

Press Release

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Randstad Workmonitor, results 3rd quarter 2017

Regularly refreshing skills and competencies considered essential to enhance employability

The Randstad Workmonitor survey for third quarter 2017 explores how Greek employees view regularly refreshing skills and competencies considered essential to enhance employability as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

In Greece, 93% of respondents believe in regularly refreshing their skills and competencies to enhance their employability. 90% of Greek employees believe they are realising their full potential in their current jobs with 93% stating they stay aligned with developments in their field. Moreover, 89% agree that keeping their skills and competencies up to date is their own responsibility.

Need for more training and education

Only 63% of Greek employees state job-related activities to upskill themselves are offered and paid for by their employer. In Greece, 93% feel they need more training and/or education to stay up to date. 66% would like to receive vocational training and 57% for training of personal skills.

84% have undertaken activities in the last 12 months to upskill themselves in relation to work. Training or other activities undertaken by Greek employees in 2017 to update themselves include:

- 25% Studied/attended a training/education
- 49% Attended a workshop/seminar/conference
- 28% Completed an online course
- 10% Participated in a personal coaching session
- 12% Consulted a specialist for my career opportunities
- 16% None of the above

Who should pay for training?

In Greece, 63% stated that job-related activities to upskill themselves are offered and paid for by their employer. However, 85% of Greek employees are willing to arrange and pay for job-related activities themselves.

Quarterly recurring items

Mobility Index in Greece decreases

The Randstad labour market "mobility index" assesses the number of employees who expect to find another job within the next 6 months. This is based on employee's current job satisfaction, their fear of being fired, their need to find new personal challenges and confidence in finding a job elsewhere.

In Greece, the results suggest Greek employees do not expect to be employed elsewhere in the coming months. The mobility index for Greece decreased by 5 points, to 103, this quarter. Globally the mobility index remained stable at 109. Mobility index was found to be the highest in New Zealand (+7), Hungary (+6), Australia (+5), and France (+5). The biggest decreases were found in China (-7), and the US, Norway, Sweden and Greece (all -5).

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Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months increased by 2% to 22% since last quarter. 36% indicated that they changed jobs for better employment conditions and 20% because a personal desire to change. The number of people in Greece looking for a new job decreased again this quarter, by 2%, to 31%.

40% of the Greek respondents fear losing their job. 51% of the 55-67 age group fears losing their job, followed by 42% of the 25-34 age group. 44% of those afraid of losing their job indicated they have low education.

According to the current survey findings, in Greece, job satisfaction decreased by 1% since last quarter, now at 63%.

The Randstad Workmonitor

The Randstad Workmonitor was launched in 2003, and now covers 33 countries around the world, encompassing Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility regularly visible over time.

The Mobility Index, which tracks employee confidence and captures expectations surrounding the likelihood of changing employers within a six month time frame, provides a comprehensive understanding of job market sentiments and employee trends. In addition to measuring mobility, also employee satisfaction and personal motivation, as well as a rotating set of themed questions are part of the survey.

The quantitative study is conducted via an online questionnaire among a population aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The sample size in Greece was 405 interviews, using Survey Sampling International. Research for the third wave in 2017 was conducted between 18 July and 2 August 2017.

About Randstad

Randstad specializes in solutions in the field of flexible work and human resources services. Our services range from temporary staffing and permanent recruitment to HR Solutions (outplacement, career design, RPO assessment centres, managed services and outsourcing), and inhouse services.

The Randstad Group is one of the leading HR services providers in the world with top three positions in Argentina, Belgium & Luxembourg, Canada, Chile, France, Germany, Greece, India, Mexico, the Netherlands, Poland, Portugal, Spain, Sweden, Switzerland, the UK, and the United States as well as major positions in Australia and Japan.

In 2016 Randstad had approximately 36,524 corporate employees and around 4,752 branches and inhouse locations in 39 countries around the world. Randstad generated revenue of 20.7 billion euro in 2016. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad Holding nv is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded. For more information see www.randstad.gr.