

Press Release

Date

23.03.2018

For more information

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Randstad Workmonitor, results 1st quarter 2018

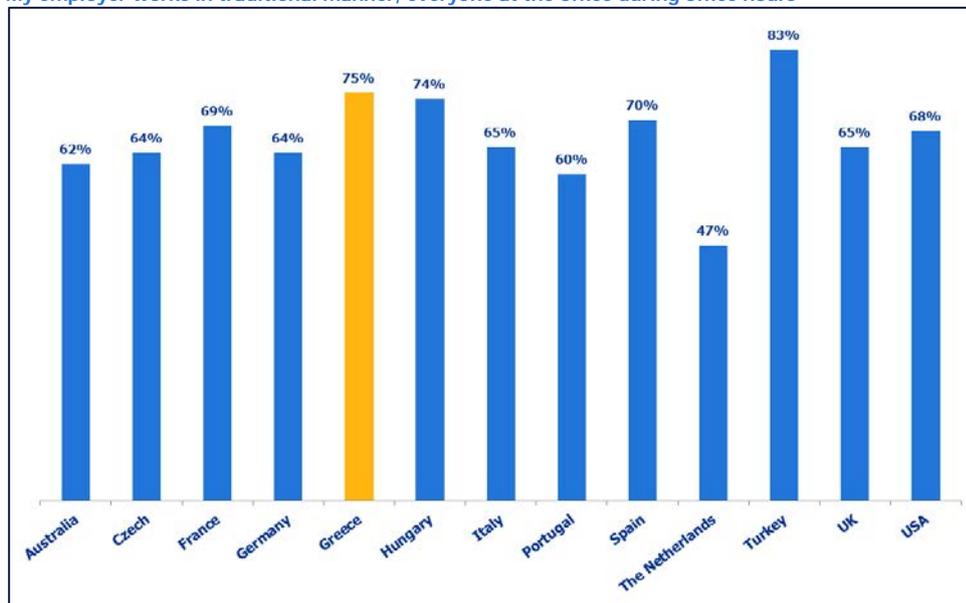
Working at the office is still the most popular although agile working is growing in popularity

The Randstad Workmonitor survey for first quarter 2018 explores how Greek employees view working at the office during opening hours, how they feel about the new way of working trends as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

working at the office is the most popular

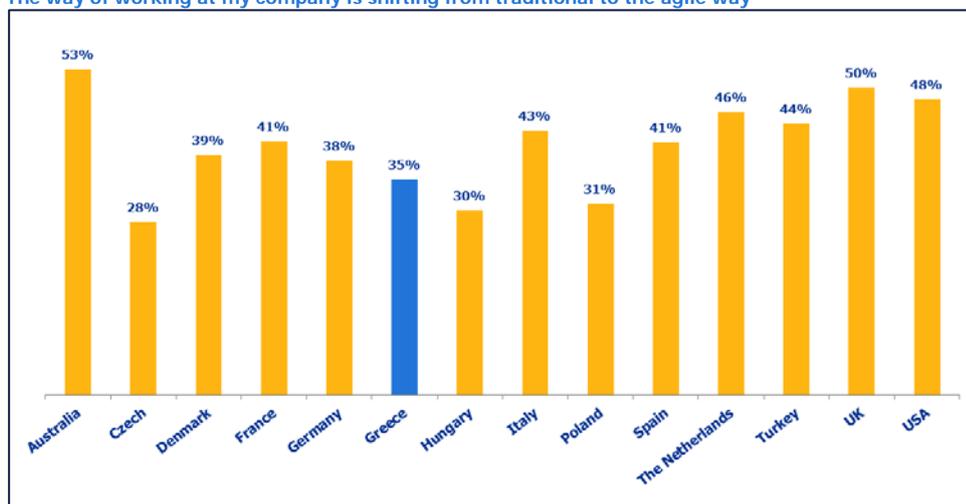
In Greece, 75% of respondents stated that they still work in a traditional manner; everyone works at the office during opening hours.

My employer works in traditional manner, everyone at the office during office hours



35% stated that the way of working at their company is shifting from traditional, always at the office, to the agile way where they are able to work from multiple locations and outside of standard opening hours.

The way of working at my company is shifting from traditional to the agile way



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Only 27% confirmed that they have an agile way of working, that is, they are able to work from anywhere at any time. Contrary to what is generally thought, of those surveyed in Greece, 65% stated they would prefer to work at the office.

work-life balance

75% of Greek respondents stated they like agile working as it allows them to maintain a good work-life balance and 74% like agile working as it increases their productivity, creation and job satisfaction. On the other hand, 47% of Greek employees indicated that agile working causes a lot of pressure on their private life as they never seem to be 'disconnected from work themselves.

work location

67% agreed they would prefer to work from home or another location from time to time. 42% stated that their employer provides them with the technological equipment that allows them to perform their job to their full extent from home or another location. 75% of Greek respondents stated they would love to work from home or another location, but they do not have the possibility to do so.

personal contact

In Greece, 59% stated they regularly have face-to-face meetings at the office, in order to keep everyone informed and aligned. Only 31% of employees in Greece stated they have regular online or virtual team meetings via video conferencing, in order to keep everyone informed and aligned.

work autonomy

59% of Greek employees stated they have a lot of freedom to organise and prioritise their own work. 51% state that their manager tells them how to prioritise their work. Finally, 63% stated that their manager tells them what to do.

Responses to statement 'My manager tells me what to do.'			
age group	total	male	female
18-24	69%	64%	73%
25-34	69%	69%	69%
35-44	58%	65%	49%
45-54	62%	56%	68%
55-67	60%	55%	75%

Quarterly recurring items

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 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 expecting to work for a different employer in the coming six months decreased slightly. The mobility index for Greece decreased by 1 point, to 103, in the first quarter of 2018. Globally the mobility index remained flat at 109 once again. This quarter the mobility index was found to be the highest in Norway (+7), Singapore (+5), and Germany (+4). The biggest decreases were found in Canada (-7), Turkey (-6), and Italy (-5). Argentina, Chile, China, Hong Kong, India, Denmark, Hungary and Portugal show no shift in mobility.

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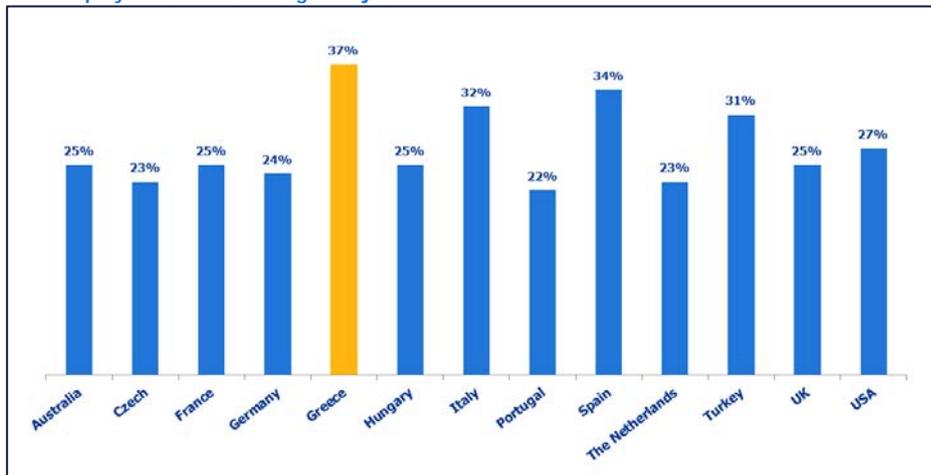
Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months decreased by 1 point to 22% since last quarter. Top reasons given for changing jobs are: better employment conditions (29%), dissatisfaction with employer (14%) and changed jobs due to organisational circumstances (12%). The number of people in Greece looking for a new job decreased in Q1 2018, by 1%, to 31%.

When asked, 37% of the Greek respondents stated they fear losing their job, a decrease of 3% since the previous quarter. 40% of the 35-44 age group fears losing their job, closely followed by followed by 39% of the 25-34 age group. 41% of those afraid of losing their job indicated they have low education.

According to the current survey findings, in Greece, job satisfaction decreased by 2% since last quarter, now at 66%.

% of employees who fear losing their job



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 first wave in 2018 was conducted 10-26 January 2018.

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, Italy, Mexico, the Netherlands, Poland, Portugal, Spain, Sweden, Switzerland, the UK, 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 Holding nv is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded. For more information, see <https://www.randstad.com/>.