Where People Search for Jobs:
Cross-Border Labor Mobility Report
"Economists typically study labor mobility by analyzing how many people have moved to a new location for a job. When mobility declines, this data tells us that people aren’t moving, but it doesn’t tell us whether this is due to an inability to find work or a disinterest in moving. By examining where people actively look for jobs, we can better understand job seeker intent. People often think of only the local population as being competition for local jobs, but if a relatively large number of outsiders are also looking for jobs in that area then the labor market may be tighter than it appears. Significantly, we find that 9.1% of global job seekers are contemplating a cross-border move. The analysis in this report reveals where people consider moving and what factors influence their decision."

Tara M. Sinclair, PhD
Indeed Economist

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Executive Summary
Job Seekers are Responsive to Local Economic Conditions

As economies grow and change, employment opportunities and job candidates aren’t perfectly distributed. Amidst this mismatch of demand and supply, one of the most important questions is whether people are willing to move to where jobs are available. More broadly, this is a question of whether people respond to local economic conditions when looking for a job.

Analyzing Job Seeker Mobility

Up until this point, economists have answered this question by measuring rates of realized mobility—how many people have moved for a job. In recent years, these rates have been low within the European Union, the United States, and other geographic clusters where we might expect to see high levels of mobility.

While these rates indicate that there is some reason people are not moving, they don’t tell us whether this is because people are unable to find jobs in other locations or are simply disinterested in moving. The aggregated, anonymized search data on Indeed provides us the ability to answer these questions. Used by 140 million people in over 50 countries, Indeed is the world’s largest job site. By examining the direction and volume of searches on Indeed in conjunction with the number of postings and the top search terms, we can gain insight into how many job seekers intend to move for a job and where they’re looking to go.

For our analysis, we assessed local economic conditions by analyzing the average monthly number of job postings on Indeed for 55 economies. While we also looked at other economic measures, the number of job postings enabled us to get a forward-looking view of the labor market as opposed to a view of what already happened. Looking at a full year of data from May 2013 to April 2014, we combined data on postings and job searches into and out of each country.

Based on this analysis, we conclude that job seekers are in fact responsive to local economic conditions, with more people searching in locations where there are jobs available and fewer people searching in locations where they aren’t.

Globally, 9.1% of people are actively searching for a job in another country. To get a sense of what’s happening in each location, we examined the search activities of people outside a given state or country searching within that locality, as well as the search activity of people inside a given state or country looking to leave. These analyses are respectively divided between our External Competition and Movers Indices. We focused on the economic factors that influence labor mobility in 26 countries, found in the Country Profiles. Data on the remaining locations can be found in our Economic and Demographic Statistics Table.

We know that today’s labor market is more global than ever, with more employers offering jobs in locations all over the world. The movement of a global workforce to fill these jobs can help economies confront fluctuations in unemployment, distributing skilled workers where they’re needed most. This research adds to our understanding of intended mobility, helping employers target the portions of the global workforce that are relevant to their jobs.
Worldwide Rankings
Key Insights

The number of job postings drives search activity.

- There is a large, positive correlation between the number of job postings in a country and its number of unique searchers overall. There is a statistically significant correlation of 0.62.

- More people search for jobs within a country from outside when it has more postings. There is positive and statistically significant correlation of 0.59. One additional average monthly posting is associated with 0.29 additional average monthly external searchers.

- A larger share of people search outside their home country when it has fewer job postings. There is a negative and statistically significant correlation of -0.31. A decrease of 100,000 average monthly postings is associated with a 0.94 percentage point increase in the mover share.

The top 5 cross-border flows are:
1. US to India
2. India to US
3. US to Japan
4. US to Canada
5. US to UK

Brazil is the most popular destination in Latin America, ranking 8th for number of postings and 8th for number of external searchers.

Oman has a high share of people looking to move (ranking 3rd for share of movers) and ranks last for the number of postings.

France is the second most popular destination in the EU (after the UK), ranking 8th for number of postings and 6th for number of external searchers.

Brazil

Oman

France

Searching Externally
“English” (and translations) is the dominant international search term.
Of all international job seekers, 52.2% are searching for jobs within the United States, more than 3 times as many external searchers as the next highest country (India).
Global Labor Movement

Globally, 9.1% of people search for jobs outside of their current country.

Countries that receive the greatest mix of job seekers from other countries:
- United States
- United Kingdom
- Canada
- India
- United Arab Emirates

Countries where residents search in the greatest mix of destinations:
- Bahrain
- Kuwait
- Luxembourg
- Oman
- Saudi Arabia

The US is 1st in total number of external job seekers and also leads as the country with the greatest diversity of outside searchers: people from more locations are searching in the US than any other country. Due to the volume of these searches, we have represented movement to the US on the left of the adjoining graph, while searches across the remaining countries are shown on the right.

About This Graph

This directed graph show searches among the 53 countries where Indeed has had a site since May 2013. A line is drawn between two countries when more than 2% of job seekers in one country have searched for jobs in the other country. The dot indicates the country where the search originated.

Regions are grouped by color:
- North America
- South America
- Western Europe
- Northern Europe
- Southern Europe
- Eastern Europe
- Africa
- Middle East
- Indian Subcontinent
- East Asia
- South East Asia
- Oceania

The global labor movement searches to the US and outside the US are visualized on this graph.
Drivers of Cross-Border Search

Population
The larger the population of a country, the more people search within that country from outside. At the same time, a large population correlates to a smaller share of external searchers. For example, India and the US are large population countries. While they receive a large total number of searchers, the share of external searchers in these countries is relatively small.

Postings per 1,000 Population
The larger the number of job postings per 1,000 people in a country, the larger the total number and share of external searchers. More job postings per 1,000 people also correlates to a smaller number of people looking to move outside the country.

Unemployment
The higher the unemployment rate in a country, the smaller the percentage of searchers from outside that country.

Educational Attainment
The larger the share of a country’s population that has completed tertiary education, the smaller the share of residents searching for jobs in other countries.

GDP Per Capita (PPP)
The higher the GDP per capita, the larger the percentage of searches from outside that country.

External Competition Index
When people conduct a job search on Indeed, they specify the type of job they’re looking for and the location in which they’d like to search. Our external competition rankings examine the share of people searching in a given country from outside.
Location Desirability Index
This is a ranking of locations based on the total number of external searchers. The more external searchers a country has, the higher it appears in the desirability rankings. Rankings are based on a normalized scale with the US (our top-ranked country for location desirability) equal to 100.

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<td>Israel</td>
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Movers Index
In contrast to the previous indices, this index shows the percentage of unique job seekers in each country currently looking for a job outside that country.

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<td>Israel</td>
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<tr>
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<td>Hungary</td>
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<td>Switzerland</td>
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<td>Belgium</td>
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<td>Czech Republic</td>
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<td>Canada</td>
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<td>Spain</td>
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<td>Turkey</td>
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<tr>
<td>Mexico</td>
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<td>Russian Federation</td>
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<tr>
<td>Brazil</td>
<td>1.1%</td>
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<tr>
<td>Japan</td>
<td>0.9%</td>
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</table>
Argentina

The unemployment rate in Argentina is 0.8 percentage points lower than the advanced economy average.

**Argentina Unemployment Rate**
7.2%

**Average Unemployment Rate of Advanced Economies**
8.0%

Educational attainment of population aged 25 and over.

**Tertiary Education Completion Rate**
3.3%

Postings and Population

41.49 million population
0.9 job postings (per 1000 population)
37 job posting rank

Argentina ranks 26th for GDP worldwide. “Sin experiencia” (no experience) and limpieza (cleaning) are top search terms in Argentina from both inside and outside the country. “English” and “marketing” are top search terms for US residents searching in Argentina.

Australia

The unemployment rate in Australia is 2.8 percentage points lower than the advanced economy average.

**Australia Unemployment Rate**
5.2%

**Average Unemployment Rate of Advanced Economies**
8.0%

Educational attainment of population aged 25 and over.

**Tertiary Education Completion Rate**
22.4%

Postings and Population

23.20 million population
5.3 job postings (per 1000 population)
19 job posting rank

Australia ranks 12th for GDP worldwide. Australia is the third most popular destination for searches for oil and mining related jobs.
Brazil

Brazil ranks 7th for GDP worldwide. “Engenheiro” (engineer) is a top search term for US residents searching in Brazil.

The unemployment rate in Brazil is 1.1 percentage points lower than the advanced economy average.

Brazil Unemployment Rate
6.9%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
5.2%

Postings and Population
198.29 million population
1.6 job postings (per 1000 population)
9 job posting rank

People in Brazil are searching in these countries

People in these countries are searching in Brazil

People in these countries are searching in Canada

People in these countries are searching in these countries

Canada

Canada ranks 11th for GDP worldwide and is the most popular destination for people searching for nursing jobs.

The unemployment rate in Canada is 0.8 percentage points lower than the advanced economy average.

Canada Unemployment Rate
7.2%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
28.0%

Postings and Population
35.11 million population
6.6 job postings (per 1000 population)
12 job posting rank

People in Canada are searching in these countries

People in these countries are searching in Canada

People in these countries are searching in these countries

People in these countries are searching in Brazil

People in these countries are searching in these countries
China

China ranks 2nd for GDP worldwide. “English,” “finance,” and “marketing” are top search terms for US residents searching for jobs in China.

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
3.9%

Postings and Population

1.36 billion
population

2.5 job postings (per 1000 population)

1 job posting rank

The unemployment rate in China is 3.5 percentage points lower than the advanced economy average.

China Unemployment Rate
4.5%

Average Unemployment Rate of Advanced Economies
8.0%

Czech Republic

The Czech Republic ranks 51st for GDP worldwide. “Subytováním” (with accommodation) is a top search term for those looking for jobs in the Czech Republic from the UK.

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
5.6%

Postings and Population

10.52 million
population

12.1 job postings (per 1000 population)

16 job posting rank

China

People in these countries are searching in China

People in China are searching in these countries

Canada
China
Hong Kong
Japan
Taiwan
United Kingdom
United States

Line thickness indicates relative volume of searches

Czech Republic

People in these countries are searching in the Czech Republic

People in the Czech Republic are searching in these countries

Austria
Canada
Czech Republic
Germany
Pakistan
Poland
United Kingdom
United States

Line thickness indicates relative volume of searches
France

The unemployment rate in France is 1.3 percentage points higher than the advanced economy average.

France Unemployment Rate
9.9%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate
10.6%

People in these countries are searching in France

People in these countries are searching in France

Postings and Population
63.66 million population
6.6 job postings (per 1000 population)
8 job posting rank

France ranks 5th for GDP worldwide. “Comptable” (accounting) is the top search term for UK residents seeking jobs in France.

Germany

The unemployment rate in Germany is 2.6 percentage points lower than the advanced economy average.

Germany Unemployment Rate
5.4%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate
12.8%

People in these countries are searching in Germany

People in these countries are searching in Germany

Postings and Population
80.80 million population
5.8 job postings (per 1000 population)
7 job posting rank

Germany ranks 4th for GDP worldwide. “Teilzeit” (part time) is a top search term from both inside and outside of Germany. “English” is a top search term in Germany from both US and UK residents.
India

India ranks 10th for GDP worldwide. India is the most popular destination for people searching for both IT and sales related jobs.

The unemployment rate in India is 4.6 percentage points lower than the advanced economy average.

India Unemployment Rate 3.4%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate 4.1%

Postings and Population

1.24 billion population
0.3 job postings (per 1000 population)

People in these countries are searching in India

People in India are searching in these countries

Australia
Canada
India
Qatar
UAE
United Kingdom
United States

Indonesia

Indonesia ranks 16th for GDP worldwide. “Driver” and “operator” are the top two search terms used by US residents looking for jobs in Indonesia.

The unemployment rate in Indonesia is 1.4 percentage points lower than the advanced economy average.

Indonesia Unemployment Rate 6.6%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate 1.7%

Postings and Population

247.95 million population
0.1 job postings (per 1000 population)

People in these countries are searching in Indonesia

People in Indonesia are searching in these countries

Australia
Canada
India
Indonesia
Malaysia
Pakistan
Singapore
United Kingdom
United States
Ireland

People in these countries are searching in Ireland:

- Australia
- Canada
- France
- Ireland
- India
- United Kingdom
- United States

People in Ireland are searching in these countries:

- Australia
- Canada
- France
- Ireland
- India
- United Kingdom
- United States

The unemployment rate in Ireland is 14.7 percentage points higher than the advanced economy average.

- Ireland Unemployment Rate: 14.7%
- Average Unemployment Rate of Advanced Economies: 8.0%

Educational attainment of population aged 25 and over.

- Tertiary Education Completion Rate: 20.2%

Postings and Population

- 4.78 million population
- 8.7 job postings (per 1000 population)
- 34 job posting rank

Israel

People in these countries are searching in Israel:

- Canada
- France
- Germany
- Israel
- Russia
- United Kingdom
- United States

People in Israel are searching in these countries:

- Australia
- Canada
- France
- Germany
- Ireland
- India
- United Kingdom
- United States

The unemployment rate in Israel is 6.9 percentage points lower than the advanced economy average.

- Israel Unemployment Rate: 6.9%
- Average Unemployment Rate of Advanced Economies: 8.0%

Educational attainment of population aged 25 and over.

- Tertiary Education Completion Rate: 24.3%

Postings and Population

- 7.87 million population
- 8.2 job postings (per 1000 population)
- 31 job posting rank
Italy

Italy ranks 9th for GDP worldwide. “Hotel” and “marketing” are popular search terms for UK residents looking for jobs in Italy.

The unemployment rate in Italy is 2.7 percentage points higher than the advanced economy average.

Italy Unemployment Rate
10.7%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
6.6%

People in these countries are searching in Italy

People in these countries are searching in Italy

France
Germany
Italy
Romania
Switzerland
United Kingdom
United States

Line thickness indicates relative volume of searches

Postings and Population
59.69 million population
3.5 job postings (per 1000 population)
13 job posting rank

Japan

Japan ranks 3rd for GDP worldwide. “英語” (English) is the top search term used by US residents searching for jobs in Japan.

The unemployment rate in Japan is 3.7 percentage points lower than the advanced economy average.

Japan Unemployment Rate
4.3%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
24.0%

People in these countries are searching in Japan

People in these countries are searching in Japan

Australia
Canada
China
India
Japan
Korea
Taiwan
United Kingdom
United States

Line thickness indicates relative volume of searches

Postings and Population
127.34 million population
12.3 job postings (per 1000 population)
3 job posting rank
Republic of Korea

The Republic of Korea ranks 15th for GDP worldwide. “MBA” is a popular search term for US residents searching for jobs in Korea.

The unemployment rate in South Korea is 4.8 percentage points lower than the advanced economy average.

Republic of Korea Unemployment Rate 3.2%

Average Unemployment Rate of Advanced Economies 8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate 17.9%

People in these countries are searching in Korea
- Australia
- Canada
- China
- Japan
- Korea
- Philippines
- United Kingdom
- United States

Line thickness indicates relative volume of searches

People in Korea are searching in these countries
- Australia
- Canada
- China
- Japan
- Korea
- Philippines
- United Kingdom
- United States

Educational attainment of population aged 25 and over.

Postings and Population
- 50.22 million population
- 15.3 job postings (per 1000 population)
- 6 job posting rank

Netherlands

The Netherlands ranks 18th for GDP worldwide. “Administratief” (administrative) is a popular search term in the Netherlands from both inside and outside the country.

The unemployment rate in the Netherlands is 2.7 percentage points lower than the advanced economy average.

Netherlands Unemployment Rate 5.3%

Average Unemployment Rate of Advanced Economies 8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate 16.5%

People in these countries are searching in the Netherlands
- Belgium
- Canada
- Germany
- United Kingdom
- Netherlands
- Poland
- United States

Line thickness indicates relative volume of searches

People in the Netherlands are searching in these countries
- Belgium
- Canada
- Germany
- United Kingdom
- Netherlands
- Poland
- United States

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate 16.5%

Postings and Population
- 16.80 million population
- 7.3 job postings (per 1000 population)
- 18 job posting rank
**Russian Federation**

The unemployment rate in the Russian Federation is 2.5 percentage points lower than the advanced economy average.

- **Russian Federation Unemployment Rate**: 5.5%
- **Average Unemployment Rate of Advanced Economies**: 8.0%

**Educational attainment of population aged 25 and over.**

- **Tertiary Education Completion Rate**: 23.3%

**Postings and Population**

- **142.93 million** population
- **10.3** job postings (per 1000 population)
- **4** job posting rank

The Russian Federation ranks 8th for GDP worldwide. “водитель” (driver) is the top search term in Russia from both inside and outside the country.

---

**Saudi Arabia**

The unemployment rate in Saudi Arabia is 2.4 percentage points lower than the advanced economy average.

- **Saudi Arabia Unemployment Rate**: 5.6%
- **Average Unemployment Rate of Advanced Economies**: 8.0%

**Educational attainment of population aged 25 and over.**

- **Tertiary Education Completion Rate**: 8.7%

**Postings and Population**

- **29.99 million** population
- **1.7** job postings (per 1000 population)
- **32** job posting rank

Saudi Arabia ranks 19th for GDP worldwide. “IT” is the top search term in Saudi Arabia from both inside and outside the country.
Singapore

South Africa

The unemployment rate in South Africa is 17 percentage points higher than the advanced economy average.

South Africa Unemployment Rate

25.0%

Average Unemployment Rate of Advanced Economies

8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate

0.6%

South Africa ranks 29th for GDP worldwide. “Driver,” “general worker,” “security,” and “cleaning” are popular search terms for people searching for jobs in South Africa.

Postings and Population

52.98 million population

2.3 job postings (per 1000 population)

17 job posting rank

Singapore

The unemployment rate in Singapore is 5.2 percentage points lower than the advanced economy average.

Singapore Unemployment Rate

2.8%

Average Unemployment Rate of Advanced Economies

8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate

12.2%

People in these countries are searching in Singapore

Canada

Indonesia

Malaysia

Philippines

Poland

Singapore

United Kingdom

United States

Postings and Population

5.40 million population

13.5 job postings (per 1000 population)

28 job posting rank

People in Singapore are searching in these countries

Australia

Canada

India

Indonesia

Malaysia

Philippines

Poland

Singapore

United Kingdom

United States

People in these countries are searching in Singapore

People in South Africa are searching in these countries

Australia

Canada

India

Indonesia

Malaysia

Philippines

Poland

South Africa

United Kingdom

United States

People in these countries are searching in South Africa

People in South Africa are searching in these countries

People in these countries are searching in South Africa

People in South Africa are searching in these countries

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Spain

Spain ranks 13th for GDP worldwide. "English" is the top search term for both US and UK residents looking for jobs in Spain.

The unemployment rate in Spain is 17.2 percentage points higher than the advanced economy average.

- Spain Unemployment Rate: 25.2%
- Average Unemployment Rate of Advanced Economies: 8.0%

Educational attainment of population aged 25 and over.

- Tertiary Education Completion Rate: 16.6%

People in these countries are searching in Spain

- Argentina
- Colombia
- France
- Mexico
- Spain
- United Kingdom
- United States

People in Spain are searching in these countries

- People in Spain

Postings and Population

- 46.61 million population
- 1.5 job postings (per 1000 population)
- 29 job posting rank

Sweden

Sweden ranks 22nd for GDP worldwide. "VD" (CEO) is a top search term in Sweden from both inside and outside the country.

The unemployment rate in Sweden is equivalent to the advanced economy average.

- Sweden Unemployment Rate: 8.0%
- Average Unemployment Rate of Advanced Economies: 8.0%

Educational attainment of population aged 25 and over.

- Tertiary Education Completion Rate: 16.7%

People in these countries are searching in Sweden

- Finland
- France
- Germany
- Norway
- Poland
- Sweden
- United Kingdom
- United States

People in Sweden are searching in these countries

- People in Sweden

Postings and Population

- 9.64 million population
- 4.7 job postings (per 1000 population)
- 33 job posting rank
Turkey

The unemployment rate in Turkey is 1.2 percentage points higher than the advanced economy average. 

Turkey Unemployment Rate
9.2%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
5.9%

People in these countries are searching in Turkey
Turkey

People in Turkey are searching in these countries
Canada
France
Germany
Russia

United Arab Emirates

The UAE ranks 30th for GDP worldwide. “Accountant” is a top search term in the UAE from both inside and outside the country.

United Arab Emirates Unemployment Rate
3.8%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.

Tertiary Education Completion Rate
10.1%

People in these countries are searching in the United Arab Emirates
Canada
India
Pakistan

People in the United Arab Emirates are searching in these countries
United States
UAE

Postings and Population

76.48 million population
1.4 job postings (per 1000 population)

21 job posting rank

People in United Kingdom are searching in the United Arab Emirates
United States

United Arab Emirates ranks 17th for GDP worldwide. “Şoför” (driver) is the top search term in Turkey from both inside and outside the country.

People in these countries are searching in Turkey
Canada
France
Germany
Russia

People in Turkey are searching in these countries
United Arab Emirates
United States

Postings and Population

9.03 million population
7.3 job postings (per 1000 population)

30 job posting rank

Canada

France

Germany

Russia

Turkey

United Arab Emirates

United States

United Kingdom

Postings and Population

76.48 million population
1.4 job postings (per 1000 population)

21 job posting rank

People in these countries are searching in Turkey
Turkey

People in Turkey are searching in these countries
Canada
France
Germany
Russia

United Arab Emirates

United States

United Kingdom

Postings and Population

9.03 million population
7.3 job postings (per 1000 population)

30 job posting rank

Canada

France

Germany

Russia

Turkey

United Arab Emirates

United States

United Kingdom
United Kingdom

The UK ranks 6th for GDP worldwide, and is the top source for international searches for flexible jobs.

The unemployment rate in the UK is 0.1 percentage points lower than the advanced economy average.

United Kingdom Unemployment Rate
7.9%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate
13.6%

People in these countries are searching in the United Kingdom
People in the United Kingdom are searching in these countries

Line thickness indicates relative volume of searches

Canada
France
India
Ireland
Italy
South Africa
Spain
United Kingdom
United States

Postings and Population
64.09 million population
16.6 job postings (per 1000 population)
5 job posting rank

United States

The US ranks first for GDP worldwide. IT-related search terms such as “java,” “oracle,” “sql,” and “.net” are top search terms for people in India looking for jobs in the US.

The unemployment rate in the US is 0.1 percentage points higher than the advanced economy average.

United States Unemployment Rate
8.1%

Average Unemployment Rate of Advanced Economies
8.0%

Educational attainment of population aged 25 and over.
Tertiary Education Completion Rate
31.6%

People in these countries are searching in the United States
People in the United States are searching in these countries

Line thickness indicates relative volume of searches

Australia
Canada
India
Japan
Philippines
South Africa
United Kingdom
United States

Postings and Population
316.37 million population
9.1 job postings (per 1000 population)
2 job posting rank
### Economic and Demographic Statistics Table

<table>
<thead>
<tr>
<th>Country</th>
<th>Population in 2013 (thousands)</th>
<th>% of Pop in Indeed</th>
<th>Unemployment Rate in 2012</th>
<th>Number of Job Postings per 1,000 Residents</th>
<th>% of Worldwide Indeed Job Postings</th>
<th>GDP (PPP) Per Person in 2013 (USD $)</th>
<th>Tertiary Education Completion %</th>
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</thead>
<tbody>
<tr>
<td>Argentina (AR)</td>
<td>41,492</td>
<td>0.8%</td>
<td>7.2%</td>
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<tr>
<td>China (CN)</td>
<td>1,360,763</td>
<td>26.1%</td>
<td>4.5%</td>
<td>21.4%</td>
<td>0.0%</td>
<td>$9,844.03</td>
<td>21.40%</td>
</tr>
<tr>
<td>Colombia (CO)</td>
<td>41,492</td>
<td>0.9%</td>
<td>10.4%</td>
<td>2.0%</td>
<td>0.0%</td>
<td>$11,188.81</td>
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<tr>
<td>Czech Republic (CZ)</td>
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<td>12.1%</td>
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<td>Denmark (DK)</td>
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<td>7.4%</td>
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<td>$34,564.44</td>
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<td>4.9%</td>
<td>0.0%</td>
<td>$35,615.55</td>
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<tr>
<td>Greece (GR)</td>
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<td>$37,060.48</td>
<td>12.53%</td>
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<tr>
<td>Hong Kong (HK)</td>
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<tr>
<td>India (IN)</td>
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<td>4.5%</td>
<td>21.4%</td>
<td>0.0%</td>
<td>$9,844.03</td>
<td>21.40%</td>
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<tr>
<td>Indonesia (ID)</td>
<td>45,492</td>
<td>0.9%</td>
<td>10.4%</td>
<td>2.0%</td>
<td>0.0%</td>
<td>$11,188.81</td>
<td>8.46%</td>
</tr>
<tr>
<td>Ireland (IE)</td>
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<td>0.2%</td>
<td>7.5%</td>
<td>10.4%</td>
<td>0.0%</td>
<td>$37,888.51</td>
<td>20.40%</td>
</tr>
<tr>
<td>Israel (IL)</td>
<td>8,484</td>
<td>0.2%</td>
<td>7.4%</td>
<td>4.1%</td>
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<td>4.43%</td>
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<tr>
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<td>4.1%</td>
<td>0.0%</td>
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<td>4.43%</td>
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<tr>
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<td>10.4%</td>
<td>0.0%</td>
<td>$37,888.51</td>
<td>20.40%</td>
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<tr>
<td>Korea (KR)</td>
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<td>10.4%</td>
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<tr>
<td>Luxembourg (LU)</td>
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<td>$34,564.44</td>
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<td>Malaysia (MY)</td>
<td>29,820</td>
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<td>14.3%</td>
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<td>$17,747.97</td>
<td>5.03%</td>
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<tr>
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<td>Netherlands (NL)</td>
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<tr>
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<td>$30,492.26</td>
<td>24.40%</td>
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</table>

1. Source: World Economic Outlook
2. Advanced Economy average unemployment rate is 8.0
3. Average job postings per 1,000 residents is 3.0
4. Advanced Economy average for 2013 is $41,024.43 (USD $)
5. Average Advanced Economy Average is 20.3% for ages 25 years and older; Source: Barro and Lee

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<table>
<thead>
<tr>
<th>Country</th>
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</table>

Economic and Demographic Statistics Table

Country Rank: Most Incoming Searches
Country Rank: Most Outgoing Searches

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Data & Methodology
Data Sources

The focus of this report is on job seeker interest in cross-border job moves. Our main source of information included aggregated and anonymous search data from Indeed sites in 55 countries and economies.¹

For this analysis, we define a cross-border searcher as someone who, based on their IP address location, is currently located in one of these places but conducts at least one search using an Indeed site for another country. A home searcher is defined as someone who searches the Indeed site for the same country as their IP address location.

In addition to the location of the job seeker and the job search, we also examined the top keywords entered by job seekers. We considered the actual search terms used by people outside a location searching within that location, and then grouped common search terms by field, as defined below.

Field | query words in
--- | ---
Oil, Gas, or Mining | oil, gas, mining, petroleum
Nurse, RN, or Nursing | nurse, nursing, rn, cna, lvn
Java, Software, Developer, or IT | java, software, developer, it, engineer, analyst, computer, cna, web, information, oracle, network, engineering, gis, programmer, intelligence, javascript, html, python, database
Accountant | accountant, accounting, accounts, cpa, controller, payroll
Sales | sales, salesperson
Teacher or Teaching | teacher, teaching, preschool, school, education
Flexible Jobs | internship, intern, summer, temporary, part time
Visa or Sponsorship | visa, sponsorship
Interpreter | interpreter, translator, language

If the same searcher looks in more than one country, we count them once for each country in which they search (including their own), but we only count one search per locality per IP address per month. We conducted our main analysis on the average monthly count of searchers within each locality over the period of May 2013 through April 2014. Focusing on a full year of data allows us to smooth out seasonal movements in job seeker behavior.

In addition to studying searches, we examined the data from job postings on Indeed, which include millions of jobs from thousands of sources. The number of job postings on Indeed does not reflect a precise number of available jobs. A posting might refer to an unspecified number of job openings, it may be listed in numerous places, and it may remain online for a period after it has been filled. Job postings do offer, however, a gauge of the broad share of job openings in the economy. We used the average number of monthly job postings over one year (May 2014 through April 2014), which were considered for searchers in each of the 55 economies analyzed.

We supplemented the Indeed data sources with data from the World Bank, the International Monetary Fund (IMF), and the Barro-Lee dataset. From the World Bank, we used the 2012 unemployment rates for each location based on the standardized International Labour Organization (ILO) definition. From the IMF’s April 2014 World Economic Outlook, we obtained estimates from 2013 regarding the Gross Domestic Product based on GDP purchasing-power-parity (PPP) per capita and the population of each country. To collect data on the percentage of the population aged 25 and over who have completed tertiary education, we relied on data from the Barro-Lee dataset.²

Directed Graphs Methodology

The international directed graph shows the flow between countries and economies, where each line represents at least 2% of the searchers from the originating country searching in the receiving country.

The directed graphs reported in the country profiles identify the top five countries in terms of searches to and from each locality, regardless of the share of searchers.

Drivers of Cross-Border Search Methodology

In order to explore the relationship between cross-border job seeker behavior and economic indicators, we reported correlations and estimates from simple linear regressions of our various index values as well as the economic and postings data discussed above. We acknowledge that the term “drivers” is being used loosely here, and it is based on correlations rather than strictly identified causal connections.

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¹ We have search data from more than 230 IP locations worldwide and could have included all of these locations in our analysis. We limited the sample to countries with Indeed sites, and further limited it by excluding Thailand and Vietnam from our rankings. These are Indeed’s newest sites. Because they were launched in June 2013, we do not have complete search data for the entirety of the sample year.

Index Methodology

External Competition Index
Our external competition rankings examine the share of job seekers who search in a particular country from outside that country. We consider this a measure of external competition because people often think of only the local population as being competition for local jobs. However, if a relatively large number of outsiders are also looking for jobs in that area, the labor market may be tighter than it first appears.

It is important to keep in mind that this index is based on where the searchers are looking for jobs, not on where the searchers are currently located.

Location Desirability Index
Our location desirability rankings are based on the total number of external searchers (as opposed to being based on the share of external searchers from our External Competition Index). The more external searchers a country has, the higher it appears in the desirability rankings. Rankings are based on a normalized scale, with the US (our top-ranked country for location desirability) equal to 100.

Movers Index
In contrast to the previous indices, our movers rankings show the percentage of unique job seekers in each country currently looking for a job outside that country. The key difference here is that we are now focusing on where job seekers are currently located rather than where they are looking to move.
Tara M. Sinclair, PhD, is an associate professor of economics and international affairs at The George Washington University and an economist at Indeed. Her research focuses on examining historical patterns in data to understand both the current and past structure of the labor market and to forecast future movements. As Indeed Economist, Tara is developing original research using proprietary Indeed data to uncover exclusive insights into the labor market.

In addition to her research, Tara is frequently invited to brief the media on economic and labor trends as well as offer commentary. She has been quoted in the New York Times, the Wall Street Journal, and the Washington Post, and she has appeared on CNN, C-Span, NPR, Fox Business, Bloomberg Radio and TV, and many other local and international news programs.