WORLD EMPLOYMENT CONFEDERATION EUROPE

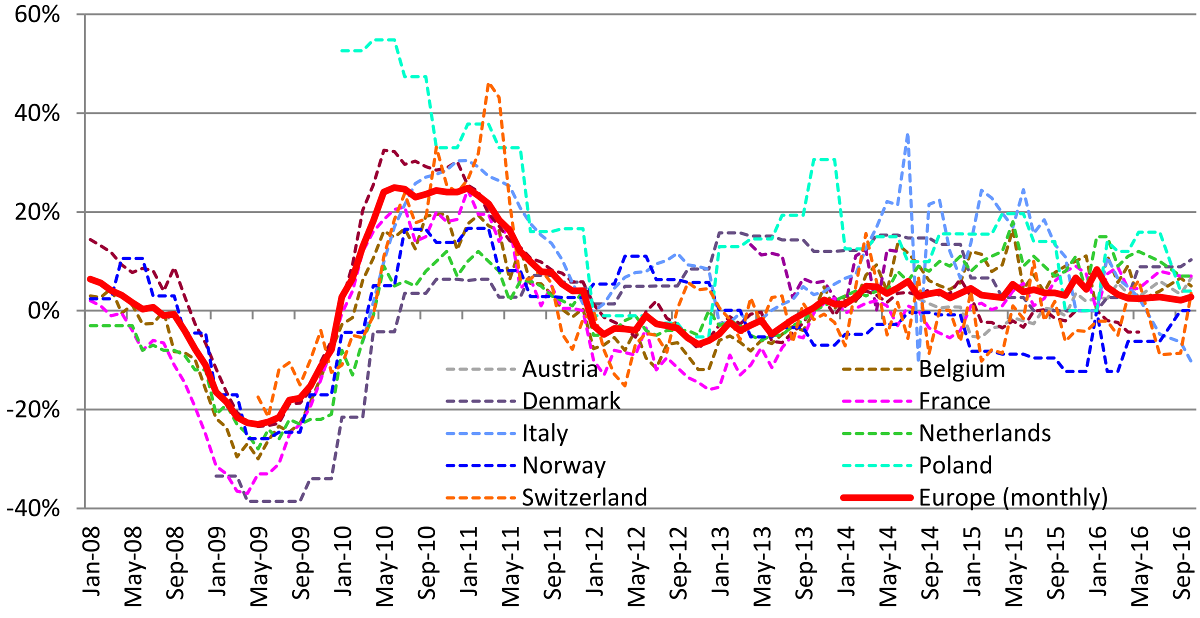
AGENCY WORK BUSINESS INDICATOR: JANUARY 2017

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[1]
Evolution of number of hours worked *[year-on-year]*	+6.07%	+6.77%	+1.9%	+5.2%	+9.0%	+12%	+7%	-0.9%	-2%	+7.2%
Period of reference	Dec 2016	Nov 2016	Dec 2016	Q3 2016	Dec 2016	Nov 2016	Weeks 45-48 2016	Q3 2016	Q3 2016	January 2017

The average number of hours worked by agency workers across Europe this month grew +7.2% compared with the same period last year. Italy shows the strongest growth at 12% with France and the Netherlands performing well at 9% and 7% respectively. Poland and Norway show a slight contraction. Data for Germany is still not available due to changes in the collection process at the federal employment agency.



[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 42% of the agency work market in Europe.

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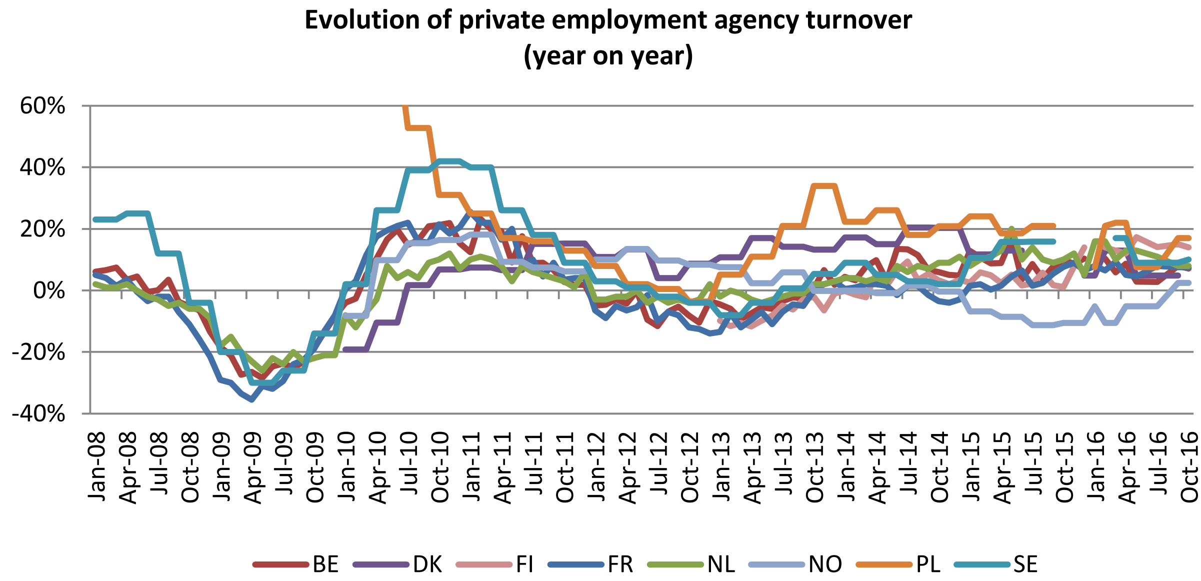
Source: World Employment Confederation-Europe national federation members

EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	IT	NL	NO	PL	SE
Evolution of turnover *[year-on-year]*	**+9.02%**	**+5.1%**	**+20%**	**+9.5%**	**+10.5%**	**+8%**	**+4.1%**	**+13%**	**+7%**
Period of reference	Nov 2016	Q3 2016	Nov 2016	Dec 2016	Nov 2016	Weeks 45-48 2016	Q3 2016	Q3 2016	Q3 2016

Source: World Employment Confederation-Europe national federation members

Agency work sales revenues continued to deliver solid year on year growth across all. Finland extends its leading performance, showing 20% growth year on year. Poland and Italy both record double digit growth at 13% and 10.5% respectively.



Source: World Employment Confederation-Europe national federation members

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WORLD EMPLOYMENT CONFEDERATION-EUROPE NATIONAL FEDERATION COMMENTS

Austria

Austria has shown consistent positive growth in hours worked for the whole of 2016 versus the previous year. In comparison with December last year the amount of hours grew by 6.07%.

Belgium

In November 2016 the temporary agency work industry grew by 6.77% compared with November 2015. This figure is the result of a growth of +8.52% in the blue collar segment and growth of +4.33% in the white collar segment.

France

In December, temporary work turnover increased by 9.5%, strongest trend observed since the beginning of the year. In the same time, number of hours grew by 9.0%.
After 7.3% in November, number of temps at work rose by 9.5% in December, confirming an upward tendency during the fourth quarter. In 2016, staffing employment improved by 6.5%.
All regional tendencies enhanced in December (compare with November trends), and except in PACA (-0.3%) , 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, November figures on evolution of turnover showed very strong growth at 20%.

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 12 (week 45 – 48) 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 6% in hours and turnover grew 3% in comparison to the same period in 2015.
Hours in the industrial sector increased 11% and turnover increased 12% compared to the same period last year.
Furthermore, the amount of worked hours in the technical sector decreased 2% and turnover increased 3%.

Norway

In Q3 sales revenues grew by 4.1% but the market is still weak and hours worked were 0.9% less than in Q3 2015. The drop in oil prices has meant many people in oil related industries have lost their jobs and the rise in unemployment in certain parts of the country presents challenges for the AW sector. The reason that the figures for 3rd quarter do not seem weaker is that the largest business area of the Norwegian staffing industry, the construction area, is growing significantly.

Switzerland

Temporary agency work grew 1.9% December 2016 recording 1.9% growth year on year compared with November 2015, and positive growth for the fifth consecutive period. However the positive trend during the second half of the year was not enough to compensate for the early months and growth for the whole year was –0.3%..

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UK
Growth of temporary/contract staff billings accelerated in December 2016 with the rate of increase the fastest since April. A number of monitored agencies mentioned that stronger-than-expected client demand contributed to the latest upturn in temp billings.

Billings for short-term staff increased across all monitored regions at the end of the year. The North saw the fastest rate of growth, while Scotland saw the first increase for four months.

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 January 2017 based on 2015 market data.
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

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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 29 national federations from EU and EFTA countries, and seven 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.

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The World Employment Confederation brings unique access to and engagement with international policymakers (ILO, OECD, World Bank, IMF, IOM, EU) and stakeholders (trade unions, academic world, think tanks, NGOs).

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