

**press release**

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## randstad's workmonitor 2021 second edition reveals the 'great enlightenment' behind workers' sentiments.

### demand for work-life balance sends more than half of global workers on a job hunt

- Over two thirds (67%) of global workers feel empowered to make changes to their work-life balance.
- This sense of clarity has sent more than half (56%) on a job hunt - where a quarter (26%) recently changed jobs and 30% are actively looking.
- Workers are taking advantage of the new seller's labor market following a pandemic plateau — where nearly two-thirds (60%) globally weren't promoted and less than a fifth (17%) received a pay raise after being promoted.
- Randstad calls on employers to step up to the challenge to meet the Great Enlightenment mindset.

Randstad's latest Workmonitor — one of the largest global workforce surveys of its kind, with 27,000 participants across 34 markets — finds that more than half (56%) of global workers are on a job hunt, with 30% actively looking and a quarter (26%) recently changing jobs. These figures show that the post-pandemic recovery is prompting workers to reconsider what they want out of their lives and careers — a movement that Randstad brands as the 'Great Enlightenment.'

Twice a year, the Workmonitor study takes a litmus test on the views of the global workforce. Its latest iteration, launching today, has found that many workers are feeling undervalued, with nearly two-thirds (60%) across the globe having not been promoted and fewer than a fifth (17%) receiving an increase in their salary after being promoted.

For workers across the globe, the pandemic has provided a new sense of clarity over their personal and professional lives. 'The Great Enlightenment' and post-pandemic recovery have given them the confidence to act on it. The research finds that:

- Half (49%) say they are more stressed since the pandemic and will need to make changes to their work life.
- Over two-thirds (67%) feel empowered by the pandemic to make changes to their work-life balance.
- Three-quarters (72%) have more clarity over professional goals since the pandemic.
- Three-quarters (76%) want more flexibility in their job and career as a result of the pandemic.

As they've watched those around them join the Great Resignation, half (51%) of workers say they are considering career changes. Most (54%) also feel undervalued and plan to look for another job with better pay and benefits. This is especially true for younger workers, with two-thirds (62%) of those age 25 to 34 feeling this.

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**Jacques van den Broek, CEO of Randstad** said: *"The pandemic has changed the game. This data shows workers across the globe are more self-aware, know what they want and are acting on it. And the mood music has shifted for them. The employment market has changed from a buyer's market to a seller's market, and workers are taking advantage.*

*"Employers and policymakers should see this as a moment to take a step back and reevaluate how they will deliver on this new social contract. For employers, offering a competitive wage is simply table stakes. They must consider how to bolster the benefits package — offering more flexibility or remote working — and whether employees can make work fit around their personal and family life. During this time of exceptional workforce fluidity, this is a crucial moment to step up to the challenge and meet the new expectations of employees in the war for talent."*

The latest data shows that there continues to be a high level of interest in career change. In the Asia-Pacific region, nearly 40% say they are looking for a new job, while only one-quarter are doing so in northwestern Europe. Workers in Asia Pacific also changed jobs at a higher rate than any other region. Those in northwestern Europe, similarly, showed the least amount of movement in the second half of 2021.

The Workmonitor study looked at the reasons behind individuals across the globe seeking change. The issue of stress is the most common for those in the Asia-Pacific region, with two-thirds (63%) feeling this way, and stress is also motivating change for those in Latin America (53%). This is compared to only 2 in 5 (39%) of respondents in northwestern Europe.

Workers are also seeking more flexibility, with a large proportion (85%) of those in the Asia-Pacific region wanting more job and career flexibility as a result of the pandemic, along with those in Latin America (87%). This is compared to just 65% in northwestern Europe. On making changes to work-life balance, a similar pattern is seen. Those in Asia Pacific and Latin America feel most empowered and workers in northwestern Europe least so.

| region              | Feel more stressed since the pandemic and plan to make changes to work-life balance | Want more job and career flexibility as a result of the pandemic | Feel empowered by the pandemic to make changes to work-life balance |
|---------------------|---|--|---|
| APAC                | 63%   | 85%  | 77%   |
| Latin America       | 53%   | 87%  | 79%   |
| North America       | 50%   | 76%  | 71%   |
| Eastern Europe      | 48%   | 74%  | 64%   |
| Northwestern Europe | 39%   | 65%  | 57%   |
| Southern Europe     | 45%   | 72%  | 64%   |
| All regions         | 49%   | 76%  | 67%   |

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You can read more detailed insights in the full report:

<https://www.randstad.com/workforce-insights/global-hr-research/randstad-workmonitor/>

[download full report](#)

### [about the randstad workmonitor](#)

The Randstad Workmonitor was launched in 2003 and now covers 34 markets around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published twice a year, making both local and global trends in mobility visible over time.

In addition to the rotating set of themed questions, the survey also addresses job satisfaction, captures the likelihood of an employee changing jobs within the next six months, and provides a comprehensive understanding of sentiments and trends in the job market.

The study is conducted online among employees age 18 to 65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 800 interviews per market. The Dynata panel is used for sampling purposes.

The second full survey of 2021 was conducted in 34 markets from August 23 to September 12, 2021.

### [about randstad](#)

Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential by combining the power of today's technology with our passion for people. We call it Human Forward. In 2020, we helped nearly two million candidates find a meaningful job with more than 236,000 clients. Furthermore, we trained close to 350,000 people. Randstad is active in 38 markets around the world and has a top-three position in almost half of these. In 2020, Randstad had on average 34,680 corporate employees and generated revenue of € 20.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext (symbol: RAND.AS). For more information, see [www.randstad.com](http://www.randstad.com)