

randstad workmonitor global report.

covid-19 edition



june 2020

 randstad

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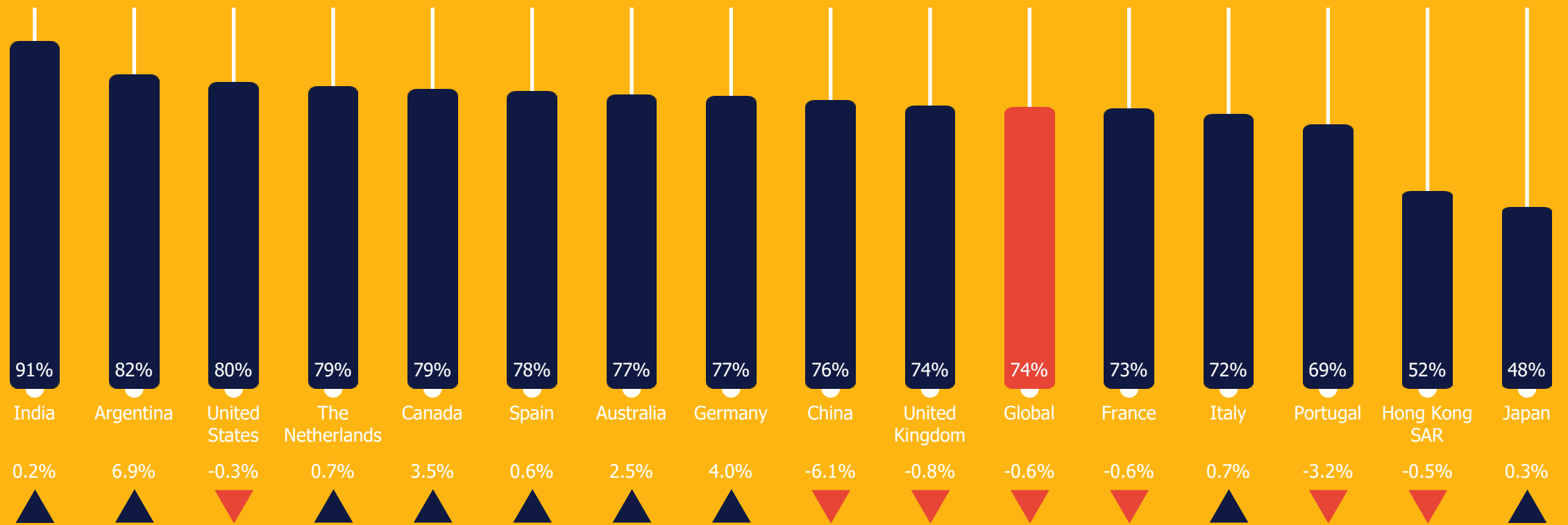


job



satisfaction.

74% of interviewed respondents claim they are satisfied with their job, which is a slight decrease compared to the previous year.

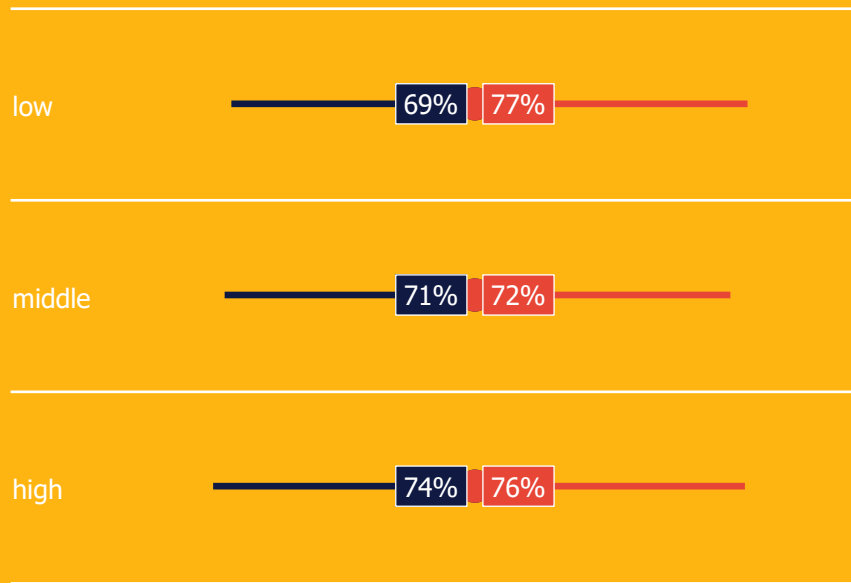


growth rates represent percentage points (pps.)



83% of male employees aged 18-24 are satisfied with their jobs, while only 73% of their female counterparts have the same opinion.

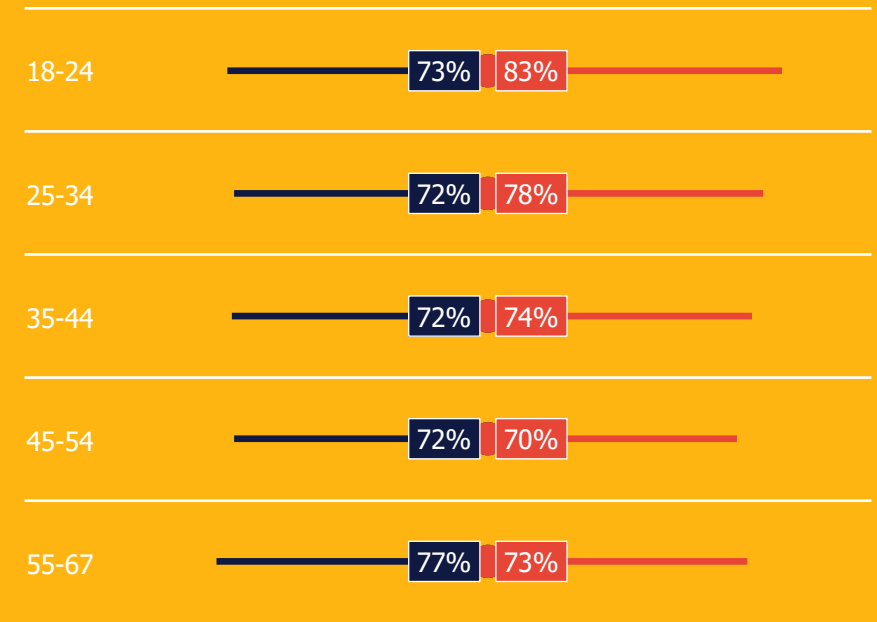
distribution by education & gender:



♂
75%

♀
73%

distribution by age & gender:



75% higher educated people have loftier levels of job satisfaction, compared with their counterparts (middle – 71%; low – 73%).



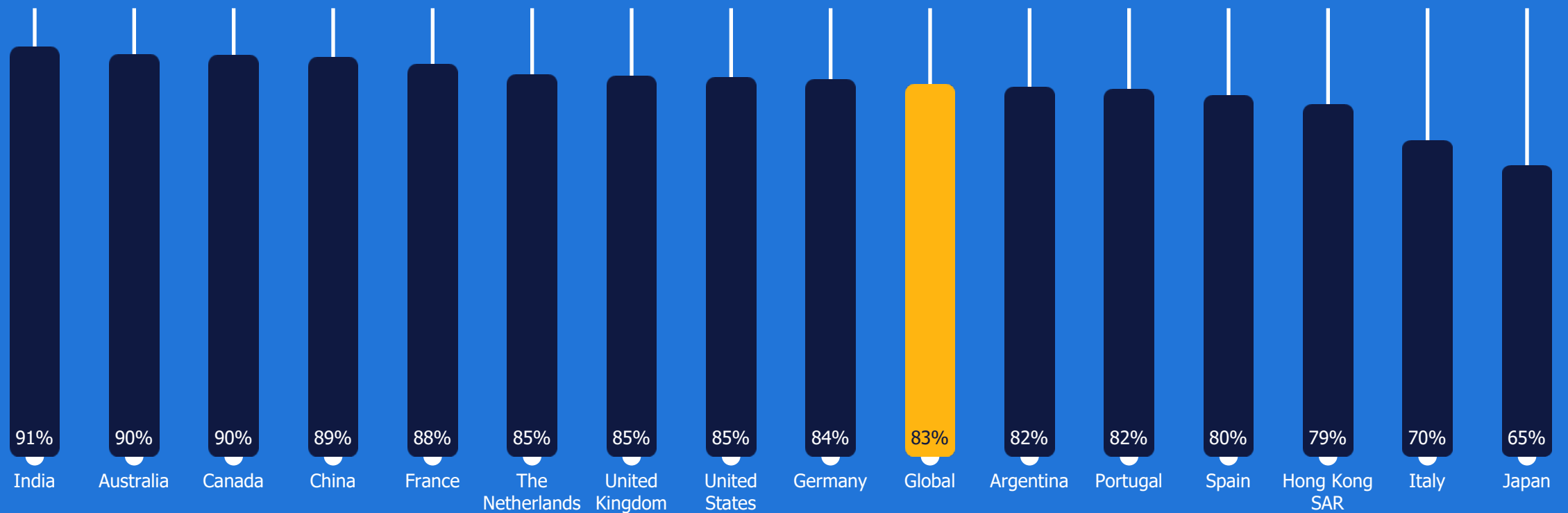
78% the youngest workforce (18-24) is the most satisfied with their job; followed by 25-34 and 55-67 age bands (75%).

work-life balance &



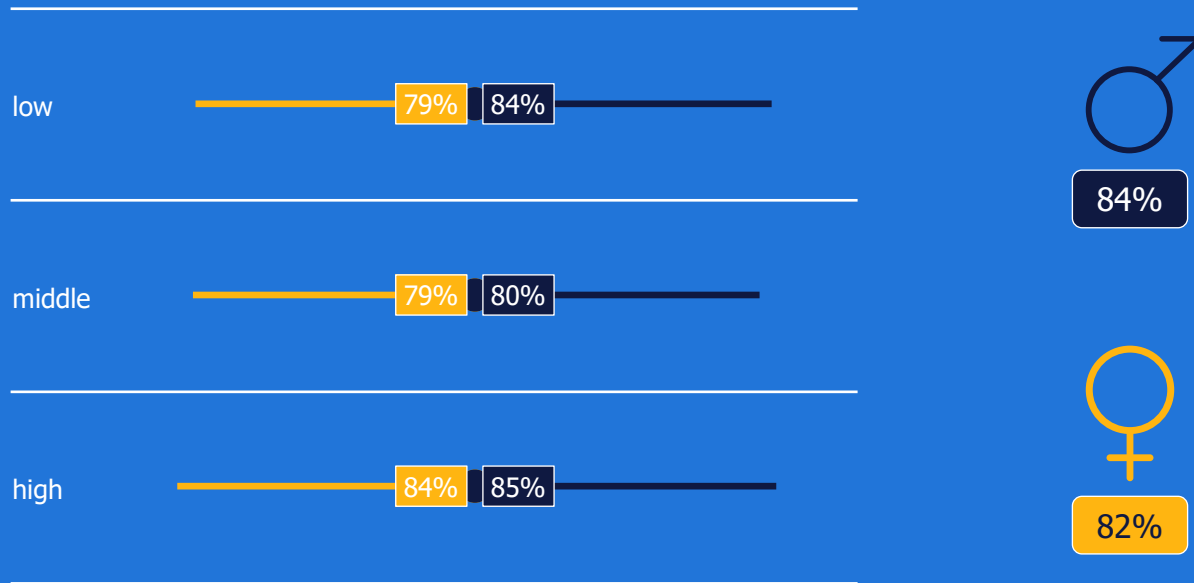
wellbeing.

83% feel they have adapted to their new working situation due to the Covid-19 pandemic.

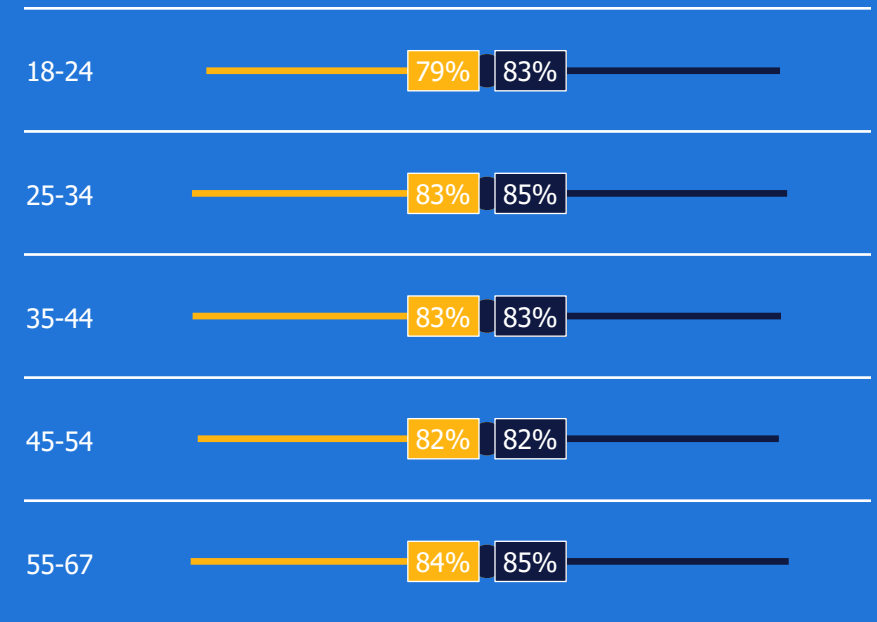


84% of highly educated people feel they have adapted to their new working situation due to the Covid-19 pandemic.

distribution by education & gender:



distribution by age & gender:

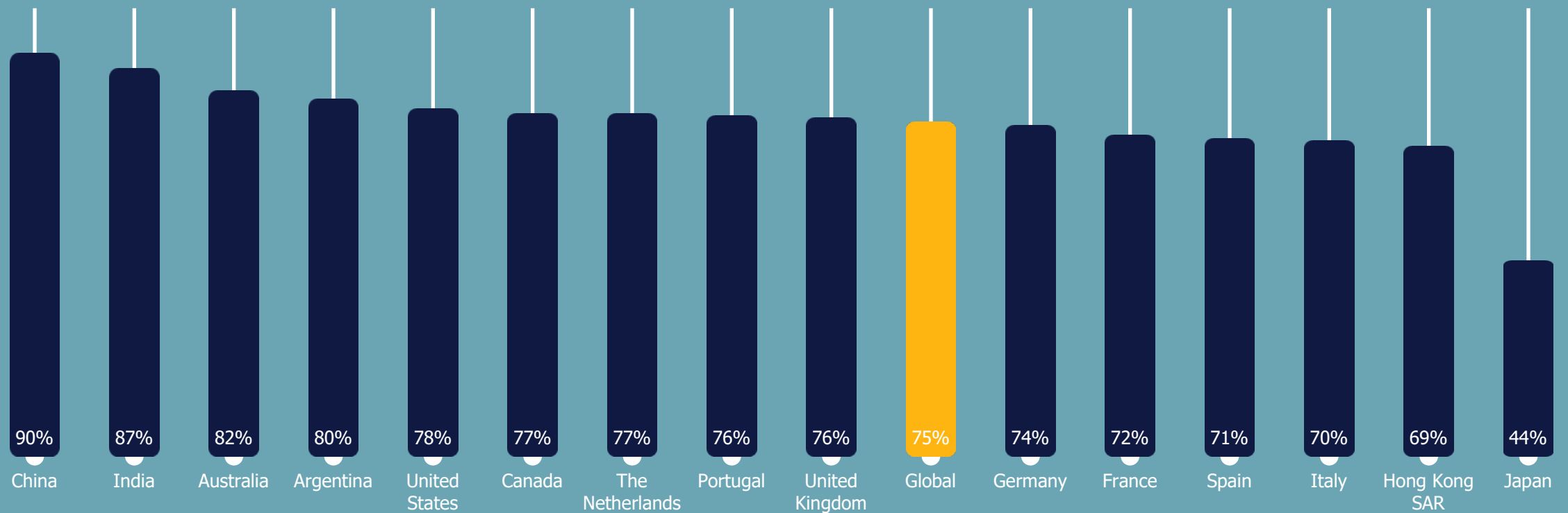


low and middle educated female employees adapted harder to the new working situation, scoring lower than their male counterparts (84%).



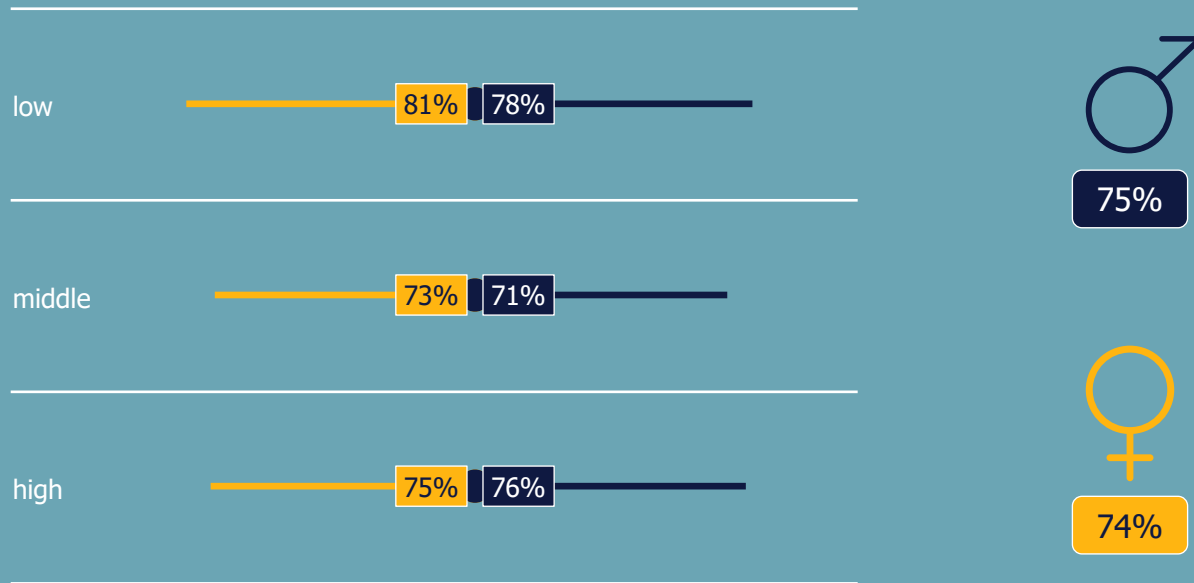
25-34 and 55-67 age groups adapted faster (84%); 18-24 age group adapted slower (82%).

75% believe their employer is taking care of their wellbeing during this pandemic.

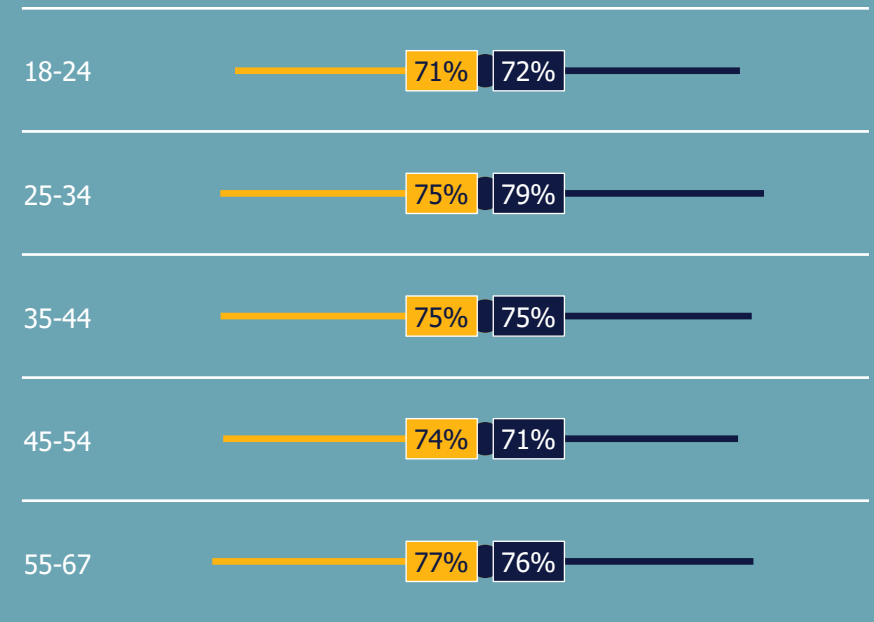


77% of people aged 25-34 believe their employer is taking care of their wellbeing during this pandemic.

distribution by education & gender:



distribution by age & gender:



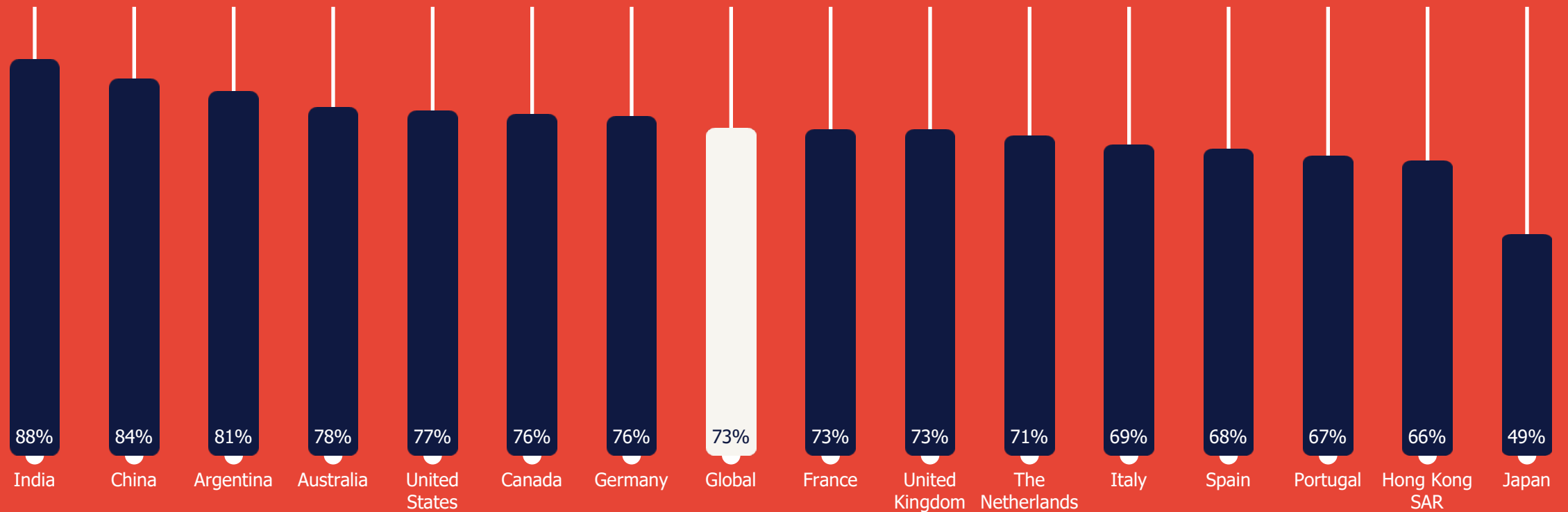
80%

lower educated people have a better perception of their employers wellbeing initiatives (middle – 72%; higher – 75%).

71%

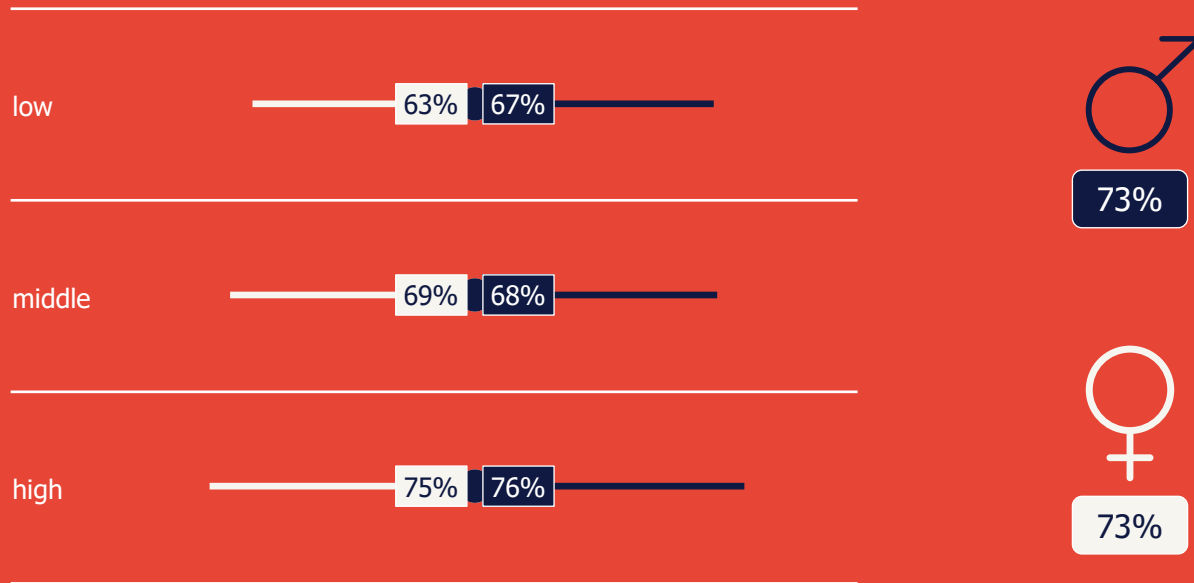
the 18-24 age group is behind their counterparts in their perception of their employer's wellbeing initiatives; 25-34 age group has the best perception (77%).

73% are able to shift working hours to better divide attention between family and work obligations.

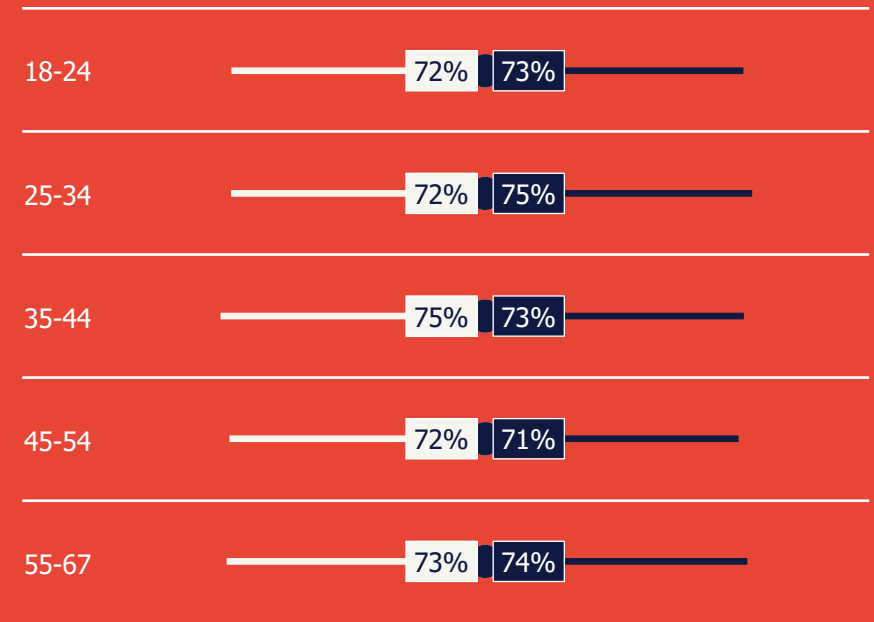


74% of people aged 35-44 are able to shift working hours to better divide attention between family and work obligations.

distribution by education & gender:



distribution by age & gender:



75%

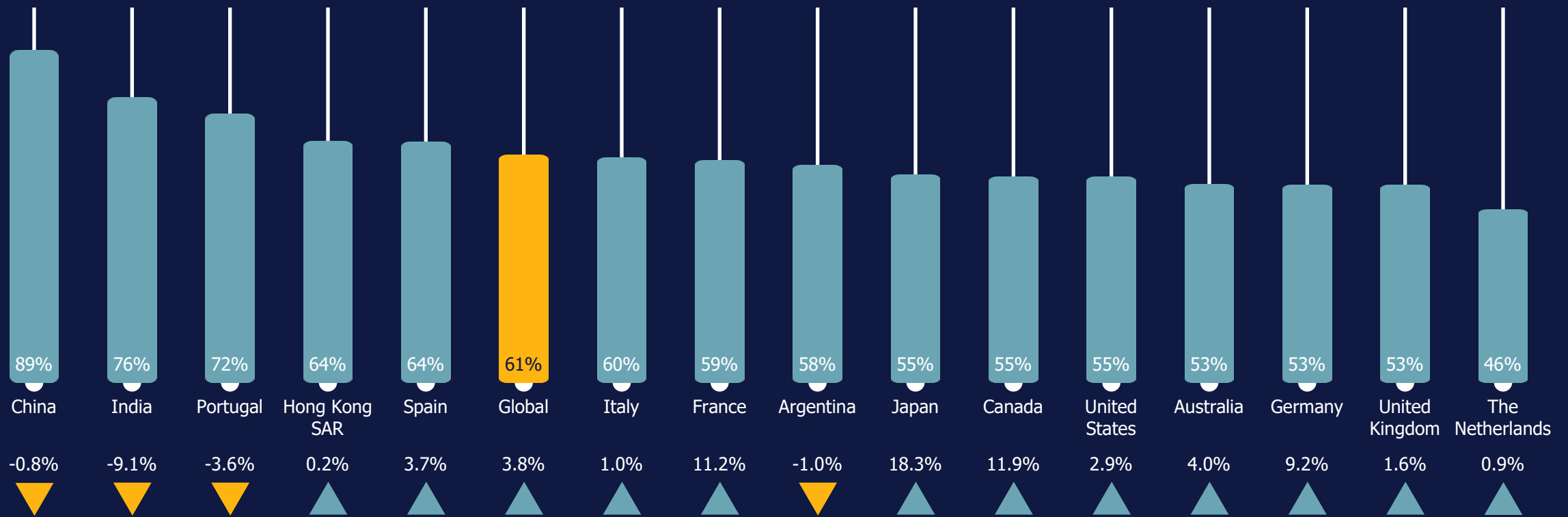
higher educated people have a higher work flexibility, compared to middle (69%) or lower (63%) educated people.



74%

there is an equal distribution across age groups with a slight lead for the 35-44 age group.

61% of employers expect their staff to be available outside regular working hours - an increase of 3.8 % compared to november 2019.

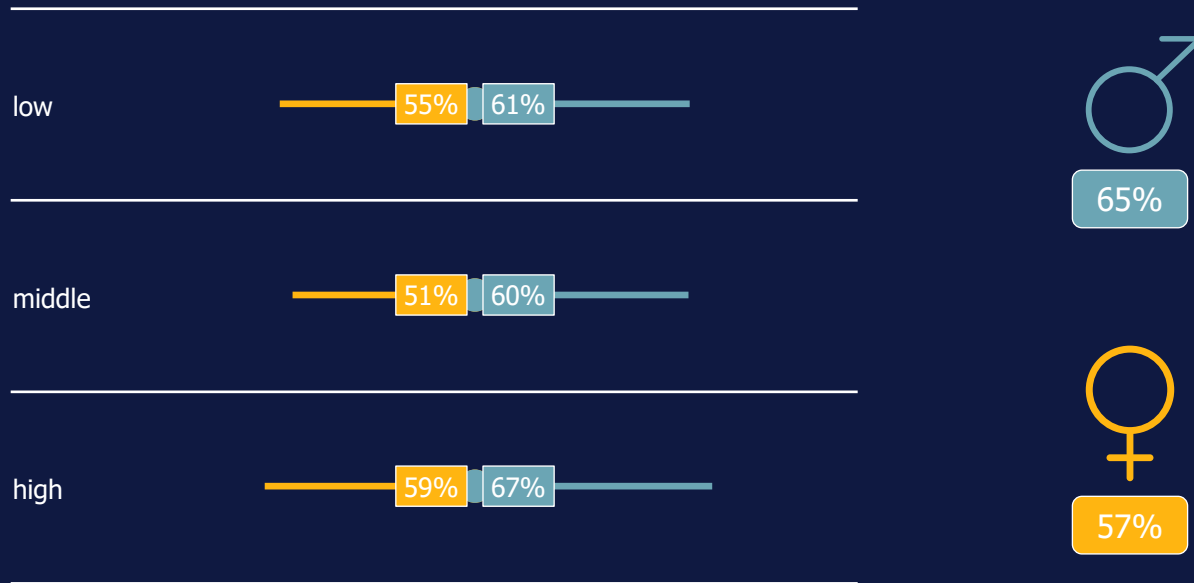


growth rates represent percentage points (pps.)



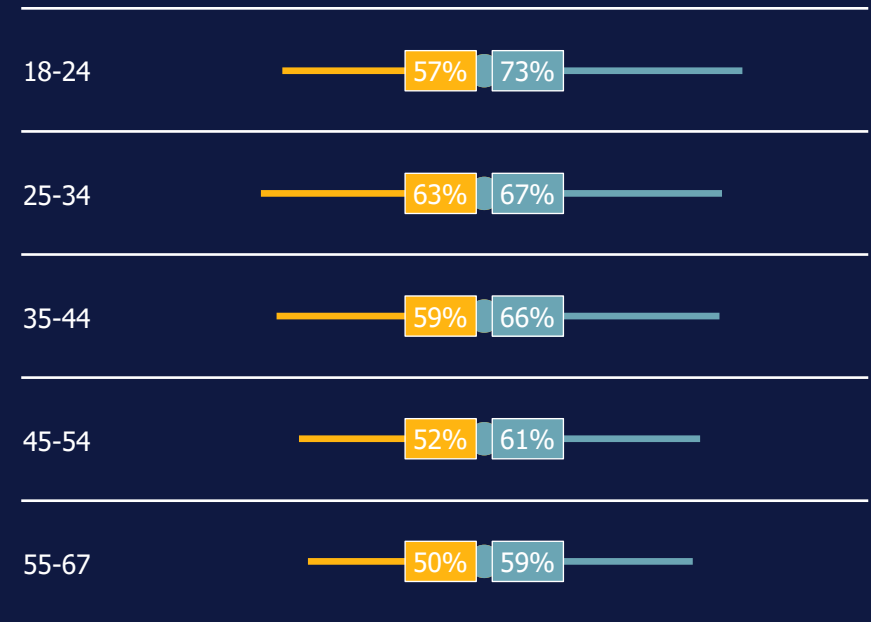
73% of male employees aged 18-24 are expected to be available outside regular working hours.

distribution by education & gender:



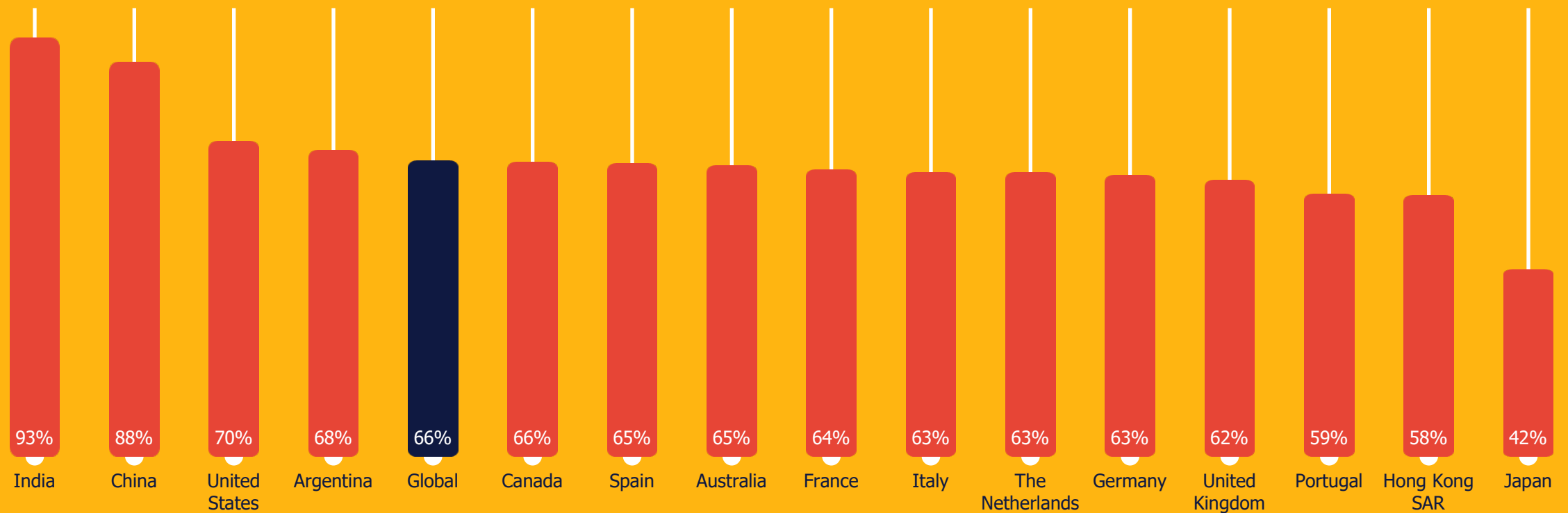
56% middle educated people are less required to work outside working hours. At the opposites sit higher educated (63%) and lower educated people (58%).

distribution by age & gender:



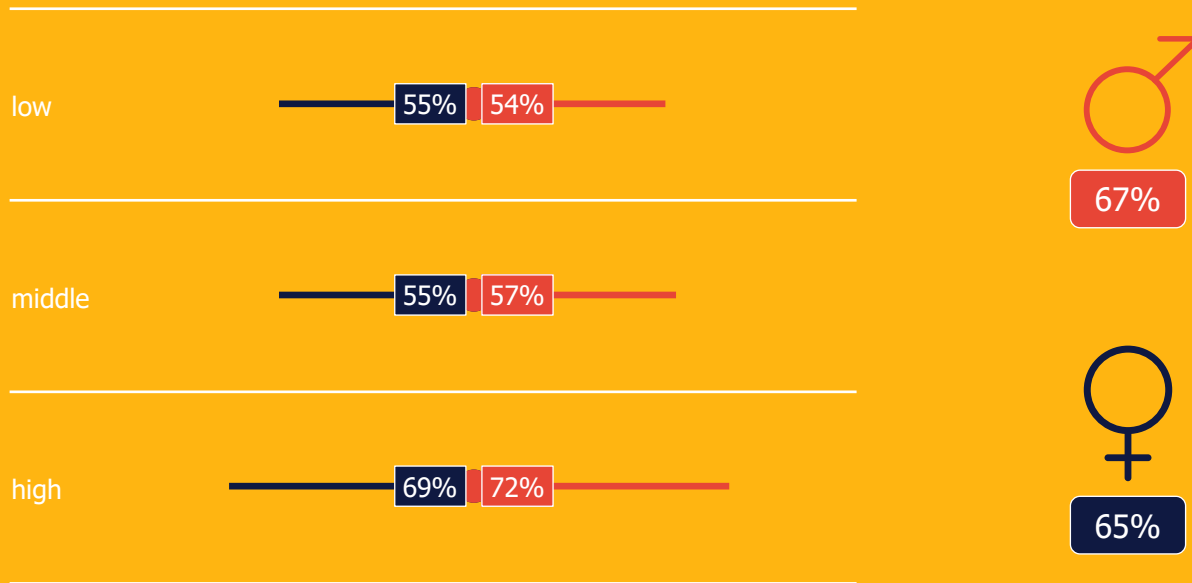
65% people under 35 are requested more often to work outside working hours.

66% have regular online / virtual meetings **via video conferencing** to be aligned and informed.

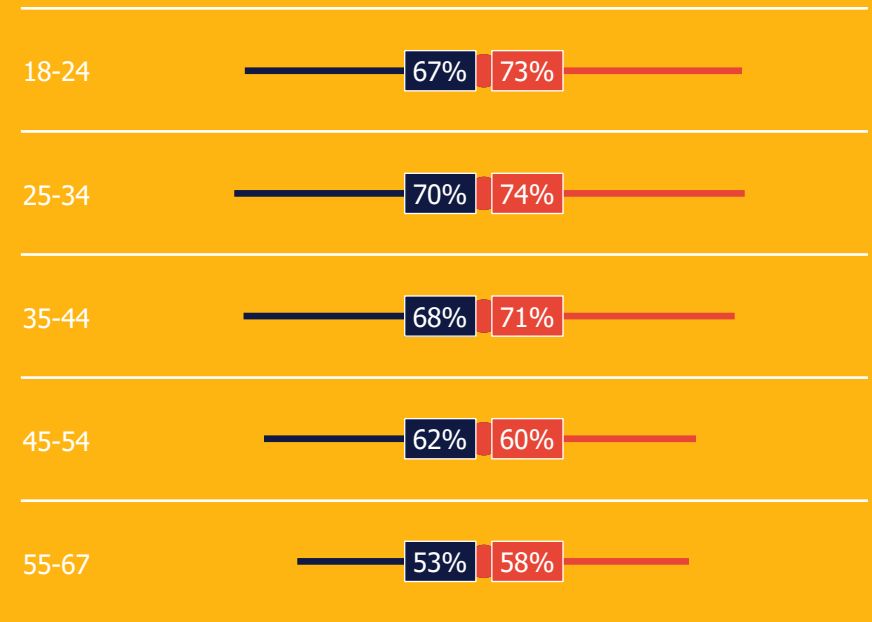


73% of male staff aged under 35 have regular online / virtual meetings **via video conferencing to be aligned and informed.**

distribution by education & gender:



distribution by age & gender:

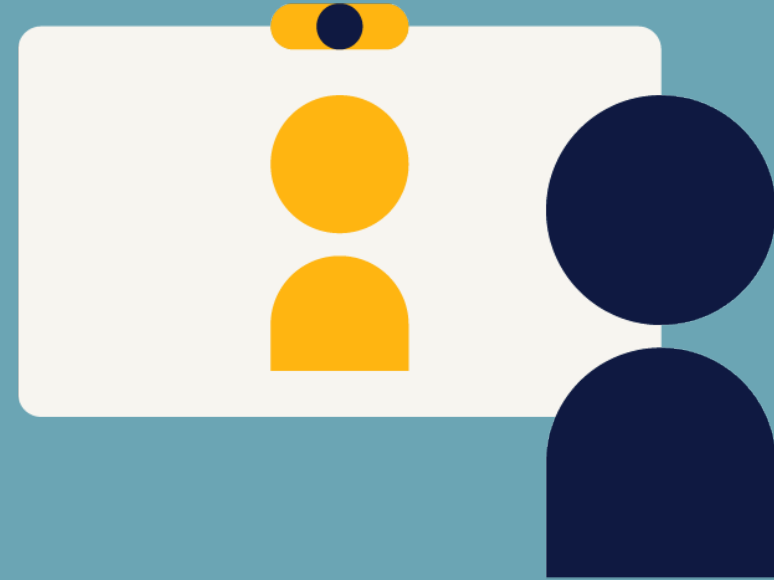


there is a high discrepancy in the usage of digital ways of communication between higher educated workers and their counterparts (middle: 56%; lower: 55%).



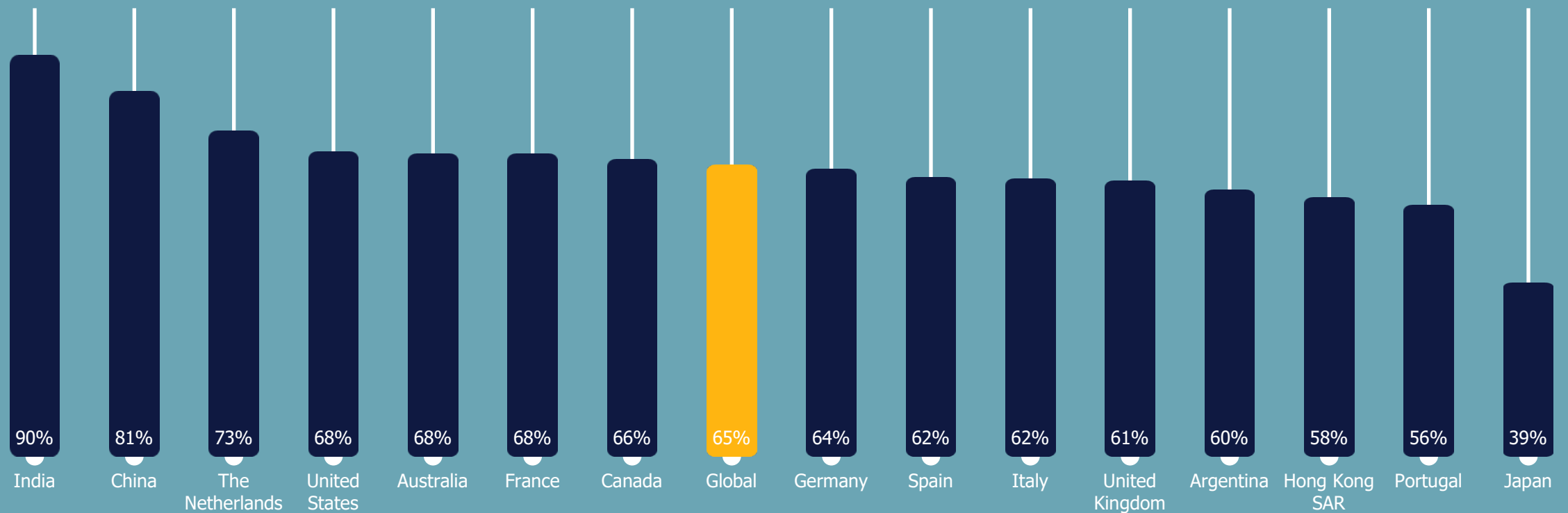
digital ways of communication are used in a higher degree by young workers (25-34: 72%) than older workers (45-54: 61%; 55-67: 55%).

digitalization &



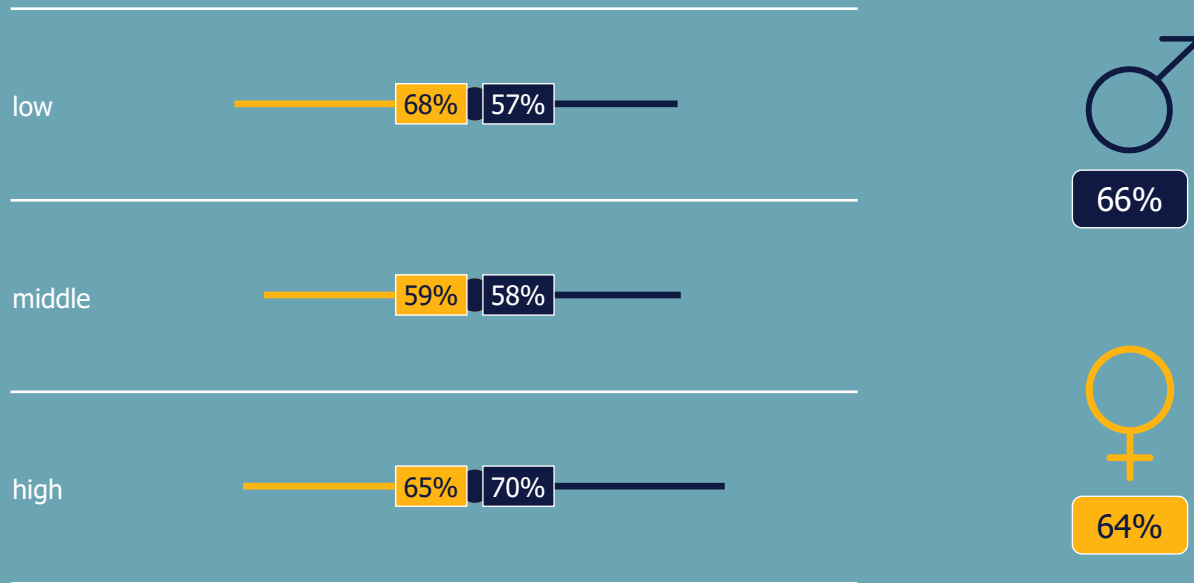
employers.

65% of employers invest in technical developments and digital solutions to help employees adapt to the new working situation.

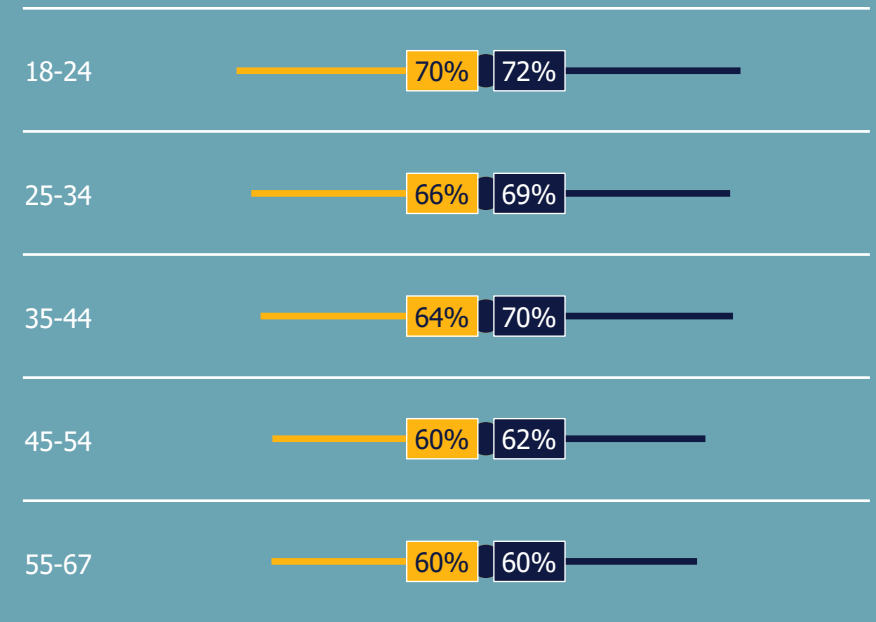


58% of low and middle educated male employees believe their employer is investing in technical equipment to help them adapt.

distribution by education & gender:



distribution by age & gender:

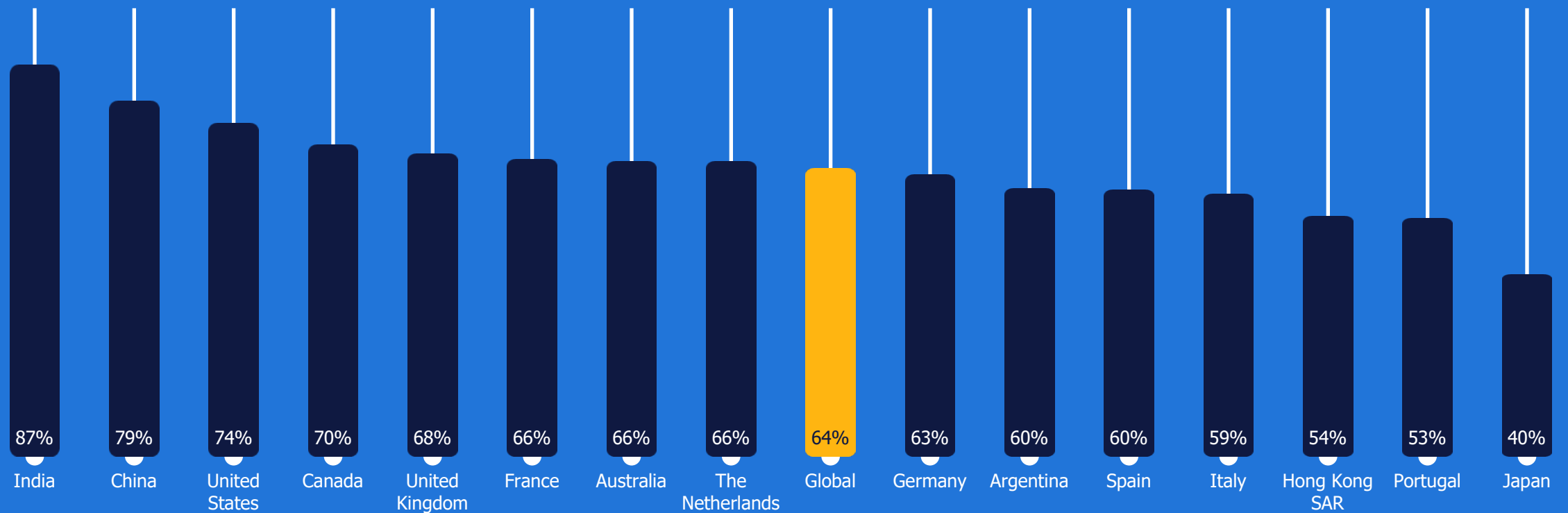


middle educated people feel their employers are not doing enough (from a technical perspective) to help them adapt to the new working situation.



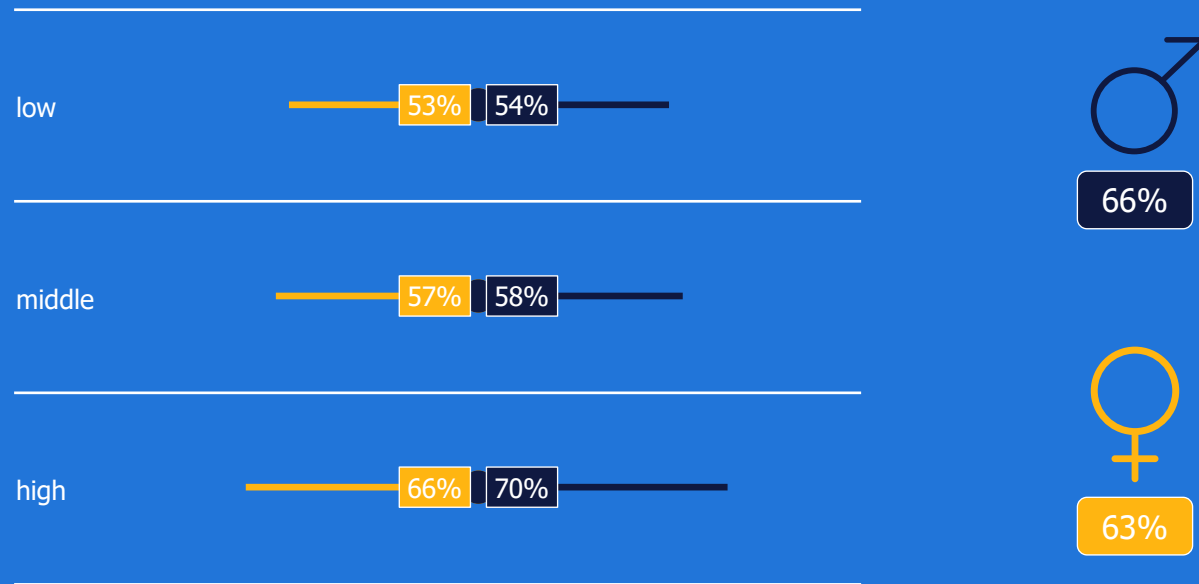
the 18-24 age cohort believes their employer is helping them to adapt; the figure drops as people get older (25-44: 67%; 45+: 61%).

64% of employers provide the technological equipment that allows employees to perform their job remotely.

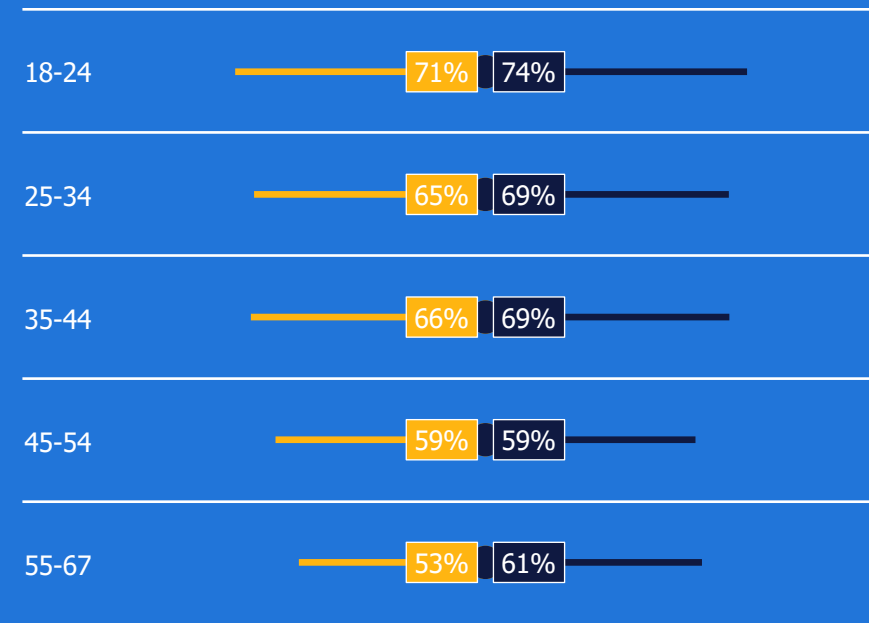


67% of staff aged 25-44 believe their employer is equipping them **technologically** to perform their jobs remotely.

distribution by education & gender:



distribution by age & gender:



68%

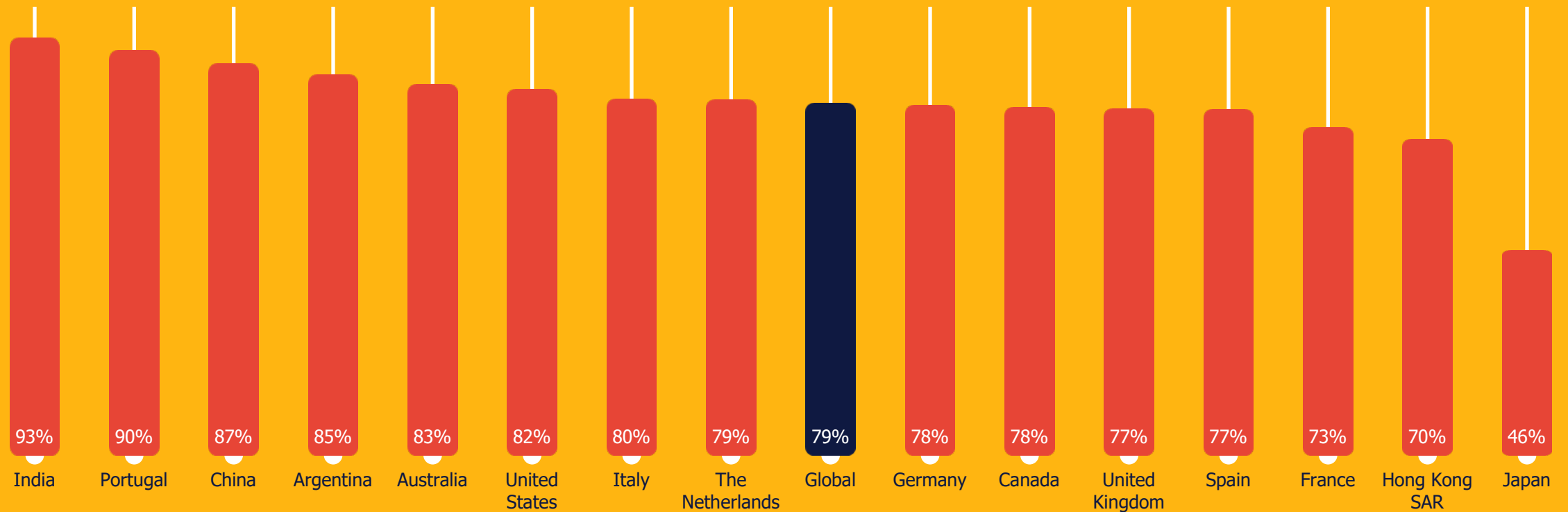
higher educated people are better equipped by their employers; there is a large gap between them and lower (54%) or middle (57%) educated employees.



72%

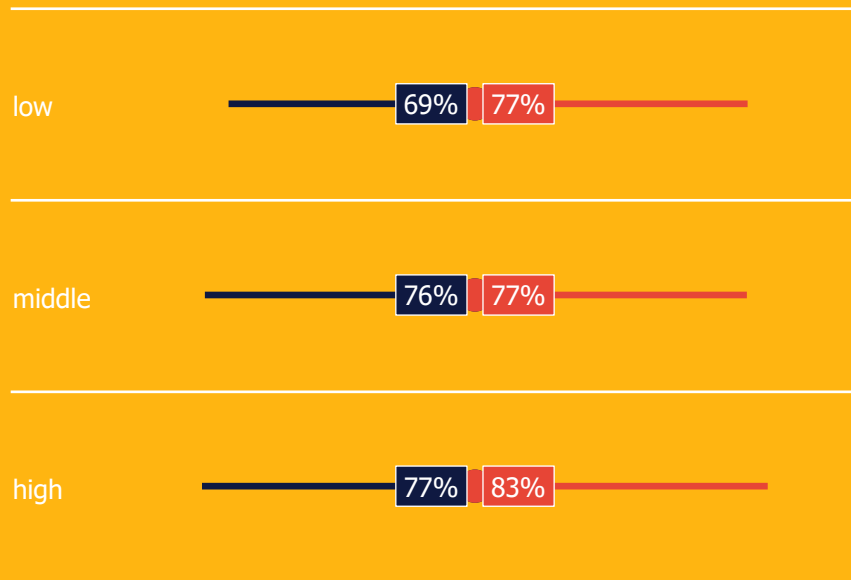
the gap between younger and older employees is even larger: only 58% of 45+ aged workers believe their companies are properly equipping them.

79% feel equipped to deal with the new digital way of working due to Covid-19.



83% of male employees aged 25-34 feel equipped to deal with the new digital way of working due to Covid-19.

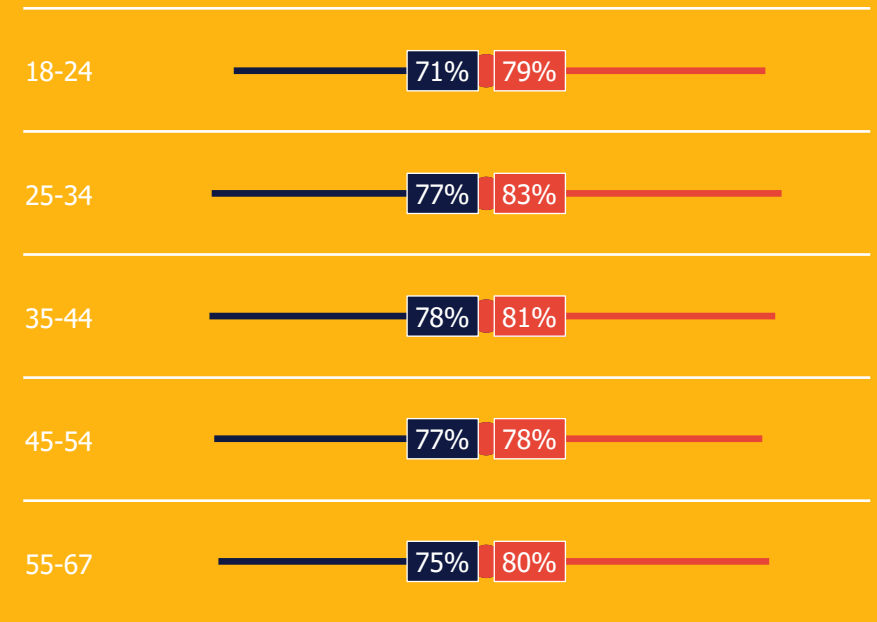
distribution by education & gender:



♂
81%

♀
76%

distribution by age & gender:



80%

higher educated workers believe they are better equipped to deal with the new digital way; this applies to 76% of middle educated and 74% of lower educated workers.

80%

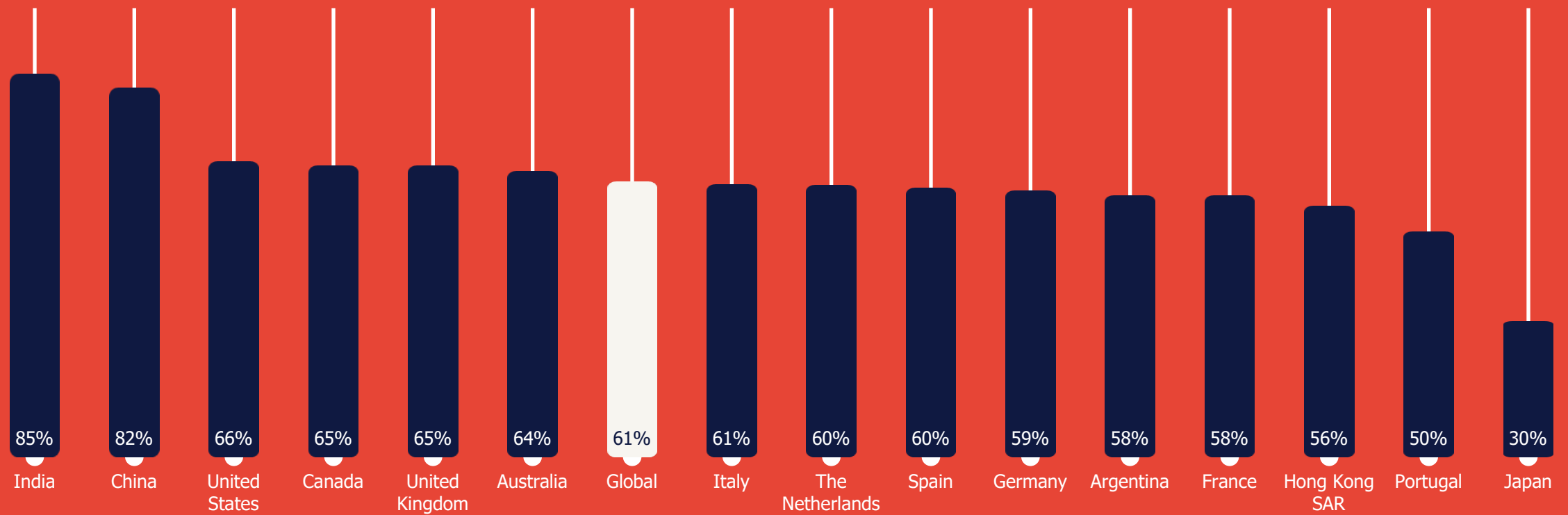
the 25-44 age cohort seems to be the best equipped; the 18-24 age group scored the lowest: 75%, lower than the 45-67 group (77%).



● female ● male

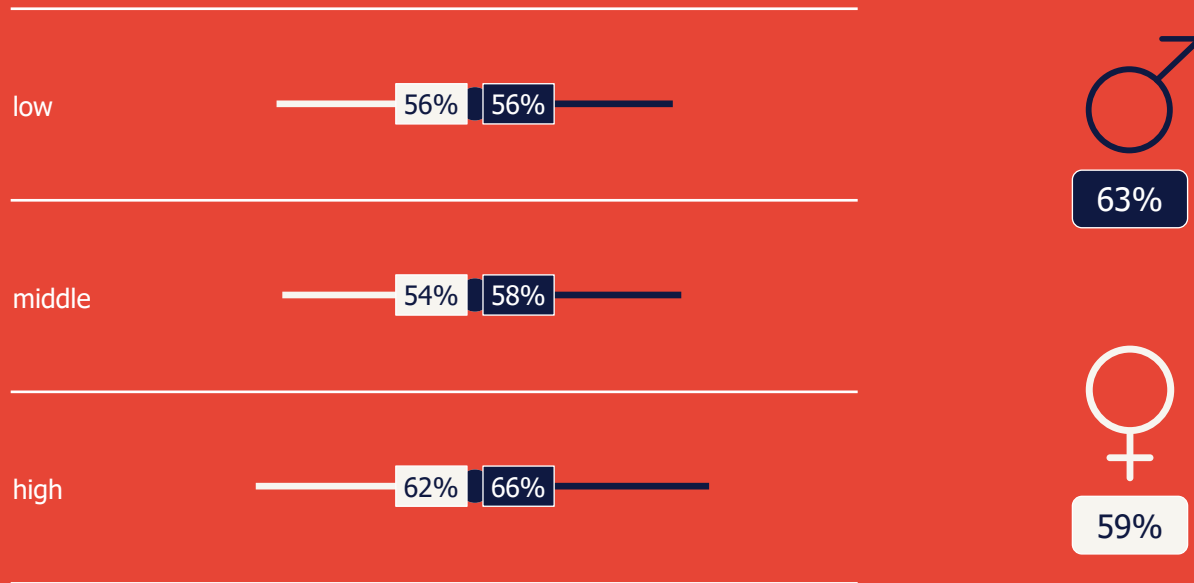


61% of employers invest in technical and digital trainings to help employees adapt to the new working situation.

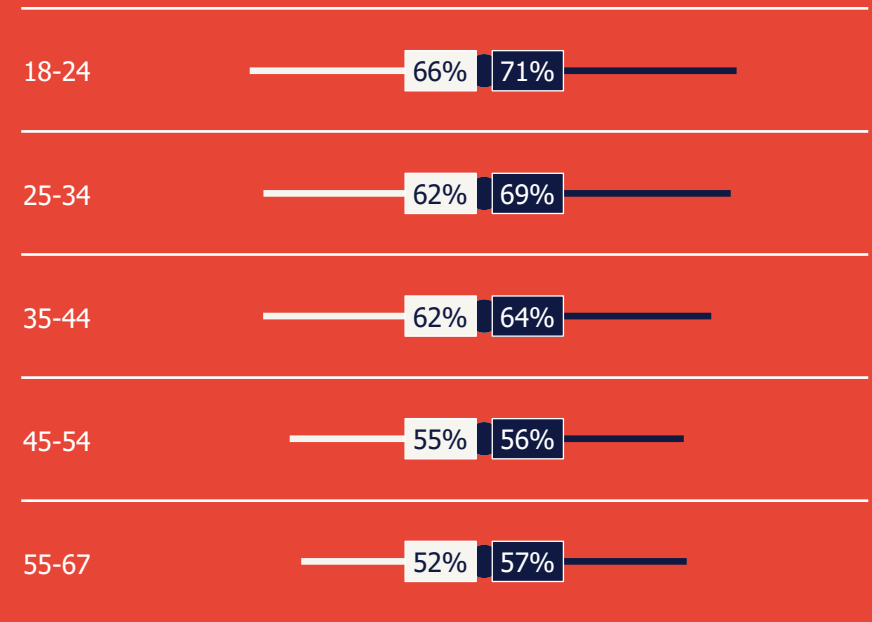


66% of female personnel aged 18-24 believe their employer invests in technical and digital trainings to help them adapt.

distribution by education & gender:



distribution by age & gender:

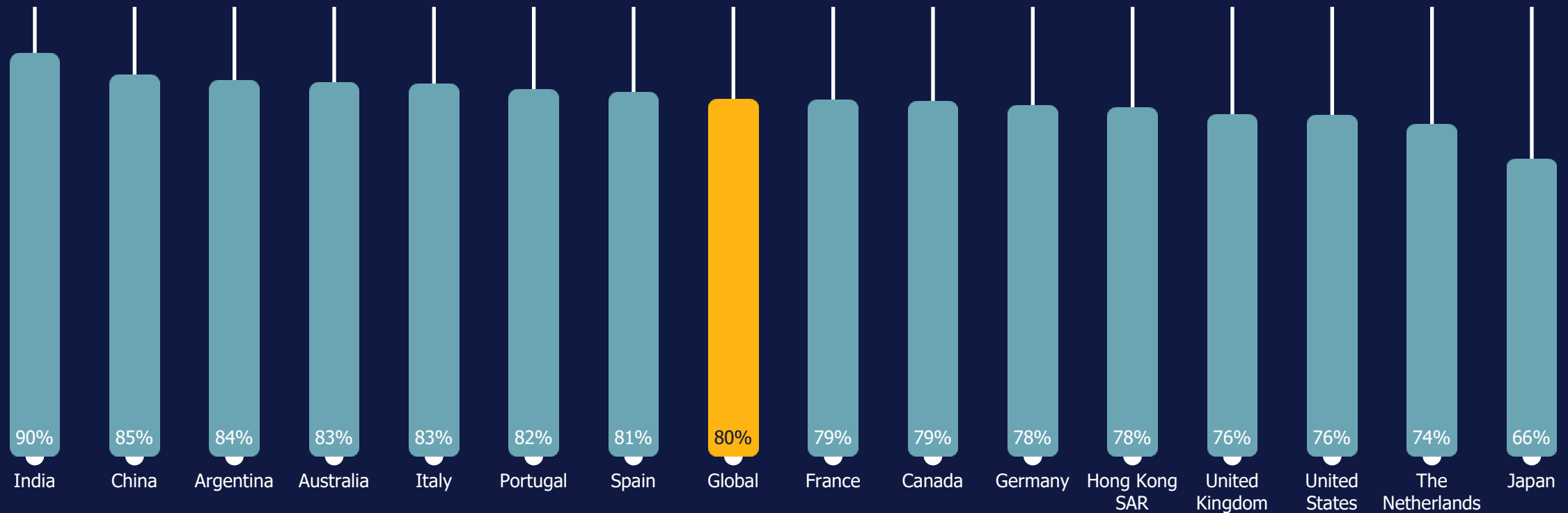


lower and middle educated staff believe they are not sufficiently trained by their employers; the ratio within higher educated people is greater: 64%.



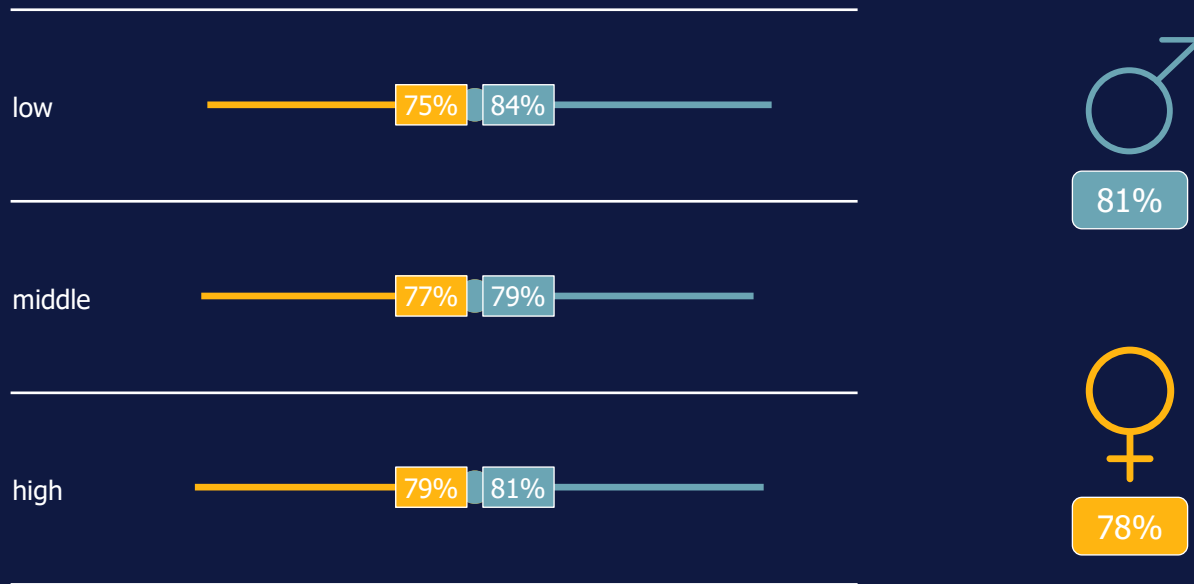
of the 18-34 age cohort believe they are trained properly, while only 55% of older workers (45-67) believe the same thing.

I think it is my employer's responsibility to provide me with training to acquire digital skills to cope with the new situation.

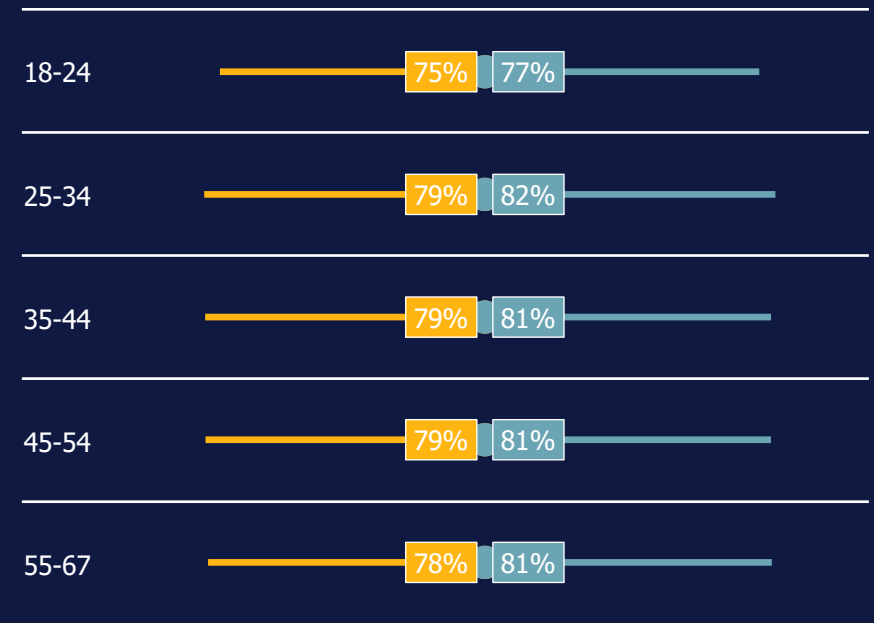


84% of low educated male staff believe the employer is responsible for training their workforce to acquire these digital skills.

distribution by education & gender:



distribution by age & gender:



80%

higher educated people believe in a greater degree it is the employer's responsibility to provide trainings for enhancing digital skills.

80%

of people aged 25+ believe that it is the employers responsibility to provide training for their staff.



● female ● male

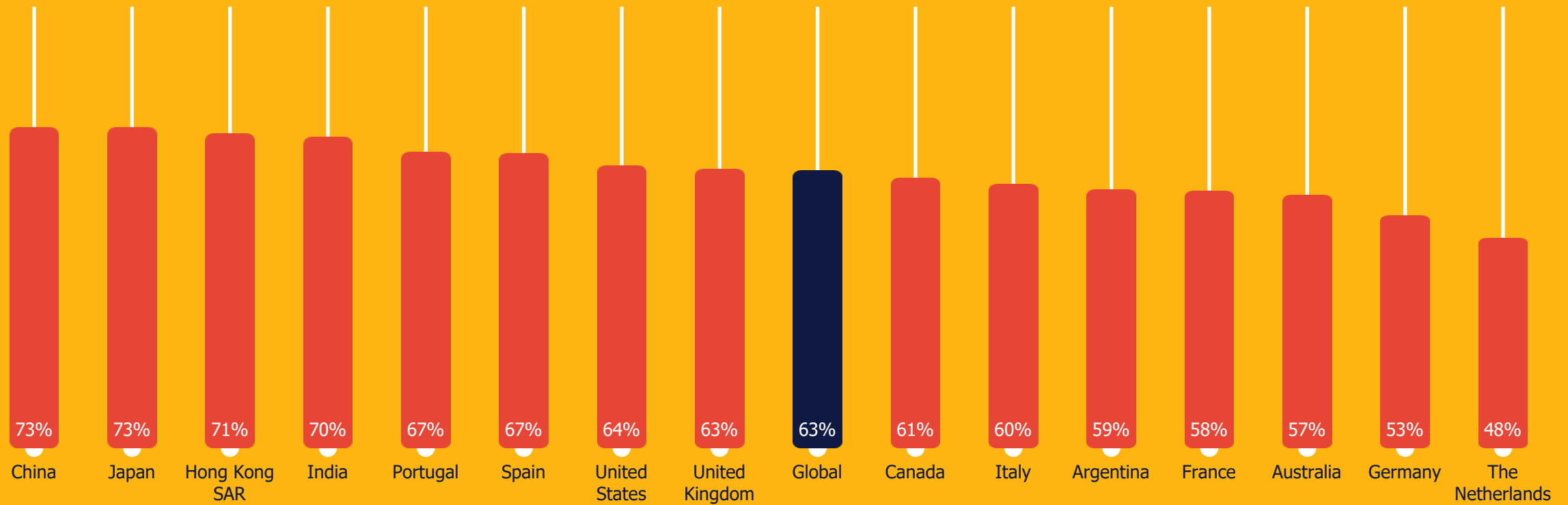


Covid-19



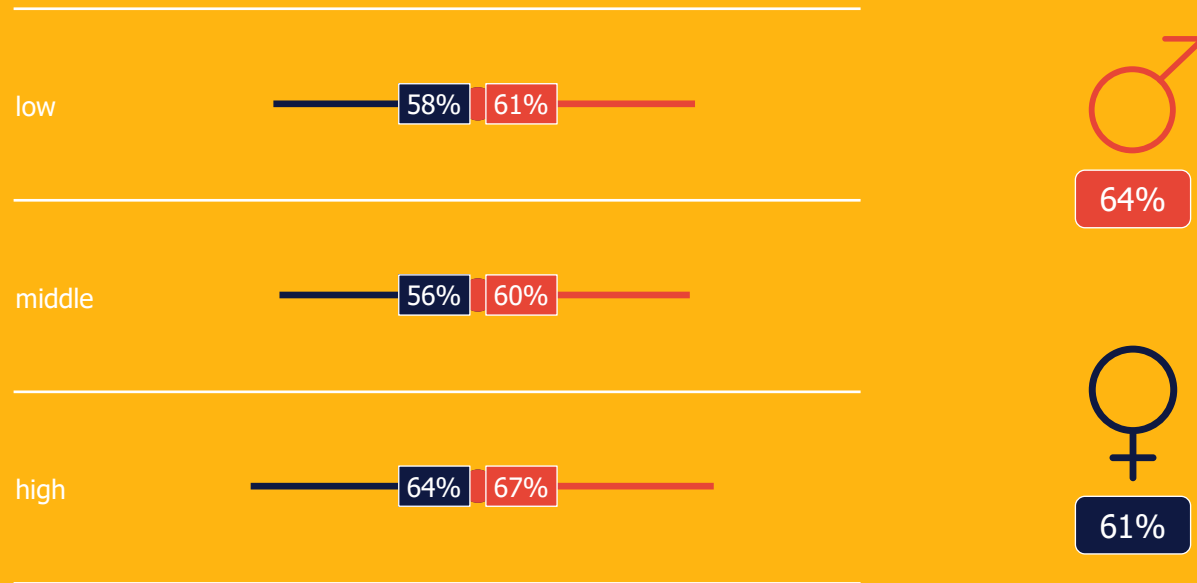
expectations.

63% feel the Covid-19 pandemic has had a negative impact on their job.

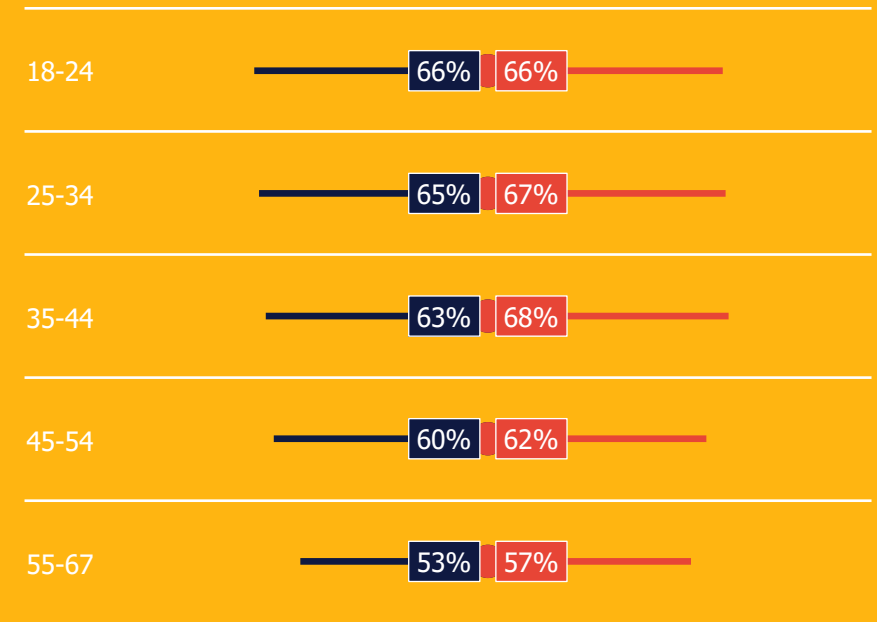


57% of low and middle educated female employees feel the Covid-19 pandemic has had a negative impact on their job.

distribution by education & gender:



distribution by age & gender:



65%

a greater impact is felt among higher educated workers, compared to lower (60%) or middle (58%) ones.

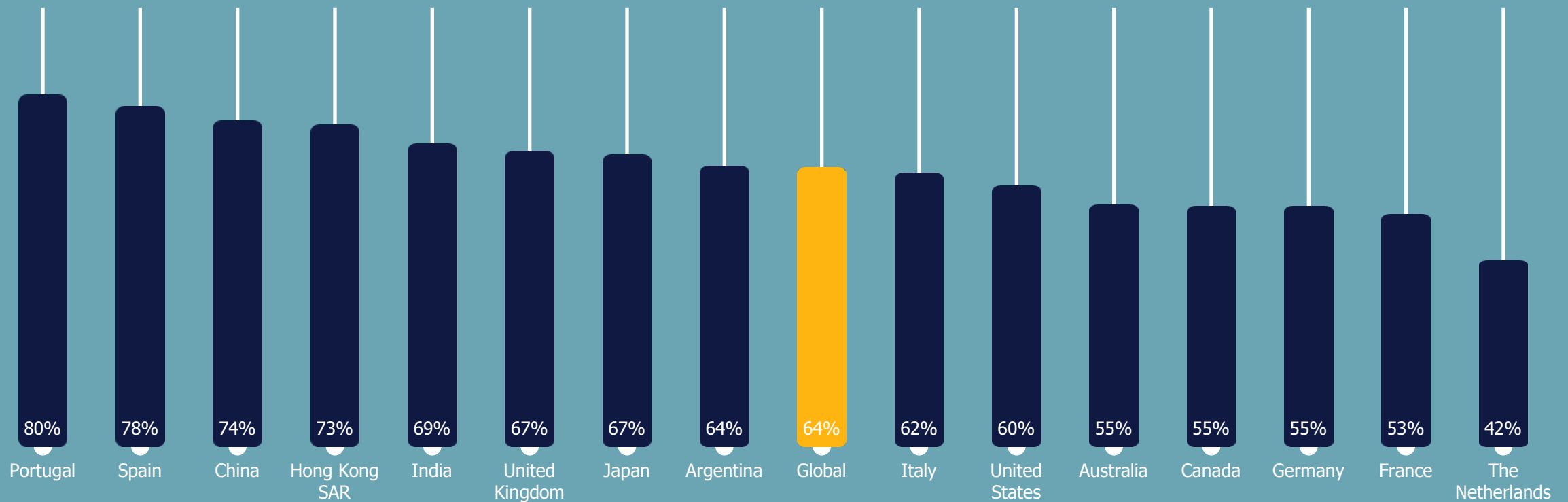


66%

younger employees (up to 44) jobs have been impacted in a higher degree; only 55% of 55+ worker felt a negative impact on their jobs.

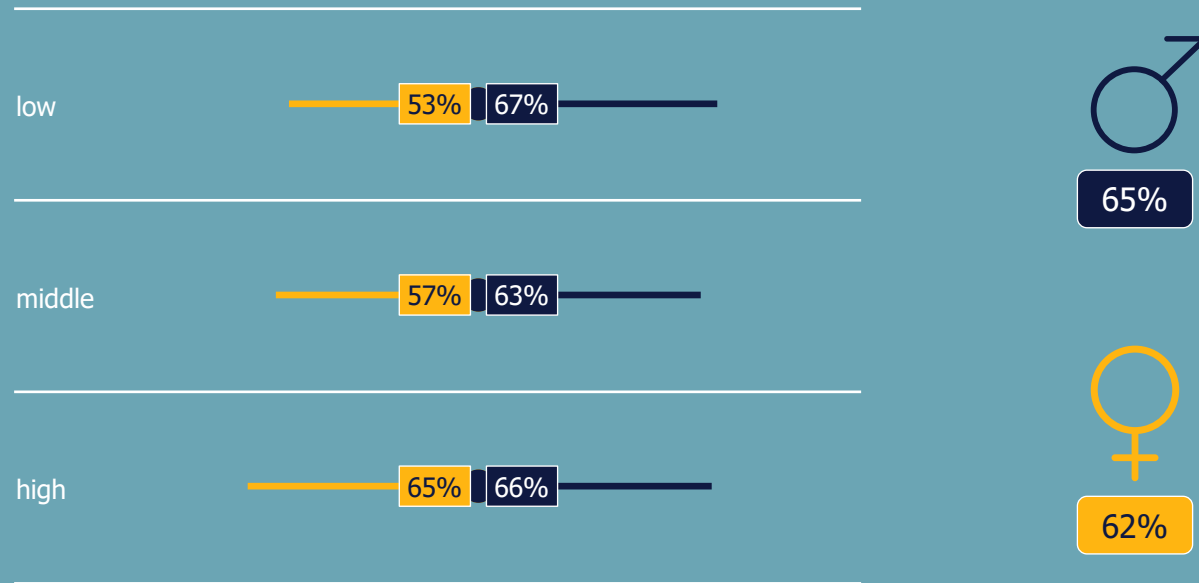


64% are concerned the Covid-19 situation will impact their job security negatively.

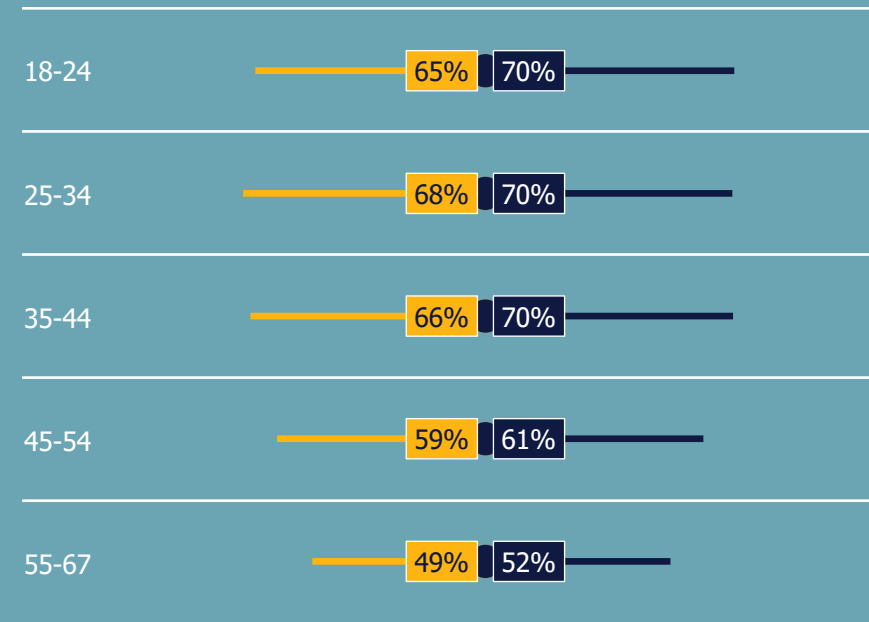


70% of male staff aged 18-44 are concerned the Covid-19 situation will impact their job security negatively.

distribution by education & gender:



distribution by age & gender:



61%

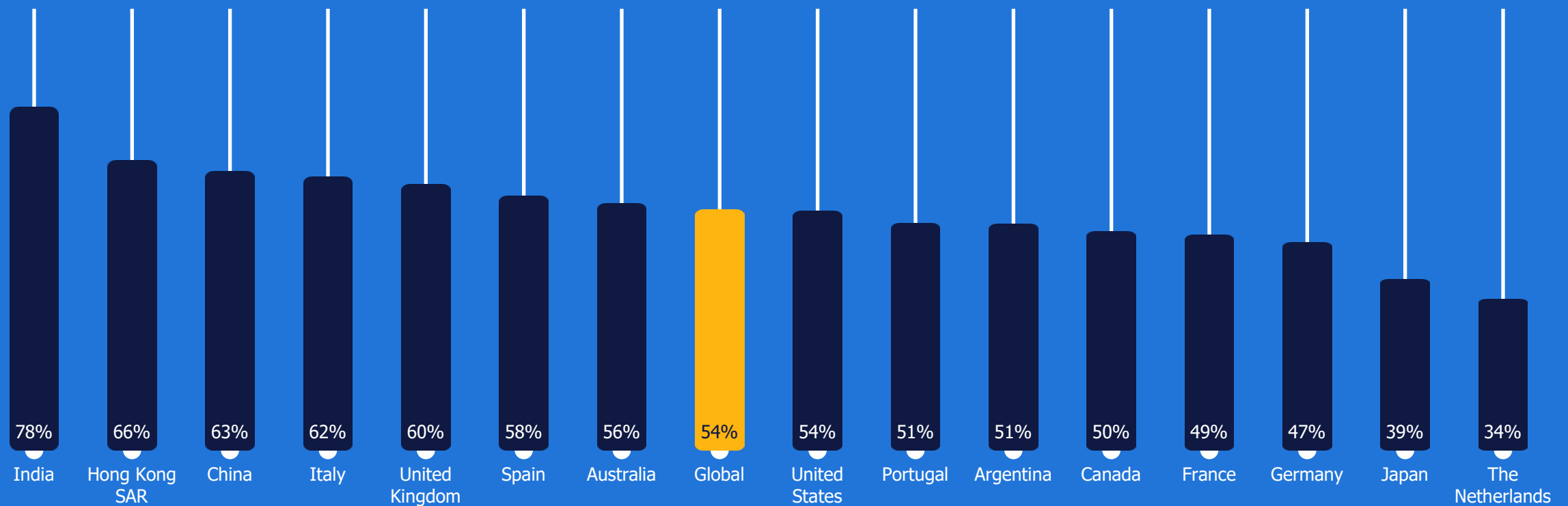
for middle and lower educated people job security in relation with Covid-19 is of a lesser concern than for higher educated workers (65%).



68%

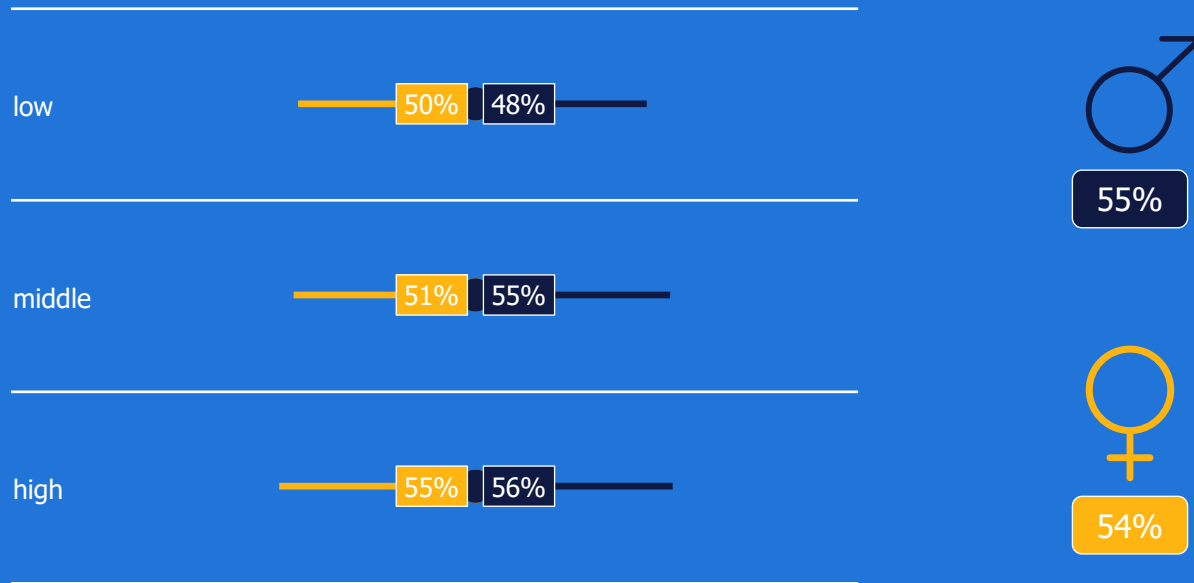
younger professionals (18-44) are more concerned for their job security, than their older counterparts (55-67: 51%).

54% expect to lose their job, if the business situation of their employer is affected by the Covid-19 crisis.

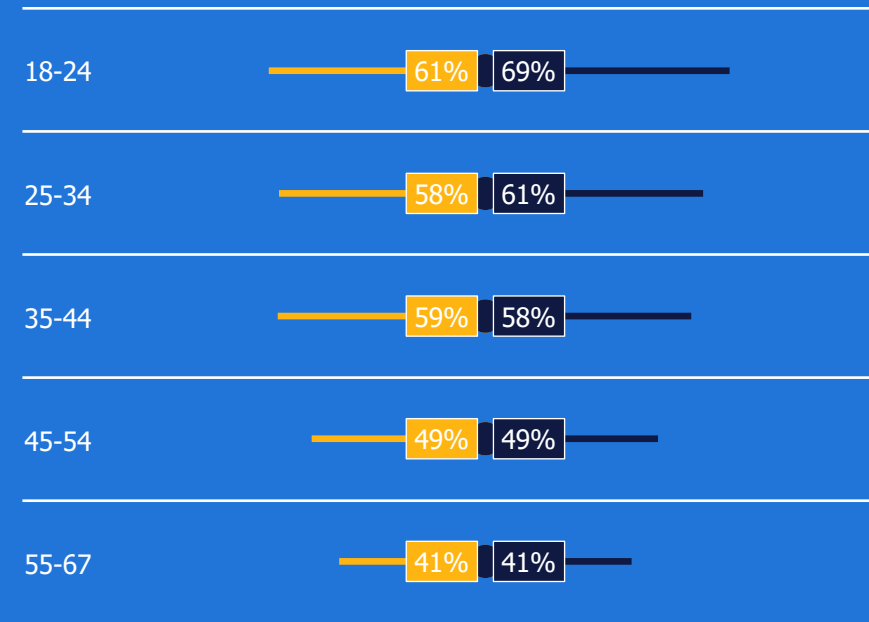


69% of male workers aged 18-24 expect to lose their job, if their employer's business situation is affected by the Covid-19 crisis.

distribution by education & gender:



distribution by age & gender:



49%

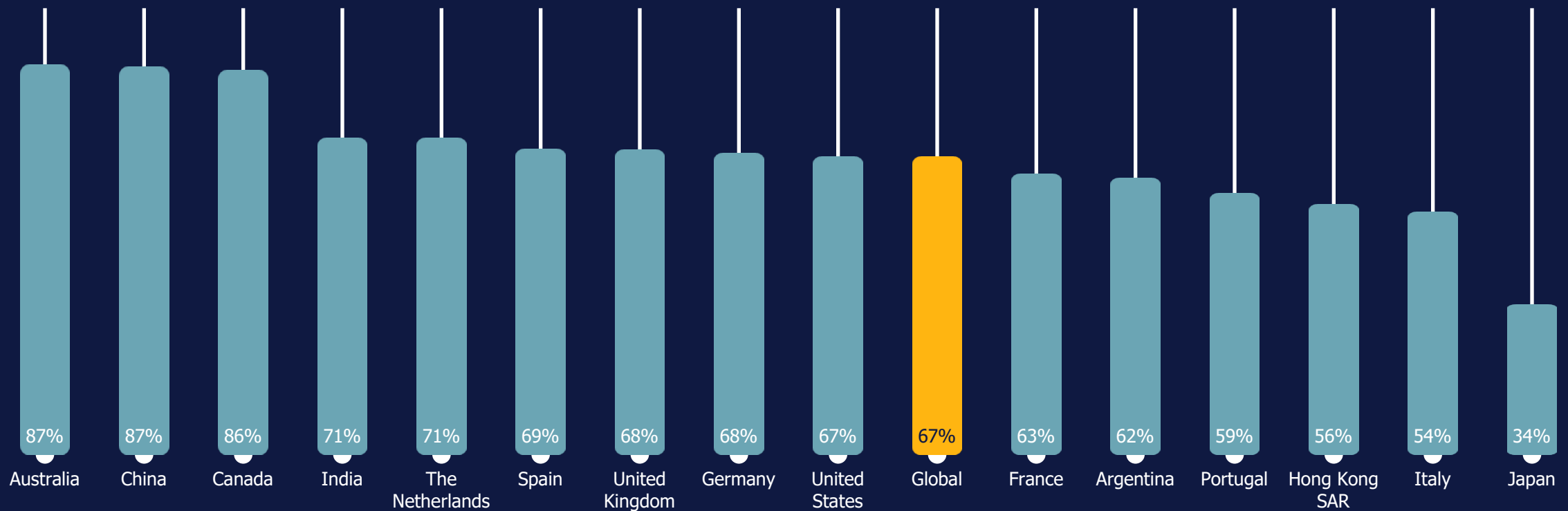
lower educated employees feel more secure about their jobs, compared to their counterparts with better education (middle: 53%, higher: 55%).



63%

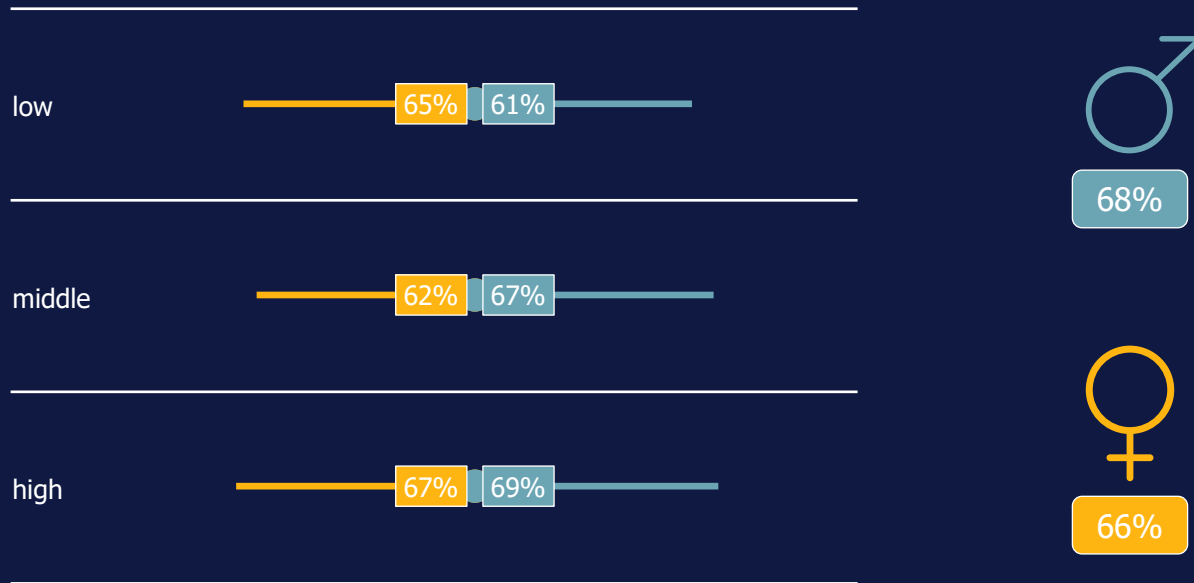
the youngest workforce (18-34) is the most insecure about their jobs, while those ending their careers (55-67) feel more secure (41%).

67% believe the government will actively help them, if they were to lose their jobs due to the Covid-19 crisis.

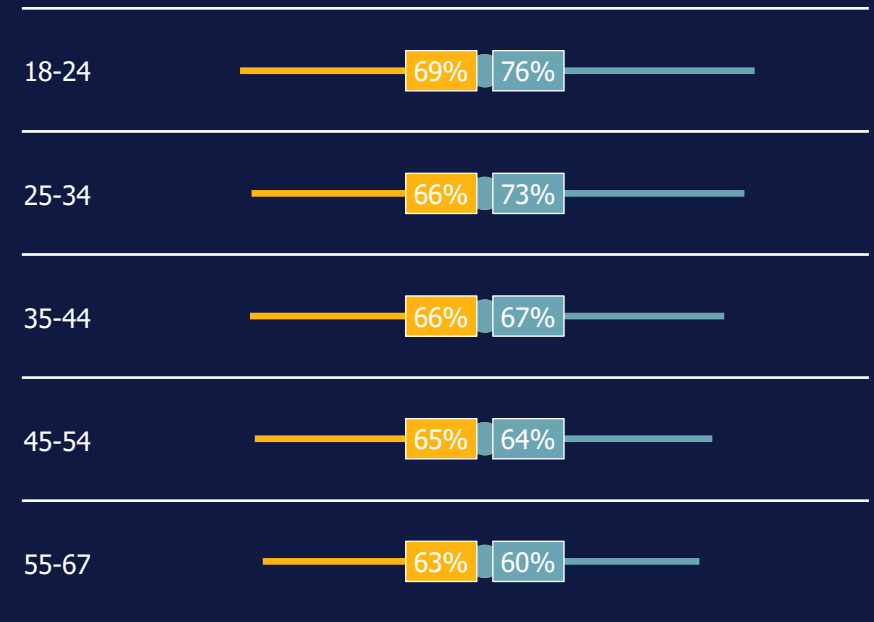


66% of female employees aged 25-54 believe the government will actively help them, if they were to lose their jobs.

distribution by education & gender:



distribution by age & gender:



68%

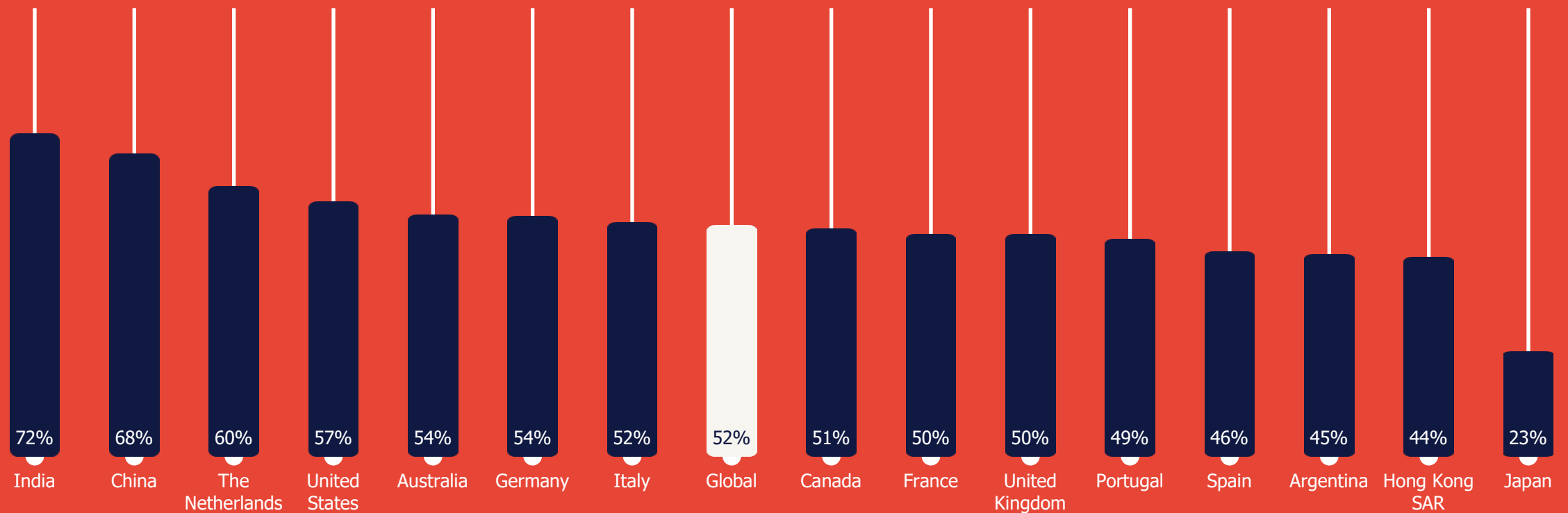
higher educated staff are more trustful in their government, that it will help them, should they lose their jobs.



70%

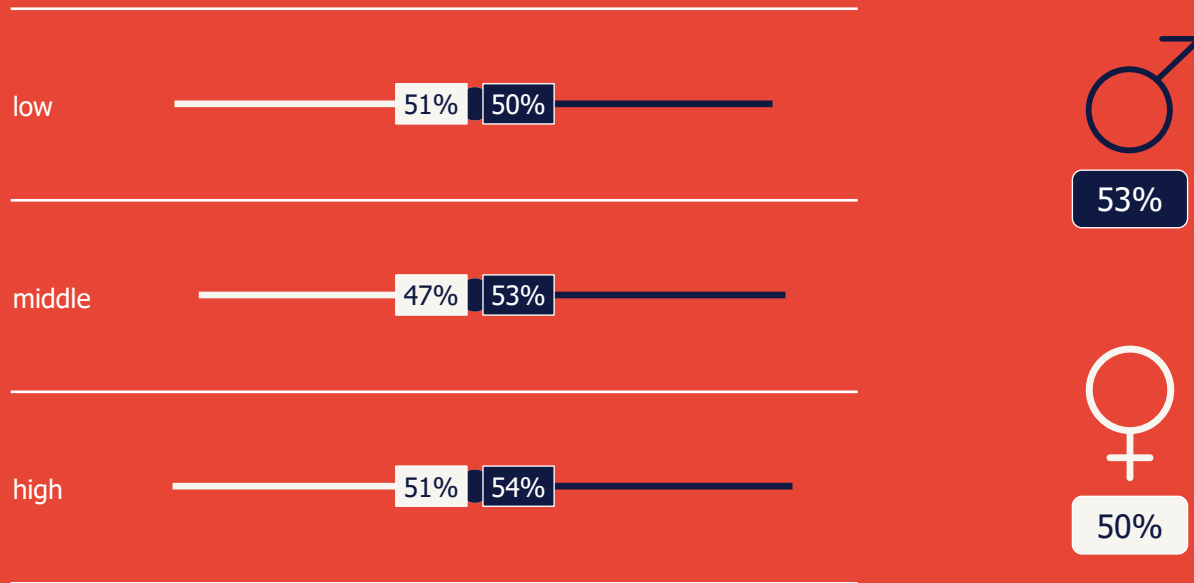
younger people (18-34) are more optimistic that their government will help them in case they lose their jobs; older people have a lesser degree of trust (45-67: 63%).

52% believe their employer would support them in finding a new position, if they were to lose their jobs.

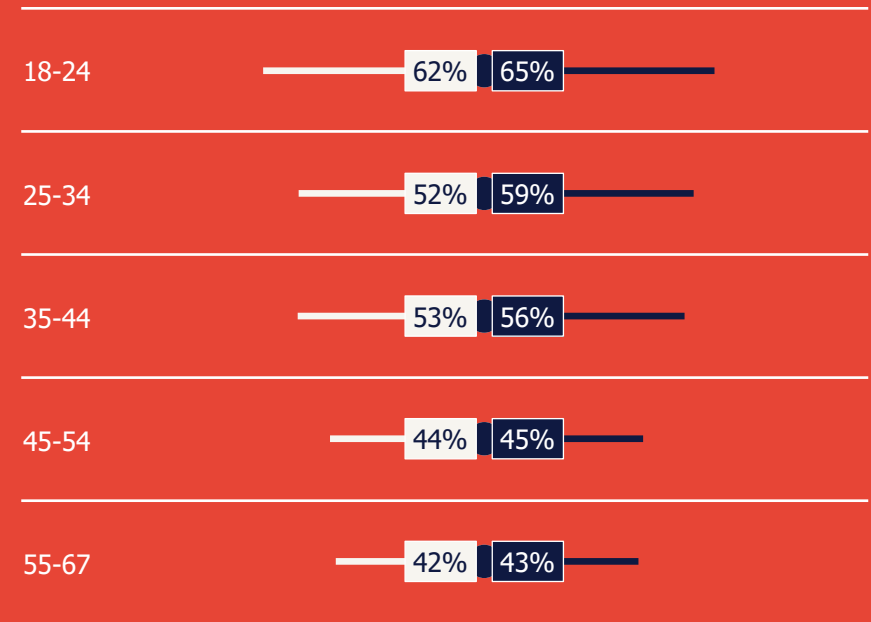


65% of male staff aged 18-24 believe their employer would support them in finding a new position, if they were to lose their jobs.

distribution by education & gender:



distribution by age & gender:



51%

the trust in one's employer to offer support in case one loses its job is evenly distributed across levels of education.



64%

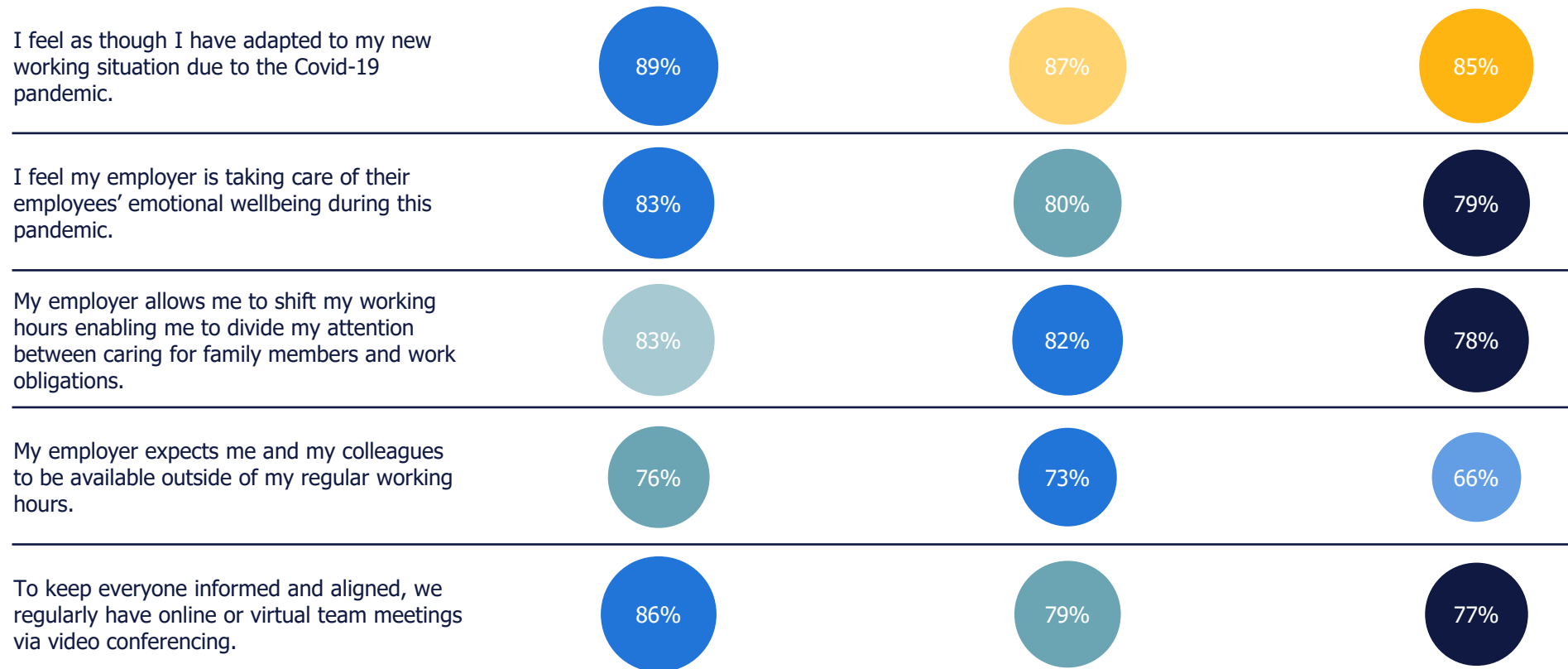
there is a higher trust in one's employer among younger staff (18-24); only 44% of people aged 45+ believe their employer will help them should they lose their jobs.

sector



analysis.

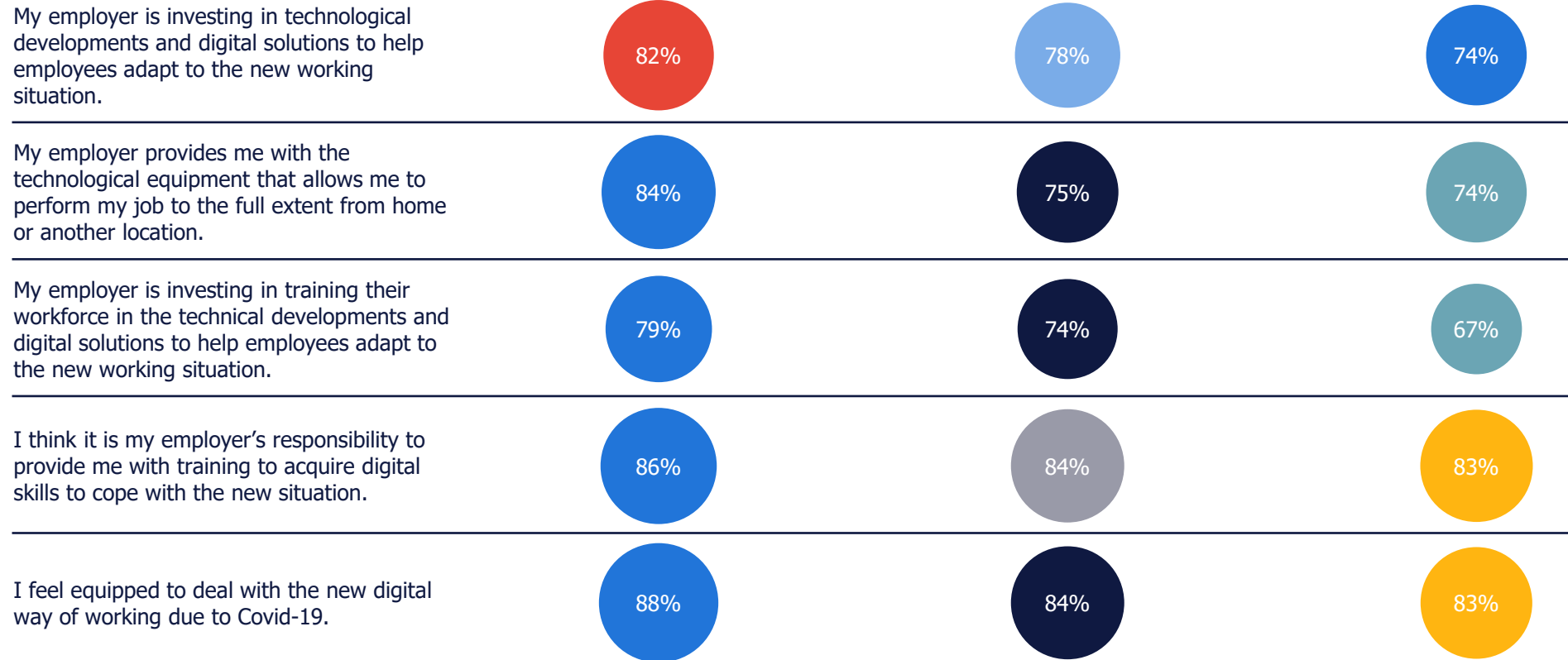
work-life balance and wellbeing.



size of bubbles represent top 3 sectors with positive answers



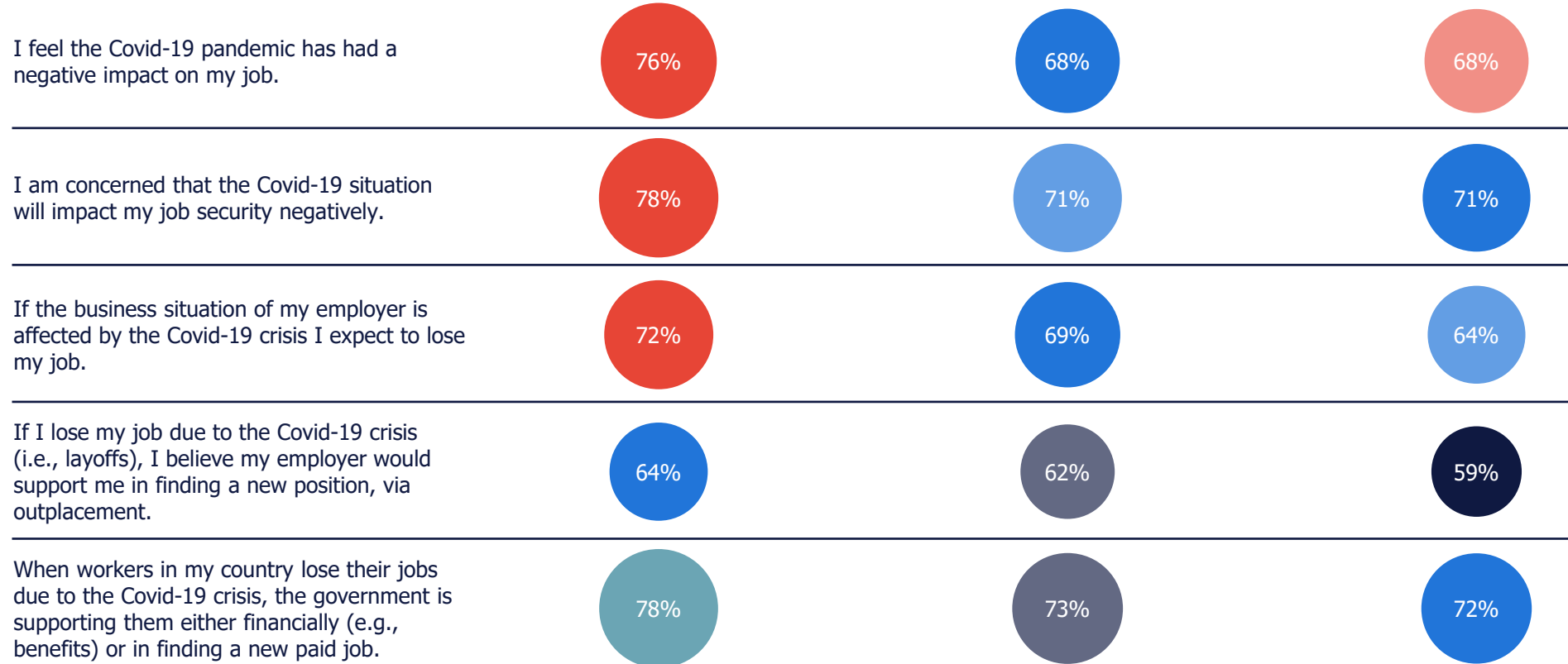
digitalization and employers.



size of bubbles represent top 3 sectors with positive answers



covid-19 expectations.



size of bubbles represent top 3 sectors with positive answers



about



randstad workmonitor.

about randstad workmonitor.

- The Workmonitor Covid-19 edition is assessing the overall impact of the coronavirus crisis on the workforce.
- This study was carried out 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 for each market, based on panels from Dynata.
- The special edition survey was conducted from 7 to 22 May 2020 in the following markets:

Argentina	Germany	Portugal
Australia	Hong Kong SAR	Spain
Canada	India	The Netherlands
China	Italy	UK
France	Japan	US



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human forward.

