

supply / demand

# Borderless Workforce Survey: Global Results 2008



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# 2008 Borderless Workforce Survey

## Global Results

Manpower Inc. (NYSE: MAN) surveyed over 28,000 employers across 27 countries and territories to determine the extent to which companies are utilizing foreign talent to fill positions where they are experiencing skill shortages, and to determine the impact on the labor market from talent leaving their home country to go and work in another country. The survey also asked employers if they felt governments and businesses were doing enough to slow the outward migration of talent and attract these people back to their home country.

### **Top 10 Jobs Filled with Foreign Talent**

The top 10 jobs that employers are filling with foreign talent across the 27 countries and territories surveyed are (ranked in order):

1. Laborers
2. Engineers
3. Production Operators
4. Technicians
5. IT Staff
6. Sales Representatives
7. Administrative Assistants / PAs
8. Customer Service Representatives
9. Senior Executives / Board Members
10. Accounting & Finance Staff

### **Top 10 Countries for Recruiting Foreign Talent**

The top 10 countries in which these workers\* are primarily coming from are (ranked in order):

1. China
2. United States
3. India
4. United Kingdom
5. Germany
6. Japan
7. Spain
8. France
9. Canada
10. Poland

*\* The majority of people being recruited possess professional or technical skills.*

### **Top 10 Countries Believed to be a Competitive Threat**

The top 10 countries in which employers believe provide the biggest competitive threat to their own country's ability to compete economically (ranked in order):

1. China
2. United States
3. India
4. United Kingdom
5. Japan
6. Australia
7. Germany
8. Russia
9. Spain
10. Brazil

Total Number of Respondents: 28,901

Margin of error: +/- 1.4 to +/- 4.8

## Losing National Talent to Other Countries

Survey results revealed that 31 percent of employers worldwide are concerned about the impact on the labor market from talent leaving their country to go and work in another country. Only 15 percent of employers worldwide think that governments and businesses are doing enough to slow the outward migration of talent and attract these people back to their country.

The survey shows that employers in Peru (82%), Argentina (66%), South Africa (65%), Taiwan (64%) India (57%) and New Zealand (52%) express the most concern about the impact of “brain drain” on their labor markets resulting from talent leaving their country to work in another country. On the other hand, employers in China (1%), Ireland (7%), Japan (12%) and Switzerland (12%) are least concerned about the issue.

A considerable majority of employers indicated that governments and businesses are not doing enough to slow outward talent migration, or to attract these people back to their country. Employers in Germany (88%) and Peru (88%) felt strongest about this issue. However, some employers, notably those in Costa Rica (35%), China (35%), Hong Kong (35%) and Ireland (34%), were slightly more optimistic regarding government’s and businesses’ response to the issue.

<b>Concerned About National Talent Leaving to Work Abroad</b>			
<b>Most Concerned Employers</b>		<b>Least Concerned Employers</b>	
1. Peru	82%	1. China	1%
2. Argentina	66%	2. Ireland	7%
3. South Africa	65%	3. Japan	12%
4. Taiwan	64%	4. Switzerland	12%
5. India	57%	5. Netherlands	13%
6. New Zealand	52%	6. United States	14%
7. Italy	42%	7. Belgium	17%
8. Spain	41%	8. Norway	17%
9. Germany	39%	9. United Kingdom	18%
10. France	38%	10. Canada	19%
11. Mexico	37%	11. Hong Kong	20%
12. Austria	31%	12. Singapore	22%

<b>Concerned Government/Business Not Doing Enough to Slow the Outward Migration of Talent</b>			
<b>Most Concerned Employers</b>		<b>Least Concerned Employers</b>	
1. Germany	88%	1. China	8%
2. Peru	88%	2. India	32%
3. Belgium	87%	3. Singapore	41%
4. Italy	87%	4. Hong Kong	57%
5. Argentina	85%	5. Norway	58%
6. United Kingdom	85%	6. Costa Rica	61%
7. Canada	83%	7. Sweden	62%
8. Mexico	82%	8. Netherlands	63%
9. South Africa	82%	9. Ireland	64%
10. New Zealand	79%	10. Australia	65%
11. Austria	75%	11. France	66%
12. Spain	75%	12. Taiwan	67%



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	<i>"Are you concerned about the impact on the labor market from talent leaving your country to go and work in another country?"</i>			<i>"Do you think government and business are doing enough to slow the outward migration of talent and attract these people back to your country?"</i>		
	Yes	No	Don't Know	Yes	No	Don't Know
<b>Global Mean</b>	<b>31</b>	<b>54</b>	<b>15</b>	<b>15</b>	<b>68</b>	<b>17</b>

<b>Americas</b>	<b>41</b>	<b>58</b>	<b>1</b>	<b>15</b>	<b>78</b>	<b>7</b>
Argentina	66	34	0	9	85	6
Canada	19	81	0	17	83	0
Costa Rica	27	71	2	35	61	4
Mexico	37	62	1	16	82	2
Peru	82	18	0	10 *	88	2
United States	14	83	3	7	68	25

\* Please note that in Peru, 3 percent of respondents stated that businesses were doing enough, but that the government was not.

<b>Asia Pacific</b>	<b>24</b>	<b>36</b>	<b>40</b>	<b>19</b>	<b>49</b>	<b>32</b>
Australia	24	69	7	15	65	20
China	1	12	87	35	8	57
Hong Kong	20	73	7	35	57	8
India	57	43	0	21	32	47
Japan	12	42	46	3	70	27
New Zealand	52	45	3	12	79	9
Singapore	22	52	26	24	41	35
Taiwan	64	30	6	20	67	13

<b>EMEA**</b>	<b>28</b>	<b>69</b>	<b>3</b>	<b>11</b>	<b>77</b>	<b>12</b>
Austria	31	62	7	13	75	12
Belgium	17	80	3	10	87	3
France	38	61	1	14	66	20
Germany	39	59	2	9	88	3
Ireland	7	92	1	33	64	3
Italy	42	55	3	6	87	7
Netherlands	13	83	4	18	63	19
Norway	17	79	4	19	58	23
South Africa	65	34	1	12	82	6
Spain	41	55	4	8	75	17
Sweden	24	75	1	21	62	17
Switzerland	12	84	4	16	69	15
UK	18	80	2	6	85	9

\*\* EMEA – Europe, Middle East and Africa

Note on Survey: Manpower's Borderless Workforce Survey was released in June of 2008, based on a survey conducted in late July of 2007.