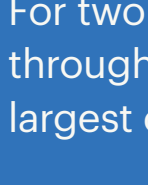




flexible

but stable.



human forward.

20 years of workmonitor.

For two decades, Randstad has served as the voice of the global workforce through our Workmonitor research. Today, our annual survey is one of the largest of its kind.

2003

workmonitor launches to understand what workers want

2010

workmonitor goes global

2023

workmonitor celebrates its 20th anniversary

randstad workmonitor is conducted in 34 countries globally:

Argentina
Australia
Austria
Belgium
Brazil
Canada
Chile

China
Czech Republic
Denmark
France
Germany
Greece
Hong Kong SAR

Hungary
India
Italy
Japan
Luxembourg
Malaysia
Mexico

the Netherlands
New Zealand
Norway
Poland
Portugal
Romania
Singapore

Spain
Sweden
Switzerland
Turkey
United Kingdom
U.S.A.

attitude:

empowerment around work-life balance.

In the last three years, people around the world have changed their attitudes about work for good. Today, despite current economic uncertainty, they know what kind of job they want and what kind of employer they want to work for. What's more, they're determined to make work fit around their lives.

94%

consider work-life balance important

Similar to last year, flexibility remains top of mind. Two areas stand out:



believe flexible working hours are important



believe a flexible work location is important

82.5% U.S. respondents

82.9% global respondents

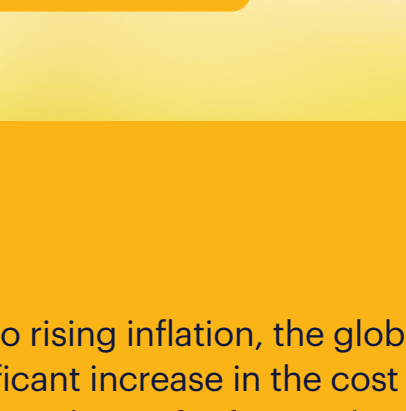
73.9% U.S. respondents

71% global respondents

☆ Pro Tip! How you can help promote flexibility:



invest in great talent



align values



create value proposition

expectations:

turning to employers for support.

49%

receiving some help from employer with the increased cost of living

2023 Workmonitor survey respondents who are looking for an increase in salary outside of the usual cadence of annual reviews:

43%

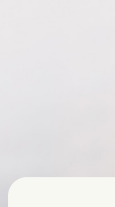
of U.S. employees

39%

of global employees



☆ Pro Tip! Meet employee expectations:



keep in touch



reduce employee expenses



reimagine the workday

security:

economic and job security top of mind.

Geopolitical instability, a potential global recession and the rising cost of living has more workers anxious about the future. To counter these concerns, they want financial stability and secure employment.

Facing growing economic uncertainty, security is top of mind for the global workforce. Two areas of concern are:

I worry about losing my job:

27%

in the U.S.

37%

globally

43%

in the U.S.

52%

globally

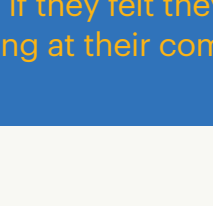
☆ Pro Tip! Help employees feel more secure:



communicate



cost-save with compassion



leverage benefits

unretirement:

older workers return due to the economy.

34%

believe they won't be able to retire until age 65 to 69

The events of the last three years led to a unique rise in the number of early retirements. However, our latest Workmonitor study shows that workers today have a decidedly different outlook.

thought I'd retire before 65:

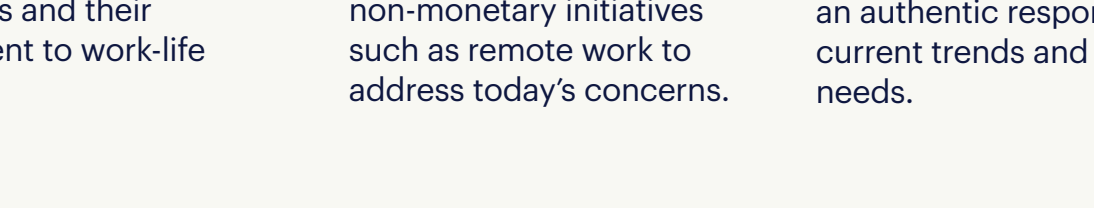
61%

in 2022

51%

in 2023

why? 7 of 10 workers say their finances prevent them from retiring earlier.



☆ Pro Tip! Help employees retire:



be flexible



promote financial wellness



meet their needs

belonging:

alignment of values is key.

More than ever, the global workforce wants to be part of an organization that provides an inclusive and diverse workplace, one whose values align with theirs and a business that has clear social and environmental commitments.

54%

would quit if they felt they didn't belong at their company

The good news is, most workers agree that their employer's values and purpose align with their own:



78%

of U.S. employees

73%

of employees globally



☆ Pro Tip! Create a sense of belonging:



bring people together



grow community



build an engagement strategy

summary:

looking ahead.

77%

consider employer's values and purpose as important

Three years after the start of the pandemic, economic uncertainty and the rising cost of living has the global workforce looking to their employers for the support they've come to expect. Our research shows that leading with their needs in mind can help your employees stay engaged and energized.

☆ Pro Tip! Continue to prioritize people:

align

Build a culture that shares their values and their commitment to work-life balance.

support

Offer both financial and non-monetary initiatives such as remote work to address today's concerns.

communicate

Gain trust and respect with an authentic response to current trends and ongoing needs.

human forward.