



WORLD
EMPLOYMENT
CONFEDERATION

EUROPE

Corporate Presentation

2025

www.weceurope.org

@WECeurope

Content

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OUR

ORGANISATION





What is the World Employment Confederation-Europe?



A Membership Organization



The only European 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-Europe exist?



Our mission



Our vision

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



Key facts and figures about WEC-Europe



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



A membership based organisation, bringing together **25** countries and **10** of the largest European workforce solutions companies



Uniting **76,826** employment agencies and **676,687** HR specialist staff



Recognised as a reliable partner of European stakeholders, including the European Commission, the European Parliament, the European Labour Authority and the European Network for Public Employment Services.



Representing the full spectrum of HR services: agency work, direct recruitment, career management, RPO & MSP, training

History of the World Employment Confederation

Key dates





OUR

COMMUNITY





Our National Federations

	<i>Austria</i> Österreichs Personaldienst- leister		<i>France</i> Prism'emploi		<i>Luxembourg</i> FES		<i>Spain</i> ASEMPLEO
	<i>Belgium</i> Federgon		<i>Germany</i> GVP		<i>Netherlands</i> ABU		<i>Sweden</i> Kompetensföretagen
	<i>Bulgaria</i> NECB		<i>Greece</i> ENIDEA		<i>Norway</i> NHOSH		<i>Switzerland</i> swissstaffing
	<i>Czech Republic</i> APPS		<i>Ireland</i> ERF		<i>Poland</i> Polskie Forum HR		<i>Turkey</i> OIBD
	<i>Denmark</i> Dansk Erhverv		<i>Italy</i> Assolavoro		<i>Portugal</i> APESPE		<i>UK</i> REC
	<i>Estonia</i> EPREL		<i>Latvia</i> LPDAA		<i>Romania</i> AFSRU		
	<i>Finland</i> HPL		<i>Lithuania</i> LIIA				



WEC Corporate Members

Global Corporate Members



European Corporate Members



Pure-Player Corporate Members



Private employment services

Overview of HR services provided by the industry



LABOUR MARKET INTELLIGENCE

- Supply & demand of work
- Regulatory environment
- Skills mapping
- Labour market surveys
- Thought leadership



TALENT ACQUISITION

- Sourcing candidates
- Employee referrals
- Skills assessments
- Testing
- On boarding
- Off boarding



PLACEMENT

- Agency Work
- Direct (perm & temporary)
- Contract for servicing
- Self-employed
- Apprenticeship



ADVISORY SERVICES

- HR consulting
- Workforce Analytics
- Strategic Workshop Planning
- Job Search counselling
- Capacity building
- Process excellence



MANAGED SERVICES

- RPO
- MSP
- BPO
- Human Cloud
- Payrolling



CAREER MANAGEMENT

- Training
- Outplacement
- Career Transitions
- Welfare-to-work
- Coaching
- Compensation & Benefits
- Leadership Development
- Performance Assessment

Our Ecosystem Partners

Affiliate Partners

Law & Regulation
 Global HR Lawyers
lus Laboris

Data & Research
 **Lightcast**

Software Provider


Bullhorn

Workforce &
Job Matching Software

 **Geographic Solutions**

Content Partners


SIA
STAFFING INDUSTRY ANALYSTS

 **velocity**


WHRRR.WORK



OUR

GUIDING PRINCIPLES

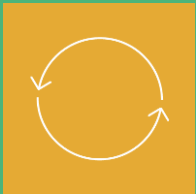
Our guiding principles



Work is an essential part of people's life and identity



Dynamic labour market need facilitating intermediaries and transitions agents



Freedom of choice in the labour market should be promoted to meet the variety of work expectations and increase labour market participation



Appropriate regulation on employment services is needed in order to reach a balance between workers' protection and well functioning labour markets

Advocacy: our guiding principles

The World Employment Confederation-Europe...

- Brings together members who, as labour market enablers, facilitate access to work, adaptation, security and prosperity
- Sets the highest standards to ensure the industry is respected and reputable and seen as a critical contributor to economic health
- Supports the principle of equal pay/equal work (+ possibility of derogations) for agency workers and the free movement of workers within the EU
- Is convinced that the changing world of work require innovative workforce solutions in order to simplify the increasing complexity of the labour markets and that social innovation needs to be fostered
- Calls for appropriate regulation to be adopted on the employment industry in order to facilitate adaptation to a changing world of work
- Believes that social dialogue can play a key role in reaching appropriate regulation on the employment industry

Our Key European Stakeholders



European Commission

EUROPEAN PARLIAMENT

CONSIILIUM EUROPAEUM

SCIENCE OF EUROPE

EU institutions



BUSINESSEUROPE

BEERG

FIEC

CeEMET

EuroCommerce

European Institute of Labour Law

Employers Organisations



socialplatform

The Platform of European Social NGOs

socialplatform

EU AN

EUROPEAN ANTI-POVERTY NETWORK

europaen youth forum

Social NGOs



UNI

global union

CES/ETUC

industriAll

EUROPEAN TRADE UNION

Trade unions



Berthelmann Foundation

Inspiring People. Changing the Future.

CEPS

EPC

EUROPEAN POLICY CENTRE

Think Tanks



EALE

ilera

ADAPT

IZA

Eurofound

Academic world

WEC Code of Conduct

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

The World Employment Confederation-Europe abides by the Code of Conduct of the World Employment Confederation which 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-Europe is requested to adhere to the Code of Conduct and to promote its principles towards all relevant stakeholders.





OUR

VALUE PROPOSITION



How does WEC-Europe 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
- Benchmark your federation against your peer members
- 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

Overview of WEC Member Groups (Global & Europe)



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



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



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



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



- Career Management Network
- Global Public Affairs Network



WEC Europe

Highlights 2023



With skyrocketing inflation driving up the cost of living throughout Europe, **adequate and fair wages** are crucial to helping workers keep pace with rising costs. Showing how the agency work sector has contributed to adequate wages, WEC-Europe compiled and presented evidence to European stakeholders to prevent further industry regulation.



Ahead of the European elections to be held in June 2024, WEC Europe adopted a **Manifesto** outlining its priorities for the next mandate of the EU institutions. **"The Europe We Want"** promotes a vision with a new social contract, skills to empower and appropriate regulation in times of digitalisation.



As part of their EU Sectoral Social Dialogue, WEC Europe and its trade union counterpart UNI-Europa obtained a grant from the European Commission to conduct a **joint project on capacity building in the agency work industry**. External contractors were selected to implement capacity-building workshops in Eastern and Southern Europe in 2024.

In 2023, EU Social Partners also reached an agreement with the European Commission on the **future modalities for organising and financing the Sectoral Social Dialogue activities**, avoiding outsourcing more responsibilities to sectoral social partners.



WEC Europe continued to engage in the process around the **EU Directive on platform work**, successfully ensuring that the adopted piece of legislation aligned with its priorities regarding safeguarding a level-playing field for HR services players, maintaining workers' rights and respecting national regulation were



In May, as the **European Year of Skills** kick-started, WEC Europe and UNI Europa adopted a set of joint commitments and recommendations on training for inclusive and resilient labour markets.



OUR

GOVERNANCE



WEC Europe

Executive Committee

2025



Sonja van Lieshout

Randstad

President



Antonio Bonardo

Gi Group Holding

Vice-President



Even Hagelien

NHO SH

Vice-President



Menno Bart

The Adecco Group

Chair Public Affairs Committee



Laura Spangenberg

ABU

Chair Sectoral Social Dialogue Committee



Geraldine King

ERF

Executive Committee Member



Agostino Di Maio

Assolavoro

Executive Committee Member



Isabelle Eynaut-Chevalier

Prism'emploi

Executive Committee Member



Sébastien van Dyk

Manpower

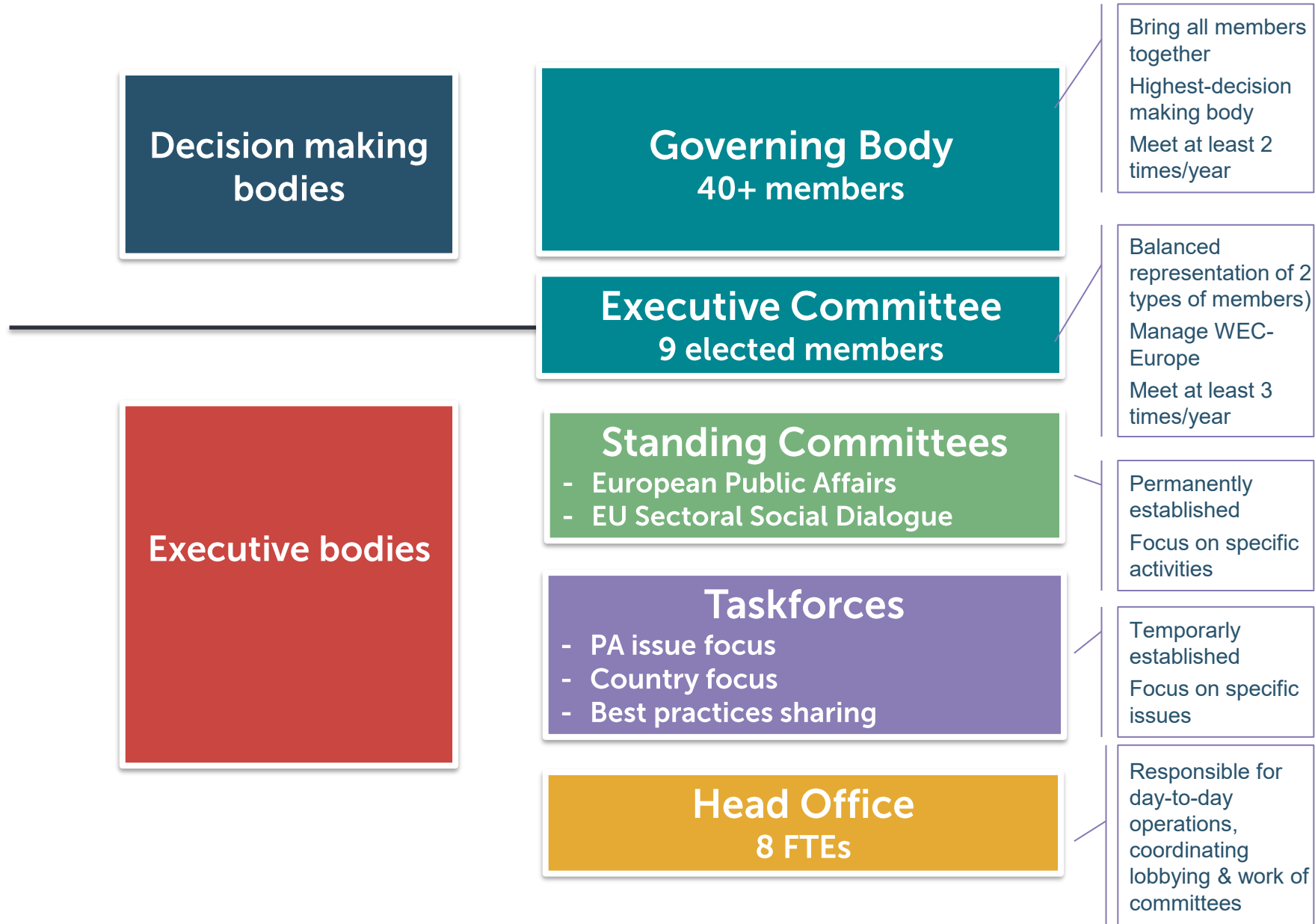
Executive Committee Member



+ Standing invitation for Executive Director

Minna Melleri

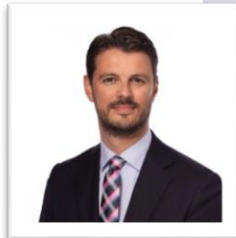
Governing Bodies



Standing Committees

Public Affairs

Coordination of EU Advocacy and European Public Affairs, exchange and best-practice sharing on national issues



Chair:
Menno Bart
(The Adecco Group)
20 Members

3 Meetings per year

EU Sectoral Social Dialogue

Dialogue with UNI-Europa
EU policies, regulation and joint research



Chair:
Laura Spangenberg
(ABU)
20 Members

3 Meetings per year

Coordination function for both committees:
Michael Freytag (Public Affairs Manager)

A Strong Head Office Team!

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



Minna Melleri
Executive Director

Strategy + Management & Governance + +Membership & Partnership dvlpmt



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



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

Let's Stay in Touch!



www.weceurope.org



World Employment Confederation-Europe



World Employment Confederation



WORLD
EMPLOYMENT
CONFEDERATION

EUROPE

LEADING
IN A CHANGING
WORLD OF WORK