

Press Release

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For more information

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**Randstad Workmonitor, results 4th quarter
2017**

Skills for employability and employee outlook for 2018

The Randstad Workmonitor survey for fourth quarter 2017 explores how Greek employees view who has the responsibility of staying employable and their outlook for 2018 as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

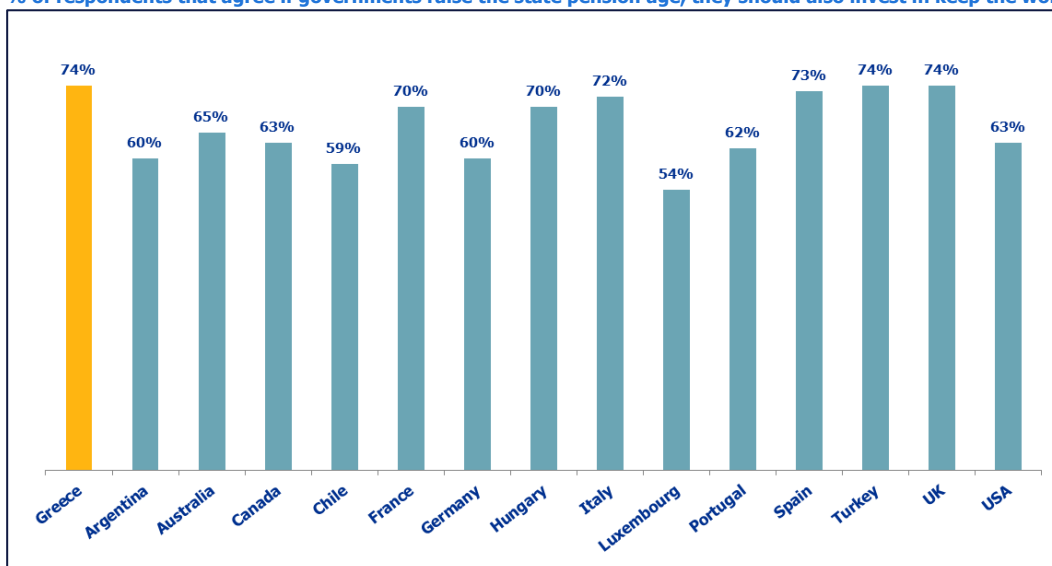
In Greece, 72% of respondents believe that staying employable is their own responsibility compared to the global figure of 85%. 80% believe that keeping themselves employable is a shared responsibility between themselves, their employer and their government. 62% of Greek employees believe that keeping themselves employable is the responsibility of their employer and 57% believe that keeping themselves employable is the lone responsibility of their government. 79% of the Greek employees would understand if their employer only supports them in personal development if that supports their own business goals.

Moreover, 94% of those surveyed in Greece agree that if their employer offers an intensive 6-week training course they would be happy to take the opportunity. 89% believe governments should offer policy incentives to employers in order to help them keep their workforce employable. 88% believe that governments should offer policy incentives to employees if they develop professionally, learn new professional competences to stay employable. 63% agree that governments should be more demanding towards the workforce to keep up their employability.

Older employees

In Greece, 85% agree that if governments raise the state pension age, they should also invest in keep the workforce employable. 64% believe that older employees only have a chance in staying employable if their employers support them. Whereas 58% believe that older employees only have a chance in staying employable if the government supports them.

% of respondents that agree if governments raise the state pension age, they should also invest in keep the workforce employable



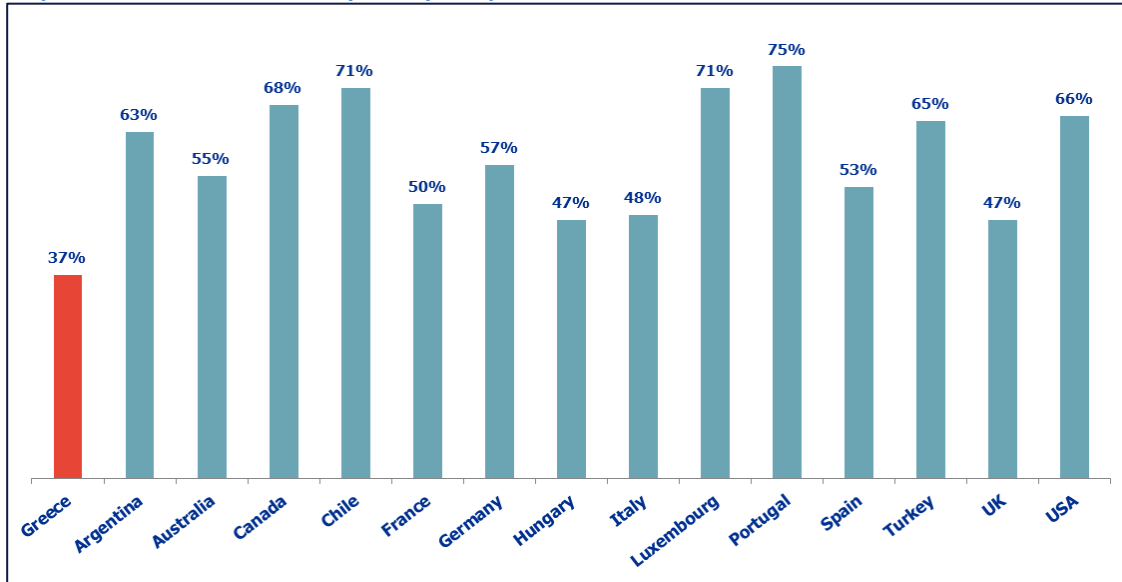
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Economic & financial outlook for 2018

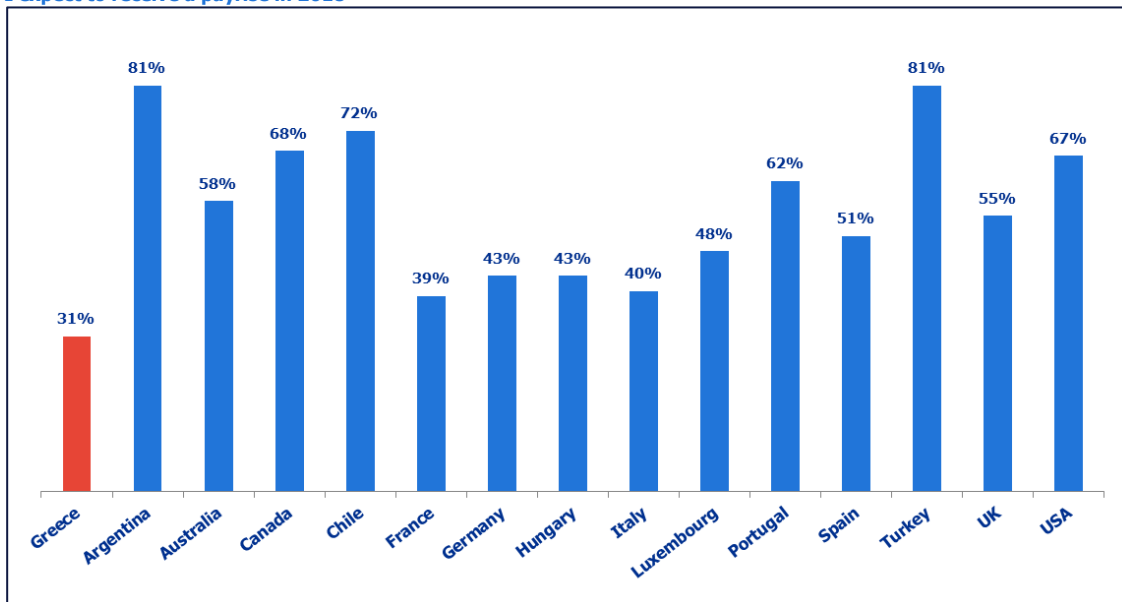
Only 37% of Greek employees expect the economic situation in Greece to improve in 2018. Globally, 61% expect the economic situation to improve in 2018.

I expect the economic situation in my country to improve in 2018



51% state that their employer performed better financially in 2017 than in 2016. 54% expect their employer's financial performance to be better in 2018 than in 2017. 31% expect to receive a pay rise at the end of the year. Only 245 expect to receive a one-time financial reward/bonus at the end of the year.

I expect to receive a payrise in 2018



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Quarterly recurring items

Mobility Index in Greece increases 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.

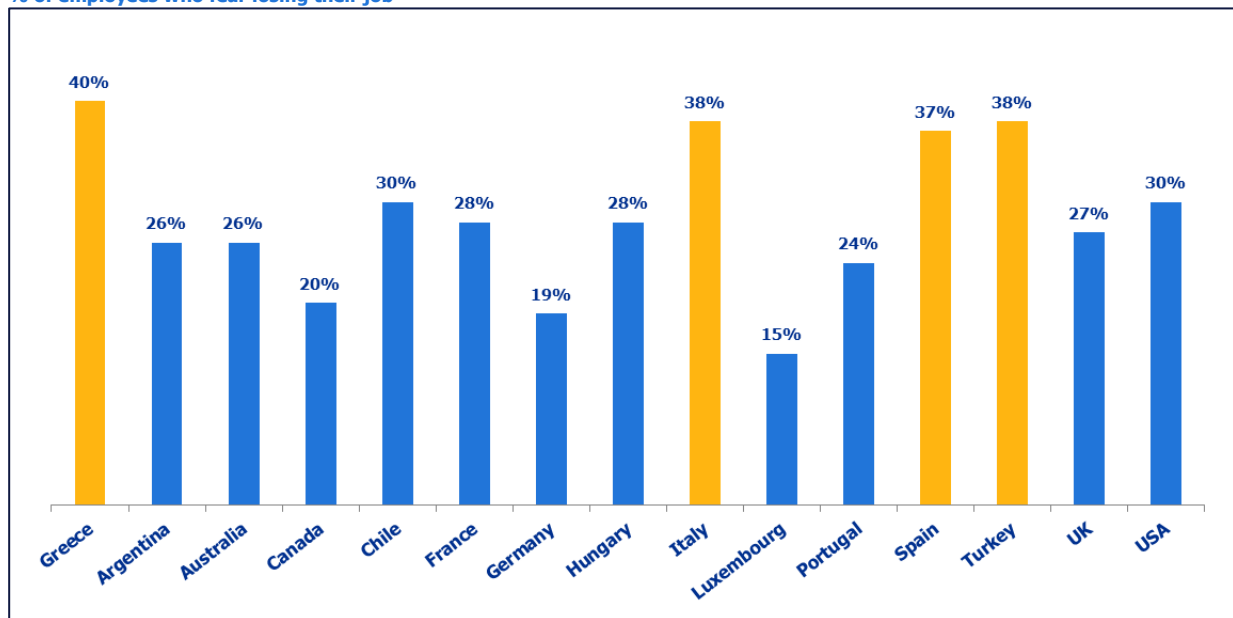
In Greece, the results suggest Greek employees expecting to work for a different employer in the coming six months increased slightly. The mobility index for Greece increased by 1 point, to 104, in fourth quarter of 2017. Globally the mobility index remained stable at 109. Mobility index was found to be the highest in Canada (+8), Mexico (+6), Chile (+7), China (+9), Argentina, Luxembourg and the US (+2). The biggest decreases were found in Norway (-7), Switzerland (-5), Australia (-4), Japan (-3), Spain (-3), New Zealand, France and Brazil (-2).

Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months increased by 1% to 23% since last quarter. Top reasons given for changing jobs are: changed jobs due to organisational circumstances (26%), better employment conditions (22%), personal desire for change (16%) and dissatisfaction with employer (16%). The number of people in Greece looking for a new job increased in quarter four 2017, by 1%, to 32%.

When asked 40% of the Greek respondents stated they fear losing their job, same as the previous quarter. 50% of the 55-67 age group fears losing their job, followed by 48% of the 18-24 age group. 48% of those afraid of losing their job indicated they have low education.

% of employees who fear losing their job



According to the current survey findings, in Greece, job satisfaction decreased by 5% since last quarter, now at 68%.

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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 fourth wave in 2017 was conducted between 24 October and 8 November 2017.

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, 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.