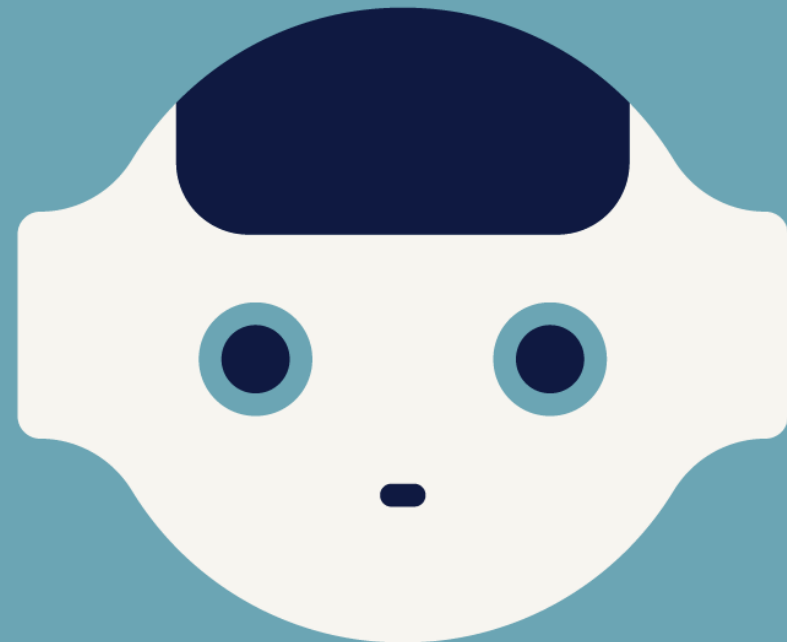


global report randstad workmonitor Q1 2019.

netherlands



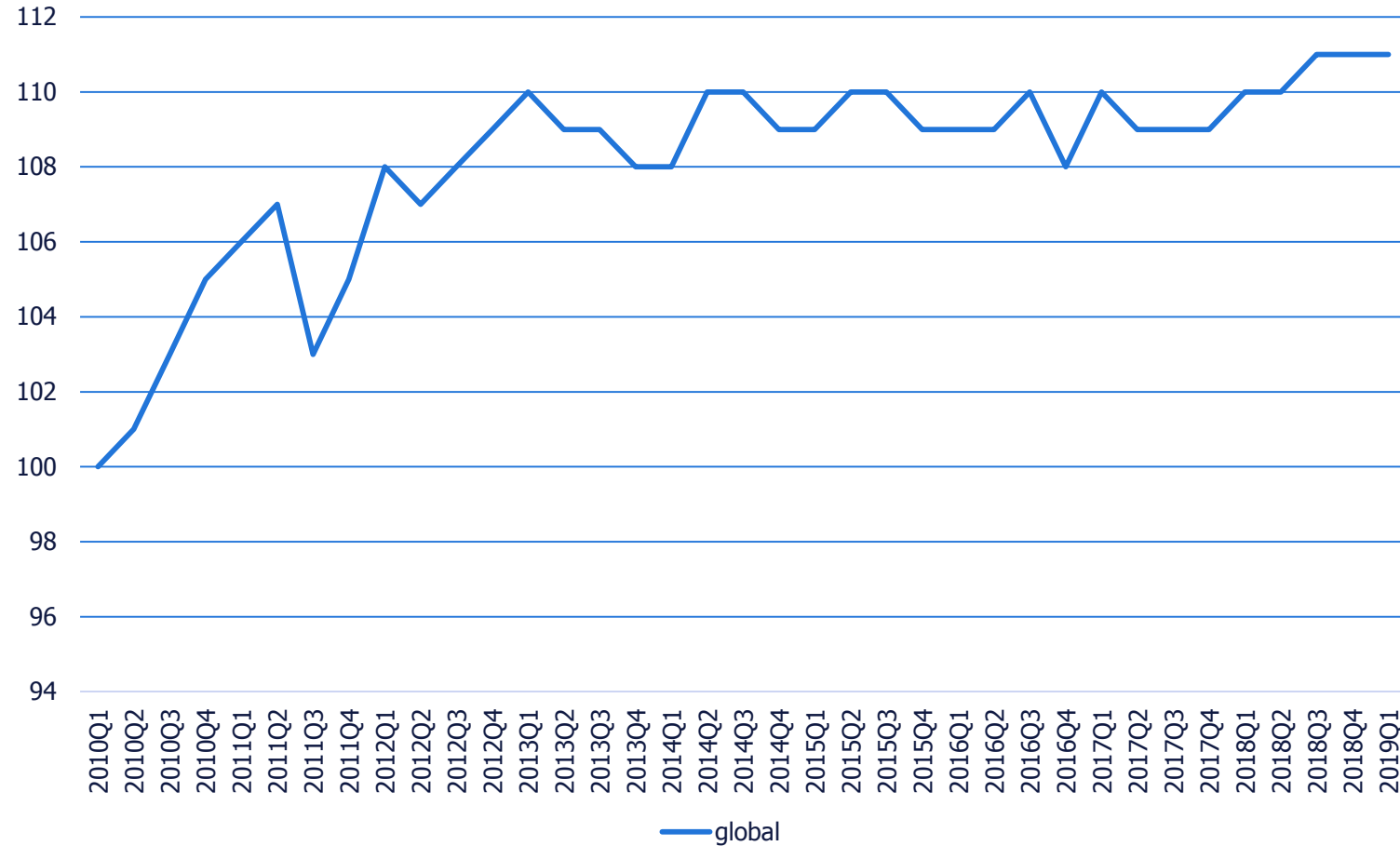
mobility



index.



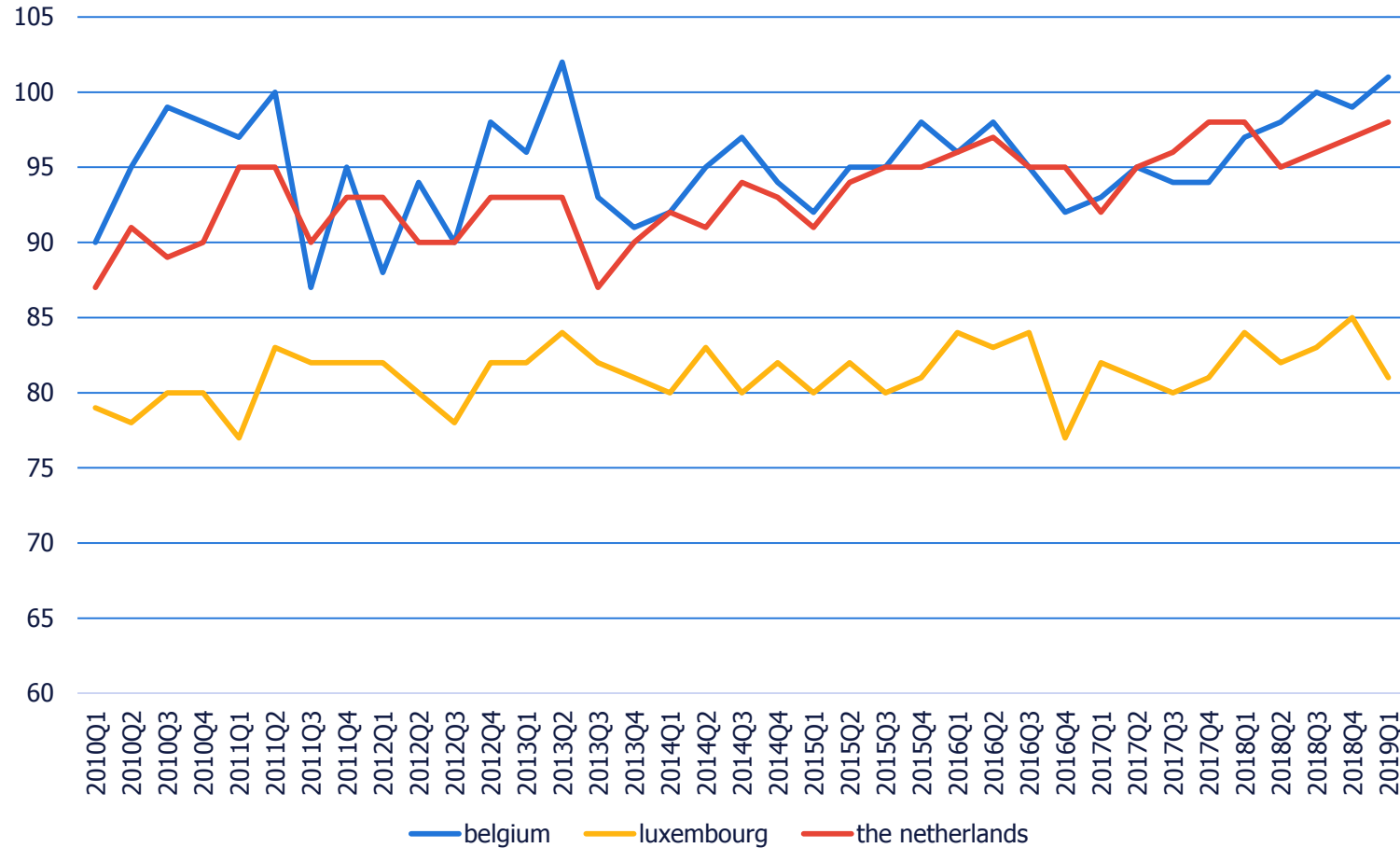
the global mobility shows an upward trend in the last three quarters.



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 index in: Belgium +2; the Netherlands +1;
Luxembourg -4.



question:

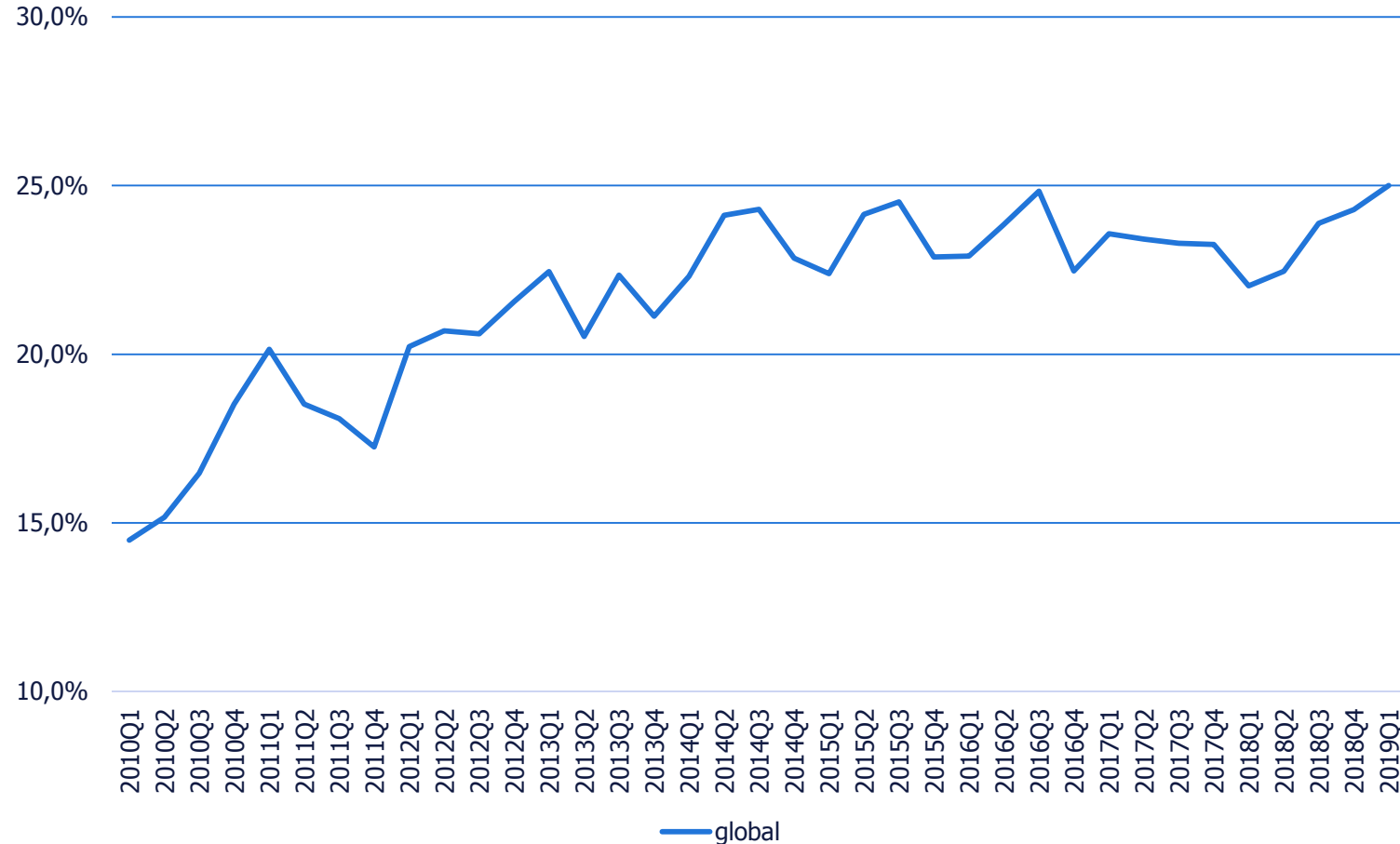
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

actual



job change.

the actual job change has increased in the last three quarters, surpassing the historical peak from Q3 2016.



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 the Netherlands; lowest in Luxembourg.

the Netherlands 10.5% 9.8% 4.0% 75.8%



Belgium 7.7% 6.9% 3.7% 81.7%



Luxembourg 2.7% 2.5% 1.2% 93.6%



the job change decreased in Belgium and Luxembourg and stagnated in the Netherlands.

- 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

job change



appetite.

job change appetite highest in the Netherlands; lowest in Luxembourg.

the Netherlands 3% 5% 20% 24% 49%



Belgium 1% 4% 18% 26% 51%



Luxembourg 2% 2% 12% 24% 60%



job change appetite increased in Belgium and Luxembourg, but decreased in the Netherlands.

- 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



satisfaction.

job satisfaction highest in the Netherlands; lowest in Belgium.

the Netherlands 74.8% 16.7% 7.2% 1.4%



Luxembourg 74.6% 16.5% 8.6% 0.2%



Belgium 73.1% 16.0% 9.6% 1.2%



job satisfaction increased in Belgium and Luxembourg, but decreased in the Netherlands

- (very) satisfied
- not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know

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 2019 was conducted from 23 October until 8 November 2019 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.

