

Relocating for Work Survey: Global Results 2008



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Relocating for Work Survey

Manpower's *Relocating for Work Survey* was conducted online in April 2008 to gauge people's attitudes and insights about relocating for employment opportunities, both within and across national borders. The survey gathered responses for 29,829 people in 27 individual labor markets around the world.

Manpower asked eight questions related to relocating for work:

1. **Have you ever relocated for a job?**
2. **How far did you move for your job?**
3. **Would you ever consider relocating for a job?**
4. **How far would you be willing to relocate for a job?**
5. **If you would be willing to relocate for a job, what two countries would you most like to work in?**
6. **Why would you consider relocating for a job?**
7. **For how long would you be willing to relocate for a job?**
8. **Would you be more likely to relocate for a job if your current employer sponsored your job relocation?**

See Appendix for a complete list of countries and respondent numbers.

Global Key Findings

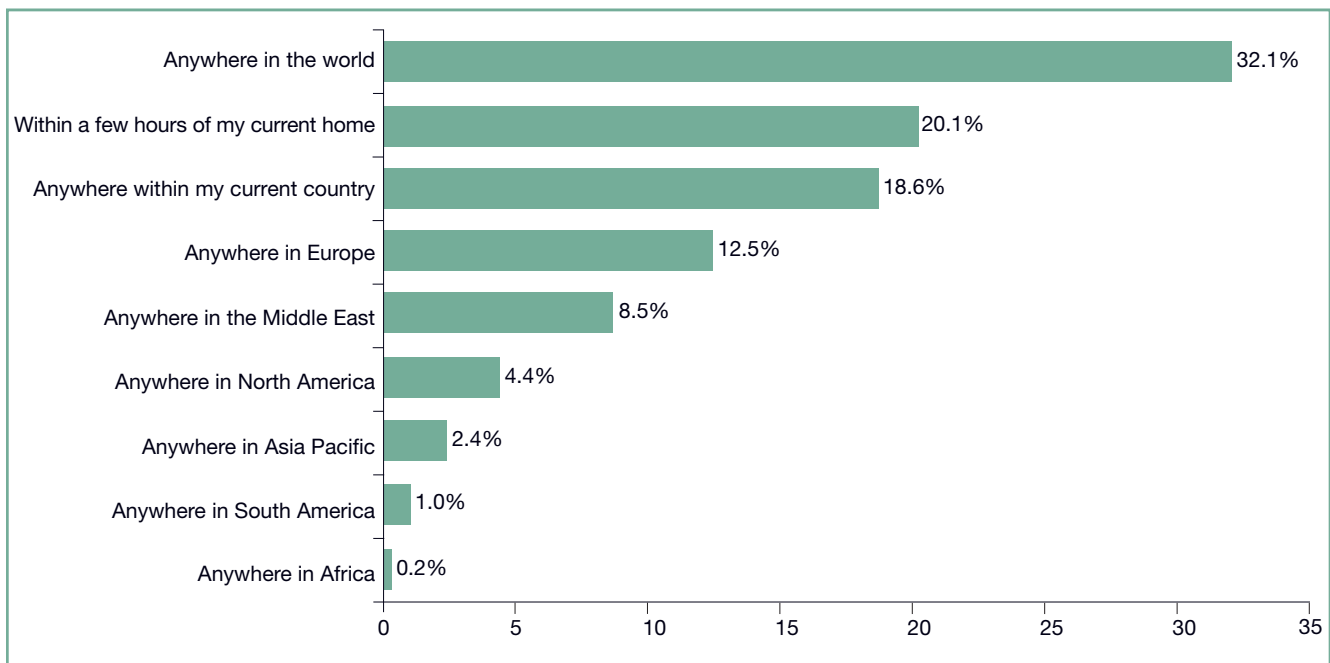
Good news for employers – most people would relocate for a job

The good news for employers in need of talent is that 79.1% of survey respondents indicated they would consider relocating for work in the future, while just 20.9% said they would not relocate. Respondents from the Philippines (95.5%), Ireland (93.1%), Portugal (92.3%), Brazil (92.2%), Colombia (92.2%), Mexico and Central America (91.9%) and Peru (90.0%) were the most likely to consider relocating for employment opportunities in the future.

Multinational corporations competing for global talent should find some comfort knowing that 32.1% of survey respondents indicated that, in the future, they would be

willing to relocate anywhere in the world for a job (Figure 1). Consequently, companies may want to consider extending their recruitment efforts to reach these people. On the other hand, 20.1% of respondents indicated they would only be willing to relocate within a few hours of their current home. Of those people willing to relocate anywhere, those respondents from Colombia (54.3%), Peru (54.0%), Ireland (51.6%) and Australia (51.3%) were most receptive to work opportunities anywhere in the world. Respondents from France (46.8%) were the most likely to stay within their own country for employment opportunities.

Figure 1 – How far would you be willing to relocate for a job?

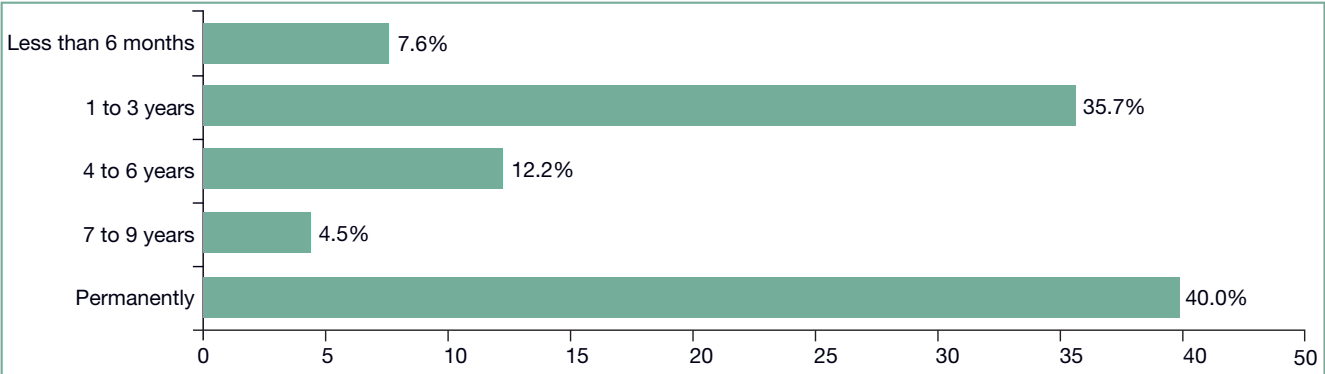


Four in 10 people are willing to relocate permanently, especially men

Participants who said that they were willing to relocate could indicate five different time periods for their preferred assignment: less than six months; one to three years; four to six years; seven to nine years; and permanently. The data revealed that 40% of respondents who were willing to relocate said they would be willing to do so permanently. Relocating for one to three years was the next most popular response. With so many people willing to move for work, these findings highlight the importance for both companies and countries alike to take steps to “brand” themselves if they want to become more attractive to potential employees/residents in their region and around the world.

People under age 30 were the most receptive to moving for work, whether short or long term, or on a permanent basis. In terms of gender differences, men were more inclined to move for longer periods of time (four to six years or longer) while women preferred assignments varying from one to three years and less than six months.

Figure 2 – For how long would you be willing to relocate for a job?



The United States, the United Kingdom and Spain the preferred destinations for working abroad

Internationally, the United States, the United Kingdom and Spain were the countries respondents most indicated as their preferred relocation destinations for work (Figure 3). This preference changed somewhat based

on the region in which respondents lived. The U.S. was the preferred destination in the Americas; China topped the list in Asia Pacific; and the UK was preferred by those in the EMEA region.

Figure 3 – Top 10 preferred destinations for work

INTERNATIONALLY	AMERICAS	ASIA PACIFIC	EMEA
1. United States	1. United States	1. China	1. United Kingdom
2. United Kingdom	2. Canada	2. United States	2. Spain
3. Spain	3. Spain	3. Australia	3. United States
4. Canada	4. Australia	4. Hong Kong	4. United Arab Emirates
5. Australia	5. Argentina	5. United Kingdom	5. France
6. United Arab Emirates	6. Brazil	6. Singapore	6. Australia
7. France	7. France	7. Taiwan	7. Italy
8. Italy	8. Italy	8. Japan	8. Germany
9. Germany	9. Mexico	9. Canada	9. Canada
10. Argentina	10. Portugal	10. Malaysia	10. Portugal

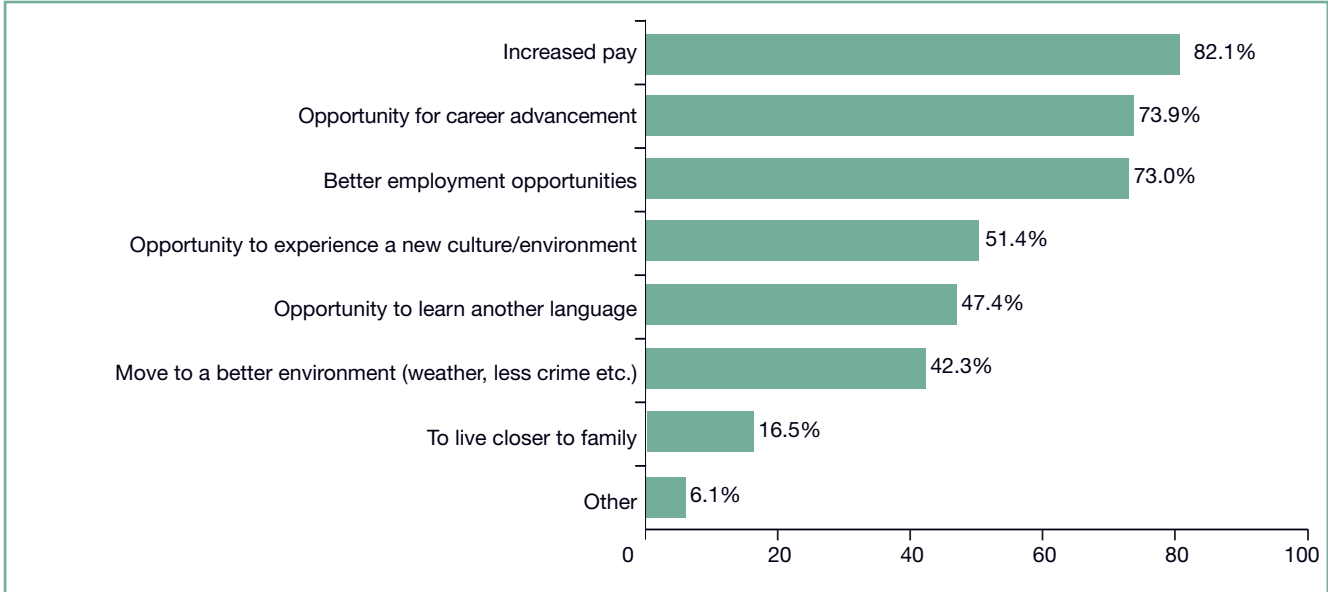
Increased pay and career advancement drive most work moves

As one would expect, monetary gain was found to be the primary driver of willingness to move for work (Figure 4), with 82.1% of respondents citing increased pay as the most popular reason to consider relocating for work. Respondents from 21 out of 27 unique labor markets surveyed indicated that increased pay was the primary reason to consider relocating for work.

Career advancement and better employment opportunities were also cited as top reasons to move for work at 73.9% and 73%, respectively.

Interestingly, women cited more often than men that they would be willing to relocate for the opportunity to learn a different language.

Figure 4 – Why would you consider relocating for a job?

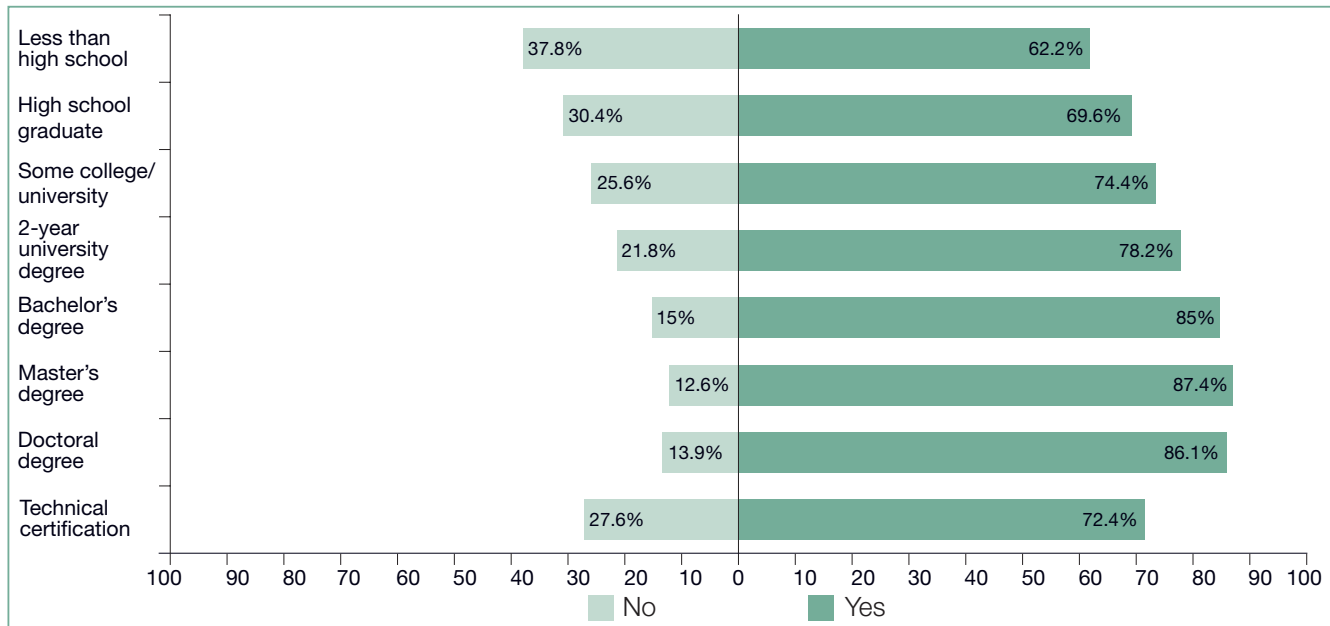


Education level influences relocating for work

There was a clear trend in the level of education attained and the respondents' willingness to move for work. Those respondents who had less than a high school education were least willing to consider moving for work at 62.2%. However, those persons who had attained a university degree, a master's degree or a doctoral

degree were considerably more inclined to move for work at 85%, 87.4% and 86.1%, respectively (Figure 5). Just over seven in 10 respondents holding a technical or vocational certification indicated a willingness to move for work.

Figure 5 – Would you ever consider relocating for a job? (By education level)

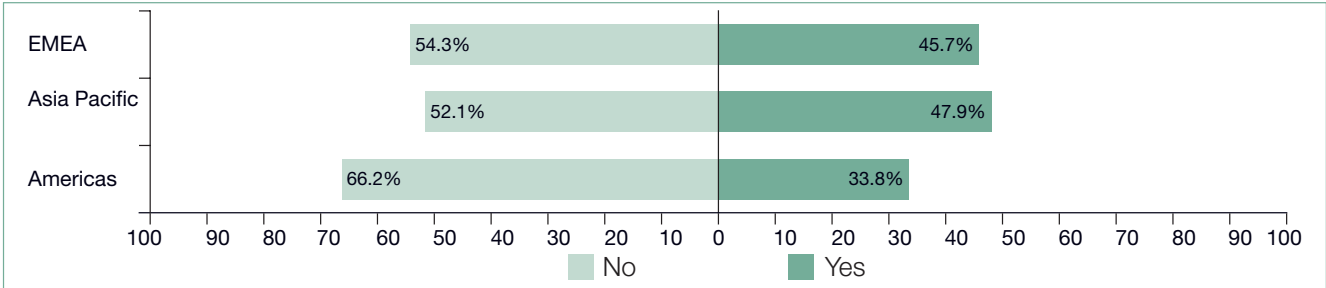


Internationally, 44% of respondents have moved for work in the past; people in Asia Pacific and EMEA regions are more likely to have relocated for jobs

Respondents from Portugal (85.9%), Taiwan (66.5%), the Middle East (61.6%), Ireland (53.9%) and Germany (45.7%) were the most likely to have previously relocated for work. On a regional basis, people in the Asia Pacific

and EMEA regions were more likely to have relocated for employment opportunities compared to their counterparts in the Americas (Figure 6).

Figure 6 – Have you ever relocated for a job? (By region)



Age and family ties prevented people from moving in the past

Looking at the total respondents who indicated that they had indeed relocated for work in the past, data shows that among the five age categories, those under 30 (41.2%) were most likely to have moved for work in the past. The likelihood that people had moved for work trended downward as the age increased, implying that mobility for work is easier for the young. Looking at gender, men were more likely than women (55.3% vs 38.4%) to have previously moved for work.

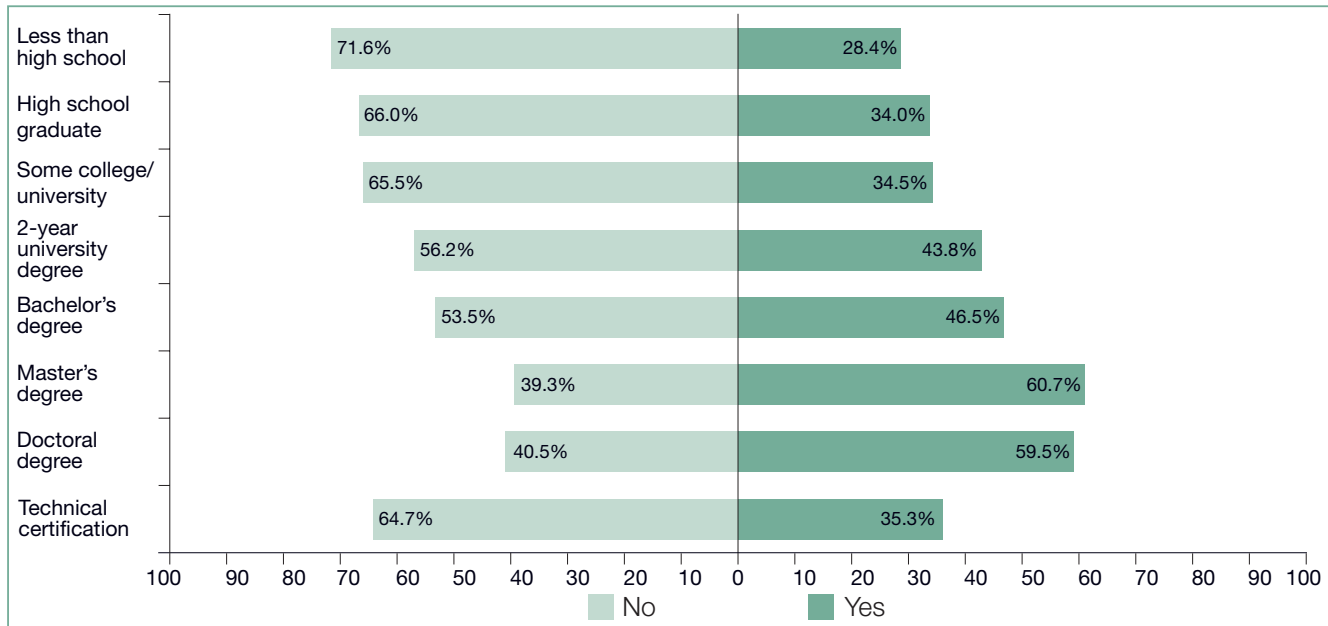
Not surprisingly, those with no marital ties and no children at home responded that they had more often moved for work. 51.1% of single people indicated they were more likely to have previously relocated for employment opportunities, followed by 39.9% of married respondents. Similarly, 68% of people who had said they had relocated previously, had no children at home. Clearly, family ties are factors that determine one's mobility.

Those with a higher education have been more mobile

Just as education level was shown to be a factor in the likelihood for relocating for work in the future, there was also an education-level correlation with those who had relocated previously. Those respondents with less

than a high school education were less likely to have relocated for work in the past than those with university degrees. Those holding master's degrees were most likely to have relocated previously (Figure 7).

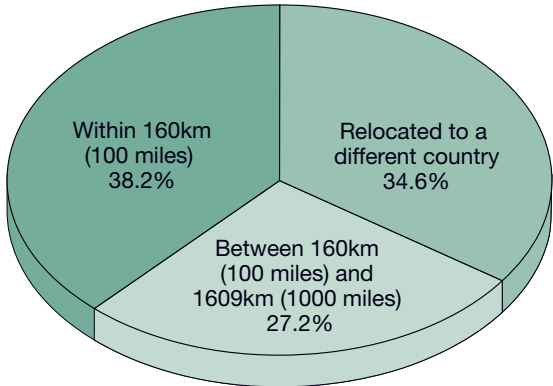
Figure 7 – Have you ever relocated for a job? (By education level)



The majority of previous work relocations were close to home; people in the Asia Pacific and EMEA regions work across borders more frequently

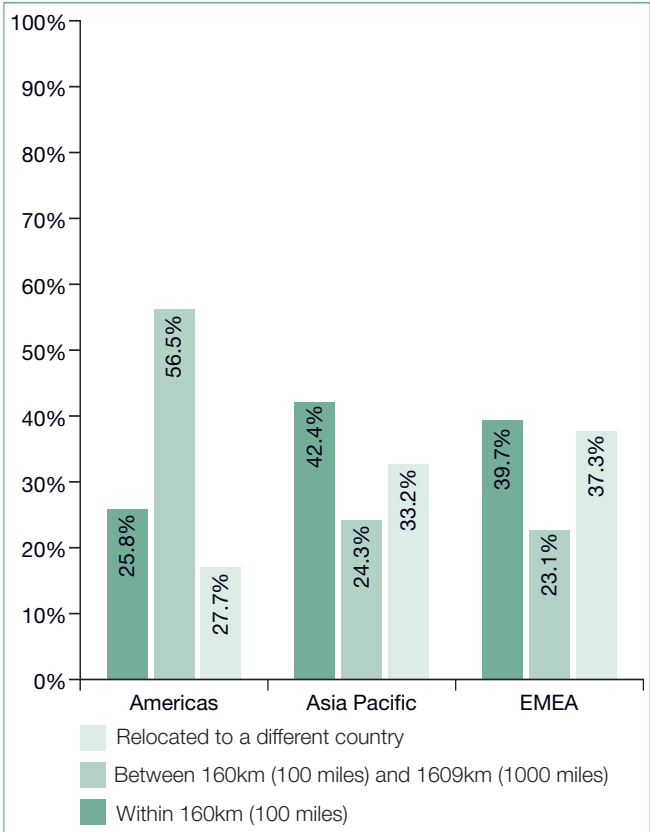
From the respondents who indicated they have previously relocated for a job, the highest percentage (38.2%) indicated they stayed closer to home, moving within 160 km (100 miles) (Figure 8). 27.2% indicated they had moved between 160 km (100 miles) and 1609 km (1000 miles), and 34.6% indicated they moved to a different country. Respondents from Ireland (96.4%), the Middle East (74.5%) and Australia (42.9%) were the most likely to have previously relocated to a different country for employment opportunities.

Figure 8 – How far did you move for your job?



While moves close to home are most common internationally, this picture changes on a regional basis. Those in the Americas are most likely to have relocated between 160 km (100 miles) and 1609 km (1000 miles); while those in both the Asia Pacific and EMEA regions had most often relocated to a different country entirely (Figure 9).

Figure 9 – How far did you move for your job? (By region)



Appendix

Manpower's survey gathered responses from 29,829 people in 27 labor markets around the world. Below is a complete list of countries and respondent numbers.

Australia	141
Austria	361
Belgium	2,207
Brazil	994
Canada	179
Colombia	1,485
Finland	169
France	317
Germany	698
Greece	1,079
Hong Kong	511
Hungary	2,641
Ireland	102
Malaysia	555
Mexico/Central America*	1,300
Middle East**	4,370
Netherlands	379
Peru	239
Philippines	176
Poland	1,164
Portugal	2,700
Spain	4,530
Sweden	1,180
Switzerland	572
Taiwan	940
United Kingdom	333
United States	507

* Note that for survey purposes, respondents surveyed in the Mexico & Central America region included the following countries: Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua and Panama.

** Respondent's surveyed in the Middle East region included the following countries: Bahrain, Kuwait, Qatar, Saudi Arabia and United Arab Emirates.

Results for these markets were consolidated and reported in what we are identifying as "global" results. Manpower operations in these markets used different methods to invite participants to the random, voluntary online survey such as e-mails to contact lists, Web site links, etc. In some countries, such as Spain, the response rate was very high. Therefore, response rates for countries reporting high response rates were capped at a level that would not skew the global results when comparing across countries. In terms of the 'cap,' we took a figure that was roughly in line with the other highest country responses for a similar region (i.e. within EMEA) and cut off responses at the end of the survey day closest to that figure. The results for the individual countries include all survey responses gathered. There was no other weighting process applied to the survey results.

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