

Press Release

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Randstad Workmonitor, results 2nd quarter 2017

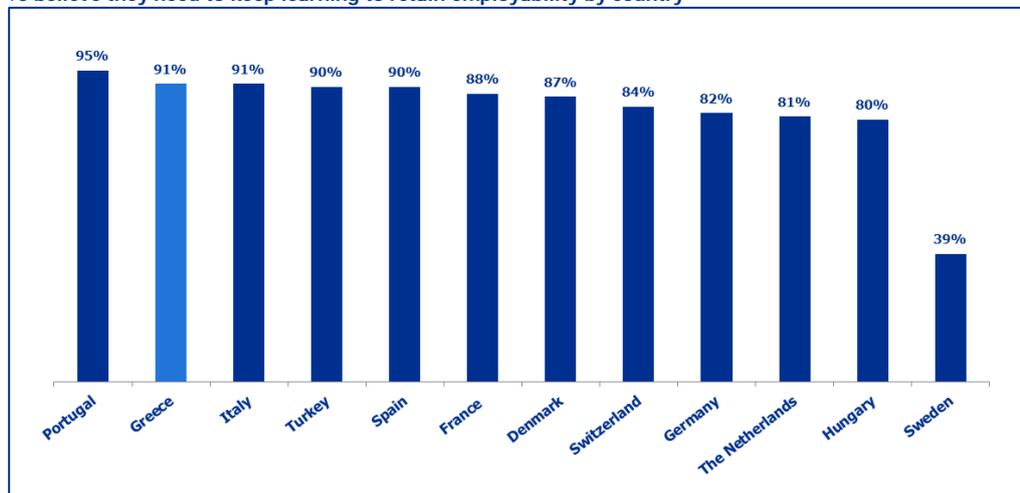
Lifelong learning considered essential to increase employability and avoid unemployment

The Randstad Workmonitor survey for second quarter 2017 explores how Greek employees view lifelong learning in order to retain and increase employability as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

Lifelong learning

According to the Greek respondents in the latest Workmonitor, 91% agree that they need to keep learning in order to retain or increase their employability. Globally, 86% believe this.

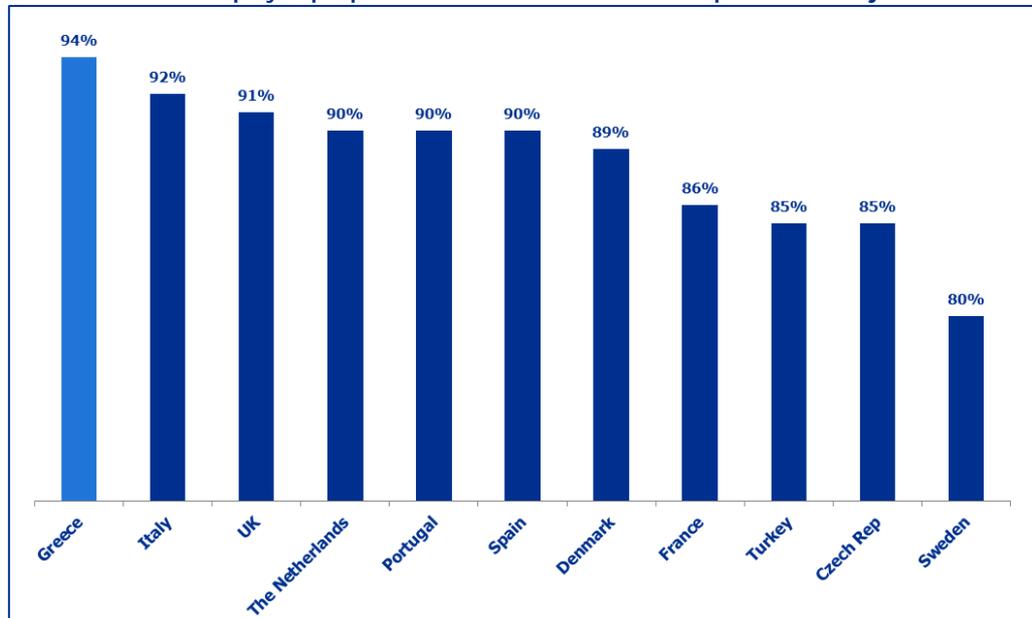
% believe they need to keep learning to retain employability by country



Avoid unemployment

From the results, unemployment in Greece is considered undesirable. An outstanding 94% of the Greek respondents agree that unemployed people must be retrained as much as possible so that they can fill jobs that cannot be filled due to labour scarcity.

% that believe unemployed people must be retrained as much as possible to fill jobs that cannot be filled



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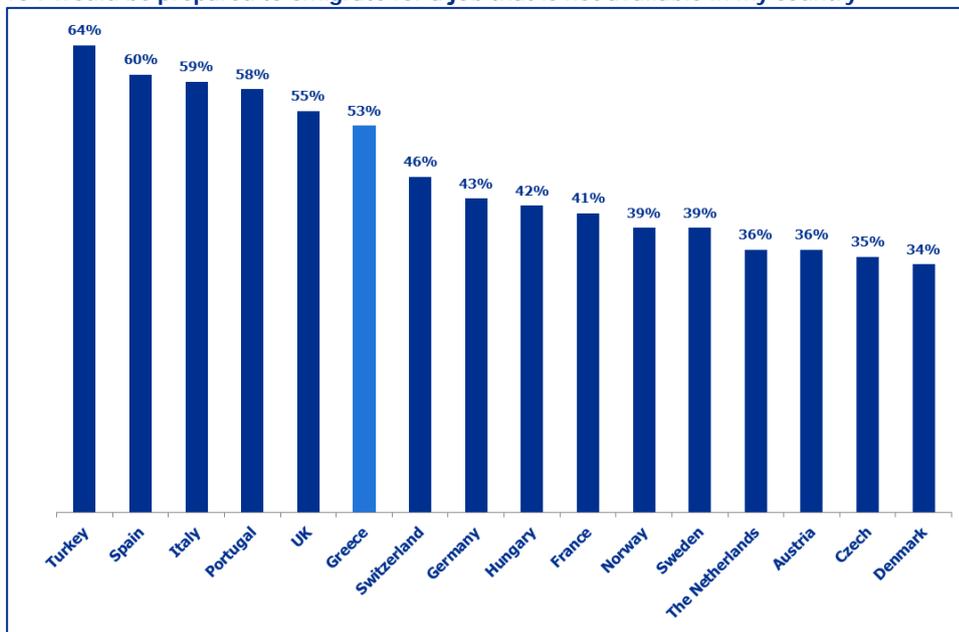
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89% of Greek employees would be willing to be retained to avoid unemployment which is in line with the global result of 88%. 45% of Greek employees would accept a lower salary or demotion in order to remain employed. 83% would accept a temporary contract to avoid unemployment.

Labour migration and scarcity

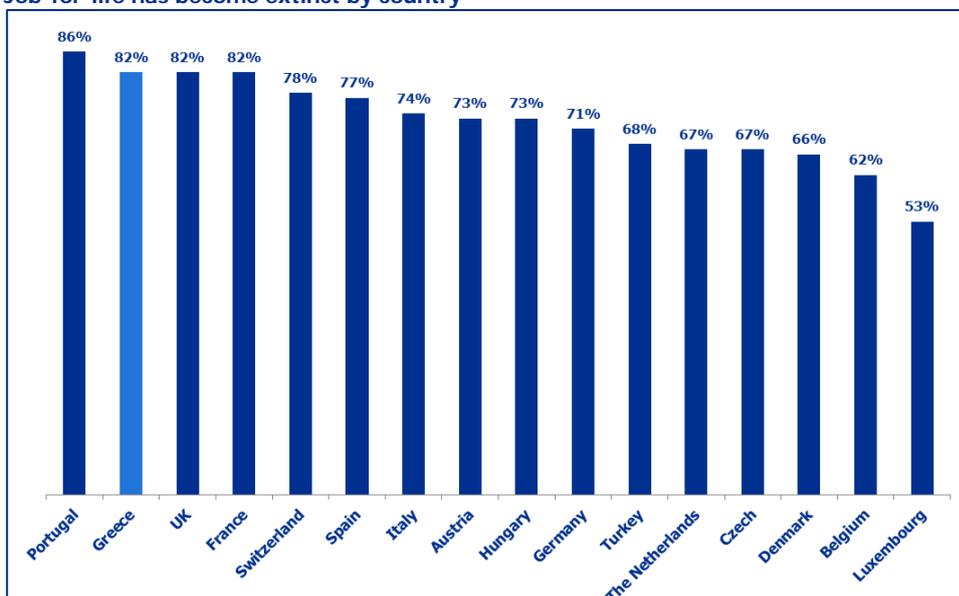
76% of the Greek respondents expect labour supply for certain jobs to become scarce in Greece in the near future. 56% also agreed that it must be possible to attract people from abroad to fill the vacancies that cannot be filled with the labour force in Greece. 56% stated that they would be willing to move temporarily abroad for a job that is not available in Greece and 53% stated that they would be willing to emigrate for a job.

% I would be prepared to emigrate for a job that is not available in my country



Finally, 82% of Greek employees believe that a 'job-for-life' has become extinct.

Job-for-life has become extinct by country



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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 than in previous quarters. The mobility index for Greece decreased by 2 points, to 108, this quarter. Globally the mobility index also decreased to 109 by 1 point. Mobility was found to be the highest in Spain, China, and Norway (+5). Mobility is the lowest in India (-6), France and USA (-5). Mobility remained stable in Australia, Chile, Mexico, Poland and Luxembourg.

Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months decreased by 1% to 21% since last quarter. The number of people in Greece looking for a new job decreased again this quarter, by 1%, to 34% in Q2 2017. According to the current survey findings, in Greece, job satisfaction decreased by 2% since last quarter, now at 64%.

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 second wave in 2017 was conducted between 20 April and 8 May 2017.**

Shaping the World of Work

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 ou), 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.