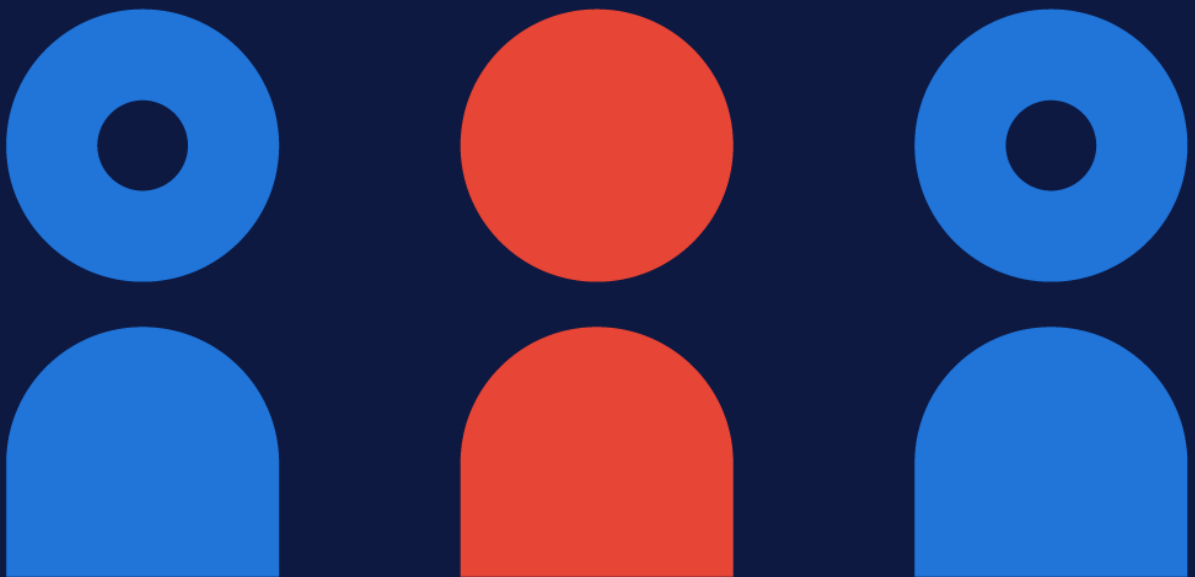


malaysia employees

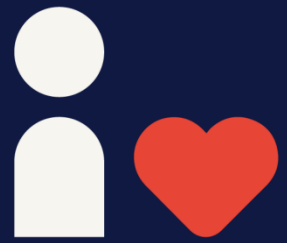
expect incentives

if they stay employed.



randstad workmonitor 2017.

# incentives for employees.



Eight in 10 employees across the world said the government should offer incentives such as tax rebates and subsidies if they choose to further develop their professional competencies. This sentiment is higher in Southeast Asia, as 90 per cent believe that they should receive incentives if they remain employed or have upskilled themselves. Nine in 10 employees in Malaysia said that the government should offer incentives to employees if they choose to develop their professional competencies or remain in the workforce.

Ryan Carroll, Country Director of Randstad Malaysia said, “There is a war on talent and as a result, companies are only seeking the best from the limited local talent pool to ensure successful integration of new innovations and to drive business growth. In a rapidly-moving environment where employees are expected to take up new courses to stay relevant and competitive, they are also more likely to demand for incentives that will help them progress in their careers.”

The minimum sample size per country is 400 interviews.

## malaysia.

Nine in 10 Malaysian employees expect more incentive support from the government to encourage them to retain their employment status. Despite it being higher than the global average, this is the lowest across the three markets. More women in the workforce said that the government should offer policy incentives (92 per cent) as compared to men (89 per cent). Unlike Hong Kong, there are more experienced professionals in Malaysia (93 per cent) seeking policy incentives from the government to ensure employability.

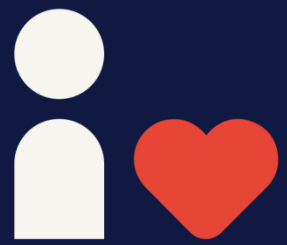
## hong kong SAR.

Employees in Hong Kong have a similar expectation around incentives as Malaysian employees. 91 per cent of Hong Kongers believe that the government should offer tax rebates or subsidies to encourage employees to stay employable or to develop their professional competencies. There is also a slightly higher expectation from the male population (92 per cent) than women in the workforce (90 per cent). The younger employees between the age of 18 and 34 expect more financial support from the government to acquire highly demanded skills to potentially offset or better manage the high cost of living in Hong Kong.

## singapore.

Compared to the region, the sentiment is highest in Singapore with 92 per cent of employees seeking more incentives from the government if they stay employed. The survey also revealed a higher expectation of the government from the female population (94 per cent) than men (87 per cent). Experienced professionals are also more eager to receive these incentives than the younger population as they are likely to pay more for training programmes to deepen their professional capabilities.

# incentives for employees.



"I think that governments should offer policy incentives (e.g., taxes, subsidies) to employees if they develop professionally / learn new professional competences/ stay employable." (%)

	Global Average	SEA Average	Malaysia	Hong Kong SAR	Singapore
all	84.2	90.9	90.1	90.7	91.8
men	84.2	89.9	88.5	91.5	89.6
women	84.4	91.8	91.7	89.8	94.0
18 - 34	85.3	90.1	87.3	93.1	90.9
35 - 54	83.7	91.4	93.0	89.0	92.4

# randstad workmonitor Q4 2017.

Employees in Southeast Asia expect policy incentives if they remain employed or have developed their professional competencies



**9 in 10** employees in Southeast Asia think that the government should offer incentives such as rebates and subsidies if they stay employed.

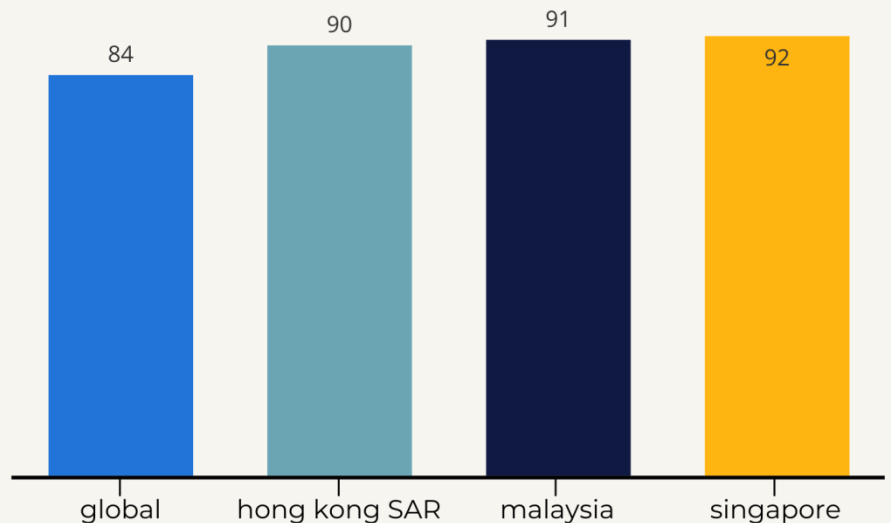
92% of Singaporeans said that the government should offer policy incentives if they develop their professional skills, followed by Malaysia (91%) and Hong Kong (90%).



## global comparison



**84%** of employees around the world believe that the government should offer policy incentives to them if they stay employable. This expectation is higher in Southeast Asia, with 90% of the employees expecting similar incentives for their hard work.



# about

## randstad workmonitor.

The Randstad Workmonitor was launched in the Netherlands in 2003 and now covers 34 countries around the world, encompassing Asia Pacific, Europe 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, it provides insights into employee satisfaction and personal motivation, as well as explores sentiments around key trends shaping the world of work for employees each quarter.

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.

For more workforce insights and the latest hiring, salary and employer branding trends, please visit [www.randstad.com.my/workforce360](http://www.randstad.com.my/workforce360).

