

supply / demand

Borderless Workforce Survey: National Results 2008



Manpower®



Manpower®

2008 Borderless Workforce Survey

National 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.

Results by Country – Americas

ARGENTINA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Production Operators 2. Middle Management 3. Laborers 4. Administrative Assistants / PAs 5. Senior Executives / Board Members 6. Janitors 7. Teachers 8. Machinists / Operators 9. Drivers 10. Technicians	1. Chile 2. Bolivia 3. Uruguay 4. Paraguay 5. Brazil 6. Spain 7. Peru 8. United States 9. Germany 10. France			1. Brazil 2. Chile 3. United States 4. Spain 5. China 6. Uruguay 7. Bolivia 8. Mexico 9. Paraguay 10. India		
	<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
National Total	66	34	0	9	85	6
Agriculture & Fishing	69	31	0			
Finance, Insurance & Real Estate	79	21	0			
Manufacturing	60	40	0			
Mining & Construction	62	38	0			
Public Administration / Education	78	22	0			
Services	66	34	0			
Transportation & Utilities	65	35	0			
Wholesale & Retail Trade	60	40	0			
AMBA (City of Buenos Aires)	60	40	0			
Cuyo	71	29	0			
NEA	69	31	0			
NOA	75	25	0			
Pampeana	61	39	0			
Patagonia	68	32	0			

Total Number of Respondents: 800
 Overall Margin of Error: +/- 3.5%



CANADA						
<p><i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i></p> <p>1. Laborers 2. Sales Representatives 3. Teachers 4. Customer Service 5. Drivers 6. Chefs / Cooks 7. Machinists / Operators 8. Engineers 9. Technicians 10. Accounting</p>	<p><i>From which country are these workers primarily coming?</i></p> <p>1. Canada 2. United States 3. China 4. India 5. Europe 6. France 7. Philippines 8. Germany 9. United Kingdom 10. Africa</p>			<p><i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i></p> <p>1. United States 2. China 3. India 4. Mexico 5. Europe 6. Japan 7. Canada 8. United Kingdom 9. Australia 10. Germany</p>		
	Yes	No	Don't Know	Yes	No	Don't Know
National Total	19	81	0	17	83	0
Quebec	20	80	0			
Western Canada	41	59	0			
Ontario	18	82	0			
Atlantic Canada	15	85	0			

Total Number of Respondents: 453
Overall Margin of Error: +/- 4.6%



COSTA RICA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Production Operators 2. Sales Representatives 3. Administrative Assistants / PAs 4. Technicians 5. Customer Service Representatives 6. Chefs / Cooks 7. Engineers 8. Accounting & Finance Staff 9. Marketing / Public Relations 10. Sales	1. Nicaragua 2. Colombia 3. United States 4. Mexico 5. Cuba 6. Panama 7. Guatemala 8. El Salvador 9. Chile 10. Venezuela			1. United States 2. Mexico 3. Panama 4. China 5. Nicaragua 6. Colombia 7. Guatemala 8. El Salvador 9. Brazil 10. Chile		
	<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
National Total	27	71	2	35	61	4
Agriculture, Fishing, Mining & Extraction	23	77	0			
Commerce	19	79	2			
Construction	24	76	0			
Manufacturing	33	66	1			
Services	29	68	3			
Transportation & Communication	34	66	0			
San Jose	29	69	2			
Alajuela	27	73	0			
Cartago	27	72	1			
Heredia	25	70	5			
Guanacaste	20	80	0			
Puntarenas and Limon	21	73	6			

Total Number of Respondents: 620
 Overall Margin of Error: +/- 3.9%



MEXICO						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Production Operators 2. Administrative Assistants / PAs 3. Engineers 4. Sales Representatives 5. Customer Service Representatives 6. Technicians 7. Accounting & Finance Staff 8. Sales 9. Senior Executives / Board Members 10. Machinists / Operators	1. United States 2. Spain 3. Japan 4. Germany 5. Canada 6. Argentina 7. Italy 8. Brazil 9. France 10. China			1. United States 2. China 3. Japan 4. Canada 5. Brazil 6. Spain 7. Germany 8. India 9. Chile 10. Argentina		
	<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
National Total	37	62	1	16	82	2
Agriculture & Fishing	40	59	1			
Commerce	37	62	1			
Construction	40	60	0			
Manufacturing	38	61	1			
Mining & Quarrying	34	65	1			
Services	36	63	1			
Transportation & Communication	34	65	1			
Center	39	60	1			
Mexico City	37	62	1			
North	41	58	1			
Northeast	34	65	1			
Northwest	36	63	1			
Southeast	35	63	2			
Occident/West	39	60	1			

Total Number of Respondents: 4,804
 Overall Margin of Error: +/- 1.4%



PERU						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Technicians 2. Senior Executives / Board Members 3. Administrative Assistants / PAs 4. IT Staff 5. Engineers 6. Middle Management 7. Accounting & Finance Staff 8. Production Operators 9. Sales Representatives 10. Chefs / Cooks	1. United States 2. Spain 3. Chile 4. Argentina 5. Brazil 6. Colombia 7. Germany 8. Mexico 9. Japan 10. Venezuela			1. Chile 2. United States 3. Spain 4. Argentina 5. Brazil 6. Colombia 7. Ecuador 8. China 9. Bolivia 10. Venezuela		
	<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
National Total	82	18	0	10 *	88	3
Agriculture & Fishing	84	16	0			
Finance, Insurance & Real Estate	77	23	0			
Manufacturing	79	21	0			
Mining & Construction	86	14	0			
Public Administration/Education	93	7	0			
Services	87	13	0			
Transportation & Utilities	76	24	0			
Wholesale & Retail Trade	79	21	0			
Greater Lima	80	20	0			
Highlands	91	9	0			
Jungle	92	8	0			
North 1	85	15	0			
North 2	87	13	0			
North 3	80	20	0			
South	88	12	0			
South 2	91	9	0			

* Please note that in Peru, 3 percent of respondents stated that businesses were doing enough, but that the government was not.
 Total Number of Respondents: 696
 Overall Margin of Error: +/- 3.7%



UNITED STATES						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Engineers 2. IT Staff 3. Customer Service Representatives 4. Laborers 5. Accounting & Finance Staff 6. Sales Representatives 7. Scientists / Research / Academic 8. Administrative Assistants / PAs 9. Chefs / Cooks 10. Machinists / Operators	1. Mexico 2. India 3. China 4. Latin America 5. Canada 6. Europe 7. Philippines 8. Japan 9. Cuba 10. Ireland			1. China 2. India 3. Mexico 4. Japan 5. Canada 6. Germany 7. United Kingdom 8. Korea 9. Brazil 10. Other		
	<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
National Total	14	83	3	7	68	25
Construction	16	80	4			
Finance, Insurance & Real Estate	12	84	4			
Manufacturing	16	81	3			
Mining	0	100	0			
Public Administration	12	80	8			
Services	14	81	5			
Transportation & Utilities	11	89	0			
Wholesale & Retail Trade	14	83	3			
Midwest	12	84	4			
Northeast	15	83	2			
South	15	82	3			
West	12	83	5			

Total Number of Respondents: 1,000
 Overall Margin of Error: +/- 3.1%



Results by Country – Asia Pacific

AUSTRALIA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
<ol style="list-style-type: none"> 1. Engineers 2. Laborers 3. Skilled Manual Trades 4. Technicians 5. Accounting & Finance Staff 6. IT Staff 7. Sales Representatives 8. Machinists / Operators 9. Middle Management 10. Customer Service Representatives 	<ol style="list-style-type: none"> 1. United Kingdom 2. China 3. South Africa 4. India 5. Philippines 6. United States 7. Indonesia 8. France 9. Malaysia 10. Japan 			<ol style="list-style-type: none"> 1. China 2. India 3. United States 4. United Kingdom 5. Japan 6. Indonesia 7. Korea / South Korea 8. Hong Kong 9. Malaysia 10. Singapore 		
	<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
National Total	24	69	7	15	65	20
Finance, Insurance & Real Estate	39	57	4			
Manufacturing	20	72	8			
Mining, Oil, Gas & Construction	32	63	5			
Public Administration/Education	32	57	11			
Services	24	67	9			
Transportation & Utilities	18	74	8			
Wholesale & Retail Trade	15	80	5			
Adelaide/South	35	57	8			
Brisbane/Queensland	21	65	14			
Hobart/Tasmania	34	64	2			
Melbourne/Victoria	16	80	4			
Northern Territory	28	67	5			
Perth/WA	35	58	7			
Sydney/NSW	21	72	7			

Total Number of Respondents: 1,110
Overall Margin of Error: +/- 2.9%



CHINA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
	1. Senior Executives / Board Members 2. Middle Management 3. Engineers 4. Technicians 5. Sales Representatives 6. Accounting & Finance Staff 7. Customer Service Representatives 8. IT Staff 9. Production Operators 10. Chefs / Cooks	1. Taiwan 2. Japan 3. United States 4. Hong Kong 5. Singapore 6. Korea / South Korea 7. France 8. United Kingdom 9. Canada 10. Malaysia			1. United States 2. Japan 3. India 4. Korea / South Korea 5. United Kingdom 6. Vietnam 7. Indonesia 8. Hong Kong 9. Singapore 10. Australia	
	<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
National Total	1	12	87	35	8	57
Finance, Insurance & Real Estate	1	12	87			
Manufacturing	1	12	87			
Mining, Oil, Gas & Construction	1	18	81			
Services	1	10	89			
Transportation & Utilities	1	12	87			
Wholesale & Retail Trade	1	8	91			
Beijing	1	8	91			
Chengdu	0	7	93			
Guangzhou	1	10	89			
Shanghai	1	16	83			
Wuhan	1	6	93			

Total Number of Respondents: 3,594
 Overall Margin of Error: +/- 1.6%



HONG KONG						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i> 1. Senior Executives / Board Members 2. Sales Representatives 3. Middle Management 4. Engineers 5. Accounting & Finance Staff 6. Technicians 7. Customer Service Representatives 8. IT Staff 9. Teachers 10. Administrative Assistants / PAs	<i>From which country are these workers primarily coming?</i> 1. China 2. United States 3. Japan 4. United Kingdom 5. Singapore 6. Australia 7. Korea / South Korea 8. Philippines 9. Canada 10. Malaysia			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i> 1. China 2. Singapore 3. United States 4. Japan 5. India 6. Korea / South Korea 7. Taiwan 8. Malaysia 9. United Kingdom 10. Thailand		
	<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
National Total	20	73	7	35	57	8
Finance, Insurance & Real Estate	22	72	6			
Manufacturing	14	78	8			
Mining, Oil, Gas & Construction	21	64	15			
Services	31	67	2			
Transportation & Utilities	19	81	0			
Wholesale & Retail Trade	13	73	14			

Total Number of Respondents: 505
 Overall Margin of Error: +/- 4.4%



INDIA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. IT Staff 2. Engineers 3. Technicians 4. Senior Executives / Board Members 5. Middle Management 6. Teachers 7. Accounting & Finance Staff 8. Sales Representatives 9. Laborers 10. Skilled Manual Trades	1. United States 2. United Kingdom 3. China 4. Canada 5. Japan 6. Russia 7. Singapore 8. France 9. Australia 10. Malaysia			1. China 2. United States 3. United Kingdom 4. Japan 5. Russia 6. Malaysia 7. France 8. Canada 9. Australia 10. Korea / South Korea		
	<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
National Total	57	43	0	21	32	47
Finance, Insurance & Real Estate	57	43	0			
Manufacturing	57	42	1			
Mining, Oil, Gas & Construction	54	42	4			
Public Administration/Education	65	34	1			
Services	57	43	0			
Transportation & Utilities	54	44	2			
Wholesale & Retail Trade	42	58	0			
East	56	44	0			
North	57	42	1			
South	58	41	1			
West	55	44	1			

Total Number of Respondents: 1,924
 Overall Margin of Error: +/- 2.2%



JAPAN						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Laborers 2. Sales Representatives 3. IT Staff 4. Administrative Assistants / PAs 5. Technicians 6. Teachers 7. Production Operators 8. Senior Executives / Board Members 9. Chefs / Cooks 10. Engineers	1. China 2. United States 3. Brazil 4. Korea / South Korea 5. India 6. Philippines 7. Taiwan 8. Australia 9. France 10. Vietnam			1. China 2. India 3. Korea / South Korea 4. United States 5. Russia 6. Vietnam 7. Brazil 8. Taiwan 9. Thailand 10. United Kingdom		
	<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
National Total	12	42	46	3	70	27
Finance, Insurance & Real Estate	9	34	57			
Manufacturing	15	46	39			
Mining, Oil, Gas & Construction	11	38	51			
Public Administration/Education	10	35	55			
Services	10	47	43			
Transportation & Utilities	15	38	47			
Wholesale & Retail Trade	9	40	51			
Nagoya	15	32	53			
Osaka	13	39	48			
Tokyo	10	48	42			

Total Number of Respondents: 975
 Overall Margin of Error: +/- 3.1%



NEW ZEALAND						
<p><i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i></p> <ol style="list-style-type: none"> 1. IT Staff 2. Laborers 3. Accounting & Finance staff 4. Technicians 5. Engineers 6. Sales Representatives 7. Customer Service Representatives 8. Skilled Manual Trades 9. Production Operators 10. Middle Management 	<p><i>From which country are these workers primarily coming?</i></p> <ol style="list-style-type: none"> 1. United Kingdom 2. China 3. South Africa 4. India 5. Australia 6. Fiji 7. Philippines 8. United States 9. Samoa 10. Korea / South Korea 			<p><i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i></p> <ol style="list-style-type: none"> 1. Australia 2. China 3. United Kingdom 4. United States 5. India 6. Thailand 7. Taiwan 8. Japan 9. Korea / South Korea 10. Malaysia 		
	Yes	No	Don't Know	Yes	No	Don't Know
National Total	52	45	3	12	79	9
Finance, Insurance & Real Estate	45	48	7			
Manufacturing	55	43	2			
Mining, Oil, Gas & Construction	44	51	5			
Public Administration/Education	47	53	0			
Services	56	42	2			
Transportation & Utilities	47	53	0			
Wholesale & Retail Trade	51	42	7			
Auckland	54	43	3			
Christchurch	47	48	5			
Wellington	51	46	3			

Total Number of Respondents: 576
Overall Margin of Error: +/- 4.1%



SINGAPORE						
<p><i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i></p> <ol style="list-style-type: none"> 1. Laborers 2. Technicians 3. Engineers 4. IT Staff 5. Senior Executives / Board Members 6. Middle Management 7. Administrative Assistants / PAs 8. Accounting & Finance Staff 9. Sales Representatives 10. Customer Service Representatives 	<p><i>From which country are these workers primarily coming?</i></p> <ol style="list-style-type: none"> 1. Malaysia 2. China 3. India 4. Philippines 5. United Kingdom 6. Indonesia 7. Japan 8. Australia 9. United States 10. Taiwan 			<p><i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i></p> <ol style="list-style-type: none"> 1. China 2. India 3. Hong Kong 4. Malaysia 5. United States 6. Vietnam 7. Japan 8. Korea / South Korea 9. Taiwan 10. Thailand 		
	<p><i>“Are you concerned about the impact on the labor market from talent leaving your country to go and work in another country?”</i></p>			<p><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></p>		
	Yes	No	Don't Know	Yes	No	Don't Know
National Total	22	52	26	24	41	35
Finance, Insurance & Real Estate	33	64	3			
Manufacturing	32	53	15			
Mining, Oil, Gas & Construction	10	40	50			
Public Administration/Education	6	82	12			
Services	12	35	53			
Transportation & Utilities	32	68	0			
Wholesale & Retail Trade	21	38	41			

Total Number of Respondents: 563
Overall Margin of Error: +/- 4.1%



TAIWAN						
<p><i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i></p> <ol style="list-style-type: none"> 1. Production Operators 2. Senior Executives / Board Members 3. Technicians 4. Engineers 5. Laborers 6. Sales Representatives 7. IT Staff 8. Middle Management 9. Machinists / Operators 10. Administrative Assistants / PAs 	<p><i>From which country are these workers primarily coming?</i></p> <ol style="list-style-type: none"> 1. Thailand 2. Japan 3. Philippines 4. United States 5. Vietnam 6. Indonesia 7. China 8. Malaysia 9. Hong Kong 10. United Kingdom 			<p><i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i></p> <ol style="list-style-type: none"> 1. China 2. Korea / South Korea 3. India 4. Japan 5. Vietnam 6. Hong Kong 7. Singapore 8. United States 9. Thailand 10. Malaysia 		
	Yes	No	Don't Know	Yes	No	Don't Know
National Total	64	30	6	20	67	13

Total Number of Respondents: 423
Overall Margin of Error: +/- 4.8%



Results by Country – EMEA

AUSTRIA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Skilled Manual Trades 2. Laborers 3. Drivers 4. IT Staff 5. Production Operators 6. Chefs / Cooks 7. Technicians 8. Accounting & Finance Staff 9. Engineers 10. Nurses	1. Hungary 2. Slovakia 3. Poland 4. Croatia 5. Turkey 6. Germany 7. Czech Republic 8. Slovenia 9. Romania 10. Switzerland			1. China 2. Hungary 3. Czech Republic 4. Germany 5. Poland 6. Slovakia 7. India 8. Russia 9. Romania 10. United States		
	<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
National Total	31	62	7	13	75	12
Agriculture, Hunting, Forestry & Fishing	36	64	0			
Construction	21	75	4			
Electricity, Gas & Water	31	69	0			
Finance, Insurance, Real Estate & Business Services	29	67	4			
Manufacturing	41	59	0			
Mining & Quarrying	19	81	0			
Public & Social	28	54	18			
Restaurants & Hotels	26	71	3			
Transport, Storage & Communication	25	71	4			
Wholesale & Retail Trade	32	64	4			
Burgenland	27	49	24			
Karnten	16	82	2			
Niederosterreich	33	60	7			
Oberosterreich	40	56	4			
Salzburg	25	64	11			
Steiermark	45	55	0			
Tirol	14	83	3			
Vienna	31	59	10			
Voralberg	40	60	0			

Total Number of Respondents: 629
 Overall Margin of Error: +/- 3.9%



BELGIUM						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
	Yes	No	Don't Know	Yes	No	Don't Know
1. Laborers 2. Technicians 3. IT Staff 4. Engineers 5. Skilled Manual Trades 6. Drivers 7. Administrative Assistants / PAs 8. Customer Service Representatives 9. Nurses 10. Sales Representatives	1. Poland 2. France 3. Romania 4. Morocco 5. Hungary 6. Italy 7. Czech Republic 8. Croatia 9. Russia 10. India			1. China 2. France 3. Poland 4. Germany 5. Netherlands 6. Romania 7. India 8. United States 9. Bulgaria 10. United Kingdom		
	<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>		
National Total	17	80	3	10	87	3
Agriculture, Hunting, Forestry & Fishing	12	88	0			
Construction	14	86	0			
Electricity, Gas & Water	16	82	2			
Finance, Insurance, Real Estate & Business Services	8	92	0			
Manufacturing	14	80	6			
Mining & Quarrying	22	78	0			
Public & Social	22	74	4			
Restaurants & Hotels	27	73	0			
Transport, Storage & Communication	25	75	0			
Wholesale & Retail Trade	13	85	2			
Brussels	1	99	0			
Flanders	5	95	0			
Wallonia	27	69	4			

Total Number of Respondents: 693
 Overall Margin of Error: +/- 3.7%



FRANCE						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Laborers 2. Doctors & other Non-Nursing Healthcare Professionals 3. Technicians 4. IT Staff 5. Engineers 6. Skilled Manual Trades 7. Nurses 8. Sales Representatives 9. Chefs / Cooks 10. Senior Executives / Board Members	1. Poland 2. Algeria 3. Romania 4. Morocco 5. Spain 6. Portugal 7. Tunisia 8. Turkey 9. United Kingdom 10. United States			1. China 2. United States 3. India 4. Germany 5. United Kingdom 6. Spain 7. Poland 8. Romania 9. Italy 10. Bulgaria		
	<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
National Total	38	61	1	14	66	20
Agriculture, Hunting, Forestry & Fishing	31	62	7			
Construction	46	53	1			
Electricity, Gas & Water	39	60	1			
Finance, Insurance, Real Estate & Business Services	35	62	3			
Manufacturing	38	60	2			
Mining & Quarrying	33	65	2			
Public & Social	39	60	1			
Restaurants & Hotels	25	73	2			
Transport, Storage & Communication	35	63	2			
Wholesale & Retail Trade	39	61	0			
East Centre	39	59	2			
North	40	60	0			
Paris	35	62	3			
South	40	58	2			
West Centre	33	67	0			

Total Number of Respondents: 1,002
 Overall Margin of Error: +/- 3.1%



GERMANY						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. IT Staff 2. Skilled Manual Trades 3. Engineers 4. Laborers 5. Technicians 6. Machinists / Operators 7. Production Operators 8. Drivers 9. Nurses 10. Doctors & other Non-Nursing Healthcare Professionals	1. Turkey 2. Poland 3. Russia 4. Croatia 5. Netherlands 6. Italy 7. India 8. Romania 9. Greece 10. Portugal			1. China 2. Poland 3. United States 4. India 5. Czech Republic 6. France 7. Switzerland 8. United Kingdom 9. Russia 10. Slovakia		
	<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
National Total	39	59	2	9	88	3
Agriculture, Hunting, Forestry & Fishing	38	60	2			
Construction	36	63	1			
Electricity, Gas & Water	43	56	1			
Finance, Insurance, Real Estate & Business Services	46	52	2			
Manufacturing	38	62	0			
Mining & Quarrying	43	55	2			
Public & Social	40	58	2			
Restaurants & Hotels	41	55	4			
Transport, Storage & Communication	28	69	3			
Wholesale, Retail, Restaurants & Hotels	39	61	0			
Berlin	33	66	1			
East	40	59	1			
Frankfurt	21	71	8			
Munich	36	64	0			
North	42	57	1			
Ruhr	42	58	0			
South	49	50	1			
West	37	63	0			

Total Number of Respondents: 722
 Overall Margin of Error: +/- 3.6%



IRELAND						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Drivers 2. Laborers 3. Administrative Assistants / PAs 4. Skilled Manual Trades 5. Engineers 6. Production Operators 7. Machinists / Operators 8. Technicians 9. Customer Service Representatives 10. Chefs / Cooks	1. Poland 2. Lithuania 3. United Kingdom 4. Latvia 5. Czech Republic 6. South Africa 7. China 8. Slovakia 9. Germany 10. Portugal			1. China 2. Poland 3. United Kingdom 4. United States 5. India 6. Germany 7. France 8. Latvia 9. Lithuania 10. Spain		
	<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
National Total	7	92	1	33	64	3
Agriculture, Hunting, Forestry & Fishing	12	88	0			
Construction	5	92	3			
Electricity, Gas & Water	14	84	2			
Finance, Insurance, Real Estate & Business Services	8	92	0			
Manufacturing	2	98	0			
Mining & Quarrying	15	82	3			
Pharmaceutical	12	87	1			
Public & Social	5	92	3			
Restaurants & Hotels	2	98	0			
Transportation, Storage & Communication	9	91	0			
Wholesale & Retail Trade	8	92	0			
Connaught	6	91	3			
Dublin	3	96	1			
Leinster	10	90	0			
Munster	7	92	1			
Ulster	19	81	0			

Total Number of Respondents: 751
 Overall Margin of Error: +/- 3.6%



ITALY						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
	1. Production Operators 2. Machinists / Operators 3. Laborers 4. Customer Service Representatives 5. IT Staff 6. Skilled Manual Trades 7. Administrative Assistants / PAs 8. Chefs / Cooks 9. Technicians 10. Senior Executives / Board Members	1. Romania 2. Morocco 3. Poland 4. Tunisia 5. Algeria 6. Philippines 7. China 8. Ukraine 9. Croatia 10. Bulgaria			1. China 2. India 3. Romania 4. Germany 5. France 6. United States 7. Spain 8. United Kingdom 9. Poland 10. Bulgaria	
	<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
National Total	42	55	3	6	87	7
Agriculture, Hunting, Forestry & Fishing	28	70	2			
Construction	43	54	3			
Electricity, Gas & Water	49	51	0			
Finance, Insurance, Real Estate & Business Services	26	70	4			
Manufacturing	43	54	3			
Mining & Quarrying	40	57	2			
Public & Social	52	45	3			
Restaurants & Hotels	44	53	3			
Transport, Storage & Communication	34	62	4			
Wholesale & Retail Trade	37	63	0			
Middle Italy	44	54	2			
North East	35	64	1			
North West	30	63	7			
South/Islands	53	46	1			

Total Number of Respondents: 831
 Overall Margin of Error: +/- 3.4%



NETHERLANDS						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Production Operators 2. Drivers 3. Senior Executives / Board Members 4. Technicians 5. Accounting & Finance Staff 6. Laborers 7. Administrative Assistants / PAs 8. Engineers 9. IT Staff 10. Skilled Manual Trades	1. Germany 2. United Kingdom 3. Belgium 4. United States 5. Portugal 6. Surinam 7. Bulgaria 8. Argentina 9. Botswana 10. Poland			1. China 2. Poland 3. Germany 4. India 5. United States 6. France 7. Romania 8. United Kingdom 9. Czech Republic 10. Russia		
	<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
National Total	13	83	4	18	63	19
Agriculture, Hunting, Forestry & Fishing	12	79	9			
Construction	16	80	4			
Electricity, Gas & Water	17	80	3			
Finance, Insurance, Real Estate & Business Services	13	84	3			
Manufacturing	15	80	5			
Mining & Quarrying	28	63	9			
Public & Social	13	87	0			
Restaurants & Hotels	8	90	2			
Transportation, Storage & Communication	1	98	1			
Wholesale & Retail Trade	16	74	10			
East	12	83	5			
North	17	75	8			
South	10	88	2			
West	14	86	0			

Total Number of Respondents: 767
 Overall Margin of Error: +/- 3.5%



NORWAY						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i> 1. Administrative Assistants / PAs 2. Machinists / Operators 3. Drivers 4. Production Operators 5. Engineers 6. Laborers 7. Chefs / Cooks 8. Technicians 9. Nurses 10. Sales Representatives	<i>From which country are these workers primarily coming?</i> 1. Poland 2. Sweden 3. United Kingdom 4. Germany 5. Denmark 6. Argentina 7. United States 8. South Africa 9. China 10. India			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i> 1. Sweden 2. Denmark 3. China 4. Germany 5. United Kingdom 6. Poland 7. United States 8. Finland 9. India 10. Latvia		
	<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
National Total	17	79	4	19	58	23
Agriculture, Hunting, Forestry & Fishing	17	80	3			
Construction	15	82	3			
Electricity, Gas & Water	27	71	2			
Finance, Insurance, Real Estate & Business Services	23	70	7			
Manufacturing	21	78	1			
Mining & Quarrying	22	71	7			
Public & Social	15	79	6			
Restaurants & Hotels	19	81	0			
Transportation, Storage & Communication	22	78	0			
Wholesale & Retail Trade	14	86	0			
Eastern	9	90	1			
Greater Oslo	19	69	12			
Mid	25	73	2			
Northern	26	73	1			
South/West	9	85	6			

Total Number of Respondents: 455
 Overall Margin of Error: +/- 4.6%



SOUTH AFRICA						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Engineers 2. Technicians 3. Accounting & Finance Staff 4. Sales Representatives 5. Teachers 6. Chefs / Cooks 7. IT Staff 8. Customer Service Representatives 9. Doctors & other Non-Nursing Healthcare Professionals 10. Production Operators	1. United Kingdom 2. Zimbabwe 3. Germany 4. United States 5. India 6. Mozambique 7. Australia 8. China 9. France 10. Botswana			1. United Kingdom 2. Australia 3. United States 4. China 5. India 6. Germany 7. Brazil 8. Zimbabwe 9. France 10. Botswana		
	<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
National Total	65	34	1	12	82	6
Agriculture, Hunting, Forestry & Fishing	62	38	0			
Construction	70	29	1			
Electricity, Gas & Water	72	26	2			
Finance, Insurance, Real Estate & Business Services	64	36	0			
Manufacturing	63	37	0			
Mining & Quarrying	68	30	2			
Public & Social	66	33	1			
Restaurants & Hotels	61	38	1			
Transport, Storage & Communication	60	39	1			
Wholesale & Retail Trade	64	36	0			
Eastern Cape	66	33	1			
Free State	56	44	0			
Gauteng	68	31	1			
Kwazulu Natal	63	37	0			
Western Cape	58	40	2			

Total Number of Respondents: 797
 Overall Margin of Error: +/- 3.5%



SPAIN						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i> 1. Laborers 2. Production Operators 3. Customer Service Representatives 4. Drivers 5. Machinists / Operators 6. Technicians 7. Administrative Assistants / PAs 8. Chefs / Cooks 9. Senior Executives / Board Members 10. Skilled Manual Trades	<i>From which country are these workers primarily coming?</i> 1. Romania 2. Argentina 3. Morocco 4. Colombia 5. Bulgaria 6. Poland 7. Brazil 8. Russia 9. Portugal 10. United Kingdom			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i> 1. China 2. France 3. Germany 4. United Kingdom 5. Italy 6. United States 7. Morocco 8. India 9. Portugal 10. Romania		
	<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
National Total	41	55	4	8	75	17
Agriculture, Hunting, Forestry & Fishing	44	50	6			
Construction	44	56	0			
Electricity, Gas & Water	34	64	2			
Finance, Insurance, Real Estate & Business Services	35	63	2			
Manufacturing	39	59	2			
Mining & Quarrying	44	51	5			
Public & Social	45	51	4			
Restaurants & Hotels	31	62	7			
Transportation, Storage & Communication	32	58	10			
Wholesale & Retail Trade	44	50	6			
Centre	39	56	5			
East	39	53	8			
North	40	56	4			
North East	46	50	4			
North West	42	56	2			
South	41	58	1			

Total Number of Respondents: 885
 Overall Margin of Error: +/- 3.3%



SWEDEN						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Machinists / Operators 2. Laborers 3. Technicians 4. Skilled Manual Trades 5. Customer Service Representatives 6. Drivers 7. Teachers 8. Chefs / Cooks 9. Sales Representatives 10. IT Staff	1. Poland 2. United Kingdom 3. Lithuania 4. Estonia 5. Norway 6. Denmark 7. Finland 8. Germany 9. Bulgaria 10. France			1. China 2. India 3. Germany 4. Estonia 5. Poland 6. Latvia 7. United States 8. Norway 9. Russia 10. United Kingdom		
	<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
National Total	24	75	1	21	62	17
Agriculture, Hunting, Forestry & Fishing	25	72	3			
Construction	9	91	0			
Electricity, Gas & Water	22	78	0			
Finance, Insurance, Real Estate & Business Services	18	82	0			
Manufacturing	20	76	4			
Mining & Quarrying	4	94	2			
Public & Social	34	66	0			
Restaurants & Hotels	19	81	0			
Transportation, Storage & Communication	18	82	0			
Wholesale & Retail Trade	11	89	0			
Norra Svergie & Mellansvergie	27	71	2			
Ovriga Gotaland	17	83	0			
Skanes Lan	28	72	0			
Stocholms Lan & Uppsala Lan	25	74	1			
Vastra Gotalands Lan	23	77	0			

Total Number of Respondents: 679
 Overall Margin of Error: +/- 3.8%



SWITZERLAND						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Technicians 2. Laborers 3. Engineers 4. Customer Service Representatives 5. Skilled Manual Trades 6. Teachers 7. Machinists / Operators 8. IT Staff 9. Production Operators 10. Accounting & Finance Staff	1. Germany 2. France 3. Italy 4. Portugal 5. Austria 6. Spain 7. Romania 8. Croatia 9. Bulgaria 10. United States			1. Germany 2. China 3. France 4. Italy 5. India 6. United States 7. Poland 8. United Kingdom 9. Russia 10. Sweden		
	<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
National Total	12	84	4	16	69	15
Agriculture, Hunting, Forestry & Fishing	1	99	0			
Construction	25	75	0			
Electricity, Gas & Water	2	98	0			
Finance, Insurance, Real Estate & Business Services	5	88	7			
Manufacturing	20	67	13			
Mining & Quarrying	13	87	0			
Public & Social	15	85	0			
Restaurants & Hotels	2	98	0			
Transportation, Storage & Communication	7	88	5			
Wholesale & Retail Trade	6	94	0			
Espace Mittelland	24	74	2			
Nordwestschweiz	1	97	2			
Ostschweiz	8	92	0			
Region Lémanique	20	80	0			
Ticino	7	93	0			
Zentralschweiz	3	85	12			
Zürich	18	71	11			

Total Number of Respondents: 547
 Overall Margin of Error: +/- 4.2%



UNITED KINGDOM						
<i>In which category of job is foreign talent most important in helping your organization meet its skill shortages?</i>	<i>From which country are these workers primarily coming?</i>			<i>Which countries do you believe provide the biggest competitive threat to your own country's ability to compete economically?</i>		
1. Laborers 2. Chefs / Cooks 3. Skilled Manual Trades 4. Administrative Assistants / PAs 5. Accounting & Finance Staff 6. Customer Service Representatives 7. Sales Representatives 8. Doctors & other Non-Nursing Healthcare Professionals 9. Drivers 10. Nurses	1. Poland 2. India 3. Latvia 4. Australia 5. Lithuania 6. South Africa 7. Czech Republic 8. Slovakia 9. China 10. France			1. China 2. India 3. United States 4. Poland 5. Germany 6. Japan 7. France 8. Australia 9. Russia 10. Canada		
	<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
National Total	18	80	2	6	85	9
Agriculture, Forestry & Fishing	23	77	0			
Community, Social & Personal	17	81	2			
Construction	30	70	0			
Electricity, Gas & Water	17	80	3			
Finance, Insurance, Real Estate & Business Services	17	81	2			
Manufacturing	18	79	3			
Mining & Quarrying	27	73	0			
Transport, Storage & Communication	19	81	0			
Wholesale & Retail Trade	17	80	3			
East	16	81	3			
East Midlands	21	79	0			
London	20	78	2			
North East	25	72	3			
North West	15	84	1			
Northern Ireland	17	80	3			
Scotland	17	80	3			
South East	18	78	4			
South West	12	86	2			
Wales	18	78	4			
West Midlands	32	65	3			
Yorkshire & Humberside	14	85	1			

Total Number of Respondents: 2,100
 Overall Margin of Error: +/- 2.1%