

# Randstad Workmonitor Q3 2018: employees more willing to volunteer during working hours. | Randstad

- 65% think it's important to make a contribution to society by doing unpaid voluntary work.
- 34% actively do unpaid voluntary work outside of working hours.
- 73% would be willing to do unpaid voluntary work if their employer gave them paid time off.

Although 65% of the global respondents consider making a contribution to society by doing unpaid voluntary work as important, only 34% actively do so, according to the latest Randstad Workmonitor. However, if people would be given paid time off by their employer, 73% would be willing to do unpaid voluntary work. In China (66%) and India (60%) the most respondents do unpaid voluntary work, whereas in Japan (17%) and Czech Republic (15%) the fewest respondents do so.

Employees are not really encouraged by their employer to volunteer outside working hours. Only 27% state this, with the highest encouragement in China (55%) and the lowest in Denmark (13%). When it comes to receive paid time off for the benefit of a charitable cause or organization, 19% of the respondents say that they can choose their own good cause and 18% say they are only granted this paid time off if they work for a good cause of their employers' choice.

## **social responsibility**

For employers is having a strong corporate social responsibility program rather crucial as 79% of the respondents state they only want to work for a company that has one. And when looking for a new job, 58% think it's important that the company participates in charitable/philanthropic initiatives. In Turkey and India (both 80%) it's very important whereas in Japan (36%) and Sweden (38%) it weighs less. Globally, 53% state that their employer actively supports at least one good cause, with India at the highest end (77%) and Japan at the lowest (27%).

## **diversity**

With regard to diversity, 70% of the participants state that their employer wants their workforce to reflect the local and national labor markets. Interestingly though, 46% state that their employer has a diversity/inclusion policy. The most employers that have a diversity policies are located in Malaysia (69%), China (68%) and India and the fewest in Hungary (17%), Czech Republic (19%) and The Netherlands (25%).

## **quarterly recurring observations**

### **mobility index slightly up**

The number of employees worldwide that expect to work for a different employer in the coming six months slightly increased and resulted in a Mobility Index of 111. Mobility increased most in Czech Republic (+9), Switzerland (+8), Romania (+7) and Portugal (+6). Mobility decreased most in Brazil (-9), Hong Kong (-4) and Singapore and Mexico (both -3). There's no shift in mobility in the US, the UK, China and the Netherlands.

### **actual job change highest in India and Malaysia**

The actual job change is slightly up as well, to 23% and once more is highest in India (49%) and Malaysia (48%). Compared to last quarter, the actual job change increased in in increased in China, Denmark, Czech Republic, Malaysia, Norway, Sweden, Switzerland, the Netherlands and the UK. In Germany and Mexico the actual job change decreased compared to last quarter. Like the previous quarter, the actual job change is still

lowest in Luxembourg (8%), followed by Romania (15%) which is a new country participating in the survey.

#### **appetite to change jobs still highest in India**

Job change appetite – the desire to change jobs – increased in Canada, India, Italy and Malaysia compared to last quarter. In Chile, Denmark, Portugal, Spain and the Netherlands the job change appetite decreased. The appetite to change jobs is still highest in India (48%) and lowest in Luxembourg (16%), Austria (17%) and Turkey (18%).

#### **job satisfaction highest in Mexico, India and the US**

Compared to the previous quarter, job satisfaction increased in Argentina, Belgium, Czech Republic and Malaysia, but decreased in Australia, Austria, Canada, Italy, Japan, Poland and Turkey compared to last quarter. Like last quarter, job satisfaction is highest in Mexico (82%) and India and the US (both 80%) and lowest in Japan (44%) and Hong Kong (46%).

Country data are available in the Global Report at <https://www.randstad.com/workforce-insights/randstad-workmonitor/>

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#### **the randstad workmonitor**

The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and now covers 34 countries around the world. The last country that joined is Romania in the second quarter of 2018. 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.

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). The minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes. The third survey of 2018 was conducted from 18 July until 2 August 2018.

#### **about randstad**

The Randstad Group is a global leader in the HR services industry and specialized in solutions in the field of flexible work and human resources services. We support people and organizations in realizing their true potential. Our services range from regular temporary Staffing and permanent placements to Inhouse Services, Professionals, and HR Solutions (including Recruitment Process Outsourcing, Managed Services Programs, and outplacement). Randstad has top-three positions in Argentina, Belgium & Luxembourg, Canada, Chile, France, Germany, Greece, India, Italy, Mexico, the Netherlands, Poland, Portugal, Spain, Sweden, Switzerland and the United States, and major positions in Australia and Japan. At year-end 2017, Randstad had 38,331 corporate employees and 4,858 branches and Inhouse locations in 39 countries around the world. In 2017, Randstad generated revenue of € 23.3 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded. For more information, see <https://www.randstad.com/>.

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**Countries:** Netherlands

**Languages:** English

**Primary Identifiers:** RAND-NL

**Regions:** Europe - Western

**Related Identifiers:** RAND-NL

**Source:** <https://www.ir.randstad.com/news-and-events/newsroom/2018/2018-09-10>

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