



**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

NATIONAL FEDERATIONS: Our Value Proposition

How we serve our members

The World Employment Confederation is the voice of the recruitment, staffing and workforce solutions industry at global level. It connects representatives of the recruitment, staffing and workforce solutions sectors from 50 countries and 7 of the largest global companies with a unique network of international policy makers, think tanks, social partners and the academic world. Members of the World Employment Confederation cover a wide range of HR services, including agency work, direct recruitment, career management, RPO and MSP.

The World Employment Confederation plays an essential role in promoting the positive economic and social contribution of the employment

industry in enabling work, adaptation, security and prosperity within the labour market. The overall goal of the World Employment Confederation is to pave the way for the sustainable growth of the employment industry all around the world.

“By helping businesses and workers adapt to the increasingly changing world of work, our industry has developed expertise in creating open, sustainable and inclusive labour markets. Working together within WEC, we can maximize this knowledge and share it on a broader scale as we gain access to the global world of work community”

ANNEMARIE MUNTZ,
WEC PRESIDENT

What do we do?

The World Employment Confederation sets the benchmark for industry standards through advocacy, thought leadership, profiling the sector, best practice sharing and capacity building.



“ I joined WEC’s delegation to the ILO Tripartite Meeting on definition of recruitment fees and related costs and could witness first-hand the humbling experience of intense political negotiations. The outcome will contribute to more progressive employment processes and WEC played a critical role in promoting fair practices. Through WEC, national federations like ours get a platform to engage with international policymakers and key stakeholders and share our insights into the global workforce ecosystem. Such dialogue is vital for the growth and betterment of the staffing industry.”

RITUPARNA CHAKRABORTY,
PRESIDENT, INDIAN STAFFING
FEDERATION

“ For JASSA (Japan), WEC membership is a gateway to an advanced global substance of our industries.”

RYUJI ICHIKAWA,
JASSA (JAPAN)

Why join?

Membership to the World Employment Confederation means growth & leadership!



Strengthen Your Federation’s Capacity and Professionalism

- Get support for implementing the representation of existing and new HR services through access to international policymakers, information on legal frameworks, and developing a common understanding.
- Take part in capacity building workshops on how best to manage and develop a national federation with topics such as governance, budget, services to members, advocacy, and data collection.
- Exchange practices and experiences with the other WEC national federation members during events such as webinars, conferences, and workshops.
- Get access to industry intelligence and market trends at global and regional level.

Expand Your Membership Base

- Exchange with your peers on how best to serve and expand your membership base (fee system, classes of members, quality criteria etc.)
- Input into the advocacy activities of WEC to secure an enabling environment for your members’ business development.
- Facilitate your membership development by promoting access to the international industry’s leaders and compliance with high quality standards.

Operate on a Level-Playing Field

- Play an active role in developing and promoting common quality standards for the employment industry.
- Contribute to the fight for enforcement of appropriate regulation using the international level as a driver.



Increase Visibility and Legitimacy at National Level

- Enhance the profile and visibility of your national association by using the WEC membership as a differentiating quality label.
- Play an active role in international advocacy campaigns to secure an enabling environment for industry development.
- Capitalise on the WEC's role in thought leadership on the changing world of work (for example by using, at national level, reports and opinion pieces produced by WEC).
- Get the possibility to invite peers from other national federations for national PR events or advocacy campaigns.

Get a Voice at the Industry's Table

- Play an active role and be part of the decision-making process regarding the development strategy of the employment industry at the international level.
- Ensure that your national issues and interests are taken into consideration via a community of workforce solutions experts.
- Get access to key relevant international stakeholders such as global policymakers, academics, trade unions, and employer associations to voice your national issues and interests.
- Drive the data collection and market insights on the industry.
- Attend the WEC annual conference and act as speaker.

Be Part of a Global Community

- Get access to a unique, actively engaged, worldwide community grouping 50 national associations with local, regional and global corporations.
- Gain and share industry expertise through conferences, workshops and webinars designed by and for staffing industry experts
- Interact directly with high level executives from the leading global workforce solutions companies.

“ Our membership to the World Employment Confederation brings value because it provides us with up-to-date information about EU policy developments and with the possibility to shape the position of the industry. In 2018, we also had the opportunity to be directly involved in discussions with EU policymakers during our EU Advocacy Days and such contacts would not have been possible without WEC.”

JAKOB TIETGE,
HEAD OF DIVISION, DANSK
ERHVER (DENMARK)

“ ABU is proud to be a member of the World Employment Confederation. There is internationally so much to learn from each other and there is, on a global scale, a lot worth fighting for together. The world of work is rapidly changing and WEC helps us navigate. For the benefit of ABU and for our members.”

JURRIEN KOOPS,
DIRECTOR, ABU (THE
NETHERLANDS)

Our footprint (a few examples)

Advocacy

- Adoption of ILO Convention 181 (1997) recognising the role of private employment agencies
- Adoption of EU Directive on temporary agency work (2008)
- Compiling insights on regulatory framework for the employment industry (List of Conditions to Operate, Smart Regulatory Index etc.)
- Adoption of labour market reforms in several member countries, which provide the framework for future industry growth (e.g. removal of unjustified restrictions on agency work in Brazil, France, Spain and Italy; legalization of agency work in Russia, China, India)
- Constructive relationship with global and European trade unions while protecting the industry against risks and attacks (Memorandum of Understanding at global level, several Joint Projects and Joint Declarations at EU level)

Thought Leadership

- Manifesto on Social Innovation (2017)
- White Paper on Future of Work (2016)
- Active involvement in high level events and think tanks (EPC, CEPS, Lisbon Council)
- Conferences on the Future of Work

Profiling the Industry

- Achieved recognition of the positive role played by our industry in futureproofing labour market (enabling functions, cooperation with public employment services, benefits of appropriate regulation on the employment industry)
- Annual Economic Report
- PR and campaigns (Road to Paris – 2017)
- Hosting an annual World Employment Conference attended by hundreds of professionals and industry experts
- Speaking at high level policy conferences (OECD Forum, ILO conferences, EU events)
- Partnerships with key industry's stakeholders (SIA, ADAPT, IOE, WAPES, UNI Global etc.)

Best Practices Sharing

- Workshops, webinars and inspiration sessions (e.g. Optimise the Use of Social Media, Promoting Quality Standards, Setting Up a Membership Fee System)
- Compendium of best practices (e.g. cooperation with public employment services, social innovation)
- Taskforces on specific issues: MSP, Career Management, Data Protection etc.

Capacity Building and Quality Standards

- Code of conduct
- Establishing and strengthening of national federations in emerging markets

// *RCSA's Membership with The World Employment Confederation gives us an invaluable global perspective, international connections and world influence during the age of globalisation. We have invested ourselves in the WEC and gained so very much in return, for our Federation, and for our Members. '*

CHARLES CAMERON,
CEO, RCSA (AUSTRALIA/NEW ZEALAND)

// *A strong knowledge base is fundamental to support our advocacy activities and ensure sound regulatory frameworks. The World Employment Confederation helps members to better collect and organise knowledge, in particular data. Pulling our resources together contributes to strengthening the image of our industry as a credible partner."*

EVEN HAGELIEN,
DIRECTOR, NHOSH (NORWAY)

// *Thanks to our WEC membership, we could secure the participation of industry leaders as keynote speakers for our future of work seminars with national stakeholders. Organising such high-profile activities helps raising awareness about the agency work industry and firmly positions our federation as a thought leader on employment issues in Chile."*

ALFRED BUDSCHITZ,
DIRECTOR GENERAL, AGEST (CHILE)

// *Our membership to the World Employment Confederation enables us to stay abreast of international trends and to access advice and support in specialized areas such as advocacy, ethics and global best practice standards. This translates to higher levels of professionalism in the industry at local level which benefits our members."*

JACQUELINE FORD,
CEO, APSO (SOUTH AFRICA)



Contact The World Employment Confederation

Tours & Taxis Building
Royal Depot
Avenue du Port 86c – Box 302
B-1000 Brussels

WWW.WECGLOBAL.ORG

[@WECGLOBAL](https://www.instagram.com/wecglobal)

[WORLD EMPLOYMENT CONFEDERATION](https://www.facebook.com/wecglobal)

For membership enquires

Gabriella Coorey
T +32 2 204 56 82
M +32 492 533 479
gabriella.coorey@wecglobal.org