eurociett
European Confederation of Private Employment Services

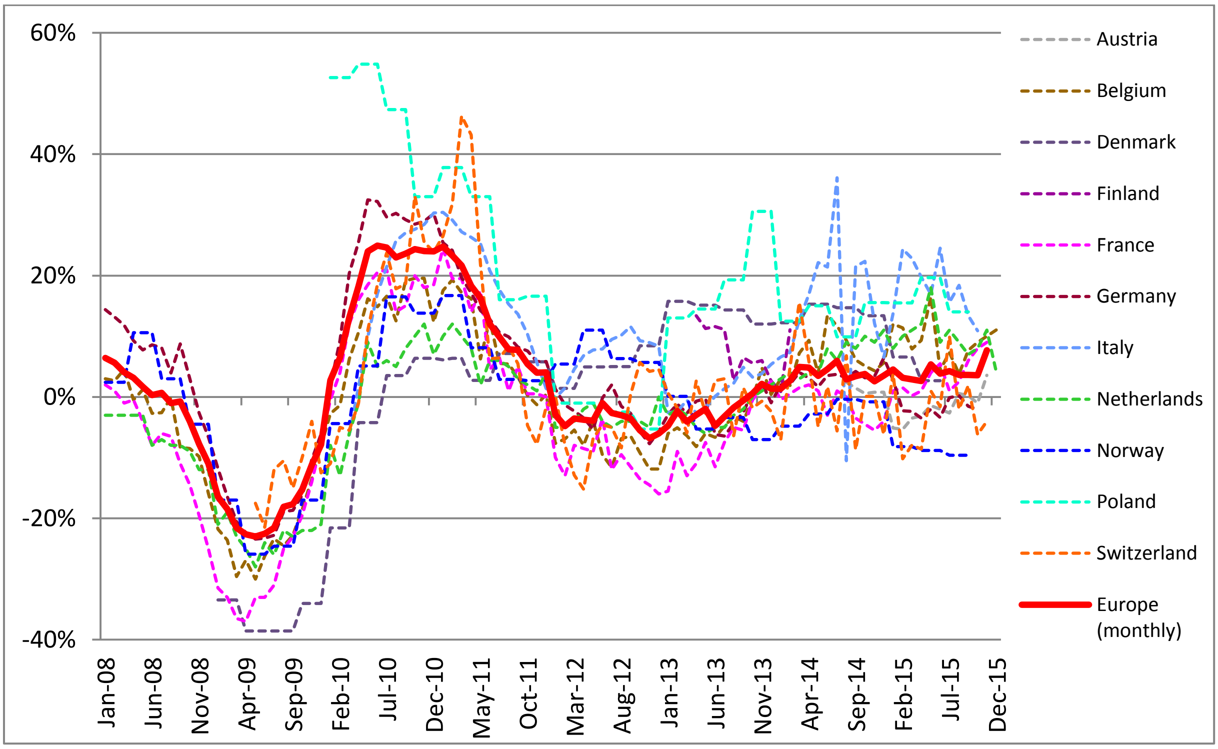
AGENCY WORK BUSINESS INDICATOR: JANUARY 2016

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]*	**+3.6%**	**11.1%**	**-4.0%**	**-2.0%**	**+2.7%**	**+11.1%**	**+9.0%**	**+10.9%**	**+4.0%**	**-9.6%**	**+14.0%**	**+7.7%**
Period of reference	Nov 2015	Dec 2015	Oct 2015	Oct 2015	Q2 2015	Nov 2015	Nov 2015	Oct 2015	Weeks 49 – 53 of 2015	Q3 2015	Q3 2015	Nov 2015

Source: Eurociett national federation members

The end of 2015 saw a continuation of the modest year-on-year growth that we have seen for most of the year. Germany has dipped below zero percent y-o-y growth again, while France is in fact improving, with a rather impressive peak of 9% y-o-y growth in November. That puts it in the same territory as Belgium, Finland and Italy, while the Netherlands slowed down in period 13, to its lowest growth figure for the past 19 months. Overall, this leads to a European average growth of 7,7% in November, which might be adjusted downwards as soon as German growth figures for November are in.



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.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

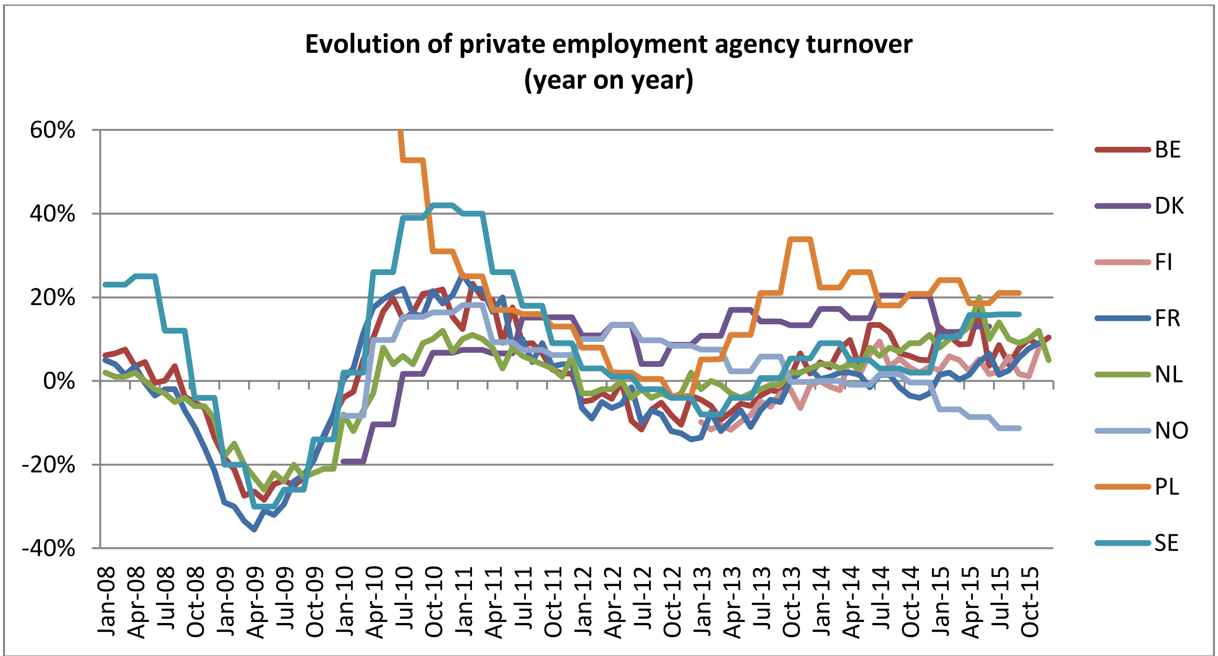
AGENCY WORK BUSINESS INDICATOR: JANUARY 2016

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%**	**+7,7%**	**+9.0%**	**+5.0%**	**-11.3%**	**+21.0%**	**+15.9%**
Period of reference	Dec 2015	Q2 2015	Nov 2015	Nov 2015	Weeks 49 – 53 2015	Q3 2015	Q3 2015	Q3 2015

Source: Eurociett national federation members

Norway's turnover development is further deteriorating, which makes it the clear outlier compared to all other European countries. France sees a peak in turnover growth in November, just as in its number of hours worked. The Netherlands on the other hand show a deterioration of its turnover figures, comparable to the change in hours worked in the Netherlands.



Source: *Eurociett national federation members*

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

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 November (year over year and days adjusted) temporary work turnover grew by 9,0%, and hours worked improved at the same level. After 6.7% in November, with 7.7% in December, development of number of temps at work has accelerated. During the year 2015, number of temps at work has increased by 3%. In the detail, Eastern regions have raised above the average : Lorraine: 9,8%; Champagne-Ardenne: 15,7%; Alsace: 20,4% et Franche Comté: 25,5%.

Netherlands

In period 13 (week 49 – 53) the total amount of hours increased 4% and turnover grew 5%, in comparison to the same period last year. The figures are strongly influenced by the number of workable days in period 13. This period had no less five workable days more compared to the same period in 2014. For this a correction was applied.

- The administrative sector increased 5% in hours and also turnover grew 5% in comparison to the same period in 2014.
- Hours in the industrial sector increased 1% and turnover increased 2% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 12% and turnover increased 10%.

The temporary agency work sector increased in 2015 in comparison with 2014. On average, the total amount of hours increased 10% in 2015, total turnover showed an increase of 11%. The year 2015 had three workable days more than 2014, for this fact a correction was applied.

- The administrative sector increased 9% in hours, turnover increased with 10% in comparison with 2014.
- The industrial sector accomplished an increase of 8% in hours and turnover increased 9% in comparison with 2014.
- An increase of 20% in hours and 17% in turnover was established by the technical sector.

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 slightly - Agencies' billings from the employment of temporary/contract staff rose further in December. The rate of expansion eased slightly from November's five-month high, but remained marked overall. Anecdotal evidence from the survey panel linked higher temp billings to rising activity levels at client companies. Growth of short-term appointments was strongest in the Midlands during December, while London-based agencies noted the weakest rise.

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.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

DISCLAIMER

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu