

## Press release

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Randstad Workmonitor results wave 3, 2011

## Employees: part-time job impacts career opportunities

Does part-time work impact career opportunities? Yes, almost half of the employees (46%) believes working part-time is a bad career move, according to the latest quarterly Randstad Workmonitor, surveying employees in 29 countries around the world. Overall there is a significant difference between men (51%) and women (42%) who feel this way. Especially in Greece (69%) employees view part-time jobs as a career no-go, and more than half of the respondents in Belgium, Luxemburg, Denmark, Sweden and Italy agree. In Turkey, Japan and Czech Republic on the other hand, a third or less of the employees see part-time work as an obstacle for their careers.

This could partly explain why the number of employees working in a part-time job is very limited: worldwide only 15%. Especially in Czech Republic, Slovakia, Hungary, Belgium and Sweden less than 1 out of 10 employees work part-time. China however is in the lead with part-time jobs: 35%, followed by Chile, India, Mexico, Italy and Argentina (between 27-21%).

### Management position can be done part-time

Interestingly enough, 41% of the employees state that a management position should definitely be possible working part-time. In China again this number is very high at 72%, as well as in Switzerland, Chile, India and Japan (54% or more). More than half of the employers do facilitate part-time work: 52% overall. Countries at the high end (between 71-60%) are the Nordics, UK, Luxemburg, the Netherlands, Australia, Germany and New Zealand.

### Direct superior often male

The percentage of male direct superiors is very high, despite the global call for gender diversity in management positions. 70% of the direct superiors is a man. Especially in Japan (83%) and Turkey (80%) there aren't many women in management positions. Also in China, India, Luxemburg, Switzerland and Argentina 75% or more of the employees report to a male superior. Countries with a more gender balanced management are New Zealand, the Nordics, Hungary, Australia, US, UK, Canada and Chile.

### Quarterly recurring items

#### Employee confidence again stable

The overall level of confidence in finding another job within the next six months is stable. Besides Indian and Chinese employees, also Mexican respondents are most confident in finding another job. Luxemburg and New Zealand experienced a boost in confidence. In China the fear of losing a job has increased significantly in the last three months. In Switzerland, which ranked high in fear of job loss in Q2, many employees are less fearful than 3 months ago.

#### Mobility Index drops to 103

The Mobility Index drops to 103 compared to 106 last quarter. This means that overall fewer employees worldwide expect to be employed elsewhere in the next 6 months. The Swiss Mobility Index has significantly declined (-13) compared to Q2 when high mobility numbers were reported. There were also

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declines in the Mobility Index of Belgium (-13), Spain, Canada, Italy, France, Mexico, UK, Sweden and Australia. In New Zealand, Chile and Slovakia mobility has increased somewhat.

**Job satisfaction: no significant changes**

Satisfaction with their current employer has remained stable for European employees. Norwegian are the most satisfied this quarter (81%). In other parts of the world, satisfaction in Mexico and China has declined, although Mexican employees still report relatively high satisfaction numbers at 79%.

**Personal motivation high in Mexico and India**

Again employees in the Nordics (Denmark, Norway and Sweden) seem to be least focused on getting a promotion. Outside Europe the most ambitious employees can be found in Mexico and India. In Argentina personal motivation has declined somewhat compared to three months ago.

*More findings, including regional differences and the various opinions of male and female respondents on part-time work, gender balance in management, recruitment processes etc, can be viewed in the complete global press report at <http://www.randstad.com/press-room/research-reports>.*

**The Randstad Workmonitor**

After the successful introduction of the Workmonitor in the Netherlands in 2003 and more recently in Germany, the survey now covers 29 countries around the world, encompassing Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility regularly visible over time.

The Workmonitor Mobility Index, which tracks employee confidence and captures expectations surrounding the likelihood of changing employers within a six month time frame, provides a comprehensive understanding of job market sentiments and employee trends. In addition to measuring mobility, also employee satisfaction & personal motivation, as well as a rotating set of themed questions are part of the survey.

The quantitative study is conducted via an online questionnaire among a population aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The minimal sample size is 400 interviews per country, using Survey Sampling International. Research for the first wave 2011 was conducted from July 18 and August 8, 2011.

**Randstad specializes in solutions in the field of flexible work and human resources services. Our services range from regular temporary staffing and permanent placement to inhouse, professionals, search & selection, and HR Solutions. Randstad is one of the leading HR services providers in the world with top three positions in Argentina, Belgium & Luxembourg, Canada, Chile, France, Germany, Greece, India, Mexico, the Netherlands, Poland, Portugal, Spain, Switzerland and the UK, as well as major positions in Australia and the United States. End 2010 Randstad had approximately 27,500 employees working from close to 4,200 branches and inhouse locations in 43 countries around the world.**

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