eurociett
European Confederation of Private Employment Services

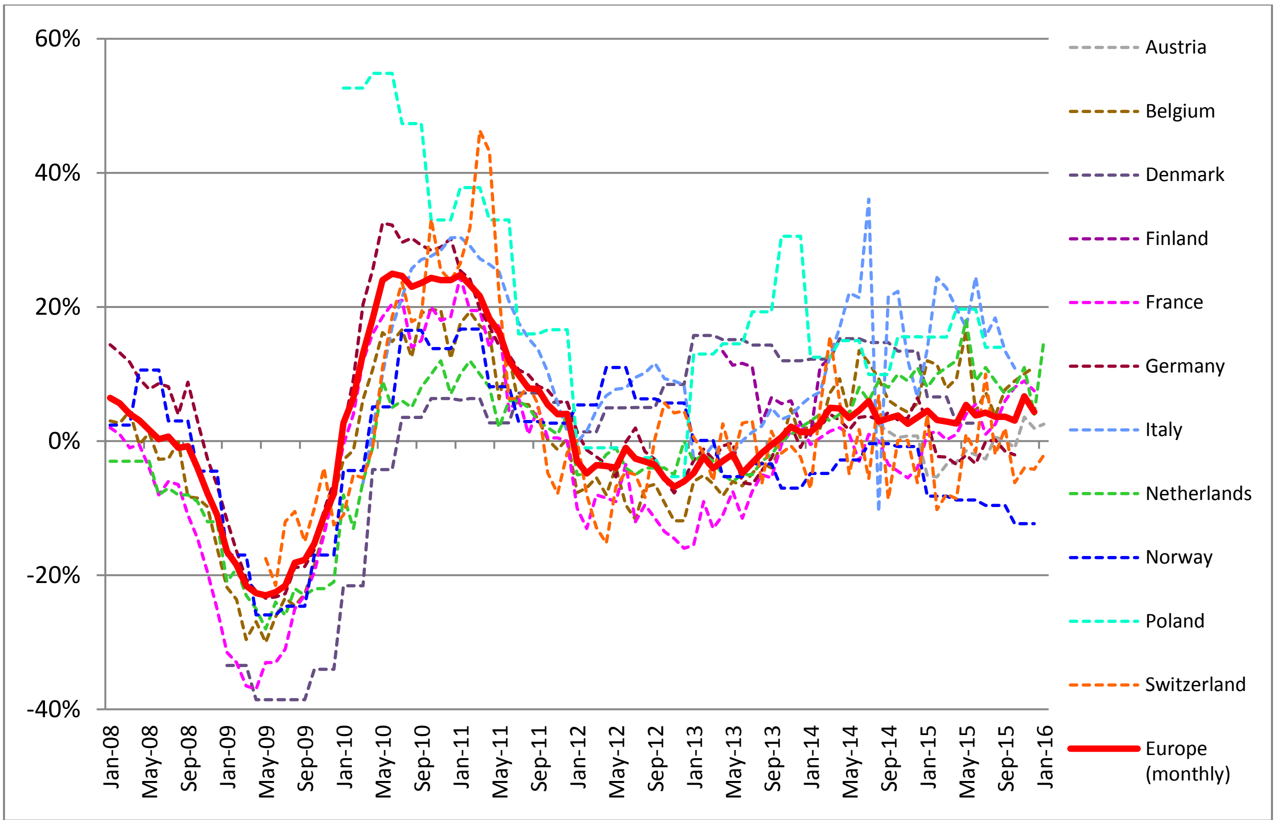
AGENCY WORK BUSINESS INDICATOR: FEBRUARY 2016

EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT	BE	CH	DE	DK	FI	FR	IT	NL	NO	PL	Europe[1]
Evolution of number of hours worked *[year-on-year]*	**+2.5%**	**11.1%**	**-2.1%**	**-2.0%**	**+2.7%**	**+12.3%**	**+7.5%**	**+10.9%**	**+15.0%**	**-12.3%**	**+14.0%**	**+4.4%**
Period of reference	Jan 2016	Dec 2015	Jan 2016	Oct 2015	Q2 2015	Dec 2015	Dec 2015	Oct 2015	Weeks 1 – 4 2016	Q4 2015	Q3 2015	Dec 2015

Source: Eurociett national federation members

After a little peak in November, year on year growth was back to moderate growth in December at 4% y-o-y. Norway, Switzerland and Austria are performing below the European average. Meanwhile the Netherlands had a slow month in December but bounces back in January to a solid 15% y-o-y growth. Finland has also improved majorly, after several months of near-zero growth it showed 12.3% y-o-y growth in December.



Source: *Eurociett national federation members*

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[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.

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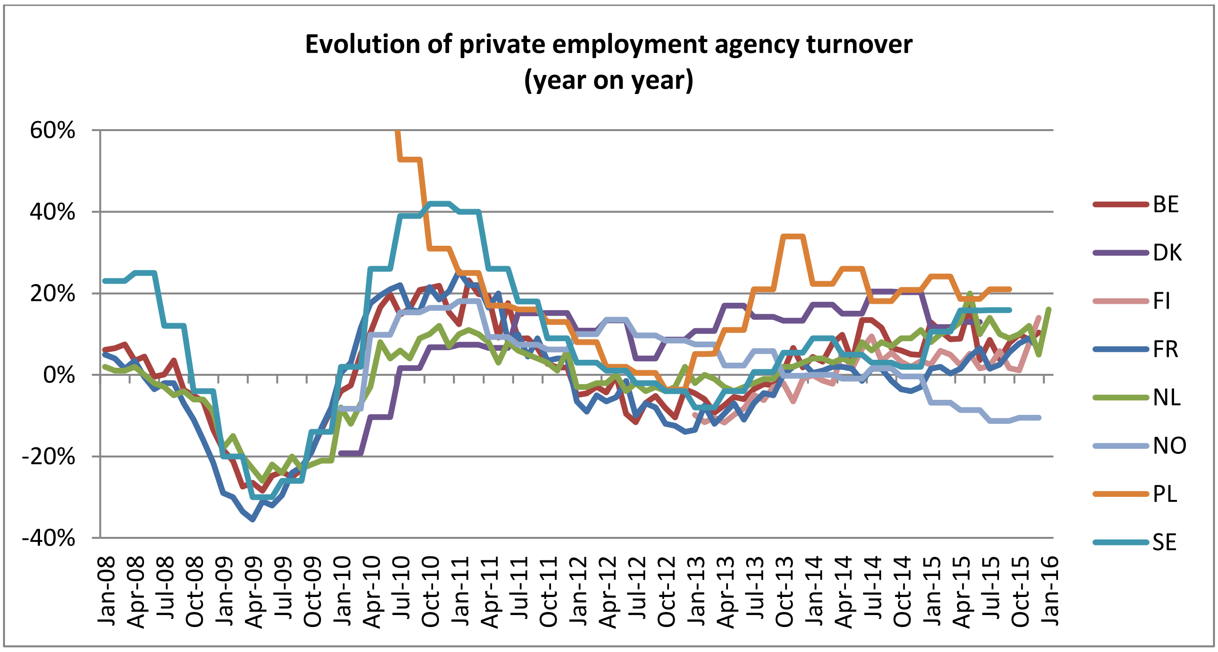
EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	NL	NO	PL	SE
Evolution of turnover *[year-on-year]*	**+10.4%**	**+13.0%**	**+14,0%**	**+6.5%**	**+16.0%**	**-10.5%**	**+21.0%**	**+15.9%**
Period of reference	Dec 2015	Q2 2015	Dec 2015	Dec 2015	Weeks 1 – 4 2016	Q4 2015	Q3 2015	Q3 2015

Source: Eurociett national federation members

Turnover developments follow those for hours worked, although Norways turnover declines slower than the number of hours worked. In the Netherlands, the same dip in December and revival in January can be seen as regarding the number of hours worked.



Source: *Eurociett national federation members*

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EUROCIETT NATIONAL FEDERATION COMMENTS

Belgium

Solid increase of AW Activity in December - In December 2015 the number of hours worked by temporary agency workers was +1.01% higher than a month earlier (seasonally adjusted data, corrected for calendar effects). An increase was observed in the white collar segment by +1.50% and in the blue collar segment by +0.64%. In comparison with December 2014, the activity in the temporary agency work industry grew by +11.07% (compared to +10.03% in November 2015) resulting from a rise in the blue collar segment (hours worked: +9.71%) and in the white collar segment (+12.80%).

France

In December, temporary work turnover increased by 6.5%. In the same time, number of hours worked were up by 7.5%. During the year 2015, improvement reached respectively 4.3% and 4.1%. In January, number of temps at work has improved 6.5%, after a growth of 7.7% in December. In the geographic detail, temporary employment growth has been particularly robust in Eastern area: Alsace (21.6%), Franche-Comté (21.5%) and Lorraine (10.5%) and also in Western area: Pays de la Loire (13.3%) and Bretagne (10.0%).

Netherlands

In period 1 (week 1 – 4) the total amount of hours increased 15% and turnover grew 16%, in comparison to the same period last year. This period had one workable day more compared to the same period last year, for this a correction was applied.

- The administrative sector increased 17% in hours and turnover grew 14% in comparison to the same period in 2015.
- Hours in the industrial sector increased 14% and turnover increased 16% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 15% and turnover increased 20%.

Norway

The Norwegian agency work market is declining for the 11th consecutive quarter and the yearly development is the worst seen since the financial crisis (2009). A cooling Norwegian economy is the main reason for the decline. Drop in oil prices affect the market for the Norwegian agency work industry. Unemployment is now slightly growing. Several work areas are now facing heavy decline. Here are some examples: Office/administration (-28,1%), Engineering (-13%), Manufacturing (-13,3%) and Construction work (-14,3%).

UK

Temp billings growth eases to four-month low. Agencies' billings from the employment of temporary/contract staff continued to rise in January. That said, the rate of growth moderated to the least marked since September 2015. All four monitored English regions saw higher short-term staff billings in the latest survey period, with the Midlands posting comfortably the strongest rate of expansion.

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ABOUT THE EUROCIETT AGENCY WORK BUSINESS INDICATOR

The Eurociett 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 April 2015 based on 2013 market data.
Together, the 11 countries represent 68% of the European market, divided as follows:
Austria: 2.0% of the European agency work market/Source InfAction Zeitarbeit-plus
Belgium: 3.7% of the European agency work market/Source Federgon
Denmark: 1.2% of the European agency work market/Source Dansk Erhverv
Finland: 1.37% of the European agency work market/Source HPL
France: 15.7% of the European agency work market/Source Prism'Emploi
Germany: 20.6% of the European agency work market/Source BAP
Italy: 5.7% of the European agency work market/Source Ebitemp
Netherlands: 10.1% of the European agency work market/Source ABU
Norway: 2.1% of the European Agency work market / Source NHO
Poland: 0.8% of the European Agency work market / Source Polskie Forum HR
Switzerland: 5.0% of the European Agency work market / Source SwissStaffing

EUROCIETT

As the European Confederation of Private Employment Services, Eurociett is the authoritative voice representing the common interests of the agency work industry in Europe. Eurociett 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.

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