



**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

Corporate Presentation

2025

Function

Event Name

Date/00/0000

www.wecglobal.org

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Content

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



OUR

ORGANISATION



What is the World Employment Confederation?



A Membership Organization

A catalyst for its members' growth

Representing both National Federations & Corporate Members

Serving members through 5 key services

Non-profit purpose



The only global Authoritative Voice of the industry

Representing the Employment & Recruitment industry at large

Promoting the added value of our industry

Reliable source of data & intelligence



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 diverse forms of work

Setting high quality standards for the industry



Why does the World Employment Confederation exist?



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



Our vision



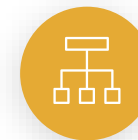
WEC Vision

Better Labour Market Outcomes for All

Key facts and figures



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



A membership based organisation, bringing together **45+** countries and **12** of the largest global workforce solutions companies



Uniting **232,000** employment agencies and **3.8 million** HR specialist staff



Recognised as a reliable partner of international organisations:

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

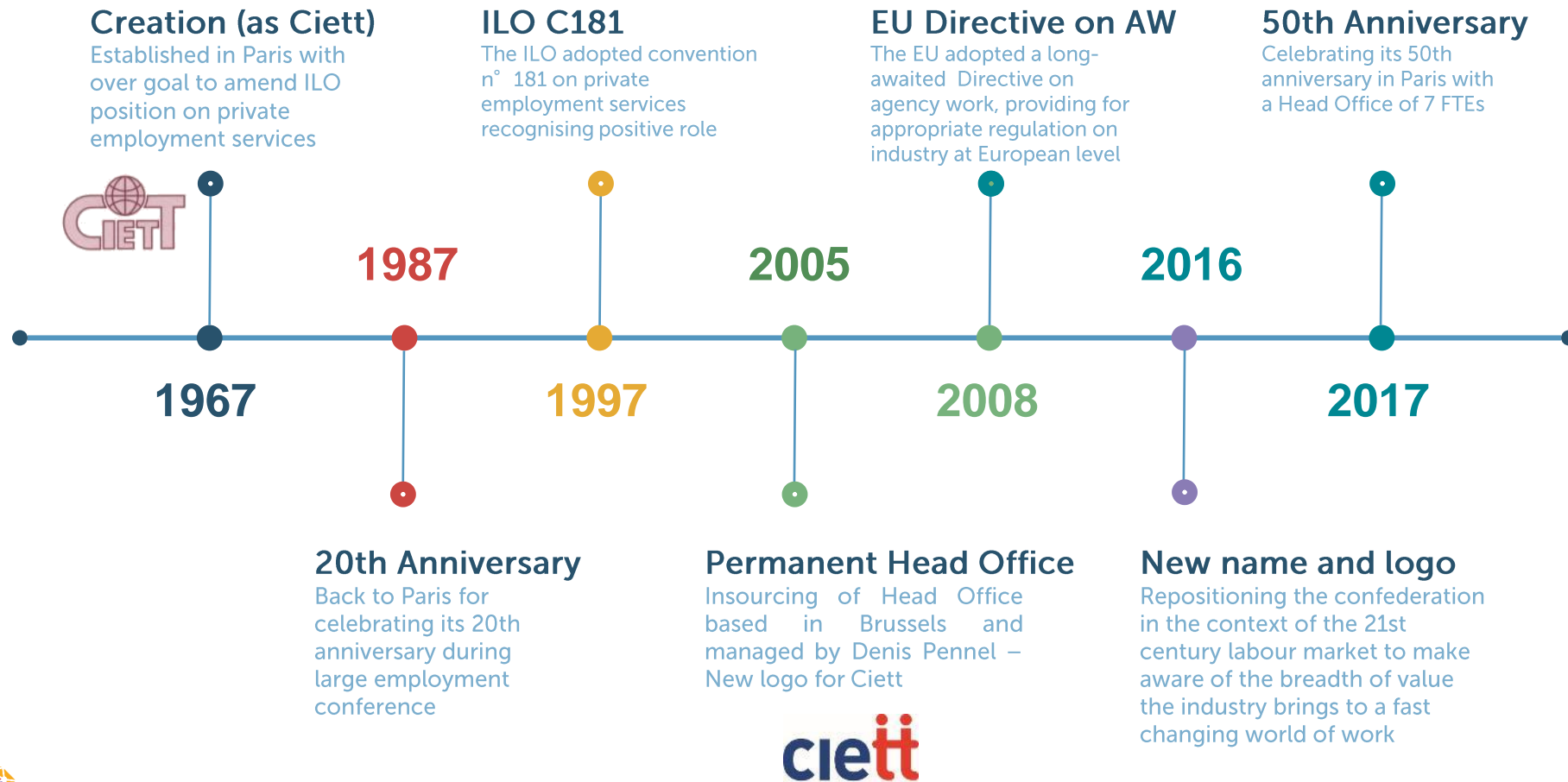


Representing the full spectrum of HR services:

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

History of the World Employment Confederation

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





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OUR

COMMUNITY



Private employment services

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
- › Netherlands
- › Norway
- › Poland
- › Portugal
- › Romania
- › Russia**
- › Spain
- › Sweden
- › Switzerland
- › Turkey
- › UK



- › Egypt
- › South Africa



- › China
- › Japan
- › South Korea



- › 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 & Associate Partners

Law & Regulation



Data & Research



Skilling



Educational Technology



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

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.





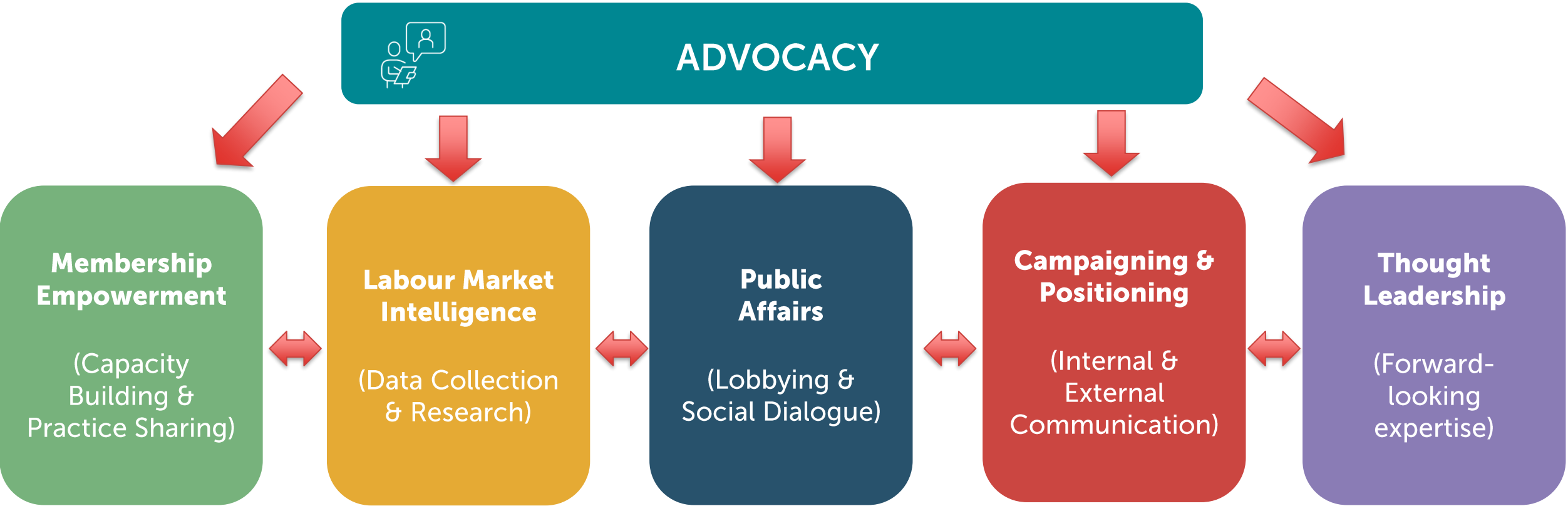
OUR

VALUE PROPOSITION



Advocacy is the core purpose of WEC

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.)



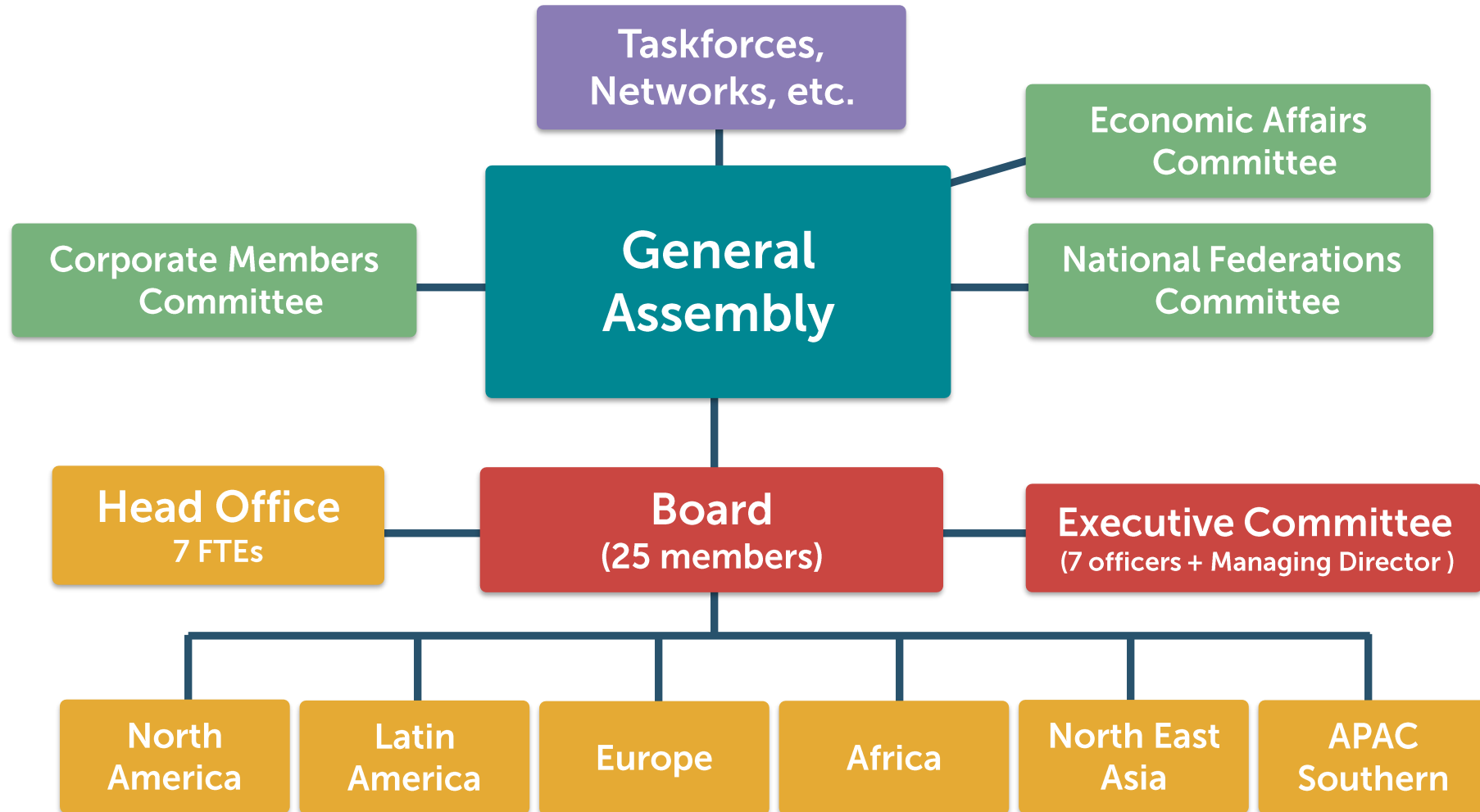
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OUR

GOVERNANCE



Governing Bodies



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



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

Governance

WEC Board 2023



President
Bettina Schaller



Chair EAC
Marius Osterfeld
(Swissstaffing)



Chair NFC
Geraldine King
(ERF)



Chair CMC
Pam Sands
(Kelly)



North America
Richard Wahlquist



Europe
Sonja van Lieshout



Vice-President
Charles Cameron



The Adecco Group
Menno Bart



ManpowerGroup
Caroline Pfeiffer



Randstad
Jan Denys



APAC Southern
Lohit Bhatia



Vice-President
Bart van Kempen



Gi Group
Antonio Bonardo



Engma
Nichole Zhu



RGF Staffing
Han Oey



North East Asia
Masahiro Ikeda



Treasurer
Ann Cattelain



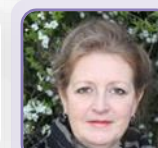
Jurriën Koops
ABU/NL



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!



Denis Pennel
Managing Director

Strategy + Management & Governance + Thought Leadership + Partnership dvpt



Gabriella Coorey
Director of Operations

Strategic execution + Project management & Financials + NFC + Conference Committee



Michael Freytag
Public Affairs Manager

Public Affairs + EU PA Committee & EU SSD Committee



Andrew King
Public Affairs Manager

Public Affairs + Global PA Network + CMC + Digitalisation Taskforce + B20



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



Beatrice Miano
Public Affairs Advisor

Public Affairs + Data Privacy Taskforce + legal cases

Let's Stay in Touch!



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**LEADING
IN A CHANGING
WORLD OF WORK**

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