

Global Surveys on Workforce Dynamics



Organization	Survey/Study Name	Frequency	Key Themes (most recent survey)	Number of countries (of which LMICs)	Sample size
Gallup	State of the Global Workforce	Annually	<ul style="list-style-type: none"> • Rates of employee engagement* • Employee attitudes about job climate and intent to leave* • Daily negative emotions experienced by employees* 	144 (n/a)	122,416
Facebook	Survey on Gender Equality at Home	Annually (2020 and 2021)	<ul style="list-style-type: none"> • The disparity in women's and men's access to resources • Time spent on unpaid care work • Attitudes about gender equality • The impact of COVID 	>100 (>70)	96,000
BCG	Decoding Global Talent	Every 4-5 years	<ul style="list-style-type: none"> • The importance of the recruitment process in attracting employees • Confidence levels of candidates in the recruitment process • Employee attitudes toward changing jobs • The importance of work-life balance in accepting a job opportunity 	160 (n/a)	90,547
PwC	Global Workforce Hopes and Fears Survey	Annually	<ul style="list-style-type: none"> • The importance of workplace adaptability • Rate of job change* • The impact of skills inequity on income inequality • The effects of growing financial hardship on employee attitudes • Employee attitudes towards AI 	46 (12)	54,000
Randstad	Workmonitor	Annually	<ul style="list-style-type: none"> • Employee attitudes about work-life balance* • What employees expect from their employers in terms of cost-of-living support • Attitudes about job security • "Unretirement," or older workers returning to work due to economic conditions • Growing importance of an alignment of workplace values with personal ones* 	34 (6)	35,000
Adecco	Global Workforce of the Future	Annually (since 2020)	<ul style="list-style-type: none"> • Contributing factors to the "Great Resignation" • Global rates of job satisfaction • Steps employers can take to improve employee retention 	25 (4)	34,200
ADP	People at Work	Annually	<ul style="list-style-type: none"> • Addressing pay disparities and employee concerns about pay* • Addressing employee concerns about the future* • The importance of impact and flexibility* • Employee preferences about workplace culture and mental health support* • Employee attitudes about Diversity, Equity, and Inclusion (DEI) initiatives* 	17 (3)	32,612
Microsoft	Work Trend Index	Annually	<ul style="list-style-type: none"> • Obstacles to productivity • Expectations about AI in the workplace • Essential skills in an AI-powered future 	31 (n/a)	31,000
Accenture	Future of Work	Annually (since 2021)	<ul style="list-style-type: none"> • Level of connection with and trust in the company • Satisfaction with company's approach to onsite vs. remote work* • Worker experiences regarding access to key work resources* • Worker-experienced drivers of onsite and remote productivity* 	13 (3)	10,750

* Recurring theme

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Manpower	Employment Outlook Survey	Quarterly	<ul style="list-style-type: none"> • Employers' hiring expectations* • Employment outlooks by region, sector, firm size* 	41 (11)	39,000
Manpower	Talent Shortage Survey	Annually	<ul style="list-style-type: none"> • Difficulty finding skilled talent • Changing skills needs • Addressing the skills gap 	41 (11)	39,000
Facebook (with OECD and World Bank)	Global State of Small Business	Bi-annually	<ul style="list-style-type: none"> • Proportions of closure among small-and-medium businesses (SMBs)* • Sales performance among SMBs* • SMB employment levels* • The use of digital tools among SMBs in light of the pandemic* 	30 (14)	22,000
Deloitte	Global Human Capital Trends	Annually	<ul style="list-style-type: none"> • Generating insights from challenges and decision-making • Changing leadership trends • Adjusting the employer-employee relationship • Importance of generating an impact not just for stakeholders, but for society* 	105 (n/a)	10,000
PwC	Global CEO Survey	Annually	<ul style="list-style-type: none"> • Reinventing business for the future • Challenges and expected risks going forward* • Expected effects of climate change on business* • Mitigation strategies against potential economic challenges (incl. workforce-related) • Degree to which CEOs are investing in the future of their business 	105 (n/a)	4,410
WEF	Future of Jobs Report	Bi-annually	<ul style="list-style-type: none"> • Effects of the pandemic on labor market outcomes • Technology adoption as a driver of business transformation* • The effects of environmental, technological and economic trends on job creation and destruction • Employer expectations about labor market shifts and growth • Skills training investment and implementation* 	45 (n/a)	803

* Recurring theme

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