

For immediate release

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## **SOUTH AFRICAN WORKERS STRETCH THEIR HORIZONS AS THE SEARCH FOR JOBS GOES GLOBAL**

**Johannesburg, 28 March 2011** – More than three-quarters of South Africans would be willing to relocate for the right job, with many even prepared to move to another country or continent in order to secure their preferred position.

This is according to the latest survey from global workforce solutions leader Kelly Services, which contained for the first time respondents from South Africa thanks to the collaboration of JSE-listed employment service provider the Kelly Group. The two companies signed a global partnering agreement in June last year.

By far the most mobile workers are among Gen Y (aged 18-29) who are more footloose than their Gen X (aged 30-49) and baby boomer (aged 50-65) counterparts, including being more willing to travel across the globe for the right job.

The findings are part of the Kelly Global Workforce Index, which obtained the views of approximately 97 000 people in 30 countries, including approximately 1 100 in South Africa.

The survey, conducted from October 2010 through January 2011, also reveals a significant number of people working in “unconventional arrangements,” involving long or unusual hours, multiple jobs, living away from home or excessive travel.

“Across many industries, there are a host of people who are now prepared to move within their own country, or move abroad in the pursuit of work,” Kelly Group marketing director Tracey Czakan says. “In an environment where the market for talent is becoming global, there is a growing realisation that many individuals may decide to relocate for work, rather than simply hope that the work will come to them.”

A total of 77% of respondents say they are prepared to move for the right job. While 46% are prepared to move *within* the country, 32% are willing to relocate to *another* country or continent.

The most desirable destination for globetrotting South African job-seekers is Europe, nominated by 39%, well ahead of North America (18%), elsewhere in Africa (9%), South America (6%), Middle East (6%), and Asia Pacific (5%).

Results of the survey in South Africa show:

- 35% of Gen Y are prepared to travel abroad for the right job, compared with 29% of both Gen X and baby boomers. Men are also more willing to move than women.
- Among various industry sectors, those working in science, and engineering are the most prepared to shift countries for work (55% and 42% respectively).
- The overwhelming factor preventing people from moving abroad for a job is “family and friends,” cited by 59%, followed by the cost of moving (25%), language barriers (7%), and cultural differences (3%).

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- The desire to move to a different continent is driven by “the experience” rather than setting up permanent residence, with 50% prepared to stay for three years or less.
- One-third are working in what they consider unconventional arrangements. Of these, the most common grievance is “long hours,” affecting 37%, followed by unusual hours (22%), multiple jobs (18%), excessive travel (12%), and living away from home (6%).
- 45% of those working in unconventional arrangements believe they can only continue doing so for up to one year. However, almost a quarter (23%) say they can sustain it “indefinitely”.

“Many skills that were once specific to a region or country are now able to be carried out in varied parts of the globe, meaning that job mobility becomes important for career advancement. In fast-growing sectors such as engineering, science, finance and healthcare, there is diverse global demand that can present personal rewards and career opportunities for those willing to travel,” Czakan concludes.

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*Background information:*

#### **About the Kelly Global Workforce Index™**

The Kelly Global Workforce Index is an annual survey revealing opinions about work and the workplace from a generational viewpoint. Approximately 97,000 people from the Americas, APAC and EMEA responded to the 2011 survey with results published on a quarterly basis. Analysis of the 2011 data was conducted by Echo Research. Kelly Services was the recipient of a MarCom Platinum Award in 2010 and a Gold Award in 2009 for the Kelly Global Workforce Index in the Research/Study category.

#### **About the Kelly Group**

Kelly Group Limited, which is listed on the Johannesburg Securities Exchange in the Support Services – Business Training and Employment Agencies sector, is the parent company of a group of businesses engaged in the provision of comprehensive employment services, skills development and outsourced solutions. In June 2010, the Kelly Group signed a global partnering agreement with Kelly Services, Inc, in terms of which both companies will make their services available to clients outside the other’s traditional geographic footprint and will collaborate together on certain global projects. Visit [www.kellygroup.co.za](http://www.kellygroup.co.za).

#### **About Kelly Services®**

Kelly Services, Inc. (NASDAQ: [KELYA](#), [KELYB](#)) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Serving clients around the globe, Kelly provides employment to more than 530,000 employees annually. Revenue in 2010 was \$5 billion. Visit [www.kellyservices.com](http://www.kellyservices.com) and connect with us on [Facebook](#), [LinkedIn](#), & [Twitter](#).

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