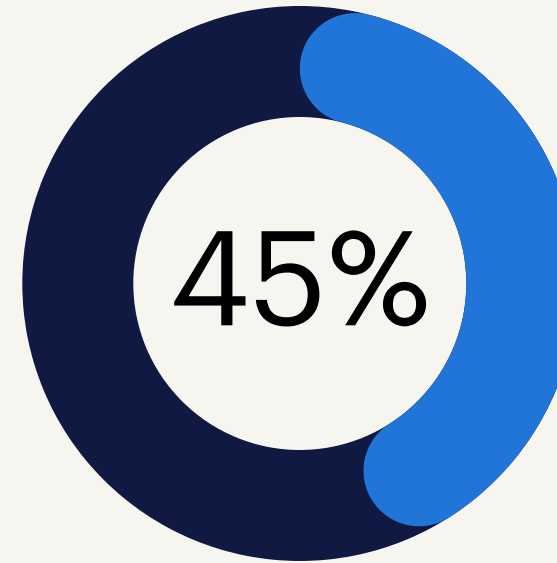


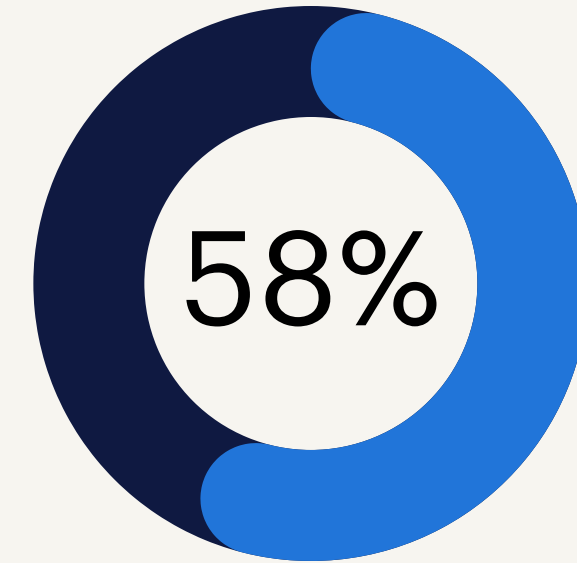
randstad 2023 workmonitor

income &
job security.

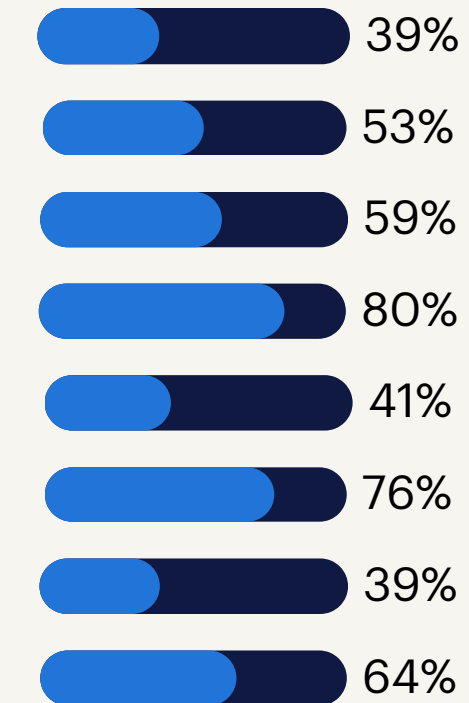
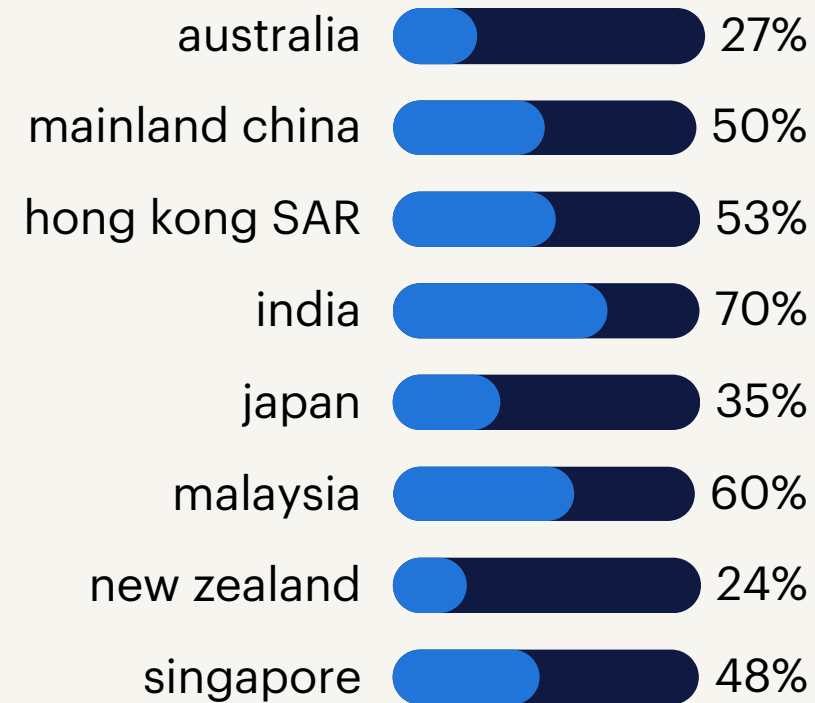
people are worried about their job security.



i'm worried about losing my job



i'm worried about the impact of economic uncertainty on my job security





In an increasingly volatile job market, employers must take proactive steps to ensure that employees feel confident and assured about their future.

Offering clarity and transparency through open channels of communication can help organisations promote a sense of security and better support their talent recruitment and retention efforts.

Companies looking to retain their talent should take proactive measures to ensure employee satisfaction and reward performance to maintain an environment of growth and development.

benjamin elms
managing director at randstad hong kong



I wouldn't accept a job if the company does not recognise me as a permanent or contract employee.



As more news of business restructuring and layoffs around the world are being announced, concerns about job and income stability mount around the world.

Instead of holding off their career decisions until the economy is stable, people are actively looking for jobs to sustain their ability to pay for essential services and pursue their desired lifestyle.

Following the support received from the COVID-19 pandemic, employees are once again turning to their employers for support during a time when inflation is effectively shrinking paychecks faster than salary adjustments can kick in.

There is a stark contrast between what makes a good employer and a great employer.

Companies that continue to provide competitive wages that reflect their employees' skills, experience, and growth potential will stand out in the market and be able to attract more talent.



human forward.

i've threatened to quit to negotiate better pay or working conditions.



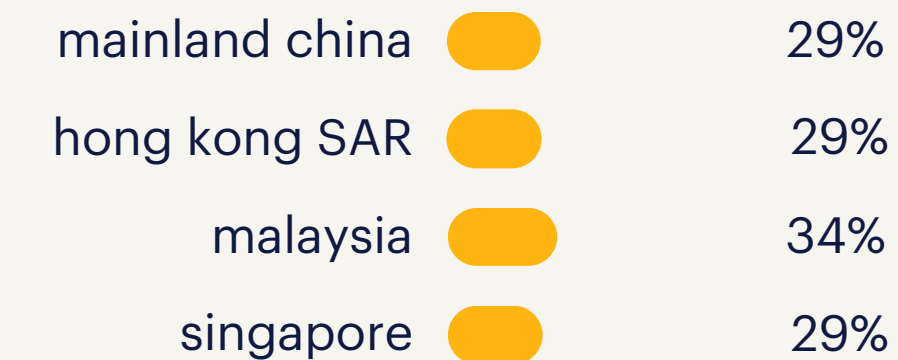
i won't accept a job if it didn't offer a significantly higher pay.



i've quit my job because of low wages.



i've considered finding a better paying job to help with the rising cost of living.





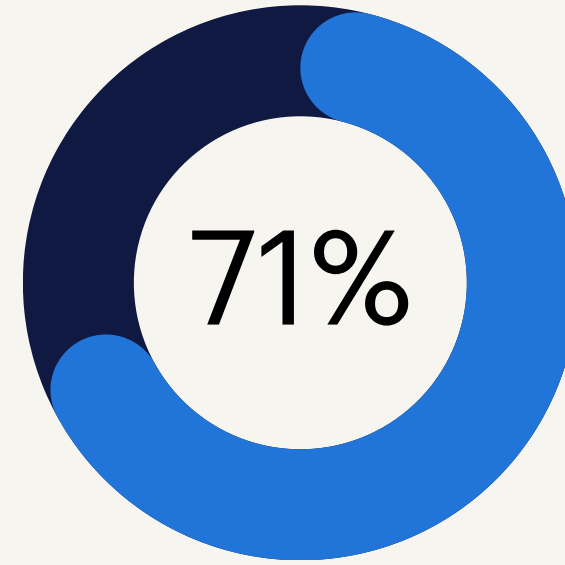
unretirement.

A unique phenomenon during the past three years is an increase in retirements occurring earlier than usual. However, our latest research reveals a decidedly different outlook, and it's clear economic uncertainty is a factor in this change.

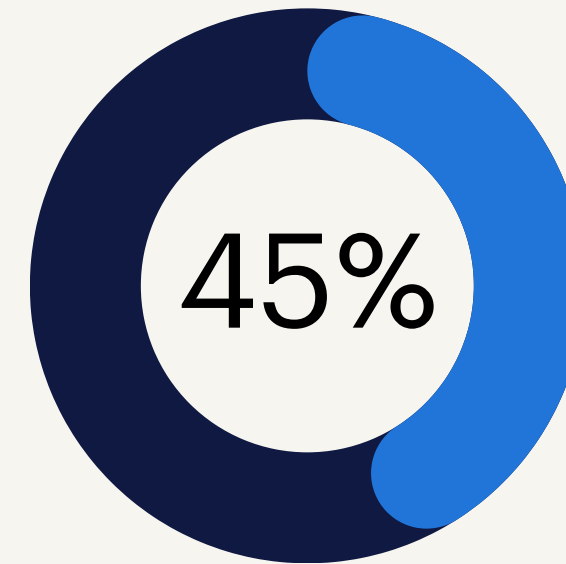
Alongside those seeking additional work or hours, the global economic outlook also means many older workers are rethinking their retirement plans.

This trend towards 'unretirement' is one of the most marked swings sentiments in the research. For some, this means working longer.

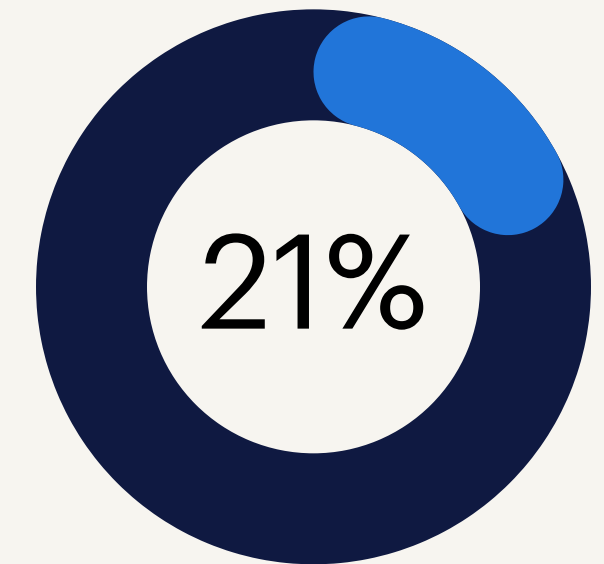
what are the factors that prevent you from retirement as early as you want?



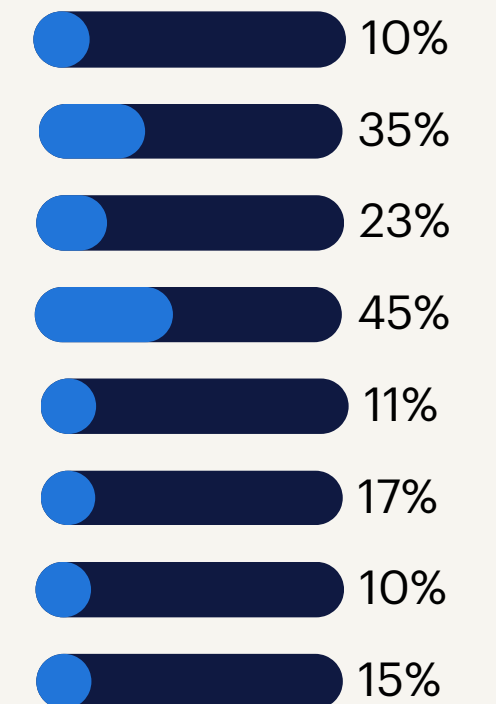
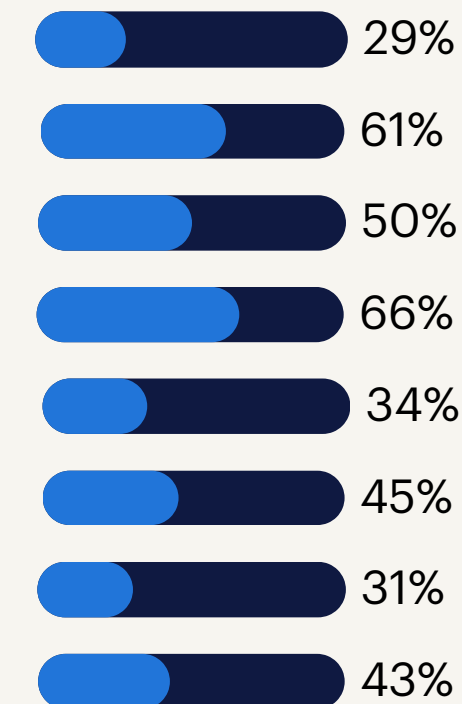
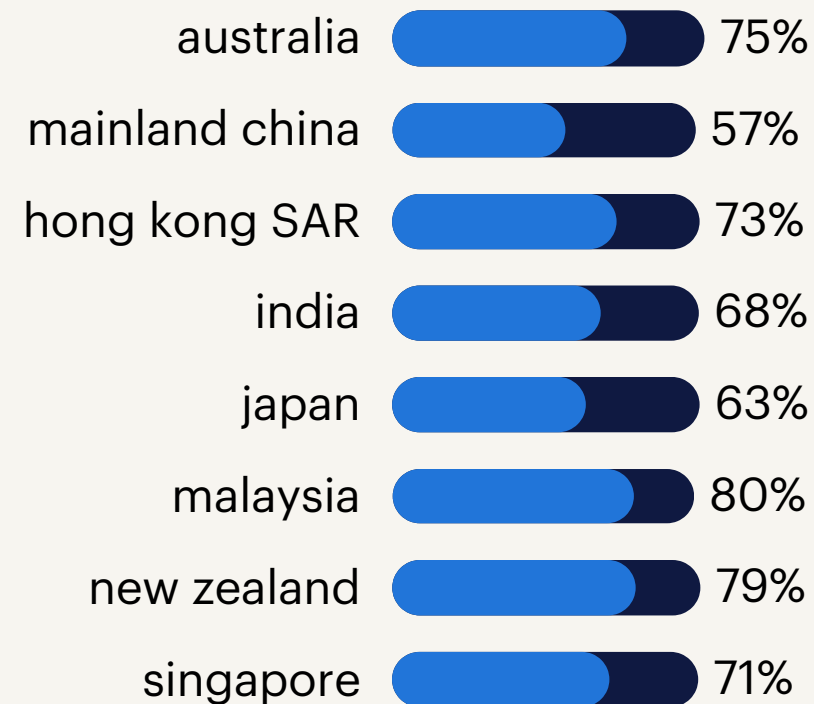
financial position



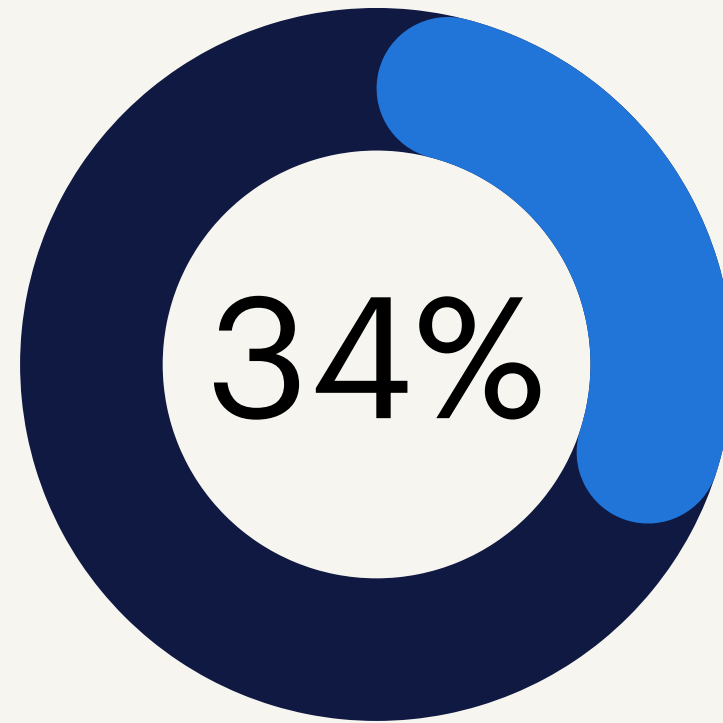
i need work in my life



i feel my employer needs me

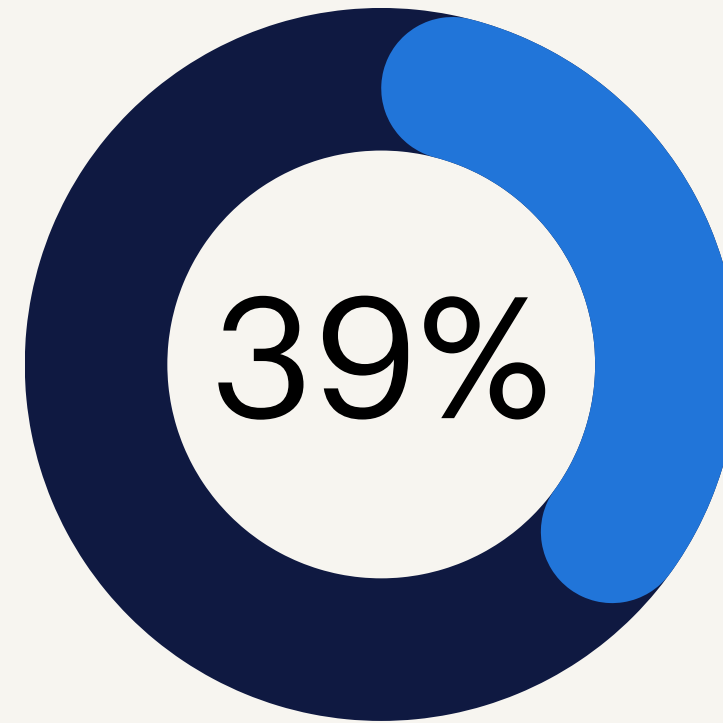


hong kong SAR



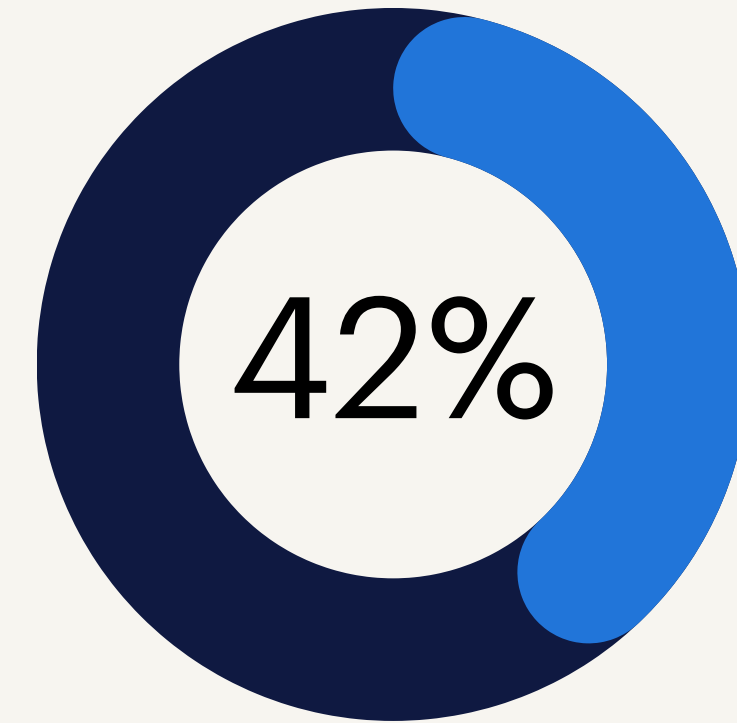
think that they have to work beyond the statutory minimum retirement age of 65 years old

malaysia



think that they have to work beyond the statutory minimum retirement age of 60 years old

singapore



think that they have to work beyond the statutory minimum retirement age of 63 years old



randstad

workmonitor 2023 , asia pacific

human forward.

demonstrating
empathy

during
change.



Anxiety is growing as a result of a number of high-profile layoffs last year, which included many white-collar roles at technology companies.

Other sectors also announced reductions in force, including those in automotive, banking and financial services and e-commerce.

Be compassionate in any cost saving measures affecting livelihoods — be it layoffs, cutting work hours or reductions in salaries.

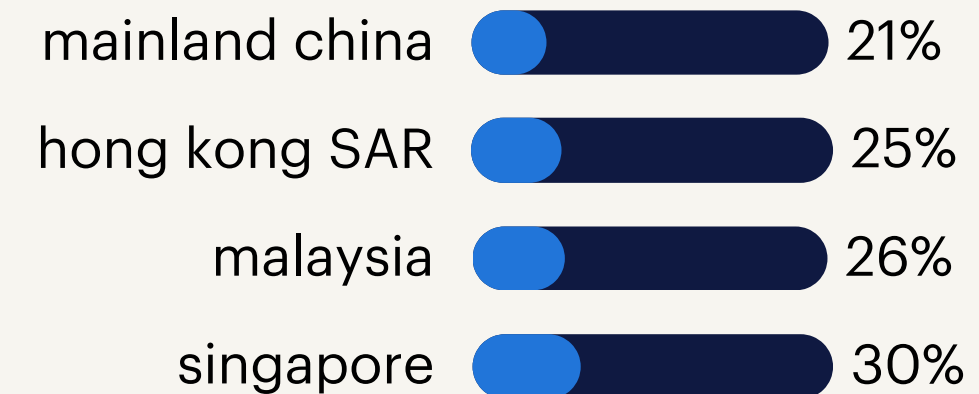
Clearly explain the reasoning behind such actions and be prepared to support all employees who may lose their jobs by providing career transition services along with severance.

in the unfortunate event of a retrenchment, what would you want most as part of your exit package in addition to a severance pay?

an extension of company-paid corporate benefits (medical) for a period of time



provision of an external outplacement service to find a new job quicker





we would love to hear your
thoughts and comments.

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The Randstad Workmonitor was launched in 2003 and now covers 34 markets around the world. The study encompasses Europe, Asia Pacific and the Americas. The study is conducted online among people aged 18–67, employed for at least 24 hours per week (minimum 90%) or sole trader or unemployed but considering looking for a job in the future. Minimum sample size is 500 interviews per market. The Dynata panel is used for sampling purposes.

This survey was conducted between 18 October 2022 and 30 October 2022 in 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, the United Kingdom and the United States of America.



human forward.