



CAREER CONFIDENCE INDEX™

SUMMARY & IMPLICATIONS

March 2003

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SUMMARY & IMPLICATIONS

- 1. Job security is a major theme of concern in at least seven countries worldwide, where 20 percent or more of the workforce says there is a chance they could lose their job in the coming year.** In seven of the 17 countries surveyed – Australia, Canada, Great Britain, Hong Kong, Japan, Switzerland and the United States – a significant portion of fulltime workers are concerned that they could be out of work in the next 12 months. The highest levels of concern were registered in Great Britain, where 27.5 percent – or more than one out of four workers – says there is a chance they could lose their job, followed by the United States at 26.6 percent and Hong Kong at 24 percent. In the four other countries, one out of five workers feels the same.
- 2. There is worldwide recognition of how tight the job market is, with two-thirds or more of workers in virtually every country saying it would be difficult for a laid-off employee to find similar-paying work.** Even in countries where workers felt reasonably confident that their own job was secure, workers said it would be somewhat or very difficult for a laid-off employee to find comparable work. With the exception of Japan, where only 60 percent said it would be hard for a laid-off employee to find comparable work, two-thirds or more of workers in 16 other countries said it would be difficult for a laid-off worker to find comparable work. In five countries, that percentage climbed to 80 percent or higher. And in Germany, a dramatic 95 percent of workers said it would be hard for a laid-off employee to replace his or her job.
- 3. Job pessimism grew in the United States, where one out of four workers now believes their job could be at risk.** Three months ago, one out of five workers responded similarly. Although this marks the first time the Career Confidence Index was conducted on a global basis, it had been administered two previous times in the United States. Results from August 2002 and December 2002 were similar to one another, but results this time indicate a drop in Americans' confidence in the job market and in their careers.



- 4. Generally speaking, workers in many larger economies were more pessimistic about the job market and their careers than were workers in smaller economies.** Pessimistic responses from workers about their job prospects were higher in complex, global economies like Great Britain, the United States and Japan. By contrast, workers were generally more optimistic about their chances of holding onto their jobs in smaller economies like Norway, Sweden and Denmark.
- 5. Not surprisingly, workers in countries whose employment practices are less regulated were more likely to worry about job loss than were workers in countries where it is more difficult for employers to fire workers.** In countries like the United States, Canada and Australia, where employers have more control over hiring and firing decisions, workers tend to take a more pessimistic view of the possibility that they could lose their job in the coming year. By contrast, workers in countries like France, Belgium and Denmark, where it is more difficult to lay an employee off and government regulation provides a stronger safety net, were more confident of their ability to hold on to their job.
- 6. Italian workers were the most confident that they would keep their job in the coming year – but were the second most pessimistic about prospects for a laid-off worker attempting to find comparable-paying work.** Unlike most countries, which reported at least a modest correlation between workers' views of their own job security and their views on the prospects for a laid-off employee, Italian workers were extremely optimistic about their own job security – only 4.4 percent thought there was a chance they could lose their job in the coming year – but were decidedly pessimistic about chances for a laid-off employee to secure comparable work, with nearly 89 percent saying so.



COUNTRY CONTACTS

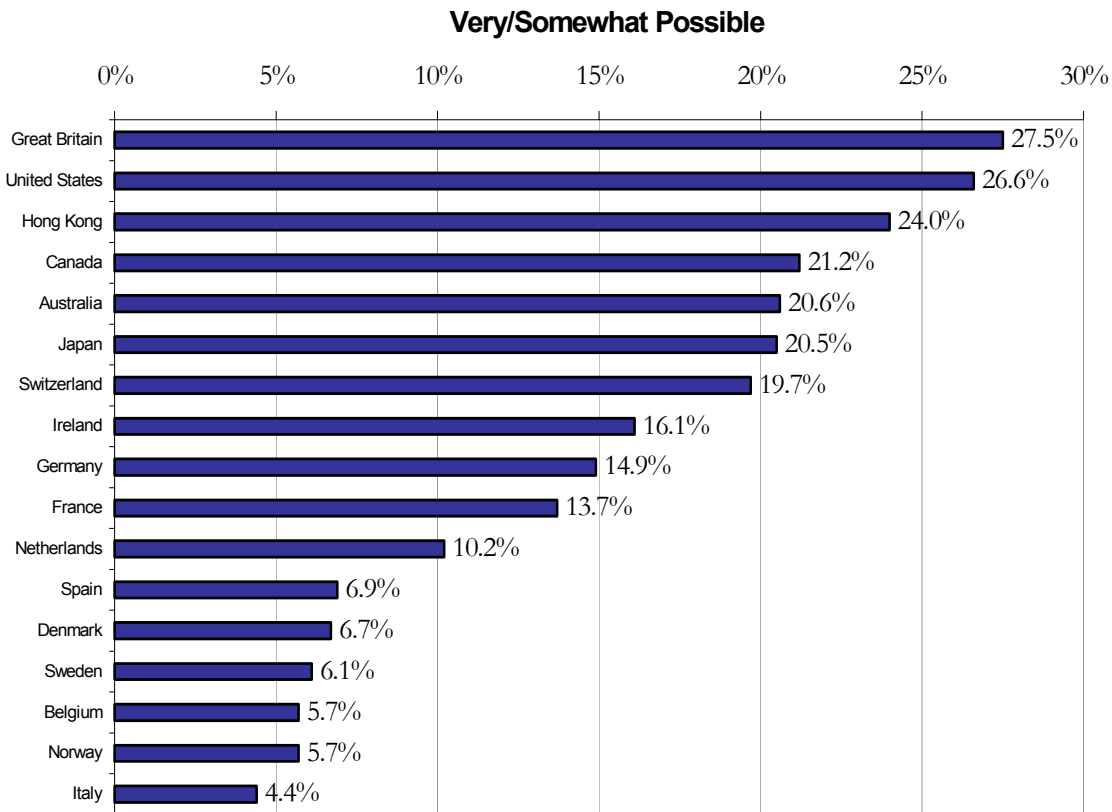
Australia	Ted Davies	Right Management Consultants	61 3 9522 2200
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Canada	Bob Lank	Right Axmith	416 926 1324
Denmark	Ken Pederson	Right Kjaer & Kjerulf	453 269 9236
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Germany	Helga Schäfer	Right Coutts	06172 92 58 94
Great Britain	Jo Bond	Right Coutts	44 207 839 1001
Hong Kong	Deborah McGrath	Right Management Consultants	852 2523 8832
Ireland	Lillian Bissett-Farrell	Right Transition	01 406 8116
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CHARTS & GRAPHS

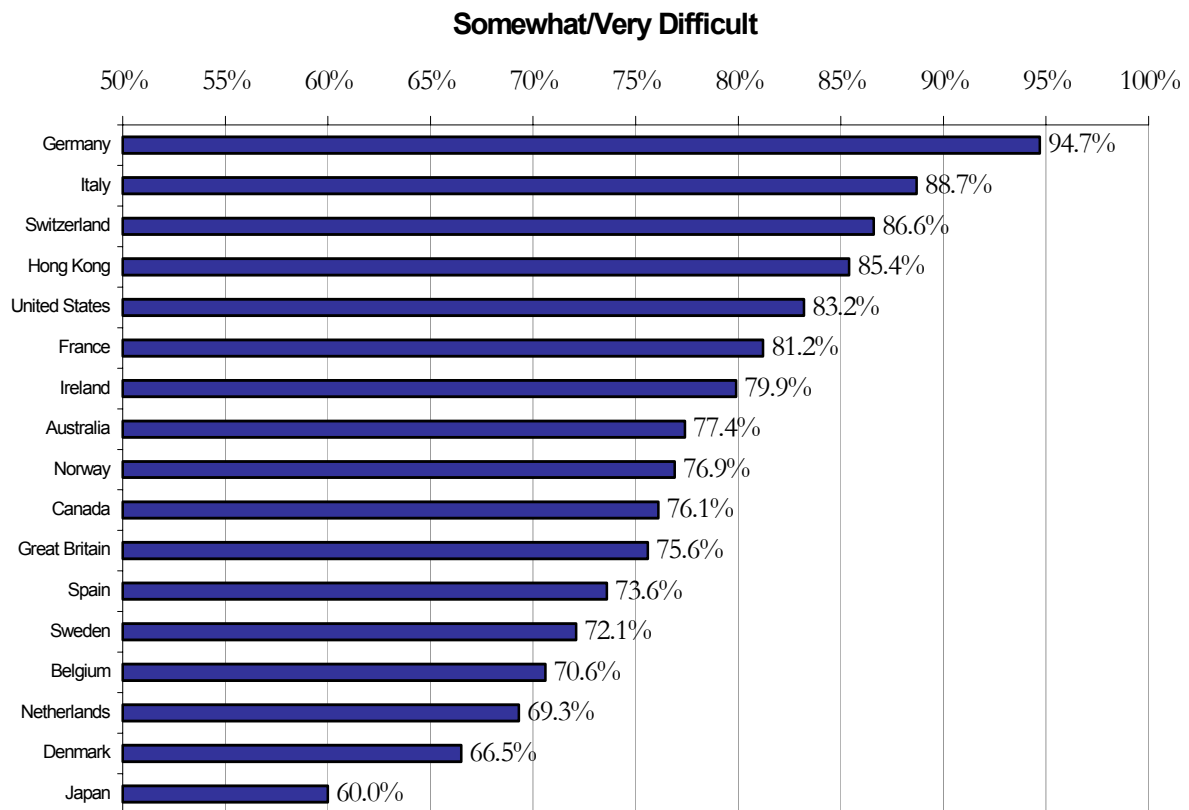
CAREER CONFIDENCE INDEX - QUESTION 1

What is the possibility of you, yourself, being laid off from your job during the next year?



CAREER CONFIDENCE INDEX - QUESTION 2

How easy or difficult do you think it would be for the average person who was laid off his or her job today to find a similar job at the same pay?



CAREER CONFIDENCE INDEX - QUESTION 1

What is the possibility of you, yourself, being laid off from your job during the next year?

	<i>Very/Somewhat Possible</i>	<i>Not Very/Not At All Possible</i>
Overall	16.1%	78.7%
Great Britain	27.5%	70.3%
United States	26.6%	72.1%
Hong Kong	24.0%	65.9%
Canada	21.2%	77.1%
Australia	20.6%	77.9%
Japan	20.5%	59.7%
Switzerland	19.7%	77.6%
Ireland	16.1%	78.4%
Germany	14.9%	82.1%
France	13.7%	83.8%
Netherlands	10.2%	88.9%
Spain	6.9%	82.1%
Denmark	6.7%	91.4%
Sweden	6.1%	91.3%
Belgium	5.7%	84.9%
Norway	5.7%	93.0%
Italy	4.4%	94.0%



CAREER CONFIDENCE INDEX - QUESTION 2

How easy or difficult do you think it would be for the average person who was laid off his or her job today to find a similar job at the same pay?

	<i>Somewhat/Very Difficult</i>	<i>Very/Somewhat Easy</i>
Overall	77.0%	17.8%
Germany	94.7%	4.2%
Italy	88.7%	7.8%
Switzerland	86.6%	9.9%
Hong Kong	85.4%	7.5%
United States	83.2%	15.6%
France	81.2%	15.7%
Ireland	79.9%	15.5%
Australia	77.4%	18.7%
Norway	76.9%	20.1%
Canada	76.1%	22.1%
United Kingdom	75.6%	21.1%
Spain	73.6%	19.1%
Sweden	72.1%	23.7%
Belgium	70.6%	21.2%
Netherlands	69.3%	29.1%
Denmark	66.5%	28.2%
Japan	60.0%	21.7%



CAREER CONFIDENCE INDEX - QUESTION 1

What is the possibility of you, yourself, being laid off from your job during the next year?

	Very possible	Somewhat possible	Not very possible	Not at all possible	Don't know	Refused	No answer
Overall	5.5%	10.6%	26.2%	52.5%	4.5%	0.7%	0.1%
Australia	5.6%	15.0%	28.9%	49.0%	1.5%	0.0%	0.0%
Belgium	2.2%	3.6%	14.7%	70.1%	6.3%	3.1%	0.0%
Canada	4.8%	16.5%	28.2%	49.0%	1.3%	0.3%	0.0%
Denmark	3.5%	3.2%	33.5%	57.9%	1.9%	0.0%	0.0%
France	5.2%	8.5%	19.1%	64.7%	2.0%	0.4%	0.0%
Germany	3.2%	11.6%	45.3%	36.7%	3.1%	0.0%	0.0%
Great Britain	7.6%	19.9%	28.4%	41.9%	2.2%	0.0%	0.0%
Hong Kong	5.7%	18.3%	26.2%	39.7%	8.8%	1.3%	0.0%
Ireland	5.4%	10.6%	24.6%	53.9%	3.0%	0.1%	2.3%
Italy	1.9%	2.5%	12.5%	81.6%	1.6%	0.0%	0.0%
Japan	12.7%	7.9%	10.1%	49.7%	17.7%	2.1%	0.0%
Netherlands	1.9%	8.3%	32.2%	56.7%	0.4%	0.6%	0.0%
Norway	2.2%	3.4%	24.3%	68.7%	1.3%	0.0%	0.0%
Spain	2.8%	4.2%	25.7%	56.4%	10.4%	0.6%	0.0%
Sweden	1.9%	4.2%	19.8%	71.5%	2.3%	0.3%	0.0%
Switzerland	7.6%	12.1%	44.7%	32.9%	1.6%	1.1%	0.0%
United States	7.0%	19.6%	29.6%	42.5%	1.1%	0.2%	0.0%



CAREER CONFIDENCE INDEX - QUESTION 2

How easy or difficult do you think it would be for the average person who was laid off his or her job today to find a similar job at the same pay?

	Very easy	Somewhat easy	Somewhat difficult	Very difficult	Don't know	Refused	No answer
Overall	3.5	14.3%	43.4%	33.5%	4.6%	0.5%	0.1%
Australia	3.8%	15.0%	43.7%	33.7%	3.7%	0.2%	0.0%
Belgium	5.5%	15.6%	26.0%	44.6%	5.1%	3.1%	0.0%
Canada	3.2%	18.9%	50.1%	26.0%	1.6%	0.1%	0.0%
Denmark	5.7%	22.4%	41.3%	25.2%	4.9%	0.4%	0.0%
France	2.9%	12.8%	40.7%	40.5%	3.1%	0.0%	0.0%
Germany	0.4%	3.8%	44.0%	50.8%	1.1%	0.0%	0.0%
Great Britain	5.2%	15.9%	44.6%	31.0%	3.4%	0.0%	0.0%
Hong Kong	1.1%	6.4%	49.2%	36.1%	5.7%	1.5%	0.0%
Ireland	3.1%	12.4%	43.3%	36.6%	2.3%	0.0%	2.3%
Italy	0.7%	7.1%	39.7%	49.0%	3.5%	0.0%	0.0%
Japan	9.0%	12.7%	30.4%	29.6%	16.9%	1.4%	0.0%
Netherlands	3.3%	25.8%	42.0%	27.3%	1.5%	0.2%	0.0%
Norway	1.3%	18.8%	58.6%	18.3%	3.0%	0.0%	0.0%
Spain	4.7%	14.4%	37.8%	35.8%	6.3%	1.0%	0.0%
Sweden	2.4%	21.4%	56.5%	15.6%	3.1%	1.1%	0.0%
Switzerland	2.2%	7.7%	47.7%	38.9%	3.4%	0.1%	0.0%
United States	2.2%	13.5%	43.8%	39.4%	1.0%	0.1%	0.0%



ABOUT THE METHODOLOGY

The Right Management Consultants Career Confidence Index™ is based on telephone interviews with a sample of fulltime workers in seventeen countries. These results are based on interviews conducted in February and March 2003 and have an error margin of plus or minus three percentage points. Workers in the following countries were surveyed: Australia, Belgium, Canada, Denmark, France, Germany, Great Britain, Hong Kong, Ireland, Italy, Japan, the Netherlands, Norway, Spain, Sweden, Switzerland and the United States. The fieldwork was conducted by ICR – International Communications Research of Media, Pa (USA) and its global affiliates.



COMPANY FACT SHEET

COMPANY OVERVIEW

Right Management Consultants is the world's leading career transition and organizational consulting firm.

From our offices around the world, we offer a complete range of career transition services and consult with our clients to help design customized solutions for enhanced organizational performance, leadership development, and talent management.

Senior human resources and business executives have chosen to work with Right for over 20 years because of our thought leadership, innovative technology, knowledge of local business customs, and reputation for high-quality, personalized services.

As a valued business partner, we dedicate ourselves to helping organizations manage the human side of change in ways that produce powerful, positive, and lasting results.

CORPORATE HEADQUARTERS

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BUSINESS MIX

Career Transition
Organizational Consulting

- Leadership Development
- Talent Management
- Organizational Performance

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Right employs 3000 full-time employees, more than half as consultants. The company has also contracted with over 1000 experts and specialists to provide specialized operations and counsel to clients on an as needed basis.

STOCK

Founded in 1980, Right's Initial Public Offering was in 1986. As of November 18, 2002, Right has been traded on the New York Stock Exchange under the symbol RHT. Right is the only publicly traded firm of its kind.

OFFICES

The Company operates through a network of more than 300 offices in 35 countries located in the U.S., Canada, Europe, Latin America, Asia Pacific, Europe, the Middle East and Africa providing consulting services to multinational and regional clients.

RECENT RECOGNITION

Right was ranked 5th on *Forbes* magazine's list of *200 Best Small Companies in America for 2002*.

Right was listed in *BusinessWeek's Top 100 Hot Growth Companies*.

In October 2002, Right Management Consultants was named one of the *Best Places to Work in Pennsylvania*.

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