

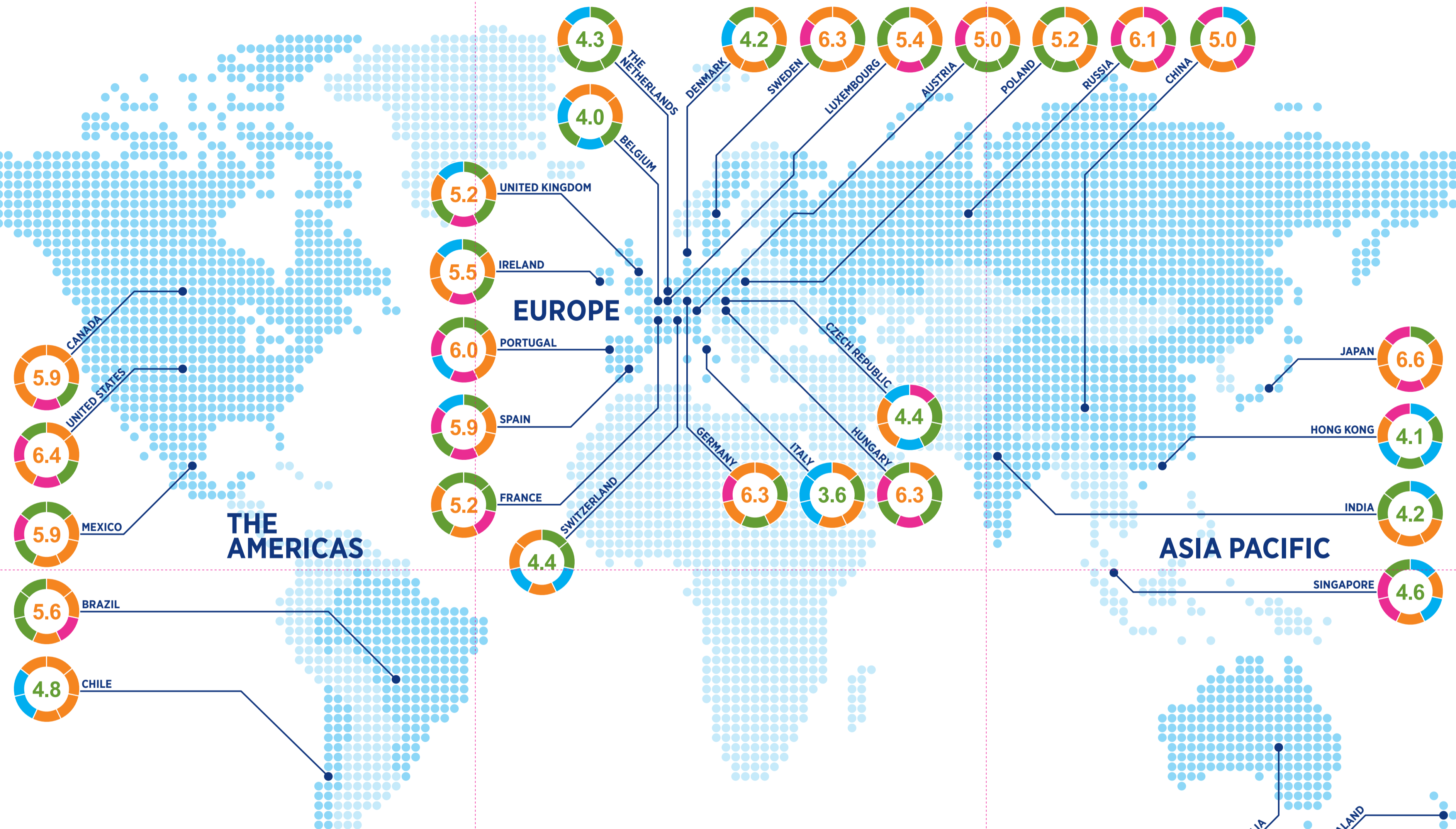
THE HAYS GLOBAL SKILLS INDEX 2013



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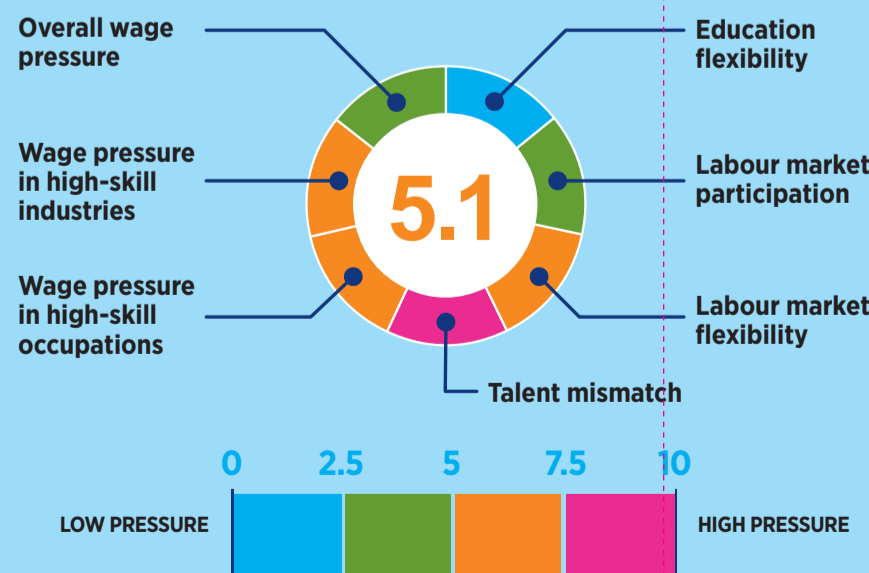
CREATING THE HAYS GLOBAL SKILLS INDEX

The Hays Global Skills Index highlights the main pressure points impacting the labour markets of 30 countries.

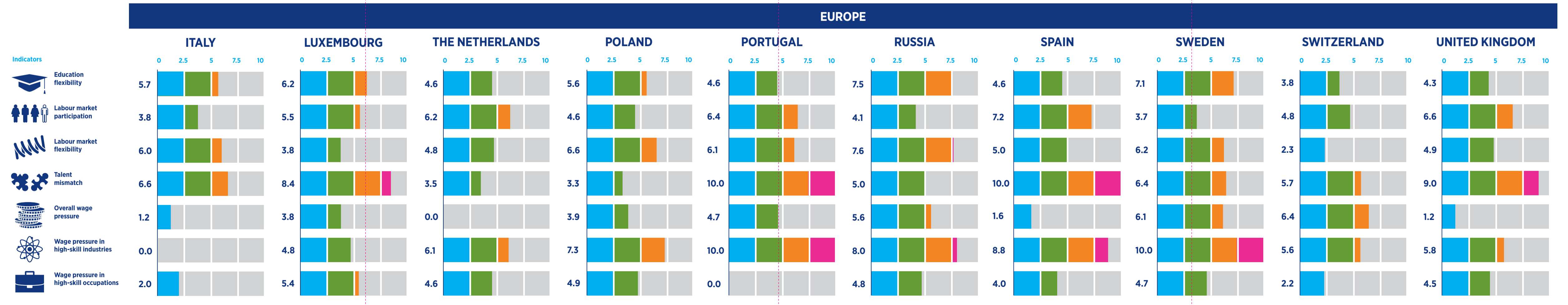
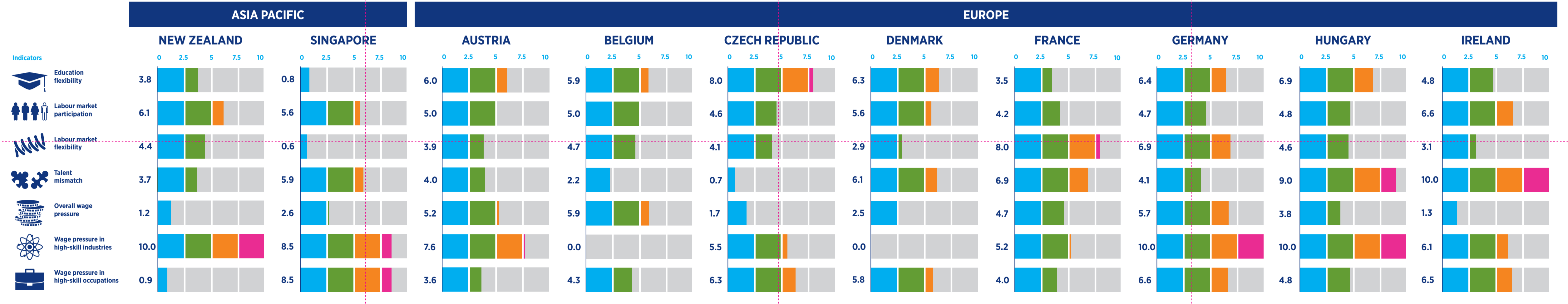
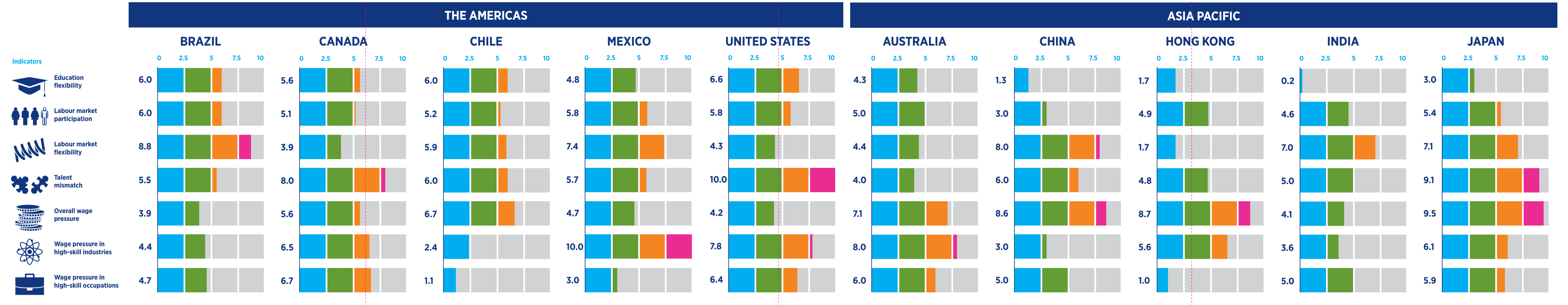
- Talent mismatch.** Measures the mismatch between the skills needed by businesses and skills possessed by the labour force. A high score means that the numbers of long-term unemployed and vacancies are both increasing suggesting the available labour does not have the skills employers want. A low score implies that employers are having an easier time finding the talent they need.
- Overall wage pressure.** Whether wages are keeping pace with historic trends, which is a measure of overall labour market tightness. A high score means real wages are increasing quickly relative to the longer term. A low score means real wages are not rising quickly (or are even declining) relative to the longer term.
- Wage pressure in high-skill industries.** The rate at which wages in high-skill industries outpace those in others. A high score means wages in high-skill industries are rising much faster than in low-skill industries. A low score means wages in high-skill industries are not rising faster than in low-skill industries.
- Wage pressure in high-skill occupations.** A measure of wage premium paid in high-skill occupations, which is an indicator of shortages of key talent. A high score means wages in high-skill occupations are rising faster than in low-skill occupations. A low score means wages in high-skill occupations are not rising faster than in low-skill occupations.
- Labour market participation.** Measures the degree to which a country's talent pool is fully utilised. A high score means that the proportion of working age people that are employed (or are available for immediate work) is not increasing, indicating constraints on the availability of additional resource. A low score means that the participation rate reflects the increasing availability of talent to join the workforce.
- Labour market flexibility.** Assesses the legal and regulatory environment faced by businesses. A high score means the labour market legislation is judged to be inflexible and there are constraints on the ability of inward migrants to fill talent gaps. A low score means the labour market legislation is judged to be flexible, with an openness to immigration.

- Education flexibility.** Measures whether the education system can adapt to meet organisations' future talent needs, particularly in the fields of mathematics, science and literacy. A high score means there is limited potential or capacity to increase education performance and output. A low score indicates there is considerable scope to expand the output and quality of the local educational system.
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Each country's Hays Index is surrounded by a coloured dial indicating the score ranges for the seven labour market indicators.



The analysis on which the Hays Global Skills Index was based utilised data as of Q2 2013. Developments subsequent to this date are not reflected in the 2013 findings.



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