

## OUTPLACEMENT STATISTICS 2020 von Rundstedt

### A. COMPANIES THAT GAVE NOTICE OF TERMINATION

#### 1) SECTORS AFFECTED

Sector	2018	2019	2020
FMCG & retailing	5%	11%	28%
Business services	12%	15%	20%
Banking & insurance	32%	26%	18%
Manufacturing	22%	22%	17%
Pharmaceuticals & life science	27%	21%	16%
IT	2%	5%	1%

Table A1: Sectors affected in percentages

#### 2) FUNCTIONS AFFECTED

Function	2018	2019	2020
Sales & marketing	25%	19%	29%
Staff and management support	16%	24%	28%
Finance & controlling	22%	19%	15%
IT & logistics	11%	18%	13%
Research & development	15%	11%	10%
Others	10%	9%	5%

Table A2: Functions affected in percentages

#### 3) REASONS FOR TERMINATION

Reason	2018	2019	2020
Staffing cuts	20%	29%	45%
Reorganisation / M&A	46%	42%	28%
Unsatisfactory performance	20%	16%	15%

# VON RUNDSTEDT

Personal reasons	14%	13%	12%
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Table A3: Reasons for termination in percentages

## B. EMPLOYEES AFFECTED

### 1) GENDER

Gender	2018	2019	2020
Male	62%	60%	55%
Female	38%	40%	45%

Table B1: Gender in percentages

### 2) AGE

Age	2018	2019	2020
<30	2%	3%	1%
30-40	20%	24%	24%
40-50	44%	42%	39%
>50	34%	31%	36%

Table B2: Age groups in percentages

### 3) LEVEL IN THE HIERARCHY

Level in the hierarchy	2018	2019	2020
Executives	19%	12%	14%
Management	36%	28%	30%
Middle and lower management	28%	34%	26%
Skilled workers	17%	26%	30%

Table B3: Levels in the hierarchy in percentages

## C. SUCCESS IN FINDING NEW EMPLOYMENT

### 1) DURATION OF SEARCH

Age	2018	2019	2020
<30	3.6	3.2	3.8
30-40	4.3	4.2	6.1
40-50	5.2	5.8	6.3
>50	6.8	7.8	8.3
Overall	5.5	6.0	6.9

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

Degree of difficulty	2018	2019	2020
Easy profiles	3.8	3.5	4.3
Moderate profiles	5.8	6.2	6.9
Challenging profiles	11.8	11.2	11.8

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

### 2) SEARCH CHANNEL

Search channel	2018	2019	2020
Personal network	41%	33%	42%
Job postings	24%	41%	39%
Headhunter / recruitment agency	9%	8%	6%
Blind application	10%	5%	5%
Self-employment	12%	9%	3%
Social media	4%	4%	5%

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

## D. MOBILITY

### 1) SECTOR MOBILITY

Sector of new employment	2018	2019	2020
Same Branche	75%	52%	56%
Different Branche	25%	48%	44%

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

### 2) FUNCTIONAL MOBILITY

Function in new employment	2018	2019	2020
Similar function	75%	68%	78%
Different function	25%	32%	22%

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

### 3) SALARY CHANGES

Salary in new employment	2018	2019	2020
Higher salary (increase >5%)	22%	43%	25%
Similar salary	48%	36%	52%
Lower salary (decrease >5%)	30%	21%	23%

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

Change in salary depending on status	2018	2019	2020
All new appointments	0%	6%	2%
After being unemployed	-9%	3%	-2%
After direct recruiting	13%	12%	11%

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

Change in salary depending age	2018	2019	2020
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# VON RUNDSTEDT

<30	9%	8%	5%
30-40	0%	5%	1%
40-50	-2%	2%	3%
>50	-12%	-6%	-1%

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