eurociett
European Confederation of Private Employment Services

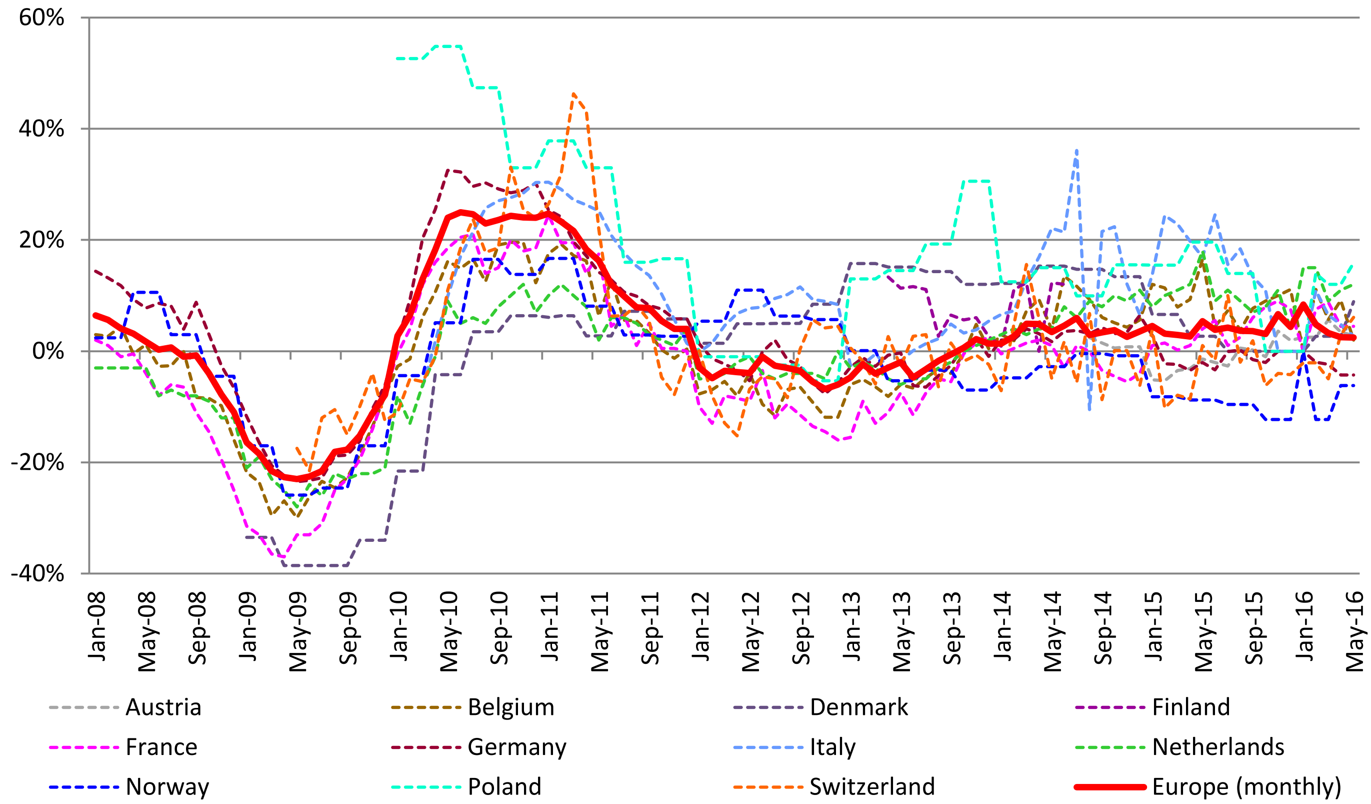
AGENCY WORK BUSINESS INDICATOR: MAY 2016

EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT	BE	CH	DE	DK	FR	IT	NL	NO	PL	Europe[1]
Evolution of number of hours worked *[year-on-year]*	**+2.8%**	**+2%**	**+6.1%**	**-4.3%**	**+8.9**	**+4.5%**	**+2.7%**	**+12.0%**	**-6.2%**	**+15.9**	**+2.5%**
Period of reference	Apr 2016	Apr 2016	Apr 2016	Dec 2015	Q4 2015	Mar 2016	Mar 2016	Weeks 13 - 16 2016	Q1 2016	Q1 2016	May 2015

Source: Eurociett national federation members

The average number of hours worked by agency workers across Europe has delivered 2.5 % year-on-year growth compared with the same period last year; the same as for the previous month. Poland and the Netherlands showed the strongest performance at 15.9% and 12% growth respectively, with Denmark and Switzerland also delivering solid growth at 8.9% and 6.1%. Indeed all markets showed growth with the exception of Norway and Germany.



Source: *Eurociett 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.

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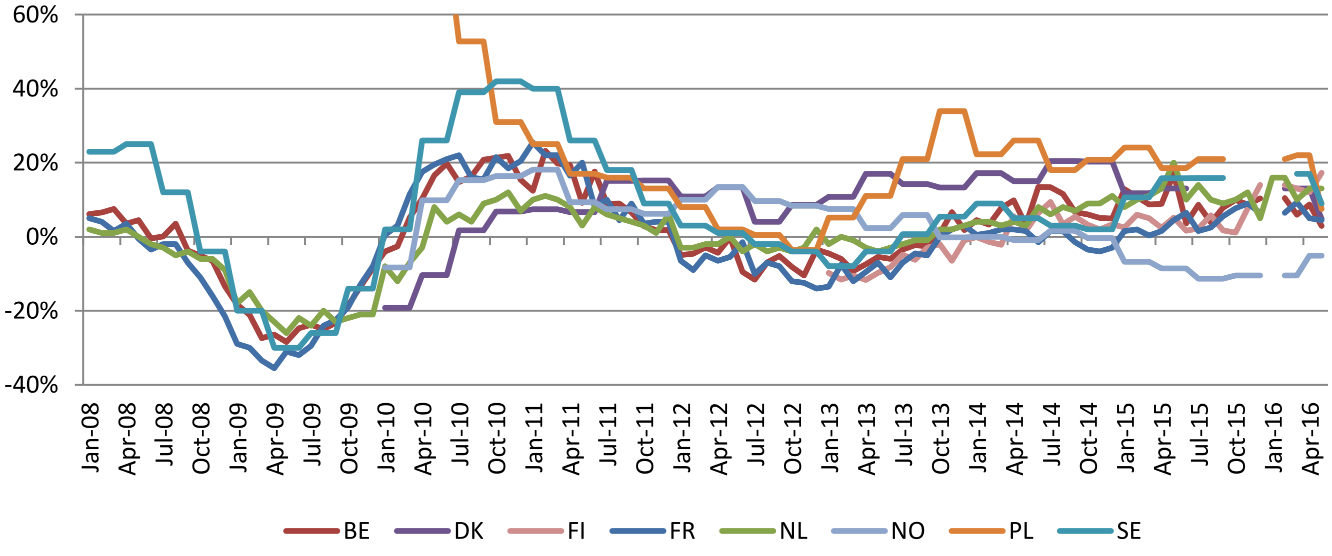
EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	NL	NO	PL	SE
Evolution of turnover *[year-on-year]*	**+2.9%**	**+4.8%**	**+17.3%**	**+4.5%**	**+13.0%**	**-5.1%**	**+7.5%**	**+9%**
Period of reference	Apr 2016	Q4 2015	Mar 2016	Mar 2016	Weeks 13 - 16 2016	Q1 2016	Q1 2016	Q1 2016

Source: Eurociett national federation members

Agency work sales revenues for the latest period reveal solid growth across all markets except Norway where the situation continues to decline due to a cooling economy. Finland leads the pack with 17.3% growth and the Netherlands also maintains its double-digit growth at 13%. Poland and Sweden, which are now providing Q1 2016 data, show robust growth at 7.5% and 9% respectively.

Evolution of private employment agency turnover (year on year)



Source: *Eurociett national federation members*

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EUROCIETT NATIONAL FEDERATION COMMENTS

Austria

Austria shows a positive figure for the fifth consecutive month and a doubling of the year-on-year figure from the previous month. This indicates a solid increase in agency work activity in March 2016.

Belgium

In comparison with April 2015 activity in the temporary agency work industry grew by 2.09%. This was the result of a status quo in the Blue collar segment (+0.28% growtih in hours worked and a rise of 4.55% in the white collar segment.

France

In March, temporary work turnover increased by 4.5% and number of hours worked also went up by 4.5%. During the first quarter of 2016, growth of turnover and hours worked reached 6.2% and 5.8% respectively.

After 5.9% in March, number of temps at work grew by 7.3% in April. In the regional detail, growth of temporary employment have raised in Champagne Ardenne, Picardie and Alsace (with trends between 7 and 14 points above the average).

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, February figures show a modest uplift on the previous month and turnover increased by a significant 22.5% compared with February 2015.

Germany

A change in the data from the federal employment agency means that validated figures for the latest period for agency work in Germany are not possible at the moment. Hence data used refers to December 2015. More current reliable data is expected again towards the autumn.

Netherlands

In period 4 (week 13 – 16) the total amount of hours increased 12% and turnover grew 13%, 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 14% in hours and also turnover grew 14% in comparison to the same period in 2015.
- Hours in the industrial sector increased 10% and turnover increased 12% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 9% and turnover increased 15%.

Switzerland

The positive trend for March continued into April with swisstemptrend recording 6/1% yoy growth. The past 12 months showa small positive trend of 0.5%, however the first four months of 2016 indicate continued stagnation and 0% growth compared with the same period last year.

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UK

Agencies' billings from the employment of temporary/contract staff increased further in April. Moreover, the rate of growth accelerated to a 13-month high. Panel members commonly cited rising client activity levels. Some also indicated that the new National Living Wage had boosted the value of their agency billings.

London led a broad-based rise in short-term appointments during the latest survey period.

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 March 2016 based on 2014 market data.
Together, the 11 countries represent 63% 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
Finland: 1.3% of the European agency work market/Source HPL
France: 13.8% of the European agency work market/Source Prism'Emploi
Germany: 19.6% of the European agency work market/Source BAP
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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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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