global report randstad workmonitor Q3 2018.

social responsibility voluntary work





contents

voluntary work	3
social responsibility	10
mobility index	16
actual job change	27
job change appetite	32
job satisfaction	36
about the randstad workmonitor	40
contact information	43



voluntary





65% think it's important to make a contribution to society by doing unpaid voluntary work.

Italy Japan

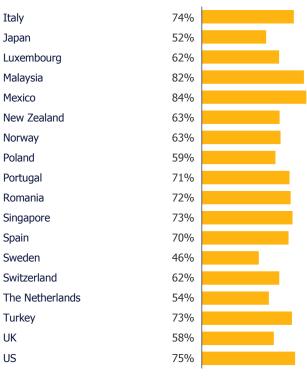
Poland

Spain

UK

US

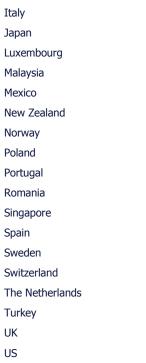
Global	65%	
Argentina	66%	
Australia	66%	
Austria	53%	
Belgium	43%	
Brazil	84%	
Canada	65%	
Chile	71%	
China	77%	
Czech Republic	51%	
Denmark	62%	
France	49%	
Germany	45%	
Greece	73%	
Hong Kong	66%	
Hungary	53%	
India	87%	

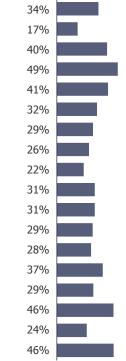




34% actively do unpaid voluntary work, outside of work hours.









73% would do unpaid voluntary work if their employer gave them paid time off.

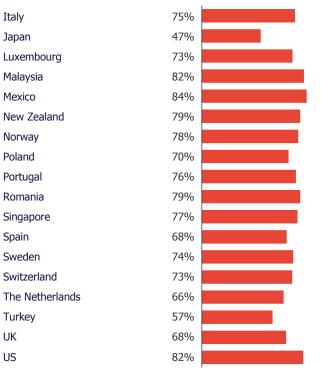
Italy

Spain

UK

US

Global	73%	
Argentina	76%	
Australia	71%	
Austria	62%	
Belgium	62%	
Brazil	70%	
Canada	72%	
Chile	84%	
China	85%	
Czech Republic	67%	
Denmark	63%	
France	64%	
Germany	66%	
Greece	79%	
Hong Kong	77%	
Hungary	68%	
India	83%	





27% state that their employer encourages employees to do unpaid voluntary work outside of work hours.

22%

20% 19%

45%

35%

23%

22% 21% 24%

32%

35%

21%

14%

20%

16%

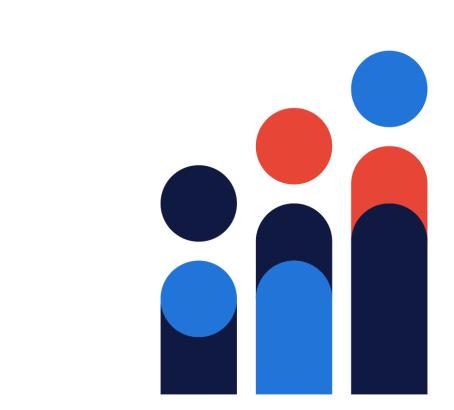
46%

24%

39%

Global	27%	
Argentina	22%	
Australia	28%	
Austria	20%	
Belgium	17%	
Brazil	30%	
Canada	27%	
Chile	18%	
China	55%	
Czech Republic	17%	
Denmark	13%	
France	18%	
Germany	18%	
Greece	27%	
Hong Kong	35%	
Hungary	20%	
India	51%	

Italy
Japan
Luxembourg
Malaysia
Mexico
New Zealand
Norway
Poland
Portugal
Romania
Singapore
Spain
Sweden
Switzerland
The Netherlands
Turkey
UK
US



19% say that their employer gives them paid time off to do unpaid voluntary work of their own choice.

17%

14%

12%

40%

23%

14%

12%

15%

11%

18%

19%

18%

12%

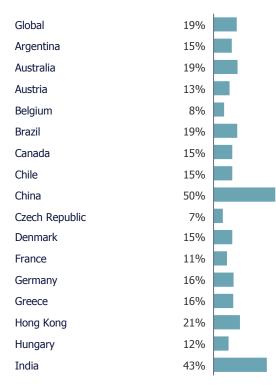
21%

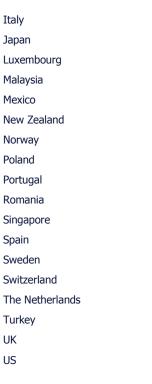
12%

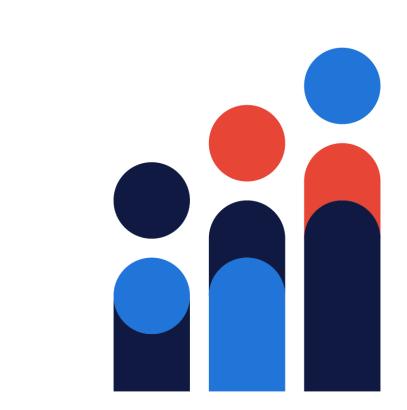
31%

17%

25%







18% say that their employer gives them paid time off to do unpaid voluntary work of their employer's choice.

17% 16% 10% 35% 23% 9% 12% 15% 11% 14% 23% 17% 12% 16% 12% 31% 17% 21%

Global	18%	
Argentina	20%	
Australia	17%	
Austria	11%	
Belgium	10%	
Brazil	21%	
Canada	14%	
Chile	15%	
China	45%	
Czech Republic	8%	
Denmark	8%	
France	10%	
Germany	14%	
Greece	19%	
Hong Kong	23%	
Hungary	14%	
India	49%	

Italy
Japan
Luxembourg
Malaysia
Mexico
New Zealand
Norway
Poland
Portugal
Romania
Singapore
Spain
Sweden
Switzerland
The Netherlands
Turkey
UK
US





responsibility.

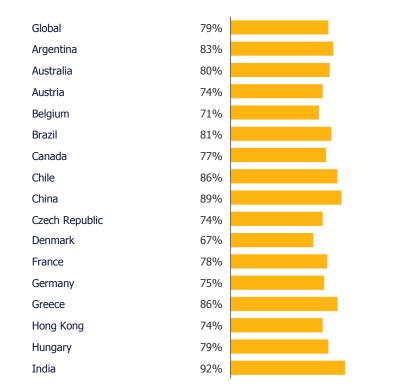
79% only want to work for a company that has a strong corporate social responsibility program.

Italy

Spain

UK

US



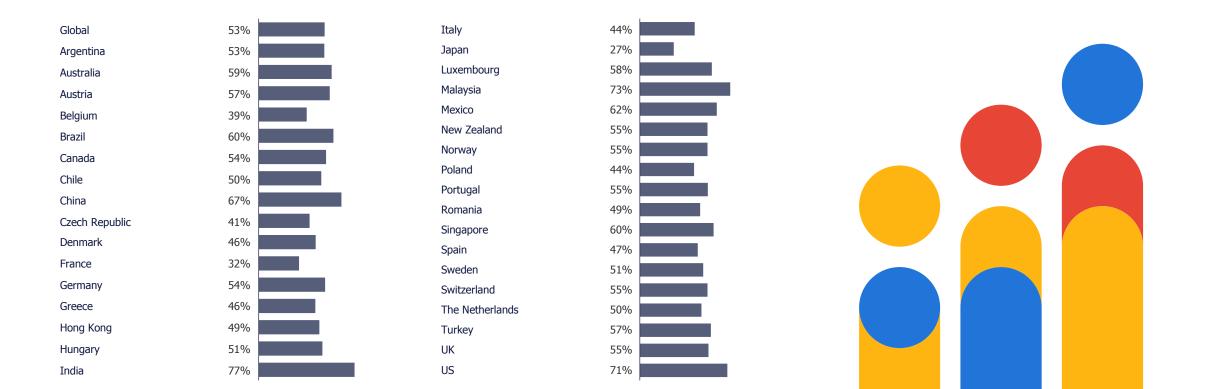




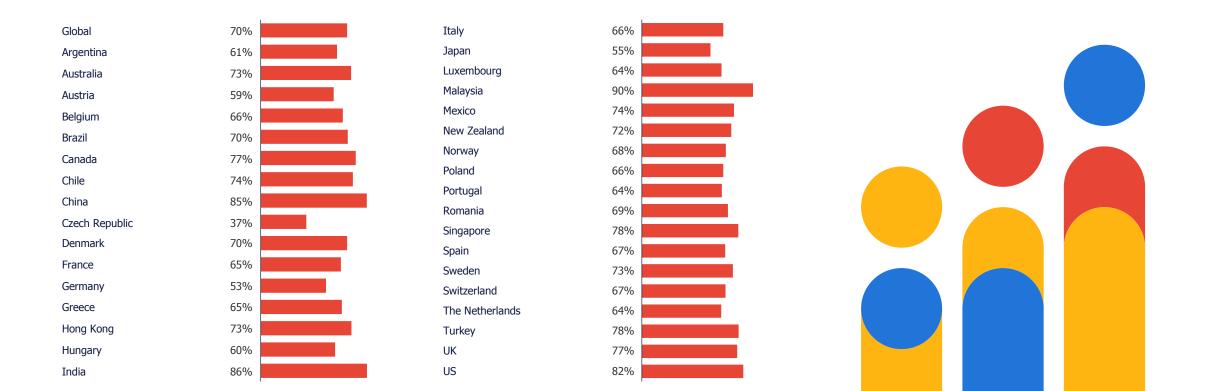
58% find it important, when looking for a new job, that the company participates in charitable/philanthropic initiatives.



53% say that their employer actively supports at least one good cause/charitable initiative.



70% state that their employer wants his workforce to reflect the diversity within local and national labor markets.



46% state that at their employer, they have a diversity/inclusion policy.

Italy Japan

Mexico

Norway

Poland

Spain

Turkey UK

US

Global	46%	
Argentina	53%	
Australia	56%	
Austria	41%	
Belgium	38%	
Brazil	58%	
Canada	47%	
Chile	50%	
China	68%	
Czech Republic	19%	
Denmark	39%	
France	37%	
Germany	39%	
Greece	37%	
Hong Kong	47%	
Hungary	17%	
India	65%	

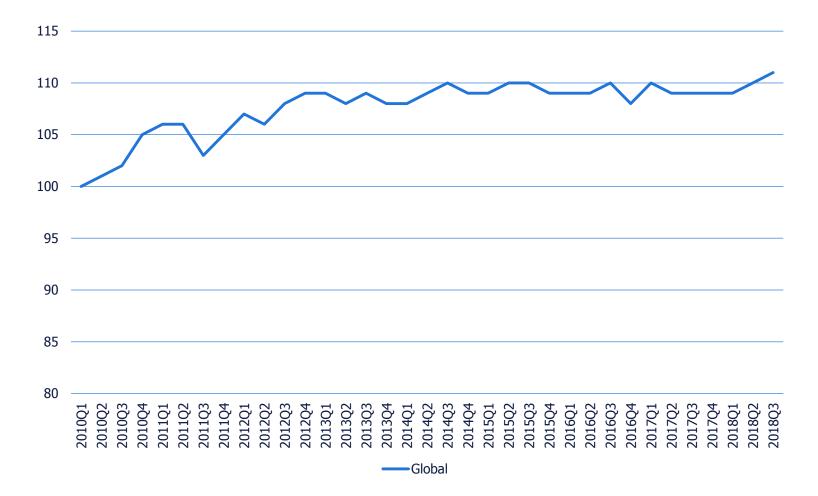






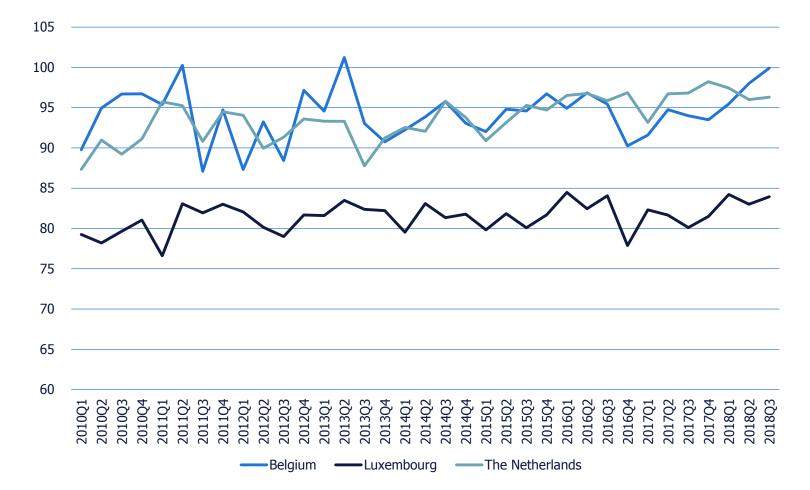
index.

the global mobility slightly increased compared to last quarter.



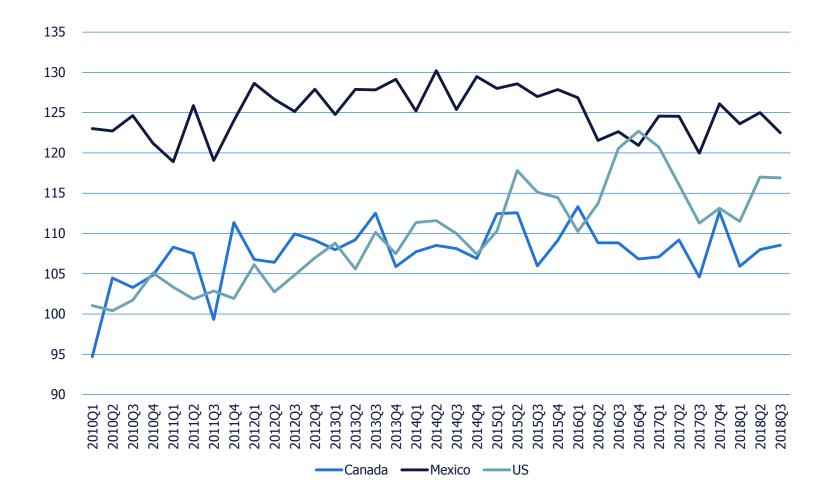
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility belgium +2 and luxembourg +1; netherlands no shift.



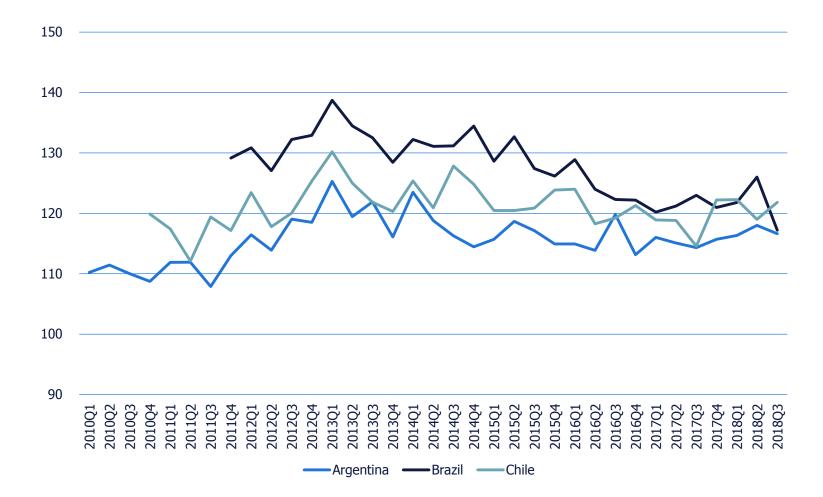
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility canada +1 and mexico -3; the US no shift.



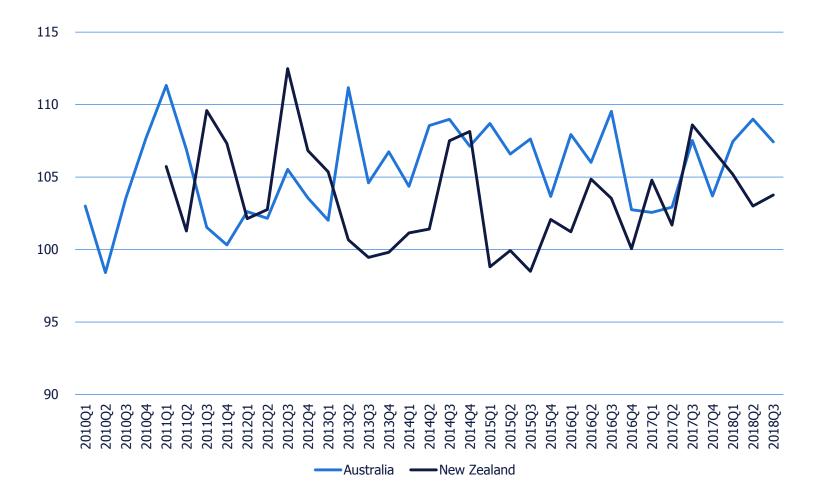
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility brazil -9 and argentina -1; chile +3.



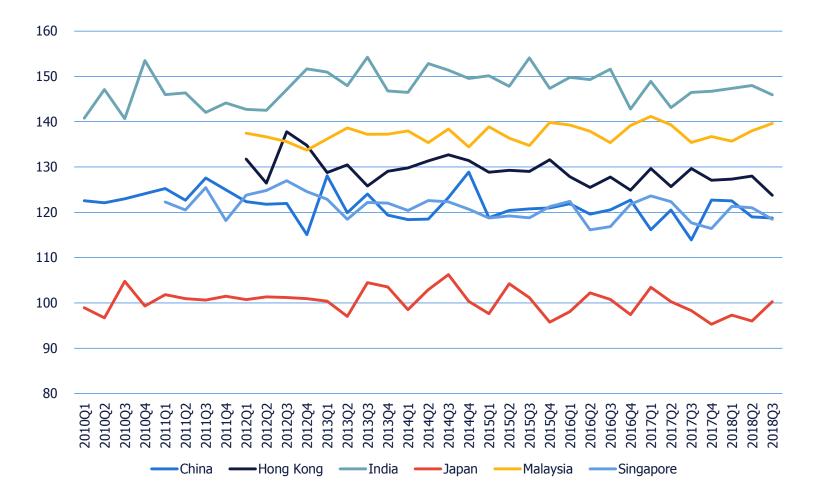
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility new zealand +1; australia -2.



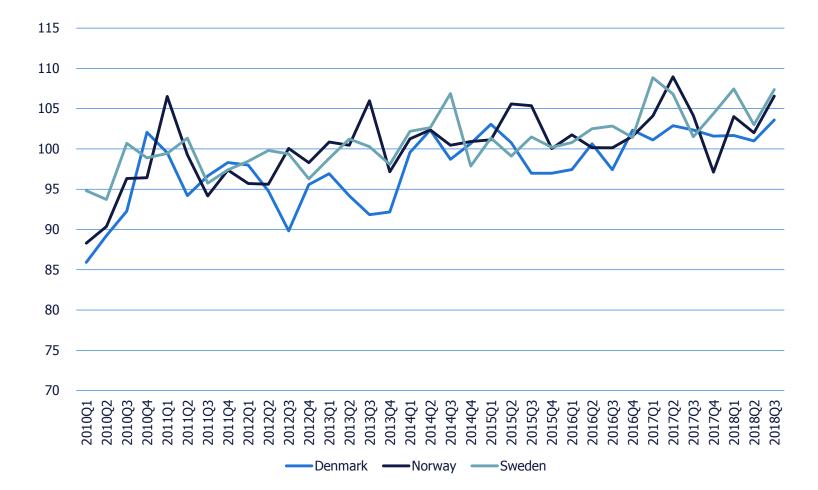
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility japan +4, malaysia +2 and china no shift; hong kong -4, singapore -3 and india -2.



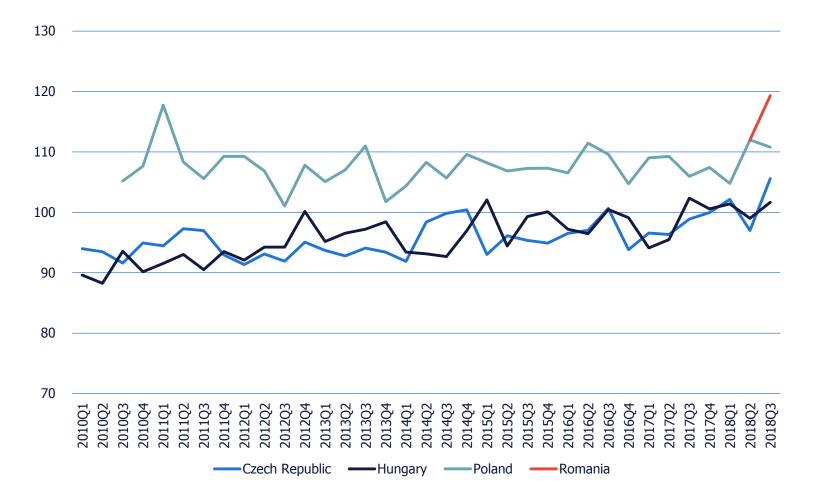
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility norway +5, sweden +4 and denmark +3.



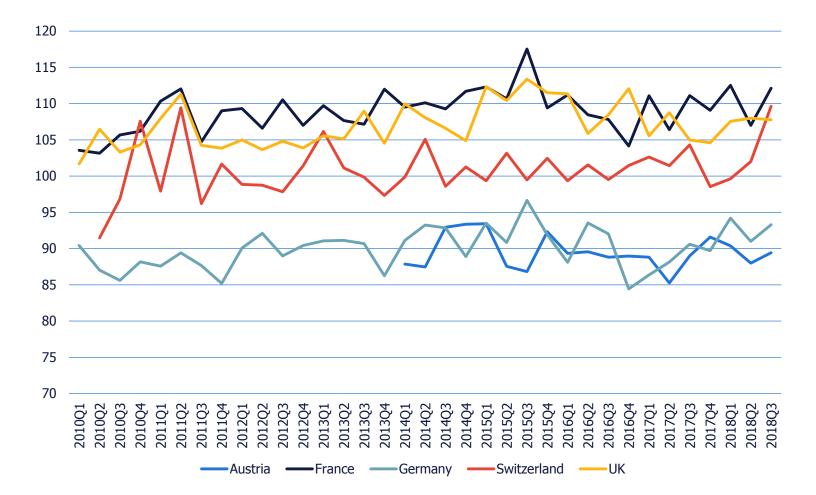
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility czech republic +9, romania +7 and hungary +3; poland -1.



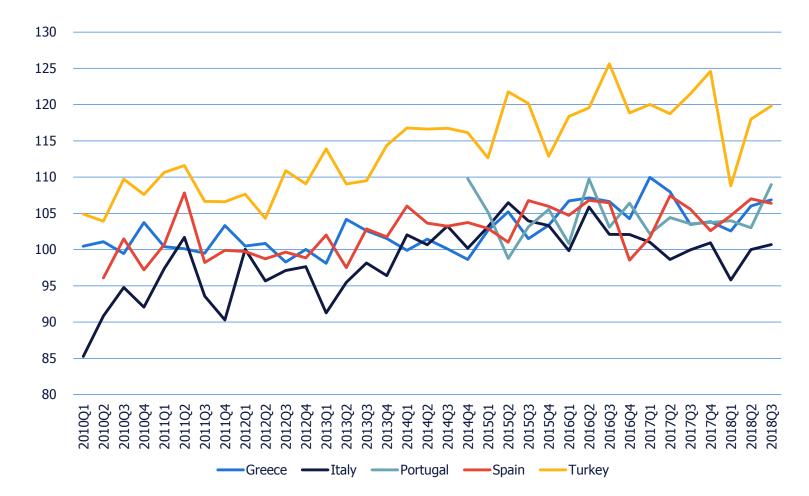
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility switzerland +8, france +5, germany +2 and austria +1; the UK no shift.



- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility portugal +6, turkey +2, italy +1 and greece +1; spain -1.



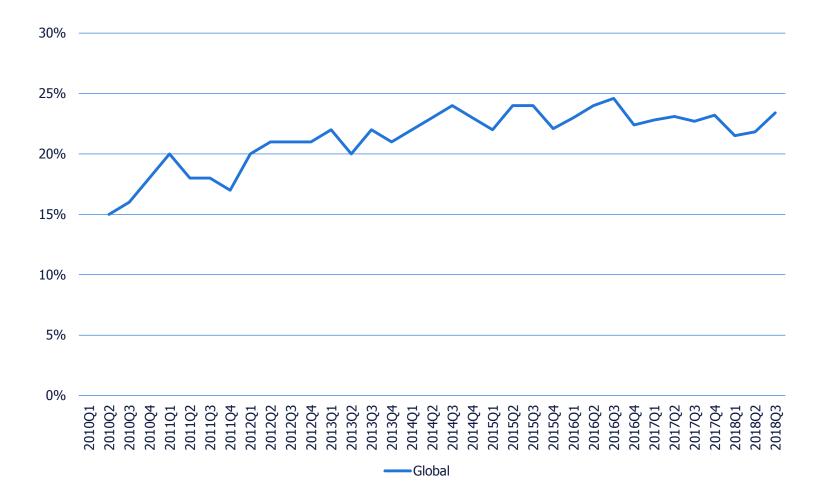
- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



job change.

© Randstad Workmonitor Q3 – September 2018 | 27

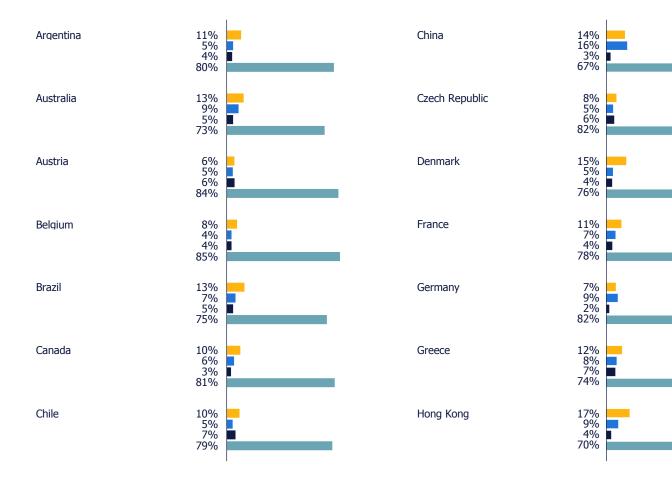
the actual job change slightly increased compared to last quarter.



question:

 Have you changed jobs during the past six months? If you have started working in your first job during the past six months, this is not a change of employement/ employer; please fill in 'no'.

actual job change highest in india and malaysia; lowest in luxembourg.

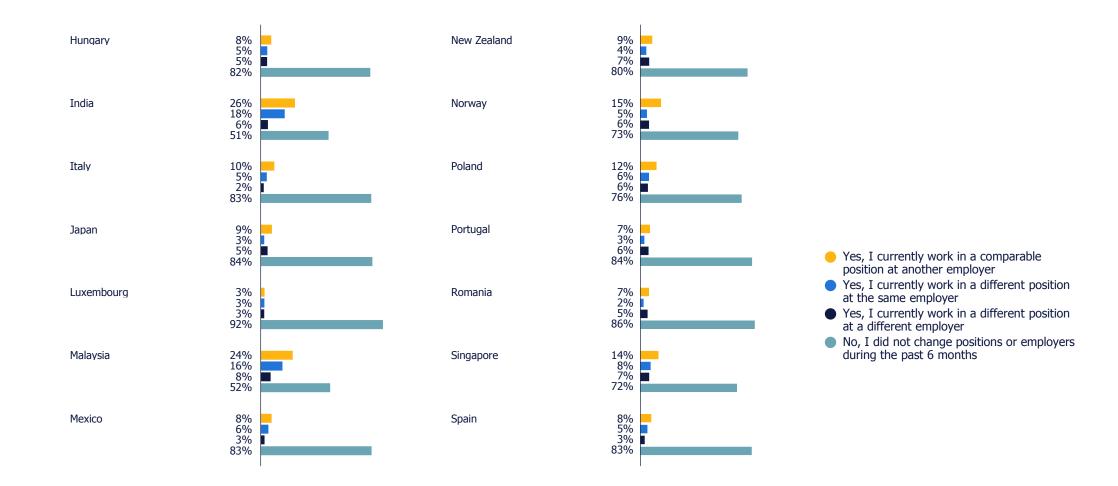


•the job change increased in China, Denmark, Czech Republic, Malaysia, Norway, Sweden, Switzerland, the Netherlands and the UK compared to last quarter.

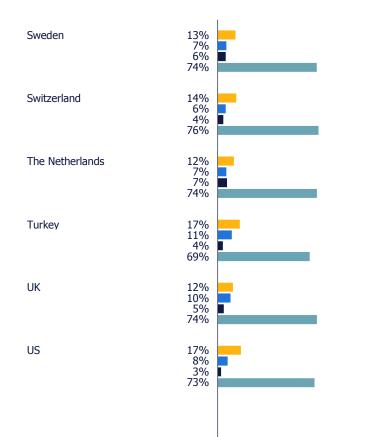
•job change decreased in Germany and Mexico.

- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months

actual job change.



actual job change.



- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



change appetite.

job change appetite highest in india; lowest in luxembourg, austria and turkey.



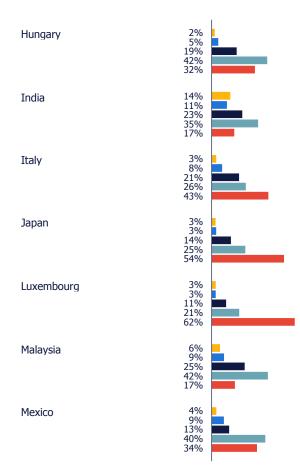
 \mathbf{M}

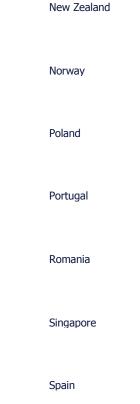
•job change appetite increased in Canada, India, Italy and Malaysia, compared to last quarter.

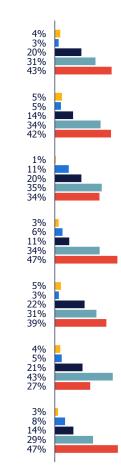
•in Chile, Denmark, Portugal, Spain and the Netherlands, the job change appetite decreased.

- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
 I am not actively doing so

job change appetite.

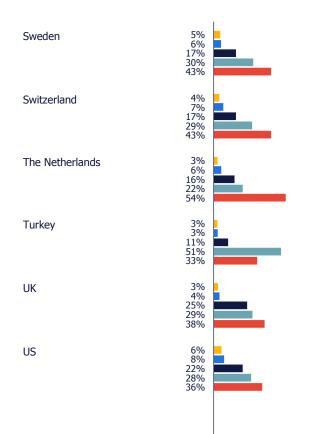






- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
 I am not actively doing so

job change appetite.

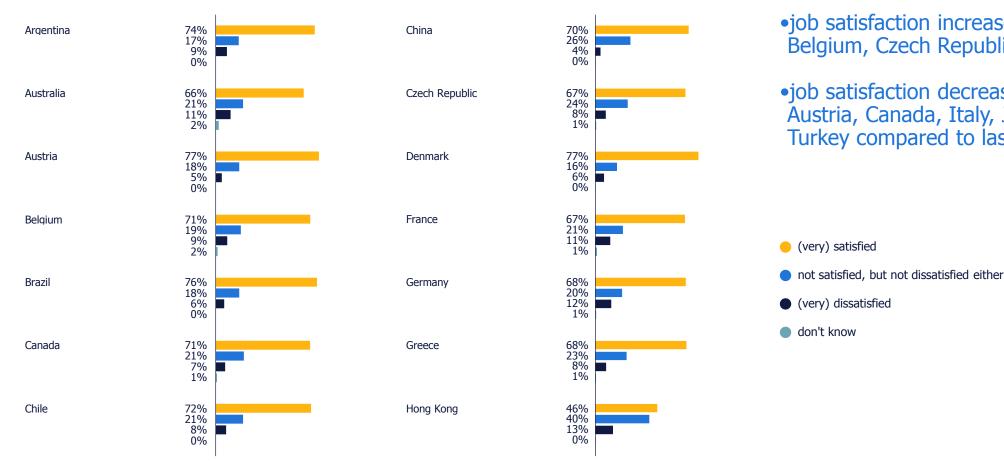


- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
- I am not actively doing so



satisfaction.

job satisfaction highest in mexico, india and the US; lowest in japan and hong kong.

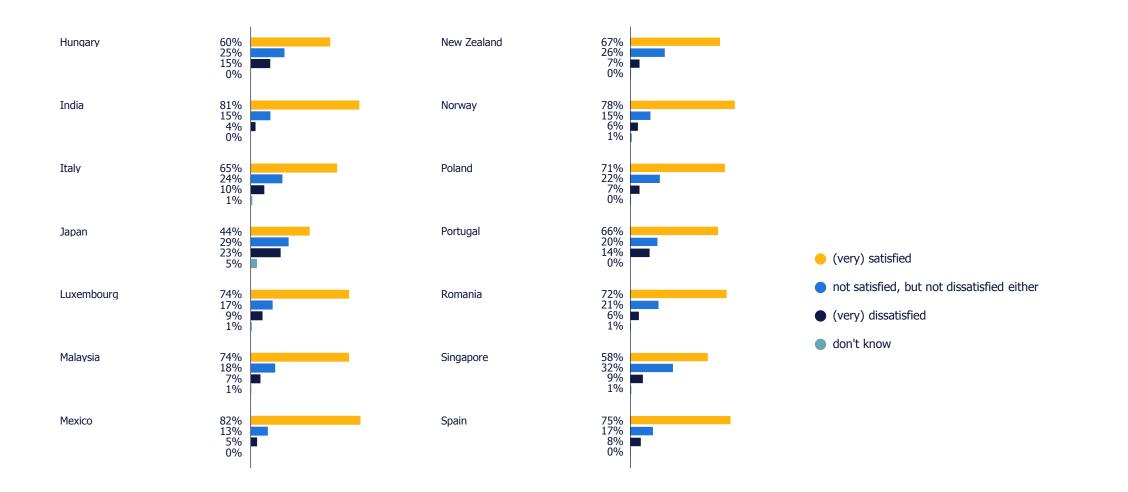


• job satisfaction increased in Argentina, Belgium, Czech Republic and Malaysia.

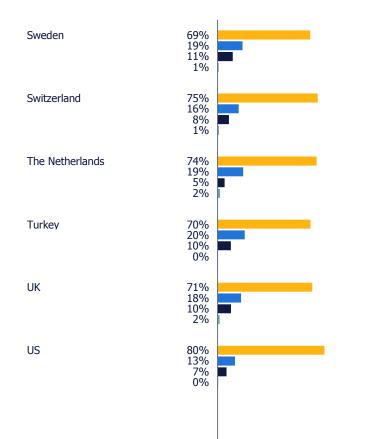
• job satisfaction decreased in Australia, Austria, Canada, Italy, Japan, Poland and Turkey compared to last quarter.



job satisfaction.



job satisfaction.



- (very) satisfied not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know



about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes.
- The second survey of 2018 was conducted from July 18th - August 2nd in the following countries:

Argentina	Denmark	Luxembourg	Spain
Australia	France	Malaysia	Sweden
Austria	Germany	Mexico	Switzerland
Belgium	Greece	New Zealand	The Netherlands
Brazil	Hong Kong	Norway	Turkey
Canada	Hungary	Poland	UK
Chile	India	Portugal	US
China	Italy	Romania	
Czech Republic	Japan	Singapore	

contact information.



הר randstad

randstad global marketing & communications corporate.communications@randstad.com +31 (0)20 569 5623

media enquiries
ingrid pouw
ingrid.pouw@randstad.com
+31 (0)20 569 1732

research max wright max.wright@randstad.com +31 (0)6 1229 7221

randstad

human forward.

