



ManpowerGroup™

CWI

2016 Contingent Workforce Index

EMEA REGION: TOP FIVE MARKETS FOR CONTINGENT WORKFORCE

The 21 countries/markets of the Americas region are ranked in order based on their score in each of the CWI categories.



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

- #1 Israel
- #2 United Kingdom
- #3 Ireland
- #4 Norway
- #5 Netherlands



COST EFFICIENCY

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

- #1 Tunisia
- #2 Russia
- #3 Belarus
- #4 Ukraine
- #5 Morocco



REGULATION

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

- #1 Denmark
- #2 Ireland
- #3 Austria
- #4 Switzerland
- #5 Belgium



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

- #1 Switzerland
- #2 Turkey
- #3 Norway
- #4 Israel
- #5 South Africa

WORKFORCE AVAILABILITY RANKINGS

#1 Israel 0.51

Relatively high literacy rate and English speakers ratio; among the best for secondary school enrollment and 44% of the labor force has a tertiary education. Israel also has one of the youngest age profiles of the region

#2 United Kingdom 0.5

Third largest labor force with 33 million. High ratio of English speakers, literacy rates and secondary enrollment; a third of the workforce is tertiary educated

#3 Ireland 0.5

Good educational measures; Highest English speakers ratio, almost universal secondary enrollment, 30% of labor force tertiary educated and a younger age profile than average for the region

#4 Norway 0.47

Relatively small contingent workforce; highest literacy rate; 90% English speakers; above average secondary enrollment and just under a third of the labor force is tertiary educated

#5 Netherlands 0.45

Relatively small contingent workforce (1/3 skilled); high literacy rates and high English speakers ratio at 90%; highly educated with secondary enrollment figures above average and 29% of the labor force with tertiary education

WORKFORCE COST EFFICIENCY RANKINGS

#1 Tunisia 0.87

Fifth lowest average monthly wage globally and no parity requirements. Low cost of doing business and medium profit taxes. Second globally for the lowest manufacturing wage

#2 Russia 0.86

Low wages and taxes. Scored well due to the low benefits costs and no parity requirements. Highly skilled workforce presents a positive opportunity in this emerging market

#3 Belarus 0.85

No parity requirements and extremely low clerical, engineering and technology wages place this emerging market high on the cost efficiency index. Features low profit taxes and cost of doing business

#4 Ukraine 0.85

Lowest average monthly wage globally along with low profit taxes, low cost of doing business and no parity requirements. Third lowest average engineering wage and second lowest average technology wage globally

#5 Morocco 0.84

Low manufacturing and average wages; minimum wage 1/4 of regional average; parity and overtime premiums not required; employer taxes slightly below the average

WORKFORCE REGULATION RANKINGS

#1 Denmark 0.99

No contract length maximums, notice period or severance pay; stable geopolitical environment

#2 Ireland 0.96

No contract length limits or severance pay, notice period at 1 week is well below regional average; geopolitical rating well above regional average

#3 Austria 0.95

No limit on contract length or severance pay requirement; 2 weeks notice period (under 1/2 of region's average); stable geopolitical environment

#4 Switzerland 0.88

Contract limited to 120 months _ less restrictive than most other countries; no severance pay but the redundancy notice period of 8.7 weeks is almost twice regional average; well above regional average for geopolitical factors

#5 Belgium 0.88

No contract length limits; severance pay below regional average but longer notice period, geopolitical rating above average

WORKFORCE PRODUCTIVITY RANKINGS

#1 Switzerland 0.74

Highest in region for specific productivity measures; longer work week than most countries in the region

#2 Turkey 0.65

Fewer holidays than average and at 45 hours a longer working week. Maximum of 6 days in a work week.

#3 Norway 0.64

Standard workday is 9 hours with a maximum of 6 workdays per week. Maximum OT is 200 hours while the standard work week is 37.50 hours

#4 Israel 0.64

43 hour work week, fewer holidays than regional average, highest permissible overtime of the region, scores just above the regional average on specific productivity measures

#5 South Africa 0.64

45 hour work week, less restrictive than most countries for overtime restrictions; fewer holiday days than the regional average. Maximum of 6 days per work week and a standard 9 hour work day