



**WORLD  
EMPLOYMENT  
CONFEDERATION**

The Voice of Labour Market Enablers

# Corporate Presentation

2025

*Function*

**Event Name**

*Date/00/0000*

**[www.wecglobal.org](http://www.wecglobal.org)**

**@WECglobal**

# Content

1. The World Employment Confederation
2. Membership
3. Value Proposition & Services
4. Guiding Principles
5. Governance



OUR

# ORGANISATION

## Key facts and figures



The only global authoritative voice for the private employment industry **since 1967**



A membership-based organisation, bringing together **43** countries and **14** of the largest global workforce solutions companies



Uniting **226,600** employment agencies and **4 million** HR specialist staff



**Recognised as a reliable partner of international organisations:**

ILO, OECD, IOM, World Bank, European Union, IOE etc.



**Representing the full spectrum of HR services:**

agency work, direct recruitment, career management, RPO & MSP, training



# What is the World Employment Confederation?



**A Membership Organization**



**The only global Authoritative Voice of the industry**



**A Leader in a Changing World of Work**

A catalyst for its members' growth

Representing both National Federations & Corporate Members

Serving members through 5 key services

Non-profit purpose

Representing the Employment & Recruitment industry at large

Promoting the added value of our industry

Reliable source of data & intelligence

A thought leader within the World of Work

An expert on new ways of sourcing & deploying workforce

Educating stakeholders on diverse forms of work

Setting high quality standards for the industry



# Why does the World Employment Confederation exist?

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## Our mission

To advocate on behalf of our members to drive sustainable HR services industry growth, by enabling appropriate regulation and gaining recognition of the instrumental role played by the industry in well-functioning labour markets

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## Our vision

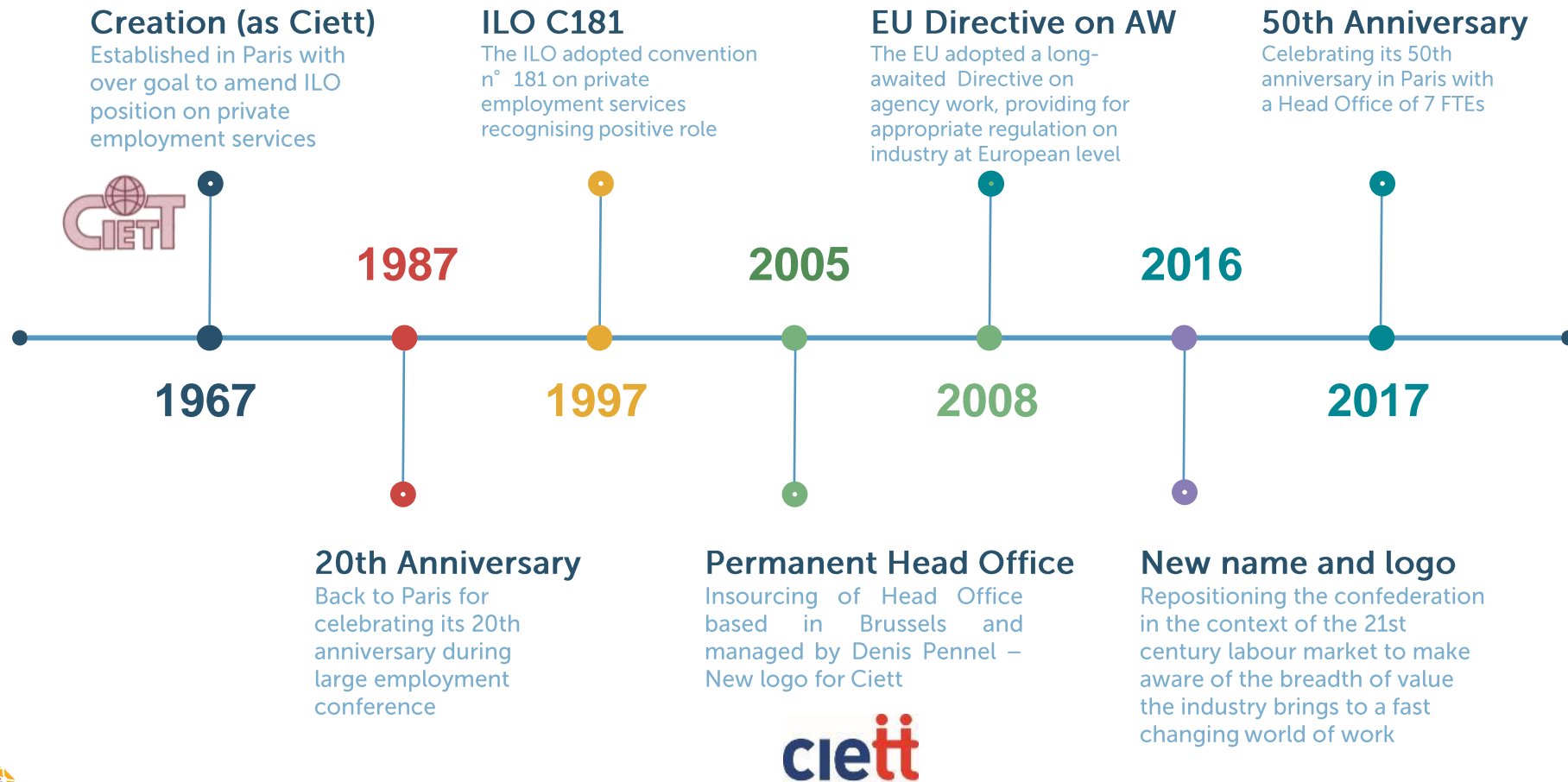
Better  
Labour Market Outcomes  
for All

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# History of the World Employment Confederation

7

## Key dates





# The HR services industry's contribution as labour market enablers

Better Labour Market Outcomes for All

*The employment industry enables work, adaptation, security & prosperity.*

*By doing so, the industry:*

- ▶ gives hope
- ▶ develops confidence
- ▶ builds trust
- ▶ delivers pride

*As a result, employment and recruitment agencies act as social integrators, agility creators, trusted labour market advisors and growth drivers.*





# Delivering a Human-Centred approach

The HR Services industry has a central role to play in addressing labour market challenges and delivering people-centric solutions





OUR

# COMMUNITY



# Private employment services

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Overview of HR services provided by the industry



# Our National Federations

A membership representing ~90% of the global sales revenue of the industry



- › Canada
- › USA
- › Mexico



- › Argentina\*
- › Colombia
- › Brazil
- › Chile



- › Austria
- › Belgium
- › Bulgaria
- › Czech Republic
- › Denmark
- › Estonia
- › Finland
- › France
- › Germany
- › Greece
- › Ireland
- › Italy
- › Latvia
- › Lithuania
- › Luxembourg
- › Malta
- › Netherlands
- › Norway
- › Poland
- › Portugal
- › Romania
- › Russia\*\*
- › Spain
- › Sweden
- › Switzerland
- › Turkey
- › UK



- › Egypt
- › South Africa
- › Tanzania



- › China
- › South Korea
- › Japan



- › Australia
- › India
- › Indonesia
- › New Zealand
- › Philippines



## WEC Corporate Members

### Global Corporate Members



### Regional Corporate Members



### Pure-Player Corporate Members



# Our Ecosystem Partners

## Strategic Partner

Talent Marketplace



## Content Partners



## Affiliate Partners

Law & Regulation



Data & Research



Software Provider



Workforce &  
Job Matching Software





OUR

# GUIDING PRINCIPLES



# Global Reach, Local Impact

WEC is at the core  
of a unique  
policymaker  
network that is  
impacting  
regulation on  
labour markets



# Advocacy: our guiding principles

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The World Employment Confederation...

- Recognises that work is an essential part of people's life and identity
- Believes that diverse forms of work should be promoted to meet the variety of expectations and improve labour market inclusiveness
- Is convinced that enabling intermediaries and innovative workforce solutions are needed to simplify the increasing complexity of the labour markets
- Calls for appropriate regulation to be adopted on the employment industry in order to facilitate adaptation to a changing world of work:
  - If no regulation in place, provisions of ILO Convention n° 181 to be used as a base
  - If too many outdated, unjustified restrictions, regulation should be eased
- Sets the highest standards to ensure the industry is respected and reputable and seen as a critical contributor to economic prosperity
- Commits itself to actively promote fair & ethical recruitment practices in order to reduce informal work and workers' exploitation
- Believes that social dialogue can play – where relevant - a key role in reaching appropriate regulation on the employment industry0

# WEC Code of Conduct

Fighting for the highest quality standards for the industry

The World Employment Confederation is committed to promoting international fair recruitment practices and to upholding high quality standards.

The Code of Conduct defines the common principles and values shared by all Members of the World Employment Confederation when offering their services to companies and job-seekers. It aims to encourage all practitioners in the field to become socially responsible employers.

Every member of the World Employment Confederation is requested to adhere to the Code of Conduct and to promote its principles towards all relevant stakeholders.





OUR

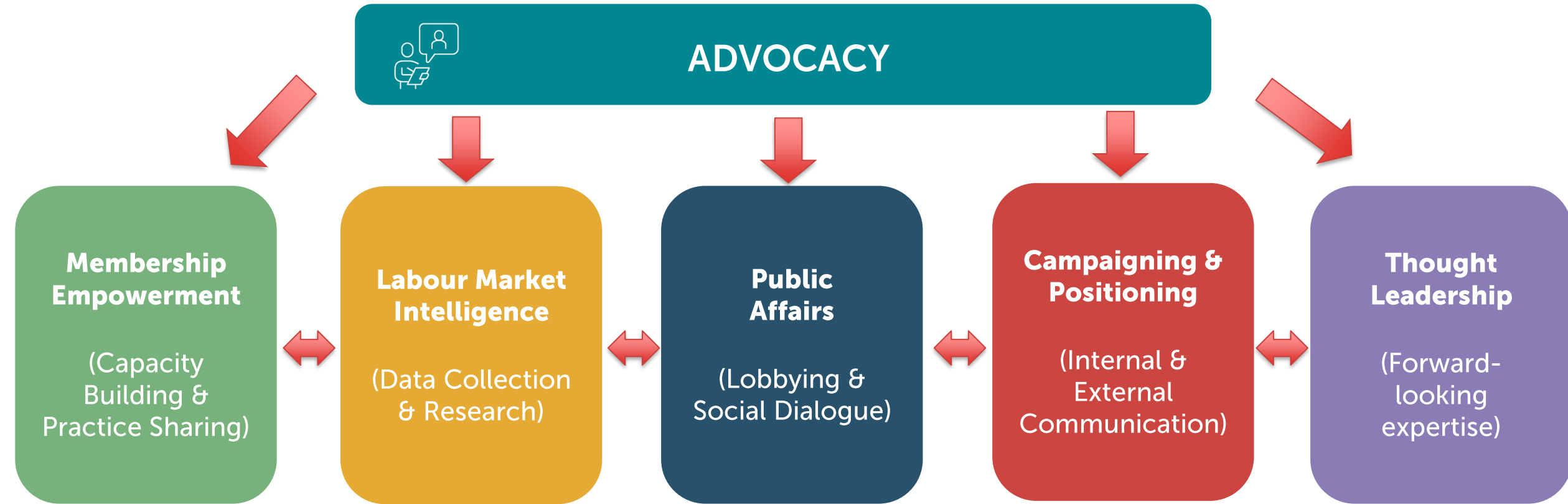
# VALUE PROPOSITION



# Advocacy is the core purpose of WEC

20

Five fields of activity all WEC HO Team members perform



# How does WEC create value for your organisation

A full range of benefits organised around the five pillars of WEC advocacy



## Build Your Capacity & Expand your Network

- Expand your network and engage with the WEC community
- Access a wide range of Member Only resources to develop and grow your organisation
- Fight adverse regulation effectively
- Get support and develop your data collection capacity
- Get support to effectively promote your organisation
- Use the WEC as a platform to promote your organisation



## Access Unique Market Intelligence

- Track the evolution of and compare key global and regional data on a range of issues, including economic, labour market and staffing industry indicators
- Stay informed about the latest research on the Changing World of Work
- Follow and understand the latest labour law developments across the world
- Learn about worker trends and data
- Forecast the staffing regulatory evolution
- Demonstrate the added value of our industry



## Shape the Industry's Regulation

- Get regulatory insights & make decisions based on up-to-date regulatory information
- Follow the latest labour law developments across the world
- Connect with international stakeholders and engage in the conversations that matter
- Build proactive promotional campaigns with strong proof points
- Build your internal PA capacity
- Stay up to date on Advocacy and Regulatory changes
- Share and celebrate your Advocacy 'wins' with the WEC community
- Get tailored support to fight adverse regulation



## Raise Visibility & Reputation of Your Organisation

- Use WEC as a platform to promote your organization
- Leverage the WEC network to make local impact
- Provide strong proof points to support your outreach
- Campaign local governments with exclusive data sets and insight



## Demonstrate & Enrich Your Thought Leadership

- Grow your knowledge on the changing World of Work
- Utilise the WEC network of experts and thought leaders
- Share and promote your thought leadership material within the WEC community



# Milestones 2023

Throughout the year and around the world, the **World Employment Confederation (WEC)** pursued its mission of **advocating on behalf of its members to drive sustainable HR services industry growth** by enabling appropriate regulation and gaining recognition of the industry's instrumental role in well-functioning labour markets.

JANUARY

Welcome to our new members!

Personal  
**HOFMANN**

**parakar**



**BaytonGroup**

MARCH

World  
Employment  
Conference  
2023 "Working  
in a Digital Age"



JUNE

WEC joins the International Labour  
Conference (ILC)





# Milestones 2023

JULY

B20 Summit, India



SHRM & IOE Global Worker Forum



SEPTEMBER

Introducing a new webinar offer "WEConversations"



OCTOBER

Election WEC governance



DECEMBER

Election WEC-Europe governance



# 2023 in Numbers

## Growing our influence and reach

**+24%**

followers' growth  
on **LinkedIn**

**+15%**

growth in **engagement**  
on **LinkedIn**

**+25%**

growth of **impressions**  
on **X**, despite a loss of  
followers

**+60%**

increase in **view**  
**duration** for our  
**YouTube** videos

**127 992**

**impressions** over all  
**social media**  
accounts

## Broadening our ecosystem

**40%**

of participants at the World  
Employment Conference 2023  
were **new attendees**.

**2/3**

of **WEC members**  
participated in the World  
Employment Conference 2023.

**11**

**events** offered opportunities to  
engage with members & external  
stakeholders over the year.

**Dozens**

of **partnerships** established  
with commercial partners and  
other industry associations  
(TaTech, ICF, SHRM, IOE, etc.)

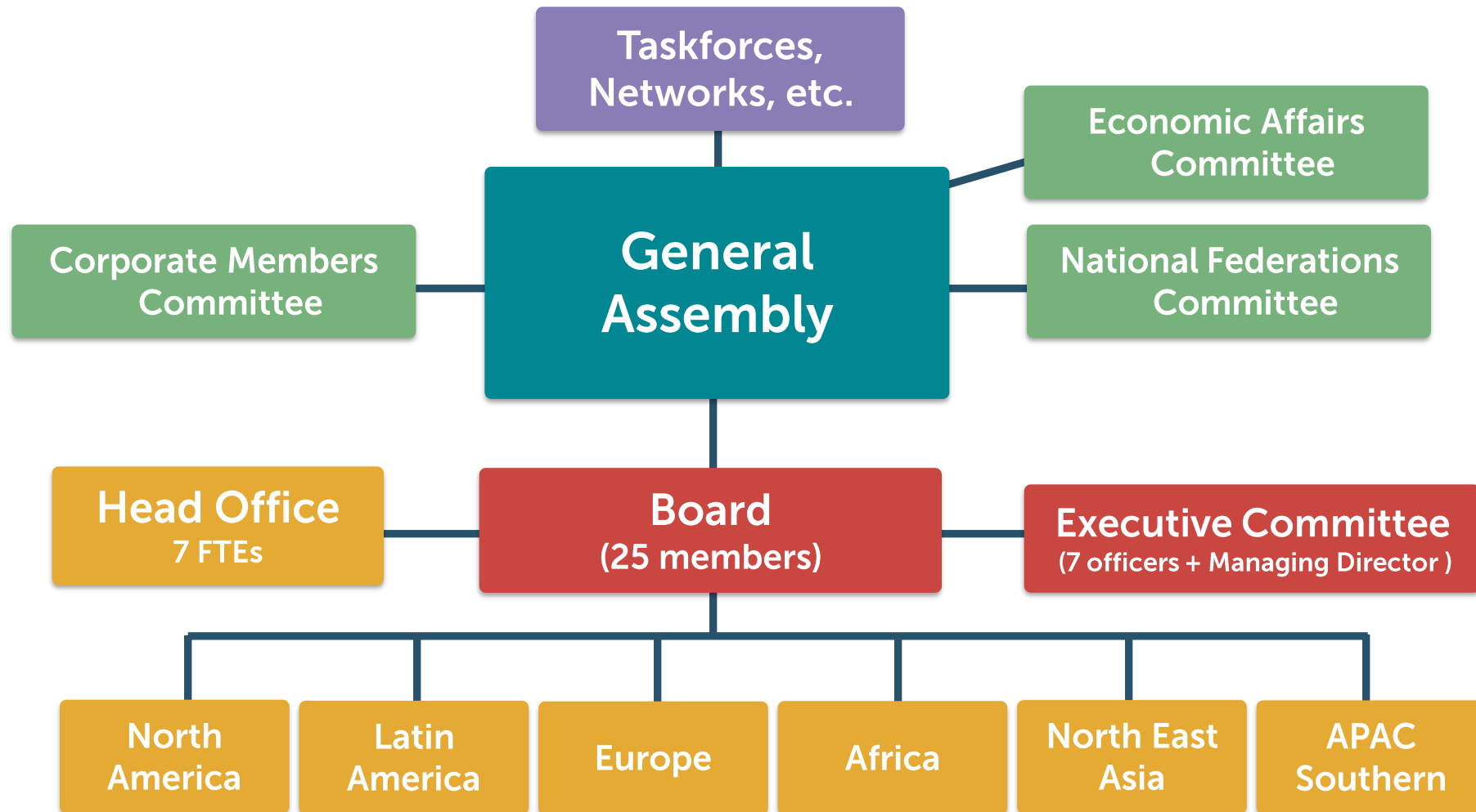


OUR

# GOVERNANCE



# Governing Bodies



# Overview of WEC Member Groups (Global & Europe)

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- Corporate Members Committee
- National Federations Committee
- Economic Affairs Committee



- Data Privacy Taskforce
- Digitalisation Taskforce
- Quality Standards Taskforce
- B20 Taskforce



- North America
- Latin America
- Africa
- North East Asia
- Europe
- APAC Southern



- Conference Committee
- Career Management Network
- Global Public Affairs Network
- Communications & Marketing Network



- European Public Affairs Committee
- EU Sectoral Social Dialogue Committee
- EU CSRD Taskforce





# Governance

## WEC Board 2025



President  
**Bettina Schaller**



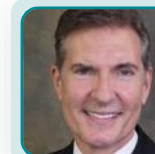
Chair EAC  
**Marius Osterfeld**  
(Swissstaffing)



Chair NFC  
**Geraldine King**  
(ERF)



Chair CMC  
**Pam Sands**  
(Kelly)



North America  
**Richard Wahlquist**



Vice-President  
**Charles Cameron**



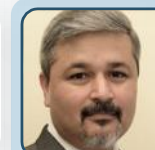
The Adecco Group  
**Menno Bart**



ManpowerGroup  
**Sophie Touhadian-Giely**



Randstad  
**Rossella Fasola**



APAC Southern  
**Lohit Bhatia**



Vice-President  
**Caroline Pfeiffer**



Gi Group  
**Antonio Bonardo**



Engma  
**Nichole Zhu**



RGF Staffing  
**Han Oey**



North East Asia  
**Masahiro Ikeda**



Treasurer  
**Ann Cattelain**



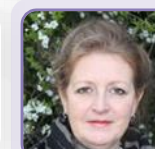
**Jurriën Koops**  
ABU/NL



**Neil Carberry**  
REC/UK



**Even Hagelien**  
NHOSH/Norway



Africa  
**Jacqui Ford**



**Andrea Resigkeit**  
GVP/Germany



**Mohamed El Derwy**  
TargetHR/Egypt

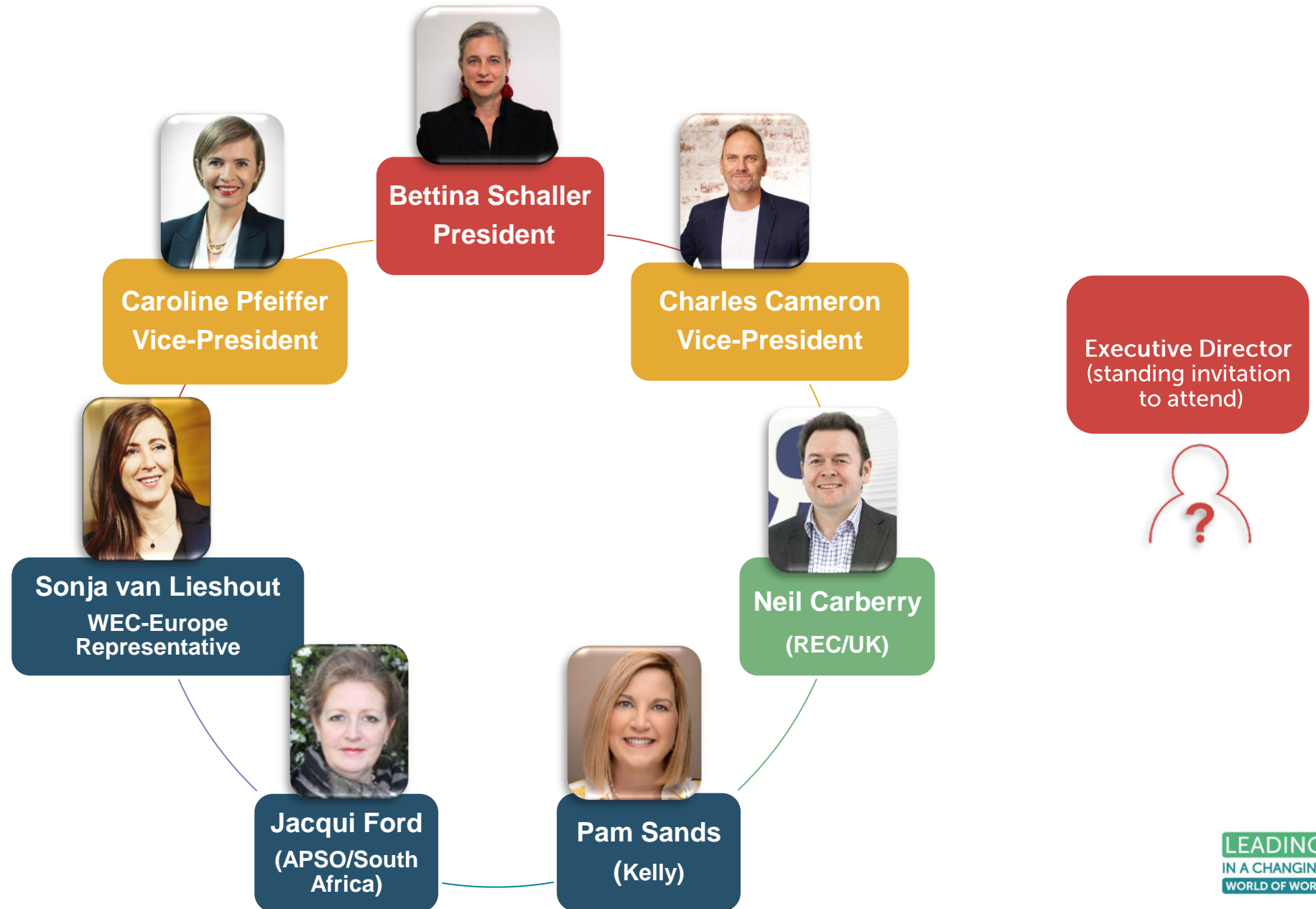


**Alfred Budschitz**  
AGEST/Chile



Latin America  
**Jose A. Figueiredo**

# WEC Executive Committee (Officers)





# A Strong Head Office Team!

Our Team has never been so extended and full of relevant hard and soft skills to be successful!



*Executive Director*

Strategy + Management  
& Governance +  
Thought Leadership  
+Partnership dvpt



**Gabriella Coorey**  
*Director of Operations*

Strategic execution +  
Project management  
& Financials + NFC



**Michael Freytag**  
*Public Affairs Manager*

Public Affairs + EU  
PA Committee &  
EU SSD Committee



**Beatrice Miano**  
*Public Affairs Advisor*

Public Affairs + Data  
Privacy Taskforce +  
EU CSRD Taskforce  
+ Quality Standards  
Working Group



**Aurélie Pattyn**  
*Communications Manager*

Communications &  
PR + Career  
Management  
Network +  
Communication  
Network



**Ana Diaz**  
*Office & Event Manager*

Events + work  
organisation of HO  
+ administrative  
liaison with  
members



**Viktorija Proskurovska**  
*Labour Market Intelligence Manager*

Data collection &  
Research  
+ Economic Affairs  
Committee

A woman with curly hair is smiling and looking at a laptop. The background is a teal color with a faint geometric pattern. On the left, there is a green sidebar with a rounded bottom right corner. Inside the sidebar, there are four red buttons, each preceded by an icon: a globe for the website, a Twitter bird for the social media handle, the LinkedIn 'in' logo for the organization name, and a play button for the YouTube channel. On the right, there is a white curved shape containing the World Employment Confederation logo, which is a colorful geometric sphere, and the text 'WORLD EMPLOYMENT CONFEDERATION' in bold, teal, uppercase letters.



## The Voice of Labour Market Enablers

[www.wecglobal.org](http://www.wecglobal.org)

@WECglobal