



# CWI

## 2016 Contingent Workforce Index

### APAC 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 India
- #2 Philippines
- #3 China
- #4 New Zealand
- #5 Australia



#### COST EFFICIENCY

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

- #1 Philippines
- #2 Vietnam
- #3 Thailand
- #4 Macau
- #5 India



#### REGULATION

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

- #1 New Zealand
- #2 Singapore
- #3 Australia
- #4 Hong Kong
- #5 Japan



#### 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 Singapore
- #2 New Zealand
- #3 Taiwan
- #4 Macau
- #5 Hong Kong

## WORKFORCE AVAILABILITY RANKINGS

### #1 India 0.56

Second largest labor force globally behind China. 19% of which make up the markets contingent workforce. Just over 68% have secondary education and 25% are tertiary educated. 10% of the workforce is English speaking

### #2 Philippines 0.55

79% speak English \_ well above regional average; good literacy rates; low old age dependency ratio; 34% of the population is under 15 and hence growing future workforce

### #3 China 0.49

1% of English speakers; comparatively low percentage of tertiary educated labor force; dependency ratio for old age currently better than the regional average but a declining future workforce

### #4 New Zealand 0.48

Labor force is only 2.5 million but it is highly skilled with 98% English speakers, almost universal literacy levels and high secondary and tertiary attainment levels

### #5 Australia 0.47

Highest percentage of skilled contingent workers of the region, native English speakers with high educational attainment at both the secondary and tertiary level

## WORKFORCE REGULATION RANKINGS

### #1 New Zealand 1

Few contract restrictions; no contract length limits; notice period for redundancy and severance pay not required; best geopolitical score

### #2 Singapore 0.98

Few contract restrictions; no contract length limits; severance pay not required; 1 week notice period for redundancy \_ among lowest; 2nd in region for geopolitical factors behind New Zealand

### #3 Australia 0.93

Relatively high geopolitical score; few contract restrictions; 1 week notice period for redundancy \_ among lowest; 4 weeks severance pay required \_ above average

### #4 Hong Kong 0.93

Few contract restrictions; no severance pay, notice period above average at 4.3 weeks; geopolitically fourth highest in the region

### #5 Japan 0.87

36 month maximum contract length with no maximum contract length with renewals and no fixed-term prohibited for permanent tasks. Notice period is 4.3 weeks with no severance pay requirements.

## WORKFORCE COST EFFICIENCY RANKINGS

### #1 Philippines 0.9

Within the top four countries in the region for minimum wage, average wage and manufacturing wages; although no parity requirements, there is a 30% overtime premium and the cost of doing business is the highest in the region

### #2 Vietnam 0.85

Along with India, lowest minimum wages, average and manufacturing wages of the region; no overtime premium requirements but partial parity, employer taxes are highest of the region

### #3 Thailand 0.83

Among the top countries in the region for minimum wage, average wage and manufacturing wages; no overtime premium or parity requirements and lower than average employer taxes

### #4 Macau 0.82

Lower than average taxes and average manufacturing wage. Minimum wage in line with the middle of the global market with no parity requirements and generally low cost of doing business

### #5 India 0.81

Along with Vietnam, lowest minimum wages, average and manufacturing wages of the region; no overtime or parity requirements; employer taxes and cost of doing business slightly higher than regional average

## WORKFORCE PRODUCTIVITY RANKINGS

### #1 Singapore 0.7

Leader in specific productivity measures; relatively few annual leave days and holidays, standard working week longer than most countries in region

### #2 New Zealand 0.67

Slightly fewer holidays but more annual leave days than average; no limit to overtime hours, rated third for specific productivity measures

### #3 Taiwan 0.63

Standard work week of 42 hours with maximum working days per week of 6 days and a standard work day of 8 hours. Maximum overtime annually is 552 hours.

### #4 Macau 0.6

Least combined holiday and annual leave days; no limit to overtime hours, in the middle 3rd for the specific productivity measures

### #5 Hong Kong 0.6

Slightly more holidays and fewer annual leave days are equal to a similar number of days off as the average. No limit to overtime hours annually.