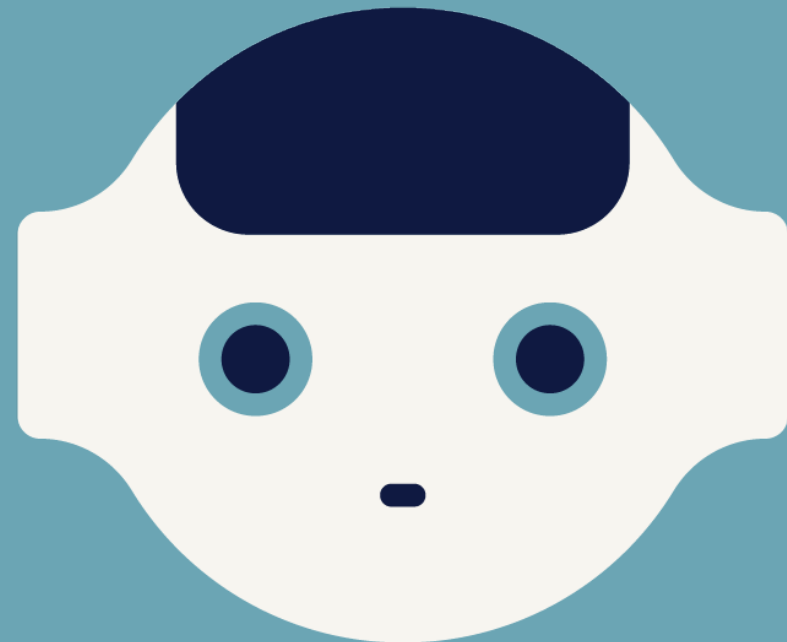


global report randstad workmonitor Q4 2018.

digitalization at work



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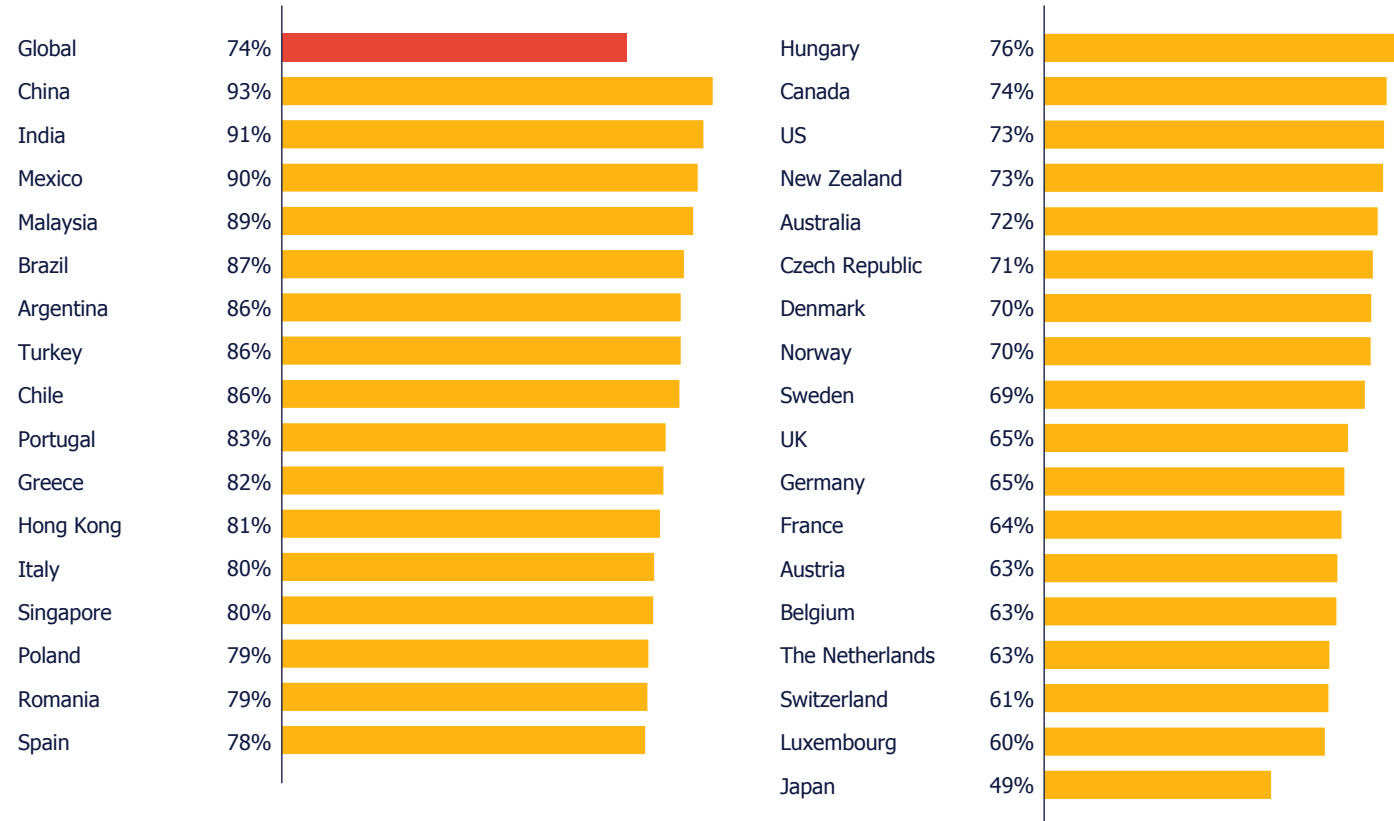


digitalization

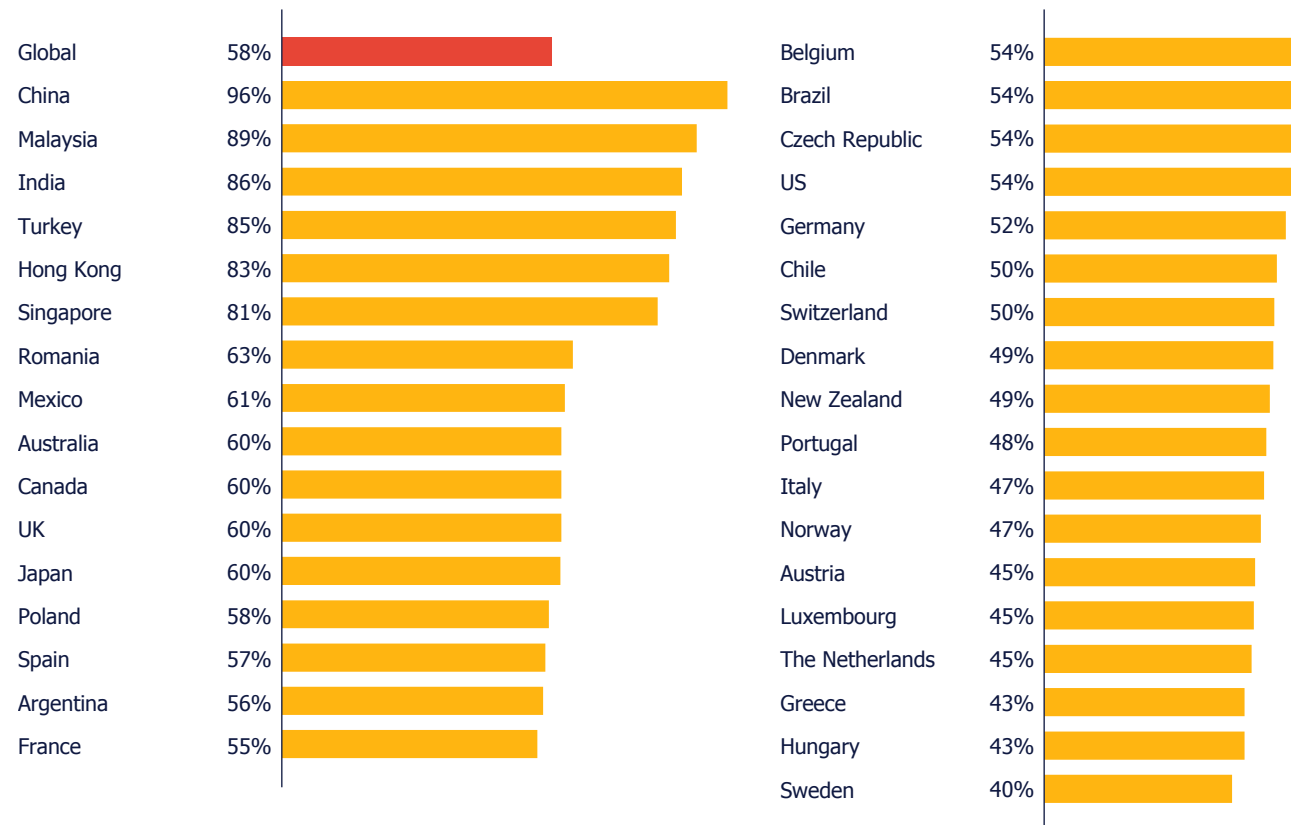


at work.

74% see the increasing impact of technology on their job as an opportunity.

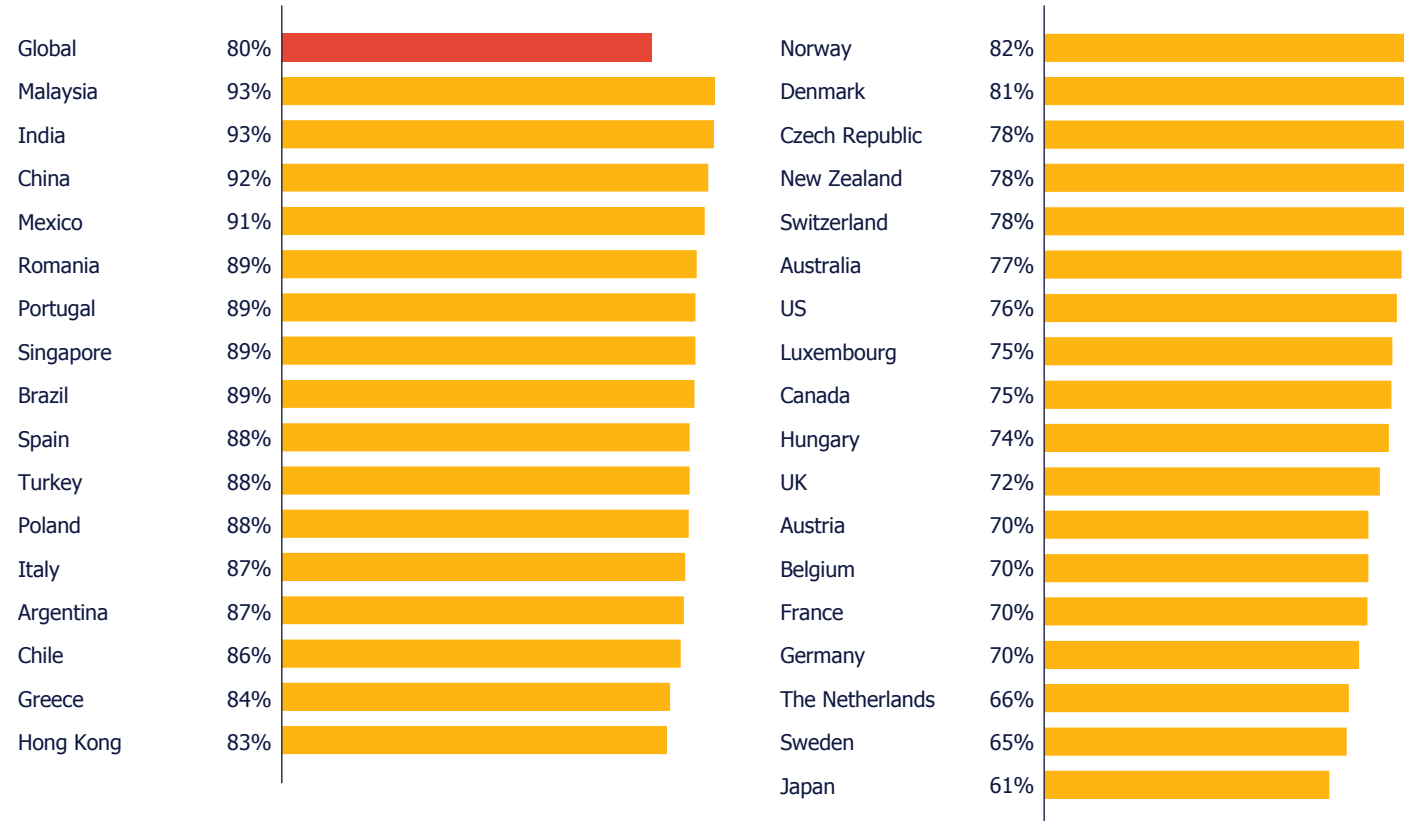


58% think digitalization* requires a different skill set than what they currently possess.

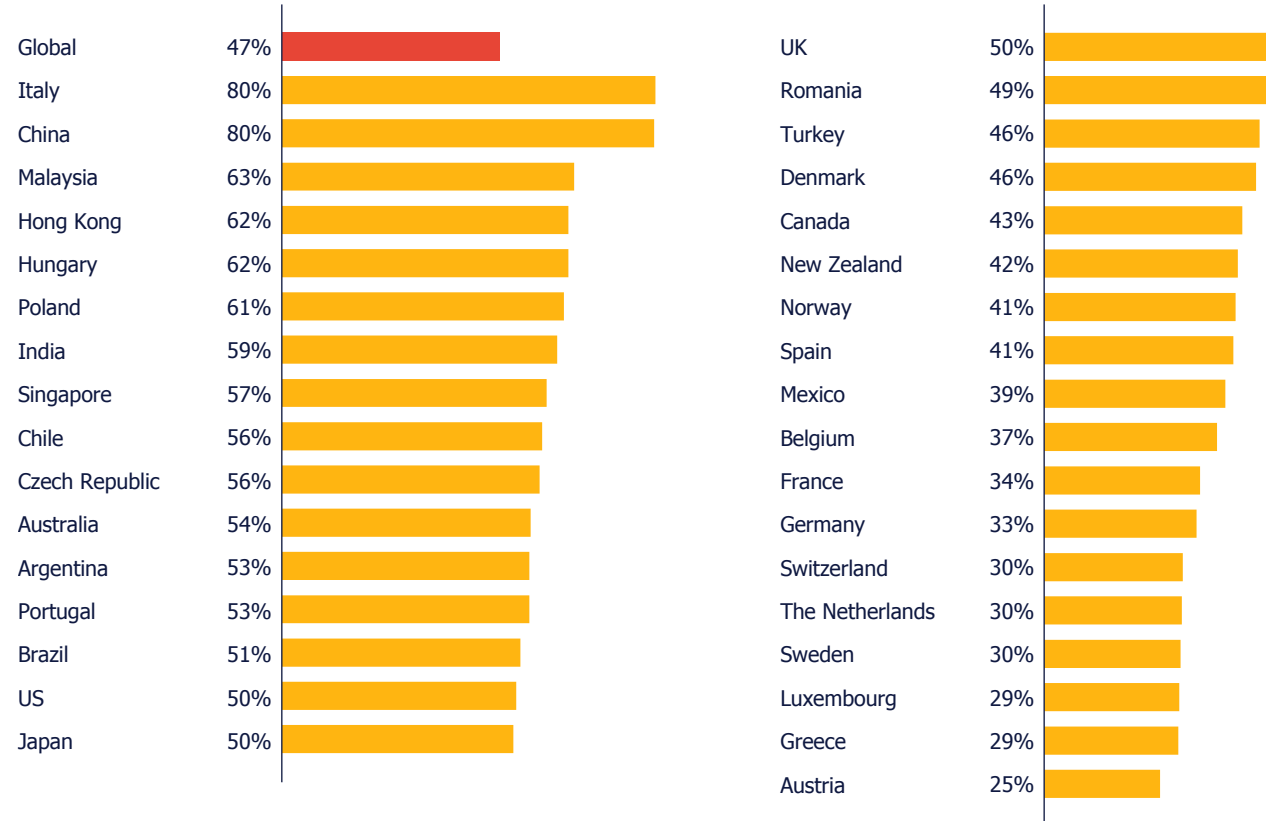


* Digitalization: meaning moving towards a more digital work and professional environment.

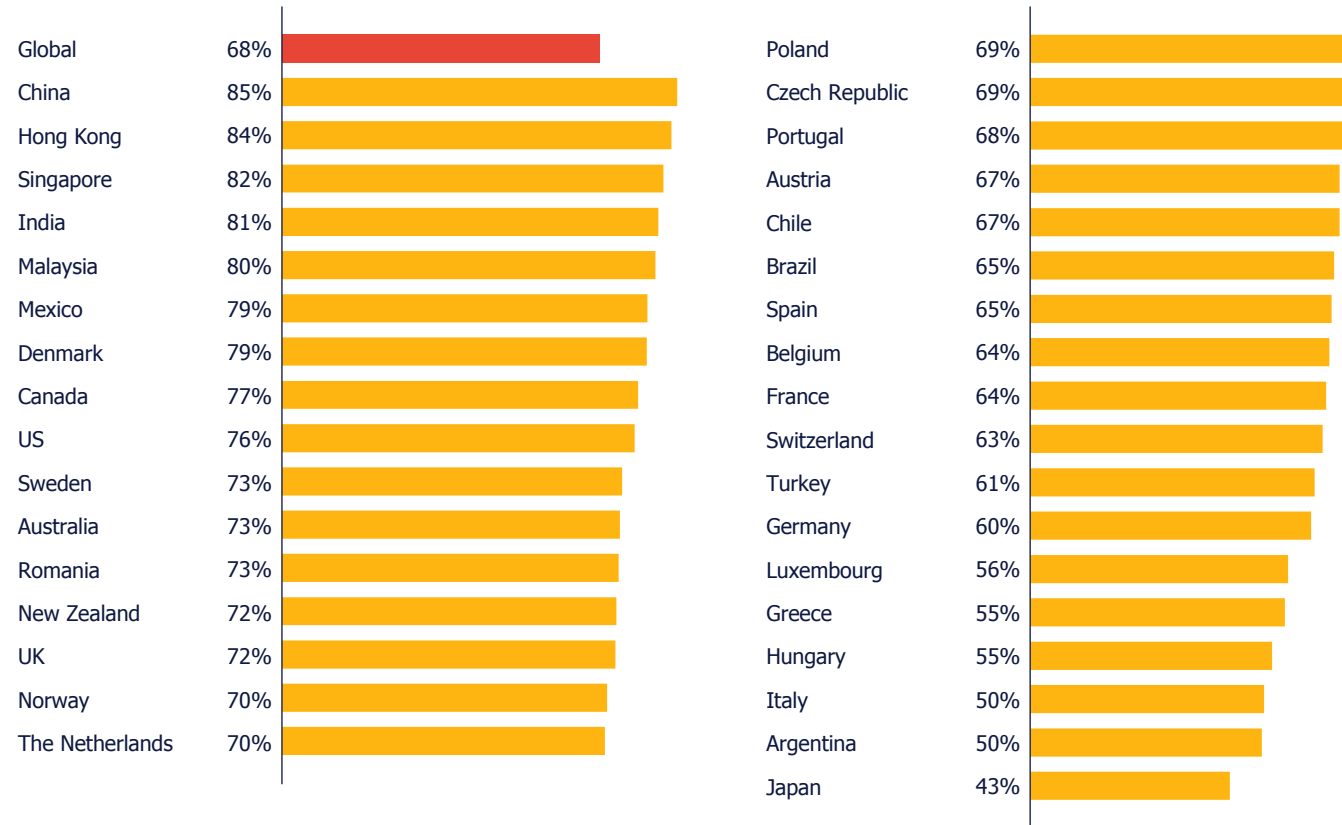
80% want to acquire more digital skills to guarantee their employability in the future.



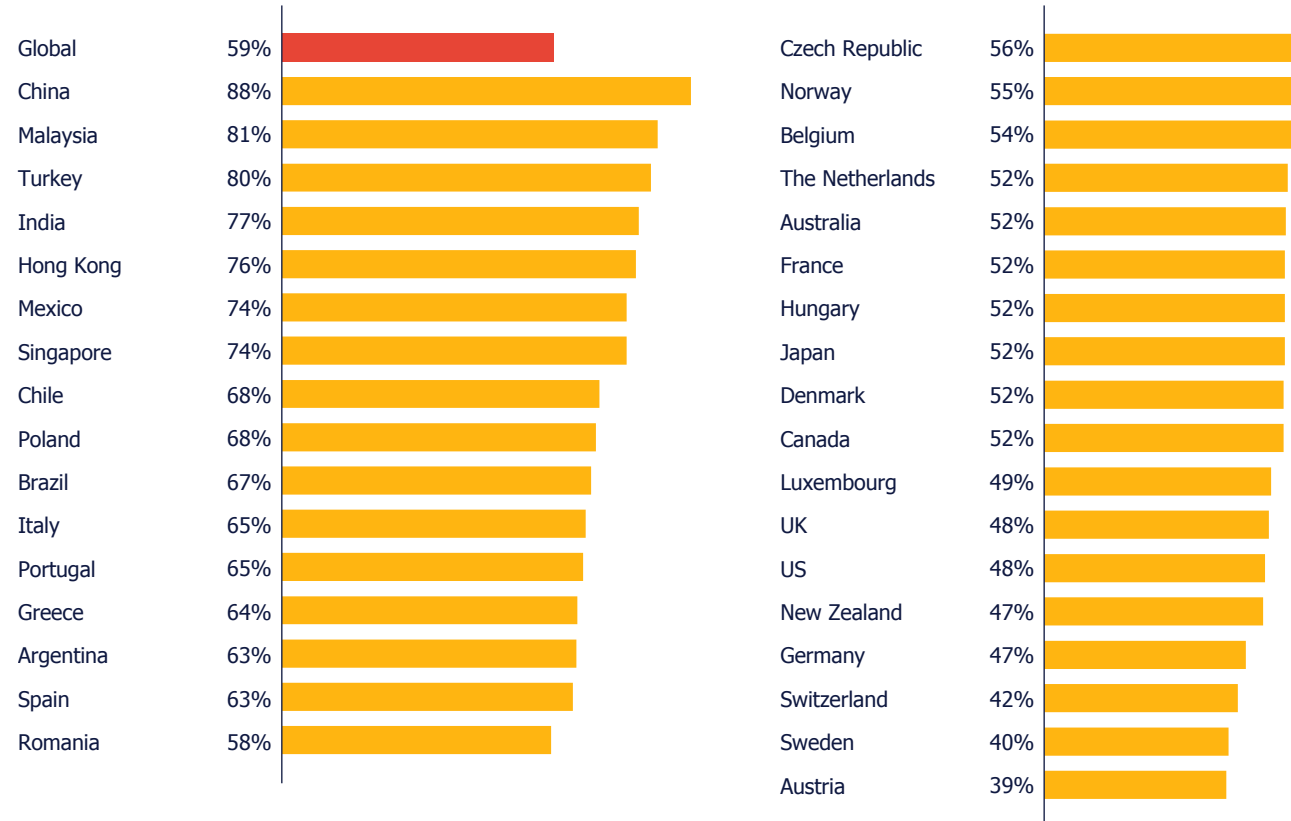
47% feel pressured to develop their skills to keep up with digital developments.



68% think schools, colleges and universities currently provide students with the right kind of digital skills to prepare them for the future workforce.



59% think automation, robotics and artificial intelligence (AI) will positively affect their job in the next 5-10 years.

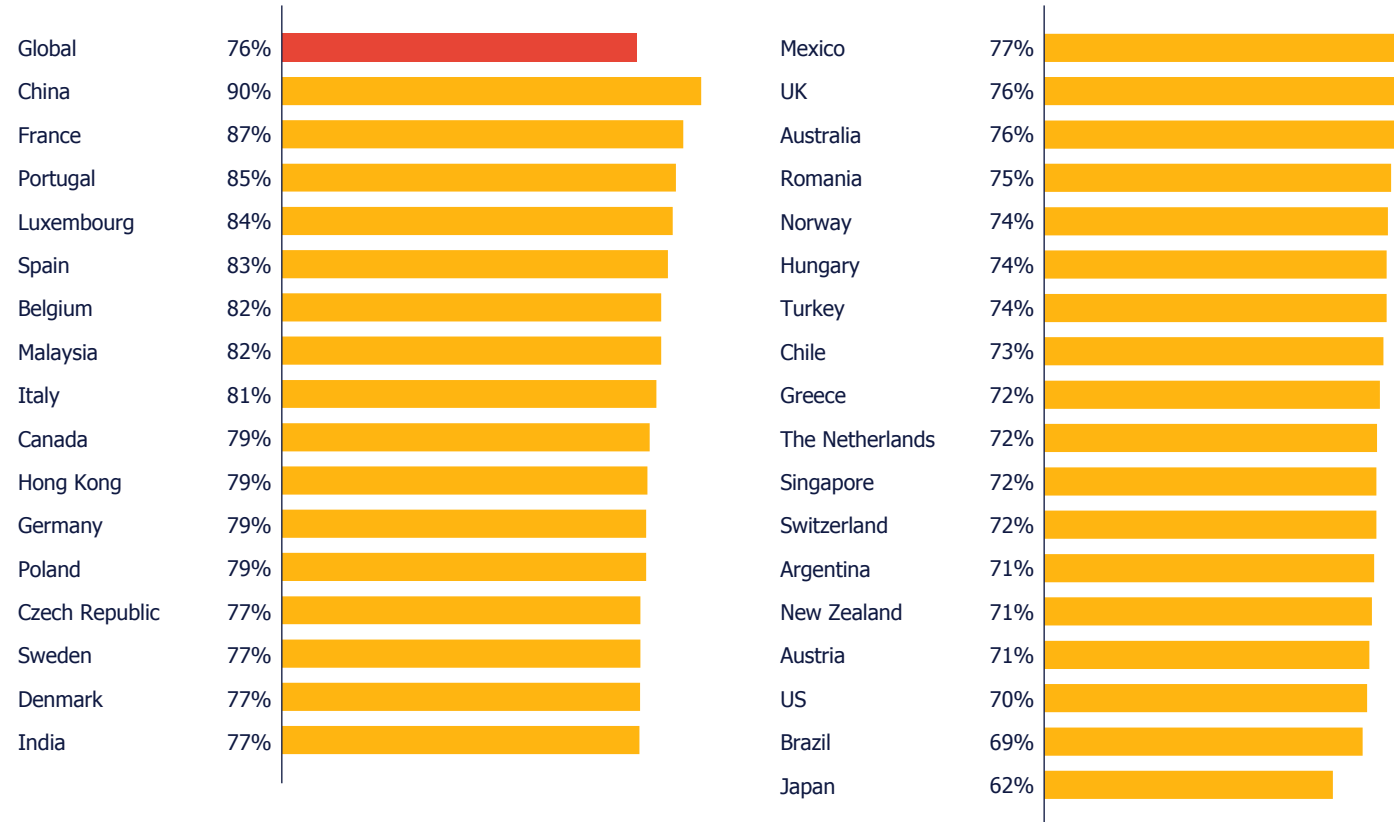


investing in

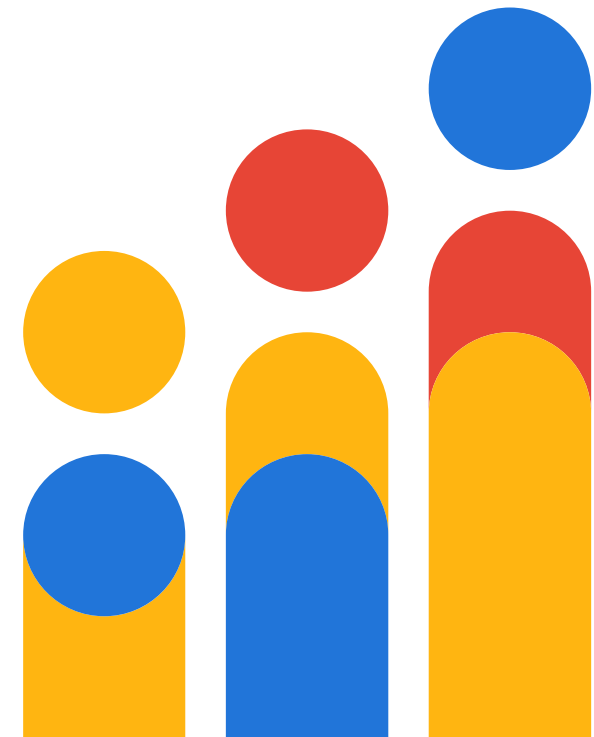
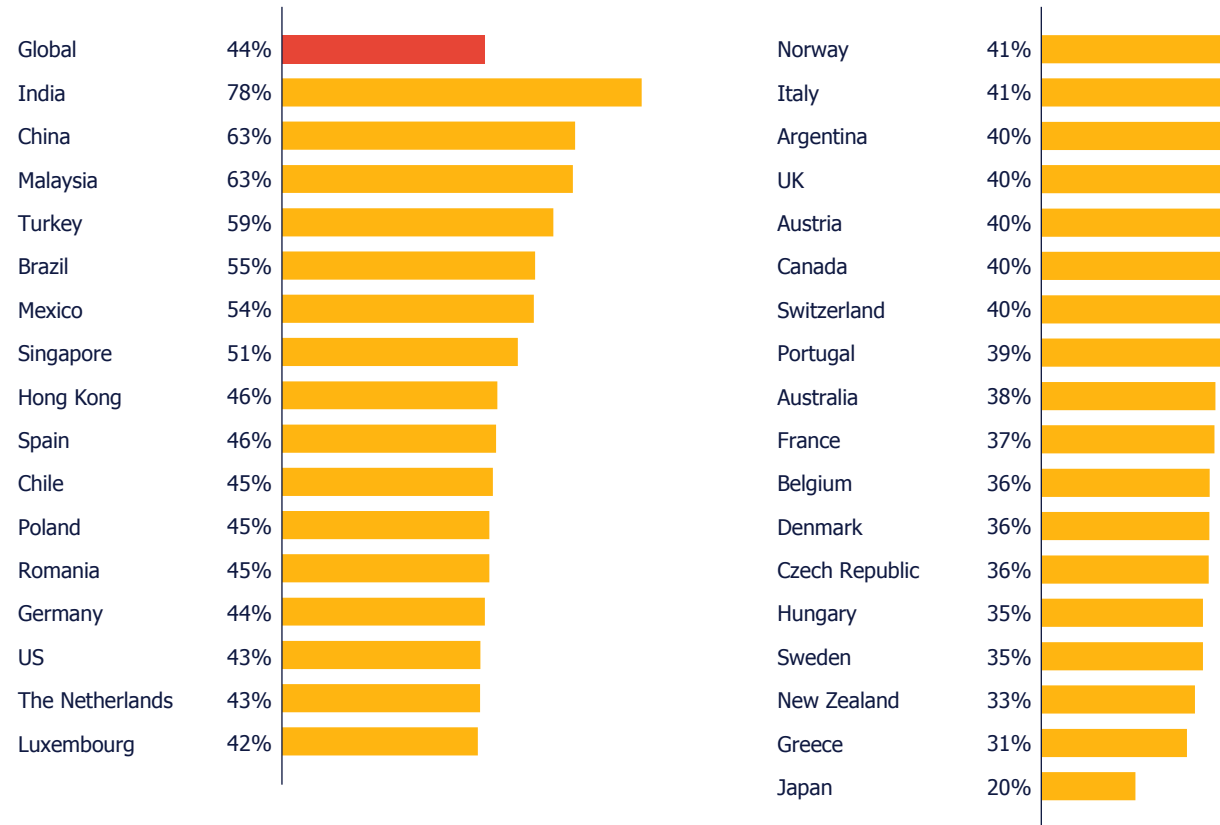


digital skills.

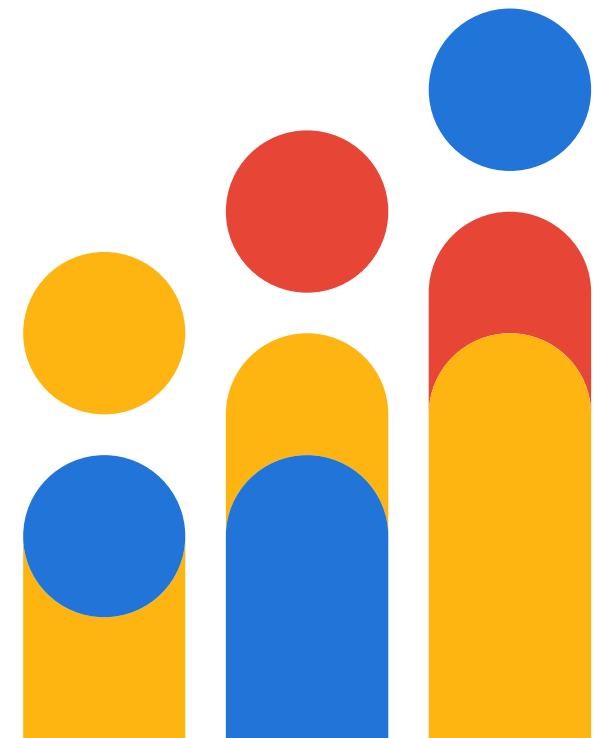
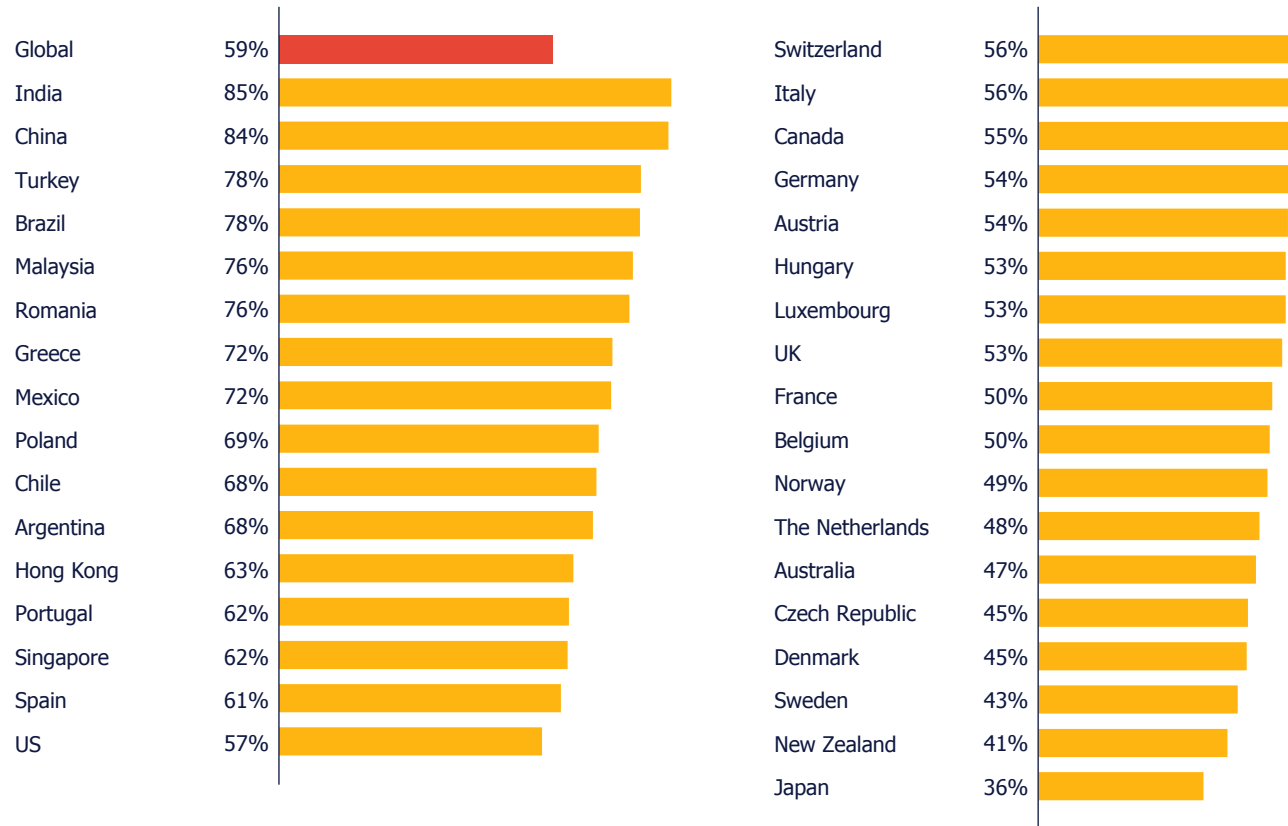
76% agree that it is their employer's responsibility to provide them with training to acquire digital skills.



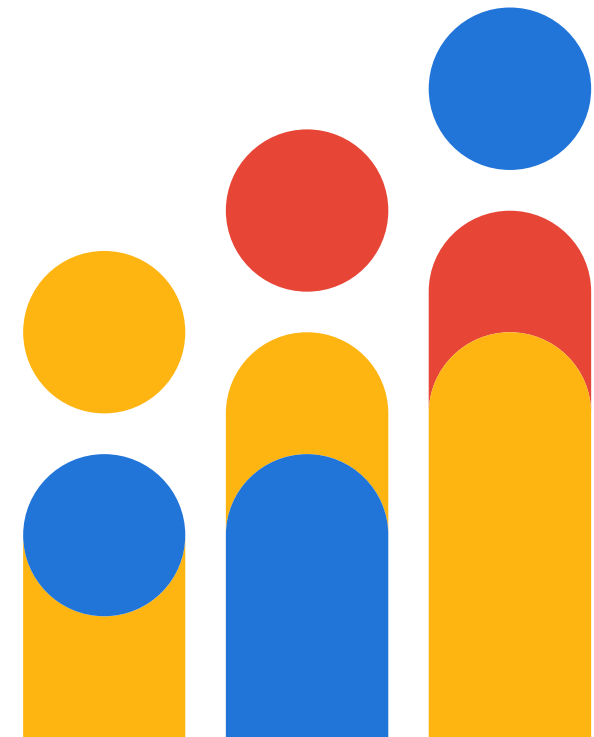
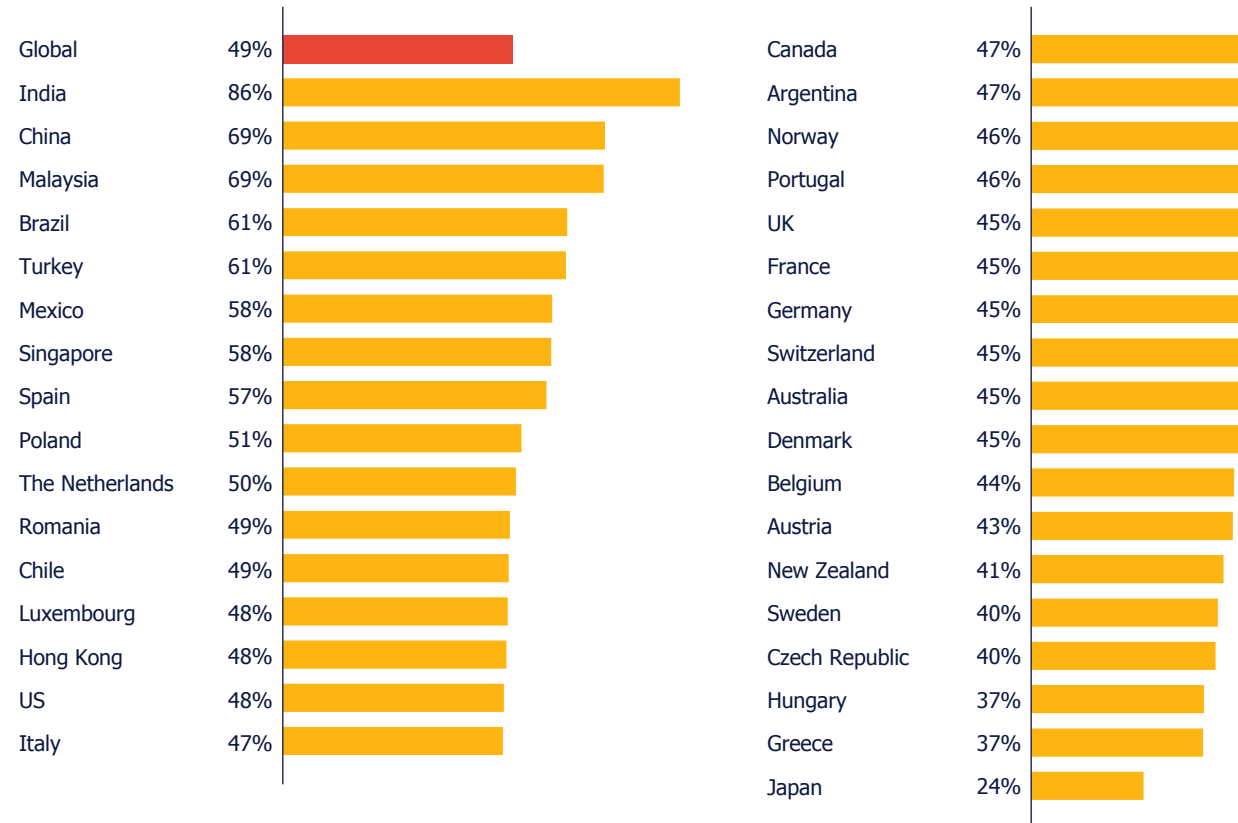
44% say that their employer is investing in training their workforce in the field of artificial intelligence, e.g., machine learning.



59% are investing in themselves (their company does not provide training) by learning about artificial intelligence, e.g., machine learnings.



49% say that their employer is investing in technological developments within the field of artificial intelligence, e.g., machine learning.



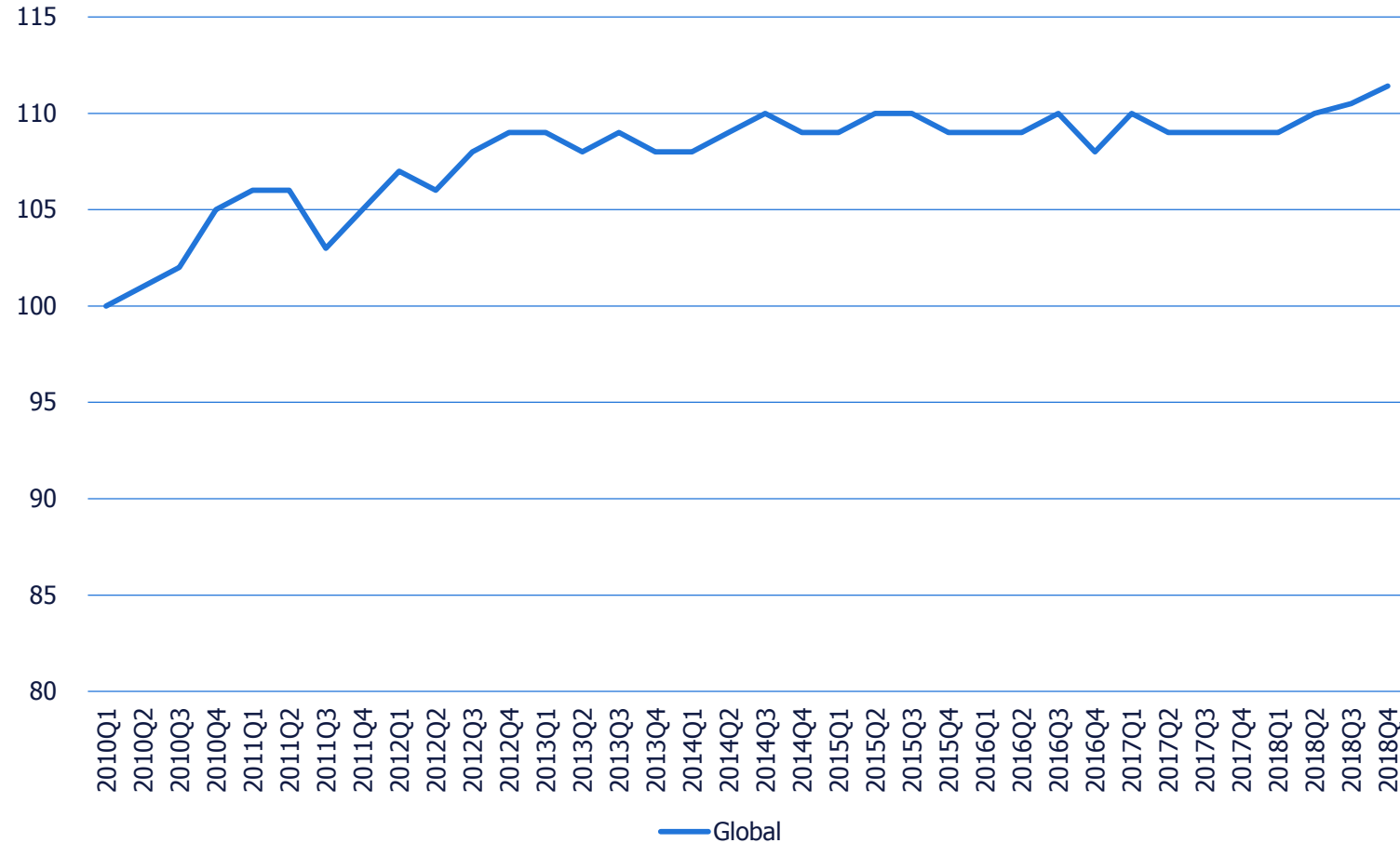
mobility



index.



the global mobility shows an upward trend in last three quarters.

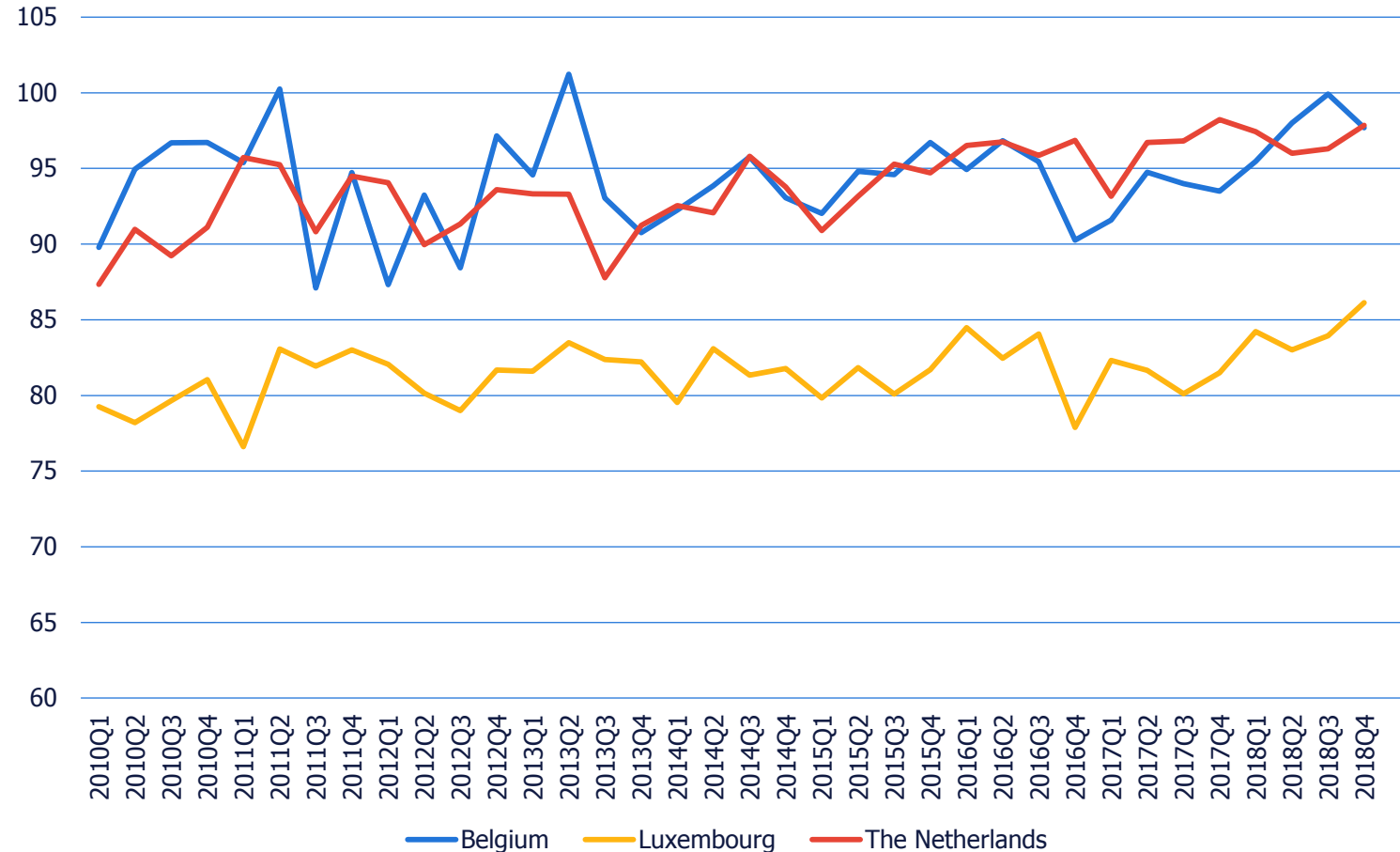


question:

- 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 Netherlands and Luxembourg +2; Belgium -2.

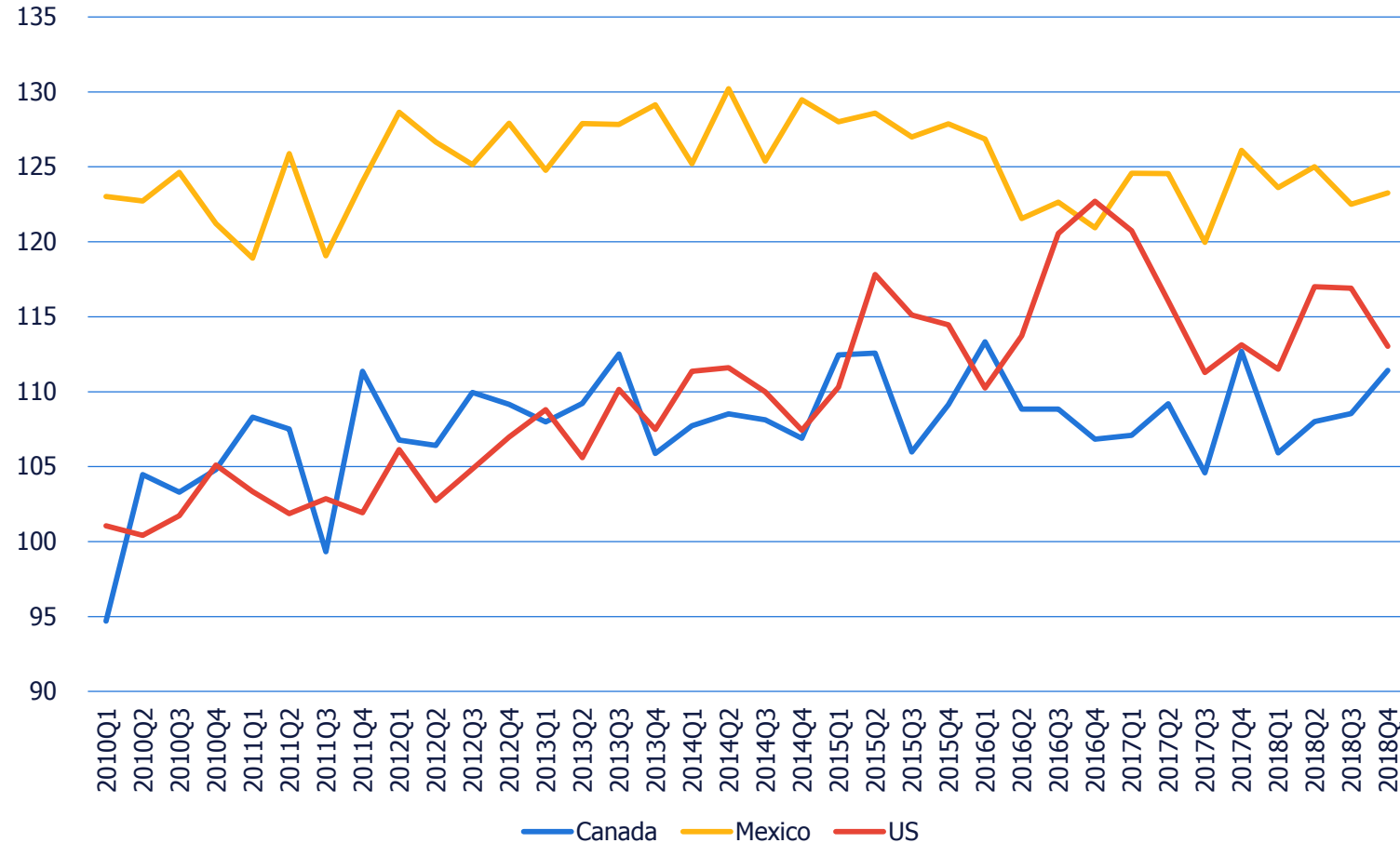


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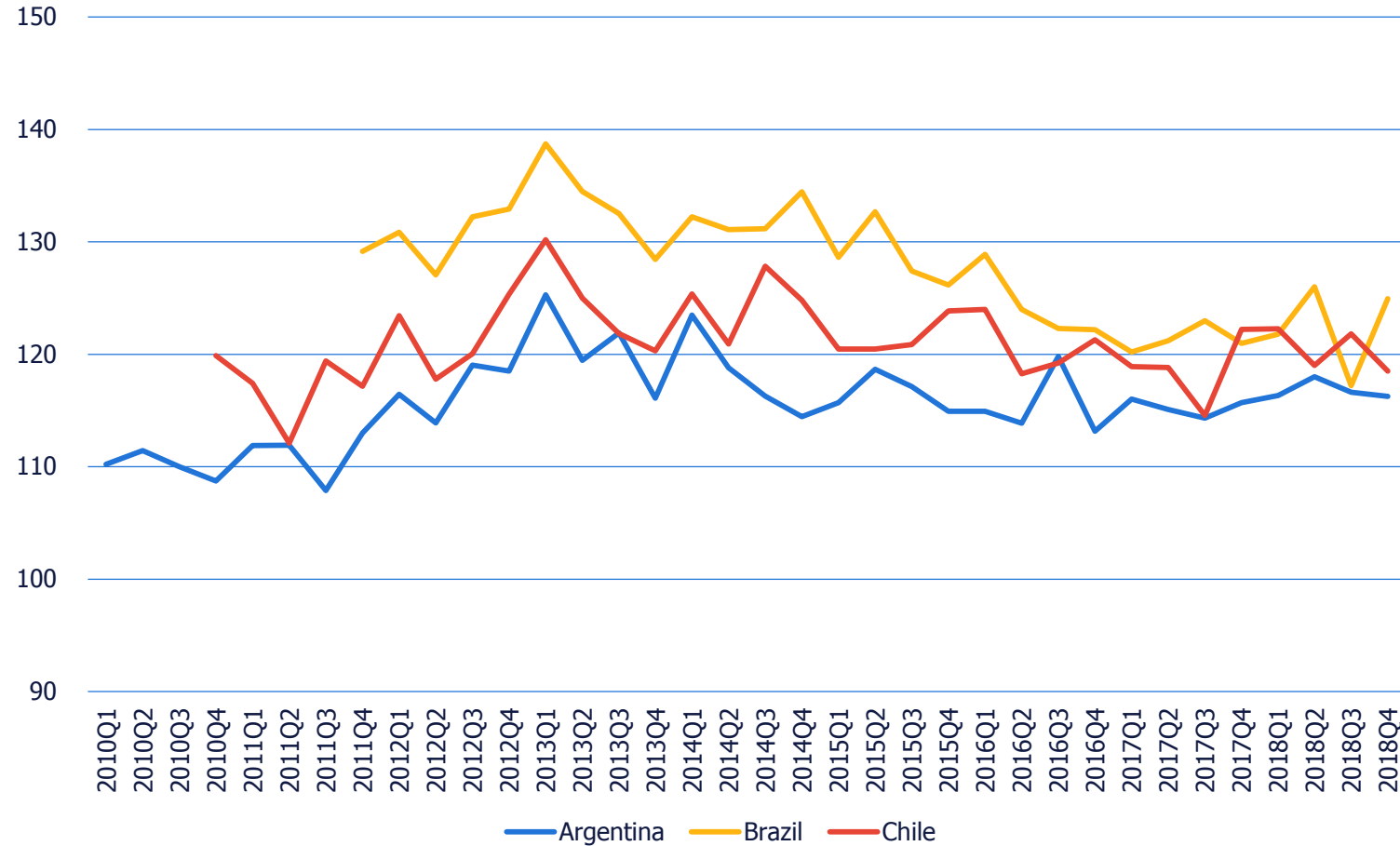
mobility Canada +2 and Mexico +1; the US -4.



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?

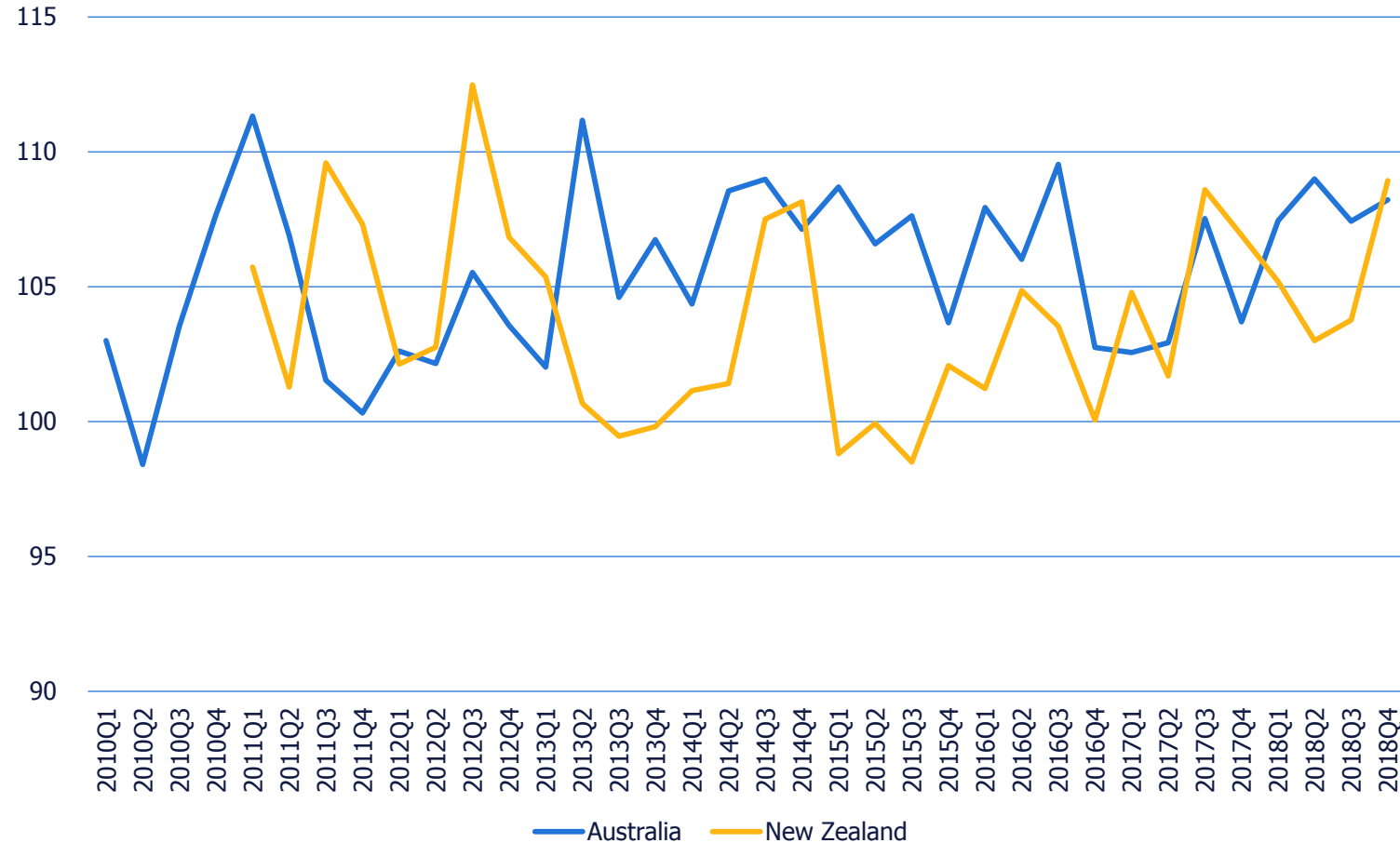
mobility Brazil +8; Chile -3 and Argentina -1.



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?

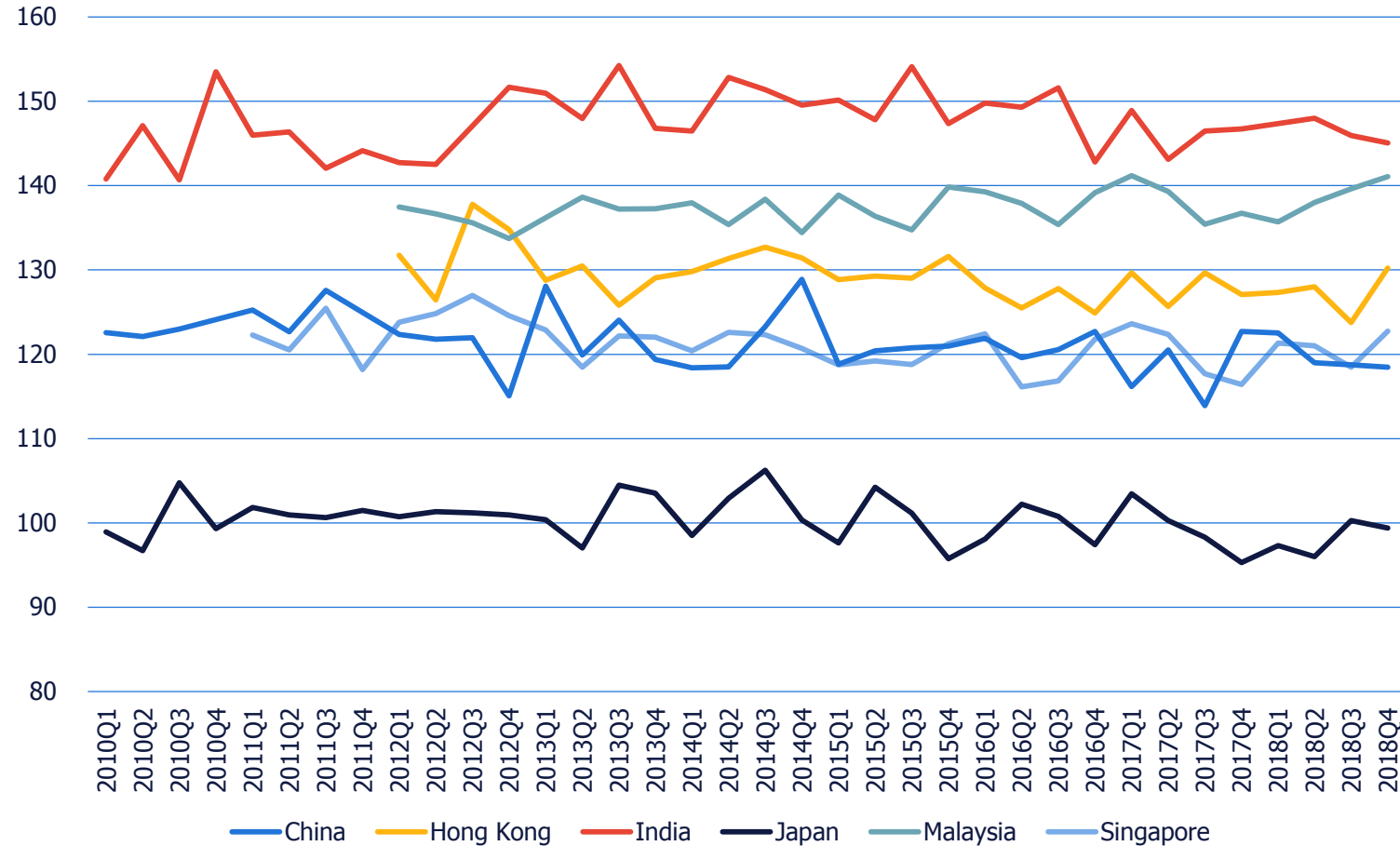
mobility New Zealand +5 and Australia +1.



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 Hong Kong +6, Singapore +5 and Malaysia +1; India and Japan -1 and China no shift.

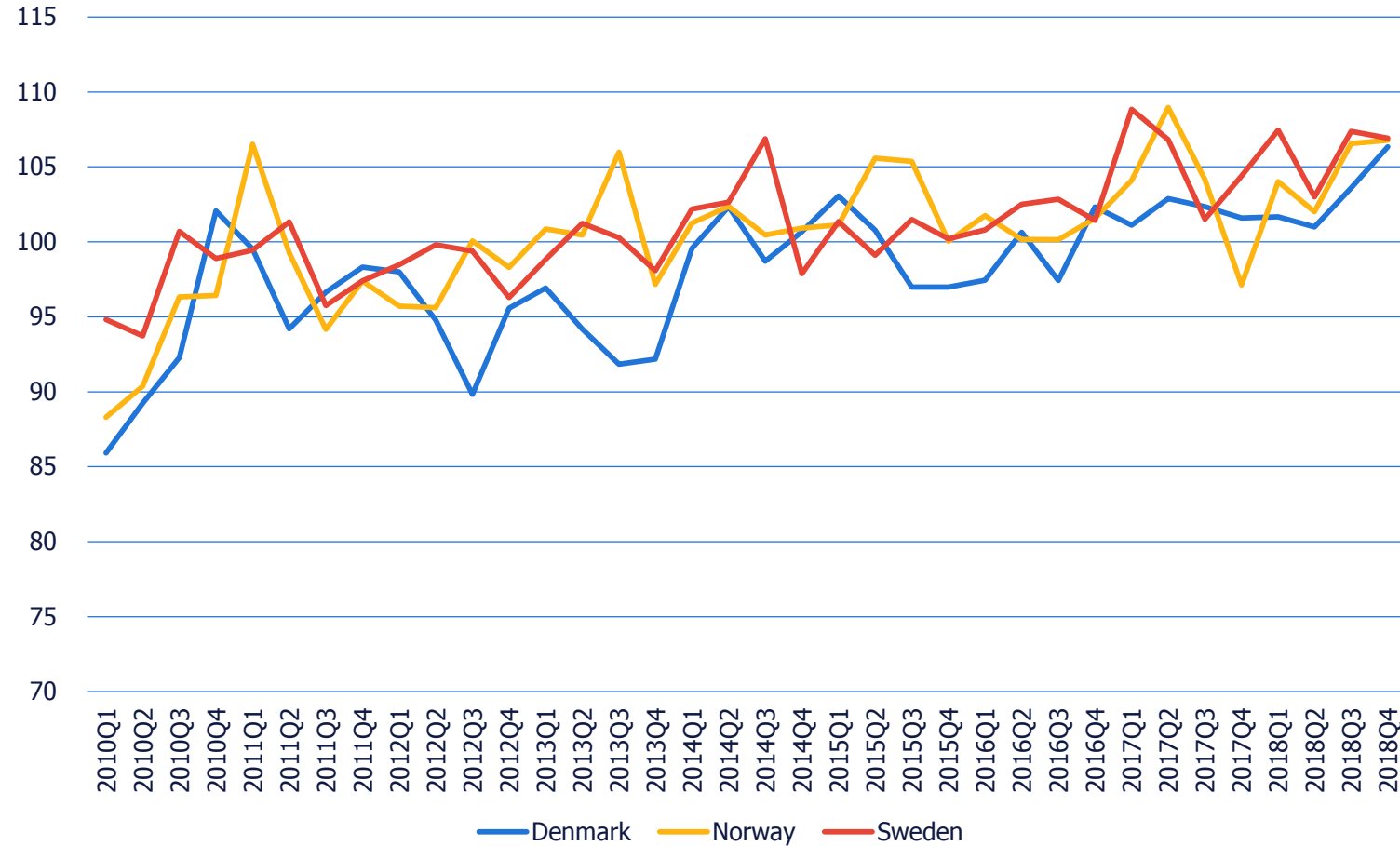


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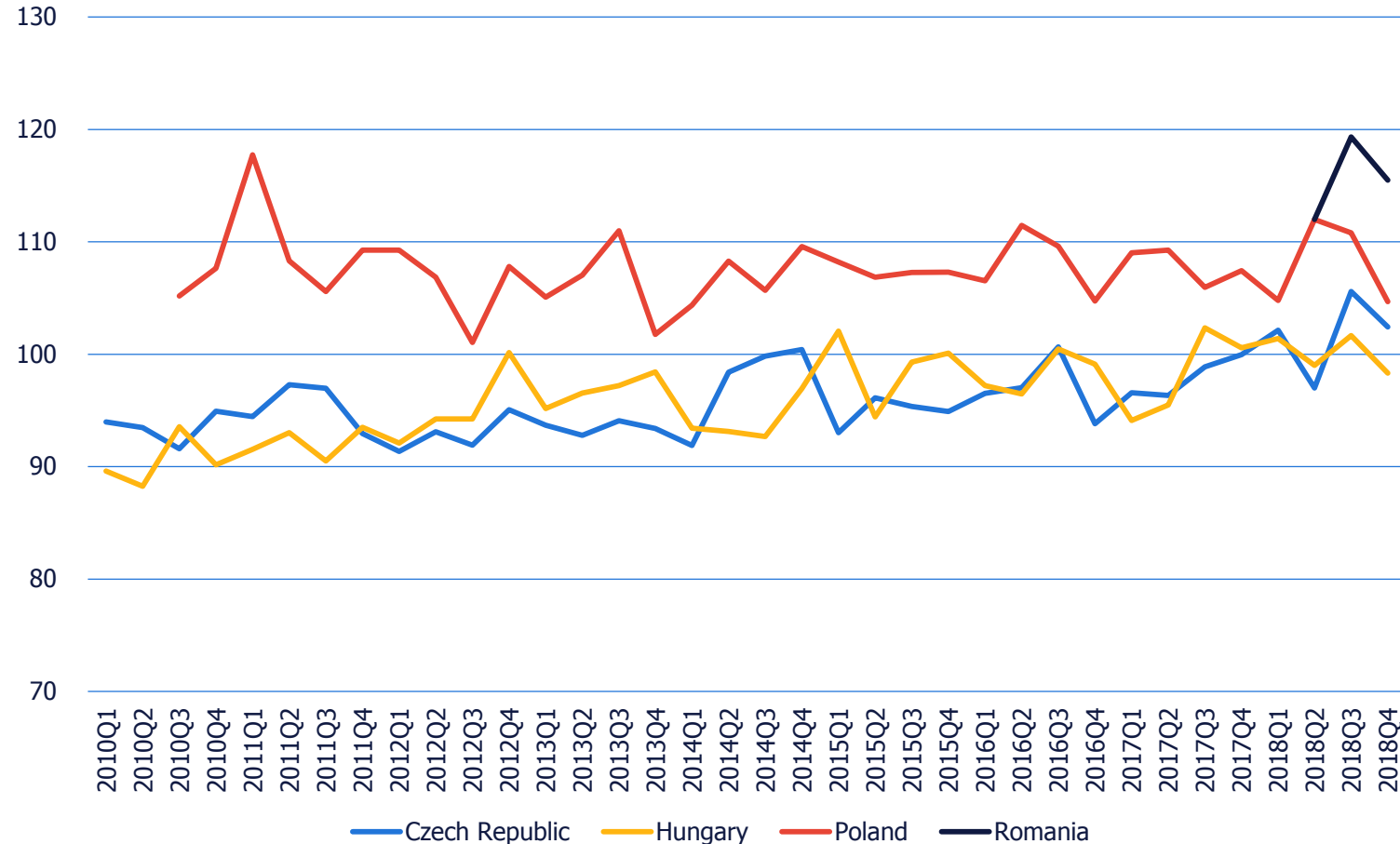
mobility Denmark +2; Norway and Sweden no shift.



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?

mobility Poland -6, Czech Republic, Hungary and Romania -4.

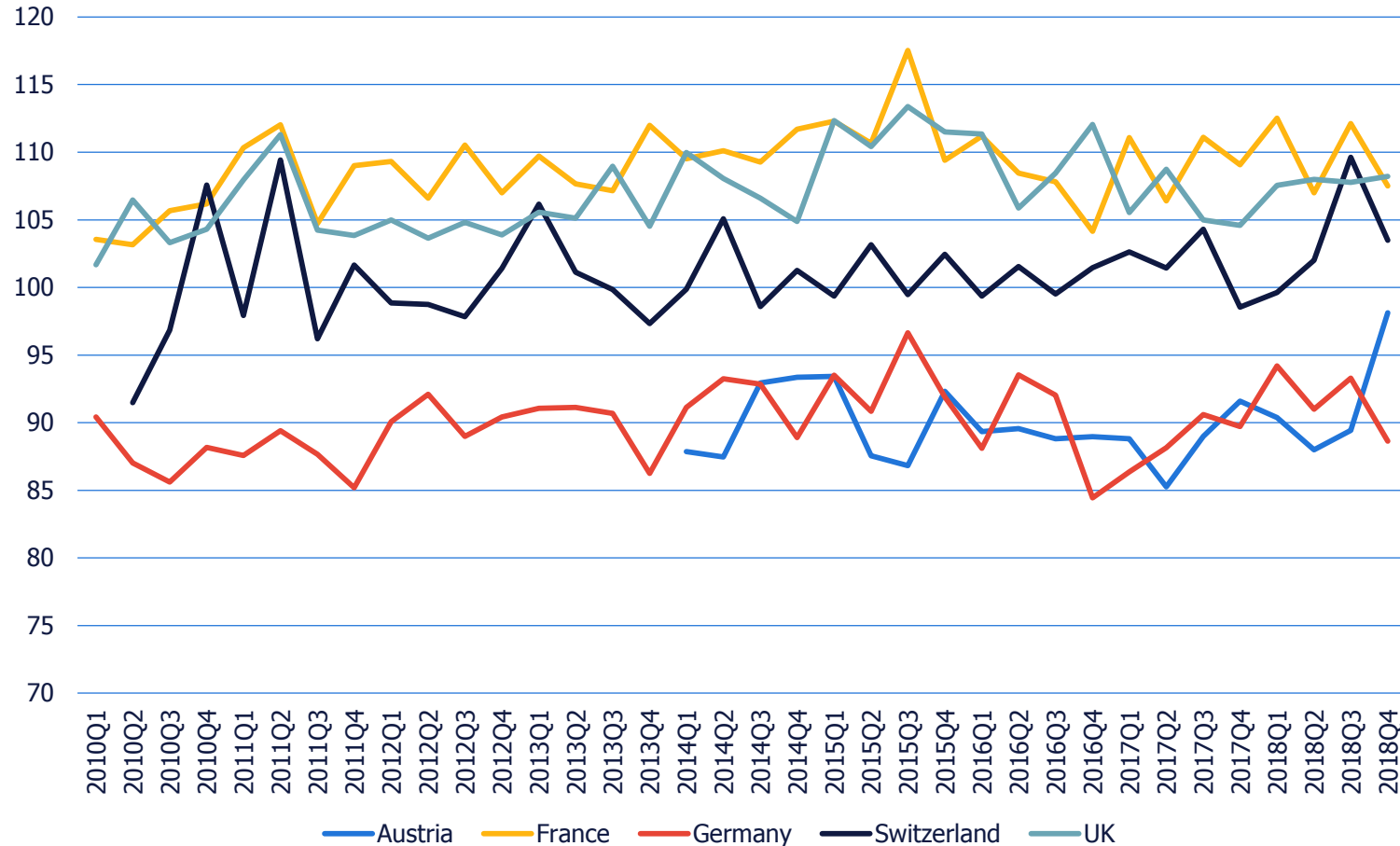


question:

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



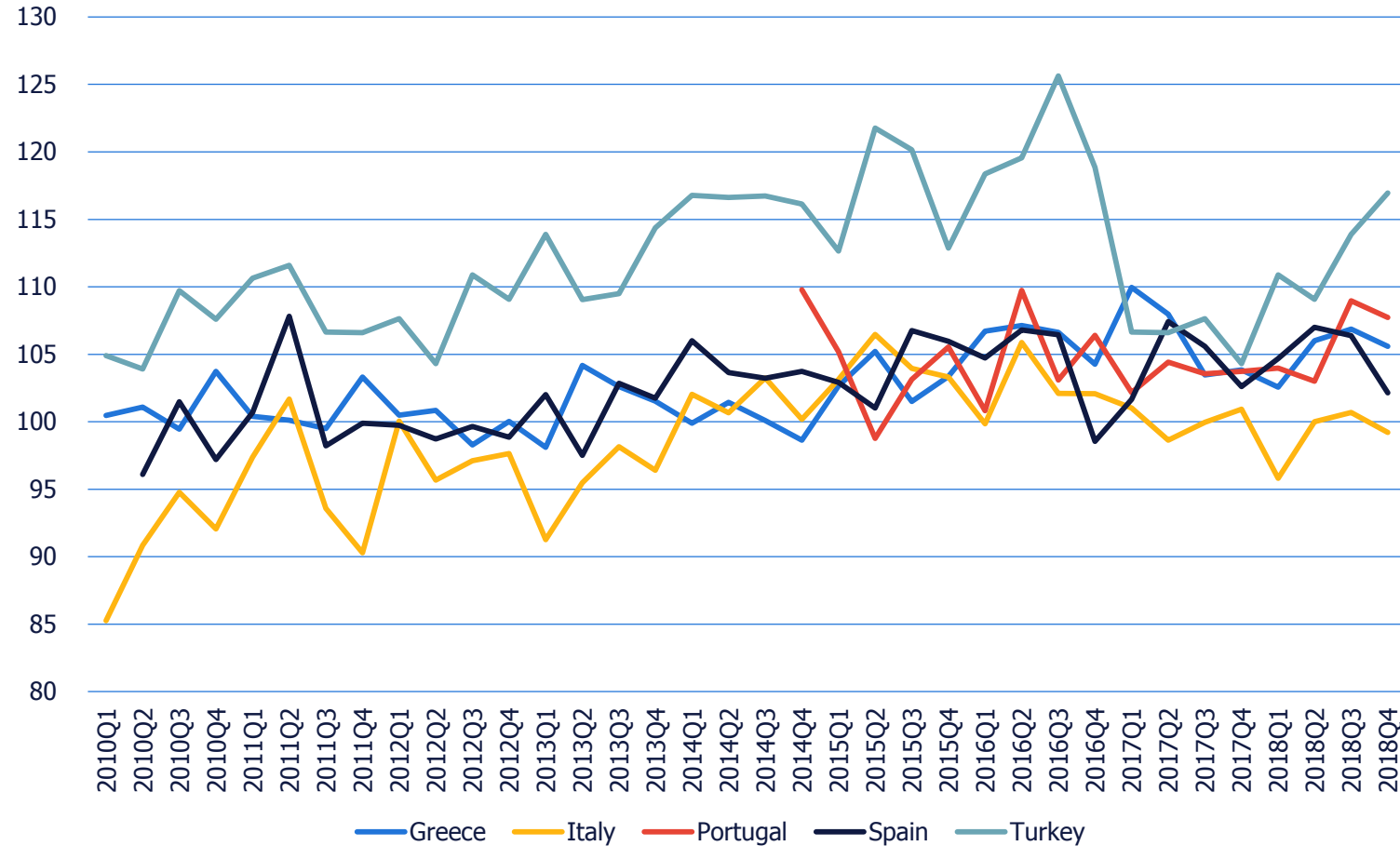
mobility Austria +9 and France +4; Switzerland -7, Germany -4 and UK no shift.



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?

mobility Turkey +3; Spain -4, Italy -2, Portugal -1 and Greece -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?

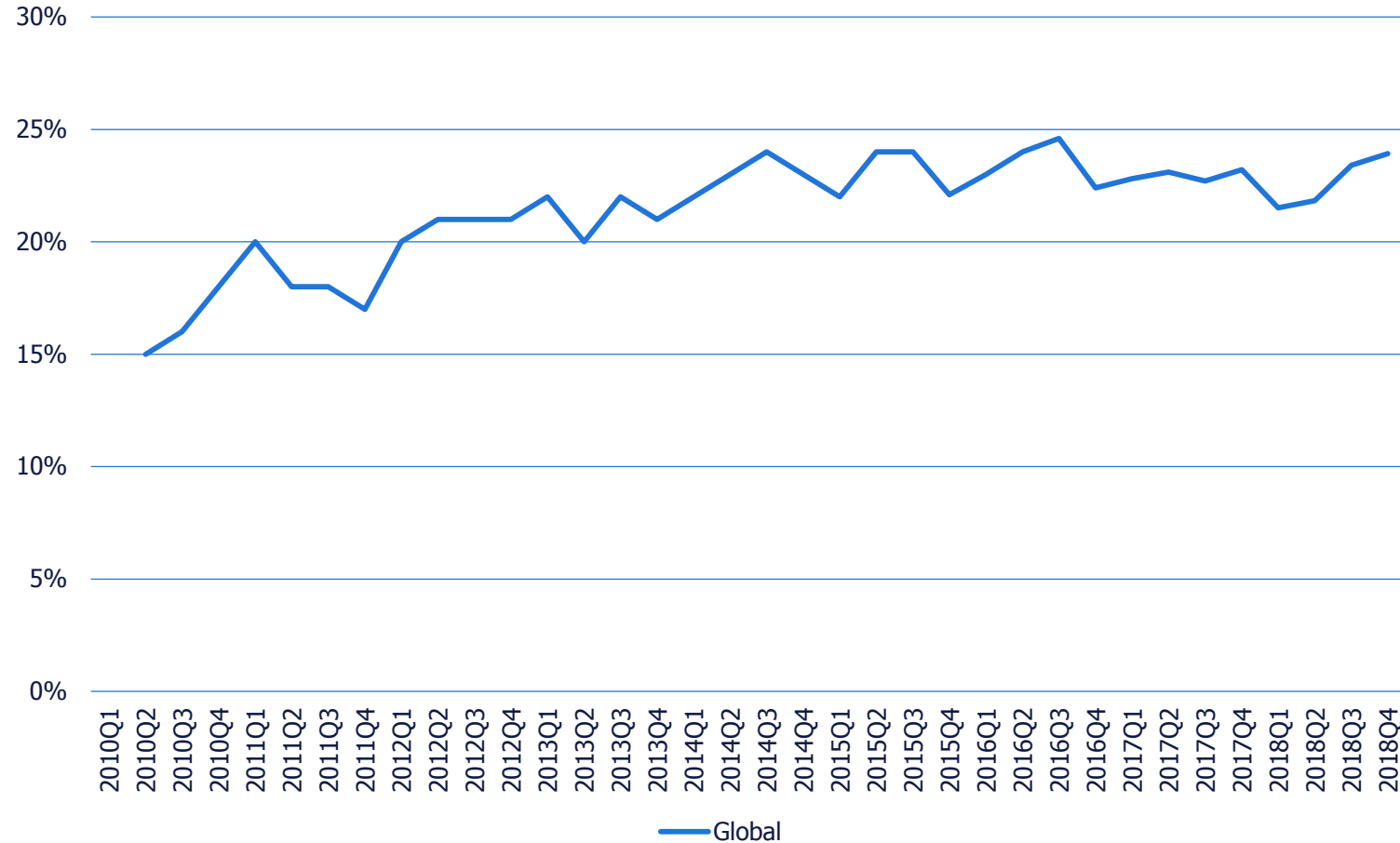


actual



job change.

the actual job change has increased since last three quarters.

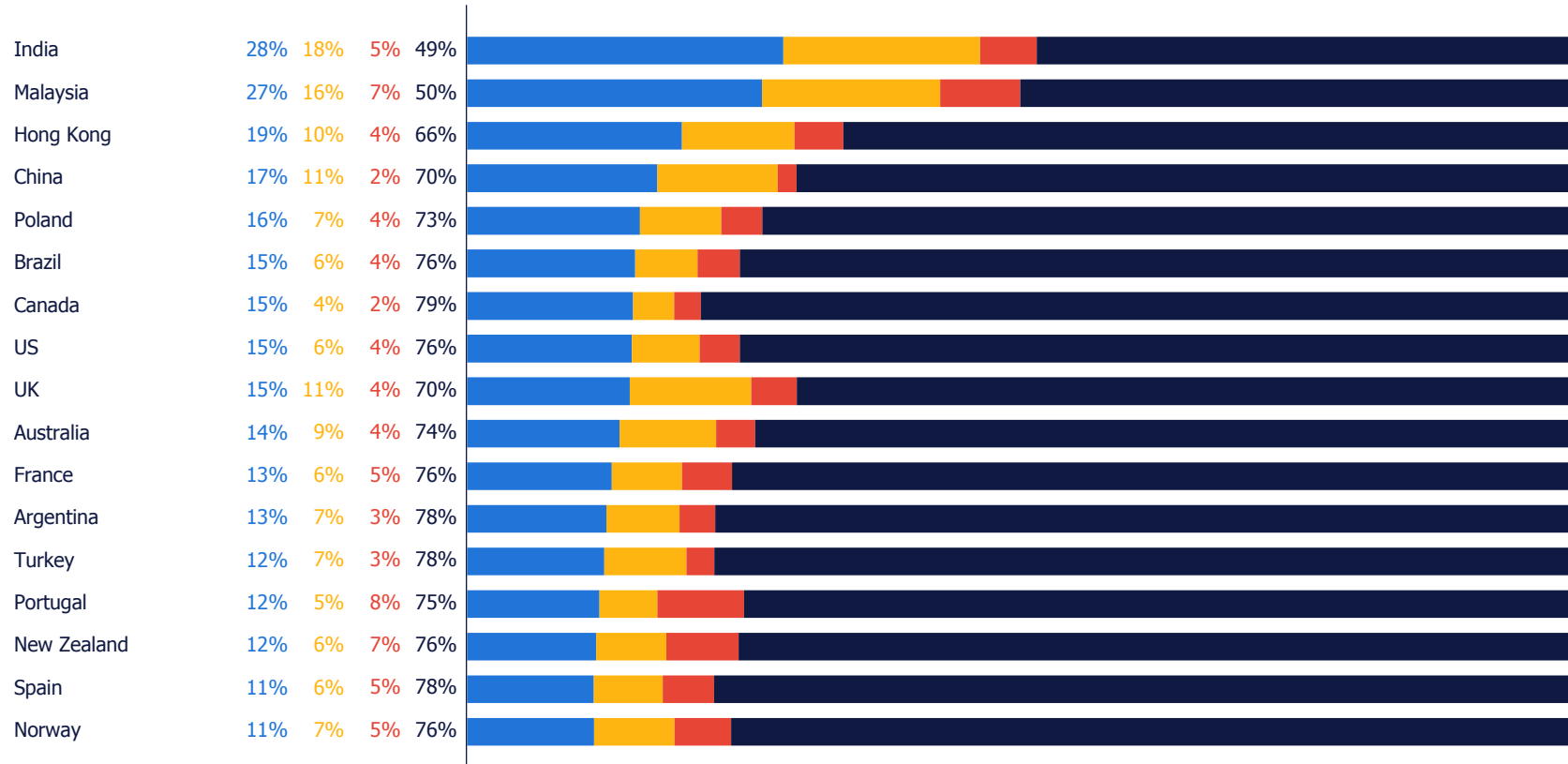


question:

- 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 employment/ employer; please fill in 'no'.



actual job change highest in India and Malaysia; lowest in Luxembourg.

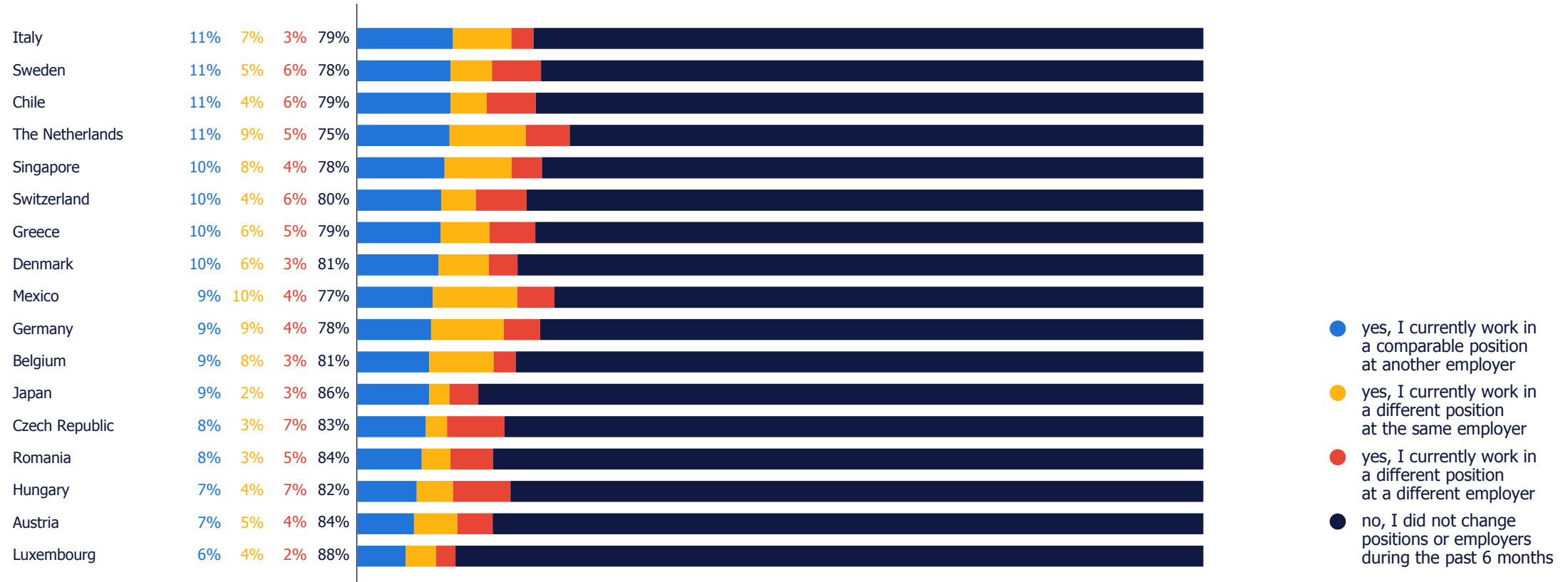


the job change increased in Belgium, Germany, Hong Kong, Italy, Mexico, New Zealand, Portugal, Spain and the UK compared to last quarter.

job change decreased in Denmark, Greece, Singapore, Sweden, Switzerland and Turkey.

- 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.

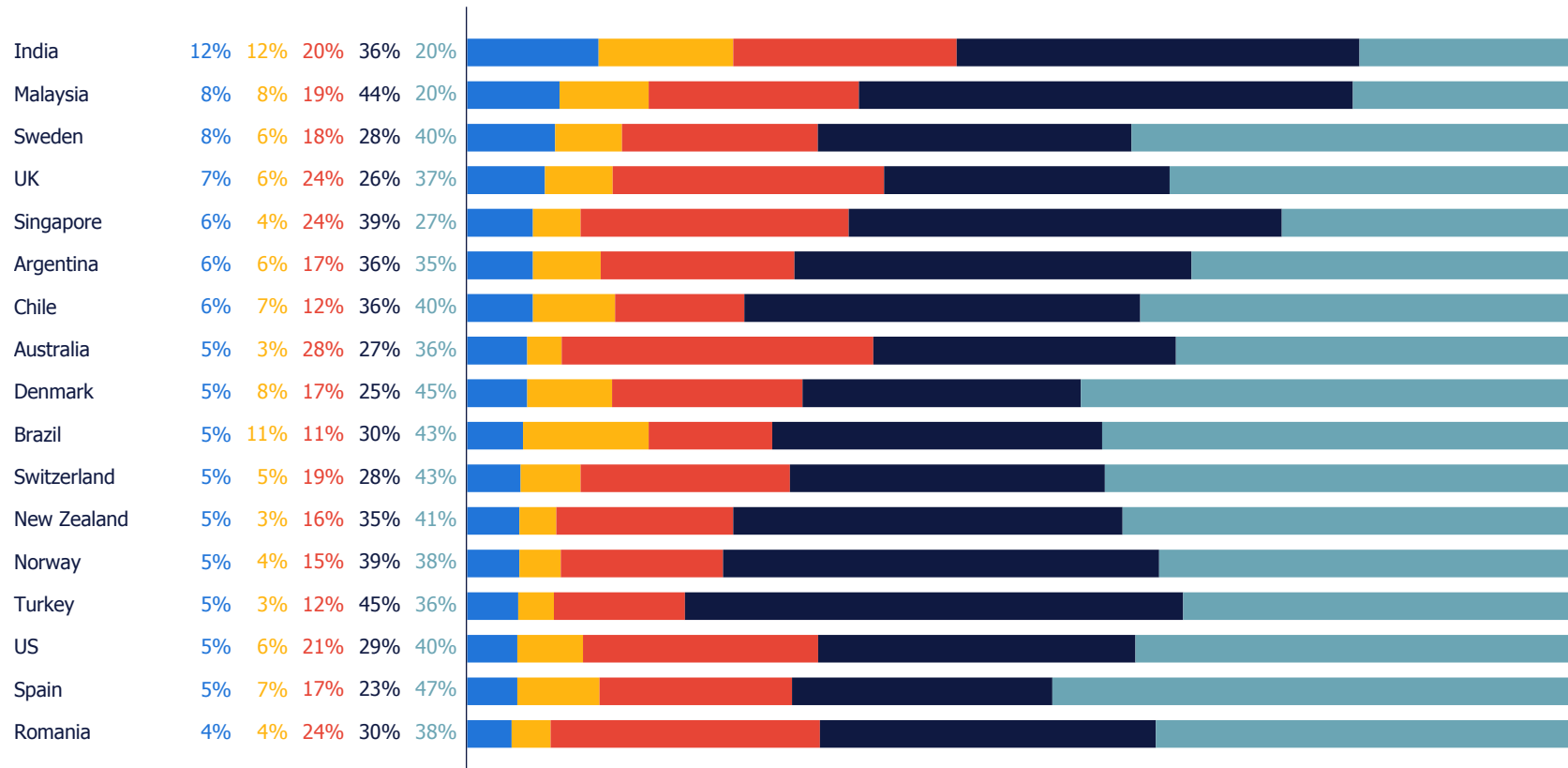


job change



appetite.

job change appetite highest in India; lowest in Luxembourg.

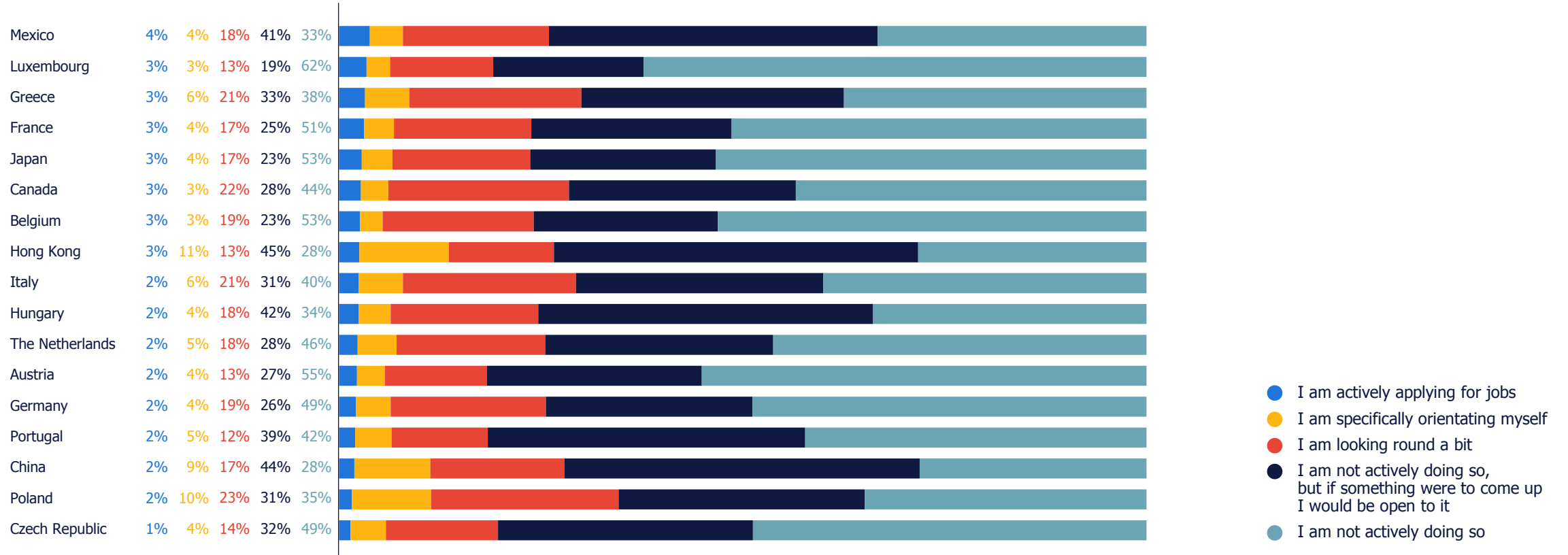


job change appetite increased in Denmark, Singapore, Spain, Sweden and the UK, compared to last quarter.

in Canada, China, Greece, India, Malaysia and US, 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.

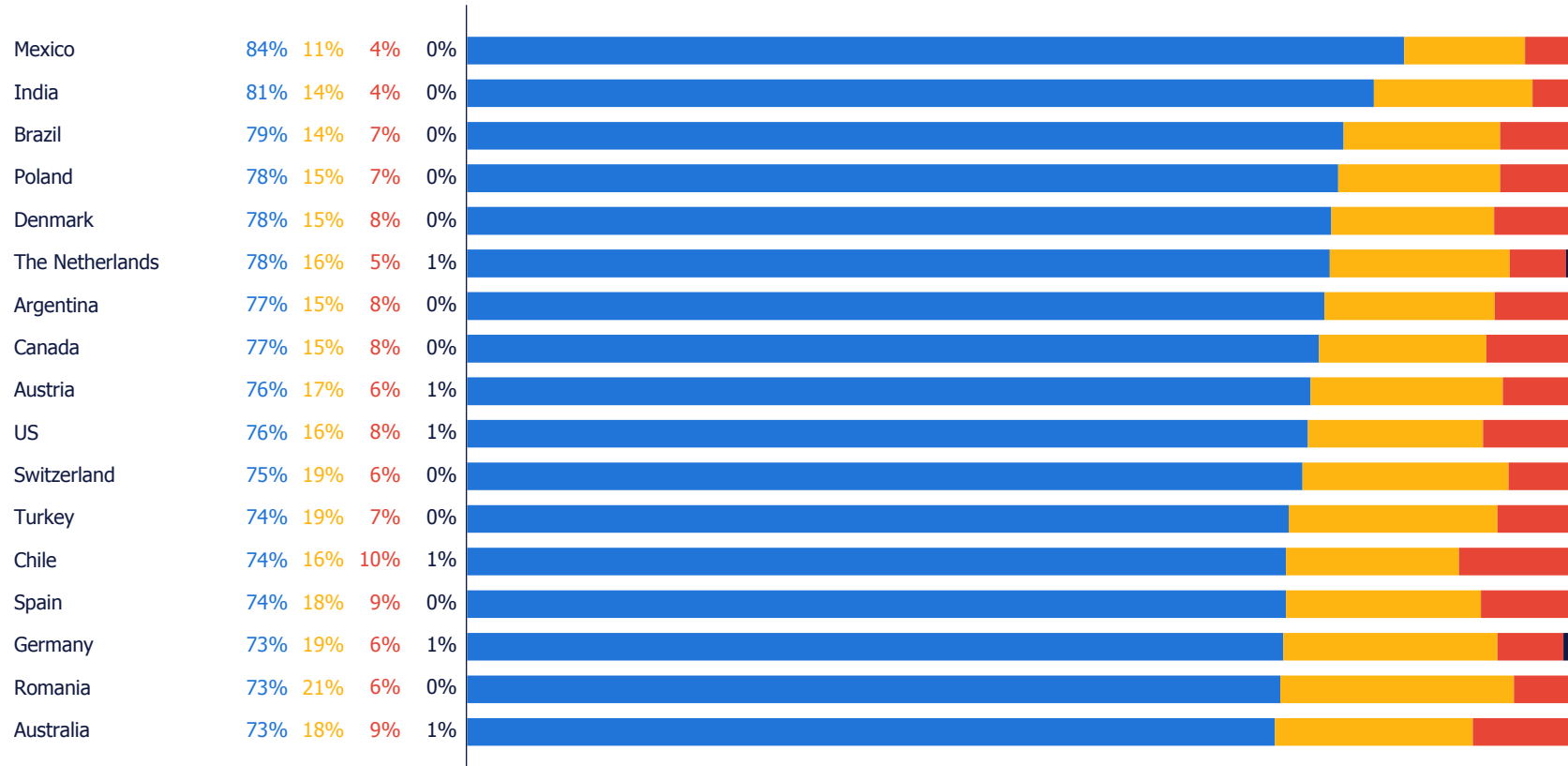


job



satisfaction.

job satisfaction highest in Mexico; lowest in Japan and Hong Kong.



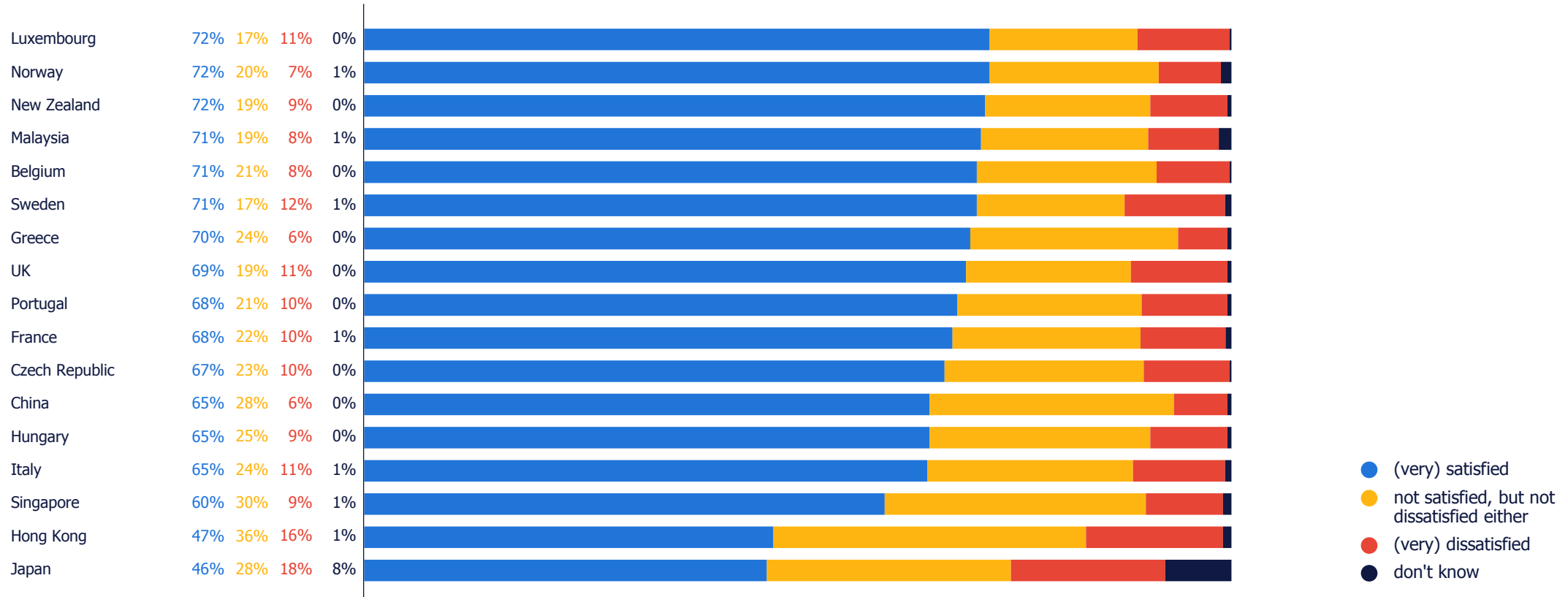
job satisfaction increased in Australia, Canada, Germany, Hungary, New Zealand and Turkey.

job satisfaction decreased in China, Norway and US 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, then in Germany, and covers 34 countries 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 Survey Sampling International (SSI) panel is used for sampling purposes.
- The fourth survey of 2018 was conducted from 23 October until 8 November 2018 in the following countries:

Argentina	Denmark	Luxembourg	Spain
Australia	France	Malaysia	Sweden
Austria	Germany	Mexico	Switzerland
Belgium	Greece	New Zealand	The Netherlands
Brazil	Hong Kong	Norway	Turkey
Canada	Hungary	Poland	UK
Chile	India	Portugal	US
China	Italy	Romania	
Czech Republic	Japan	Singapore	

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human forward.

