



WORLD  
EMPLOYMENT  
CONFEDERATION

EUROPE

# Corporate Presentation

2025

[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



OUR

# ORGANISATION





# What is the World Employment Confederation-Europe?



**A Membership Organization**

A catalyst for its members' growth

Representing both National Federations & Corporate Members

Serving members through 5 key services

Non-profit purpose



**The only European Authoritative Voice of the industry**

Representing the Employment & Recruitment 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 diverse forms of work

Setting high quality standards for the industry



# Why does the World Employment Confederation-Europe exist?



**Our mission**



**Our vision**

To advocate on behalf of our members to drive sustainable HR services industry growth, by enabling appropriate regulation and gaining recognition of the instrumental role played by the industry in well-functioning labour markets



## Key facts and figures about WEC-Europe



The only European authoritative voice for the private employment industry **since 1967**



A membership based organisation, bringing together **25** countries and **10** of the largest European workforce solutions companies



Uniting **76,826** employment agencies and **676,687** HR specialist staff



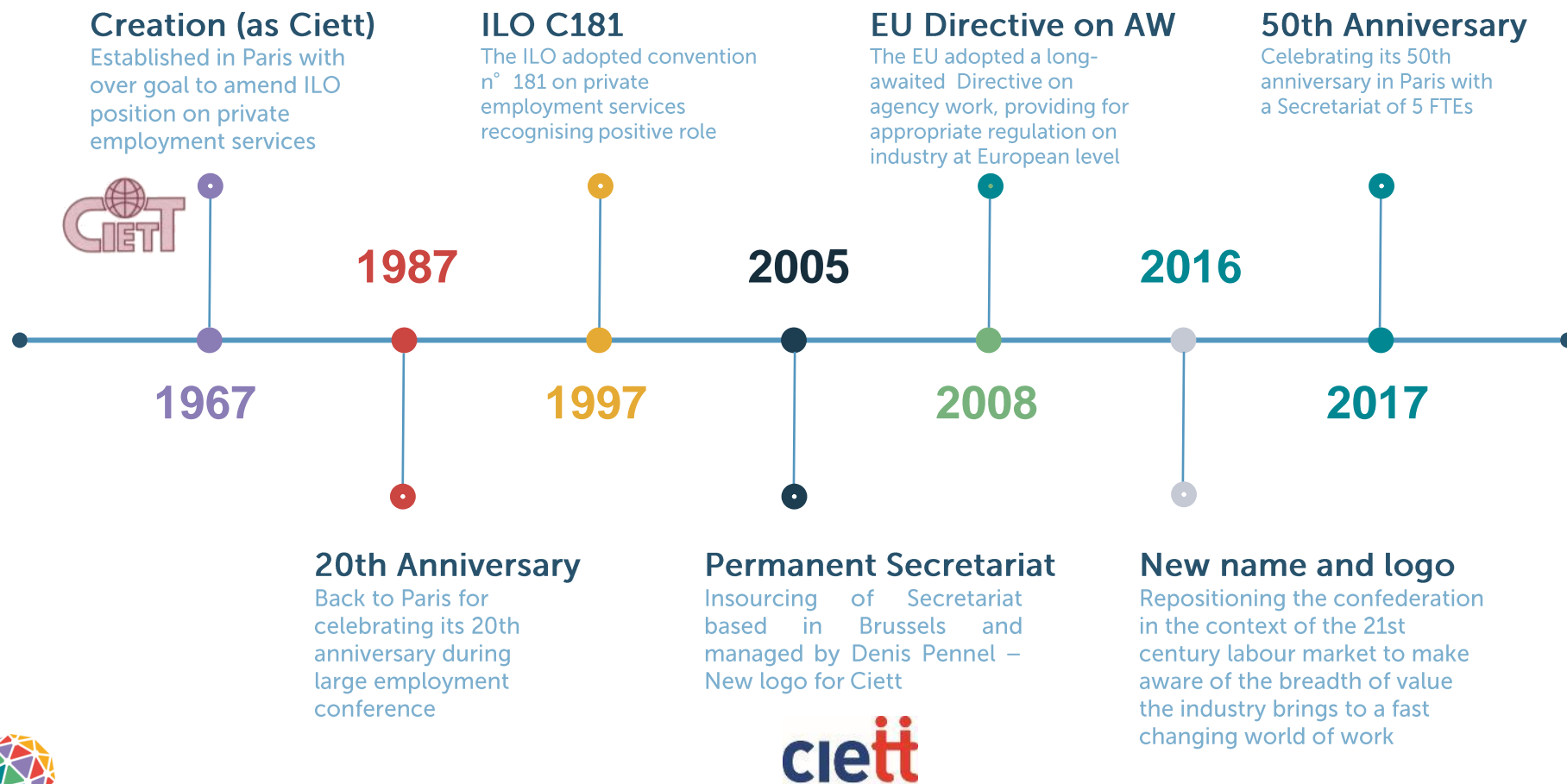
**Recognised as a reliable partner of European stakeholders**, including the European Commission, the European Parliament, the European Labour Authority and the European Network for Public Employment Services.



**Representing the full spectrum of HR services:** agency work, direct recruitment, career management, RPO & MSP, training

# History of the World Employment Confederation

## Key dates





OUR

# COMMUNITY







## Our National Federations

	<i>Austria</i> Österreichs Personaldienst- leister		<i>France</i> Prism'emploi		<i>Luxembourg</i> FES		<i>Spain</i> ASEMPLEO
	<i>Belgium</i> Federgon		<i>Germany</i> GVP		<i>Netherlands</i> ABU		<i>Sweden</i> Kompetensföretagen
	<i>Bulgaria</i> NECB		<i>Greece</i> ENIDEA		<i>Norway</i> NHOSH		<i>Switzerland</i> swissstaffing
	<i>Czech Republic</i> APPS		<i>Ireland</i> ERF		<i>Poland</i> Polskie Forum HR		<i>Turkey</i> OIBD
	<i>Denmark</i> Dansk Erhverv		<i>Italy</i> Assolavoro		<i>Portugal</i> APESPE		<i>UK</i> REC
	<i>Estonia</i> EPREL		<i>Latvia</i> LPDAA		<i>Romania</i> AFSRU		
	<i>Finland</i> HPL		<i>Lithuania</i> LIIA				



## WEC Corporate Members

### Global Corporate Members



### European Corporate Members



### Pure-Player 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

# Our Ecosystem Partners

## Strategic Partner

Talent Marketplace



## Content Partners



## Affiliate Partners

Law & Regulation



Data & Research



Skilling



Educational Technology



Software Provider



Workforce & Job Matching Software





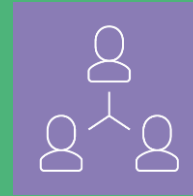
OUR

# GUIDING PRINCIPLES

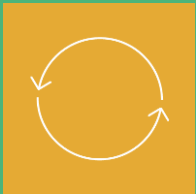
# Our guiding principles



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

# 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

# Our Key European Stakeholders



European Commission

EUROPEAN PARLIAMENT

CONSILIUM EUROPAEUM

SCIENCE OF EUROPE

EU institutions



BUSINESSEUROPE

BEERG

FIEC

EuroCommerce

CEEMET

European Institute of Statistics

Employers Organisations



socialplatform

The Platform of European Social NGOs

socialplatform

EU AN

EUROPEAN ANTI-POVERTY NETWORK

socialplatform

EUROPEAN YOUTH FORUM

Social NGOs



UNI

global union

CES/ETUC

industriAll

EUROPEAN TRADE UNION

Trade unions



Bertelsmann Foundation

Inspiring People. Changing the Future.

CEPS

EPC

EUROPEAN POLICY CENTRE

Think Tanks



EALE

ilera

ADAPT

IZA

Eurofound

Academic world



# 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.





OUR

# VALUE PROPOSITION



# How does WEC-Europe create value for your organisation

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 insight



## 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

# Overview of WEC Member Groups (Global & Europe)



- Corporate Members Committee
- National Federations Committee
- Economic Affairs Committee



- Data Privacy Taskforce
- Digitalisation Taskforce
- Quality Standards Taskforce
- B20 Taskforce



- European Public Affairs Committee
- EU Sectoral Social Dialogue Committee
- EU CSRD Taskforce



- North America
- Latin America
- Africa
- North East Asia
- Europe
- APAC Southern



- Conference Committee
- Career Management Network
- Global Public Affairs Network
- Communications & Marketing Network

# WEC Europe

## Highlights 2023



With skyrocketing inflation driving up the cost of living throughout Europe, **adequate and fair wages** are crucial to helping workers keep pace with rising costs. Showing how the agency work sector has contributed to adequate wages, WEC-Europe compiled and presented evidence to European stakeholders to prevent further industry regulation.



Ahead of the European elections to be held in June 2024, WEC Europe adopted a **Manifesto** outlining its priorities for the next mandate of the EU institutions. **"The Europe We Want"** promotes a vision with a new social contract, skills to empower and appropriate regulation in times of digitalisation.



As part of their EU Sectoral Social Dialogue, WEC Europe and its trade union counterpart UNI-Europa obtained a grant from the European Commission to conduct a **joint project on capacity building in the agency work industry**. External contractors were selected to implement capacity-building workshops in Eastern and Southern Europe in 2024.

In 2023, EU Social Partners also reached an agreement with the European Commission on the **future modalities for organising and financing the Sectoral Social Dialogue activities**, avoiding outsourcing more responsibilities to sectoral social partners.



WEC Europe continued to engage in the process around the **EU Directive on platform work**, successfully ensuring that the adopted piece of legislation aligned with its priorities regarding safeguarding a level-playing field for HR services players, maintaining workers' rights and respecting national regulation were



In May, as the **European Year of Skills** kick-started, WEC Europe and UNI Europa adopted a set of joint commitments and recommendations on training for inclusive and resilient labour markets.



OUR

# GOVERNANCE

# WEC Europe

## Executive Committee

2025



**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**

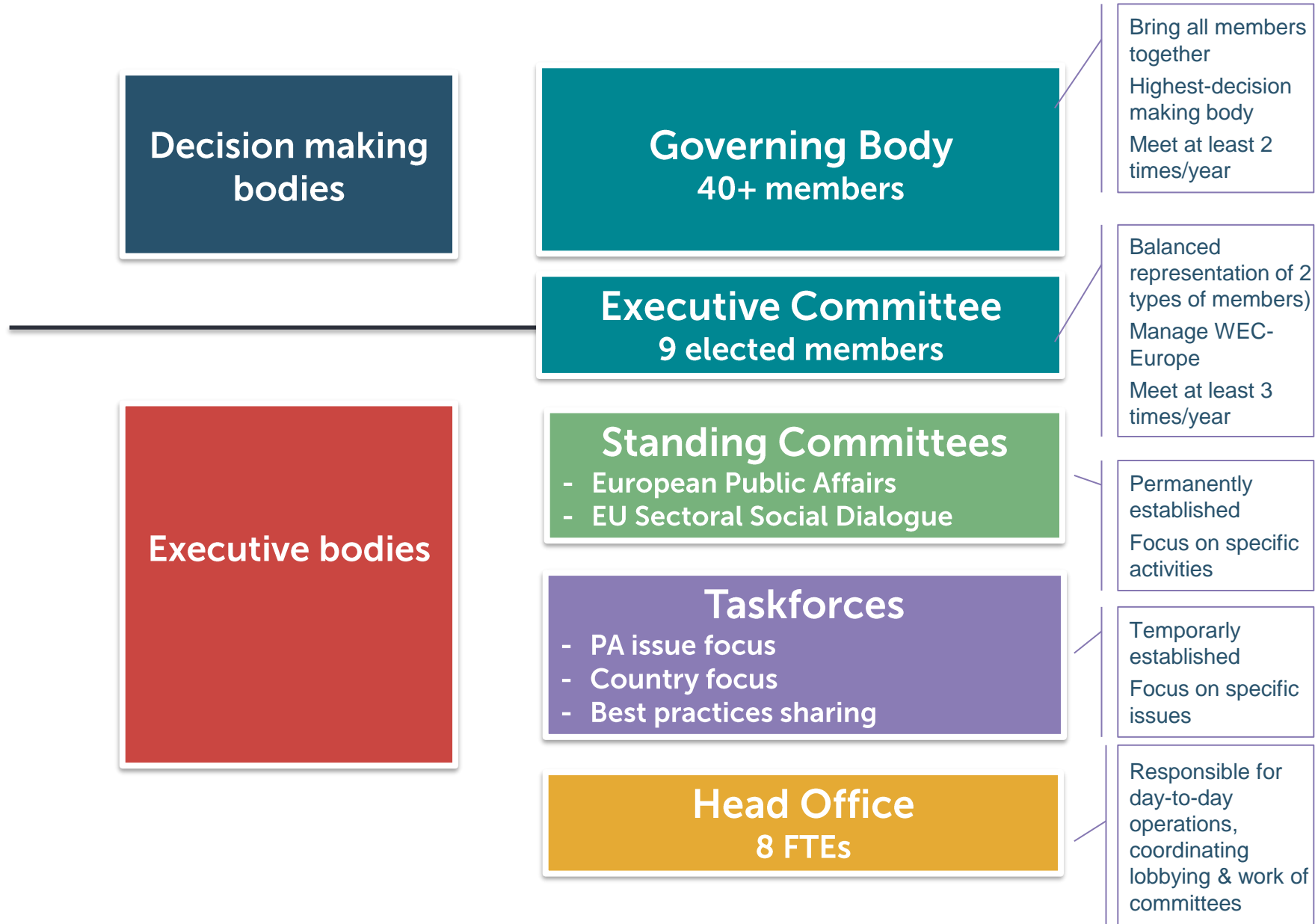
Manpower

Executive Committee Member



+ Standing invitation for Executive Director

# Governing Bodies

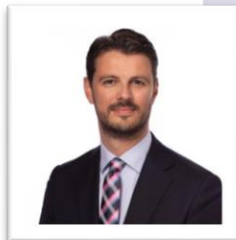




# Standing Committees

## 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)

# A Strong Head Office Team!

Our Team has never been so extended and full of relevant hard and soft skills to be successful!



*Executive Director*

Strategy + Management & Governance + Thought Leadership + Partnership dvpt



**Gabriella Coorey**  
*Director of Operations*

Strategic execution + Project management & Financials + NFC



**Michael Freytag**  
*Public Affairs Manager*

Public Affairs + EU PA Committee & EU SSD Committee



**Beatrice Miano**  
*Public Affairs Advisor*

Public Affairs + Data Privacy Taskforce + EU CSRD Taskforce + Quality Standards Working Group



**Aurélie Pattyn**  
*Communications Manager*

Communications & PR + Career Management Network + Communication Network



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

Events + work organisation of HO + administrative liaison with members



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

Data collection & Research + Economic Affairs Committee

# Let's Stay in Touch!



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



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



[World Employment Confederation-Europe](https://www.linkedin.com/company/world-employment-confederation-europe)



[World Employment Confederation](https://www.youtube.com/channel/UC...)



**WORLD  
EMPLOYMENT  
CONFEDERATION**

**EUROPE**

**LEADING  
IN A CHANGING  
WORLD OF WORK**

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

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