



Corporate Presentation

2025

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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

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



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.

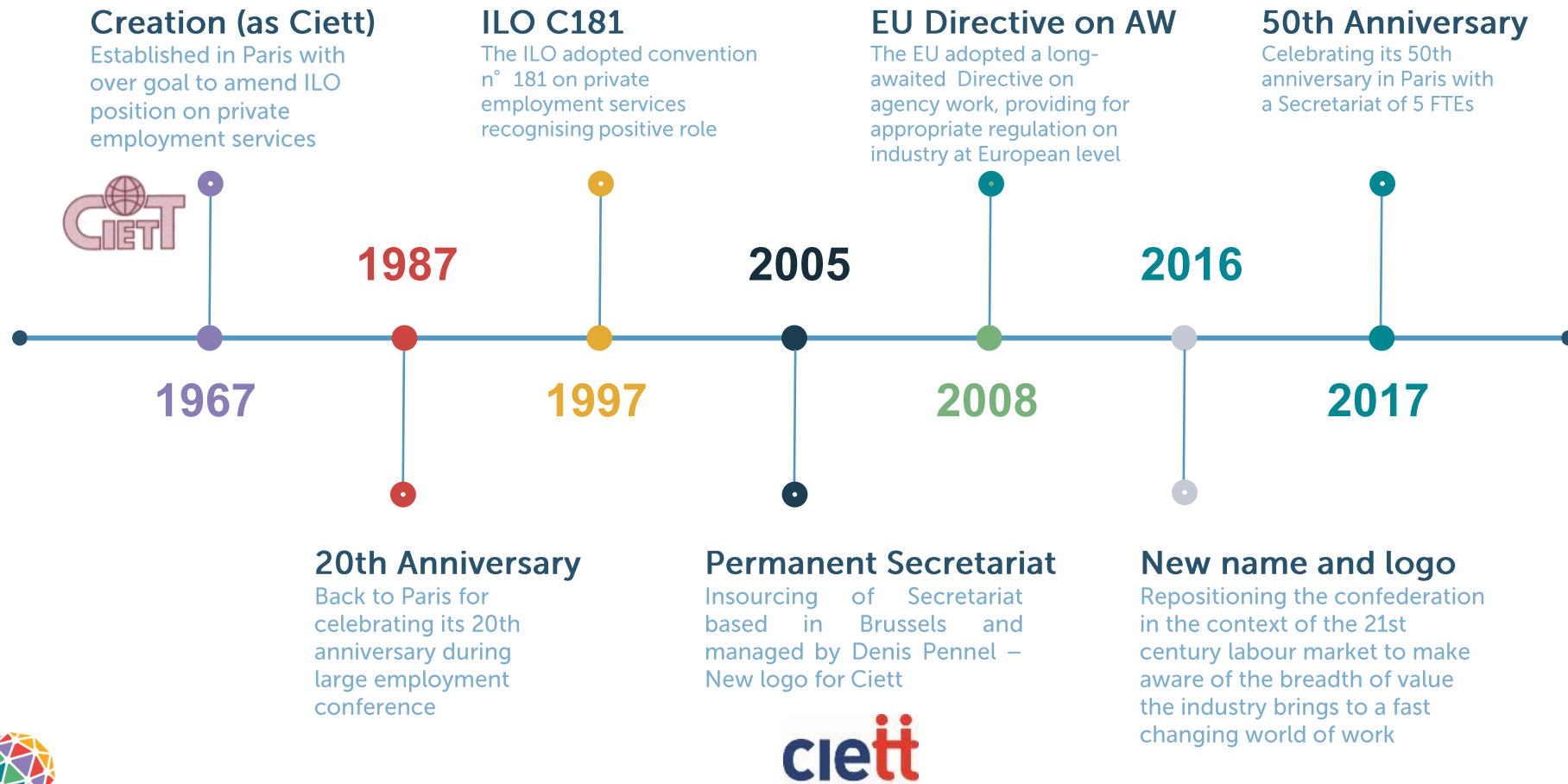


Representing the full spectrum of HR services: agency work, direct recruitment, career management, RPO & MSP, training

History of the World Employment Confederation

7

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

Strategic Partner

Talent Marketplace



Content Partners



Affiliate Partners

Law & Regulation



Data & Research



Software Provider



Workforce &
Job Matching Software





OUR

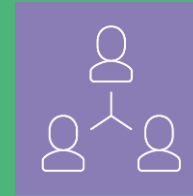
GUIDING PRINCIPLES

Our guiding principles

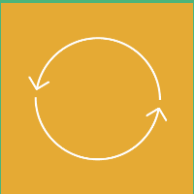
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Work is an essential part of people's life and identity



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

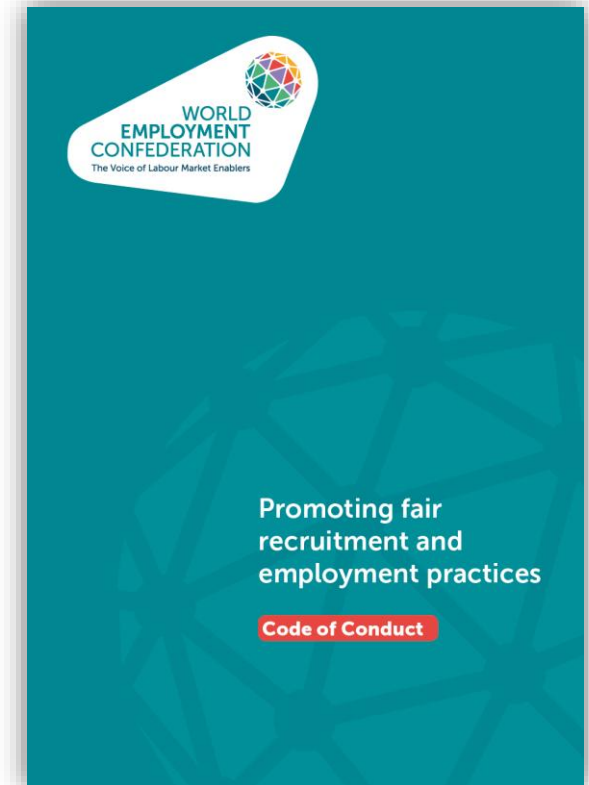


WEC Code of Conduct

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)

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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



- Career Management Network
- Global Public Affairs Network



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





OUR

GOVERNANCE

WEC Europe

Executive Committee

2025



**Sonja van
Lieshout**

Randstad

President



**Antonio
Bonardo**

Gi Group
Holding

Vice-President



**Kate
Shoesmith**

REC

Vice-President



**Menno
Bart**

The Adecco
Group

Chair Public
Affairs
Committee



**Laura
Spangenberg**

ABU

Chair Sectoral
Social Dialogue
Committee



**Even
Hagelien**

NHO SH

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

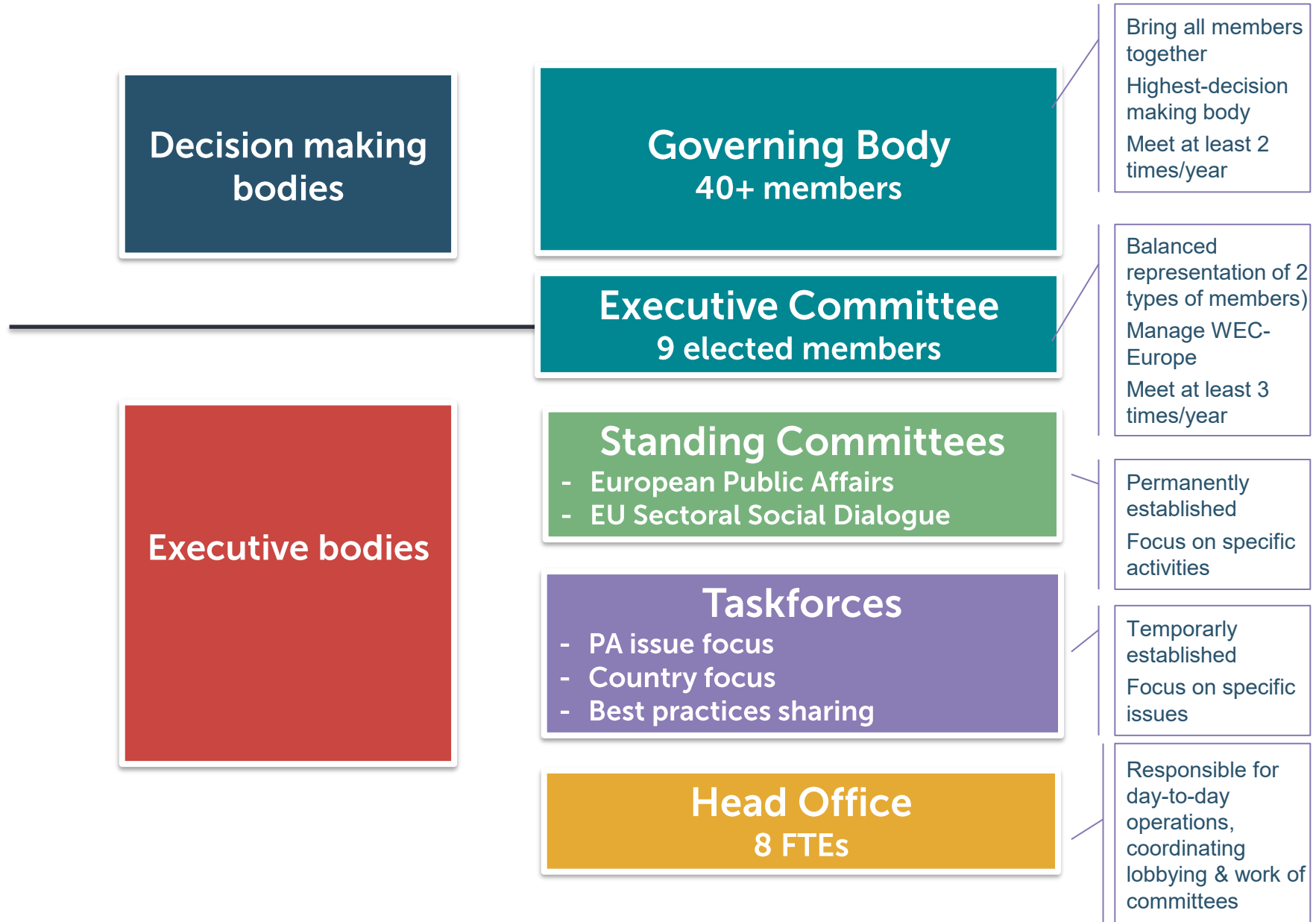


+ Standing
invitation for
Executive
Director

Minna Melleri

Governing Bodies

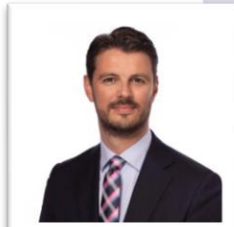
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Standing Committees

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 dvlpt



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!



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LEADING
IN A CHANGING
WORLD OF WORK



**WORLD
EMPLOYMENT
CONFEDERATION**

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