



WORLD  
EMPLOYMENT  
CONFEDERATION

EUROPE

# Corporate Presentation

2024

[www.weceurope.org](http://www.weceurope.org)

@WECeurope

# Content

1. The World Employment Confederation-Europe
2. Membership
3. Guiding Principles
4. Value Proposition & Services
5. Governance



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Section 01

# The World Employment Confederation-Europe

# What is the World Employment Confederation-Europe?



## A Membership Organisation

- A catalyst for its members' growth
- Representing both National Federations & Corporate Members
- Serving members through 5 key services
- Non-profit purpose



## The Voice of Labour Market Enablers

- Representing the employment industry at large
- Promoting the added value of our industry
- Reliable source of data & intelligence



## A Leader in a Changing World of Work

- A thought leader within the World of Work
- An expert on new ways of sourcing & deploying workforce
- Educating stakeholders on changing world of work
- Setting quality standards

# Key facts and figures



The only authoritative voice for the global private employment industry since 1967



76, 826 employment agencies with 676,687 HR specialist staff



The full spectrum of HR services, including agency work, recruitment, career management, RPO & MSP



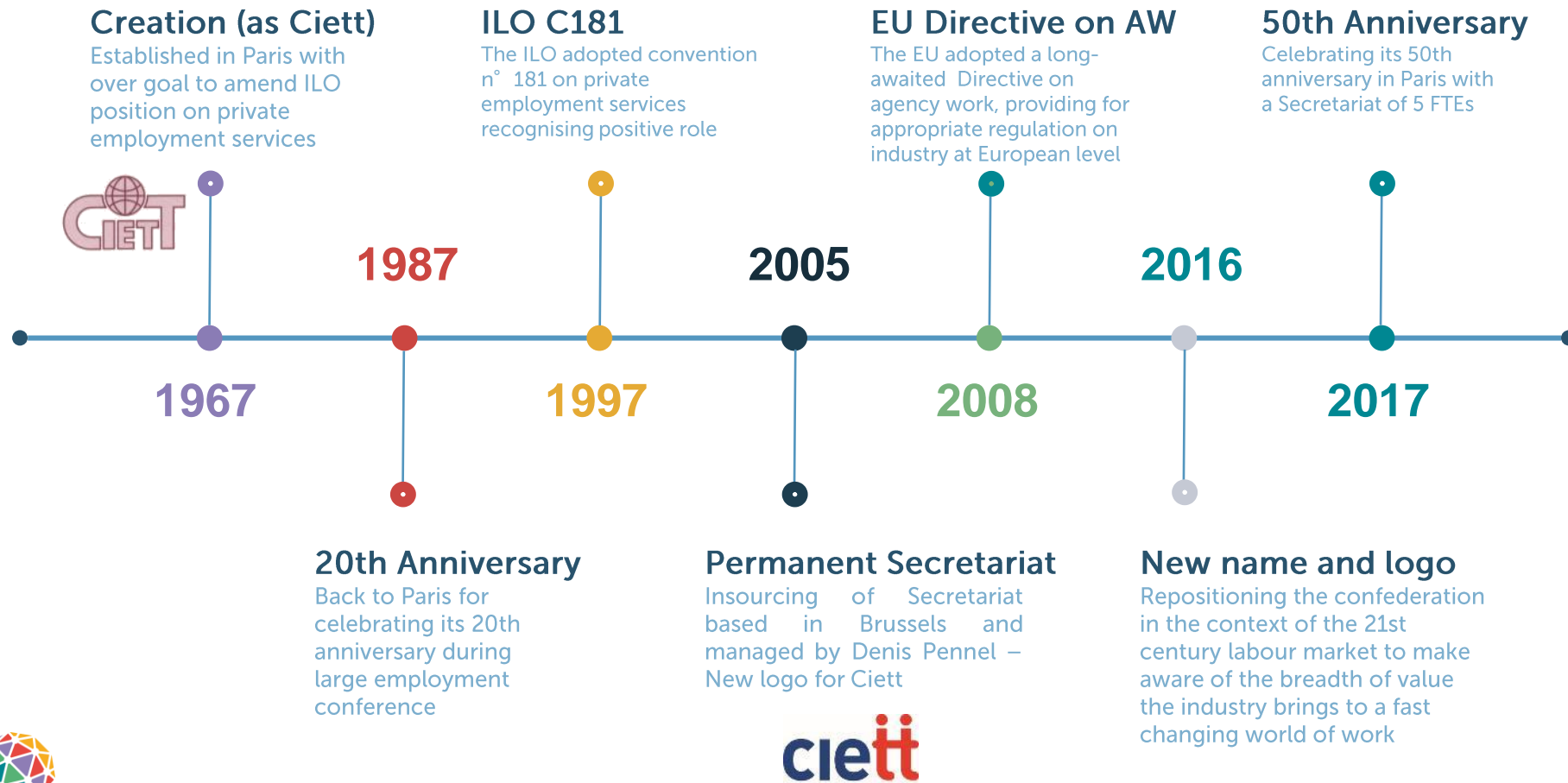
Regular partner of European stakeholders, including the European Commission, the European Parliament, the European Labour Authority and the European Network for Public Employment Services



Offering access to the labour market for 33 million workers

# History of the World Employment Confederation

## Key dates



# A broadening scope of services

The 5 HR Services represented by the World Employment Confederation-Europe



**Agency Work**



**Career Management**



**Direct Recruitment**



**Managed Services Provider (MSP)**



**Recruitment Process Outsourcing (RPO)**

# Our mission

Our contribution as labour market enablers







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Section 02

## Membership

# National Federations

 *Austria*  
Österreichs  
Personaldienst-  
leister

 *Belgium*  
Federgon

 *Bulgaria*  
NECB

 *Czech Republic*  
APPS

 *Denmark*  
Dansk Erhverv

 *Estonia*  
EPREL

 *Finland*  
HPL

 *France*  
Prism'emploi

 *Germany*  
GVP

 *Greece*  
ENIDEA

 *Ireland*  
ERF

 *Italy*  
Assolavoro

 *Latvia*  
LPDAA

 *Lithuania*  
LIIA

 *Luxembourg*  
FES

 *Netherlands*  
ABU

 *Norway*  
NHOSH

 *Poland*  
Polskie Forum HR

 *Portugal*  
APESPE

 *Romania*  
AFSRU

 *Russia*  
ACHAZ\*

 *Spain*  
ASEMPLEO

 *Sweden*  
Kompetensföretagen

 *Switzerland*  
swissstaffing

 *Turkey*  
OIBD

 *UK*  
REC

# Corporate Members



# Private employment services

Overview of HR services provided by the industry



**LABOUR MARKET INTELLIGENCE**

- Supply & demand of work
- Regulatory environment
- Skills mapping
- Labour market surveys
- Thought leadership



**TALENT ACQUISITION**

- Sourcing candidates
- Employee referrals
- Skills assessments
- Testing
- On boarding
- Off boarding



**PLACEMENT**

- Agency Work
- Direct (perm & temporary)
- Contract for servicing
- Self-employed
- Apprenticeship



**ADVISORY SERVICES**

- HR consulting
- Workforce Analytics
- Strategic Workshop Planning
- Job Search counselling
- Capacity building
- Process excellence



**MANAGED SERVICES**

- RPO
- MSP
- BPO
- Human Cloud
- Payrolling

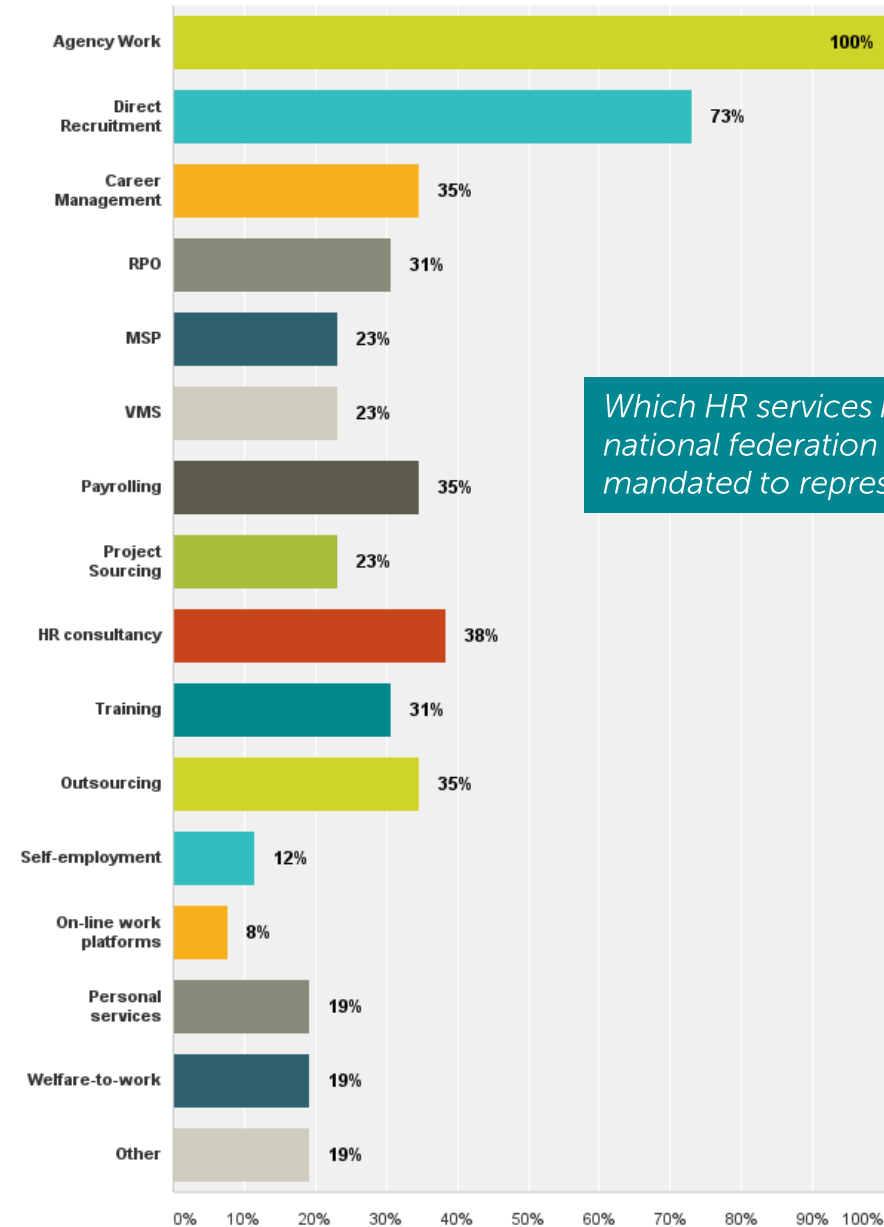


**CAREER MANAGEMENT**

- Training
- Outplacement
- Career Transitions
- Welfare-to-work
- Coaching
- Compensation & Benefits
- Leadership Development
- Performance Assessment

# HR services represented by WEC Members

- Members of the World Employment Confederation represent a
- Agency Work being the common one for all of them



*Which HR services is your national federation officially mandated to represent?*

# Affiliate Partners

Bringing together a community of HR Services experts



Affiliate Partnership with the World Employment Confederation allows vendors and suppliers relevant to the employment services industry to align with the confederations values and be part of a global community of national federations and workforce solutions companies.

## Our Affiliate Partners





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Section 03

Guiding principles

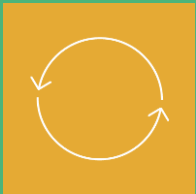
# Our guiding principles



Work is an essential part of people's life and identity



Dynamic labour market need facilitating intermediaries and transitions agents



Freedom of choice in the labour market should be promoted to meet the variety of work expectations and increase labour market participation



Appropriate regulation on employment services is needed in order to reach a balance between workers' protection and well functioning labour markets



# Our key European stakeholders



European Commission



EUROPEAN PARLIAMENT



CONSILIUM EUROPAEUM



SCIENCE OF EUROPE

EU institutions



BUSINESSEUROPE



Employers Organisations



Bertelsmann Foundation  
Inspiring People. Changing the Future.



Think Tanks



socialplatform  
The Platform of European Social NGOs



Social NGOs



UNI  
global union



Trade unions



EALE



Academic world

# Advocacy: our guiding principles

## The World Employment Confederation-Europe...

- Brings together members who, as labour market enablers, facilitate access to work, adaptation, security and prosperity
- Sets the highest standards to ensure the industry is respected and reputable and seen as a critical contributor to economic health
- Supports the principle of equal pay/equal work (+ possibility of derogations) for agency workers and the free movement of workers within the EU
- Is convinced that the changing world of work require innovative workforce solutions in order to simplify the increasing complexity of the labour markets and that social innovation needs to be fostered
- Calls for appropriate regulation to be adopted on the employment industry in order to facilitate adaptation to a changing world of work
- Believes that social dialogue can play a key role in reaching appropriate regulation on the employment industry

# WEC Code of Conduct

The World Employment Confederation-Europe is committed to promoting international fair recruitment practices and to upholding high quality standards.

The World Employment Confederation-Europe abides by the Code of Conduct of the World Employment Confederation which defines the common principles and values shared by all Members of the World Employment Confederation when offering their services to companies and job-seekers. It aims to encourage all practitioners in the field to become socially responsible employers.

Every member of the World Employment Confederation-Europe is requested to adhere to the Code of Conduct and to promote its principles towards all relevant stakeholders.





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Section 04

## Value Proposition & Services

# Our membership value proposition

A full range of benefits organised around the five pillars of WEC advocacy



## Build Your Capacity & Expand your Network

- › Expand your network and engage with the WEC community
- › Access a wide range of Member Only resources to develop and grow your organisation
- › Fight adverse regulation effectively
- › Get support and develop your data collection capacity
- › Get support to effectively promote your organisation
- › Use the WEC as a platform to promote your organisation



## Access Unique Market Intelligence

- › Track the evolution of and compare key global and regional data on a range of issues, including economic, labour market and staffing industry indicators
- › Stay informed about the latest research on the Changing World of Work
- › Follow and understand the latest labour law developments across the world
- › Learn about worker trends and data
- › Forecast the staffing regulatory evolution
- › Benchmark your federation against your peer members
- › Demonstrate the added value of our industry



## Shape the Industry's Regulation

- › Get regulatory insights & make decisions based on up-to-date regulatory information
- › Follow the latest labour law developments across the world
- › Connect with international stakeholders and engage in the conversations that matter
- › Build proactive promotional campaigns with strong proof points
- › Build your internal PA capacity
- › Stay up to date on Advocacy and Regulatory changes
- › Share and celebrate your Advocacy 'wins' with the WEC community
- › Get tailored support to fight adverse regulation



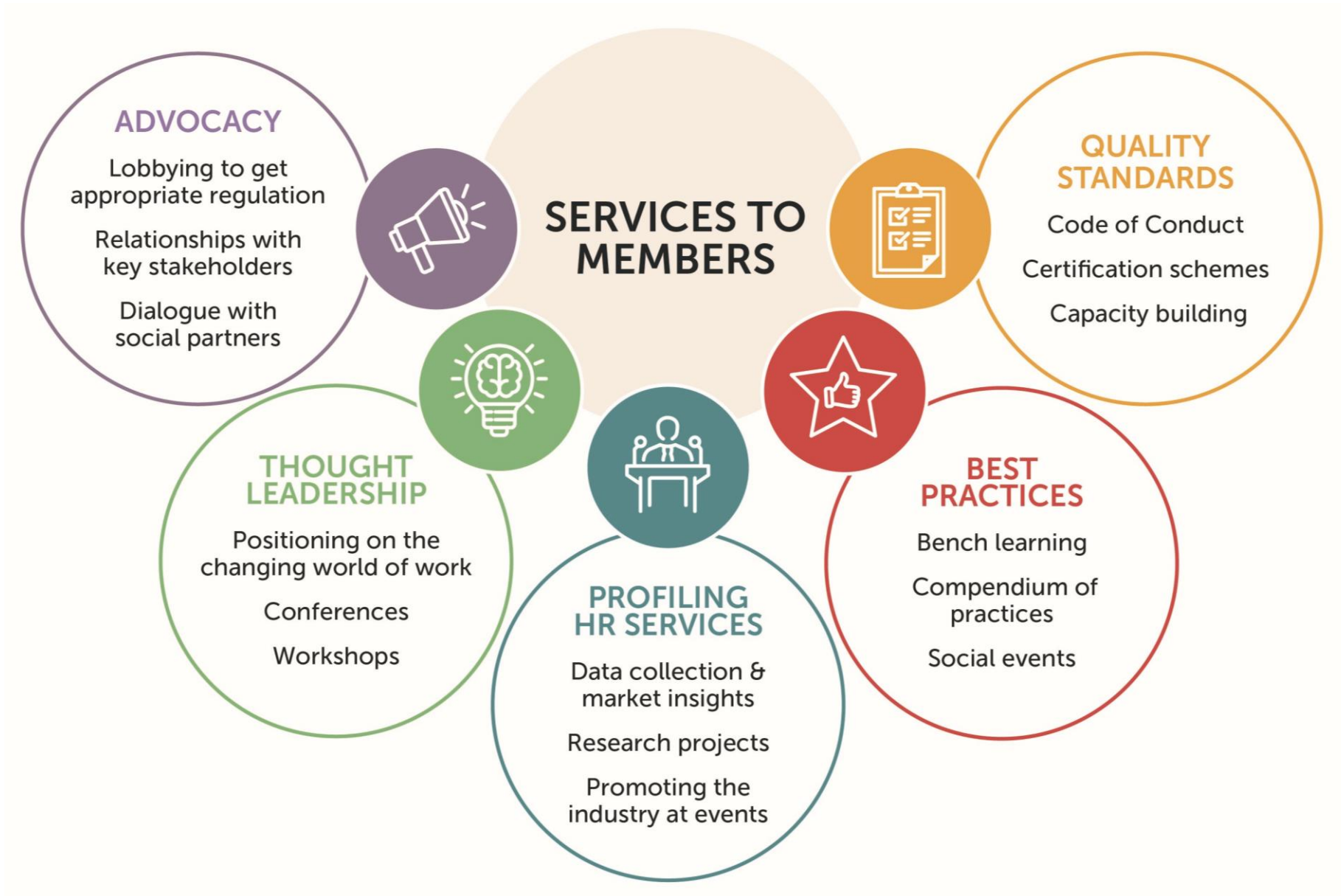
## Raise Visibility & Reputation of Your Organisation

- › Use WEC as a platform to promote your organization
- › Leverage the WEC network to make local impact
- › Provide strong proof points to support your outreach
- › Campaign local governments with exclusive data sets and insights



## Demonstrate & Enrich Your Thought Leadership

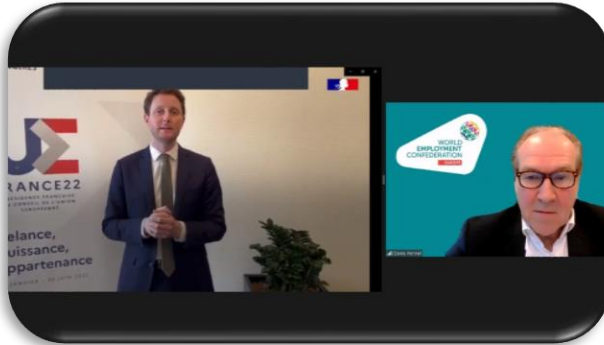
- › Grow your knowledge on the changing World of Work
- › Utilise the WEC network of experts and thought leaders
- › Share and promote your thought leadership material within the WEC community





# Our footprint (1)

A few examples of our 2022 achievements



## Advocacy

- Participation in EU discussions to regulate platform work
- Support to national advocacy efforts against adverse regulation of agency work
- Strategic papers on skills & labour shortages and mobility & migration
- Continued engagement in Sectoral Social Dialogue



### 'BACK TO WORK'

Increasing employment amidst skills & labour shortages

Join us for a networking reception to re-connect after the summer break and hear from Joost Korte, Director-General, DG Employment, European Commission about the situation of skills & labour shortages in Europe.

WEDNESDAY  
21 SEPT. 2022  
18:00-22:00

COMET MEETINGS LOUISE



### The D&I Key

WEC: Denis Pennel, managing director, World Employment Confederation on how hybrid work could be better for everyone.

## Thought Leadership

- Social media campaign on the importance of career support
- Speaking opportunities at industry and academic events
- Regular media contributions around the evolution of the world of work



# Our footprint (2)

A few examples of our 2022 achievements

## Profiling the Industry

- #WorkingForYou social media campaign demonstrating the value of the industry in the post-Covid world of work
- World Employment Conference 2022 "Bridging The Gap: Connecting Worker and Employer Expectations"
- Social Impact Report 2022 "Overcoming Labour Shortages"

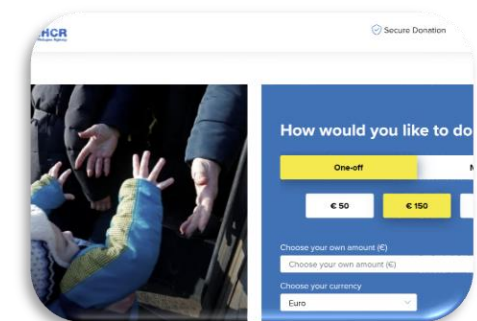


## Best Practice Sharing

- Support to Ukrainian refugees
- Launch of 'Affiliate Partnership' offering
- Members-Only day of professional development workshops at the World Employment Conference 2022

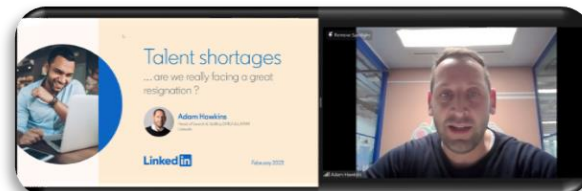
## Capacity Building & Quality Standards

- New WEC LatAm institutional set up
- Regular webinars on labour market trends and regulatory developments



**RESPONSIBILITY.**  
**FLEXIBILITY.**  
**OPPORTUNITY.**

#WorkingForYou







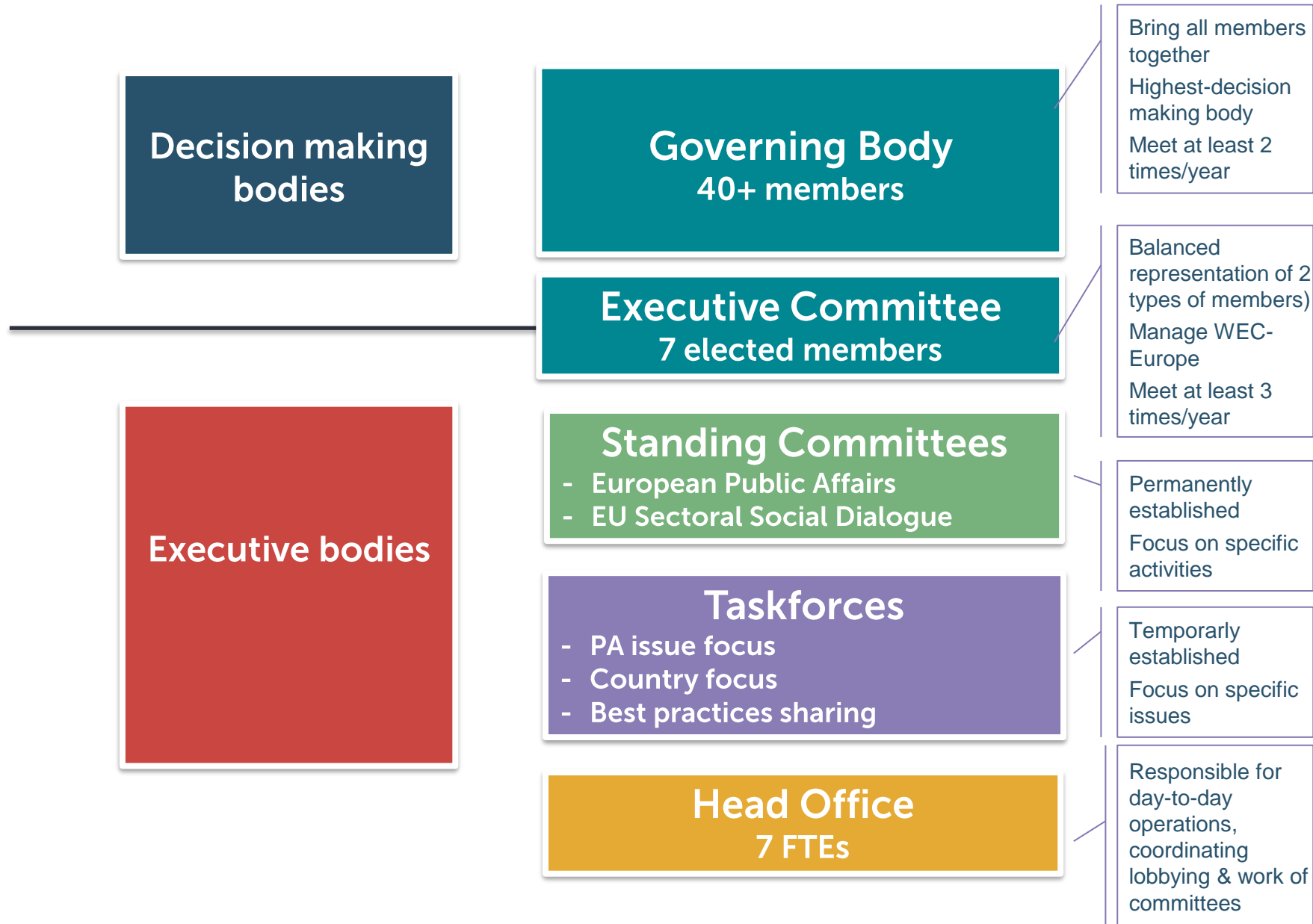
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Section 05

Governance

# Governing Bodies



# Executive Committee



Sonja van Lieshout  
*(Randstad)*  
President

Antonio Bonardo  
*(Gi Group Holding)*  
Vice-President

Kate Shoemith  
*(REC)*  
Vice-President

Menno Bart  
*(The Adecco Group)*  
Chair Public Affairs Committee

Laura Spangenberg  
*(ABU)*  
Chair Sectoral Social Dialogue Committee

Jakob Tietge  
*(Dansk Erhverv)*  
Executive Committee Member

Agostino Di Maio  
*(Assolavoro)*  
Executive Committee Member

Isabelle Eynaut-Chevalier  
*(Prism'emploi)*  
Executive Committee Member

Sébastien van Dyk  
*(Manpower)*  
Executive Committee Member

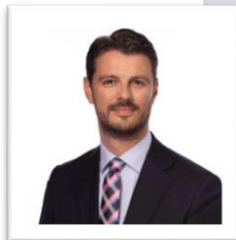


+ Standing invitation for Managing Director

# Standing Committees

## Public Affairs

Coordination of EU Advocacy and European Public Affairs, exchange and best-practice sharing on national issues



*Chair:*  
Menno Bart  
(The Adecco Group)  
20 Members

3 Meetings per year

## EU Sectoral Social Dialogue

Dialogue with UNI-Europa  
EU policies, regulation and joint research



*Chair:*  
Laura Spangenberg  
(ABU)  
20 Members

3 Meetings per year

*Coordination function for both committees:*  
Michael Freytag (Public Affairs Manager, WEC-Europe)

Currently no country-specific Taskforces. These will only be set up on request of and in cooperation with National Federations concerned

## Issue Taskforces

### EU Data Protection Regulation

No formal chair  
10 Members

### EU Legal Taskforce

Chair to be elected  
Open to all representatives of WEC-Europe members with legal expertise

# The Head Office Team

## Staff & Responsibilities



**Gabriella Coorey**  
*Director of Operations*

Strategic execution +  
Project management  
& Financials + NFC +  
Conference  
Committee



**Ana Diaz**  
*Office & Event  
Manager*

Events + work  
organisation of HO  
+ administrative  
liaison with  
members



**Michael Freytag**  
*Public Affairs  
Manager*

Public Affairs + PA  
Committee & EU  
SSD Committee



**Andrew King**  
*Public Affairs  
Manager*

Public Affairs + CMC  
+ AI & Data Privacy  
taskforces + B20



**Beatrice Miano**  
*Public Affairs  
Intern*

Legal cases +  
support to 2 PA  
managers



**Aurélie Pattyn**  
*Communications  
Manager*

Communications &  
PR + Career  
Management  
Network +  
Communication  
Network



**Denis Pennel**  
*Managing Director*

Strategic  
development +  
Management +  
Thought Leadership  
+ Governance



**Viktorija Proskurovska**  
*Labour Market  
Intelligence Manager*

Data collection &  
Research  
+ Economic Affairs  
Committee



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# Stay in touch!



[www.weceurope.org](http://www.weceurope.org)



[@WECeurope](https://twitter.com/WECeurope)



[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