

**Press Release**

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**For more information**

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**Randstad Workmonitor, results 3<sup>rd</sup> quarter 2016**

**Male managers are preferred but employees prefer working in gender-diverse teams**

The Randstad Workmonitor survey for third quarter 2016 explores gender and leadership roles in the workplace as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

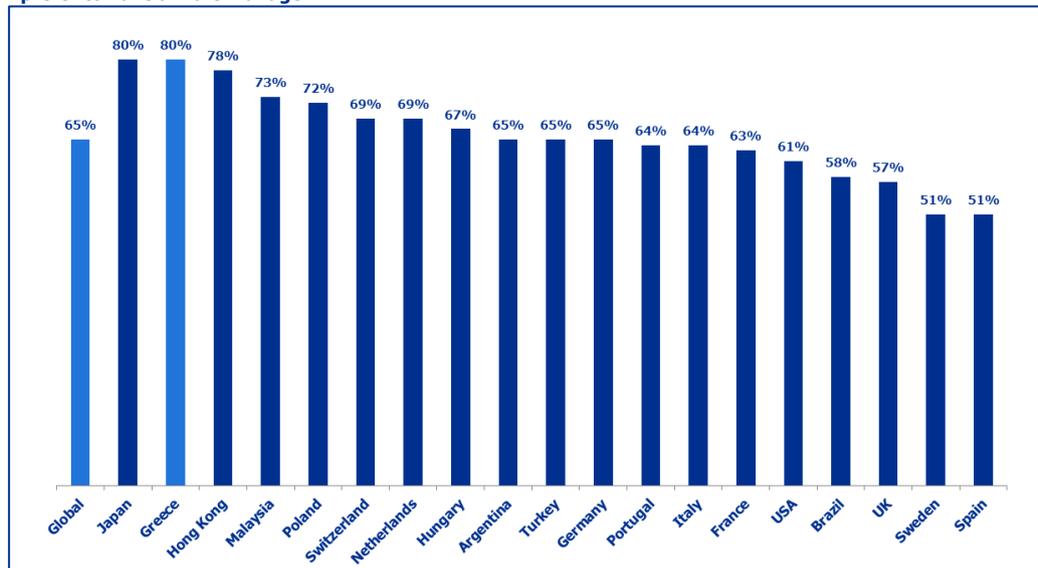
According to the Greek respondents in the latest Workmonitor, 72% believe that both men and women are treated equally in their organisation. However, only 60% believe that both men and women are equally supported when applying for a job or when pursuing a promotion.

The results indicated that gender bias still exists in the workplace with 68% stating that men are favoured over women, when two candidates are equally qualified for a job. 80% believe that at their employer, men and women are rewarded equally in similar positions.

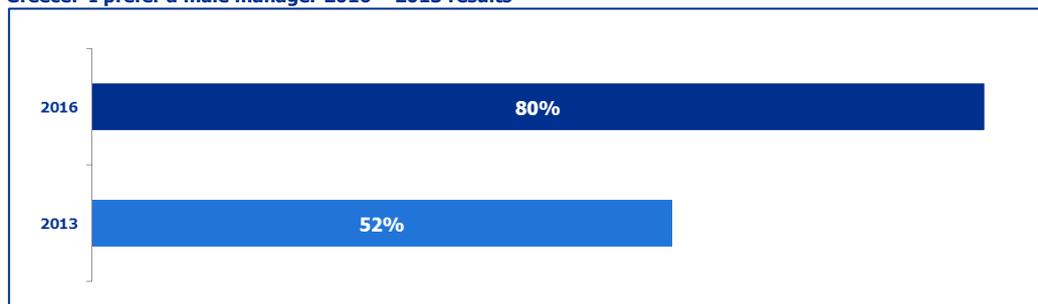
**Preference of male or female manager**

The latest Workmonitor results reveal that in Greece preference for a male manager is high at 80%. In reality in 2016, 77% state that their direct manager is actually a male. In the Q1 Workmonitor in 2013, 52% stated that they would prefer to have a male manager. The current results indicate quite a shift in management gender preference since then.

**I prefer to have a male manager**



**Greece: I prefer a male manager 2016 – 2013 results**



**Press Release**

Page  
2/3

**Reward and team spirit**

83% agree that their direct manager plays an important role in setting the team spirit. 73% agree that their direct manager advocates company culture and sets the example. Kiki Avgoustatou, HR & Business Excellence Manager at Randstad, comments: "The key is for managers to have exemplary conduct meaning to model the right tone with their own work ethics and habits. After all, actions speak louder than words. At Randstad, we work with a "one company, one way" attitude, we strive for a buoyant team spirit and at the same time we have fun."

**Diversity**

88% of those surveyed locally prefer to work in a gender-diverse team however only 68% state that gender-diverse teams achieve better results than single gender teams. Only 25% of the respondents in Greece consider it a good thing that one gender is favored above the other in order to meet the diversity target. 52% believe gender equality increases with the seniority of the job.

**Quarterly recurring items**

**Mobility Index in Greece remains static**

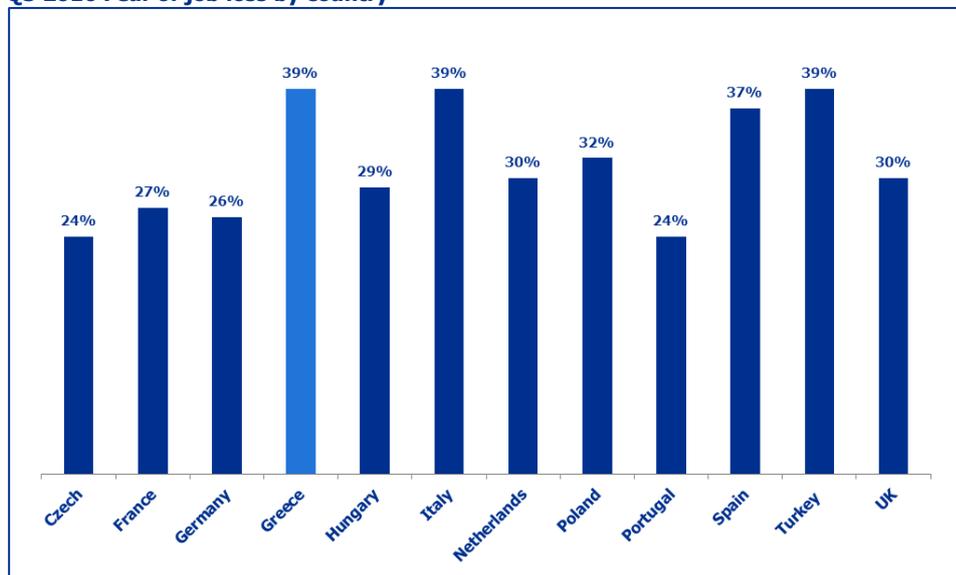
The Randstad labour market "mobility index" assesses the number of employees who expect to find another job within the next 6 months. This is based on employee's current job satisfaction, their fear of being fired, their need to find new personal challenges and confidence in finding a job elsewhere.

The mobility index for Greece remained static at 107 again this present quarter. Globally the mobility index slightly increased from 109 to 110 this quarter.

**Fear of job loss increases**

When asked how likely employees find the possibility of losing their job or the chance that their contract will not be extended within the next six months, 39% responded that it is highly likely, an increase of 2% since Q2 2016. Of the employees in Greece surveyed, males were found to have the highest level of fear of job loss at 40%, whilst females are at 39%. The age group with the highest fear of job loss is noted in the 18 – 24 bracket with 57%. Those who classified themselves as low educated have the highest fear of job loss at 42%.

**Q3 2016 Fear of job loss by country**



**Press Release**

Page

3/3

**Job satisfaction**

According to survey findings, in Greece, job satisfaction increased by 1% since last quarter, now at 65%. The most satisfied age group is the 18-24 bracket (76%), followed by the 55-67 age bracket (71%). 67% of the females surveyed in Greece were satisfied with their job whilst 64% of males indicated this. Those that indicated that they had a middle education level had the highest job satisfaction at 67%.

**Number of people looking for a new job slightly decreases**

The number of people in Greece looking for a new job decreased by 3% to 31% in Q3 2016. The highest number of new job seekers can be found in the 55-67 age bracket with 40%. 32% of the females surveyed indicated they were seeking a new job and 29% of males.

**Actual Job change**

The percentage of employees that actually changed jobs in the last six months is at 19%, a decrease of 2% since last quarter. The 18-24 age group bracket (29%) had the highest rates of actual job change. The results also reveal that more female respondents (22%) changed jobs whilst from an educational perspective those indicated they were middle-educated (21%) were the group that had the most job changes.

**The Randstad Workmonitor**

The Randstad Workmonitor was launched in 2003, and now covers 34 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 2016 was conducted between 20 July to 4 August 2016.

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