











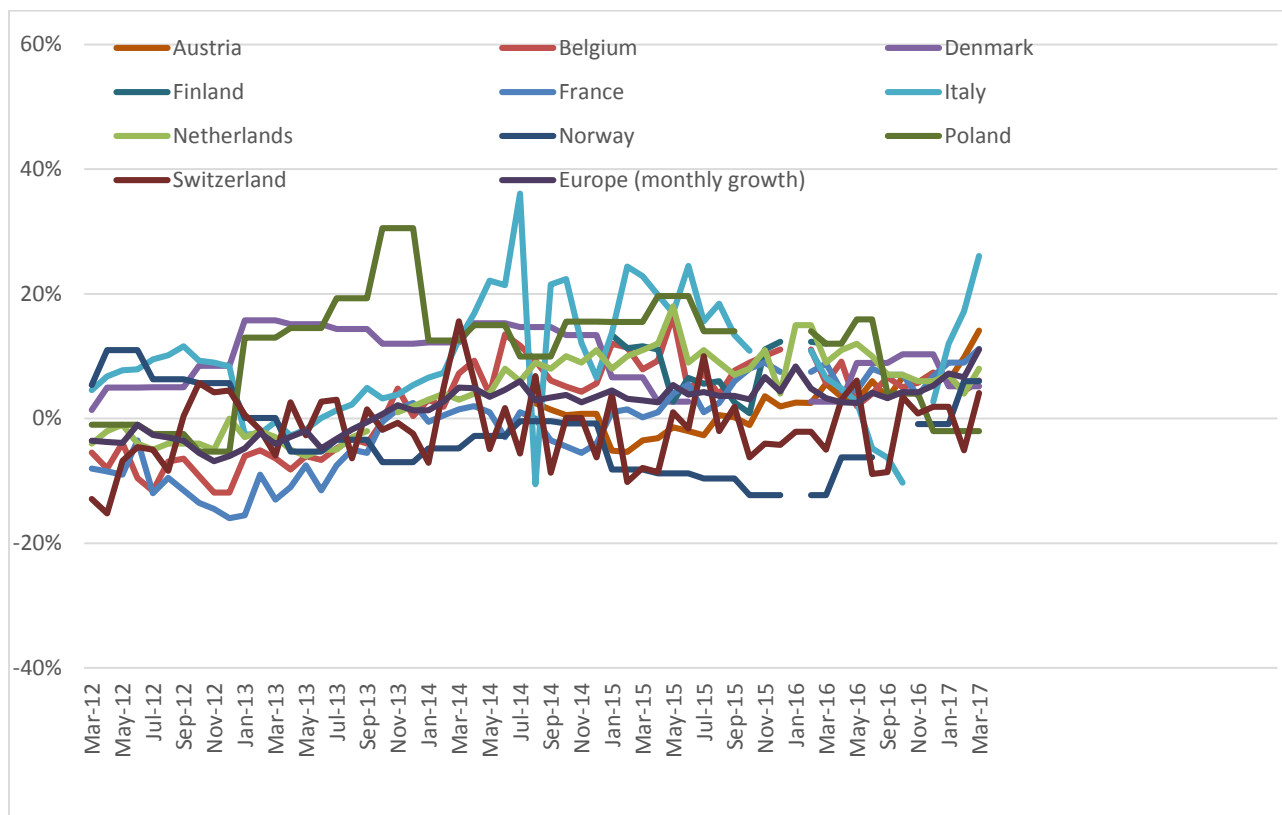
AGENCY WORK BUSINESS INDICATOR: FEBRUARY 2017

EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

Source: World Employment Confederation-Europe national federation members

	AT 	BE 	CH 	DK 	FR 	IT 	NL 	NO 	PL 	Europe <sup>1</sup> 
Evolution of number of hours worked [year-on-year]	+9.4%	+4.34%	-5.1%	+5.2%	+9.0%	+17.2%	+4%	+6.0%	-2%	+5.7%
Period of reference	Jan 2017	Dec 2016	Dec 2016	Q3 2016	Dec 2016	Dec 2016	Weeks 1-4 2017	Q4 2016	Q4 2016	February 2017










The average number of hours worked by agency workers across Europe this month grew +5.7% compared with the same period last year. Italy continues to show the strongest growth, with an increase of 17.2% for the period. Austria and France perform well at 9.4% and 9% respectively and Norway delivers solid growth for Q4 at 6%. Switzerland and Poland are the only two markets contracting at -5.1 and -2% respectively.



<sup>1</sup> The weighted European average is determined by the surveyed countries share of the European agency work market in 2013. The countries contributing to the weighted European Average account for 65% of the agency work market in Europe.

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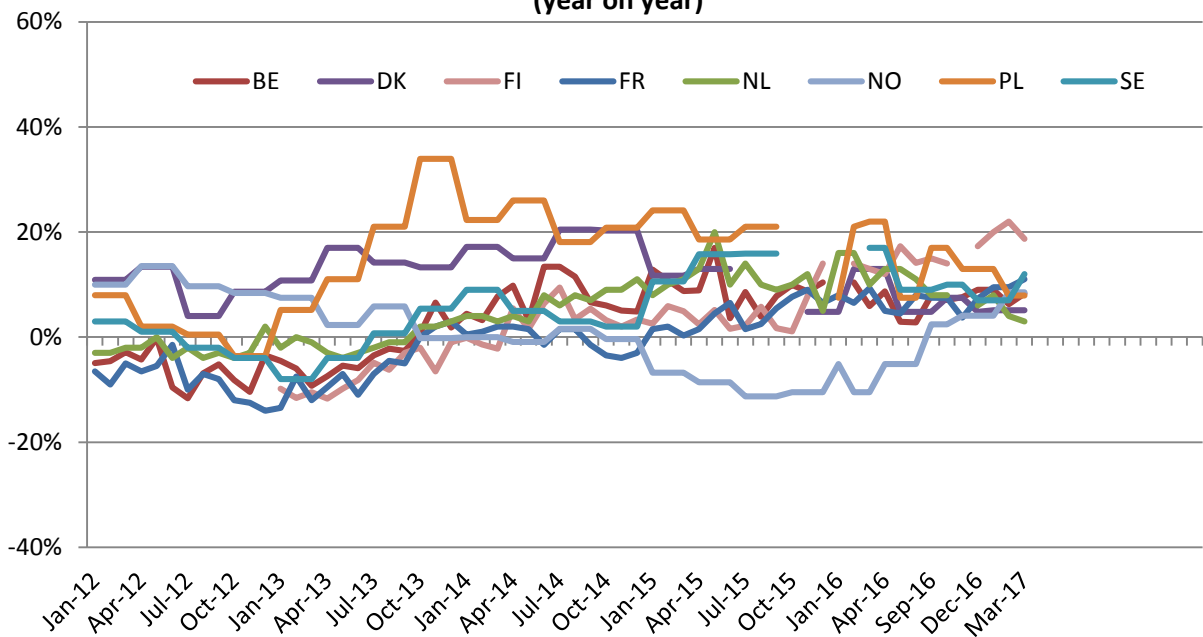
EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	IT	NL	NO	PL	SE
									
Evolution of turnover [year-on-year]	+6.27%	+5.1%	+22%	+9.5%	+16.2%	+4%	+8.5%	+7.9%	+7%
Period of reference	Dec 2016	Q3 2016	Dec 2016	Dec 2016	Dec 2016	Weeks 1-4 2017	Q4 2016	Q4 2016	Q3 2016

Source: World Employment Confederation-Europe national federation members

Agency work sales revenues continued to deliver solid year-on-year growth with all reporting markets recording positive figures for the period. Finland and Italy lead the field at 22% and 16.2%.

Evolution of private employment agency turnover (year on year)



Source: World Employment Confederation-Europe national federation members

## WORLD EMPLOYMENT CONFEDERATION-EUROPE NATIONAL FEDERATION COMMENTS

### **Austria**

The growth shown by Austria throughout 2016 has continued into 2017. Agency hours worked in January 2017 showed a strong 9.4% increase year on year compared with January 2016.

### **Belgium**

In December 2016 the temporary agency work industry grew by 4.34% compared with December 2015. This figure is the result of a growth of +6.2% in the blue collar segment and a growth of +2.02% in the white collar segment.

### **France**

In December 2016, temporary work turnover increased by 9.5% - the strongest trend observed since the start of the year. This is an increase on the November figure of 7.3% growth and confirms an upward trend for Q4. During 2016 staffing employment grew by a total of 6.5%. The number of hours worked grew by 9.0% during December. All regions grew in December (compared with November), and with the exception of PACA (-0.3%), the number of temporary workers grew in all geographical areas.

### **Finland**

Finland has changed the way in which it collects its data on agency hours worked this year hence we will not be able to compare year-on-year data until January 2017. However, December figures on evolution of turnover showed continuing strong growth at 22%.

### **Germany**

Due to a change in the data from the federal employment agency, Germany will not appear in the AWBI until January 2017. However, data collected by IW Köln (Cologne Institute for Economic Research) and BAP shows that the number of agency workers rose by 5% from January to May 2016.

### **Netherlands**

In period 1 (week 1 – 4) the total amount of hours increased by 4%. Turnover also grew 4% in comparison with the same period last year. This period had an equal amount of workable days compared to the same period last year, so no correction was applied.

- The administrative sector decreased 1% in hours and turnover decreased 2% in comparison with the same period in 2016.
- Hours in the industrial sector increased 8% and turnover increased 9% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 5% and turnover grew 6%.

### **Norway**

In Q4 2016 the Norwegian agency work market grew for the first time for more than three years. Having stabilized in Q2 and Q3, this growth in Q4 indicates that the bottom has been reached and it is hoped the sector will see a positive trend in 2017. In particular the construction and manufacturing areas lifted the market.

### **Switzerland**

Temporary agency work showed a negative trend at the start of 2017 with activity down 5.1% in January compared with January the previous year. Analysis of the past 12 months reveals a less pronounced fall. According to swisstemptrend, commercial activity fell by 0.2% over the period.

### **UK**

Growth in temp billings remained sharp in January, in spite of the rate of expansion easing from December's eight-month peak.

## ABOUT THE WORLD EMPLOYMENT CONFEDERATION-EUROPE AGENCY WORK BUSINESS INDICATOR

The Agency Work Business Indicator produced by the World Employment Confederation-Europe plots indicators of the evolution of turnover (defined as the revenues generated by private employment agencies in the temporary staffing segment) and hours worked (defined as the sum of all hours invoiced by all private employment agencies to all user companies except where otherwise stated. In Germany, the indicator is total number of agency workers and the indicator for Switzerland is number of workable days).

Data supplied by the national federations of agency work are also plotted against the evolution of GDP and unemployment volumes in the European Union. According the World Employment Confederation annual report, Europe accounted in 2015 for 36% of the global agency work market by revenue, and had a penetration rate of 1.9%.

Currently no quantitative data on the number of hours worked is available for the UK. Information for the UK national federation (REC) update originally appear in the Report on Jobs. The Report on Jobs is a monthly publication produced by Markit on behalf of the Recruitment & Employment Confederation and KPMG. The report features original survey data which provide the most up-to-date and comprehensive monthly picture of recruitment, employment and employee earnings trends available.

### WEIGHTED EUROPEAN AVERAGE OF HOURS WORKED BY AGENCY WORKERS

The weighted European Average is the year-on-year change of agency workers in full-time equivalent employment on a daily basis (except where noted otherwise). The countries contributing to the weighted European Average account for 62.4% of the agency work market in Europe. The EU average is calculated by adding the individual country figures multiplied by their percentage of the agency work industry in Europe, then scaling the figures to one hundred percent.

### COUNTRY WEIGHTINGS

Updated February 2017 based on 2015 market data.

Together, the 10 countries represent 41.7% of the European market, divided as follows:

Austria: 1.8% of the European agency work market/Source InfAction Zeitarbeit-plus

Belgium: 3.6% of the European agency work market/Source Federgon

Denmark: 1.2% of the European agency work market/Source Dansk Erhverv

France: 13.8% of the European agency work market/Source Prism'Emploi

Italy: 5.1% of the European agency work market/Source Ebitemp

Netherlands: 9.1% of the European agency work market/Source ABU

Norway: 1.6% of the European Agency work market / Source NHO

Poland: 0.8% of the European Agency work market / Source Polskie Forum HR

Switzerland: 4.7% of the European Agency work market / Source SwissStaffing

### WORLD EMPLOYMENT CONFEDERATION-EUROPE

With 29 countries and 7 of the largest international workforce solutions companies as members, the World Employment Confederation–Europe is fully representative of the industry, both in size and diversity. It brings a unique access to and engagement with European policymakers (EU Commission, European Parliament, and Council) and stakeholders (trade unions, academic world, think tanks).

## AGENCY WORK BUSINESS INDICATOR: FEBRUARY 2017

The World Employment Confederation-Europe strives for a recognition of the economic and social role played by the industry in enabling work, adaptation, security and prosperity in our societies. Its members provide access to the labour market and meaningful work to more than 11,6 millions of people in Europe and serve around 1,5 million organisations on a yearly basis.

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