

Press Release

Date
29.10.2018

Randstad Workmonitor, results 3rd quarter 2018

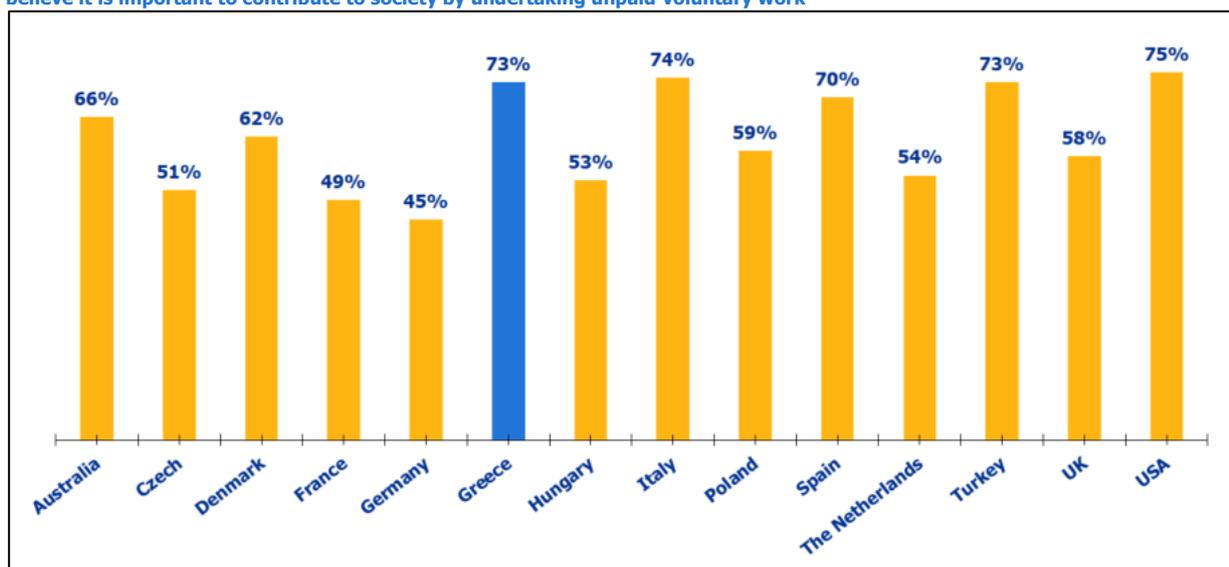
more employees prefer to work at companies that participate in charitable/philanthropic initiatives.

The Randstad Workmonitor survey for the third quarter of 2018 explores social responsibility and voluntary work as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

voluntary work

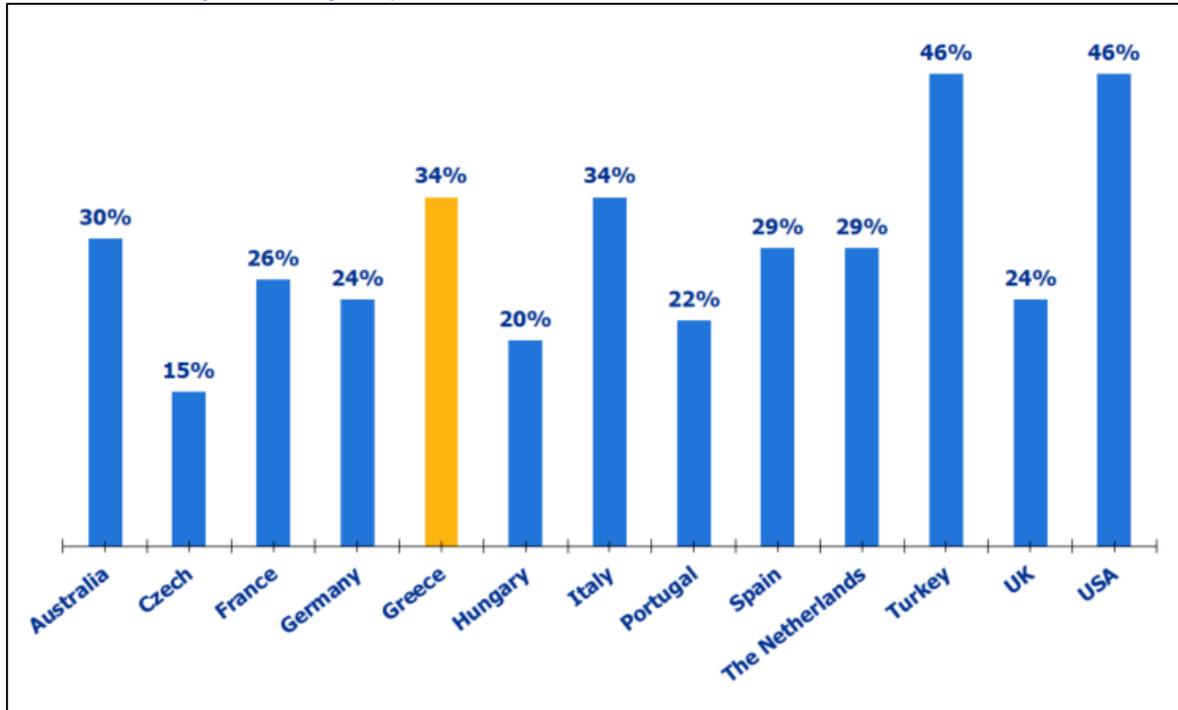
In Greece, 73% of the respondents stated that it is important to make a contribution to society by undertaking unpaid voluntary work.

believe it is important to contribute to society by undertaking unpaid voluntary work

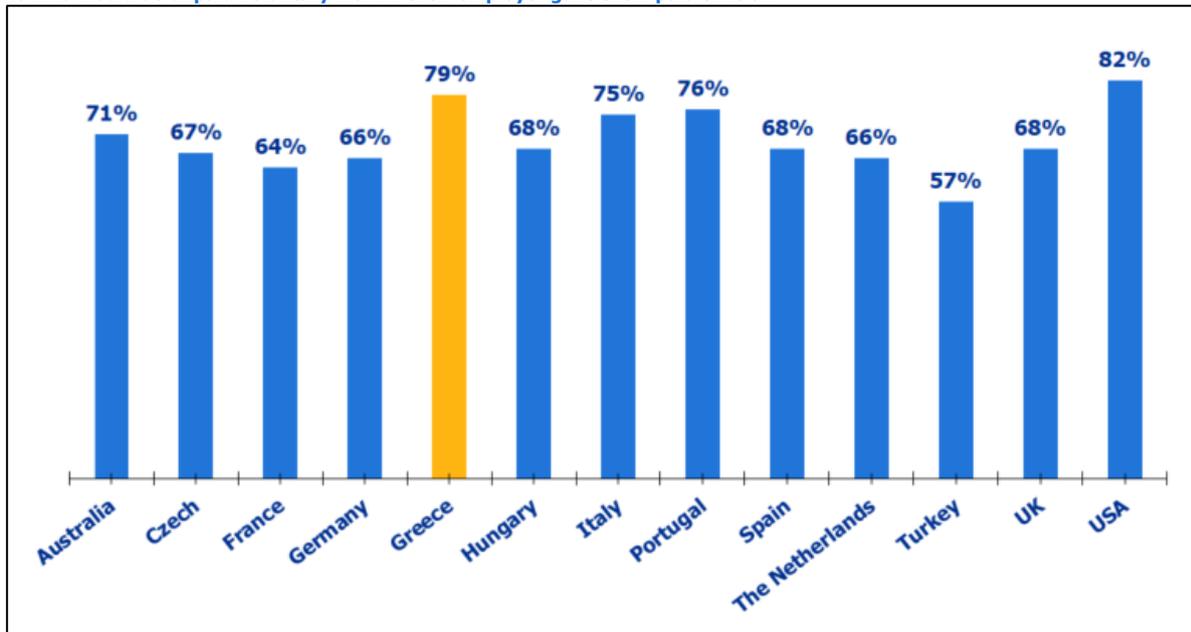


34% stated that they already undertake voluntary work, outside of work hours and 79% of Greek employees stated they would undertake unpaid voluntary work if their employer gave them paid time off.

% that undertake unpaid voluntary work, outside of office hours



% who would do unpaid voluntary work if their employer gave them paid time off

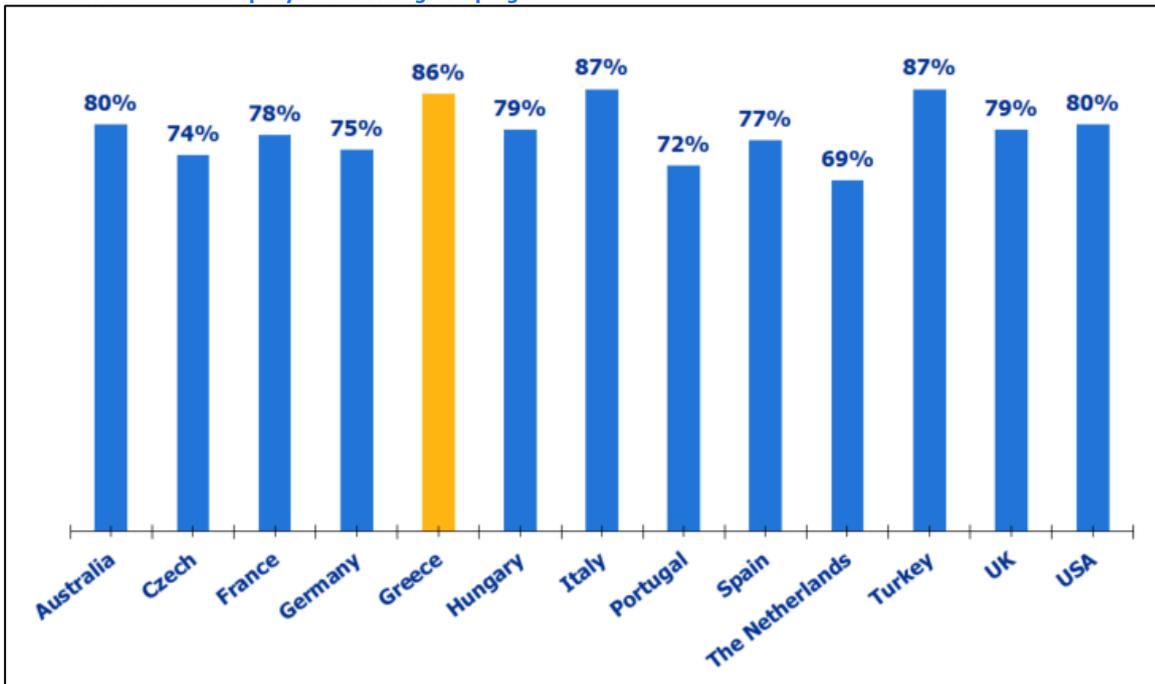


Only 27% stated that their employer encourages employees to do unpaid voluntary work outside of work hours. 16% stated that their employer gives them paid time off to do unpaid voluntary work of their own choice and 19% confirmed that their employer gives them time off to do unpaid voluntary work of their employer's choice.

social responsibility

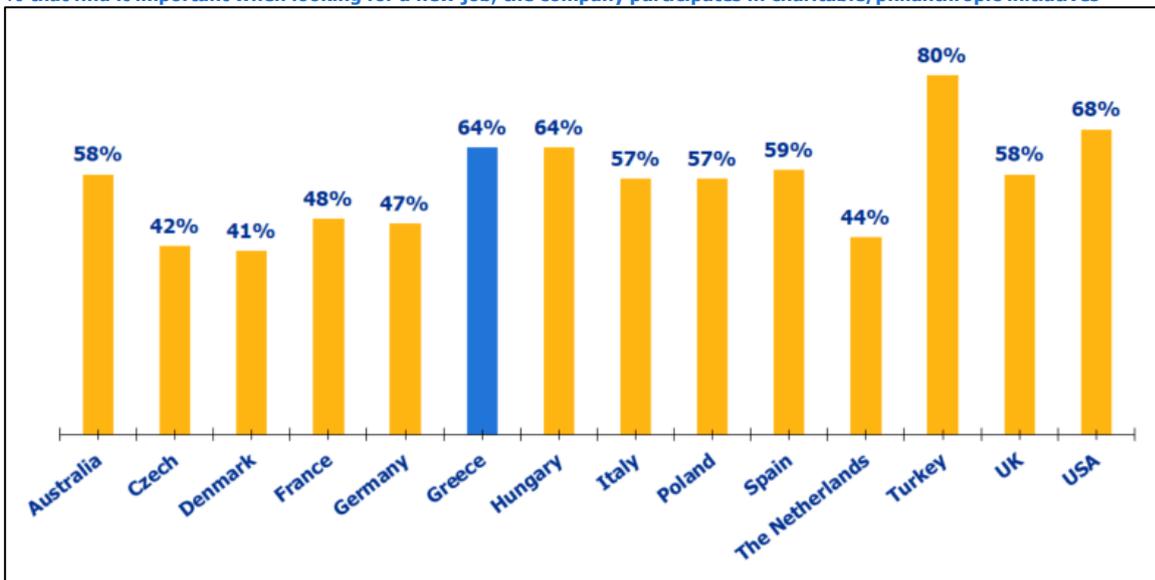
The survey reveals that employees are attracted to employers in Greece that have a strong corporate social responsibility (CSR) program. 86% of the Greek respondents only want to work for a company that has a strong CSR program.

% want to work for a company with a strong CSR program



When looking for a new job, 64% find it important that the companies they apply to participate in charitable/philanthropic initiatives.

% that find it important when looking for a new job, the company participates in charitable/philanthropic initiatives

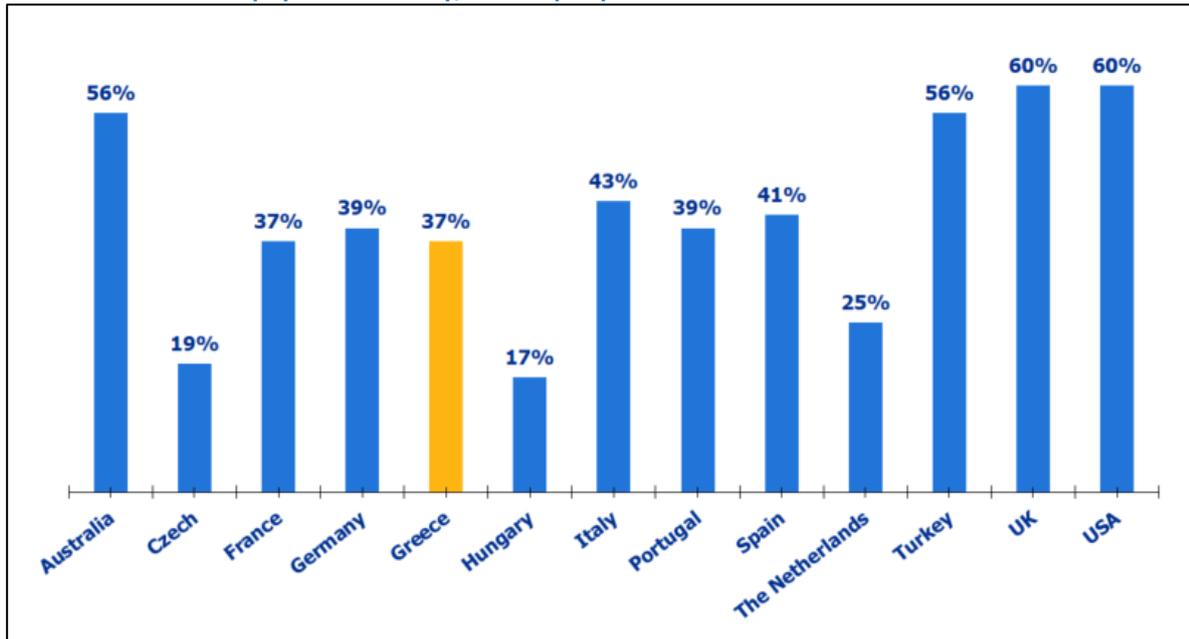


Only 46% state that their employer actively supports at least one good cause or charitable initiative.

diversity

65% of those that participated in the survey in Greece stated that their employer wants their workforce to reflect the diversity within local and national labor markets. Interestingly though, only 37% state that their employer has a diversity/inclusion policy.

% that state that their employer has a diversity/inclusion policy



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.

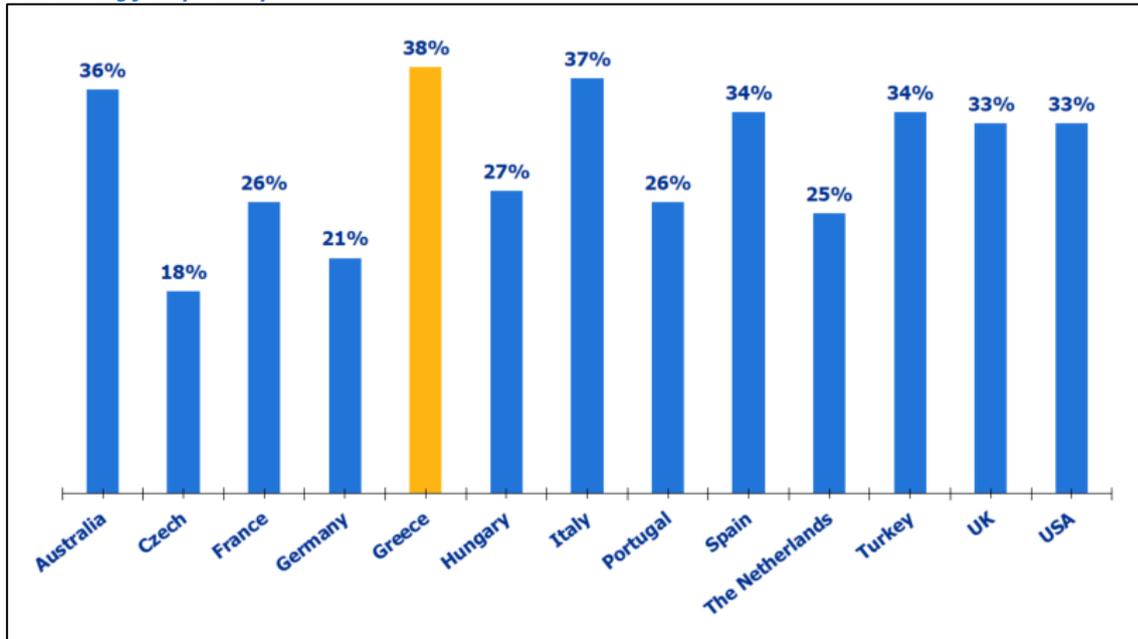
In Greece, the results suggest Greek employees are expecting to work for a different employer in the coming six months. The mobility index for Greece increased by 1 point, from 106 to 107, in the third quarter of 2018. Globally the mobility index increased slight by 1 point to 111. This quarter the mobility index increased most in Czech Republic (+9), Switzerland (+8), Romania (+7) and Portugal (+6). Mobility decreased most in Brazil (-9), Hong Kong (-4), Singapore and Mexico (both at -3).

Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months increased by 2 point from 24% to 26% since second quarter. Top reasons given for changing jobs are: better employment conditions (38%), changed jobs due to organisational circumstances (19%), and personal desire for change (18%). The percentage of people surveyed in Greece looking for a new job increased from 31% to 35%.

When asked, 36% of the Greek respondents stated they fear losing their job, a decrease of 2% since the second quarter. 49% of the 18-24 age group fears losing their job the most.

fear of losing job by country



According to the current survey findings, in Greece, job satisfaction remains stable since last quarter at 68%.

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 third wave in 2018 was conducted between 18 July and 2 August 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/>.