



**YOUNG  
CAPITAL™**

# **SUMMARY OF INTERNATIONAL STUDY 2017**

## DESCRIPTIVE STATISTICS

In December 2016 YoungCapital surveyed 3,721 respondents from its own database, aged 17 to 36, from the Netherlands, the UK, France, Germany, Belgium, Spain and Austria. Sweden was also part of the survey, but the number of respondents (29) turned out to be too low to reach any conclusions. The largest group of participants was Dutch (998 respondents).

COUNTRY	N =
Netherlands	998
Belgium	711
Germany	448
Austria	358
France	597
Spain	334
UK	246
Sweden	29

The majority of respondents were younger than 26 years, and the largest group in the Netherlands consisted of young people between

22 and 26 years old (51%). Among them were many students and young graduates. Among the graduates, 34% had completed a bachelor's degree and 11% had completed a master's degree. Therefore, their level of education is higher than that of the average Dutch population. With a 60% share, women were over-represented in this sample. The total database of YoungCapital includes more than 4.6 million young people. The data analysis was conducted by Werner Liebrechts. Together with Dr Chen Fleisher, he described the key insights resulting from this research. In the results section below, you will find a summary of the main findings, including crosstabs that illustrate the results by country, by age group, or by country and age group.

### Some important notes in advance:

- The number of observations regarding Sweden is relatively low. For the purpose of completeness, we have always included the Swedish results, but have not drawn any conclusions based on them.
- Due to an unfortunate error in the English questions about the importance of a permanent contract, and the importance of several reasons for a permanent contract, we have excluded the observations from the United Kingdom when analysing these questions (see Tables 17, 18, 20 and 21).
- When interpreting the results, always keep in mind the composition of the sample. For example, the number of work hours per week is likely to be less in the sample when compared to the entire population, because a relatively large part of (the working part of) the sample consists of those who are (also) still students.

## RESULTS

**TABLE 1 Ideal work situation by country**

The question “What kind of work situation would be ideal for you at this point in your life?” led to the following findings:

- On average, most people would ideally like to work either part-time (9–16 hours per week) or full-time (36–40 hours per week), both accounting for around one fifth of the total sample.
- In Austria, Belgium, France, Germany and the United Kingdom, most people would currently prefer working part-time (9–16 hours per week); whereas in the Netherlands and Spain most people would like to work full-time (36–40 hours per week).
- There was also a relatively small share of people who indicated that they would ideally like to be (solo) self-employed (about 5%; both part-time and full-time), or to have no job (about 4%).

This table displays the percentages of people according to each response.

**Table 1 – Ideal work situation by country**

Country	Austria (N=358)	Belgium (N=711)	France (N=597)	Germany (N=448)	NL (N=998)	Spain (N=334)	Sweden (N=29)	UK (N=246)	Total (N=3721)
<b>Ideal work sit.</b>									
<i>On call</i>	15.4	19.1	11.4	10.5	5.4	2.1	3.5	5.3	10.2
<i>Part-time &lt; 8 hours</i>	17.1	16.3	13.2	9.8	4.9	4.8	17.2	7.3	10.4
<i>Part-time 9 - 16 hours</i>	26.3	20.3	21.8	25.2	16.5	15.6	20.7	23.2	20.5
<i>Part-time 17 – 24 hours</i>	13.1	6.6	12.9	21.0	12.1	14.1	13.8	18.3	13.0
<i>Part-time 25 – 35 hours</i>	6.7	5.8	9.9	12.1	18.8	14.1	10.3	5.7	11.6
<i>Full-time 36 – 40 hours</i>	12.0	14.9	15.2	10.9	32.6	32.6	27.6	17.9	20.8
<i>Full-time &gt; 40 hours</i>	4.1	3.4	3.5	3.1	3.9	8.1	3.5	5.3	4.1
<i>Part-time (solo) self-employed</i>	1.7	0.7	3.4	3.4	1.3	1.5	0.0	4.1	3.2
<i>Full-time (solo) self-employed</i>	1.7	2.5	6.0	2.0	2.6	4.5	0.0	3.3	2.0
<i>No job</i>	2.0	10.4	2.7	2.0	1.8	2.7	3.5	9.8	4.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Based on a question saying “What kind of work situation would be ideal for you at this point in your life?”.

**TABLE 2 Number of work hours per week by country**

The question “How many hours a week do you work?” led to the following findings:

- In most countries people work over 25 hours per week, except for Austria where most people work up to 16 hours per week.
- In the Netherlands and Spain, approximately 10% of the respondents work overtime (i.e. more than 40 hours per week).

**Table 2 – Number of work hours per week by country**

Country	Austria (N=134)	Belgium (N=104)	France (N=134)	Germany (N=149)	NL (N=488)	Spain (N=122)	Sweden (N=4)	UK (N=100)	Total (N=1235)
<b>Number of hrs</b>									
<i>0 hrs</i>	1.5	1.0	2.2	1.3	1.4	1.6	0.0	1.0	1.5
<i>1 – 8 hrs</i>	20.2	15.4	16.4	12.8	6.6	9.8	25.0	11.0	11.3
<i>9 – 16 hrs</i>	35.1	14.4	20.9	24.8	15.2	11.5	0.0	27.0	19.6
<i>17 – 24 hrs</i>	14.9	15.4	11.2	26.2	15.6	16.4	0.0	12.0	16.0
<i>25 – 35 hrs</i>	8.2	18.3	32.8	12.1	23.6	20.5	25.0	15.0	20.1
<i>36 – 40 hrs</i>	13.4	32.7	12.7	14.1	27.7	28.7	25.0	26.0	23.2
<i>&gt; 40 hrs</i>	6.7	2.9	3.7	8.7	10.0	11.5	25.0	8.0	8.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Based on a question saying “How many hours a week do you work?”.

**TABLES 3-4 Ideal work situation by number of work hours per week**

A comparison of the ideal work situation with the actual work situation led to the following findings:

- In general, most people currently work a certain number of hours per week that is equal to the ideal number of hours per week that they would like to work. If not, then they usually would like to work somewhat more hours per week than they currently do.
- For example, 69% of the total number of (working) respondents who currently work full-time (36–40 hours per week) also see this as their ideal work situation. This number is about 76% for the Netherlands.
- As another example, 32% of the total number of (working) respondents who currently work 25–35 hours per week would like to work full-time (36–40 hours per week). This is about the same for the Netherlands.
- A small share of the people that work overtime (about 18%) also report this as their ideal working situation. About 45% of those respondents would actually prefer working full-time (36–40 hours per week). In the case of the Netherlands, this is about 12% and about 49%, respectively.

The table is based on the two questions: "How many hours a week do you work?" (Number of hrs) and "What kind of work situation would be ideal for you at this point in your life?" (Ideal work sit.)

**Table 3 – Ideal work situation by number of work hours per week**

Number of hrs Ideal work sit.	0 hrs (N=18)	1 – 8 hrs (N=140)	9 – 16 hrs (N=242)	17 – 24 hrs (N=198)	25 – 35 hrs (N=248)	36 – 40 hrs (N=287)	> 40 hrs (N=102)	Total (N=1235)
On call	16.7	20.0	7.4	4.1	4.0	1.1	1.0	5.8
Part-time < 8 hours	11.1	21.4	9.1	0.5	1.2	0.4	2.0	4.9
Part-time 9 – 16 hours	16.7	19.3	34.3	10.6	3.6	1.4	2.0	12.1
Part-time 17 – 24 hours	27.8	13.6	19.8	40.4	14.5	2.4	1.0	15.9
Part-time 25 – 35 hours	11.1	8.6	9.1	18.2	33.1	10.8	11.8	16.0
Full-time 36 – 40 hours	11.1	8.6	12.0	17.7	32.3	69.0	45.1	32.6
Full-time > 40 hours	0.0	2.1	2.5	2.0	2.4	7.3	17.7	4.7
Part-time (solo) self-employed	0.0	3.6	2.9	4.0	3.6	2.4	3.9	4.3
Full-time (solo) self-employed	5.6	2.1	1.7	1.0	4.8	5.2	15.7	3.2
No job	0.0	0.7	1.2	1.5	0.4	0.0	0.0	0.7
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Table 4 – Ideal work situation by number of work hours per week (Netherlands)**

Number of hrs Ideal work sit.	0 hrs (N=7)	1 – 8 hrs (N=32)	9 – 16 hrs (N=74)	17 – 24 hrs (N=76)	25 – 35 hrs (N=115)	36 – 40 hrs (N=135)	> 40 hrs (N=49)	Total (N=488)
On call	28.6	15.6	9.5	1.3	0.9	0.0	0.0	3.3
Part-time < 8 hours	14.3	18.8	6.8	0.0	0.9	0.0	0.0	2.7
Part-time 9 – 16 hours	14.3	18.8	31.1	5.3	1.7	0.0	4.1	7.8
Part-time 17 – 24 hours	0.0	18.8	20.3	36.8	8.7	0.7	2.0	12.5
Part-time 25 – 35 hours	0.0	6.3	10.8	31.6	47.8	13.3	14.3	23.4
Full-time 36 – 40 hours	28.6	15.6	16.2	18.4	32.2	75.6	49.0	40.2
Full-time > 40 hours	0.0	3.1	0.0	2.6	1.7	5.9	12.2	3.9
Part-time (solo) self-employed	0.0	3.1	4.1	1.3	3.5	1.5	0.0	2.3
Full-time (solo) self-employed	14.3	0.0	1.4	1.3	2.6	3.0	18.4	3.9
No job	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.2
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**TABLE 5 Number of work hours per week by work situation per country**

This table is based on the questions: "How many hours a week do you work?" and "What is your education and/or employment situation?"

The table displays the percentage of people per country who work a certain amount of hours.

PJ = paid job  
SE = self-employed

**These are the main findings:**

- There were quite big differences regarding the number of work hours per week between those people who either have a paid job (either part-time or full-time) or are (solo) self-employed.
- Those who have a paid job tend to work more hours per week than those who are (solo) self-employed, which is most likely due to quite a number of respondents being (solo) self-employed while performing their studies.
- The most remarkable results concern the United Kingdom, France and Austria, where about 50%, 60% and 71% of the (solo) self-employed respondents work less than 16 hours per week.

**Table 5 – Number of work hours per week by work situation per country**

Country Numb. of hours	Austria (N=142)		Belgium (N=106)		France (N=140)		Germany (N=153)		Netherlands (N=513)		Spain (N=130)		Sweden (N=8)		UK (N=108)		Total (N=1296)	
	PJ 107	SE 35	PJ 88	SE 18	PJ 125	SE 15	PJ 135	SE 18	PJ 458	SE 55	PJ 101	SE 29	PJ 4	SE 4	PJ 90	SE 18	PJ 1108	SE 188
0 hrs	0.9	2.9	1.1	0.0	2.4	6.7	0.7	5.6	0.4	9.1	0.0	6.9	0.0	N/A	1.1	0.0	0.8	5.3
1 – 8 hrs	15.0	34.3	13.6	22.2	14.4	40.0	11.1	22.2	6.1	10.9	10.9	3.5	25.0	N/A	10.0	11.1	9.9	18.6
9 – 16 hrs	33.6	37.1	14.8	11.1	20.8	13.3	25.9	11.1	14.4	20.0	8.9	17.2	0.0	N/A	28.9	38.9	19.0	22.3
17 – 24 hrs	17.8	5.7	13.6	27.8	11.2	6.7	27.4	16.7	15.7	12.7	16.8	20.7	0.0	N/A	12.2	5.6	16.4	13.3
25 – 35 hrs	8.4	14.3	18.2	16.7	33.6	33.3	10.4	33.3	23.8	29.1	22.8	20.7	25.0	N/A	14.4	22.2	20.5	23.9
36 – 40 hrs	16.8	2.9	36.4	16.7	13.6	0.0	15.6	0.0	29.3	9.1	29.7	17.2	25.0	N/A	26.7	11.1	25.0	8.5
> 40 hrs	7.5	2.9	2.3	5.6	4.0	0.0	8.9	11.1	10.3	9.1	10.9	13.8	25.0	N/A	6.7	11.1	8.3	8.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Notes: Number of observations just below PJ and SE; PJ = paid job (either part-time or full-time), SE = (solo) self-employed.

## TABLES 6-7 Contract type by age categories

The question "What type of contract do you have at present?" led to the following findings:

- On average, about 29% of the total number of employed respondents currently has an open-ended, permanent contract. Other frequent contract types are fixed-term contracts of 6–12 months (23%), short-term contracts via a recruitments agency (19%), and fixed-term contracts of less than 6 months (18%).
- There are no remarkable differences in the prevalence of certain contract types between the different age categories; while the open-ended contract is most prevalent among all age groups.
- In the Netherlands, the most frequent contract type is a fixed-term contract of 6–12 months (31%), especially among those people aged 22–26 (35%), but it is the most prevalent among all age groups.
- In the Netherlands, the open-ended contract is more prevalent among the older age groups, with the share of people varying from 9% (17–21 years old) to 20% (32–36 years old), and with about 17% having such a contract on average.

Table 6 shows the results for all countries; Table 7 shows the results for the Netherlands only.

**Table 6 – Contract type by age categories**

Age categories	17 – 21 years (N=235)	22 – 26 years (N=573)	27 – 31 years (N=218)	32 – 36 years (N=82)	Total (N=1108)
Short-term via recruitment agency	17.0	20.1	14.7	25.6	18.8
Fixed-term < 6 months	20.9	18.1	12.4	18.3	17.6
Fixed-term 6 – 12 months	17.0	25.1	23.9	15.9	22.5
Fixed-term 12 – 24 months	5.5	9.1	17.0	4.9	9.6
Open-ended	34.9	25.8	30.7	32.9	29.2
None	4.7	1.8	1.4	2.4	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Based on a question saying "What type of contract do you have at present?".

**Table 7 – Contract type by age categories (Netherlands)**

Age categories	17 – 21 years (N=43)	22 – 26 years (N=253)	27 – 31 years (N=113)	32 – 36 years (N=49)	Total (N=458)
Short-term via recruitment agency	27.9	22.1	21.2	32.7	23.6
Fixed-term < 6 months	25.6	15.0	12.4	18.4	15.7
Fixed-term 6 – 12 months	23.3	34.8	29.2	22.5	31.0
Fixed-term 12 – 24 months	14.0	12.3	15.9	6.1	12.7
Open-ended	9.3	15.4	20.4	20.4	16.6
None	0.0	0.4	0.9	0.0	0.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Based on a question saying "What type of contract do you have at present?".

## TABLES 8-9 Ideal contract type by age categories

The question "What type of contract would be ideal for you at this point in your life?" led to the following findings:

- In general, the older the respondents are, the more likely it is that they would prefer to have an open-ended, permanent contract. The share of people that currently believes that such a contract is the ideal contract type varies from 28% for the respondents aged 17–21 to about 70% for those aged 32–36.
- A similar pattern can be observed among the Dutch respondents only: 28% of the respondents aged 17–21 would like to have an open-ended contract, whereas this is true for 75% of the respondents aged 32–36.
- About 60% of the total number of respondents currently prefers a flexible contract over a permanent contract. This is about fifty-fifty for the respondents from the Netherlands.

Table 8 shows the results for all countries; Table 9 shows the results for the Netherlands only.

**Table 8 – Ideal contract type by age categories**

Age categories	17 – 21 years (N=1313)	22 – 26 years (N=1730)	27 – 31 years (N=478)	32 – 36 years (N=199)	Total (N=3720)
Short-term via recruitment agency	31.2	21.0	8.0	5.5	22.1
Fixed-term for 6 months	20.3	16.0	7.7	6.0	15.9
Fixed-term for 12 months	14.6	16.5	12.1	9.6	14.9
Fixed-term for 24 months	5.9	7.5	9.2	8.5	7.2
Open-ended	28.0	39.0	63.0	70.4	39.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Based on a question saying "What type of contract would be ideal for you at this point in your life?".

**Table 9 – Ideal contract type by age categories (Netherlands)**

Age categories	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
Short-term via recruitment agency	18.6	14.3	7.5	4.0	12.5
Fixed-term for 6 months	25.0	11.7	4.2	3.0	11.5
Fixed-term for 12 months	22.7	22.3	12.2	13.0	19.2
Fixed-term for 24 months	5.8	8.6	5.6	5.0	7.1
Open-ended	27.9	43.2	70.6	75.0	49.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Based on a question saying “What type of contract would be ideal for you at this point in your life?”.

**TABLES 10-11 Contract type by ideal contract type**

We compared the contract type people would like to have with the contract type they actually have. This led to the following findings:

- Overall, people are satisfied with their current contract types; there is a positive correlation of about 0.30 (significant at a 5% level) between the current and the ideal contract type.
- There are even people with permanent contracts who report actually preferring a flexible contract at the moment.
- About 40% of the people who would like to have an open-ended contract also have one. Others have fixed-term contracts of 6–12 months (21%), of less than 6 months (15%), of 12–24 months (10%), have short-term contracts via a recruitment agency (13%), or have no contract at all (2%).
- In the Netherlands, people seem to be less satisfied (or, ideally would like to have another contract type than the one they currently have): only about 21% of the people who would like to have an open-ended contract also have one.

Table 10 shows the results for all countries; Table 11 shows the results for the Netherlands only.

**Table 10 – Contract type by ideal contract type**

Ideal contract type	Short-term via recruitment agency (N=80)	Fixed-term for 6 months (N=111)	Fixed-term for 12 months (N=167)	Fixed term for 24 months (N=93)	Open-ended (N=657)	Total (N=1108)
Short-term via recruitment agency	60.0	21.6	21.6	16.1	12.9	18.8
Fixed-term < 6 months	12.5	38.7	18.6	15.1	14.8	17.6
Fixed-term 6 - 12 months	5.0	14.4	41.3	24.7	20.9	22.5
Fixed-term 12 – 24 months	2.5	3.6	10.8	20.4	9.6	9.6
Open-ended	17.5	16.2	6.0	19.4	40.1	29.2
None	2.5	5.4	1.8	4.3	1.7	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Correlation coefficient 0.30 (significant at 5% level).

**Table 11 – Contract type by ideal contract type (Netherlands)**

Ideal contract type	Short-term via recruitment ag. (N=19)	Fixed-term for 6 months (N=29)	Fixed-term for 12 months (N=86)	Fixed term for 24 months (N=38)	Open-ended (N=286)	Total (N=458)
Short-term via recruitment agency	57.9	20.7	26.7	29.0	19.9	23.6
Fixed-term < 6 months	10.5	37.9	14.0	13.2	14.7	15.7
Fixed-term 6 - 12 months	10.5	24.1	40.7	31.6	30.1	31.0
Fixed-term 12 – 24 months	0.0	6.9	14.0	13.2	13.6	12.7
Open-ended	21.0	10.3	4.7	13.2	21.0	16.6
None	0.0	0.0	0.0	0.0	0.7	0.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Correlation coefficient 0.18 (significant at 5% level).

**TABLE 12 Attitude towards overtime by country**

We next measured the respondents’ attitude to the statement “I don’t mind working more than 40 hours a week.”

- There are some differences in attitudes towards working overtime across different countries. The share of people that (strongly) agrees with the statement “I don’t mind working more than 40 hours per week” ranges from about 24% in Austria to about 39% in the Netherlands.
- At the same time, quite a large share of people (strongly) disagree with the statement, ranging from about 37% in the Netherlands to about 54% in Austria.
- The remaining 26% (on average) are neutral. All in all, one might conclude that these opinions are very diverse, but the Austrian people have the greatest problem with working overtime, whereas most Dutch people do not seem to mind that much.

**Table 12 – Attitude towards overtime by country**

Country	Austria (N=358)	Belgium (N=710)	France (N=597)	Germany (N=448)	NL (N=998)	Spain (N=334)	Sweden (N=29)	UK (N=246)	Total (N=3720)
1. Strongly disagree	39.1	20.3	24.0	34.4	21.5	21.3	20.7	26.4	25.2
2. Disagree	14.5	21.1	17.8	16.1	15.2	21.9	10.3	16.3	17.4
3. Not agree, not disagree	22.4	27.8	29.2	24.1	24.7	23.1	24.1	24.8	25.5
4. Agree	11.2	17.0	15.6	13.8	20.0	16.2	24.1	15.5	16.5
5. Strongly agree	12.9	13.8	13.6	11.6	18.5	17.7	20.7	17.1	15.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Attitude based on a statement saying “I don’t mind working more than 40 hours per week”.

**TABLES 13-14 Attitude towards overtime by age categories**

We checked if there was a difference in the respondents’ attitude to the statement “I don’t mind working more than 40 hours a week” among the various age groups.

- On average, about 43% (strongly) disagree, whereas about 32% (strongly) agree with the statement saying “I don’t mind working more than 40 hours per week”. Put differently, most people do mind working overtime.
- There are some differences in the attitudes towards working overtime across the age categories; the older respondents are more likely they are to (strongly) agree with the statement, and thus, to not mind working overtime.
- In the Netherlands, the opinions are fiercely divided; about 37% (strongly) disagree, whereas 39% (strongly) agree with the statement. About 25% are neutral.
- About 42% of the Dutch people aged 22–26 (strongly) agree with the statement, while this is the case for only 32% of all the people aged 22–26 in the entire sample.

Table 13 shows the results for all countries; Table 14 shows the results for the Netherlands only.

**Table 13 – Attitude towards overtime by age categories**

Age categories	17 – 21 years (N=1313)	22 – 26 years (N=1730)	27 – 31 years (N=478)	32 – 36 years (N=199)	Total (N=3720)
1. Strongly disagree	28.9	22.5	23.4	29.2	25.2
2. Disagree	18.8	18.3	12.8	12.1	17.4
3. Not agree, not disagree	25.0	27.2	23.9	19.1	25.5
4. Agree	16.0	16.8	17.8	15.1	16.5
5. Strongly agree	11.4	15.3	22.2	24.6	15.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Attitude based on a statement saying “I don’t mind working more than 40 hours per week”; Correlation coefficient 0.09 (significant at 5% level).

**Table 14 – Attitude towards overtime by age categories (Netherlands)**

Age categories	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
1. Strongly disagree	27.3	15.8	28.5	26.0	21.5
2. Disagree	16.3	16.8	9.8	17.0	15.2
3. Not agree, not disagree	23.8	25.8	25.7	18.0	24.7
4. Agree	19.8	20.7	19.2	19.0	20.0
5. Strongly agree	12.8	20.9	16.8	20.0	18.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Attitude based on a statement saying “I don’t mind working more than 40 hours per week”; Correlation coefficient -0.00 (insignificant).

## TABLES 15-16 Attitude towards overtime by number of work hours per week

- About 61% of the total sample working more than 40 hours per week also does not mind doing so. This represents about 67% of the Dutch who are working overtime.
- In general, more people tend to (strongly) agree with the statement in the group that actually works more hours per week.
- It should be noted that the statement did not distinguish between those who work overtime temporarily or continuously. Hence, it could be that some of the people who (strongly) disagree with the statement do not mind working more than 40 hours per week every once in a while.

Table 15 shows the results for all countries; Table 16 shows the results for the Netherlands only.

Table 15 – Attitude towards overtime by number of work hours per week

Attitude \ Number of hrs	0 hrs (N=18)	1 – 8 hrs (N=140)	9 – 16 hrs (N=242)	17 – 24 hrs (N=198)	25 – 35 hrs (N=248)	36 – 40 hrs (N=287)	> 40 hrs (N=102)	Total (N=1235)
1. Strongly disagree	16.7	30.7	33.1	34.3	18.6	14.3	9.8	23.6
2. Disagree	33.3	17.9	16.9	17.2	19.8	20.2	8.8	18.0
3. Not agree, not disagree	16.7	25.0	23.1	20.2	28.2	21.6	20.6	23.2
4. Agree	22.2	14.3	13.6	12.1	17.7	22.7	26.5	17.6
5. Strongly agree	11.1	12.1	13.2	16.2	15.7	21.3	34.3	17.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Attitude based on a statement saying “I don’t mind working more than 40 hours per week”; Correlation coefficient 0.21 (significant at 5% level).

Table 16 – Attitude towards overtime by number of work hours per week (Netherlands)

Attitude \ Number of hrs	0 hrs (N=7)	1 – 8 hrs (N=32)	9 – 16 hrs (N=74)	17 – 24 hrs (N=76)	25 – 35 hrs (N=115)	36 – 40 hrs (N=135)	> 40 hrs (N=49)	Total (N=488)
1. Strongly disagree	14.3	25.0	28.4	36.8	16.5	8.9	8.2	19.1
2. Disagree	14.3	18.8	14.9	15.8	20.9	19.3	6.1	17.0
3. Not agree, not disagree	14.3	15.6	18.9	14.5	32.2	23.0	18.4	22.1
4. Agree	28.6	21.9	21.6	13.2	17.4	25.2	24.5	20.7
5. Strongly agree	28.6	18.8	16.2	19.7	13.0	23.7	42.9	21.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Attitude based on a statement saying “I don’t mind working more than 40 hours per week”; Correlation coefficient 0.19 (significant at 5% level).

## TABLE 17 Importance of a permanent contract by country

The question “How important is it to you to have a permanent contract?” led to the following results:

- Only in Germany do a minority believe a permanent contract to be (very) important (about 49%). This percentage is about 52% in Austria.
- The French are the most keen on having or getting a permanent contract; 77% of all French respondents think it is (very) important.
- On average, about 65% of the respondents think having or getting a permanent contract is (very) important. In the Netherlands, this share is somewhat above the average (about 68%).

Table 17 – Importance of a permanent contract by country

Importance \ Country	Austria (N=358)	Belgium (N=710)	France (N=597)	Germany (N=448)	NL (N=998)	Spain (N=334)	Sweden (N=29)	Total (N=3474)
1. Very unimportant	10.6	6.2	2.2	8.9	4.6	3.3	6.9	5.6
2. Unimportant	5.9	9.2	3.7	12.7	6.5	6.3	6.9	7.3
3. Not important, not unimportant	31.6	19.6	17.1	29.0	21.4	21.9	41.4	22.5
4. Important	26.5	27.2	21.6	20.3	30.1	29.9	37.9	26.5
5. Very important	25.4	37.9	55.4	29.0	37.4	38.6	6.9	38.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Based on a question saying “How important is it to you to get or have a permanent contract?”; Excluding observations from the United Kingdom.

## TABLES 18-19 Importance of a permanent contract by age categories

When age categories were added to the mix, the question "How important is it to you to have a permanent contract?" led to the following results:

- A majority of the total sample (excluding the respondents from the United Kingdom), about 65%, believe that a permanent contract is (very) important. This is about 68% for the Netherlands.
- In general, the older the respondents are, the larger is the share of people that deems a permanent contract to be (very) important; the shares range from 60% of the respondents aged 17–21 to 77% of those aged 32–36.
- A similar pattern can be observed among the Dutch respondents on their own, with the shares ranging from 51% of the respondents aged 17–21 to 77% of those aged 32–36.

Table 18 shows the results for all countries; Table 19 shows the results for the Netherlands only.

**Table 18 – Importance of a permanent contract by age categories**

Age categories	17 – 21 years (N=1213)	22 – 26 years (N=1617)	27 – 31 years (N=461)	32 – 36 years (N=183)	Total (N=3474)
1. Very unimportant	6.4	5.4	4.3	4.9	5.6
2. Unimportant	8.7	7.2	6.1	2.2	7.3
3. Not important, not unimportant	24.8	22.8	18.4	15.9	22.5
4. Important	24.7	26.8	29.5	27.3	26.5
5. Very important	35.5	37.8	41.7	49.7	38.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Based on a question saying "How important is it to you to get or have a permanent contract?"; Excluding observations from the United Kingdom; Correlation coefficient 0.09 (significant at 5% level).

**Table 19 – Importance of a permanent contract by age categories (Netherlands)**

Age categories	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
1. Very unimportant	8.1	3.9	4.2	3.0	4.6
2. Unimportant	13.4	6.1	4.7	1.0	6.5
3. Not important, not unimportant	27.9	21.5	17.3	19.0	21.4
4. Important	24.4	31.5	32.7	27.0	30.1
5. Very important	26.2	37.1	41.1	50.0	37.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Notes: Based on a question saying "How important is it to you to get or have a permanent contract?"; Correlation coefficient 0.17 (significant at 5% level).

## TABLE 20 Importance of the reasons for a permanent contract by country

The participants were asked the question: "To what extent is an open-ended contract important to you, considering the following aspects:

- Buying a property
- Financial security
- Feeling appreciated by my boss
- Getting married or taking the next step in a relationship
- Having a baby"

This led to the following results:

- On average, most people see financial security as the most important reason for a permanent contract; 86% of the total sample (excluding the respondents from the United Kingdom) thinks it is a (very) important reason for having or wanting such a contract. The financial security reason is followed by being able to buy a property (68%).
- The above picture actually holds true for all countries. The third most important reason (out of the five predetermined ones) differs between countries: having a baby was third in the case of Austria, Belgium, France, Germany and Spain; and gaining appreciation from the boss was third in the case of the Netherlands. However, the differences between these and the remaining reasons are rather small.
- Please note that the UK was left out of this summary, due to a translation error.

**Table 20 – Importance of reasons for a permanent contract by country**

Country	Austria (N=358)	Belgium (N=710)	France (N=597)	Germany (N=448)	Netherlands (N=998)	Spain (N=334)	Sweden (N=29)	Total (N=3474)
Buying a property	52.2	79.6	75.0	51.3	70.7	67.7	48.3	68.4
Financial security	78.8	89.2	88.3	76.3	87.3	88.3	82.8	85.6
Appreciation from boss	35.8	44.2	40.0	40.2	55.0	32.6	41.4	44.1
Step relationship/Marriage	36.3	48.5	46.7	40.4	39.5	45.8	31.0	42.9
Having a baby	40.2	55.6	59.1	42.0	44.3	52.7	37.9	49.2

Note: Based on a question saying "To what extent is a permanent contract important to you, considering the following aspects?" [1 = Very unimportant – 5 = Very important]; Excluding observations from the United Kingdom; Table reports the share of respondents that indicates that the reason for a permanent contract is (very) important.

## TABLES 21-22 Importance of reasons for a permanent contract by age categories

How important is an open-ended contract for the different age categories?

This was tested in the following cross tabs, first for all countries (except the UK) and second for the Netherlands on its own.

- In general, there are no large differences across the age groups in terms of the share of people stating that a particular reason for a permanent contract is (very) important. Gaining appreciation from the boss becomes somewhat more important as the respondents get older; while taking the next step in a relationship or marriage becomes somewhat less important.
- Even the youngest respondents (aged 17-21) already think that being able to buy a property is an important reason to have or get a permanent contract. This might suggest the general tendency for people to link a permanent contract to financial stability and to owning a property.
- Please note that the UK was left out of this summary, due to a translation error.

Table 21 shows the results for all countries; Table 22 shows the results for the Netherlands only.

**Table 21 – Importance of reasons for a permanent contract by age categories**

Country	17 – 21 years (N=1213)	22 – 26 years (N=1617)	27 – 31 years (N=461)	32 – 36 years (N=183)	Total (N=3474)
Buying a property	69.7	68.8	65.1	64.5	68.4
Financial security	83.8	86.3	86.3	89.1	85.6
Appreciation from boss	42.5	43.4	46.2	55.7	44.1
Step relationship/Marriage	45.3	41.7	43.4	36.1	42.9
Having a baby	52.0	47.7	49.7	42.1	49.2

Note: Based on a question saying “To what extent is a permanent contract important to you, considering the following aspects?” [1 = Very unimportant – 5 = Very important]; Excluding observations from the United Kingdom; Table reports the share of respondents that indicates that the reason for a permanent contract is (very) important.

**Table 22 – Importance of reasons for a permanent contract by age categories (Netherlands)**

Country	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
Buying a property	72.7	72.9	68.7	61.0	70.7
Financial security	86.0	88.5	85.5	87.0	87.3
Appreciation from boss	52.3	53.7	57.5	61.0	55.0
Step relationship/Marriage	48.8	37.3	41.1	31.0	39.5
Having a baby	51.2	41.6	48.1	38.0	44.3

Note: Based on a question saying “To what extent is a permanent contract important to you, considering the following aspects?” [1 = Very unimportant – 5 = Very important]; Table reports the share of respondents that indicates that the reason for a permanent contract is (very) important.

## TABLE 23 Compromises during the acceptance of the current job by country

To what extent did the respondents have to compromise when accepting their current job?

- On average, 45% of (the working part of) the sample (strongly) agree that they had to compromise regarding their salary when accepting their current job. This is true for only 25% regarding the travel distance to work.
- Countries where the largest shares of people (strongly) agree that they had to compromise in this respect are Austria (53%), the Netherlands (45%), Spain (52%) and the United Kingdom (52%). In Belgium, the largest share (strongly) agrees that they had to compromise on the company’s contribution to the world (35%); in France on development opportunities (54%); and in Germany they compromised on the sector in which the company is active (47%).
- In Germany and France, over 40% of the respondents feel that they had to compromise by accepting a job for which they are overqualified.

This table shows the share of respondents that agreed or strongly agreed that they had to compromise.

**Table 23 – Compromises for the acceptance of the current job by country**

Country	Austria (N=107)	Belgium (N=88)	France (N=125)	Germany (N=135)	NL (N=458)	Spain (N=101)	Sweden (N=4)	UK (N=90)	Total (N=1108)
Lower salary	53.3	34.1	38.4	46.7	44.5	51.5	50.0	52.2	44.5
Larger distance	19.6	35.2	26.4	27.4	22.3	31.7	25.0	25.6	25.3
Worse secondary terms	23.4	28.4	36.0	25.2	31.4	33.7	25.0	23.3	29.7
Overqualification	29.9	21.6	44.8	42.2	35.3	29.7	25.0	37.8	35.2
Other sector	43.0	35.2	44.0	47.4	39.5	33.7	0.0	41.1	40.4
Less development opp.	34.6	23.9	53.6	41.5	41.5	41.6	0.0	47.8	41.2
Other role/position	25.2	29.5	38.4	26.7	25.1	34.6	0.0	40.0	29.2
Other organization	29.9	28.4	43.2	39.3	28.4	32.7	50.0	42.2	33.1
Less contribution to the world	39.3	36.4	52.0	40.7	22.3	41.6	25.0	45.6	34.3

Note: Based on a question saying “To what extent did you have to compromise when accepting your current job?” [1 = Strongly disagree – 5 = Strongly agree]; Table reports the share of respondents that (strongly) agrees with that they had to compromise in this respect when accepting their current job.

**TABLE 24 Importance of various aspects when choosing an organization by country**

The question “When you decide which company you want to work for, how important are the following aspects to you?” led to the following results:

- In choosing a company to work for, the respondents especially value if they can learn something new (88% on average), followed by a good salary (83%) and exact expectations (80%). Hardly any differences between countries exist when it comes to this Top-3 (the only exception being Austria, where 2 and 3 are in the reverse order).
- When compared to the other countries, the respondents from the Netherlands deem getting a cell phone and/or a laptop, being able to achieve a promotion within a year, and the company’s involvement in CSR as less important.
- Contrarily, the Dutch people seem to value an informal organizational culture much more than people from other countries.
- In the United Kingdom, the reputation of the company is regarded as (very) important in deciding which company to work for (over 72%, way above the average).
- Being able to achieve a promotion within a year is (very) important for a large share of the people in France (56%), Spain (59%) and the United Kingdom (56%); whereas this aspect is below 40% for the other countries.

**Table 24 – Importance of aspects for choice of organization by country**

Aspects	Country	Austria (N=358)	Belgium (N=710)	France (N=597)	Germany (N=448)	NL (N=998)	Spain (N=334)	Sweden (N=29)	UK (N=246)	Total (N=3720)
Determine work order		58.9	50.1	52.4	56.3	45.8	65.9	31.0	52.0	52.3
Exact expectation		82.1	85.2	81.2	79.7	77.7	82.0	55.2	79.3	80.7
Cellphone/laptop		24.3	26.6	32.8	27.7	17.5	25.7	24.1	33.7	25.5
Courses/training		65.9	56.8	52.9	60.7	63.2	61.7	62.1	61.8	60.1
Quick promotion		34.6	38.7	55.6	36.6	33.1	59.0	48.3	56.1	42.3
Learn new things		85.5	86.9	88.8	83.5	90.3	92.5	69.0	85.4	87.8
Socially responsible		77.1	66.3	79.1	71.7	57.5	70.4	58.1	65.5	67.5
Good salary		78.8	85.2	82.9	82.1	82.2	88.3	87.4	82.8	83.4
Work from home		29.1	30.4	25.1	31.9	29.6	29.0	41.4	35.0	29.7
Fun activities		40.8	29.2	49.1	36.4	34.0	30.5	55.2	43.9	36.9
Informal org. culture		48.0	51.3	33.7	42.6	60.0	57.8	37.9	50.4	49.9
Colleagues of own age		41.1	34.6	32.7	40.8	34.8	42.2	44.8	38.6	36.7
Good reputation		18.7	26.6	23.8	26.6	39.0	31.4	70.7	72.4	32.4
Annual leave arrangements		45.0	42.7	32.0	48.2	32.6	38.0	34.5	60.2	39.8

Note: Based on a question saying “When you decide which company you want to work for, how important are the following aspects to you?” [1 = Very unimportant – 5 = Very important]; Table reports the share of respondents that indicates that the aspect is (very) important.

**TABLES 25-26 Importance of various aspects when choosing an organization by age categories**

Did the aspects of choosing an organization vary among the age groups?

- There are not many differences across the different age categories when we look at the importance of the role of several aspects in deciding which company to work for. In general, one could say that the degree of importance remains relatively stable as the respondents grow older. However, there are a few noteworthy exceptions.
- The importance attached to the ability to work from home increases as the respondents become older. Among the 17–21 year olds, only about 26% thinks this is (very) important, whereas this aspect is important for about 38% of the 32–36 year olds. In the case of the Netherlands, the shares are about 24% and 36%, respectively.
- The importance of having colleagues of your own age decreases with age, from about 35% of the respondents aged 17–21 aged to 26% of those aged 32–36. This drop is even bigger among the Dutch respondents, where it falls from about 42% to 20%.
- In general, the importance of the company having a good reputation increases with age, from about 30% among the 17–21 year olds to about 37% of the 32–36 year olds. However, we do not observe such a pattern among the Dutch respondents alone.

Table 25 shows the results for all countries; Table 26 shows the results for the Netherlands only.

**Table 25 – Importance of aspects for choice of organization by age categories**

Aspects	Age categories	17 – 21 years (N=1313)	22 – 26 years (N=1730)	27 – 31 years (N=478)	32 – 36 years (N=199)	Total (N=3720)
Determine work order		49.0	54.9	52.7	51.3	52.3
Exact expectation		81.6	81.4	76.8	77.9	80.7
Cellphone/laptop		25.6	25.5	24.5	26.6	25.5
Courses/training		52.1	64.0	65.9	64.3	60.1
Quick promotion		42.8	42.7	41.2	38.7	42.3
Learn new things		85.3	89.0	90.2	88.4	87.8
Socially responsible		67.1	68.3	65.5	68.3	67.5
Good salary		84.5	83.6	81.6	79.4	83.4
Work from home		25.5	30.5	34.7	37.7	29.7
Fun activities		37.5	37.9	33.9	32.2	36.9
Informal org. culture		44.4	52.8	55.2	47.2	49.9
Colleagues of own age		35.4	39.7	34.1	26.1	36.7
Good reputation		29.6	33.2	35.4	37.2	32.4
Annual leave arrangements		38.8	39.8	41.0	43.7	39.8

Note: Based on a question saying “When you decide which company you want to work for, how important are the following aspects to you?” [1 = Very unimportant – 5 = Very important]; Table reports the share of respondents that indicates that the aspect is (very) important.

**Table 26 – Importance of aspects for choice of organization by age categories (Netherlands)**

Aspects	Age categories	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
Determine work order		37.8	49.0	47.2	40.0	45.8
Exact expectation		82.0	78.3	74.3	74.0	77.7
Cellphone/laptop		16.9	18.4	16.8	16.0	17.5
Courses/training		48.8	67.8	65.9	59.0	63.2
Quick promotion		31.4	34.6	33.2	28.0	33.1
Learn new things		86.0	93.0	89.3	86.0	90.3
Socially responsible		55.2	58.6	55.1	61.0	57.4
Good salary		84.3	83.8	78.5	78.0	82.2
Work from home		24.4	28.7	32.7	36.0	30.0
Fun activities		37.2	37.1	25.7	30.0	34.0
Informal org. culture		58.7	62.9	59.3	49.0	60.0
Colleagues of own age		41.9	38.7	26.6	20.0	34.8
Good reputation		39.5	40.8	35.5	36.0	39.0
Annual leave arrangements		28.5	32.6	36.4	31.0	32.6

Note: Based on a question saying “When you decide which company you want to work for, how important are the following aspects to you?” [1 = Very unimportant – 5 = Very important]; Table reports the share of respondents that indicates that the aspect is (very) important.

### TABLES 27–29 Choice between an appealing and a boring job

The participants were asked the hypothetical question: “Which would you choose: A job that appeals in terms of its content, for which you earn £27,600 gross per annum; or a job that appears boring, but for which you earn £100,000 gross per annum?”

- The appealing job, earning £27,600 euros per annum
- The boring job, earning £100,000 euros per annum”

This led to the following results:

- In all countries, a majority of the people prefer the appealing, average paid job over the boring, (very) well-paid job (69% on average). These majorities are the smallest in Germany (55%) and the United Kingdom (57%), and are highest in the Netherlands (71%) and France (77%).
- There are no large differences in the preferences across the age groups, neither for the entire sample nor for the Dutch sample.

Table 27 shows the results per country; Table 28 shows the results per age category in all countries; and Table 29 shows the results per age category in the Netherlands only.

**Table 27 – Choice between an appealing and a boring job by country**

Job	Country	Austria (N=358)	Belgium (N=710)	France (N=597)	Germany (N=448)	NL (N=998)	Spain (N=334)	Sweden (N=29)	UK (N=246)	Total (N=3720)
Boring, well-paid job		34.9	32.3	23.1	44.9	28.7	18.6	44.8	42.7	31.2
Appealing, average paid job		65.1	67.8	76.9	55.1	71.3	81.4	55.2	57.3	68.8
<b>Total</b>		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Notes: Based on a question saying “Which one would you choose? A job that appeals in terms of content, for which you earn an average income per year, or a job that appears boring, but for which you earn approximately three times the average income per year?”

**Table 28 – Choice between an appealing and a boring job by age categories**

Job	Age categories	17 – 21 years (N=1313)	22 – 26 years (N=1730)	27 – 31 years (N=478)	32 – 36 years (N=199)	Total (N=3720)
Boring, well-paid job		34.0	28.2	35.8	26.6	31.2
Appealing, average paid job		66.0	71.8	64.2	73.4	68.8
<b>Total</b>		100.0	100.0	100.0	100.0	100.0

Notes: Based on a question saying “Which one would you choose? A job that appeals in terms of content, for which you earn an average income per year, or a job that appears boring, but for which you earn approximately three times the average income per year?”

**Table 29 – Choice between an appealing and a boring job by age categories (Netherlands)**

Job	Age categories	17 – 21 years (N=172)	22 – 26 years (N=512)	27 – 31 years (N=214)	32 – 36 years (N=100)	Total (N=998)
Boring, well-paid job		34.9	25.0	34.1	25.0	28.7
Appealing, average paid job		65.1	75.0	65.9	75.0	71.3
<b>Total</b>		100.0	100.0	100.0	100.0	100.0

Notes: Based on a question saying “Which one would you choose? A job that appeals in terms of content, for which you earn an average income per year, or a job that appears boring, but for which you earn approximately three times the average income per year?”

**TABLE 30 Share of intrapreneurs per country by age categories**

The question “Did you play a leading role in the development of one or more new business activities\* for your most important employer?” led to the following results (the percentage of people who answered “yes” are displayed:

- In most cases, the number of observations is too low to draw any firm conclusions with regard to the share of intrapreneurs among the different age groups. However, we can do so for the Netherlands and for the column with the percentages of intrapreneurs in the total samples from all countries (apart from Sweden).
- The share of intrapreneurs among the 17–36 year olds ranges from about 14% (in Belgium and France) to about 34% (in the Netherlands). In particular, the latter percentage is strikingly high if you compare this to what we know from previous studies (in GEM 2015, it was about 9%). This is probably (partly) due to our selection of (relatively) young employees only.
- In the Netherlands, the share of intrapreneurs is relatively stable among the different age groups; about one third of the respondents have been involved or are currently involved in a leading role in the development of a new business activity for their most important employer.

**Table 30 – Share of intrapreneurs per country by age categories**

Country \ Age categories	17 – 21 years	22 – 26 years	27 – 31 years	32 – 36 years	Total
<i>Austria</i>	17.4 (N=46)	15.0 (N=40)	17.7 (N=17)	50.0 (N=4)	17.8 (N=107)
<i>Belgium</i>	7.4 (N=27)	16.1 (N=56)	25.0 (N=4)	0.0 (N=1)	13.6 (N=88)
<i>France</i>	6.3 (N=48)	14.3 (N=49)	23.8 (N=21)	28.6 (N=7)	13.6 (N=125)
<i>Germany</i>	11.5 (N=26)	12.2 (N=66)	25.7 (N=35)	50.0 (N=8)	17.8 (N=135)
<i>Netherlands</i>	30.2 (N=43)	34.4 (N=253)	35.4 (N=113)	34.7 (N=49)	34.3 (N=458)
<i>Spain</i>	30.0 (N=10)	25.0 (N=64)	26.1 (N=23)	25.0 (N=4)	25.7 (N=101)
<i>Sweden</i>	100.0 (N=1)	66.7 (N=3)	N/A (N=0)	N/A (N=0)	75.0 (N=4)
<i>United Kingdom</i>	14.7 (N=34)	47.6 (N=42)	0.0 (N=5)	55.6 (N=9)	33.3 (N=90)

Note: Based on a question saying “Did you play a leading role in the development of one or more new business activities for your most important employer?” [0 = No, 1 = Yes, either in the last three years or currently].

\* For example, the development or introduction of new products or services, or setting up a new department, a new branch, or subsidiary.

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