

Activation, Transitions and Inclusiveness

*The Contribution of Private
Employment Services in
Labour Markets*



**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

ADAPT Conference 2019

Bergamo, Italy

29 November 2019

Even Hagelien

WEC Board Member & Chair
Economic Affairs Committee

www.wecglobal.org

@WECglobal

WEC Membership

50 national federations & 6 global corporate members

2



ManpowerGroup™

 randstad

 RECRUIT
Recruit Global Staffing

KELLY
SERVICES



THE ADECCO GROUP

 **Group**
YOUR JOB, OUR WORK



WORLD
EMPLOYMENT
CONFEDERATION

Powered by Bing
© GeoNames, HERE, MSFT, Microsoft, NavInfo, Thinkware Extract, Wikipedia

LEADING
IN A CHANGING
WORLD OF WORK

What is the World Employment Confederation?

3



A Membership organisation

- A catalyst for its members' growth
- Grouping both National Federations & Corporate Members
- Serving members on 5 key pillars
- Non-profit purpose



The Voice of Labour Market Enablers

- Representing the Employment industry at large
- Promoting the added value of our industry (4 enabling functions)
- Reliable source of data & insights



A Leader in a Changing World of Work

- A thought leader within the World of Work
- An expert on new ways of sourcing & deploying workforce
- Educating stakeholders on changing world of work
- Setting quality standards

WEC Social Impact Report 2019

Private employment services industry brings positive impacts to labour markets



Focus on:

1. Participation - *bringing people into employment*
2. Transitions - *facilitating labour mobility*
3. Inclusiveness - *supporting the vulnerable*

2017 figures, based on data collected from WEC members

+ chapters on **Employability**, **Working Conditions** and **Social Protection**

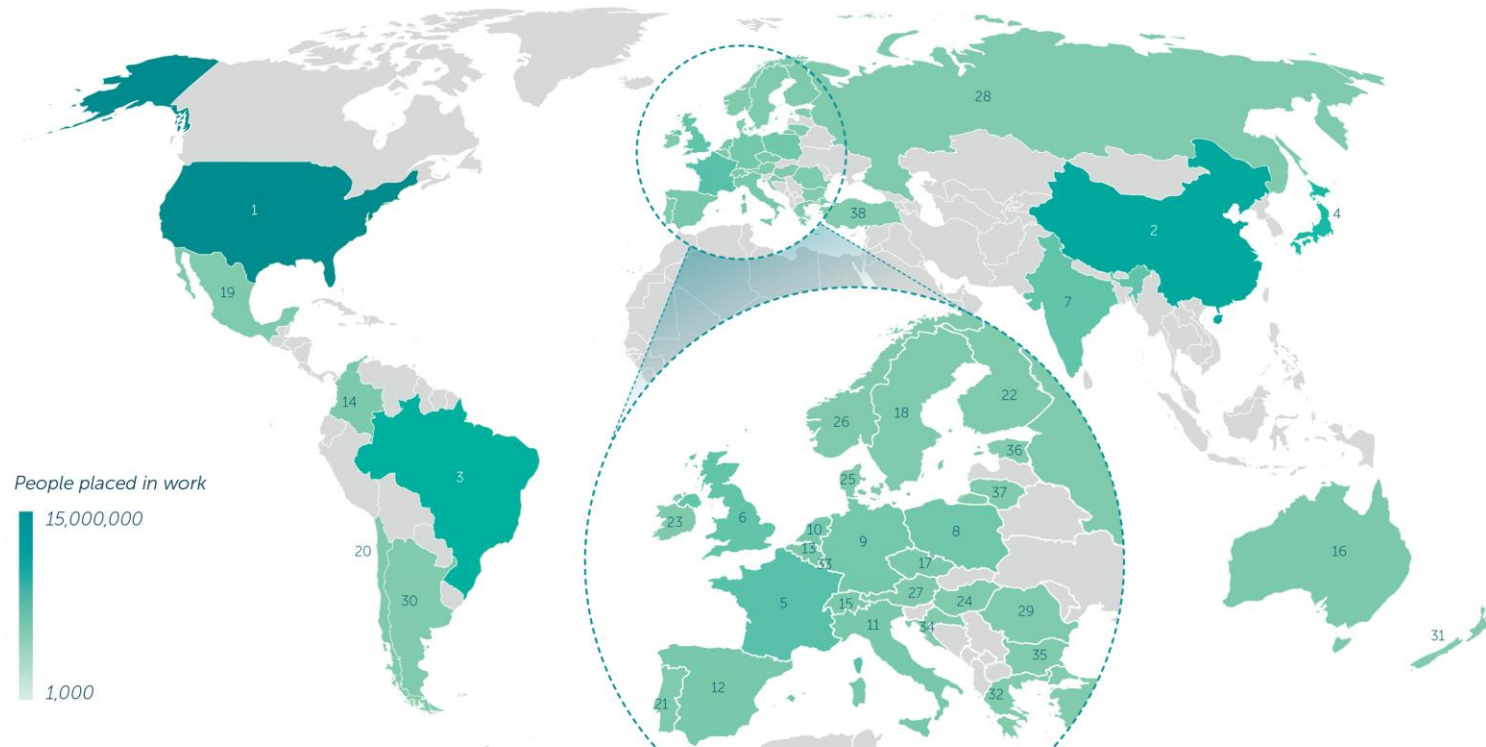


**WORLD
EMPLOYMENT
CONFEDERATION**
The Voice of Labour Market Enablers

1 Participation

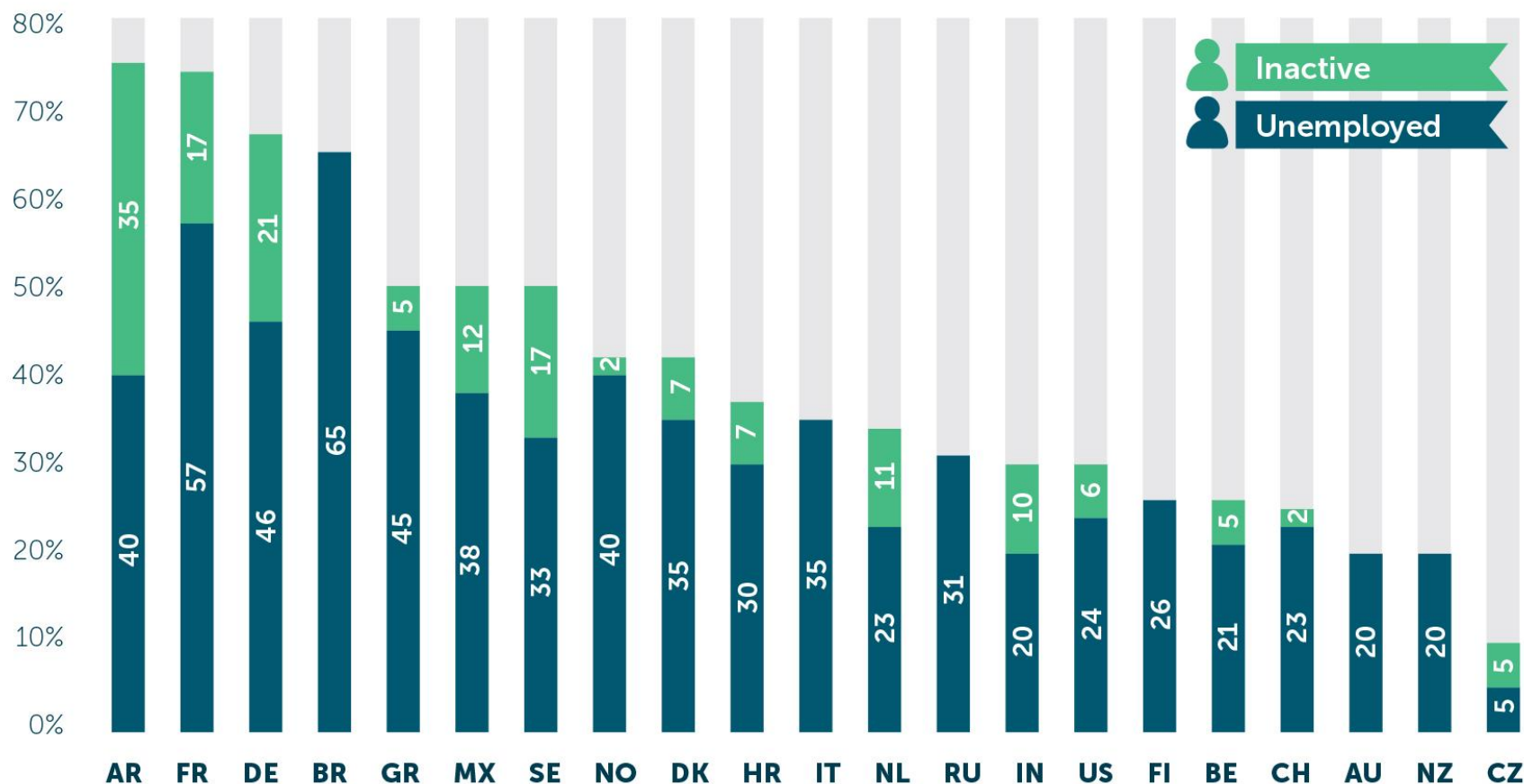
54 million people at work

Private employment services industry brings people into employment



40% of agency workers come out of unemployment or inactivity*

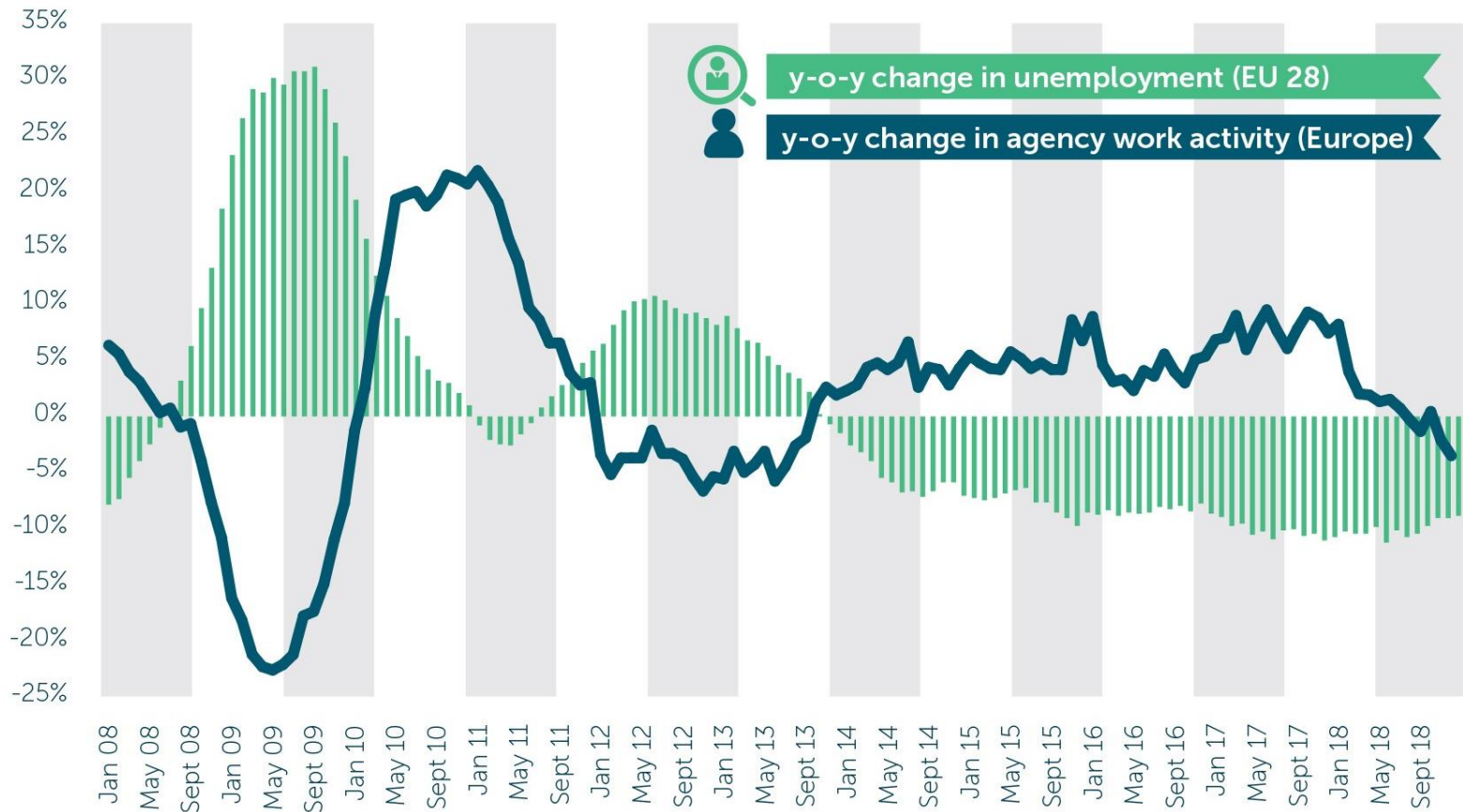
Agency work increases labour force participation



* unweighted global average

Agency work: an engine for creating employment

Periods of high activity in the agency work sector are strongly correlated with periods of low unemployment





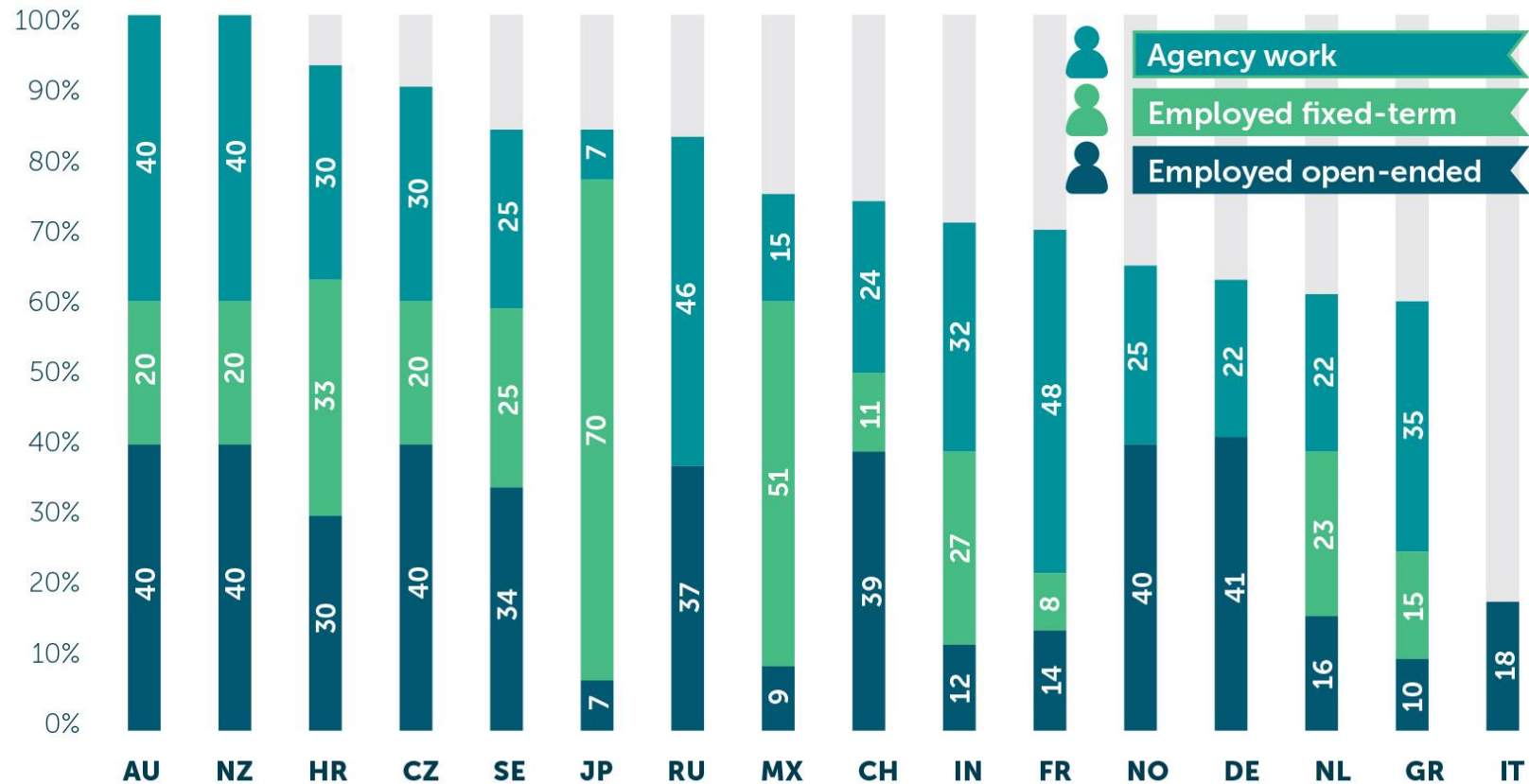
**WORLD
EMPLOYMENT
CONFEDERATION**
The Voice of Labour Market Enablers

2

Transitions

74% of agency workers still employed one year after assignment*

Agency work serves as stepping stone into new career paths

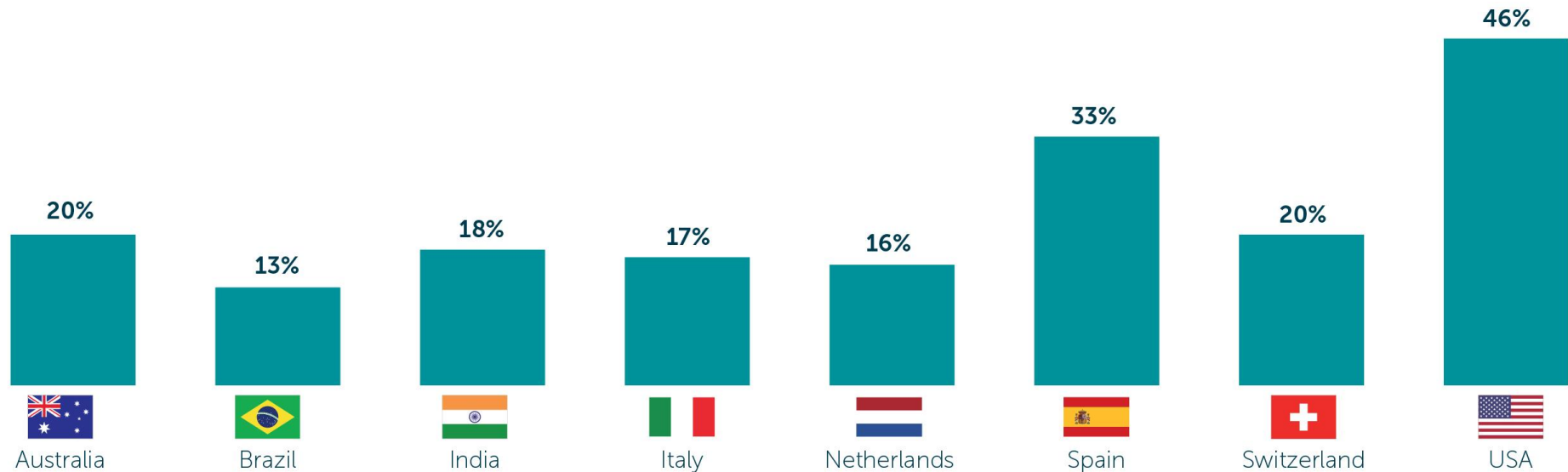


* unweighted global average



Agency work used as leverage to permanent positions

Private employment services facilitate labour mobility



*** France: **68% of agency workers** say that agency work has been **useful or very useful to find an open-ended or fixed-term position of long duration**

(Observatoire de l'Intérim et du Recrutement 2019)



**WORLD
EMPLOYMENT
CONFEDERATION**

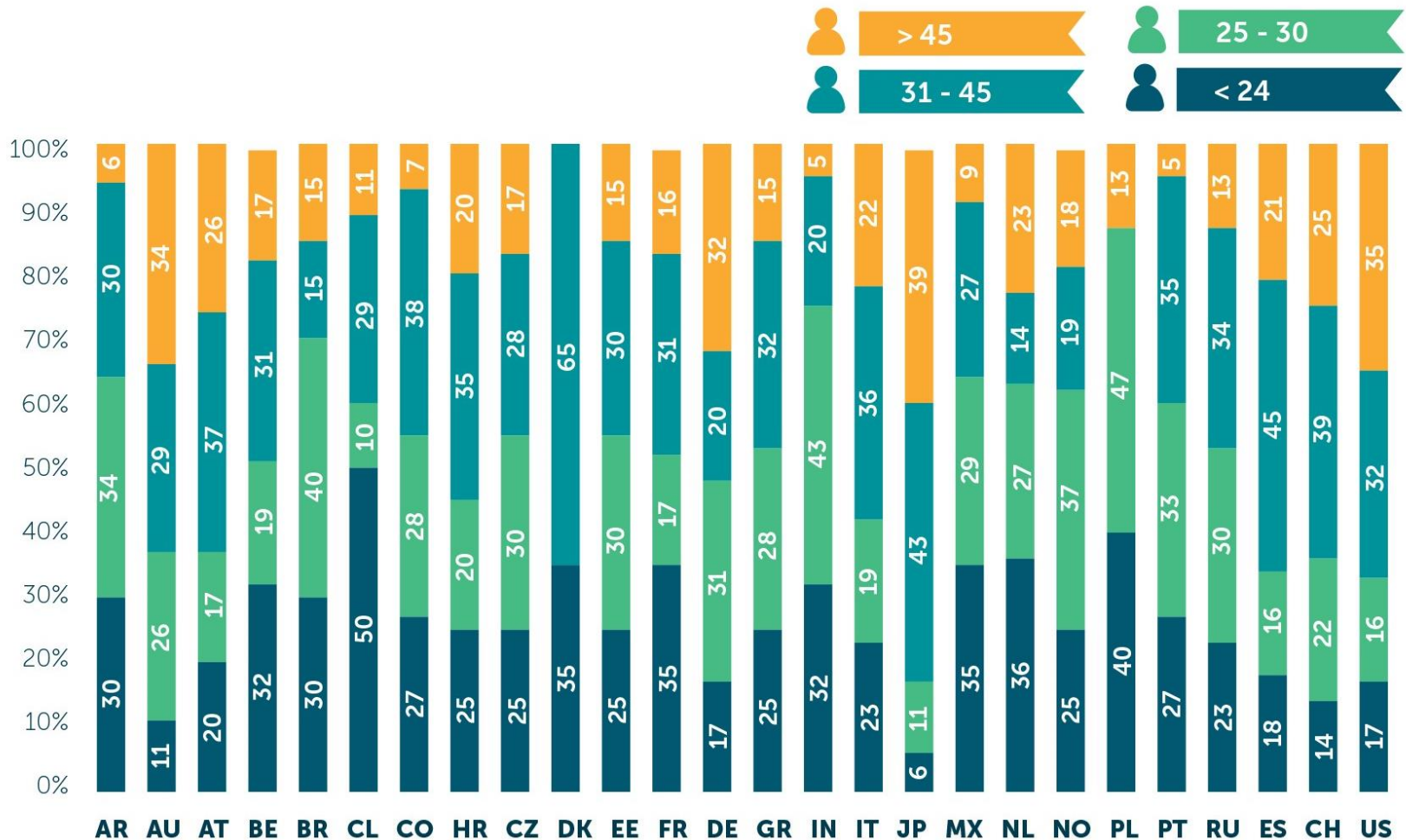
The Voice of Labour Market Enablers

3

Inclusiveness

All age groups represented

Private employment services create work opportunities for all

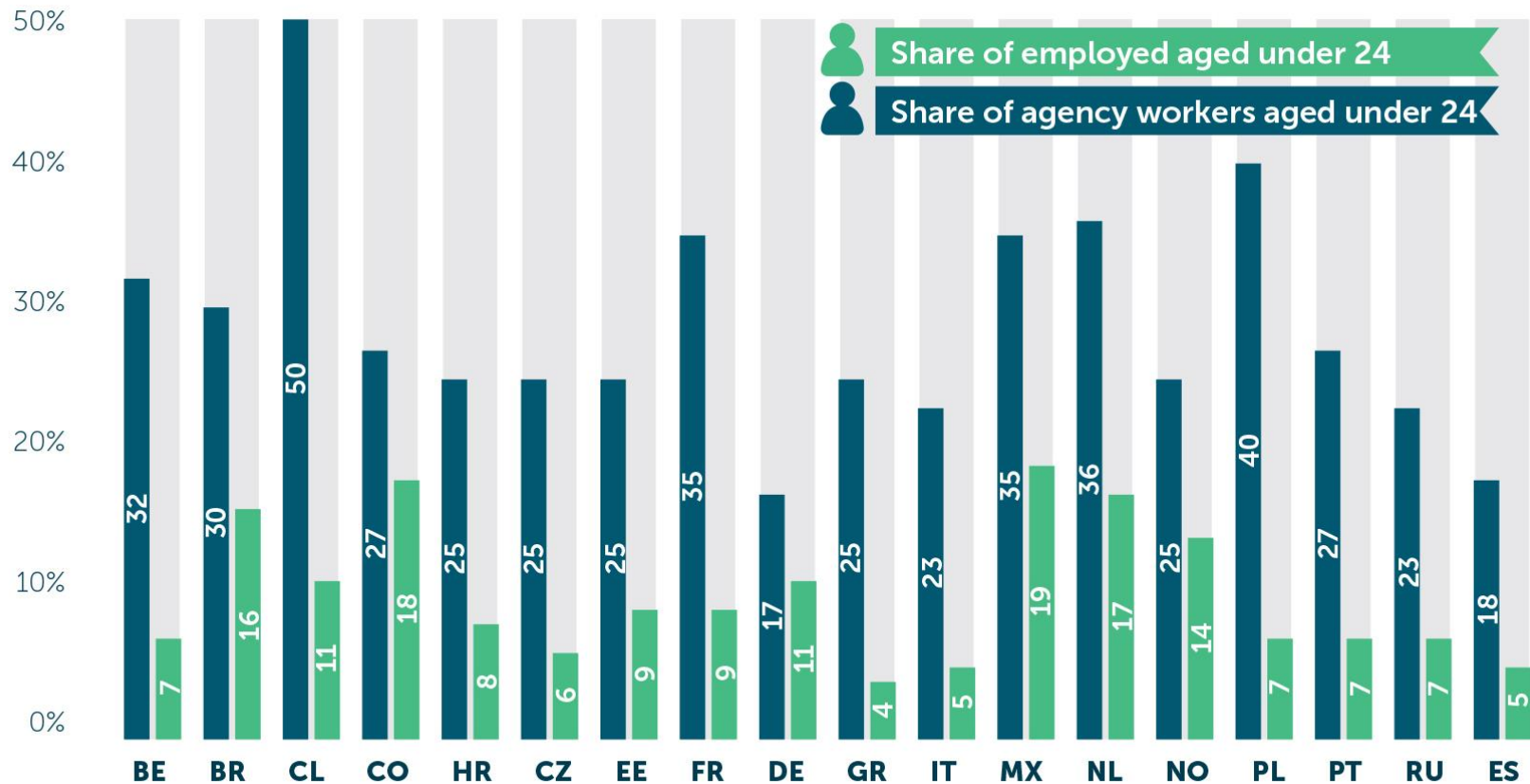


Higher share of young workers

Agency work offers access, experience and flexibility

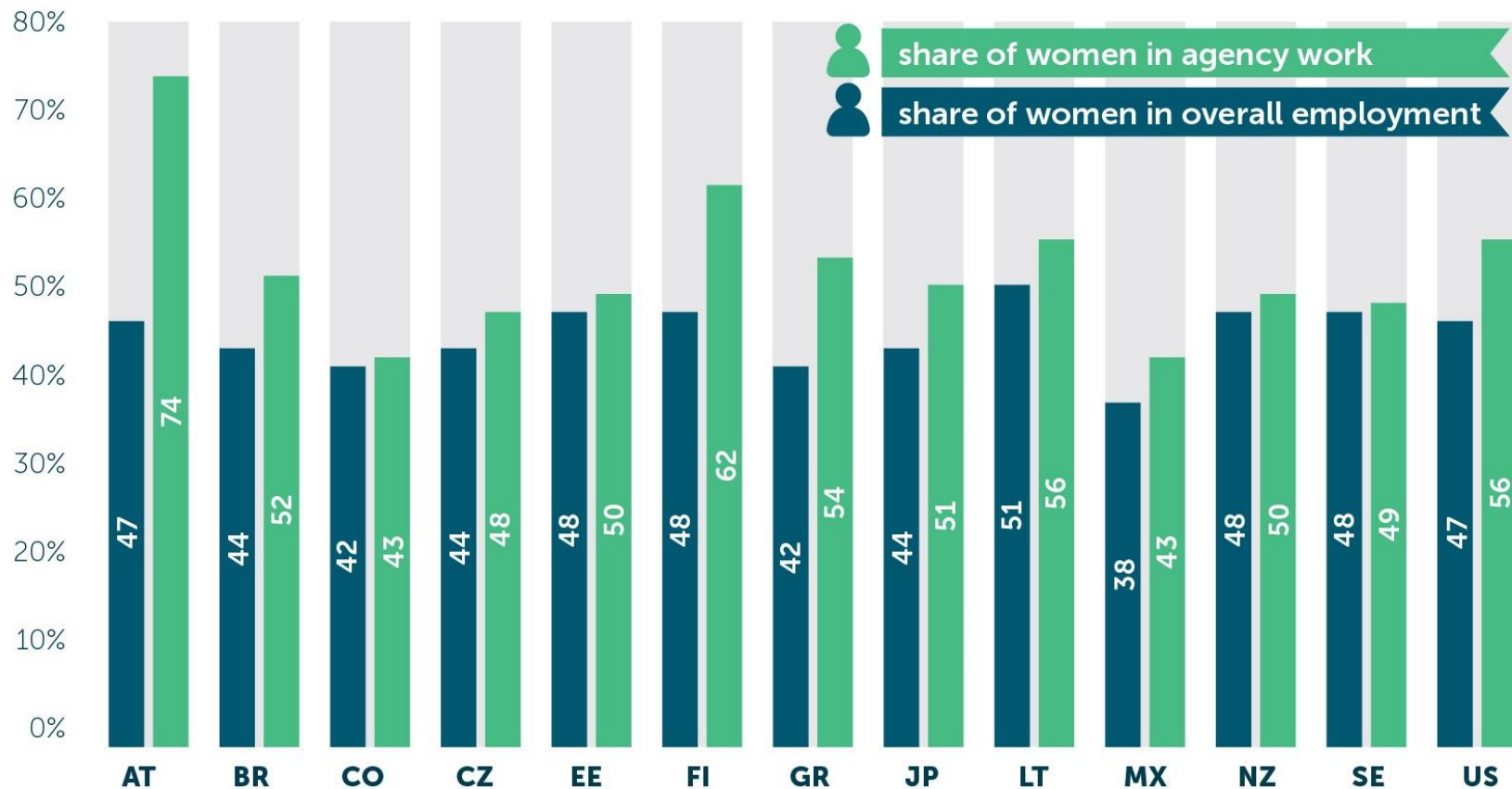
France: **71%** of agency workers say that agency work has been useful or **very useful** to finance their studies

(Observatoire de l'Intérim et du Recrutement 2019)



More opportunities for women

Agency work reduces entry barriers for discriminated groups





**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

4

Find out more...

Social innovation "made in" private employment services industry

Reinventing ways of working, learning and providing social protection



NORWAY

Raising labour market participation among people with disabilities

To increase labour market inclusiveness and the participation of people with disabilities, the Norwegian Federation of Service Industries created a dedicated programme together with employers, trade unions and the Labour and Welfare department. "Ripples in the Water" provides jobseekers with tailored support and training, while at the same time subsidising enterprises.



1,700
people with disabilities
finding work each year.



80%
of candidates getting
permanent positions.



2,000
companies signed up to
the programme.



WORLD
EMPLOYMENT
CONFEDERATION



FRANCE

Access to training via bipartite fund for agency workers



The social partners in France work together in order to ensure that workers in the agency work sector can benefit from access to tailor-made training courses aimed at raising the participants' employability. The FAETT (social training fund for temporary workers) is administered jointly by the professional organisations of employers (Prism'Emploi) and employees (CFDT, CFE-CGC, CFTE, USI-CGT, FO, UNSA FCS).



59,133
training courses
provided to
agency workers
in 2018.



77%
of participants
feel that the
training course
has enabled them
to obtain this job.



84%
of participants are
in employment 12
months after the
training course.



59%
in agency work.
26%
in an open-ended
position.
15%
in a fixed-term
position.



NETHERLANDS



Access to housing for agency workers

Until 2017, agency workers in the Netherlands were unable to apply for a mortgage. Together with banks, the Dutch association for employment agencies (ABU) created an accredited method allowing a big data assessment on one's future employability and earning capacity. The result of the assessment is presented in a "Prospect Statement" that banks can use in their decision to provide the loan. By doing so, a worker's future labour market perspective, rather than their current employment contract, provides security to third parties.



3,500
prospect statements provided



200
agency workers accessing housing

Find out many more examples
in the *Social Impact Report* and
on our [Social Innovation Stories](#)
[website!](#)





**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

Follow us!



www.wecglobal.org



[@WECGlobal](https://twitter.com/WECGlobal)



[World Employment Confederation](https://www.linkedin.com/company/world-employment-confederation)



[World Employment Confederation](https://www.youtube.com/channel/UC...)

**LEADING
IN A CHANGING
WORLD OF WORK**

Even Hagelien

*WEC Board Member & Chair
Economic Affairs Committee*

eha@nhosh.no