



TOTAL WORKFORCE INDEX™

2022 GLOSSARY



Availability

Factor	Definition
Total Labor Force June 2022	The economically active population – working population plus the unemployed population that is available and looking for work
Estimated Percentage of Informal Workforce as a Percentage of Total Workforce	Estimated number of workers engaged without a formal work contract
Estimated Total Engaged in the Formal Sector	Estimated number of workers engaged in the formal sector
Estimated Total Engaged in the Formal Sector, Highly Skilled	Estimated number of white-collar workers engaged in the formal sector
Unemployment Rate	Reported percentage of active workforce not currently employed
Employees as a Percentage of Workers	Workers classified as employees as a percentage of a country's total working population
Employers and Own Account Workers as a Percentage of Workers	Self-employed workers and employers as a percentage of a country's total working population
Co-Ops and Contributing Family Members as a Percentage of Workers	Cooperative owner and contributing family worker as a percentage of a country's total working population
Highly Skilled (%)	Estimated percentage of working population that is white collar (e.g., legislators, senior managers, professionals, technicians and associate professionals)
Non-Skilled (%)	Estimated percentage of working population that is blue collar (elementary occupations)
Contingent Workforce Percentage (actual)	Estimated percentage of workforce engaged through non-traditional contract or informal agreement
Contingent Workforce	Calculated number of contingent workers based on estimated percentage

Factor	Definition
Permanent Workforce (#)	Estimated number of permanent employees based on estimated percentage
Permanent Workforce (%)	Estimated percentage of workforce that is employed full time or salaried
Gender Gap (overall rankings)	Ranking from 1 to 144 of countries based on gender disparity in each country
Percent Agriculture (actual)	Reported percentage of the working population in agricultural roles
Percent Non-Agriculture (actual)	Reported percentage of the working population in service or industrial roles
Literacy Rate (actual)	Reported literacy rate for each country's population
Percent English Speaking	Estimated percentage of population with working English proficiency
Percentage Spanish Speaking	Estimated percentage of the population with working Spanish proficiency
Percentage French Speaking	Estimated percentage of the population with working French proficiency
Net Secondary Education (%)	Percentage of secondary school-aged children enrolled in school
Gross Secondary Education Enrollment (%)	All students enrolled in secondary school as a percentage of the total number of population of secondary school age
Tertiary School Enrollment Percentage (actual)	All students enrolled in tertiary education as a percentage of the population that is the age for tertiary education
25+ with Tertiary Education (%)	Percentage of population aged 25 and over with tertiary education
Employed Females 25 years+ with Advanced Education (%)	Percentage of female population aged 25 and over with tertiary education
Engineering and Science as Percentage of Graduates	Percentage of graduates with engineering/science degrees
R&D personnel per 1,000 Labor Force	Ratio of R&D workers to every 1,000 in workforce
R&D Expenditure as % of GDP	Percentage of GDP spent on R&D
Immigration Laws WEF	WEF ranking based on the ease of hiring foreign labor
Age Dependency Ratio Young and Old (actual)	Ratio of population under 15 or over 64 years of age compared to the number of people of working age
Age Dependency Ratio Young (actual)	Ratio of population under 15 years of age compared to the number of people of working age
Age Dependency Ratio Old (actual)	Ratio of population over 64 years of age compared to the number of people of working age
Generation < 10 years (in thousands)	Number of individuals born between 2017 and 2022
Percentage of Population < 10 Years	Percentage of population born between 2012 and 2022

Factor	Definition
Generation Z (# in thousands)	Number of individuals born between 1996 and 2015
Percentage of Population that are Generation Z	Percentage of population born between 1996 and 2015
Millennials (# in thousands)	Number of individuals born between 1976 and 1995
Percentage of Population that are Millennials	Percentage of population born between 1976 and 1995
Generation X (# in thousands)	Number of individuals born between 1966 and 1975
Percentage of Population that are Generation X	Percentage of population born between 1966 and 1975
Baby Boomers (# in thousands)	Number of individuals born between 1946 and 1965
Percentage of Population that are Baby Boomers	Percentage of population born between 1946 and 1965



Cost Efficiency

Factor	Definition
Average Monthly Wage	Reported average monthly wage in USD
Average Yearly Salary based on Full-Time Workers (USD per year)	Full-time workers reported average annual salary in USD
Premium for Working on a Rest Day	Rate of increased pay for working on rest day
Premium for Overtime Work (% of hourly pay)	Rate of increased pay for working any overtime
Premium Night Working	Rate of increased pay for working night shifts
Employer Social Security Rate	Tax rate employers must pay toward workers' social security
Payroll Taxes and Levies	The tax and levy burden paid by employers
Employer Taxes Total (actual)	Aggregated rate of employer and payroll-based taxes
Countries with Profit Sharing Requirements	Whether or not a country has legislated profit sharing with workers and if so, the rate required
Social Security Cost for Employees	The rate employees are required to pay toward social security
Profit Taxes (actual)	Corporate income tax rates
VAT (Actual)	The value-added tax assessed on goods and services
Cost of Living Index (relative to U.S.)	The amount a person needs to cover basic needs in a given market

Factor	Definition
Year on Year Inflation	The inflation rate
Cost of Business Start-Up Procedures (% of GNI per capita)	Cost to register a business normalized by presenting it as a percentage of gross national income (GNI) per capita
GNI per Capita Current US \$ using World Bank Atlas Method	Gross national income converted to U.S. dollars using the World Bank Atlas method, divided by the midyear population
Derived Cost of Business Start-Up Procedures based on GNI in USD and Cost %	Derived cost to register a business normalized based on gross national income (GNI) and cost %
Employers Required to Pay for Health Insurance	Whether employers are required to pay for health insurance
Mandatory Minimum Length of Maternity Leave	Minimum length of maternity leave in days
Who Pays Maternity Leave	Whether employer or government funds maternity leave
Manufacturing Wage (US\$/mth)	Average reported monthly wage for manufacturing roles in USD
Minimum Wage (US\$/hr)	Mandatory minimum hourly wage in USD
Parity (actual)	Whether pay and/or benefit parity is mandated
Gender Pay Parity	Whether equal pay is mandated for gender
Admin/Clerical Wage (US\$/mth)	Average reported monthly wage for admin/clerical roles in USD
Accounting Wage (US\$/mth)	Average reported monthly wage for accounting roles in USD
Professional, Scientific and Technical Activities Wage (US\$/mth)	Average reported monthly wage for professional, scientific and technical roles in USD
Technology Wage (US\$/mth)	Average reported monthly wage for technology roles in USD

Regulation

Factor	Definition
Subcontract Allowed (actual)	Whether subcontracting is legal in country
Fixed-Term Prohibited for Permanent Tasks (actual)	Whether fixed-term contracts are prohibited for permanent tasks
Max Contract (single)	Maximum tenure for single-term contract
Max Contract (with renewals)	Maximum tenure with rests and renewals
Notice Period (actual) - After 1 Year	Required notice period based on 1 year of tenure

Factor	Definition
Notice Period 5 Years Tenure (in weeks)	Required notice period based on 5 years of tenure
Notice Period 10 Years Tenure (in weeks)	Required notice period based on 10 years of tenure
Severance after 1 Year of tenure (actual)	Mandated severance pay in weeks based on 1 year of tenure
Severance 5 Years Tenure	Mandated severance pay in weeks based on 5 years of tenure
Severance 10 Years Tenure	Mandated severance pay in weeks based on 10 years of tenure
Pension Age Female	Minimum age females can retire with full pension
Pension Age Male	Minimum age males can retire with full pension
Laws Mandating Non-Discrimination in Hiring	Whether legislation mandates non-discrimination on gender
World Openness Score	The extent to which people are able to travel to a country without a visa
Welcoming Countries Rank	Ranking of countries based on openness of their visa policies
Local Content Laws	Policies imposed by governments to restrict foreign workers
2022 Index of Economic Freedom	A country's overall ranking on an index measuring liberty and free markets
2022 Index of Economic Freedom - Trade Freedom	A country's ranking based on tariffs and barriers to trade
Global Peace Index	Reported rank of 1 to 163 based on level of peace in country
Global Terrorism Indicator	Reported rank based on incidents, fatalities, industries and damage due to terrorism
State Legitimacy - Fragile States Index Annual 2021	A country's ranking in terms of political risk
Global Corruption CPI Score	Reported rank based on perceived corruption in country
Economic Risk Ranking (Resilience Index)	Reported ranking of countries' endurance in disruptive events
Country Financial Risk Ranking	Reported rank based on money laundering and terrorist financing in country
Voice and Accountability (GWI)	Perceptions of citizens' ability to participate in selecting their government, freedom of expression, freedom of association and a free media
Index of Economic Freedom - Investment Freedom (Rank)	A ranking of a country's extent to which companies can invest in that market without restriction
Rule of Law (GWI)	Confidence that rules of society including contract enforcement, property rights and authority are upheld, free from corruption



Productivity

Factor	Definition
Holidays (actual)	Number of annual public/bank holidays in country
Leave after 1 Year of Service (actual)	Number of days in paid leave for 1 year of tenure
Leave after 5 Years Tenure	Number of days in paid leave for 5 years of tenure
Leave after 10 Years Tenure	Number of days in paid leave for 10 years of tenure
Maximum Probationary period (months)	Maximum number of months' probation allowed
Major Restrictions on Working on a Holiday Day	Whether holiday work is restricted
Major Restrictions on Night work	Whether night work is restricted
Max Annual OT (actual)	Maximum hours of overtime allowed per worker
5 Days of paid sick pay (actual)	Whether employees are mandated 5 days of leave annually
Standard Working Week (actual)	Average days in a work week
Maximum Working Days per Week (actual)	Maximum days in a work week
Standard Workday (actual)	Average hours in a work day
2022 Index of Economic Freedom - Labor Freedom	A measure of a country's labor market regulations related to wages, hours, notice and severance
Knowledge and Technology Outputs - Global Innovation Index (rank)	A ranking of the strength of a country's knowledge and technology outputs on the Global Innovation Index
Institutions - Global Innovation Index (rank)	A ranking of the strength of a country's institutions on the Global Innovation Index
Government Effectiveness	Perceptions of the quality of public services, civil service and its independence from political pressures, the quality of policy and government credibility
Infrastructure - Global Innovation Index Rank	A ranking of the strength of a country's infrastructure on the Global Innovation Index
Health Index - Legatum Prosperity Index - 1 is Best	A country's ranking on the health pillar of the Legatum Prosperity Index
% Possibly able to be Conducted as Remote Work	Percentage of workers that work in industries that are likely to be able to perform work remotely
UN E-Participation Index	A measure of use of online tools and information-sharing by governments
Telecommunication Infrastructure Readiness	Composite indicator that measures countries' readiness to adopt the opportunities offered by information and communication technology

Factor	Definition
Global Innovation Index 2021 - Business Sophistication Rank	A country's ranking on the sophistication of the business market – credit, investment, trade, diversification, and market scale
Remote Ready Jobs	The percentage of jobs that can be done remotely and how ready the country is to adapt to remote jobs
Electricity Access (%)	Percentage of population with consistent, reliable access to electricity at home
Households with Personal Computer (%)	Percentage of households with personal computers
Secure Internet Servers/Million Pop.	Ratio of internet servers to population (in millions)
Individuals using Internet (%)	Percentage of individuals using internet
Fiber Internet Subscriptions/100 Pop.	Availability and use of fiber internet service per 100 people
Fixed Broadband Internet Subscriptions/100 Pop.	Availability and use of fixed broadband internet service per 100 people
Average Internet Speed - Broadband	Average download speeds on broadband internet service
Electricity Supply Quality	Electric power transmission and distribution losses as a percentage of domestic supply