# randstad workmonitor.



25 January 2021

הר randstad

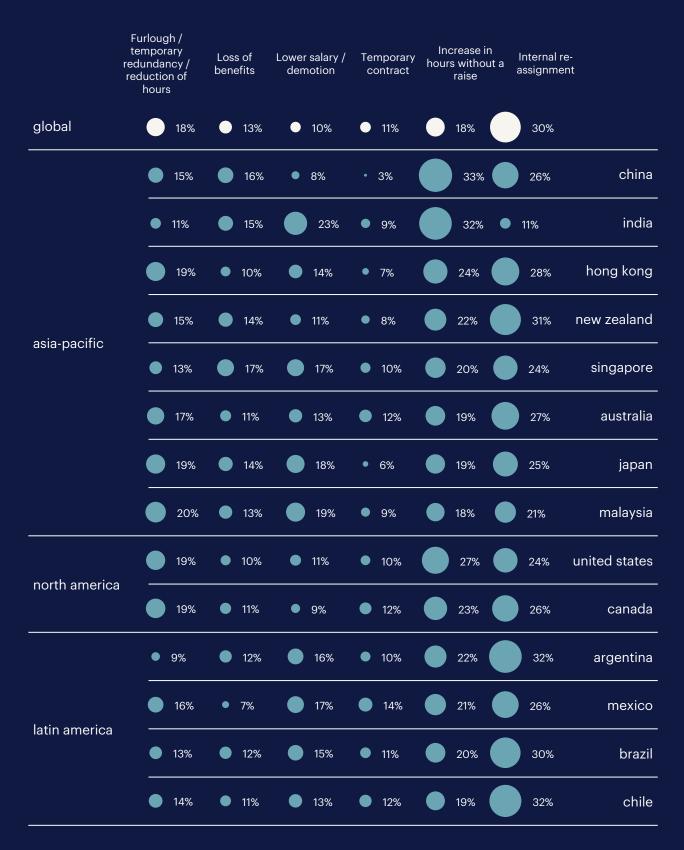
## balancing work



and life.



#### to remain employed, 30% would accept an internal reassignment within their company.





#### to remain employed, 30% would accept an internal reassignment within their company.

	Furlough / temporary redundancy / reduction of hours		Loss of benefits		Lower salary / demotion		Temporary contract		Increase in hours without a raise		Internal re assignmer	
global	•	18%	•	13%	•	10%	•	11%	•	18%	30%	
	•	16%	•	7%		3%	•	4%	•	17%	54%	luxembourg
		28%	•	13%	•	9%	•	10%	•	17%	24% ur	nited kingdom
	•	14%	•	16%	•	9%	•	16%	•	16%	29%	denmark
	•	14%	•	15%	•	8%	•	9%	•	13%	41%	germany
north-western europe	•	21%	•	13%	•	5%	•	9%	•	13%	40%	belgium 
	•	16%	•	11%	•	6%	•	11%	•	13%	44%	norway
	•	26%	•	13%	•	10%	•	7%	•	13%	33%	switzerland
	•	15%	•	12%	•	5%	•	10%	•	13%	46% th	e netherlands
	•	19%	•	10%	•	6%	•	7%	•	10%	48%	austria
	•	26%	•	7%	•	6%	•	25%	•	10%	27%	sweden
	•	23%	•	9%	•	5%	•	12%	•	19%	31%	turkey
	•	25%	•	13%	•	12%	•	8%	•	17%	24%	romania
eastern europe	e <u> </u>	28%	•	10%	•	8%	•	15%	•	14%	26%	hungary
	•	19%	•	13%	•	9%	•	21%	•	12%	25%	poland
	•	17%	•	21%	•	5%	•	15%	•	12%	31%	czechia
	•	20%	•	15%	•	12%	•	9%	•	20%	25%	spain
	•	13%	•	9%	•	6%	•	10%	•	19%	43%	portugal
southern europ	oe 👤	22%	•	18%	•	6%	•	10%	•	17%	27%	france
	•	20%	•	15%	•	8%	•	10%	•	17%	29%	italy
	•	8%	•	10%	•	10%	•	12%	•	16%	45%	greece

#### 51% believe that employers will have trouble finding the right talent in a post-COVID world.

82%   india	global	51%	
asia-pacific         59%         singapore           54%         china           52%         australia           45%         hong kong           41%         new zealand           north america         56%         canada           53%         united states           54%         argentina           54%         argentina           53%         mexico           51%         united kingdom           49%         belgium           49%         germany           48%         the netherlands           north-western         39%         luxembourg           europe         38%         sweden           36%         austria           35%         switzerland           48%         norway           europe         38%         swetzerland           36%         austria           35%         switzerland           40         norway           66%         romania           eastern europe         56%         poland           51%         czechia           42%         hungary		82%	india
S9%   Singapore   China		70%	malaysia
S4%   China     52%   australia     45%   hong kong     11%   new zealand     12%   canada     13%   united states     14%   brazil     154%   brazil     154%   chile     151%   united kingdom     149%   belgium     149%   germany     149%   germany     149%   denmark     158%   sweden     158%   austria     158%   austria     158%   austria     158%   denmark     158%		68%	japan
52%   australia	acia pacifia	59%	singapore
45%   hong kong new zealand	asia-pacific	54%	china
A11%		52%	australia
north america         56%         canada           53%         united states           54%         argentina           54%         brazil           53%         mexico           52%         chile           49%         belgium           49%         germany           48%         the netherlands           north-western         39%         luxembourg           europe         38%         sweden           36%         austria           35%         switzerland           34%         norway           28%         denmark           69%         turkey           66%         romania           eastern europe         56%         poland           51%         czechia           42%         hungary           54%         portugal		45%	hong kong
S3%   united states		41%	new zealand
53%   argentina     54%   brazil     53%   mexico     52%   chile     51%   united kingdom     49%   belgium     49%   germany     48%   the netherlands     148%   sweden     36%   austria     35%   switzerland     35%   switzerland     36%   austria     35%   chile     48%   the netherlands     48%   the netherlands     48%   the netherlands     51%   austria     54%   chile     54%   czechia     42%   hungary     54%   portugal	north america	56%	canada
Iatin america         54%         brazil           53%         mexico           52%         chile           51%         united kingdom           49%         belgium           49%         germany           48%         the netherlands           1 united kingdom         belgium           49%         germany           48%         the netherlands           1 uxembourg         sweden           36%         austria           35%         switzerland           34%         norway           28%         denmark           66%         romania           eastern europe         56%         poland           51%         czechia           42%         hungary           54%         portugal	north america	53%	united states
S3%   Chile		54%	argentina
53%   Chile	latin amanian	54%	brazil
51%   united kingdom	latin america	53%	mexico
49%   belgium   49%   germany   48%   the netherlands   the netherlands   100   10		52%	chile
49%   germany   48%   the netherlands   1   1   1   1   1   1   1   1   1		51%	united kingdom
A8%   the netherlands		49%	belgium
north-western europe         39%         luxembourg           36%         sweden           35%         switzerland           34%         norway           28%         denmark           69%         turkey           66%         romania           eastern europe         56%         poland           51%         czechia           42%         hungary           54%         portugal		49%	germany
europe       38%       sweden         36%       austria         35%       switzerland         34%       norway         28%       denmark         69%       turkey         66%       romania         eastern europe       56%       poland         51%       czechia         42%       hungary         54%       portugal		48%	the netherlands
36%       austria         35%       switzerland         34%       norway         28%       denmark         69%       turkey         66%       romania         eastern europe       56%       poland         51%       czechia         42%       hungary         54%       portugal	north-western	39%	luxembourg
35%       switzerland         34%       norway         28%       denmark         69%       turkey         66%       romania         51%       czechia         42%       hungary         54%       portugal	europe	38%	sweden
34%       norway         28%       denmark         69%       turkey         66%       romania         eastern europe       56%       poland         51%       czechia         42%       hungary         54%       portugal		36%	austria
28%         denmark           69%         turkey           66%         romania           eastern europe         56%         poland           51%         czechia           42%         hungary           54%         portugal		35%	switzerland
69%       turkey         66%       romania         eastern europe       56%       poland         51%       czechia         42%       hungary         54%       portugal		34%	norway
eastern europe 56% poland 51% czechia 42% hungary 54% portugal		28%	denmark
eastern europe 56% poland 51% czechia 42% hungary 54% portugal		69%	turkey
51%czechia42%hungary54%portugal		66%	romania
42%hungary54%portugal	eastern europe	56%	poland
54% portugal		51%	czechia
		42%	hungary
53% france		54%	portugal
		53%	france
southern europe 53% spain	southern europe	53%	spain
italy		51%	italy
greece		37%	greece



58% expect salary protection from their employers in a post-COVID world.

1	transparency in communication
2	training
3	salary protection
4	employee assistance programs that offer, for instance, psychological support
5	employee resource groups
6	team collaboration
7	health policies and safety protocols
8	increased security
9	health insurance
10	office equipment and technology for remote working
11	job security







#### 58% expect salary protection from their employers in a post-COVID world.

	1	2	3	4	5	6	7	8	9	10	11	
global	35%	37%	58%	21%	14%	26%	37%	21%	36%	26%	36%	
	44%	29%	71%	32%	22%	26%	52%	27%	51%	27%	47%	malaysia
	38%	38%	66%	30%	26%	30%	45%	39%	39%	25%	23%	china
	43%	35%	63%	33%	29%	30%	49%	32%	44%	21%	28%	india
	36%	44%	61%	26%	16%	20%	39%	22%	34%	29%	37%	singapore
asia-pacific	34%	38%	57%	16%	14%	25%	36%	28%	46%	27%	34%	hong kong
	35%	10%	56%	20%	11%	14%	26%	21%	25%	27%	43%	japan
	42%	45%	54%	28%	11%	26%	41%	13%	29%	32%	49%	new zealand
	41%	41%	46%	33%	14%	28%	36%	19%	20%	22%	38%	australia
	37%	38%	49%	25%	9%	23%	39%	17%	42%	22%	36%	canada
north america	40%	33%	44%	22%	15%	21%	41%	18%	49%	21%	28%	united states
latin america	38%	32%	71%	32%	17%	28%	54%	22%	50%	32%	42%	chile
	43%	32%	68%	28%	18%	29%	52%	26%	58%	34%	32%	mexico
	39%	46%	65%	26%	14%	30%	58%	25%	46%	41%	37%	argentina
	38%	46%	58%	32%	11%	29%	42%	26%	49%	29%	36%	brazil



#### 58% expect salary protection from their employers in a post-COVID world.

	1	2	3	4	5	6	7	8	9	10	11	
global	35%	37%	58%	21%	14%	26%	37%	21%	36%	26%	36%	
	41%	46%	65%	18%	7%	31%	32%	15%	36%	36%	54%	luxembourg
	30%	39%	58%	16%	8%	33%	28%	15%	19%	23%	39%	switzerland
	26%	24%	57%	18%	7%	26%	34%	17%	30%	22%	38%	belgium
	42%	38%	50%	14%	13%	40%	35%	20%	32%	25%	48%	austria
	37%	47%	50%	20%	13%	25%	33%	17%	18%	24%	33%	united kingdom
north-western europe	35%	35%	50%	23%	11%	22%	37%	19%	35%	24%	21%	sweden
	32%	33%	49%	12%	8%	24%	14%	16%	23%	18%	37%	norway
	32%	27%	47%	17%	7%	26%	36%	11%	18%	24%	32%	the netherlands
	36%	35%	42%	15%	13%	32%	28%	23%	17%	19%	33%	germany
	27%	28%	37%	14%	8%	26%	27%	20%	32%	21%	35%	denmark
	43%	47%	72%	26%	15%	29%	38%	20%	48%	32%	25%	turkey
	38%	46%	70%	18%	9%	31%	33%	26%	35%	29%	37%	romania
eastern europe	27%	53%	65%	18%	15%	25%	25%	29%	45%	25%	38%	poland
	25%	32%	59%	6%	10%	22%	19%	21%	27%	27%	50%	hungary
	22%	23%	57%	8%	22%	23%	32%	14%	25%	28%	46%	czechia
	20%	31%	82%	25%	26%	22%	44%	23%	53%	35%	38%	greece
	27%	35%	67%	11%	9%	27%	29%	18%	32%	22%	33%	france
	29%	51%	65%	21%	19%	25%	47%	28%	32%	29%	29%	spain
	29%	39%	60%	19%	10%	19%	31%	18%	38%	25%	35%	portugal
	29%	36%	54%	21%	15%	24%	41%	25%	32%	24%	22%	italy



# succesfully adapting to



new ways of working.



#### 35% prefer a hybrid working environment, combining working from home with going to office.

	Hybrid	Working in the office	Working from home as desired	Flexibility to shift hours	Working from home	Working fron anywhere	1
global	35	% <b>•</b> 14%	• 10%	24%	• 14%	• 3%	
	48	9% • 10%	• 6%	<b>17%</b>	• 14%	• 4%	india
	42	% <b>•</b> 11%	• 11%	<b>1</b> 9%	• 14%	3%	china
	39	% • 7%	• 5%	• 10%	37%	2%	malaysia
asia-pacific	34	% <b>•</b> 13%	• 9%	27%	• 13%	3%	australia
asia-pacific	34	% 31%	• 8%	• 12%	• 12%	• 4%	new zealand
	329	6 21%	• 10%	30%	• 5%	2%	singapore
	299	<b>23</b> %	• 8%	35%	2%	• 4%	hong kong
	269	22%	• 6%	21%	22%	3%	japan
	27%	19%	• 7%	20%	25%	2%	canada
north america	269	18%	• 8%	<b>1</b> 9%	26%	3% ı	united states
latin america	50	)% • 8%	• 5%	<b>1</b> 9%	<b>15</b> %	3%	mexico
	47	% • 6%	• 6%	<b>17%</b>	<b>1</b> 9%	• 5%	chile
	44	% • 7%	• 7%	22%	<b>1</b> 6%	• 5%	argentina
	44	.% • 10%	• 7%	<b>15%</b>	21%	• 4%	brazil

#### 35% prefer a hybrid working environment, combining working from home with going to office.

	Hybrid	Working offic	III LIIE	home			Flexibility to shift hours		Working from home		rking fro nywhere	m
global	3	5%	14%	•	10%		24%	•	14%		3%	
		14%	13%	•	9%		26%	•	6%		3%	luxembourg
	3	6%	20%	•	9%		22%	•	9%	•	5%	austria
	3!	5%	16%	•	9%		25%	•	11%	•	5%	norway
	32	2%	16%	•	11%		29%	•	9%	•	3% un	ited kingdom
north-western europe	32	2%	12%	•	12%		31%	•	12%	•	3%	germany
	31	l% •	10%	•	14%		31%	•	10%	•	4% the	e netherlands
	30	0%	11%	•	12%		33%	•	6%	•	8%	denmark
	30	0% •	9%	•	15%		31%	•	13%	•	3%	belgium
	29	9%	18%	•	8%		22%		20%	•	3%	switzerland
	28	3%	18%		20%		23%	•	6%	•	5%	sweden
	3	8% •	11%	•	9%		26%	•	11%	•	5%	poland
	3	8%	15%	•	11%		24%	•	10%	•	3%	turkey
eastern europe	34	4% •	10%	•	13%		29%	•	13%		2%	hungary
	30	0%	21%	•	7%		31%	•	8%		3%	romania
	22	% •	9%	•	15%		34%	•	15%	•	6%	czechia
	4	.0%	15%	•	13%	•	17%	•	11%	•	5%	greece
southern europe	3	8% •	8%	•	9%		23%	•	18%	•	3%	portugal
	3	7%	15%	•	11%		26%	•	11%		1%	spain
	3	6%	13%	•	7%		25%	•	17%	•	3%	italy
	32	2%	16%	•	12%		25%	•	12%	•	3%	france

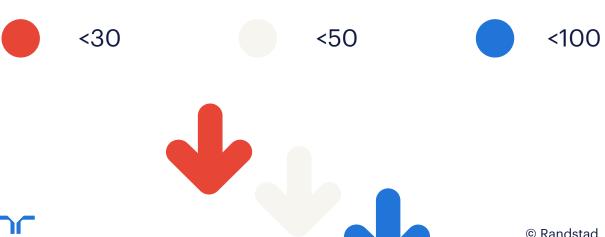
### 80% experience an inclusive work environment within their company.

global	80%	
	93%	india
	89%	china
	87%	malaysia
	85%	australia
asia-pacific	84%	new zealand
	81%	singapore
	79%	hong kong
	49%	japan
	84%	canada
north america	84%	united states
	84%	mexico
	84%	chile
atin america	84%	argentina
	78%	brazil
	84%	united kingdom
	84%	- austria
	84%	norway
	82%	denmark
north-western	81%	germany
europe	79%	sweden
	78%	the netherlands
	77%	switzerland
	74%	luxembourg
	71%	belgium
	86%	turkey
	83%	romania
eastern europe	81%	poland
	79%	hungary
	60%	czechia
	84%	spain
	79%	portugal
southern europe	77%	italy
	72%	france
	72%	greece



#### diversity and inclusion at the workplace.

1	building a diverse workforce
2	publicizing HR policies on inclusiveness
3	having people from diverse backgrounds in leadership positions
4	advertising and employer branding
5	encouraging employee resource groups
6	corporate social responsibility in the form of donations/fundraising
7	employee volunteering days
8	partnering with non-profit organizations
9	creating elements of an inclusive work environment and workspace, including being open to and considering other people's opinions
10	employee training



# companies demonstrated inclusiveness by providing employee training (36%) and building a diverse workforce (35%).

	1	2	3	4	5	6	7	8	9	10	
global	35%	20%	26%	18%	21%	17%	16%	14%	28%	36%	
	22%	10%	15%	25%	11%	15%	12%	12%	17%	53%	australia
	27%	16%	18%	9%	15%	13%	11%	7%	21%	41%	china
	44%	25%	35%	19%	32%	30%	19%	17%	47%	38%	hong kong
asia-pacific	27%	23%	22%	26%	19%	18%	17%	15%	35%	37%	india
asia-pacific	29%	14%	19%	17%	19%	16%	13%	14%	20%	36%	japan
	37%	19%	26%	11%	21%	14%	17%	12%	19%	35%	malaysia
	38%	30%	37%	27%	21%	24%	19%	16%	34%	34%	new zealand
	35%	19%	26%	11%	15%	10%	12%	11%	28%	33%	singapore
	20%	11%	23%	24%	14%	22%	12%	16%	34%	41%	canada
north america	43%	30%	43%	31%	43%	35%	40%	20%	34%	26%	united states
latin america	41%	17%	19%	13%	10%	12%	5%	14%	18%	57%	argentina
	42%	18%	27%	14%	24%	14%	12%	10%	35%	41%	brazil
	38%	18%	23%	18%	14%	19%	12%	14%	31%	41%	chile
	38%	22%	33%	12%	24%	25%	16%	23%	34%	34%	mexico



# companies demonstrated inclusiveness by providing employee training (36%) and building a diverse workforce (35%).

	1	2	3	4	5	6	7	8	9	10	
global	35%	20%	26%	18%	21%	17%	16%	14%	28%	36%	
	42%	15%	22%	15%	21%	10%	11%	20%	25%	43%	austria
	39%	27%	33%	28%	21%	21%	20%	17%	34%	42%	belgium
	30%	15%	23%	15%	13%	13%	12%	15%	22%	41%	denmark
	27%	21%	18%	18%	14%	13%	9%	11%	18%	39%	germany
	41%	20%	32%	17%	22%	17%	18%	12%	25%	35%	luxembourg
north-western europe	29%	22%	24%	24%	19%	21%	16%	15%	29%	34%	norway
	35%	12%	17%	9%	19%	7%	7%	6%	23%	33%	sweden
	36%	20%	29%	15%	26%	23%	21%	14%	30%	32%	switzerland
	36%	15%	22%	16%	17%	12%	13%	14%	20%	31%	the netherlands
	40%	21%	30%	15%	22%	17%	20%	13%	22%	29%	united kingdom
	25%	12%	15%	16%	15%	13%	10%	11%	34%	41%	czechia
	32%	15%	17%	12%	15%	11%	7%	10%	42%	38%	hungary
eastern europe	34%	37%	32%	22%	26%	16%	19%	19%	34%	33%	poland
	26%	12%	18%	15%	14%	17%	12%	15%	25%	33%	romania
	43%	24%	33%	23%	31%	19%	30%	25%	30%	30%	turkey
southern europe	29%	16%	22%	10%	16%	15%	11%	14%	28%	40%	france
	37%	22%	24%	15%	19%	17%	14%	12%	23%	39%	greece
	35%	20%	26%	18%	21%	17%	16%	14%	28%	36%	italy
	32%	9%	22%	10%	13%	13%	11%	13%	30%	33%	portugal
	43%	28%	33%	25%	27%	24%	20%	18%	40%	33%	spain



# employee training (38%) and nurturing elements of inclusivity (36%) are considered essential for companies' efforts to be inclusive.

	1	2	3	4	5	6	7	8	9	10	
global	35%	21%	29%	15%	26%	18%	15%	15%	36%	38%	
	37%	13%	26%	8%	22%	13%	12%	11%	44%	44%	new zealand
	50%	20%	39%	18%	35%	29%	19%	17%	55%	41%	malaysia
	38%	16%	28%	18%	24%	21%	18%	13%	30%	36%	australia
nois macifia	35%	20%	32%	15%	30%	20%	19%	12%	40%	35%	singapore
asia-pacific	38%	40%	33%	24%	32%	17%	19%	18%	44%	33%	hong kong
	34%	16%	20%	8%	23%	7%	6%	6%	29%	30%	japan
	46%	32%	44%	27%	46%	36%	34%	21%	38%	27%	india
	38%	48%	42%	26%	46%	27%	18%	14%	44%	21%	china
	36%	19%	29%	13%	20%	16%	15%	14%	29%	38%	canada
north america	38%	17%	30%	13%	22%	17%	18%	14%	28%	28%	united states
latin america	45%	34%	42%	18%	29%	22%	18%	18%	43%	45%	argentina
	47%	35%	46%	17%	33%	24%	18%	18%	46%	38%	chile
	42%	28%	39%	10%	36%	26%	17%	25%	43%	36%	brazil
	46%	30%	40%	21%	34%	26%	20%	19%	44%	33%	mexico

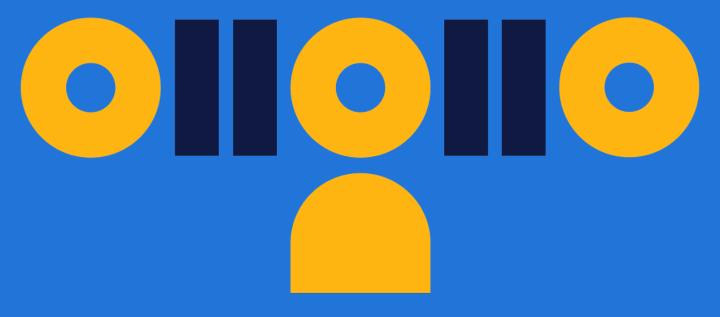


# employee training (38%) and nurturing elements of inclusivity (36%) are considered essential for companies' efforts to be inclusive.

	1	2	3	4	5	6	7	8	9	10	
global	35%	21%	29%	15%	26%	18%	15%	15%	36%	38%	
	41%	22%	32%	12%	21%	12%	14%	16%	34%	51%	luxembourg
	33%	14%	21%	9%	22%	12%	14%	6%	31%	47%	denmark
	34%	20%	22%	13%	22%	12%	15%	21%	31%	46%	austria
	31%	22%	25%	11%	19%	14%	13%	18%	31%	46%	switzerland
	35%	11%	21%	10%	23%	8%	9%	9%	56%	41%	norway
north-western europe	35%	21%	30%	9%	20%	11%	10%	10%	38%	39%	sweden
	27%	14%	21%	13%	19%	16%	13%	15%	33%	38%	belgium
	31%	10%	24%	11%	12%	16%	12%	15%	36%	36%	the netherlands
	37%	14%	28%	11%	20%	15%	15%	9%	25%	34%	united kingdom
	30%	19%	22%	18%	18%	14%	11%	15%	22%	30%	germany
	42%	19%	22%	15%	24%	20%	11%	16%	38%	51%	romania
	21%	11%	13%	9%	19%	11%	8%	8%	41%	48%	hungary
eastern europe	25%	13%	16%	22%	21%	17%	11%	12%	24%	47%	czechia
	27%	27%	24%	20%	24%	22%	19%	14%	40%	40%	poland
	43%	29%	33%	18%	38%	20%	29%	24%	36%	30%	turkey
	21%	14%	40%	13%	34%	23%	14%	16%	51%	53%	greece
	30%	23%	23%	19%	20%	13%	8%	11%	23%	40%	france
southern europe	31%	17%	23%	7%	25%	16%	14%	17%	42%	40%	portugal
	32%	25%	31%	19%	27%	22%	16%	15%	43%	39%	spain
	34%	16%	24%	15%	28%	18%	12%	17%	30%	36%	italy



# shifting expectations



and outlook.



#### 40% struggled to learn new skills to adapt to news ways of working during the pandemic.

global	40%	
	72%	india
	61%	malaysia
	54%	Japan
nain manifin	53%	singapore
asia-pacific	50%	hong kong
	47%	china
	42%	australia
	25%	new zealand
	36%	canada
north america	35%	united states
	39%	chile
latin amandaa	38%	argentina
latin america	37%	mexico
	37%	brazil
	50%	norway
	41%	belgium
	39%	united kingdom
	37%	germany
north-western	36%	switzerland
europe	35%	luxembourg
	31%	the netherlands
	28%	austria
	27%	sweden
	25%	denmark
	51%	romania
	43%	turkey
eastern europe	28%	poland
	27%	czechia
	21%	hungary
	56%	france
	40%	spain
southern europe	39%	italy
	27%	portugal
	19%	greece



## 51% believe employees and employers are equally responsible for keeping skills and competencies up to date.

	Employees	Employers	Employees and employers	Trade unions	
global	<b>1</b> 9%	_ 28%	51%	2%	
	• 17%	• 16%	65%	1%	new zealand
	• 18%	• 20%	60%	1%	malaysia
	22%	• 20%	58%	1%	hong kong
acia pacific	22%	• 20%	57%	1%	singapore
asia-pacific	22%	• 20%	57%	1%	china
	• 20%	28%	51%	1%	australia
	22%	43%	34%	1%	india
	<ul><li>18%</li></ul>	52%	28%	2%	japan
	• 20%	<b>2</b> 5%	53%	2%	canada
north america	27%	30%	43%	1%	united states
latin america	• 18%	<b>2</b> 1%	59%	3%	chile
	• 20%	• 22%	54%	• 4%	mexico
	• 19%	<b>2</b> 4%	53%	4%	argentina
	<b>22</b> %	33%	42%	• 4%	brazil



#### 51% believe employees and employers are equally responsible for keeping skills and competencies up to date.

	Employees	Employers	Employees and employers	Trade unions
global	<b>19%</b>	28%	51%	2%
	<b>17%</b>	<b>1</b> 9%	63%	1% the netherlands
	• 14% 	<b>2</b> 0%	63%	3% luxembourg
	<b>17%</b>	<b>23</b> %	59%	1% austria
	<b>1</b> 9%	22%	58%	1% switzerland
north-western	<b>1</b> 9%	<b>23</b> %	57%	1% denmark
europe	<b>•</b> 16%	29%	53%	2% norway
	• 14%	34%	51%	1% sweden
	20%	28%	51%	2% germany
	20%	29%	48%	2% belgium
	<b>•</b> 18%	35%	46%	1% united kingdom
	• 12%	23%	65%	1% hungary
	• 14%	<b>2</b> 4%	62%	1% poland
eastern europe	• 17%	27%	54%	1% czechia
	21%	28%	50%	1% romania
	20%	36%	42%	1% turkey
southern europe	<b>18%</b>	27%	54%	1% greece
	21%	<b>2</b> 4%	53%	2% spain
	• 15%	33%	51%	1% portugal
	• 17%	33%	49%	2% france
	<b>1</b> 6%	51%	33%	1% italy



# 42% believe employers have the responsibility for retraining employees, should they become unemployed because of the pandemic.

	Employees	Employers	Employees and employers	Trade unions	
global	26%	42%	25%	• 7%	
	<b>•</b> 21%	64%	• 10%	• 5%	india
	• 10%	63%	<b>•</b> 24%	4%	japan
	31%	44%	<ul><li>21%</li></ul>	4%	australia
ooio pooifio	<b>22%</b>	44%	<b>•</b> 24%	• 11%	malaysia
asia-pacific	25%	40%	<b>•</b> 19%	• 16%	china
	33%	38%	<b>O</b> 23%	• 6%	singapore
	41%	35%	<ul><li>21%</li></ul>	3%	new zealand
	32%	<b>2</b> 6%	37%	• 5%	hong kong
	38%	52%	• 8%	3%	united states
north america	32%	45%	<b>•</b> 19%	4%	canada
latin america	27%	44%	<ul><li>18%</li></ul>	• 11%	mexico
	• 20%	41%	31%	• 8%	chile
	<b>2</b> 1%	38%	<b>•</b> 27%	• 14%	argentina
	40%	32%	<b>2</b> 1%	• 7%	brazil

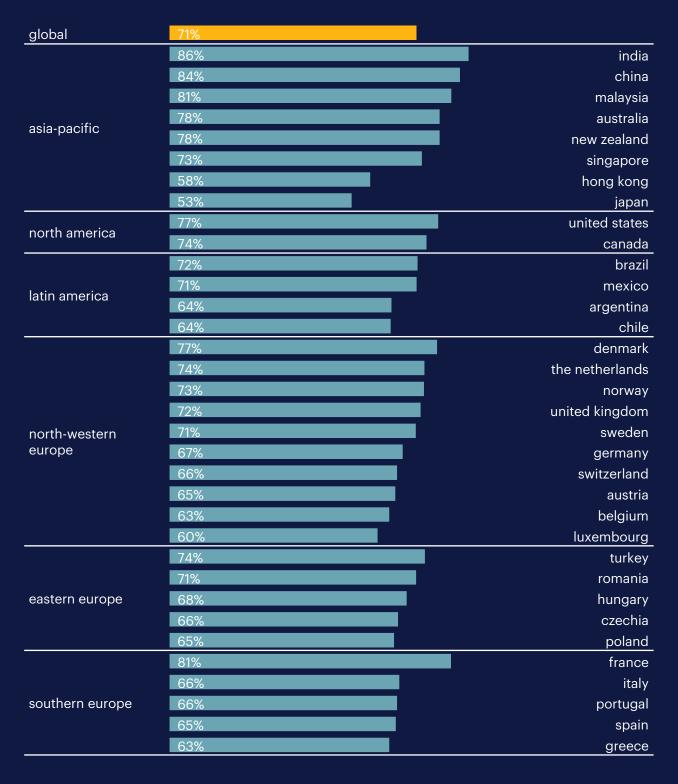


# 42% believe employers have the responsibility for retraining employees, should they become unemployed because of the pandemic.

	Employees	Employers	Employees and employers	Trade unions
global	26%	42%	25%	• 7%
	29%	48%	21%	3% united kingdom
	27%	42%	20%	• 11% sweden
	25%	40%	27%	• 7% germany
	30%	40%	26%	• 5% the netherlands
north-western	25%	38%	29%	• 8% switzerland
europe	25%	37%	29%	• 9% belgium
	23%	34%	36%	• 8% norway
	20%	32%	42%	• 6% luxembourg
	<b>1</b> 9%	31%	39%	• 10% austria
	29%	30%	<b>17%</b>	25% denmark
	23%	45%	27%	• 5% czechia
	26%	43%	24%	• 7% poland
eastern europe	20%	43%	31%	• 7% turkey
	• 14%	42%	39%	• 5% hungary
	24%	40%	32%	• 4% romania
southern europe	27%	48%	21%	• 4% france
	21%	48%	24%	• 8% italy
	20%	40%	31%	• 9% spain
	25%	37%	35%	3% portugal
	19%	33%	47%	2% greece



#### 71% feel their employer supports them mentally and emotionally during the pandemic.





#### 87% feel comfortable they have the transferable skills

required to find a job at a different company or different industry.

global	87%	
	95%	india
	94%	china
	89%	australia
asia pasifia	88%	new zealand
asia-pacific	86%	singapore
	85%	malaysia
	73%	hong kong
	53%	japan
north america	89%	united states
north america	88%	canada
	96%	argentina
latin america	94%	mexico
iatiii aiiieiica	93%	chile
	89%	brazil
	90%	luxembourg
	87%	austria
	86%	norway
	86%	united kingdom
north-western	84%	germany
europe	84%	the netherlands
	84%	denmark
	83%	belgium
	82%	switzerland
	78%	sweden
	94%	poland
	93%	turkey
eastern europe	92%	hungary
	92%	romania
	90%	czechia
	91%	greece
	90%	portugal
southern europe	89%	spain
	86%	italy
	81%	france

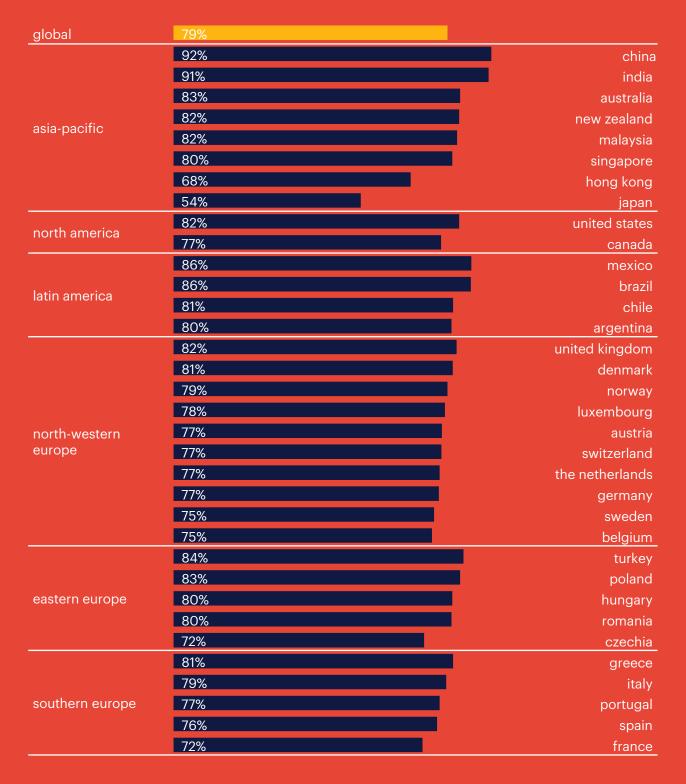


#### 80% regularly refresh their skills to enhance their employability.

95%   China     92%   China     91%   China     91%   China     91%   China     91%   China     91%   China     91%   China     81%   China     75%   China     75%   China     73%   China     73%   China     74%   China     92%   China     92%   China     10mmerica     92%   China     92%   China     10mmerica     92%   China     92%   China     10mmerica     10mmer	global	80%	
91%   singapore   175%   hong kong   174%   australia   173%   new zealand   174%   australia   173%   new zealand   174%   australia   174%   a		95%	india
asia-pacific         81%         singapore           75%         hong kong           74%         australia           73%         new zealand           53%         japan           north america         76%         united states           22%         mexico           92%         argentina           90%         brazil           88%         chile           85%         luxembourg           85%         norway           79%         austria           77%         belgium           north-western europe         76%         the netherlands           europe         75%         denmark           74%         sweden           74%         sweden           74%         sweden           74%         sweden           74%         switzerland           73%         united kingdom           4         turkey           87%         poland           6         turkey           73%         czechia           83%         hungary           73%         czechia           85%         italy		92%	china
75%   hong kong     74%		91%	malaysia
74%   australia     73%   new zealand     53%   new zealand     53%   united states     76%   united states     74%   canada     92%   mexico     92%   argentina     90%   brazil     88%   chile     85%   luxembourg     77%   austria     77%   belgium     north-western     europe   75%   denmark     74%   sweden     74%   switzerland     74%   switzerland     74%   switzerland     74%   switzerland     74%   switzerland     73%   germany     73%   united kingdom     14	::	81%	singapore
73%         new zealand           53%         japan           north america         76%         united states           74%         canada           92%         mexico           92%         argentina           90%         brazil           88%         chile           85%         luxembourg           79%         luxembourg           77%         belgium           77%         belgium           75%         denmark           90%         the netherlands           europe         75%         denmark           74%         sweden           74%         sweden           73%         united kingdom           eastern europe         87%         poland           83%         hungary           73%         czechia           83%         hungary           73%         czechia           83%         hungary           73%         czechia           85%         italy           southern europe         85%         italy           85%         spain           portugal	asia-pacific	75%	hong kong
153%         japan           north america         76%         united states           74%         canada           Aya         mexico           92%         argentina           90%         brazil           88%         chile           85%         luxembourg           85%         norway           77%         belgium           177%         belgium           174%         sweden           74%         sweden           74%         sweden           73%         germany           13%         united kingdom           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           83%         hungary           73%         czechia           83%         hungary           73%         czechia           85%         italy           southern europe         85%         spain           85%         spain           portugal         portugal		74%	australia
north america         76%         united states           74%         canada           92%         mexico           92%         argentina           90%         brazil           88%         chile           85%         luxembourg           85%         norway           79%         austria           belgium         the netherlands           europe         75%         denmark           74%         switzerland           74%         switzerland           73%         united kingdom           73%         united kingdom           eastern europe         87%         poland           83%         hungary           73%         czechia           83%         hungary           73%         czechia           85%         italy           southern europe         85%         spain           85%         spain           southern europe         85%         spain           84%         portugal		73%	new zealand
north america         74%         canada           92%         mexico           92%         argentina           90%         brazil           88%         chile           85%         luxembourg           79%         austria           57%         belgium           north-western         76%         the netherlands           europe         75%         denmark           74%         sweden           74%         switzerland           73%         germany           4         united kingdom           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           85%         italy           southern europe         85%         spain           85%         spain           southern europe         85%         spain		53%	japan
14%   Canada   92%   mexico   92%   argentina   90%   brazil   88%   Chille   85%   luxembourg   85%   austria   177%   belgium   177%   belgium   177%   belgium   177%   belgium   177%   austria   177%   177%   austria   177		76%	united states
latin america         92%         brazil           90%         brazil           88%         chile           85%         luxembourg           85%         norway           79%         austria           79%         belgium           17%         belgium           6%         the netherlands           europe         75%         denmark           74%         sweden           5%         united kingdom           91%         turkey           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           85%         spain           southern europe         85%         spain           84%         portugal	north america	74%	canada
Section   Sect		92%	mexico
90%   6   6   6   6   6   6   6   6   6	latin amaniaa	92%	argentina
85%         luxembourg           85%         norway           79%         austria           77%         belgium           176%         the netherlands           europe         75%         denmark           74%         sweden           5%         germany           73%         united kingdom           87%         poland           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal	laun america	90%	brazil
85%   norway   79%   austria   177%   belgium   177%   belgium   176%   the netherlands   176%   denmark   174%   sweden   174%   sweden   174%   sweden   174%   germany   173%   united kingdom   173%   united kingdom   173%   united kingdom   173%   1		88%	chile
79%         austria           77%         belgium           76%         the netherlands           europe         75%         denmark           74%         sweden           74%         switzerland           73%         germany           73%         united kingdom           91%         turkey           87%         poland           83%         hungary           73%         czechia           83%         hungary           73%         czechia           85%         italy           southern europe         85%         spain           84%         portugal		85%	luxembourg
north-western europe         76%         the netherlands           europe         75%         denmark           74%         sweden           74%         switzerland           73%         germany           73%         united kingdom           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           85%         greece           85%         spain           southern europe         85%         spain           84%         portugal		85%	norway
north-western europe         76%         the netherlands denmark           74%         sweden           74%         switzerland           73%         germany           73%         united kingdom           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		79%	austria
europe         75%         denmark           74%         sweden           74%         switzerland           73%         germany           73%         united kingdom           91%         turkey           87%         poland           83%         romania           83%         hungary           73%         czechia           85%         greece           85%         italy           southern europe         85%         spain           84%         portugal		77%	belgium
74%       sweden         74%       switzerland         73%       germany         73%       united kingdom         91%       turkey         87%       poland         83%       hungary         73%       czechia         87%       greece         85%       italy         southern europe       85%       spain         84%       portugal	north-western	76%	the netherlands
74%         switzerland           73%         germany           73%         united kingdom           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal	europe	75%	denmark
73%         germany           73%         united kingdom           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		74%	sweden
73%         united kingdom           91%         turkey           87%         poland           eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		74%	switzerland
91%       turkey         87%       poland         83%       hungary         73%       czechia         87%       greece         85%       italy         southern europe       85%       spain         84%       portugal		73%	germany
eastern europe       87%       romania         83%       hungary         73%       czechia         87%       greece         85%       italy         southern europe       85%       spain         84%       portugal		73%	united kingdom
eastern europe         87%         romania           83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		91%	turkey
83%         hungary           73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		87%	poland
73%         czechia           87%         greece           85%         italy           southern europe         85%         spain           84%         portugal	eastern europe	87%	romania
87%         greece           85%         italy           southern europe         85%         spain           84%         portugal		83%	hungary
85%italysouthern europe85%spain84%portugal		73%	czechia
southern europe 85% spain 84% sportugal		87%	greece
84% portugal		85%	italy
	southern europe	85%	spain
69% france		84%	portugal
		69%	france

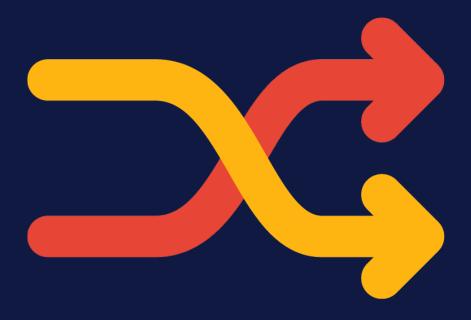


#### 79% feel they have the equipment and technology to deal with digitalization in their job.





## worker perception expected



to shift in months ahead.

#### 74% are satisfied about their job.

	2017	2018	2019	2020	
global	71%	71%	71%	74%	
	81%	81%	89%	86%	india
	76%	71%	73%	79%	malaysia
	71%	73%	70%	75%	australia
asia pasifia	66%	65%	74%	73%	china
asia-pacific	72%	72%	68%	73%	new zealand
	60%	60%	61%	61%	singapore
	48%	47%	49%	49%	hong kong
	41%	46%	42%	47%	japan
north amorica	79%	76%	78%	79%	united states
north america	77%	77%	74%	78%	canada
	83%	84%	85%	86%	mexico
latin amaniaa	70%	77%	75%	79%	argentina
latin america	78%	79%	74%	78%	brazil
	72%	74%	73%	75%	chile
	77%	78%	70%	81%	the netherlands
	80%	78%	78%	81%	denmark
	73%	76%	72%	78%	austria
	79%	72%	79%	78%	norway
north-western	72%	73%	71%	77%	germany
europe	75%	75%	71%	77%	switzerland
	73%	71%	71%	75%	belgium
	68%	69%	74%	74%	united kingdom
	68%	71%	66%	72%	sweden
	77%	72%	70%	72%	luxembourg
	76%	74%	80%	83%	turkey
	73%	78%	73%	78%	poland
eastern europe	n/a	73%	70%	73%	romania
	67%	67%	64%	69%	czechia
	53%	65%	64%	65%	hungary
	74%	74%	77%	76%	spain
	69%	68%	68%	73%	portugal
southern europe	68%	68%	68%	73%	france
	64%	65%	69%	72%	italy
	68%	70%	65%	70%	greece



#### the number of people looking for a job decreased to 29%.

	2017	2018	2019	2020	
global	27%	28%	30%	29%	
	40%	44%	62%	54%	india
	31%	33%	34%	35%	singapore
	33%	35%	38%	35%	malaysia
asia pasifia	29%	28%	31%	30%	china
asia-pacific	32%	37%	34%	30%	australia
	21%	27%	24%	27%	hong kong
	25%	24%	30%	25%	new zealand
	26%	23%	28%	23%	japan
north america	34%	31%	33%	30%	us
north america	27%	28%	27%	28%	canada
	34%	30%	30%	37%	argentina
latin amanian	27%	27%	30%	33%	brazil
latin america	28%	25%	28%	29%	chile
	27%	26%	30%	28%	mexico
	33%	37%	34%	33%	uk
	27%	32%	26%	31%	sweden
	26%	27%	30%	30%	germany
	26%	29%	30%	29%	switzerland
north-western	21%	23%	23%	25%	norway
europe	22%	25%	25%	24%	belgium
	27%	25%	30%	23%	the netherlands
	26%	30%	24%	22%	denmark
	19%	19%	20%	21%	austria
	17%	19%	25%	20%	luxembourg
	28%	35%	36%	37%	poland
	24%	24%	29%	33%	hungary
eastern europe	n/a	32%	30%	33%	romania
	19%	20%	22%	20%	czechia
	20%	20%	20%	19%	turkey
	35%	30%	32%	34%	italy
	32%	29%	30%	30%	greece
southern europe	28%	30%	30%	30%	spain
	26%	24%	26%	28%	france
	17%	17%	21%	22%	portugal



#### the number of people who changed their jobs decreased to 25%.

	2017	2018	2019	2020	
global	23%	24%	27%	25%	
	45%	51%	69%	57%	india
	34%	34%	33%	33%	hong kong
	43%	50%	34%	33%	malaysia
ooio pooifio	31%	30%	31%	31%	china
asia-pacific	25%	22%	28%	31%	singapore
	25%	26%	27%	29%	australia
	15%	15%	22%	20%	japan
	24%	25%	26%	20%	new zealand
north america	23%	24%	29%	29%	united states
north america	21%	22%	22%	25%	canada
	27%	26%	29%	29%	brazil
latin amarica	16%	22%	19%	24%	argentina
latin america	26%	21%	20%	24%	chile
<u></u>	23%	23%	25%	21%	mexico
	21%	30%	30%	28%	united kingdom
	23%	22%	31%	27%	germany
	24%	22%	26%	23%	sweden
	22%	24%	28%	23%	the netherlands
north-western	17%	19%	20%	23%	belgium
europe	19%	24%	22%	21%	norway
	16%	16%	19%	20%	austria
	16%	20%	20%	19%	denmark
	16%	20%	21%	18%	switzerland
	7%	11%	14%	9%	luxembourg
	30%	23%	27%	27%	turkey
	25%	27%	21%	25%	poland
eastern europe	20%	19%	26%	20%	hungary
	n/a	16%	20%	20%	romania
	15%	18%	20%	20%	czechia
	25%	24%	30%	26%	france
	23%	20%	23%	23%	italy
southern europe	16%	24%	21%	19%	portugal
	18%	22%	29%	18%	spain
	22%	20%	18%	16%	greece



# randstad human forward.

