



EMPLOYEE INSIGHTS 2015

BELGIUM



ROBERT WALTERS

EMPLOYEE INSIGHTS 2015

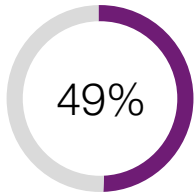
We recently surveyed nearly 6,700 professionals across Belgium, France, Germany, Ireland, Luxembourg, Netherlands, Spain and Switzerland. The results provide a snapshot of how people work and their thoughts on current issues affecting their job and the professional decisions they make.

This report involves the results for Belgium (753 professionals). More information about the Employee Insights Survey and the full European results can be found on www.robertwalters.be/eis.

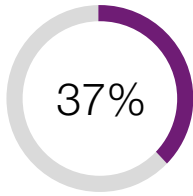
SURVEY RESULTS AT A GLANCE

- Confidence in their sector 81%, their company 67%, their career 79%
- 33% across Belgium think they are not paid their market value
- More than 80% are connected with their colleagues on social media
- 37% of all respondents stated that a lack of career progression would be the key reason for leaving a position

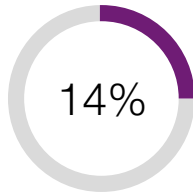
PARTICIPANT DEMOGRAPHICS



Born before
1968



Born between
1968 – 1979



Born between
1980 – 1994

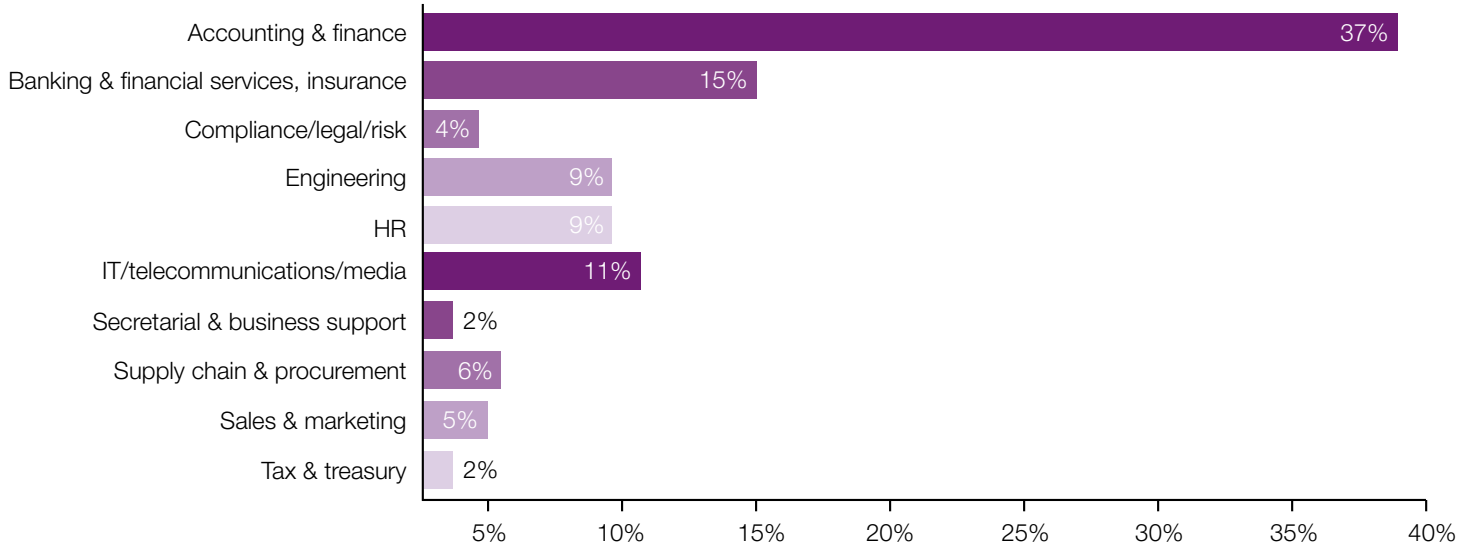


25%
Female



75%
Male

PROFESSIONAL AREA

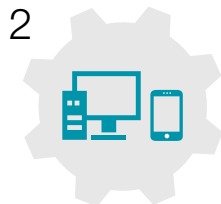


CAREER PATH

TOP FIVE SECTORS THAT PROFESSIONALS FEEL MOST OPTIMISTIC ABOUT FOR THE FUTURE.



1
28%
Health



2
23%
IT/telecommunications/
media



3
15%
Consumer goods/
services

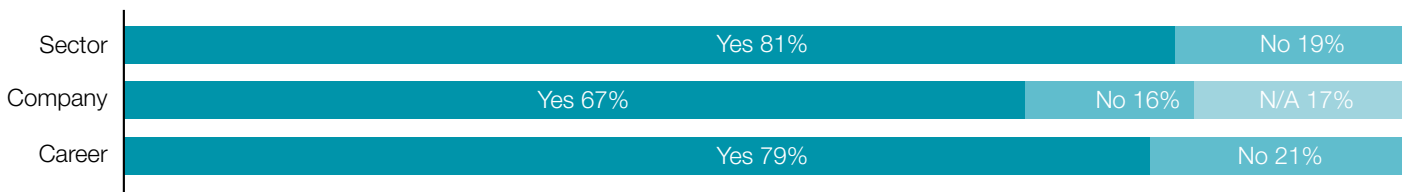


4
12%
Engineering/oil & gas



5
11%
Banking & financial
services

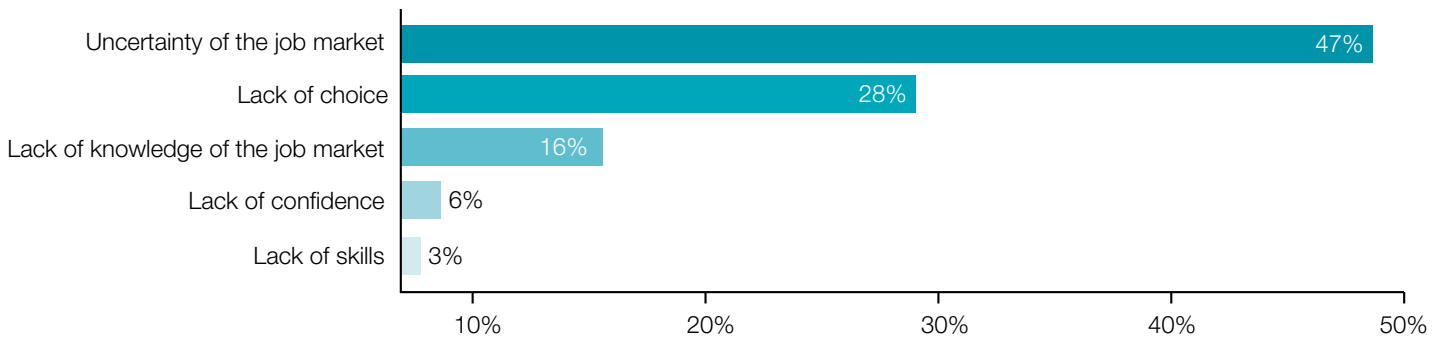
DO YOU HAVE CONFIDENCE IN YOUR:



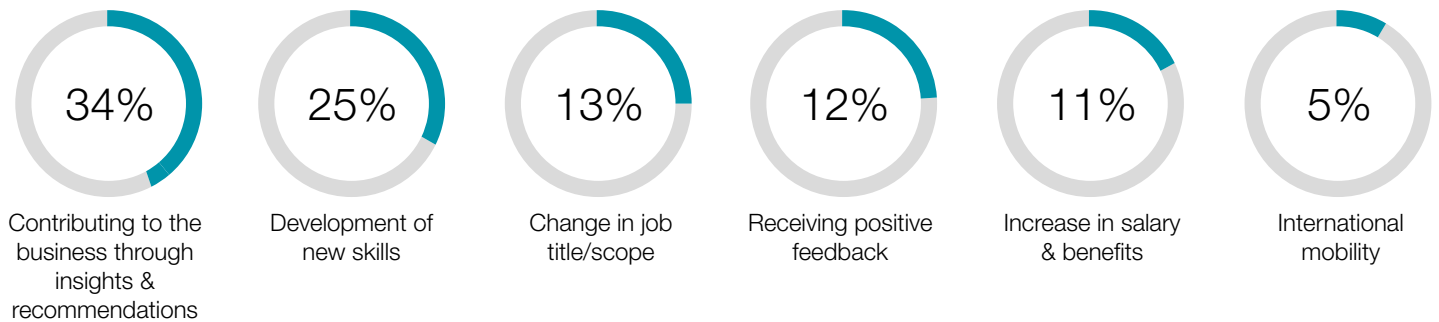
89%

feel (relatively) free to make career
decisions

WHAT IMPACTS YOUR FREEDOM REGARDING CAREER DECISIONS THE MOST?



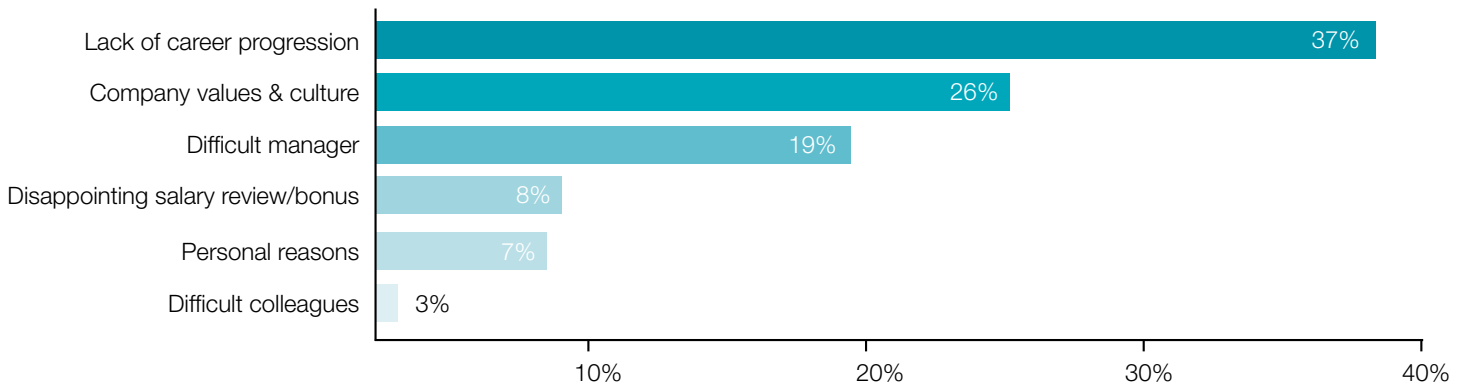
WHAT DO YOU CONSIDER TO BE THE KEY INDICATOR OF CAREER PROGRESSION?



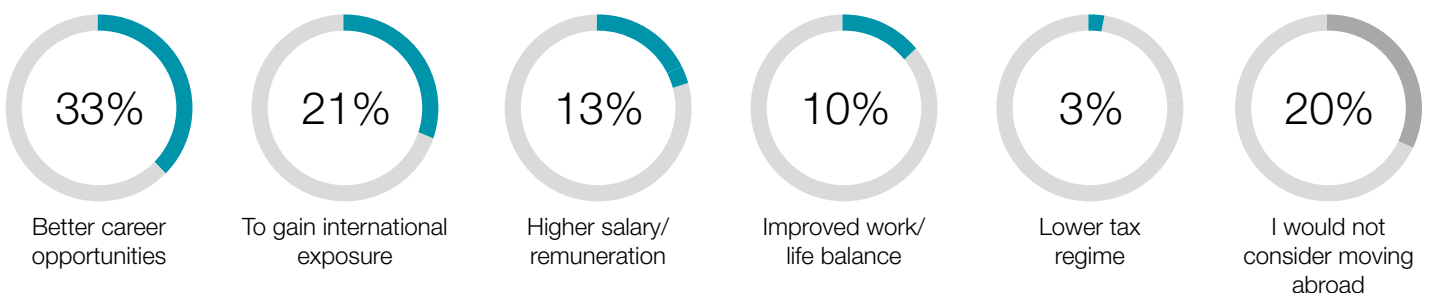
WHAT IS THE IDEAL LENGTH OF TIME TO STAY IN A PROFESSIONAL ROLE?



WHICH OF THE FOLLOWING WOULD MOST LIKELY CAUSE YOU TO LEAVE A ROLE?

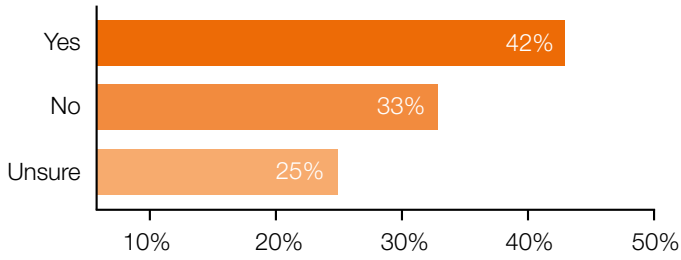


THE MAIN REASONS FOR MOVING ABROAD WOULD BE:



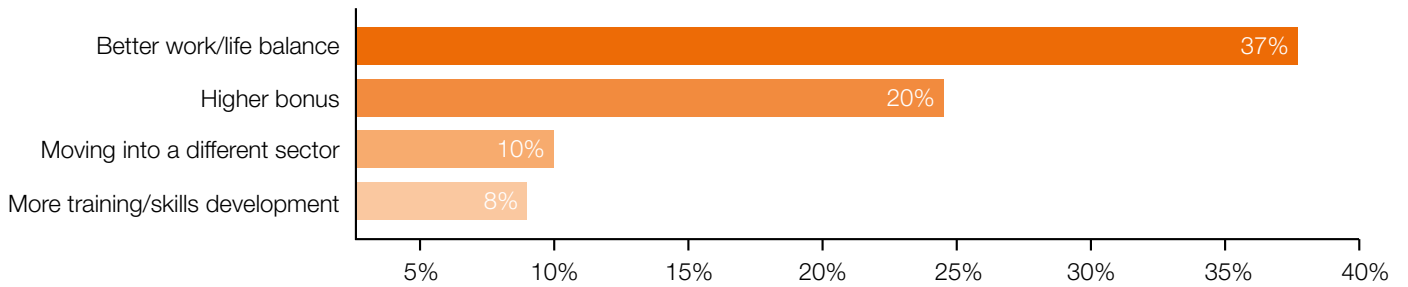
REMUNERATION & BENEFITS

DO YOU BELIEVE YOU'RE PAID YOUR MARKET VALUE?



62%
would be willing to accept a lower fixed salary with more benefits/higher bonuses

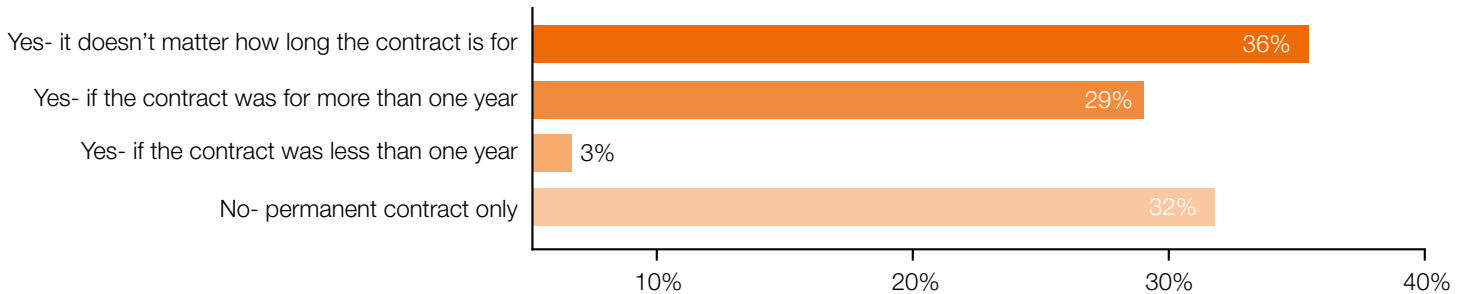
TOP REASONS FOR ACCEPTING A LOWER FIXED SALARY:



WHAT TYPE OF CONTRACT DO YOU CURRENTLY HAVE?

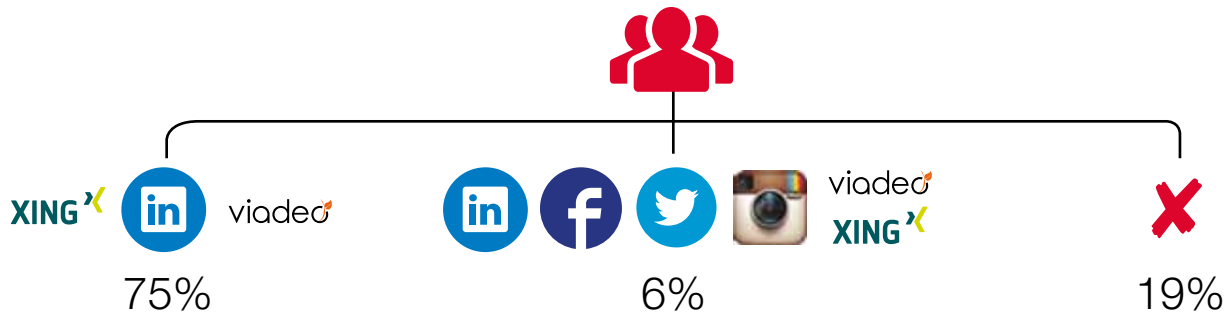


IF YOUR IDEAL ROLE WAS ONLY OFFERED ON A TEMPORARY/CONTRACT BASIS, WOULD YOU ACCEPT THE OFFER?

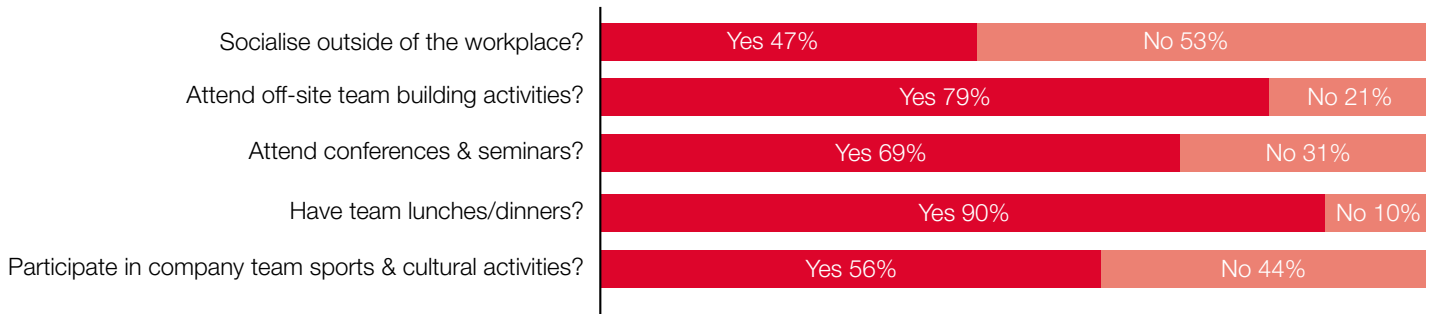


WORKING ENVIRONMENT/RELATIONSHIP

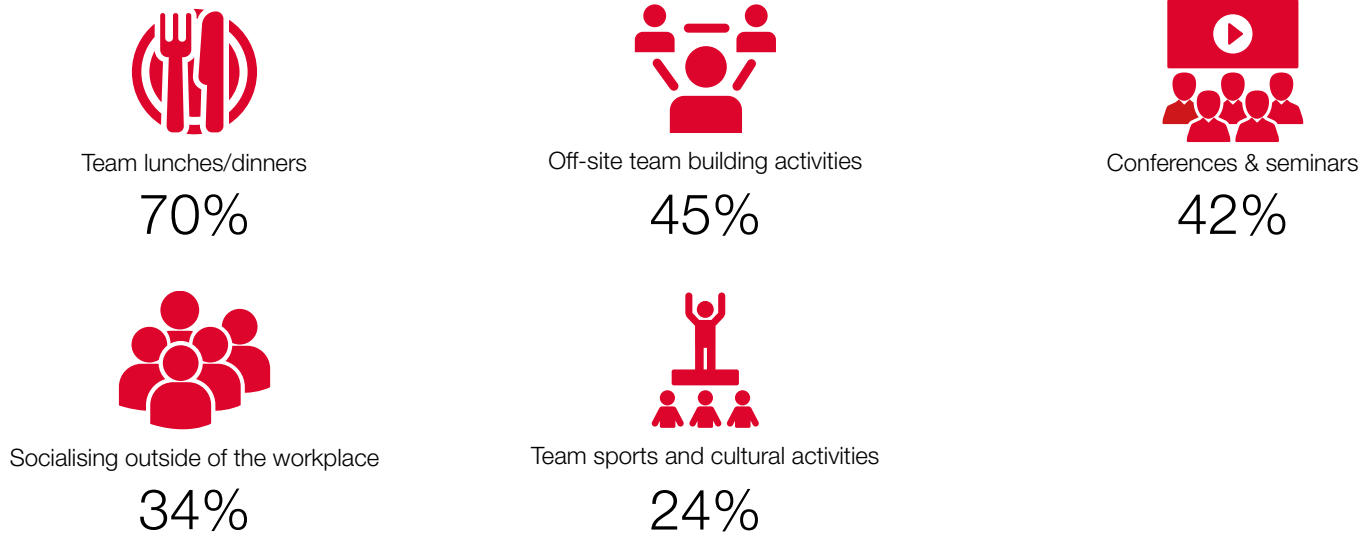
ARE YOU CONNECTED WITH YOUR COLLEAGUES ON SOCIAL PLATFORMS?



IS IT IMPORTANT FOR A GOOD WORKING RELATIONSHIP WITH COLLEAGUES TO:



IN YOUR CURRENT COMPANY, DO YOU PARTICIPATE IN ANY OF THE FOLLOWING?



CONTACT

Feel free to download the Belgian and European results of the Employee Insights Survey from our website: www.robertwalters.be/eis. For any recruitment needs or for information on this survey contact:

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