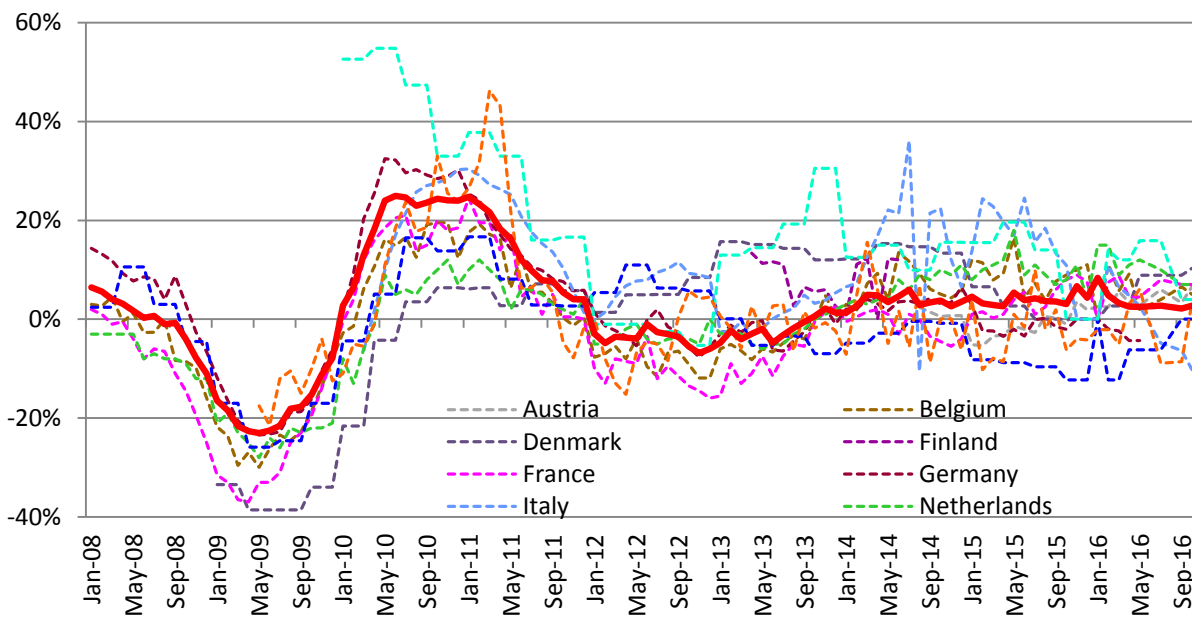


EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT	BE	CH	DK	FR	IT	NL	NO	PL	Europe ¹
Evolution of number of hours worked [year-on-year]	+6.6%	+5%	+3.5%	+10.3%	+7.0%	-10.3%	+7.0%	0%	+4%	2.8%
Period of reference	Aug 2016	Aug 2016	Aug 2016	Q2 2016	Aug 2016	July 2016	Weeks 29-32 2016	Q2 2016	Q2 2016	October 2016

Source: World Employment Confederation-Europe national federation members

The average number of hours worked by agency workers across Europe this month grew 2.8% year-on-year compared with the same period last year. Denmark shows the strongest growth at 10.3% while Switzerland has shown a return to growth at 3.5% and Norway has stabilised at 0%. Italy continues to show a year-on-year decline. Data for Germany is not included due to changes in the collection process at the federal employment agency.



Source: World Employment Confederation-Europe national federation members

¹ 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.

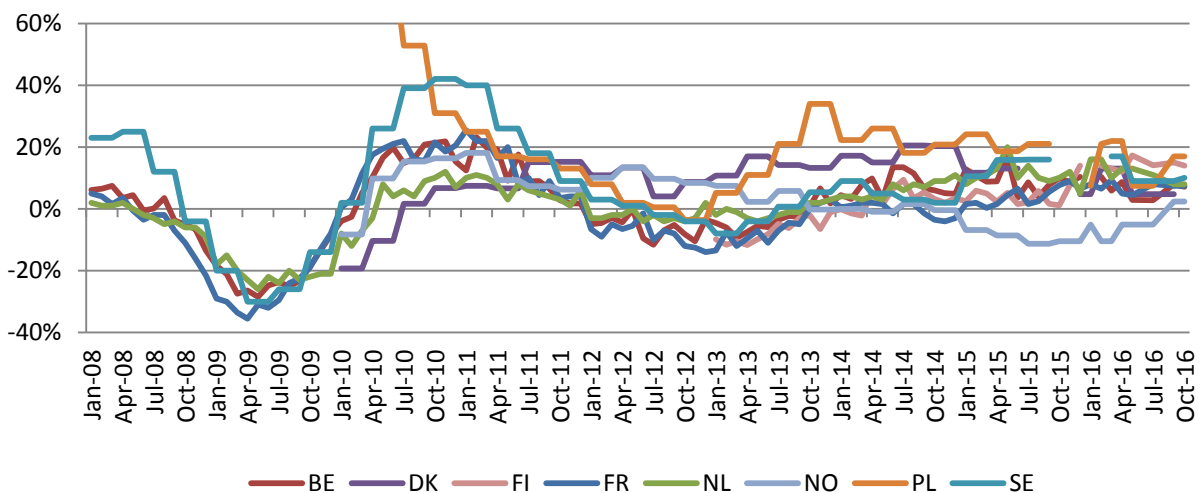
EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	NL	NO	PL	SE
Evolution of turnover [year-on-year]	+7.1%	+4.8%	+14%	+7.5%	+8%	+2.3%	+17%	+10%
Period of reference	Aug 2016	Q4 2015	Aug 2016	Aug 2016	Weeks 29-32 2016	Q2 2016	Q2 2016	Q2 2016

Source: World Employment Confederation-Europe national federation members

Agency work sales revenues for the latest period continue to reveal solid growth across all markets. Poland, Finland and Sweden record double digit year on year growth at 17%, 14% and 10% respectively. The Netherlands, France and Belgium also perform well with growth of 8%, 7.5% and 7.1% year on year.

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

Austria has shown consistent positive growth versus the previous year for more than six months now. It is also recording a growth in hours worked for the third consecutive quarter

Belgium

In comparison with August last year the temporary agency work industry grew by 4.96% (compared with 6.55% in July 2016 year on year). This figure is the result of a growth of 5.44% in the blue collar segment and growth of 4.34% in the white collar segment.

France

In August, number of temps at work rose by 3,1% after 4,6% in July. While August is usually disturbed by holidays, this trend should be interpreted carefully.

In the detail, growth in North (Picardie: +6,7% and Nord-Pas-de-Calais: +6,3%) and East (Franche Comté: +10,8%, Alsace: +7,8%, Champagne Ardenne: +7,3%) remained particularly dynamic.

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, August figures on evolution of turnover show strong growth.

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 8 (week 29 – 32) the total amount of hours increased 7% and turnover 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 10% in hours and turnover grew 8% in comparison to the same period in 2015.
- Hours in the industrial sector increased 7% and turnover increased 9% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector decreased 2% and turnover increased 3%.

Norway

The Norwegian agency work market has stabilized following decline for 13 consecutive quarters. The invoiced work hours in Q2 were at the same level as the year before and the sales revenues grew by 2,3%. The drop in oil prices has affected the market for the last few years as a lot of people in oil related industries lost their jobs and there has been a rise in unemployment in certain parts of the country. It seems that this has now reached the bottom and there is also growth in the areas of the country less dependent on the oil industry. For some export industries and for tourism low currency value has had a positive effect.

AGENCY WORK BUSINESS INDICATOR: OCTOBER 2016

Switzerland

Temporary agency work grew 3.5% year on year in August 2016. However, since the start of the year the evolution of the sector has shown negative growth, contracting 0.5%. Over the past 12 months the contraction is even greater at 1.5%.

UK

Agencies' billings from the employment of temporary/contract staff continued to rise in August. Moreover, the rate of growth accelerated to a three-month high. Higher temp billings were frequently attributed by panellists to rising client activity levels. Growth of short-term staff billings was broad-based by region, with the North posting the fastest rise.

ABOUT THE WORLD EMPLOYMENT CONFEDERATION-EUROPE AGENCY WORK BUSINESS INDICATOR

The World Employment Confederation-Europe Agency Work Business Indicator 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 is also plotted against the evolution of GDP and unemployment volumes in the European Union. In 2012, Europe accounted for 36% of the global agency work market by revenue, and placing 4 million agency workers in full-time equivalent on a daily basis.

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 TEMPORARY 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 weighted average determined by the surveyed countries share of the European agency work market (turnover) in 2012. 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 2016 based on 2014 market data.

AGENCY WORK BUSINESS INDICATOR: OCTOBER 2016

Together, the 9 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

As the European Confederation of Private Employment Services, the World Employment Confederation-Europe is the authoritative voice representing the common interests of the agency work industry in Europe. The World Employment Confederation-Europe gathers 30 national federations from EU and EFTA countries, and 6 of the largest international staffing companies as corporate members. Its main objective is to seek greater recognition for the positive role private employment agencies play in the labour market.

DISCLAIMER

Opinions and estimates in this report constitute the current judgment of the author(s) at the time of writing. They do not necessarily reflect the opinions of the World Employment Confederation-Europe. The World Employment Confederation-Europe has no obligation to update, modify or amend this report or to otherwise notify a reader thereof in the event that any matter stated herein, or any opinion, projection, forecast or estimate set forth herein, changes or subsequently becomes inaccurate.

The content, information and any materials ("data") provided by the World Employment Confederation-Europe in this presentation is on an "as is" basis. The World Employment Confederation-Europe makes no warranty, expressed or implied, as to its accuracy, completeness or timeliness, or as to the results to be obtained by recipients, and shall not in any way be liable to any recipient for any inaccuracies, errors or omissions herein. Without limiting the foregoing, the World Employment Confederation-Europe shall have no liability whatsoever to a recipient of this report, whether in contract (including under an indemnity), in tort (including negligence), under a warranty, under statute or otherwise, in respect of any loss or damage suffered by such recipient as a result of or in connection with any opinions, recommendations, forecasts, judgements, or any other conclusions, or any course of action determined, by it or any third party, whether or not based on the content, information or materials contained herein.

Any unauthorised use, disclosure, reproduction or dissemination, in full or in part, in any media or by any means, without the prior written permission of the World Employment Confederation-Europe is strictly prohibited.

