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global report Randstad Workmonitor Q3, 2016

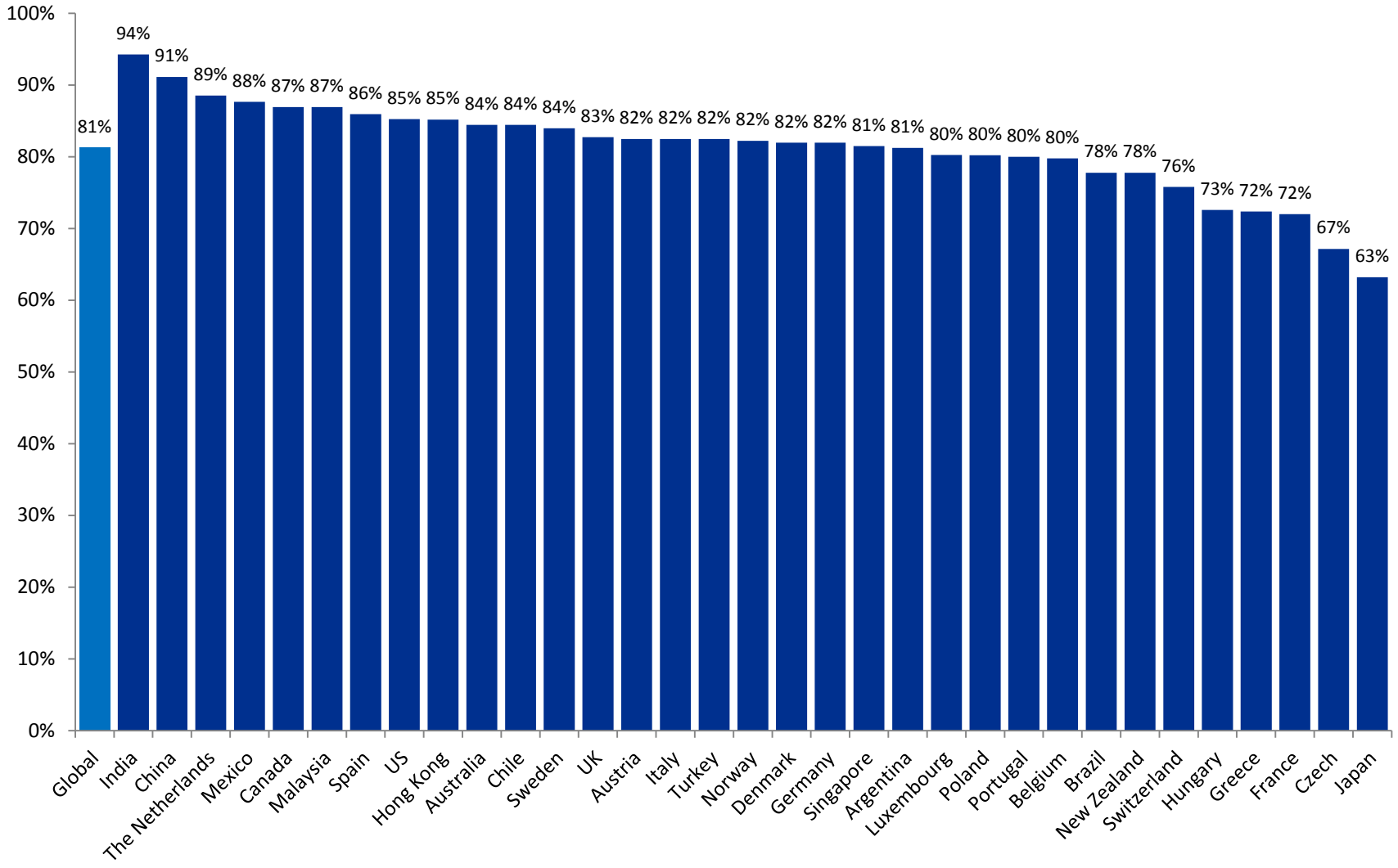
Men are favored in management positions, but employees prefer working in gender-diverse teams

incl. quarterly mobility, job change and job satisfaction

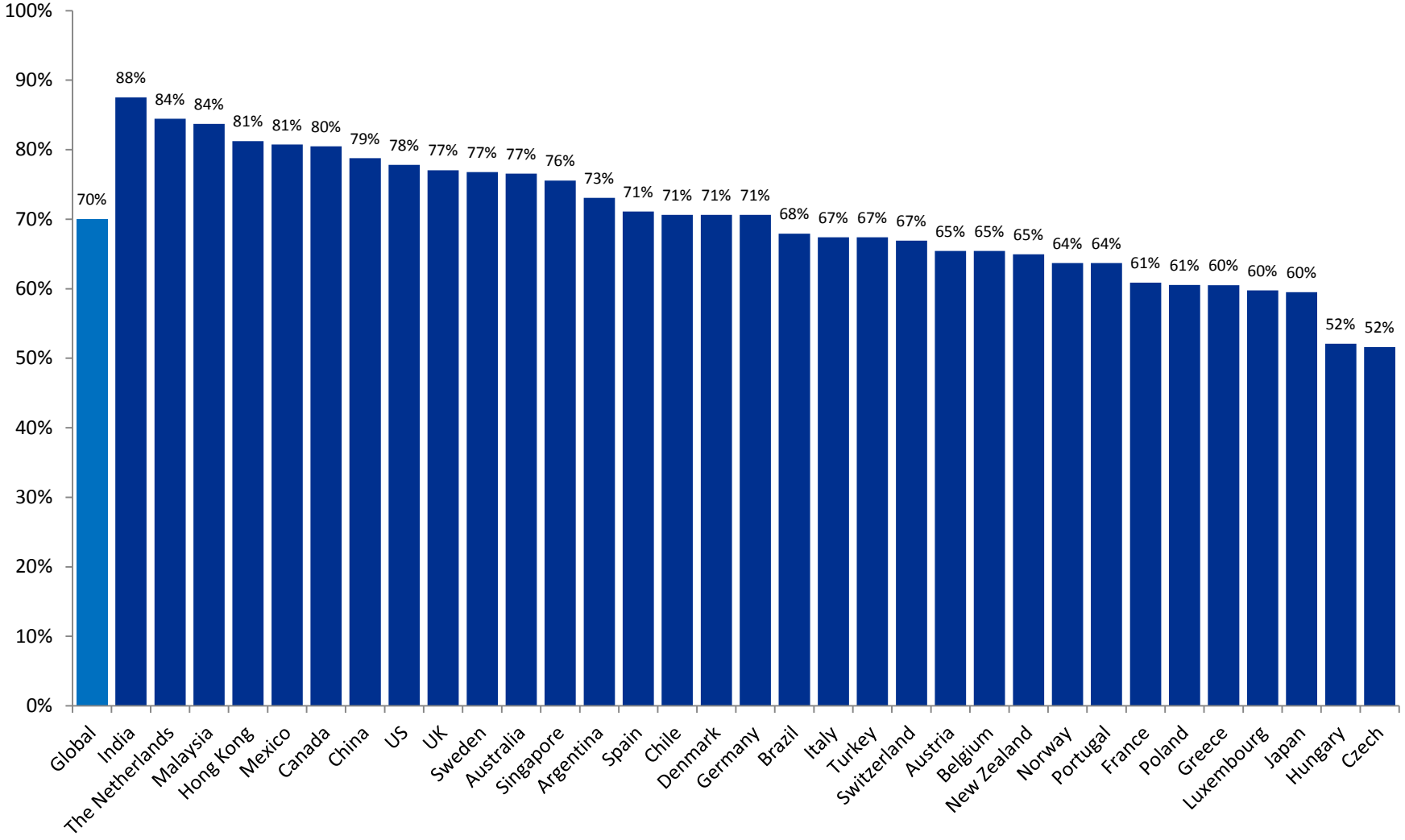
Group Communications
Randstad Holding nv
September 2016

ROLE OF MANAGER AND GENDER

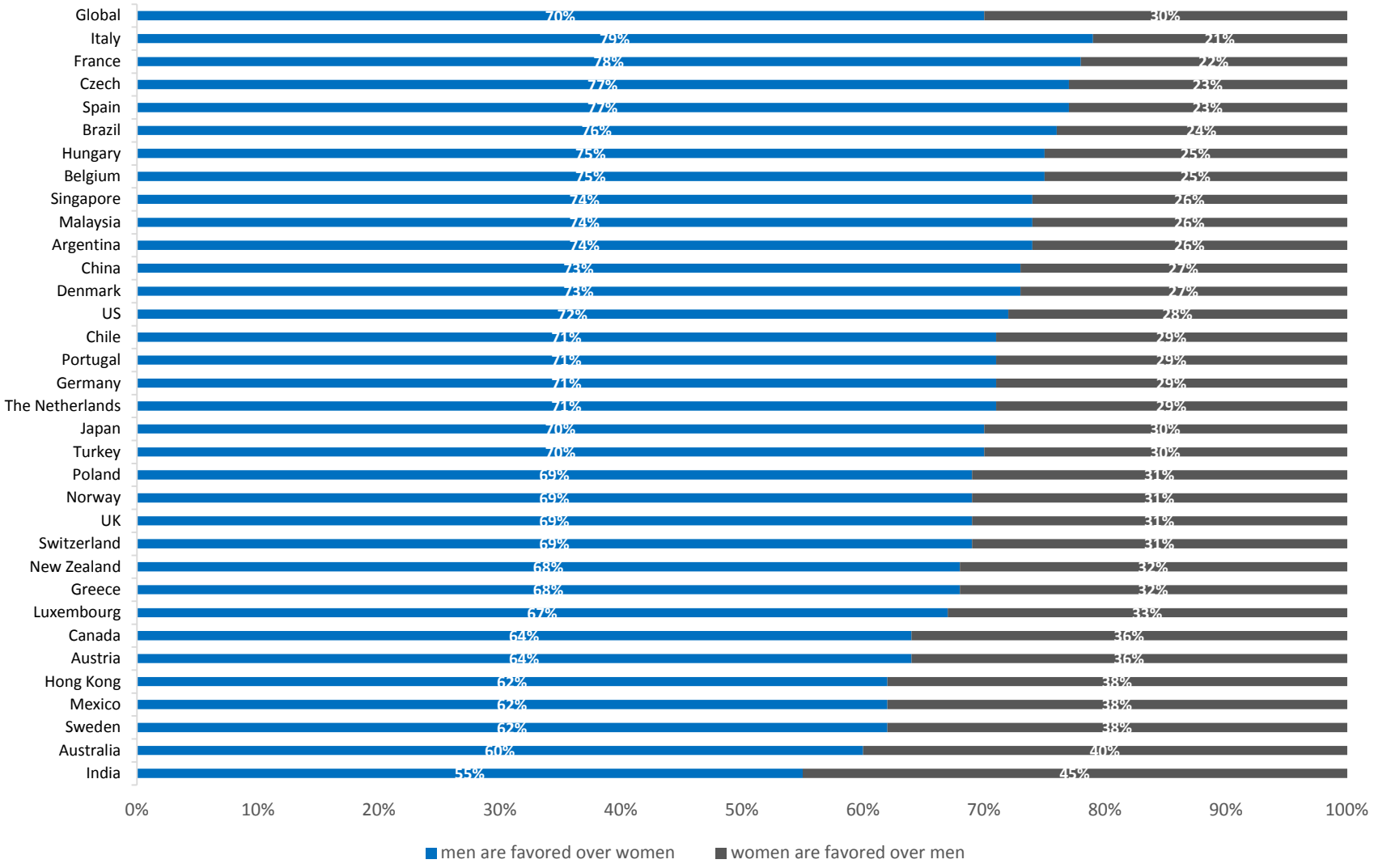
81% believe that men and women are treated equally in their organization



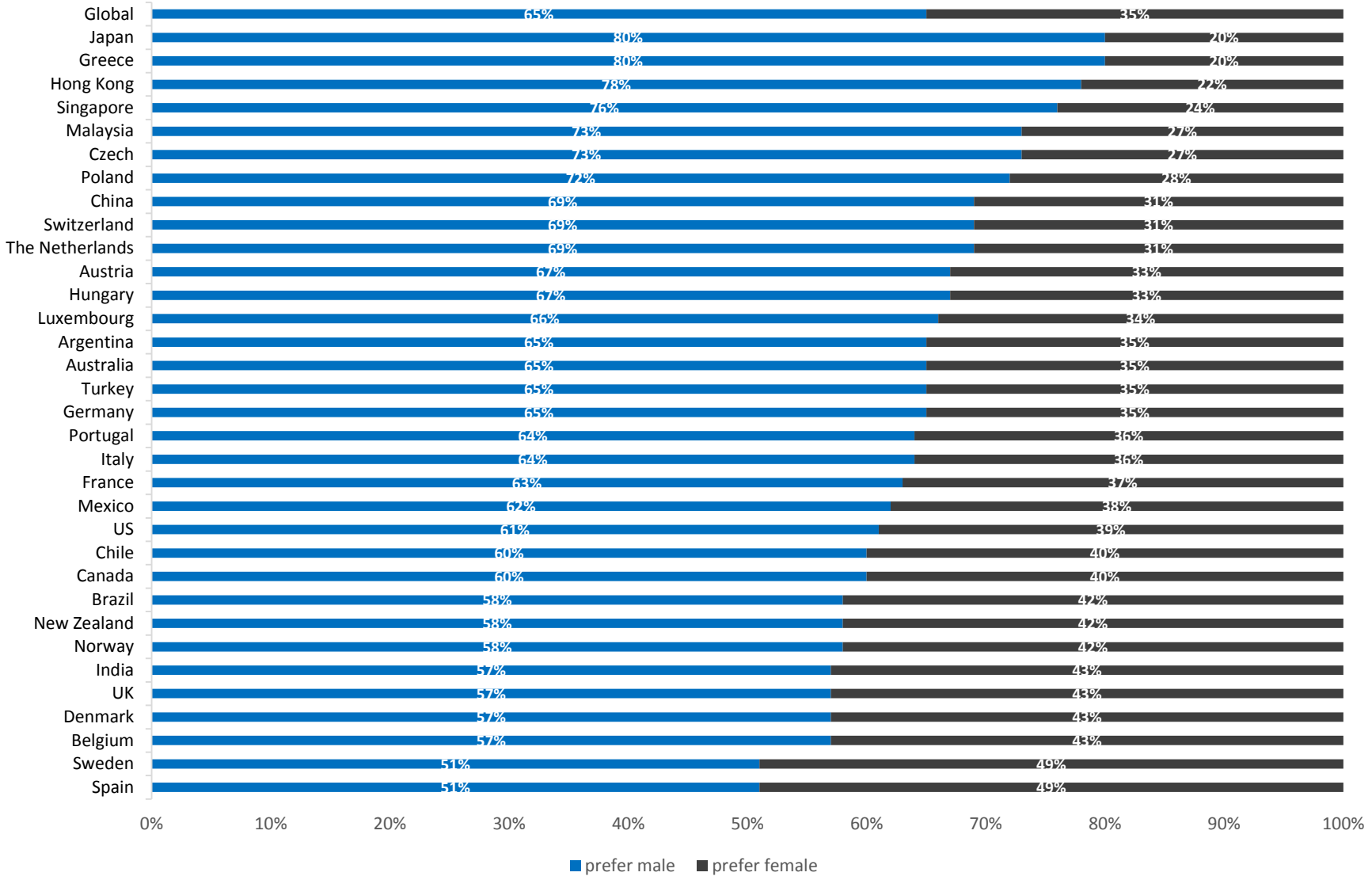
70% think that women and men are equally supported when applying for a job or when asking for promotion



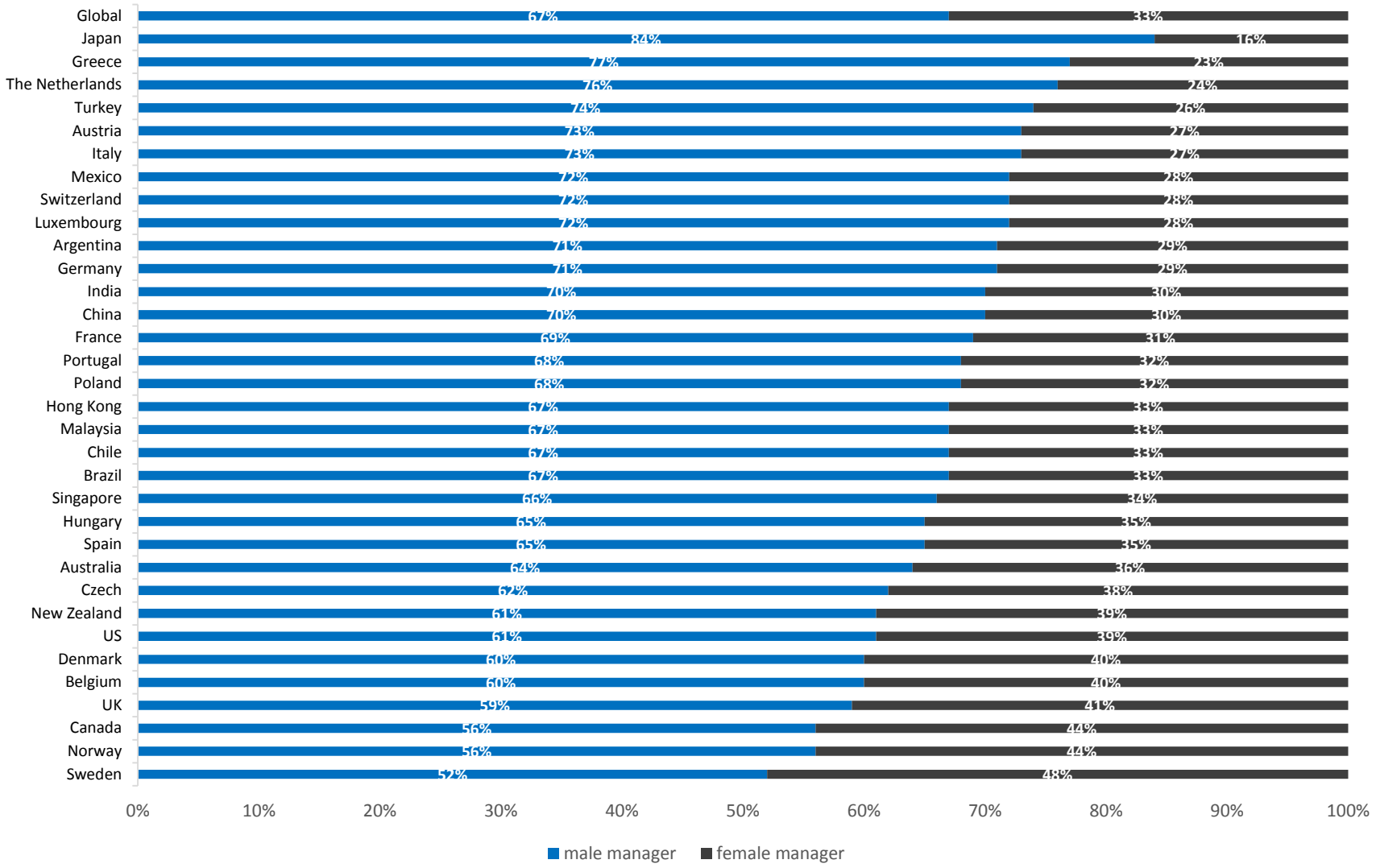
70% state that men are favored over women, when two candidates are equally qualified for a job



65% prefer a male as direct manager



67% point out that their direct manager's gender is male



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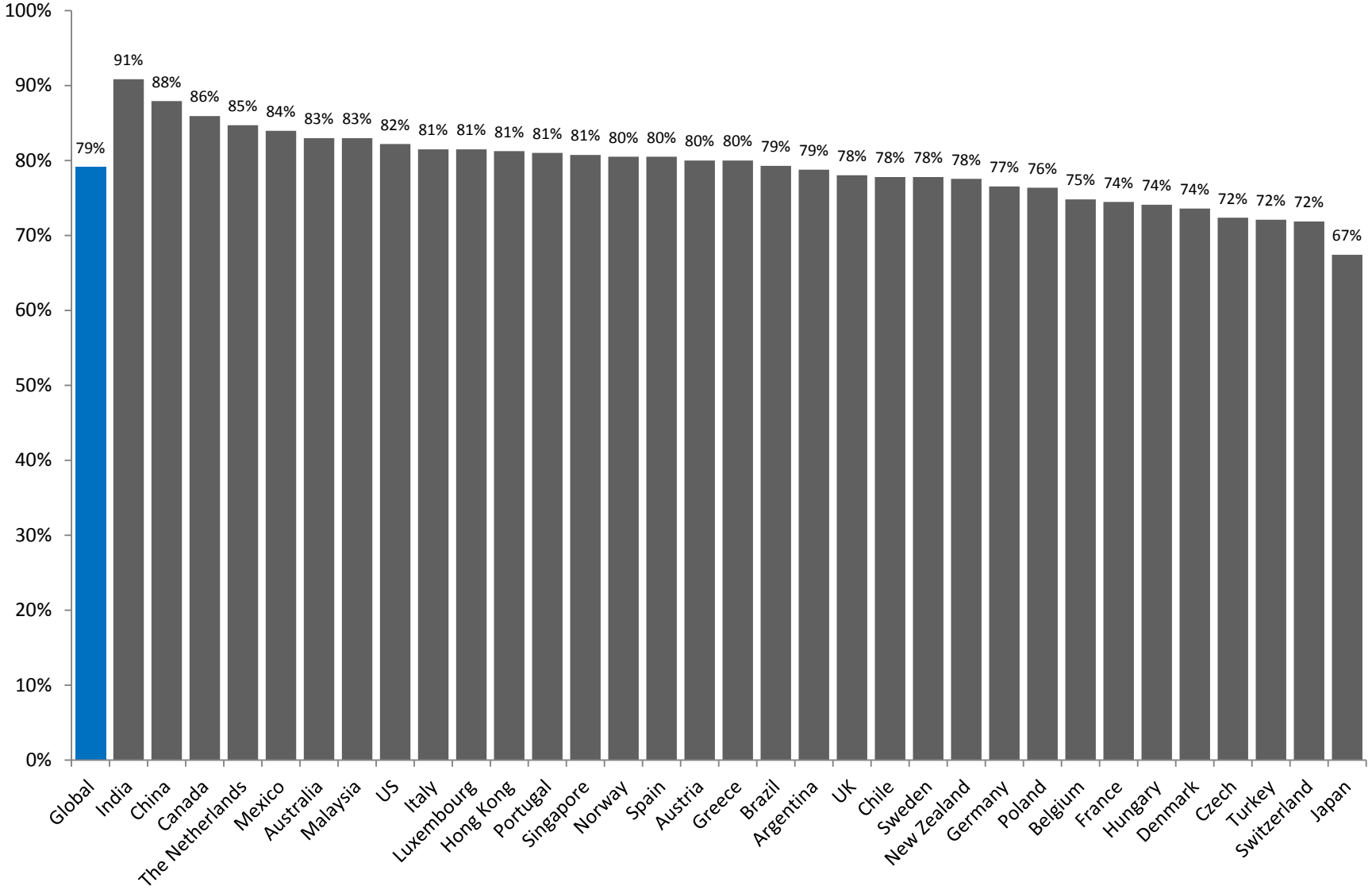
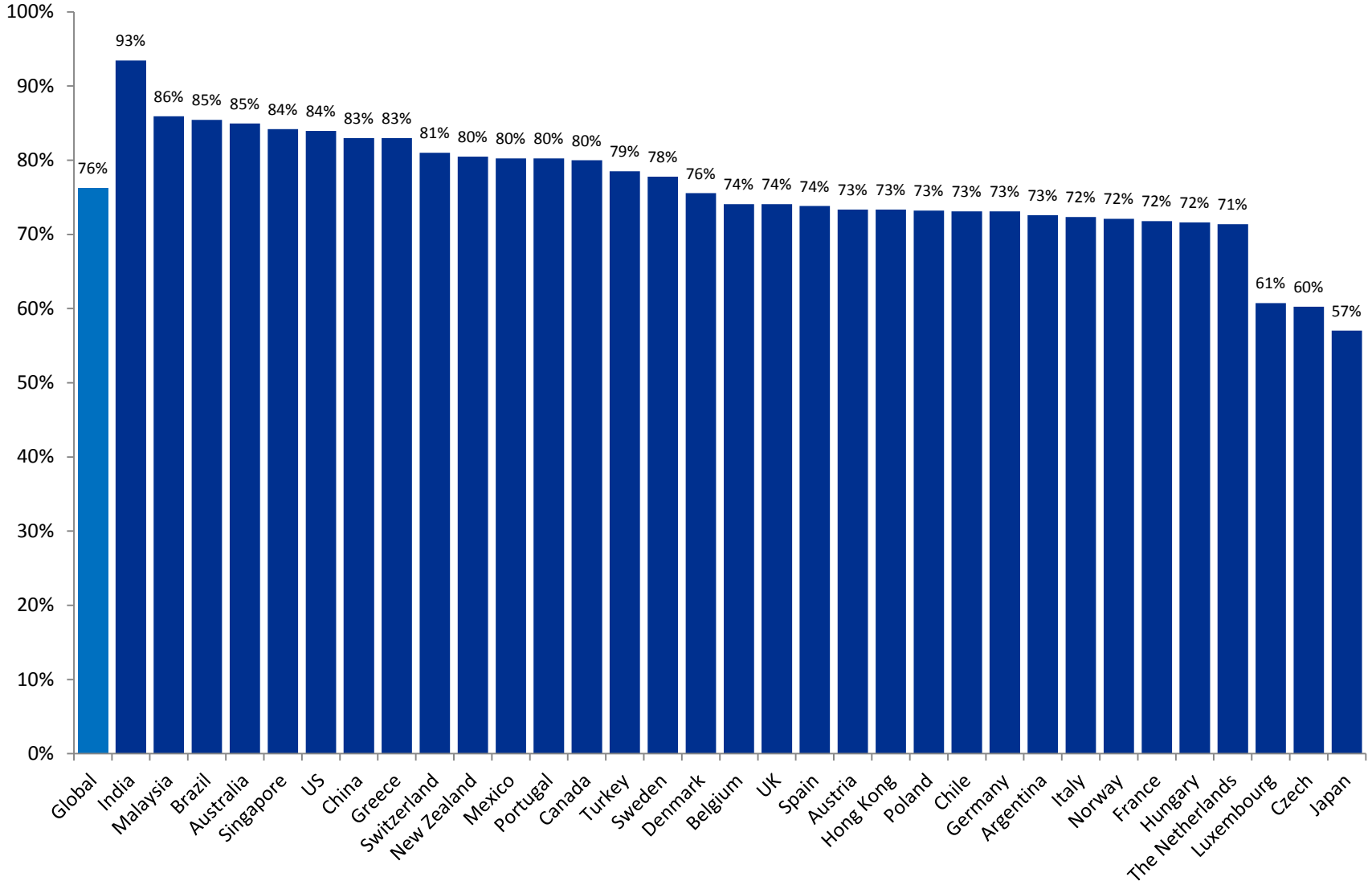
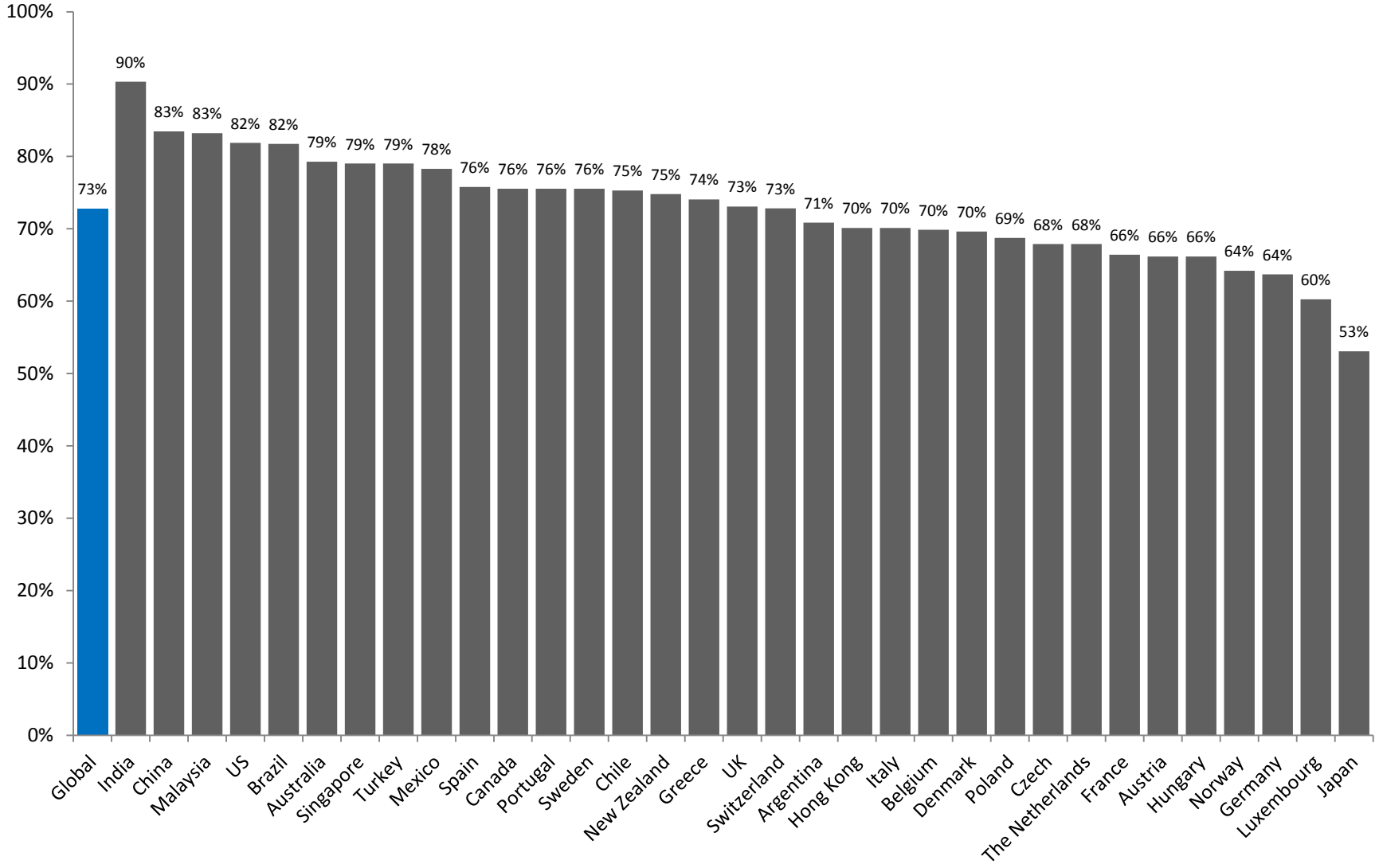
79% believe that at their employer, men and women are rewarded equally in similar positions



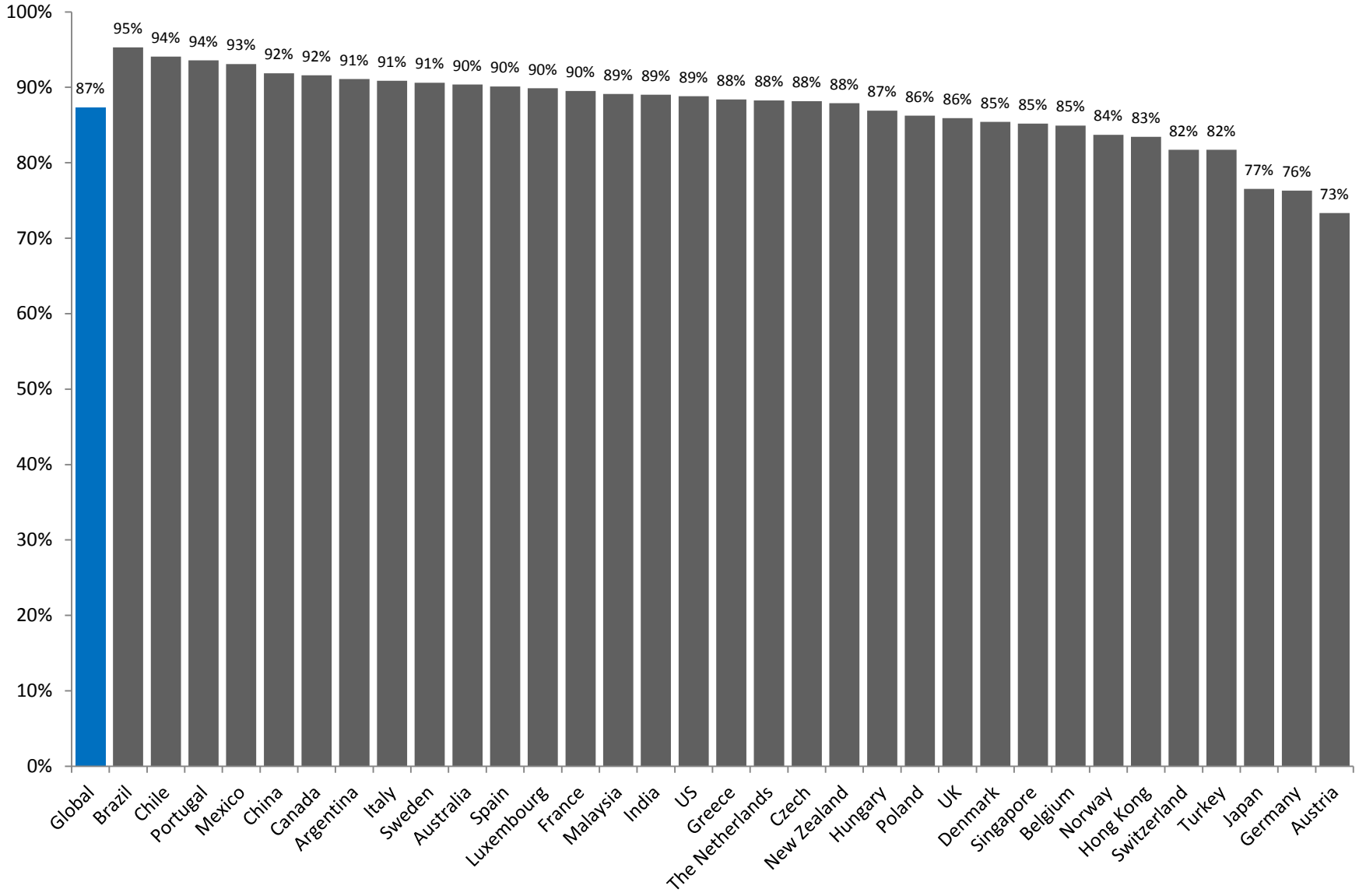
76% agree that their direct manager plays an important role in setting the team spirit



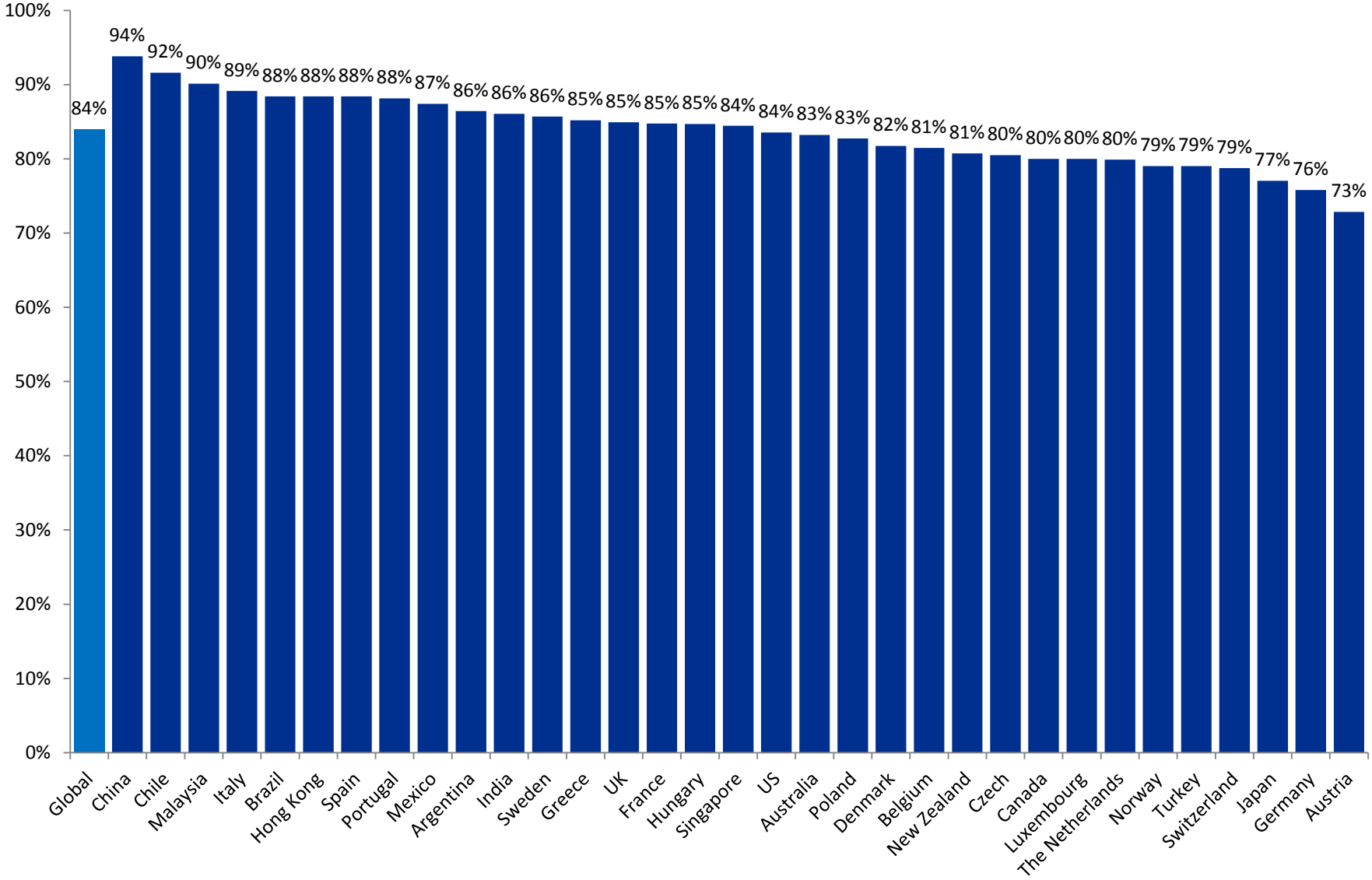
73% agree that their direct manager advocates company culture and sets the example



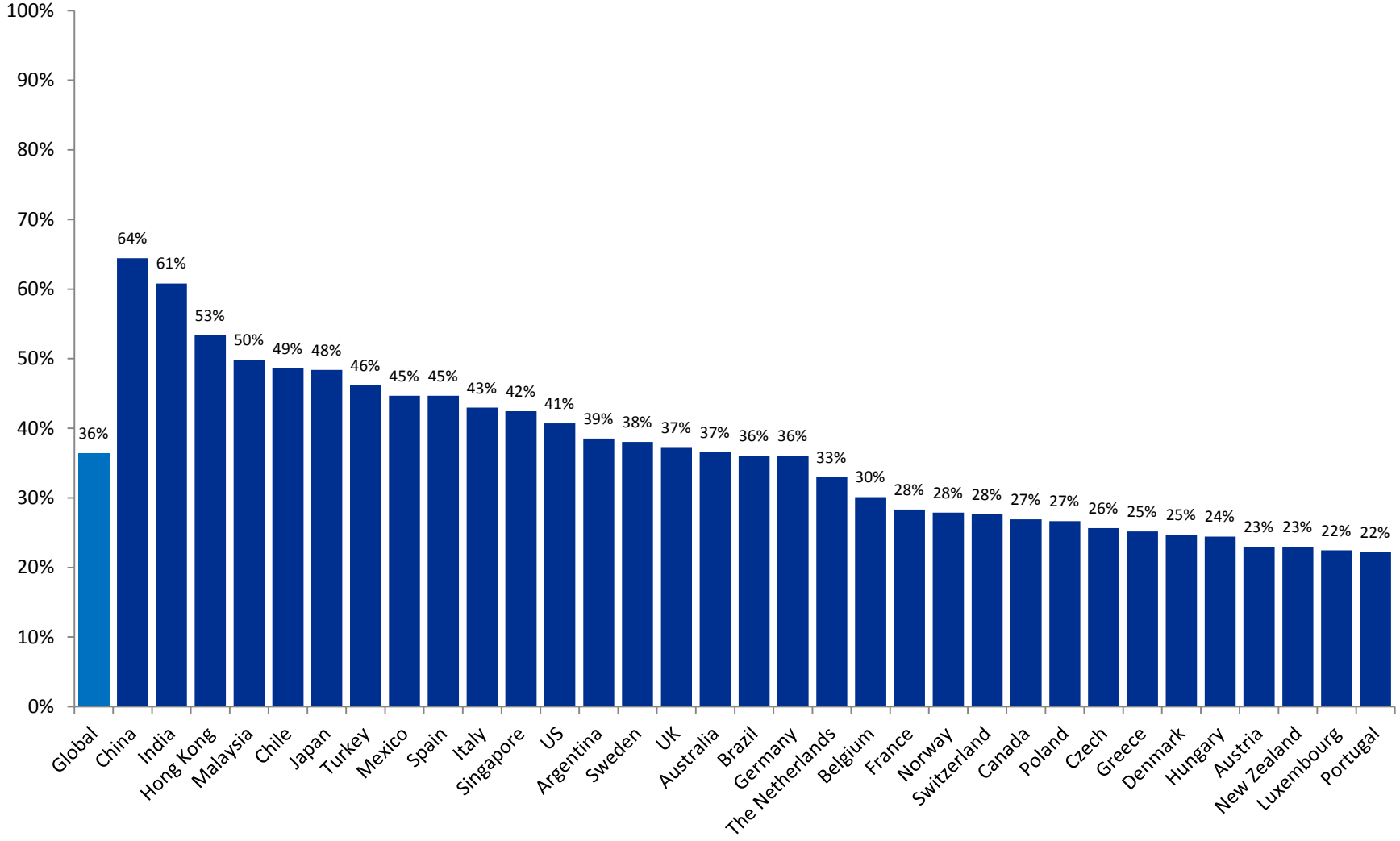
87% prefer to work in a gender-diverse team



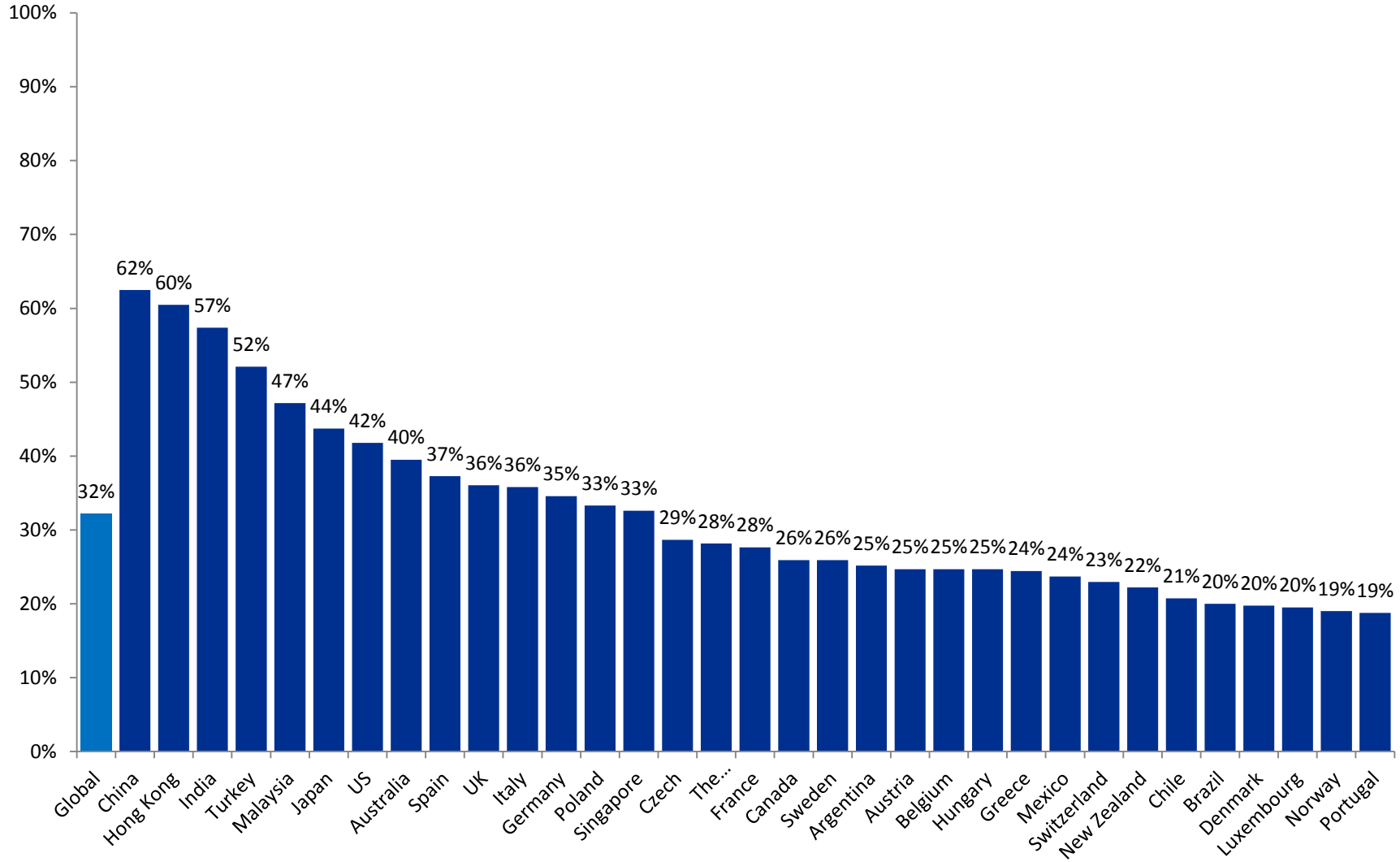
84% believe that gender-diverse teams achieve better results than single sex/gender teams



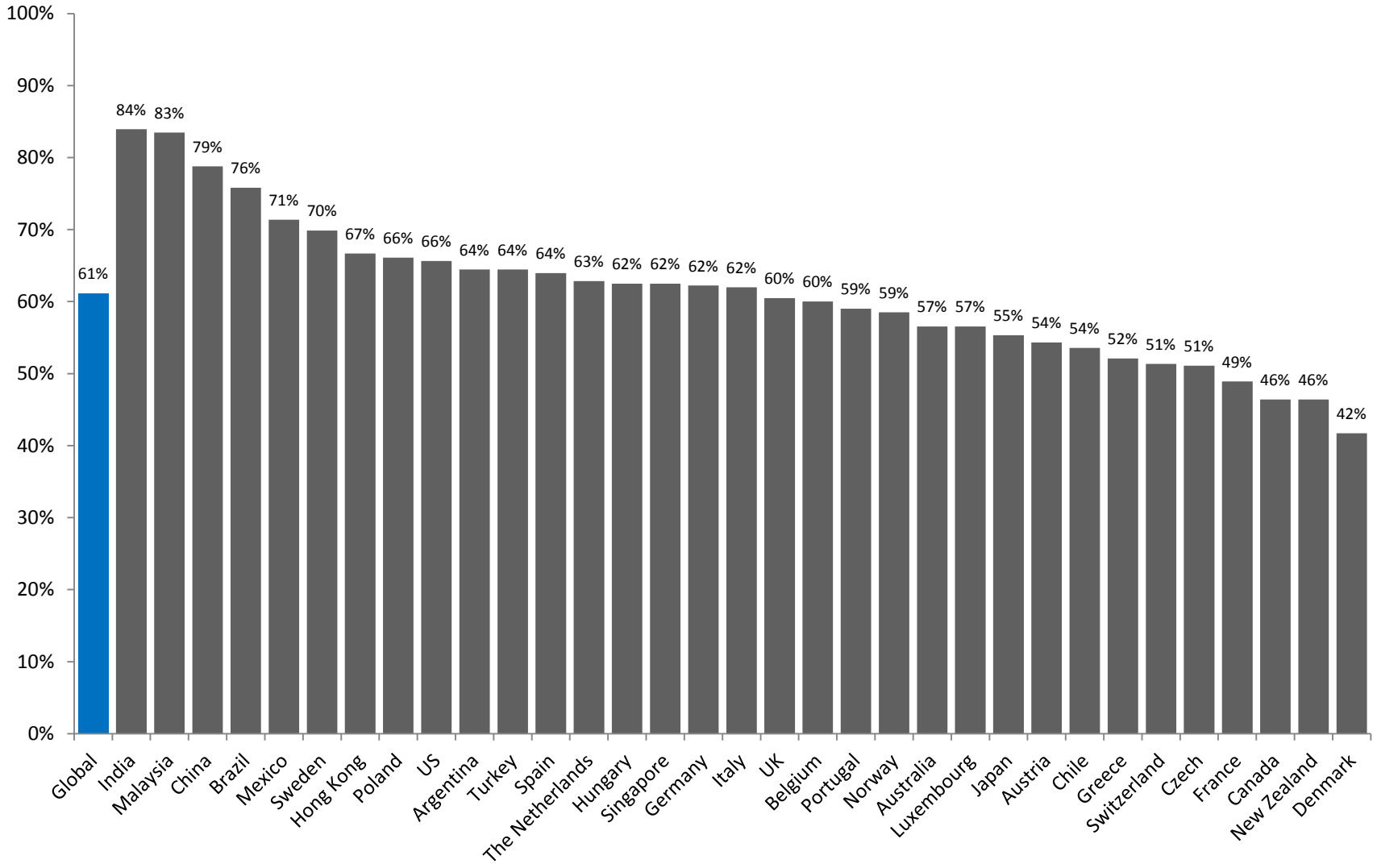
36% consider it a good thing that one gender is favored above the other in order to meet the diversity target



32% prefer to work in a team with mainly people of the same gender as themselves

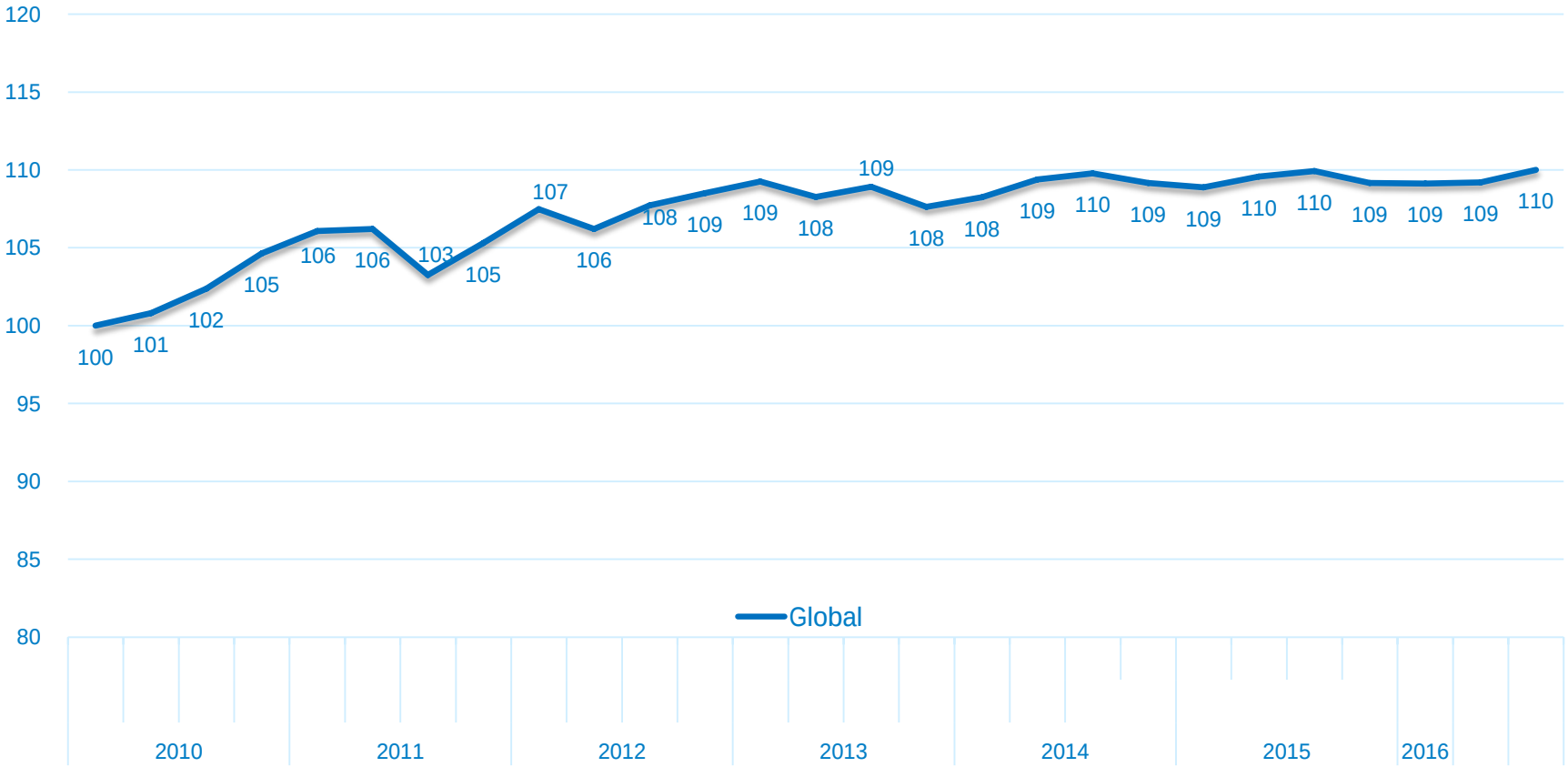


61% believe gender equality increases with the seniority of the job



MOBILITY INDEX

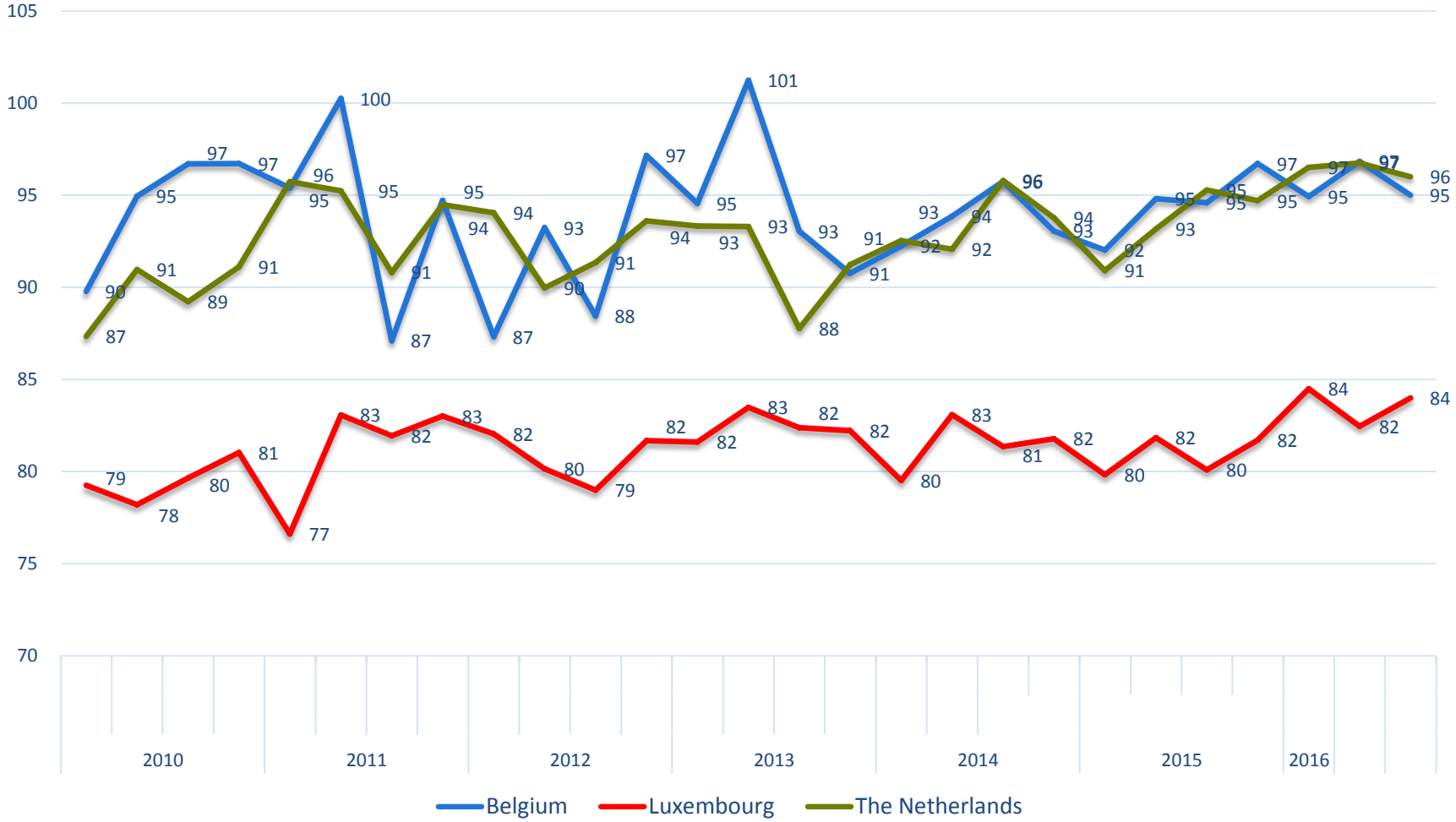
the global Mobility Index slightly increased from 109 to 110 points



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; Belgium -2 and the Netherlands -1



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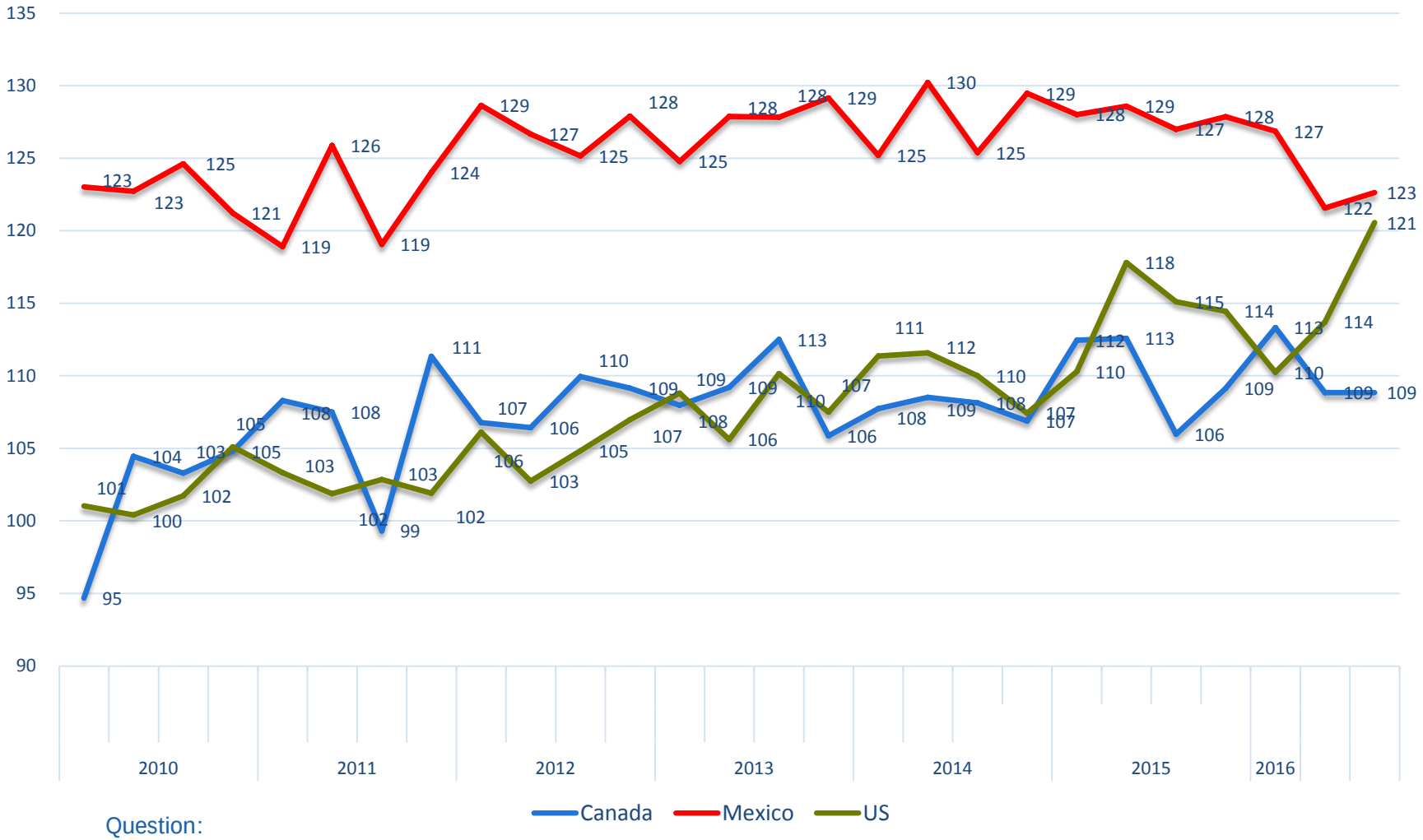
mobility US +7 and Mexico +1; Canada no shift



Question:

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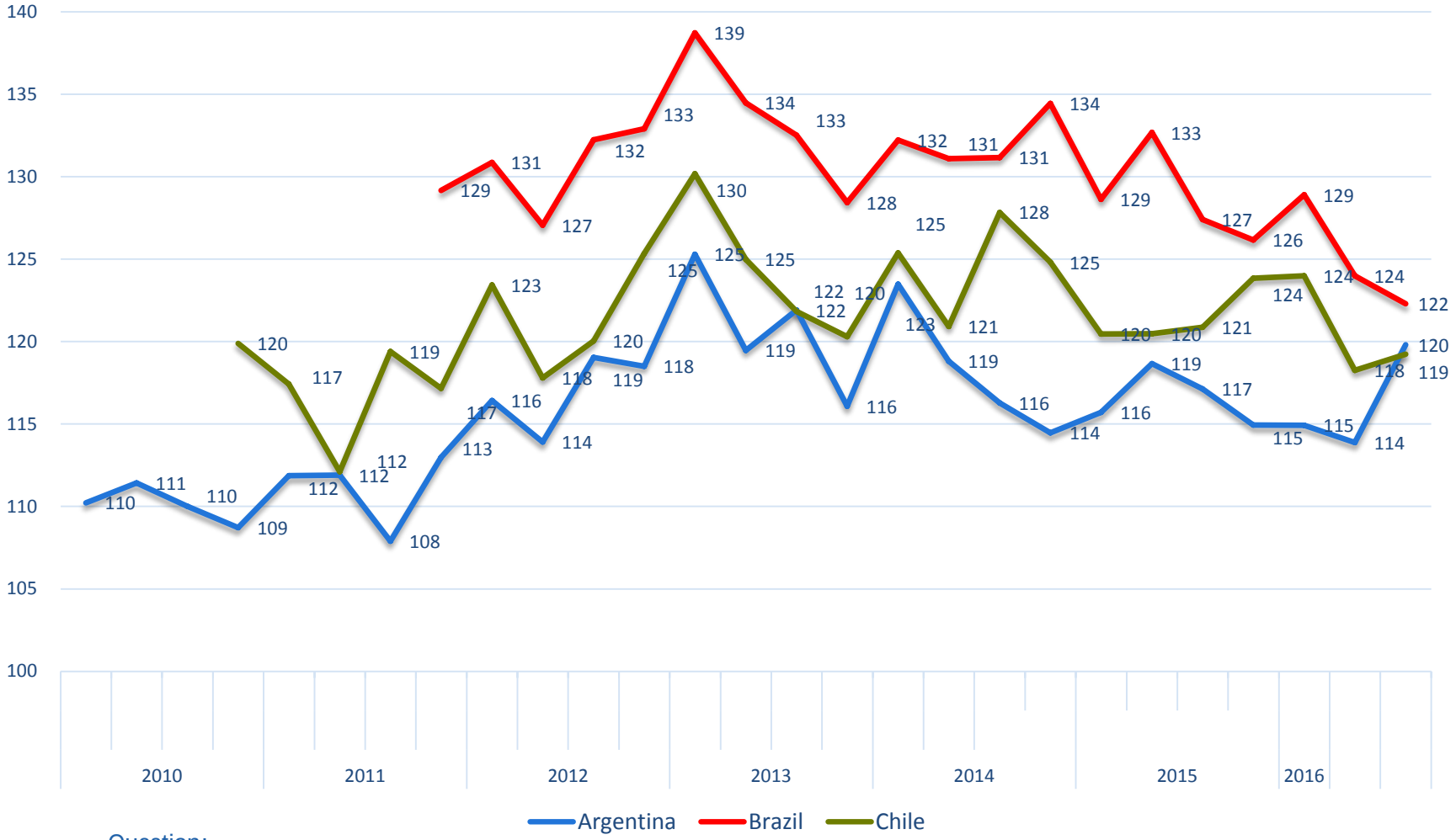
mobility Argentina +6 and Chile +1; Brazil -2



Question:

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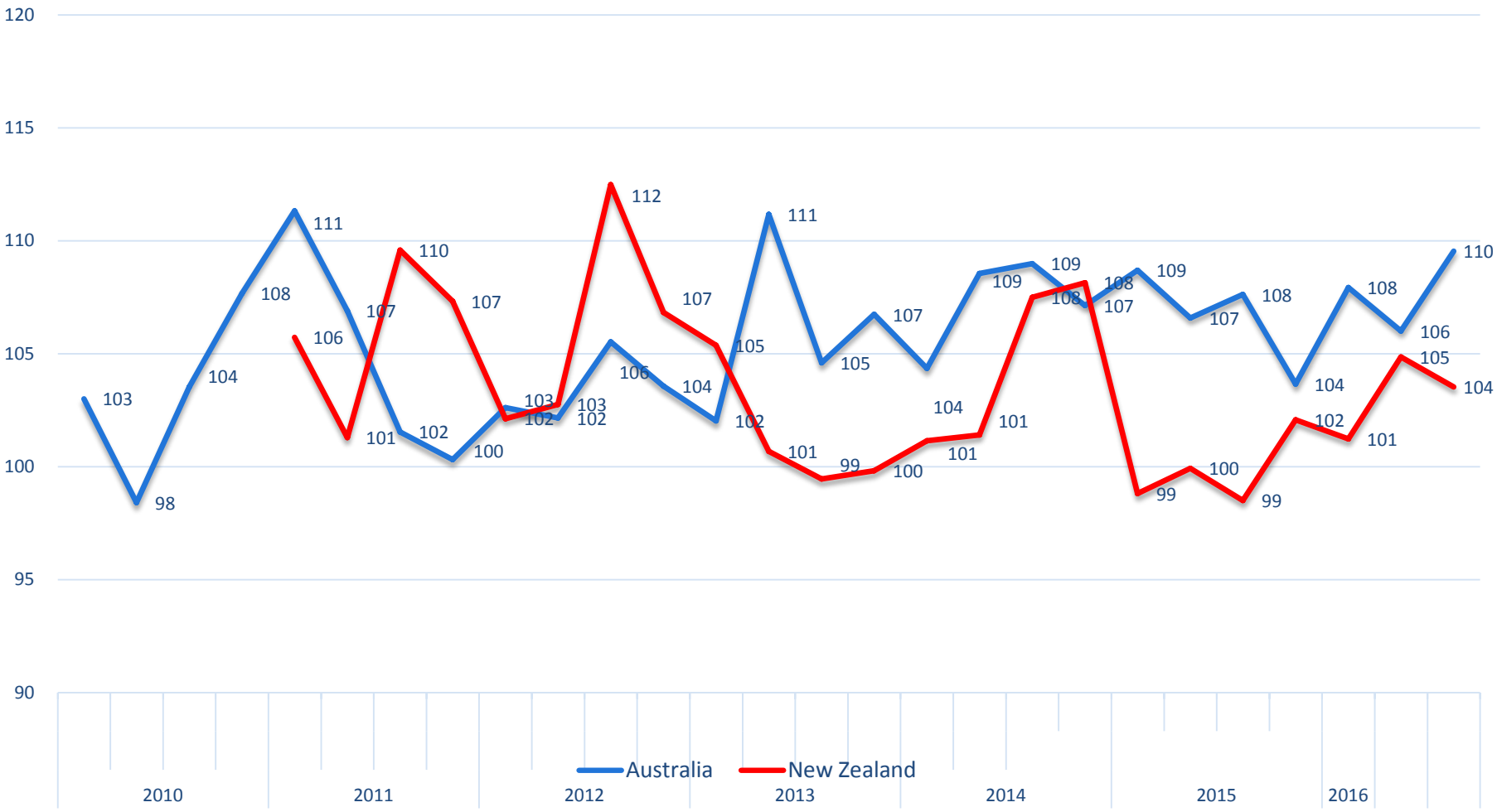
mobility Australia +4; New Zealand -1



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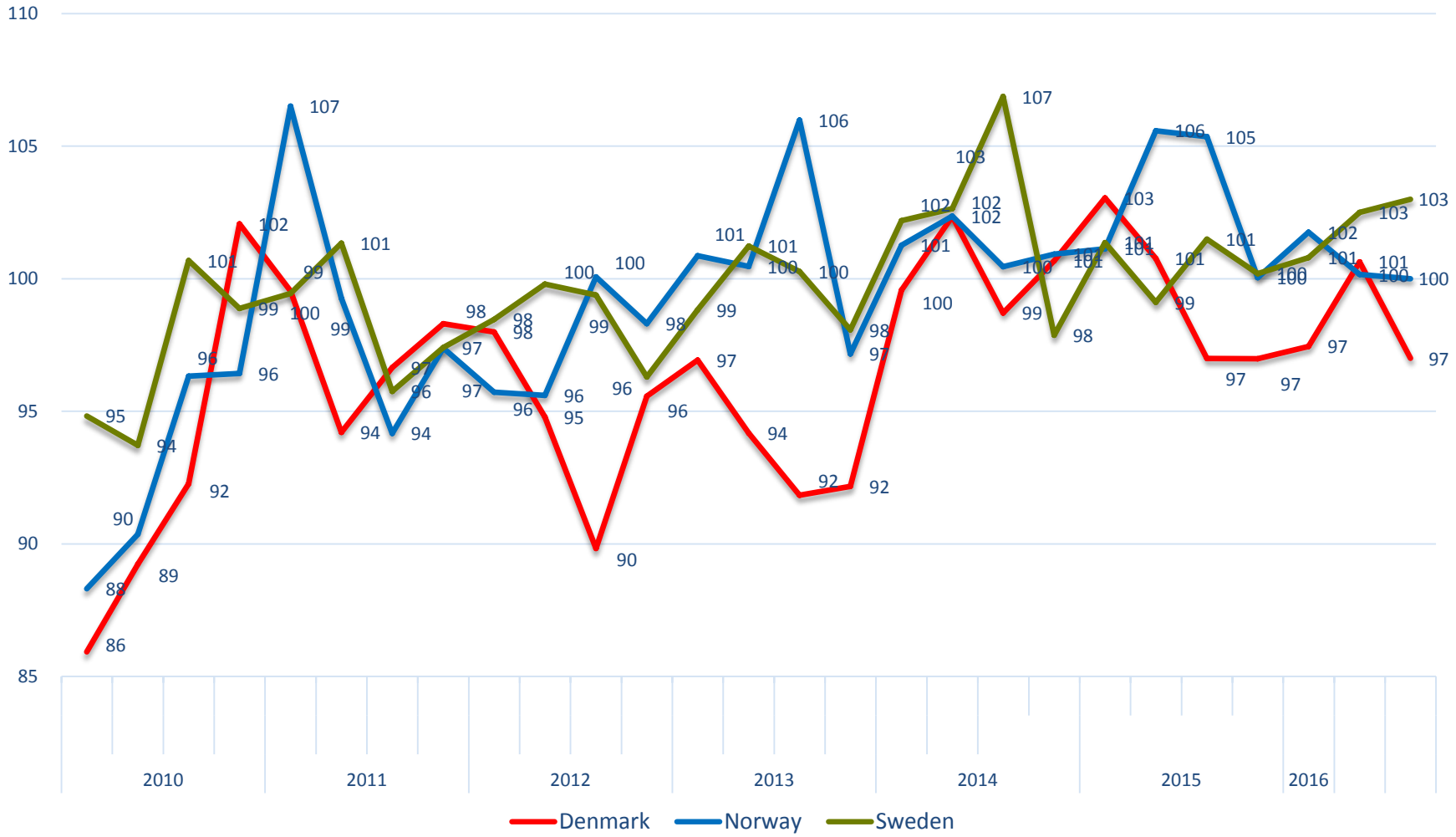
mobility Denmark -4; Norway and Sweden no shift



Question:

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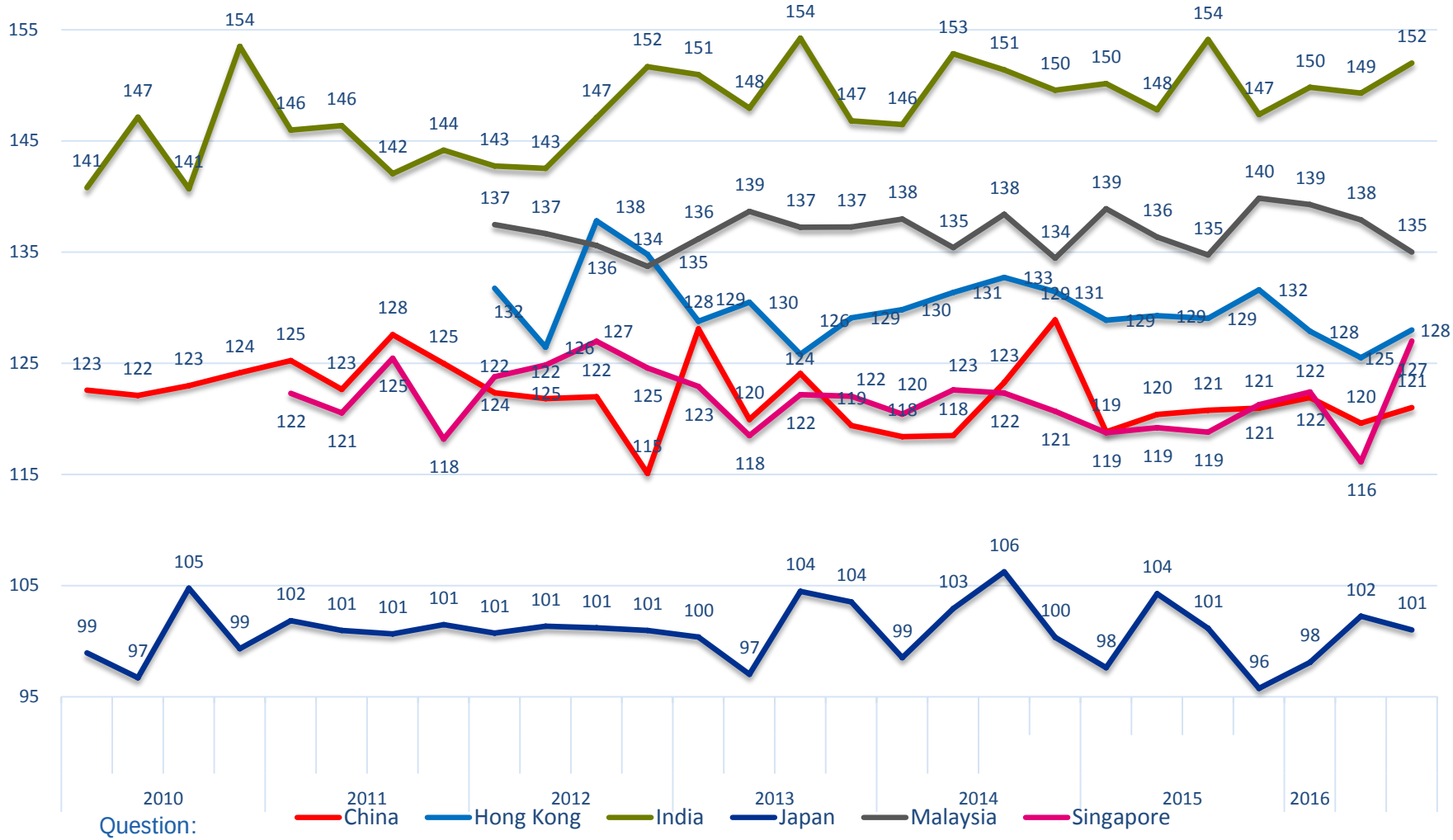
mobility Singapore +11; India and Hong Kong +3; China +1 ; Malaysia -3 and Japan -1



Question:

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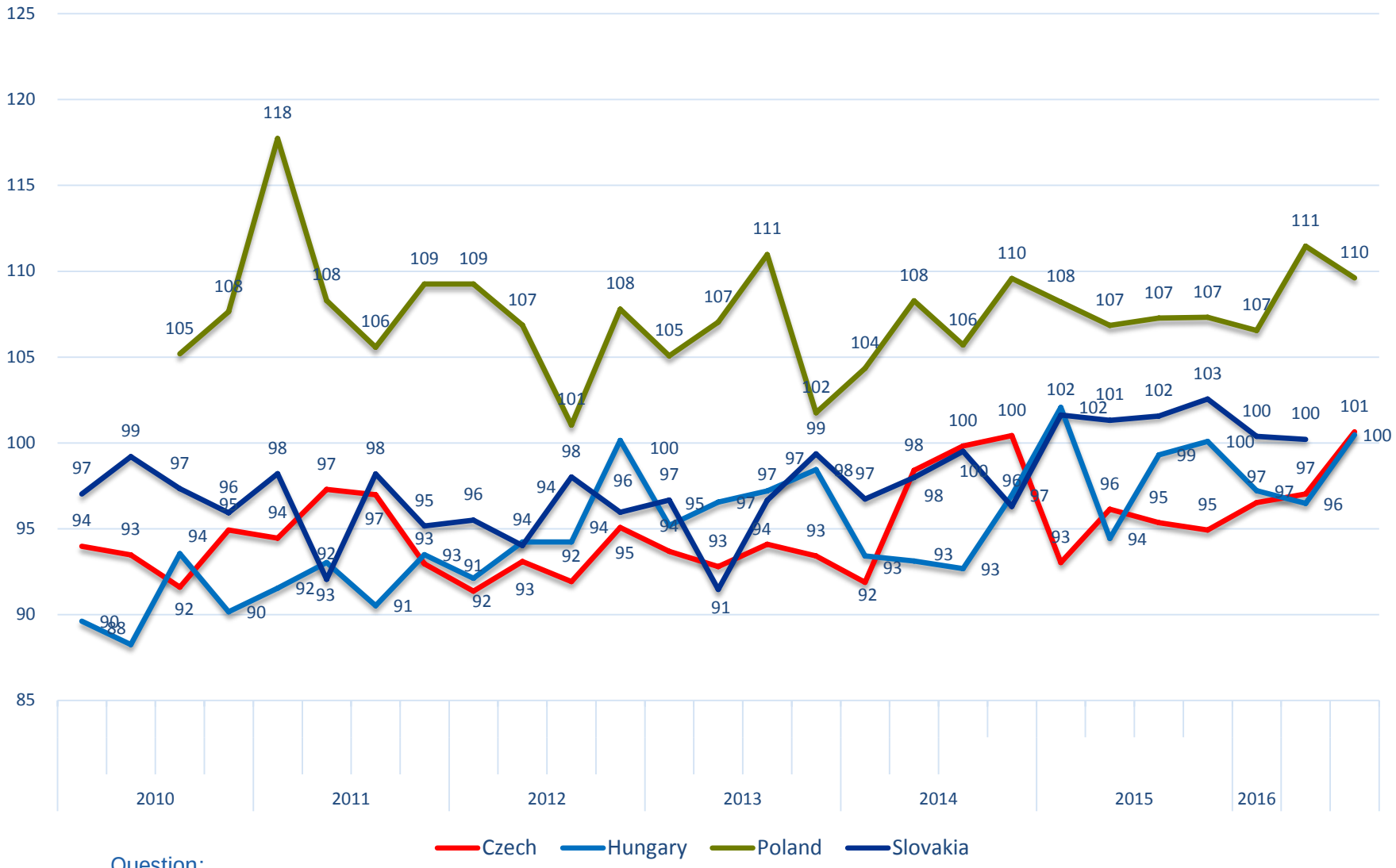
mobility Czech Republic and Hungary +4; Poland -1



Question:

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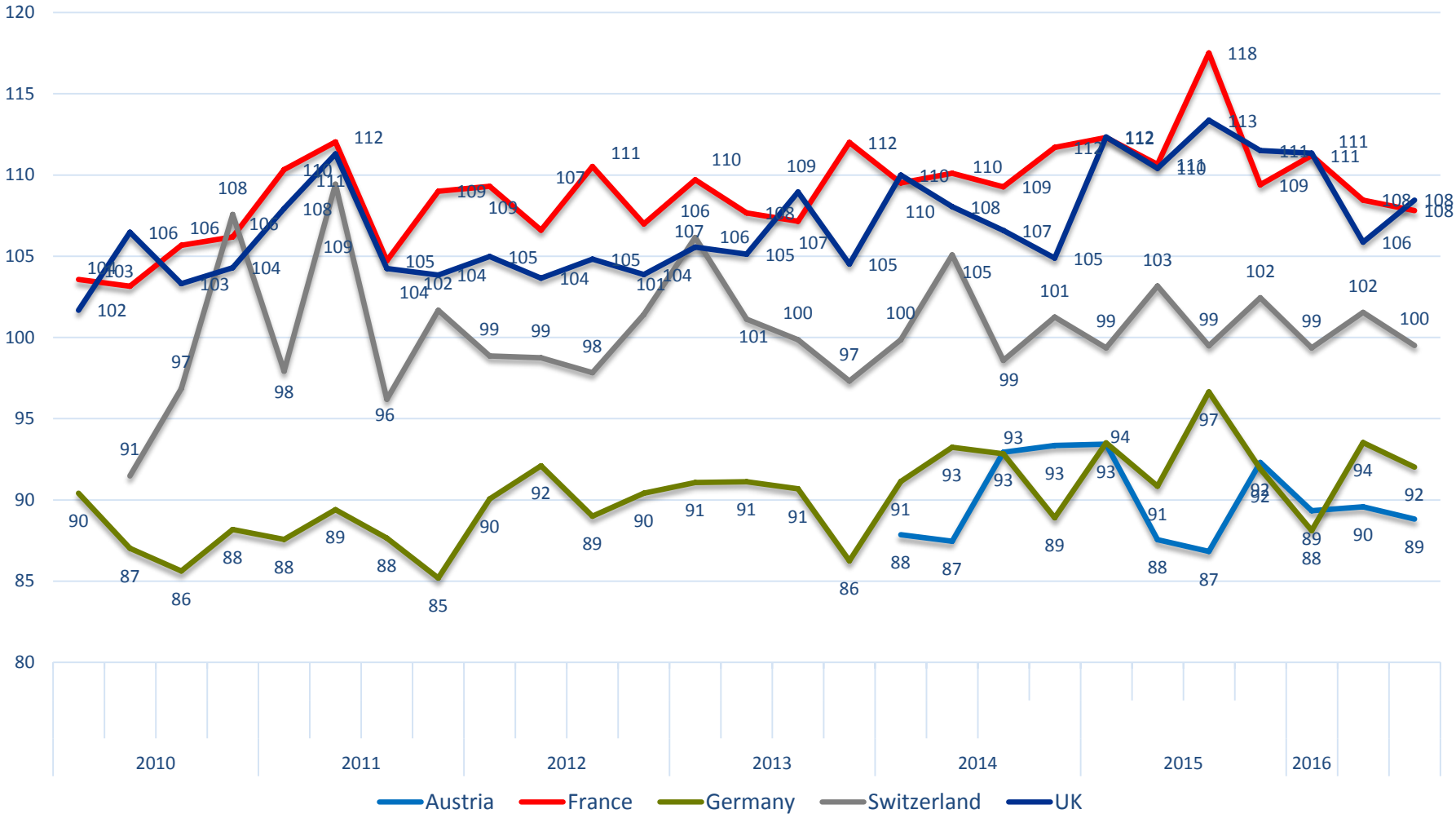
- Do you think you will be doing *different work for a different employer* within the next 6 months?

mobility UK +2; Germany and Switzerland -2; Austria -1 and France no shift



Question:

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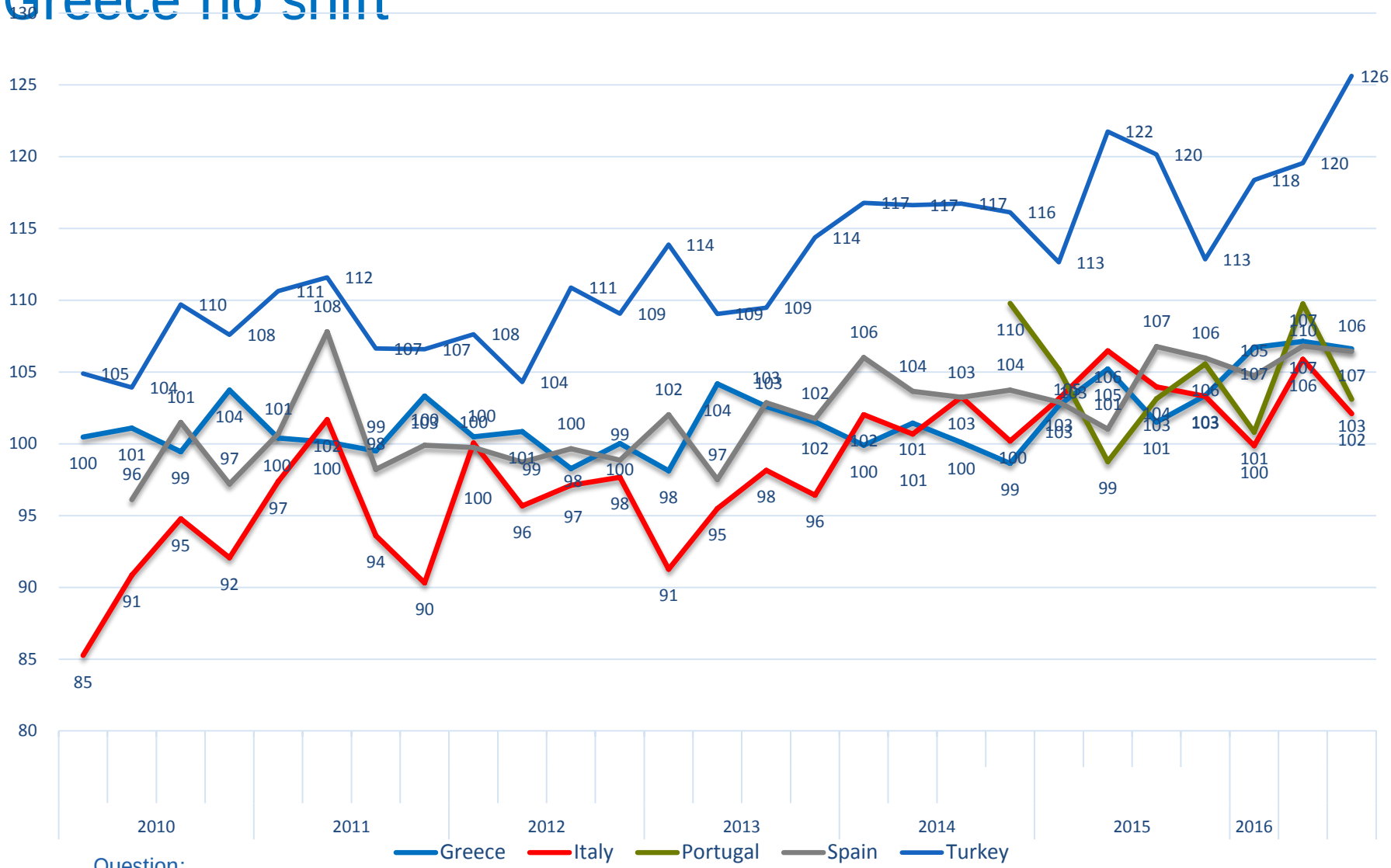
mobility Turkey +6; Portugal -7, Italy -4; Spain -1; Greece no shift



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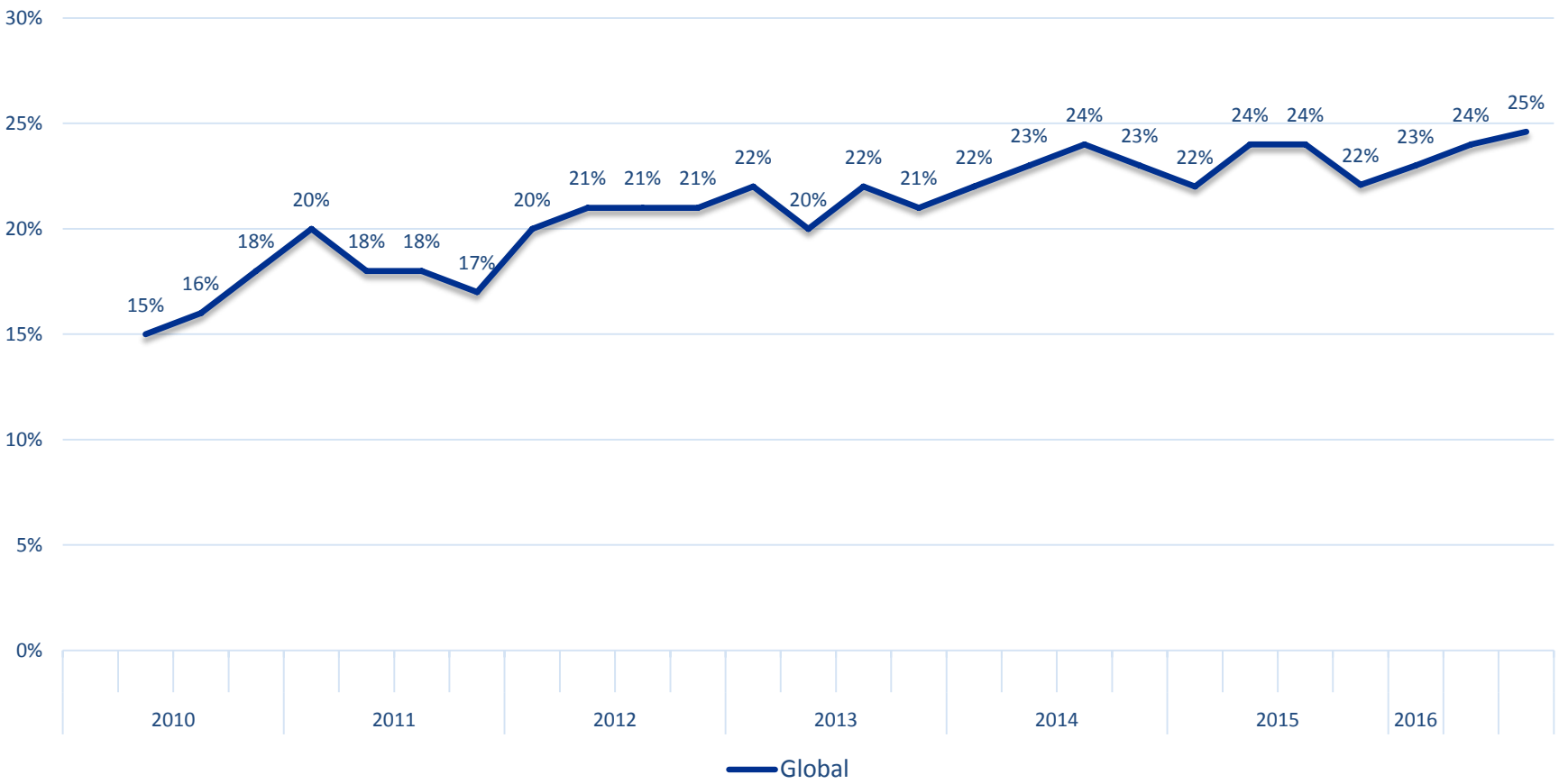
ACTUAL JOB CHANGE

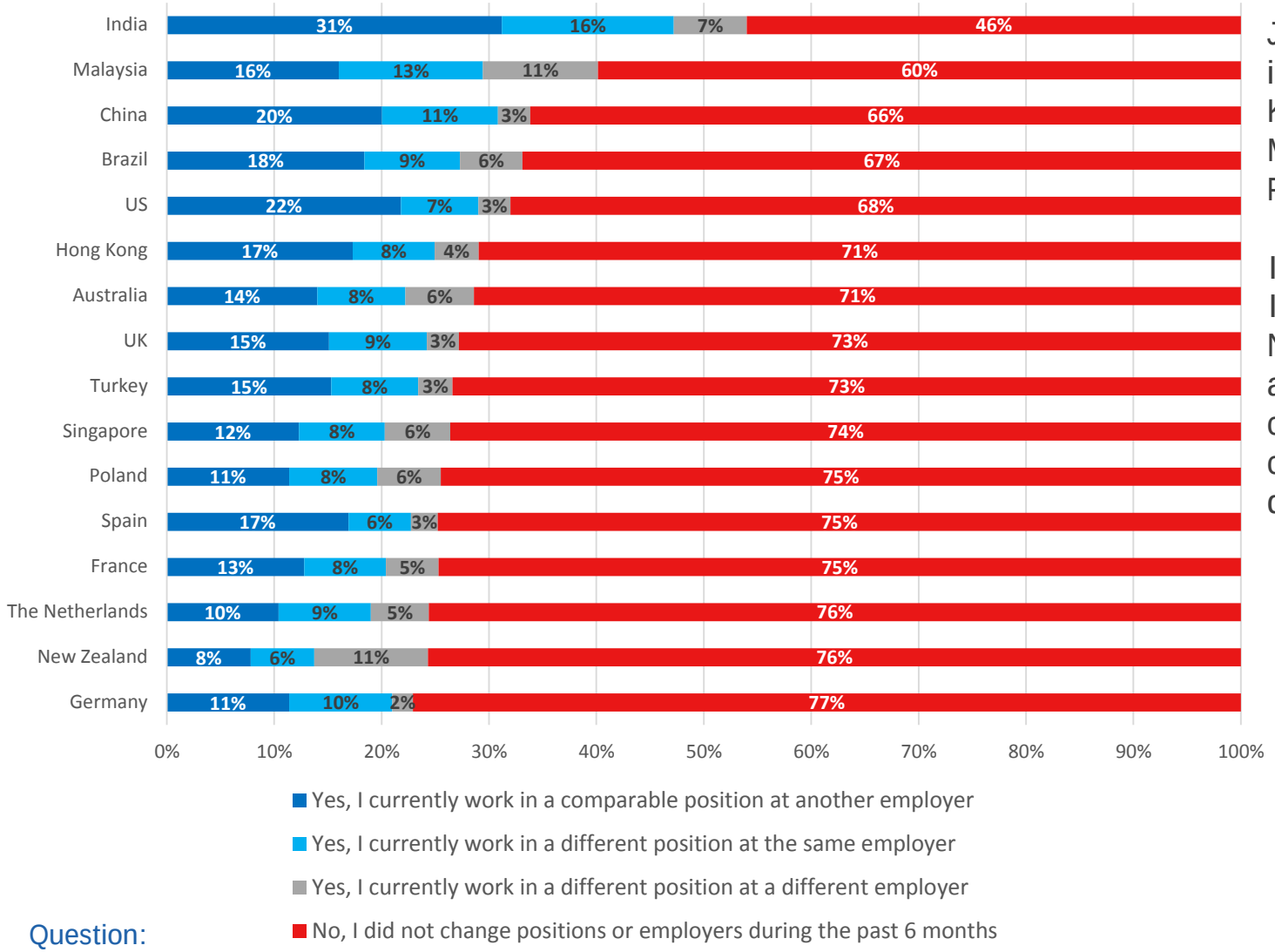
actual job change increased in the last three quarters



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 employement/employer; please fill in "no"*

actual job change highest in India followed by Malaysia

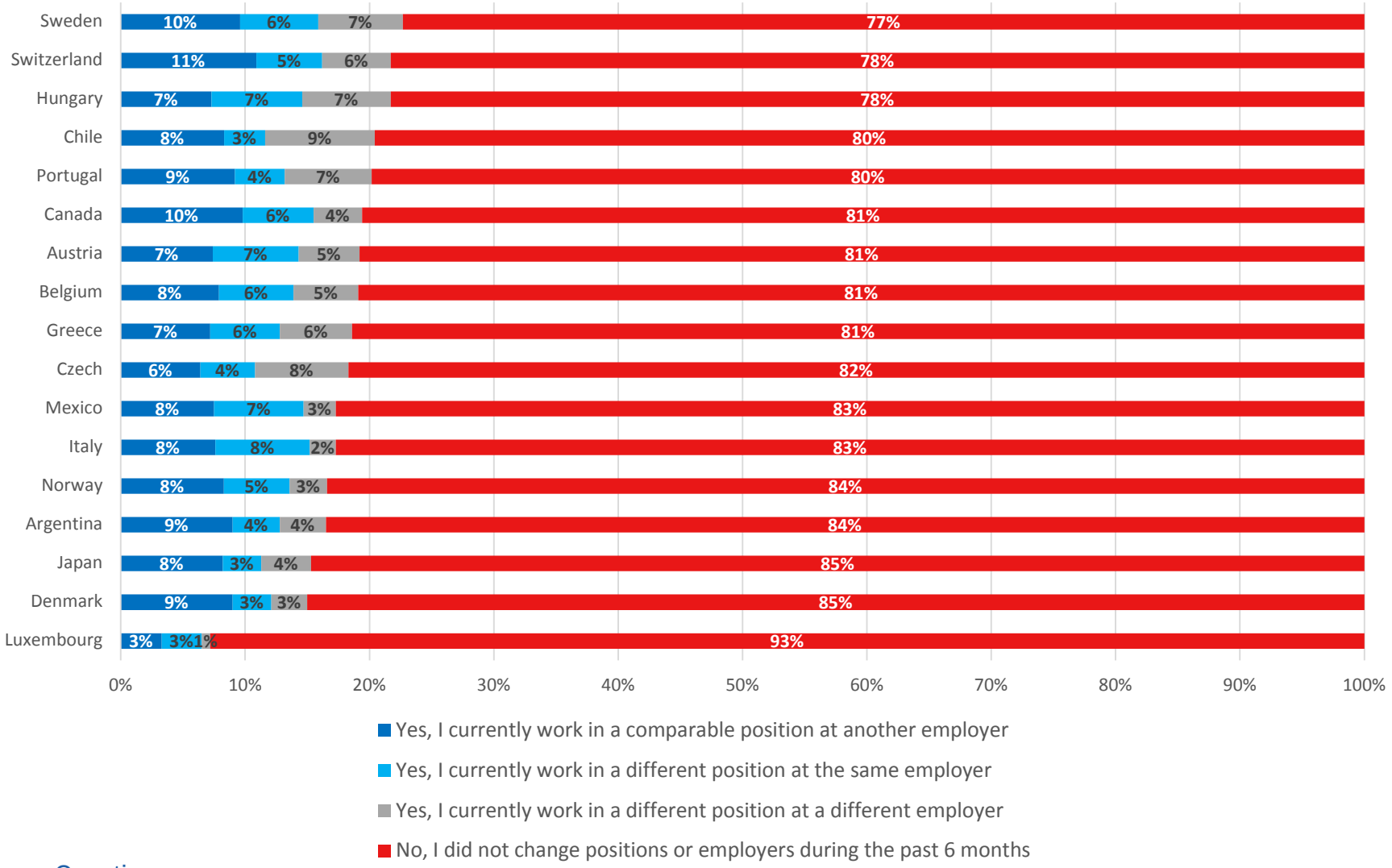


Job change increased in Hong Kong, Italy, Japan, Malaysia and Portugal.

In China, Hungary, India, the Netherlands, Turkey and the US job change decreased compared to last quarter.

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

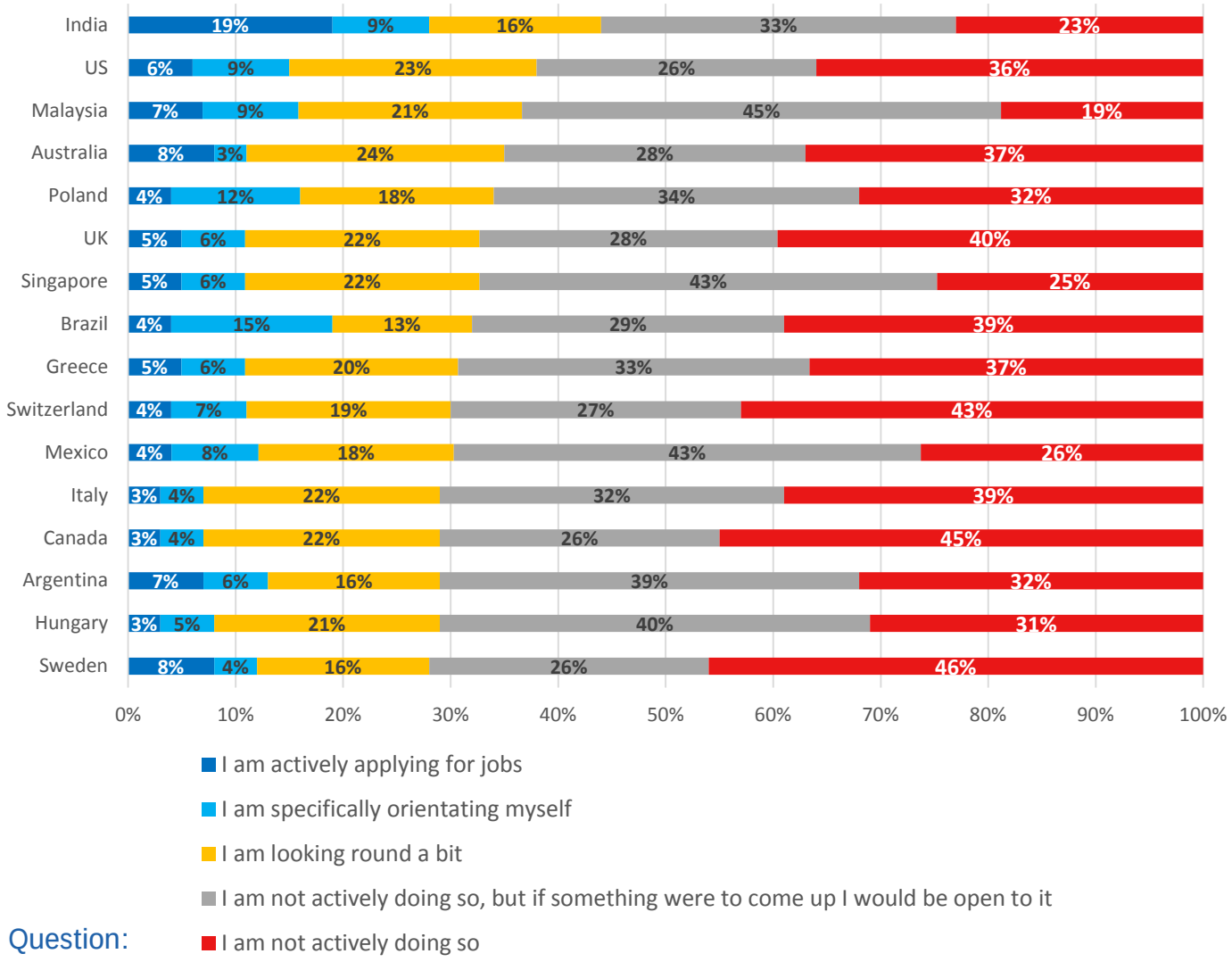
actual job change still lowest in Luxembourg



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

JOB CHANGE APPETITE

India has highest appetite for job change followed by US and Malaysia



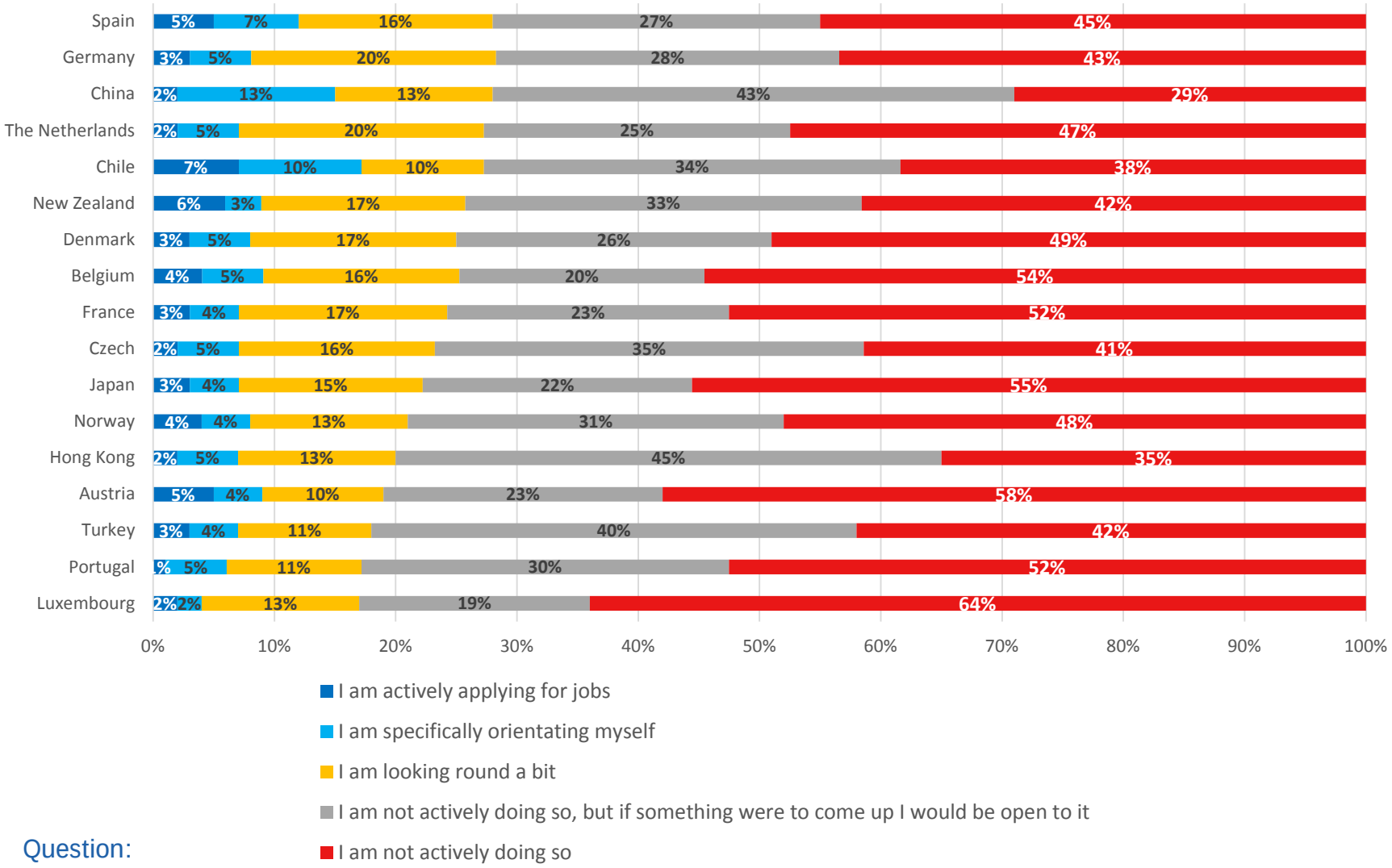
Compared to last quarter, the job change appetite increased in Denmark, Greece, Italy and the Netherlands.

Switzerland and the US show a decrease in job change appetite compared to last quarter.

Question:

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

Luxembourg lowest appetite for job change

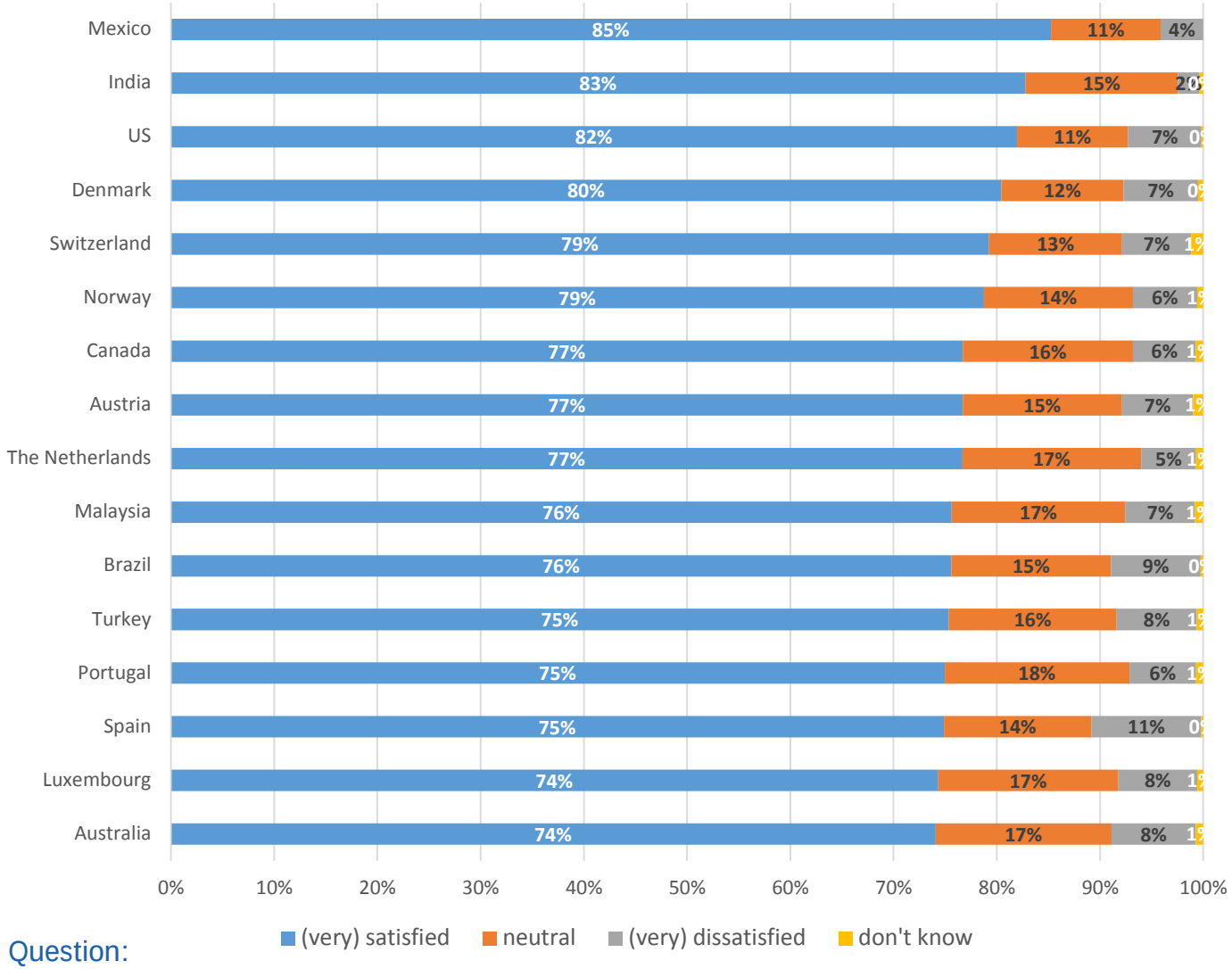


Question:

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

JOB SATISFACTION

job satisfaction is highest in Mexico and India



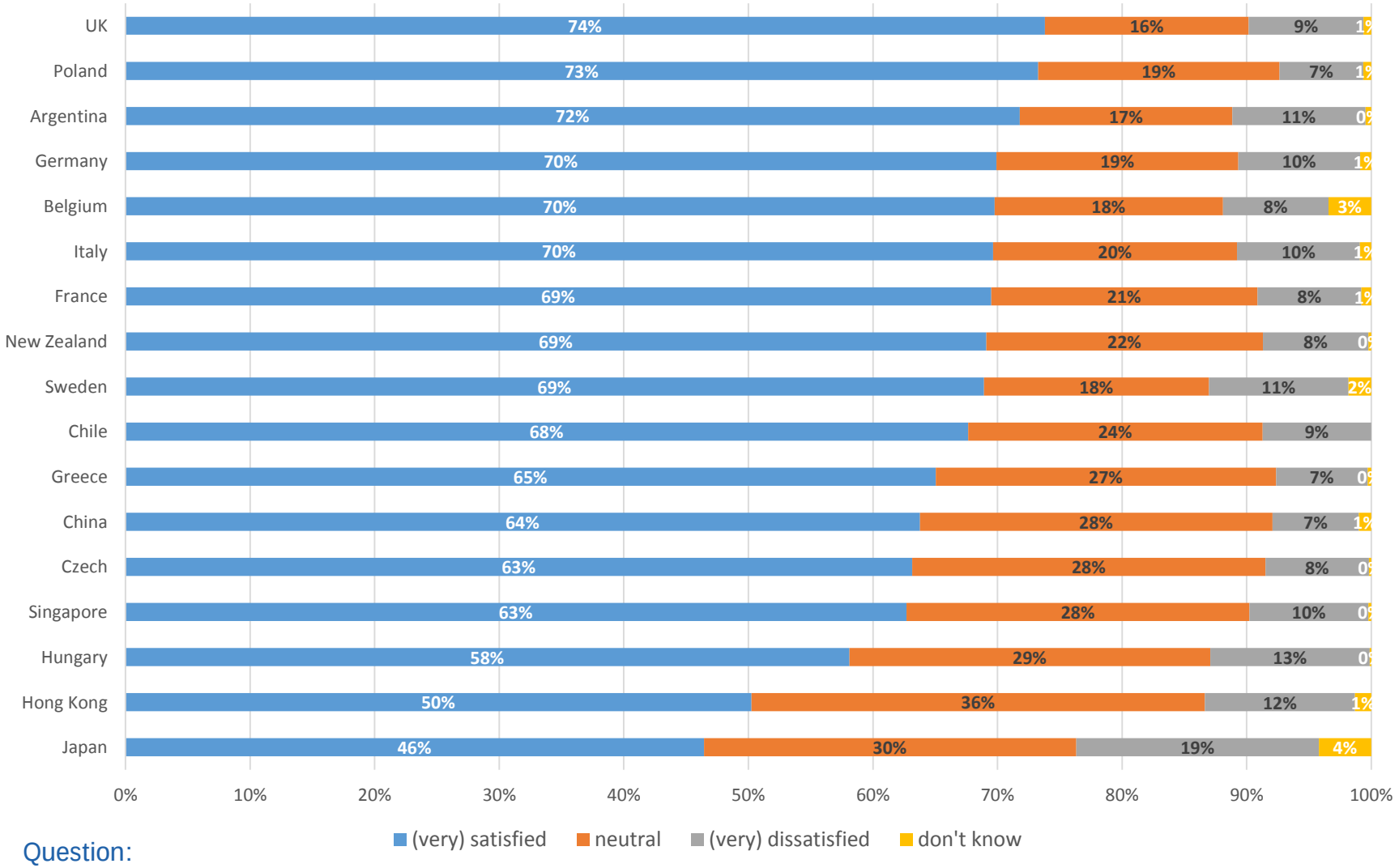
Compared to last quarter, job satisfaction increased in Australia, China, Denmark, Greece, Hungary, Malaysia, Mexico, Portugal, Switzerland, the UK and the US.

Job satisfaction decreased in Belgium and Czech Republic.

Question:

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

job satisfaction lowest in Japan



Question:

•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. In this quarter Slovakia was not included. 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 second survey of 2016 was conducted from July 20th till August 4th 2016 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

contact information

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

media enquiries
Machteld Merens
machteld.merens@randstadholding.com
+31 (0)20 569 17 32

research
José Ortiz
jose.ortiz@randstadholding.com
+31 (0)20 569 19 37