



# Canadian satisfaction with employers among the world's highest

**IN** a period of economic recovery, 35 percent of Canadian employees are "very satisfied" with their current employer, according to the latest Randstad quarterly work survey. Among the 23 countries surveyed, only Denmark and Norway achieved a higher satisfaction level with 36 percent.

By comparison, six percent of Chinese employees and seven percent of Japanese employees reported being "very satisfied" with their employer. The United Kingdom had a rate of 20 percent, Australia 24 and the United States 31.

The survey also reveals that 78 percent of Canadian workers say they are not looking for another job, another finding that will please companies.

Randstad's quarterly work survey, which records worker confidence and expectations about the likelihood of changing jobs during the next six months, offers a clear and precise understanding of the feelings of employees in the labour market and key trends.

## SATISFACTION HIGHEST AMONG 18 TO 24 YEAR OLDS

In Canada, it is employees aged 18 to 24 who show the highest satisfaction rating with 47 percent of those surveyed saying they are "very satisfied" with their employer. Conversely, satisfaction is lowest with workers aged 25 to 34 years with 23 percent.

Proportion of employees very satisfied with their employer by age group:

18 to 24 years: 47%  
25 to 34 years: 23%  
35 to 44 years: 27%  
45 to 54 years: 45%  
55 to 64 years: 41%

## EMPLOYEES REGAIN CONFIDENCE

While the results of this survey are very encouraging for Canadian companies, it is nevertheless important to note that employees are regaining confidence in the labour market. In fact, 67% of Canadian employees surveyed say

they are confident that in the current economic climate they would be able to get a comparable new job.

About the quarterly work survey:

First introduced in the Netherlands in 2003 and more recently in Germany, the Randstad work survey now extends to 23 countries around the world, in Europe, Asia and America. Published four times a year, the survey reveals local and global trends related to worker mobility.

This quantitative study was conducted among people aged 18 to 65 who work at least 24 hours per week in paid employment (excluding self-employed) and who were asked to answer a questionnaire online. The minimum sample is 400 interviews per country, using Survey Sampling International. The first wave of interviews was conducted between January 21 and February 9, 2010.

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Source: Canada News Wire

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# 'Hire women' quotas needed in construction

**ONE** of Canada's largest industrial unions says the federal government and construction industry employers must act together to help break the glass ceiling that blocks women's entry to careers in construction.

In a presentation today to the Standing Committee on the Status of Women, the Communications, Energy and Paperworkers Union of Canada proposed that construction employers be required to ensure increased participation of women as a condition of their project, especially if they are recipients of government funding.

"Owners of construction from condominium developers to receivers of Government of Canada stimulus monies should employ a

gender-based hiring quota as a condition of contract for their builders," says the brief.

"Not only would this address the chronic worker shortage," says Communications, Energy and Paperworkers Union President Dave Coles, "but also the long-standing discrimination against women in this non-traditional field."

"Our union has fought and won equity hiring in its construction collective agreements and we argue it is reasonable for construction project owners to demand it in their service contracts."

CEP also proposes a "...targeted entry-level trades training program for women students," referring to a study by the Construction Sector

Council which backs a similar proposal, and to its own experience with the recruitment of Aboriginal women in Regina to the construction trades.

The brief concludes that "...barriers can be removed with aggressive educational opportunities for women combined with pro-active contractual obligations that compel their hiring."

CEP is the largest union in many key sectors of the economy, including forestry, energy, telecommunications and media. It represents more than 5000 construction workers in Canada, though only 4% are women.

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Source: Canada News Wire

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