



"The Talk of Paris"

A Harris Interactive Survey for The Talk of Paris, France 24
and the *International Herald Tribune*

Aired on October 5th 2007 on France 24

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Methodology

Survey conducted online by Harris Interactive for The Talk of Paris, France 24 and the *International Herald Tribune*, from September 6th to 17th 2007.

This poll was conducted online by Harris Interactive, in conjunction with France 24 and The *International Herald Tribune*, among a total of 6,437 adults (aged 16-64) within France, Germany, Great Britain, Spain, and the United States and adults (aged 18-64) in Italy between 6 and 17 September 2007. Figures for age, sex, education, region and Internet usage were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was used to adjust for respondents' propensity to be online.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Harris Interactive avoids the words "margin of error" as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were selected from among those who have agreed to participate in Harris Interactive surveys. The data have been weighted to reflect the composition of the adult populations of the respective countries. Because the sample is based on those who agreed to participate in the Harris Interactive panel, no estimates of theoretical sampling error can be calculated.

Methodology

Weighted and unweighted bases are shown below, and results/percentages represented here are weighted.

Unweighted bases for the survey are: Total 6,473; France 1,122; Germany 1,106; Great Britain 1,104; Italy 1,012; Spain 1,068 and the USA 1,061.

Weighted bases for the survey are: Total 6,473; France 1,122; Germany 1,106; Great Britain 1,104; Italy 1,012; Spain 1,068 and the USA 1,061.

Sample Source: Harris Interactive relied on the Harris Poll OnlineSM panel as the primary sample source for this survey. This multimillion member online panel consists of potential respondents who have been recruited through online, telephone, mail, and in-person approaches to increase population coverage and enhance representativeness. All panel members have agreed to be invited to participate in online surveys through a confirmed opt-in approach.

Percentages may not add up to 100% due to rounding

Please note that any communication of these results has to be made with technical elements such as: survey methodology, fieldwork dates, name of the agency, sample size.

Comments

Comments

For the weekly show "The Talk of Paris" aired on October 5th 2007 on "France 24" channel and for the *International Herald Tribune* published on October 5th 2007, Harris Interactive sought the opinion of the citizens of 6 countries (5 European countries and the USA) about jobs and employment.

This survey was conducted online among a total of 6,473 working adults, including 5,461 (aged 16-64) within France, Germany, Great Britain, Spain and the USA, and 1,012 (aged 18-64) in Italy: France 1,122; Germany 1,106; Great Britain 1,104; Italy 1,012; Spain 1,068 and the USA 1,061.

Comments

The main questions of this survey have been asked to people working full-time or part-time.

1. Satisfaction at work

Overall, Americans and Europeans are satisfied with their job. Some differences can be observed between European countries though.

With 83%, the Spanish appear as the most fulfilled workers, closely followed by the Americans: 80% and the French: 80%. A little less satisfied, the Germans: 73% and the British: 72% come before the Italians among which only 67% of people are satisfied.

Let us also note that a plurality of Americans are "very satisfied" (42%) while Europeans generally declare being "somewhat satisfied" (Spain: 57%, France: 53%, Italy: 52%, Germany: 41%, Great Britain: 40%).

Dissatisfied people bring up various reasons for not having changed jobs.

41% of the dissatisfied Americans are currently looking for a new job. It is much less the case in Europe. Dissatisfied workers don't want to change in order to keep their current job security (French: 33% and Italians: 30%) or due to fear of the job market (Spanish: 27%).

Americans consider they are better paid than Europeans.

In Europe, almost half of the employees think they are badly paid!

63% of Americans interviewed consider they are well paid, a rate reached in none of the European countries surveyed.

In Europe, the British (52%), the Germans (51%) and the Spanish (50%) are the most "satisfied" with their salary. The Italians and the French mostly consider they are badly paid, France: 54%, Italy: 50%.

Comments

2. Different motivations to work depending on the country

The interest of the job and next the salary are overall the 2 key motivation factors at work for all of the employees interviewed. Nevertheless Spanish and Americans attach less importance to the interesting nature of the job. Relatively, Spanish quote more their "colleagues" and Americans the "additional work benefits".

Work more and earn more: a great expectation in Italy.

The idea of "working more and earning more" seems to seduce many employees, notably in Italy (50%), France (43%) and the USA (43%). The opposite proposition (work less and earn less) is logically highly rejected even if 11% of the Spanish would like to do so.

A great interest in work from home.

62% of the Italians would like to work their current work hours from home if their employer proposed that they did so. 50% of Spanish, 49% of Americans and 47% of French share this point of view. They are fewer in Germany (36%) and Great Britain (31%) to express this opinion, more by impossibility than lack of interest.

Numerous British (45%) and Americans (42%) feel as though they don't have enough holidays unlike the French, Germans and Italians: 74% of French, 71% of Germans and 66% of Italians consider having enough days off.

Comments

3. Relationships between employees and their management

Americans (65%) mostly like their boss (hierarchical superior). As far as Europeans are concerned, they don't have any issue with their boss: overall, they are appreciated by close to or over half of employees (France: 52%, Germany: 47%, Great Britain: 56%, Italy: 48%). Spain stands out as many employees "neither like nor dislike" their boss (38%).

Between one fourth and one third of the employees interviewed consider they have suffered some sort of harassment by their boss.

The issue is the most sensitive in Italy, with 37% vs. 22% in the USA and 23% in France.

Harassment at work appears under various forms: criticizing the work done in front of colleagues and work more than the legal limit with no additional pay are the two cases most frequently quoted.

Even though interviewed populations consider mainly that top executives' severance packages in the private sector should be limited, France and Germany are clearly in favour of such measures.

71% of French and 68% of Germans would like the top executives' severance packages to be limited by governments. 58% of Italians, 52% of British, 51% of Spanish and 50% of Americans express the same opinion.

Besides, 12% of French would even want to completely forbid such packages (1 to 5% of respondents share this point of view in other countries).

In all countries surveyed, only a minority of employees consider trade unions play an important role.

29% of Germans declare that trade unions play an important role in their professional life. 23% of the Spanish and 20% of the French think alike. Finally, only 18% of British, 16% of Americans and 15% of Italians are of this opinion.

The result is very clear: 45 to 63% of the interviewees even declare that trade unions are "not important at all".

Current employment

Current employment

Do you currently work, either full time or part-time?

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	1,122	1,106	1,104	1,012	1,068	1,061
Yes, full time	59%	53%	53%	61%	54%	54%
Yes, part time	12%	18%	18%	16%	14%	15%
No	29%	28%	28%	23%	32%	31%

Job satisfaction

Job satisfaction

Thinking about your current job, how satisfied would you say you are with it?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Satisfied (total)	80%	73%	72%	67%	83%	80%
Very satisfied	26%	32%	32%	15%	26%	42%
Somewhat satisfied	53%	41%	40%	52%	57%	38%
Dissatisfied (total)	20%	27%	27%	32%	16%	19%
Somewhat dissatisfied	16%	18%	18%	22%	11%	11%
Very dissatisfied	4%	8%	9%	10%	6%	8%
Not sure	*	*	1%	1%	*	1%

*: less than 0.5%

Reasons for not changing jobs

Reasons for not changing jobs

You said that you are somewhat or very dissatisfied with your current job. Which of the following reasons best explains why you haven't changed jobs?

Base: dissatisfied with current job

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	159	211	213	251	120	141
Prefer job security in current job	33%	18%	18%	30%	14%	17%
Fear of the job market	8%	9%	5%	9%	27%	3%
Unwilling to take the risk	7%	8%	6%	3%	5%	2%
Lack of confidence	5%	5%	14%	5%	9%	5%
New training is too expensive	1%	2%	5%	1%	5%	4%
Other reason	13%	30%	20%	23%	19%	23%
Currently looking for a new job	30%	26%	28%	27%	20%	41%
Not sure	2%	2%	5%	1%	0%	5%

Work from home

Work from home

How likely would you be to work your current work hours from home if your employer proposed that you do so?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Likely (total)	47%	36%	31%	62%	50%	49%
Very likely	24%	23%	21%	38%	35%	39%
Somewhat likely	23%	14%	10%	24%	15%	10%
Unlikely (total)	26%	31%	22%	18%	25%	13%
Somewhat unlikely	13%	15%	8%	10%	9%	4%
Very unlikely	13%	16%	13%	7%	16%	9%
Already currently work from home	6%	9%	11%	3%	3%	8%
My work cannot be done from home	20%	22%	34%	15%	21%	28%
Not sure	2%	1%	2%	1%	2%	2%

Motivation factors

Motivation factors

Of the following aspects relating to jobs, which one is the most important to you in your current job?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
The interesting nature of the job	44%	44%	36%	37%	25%	28%
The salary	30%	25%	33%	29%	28%	32%
The working hours	15%	16%	17%	12%	17%	19%
Your current work colleagues	5%	10%	8%	8%	16%	6%
Any additional work benefits you receive	4%	1%	3%	8%	7%	11%
Not sure	2%	4%	4%	6%	6%	4%

Salary

Salary

And now thinking about your current pay conditions, would you say that you are...

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Well paid (total)	42%	51%	52%	46%	50%	63%
Very well paid	1%	5%	7%	4%	6%	12%
Somewhat well paid	41%	46%	45%	42%	44%	51%
Badly paid (total)	54%	44%	44%	50%	49%	35%
Somewhat badly paid	46%	36%	39%	30%	35%	28%
Very badly paid	8%	8%	5%	20%	14%	7%
Not sure	4%	6%	4%	3%	2%	3%

Trade unions

Trade unions

How important a role, if at all, do trade unions play in your professional life?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Important (total)	20%	29%	18%	15%	23%	16%
Extremely important	3%	4%	3%	2%	5%	3%
Very important	5%	8%	4%	3%	7%	5%
Fairly important	12%	17%	11%	10%	11%	8%
Not important (total)	75%	68%	72%	82%	75%	72%
Somewhat important	26%	24%	16%	24%	30%	9%
Not important at all	49%	44%	56%	58%	45%	63%
Not sure	6%	4%	9%	3%	3%	12%

Boss appreciation

Boss appreciation

Using the scale below, how much do you like or dislike your current boss?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Like (total)	52%	47%	56%	48%	34%	65%
Like very much	19%	20%	29%	19%	9%	46%
Like somewhat	33%	27%	27%	29%	25%	19%
Neither like nor dislike	24%	22%	18%	17%	38%	14%
Dislike (total)	14%	13%	13%	23%	16%	10%
Dislike somewhat	8%	8%	8%	15%	11%	6%
Dislike very much	6%	5%	5%	8%	5%	4%
I don't have a boss	8%	16%	11%	10%	9%	11%
Not sure	1%	2%	2%	2%	3%	2%

Harassment

Harassment

Have you ever suffered any of the following types of harassment from your current boss?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
Yes, they criticised my work in front of my colleagues	6%	13%	11%	10%	8%	7%
Yes, they have continuously refused to give me a pay rise	4%	6%	5%	6%	6%	4%
Yes, they asked me to forgo a holiday	4%	9%	5%	6%	6%	3%
Yes, they asked me to work more than the legal limit with no additional pay	4%	12%	7%	10%	7%	4%
Yes, they denied me a promotion in favour of one of their personal friends	2%	2%	4%	3%	4%	4%
Yes, they asked me for sexual favours	1%	1%	1%	2%	*	*
Yes, another form of harassment	13%	7%	7%	13%	8%	5%
No, I have never suffered harassment by my boss	76%	64%	72%	55%	68%	76%
Not sure	1%	3%	3%	7%	5%	2%

*: less than 0.5%

Working hours

Working hours

The issue of working hours is often a regularly debated subject in some countries. Thinking about your current personal situation, if you had a choice, which of the following work scenarios would you prefer?

Base: currently work

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	802	793	794	781	727	732
I would prefer to work more and earn more than I currently do	43%	39%	33%	50%	33%	43%
I would prefer to work and earn the same amount as I currently do	44%	46%	49%	36%	41%	44%
I would prefer to work less and earn less than I currently do	5%	7%	9%	8%	11%	5%
Not sure	9%	8%	9%	6%	15%	7%

Holidays

Holidays

Overall, would you say that the number of days holiday employees have in [YOUR COUNTRY] is....

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	1,122	1,106	1,104	1,012	1,068	1,061
Sufficient (total)	74%	71%	37%	66%	55%	42%
Very sufficient	29%	22%	8%	25%	9%	11%
Somewhat sufficient	45%	49%	29%	41%	46%	31%
Insufficient (total)	23%	27%	45%	28%	40%	42%
Somewhat insufficient	18%	22%	32%	20%	31%	26%
Very insufficient	5%	5%	13%	8%	9%	16%
Not sure	3%	3%	18%	6%	5%	16%

Top executives severance packages

Top executives severance packages

A severance package is the pay and benefits package an employee receives when they leave employment at a company. In addition to the employee's remaining regular pay, it may include additional benefits such as an additional payment based on years of service, payment for unused holiday or sick leave, stock options or other retirement benefits.

Do you think that governments should or should not place limits on the severance packages of top company executives in the private sector?

	French	German	British	Italian	Spanish	American
<i>Weighted base</i>	1,122	1,106	1,104	1,012	1,068	1,061
Yes (total)	71%	68%	52%	58%	51%	50%
Yes, they have to be calculated according to the company results under their management	42%	31%	24%	32%	27%	23%
Yes, there should be a limit on the total amount that can be paid out	28%	39%	30%	25%	23%	28%
Yes, for another reason	9%	6%	3%	5%	5%	6%
No (total)	12%	19%	23%	23%	29%	34%
No, it's a company matter	10%	17%	22%	22%	26%	33%
No, for another reason	2%	3%	1%	1%	4%	2%
Severance packages should not be allowed at all	12%	5%	4%	2%	1%	2%
Not sure	5%	9%	21%	18%	18%	14%

About Harris Interactive

Harris Interactive is the 13th largest and one of the fastest-growing market research firm in the world. The company provides innovative research, insights and strategic advice to help its clients make more confident decisions which lead to measurable and enduring improvements in performance. Harris Interactive is widely known for The Harris Poll, one of the longest running, independent opinion polls and for pioneering online market research methods. The company has built what it believes to be the world's largest panel of survey respondents, the Harris Poll Online. Harris Interactive serves clients worldwide through its North American, European and Asian offices, and through a global network of independent market research firms. More information about Harris Interactive may be obtained at www.harrisinteractive.com.

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