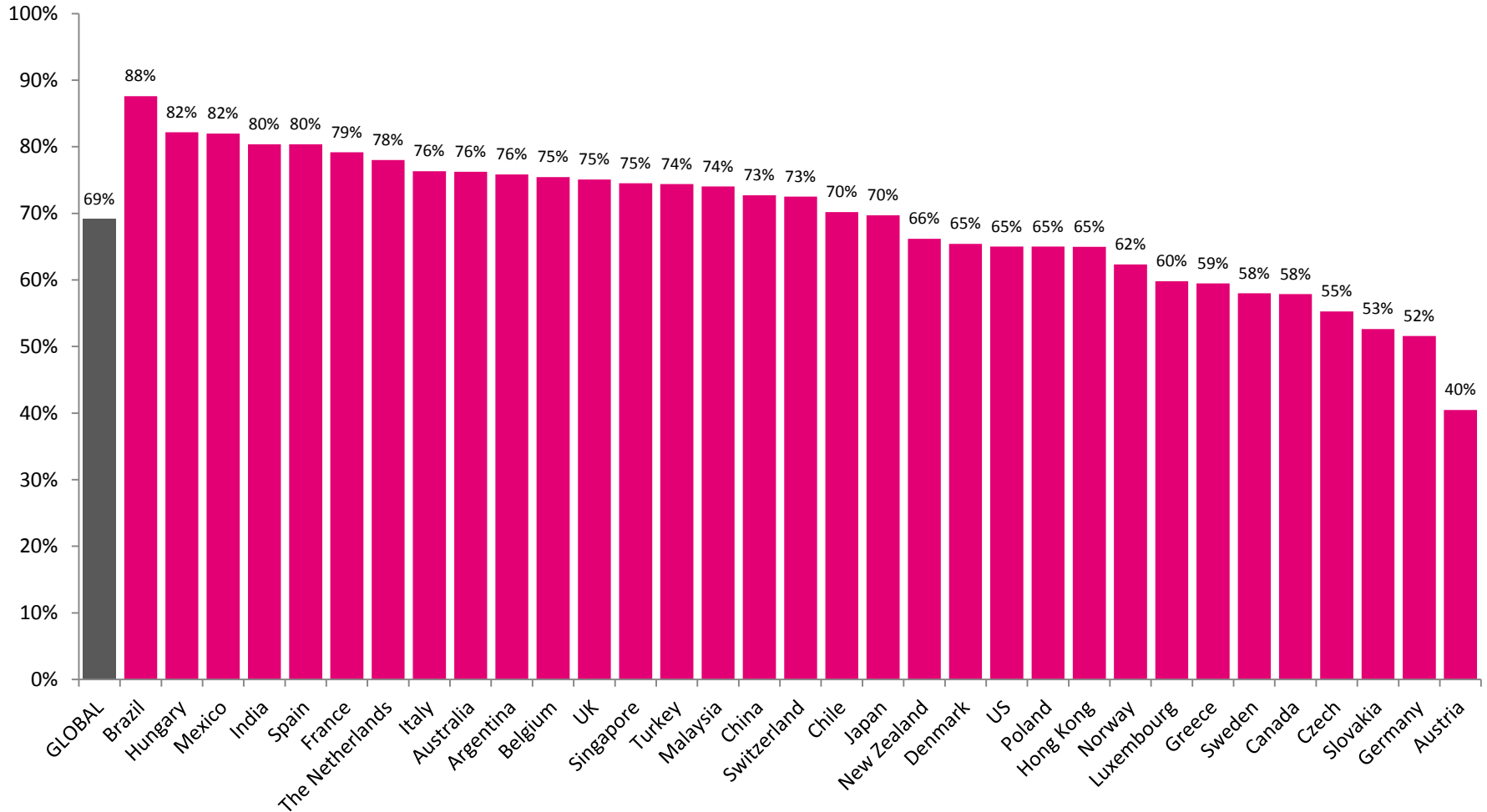
# temp work as a stepping stone to a permanent job

72% globally agree to the statement: "Temporary work is a stepping stone to a permanent job".



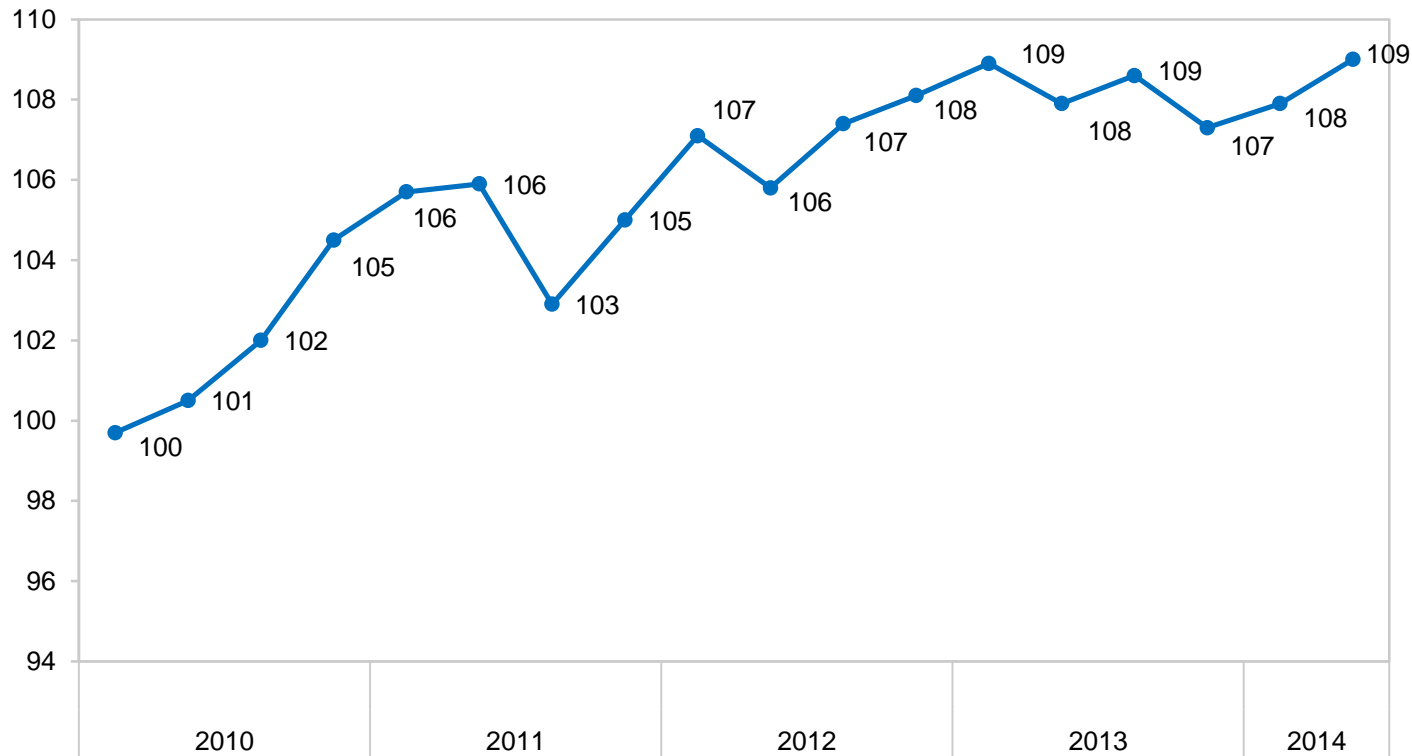
# I would use a staffing agency to find a job

69% globally agree to the statement: "If I was unemployed, I would use a staffing agency to find a job".





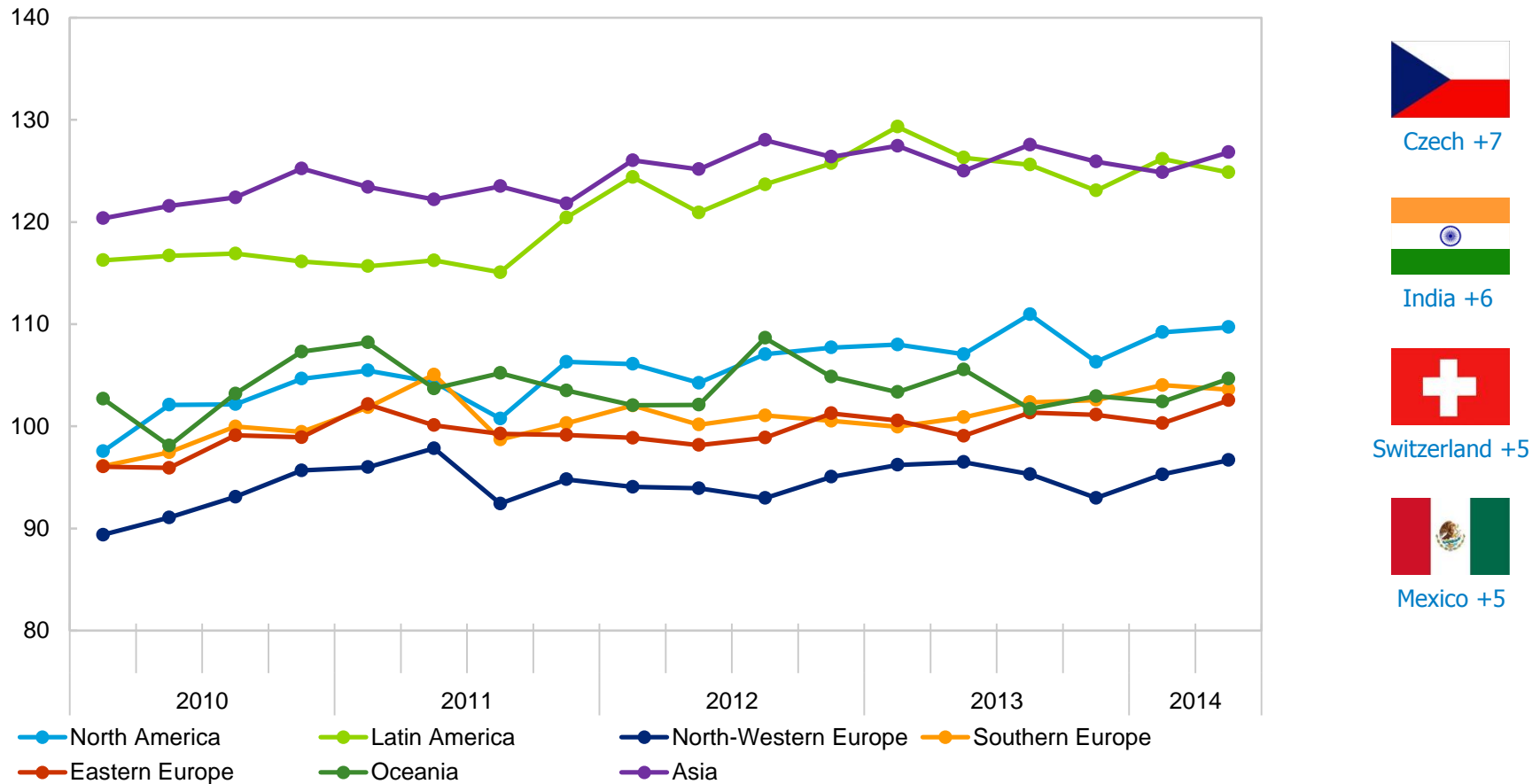
# Mobility Index increases to 109



## 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?

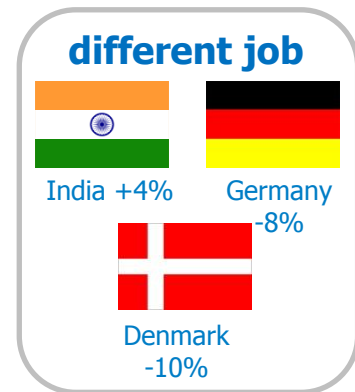
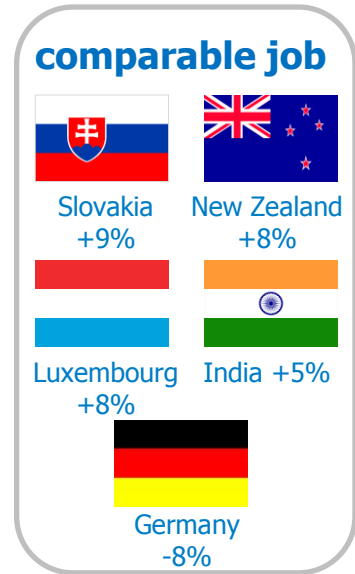
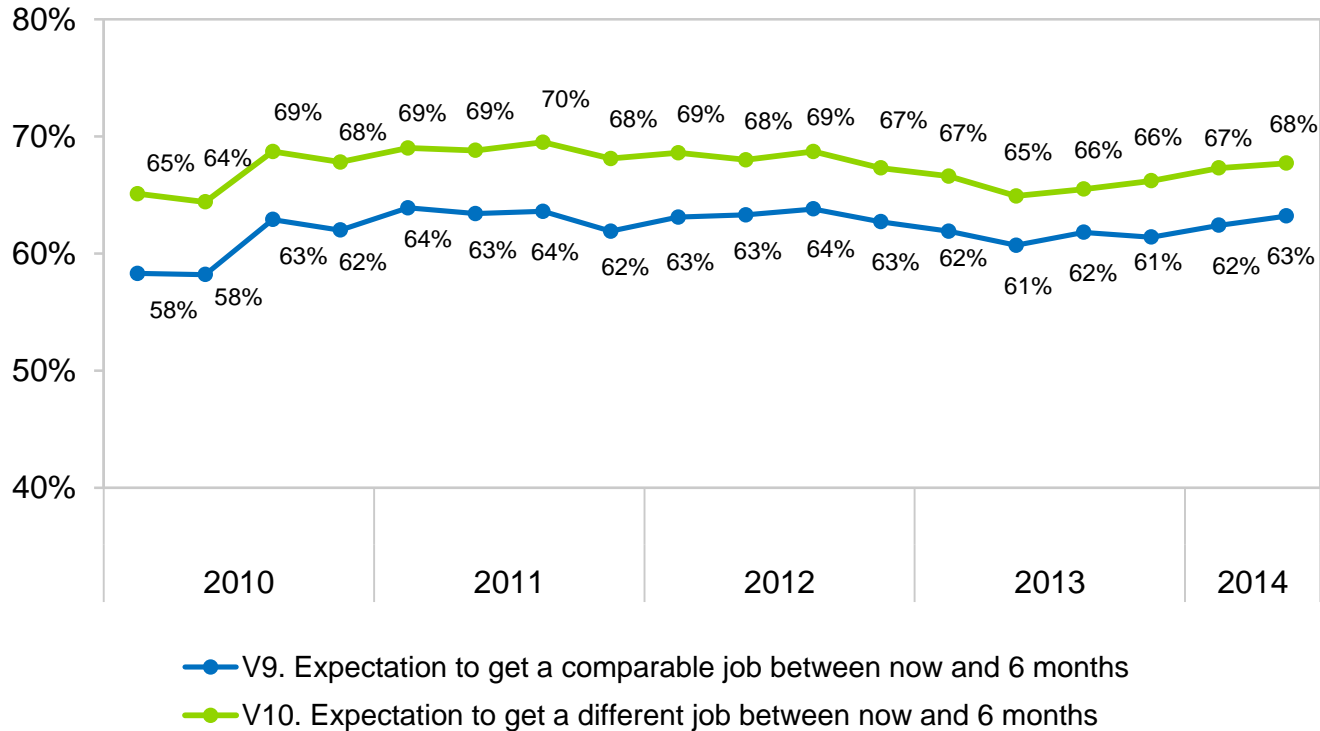
# Asia and Latin America highest mobility



## 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?

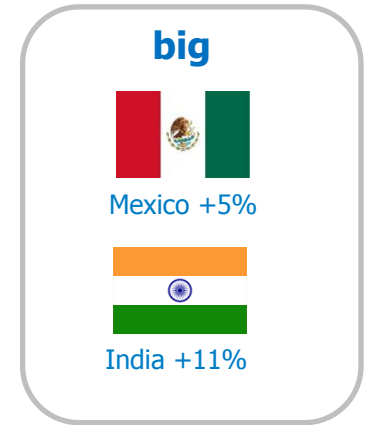
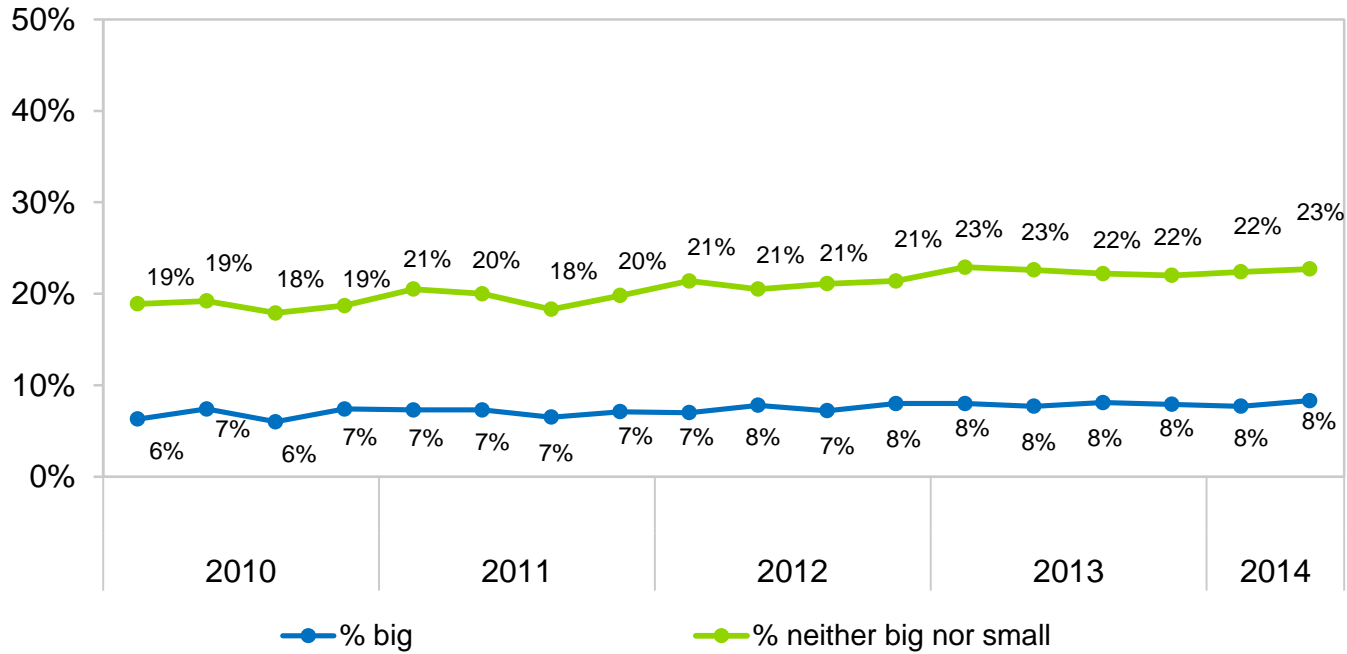
# employee confidence slightly up



## Question:

- Suppose you had to look for a new job now with a different employer. Do you think you could get similar work with a different employer within the next 6 months?
- And do you think you could get different work with a different employer between now and 6 months?

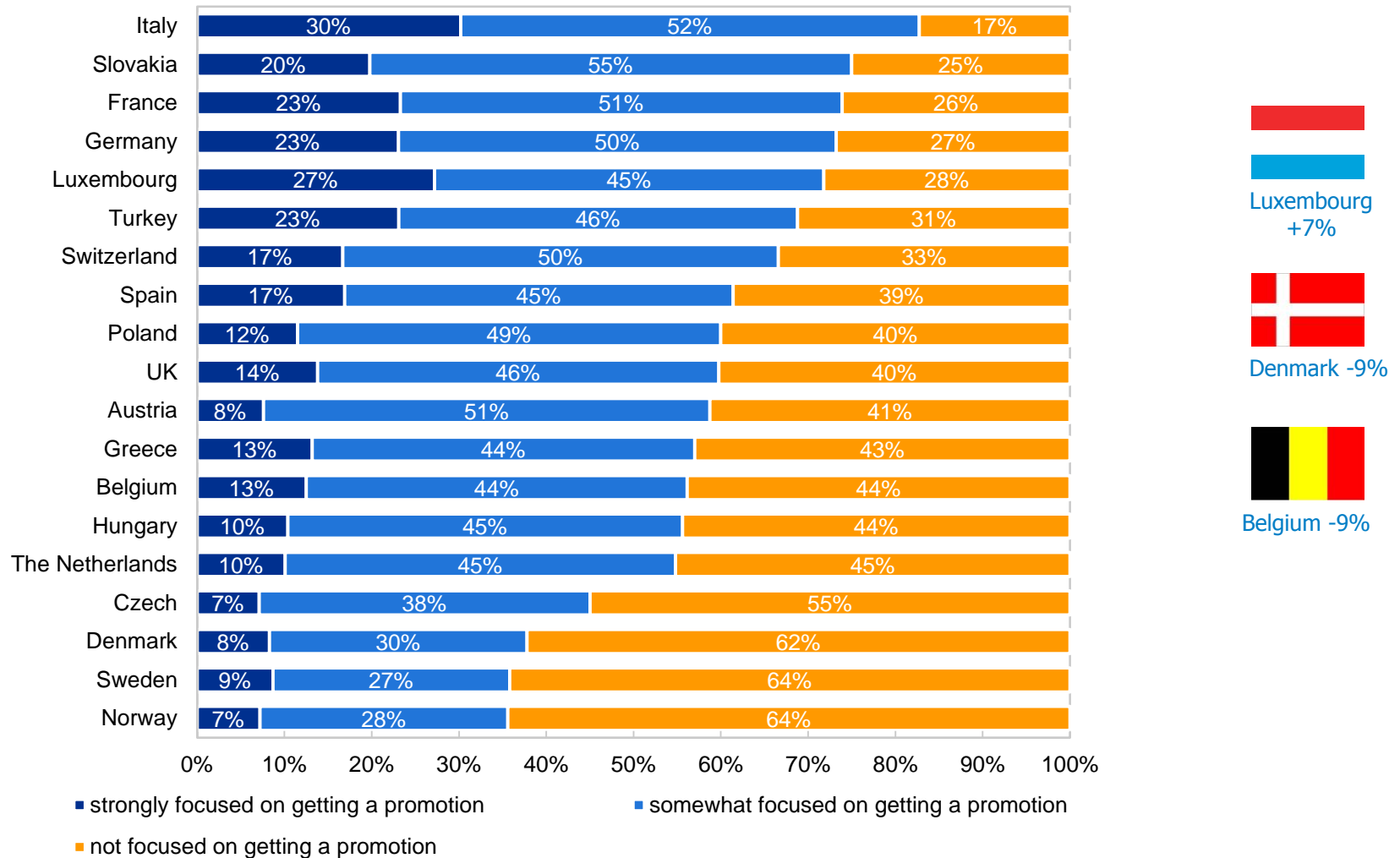
# fear of job loss flat at 8%



Question:

- How great is the risk of you losing your job or that your contract will not be extended within the next 6 months?

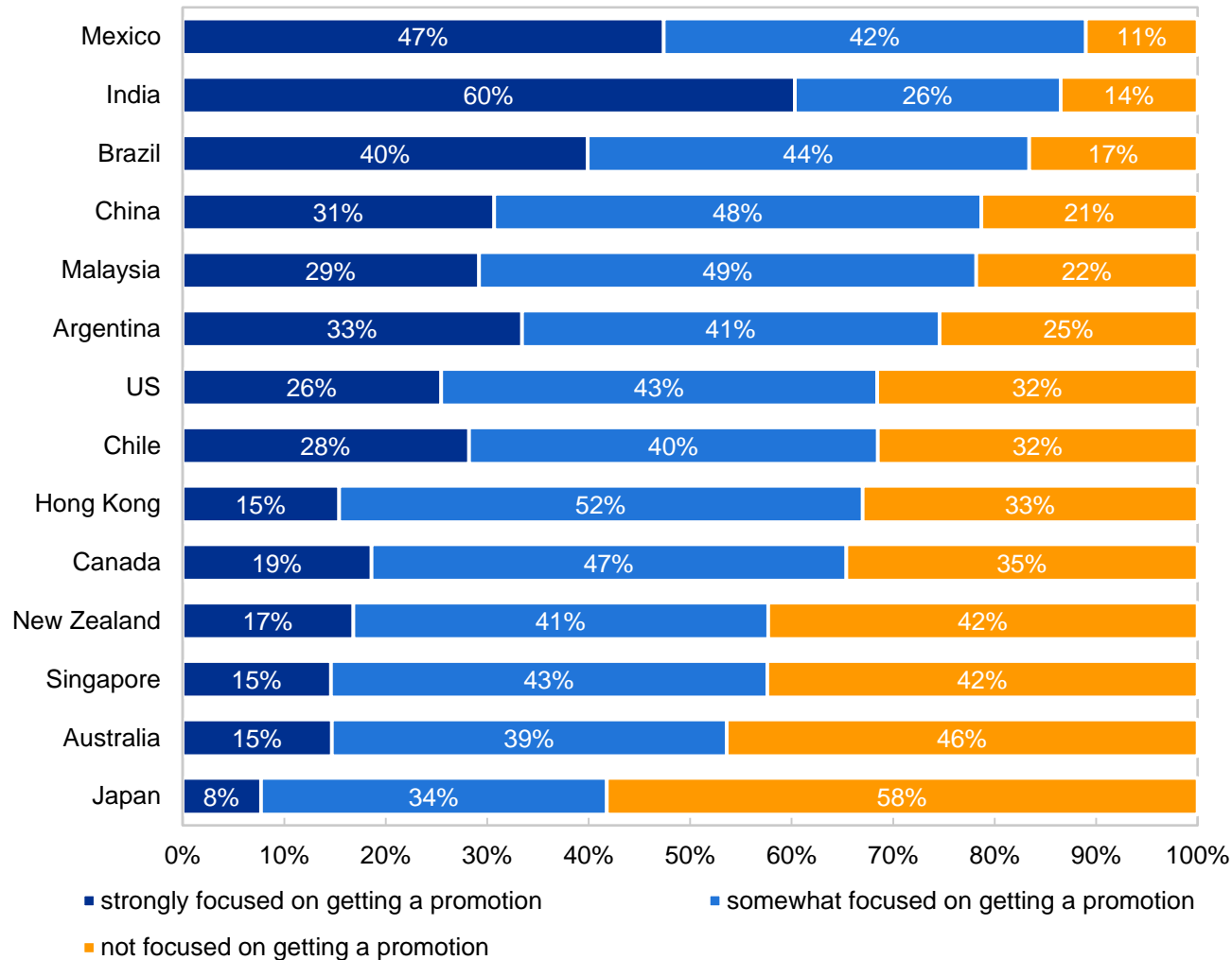
# Italy strongest focus on promotion in Europe



Question:

•To what extent are you focussed on getting a promotion?

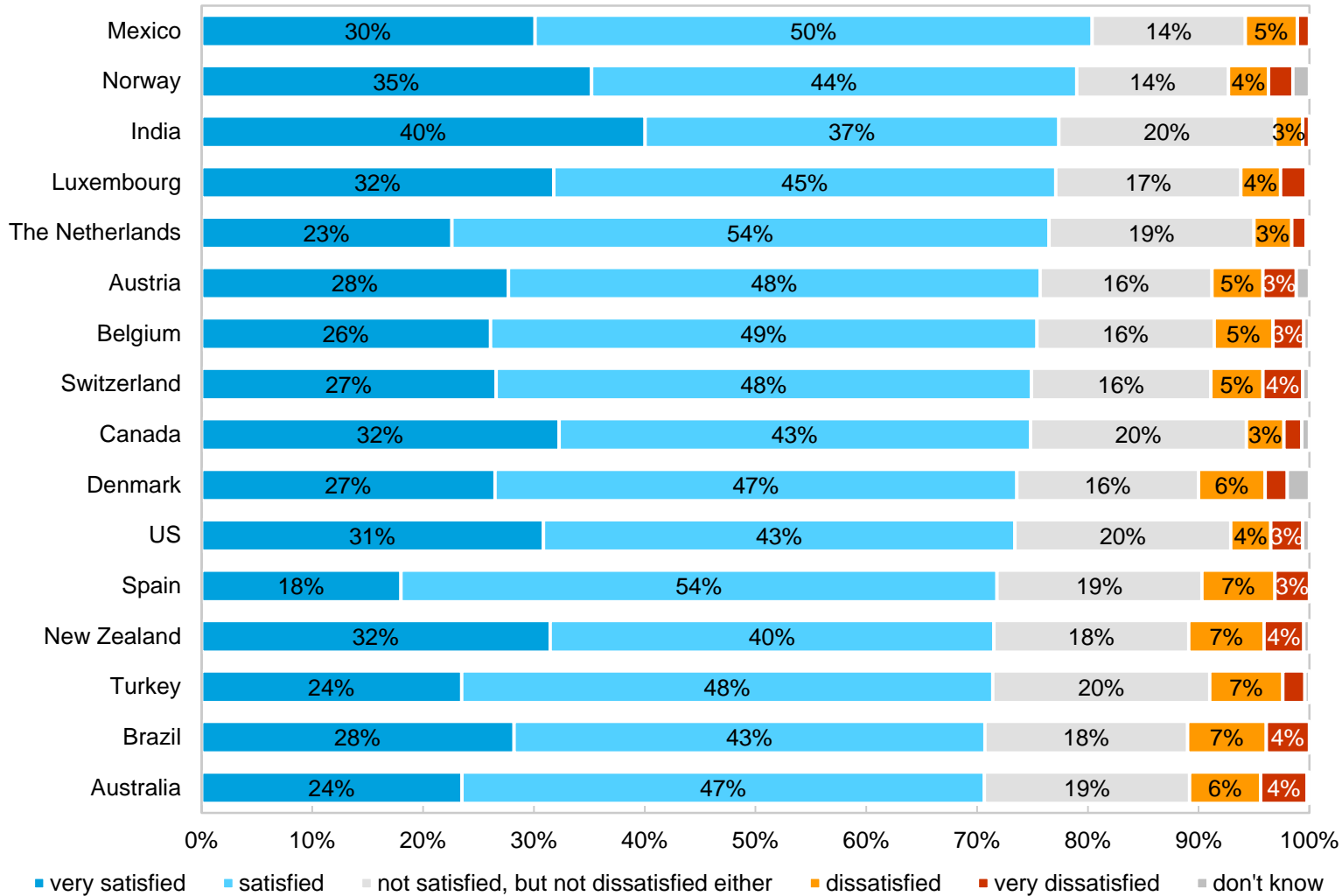
# Mexico, India & Brazil over 80% focus on promotion



Question:

•To what extent are you focussed on getting a promotion?

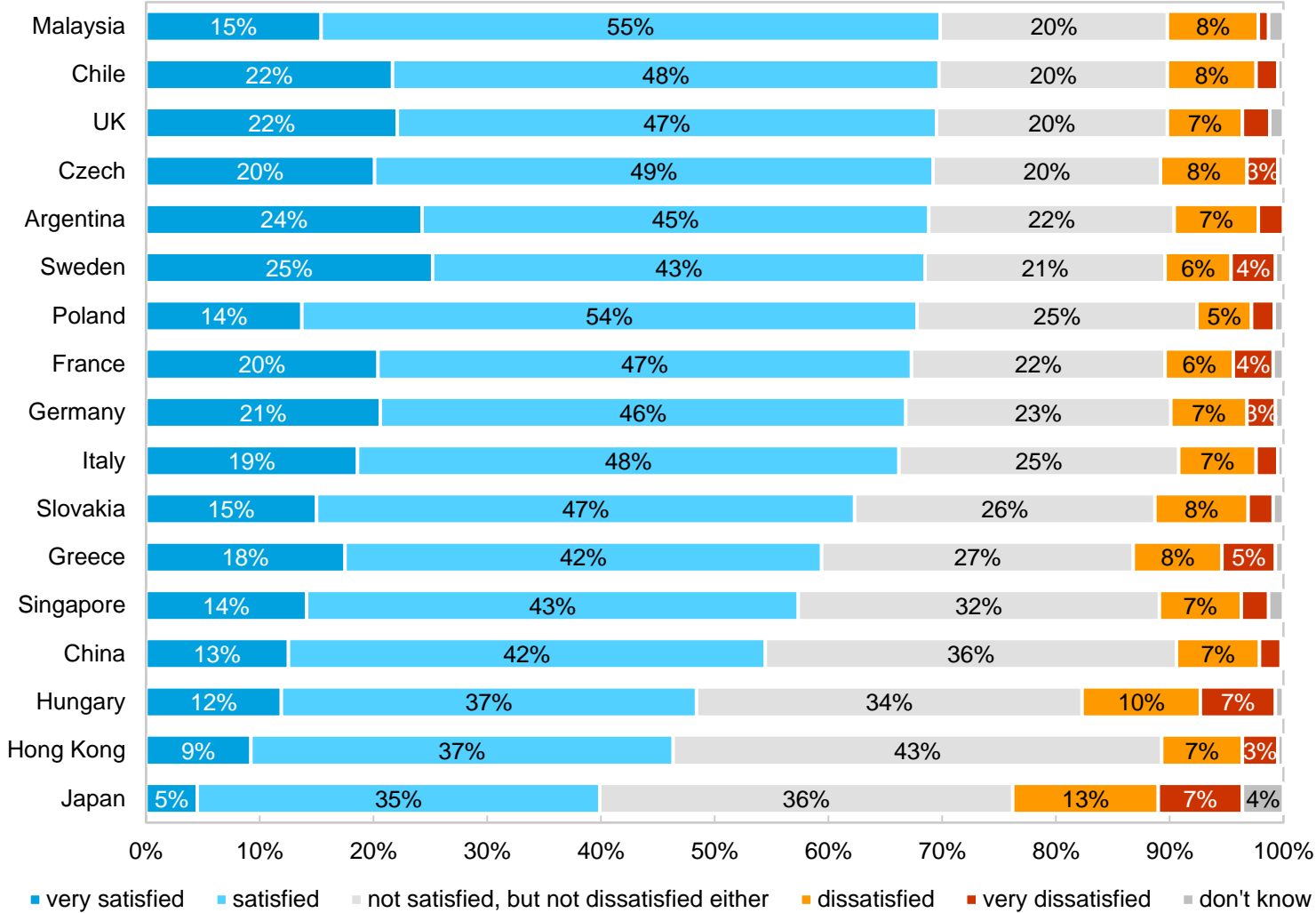
# job satisfaction 80% in Mexico



## Question:

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

# job satisfaction increased with 10% in Chile



  
Chile +10%

  
Germany  
-7%

  
Hungary  
-9%

## Question:

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



# Background to Randstad Workmonitor (1)

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and now 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 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 2<sup>nd</sup> wave was conducted April 16 until May 6, 2014 in the following countries:

Argentina	Czech Republic	Italy	Singapore
Australia	Denmark	Japan	Slovakia
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
			USA

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