The contingent workforce: A sweeping global trend

PERCENTAGE OF 2,715 EXECUTIVES SURVEYED WORLDWIDE WHO SAID THEY WERE INCREASINGLY USING CONTINGENT, SEASONAL, INTERMITTENT, OR CONSULTANT EMPLOYEES.

- North America: 83%
- Europe: 82%
- ME/Africa: 81%
- APAC: 85%
- Latin America: 87%

EXECUTIVES SEE A RANGE OF CHALLENGES.

- 35% Culture: Length of employee tenure
- 40% Regulation: Increasing regulatory requirements
- 32% Lack of insight: Lack of data needed to understand the workforce

AS THE NATURE OF EMPLOYMENT EVOLVES, EXECUTIVES BELIEVE CHANGES ARE NEEDED IN THESE AREAS:

- 46% Compensation plans
- 41% HR technology
- 44% Increased investment in training
- 31% HR policy
- 38% Employee technology (e.g., BYOD)

OF EXECUTIVES SAY CONTINGENT WORKERS ARE CHANGING WORKFORCE STRATEGY.

42%

KEY TAKEAWAYS

The contingent workforce is drawing increased regulatory scrutiny, requiring companies to focus all the more on managing this trend.

To learn more details about this study, please visit us at www.successfactors.com/workforce2020