









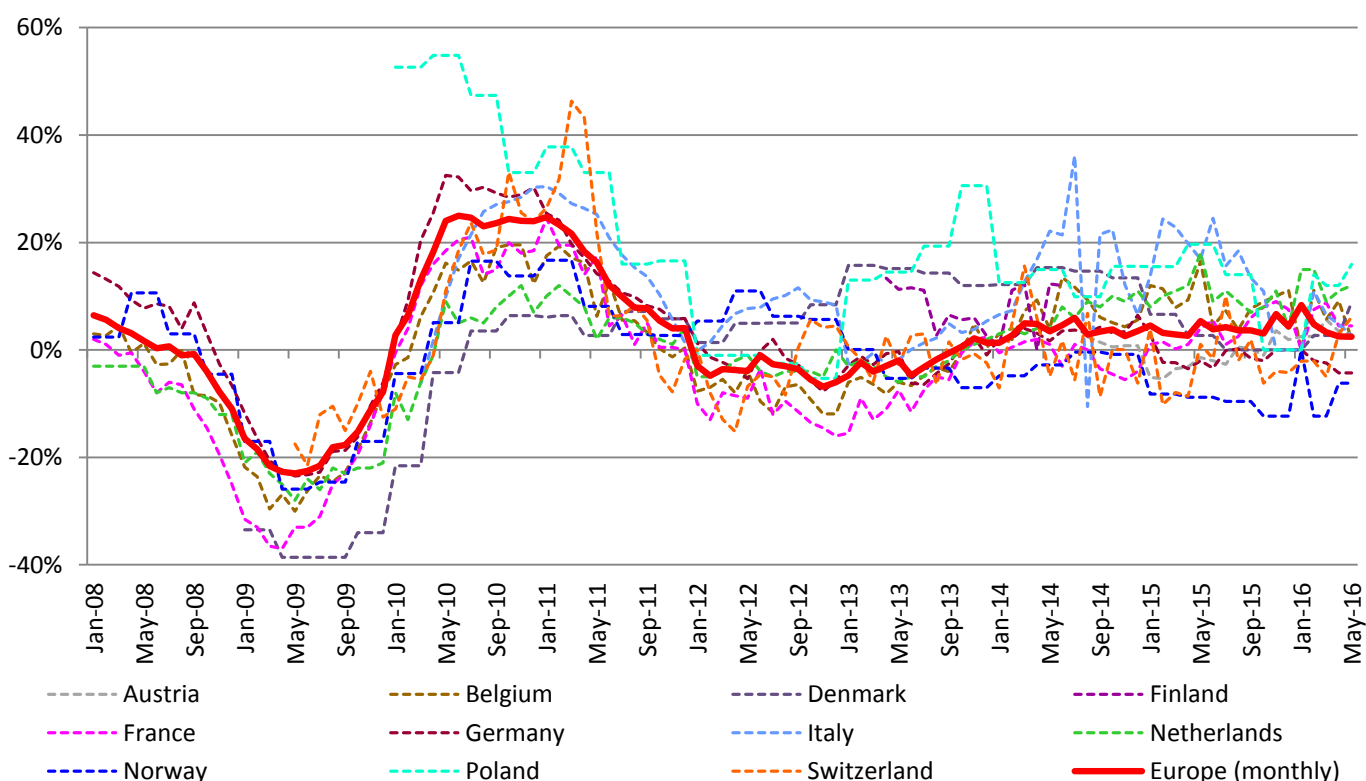


EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT	BE	CH	DK	FR	IT	NL	NO	PL	Europe ¹
										
Evolution of number of hours worked [year-on-year]	+3.3%	+6.6%	-8.6%	+8.9%	+7.0%	-6.2%	+7.0%	0%	+4%	+2.3%
Period of reference	July 2016	July 2016	July 2016	Q4 2015	July 2016	June 2016	Weeks 25 - 28 2016	Q2 2016	Q2 2016	September 2016

Source: Eurociett national federation members









The average number of hours worked by agency workers across Europe grew 2.3 % year-on-year compared with the same period last year. France and the Netherlands showed the strongest growth both at +7% with Belgium also delivering a solid performance at +6.6%. Switzerland and Italy continue to show a decline in numbers year-on-year while Norway has finally stabilised at 0%. Up to date data from Denmark was not available and data for Germany is not included due to changes in the collection process at the federal employment agency.



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.

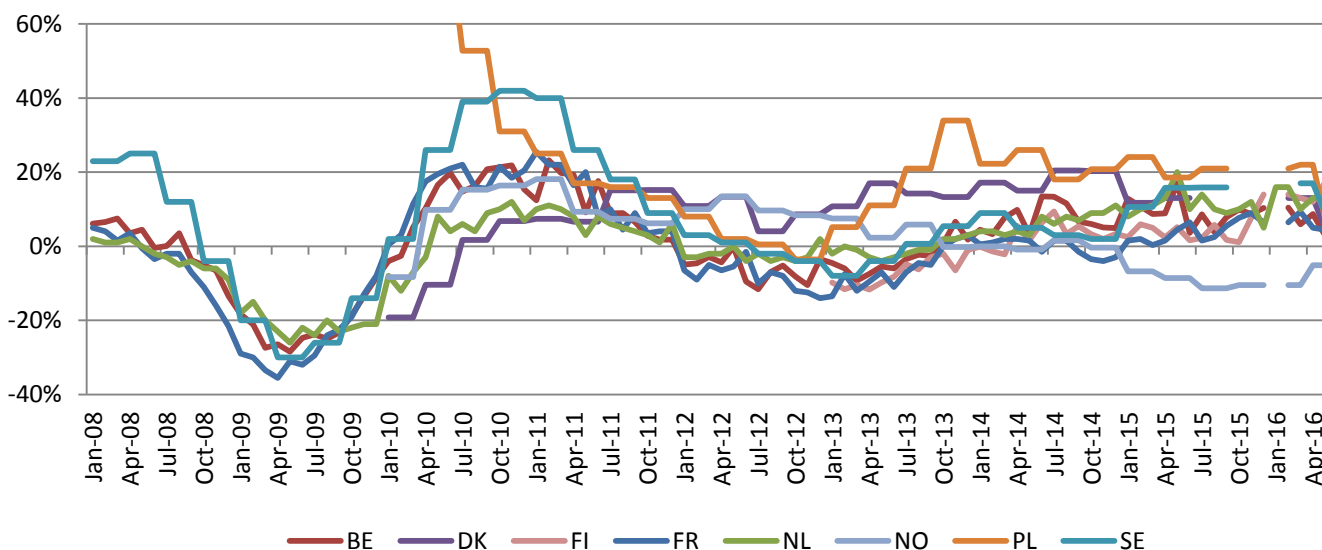
EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE 	DK 	FI 	FR 	NL 	NO 	PL 	SE 
Evolution of turnover [year-on-year]	+8%	+4.8%	+8.2%	+7.5%	+8%	+2.3%	+17%	10%
Period of reference	July 2016	Q4 2015	July 2016	July 2016	Weeks 25-28 2016	Q2 2016	Q2 2016	Q2 2016

Source: Eurociett national federation members

Agency work sales revenues for the latest period reveal solid growth across all markets including Norway which experiences growth for the first time in several years. Poland is the star performer with 17% growth year on year with Sweden also showing a strong performance at 10% yoy growth. Finland records 8.2% growth, with both The Netherlands and Belgium showing 8%.

Evolution of private employment agency turnover (year on year)



Source: Eurociett national federation members

EUROCIETT 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 April temporary agency work industry grew by 2.69% in May 2016. Both the blue collar and white collar segments grew, recording an uplift of 3.82% and 4.40% respectively.

France

In July, temporary turnover increased by 7,5% (year on year, number of days work adjusted). Number of temps at work grew by 7%. 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, July figures on evolution of turnover show a slowdown on the previous month.

Germany

Germany is not included in this month's AWBI as validated figures for the latest period are not possible due to a change in the data from the federal employment agency. It is hoped that Germany will return to the Indicator in the autumn when reliable data is once again available.

Netherlands

In period 7 (week 25 – 28) 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 9% in hours and also turnover grew 7% in comparison to the same period in 2015.
- Hours in the industrial sector increased 8% and turnover increased 9% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 1% and turnover increased 5%.

Norway

The Norwegian agency work market now seems to stabilize 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.

Switzerland

Temporary agency work contracted again in July, recording an 8.6% drop over the previous year. Contraction since the start of the year is -0.3%. A review of the past 12 months indicates a net negative trend. During this period commercial activity fell around 2.2%.

UK

Agencies' temporary/contract staff billings continued to rise in July, although the rate of expansion slowed to a ten-month low. A number of panellists indicated that uncertainty following the EU referendum had prompted clients to seek short-term staffing solutions as an alternative to permanent hires.

Higher temp billings were recorded across all regions with the exception of London, where the rate of decline was the most marked in seven years.

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 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

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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