

Press Release

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greek market has increasing needs for science, technology, engineering and mathematics employee profiles.

The Randstad Workmonitor survey for second quarter 2019 explores future job skills and sourcing talent, as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

In the digital transforming world, employers struggle to find people with the right digital skills. It is now more clear than ever that employees need to keep up with digital developments in order to stay employable. 76% of the respondents in Greece stated that they feel equipped to deal with the digitalisation in their job. 83% say that their employer should invest more in developing digital skills and in Greece 33% expect that their job will be automated in the next 5 -10 years.

sourcing talent in STEM profiles

49% of the Greek respondents stated that their employer has trouble in finding the right talent today, whilst 50% also stated that they expect it will be increasingly difficult for their employer to find the right talent in the future. 43% also noted that their employer has an increasing need for STEM profiles (science, technology, engineering, mathematics). These findings are in line with what we are noticing at Randstad in Greece. Our recruiters have found that they find it difficult to find candidates with STEM profile in order to fill current job vacancies. The time required to fill a STEM job vacancy is now twice as long as for a non-STEM vacancy.

According to 70% Greek respondents of the current Workmonitor survey, students should focus on a career in STEM profiles. 69% indicated that if they would focus on a field of study with STEM, if they were 18 years of age again and 78% stated that they would focus on a field of study within digital/online profiles.

quarterly recurring observations

mobility Index in Greece decreases slightly

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 the 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 are not expecting to work for a different employer in the coming six months. The mobility index for Greece decreased by 3 points, from 104 to 101, in the second quarter of 2019. Globally the mobility index increased slightly to 112. Mobility increased most in India (+12), Czech Republic (+6) and in Luxembourg, Denmark, Norway and Sweden (all +3). Mobility decreased most in Brazil, Portugal, China (all -6) and in Greece and Italy (-3). There's no shift in mobility in Austria, Romania, Canada, Hong Kong and Malaysia.

labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months remained stable at 18% since first quarter 2019. Top reasons given for changing jobs are: better employment conditions

(36%), personal desire for change (30%), personal ambition in management field (16%) and dissatisfaction with employer (13%). The percentage of people surveyed in Greece looking for a new job remained stable at 28%, same as last quarter.

When asked, 27% of the Greek respondents stated they fear losing their job, a decrease of 8% since the first quarter 2019. 32% of the 35-44 age group fears losing their job the most, followed by 27% of the 25-34 age group. 59% believe that should they need to find a different job, they would be able to find comparable work at a different employer.

According to the current survey findings, in Greece, job satisfaction decreased since last quarter. 63% of Greek employees stated they are satisfied with their job.

You can find all previous Workmonitor reports [here](#).

about the randstad workmonitor

The Randstad Workmonitor was launched in the Netherlands in 2003, 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.

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 405 interviews for Greece. The Survey Sampling International (SSI) panel is used for sampling purposes. The 2nd survey of 2019 was conducted from 23 April until 9 May 2019.

about Randstad

Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential. We do this by combining the power of today's technology with our passion for people. We call it Human Forward. 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 is active in 38 countries around the world and has top-three positions in almost half of these. In 2018, Randstad had on average 38,820 corporate employees and 4,826 branches and Inhouse locations. In 2018, Randstad generated revenue of € 23.8 billion and holds the world's number one position in its industry since November 2018. 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 www.randstad.com/.