

**KGWI 2011 SURVEY  
TALENT MOBILITY TOPIC  
DETAILED TABLES FOR FRANCE**

Q.9 How far would you be prepared to move for the right job?

BASE: Total respondents

	Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
<u>Total</u>	6193	3237	2382	517	4	2014	4092	5
<u>Total Answering</u>	6192	3237	2382	517	4	2014	4092	5
	100%	100%	100%	100%	100%	100%	100%	100%
<u>Willing to move (Net)</u>	4958	2799	1778	339	2	1710	3181	4
	<b>80%</b>	<b>86%</b>	<b>75%</b>	<b>66%</b>	<b>50%</b>	<b>85%</b>	<b>78%</b>	<b>80%</b>
Another city/town	1128	597	446	74	1	311	801	3
	<b>18%</b>	<b>18%</b>	<b>19%</b>	<b>14%</b>	<b>25%</b>	<b>15%</b>	<b>20%</b>	<b>60%</b>
Another state/region/province	893	436	374	75	0	271	606	0
	<b>14%</b>	<b>13%</b>	<b>16%</b>	<b>15%</b>	<b>0%</b>	<b>13%</b>	<b>15%</b>	<b>0%</b>
Within the same country/district/province	843	497	276	63	1	333	500	0
	<b>14%</b>	<b>15%</b>	<b>12%</b>	<b>12%</b>	<b>25%</b>	<b>17%</b>	<b>12%</b>	<b>0%</b>
Another country	892	487	313	82	0	286	589	0
	<b>14%</b>	<b>15%</b>	<b>13%</b>	<b>16%</b>	<b>0%</b>	<b>14%</b>	<b>14%</b>	<b>0%</b>
Another continent	1202	782	369	45	0	509	685	1
	<b>19%</b>	<b>24%</b>	<b>15%</b>	<b>9%</b>	<b>0%</b>	<b>25%</b>	<b>17%</b>	<b>20%</b>
Not willing to move	1234	438	604	178	2	304	911	1
	<b>20%</b>	<b>14%</b>	<b>25%</b>	<b>34%</b>	<b>50%</b>	<b>15%</b>	<b>22%</b>	<b>20%</b>

Q.10 Aside from your own region, which part of the globe would you most want to work in?

BASE: Total respondents

Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
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Family/friends	3777 <b>61%</b>	2048 <b>63%</b>	1426 <b>60%</b>	268 <b>52%</b>	2 <b>50%</b>	1132 <b>56%</b>	2593 <b>63%</b>	4 <b>80%</b>
Cost of moving	842 <b>14%</b>	480 <b>15%</b>	304 <b>13%</b>	52 <b>10%</b>	0 <b>0%</b>	355 <b>18%</b>	477 <b>12%</b>	0 <b>0%</b>
Language barriers	1094 <b>18%</b>	524 <b>16%</b>	429 <b>18%</b>	133 <b>26%</b>	1 <b>25%</b>	356 <b>18%</b>	720 <b>18%</b>	0 <b>0%</b>
Cultural differences	185 <b>3%</b>	81 <b>3%</b>	78 <b>3%</b>	22 <b>4%</b>	1 <b>25%</b>	70 <b>3%</b>	113 <b>3%</b>	1 <b>20%</b>
Other	294 <b>5%</b>	104 <b>3%</b>	145 <b>6%</b>	42 <b>8%</b>	0 <b>0%</b>	101 <b>5%</b>	189 <b>5%</b>	0 <b>0%</b>

Q.12 What is the maximum time you'd be prepared to work in another continent?

BASE: Total respondents

	Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
<u>Total</u>	6193	3237	2382	517	4	2014	4092	5
<u>Total Answering</u>	6192	3237	2382	517	4	2014	4092	5
	100%	100%	100%	100%	100%	100%	100%	100%
Less than a year (.5)	1587 <b>26%</b>	768 <b>24%</b>	619 <b>26%</b>	183 <b>35%</b>	1 <b>25%</b>	408 <b>20%</b>	1160 <b>28%</b>	3 <b>60%</b>
1 - 3 years (2)	2058 <b>33%</b>	1105 <b>34%</b>	794 <b>33%</b>	142 <b>27%</b>	2 <b>50%</b>	546 <b>27%</b>	1484 <b>36%</b>	1 <b>20%</b>
3 - 5 years (4)	1010 <b>16%</b>	519 <b>16%</b>	407 <b>17%</b>	73 <b>14%</b>	1 <b>25%</b>	391 <b>19%</b>	602 <b>15%</b>	1 <b>20%</b>
5 - 10 years (7.5)	533 <b>9%</b>	280 <b>9%</b>	188 <b>8%</b>	60 <b>12%</b>	0 <b>0%</b>	204 <b>10%</b>	317 <b>8%</b>	0 <b>0%</b>
More than 10 years (10.5)	1004 <b>16%</b>	565 <b>17%</b>	374 <b>16%</b>	59 <b>11%</b>	0 <b>0%</b>	465 <b>23%</b>	529 <b>13%</b>	0 <b>0%</b>

Mean 3,8 3,9 3,7 3,4 2,1 4,6 3,4 1,5

Q.13 Are you working in what you consider to be an unconventional arrangement? (e.g., long/unusual hours, multiple jobs, living away from home, e

BASE: Total respondents

	Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
<u>Total</u>	6193	3237	2382	517	4	2014	4092	5
<u>Total Answering</u>	6192	3237	2382	517	4	2014	4092	5
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1210 <b>20%</b>	570 <b>18%</b>	512 <b>21%</b>	117 <b>23%</b>	1 <b>25%</b>	457 <b>23%</b>	742 <b>18%</b>	0 <b>0%</b>
No	4750 <b>77%</b>	2536 <b>78%</b>	1795 <b>75%</b>	381 <b>74%</b>	2 <b>50%</b>	1475 <b>73%</b>	3207 <b>78%</b>	4 <b>80%</b>
Don't know	232 <b>4%</b>	131 <b>4%</b>	75 <b>3%</b>	19 <b>4%</b>	1 <b>25%</b>	82 <b>4%</b>	143 <b>3%</b>	1 <b>20%</b>

Q.14 Which of these applies to you?

BASE: Total working in an unconventional arrangement

	Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
<u>Total</u>	1210	570	512	117	1	457	742	0
<u>Total Answering</u>	1196	567	502	117	1	452	734	0
	100%	100%	100%	100%	100%	100%	100%	0%
<u>Any (non-commission) (Net)</u>	1128 <b>94%</b>	535 <b>94%</b>	472 <b>94%</b>	111 <b>95%</b>	1 <b>100%</b>	430 <b>95%</b>	688 <b>94%</b>	0 <b>0%</b>
<u>Long or unusual hours (Subnet)</u>	580 <b>48%</b>	275 <b>49%</b>	246 <b>49%</b>	55 <b>47%</b>	0 <b>0%</b>	213 <b>47%</b>	362 <b>49%</b>	0 <b>0%</b>
Long hours	350 <b>29%</b>	164 <b>29%</b>	150 <b>30%</b>	33 <b>28%</b>	0 <b>0%</b>	127 <b>28%</b>	220 <b>30%</b>	0 <b>0%</b>
Unusual hours	230	111	96	22	0	86	142	0

	<b>19%</b>	<b>20%</b>	<b>19%</b>	<b>19%</b>	<b>0%</b>	<b>19%</b>	<b>19%</b>	<b>0%</b>
Multiple jobs	328	153	131	39	1	117	208	0
	<b>27%</b>	<b>27%</b>	<b>26%</b>	<b>33%</b>	<b>100%</b>	<b>26%</b>	<b>28%</b>	<b>0%</b>
Living away from home	138	63	62	12	0	62	74	0
	<b>12%</b>	<b>11%</b>	<b>12%</b>	<b>10%</b>	<b>0%</b>	<b>14%</b>	<b>10%</b>	<b>0%</b>
Excessive travel	82	44	33	5	0	38	44	0
	<b>7%</b>	<b>8%</b>	<b>7%</b>	<b>4%</b>	<b>0%</b>	<b>8%</b>	<b>6%</b>	<b>0%</b>
Other (commission only)	68	32	30	6	0	22	46	0
	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>5%</b>	<b>0%</b>	<b>5%</b>	<b>6%</b>	<b>0%</b>

Q.15 How long do you believe you can continue working in an unconventional arrangement?

BASE: Total working in an unconventional arrangement

	Total	Gen Y	Gen X	Baby Boomers	Silent Generation	Male	Female	< 18
<u>Total</u>	1210	570	512	117	1	457	742	0
<u>Total Answering</u>	1197	563	508	116	1	452	734	0
	100%	100%	100%	100%	100%	100%	100%	0%
<u>Not indefinitely (Net)</u>	970	473	415	74	1	345	615	0
	<b>81%</b>	<b>84%</b>	<b>82%</b>	<b>64%</b>	<b>100%</b>	<b>76%</b>	<b>84%</b>	<b>0%</b>
Less than 6 months (1)	367	188	152	25	0	132	231	0
	<b>31%</b>	<b>33%</b>	<b>30%</b>	<b>22%</b>	<b>0%</b>	<b>29%</b>	<b>31%</b>	<b>0%</b>
6 months - 1 year (2)	318	152	141	21	1	104	212	0
	<b>27%</b>	<b>27%</b>	<b>28%</b>	<b>18%</b>	<b>100%</b>	<b>23%</b>	<b>29%</b>	<b>0%</b>
1 - 3 years (3)	210	107	84	17	0	75	131	0
	<b>18%</b>	<b>19%</b>	<b>17%</b>	<b>15%</b>	<b>0%</b>	<b>17%</b>	<b>18%</b>	<b>0%</b>
3 - 5 years (4)	75	26	38	11	0	34	41	0
	<b>6%</b>	<b>5%</b>	<b>7%</b>	<b>9%</b>	<b>0%</b>	<b>8%</b>	<b>6%</b>	<b>0%</b>
Indefinitely (5)	227	90	93	42	0	107	119	0

	<b>19%</b>	<b>16%</b>	<b>18%</b>	<b>36%</b>	<b>0%</b>	<b>24%</b>	<b>16%</b>	<b>0%</b>
Mean	2,6	2,4	2,6	3,2	2,0	2,7	2,5	0,0

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
802	2435	1083	1299	517	4
802	2435	1083	1299	517	4
100%	100%	100%	100%	100%	100%
716	2083	861	917	339	2
<b>89%</b>	<b>86%</b>	<b>80%</b>	<b>71%</b>	<b>66%</b>	<b>50%</b>
155	442	208	238	74	1
<b>19%</b>	<b>18%</b>	<b>19%</b>	<b>18%</b>	<b>14%</b>	<b>25%</b>
98	338	157	217	75	0
<b>12%</b>	<b>14%</b>	<b>14%</b>	<b>17%</b>	<b>15%</b>	<b>0%</b>
135	362	133	143	63	1
<b>17%</b>	<b>15%</b>	<b>12%</b>	<b>11%</b>	<b>12%</b>	<b>25%</b>
139	348	167	146	82	0
<b>17%</b>	<b>14%</b>	<b>15%</b>	<b>11%</b>	<b>16%</b>	<b>0%</b>
189	593	196	173	45	0
<b>24%</b>	<b>24%</b>	<b>18%</b>	<b>13%</b>	<b>9%</b>	<b>0%</b>
86	352	222	382	178	2
<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>29%</b>	<b>34%</b>	<b>50%</b>

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
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802	2435	1083	1299	517	4
802	2435	1083	1299	517	4
100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

715	2147	918	1051	392	3
<b>89%</b>	<b>88%</b>	<b>85%</b>	<b>81%</b>	<b>76%</b>	<b>75%</b>

265	863	393	506	208	2
<b>33%</b>	<b>35%</b>	<b>36%</b>	<b>39%</b>	<b>40%</b>	<b>50%</b>

304	775	297	308	112	0
<b>38%</b>	<b>32%</b>	<b>27%</b>	<b>24%</b>	<b>22%</b>	<b>0%</b>

257	638	240	243	87	0
<b>32%</b>	<b>26%</b>	<b>22%</b>	<b>19%</b>	<b>17%</b>	<b>0%</b>

47	137	57	65	25	0
<b>6%</b>	<b>6%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>0%</b>

54	156	92	76	37	1
<b>7%</b>	<b>6%</b>	<b>8%</b>	<b>6%</b>	<b>7%</b>	<b>25%</b>

53	227	80	109	27	0
<b>7%</b>	<b>9%</b>	<b>7%</b>	<b>8%</b>	<b>5%</b>	<b>0%</b>

39	126	56	52	8	0
<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>4%</b>	<b>2%</b>	<b>0%</b>

87	288	165	248	125	1
<b>11%</b>	<b>12%</b>	<b>15%</b>	<b>19%</b>	<b>24%</b>	<b>25%</b>

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
802	2435	1083	1299	517	4
802	2435	1083	1299	517	4
100%	100%	100%	100%	100%	100%



482 <b>60%</b>	1566 <b>64%</b>	652 <b>60%</b>	774 <b>60%</b>	268 <b>52%</b>	2 <b>50%</b>
139 <b>17%</b>	341 <b>14%</b>	151 <b>14%</b>	153 <b>12%</b>	52 <b>10%</b>	0 <b>0%</b>
139 <b>17%</b>	385 <b>16%</b>	179 <b>17%</b>	250 <b>19%</b>	133 <b>26%</b>	1 <b>25%</b>
24 <b>3%</b>	57 <b>2%</b>	35 <b>3%</b>	43 <b>3%</b>	22 <b>4%</b>	1 <b>25%</b>
18 <b>2%</b>	86 <b>4%</b>	66 <b>6%</b>	79 <b>6%</b>	42 <b>8%</b>	0 <b>0%</b>

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
802	2435	1083	1299	517	4
802	2435	1083	1299	517	4
100%	100%	100%	100%	100%	100%
185 <b>23%</b>	583 <b>24%</b>	252 <b>23%</b>	367 <b>28%</b>	183 <b>35%</b>	1 <b>25%</b>
275 <b>34%</b>	830 <b>34%</b>	374 <b>35%</b>	420 <b>32%</b>	142 <b>27%</b>	2 <b>50%</b>
127 <b>16%</b>	392 <b>16%</b>	199 <b>18%</b>	208 <b>16%</b>	73 <b>14%</b>	1 <b>25%</b>
62 <b>8%</b>	218 <b>9%</b>	86 <b>8%</b>	102 <b>8%</b>	60 <b>12%</b>	0 <b>0%</b>
153 <b>19%</b>	412 <b>17%</b>	172 <b>16%</b>	202 <b>16%</b>	59 <b>11%</b>	0 <b>0%</b>

4,0      3,9      3,8      3,7      3,4      2,1

(excessive travel etc.)

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
802	2435	1083	1299	517	4
802	2435	1083	1299	517	4
100%	100%	100%	100%	100%	100%
103	467	215	297	117	1
<b>13%</b>	<b>19%</b>	<b>20%</b>	<b>23%</b>	<b>23%</b>	<b>25%</b>
667	1869	835	960	381	2
<b>83%</b>	<b>77%</b>	<b>77%</b>	<b>74%</b>	<b>74%</b>	<b>50%</b>
32	99	33	42	19	1
<b>4%</b>	<b>4%</b>	<b>3%</b>	<b>3%</b>	<b>4%</b>	<b>25%</b>

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
103	467	215	297	117	1
102	465	212	290	117	1
100%	100%	100%	100%	100%	100%
99	436	198	274	111	1
<b>97%</b>	<b>94%</b>	<b>93%</b>	<b>94%</b>	<b>95%</b>	<b>100%</b>
53	222	96	150	55	0
<b>52%</b>	<b>48%</b>	<b>45%</b>	<b>52%</b>	<b>47%</b>	<b>0%</b>
25	139	57	93	33	0
<b>25%</b>	<b>30%</b>	<b>27%</b>	<b>32%</b>	<b>28%</b>	<b>0%</b>
28	83	39	57	22	0

<b>27%</b>	<b>18%</b>	<b>18%</b>	<b>20%</b>	<b>19%</b>	<b>0%</b>
30	123	59	72	39	1
<b>29%</b>	<b>26%</b>	<b>28%</b>	<b>25%</b>	<b>33%</b>	<b>100%</b>
10	53	28	34	12	0
<b>10%</b>	<b>11%</b>	<b>13%</b>	<b>12%</b>	<b>10%</b>	<b>0%</b>
6	38	15	18	5	0
<b>6%</b>	<b>8%</b>	<b>7%</b>	<b>6%</b>	<b>4%</b>	<b>0%</b>
3	29	14	16	6	0
<b>3%</b>	<b>6%</b>	<b>7%</b>	<b>6%</b>	<b>5%</b>	<b>0%</b>

18 - 22	23 - 29	30 - 35	36 - 47	48 - 65	66 +
103	467	215	297	117	1
100	463	213	295	116	1
100%	100%	100%	100%	100%	100%
86	387	183	232	74	1
<b>86%</b>	<b>84%</b>	<b>86%</b>	<b>79%</b>	<b>64%</b>	<b>100%</b>
37	151	72	80	25	0
<b>37%</b>	<b>33%</b>	<b>34%</b>	<b>27%</b>	<b>22%</b>	<b>0%</b>
30	122	64	77	21	1
<b>30%</b>	<b>26%</b>	<b>30%</b>	<b>26%</b>	<b>18%</b>	<b>100%</b>
13	94	34	50	17	0
<b>13%</b>	<b>20%</b>	<b>16%</b>	<b>17%</b>	<b>15%</b>	<b>0%</b>
6	20	13	25	11	0
<b>6%</b>	<b>4%</b>	<b>6%</b>	<b>8%</b>	<b>9%</b>	<b>0%</b>
14	76	30	63	42	0

<b>14%</b>	<b>16%</b>	<b>14%</b>	<b>21%</b>	<b>36%</b>	<b>0%</b>
2,3	2,5	2,4	2,7	3,2	2,0