



**WORLD  
EMPLOYMENT  
CONFEDERATION**

The Voice of Labour Market Enablers

# Activity Report

2021



## About the World Employment Confederation

The World Employment Confederation is the voice of the private employment services industry at the global level, representing national federations as well as workforce solutions companies from across the world. Members of the World Employment Confederation represent a wide range of HR services, including agency work, direct recruitment, career management, Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP).

The World Employment Confederation works to broaden recognition of the positive economic and social role which the private employment services industry plays in enabling work, adaptation, security and prosperity. This role involves building networks with relevant stakeholders such as policy makers, social partners and the academic world; setting high recruitment and employment standards and practices; acting as a thought-leader shaping futureproof and competitive labour markets and providing strategic data on employment issues.



**Denis Pennel**  
Managing Director

## Foreword

2021 has proven to be just as challenging as 2020... For two years in a row, the Covid-19 pandemic has continued to impact both our industry and our day-to-day working conditions. Yet, in many countries the industry has managed to recover from the crisis, with markets returning to the same level of activities as in 2019.

Within the World Employment Confederation, we have worked hard to support our members in mitigating the impact of the crisis and to strengthen our service offer. Guided by a new leadership (both at European and global level) and Strategic Plan, we have launched several new initiatives to make our advocacy more impactful, expand our reach, empower our members, increase our value and lead with talent.

The World Employment Confederation exists to enable better labour market outcomes for all, by supporting the sustainable development of our industry – an industry that now, more than ever, has a key role to play in shaping a changing world of work. The Covid-19 pandemic and the profound transformations that it has brought to labour markets reinforces the need for both workers and businesses to be accompanied and helped to navigate changes.

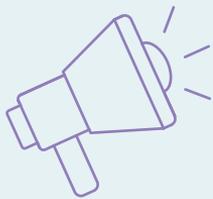
As the world of work reinvents itself, the future of the private employment services industry can only be bright, and our organisation is well-equipped to be a part of that future.

A handwritten signature in black ink, reading "Denis Pennel". The signature is written in a cursive style with a horizontal line underneath.

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## WEC Head Office



**Denis Pennel**  
*Managing  
Director*



**Gabriella  
Coorey**  
*Director of  
Operations*



**Dr. Michael  
Freytag**  
*European  
Public Affairs  
Manager*



**Xavi Gomila**  
*Global Public  
Affairs Manager*



**Aurélie Pattyn**  
*Communications  
Manager*



**Robin  
Lechtenfeld**  
*Labour Market  
Intelligence  
Officer*



**Ana Diaz**  
*Office & Events  
Manager*



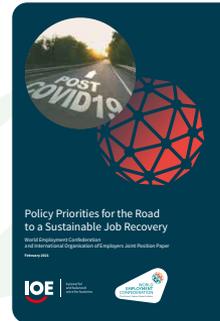
**John Towey**  
*Partnerships  
Manager  
(contractor)*

# Milestones 2021

Throughout the year and around the world, the World Employment Confederation (WEC) and its members pursued their mission of promoting the interests of the private employment services industry. Here are some of the key 2021 milestones.

## WEC & IOE RECOMMENDATIONS FOR "ROAD TO RECOVERY"

The World Employment Confederation issues a series of recommendations with the International Organisation of Employers to outline a path to a job rich, productive, sustainable and quality road to recovery.



FEBRUARY

MARCH

## WEC-IOE-ILO JOINT EVENT ON PLATFORM WORK

The World Employment Confederation, the International Organisation of Employers and the International Labour Organisation organise an online event to discuss how to better balance workers' entitlements and employers' interests in platform work.

FEBRUARY

JUNE



## NEW LEADERSHIP FOR WEC-EUROPE

Herman Nijns, CEO of Randstad Belgium & Luxembourg, is elected as the new President of WEC-Europe. Menno Bart from The Adecco Group and Agostino Di Maio from the Italian federation Assolavoro also join the Executive Committee as new members.

## WEC-EUROPE MANIFESTO FOR "RECOVERY, REFORM, RESILIENCE"

The World Employment Confederation-Europe puts forward concrete recommendations on how the private employment services sector can contribute to "Recovery, Reform, Resilience" during and after the Covid-19 crisis; and what policies are needed at EU and national levels to make labour markets more agile and inclusive.

## SOCIAL IMPACT REPORT 2021

Through workers' stories and data collected from members, WEC's annual publication demonstrates the positive contribution that the private employment services sector makes in building more resilient and inclusive labour markets across the world.

AUGUST



## STAFFING EXECUTIVE REGULATORY OUTLOOK (SERO)

WEC launches a new quarterly survey amongst the top executives of its National Federation members around the world to assess the likelihood of regulatory change as well as the potential impact of these changes on the agency work sector.

NOVEMBER

DECEMBER

WEC  
AWARDS  
2021



## WEC AWARDS 2021

In a competition that spanned the entire world, Agest (Chile), Assolavoro (Italy) and NHO SH (Norway) stood out and are the winners of the WEC Awards 2021.

SEPTEMBER

## SEPTEMBER - WORLD EMPLOYMENT CONFERENCE 2021

The first-ever online edition of the annual WEC event brought together more than 300 participants from across the world to discuss the developments transforming labour markets and to reflect collectively on the solutions needed to steer this transformation in a sustainable direction.



# Advocacy Global

The World Employment Confederation (WEC) has regular dialogue with key global policymakers to ensure a supportive legal and regulatory environment for the private employment services industry.

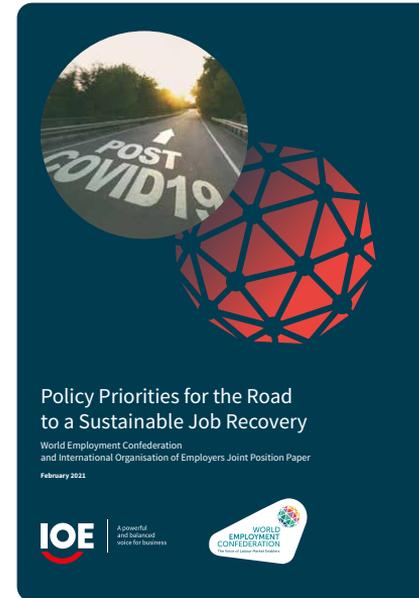
## Covid-19: paving the road to sustainable recovery

The public affairs agenda in 2021 was still heavily influenced by the Covid-19 pandemic and the substantial crisis it triggered for the economy and labour markets. The World Employment Confederation developed a series of **recommendations** with the International Organisation of Employers (IOE) to outline a path to a job rich, productive, sustainable and quality road to recovery.

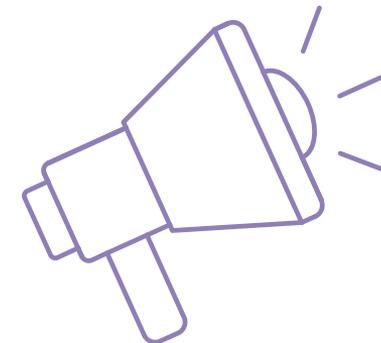
Amongst the impacts of the Covid-19 crisis, the increase in labour market transitions is one that requires immediate attention. In the conclusions of its **109<sup>th</sup> International Labour Conference**, the International Labour Organisation (ILO) highlighted the pivotal role

that the private employment services sector plays in “assisting people of all ages in labour transitions” as well as in “fighting against inequality in the world of work”.

This challenge of activation and transition was also central to the **OECD Employment Outlook 2021** which singled out co-operation between public and private employment services as one effective way forward – an approach that has long been implemented by the World Employment Confederation’s members. The topic was also discussed by the World Employment Confederation with the World Association of Public Employment Services (WAPES) and the ILO.



*WEC-IOE joint position paper for recovery from the Covid-19 crisis (March 2021)*





WEC-IOE-ILO webinar on platform work regulation (March 2021)

## Platform work: building coalitions to ensure decent work

Regulation of platform work became a hot policy issue in 2021, with global policymakers and stakeholders attempting to better balance workers' entitlements and employers' interests. The World Employment Confederation took a leading role in this discussion, organising a joint event with the ILO and the IOE in March to discuss the best way forward.

Other technology-related topics also dominated WEC's agenda in 2021. The **Blockchain** Task Force continued its collaboration with the Velocity Network to implement digital wallets for job seekers and several meetings were held with the OECD to discuss the deployment of **Artificial Intelligence** in employment.



Coalitions



Monitoring

## Adverse regulation: strengthening the toolbox

Overall, regulation remains a key driver – positively or negatively – of the sustainable growth of the private employment services industry, and the agency work segment in particular. In 2021, several countries – including Mexico, Norway, Spain and Chile - faced adverse situations, restricting the potential positive role played by agency work in better functioning labour markets. In addition to providing specific support to its members in those countries, the World Employment Confederation reinforced its toolbox for monitoring and anticipating regulatory changes with the launch of the **Staffing Executive Regulatory Outlook (SERO)**.

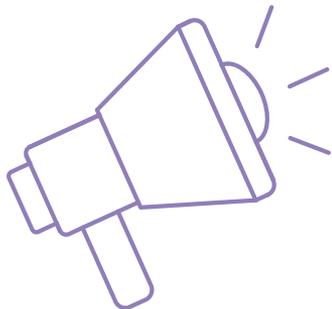
The SERO is a quarterly survey amongst the top executives of WEC's National Federation members around the world that looks into the likelihood of regulatory change as well as the potential impact of these changes on the agency work sector.



Presentation of the new regulatory monitoring tools to WEC members (November 2021)

# Advocacy Europe

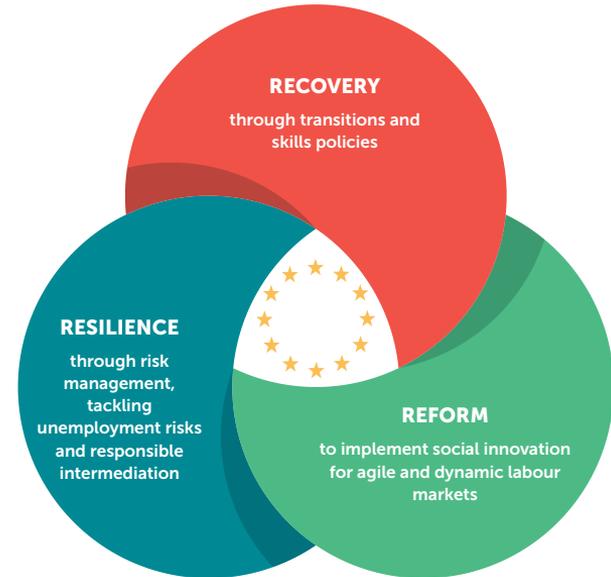
As a sizeable share of regulation affecting labour markets is set by the European Union, the World Employment Confederation-Europe (WEC-Europe) regularly interacts with EU policymakers.



## Covid-19: onwards to Recovery, Reform and Resilience

The global public affairs agenda was dominated by the European political discussions on coping with and finding a way out of the Covid-19 crisis. The World Employment Confederation-Europe put forward a **Manifesto** with concrete recommendations on how the private employment services sector can contribute to “Recovery, Reform, Resilience” from the crisis; and what policies are needed at EU and national levels to make labour markets more agile and inclusive.

How to shape the world of work and adapt workforce ecosystems to the “new normal” of the post-Covid era was addressed in the context of the **Portuguese Presidency** of the Council of the European Union. The World Employment Confederation-Europe and its Portuguese national federation, APESPE, organised a webconference in June to discuss what regulation for the agency work industry would be appropriate to further unlock its contribution to job creation and better functioning labour markets.



WEC-Europe Manifesto for “Recovery, Reform, Resilience” after the Covid-19 crisis (June 2021)



## Legislation

### EU legislation: workers' rights in focus

The European Union came forward with several legislative proposals of importance to the agency work sector in 2021. Both the proposal for a Directive on adequate **minimum wages** and the proposal for a Directive on improving the working conditions in **platform work** were welcomed in their attempts to improve working conditions and the social protection of workers, but they also raised concerns as to the balance needed with existing regulations and collective agreements at national and sectoral level.

The World Employment Confederation-Europe has been active on both topics, getting involved in consultations organised by the European Commission and working together

with other European employers' federations to bring constructive recommendations. The sector has notably promoted its experience of setting up innovative schemes through social dialogue.

The World Employment Confederation-Europe also addressed the proposal for a legal framework on Artificial Intelligence. As discussed in a stakeholder event organised by WEC-Europe

in April 2021, the challenge is to enable responsible AI for labour market matching while also allowing for business innovation.

To better support its public affairs activities, the World Employment Confederation-Europe also set up a new **Legal Taskforce** to monitor and assess European Court of Justice cases and judgements affecting the private employment services industry.



WEC-Europe webconference on artificial intelligence (May 2021)



## Dialogue

### Social dialogue: a partner that is needed more than ever

Social dialogue has also been at the forefront of the EU agenda in 2021 with the European Commission launching a consultation on the Review of the EU Sectoral Social Dialogue. In addition to replying to this consultation, the World Employment Confederation-Europe co-signed a **joint statement** with the European Services' social partners, highlighting the all-important role of social partners in building a resilient Europe and reiterating the commitment to a continued strengthening of sectoral social dialogue in the services industry. Jointly with those organisations, the World Employment Confederation-

Europe also met with the EU Commissioner for Jobs and Social Rights, Nicolas Schmit, to discuss the pivotal role of sectoral social dialogue.

The World Employment Confederation-Europe also launched the **2021-2023 joint work programme** with the sector's trade union in the context of the EU Sectoral Social Dialogue for the Temporary Agency Work sector. Under the theme of 'Partners', the cooperation will provide the basis for mutual learning and best-practice exchange, while at the same time addressing the key EU employment and social affairs priorities.

# Thought leadership



## Media contributions

Through the wide range of HR services provided by its members, the **World Employment Confederation (WEC)** is uniquely placed to **observe the structural shifts taking place in the world of work. Capitalising on this expertise, WEC aims to share these new realities and improve understanding of the benefits of new workforce solutions.**

## Supporting workers and businesses post-pandemic

In 2021 the World Employment Confederation shared its expertise on the solutions that would support both workers and businesses in a post-pandemic world through diverse media contributions and speaking opportunities. In a significantly changed world of work, new strategies must be found to recruit talent, adapt workplaces and management methods, navigate transitions, etc.

The fact that the private employment services sector can deliver such solutions was outlined by the World Employment Confederation

at several events including: EurActiv's webconference "The Future of Work in the EU" (July), the International Conference on Nation Building (September) and ADAPT's annual conference on "Work and its value" (November). The business community was particularly interested to hear about solutions to make their talent strategies "future-ready" (LEARNTech Asia conference, November) and to enable job-to-job transitions (BusinessEurope webinar, October).



WEC President Bettina Schaller (left) at the ADAPT annual conference (November 2021)



**Peter Hamilton**  
Board of Director

**Register Now!**

**KEYNOTE**

**Future-Ready Talent Strategies for Organizations**

**Time**  
09:15 - 10:00 (SGT)

**Date**  
24th November

The Disrupted Labor Market:  
Lifelong Learning Revolution

WEC Board member Peter Hamilton was in the line-up of speakers for the LEARNTech Asia conference (November 2021)



The World Employment Confederation also continued to argue for fair and ethical recruitment standards - a topic discussed at the Global Forum on Responsible Recruitment in April - taking part in events organised by key stakeholders including the International Training Centre of the International Labour Organisation and the European Network of Public Employment Services.

The increasing role of technology, the rise of hybrid workplaces and the role of career guidance were some of the other topics addressed by the World Employment Confederation in its various contributions to HR, European and global media.



Some of the contributions by the World Employment Confederation in media in 2021

**EURACTIV** The Capitals The Brief

AgeGood Digital & Media Economy & Jobs Energy & Environment Global Europe Health Politics Transport Research

Home Options Economy & Jobs Future of Work Why skilling policies should embrace career guidance to futureproof employability

### Why skilling policies should embrace career guidance to futureproof employability

DISCLAIMER: All opinions in this column reflect the views of the author(s), not of EURACTIV Media network.

Promoted content

By Dr. Michael Freytag and Marielle Antille | World Employment Confederation Europe | Sep 26, 2021

**Supporters**

**WORLD EMPLOYMENT CONFEDERATION EUROPE**

The World Employment Confederation Europe is the core of the public employment services industry at the European level and the regional EU sectoral social partner for temporary agency work. The World Employment Confederation-Europe works to broaden recognition of the public employment and social job which the employment and recruitment industry plays in enabling work, adaptation, security and prosperity.

**As the EU Member States' recovery plans feature a decent share of spending towards adult learning and skills, the career management sector believes that policymakers still miss out on one crucial ingredient to make labour markets transitions truly effective and sustainable.**

Marielle Antille is Chairperson of the Career Management Network of the World Employment Confederation-Europe. Michael Freytag is Public Affairs Manager for the World Employment Confederation-Europe.

It has been a recurring issue in labour markets: severe skills and labour market shortages are back in many European countries, as economies recover from the impacts of the Covid-19 pandemic. In fact, the problem is becoming even more acute in complex and fast-evolving labour markets and with workers increasingly skilling or retraining to do so. Futureproofing one's employability however takes more than a few training courses. It is a combination of skills, mindset and an alignment with job market demands.

So what is the secret for people to figure out their next best move, for employers to retain their

**Working conditions in platform work**

**Recovery, reform and resilience - A Manifesto for more inclusive and agile labour markets in the context of Covid-19**

# PEOPLE, NOT PROCESS

John W Healy, Vice President, World Employment Confederation on what matters when introducing technology into recruitment.

Technology advances have afforded great opportunities to improve the hiring and employment process for both businesses and employees. But the unintended consequence of our technology is to screen that talent out of the equation of the hiring process, and to create specific economic gaps. We have to ensure that our hiring process is not just about the process, but about the people. Hiring technology is not just about the process, but about the people. Hiring technology is not just about the process, but about the people. Hiring technology is not just about the process, but about the people.

**WEC has released a series of white papers covering the use of digital technology in recruitment, including 'People, Not Process', 'Check your skills', and 'Skills and the Future of Work'.**

# WORK IT OUT

Dennis Pennel, managing director, WEC describes the workplace of the future.

Work is the central part of our lives. It is the source of our income, our identity, our sense of purpose, and our connection to others. It is also the source of our stress, our frustration, and our dissatisfaction. The workplace of the future will be a place where work is not just a job, but a calling. It will be a place where work is not just a means to an end, but an end in itself. It will be a place where work is not just a burden, but a privilege. It will be a place where work is not just a chore, but a joy.

**Work and work life**

The world of work is changing rapidly. The pace of change is accelerating. The nature of work is changing. The way we work is changing. The workplace of the future will be a place where work is not just a job, but a calling. It will be a place where work is not just a means to an end, but an end in itself. It will be a place where work is not just a burden, but a privilege. It will be a place where work is not just a chore, but a joy.

# Profiling the industry

The World Employment Confederation's (WEC) advocacy and thought-leadership activities are underpinned by robust data collection and research activities. These contribute to a better understanding of the reality of the private employment services sector and its positive contribution to labour markets. Regular communication through media, publications and events further builds the reputation of WEC as a trusted partner in the world of work.



## Steering a labour market in transformation

On 6-8 September, the World Employment Conference 2021 brought together more than 300 participants from across the world to discuss the developments transforming labour markets and reflect collectively on the solutions needed to steer this transformation in a sustainable direction. Being held for the first time as an online event, the conference nevertheless managed to engage participants and create interactions with the different speakers and sponsors involved.



*The World Employment Conference 2021 was streamed live from Madrid, with speakers joining onsite and online to discuss how to steer a labour market in transformation. (September 2021)*



## Cooperation

### Building bridges within the HR services community

The World Employment Confederation constantly seeks to exchange views with other HR services organisations, such as **ECSSA** (the European Confederation of Search & Selection Associations). Through its Career Management Network, the World Employment Confederation cooperated with **ACF International** (the Association of Career Firms International) to conduct joint research on the evolution of the career transition services market.



**OK4 - SUPPORTING TRANSITIONS**

**Reskilling during a crisis**

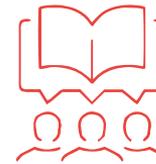
**Mahbuba**  
SINGAPORE

Mahbuba was born in Bangladesh and moved to Singapore in 2004. For nine years, she worked at Chang Airport. Then, the Covid-19 pandemic struck and severely impacted the airline travel industry. 100 service jobs that she performed as an air traffic controller were suspended. Mahbuba was one of them and this had an immediate effect on her living status. Without employment, she was not able to remain in the country long-term.

She approached an employment agency, Adecco Singapore, who helped and supported her. Gladly, Mahbuba found a new role. She was given the opportunity to start work right away in a part-time position in administrative support. Her long after, Mahbuba founded her own business to provide career and recruitment services. She will provide full support in her field to become a skilled recruiter, including helping her practice for the certification exam. She is now a full-time recruiter for Adecco, helping people who are in the same situation as she is.

Mahbuba recalls how losing her job affected her family, her savings and her life in Singapore. She felt scared and helpless in dealing with the emergency matter. She is grateful to Adecco for supporting her and guiding her along the way, being happy at her workplace, she now feels secure about her future in Singapore.

Source: <https://www.wecconfederation.com/publications/social-impact-report-2021>



## Publications

### Demonstrating the industry's positive contribution

In its **Social Impact Report 2021**, one of its milestone annual publications, the World Employment Confederation demonstrated, through workers' stories and data collected from its members, the positive contribution that the private employment services sector across the world makes to building more resilient and inclusive labour markets. In the context of the Covid-19 pandemic, the sector takes its role in driving social innovation and social purpose a step further.

This role was also showcased in a research project conducted by ADAPT, the international network of researchers and academic scholars in the field of Labour Law and Industrial Relations. Through interviews with international stakeholders from global and European institutions, employers' organisations, trade unions and academia, the project outlined a clear contribution from the private employment agencies to building more resilient labour markets.

*Through data and workers' stories, the World Employment Confederation's Social Impact Report 2021 demonstrates how the private employment services sector has helped workers, notably by supporting transitions and fostering inclusiveness.*

# Quality Standards & Capacity Building



Digitalisation

The World Employment Confederation (WEC) works to constantly increase the professionalism of the employment industry through capacity building activities and direct support to members.



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## Covid-19 guidelines for ensuring the health & safety of agency workers

In March 2021, the World Employment Confederation adopted guidelines relating to occupational health & safety protocols to be applied to agency workers in the context of the Covid-19 pandemic. The overall objective was to ensure that the same **equal standards and practices**

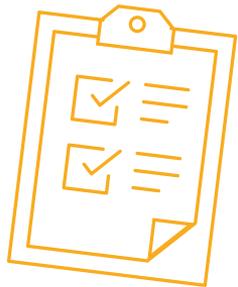
were applied to agency work personnel as are applied to user companies' personnel. The guidelines were further updated in November to consider the new measures that had been adopted in the meantime across the world to further mitigate the spread of the pandemic.

## The upside of online events

Despite the still strict travel restrictions due to the pandemic, the World Employment Confederation continued to be present for its members. Indeed, the online format widely embraced by members enabled WEC's leadership to join even more **members' events**. In 2021, representatives of the World Employment Confederation could join meetings in Canada, Columbia, Germany, India, Poland, Sweden and the United Kingdom.

## Fostering WEC Latin America

National Federation members of the World Employment Confederation in Latin America (Argentina, Brazil, Chile, Colombia and Peru) strengthened their **cooperation** in 2021 to reinforce the capacity of their regional organisation. With the support of the WEC Head Office and leadership, WEC Latin America worked on improving its governance structure and reinforcing its communication and institutional relations activities.



# Best Practice & Networking



Learning



Sharing

The World Employment Confederation (WEC) offers multiple opportunities for its members to exchange best practice and share their experience in handling international employment trends. Sharing best practice not only allows developing federations to function more effectively, it also strengthens the ties between WEC members and reinforces WEC's voice.

## Expanding the offer

Seizing the opportunities presented by online meetings, the World Employment Confederation organised several events for its membership in 2021. From learning and development for national federations to information on regulation and best practice sharing sessions, each month WEC members were able to find a topic of interest to help grow their activities.



## WEC Awards 2021

For the third year running, the World Employment Confederation shone a light on those national federations which made a particular contribution to advancing the private employment services industry and enhancing labour markets. In 2021, NHO SH (Norway) took home the 'Outstanding Advocacy' Award, Agest (Chile) won in the 'Rising Federation' category, and Assolavoro (Italy) received the 'Leadership in Social Innovation' Award.

## Best of WEC

In 2021, the World Employment Confederation launched a new monthly newsletter for its members to better identify all the opportunities to engage with WEC activities. Content includes updates on latest publications, event recaps, reminders of upcoming meetings, news on partnerships, press coverage and upcoming surveys.



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# Governance

## WEC Global

The General Assembly, Board, and standing committees are the main governance bodies of the World Employment Confederation (WEC).

The General Assembly is the highest decision-making body, in which each WEC Member is represented and has the right to vote.

The Board oversees the day-to-day operations and activities, and the management of the Confederation. Its composition aims to strike a balance in reflecting the diversity of WEC membership.

Three standing committees allow members to meet on a regular basis:

- The Corporate Members Committee (CMC)
- The National Federations Committee (NFC)
- The Economic Affairs Committee (corporates & federations)

## WEC Global Board 2021



**President**  
Bettina Schaller



**Vice-President**  
Charles Cameron



**Vice-President**  
John Healy



**Treasurer**  
Ann Cattelain



**The Adecco Group**  
Menno Bart



**Manpower Group**  
Bart van Kempen



**Randstad**  
Jan Denys



**Gi Group**  
Antonio Bonardo



**Kelly**  
Peter Hamilton



**RGF Staffing**  
Vacant



**Chair  
Economic  
Affairs  
Committee**  
Even Hagelien



**Chair  
Corporate  
Members  
Committee**  
Sébastien  
Delfosse



**North America**  
Richard  
Wahlquist



**Europe**  
Sonja van  
Lieshout



**APAC Southern**  
Lohit Bahtia



**North East Asia**  
Shinya  
Yamamoto



**Africa**  
Jacqui Ford



**Latin America**  
Miguel Perez  
Garcia



**Chair National  
Federations  
Committee**  
Geraldine King



**Board Member**  
Neil Carberry  
(REC)



**Board Member**  
Alfred  
Budschitz  
(AGEST)



**Board Member**  
Isabelle  
Eynaud-  
Chevalier  
(Prism'emploi)



**Board Member**  
Marius  
Osterfeld  
(SwissStaffing)



**Board Member**  
Florian Swyter  
(BAP)



**Board Member**  
Greg Chen  
(ABADI)

## WEC-Europe

The World Employment Confederation-Europe has the Governing Body, Executive Committee, and standing committees as its main governance bodies. The two standing committees of WEC-Europe are the Public Affairs Committee and the EU Sectoral Social Dialogue Committee (SSDC).

In 2021, Herman Nijns, CEO of Randstad Belgium & Luxembourg, was elected as the new President of WEC-Europe. Two other new members also joined the Executive Committee: Menno Bart from the Adecco Group and Agostino Di Maio from the Italian federation Assolavoro.

## WEC-Europe Executive Committee 2021



Herman Nijns  
(Randstad)  
**President**



Maalfrid Brath  
(Manpower  
Group)  
**Vice-President**



Jurriën Koops  
(ABU)  
**Vice-President**



Menno Bart  
(The Adecco  
Group)  
**Chair PA  
Committee**



Sonja van  
Lieshout  
(Randstad)  
**Chair EU SSDC  
Committee**



Agnieszka  
Zielinska  
(Polskie Forum  
HR)  
**Executive  
Committee  
Member**



Agostino  
Di Maio  
(Assolavoro)  
**Executive  
Committee  
Member**

# Members of the World Employment Confederation (2021)

## National Federations

### North America

Canada (CA) - ACSESS  
Mexico (MX) - AMECH  
USA (US) - ASA

### Latin America

Argentina (AR) - FAETT  
Argentina (AR) - CAPE  
Brazil (BR) - FENASERHTT  
Chile (CL) - Agest  
Colombia (CO) - ACOSET  
Peru (PE) - AETT

### Africa

South Africa (ZA) - APSO

### North East Asia

China (CN) - CAFST  
Japan (JP) - JASSA  
South Korea (KR) - KOHRISIA

### APAC Southern

Australia (AU) / New Zealand (NZ) - RCSA  
India (IN) - ISF  
Indonesia (ID) - ABADI  
Philippines (PH) - PALSCON

### Europe

Austria (AT) - ÖPD  
Belgium (BE) - Federgon  
Bulgaria (BG) - NECB\*  
Croatia (HR) - HUP  
Czech Republic (CZ) - APPS  
Denmark (DK) - Dansk Erhverv  
Estonia (EE) - EPREL  
Finland (FI) - HPL  
France (FR) - Prism'emploi  
Germany (DE) - BAP  
Greece (GR) - ENIDEA  
Ireland (IE) - ERF  
Italy (IT) - Assolavoro

Latvia (LV) - LPDAA  
Lithuania (LT) - LIIA  
Luxembourg (LU) - FES  
Netherlands (NL) - ABU  
Norway (NO) - NHOSH  
Poland (PL) - Polskie Forum HR  
Portugal (PT) - APESPE  
Romania (RO) - AFSRU  
Russia (RU) - ACHAZ  
Slovakia (SK) - APAS  
Slovenia (SI) - ZAZ  
Spain (ES) - ASEMPLEO

Sweden (SE) - Kompetensföretagen  
Switzerland (CH) - swisstaffing  
Turkey (TR) - OIBD  
United Kingdom (UK) - REC

\* New member since 2021

## Corporate Members



# WEC Intelligence Resources & Products

## Labour Markets



### Labour Market Research

#### Access key global and regional data

- [Global Labour Market Fact Sheet](#)
- [Global Labour Shortage Statistical Briefing](#)

#### Stay informed about the latest research on Changing World of Work

- WEC/ADAPT The Future of Work monthly joint newsletter

#### Follow the latest labour law developments across the world

- WEC-IOE Industrial Relations and Labour Law monthly joint newsletter

## Private Employment Services Industry



### Market Data

#### Track the industry's key figures

- Annual Economic Report

#### Compare national staffing markets

- [National Markets Dashboard \(full file\)\\*](#)
- [National Markets Dashboard \(1 pager\)\\*](#)

#### Follow monthly evolution of agency work markets

- Development of the agency work sector – statistical briefing

#### Compare staffing and labour market indicators

- WEC-SIA European Employment Barometer

#### Learn about worker trends and data

- Social Impact Report

#### Get more information from the HO

- Tailored datafiles upon request\*

### Regulatory Environment

#### Understand the staffing regulatory landscape

- [Annual Regulatory Report\\*](#)

#### Forecast the staffing regulatory evolution

- [Quarterly Staffing Executive Regulatory Outlook\\*](#)

#### Get on-demand staffing regulatory information

- Tailored regulation briefings upon request\*

## National Federation Members



### Capacity building & benchmarking

#### Benchmark your federation to your peer members

- National Federations Report\*

#### Learn how to build up your capacity as a federation

- [4 National Federation Playbooks\\*](#)
- Capacity building/ benchmarking/ discussion forums\*

# SERVICES TO MEMBERS

## ADVOCACY

Lobbying to get appropriate regulation  
Relationships with key stakeholders  
Dialogue with social partners



## QUALITY STANDARDS

Code of Conduct  
Certification schemes  
Capacity building



## THOUGHT LEADERSHIP

Positioning on the changing world of work  
Conferences  
Workshops



## PROFILING HR SERVICES

Data collection & market insights  
Research projects  
Promoting the industry at events



## BEST PRACTICES

Bench learning  
Compendium of practices  
Social events





Tour & Taxis Building - Avenue du Port 86c - Box 302, 1000 Brussels - Belgium

-  [www.wecglobal.org](http://www.wecglobal.org)
-  [@WECglobal](https://twitter.com/WECglobal)
-  [World Employment Confederation](https://www.linkedin.com/company/world-employment-confederation)
-  [World Employment Confederation](https://www.youtube.com/channel/UC...)

**LEADING**  
**IN A CHANGING**  
**WORLD OF WORK**