Insights from the Global Candidate Preferences Survey

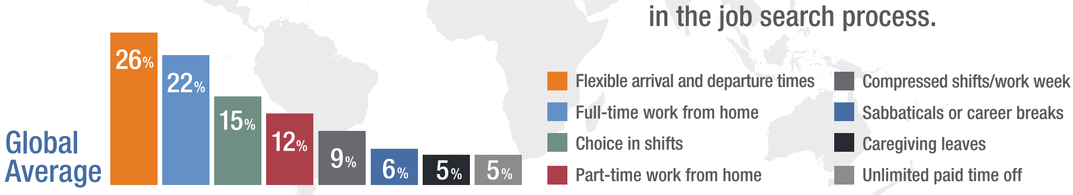
ManpowerGroup Solutions

Work, for *Me*

Understanding Candidate Demand for Flexibility

Schedule Flexibility Preferences

In the 2016 Global Candidate Preferences Survey, candidates shared what matters most to them in the job search process.



Candidate Flexibility Preferences Vary by Country

India
35% want location independence

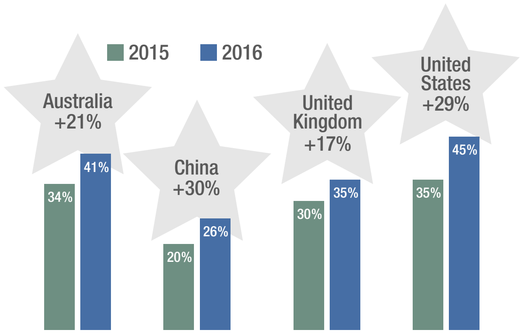
United States
Greatest demand for unlimited paid time off

China
3x as likely to want sabbaticals or career breaks

Japan
28% want choice of work shift

Netherlands
20% prefer part-time work

Schedule Flexibility Increasing as a Top-Three Motivator for Career Decisions



Industry Makes a Difference

Individuals with desk jobs, such as those in IT or financial services

32% *prefer full-time work from home*

27% *prefer location independence*

People working in healthcare or retail

12% *prefer compressed shifts or work-weeks*

23% *prefer choice and control in work shifts*

36% of respondents prefer a work model other than full-time employment

*Especially in Latin America

Gig Economy

Key Considerations for Employers in a World of Flexible Workplaces

1. Align incentives with outcomes
2. Normalize existing flexibility policies
3. Take baby steps
4. Leverage technology
5. Consider collaborative hiring
6. Explore new talent pools

About the Respondents

- Nearly **14,000** individuals currently in the workforce
- **19** influencial employment countries across the globe
- **18-65** years old
- Various **career levels** and **industries**

Learn more at manpowergroupsolutions.com/candidatepreferences