

Press Release

Date

29.3.2017

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Randstad Workmonitor, results 1st quarter 2017

Entrepreneurship is considered attractive, but risk of failure is also great

The Randstad Workmonitor survey for first quarter 2017 explores the entrepreneurship climate and the outlook of startups, small businesses and multinationals in Greece as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

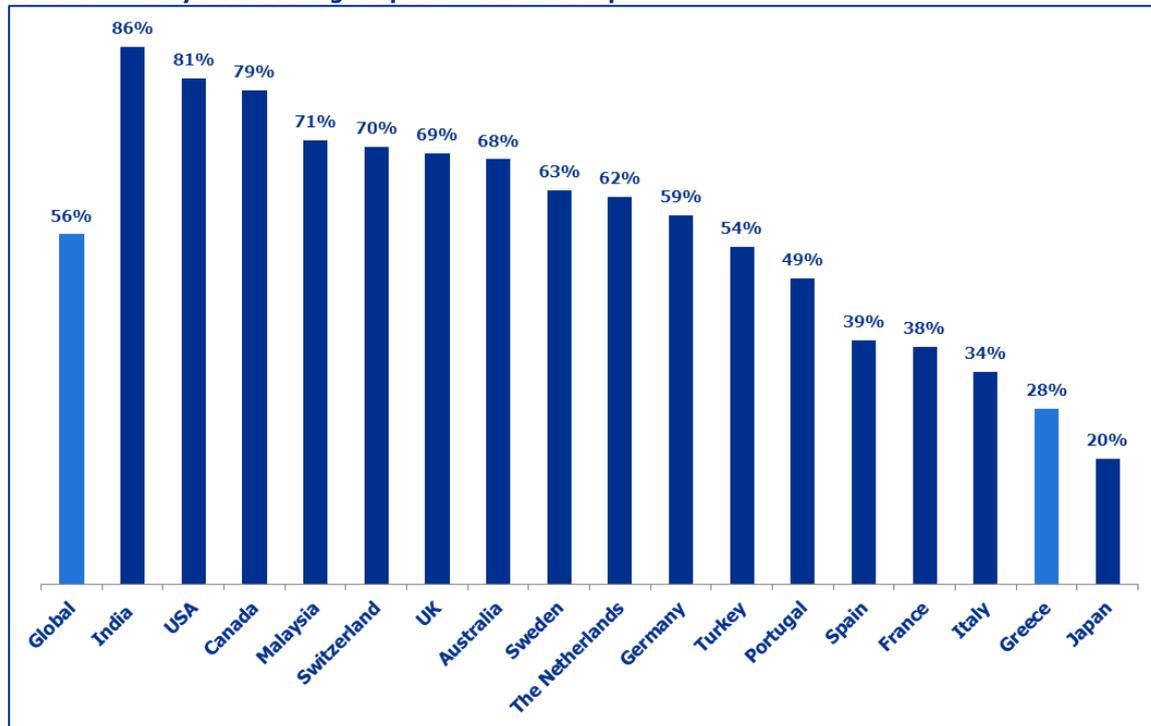
Entrepreneurship in Greece

According to the Greek respondents in the latest Workmonitor, 49% would like to be an entrepreneur, because they believe it would give them more opportunities. This was especially the case with respondents in the age groups 18-24 (64%) and 55-67 (67%). However, only 25% of the respondents are currently considering leaving their current job to start their own business. This is especially the case in the 35 – 44 and 45-54 age groups who are hesitant to start their own business. The number doubles if people would lose their job. In this case, 50% stated that if they lost their current job, they would like to start their own company. In first place globally, 79% of Greek respondents stated they would love to be an entrepreneur, but the risk of failure is great.

Entrepreneurship Climate

Only 28% of the Greek respondents stated that Greece is a good place to run a startup. In last place globally, only 20% of the Greek respondents believe that the government in Greece actively supports new startups. 88% agree that due to globalisation, small businesses have a hard time surviving.

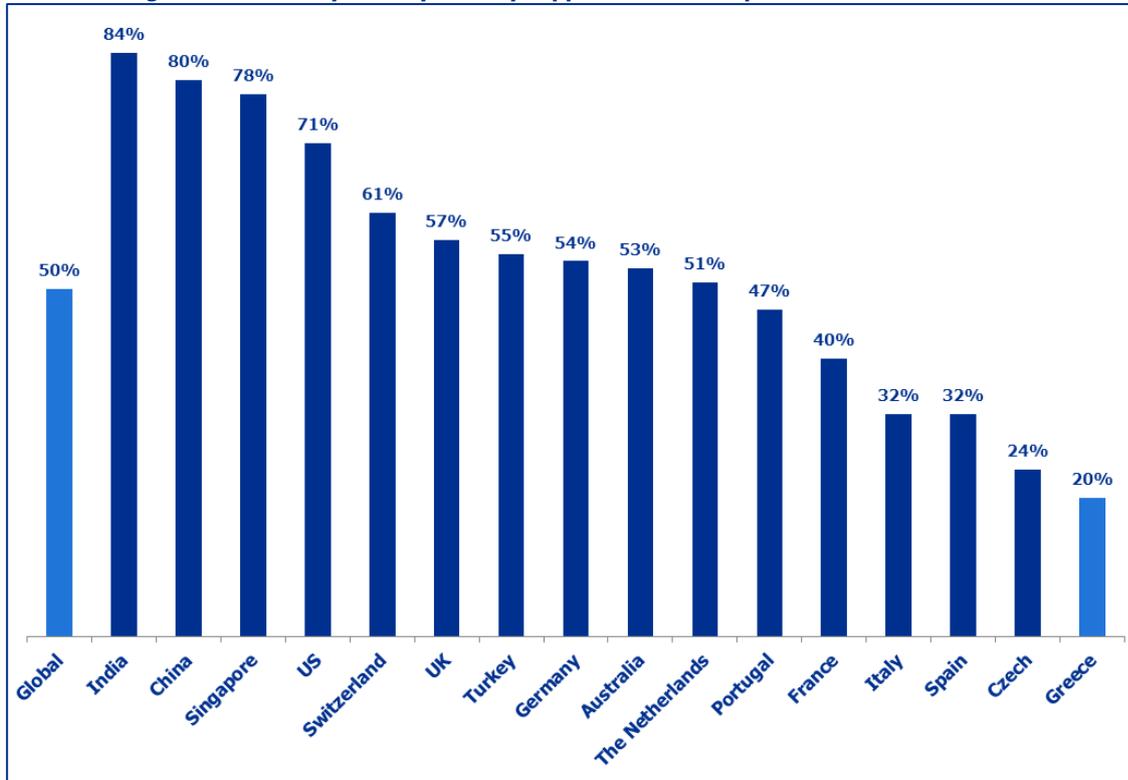
I feel the country I live in is a good place to run a startup



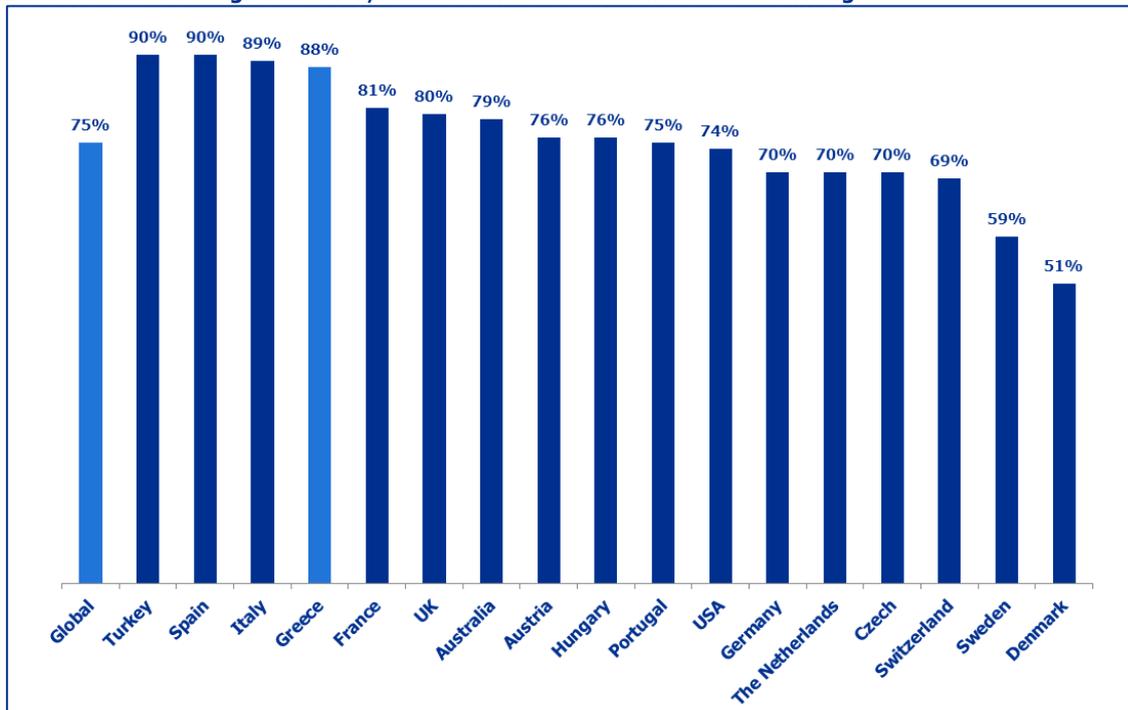
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I believe the government in my country actively supports new startups



I believe that due to globalisation, small businesses have a hard time surviving



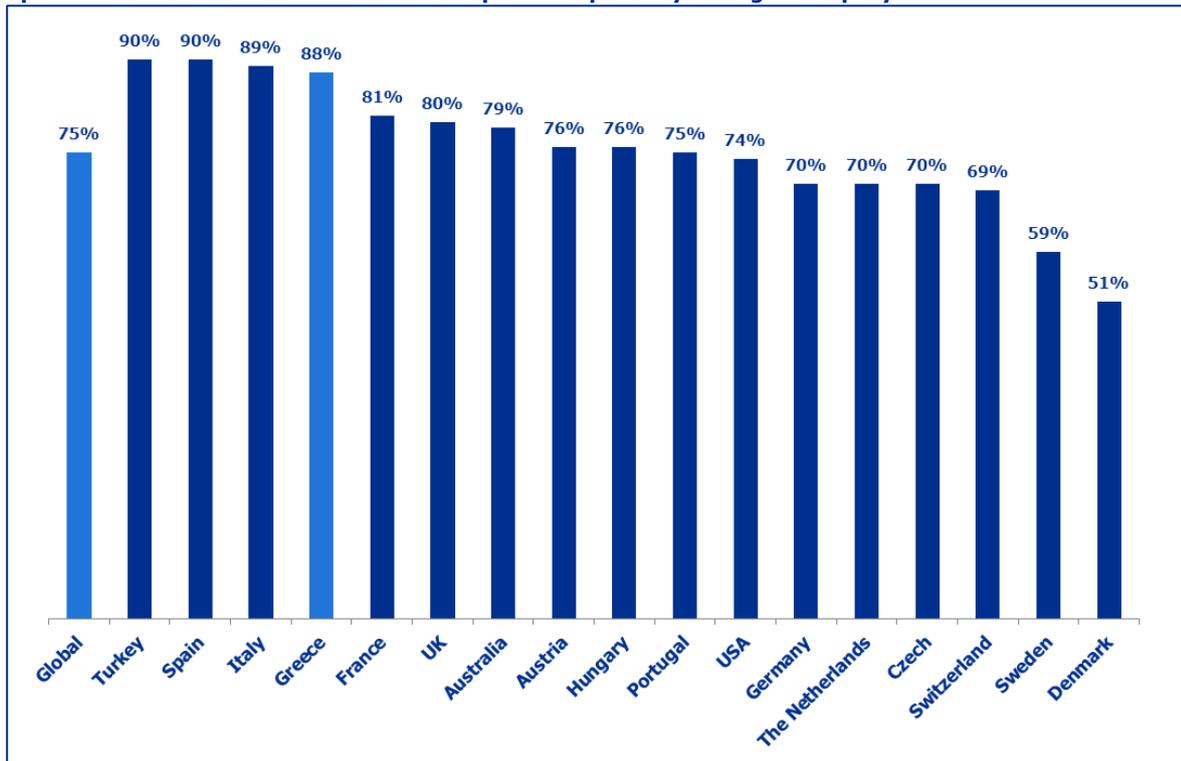
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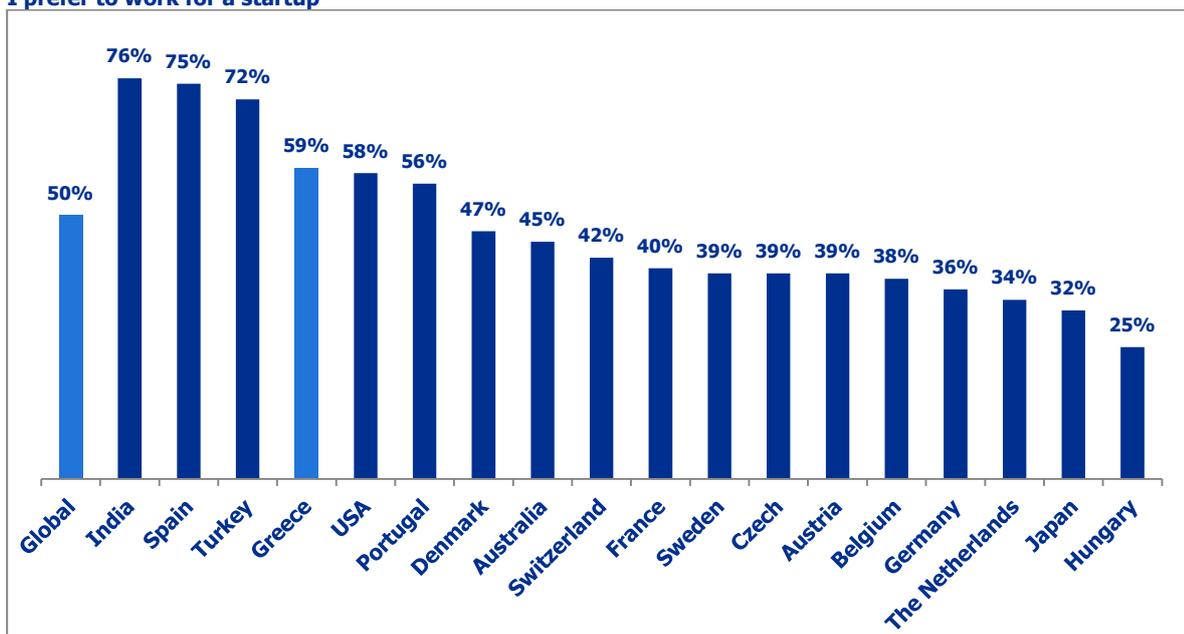
Startups, small business and multinationals

66% of the Greek respondents prefer to work for a small or medium enterprise or a privately-managed company. 57% stated that they prefer to work for a multinational company and 59% state they would like to work for startup. The respondents in the 18-24 age group (74%) had the highest positive responses when asked if they would like to work for a startup.

I prefer to work for a small or medium enterprise or a privately managed company



I prefer to work for a startup



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Quarterly recurring items

Mobility Index in Greece increases

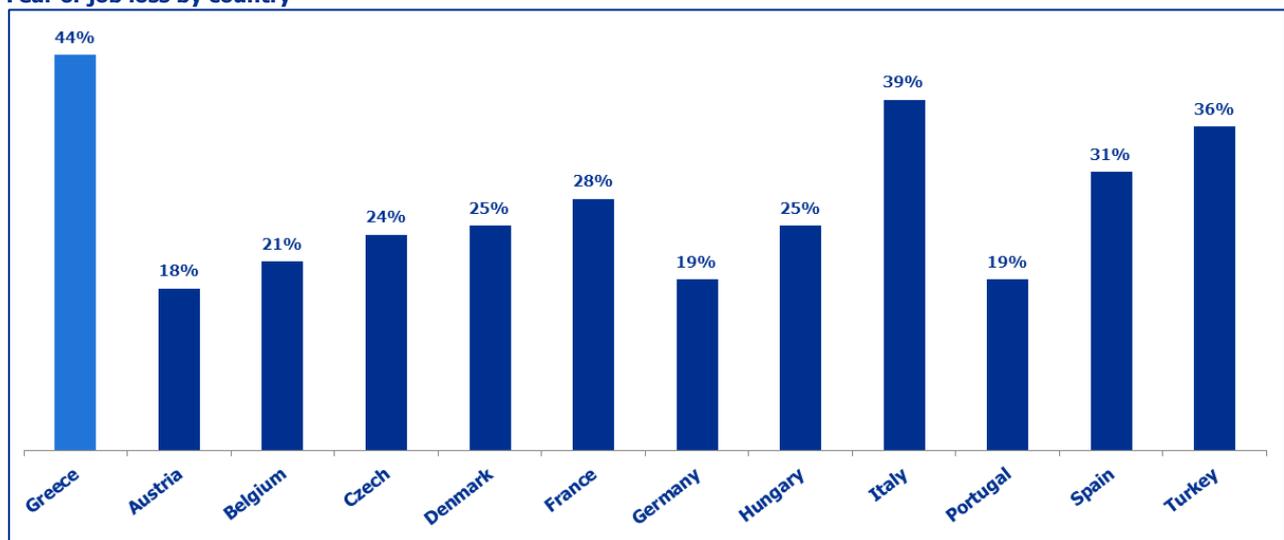
The Randstad labour market "mobility index" assesses the number of employees who expect to find another job within the next 6 months. This is based on employees current job satisfaction, their fear of being fired, their need to find new personal challenges and confidence in finding a job elsewhere.

In Greece more employees expect to be employed elsewhere in the coming months than in previous quarters. The mobility index for Greece increased by 6 points to 110 this quarter. Globally the mobility index is also at 110 this quarter with increases also recorded in Sweden, France, Japan and India.

Fear of job loss increases

When asked how likely the respondents find the possibility of losing their job or the chance that their contract will not be extended within the next six months, 44% responded that it is highly likely, an increase of 4% since Q4 2016. Of the employees in Greece surveyed, in this quarter, males were found to have the highest level of fear of job loss at 44%. The age group with the highest fear of job loss is noted in the 55-67 (51%) and 25 – 34 (50%) age brackets. Those who classified themselves as being high school educated have the highest fear of job loss at 52%.

Fear of job loss by country



Job satisfaction

According to the current survey findings, in Greece, job satisfaction increased by 3% since last quarter, now at 66%. The most satisfied age group is the 55-67 age group (73%). The age group who recorded the least satisfaction is 18-24 age group (60%).

Appetite to change jobs

The number of people in Greece looking for a new job decreased by 4% to 35% in Q1 2017. The highest number of new job seekers can be found in the 55-67 age bracket at 46%, followed by 18-24 age group at 42%. The females surveyed indicated they were seeking a new job at 33% and 30% of males. Those who classified themselves as university educated have the highest appetite to change jobs at 32%.

Actual Job change

The percentage of employees that actually changed jobs in the last six months increased to 22% since last quarter. The 18-24 age group bracket (29%) had the highest rates of actual job change. The results also reveal that more male respondents (24%) as opposed to females (19%) actually changed jobs in the last quarter. Two top reasons given as to why they changed jobs are for better employment conditions (27%) and organisational circumstances (23%).

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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 first wave in 2017 was conducted between 13 and 29 January 2017.

Shaping the World of Work

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 ou), 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.