

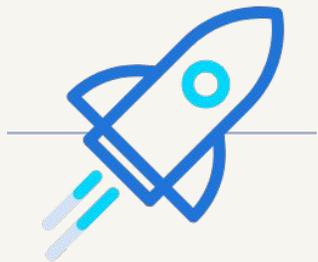
workmonitor 2024
the voice of talent.

hungary results.



partner for talent.

The [Randstad Workmonitor](#), now in its 21st year, explores the views of working people in 34 markets across Europe, Asia-Pacific and the Americas. It aims to provide an inside look at their attitudes, ambitions and expectations as the world of work continues to transform.



Launched in 2003, our flagship thought leadership is one of the longest-running and largest studies of its kind



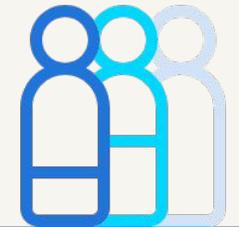
It surveys 27,000 talent across 34 markets in Europe, Asia Pacific and the Americas every year



In 2023, the 20th edition gathered key insights into the last two decades of research



Between 2020 and 2023, the Workmonitor saw a 732% increase in top-tier coverage



This year ambition, flexibility, equity and AI & skilling have emerged as key areas of focus



workmonitor: the voice of talent in 2024.

As our Workmonitor report enters its third decade, the talent management playbook continues to be rewritten. The full report offers detailed insight into the global working population and how employers can convert these learnings into actionable talent strategies.



To read the full report, visit randstad.com/workmonitor

ambition & motivation.

Ambition is more than climbing the career ladder and talent's motivation is not necessarily driven by promotions.

Work-life balance now ranks as highly as pay on workers' lists of priorities (93%) — more than any other considerations. Over a third say career progression is not a priority because they are happy in their role (39%), but that does not stop them from wanting to future-proof their skills through training (72%).



are happy to stay in a role they like even if there's no room to develop

flexibility.

Talent still demands and seeks flexibility to accommodate all of their priorities.

The importance of work-life balance is also reflected in a continued focus on flexible working, even as employers are increasingly advocating a return to the office. Working from home is non-negotiable for almost 2 in 5 workers. But when it comes to making their next career move, flexibility edges slightly ahead of the desire to work from home (41% vs. 37%).



working from home is non-negotiable for close to 2 in 5 workers

equity & understanding.

Talent is looking for like-minded partnerships where they can present their full selves and work with employers to improve equity in the workplace.

Workers favor employers whose opinions, values and world views reflect their own as like-minded partners they can work with to improve equity in the workplace. Over a third say that they wouldn't accept a job if they did not agree with the views of the organization's leadership.



over a third wouldn't accept a job if they did not agree with the views of the organization's leadership

AI & skilling.

Talent continues to prioritize the future-proofing of their skills, particularly in light of the widespread adoption of AI.

Despite more complex attitudes to career progression, around a third of workers (29%) would even go as far as quitting a job that didn't offer adequate training and development opportunities. L&D is seen as a joint responsibility between employees and employers and AI is at the top of the list of skills people want to develop.



29% have ranked AI among the top skills they are interested in

workmonitor 2024 in numbers.

discover some of the key data
uncovered in this year's report.

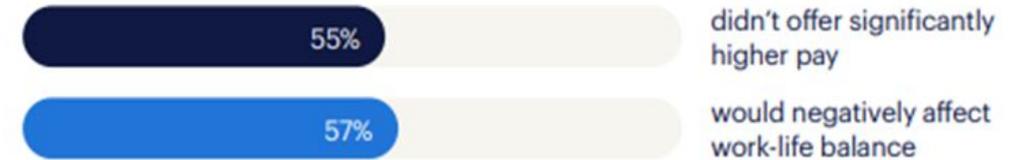
1. ambition & motivation.

development discussion mismatch



work-life balance edges ahead of pay

would not accept a job if it



importance for current and future jobs



workmonitor 2024 in numbers.

discover some of the key data
uncovered in this year's report.

2. flexibility.

workers wouldn't accept a job if it

37%

didn't provide flexible
work location

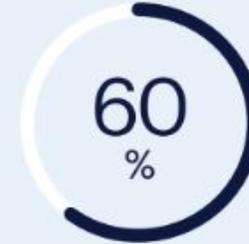
41%

didn't offer flexible
working hours

57%

negatively affected their
work-life balance

workers say



my personal life is
more important than
my work life



I would quit my job if
it was preventing me
from enjoying my life

workmonitor 2024 in numbers.

discover some of the key data uncovered in this year's report.

3. equity & understanding.

i wouldn't accept a job if



I didn't agree with the viewpoints of the leadership



the business doesn't align with my social and environmental values

top 5 most important EDIB initiatives and policies offered by a potential or current employer

65% gender pay equity

37% people with diverse backgrounds in leadership

45% family leave for all employees

36% corporate social responsibility (ranked among top 3 priorities)

42% diverse workforce

workmonitor 2024 in numbers.

discover some of the key data uncovered in this year's report.

3. equity & understanding.



understanding each other.

Interestingly, workers have relatively clear views on whether they themselves or their employers are responsible for addressing certain challenges. As with other areas highlighted in the report, nuanced approaches will be required in order for employers to strike the right balance.

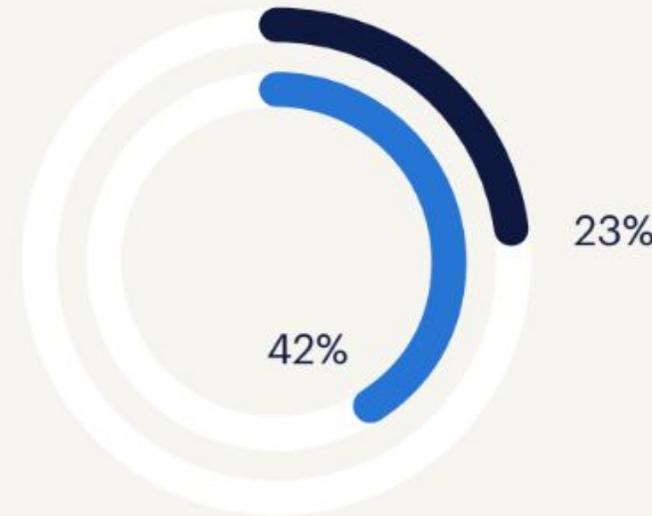
workmonitor 2024 in numbers.

discover some of the key data uncovered in this year's report.

4. AI & skilling.

When asked which learning and development opportunities they were most interested in, workers were most likely to place the following options in their top 3, highlighting the importance of soft skills in today's workplaces.

- 29% artificial intelligence
- 29% IT and tech literacy
- 23% wellbeing and mindfulness
- 22% communication and presentation skills
- 21% management and leadership skills



Thinking about your current role, between you and your employer, where do you think the responsibility lies for training and upskilling?

- employee
- employer

hungary results

workmonitor 2024



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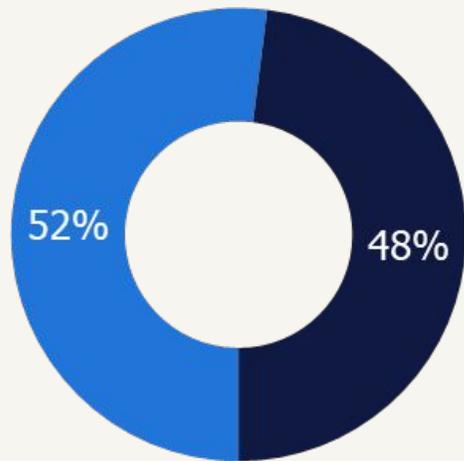


partner for talent.

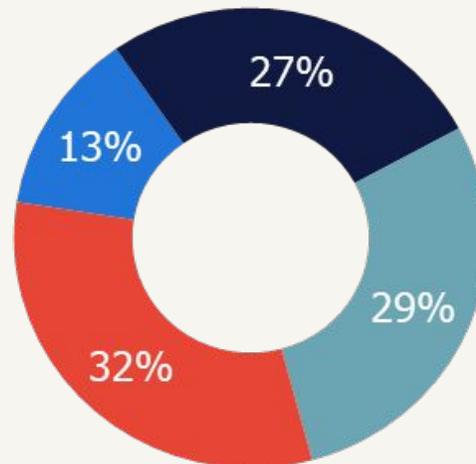
demographics.

In Hungary, 768 participants shared diverse, but somewhat similar views about their work lives, reflecting patterns seen in other neighboring countries.

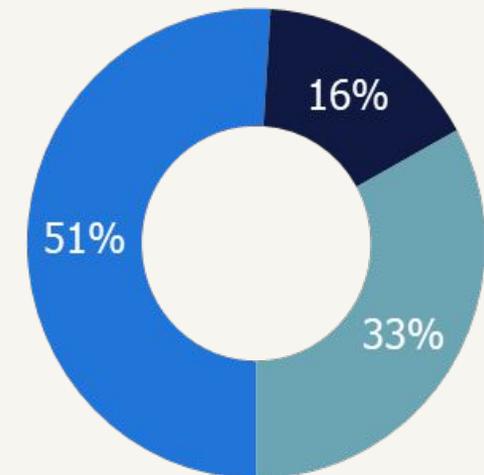
We invite you to read this report to better understand what's important for employees in the rapidly changing economic landscape.



■ female ■ male



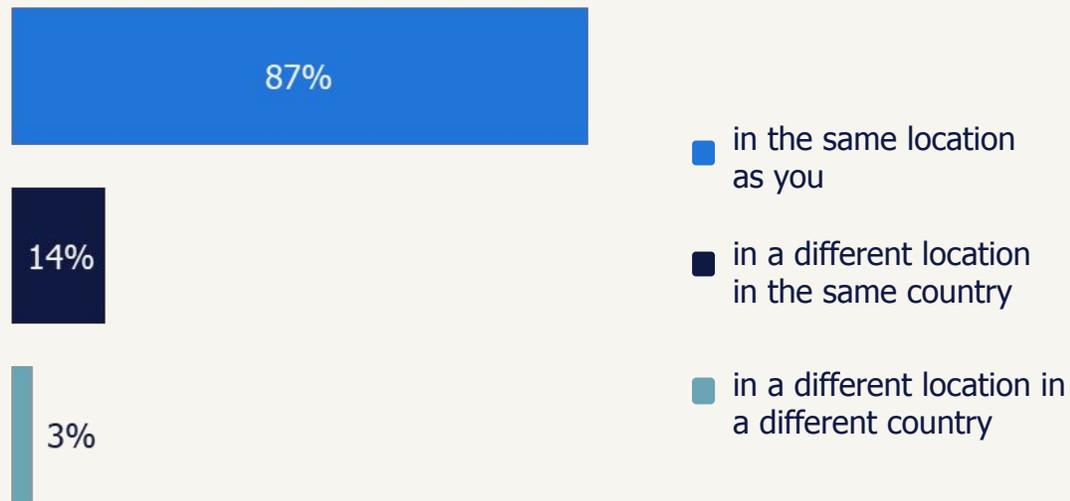
■ gen Z ■ millennials ■ gen X ■ boomers



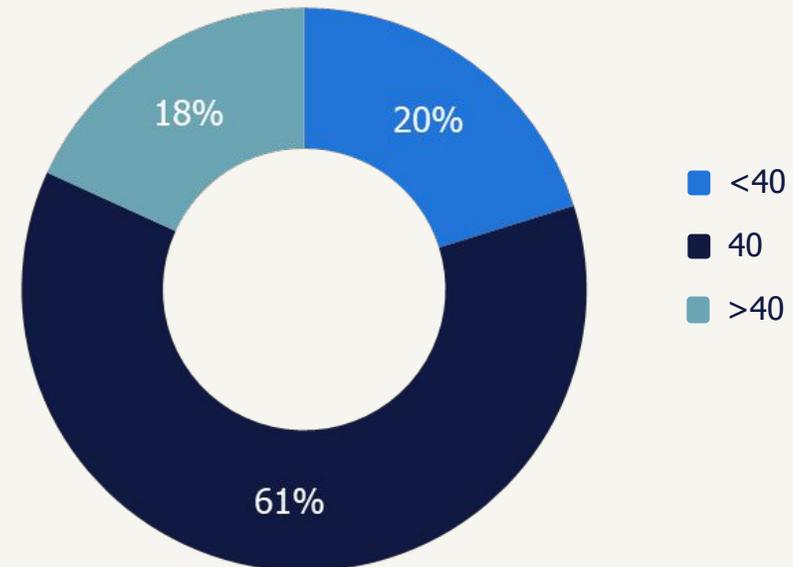
■ white collar ■ blue collar ■ grey collar

the largest proportion of respondents have colleagues working in the same location as them.

where are your colleagues who you work with on a day-to-day basis based?



on average, how many paid hours per week do you work?

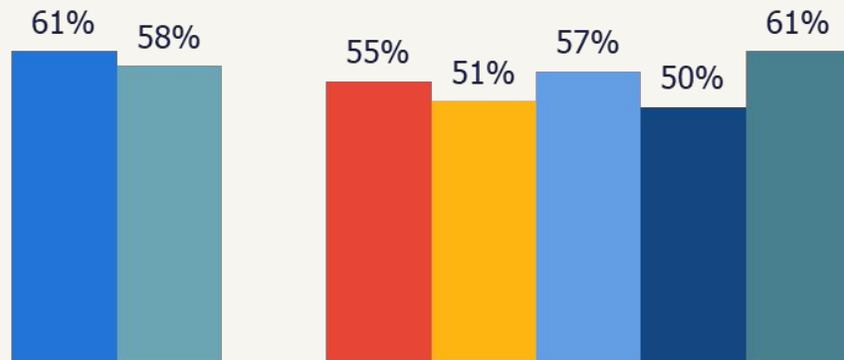


ambition &
motivation.

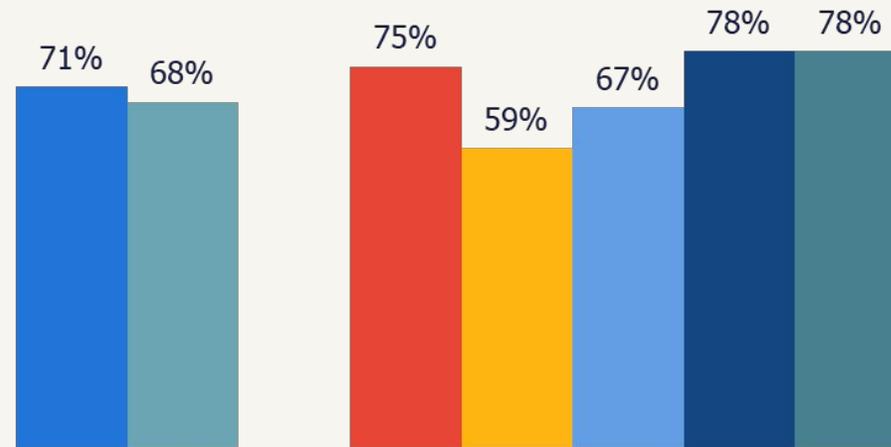


hungarian respondents are less committed to their employers than the global and european proportion.

how do you feel about your employer and your likelihood to stay with them?
% of respondents who selected very committed & committed



how important is work in your life?
% of respondents who selected very important & important

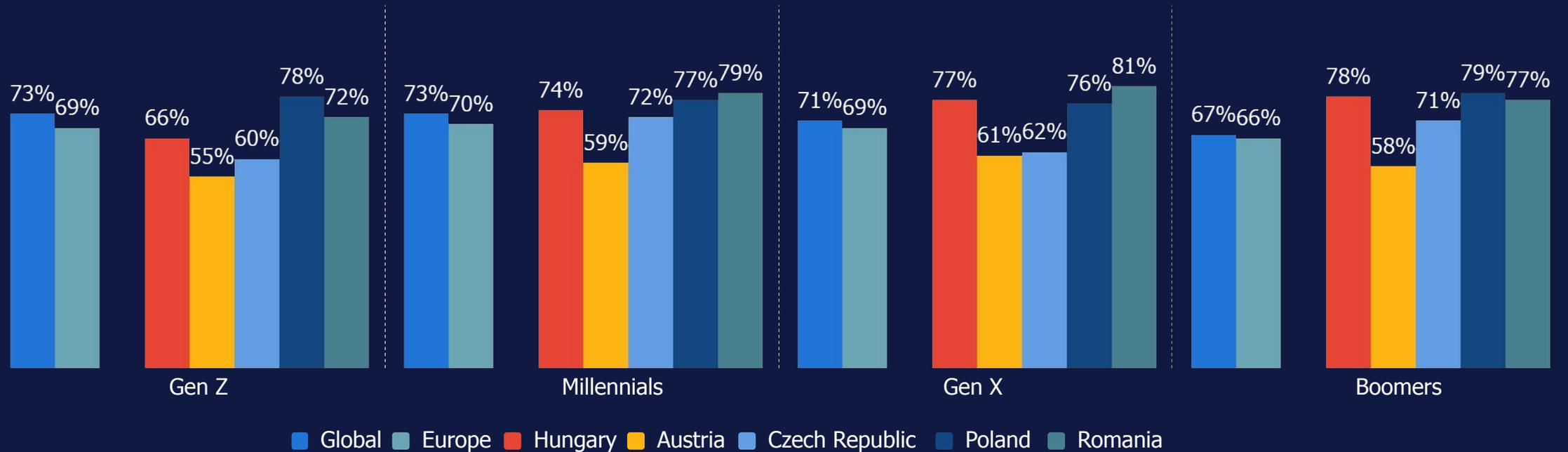


■ Global ■ Europe ■ Hungary ■ Austria ■ Czech Republic ■ Poland ■ Romania



how important is work in your life? deep-dive generations.

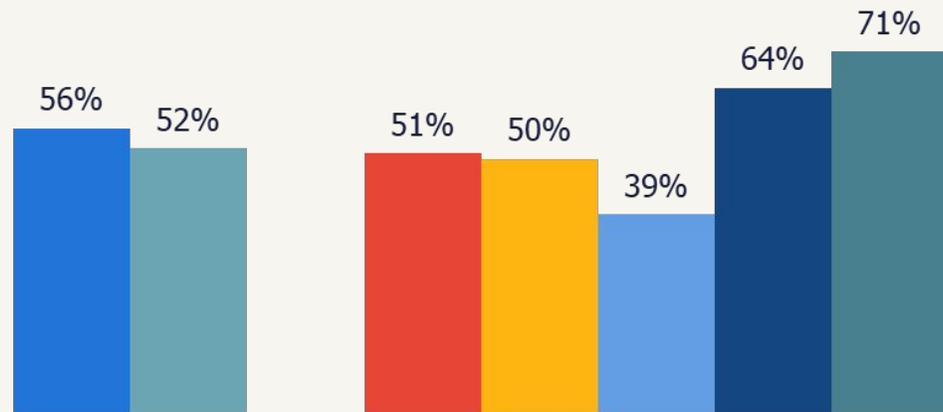
% of respondents who selected very important & important



hungarian respondents expressed a lower career ambition than the global and european proportion.

what's your level of career ambition right now?

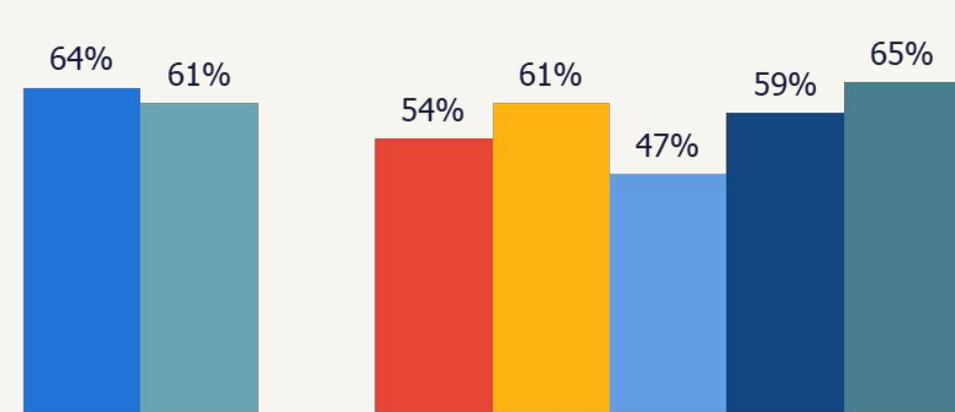
% of respondents who selected very ambitious & ambitious



■ Global ■ Europe ■ Hungary ■ Austria ■ Czech Republic ■ Poland ■ Romania

how motivated do you feel regarding your current role and responsibilities?

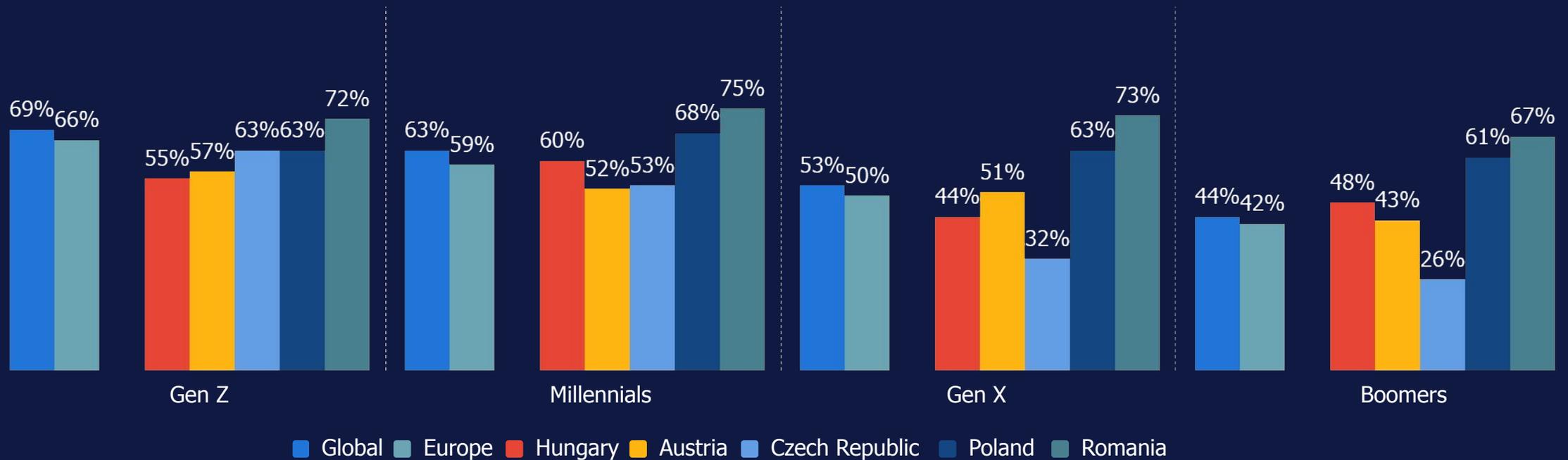
% of respondents who selected very motivated & motivated



what's your level of career ambition right now?

deep-dive generations.

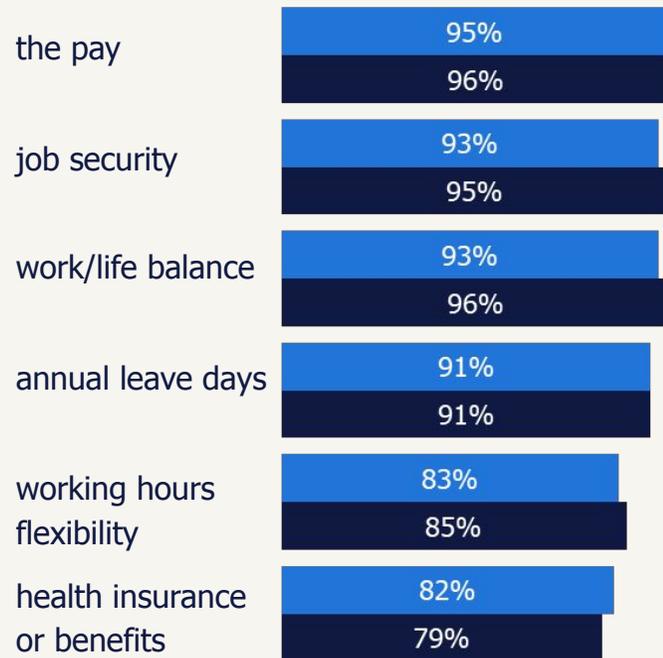
% of respondents who selected very ambitious & ambitious



the most appreciated benefits are related to pay, job security, flexibility and wellbeing.

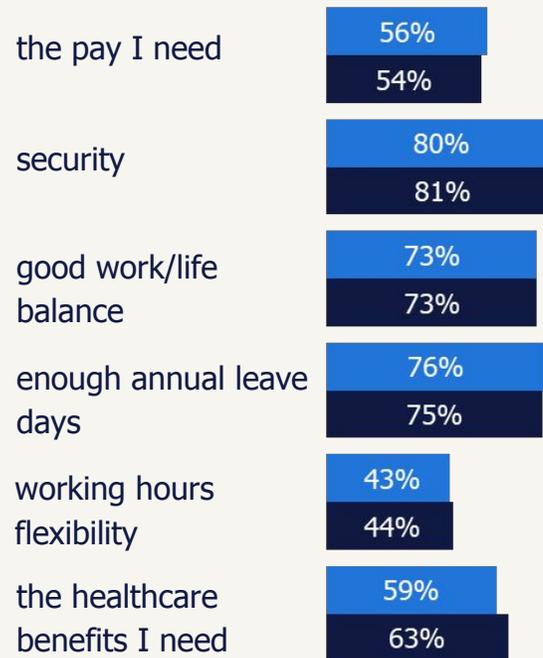
when thinking about your current job and/or potential future employment, are the following factors important?

% of respondents who selected very important & important



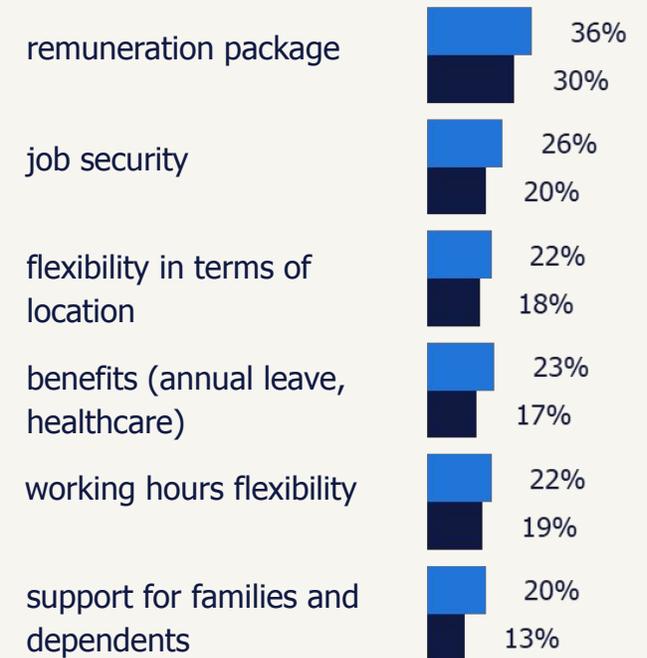
to what extent would you agree with the following statements? my job provides...

% of respondents who selected agree & somewhat agree



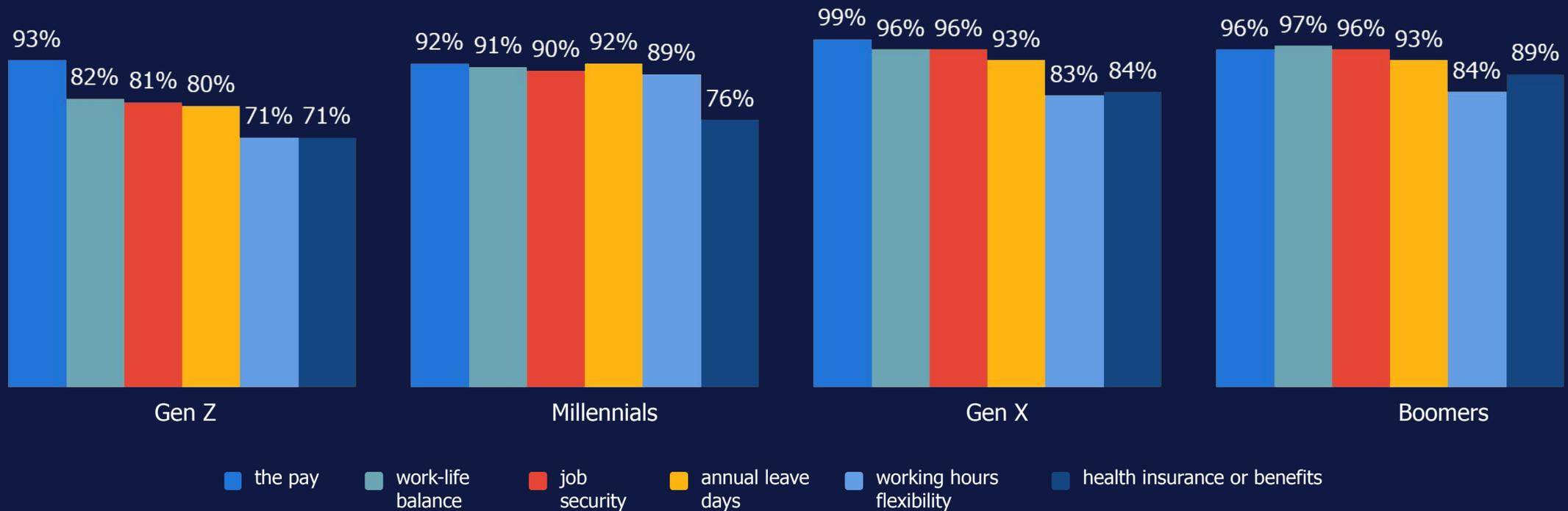
in the past six months have the below factors increased at work?

% of respondents who selected significantly increased & somewhat increased



most appreciated benefits deep-dive generations.

% of respondents who selected very important & important



most appreciated benefits deep-dive countries.

% of respondents who selected very important & important

	Global	Europe	Hungary	Austria	Czech R.	Poland	Romania
the pay	93%	92%	95%	92%	90%	92%	96%
work/life balance	93%	92%	93%	83%	89%	94%	96%
job security	89%	89%	93%	88%	92%	89%	93%
annual leave days	83%	84%	91%	83%	76%	87%	87%
working hours flexibility	81%	81%	83%	76%	67%	78%	84%
health insurance or benefits	78%	75%	82%	85%	74%	87%	87%

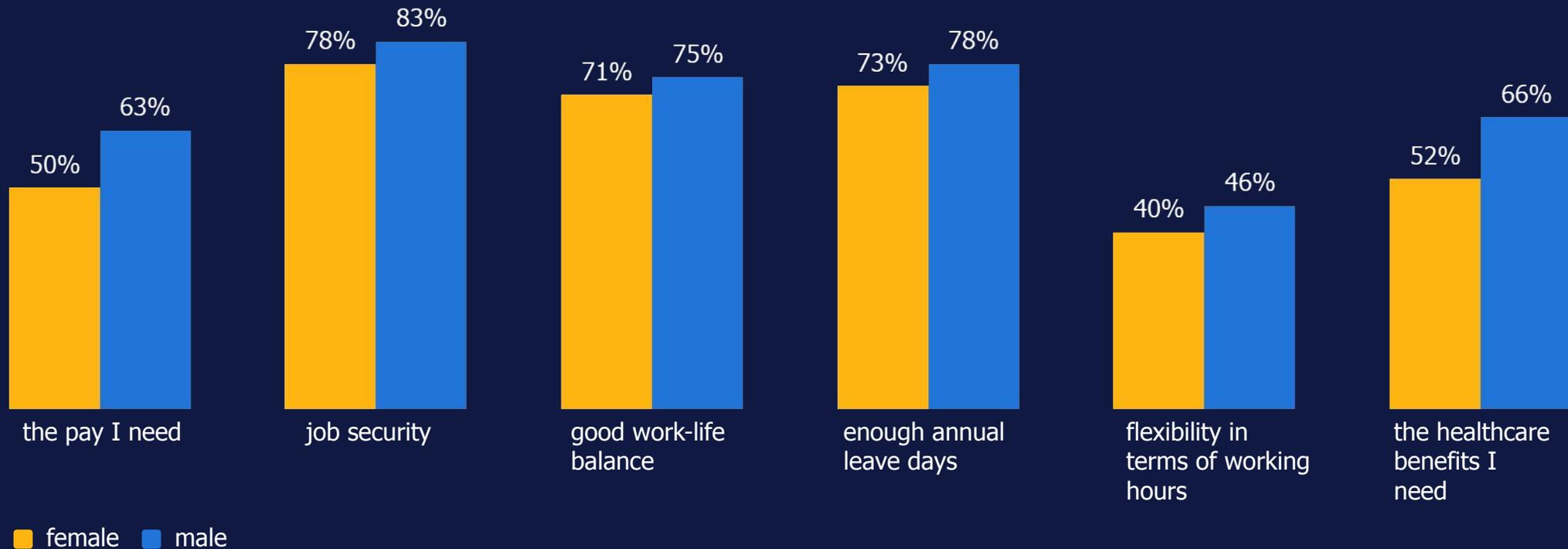
the light blue color marks values higher than the European proportion



my job provides...

deep-dive gender.

% of respondents who selected agree & somewhat agree



my job provides...

deep-dive countries.

% of respondents who selected agree & somewhat agree

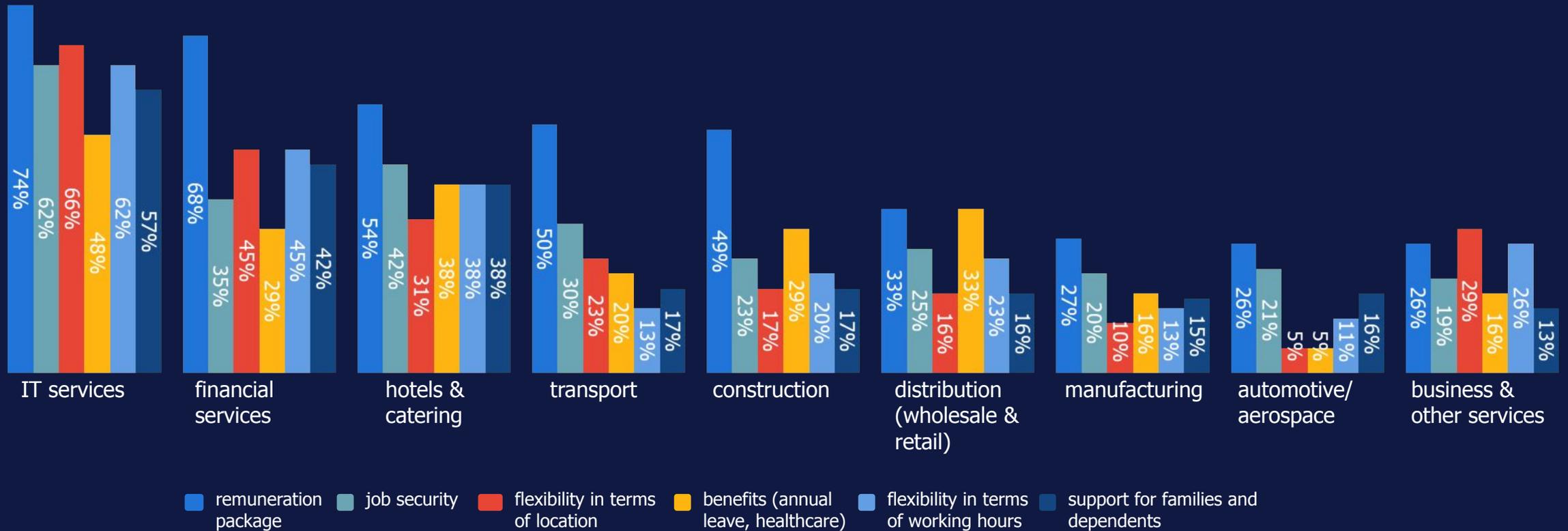
	Global	Europe	Hungary	Austria	Czech R.	Poland	Romania
the pay I need	68%	65%	56%	67%	57%	58%	61%
job security	85%	86%	80%	86%	84%	83%	83%
good work-life balance	78%	77%	73%	72%	77%	78%	80%
enough annual leave days	80%	79%	76%	82%	72%	76%	76%
working hours flexibility	57%	52%	43%	53%	45%	52%	53%
the healthcare benefits I need	70%	66%	59%	77%	46%	81%	68%

the light blue color marks values higher than the European proportion



factors that have increased in the past six months at work deep-dive sectors.

% of respondents who selected significantly increased & somewhat increased



factors that have increased in the past six months at work

deep-dive countries.

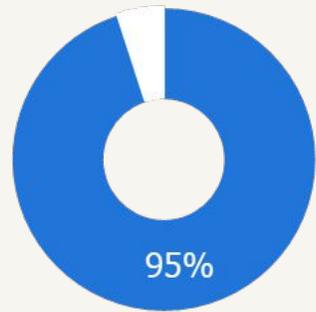
% of respondents who selected significantly increased & somewhat increased

	Global	Europe	Hungary	Austria	Czech R.	Poland	Romania
remuneration package	45%	40%	36%	38%	41%	44%	48%
job security	30%	24%	26%	26%	17%	22%	32%
flexibility in terms of location	26%	21%	22%	22%	12%	16%	23%
benefits (annual leave, healthcare)	29%	22%	23%	20%	14%	21%	28%
working hours flexibility	29%	23%	22%	21%	16%	20%	27%
support for families and dependents	25%	19%	20%	18%	11%	17%	22%

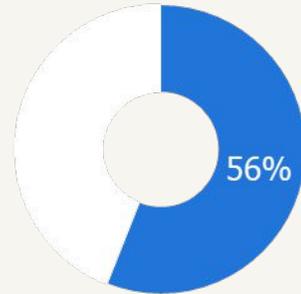
the light blue color marks values higher than the European proportion



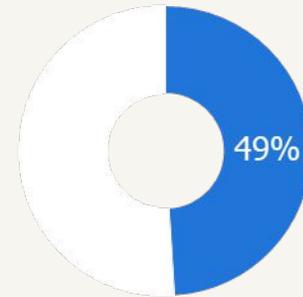
almost half say their employer is helping them cope with the rising cost of living.



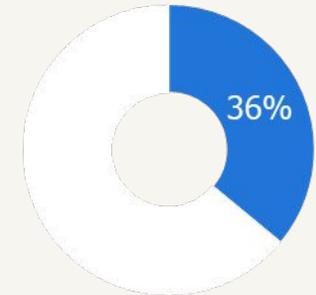
the pay (very important & somewhat important in current or future jobs)



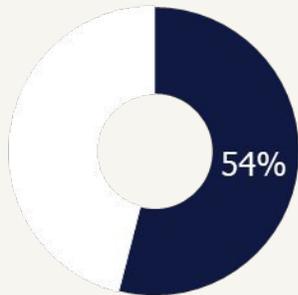
my job provides the pay I need to live the life I want (agree & somewhat agree)



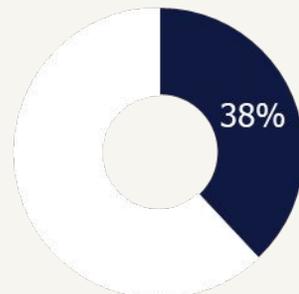
my employer is helping me deal with increasing cost of living (agree & somewhat agree)



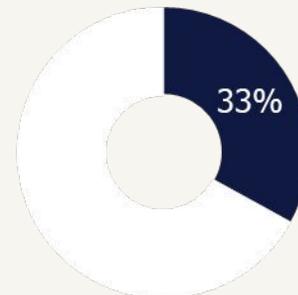
remuneration package (has increased significantly & somewhat increased in the last six months)



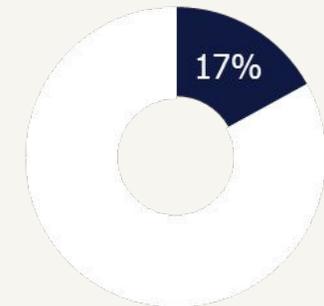
would not accept a job if it didn't offer significantly higher pay (strongly agree & agree)



requested or campaigned for better conditions or pay at work (yes, I have)

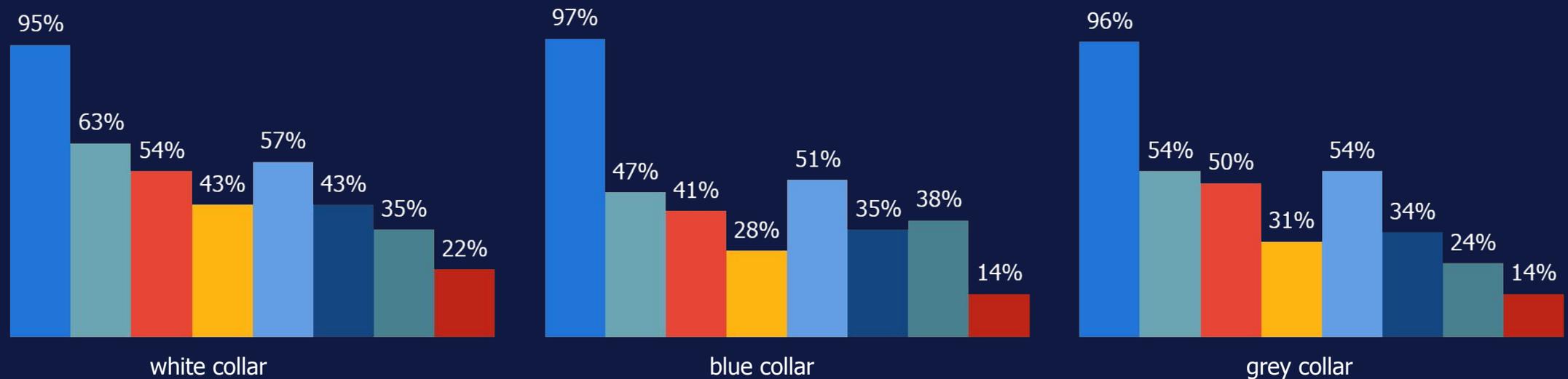


quit a job due to low wages (yes, I have)



threatened to quit to negotiate better pay or working conditions (yes, I have)

nearly two-thirds of white collar respondents consider that their job provides the pay they need.



- the pay (very important & somewhat important in current or future jobs)
- my job provides the pay I need to live the life I want (agree & somewhat agree)
- my employer is helping me deal with increasing cost of living (agree & somewhat agree)
- remuneration package (has increased significantly & somewhat increased in the last six months)
- would not accept a job if it didn't offer significantly higher pay (strongly agree & agree)
- requested or campaigned for better conditions or pay at work (yes, I have)
- quit a job due to low wages (yes, I have)
- threatened to quit to negotiate better pay or working conditions (yes, I have)



the impact of the changing economic landscape.

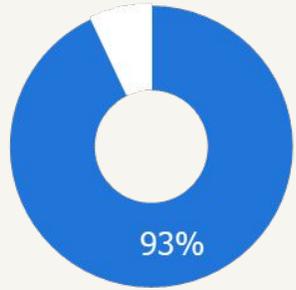


the impact of the changing economic landscape

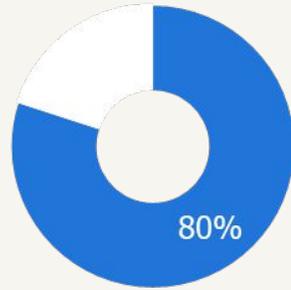
deep-dive sectors.

	IT services	financial services	hotels & catering	transport	construction	distribution	manufacturing	automotive aerospace	business & other services
taken/looking to take on a second role to help with rising cost of living	54%	39%	38%	10%	23%	23%	28%	37%	35%
consider resigning to find a better paying job to help with rising cost of living	26%	29%	19%	50%	34%	21%	32%	32%	39%
have/plan to increase working hours to help with rising cost of living	11%	19%	38%	30%	29%	30%	36%	32%	26%
worried about the impact of economic uncertainty on job security	8%	29%	19%	37%	17%	23%	37%	26%	39%
worried about the impact of economic uncertainty on career progression	38%	26%	8%	23%	14%	16%	17%	16%	26%
planning to delay my retirement to help with the rising cost of living	10%	16%	12%	17%	20%	9%	18%	21%	13%
working from home more to avoid commuting costs	38%	10%	4%	3%	17%	11%	12%	11%	23%
avoid working from home to save on energy bills	16%	32%	8%	23%	17%	4%	9%	16%	3%
delay a change in career due to the changing economic landscape	7%	10%	0%	20%	14%	18%	9%	16%	3%

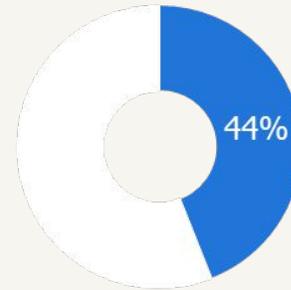
four-fifths believe that their jobs provide them with security.



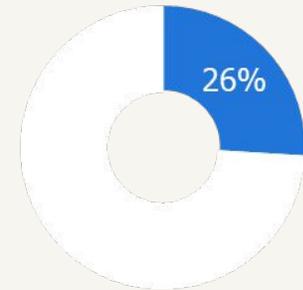
job security (very important & somewhat important in current or future jobs)



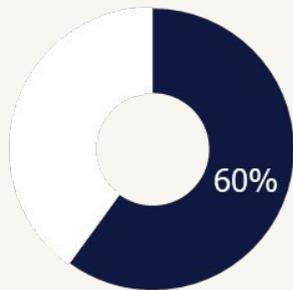
my job provides me with security (agree & somewhat agree)



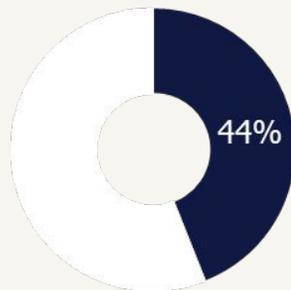
I feel confident that if I were to lose my job, I could find a new one quickly (strongly agree & agree)



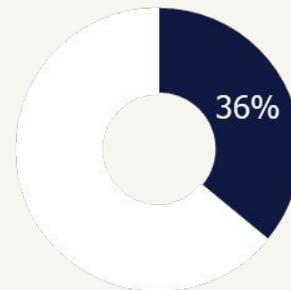
job security (has increased significantly & somewhat increased in the last six months)



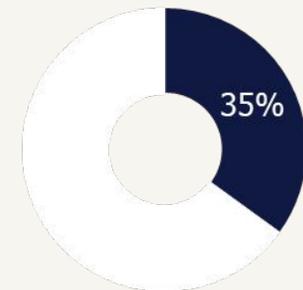
would not accept a job if it didn't provide job security (strongly agree & agree)



I am worried about losing my job (strongly agree & agree)

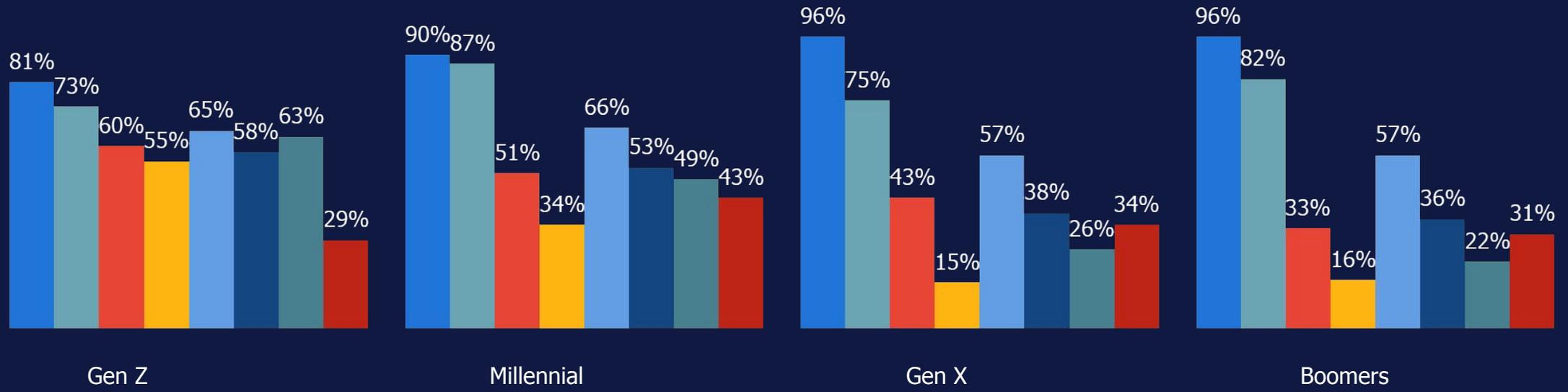


would quit a job if the employer did not consider requests for better conditions (strongly agree & agree)



quit a job without a new role to go to (yes, I have)

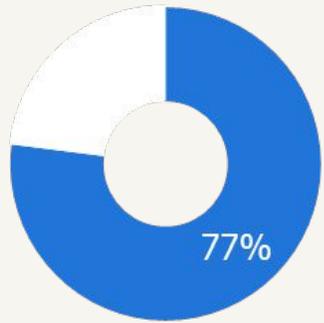
two-thirds of Millennials wouldn't accept a job if it didn't provide job security.



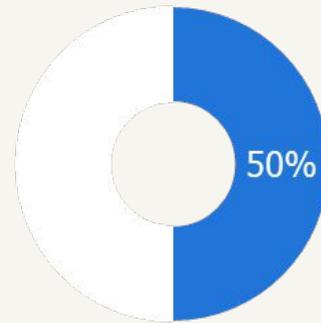
- job security (very important & somewhat important in current or future jobs)
- my job provides me with security (agree & somewhat agree)
- I feel confident that if I were to lose my job, I could find a new one quickly (strongly agree & agree)
- job security (has increased significantly & somewhat increased in the last six months)
- would not accept a job if it didn't provide job security (strongly agree & agree)
- I am worried about losing my job (strongly agree & agree)
- would quit a job if the employer did not consider requests for better conditions (strongly agree & agree)
- quit a job without a new role to go to (yes, I have)



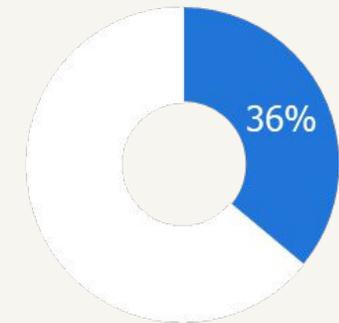
over half would not accept a job if it did not offer the benefits they are looking for.



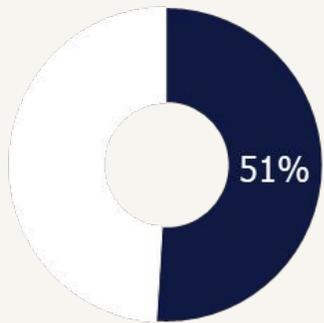
mental health support (very important & somewhat important in current or future jobs)



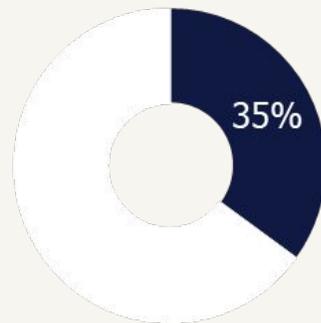
parental leave policy or carer leave (very important & somewhat important in current or future jobs)



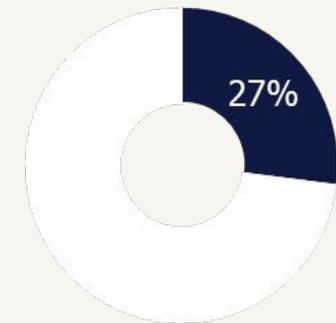
the option to travel to, or work in a new city or country (very important & somewhat important in current or future jobs)



would not accept a job if it didn't provide the benefits I'm looking for (strongly agree & agree)

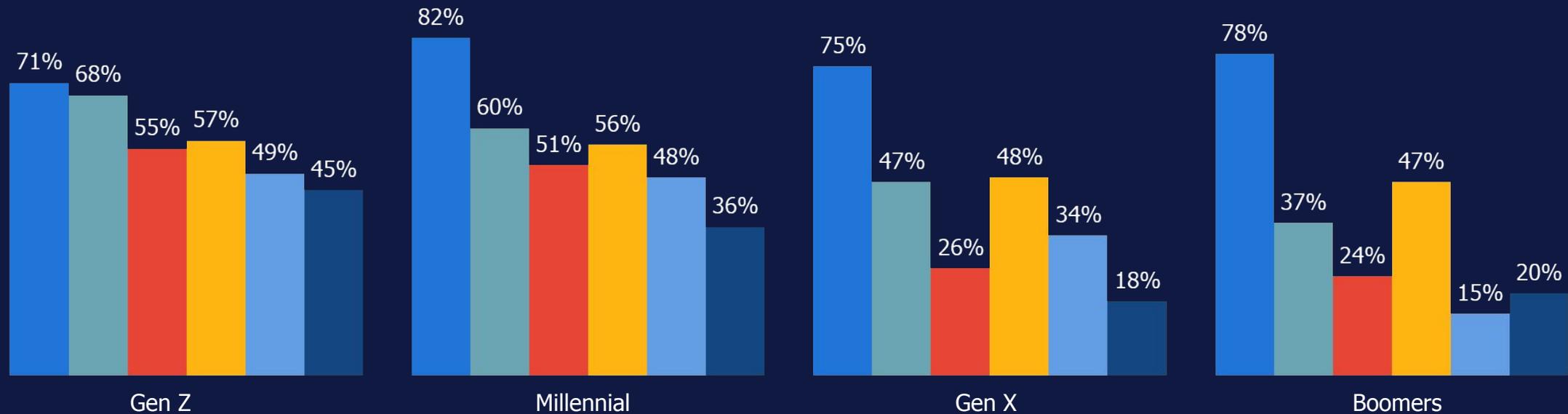


my job provides me with enough support around parental/carer leave (agree & somewhat agree)



would not accept a job if I wasn't given opportunities to travel (strongly agree & agree)

more than 80% of Millennials consider mental health support to be very important or somewhat important in their jobs.

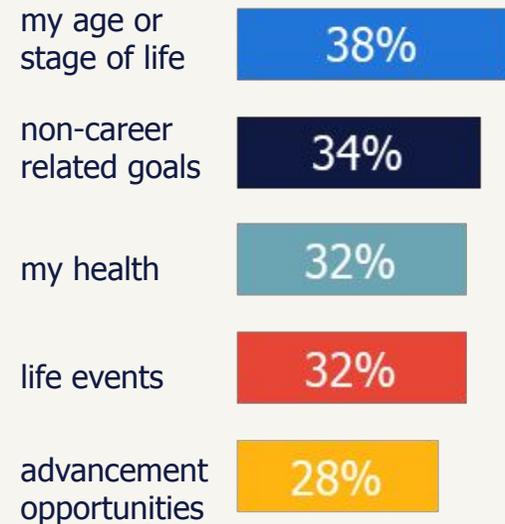


- mental health support (very important & somewhat important in current or future jobs)
- parental leave policy or carer leave (very important & somewhat important in current or future jobs)
- the option to travel to, or work in a new city or country (very important & somewhat important in current or future jobs)
- would not accept a job if it didn't provide the benefits I'm looking for (strongly agree & agree)
- my job provides me with enough support around parental/carer leave (agree & somewhat agree)
- would not accept a job if I wasn't given opportunities to travel (strongly agree & agree)

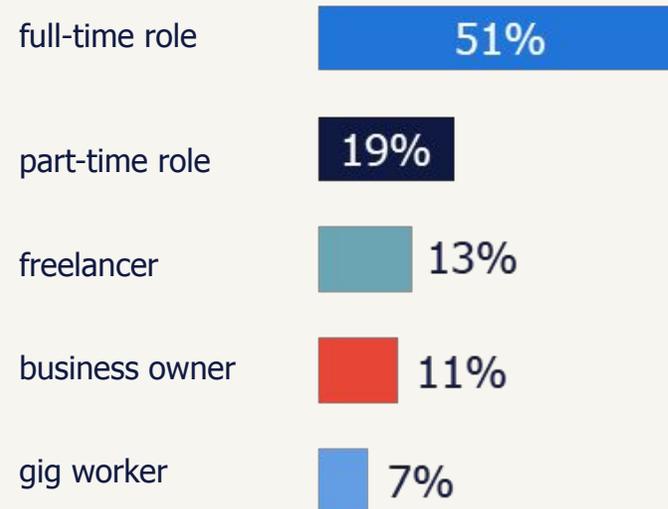


over a third of respondents would like to take on managerial roles.

which of the following factors most influences your career ambition?



in five years, what would your ideal role be?

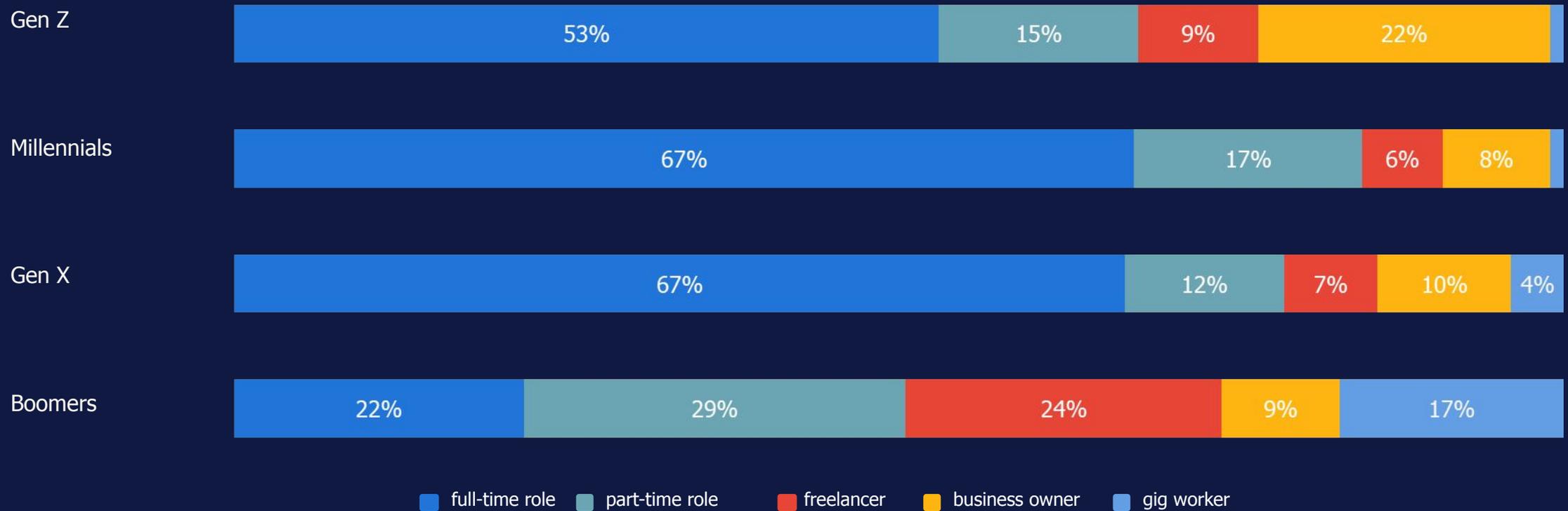


what is your ultimate ambition in terms of roles and responsibilities at work?



in five years, what would your ideal role be?

deep-dive generations.



flexibility.



almost half feel that their employer does not offer enough flexibility around working from home.

% of respondents who selected strongly agree & agree

my employer isn't providing enough flexibility around working from home



I'd consider quitting my job if my employer asked me to spend more time working in the office



being able to work from home is non-negotiable for me



in the past few months, my employer has become stricter about making sure staff come into the office



I've made arrangements in my life (e.g. moved houses, got a pet) based on the assumption that working from home is here to stay

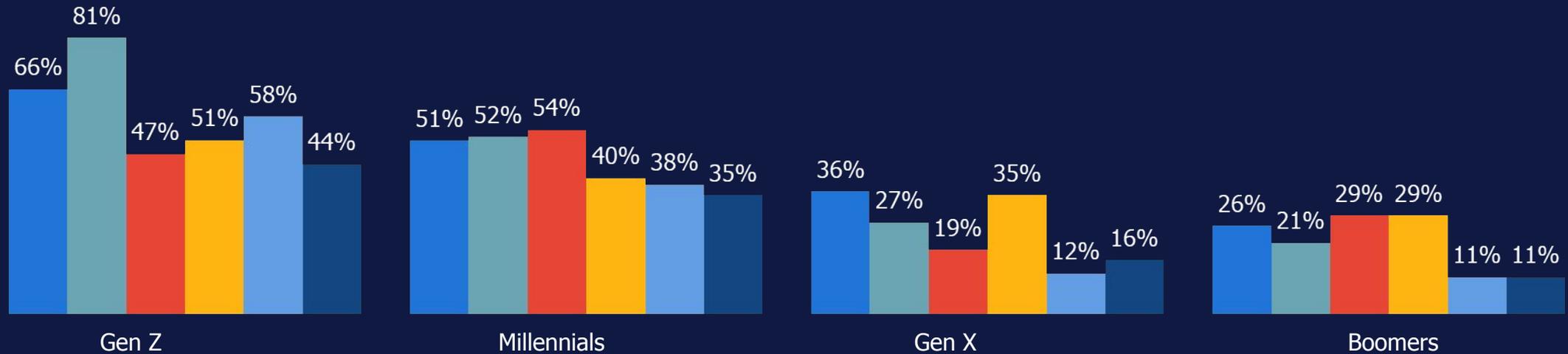


my employer expects me to be in the office more now than six months ago



over 80% of Gen Z would consider quitting if they were asked to spend more time working in the office.

% of respondents who selected strongly agree & agree

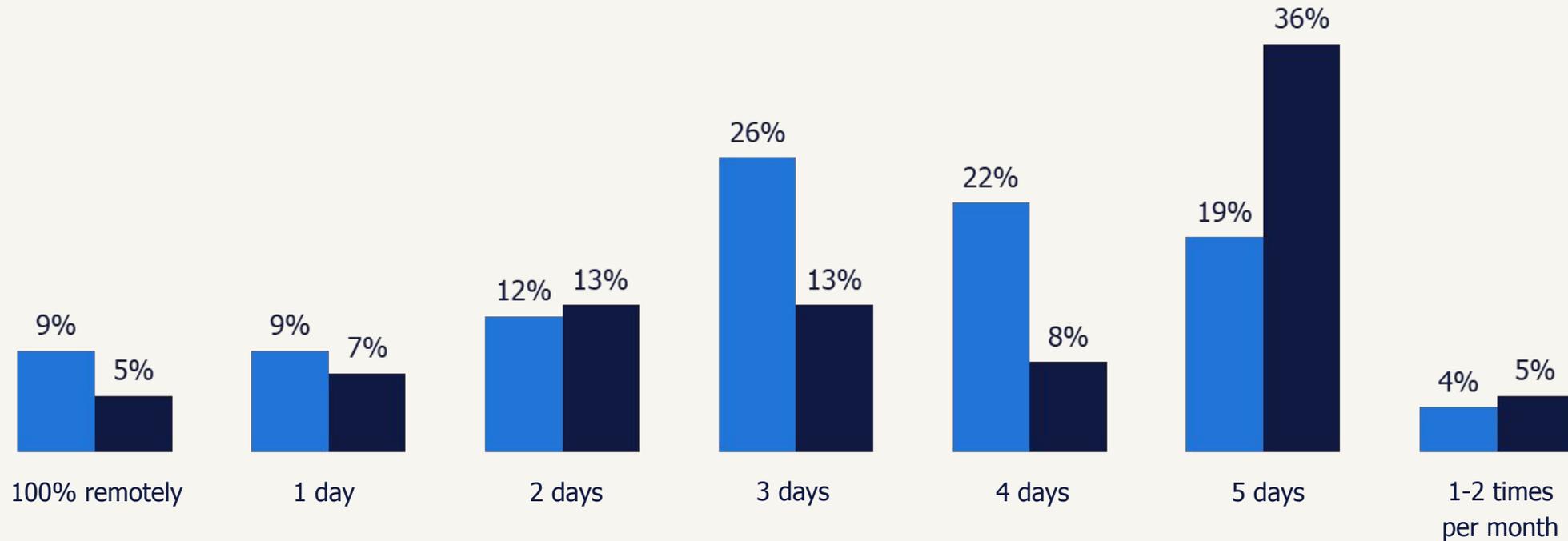


- my employer isn't providing enough flexibility around working from home
- I'd consider quitting my job if my employer asked me to spend more time working in the office
- being able to work from home is non-negotiable for me
- in the past few months, my employer has become stricter about making sure staff come into the office
- I've made arrangements in my life based on the assumption that working from home is here to stay
- my employer expects me to be in the office more now than six months ago



the largest proportion of respondents would prefer to work 3 days a week in the office.

flexible work days - employee wishes vs employer policies



- the number of days employees prefer to work from the office
- the number of days employees are required to work from the office (employers' policies)

13% said that their employer doesn't have policies in place for remote vs office work



remote/hybrid work - employee wishes

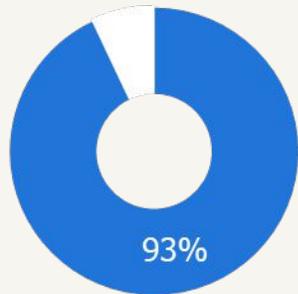
deep-dive generations.

in an ideal world, how many days per week would you work from the office?

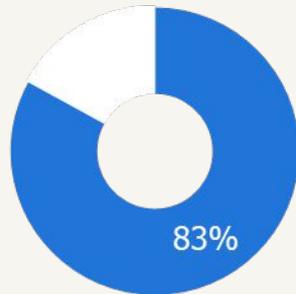
	Gen Z	Millennial	Gen X	Boomers
100% remotely	0%	9%	9%	14%
1 day	25%	5%	7%	4%
2 days	8%	11%	13%	15%
3 days	42%	24%	19%	22%
4 days	12%	21%	31%	21%
5 days	10%	24%	19%	18%
1/2 times per month	2%	5%	1%	7%



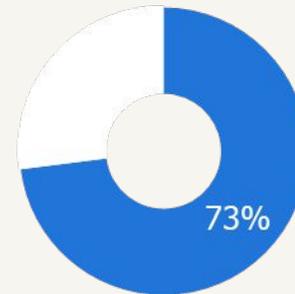
83% believe that flexible working hours are important 43% consider that their workplaces offer this benefit.



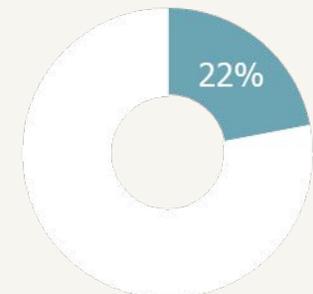
work/life balance



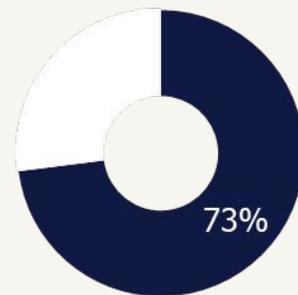
flexibility in terms of working hours



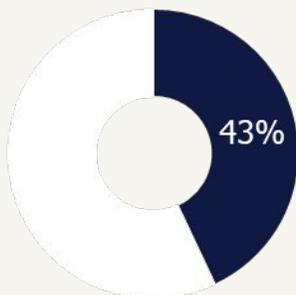
flexibility in terms of location



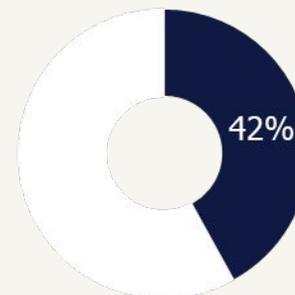
evolution of flexibility in terms of working hours



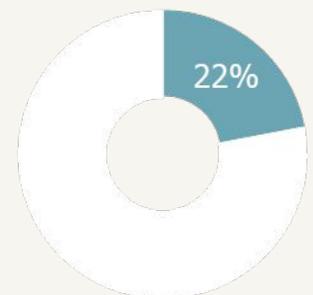
a good work-life balance



flexibility in terms of working hours - I can control when I work



flexibility in terms of location - I can decide where I work from



evolution of flexibility in terms of location

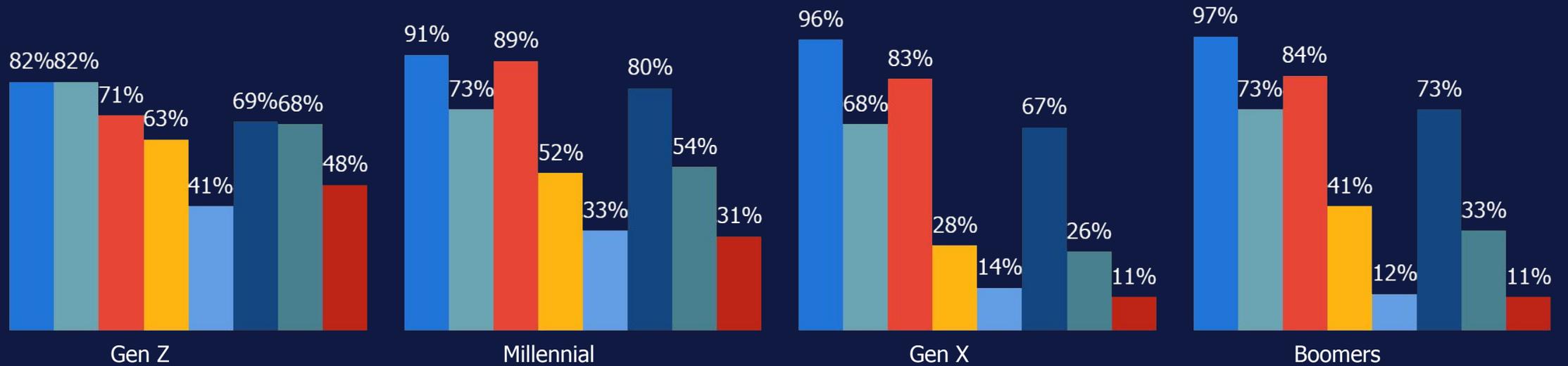
■ considered to be very important/somewhat important in current or future jobs

■ agree/somewhat agree that my job provides...

■ have significantly increased/somewhat increased in the past six months



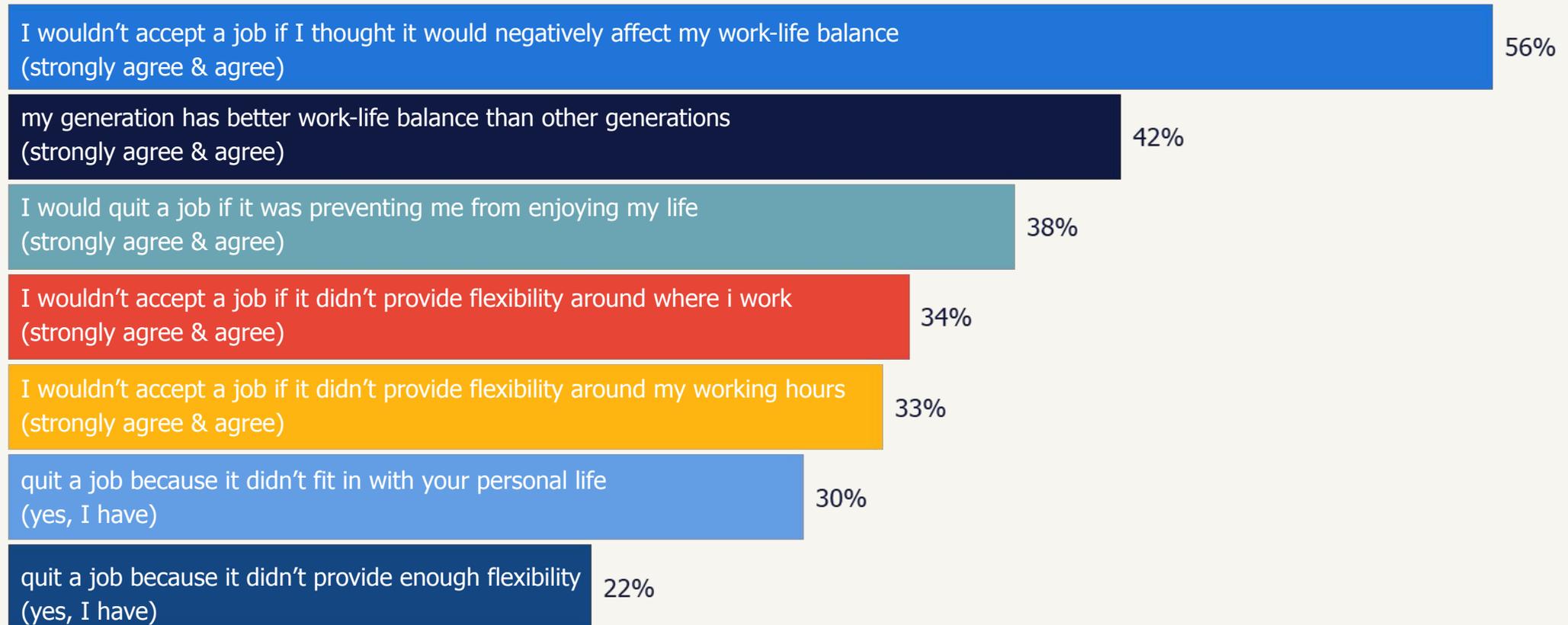
67% of Gen X consider a flexible work location to be important 26% agree that their jobs provide this benefit.



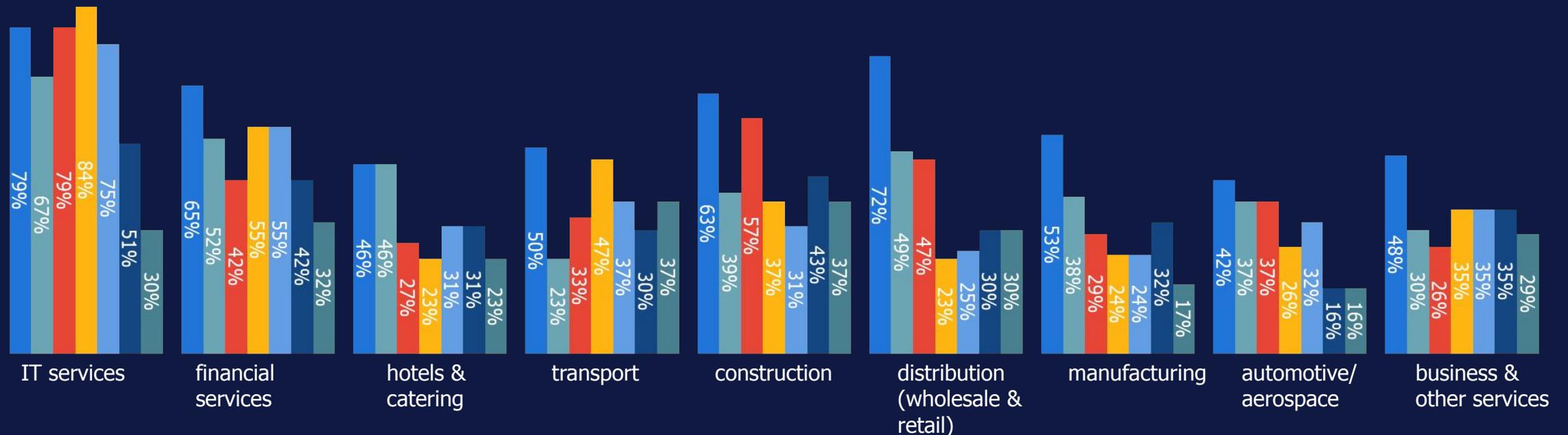
- work/life balance (very important & somewhat important in current or future jobs)
- my job offers a good work-life balance (agree & somewhat agree)
- flexibility in terms of working hours (very important & somewhat important in current or future jobs)
- my job provides flexibility in terms of working hours - I can control when I work (agree & somewhat agree)
- flexibility in terms of working hours (has increased significantly & somewhat increased in the last six months)
- flexibility in terms of location (very important & somewhat important in current or future jobs)
- my job provides flexibility in terms of location - I can decide where I work from (agree & somewhat agree)
- flexibility in terms of location (has increased significantly & somewhat increased in the last six months)



more than half would not accept a job if they thought it would negatively affect their work-life balance.



over half of IT services workers have quit a job because it didn't fit with their personal life.



- I wouldn't accept a job if I thought it would negatively affect my work-life balance (strongly agree & agree)
- my generation has better work-life balance than other generations (strongly agree & agree)
- I would quit a job if it was preventing me from enjoying my life (strongly agree & agree)
- I wouldn't accept a job if it didn't provide flexibility around where I work (strongly agree & agree)
- I wouldn't accept a job if it didn't provide flexibility around my working hours (strongly agree & agree)
- quit a job because it didn't fit in with your personal life (yes, I have)
- quit a job because it didn't provide enough flexibility (yes, I have)

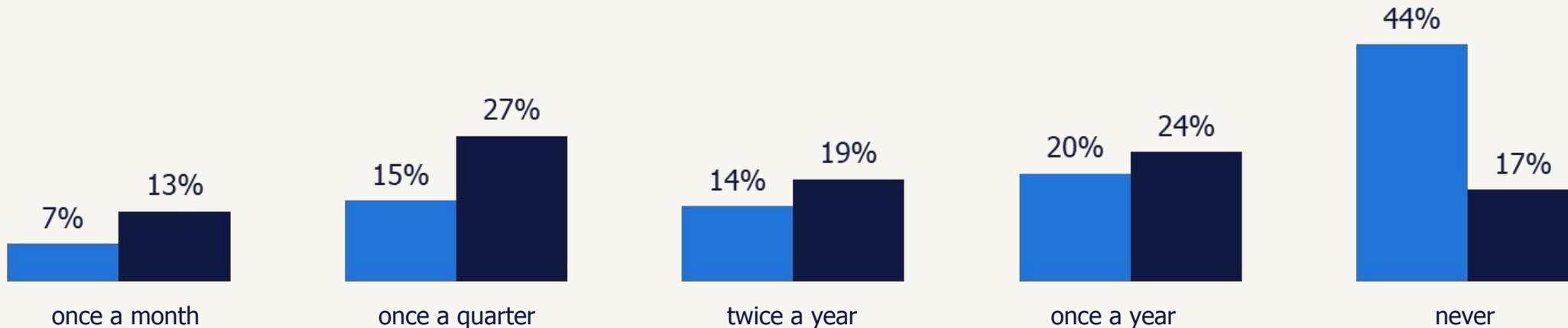


career progression &
training.



nearly half of respondents said their employer never talks to them about career advancement.

how often does your employer talk to you about career advancement? vs. how often you'd like them to talk about it?



- how often does your employer speak to you about your career progression?
- how often would you like your employer to speak to you about your career progression?



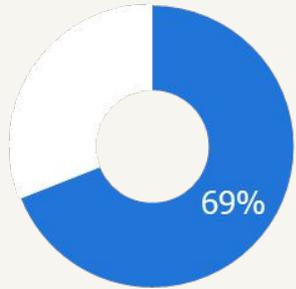
career advancement discussions with the employer

deep-dive sectors.

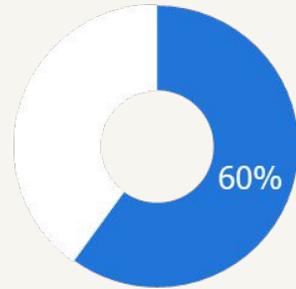
how often would you like your employer to talk to you about your career progression vs how often does your employer talk to you about this?

	once a month		once a quarter		twice a year		once a year		never	
	employee wishes	employers' action								
IT services	20%	16%	34%	44%	21%	16%	16%	8%	8%	15%
financial services	22%	26%	22%	4%	15%	22%	33%	30%	7%	19%
hotels & catering	19%	8%	15%	12%	15%	8%	27%	31%	23%	42%
transport	10%	0%	50%	13%	17%	30%	10%	13%	13%	43%
construction	15%	9%	27%	3%	15%	21%	24%	27%	18%	39%
distribution	12%	9%	26%	7%	12%	19%	25%	28%	25%	37%
manufacturing	13%	4%	29%	14%	26%	12%	18%	22%	15%	48%
automotive / aerospace	0%	0%	53%	26%	11%	16%	16%	37%	21%	21%
business & other services	27%	13%	20%	7%	27%	17%	17%	17%	10%	47%

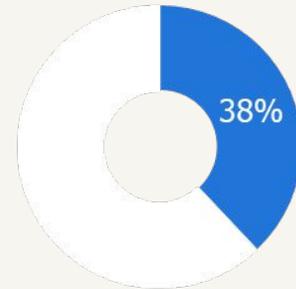
over two-thirds believe that training and development are important in their work.



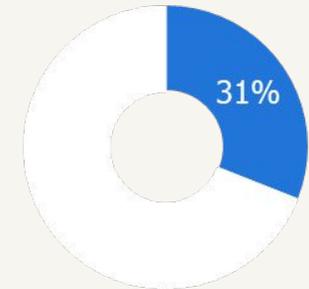
training and development (very important & somewhat important in current or future jobs)



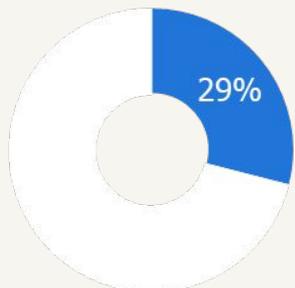
career advancement opportunities (very important & somewhat important in current or future jobs)



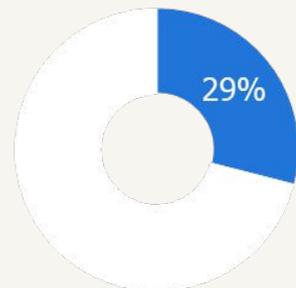
I feel I can be open with my employer about wanting to progress quickly in my career (strongly agree & agree)



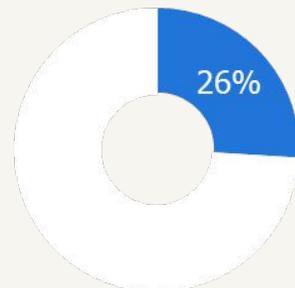
would not accept a job if it didn't provide L&D opportunities to future proof my skills (e.g. AI) (strongly agree & agree)



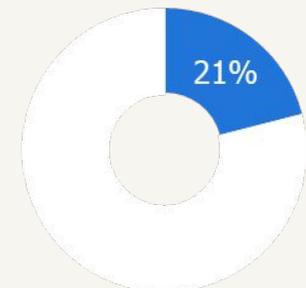
career progression is a priority right now (strongly agree & agree)



would not accept a job if it didn't provide career progression opportunities (strongly agree & agree)



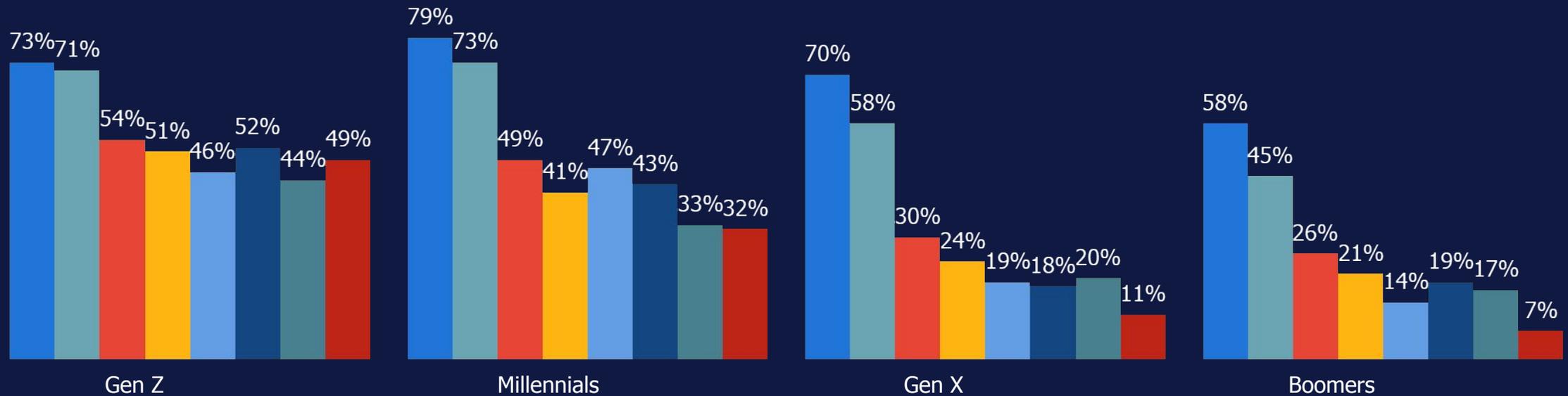
training or development opportunities (has increased significantly & somewhat increased in the last six months)



my career is more important to me than other parts of my life (strongly agree & agree)



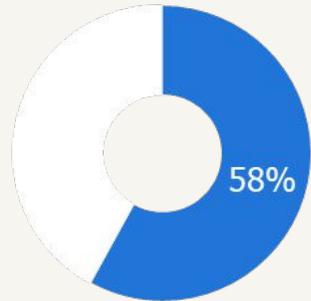
almost half of Gen Z consider their career is more important than other parts of their lives.



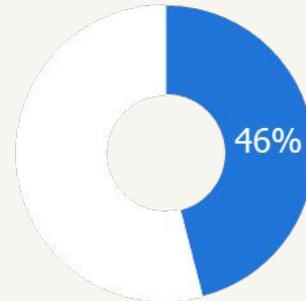
- training and development (very important & somewhat important in current or future jobs)
- career advancement opportunities (very important & somewhat important in current or future jobs)
- I feel I can be open with my employer about wanting to progress quickly in my career (strongly agree & agree)
- would not accept a job if it didn't provide L&D opportunities to future proof my skills (e.g. AI) (strongly agree & agree)
- career progression is a priority right now (strongly agree & agree)
- would not accept a job if it didn't provide career progression opportunities (strongly agree & agree)
- training or development opportunities (has increased significantly & somewhat increased in the last six months)
- my career is more important to me than other parts of my life (strongly agree & agree)



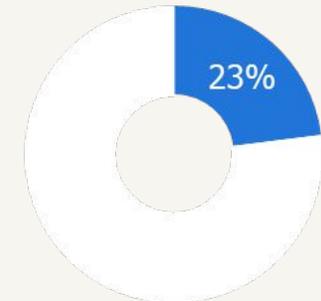
over half say their workplace offers the training and development opportunities they want.



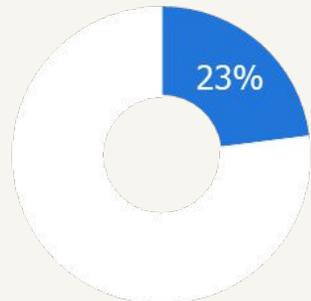
my job provides me with the training and development opportunities I want (agree & somewhat agree)



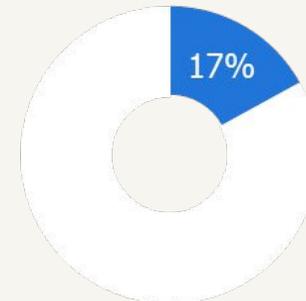
my employer is helping me develop future-proof skills for my career (e.g. AI) (agree & somewhat agree)



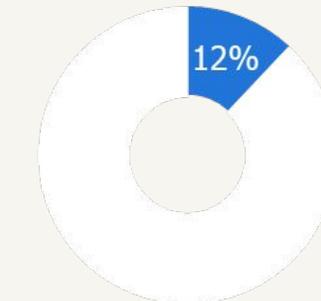
would quit a job if I wasn't offered learning and development opportunities to future proof my skills (e.g. AI) (strongly agree & agree)



would quit a job if it didn't offer career progression opportunities (strongly agree & agree)

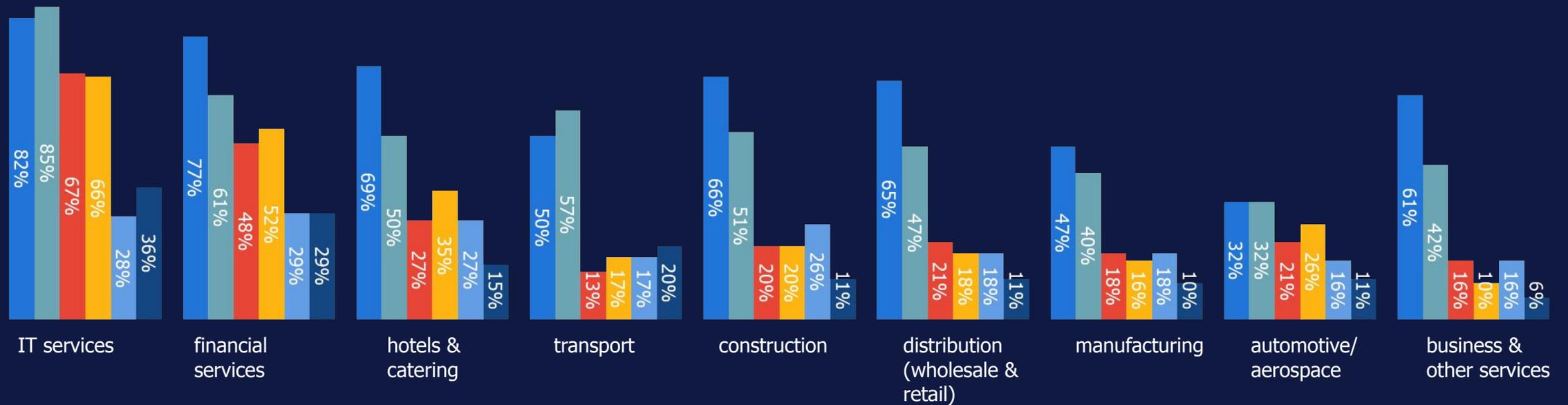


quit a job because of a lack of career progression opportunities (yes, I have)



quit a job because you weren't offered opportunities to future proof your skills (e.g. AI) (yes, I have)

nearly a third of financial services workers have quit a job due to a lack of career advancement opportunities.

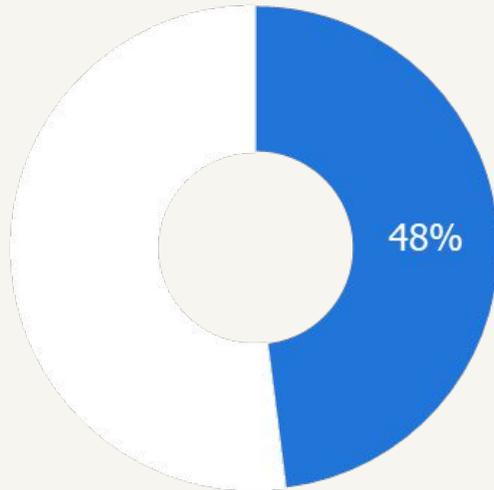


- my job provides me with the training and development opportunities I want (agree & somewhat agree)
- my employer is helping me develop future-proof skills for my career (e.g. AI) (agree & somewhat agree)
- would quit a job if I wasn't offered learning and development opportunities to future proof my skills (e.g. AI) (strongly agree & agree)
- would quit a job if it didn't offer career progression opportunities (strongly agree & agree)
- quit a job because of a lack of career progression opportunities (yes, I have)
- quit a job because you weren't offered opportunities to future proof your skills (e.g. AI) (yes, I have)

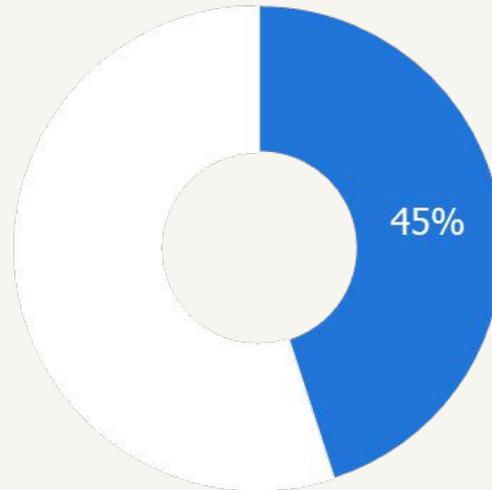


nearly half said they are not focused on career progression right now.

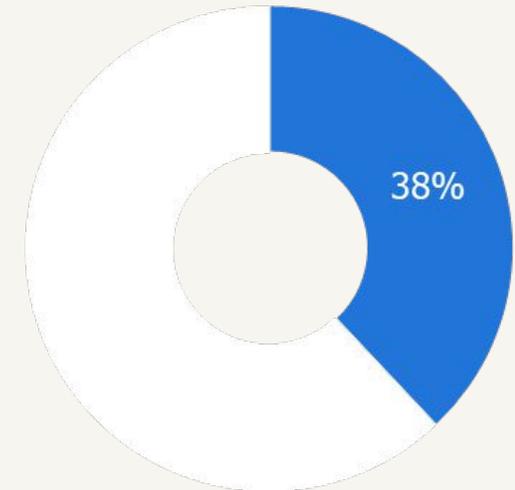
% of respondents who selected strongly agree & agree



I'm not focused on career progression right now



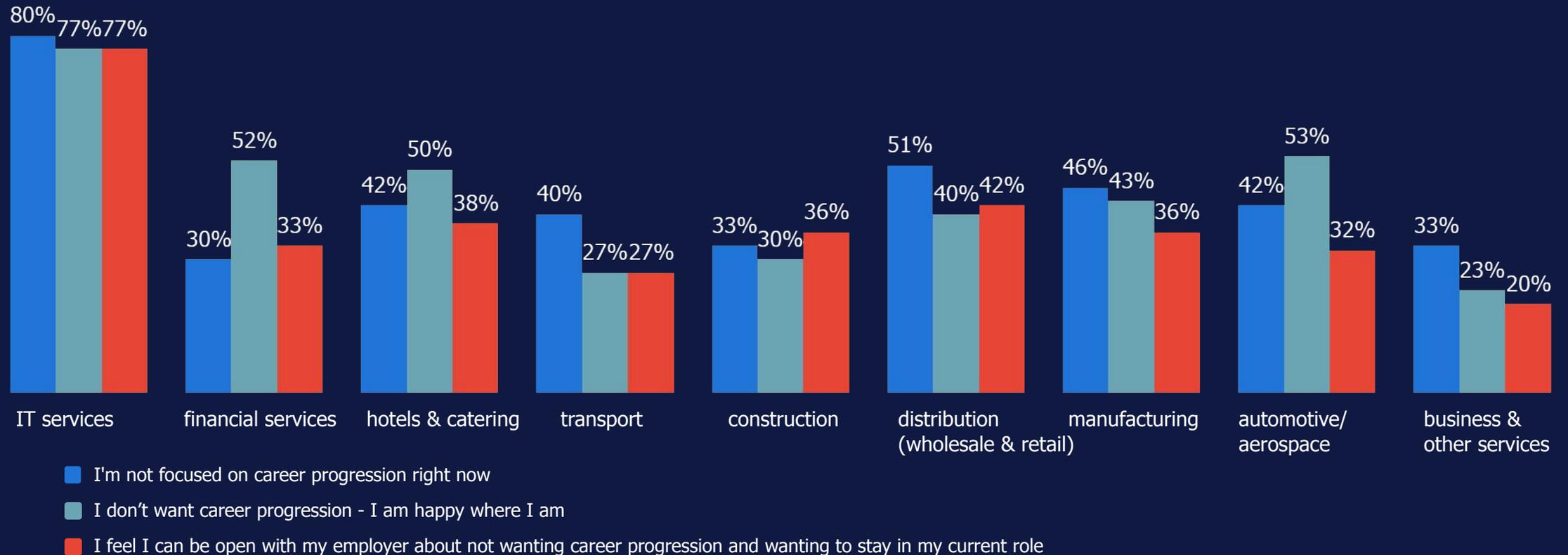
I don't want career progression - I am happy where I am



I feel I can be open with my employer about not wanting career progression and wanting to stay in my current role

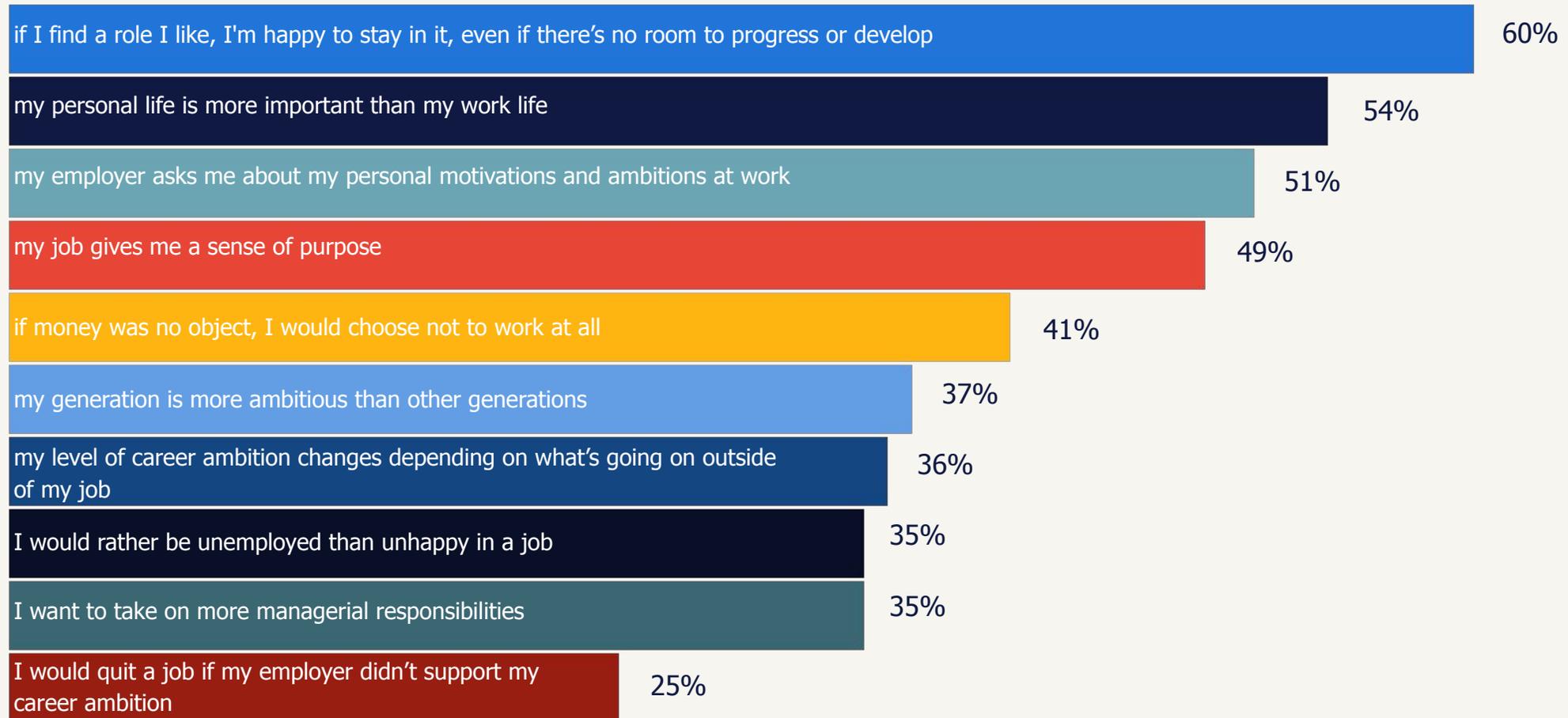
80% of IT services employees said they are not focused on career progression right now.

% of respondents who selected strongly agree & agree



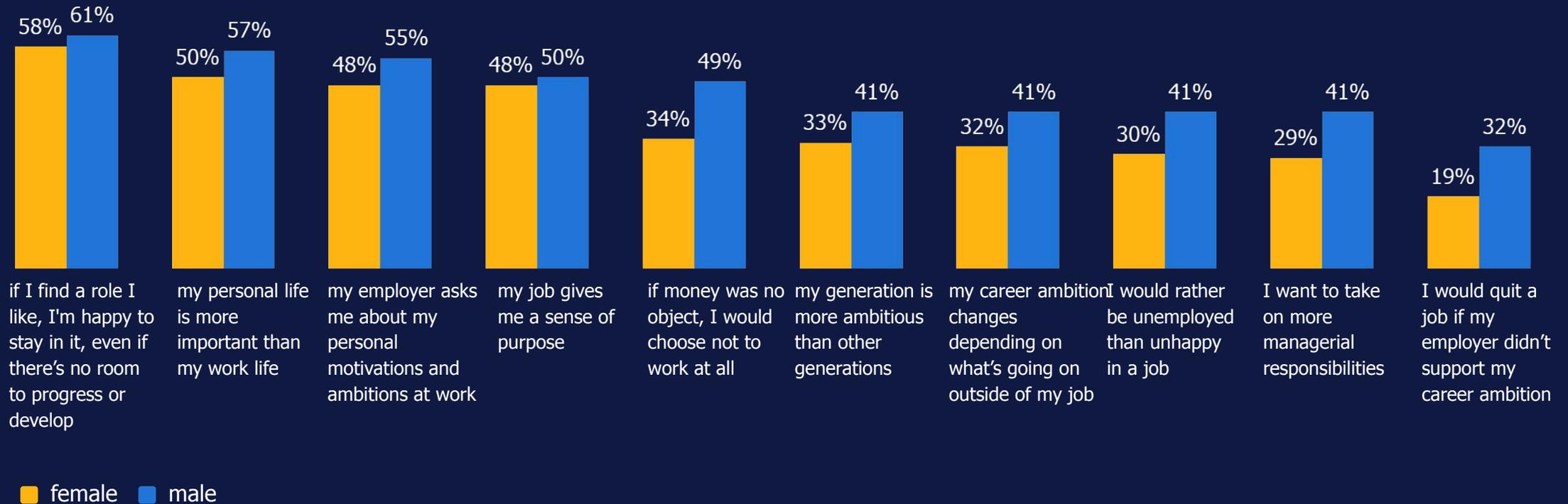
nearly two-thirds of respondents are happy to stay in a role even if there is no room for progression or development.

% of respondents who selected strongly agree & agree



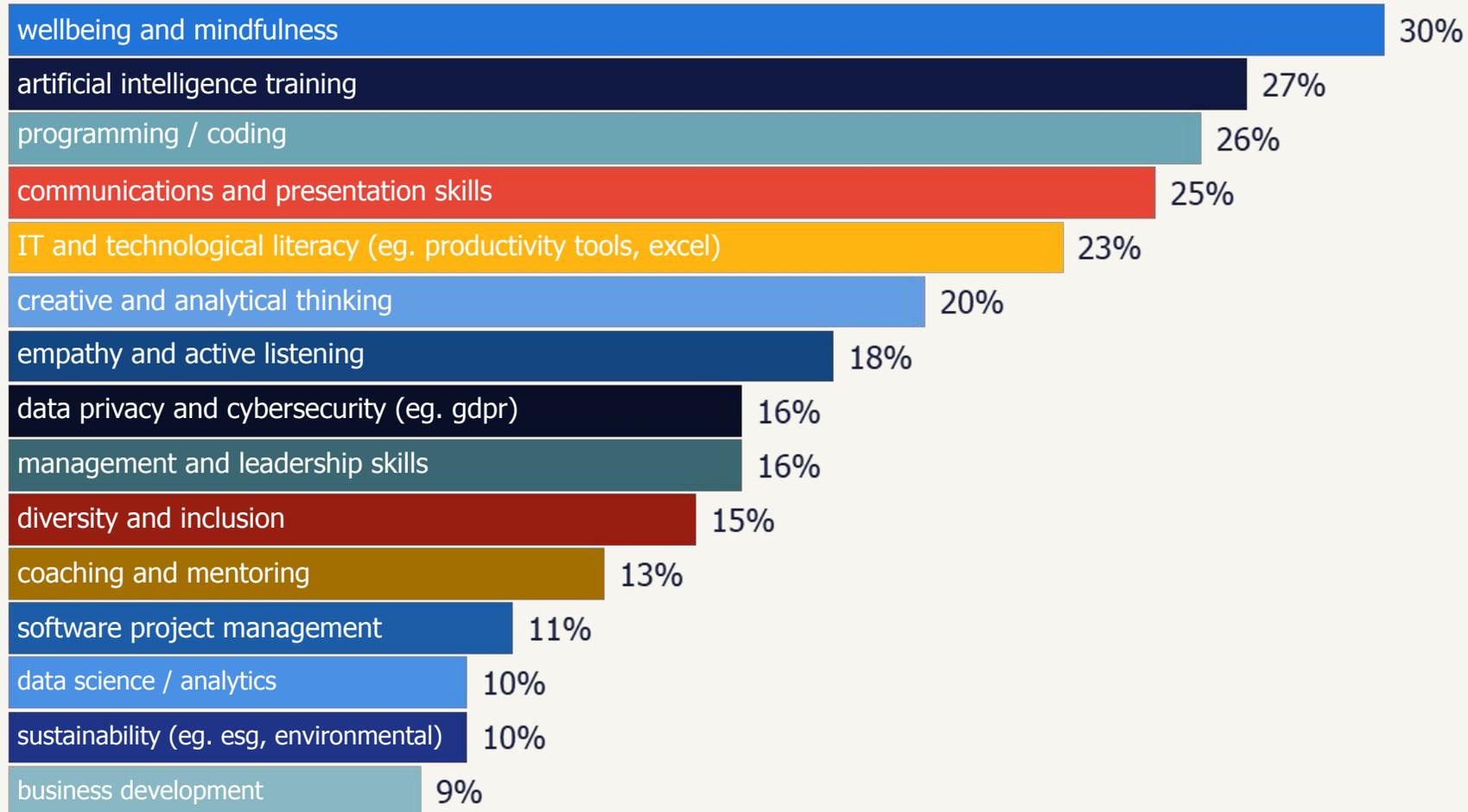
2 in 5 of the male respondents want to take on more managerial responsibilities.

% of respondents who selected strongly agree & agree



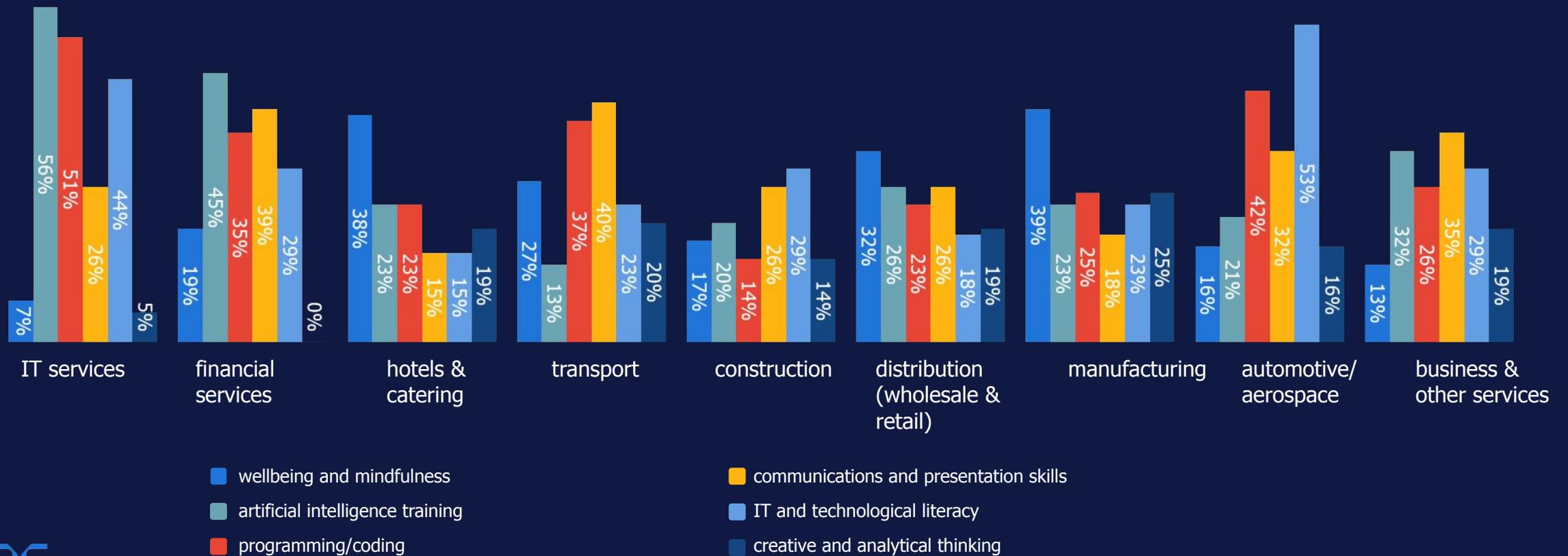
the learning and development opportunities respondents are most interested in.

ranked in the top 3 preferences



most wanted learning and development opportunities deep-dive sectors.

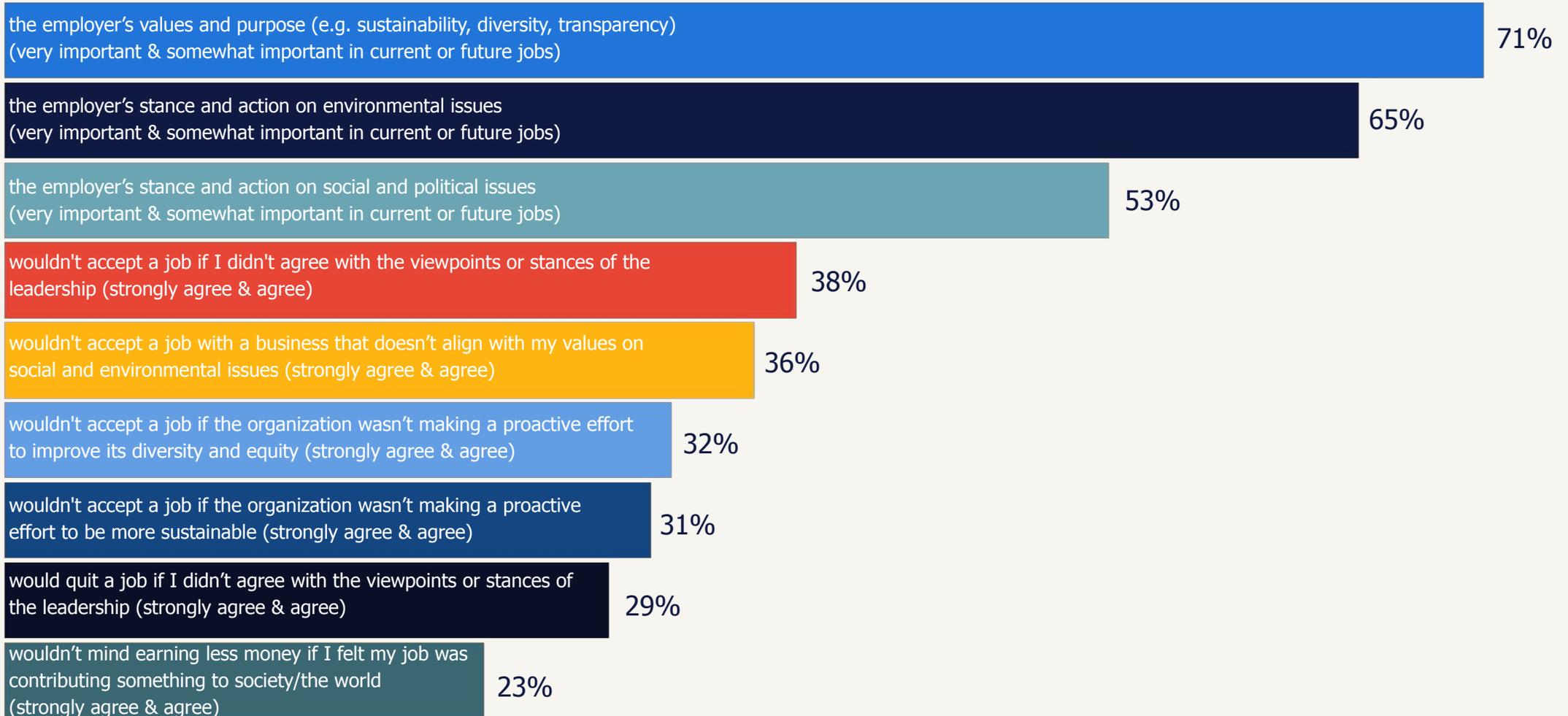
ranked in the top 3 preferences



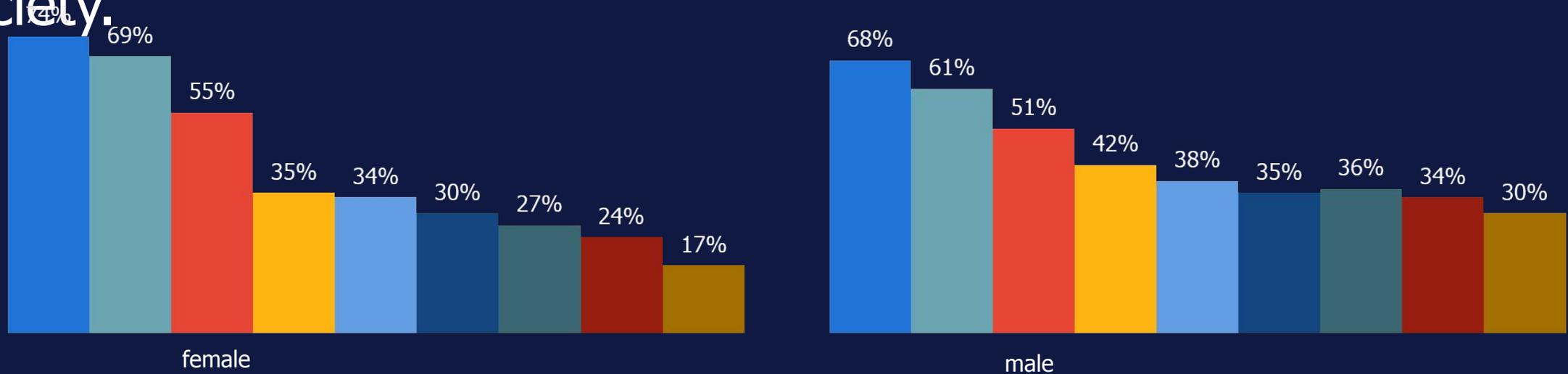
equity, diversity &
sustainability.



almost two-thirds consider the employer's stance and action on environmental issues important in current or future jobs.



nearly one-third of the male respondents would not mind earning less money if their jobs contribute positively to society.

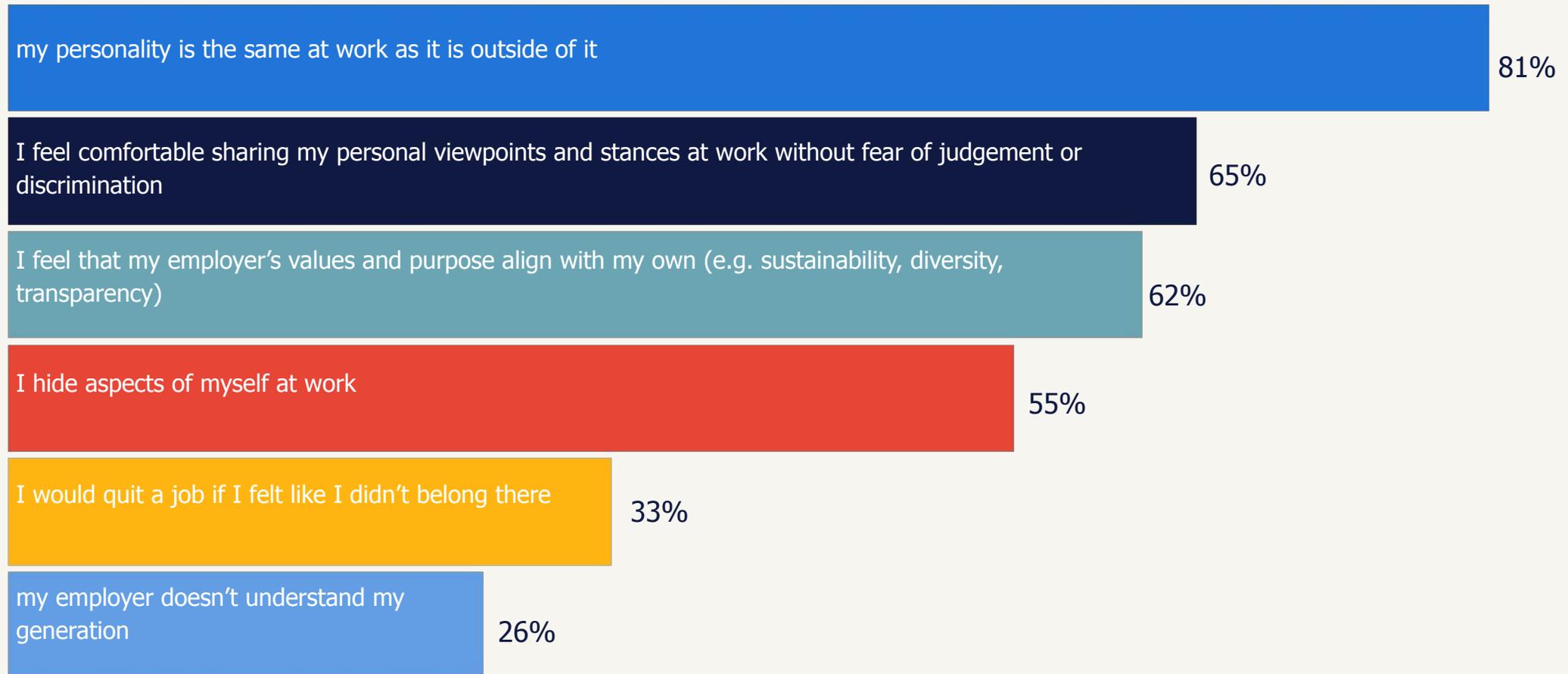


- the employer's values and purpose (e.g. sustainability, diversity, transparency) (very important & somewhat important in current or future jobs)
- the employer's stance and action on environmental issues (very important & somewhat important in current or future jobs)
- the employer's stance and action on social and political issues (very important & somewhat important in current or future jobs)
- wouldn't accept a job if I didn't agree with the viewpoints or stances of the leadership (strongly agree & agree)
- wouldn't accept a job with a business that doesn't align with my values on social and environmental issues (strongly agree & agree)
- wouldn't accept a job if the organization wasn't making a proactive effort to improve its diversity and equity (strongly agree & agree)
- wouldn't accept a job if the organization wasn't making a proactive effort to be more sustainable (strongly agree & agree)
- would quit a job if I didn't agree with the viewpoints or stances of the leadership (strongly agree & agree)
- wouldn't mind earning less money if I felt my job was contributing something to society/the world (strongly agree & agree)



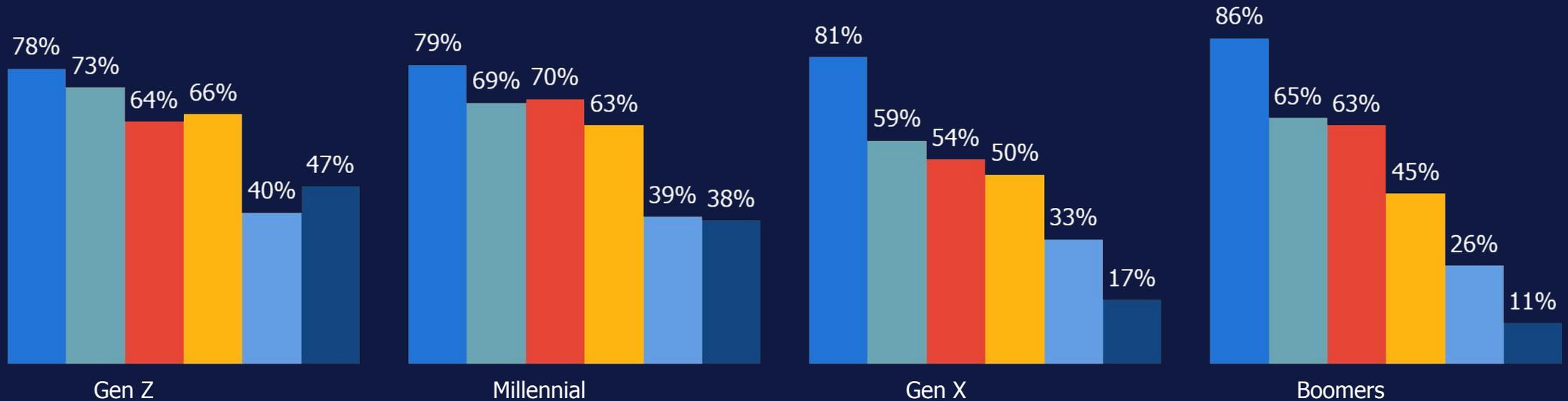
a third would quit a job if they felt they didn't belong there.

% of respondents who selected strongly agree & agree



two-thirds of Gen Z hide aspects of themselves at work.

% of respondents who selected strongly agree & agree

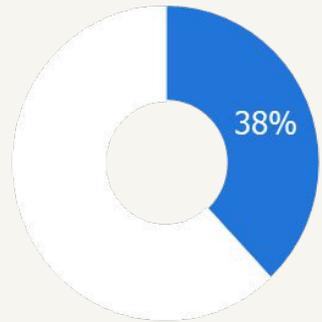


- my personality is the same at work as it is outside of it
- I feel comfortable sharing my personal viewpoints and stances at work without fear of judgement or discrimination
- I feel that my employer's values and purpose align with my own (e.g. sustainability, diversity, transparency)
- I hide aspects of myself at work
- I would quit a job if I felt like I didn't belong there
- my employer doesn't understand my generation

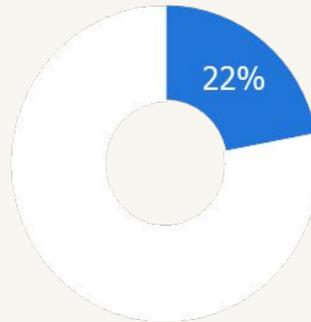


more than one-third have quit a job because of a toxic workplace.

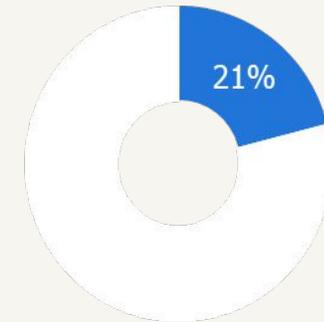
% of respondents who selected Yes, I have quit a job because...



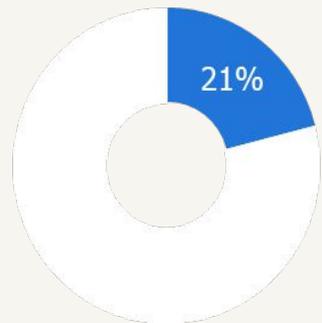
of a toxic workplace



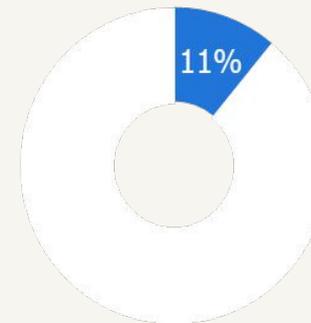
the employer wouldn't grant your requests for better conditions



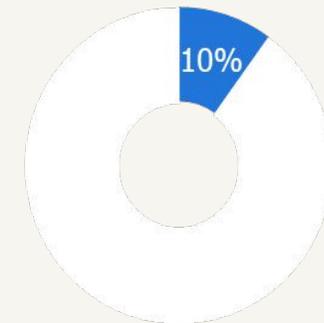
you didn't agree with the viewpoints or stances of the leadership at your organization



the employer didn't act on an issue that is important to you



I didn't feel comfortable sharing my personal viewpoints and stances at work without judgment or discrimination

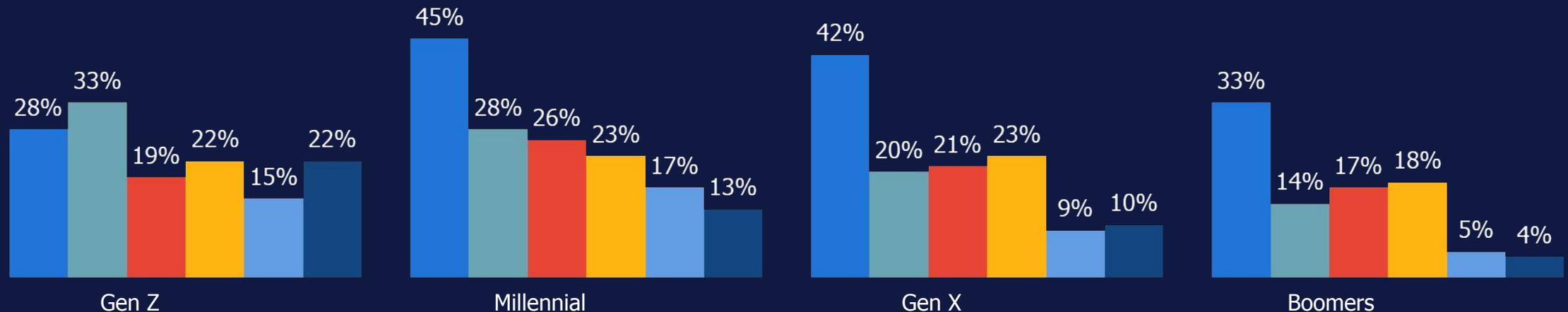


I had to hide aspects of myself at work



a third of Gen Z have quit a job because their employer wouldn't grant their requests for better conditions.

% of respondents who selected Yes, I have quit a job because...

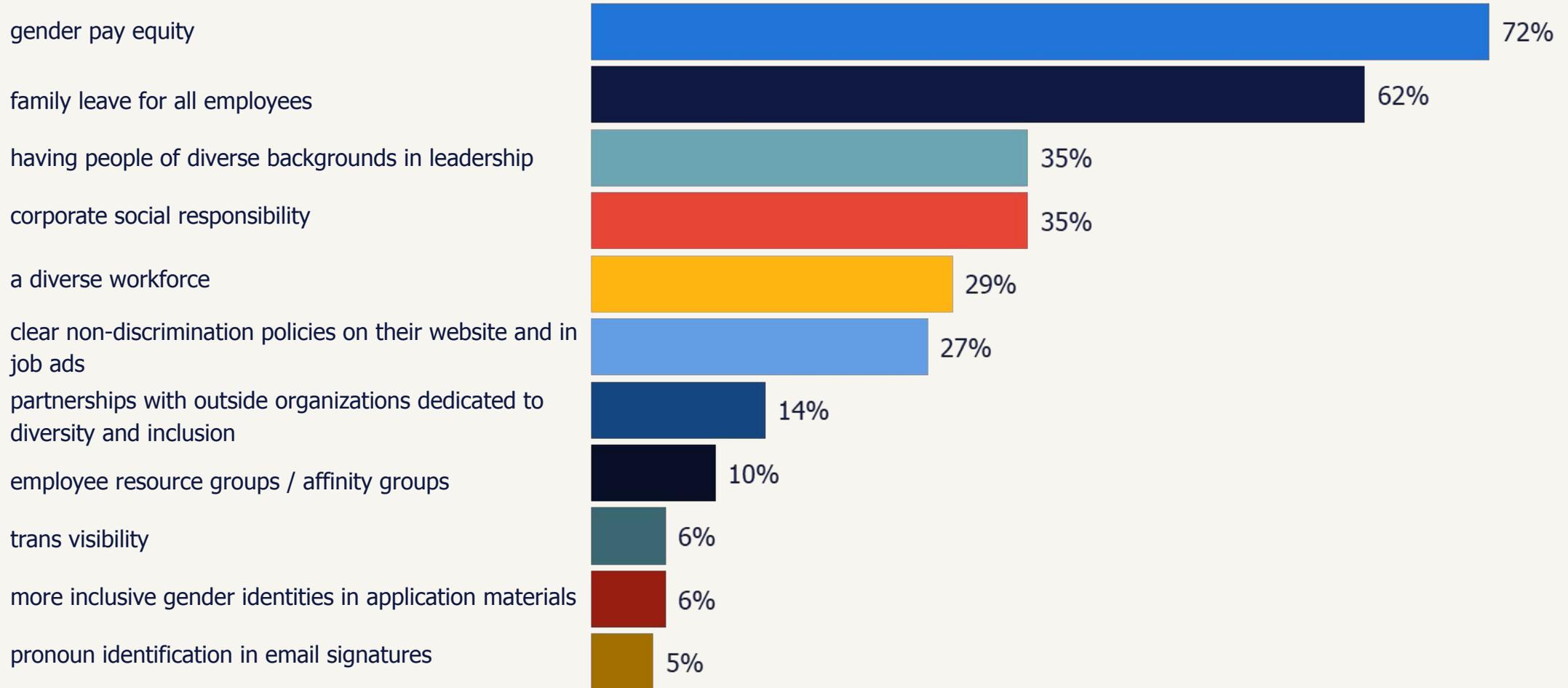


- of a toxic workplace
- the employer wouldn't grant your requests for better conditions
- you didn't agree with the viewpoints or stances of the leadership at your organization
- the employer didn't act on an issue that is important to you
- I didn't feel comfortable sharing my personal viewpoints and stances at work without judgment or discrimination
- I had to hide aspects of myself at work



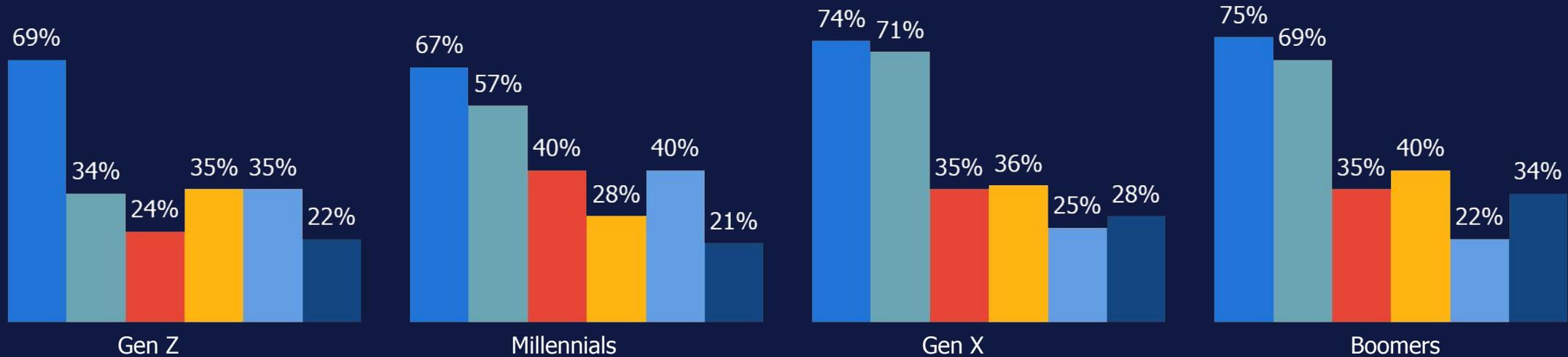
most important equality, diversity, inclusion, and belonging initiatives and policies.

ranked in the top 3 preferences



top most important equality, diversity, inclusion, and belonging initiatives and policies - deep-dive generations.

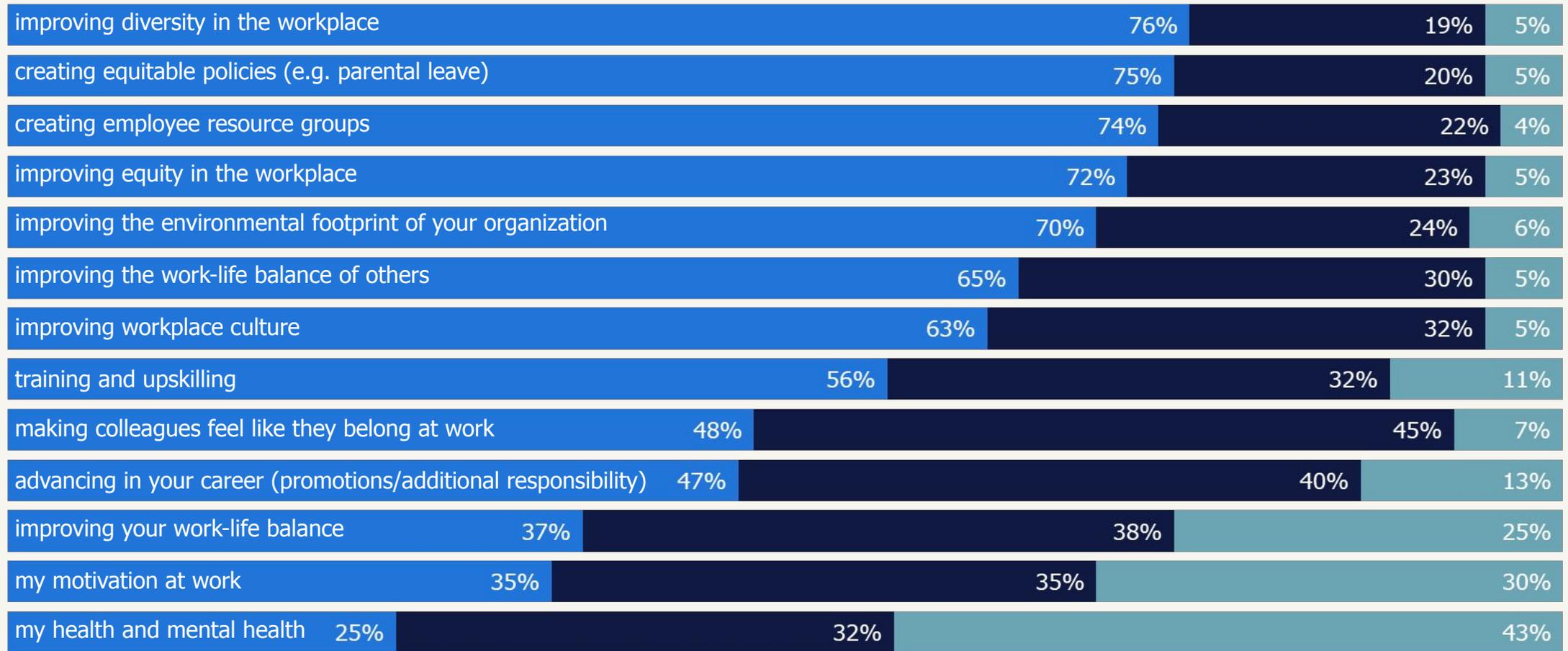
ranked in top 3



- gender pay equity
- family leaves for all employees
- having people of diverse backgrounds in leadership
- corporate social responsibility
- a diverse workforce
- clear non-discrimination policies on their website and in job ads



where do you think the responsibility lies? employer vs worker.



■ with the employer
 ■ split equally between me and my employer
 ■ with the employee



appendix

top factors when thinking about current jobs and/or potential future employment.

% of respondents who selected important & very important	%
the pay	95%
work/life balance	93%
job security	93%
the number of annual leave days	91%
flexibility in terms of working hours	83%
health insurance or other healthcare benefits	82%
mental health support	77%
flexibility in terms of location	73%
the employer's values and purpose (e.g. sustainability)	71%
training and development	69%
the employer's stance and action on environmental issues	65%
career advancement opportunities (e.g. promotion)	60%
the employer's stance and action on social and political issues	53%
parental leave policy or carer leave	50%
the option to travel to, or work in a new city or country	36%

thinking about your current role, to what extent would you agree with the following statements?

% of respondents who selected agree & somewhat agree	%
my personality is the same at work as it is outside of it	81%
my job provides me with security	80%
my job provides me with enough annual leave days	76%
my job offers a good work-life balance	73%
i feel comfortable sharing my personal viewpoints and stances at work without fear of judgement or discrimination	65%
i feel that my employer's values and purpose align with my own (e.g. sustainability)	62%
my job provides me with healthcare benefits i need	59%
my job provides me with the training and development opportunities i want	58%
my job provides the pay i need to live the life i want	56%
i hide aspects of myself at work	55%
my employer asks me about my personal motivations and ambitions at work	51%
my employer is helping me deal with increasing cost of living	49%
my job is flexible in terms of intensity	47%
my employer is helping me develop future-proof skills for my career (e.g. AI)	46%
my job provides flexibility in terms of working hours	43%
my job provides flexibility in terms of location	42%
my job provides me with enough support around parental / carer leave	35%



in the past six months, how have the factors below changed at work?

% of respondents who selected somewhat increased & significantly increased	%
remuneration package (pay rise, bonus)	36%
job security	26%
training or development opportunities	26%
benefits (annual leave allocation, healthcare, pension etc)	23%
flexibility in terms of working hours	22%
flexibility in terms of location	22%
support for families and dependants	20%



the impact of the changing economic landscape

deep-dive generations.

#	Gen Z	Millennials	Gen X	Boomers
taken/looking to take on a second role to help with rising cost of living	24%	38%	31%	32%
consider resigning to find a better paying job to help with rising cost of living	33%	28%	31%	20%
have/plan to increase working hours to help with rising cost of living	36%	20%	28%	27%
worried about the impact of economic uncertainty on job security	16%	21%	30%	28%
worried about the impact of economic uncertainty on career progression	22%	25%	12%	18%
planning to delay my retirement to help with the rising cost of living	31%	10%	12%	21%
working from home more to avoid commuting costs	22%	14%	10%	8%
avoid working from home to save on energy bills	24%	13%	8%	5%
delay a change in career due to the changing economic landscape	16%	9%	8%	6%

partner
for talent.

