

## OUTPLACEMENT STATISTICS 2019 von Rundstedt

### A. COMPANIES THAT GAVE NOTICE OF TERMINATION

#### 1) SECTORS AFFECTED

| Sector                         | 2016 | 2017 | 2018 | 2019 |
|--------------------------------|------|------|------|------|
| Banking & insurance            | 22%  | 22%  | 32%  | 26%  |
| Manufacturing                  | 25%  | 29%  | 22%  | 22%  |
| Pharmaceuticals & life science | 21%  | 24%  | 27%  | 21%  |
| Business services              | 21%  | 17%  | 12%  | 15%  |
| FMCG & retailing               | 5%   | 5%   | 5%   | 11%  |
| IT                             | 6%   | 3%   | 2%   | 5%   |

Table A1: Sectors affected in percentages

#### 2) FUNCTIONS AFFECTED

| Function                     | 2016 | 2017 | 2018 | 2019 |
|------------------------------|------|------|------|------|
| Staff and management support | 31%  | 33%  | 16%  | 24%  |
| Sales & marketing            | 20%  | 18%  | 25%  | 19%  |
| Finance & controlling        | 18%  | 15%  | 22%  | 19%  |
| IT & logistics               | 17%  | 11%  | 11%  | 18%  |
| Research and development     | 8%   | 15%  | 15%  | 11%  |
| Others                       | 6%   | 8%   | 10%  | 9%   |

Table A2: Functions affected in percentages

#### 3) REASONS FOR TERMINATION

| Reason                     | 2016 | 2017 | 2018 | 2019 |
|----------------------------|------|------|------|------|
| Reorganisation & M&A       | 43%  | 40%  | 46%  | 42%  |
| Staffing cuts              | 15%  | 26%  | 20%  | 29%  |
| Unsatisfactory performance | 22%  | 18%  | 20%  | 16%  |
| Personal reasons           | 20%  | 16%  | 14%  | 13%  |

Table A3: Reasons for termination in percentages

## B. EMPLOYEES AFFECTED

### 1) GENDER

| Gender | 2016 | 2017 | 2018 | 2019 |
|--------|------|------|------|------|
| Male   | 54%  | 58%  | 62%  | 60%  |
| Female | 46%  | 42%  | 38%  | 40%  |

Table B1: Gender in percentages

### 2) AGE

| Age   | 2016 | 2017 | 2018 | 2019 |
|-------|------|------|------|------|
| <30   | 4%   | 2%   | 2%   | 3%   |
| 30-40 | 23%  | 26%  | 20%  | 24%  |
| 40-50 | 46%  | 41%  | 44%  | 42%  |
| >50   | 27%  | 31%  | 34%  | 31%  |

Table B2: Age groups in percentages

### 3) LEVEL IN THE HIERARCHY

| Level in the hierarchy      | 2016 | 2017 | 2018 | 2019 |
|-----------------------------|------|------|------|------|
| Executives                  | 16%  | 21%  | 19%  | 12%  |
| Management                  | 31%  | 33%  | 36%  | 28%  |
| Middle and lower management | 26%  | 21%  | 28%  | 34%  |
| Skilled workers             | 27%  | 25%  | 17%  | 26%  |

Table B3: Levels in the hierarchy in percentages

## C. SUCCESS IN FINDING NEW EMPLOYMENT

### 1) DURATION OF SEARCH

| Age   | 2016    | 2017    | 2018    | 2019    |
|-------|---------|---------|---------|---------|
| <30   | 4.2 mth | 4.1 mth | 3.6 mth | 3.2 mth |
| 30-40 | 6.2 mth | 6.5 mth | 4.3 mth | 4.2 mth |
| 40-50 | 6.8 mth | 6.7 mth | 5.2 mth | 5.8 mth |
| >50   | 8.3 mth | 7.9 mth | 6.8 mth | 7.8 mth |

Table C1a: Average duration of search (in months) per employee in the given age group

| Degree of difficulty | 2016     | 2017     | 2018     | 2019     |
|----------------------|----------|----------|----------|----------|
| Easy profiles        | 4.3 mth  | 4.5 mth  | 3.8 mth  | 3.5 mth  |
| Moderate profiles    | 6.3 mth  | 6.3 mth  | 5.8 mth  | 6.2 mth  |
| Challenging profiles | 11.2 mth | 11.0 mth | 11.8 mth | 11.2 mth |

Table C1b: Average duration of search (in months) per employee with the given profile

### 2) SEARCH CHANNEL

| Search channel                  | 2016 | 2017 | 2018 | 2019 |
|---------------------------------|------|------|------|------|
| Job postings                    | 22%  | 20%  | 24%  | 41%  |
| Personal network                | 51%  | 52%  | 41%  | 33%  |
| Self-employment                 | 6%   | 5%   | 12%  | 9%   |
| Headhunter / recruitment agency | 9%   | 11%  | 9%   | 8%   |
| Blind application               | 8%   | 7%   | 10%  | 5%   |
| Social media                    | 4%   | 5%   | 4%   | 4%   |

Table C2: Search channels in percentage through which employees found a new position

## D. MOBILITY

### 1) SECTOR MOBILITY

| Sector of new employment | 2016 | 2017 | 2018 | 2019 |
|--------------------------|------|------|------|------|
| Different sector         | 16%  | 21%  | 25%  | 48%  |
| Same sector              | 84%  | 79%  | 75%  | 52%  |

Table D1: Employees in percentage who changed to a different sector or stayed in the same one

### 2) FUNCTIONAL MOBILITY

| Function in new employment | 2016 | 2017 | 2018 | 2019 |
|----------------------------|------|------|------|------|
| Different function         | 21%  | 23%  | 25%  | 32%  |
| Similar function           | 79%  | 77%  | 75%  | 68%  |

Table D2: Employees in percentage who changed to a different function or stayed in a similar one

### 3) SALARY CHANGES

| Salary in new employment        | 2016 | 2017 | 2018 | 2019 |
|---------------------------------|------|------|------|------|
| Higher salary (increase >5%)    | 27%  | 29%  | 22%  | 43%  |
| Lower salary (decrease >5%)     | 38%  | 35%  | 48%  | 36%  |
| Similar salary (difference <5%) | 35%  | 37%  | 30%  | 21%  |

Table D3a: Employees in percentage who achieved a higher/lower/similar salary through changing to a different position

| Change in salary depending on status | 2016 | 2017 | 2018 | 2019 |
|--------------------------------------|------|------|------|------|
| After direct recruitment             | +10% | +10% | +13% | +12% |
| After being unemployed               | -8%  | -6%  | -9%  | +3%  |
| New appointments                     | 1%   | 2%   | 0%   | +6%  |

Table D3b: Average salary change (in percentage of previous salary) of employees depending on status when applying

| Change in salary depending on age | 2018 | 2019 |
|-----------------------------------|------|------|
| <30                               | +9%  | +8%  |
| 30-40                             | 0%   | +5%  |
| 40-50                             | -2%  | +2%  |
| >50                               | -12% | -6%  |

Table D3c: Average salary change (in percentage of previous salary) of employees depending on age group