

**Press Release**

**Date**  
06.02.2019

**Randstad Workmonitor, results 4th quarter  
2018**

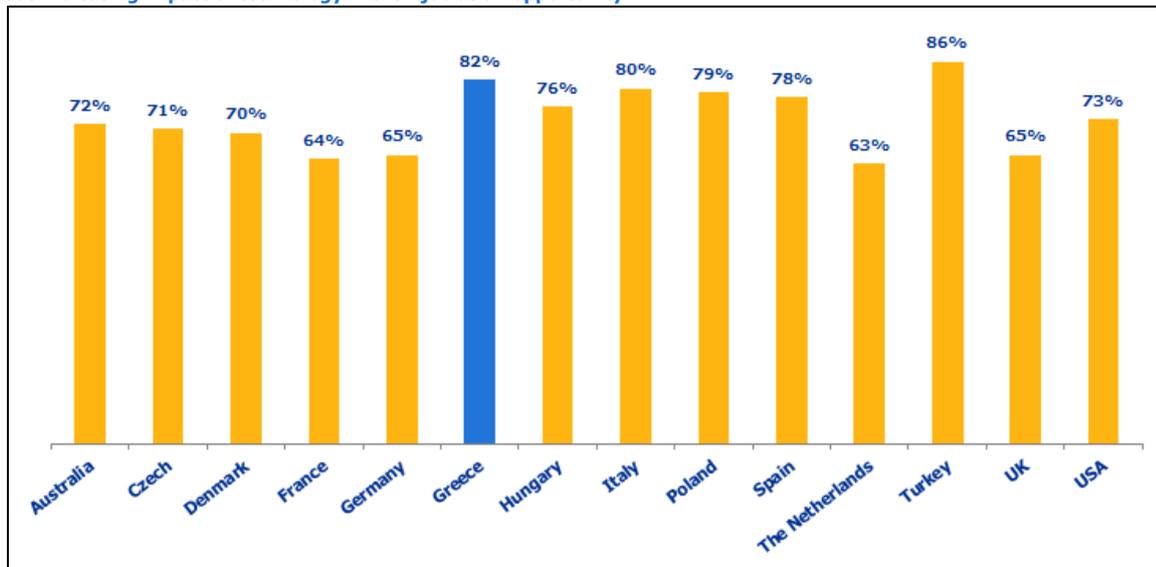
**Digitalisation in the workplace**

The Randstad Workmonitor survey for fourth quarter 2018 explores digitalisation at work as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

**Impact of technology in the workplace**

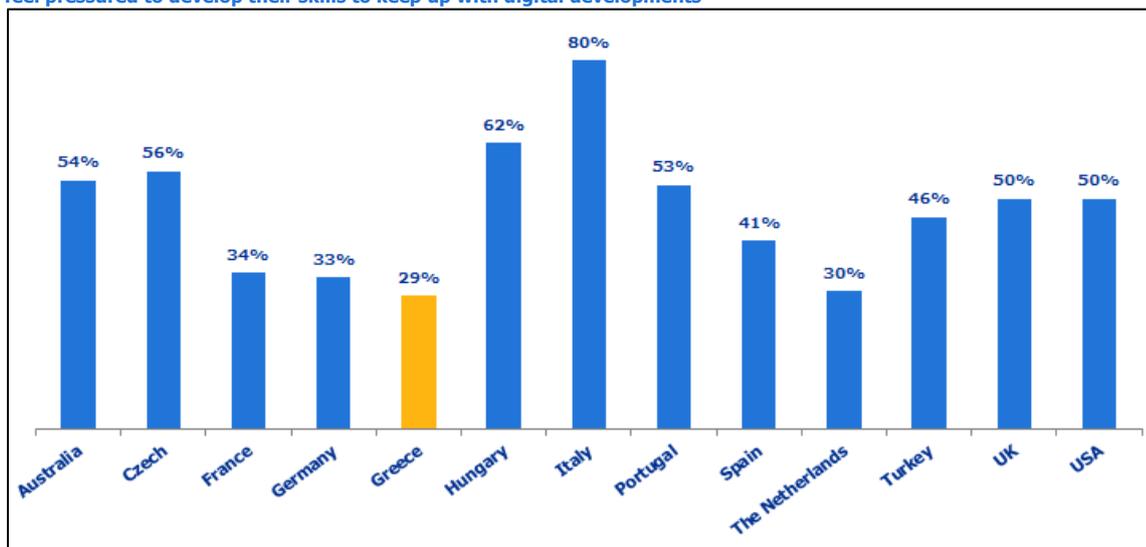
Digitalisation is often seen as a threat in the labor market. In Greece, however, 82% of the respondents state that they see the increasing impact of technology on their job as an opportunity, whilst 43% believe that moving towards a more digital work and professional environment requires a different skill set than what they already possess.

[see increasing impact of technology in their job as an opportunity](#)



84% stated that they want to acquire more digital skills to guarantee their employability in the future. Only 29% feel pressured to develop their skills to keep up with digital developments.

[feel pressured to develop their skills to keep up with digital developments](#)



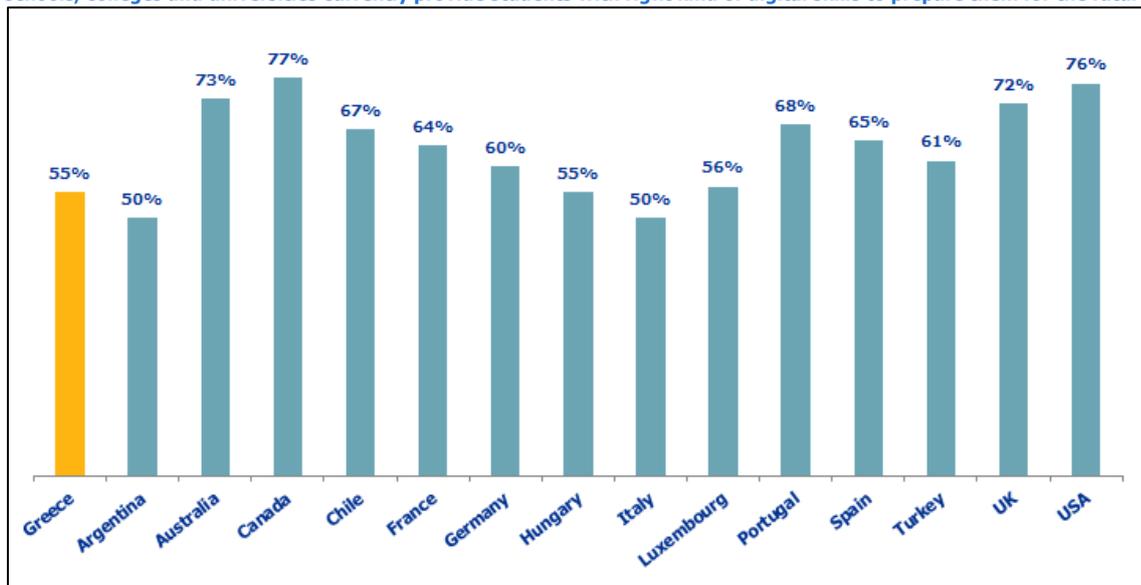
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**Digital skills**

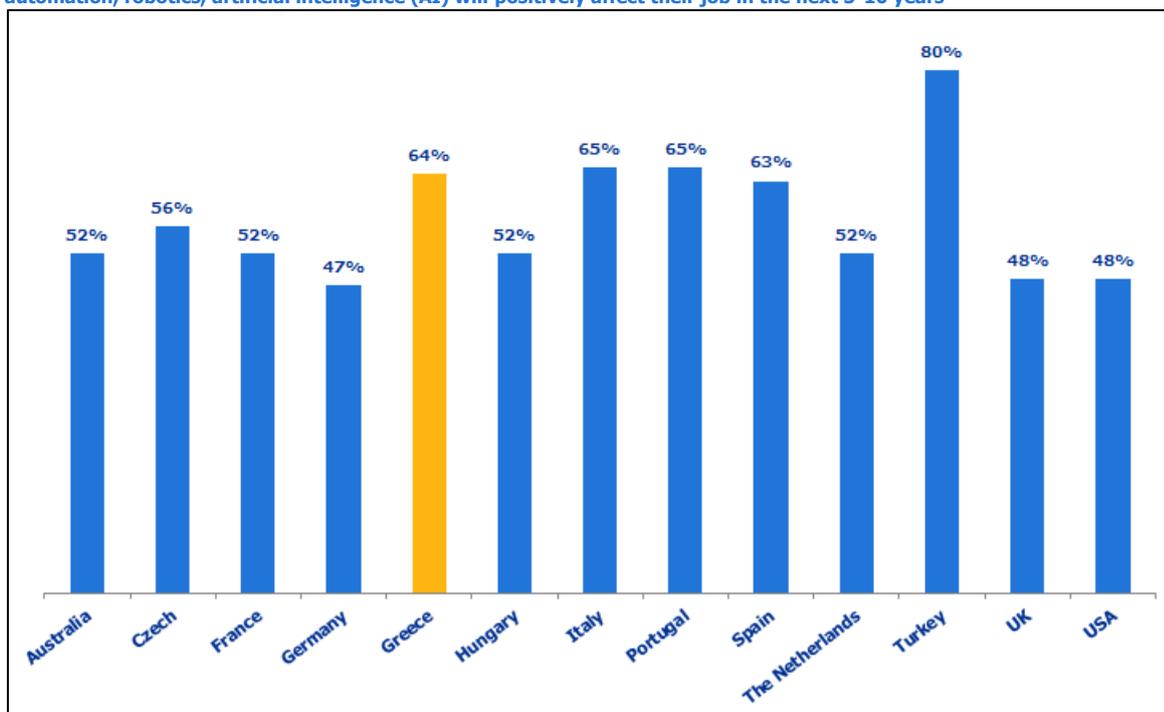
Only 55% of the respondents believe that schools, colleges and universities currently provide students with the right kind of digital skills to prepare them for the future workforce.

**schools, colleges and universities currently provide students with right kind of digital skills to prepare them for the future workforce**



64% stated that automation, robotics and artificial intelligence (AI) will positively affect their job in the next 5-10 years.

**automation, robotics, artificial intelligence (AI) will positively affect their job in the next 5-10 years**



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Whilst only 31% stated that their employer is investing in training their workforce in the field of artificial intelligence (eg. machine learning), 72% agree that it is their employer’s responsibility to provide them with training to acquire digital skills. However, 72% of those that participated in the survey stated that they are investing in themselves as their company does not provide training to learn about artificial intelligence. Only 37% state that their employer is investing in technological developments within the field of artificial intelligence.

**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.

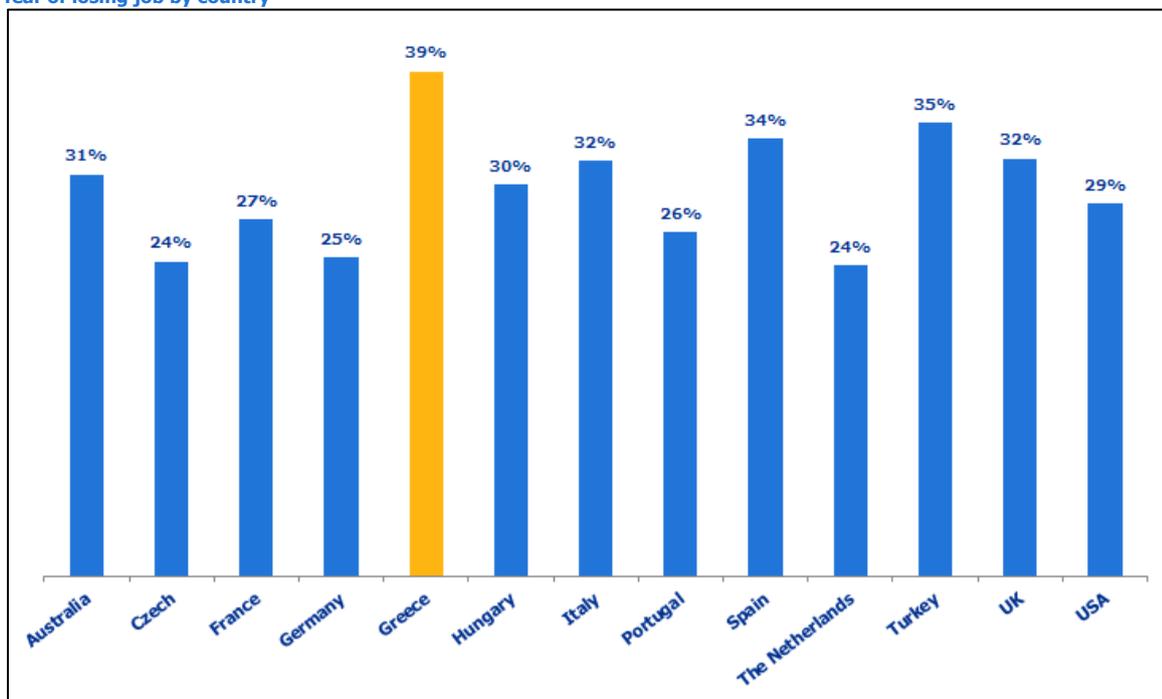
In Greece, the results suggest Greek employees are expecting to work for a different employer in the coming six months. The mobility index for Greece decreased by 1 point, from 107 to 106, in the fourth quarter of 2018. Globally the mobility index is stable at 111. This quarter the mobility index increased most in Austria (+9), Brazil (+8), and Singapore (+5). Mobility decreased most in Switzerland (-7), Poland (-6), Czech Republic, Hungary, Romania and Spain (all at -4). No change in mobility in Norway, Sweden, the UK and China.

**Labour market in Greece**

The percentage of employees in Greece that actually changed jobs in the last six months decreased by 5.5 point from 26% to 20.5% since third quarter. Top reasons given for changing jobs are: personal desire for change (31%), better employment conditions (26%), and changed jobs due to organisational circumstances (18%). The percentage of people surveyed in Greece looking for a new job decreased from 35% to 29%.

When asked, 38.8% of the Greek respondents stated they fear losing their job, an increase of 3% since the third quarter. 48.6% of the 18-24 age group fears losing their job the most, followed by the 25-34 age group at 28.8%.

**fear of losing job by country**



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According to the current survey findings, in Greece, job satisfaction increased since third quarter 2018 to 70%.

**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 2018 was conducted 23 October to 8 November 2018.

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**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/>.