












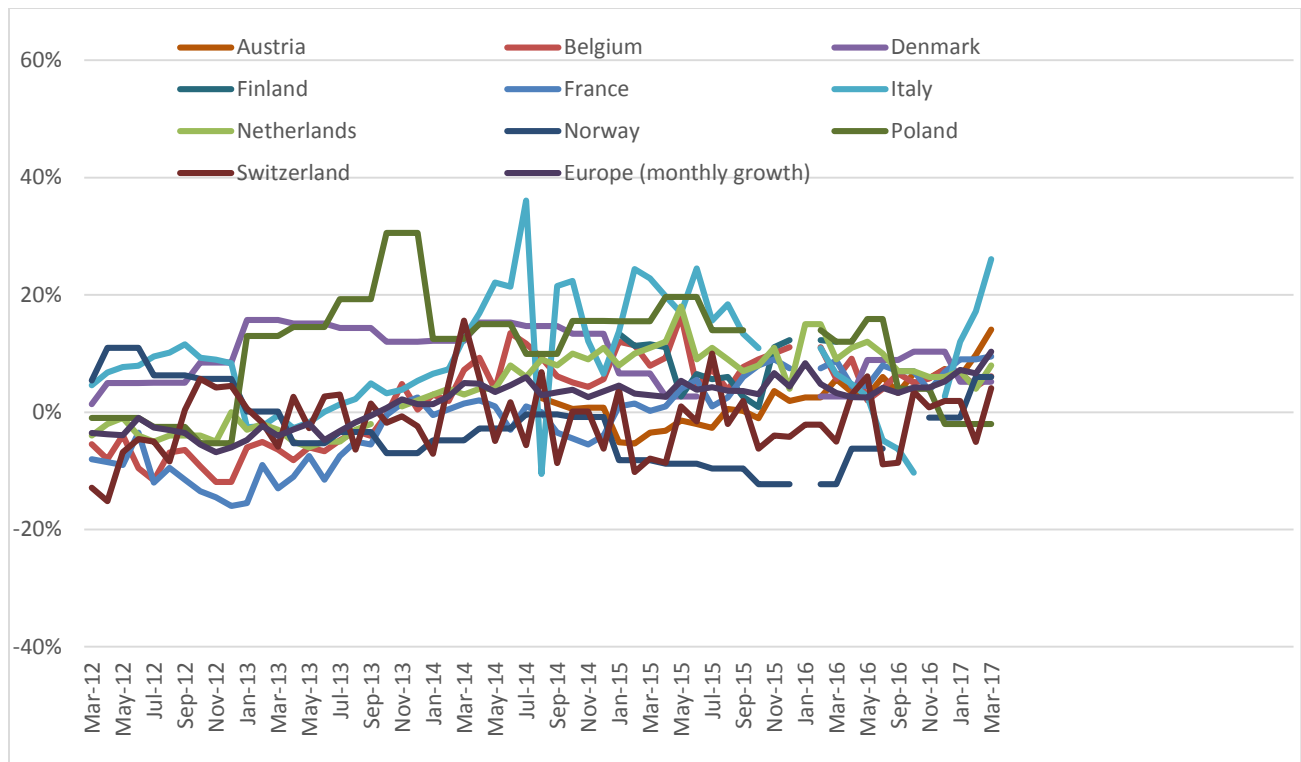
AGENCY WORK BUSINESS INDICATOR: MARCH 2017

EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT 	BE 	CH 	FIN 	DK 	FR 	IT 	NL 	NO 	PL 	Europe ¹ 
Evolution of number of hours worked [year-on-year]	+14.1%	+6.14%	+4.1%	+25%	+5.2%	+11.2%	+26.1%	+8%	+6.0%	-2%	+11%
Period of reference	Feb 2017	Feb 2017	Feb 2017	Jan 2017	Q4 2016	Feb 2017	Jan 2017	Weeks 5-8 2017	Q4 2016	Q4 2016	

Source: World Employment Confederation-Europe national federation members

The average number of hours worked by agency workers across Europe this month grew **+11%** compared with the same period last year. Italy continues to show the strongest growth, with an increase of **26.1%** for the period, closely followed by Finland for which we're resuming data gathering as of this issue. **Austria** and **France** perform well at 14.1% and 11.2% respectively and **the Netherlands** deliver solid growth in February at 8%. Switzerland is back on track with a 4.1% growth.



¹ The weighted European average is determined by the surveyed countries share of the European agency work market in 2015. The countries contributing to the weighted European Average account for 65% of the agency work market in Europe.

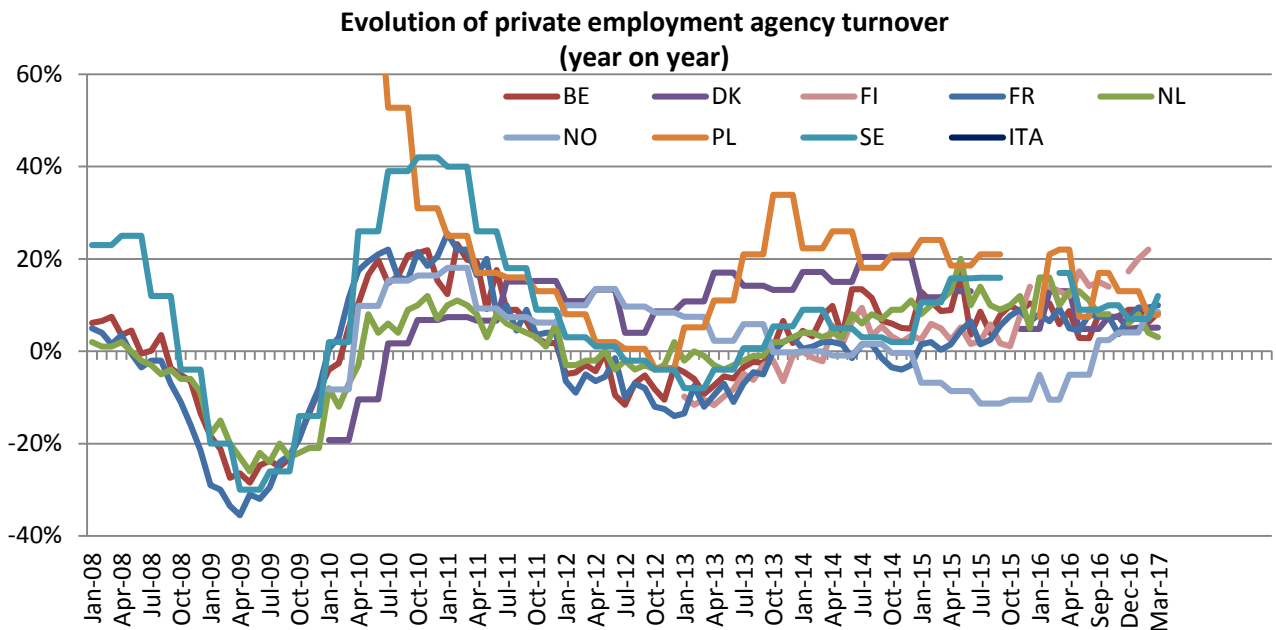
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EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	IT	NL	NO	PL	SE
Evolution of turnover [year-on-year]	+8.34%	+5.1%	+23.3%	+11%	+28.8%	+8%	+8.5%	+7.9%	+12%
Period of reference	Feb 2017	Q4 2016	Jan 2017	Feb 2017	Feb 2017	Weeks 5-8 2017	Q4 2016	Q4 2016	Q4 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. **Italy** leads the field at 28.8%. **Finland** and **France** perform very well with a y-o-y growth of 23.3% and 11% respectively.



WORLD EMPLOYMENT CONFEDERATION-EUROPE NATIONAL FEDERATION COMMENTS

Austria

The growth shown by Austria throughout 2016 has continued into 2017. Agency hours worked in February 2017 showed a strong 14.1% increase year-on-year compared with February 2016.

Belgium

In February 2017 the temporary agency work industry grew by 6.14% compared with February 2016. This figure is the result of a growth of +8.3% in the blue collar segment and a growth of +3.3% in the white collar segment.

Finland

Finland shows a two-digit growth in terms of agency work sales revenues with no exception since 2016. It continues to move towards that direction with a y-o-y growth of 23.3% in January 2017. This edition resumes data gathering for the evolution of the amount of hours worked, that marks a rise of 25% compared to last year, same period.

France

In January, temporary work turnover increased by 11% which confirms the upward trend of 2016. The number of hours worked grew by 11.2% (year-over-year). In half of the regions, temporary employment recorded a double-digit growth. The most dynamic regions are Limousin (+20.8%), Franche-Comté (+16.9%) and Champagne-Ardenne (14.1%). After +8% in February, the number of temps at work grew by 9.7% in March. During the first quarter, growth reached 8.6% (in comparison with T1 2016).

Germany

Due to a change in the data from the federal employment agency, Germany will not appear in the AWBI until further notice.

Netherlands

In period 2 (week 5 – 8) the total amount of hours increased 8%. Turnover also grew 8% in comparison to 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 increased 3% in hours and turnover grew 3% in comparison to the same period in 2016.
- Hours in the industrial sector increased 11% and turnover increased 13% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 8% and turnover grew 10%.

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 2017 with activity down 5.1% in January compared with January the previous year. In February though, we notice an increase of 4.1% of activity compared to the same period last year. Analysis of the past 12 months reveals a less pronounced fall. According to Swisstemp trend, commercial activity fell by 0.2% over the period.

ABOUT THE 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 to 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 March 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

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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).

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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