

mature employees

need more support



to stay employable.

randstad workmonitor 2017.

support for mature workers.



More than half of the employees around the world believe that mature workers can only remain employable if there is sufficient support provided by the government (62.7 per cent) or employers (74.8 per cent). This sentiment is higher in Asian markets, as eight in 10 employees will look to depend on the government (80.9 per cent) and employers (85.5 per cent) to help mature workers remain employed for longer period of time.

In Malaysia, only 76.1 per cent of employees look towards the government to support their long-term employability.

Ryan Carroll, Country Director of Randstad Malaysia said, “An ageing population means that it has become imminent to keep mature workers in the workforce. We believe that they can continue to contribute to the workforce through mentorship programmes with the younger generations and encourage the development of more diversity and inclusion schemes. Not only will they be able to earn and enjoy a sustainable retirement fund, the economy benefits through workplace productivity and organisational growth.”

The minimum sample size per country is 400 interviews.

malaysia

Malaysia ranked the lowest across the region in terms of their expectations. At least seven in 10 employees believe that the government (76.1 per cent) and employers (80.8 per cent) should support their employability as they age. Support may be provided through adequate learning and development programmes by either the government or employers to ensure the long-term employability of Malaysian employees.

hong kong SAR

More than eight out of 10 Hong Kongers believe that their government (81.7 per cent) and employers (85.4 per cent) should support the employability of mature workers. Similar across all the markets, employees between the ages of 35 and 54 have higher expectations of their government and employers and feel that it is their responsibility to keep mature workers in the workforce longer.

singapore

At least eight in 10 Singaporeans believe that mature employees can only remain employed if they receive sufficient support from the government (84.7 per cent) and employers (90.4 per cent). The results showed that mature employees have high trust in the government to provide subsidised training and career development programmes, and in their employers to offer a robust job training programme to assure their employability within the workforce. This is further supported by the survey, where 92.4 per cent of mature workers strongly believe that they will have a chance to stay employable only if their employers support them.

support for mature workers.



“I think that older employees only have a chance in staying employable, if governments support them.” (%)

	Global Average	SEA Average	Malaysia	Hong Kong SAR	Singapore
all	62.7	80.9	76.1	81.7	84.7
men	62.5	79.6	74.5	82.7	81.8
women	62.9	82.0	77.5	80.9	87.7
18 - 34	66.5	78.4	78.4	76.9	80.3
35 - 54	60.5	82.5	73.6	84.9	87.0

“I think that older employees only have a chance in staying employable, if employers support them.” (%)

	Global Average	SEA Average	Malaysia	Hong Kong SAR	Singapore
all	74.8	85.5	80.8	85.4	90.4
men	74.1	85.0	79.5	85.3	90.1
women	75.3	86.0	82.0	85.6	90.6
18 - 34	75.0	81.2	77.9	80.6	86.6
35 - 54	74.5	88.6	83.6	88.6	92.4

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Mature workers look to the government and employers for support to ensure long-term employability



8 in 10 employees in Southeast Asia need support from the government and their employers to assure long-term employability.

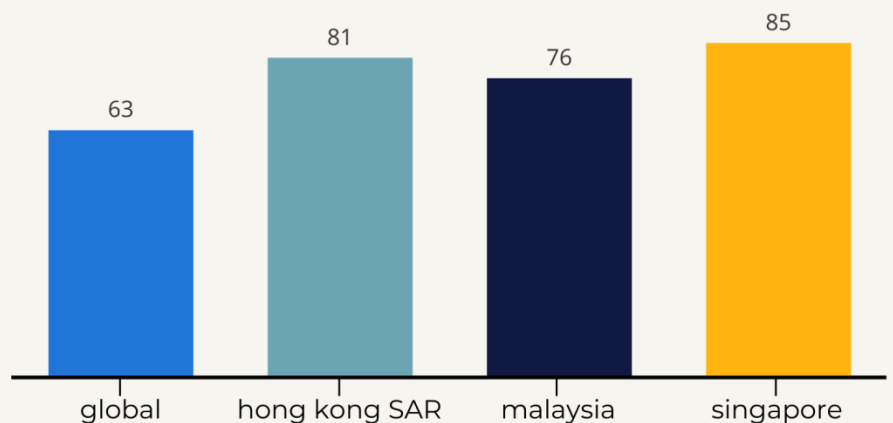
Singapore ranked the highest, with 90% of employees seeking support from their employers, followed by Hong Kong SAR (85%) and Malaysia (80%).



global comparison



63% of employees around the world believe that mature workers have a chance at staying employable if their government supports them. This sentiment is significantly higher in Southeast Asia with 81% looking to their government for support.



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/.

