



**WORLD
EMPLOYMENT
CONFEDERATION**

The Voice of Labour Market Enablers

Corporate Presentation

2024

Function

Event Name

Date/00/0000

www.wecglobal.org

@WECglobal

Content

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



**WORLD
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Section 01

**The World Employment
Confederation**

A photograph of two mountaineers standing on a snowy mountain peak, looking out over a vast, misty landscape. The mountaineer in the foreground is wearing a green and orange jacket and a large backpack. The second mountaineer is wearing a red jacket. The background shows rugged mountain peaks and a cloudy sky.

WEC 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

A blue torch stands on a dark mountain peak in the foreground. The background features a vast range of blue-toned mountains under a light sky. The torch is the central focus on the left side of the image.

WEC Vision

**Better
Labour Market
Outcomes
for All**



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

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.

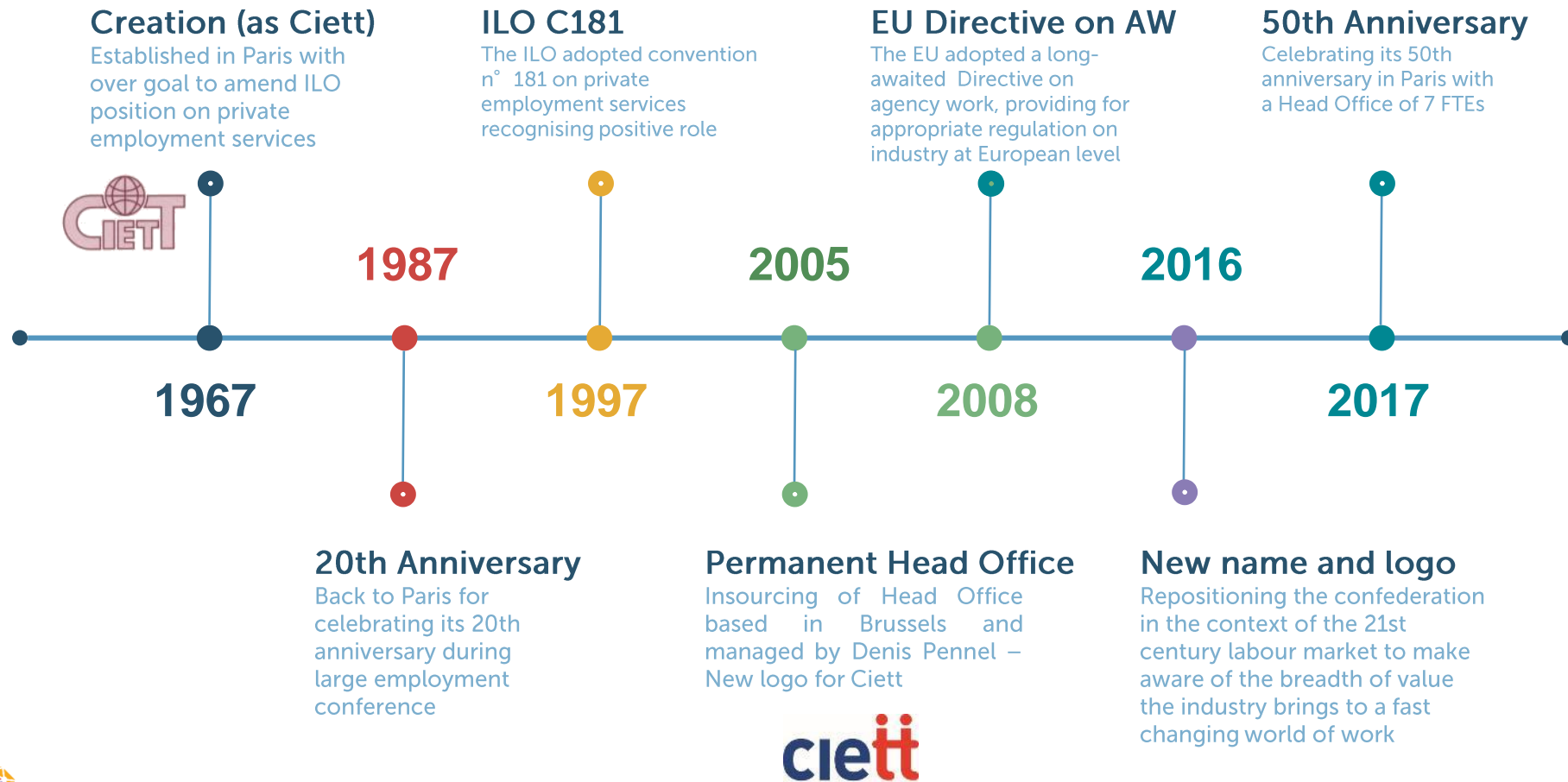


Representing the full spectrum of HR services:

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.

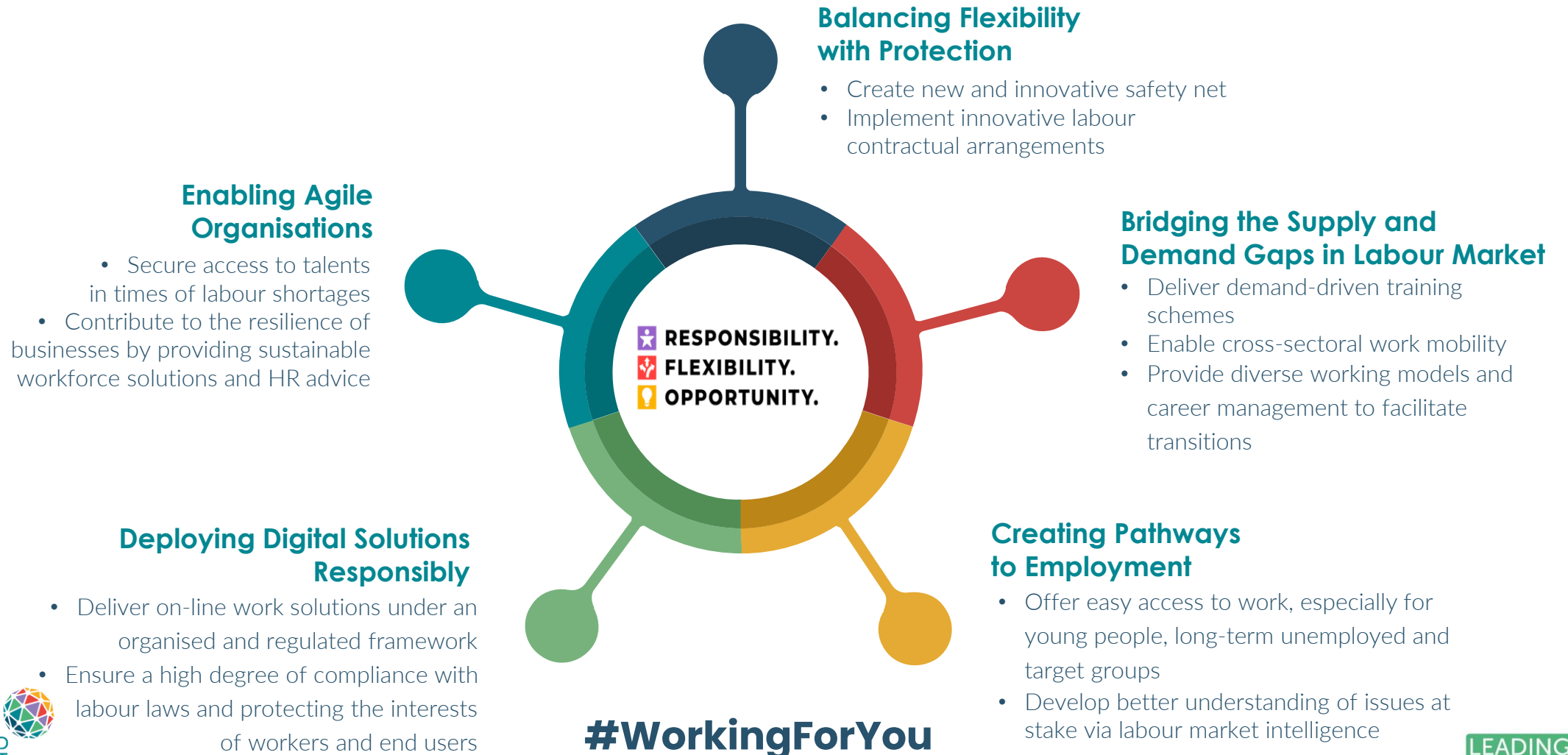
By doing so, the industry:

- ▶ 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





Section 02

Membership

WEC 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



Private employment services

Overview of HR services provided by the industry



Affiliate Partners

Bringing together a community of HR Services experts



Affiliate Partnership with the World Employment Confederation allows vendors and suppliers relevant to the employment services industry to align with the confederations values and be part of a global community of national federations and workforce solutions companies.

Our Affiliate Partners





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Section 03

Guiding principles

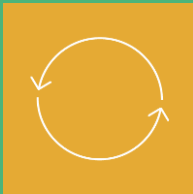
Our guiding principles



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

WEC key global stakeholders



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

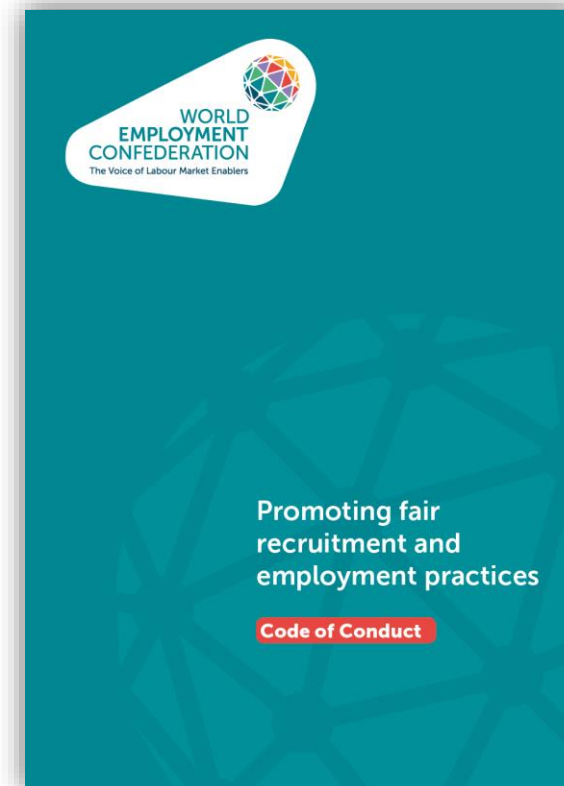
WEC Code of Conduct

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.





Section 04

Value proposition & services

Our membership value proposition

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 insights

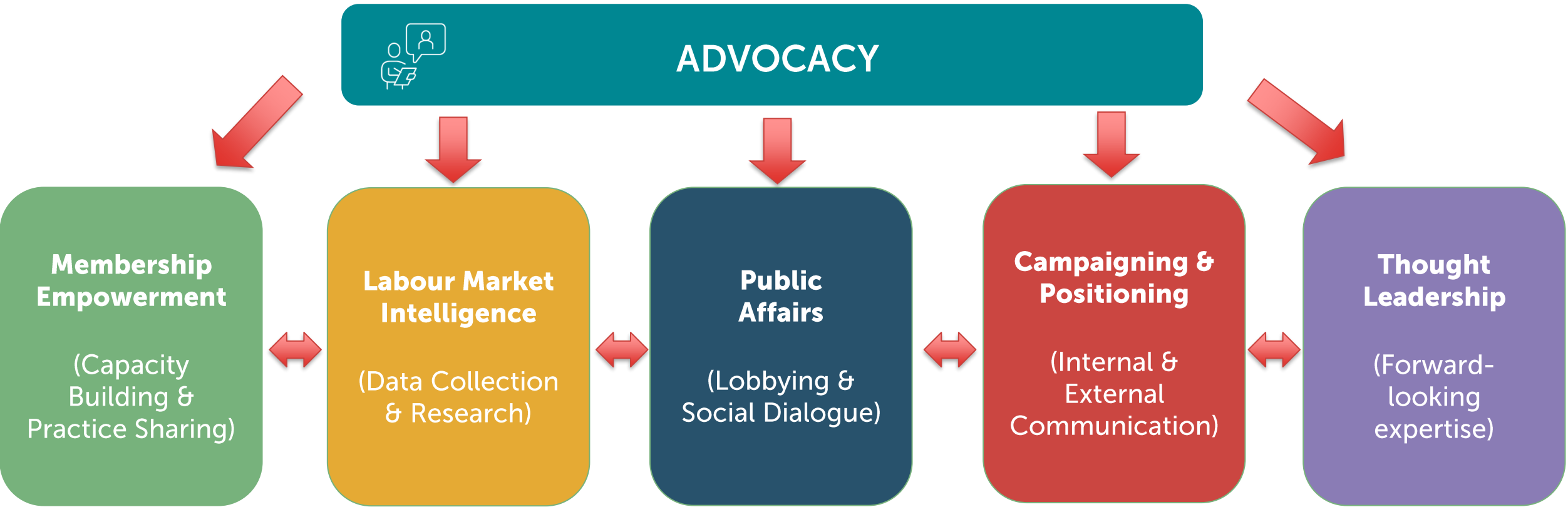


Demonstrate & Enrich Your Thought Leadership

- > 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

Advocacy is the core purpose of WEC

Five fields of activity all WEC HO Team members perform



Our footprint (1)

A few examples of our 2022 achievements



Public Affairs

- Participation in ILO discussions to regulate platform work
- Support to ILO campaign for the ratification of Convention 181
- Participation at the B20 summit
- Support to national advocacy efforts against adverse regulation of agency work



Thought Leadership

- Social media campaign on the importance of career support
- Speaking opportunities at industry and academic events
- Regular media contributions around the evolution of the world of work



Our footprint (2)

A few examples of our 2022 achievements

Profiling the Industry

- #WorkingForYou social media campaign demonstrating the value of the industry in the post-Covid world of work
- World Employment Conference 2022 "Bridging The Gap: Connecting Worker and Employer Expectations"
- Social Impact Report 2022 "Overcoming Labour Shortages"

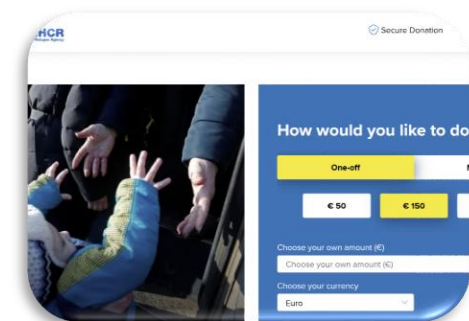


Best Practice Sharing

- Support to Ukrainian refugees
- Launch of 'Affiliate Partnership' offering
- Members-Only day of professional development workshops at the World Employment Conference 2022

Capacity Building & Quality Standards

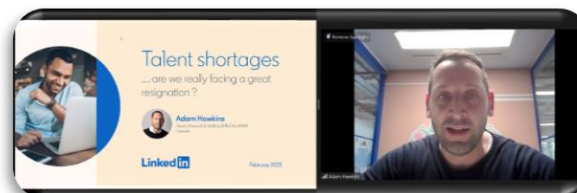
- New WEC LatAm institutional set up
- Regular webinars on labour market trends and regulatory developments



RESPONSIBILITY.
FLEXIBILITY.
OPPORTUNITY.

#WorkingForYou

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Affiliate Partner of
WORLD EMPLOYMENT CONFEDERATION





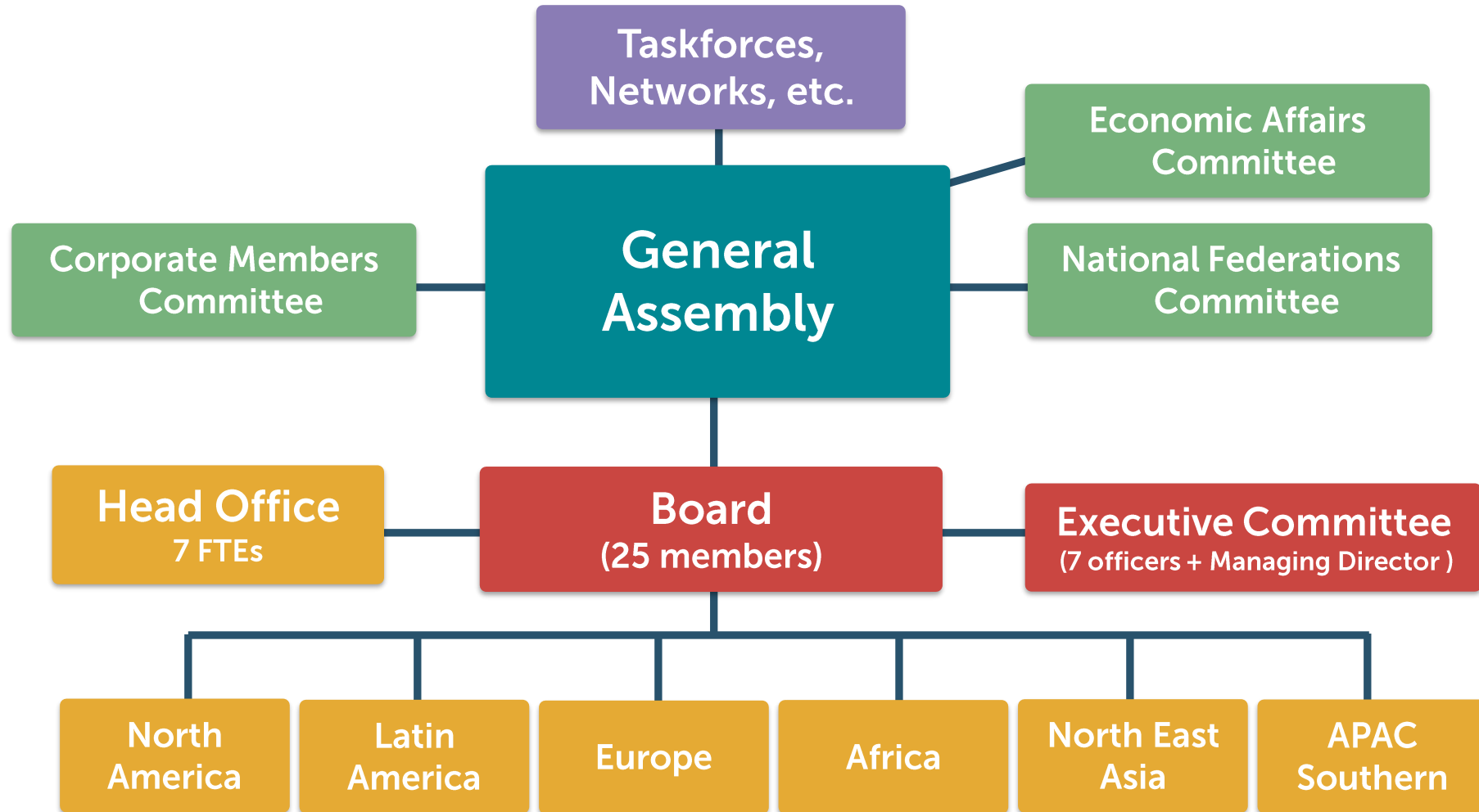
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Section 05

Governance

Governing Bodies



Overview of WEC Member Groups (Global & Europe)



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



- Data Privacy Taskforce
- Digitalisation Taskforce
- ESG Reporting Taskforce
- G20 Taskforce



- European Public Affairs Committee
- EU Sectoral Social Dialogue Committee



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



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

WEC Board



President
Bettina Schaller



Vice-President
Charles Cameron



Vice-President
Bart van Kempen



Treasurer
Ann Cattelain



Chair EAC
Marius Osterfeld
(Swissstaffing)



The Adecco Group
Menno Bart



Gi Group
Antonio Bonardo



Jurriën Koops
ABU/NL



Andrea Resigkeit
GVP/Germany



Chair NFC
Geraldine King
(ERF)



ManpowerGroup
Caroline Pfeiffer



Engma
Nichole Zhu



Neil Carberry
REC/UK



Mohamed El Derwy
TargetHR/Egypt



Chair CMC
Pam Sands
(Kelly)



Randstad
Jan Denys



RGF Staffing
Han Oey



Even Hagelien
NHOSH/Norway



Alfred Budschitz
AGEST/Chile



North America
Richard Wahlquist



Europe
Sonja van Lieshout



APAC Southern
Lohit Bhatia



North East Asia
Shinya Yamamoto



Africa
Jacqui Ford

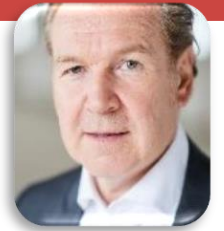


Latin America
Jose A. Figueiredo

WEC Executive Committee (Officers)



Denis Pennel
Managing Director
(standing invitation to attend)



The Head Office Team

Staff & Responsibilities



Gabriella Coorey
Director of Operations

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



Ana Diaz
Office & Event Manager

Events + work organisation of HO + administrative liaison with members



Michael Freytag
Public Affairs Manager

Public Affairs + PA Committee & EU SSD Committee



Andrew King
Public Affairs Manager

Public Affairs + CMC + AI & Data Privacy taskforces + B20



Beatrice Miano
Public Affairs Intern

Legal cases + support to 2 PA managers



Aurélie Pattyn
Communications Manager

Communications & PR + Career Management Network + Communication Network



Denis Pennel
Managing Director

Strategic development + Management + Thought Leadership + Governance



Viktorija Proskurovska
Labour Market Intelligence Manager

Data collection & Research + Economic Affairs Committee

Let's Stay in Touch!



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...)



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**LEADING
IN A CHANGING
WORLD OF WORK**

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