



ManpowerGroup™

CWI

2014 Contingent Workforce Index

ABOUT THE CONTINGENT WORKFORCE INDEX

The Contingent Workforce Index (CWI) is a measure of the relative ease of sourcing, hiring and retaining a contingent¹ workforce in 75 countries. It compiles more than 50 key data points around the availability, cost, regulation and productivity of each country's contingent workforce. Using a proprietary formula, it assigns a numerical value to each country, comparing the difficulty of entering one labor market versus another. The CWI helps business leaders with globally expanding organizations make informed decisions that impact contingent workforce strategies.

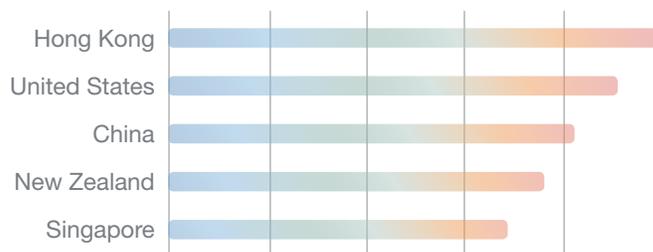
CHANGES TO 2014 CWI

The second annual CWI was refined and enhanced to assure the analysis and results reflect the constantly evolving world of work trends. The following metrics were added: English language proficiency, secondary educational enrollment, financial risk, foreign business regulation, labor market efficiency, technical readiness, infrastructure rankings and average monthly wages.

In 2014, a greater emphasis was placed on the size of a country's contingent workforce than in 2013. This led to a jump in the rankings for countries with large populations and pools of contingent labor, such as China and India. Conversely, countries with smaller pools of available contingent labor, such as the Dominican Republic and Denmark, moved down in the rankings.

KEY FINDINGS

Top 5 Markets for the Overall Contingent Workforce Engagement:



NOTEWORTHY SHIFTS:

CHINA: advanced from 16th in 2013 to third in 2014 due to a well-balanced mix of relatively high workforce availability and medium productivity, despite shifting regulations and wages.

AUSTRALIA: fell from fourth in 2013 to 15th in 2014 as the result of rising hourly manufacturing wages and reduced workforce availability.

¹ Contingent worker classification includes part-time, temporary or contract labor. It excludes all permanent staff.

TOP FIVE MARKETS FOR CONTINGENT WORKFORCE BY MEASUREMENT FACTOR



AVAILABILITY

A relative comparison of the current skilled contingent workforce in each country and the likely sustainability of that workforce based on emerging and aging workforce trends

- China
- India
- United States
- Thailand
- Vietnam



COST

A relative comparison of basic wage and tax metrics to suggest potential cost efficiency

- India
- Thailand
- Chile
- Philippines
- Morocco



REGULATION

A relative comparison of how restricted the terms and practices of contingent workforce engagement are based on a standard set of regulations

- New Zealand
- Denmark
- Singapore
- Australia
- United Kingdom



PRODUCTIVITY

A relative comparison of the potential productivity of a workforce based on the amount of hours an employer can pay a worker at base pay

- Singapore
- United States
- New Zealand
- Switzerland
- Canada

METHODOLOGY

For the purposes of the Contingent Workforce Index 2014 report, each country was weighted equally across the four categories: availability, cost, regulation and productivity. However, these weightings can be tailored to an organization's strategic priorities. When customized to fit unique objectives, this report provides unparalleled insight into contingent workforce planning that helps organizations develop short- and long-term business and workforce strategies, from expanding MSP programs internationally, to capacity planning and global sourcing.

Additional information about the Contingent Workforce Index and the report is available at www.manpowergroup.com.

Please contact your ManpowerGroup Solutions representative to learn how you can receive a custom workshop and assessment.