

## **Top Employers score particularly high on education and training, working environment and career development criteria**

**BRUSSELS, 8 November 2007** – 35 companies in Belgium have been awarded the title *Top Employer België-Belgique 2008*. Only those companies that meet the very strict selection criteria are allowed to call themselves a Top Employer for a whole year and to use this exclusive registered quality label to promote themselves on the labour market.

The companies scoring highest in the areas of education and training, working environment and career development opportunities are awarded the Top Employer quality label. Not only salary makes for loyal employees; opportunities for career development and a pleasant working environment are just as important. Research carried out by CRF found that a number of trends can be traced back to the HR policies of these Top Employers. It is striking how many of the companies awarded this prestigious title give priority to internal promotion. Nonetheless, more and more companies are recruiting people from outside the organisation because they want to bring in fresh blood.

It is also remarkable that the employees have to take the initiative themselves when it comes to both training and career development opportunities. The companies provide the necessary support, but the employees themselves are in the driving seat when it comes to their own careers. Most of these companies pay salaries that are in line with market rates, complemented by a broad range of extralegal benefits.

The following companies in Belgium have been awarded the title *Top Employer België-Belgique 2008*:

AXA, Barco, Bekaert, Besix, Cargemini Belgium, Caterpillar, CFE, Colruyt, COLT Telecom, Daikin Europe, DEME Group, Dexia, Eandis, Elia, Ernst&Young, Europ Assistance, the Federal Government, IBM, Info Support Belgium, ING, KPMG, Makro Cash & Carry Belgium, Philip Morris Benelux, Picanol Group, Randstad Belgium, Samsung Electronics Belgium, SD Worx, Sogeti, SPIE Belgium, Startpeople, Truvo, Umicore, Antwerp Academic Hospital, UZ Leuven and Vedior.

Based on independent research, CRF assesses which companies stand out from the rest on five criteria that affect employees' choice of career: primary and secondary employment conditions, education and training, internal promotion opportunities, working environment and company culture.

The results of the research are published on the Internet and in the book *Top Employers België-Belgique 2008*. CRF collaborated on this with media partner Jobat, HUB (combined university and college of higher education in Brussels) its partner targeting young professionals, and the publisher Standaard Uitgeverij. The book, to be published on 28 November, targets high potentials, HR managers, employees and customers. Employees can use the research findings to get an idea of the opportunities on the labour market, which will help them to make choices that fit in with their personal work and career ambitions.

For over 16 years, CRF has been an independent company that collects and publishes reliable data on potential employers based on objective research. It is CRF's mission to impartially identify companies that are excellent employers and top performers in terms of strategy and leadership.

The book *Top Employers België-Belgique 2008* can be ordered from CRF Belgium ([www.crf.com/belgium](http://www.crf.com/belgium)). Companies that would like to test their qualities as employers for the 2009 edition of *Top Employers België-Belgique* can contact [info@crf.com](mailto:info@crf.com) .

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