

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 |

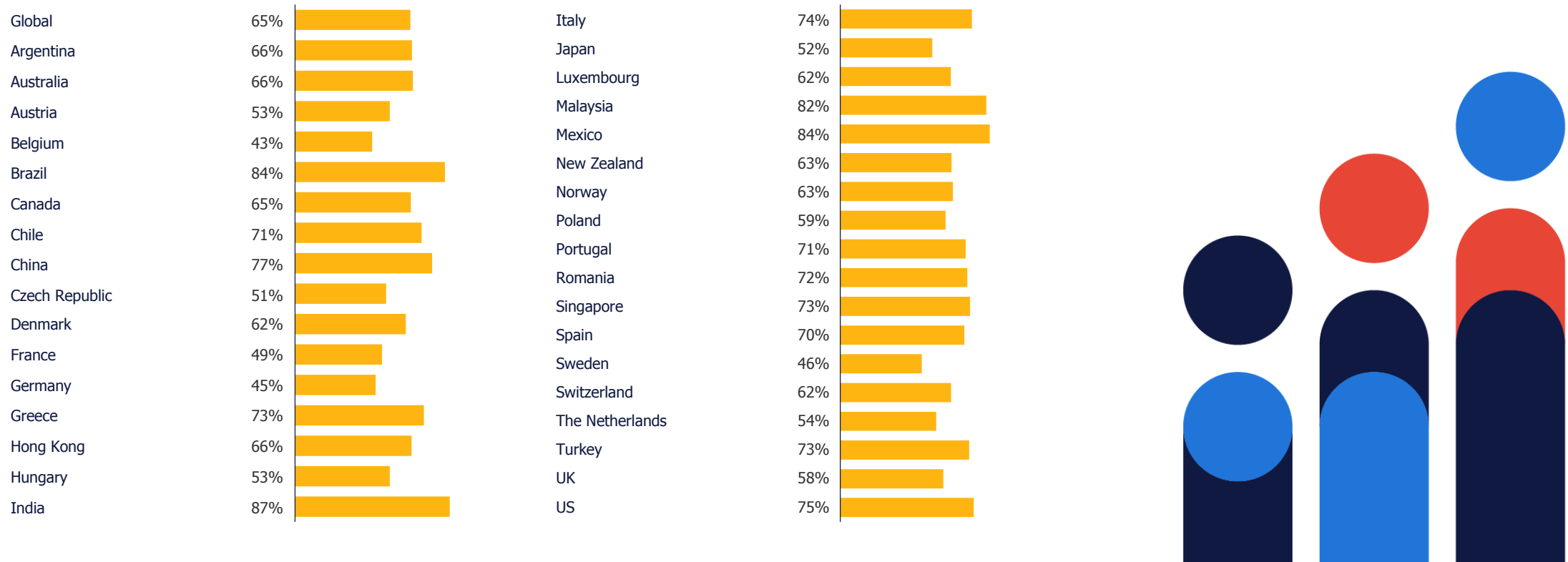


voluntary

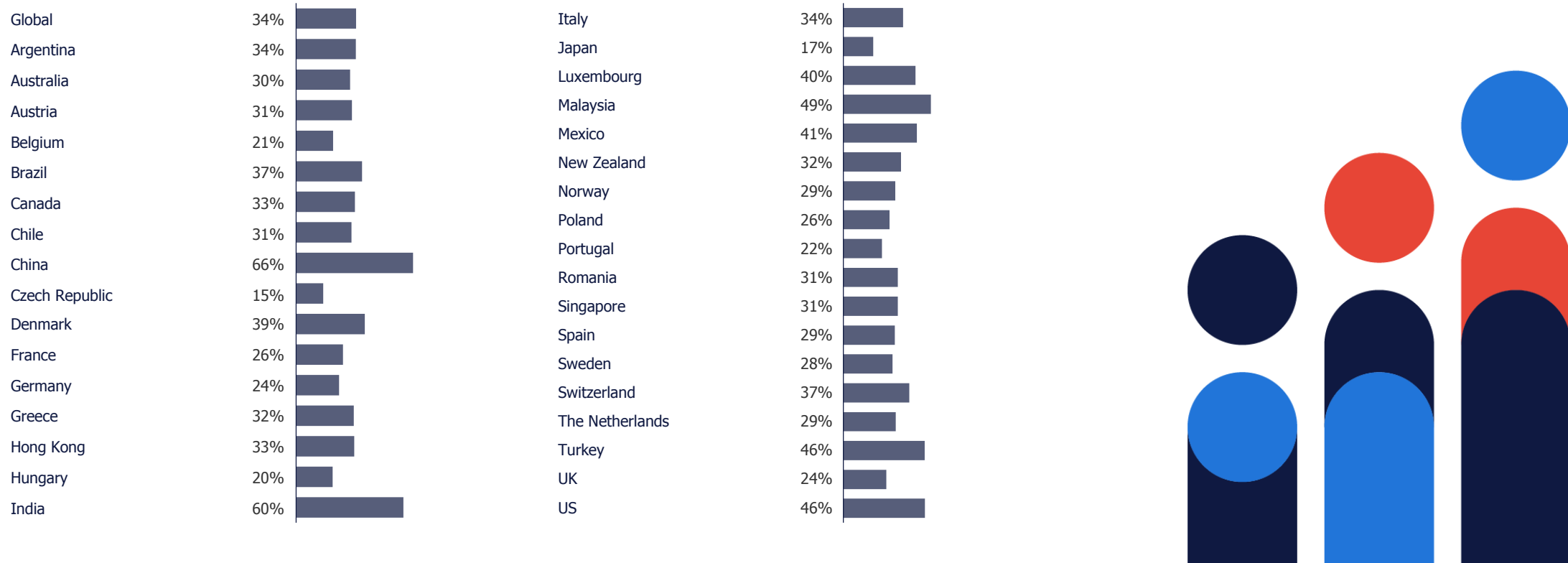


work.

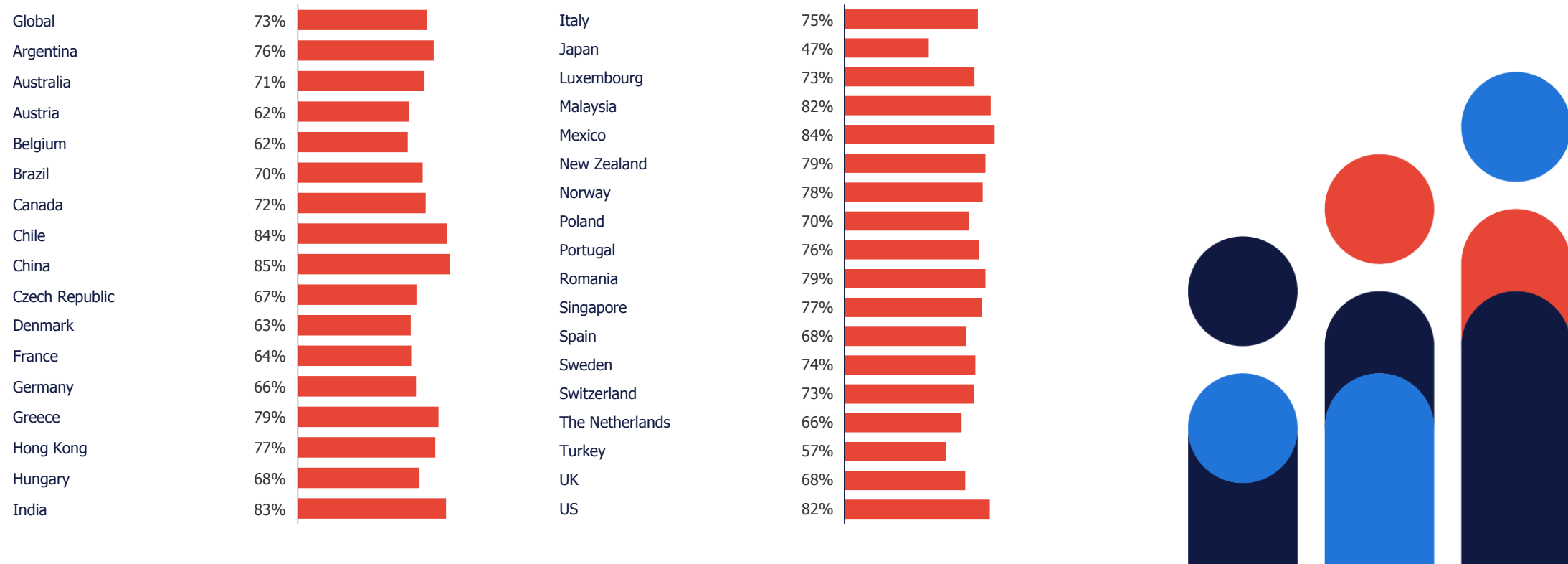
65% think it's important to make a contribution to society by doing unpaid voluntary work.



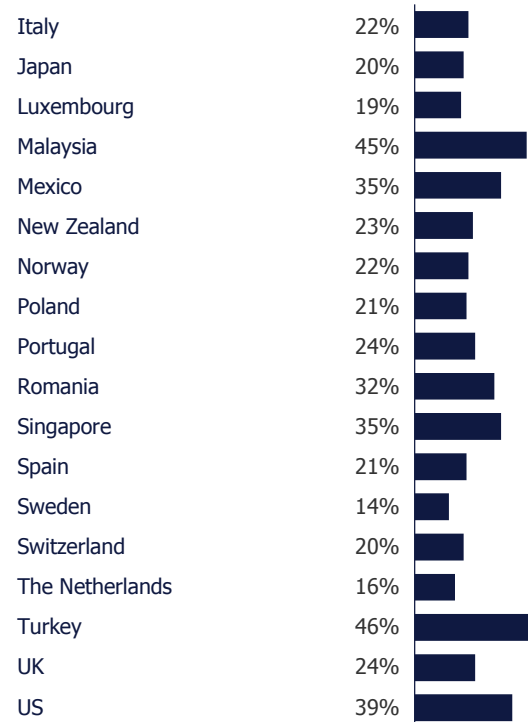
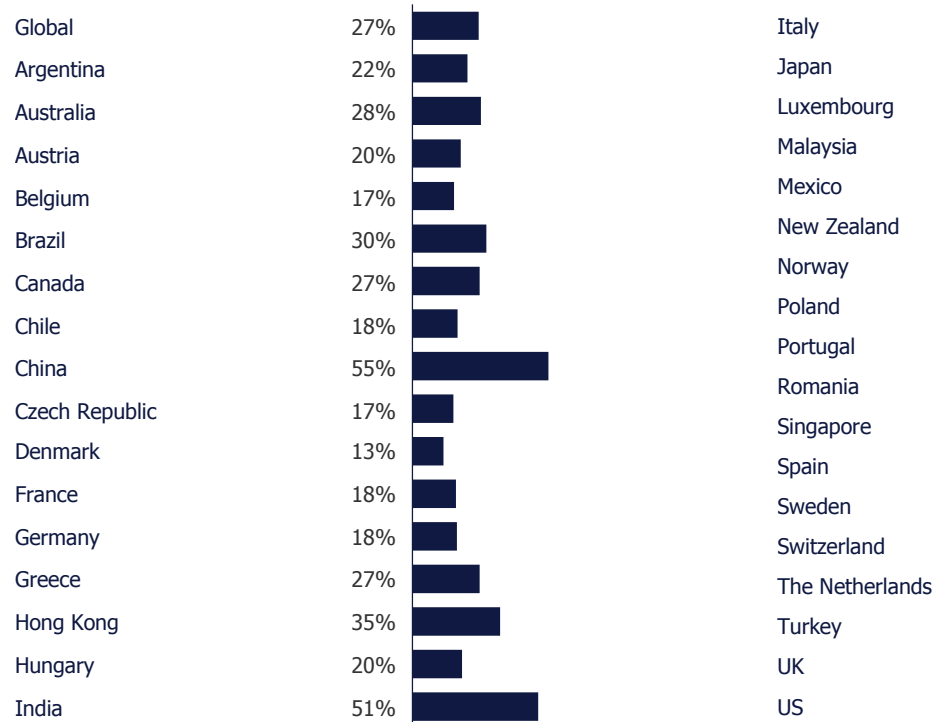
34% actively do unpaid voluntary work, outside of work hours.



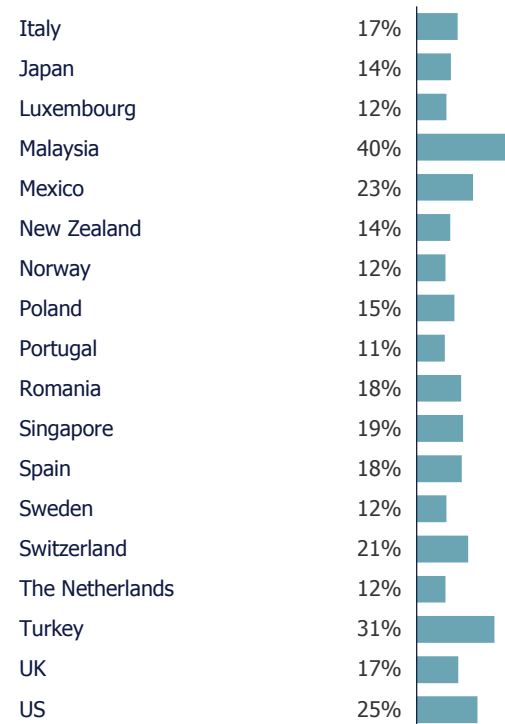
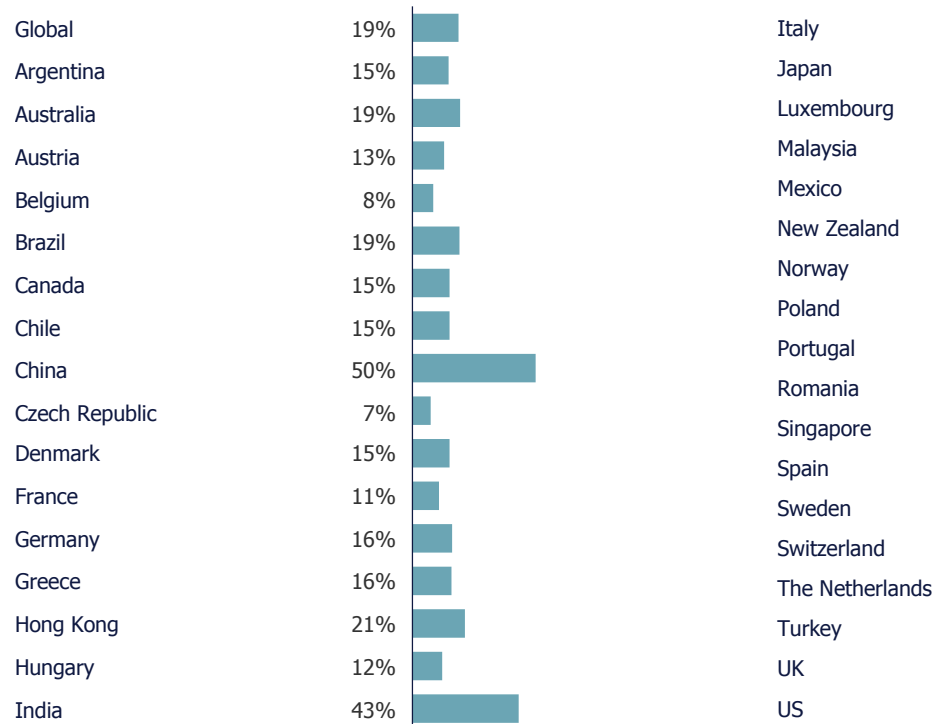
73% would do unpaid voluntary work if their employer gave them paid time off.



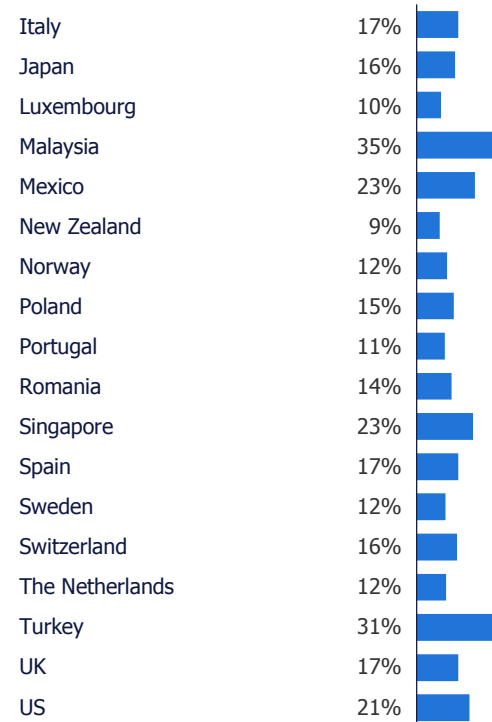
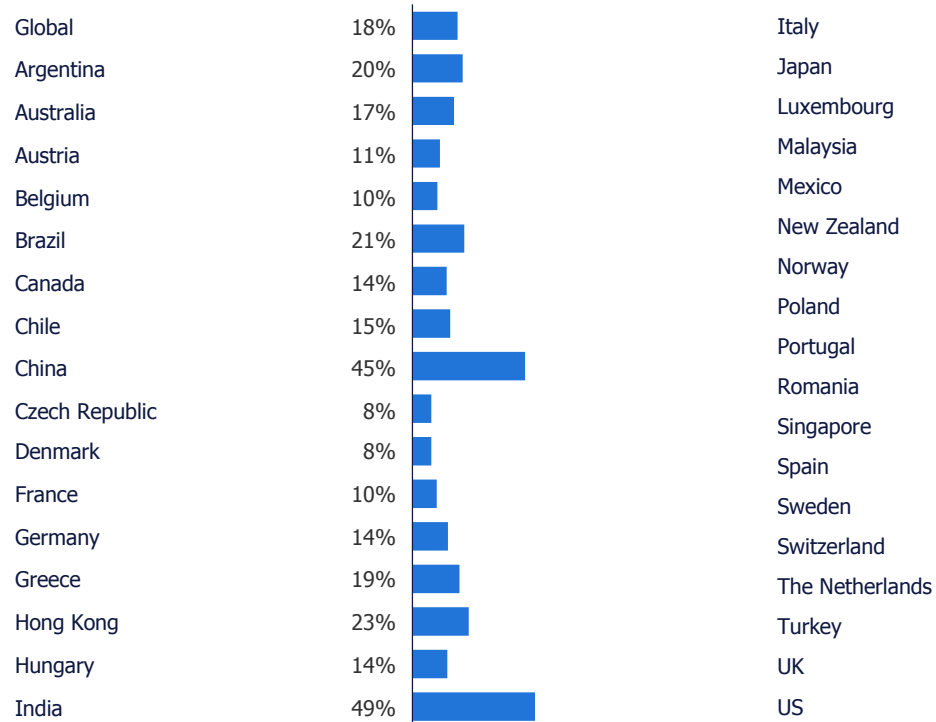
27% state that their employer encourages employees to do unpaid voluntary work outside of work hours.



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



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

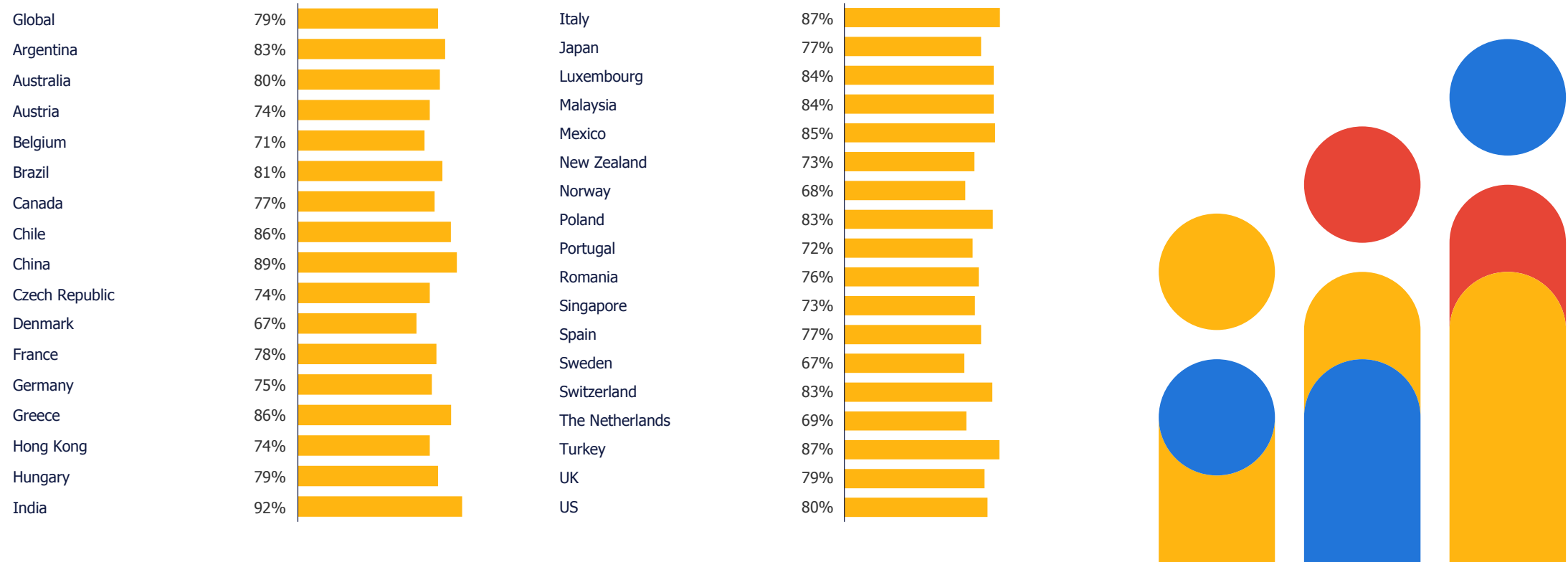


social

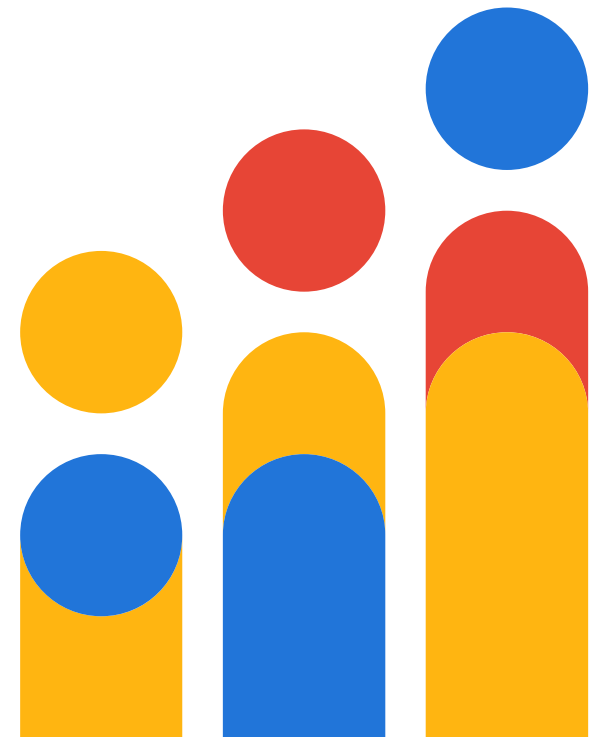
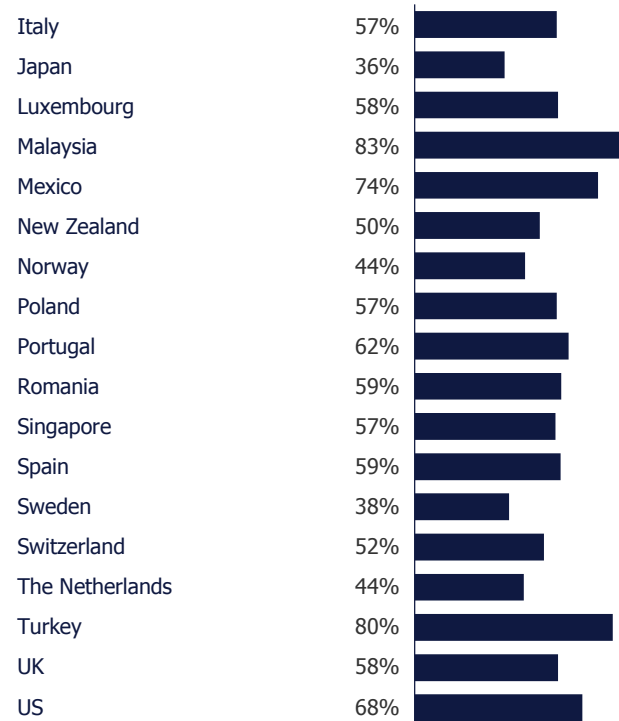
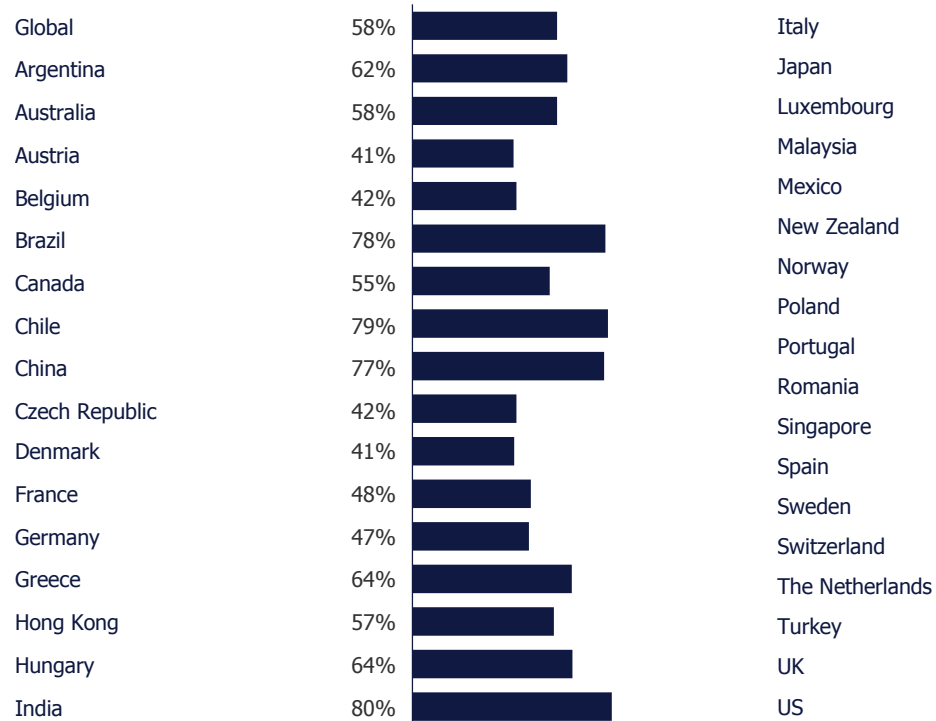


responsibility.

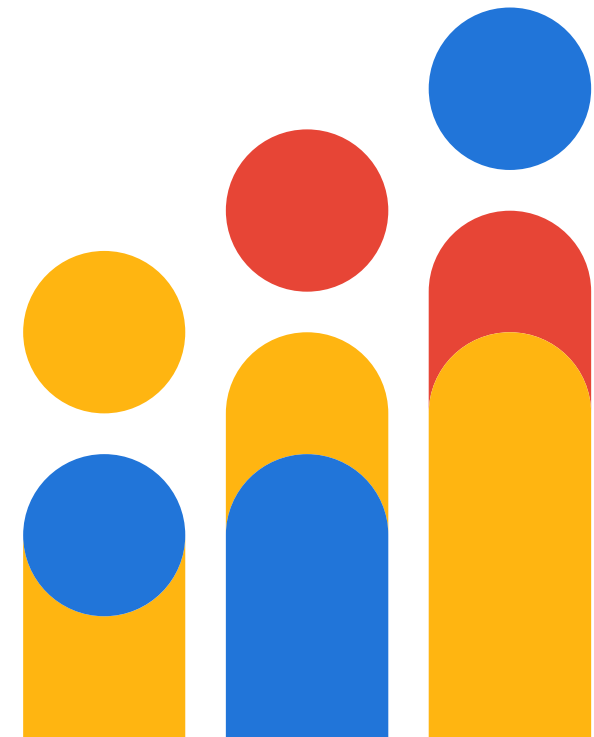
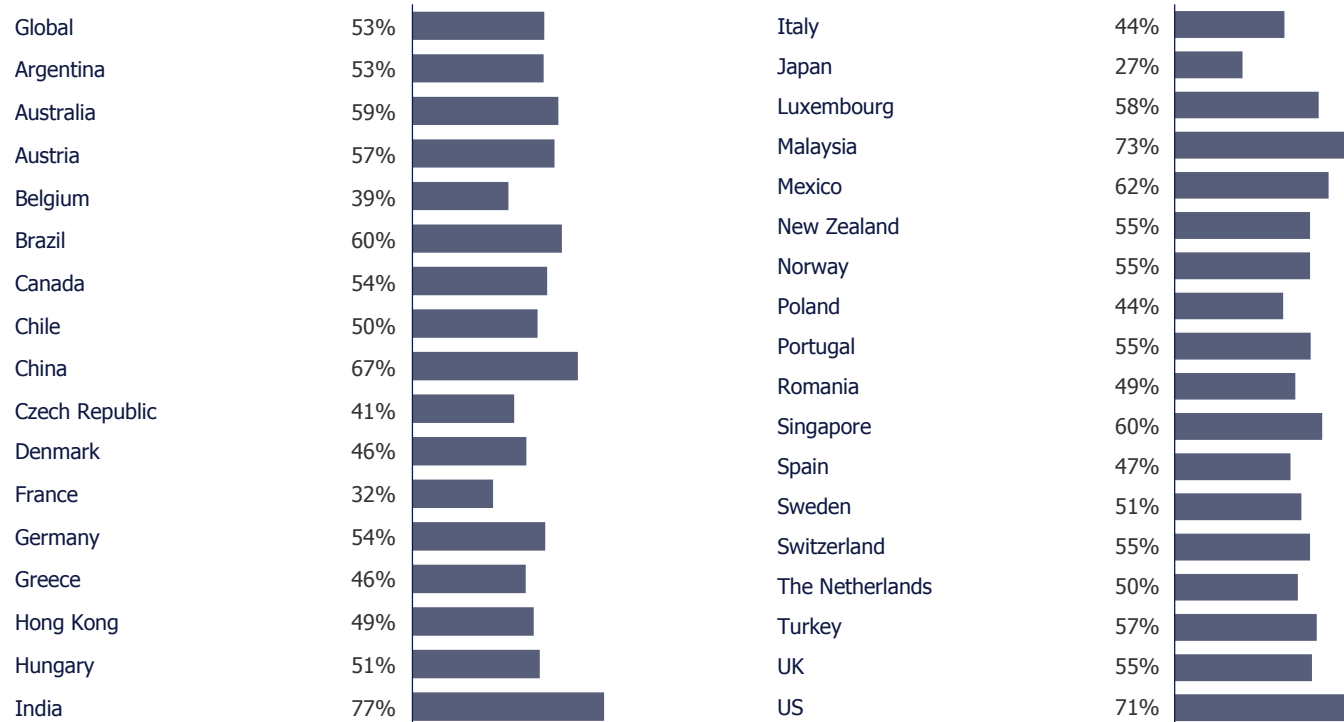
79% only want to work for a company that has a strong corporate social responsibility program.



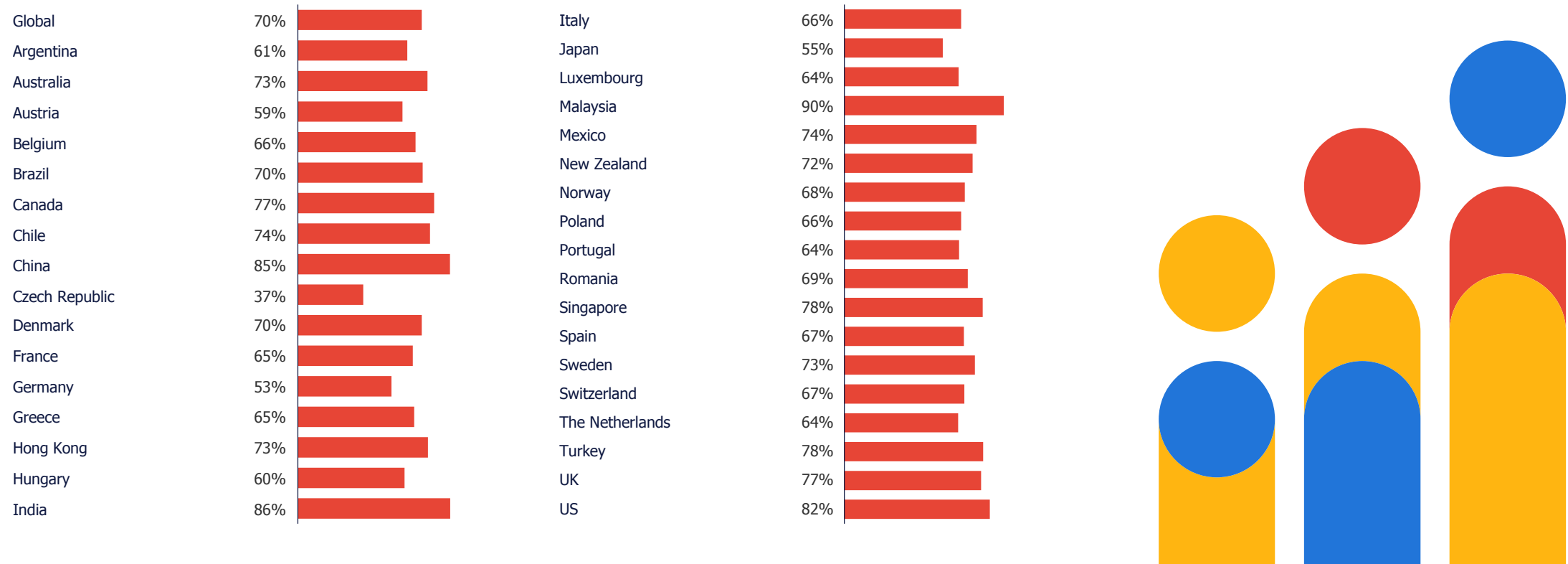
58% find it important, when looking for a new job, that the company participates in charitable/philanthropic initiatives.



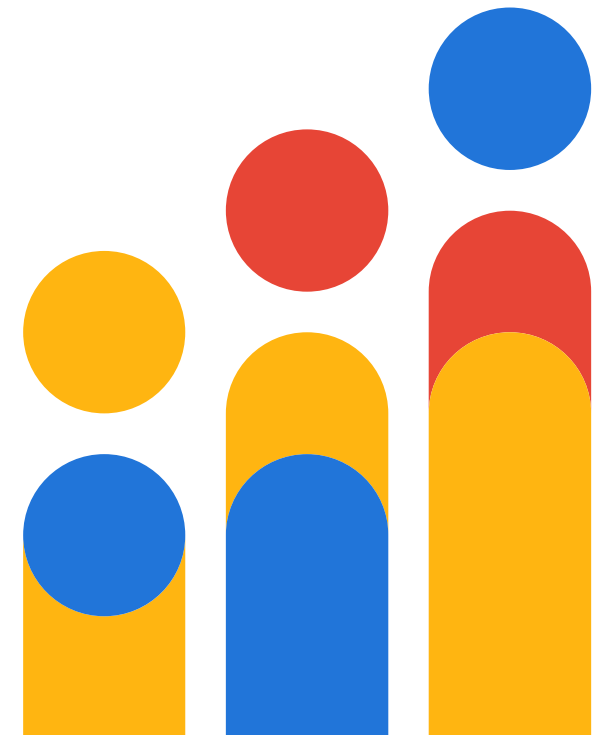
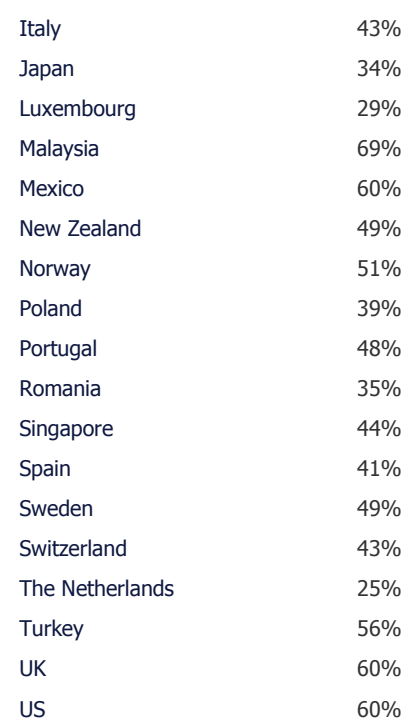
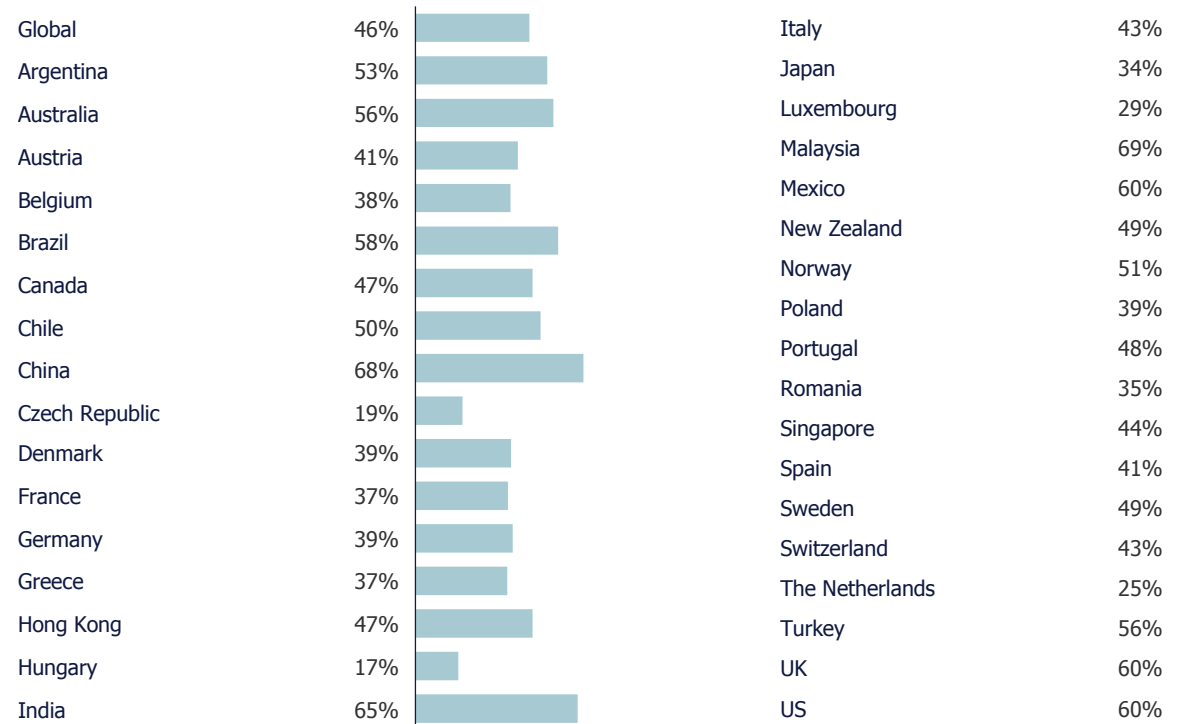
53% say that their employer actively supports at least one good cause/charitable initiative.



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.



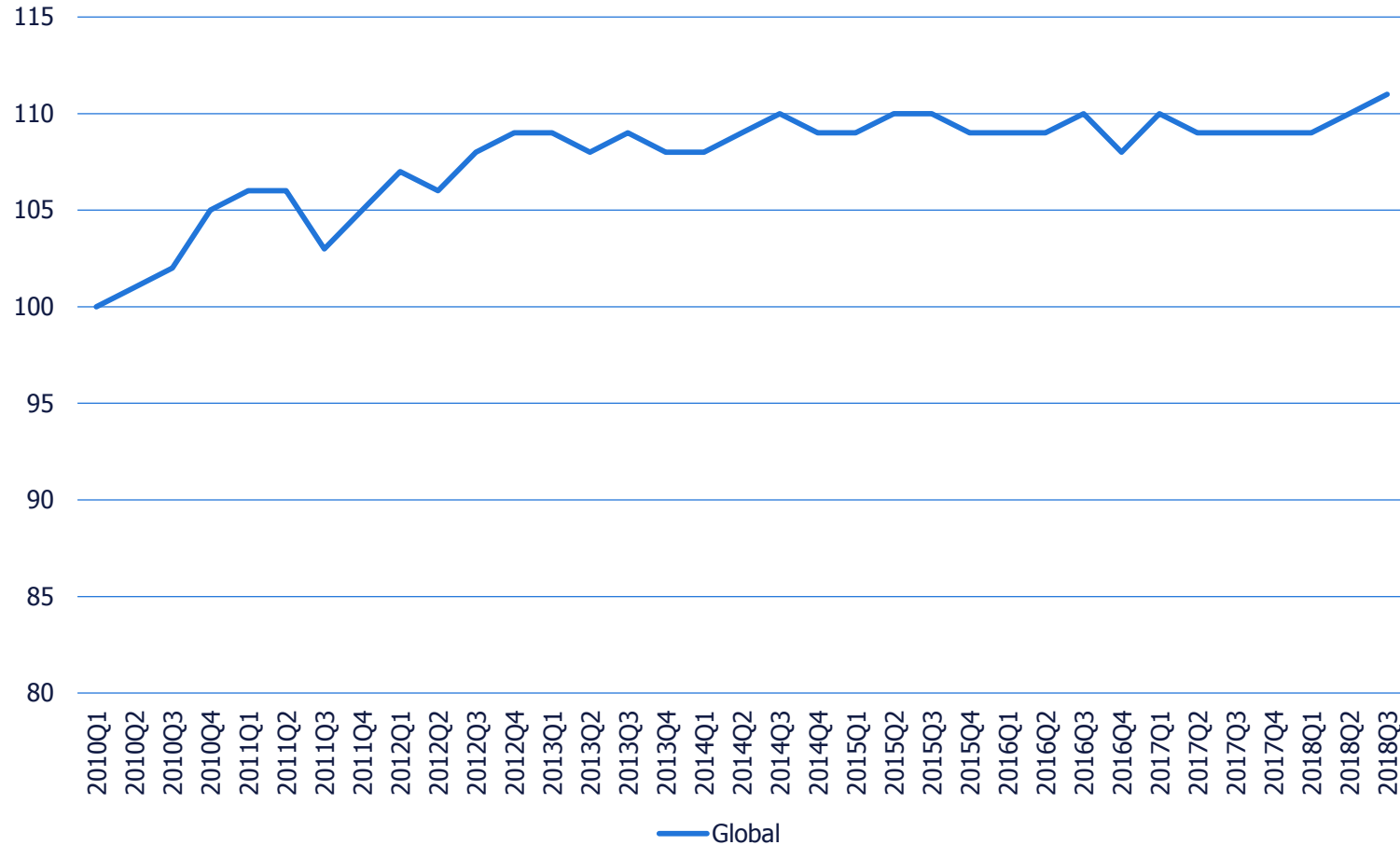
mobility



index.



the global mobility slightly increased compared to last quarter.

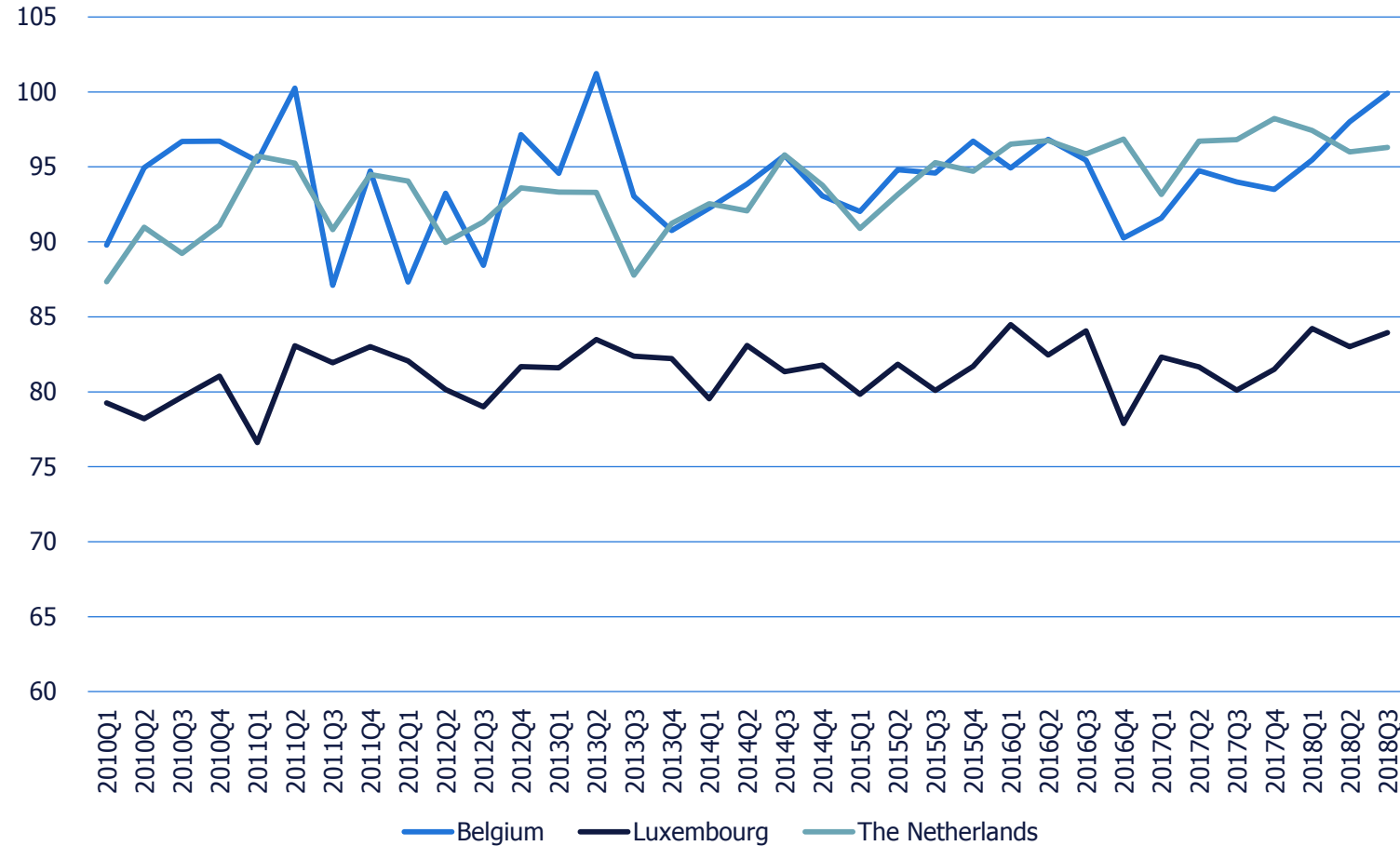


question:

- 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?



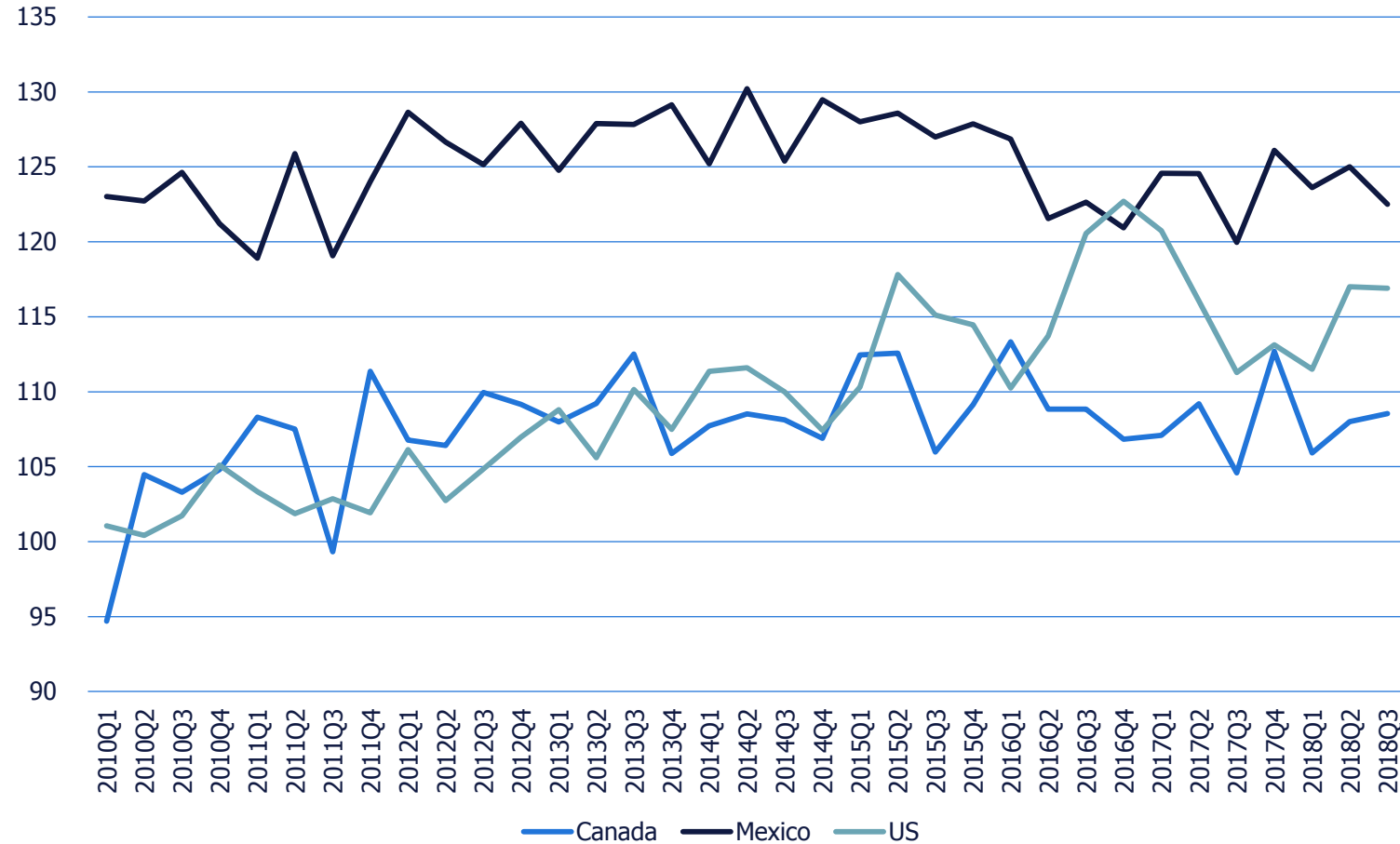
mobility belgium +2 and luxembourg +1; netherlands no shift.



question:

- 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.

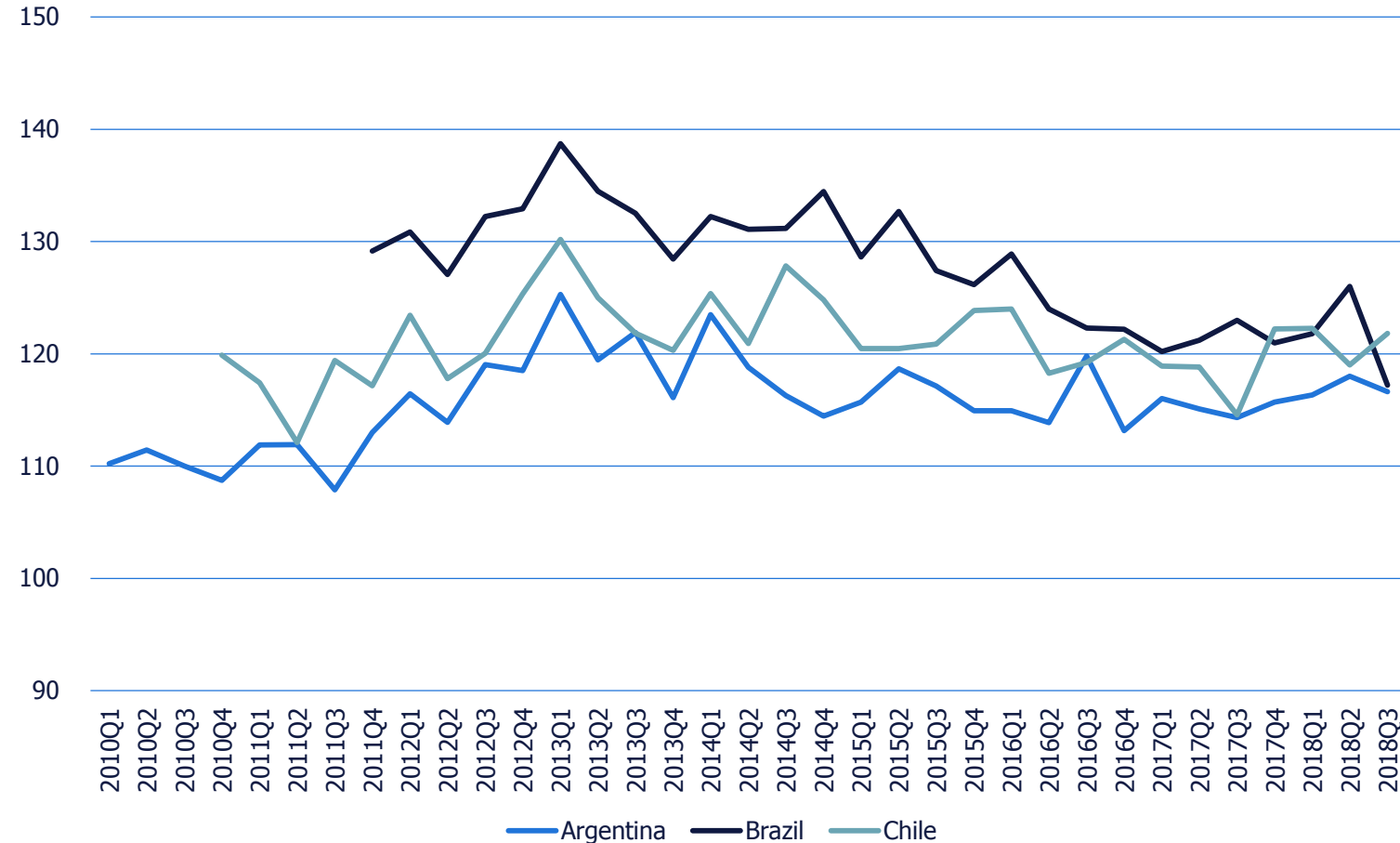


question:

- 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.

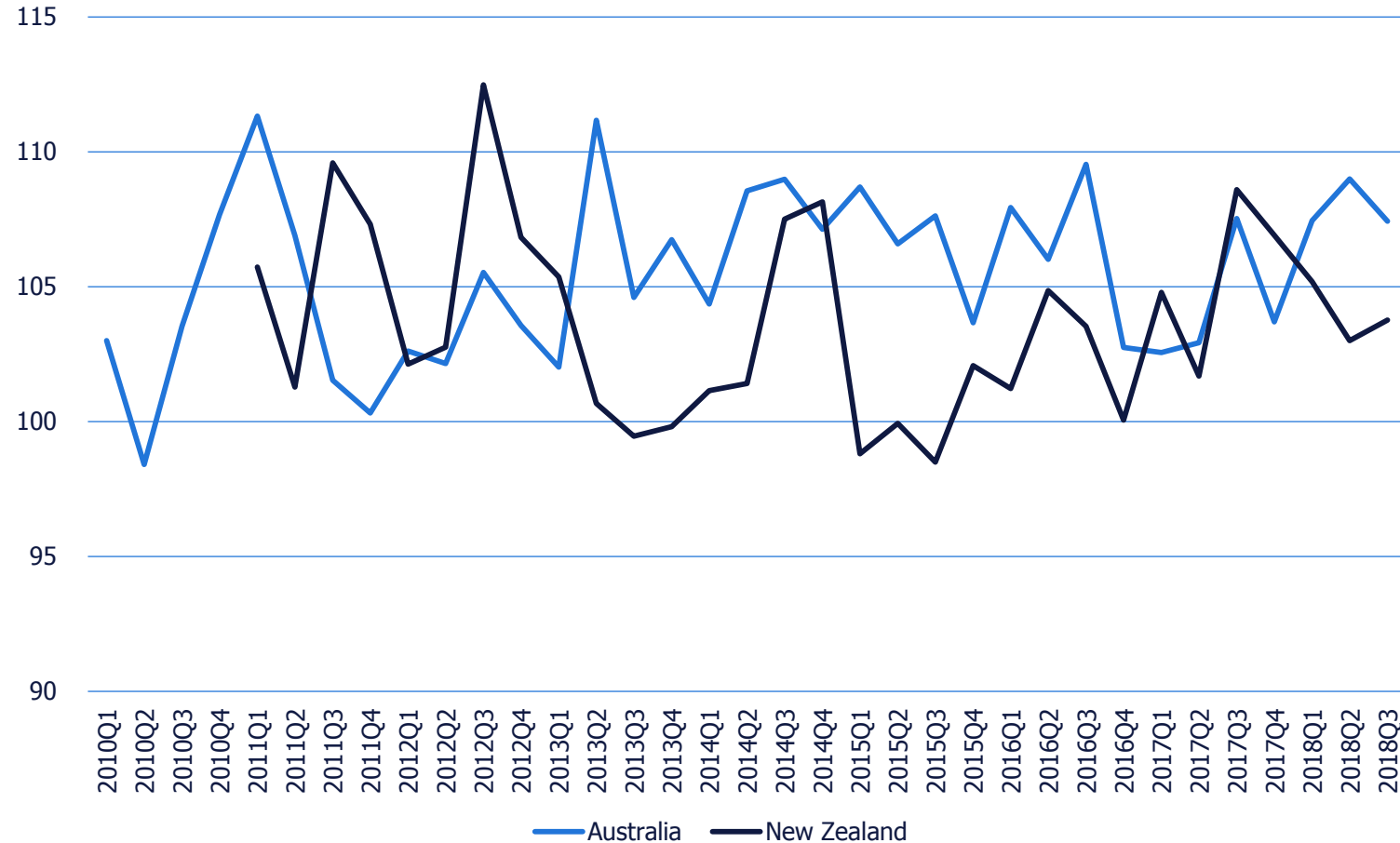


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- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
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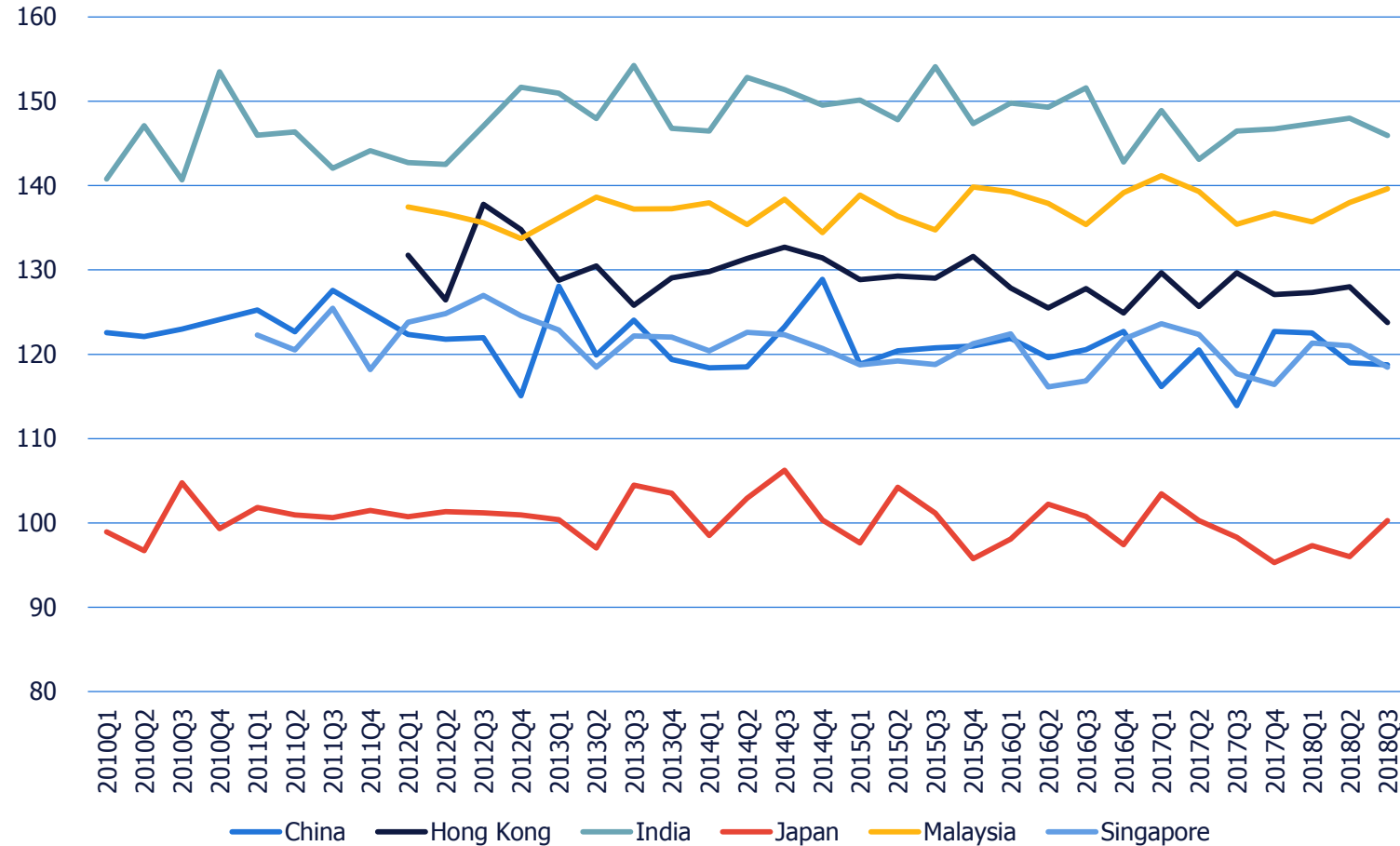
mobility new zealand +1; australia -2.



question:

- 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.

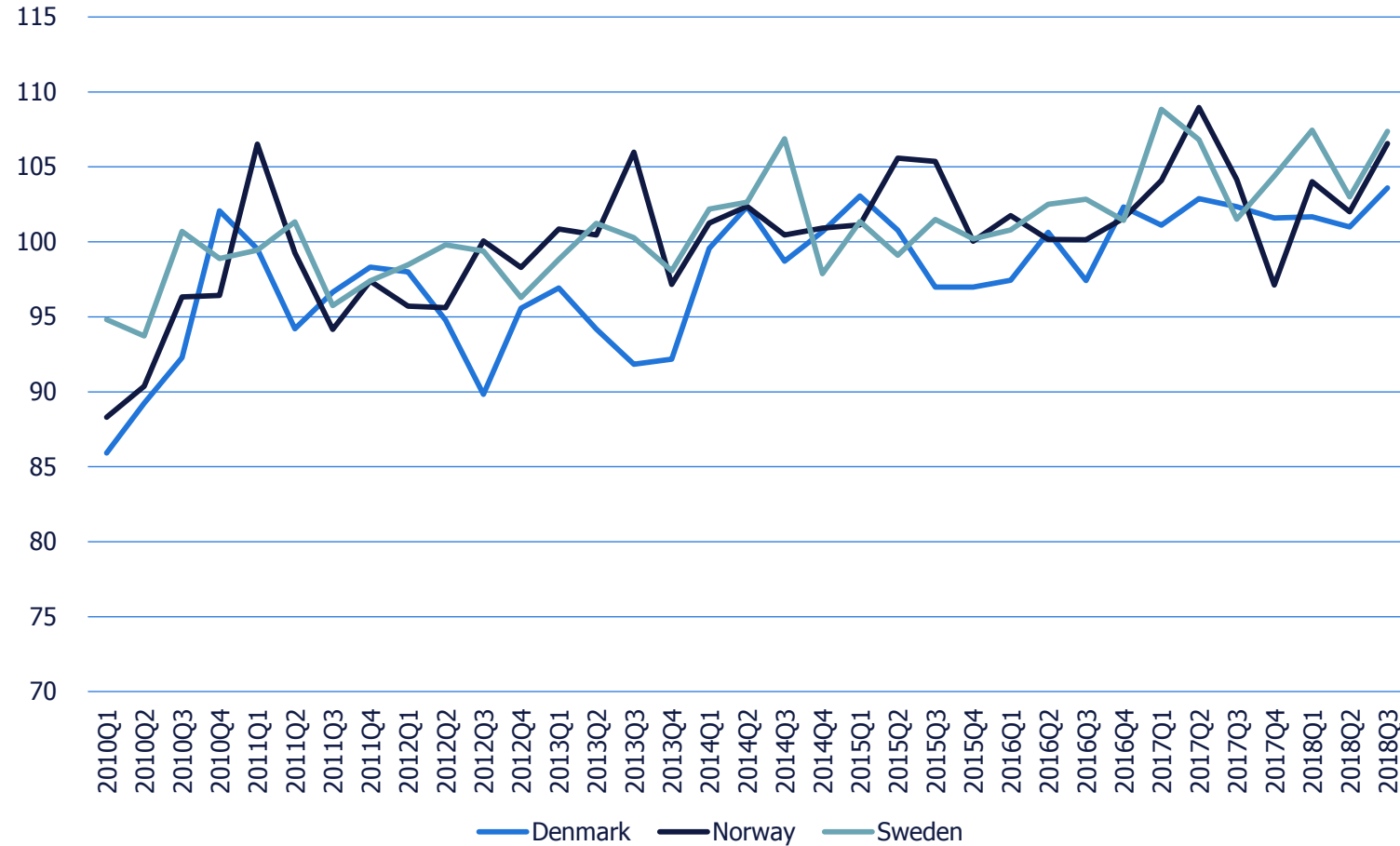


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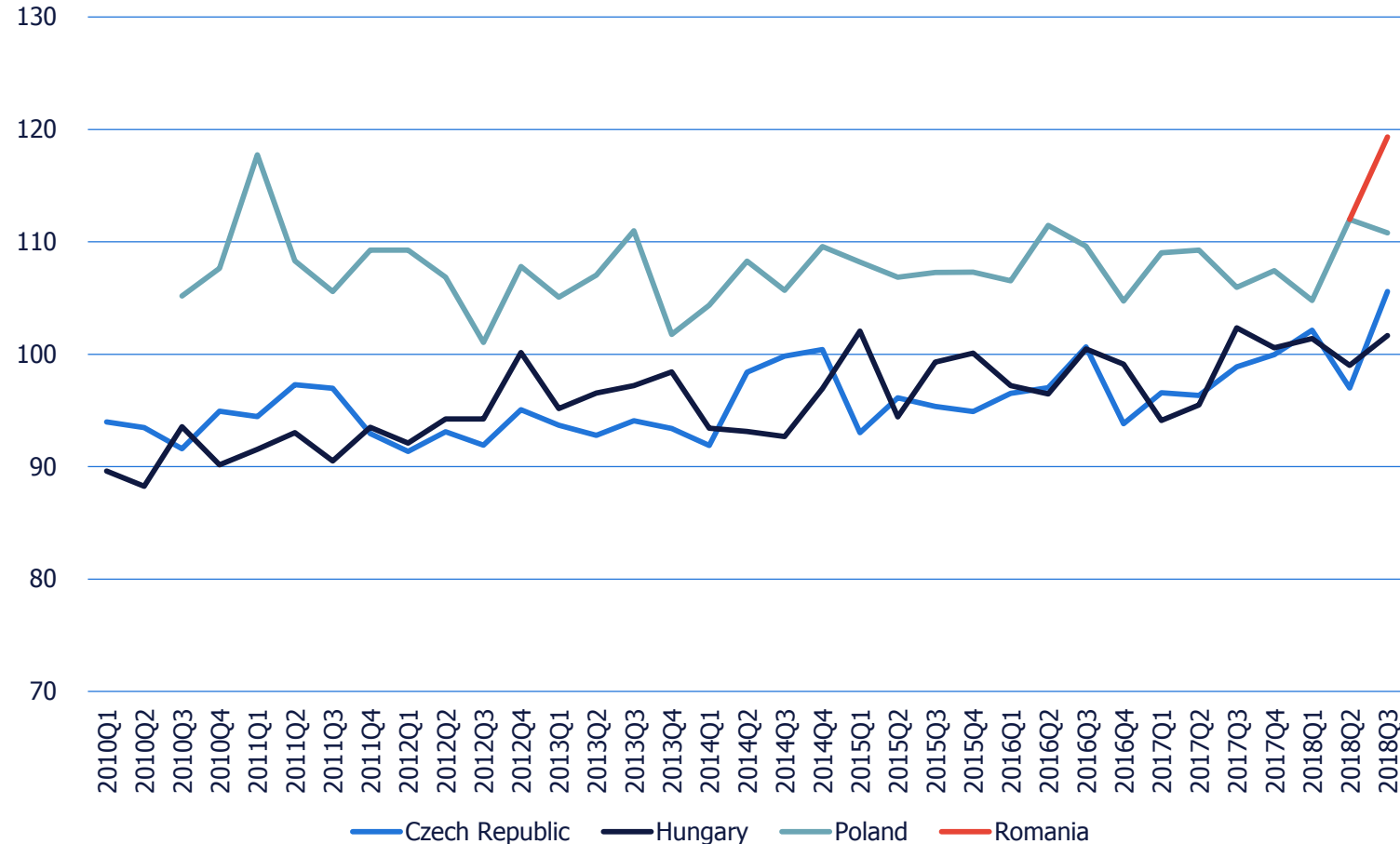
mobility norway +5, sweden +4 and denmark +3.



question:

- 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.

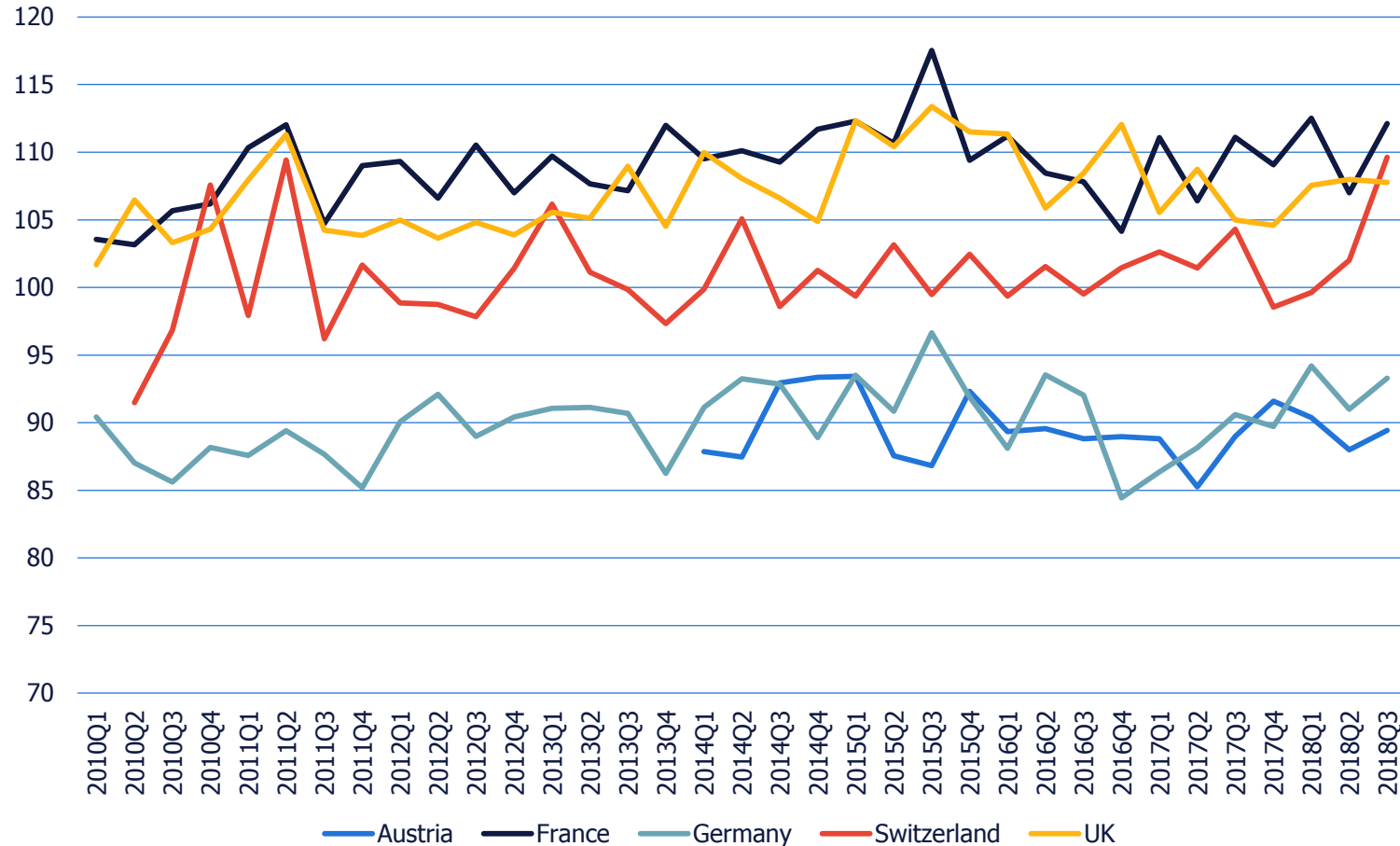


question:

- 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.

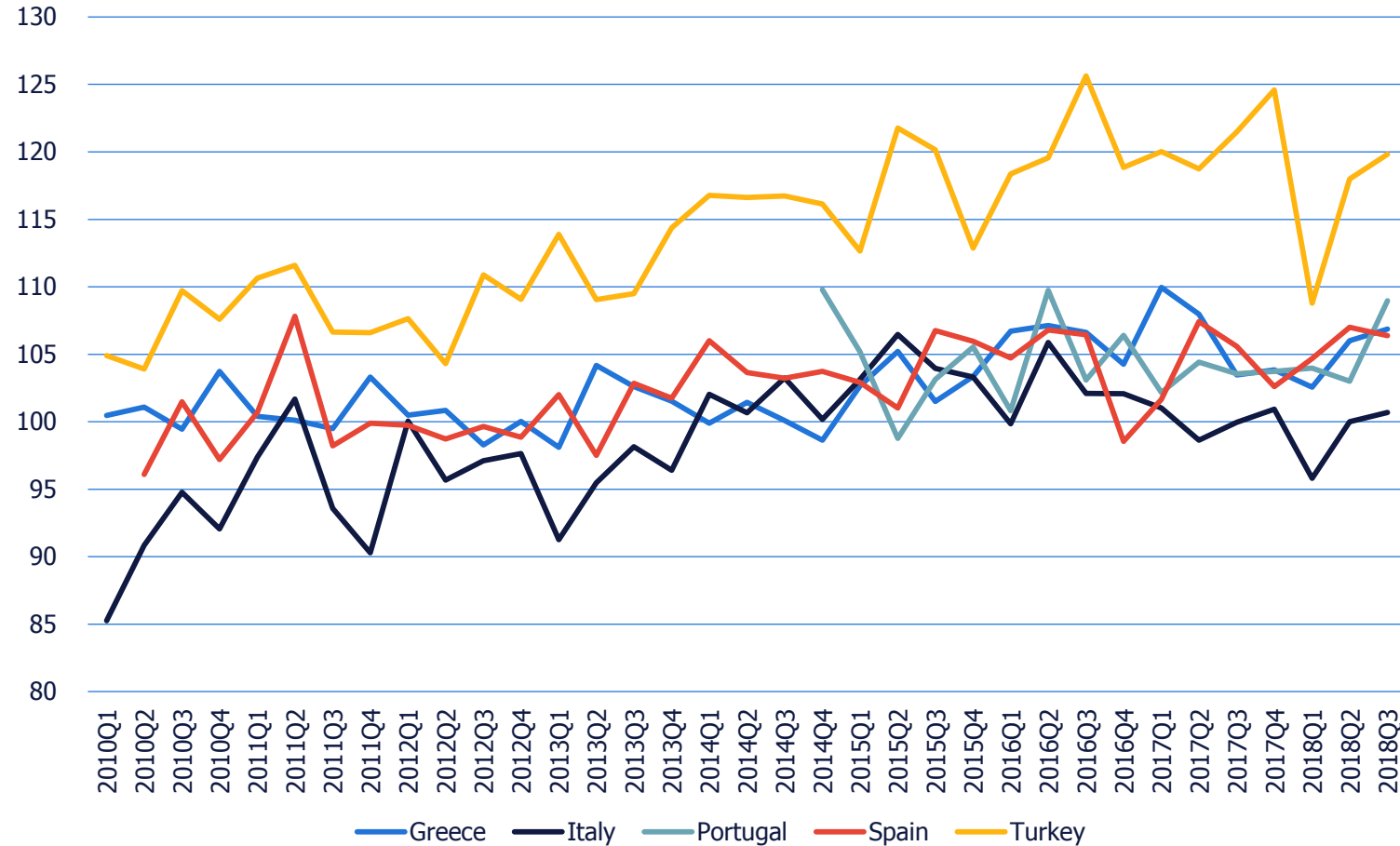


question:

- 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.



question:

- 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?

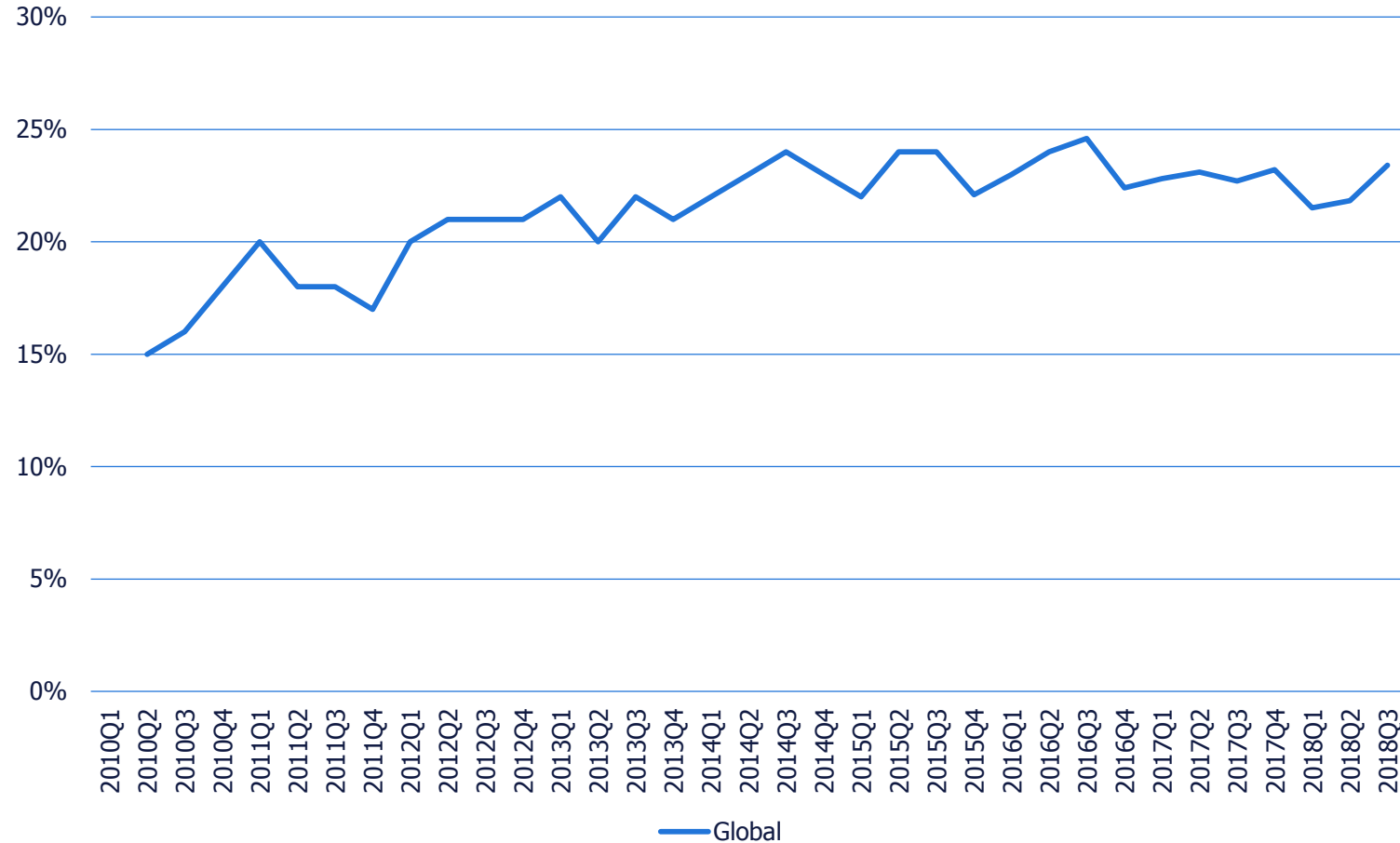


actual



job change.

the actual job change slightly increased compared to last quarter.

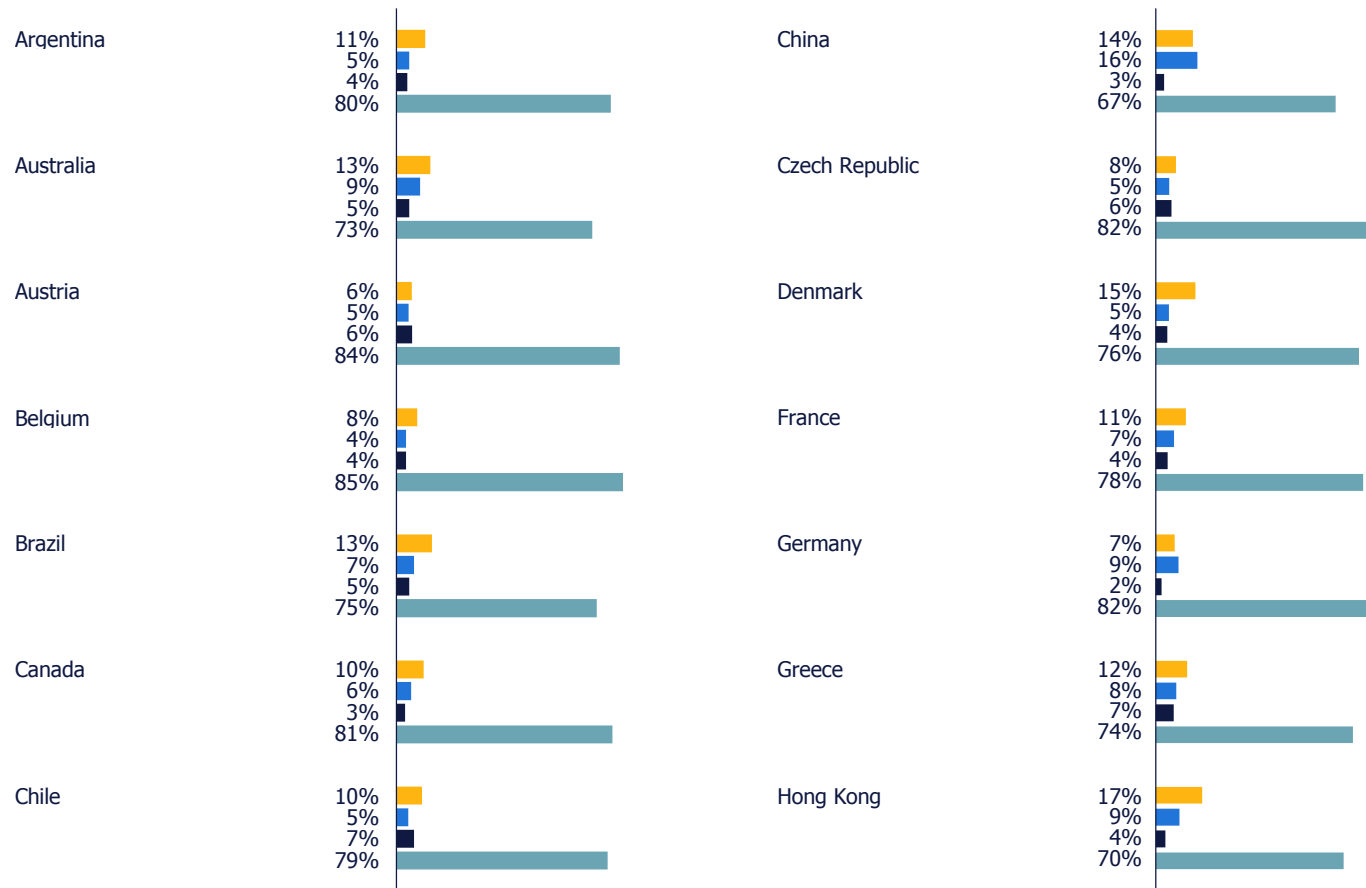


question:

- 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 employment/ employer; please fill in 'no'.



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



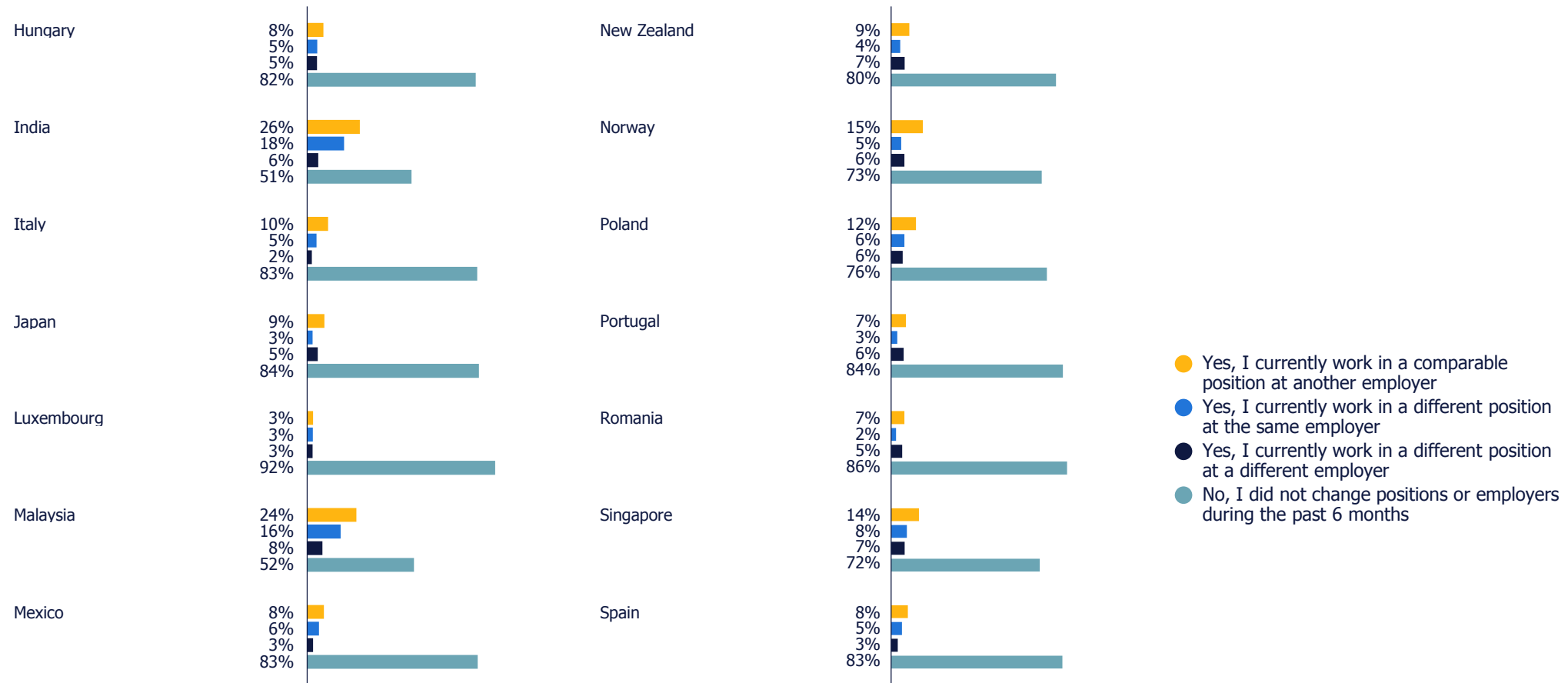
- the job change increased in China, Denmark, Czech Republic, Malaysia, Norway, Sweden, Switzerland, the Netherlands and the UK compared to last quarter.

- 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.



- 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.



- 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



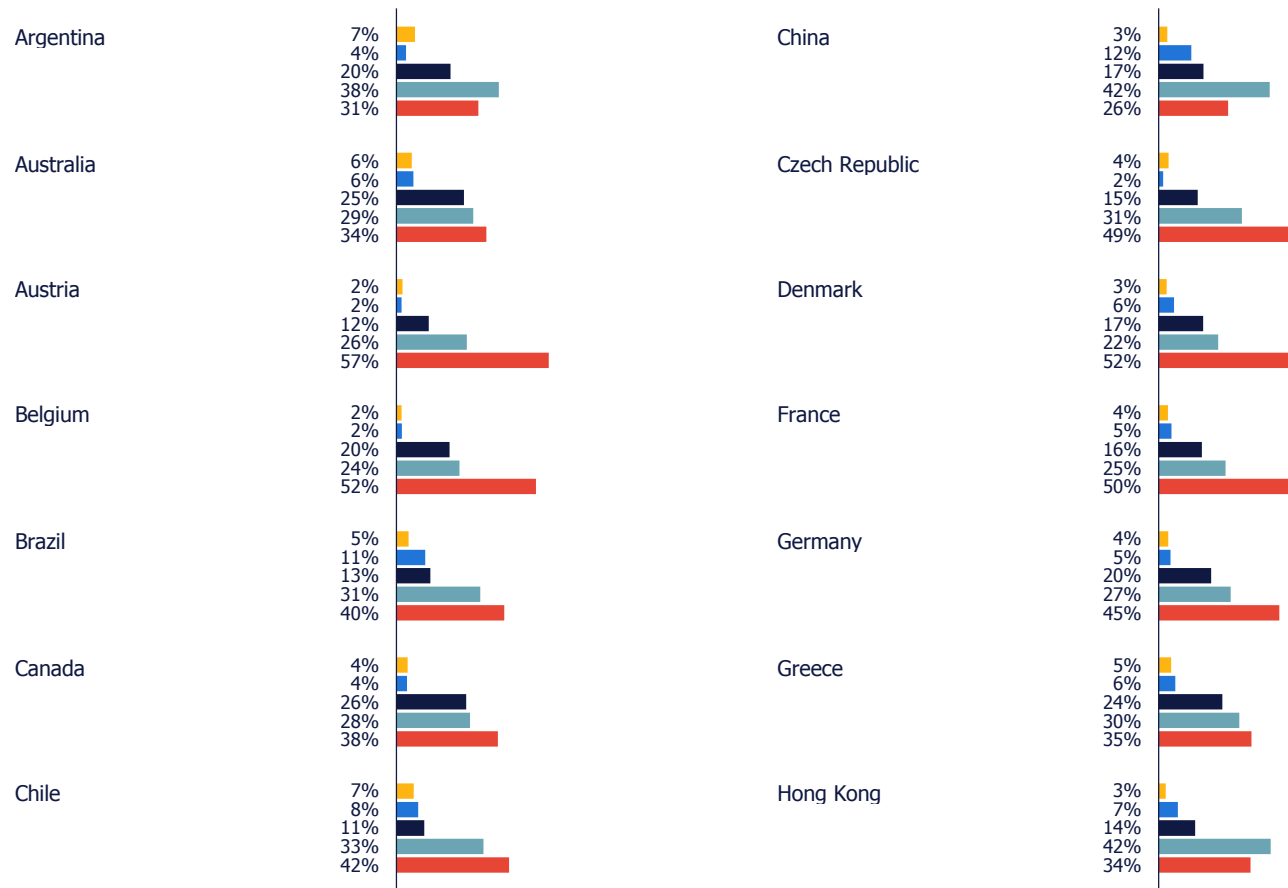
job



change
appetite.



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



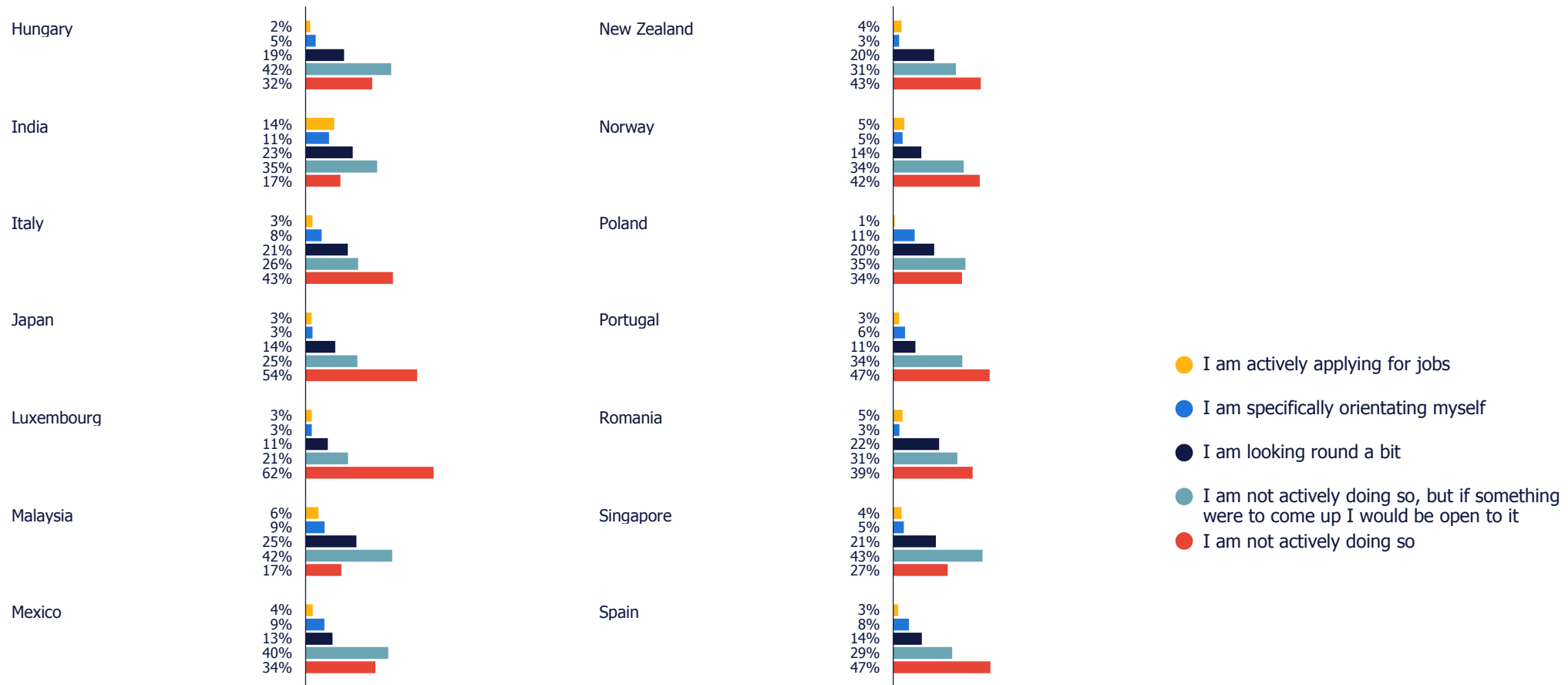
• job change appetite increased in Canada, India, Italy and Malaysia, compared to last quarter.

• 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.



job change appetite.



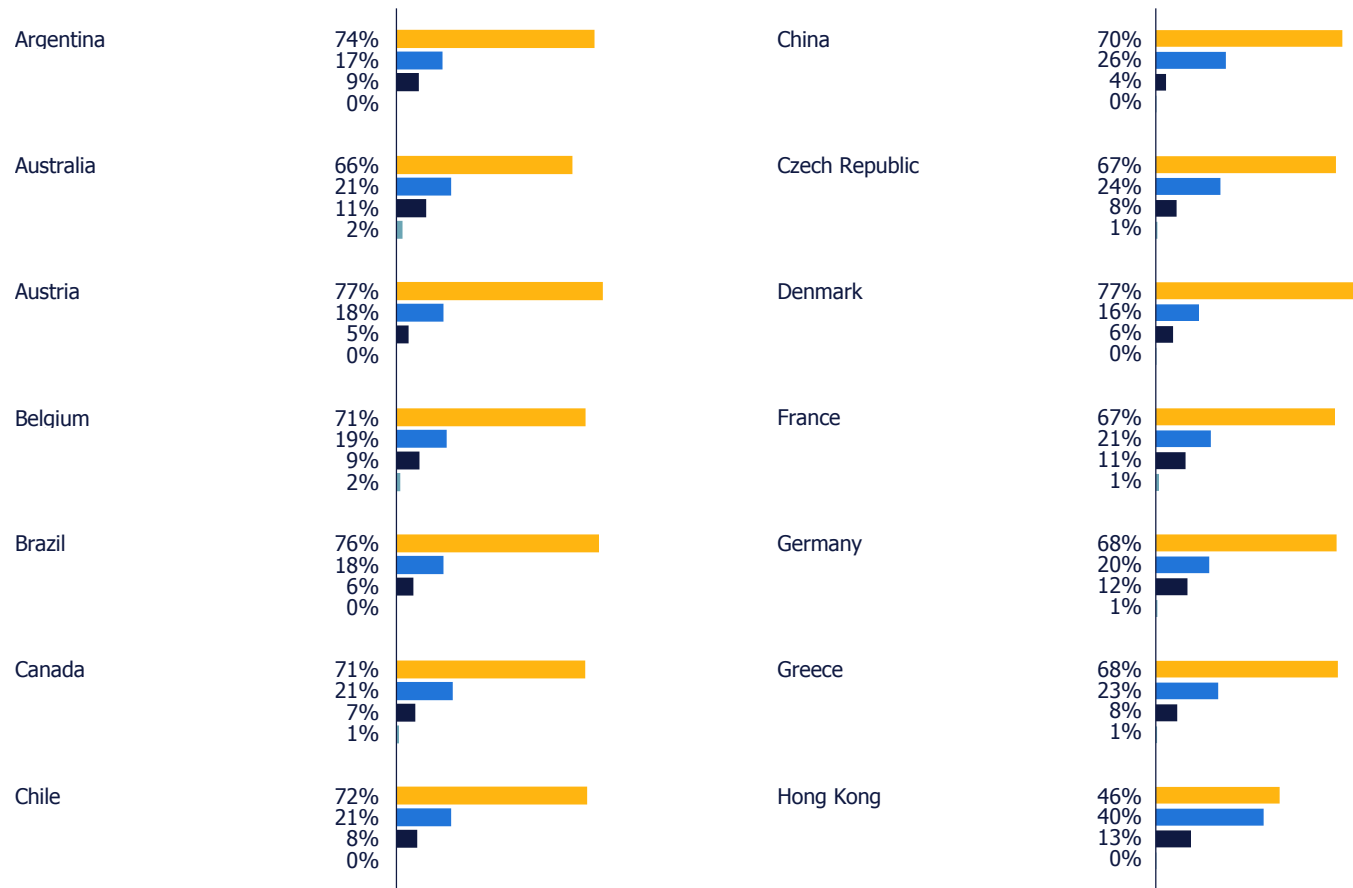
job



satisfaction.



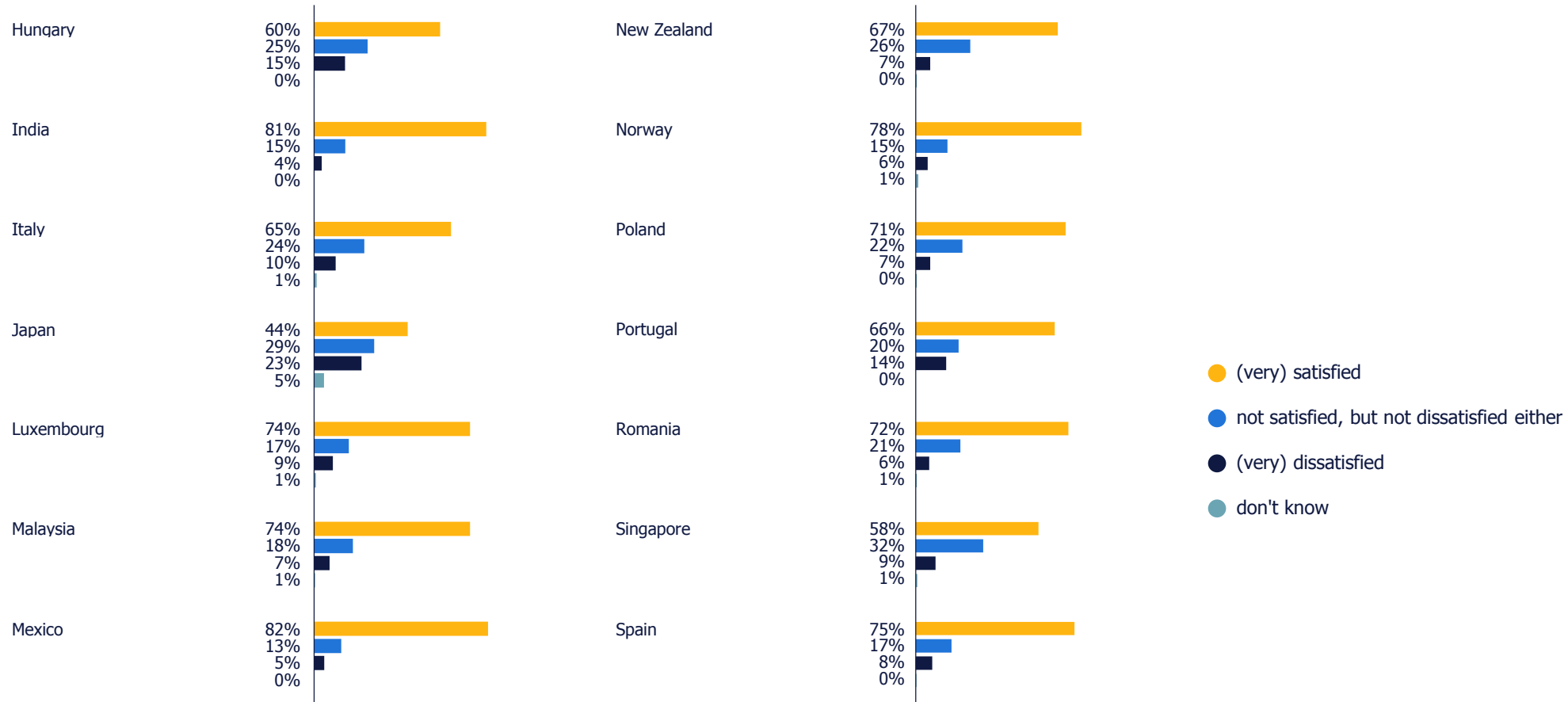
job satisfaction highest in mexico, india and the US; lowest in japan and hong kong.



- 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.

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

job satisfaction.



job satisfaction.



about the



randstad
workmonitor.



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 | |

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human forward.

