

**Press Release**

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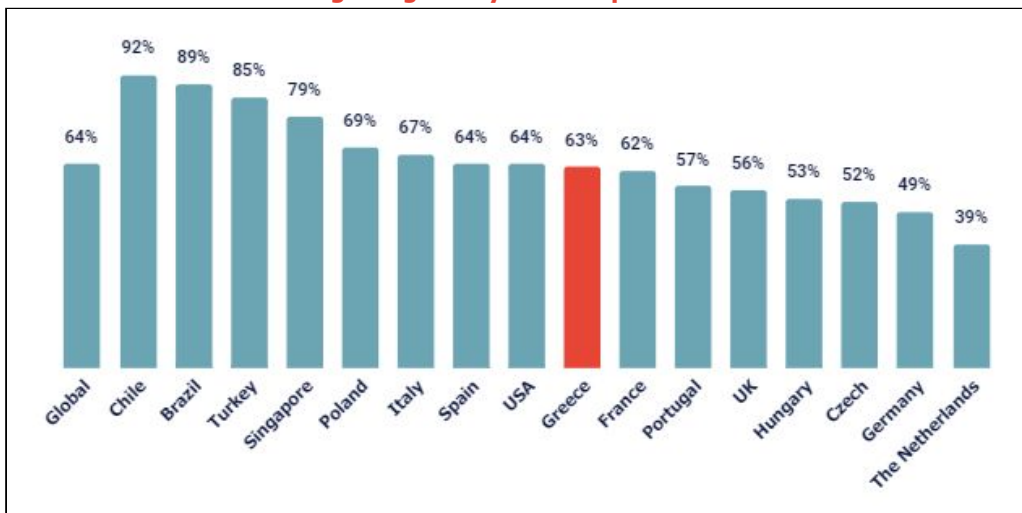
## 59% of greek employees would rather switch careers than emigrate.

The Randstad Workmonitor survey for third quarter 2019 explores working abroad and cultural diversity, as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

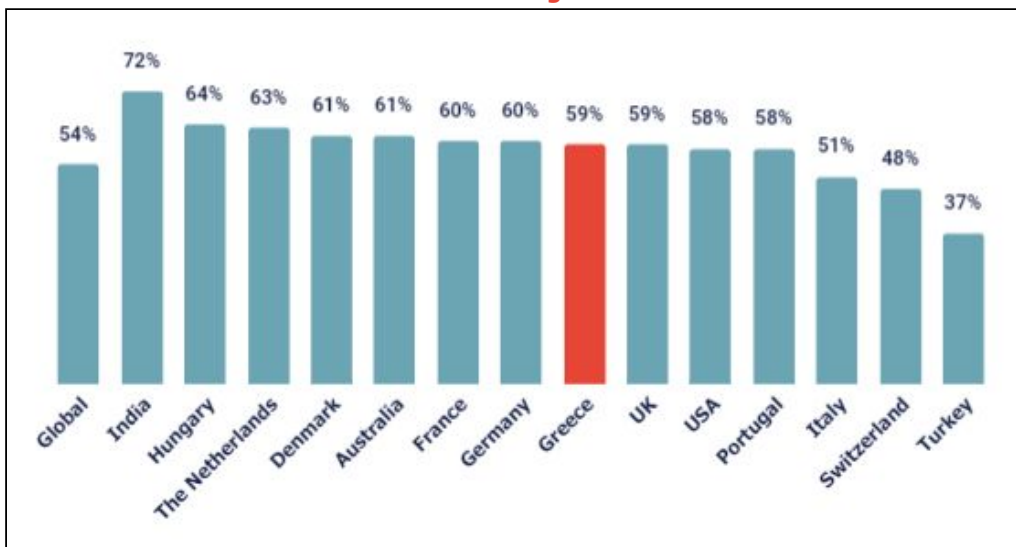
### how do greek employees feel about emigration?

63% of Greek employees would consider emigrating, if they could improve their career and work-life balance. 52% would be willing to emigrate for a substantially higher salary. 40% are willing to emigrate to have a meaningful career. On the other hand, 59% would rather switch careers than emigrate.

#### % who would consider emigrating if they could improve their career and work-life balance



#### % who would rather switch careers than emigrate



When asked if they had to work abroad, Greek employees would prefer to work in:

1. United Kingdom (10.5%)
2. Germany (9.5%)
3. United States (8.7%)

### **cultural diversity**

76% of Greek employees state they like to work with people from other cultures. 54% believe it is good that their employer attracts people from abroad to cover labor shortages. Only 63% of the Greek employees believe that it is good that their employer hires foreign workers, if the domestic workforce cannot provide the required skills and/or knowledge.

### **mobility**

74% of the Greek respondents responded that it is worth the extra effort and are willing to travel for an interesting job. 67% would prefer to work within walking or cycling distance from their home. 58% would like to be able to travel internationally for their work.

### **quarterly recurring observations**

#### **mobility index in greece increases**

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 expecting to work for a different employer in the coming six months. The mobility index for Greece increased by 6 points, from 101 to 107, in the third quarter of 2019. Mobility index increased to 114 globally. Mobility increased the most in Italy and the US (+7), Greece and China (+6), Australia (+5) and in Spain, Austria, France and Brazil (all +4). Mobility decreased in Switzerland and Argentina (-4) and in Germany (-2).

#### **job change appetite**

The desire to change jobs is increasing slightly through 2019 for Greek respondents. 32% stated that the job change appetite had increased as opposed to 28% in the second quarter.

#### **actual job changes**

The percentage of employees in Greece that actually changed jobs in the last six months increased by 4.5% to 22.5%, since second quarter 2019. Top reasons given for changing jobs are: better employment conditions (41%), personal desire for change (29%), and dissatisfaction with employer (26%). 32% of the people surveyed in Greece stated they are now looking for a new job, an increase of 4% since last quarter.

66% also stated that should they need to find a job, they would be able to find a comparable one. 59% believe that should they need to find a different job, they would be able to find comparable work at a different employer.

#### **fear of losing their job**

When asked, 29% of the Greek respondents stated they fear losing their job, an increase of 2% since the second quarter 2019. 43% of the 18-24 age group feared losing their job the most.

### **job satisfaction**

According to the current survey findings, in Greece, job satisfaction has remained stable since last quarter with 63% of Greek employees stating 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 survey for the 3rd quarter of 2019 was conducted from 18 July until 5 August 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](http://www.randstad.com).