

# UNITED KINGDOM



**10<sup>th</sup>**  
Global CWI  
Ranking

**2<sup>nd</sup>**  
Regional CWI  
Ranking

**8.5**  
Market Maturity

**8.5**  
Regulations

## 11<sup>TH</sup> WORKFORCE AVAILABILITY RANKING

Workforce Availability is the total number of contingent workers available in each country. Primary influencing factors include size of local contingent workforce and the gap between age dependency and the emerging workforce.



**32.5**  
Millions  
Total Workforce

**7.1%**  
Unemployment  
Rate

**949.0**  
Thousands  
Estimated # of  
Skilled Contingent  
Workers

**98%**  
English Proficiency

**26.3%**  
Age Dependency  
Ratio

## 61<sup>ST</sup> WORKFORCE COST RANKING

Workforce Cost is based on the wage rates paid to workers, so countries with the lowest wage thresholds tend to rank highest for cost efficiency. However, countries with no minimum wage were found to have higher costs in almost every aspect of contingent workforce engagement.



**4.4**  
USD Thousands  
Average  
Monthly Wage

**0%**  
OT Premium

**10.52**  
USD  
Average  
Minimum Wage

**Full**  
Parity  
(Full, Partial, None)

## 5<sup>TH</sup> WORKFORCE REGULATION RANKING

Workforce Regulations measures the extent to which each country's legal and regulatory climate impacts the cost and process of engaging local workers. Primary influencing factors include lack of contract duration limits and lack of pay and benefit parity.



**None**  
Max Contract  
(Single)

**1.0**  
Days  
Notice Period

**0.0**  
Severance

## 9<sup>TH</sup> WORKFORCE PRODUCTIVITY RANKING

Workforce Productivity accounts for the ability to leverage a worker within each country over the length of a contract. Primary influencing factors include Hours/Days per workweek, paid leave, and public holidays.



**5.4**  
Labor Market  
Efficiency

**8**  
Hours  
Standard Work Day

**8**  
Days  
Public Holidays

The **Contingent Workforce Index (CWI)** measures the relative ease of sourcing, hiring and retaining a contingent workforce in competing labor markets. The CWI draws from 50+ country data points for 75 countries to assign a numerical value that represents the relative difficulty of entering one labor market versus another. Countries with the highest rankings offer the most ideal workforce conditions for contingent labor. Find out more here at [www.manpowergroup.com](http://www.manpowergroup.com).

