

2023

Activity Report

About the World Employment Confederation

The World Employment Confederation serves as the voice of the HR services industry at the global level, representing both national federations and international workforce solutions companies. Our diverse membership encompasses a broad spectrum of HR services, including Agency Work, Direct Recruitment, Career Management, Employers of Record (EOR), Recruitment Process Outsourcing (RPO), and Managed Service Provider (MSP) solutions.



Our Vision

Better Labour Market Outcomes for All



Our mission revolves around securing recognition for the pivotal role played by the HR services industry in fostering well-functioning labour markets and advocating on behalf of our members to enable appropriate regulation. By fostering an environment conducive to sustainable growth of the HR services sector, our ultimate goal is to deliver better labour market outcomes for all.



By bridging the supply and demand gaps in labour markets, creating pathways to employment, enabling agile organisations, balancing flexibility with protection and deploying digital solutions responsibly, the HR services industry plays a central role in addressing labour market challenges and delivering people-centric solutions.

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Foreword

There is no longer something like 'a normal year'. In the aftermath of the Covid pandemic and the war in Ukraine, 2023 remained marked by poly- and perma-crises. Amidst this challenging context, I am proud of the work that our Confederation has achieved within its Head Office and with our members and partners.

This year, WEC's public affairs activities reached new heights, leading to concrete outcomes on several key issues: new ratifications of the ILO's Convention 181 on private employment services were registered; the OECD quoted our Code on Ethical Use of Artificial Intelligence in its Employment Outlook as an example of outreach and awareness efforts by employers' organisations for a trustworthy use of AI; we advocated for diverse forms of work at the International Labour Conference, pushed for appropriate regulation of platform work at the European level, and promoted new solutions for addressing labour shortages at the G20 level.

Another priority for the World Employment Confederation this year has been improving the quality and robustness of our data. We have revamped our survey methodology and processes for economic and regulatory data, resulting in a range of solid data products that support our public affairs efforts.

I am also thrilled about our swift progress in 2023 to successfully launch WEC's latest strategic research project, "The Work We Want". As we unveil the findings of this project in the first half of 2024, the World Employment Confederation is solidifying its position as a critical thought leader in the world of work. I can't wait for this project to unfold further and co-create solutions that will enable better labour market outcomes for all.

On the growth front, 2023 saw the addition of new members (Hofmann, Bayton, Arch and Parakar) and partners (Olive Group and Lightcast), and we paved the way for more to join in 2024. As the world of work becomes increasingly complex, our goal is to expand our community to truly represent the diversity of the employment ecosystem.

All these activities have occurred within the framework of developing a new strategic cycle. Our ambition is clear: by 2026, the World Employment Confederation will be more relevant, persuasive and quality-focused. With a strong governance in place following our 2023 elections, we are well-prepared to take on the challenges of 2024.



Denis Pennel
Managing Director

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.)



OUR

ACHIEVEMENTS



Public Affairs

The World Employment Confederation (WEC) regularly dialogues with key international policymakers to ensure a supportive legal and regulatory environment for the HR Services industry.



Emerging as the Global 'Go-To' Organisation on Employment Issues

As the global intergovernmental organisation setting international labour standards, **the International Labour Organisation (ILO)** is a key stakeholder for the World Employment Confederation (WEC) and one that WEC has built a solid and long-lasting relationship with. As 2023 started, WEC sought to consolidate this relationship by meeting the ILO's recently appointed Director General, Gilbert Hounbo. The two organisations aligned on various topics to collaborate upon: social justice, digitalisation, informality, just transitions and diversity, equity & inclusion.

In 2023, the World Employment Confederation continued to support the ILO's campaign to encourage more countries to ratify **Convention 181**, which regulates private employment services. Two webinars were organised and hosted by WEC in collaboration with the ILO, focusing on Latin America in May and then on Egypt in November, to address the challenges hindering these ratifications.

WEC joined the **International Labour Conference**, the ILO's annual meeting, with a strong delegation that ensured the role of the private employment services sector as a pathway to decent and formal employment was acknowledged and encouraged. The World Employment Confederation also gained recognition for the role of private employment services in an ILO Report on public employment services and active labour market policies through a chapter on public-private partnerships.



Public Affairs



Critical global discussions affecting employment policies were also held at the G20 level. WEC's President, Bettina Schaller, attended the B20 Summit in India in July 2023. The B20 Summit is a group of business representatives that provides recommendations to the G20 leaders. Alongside the G20 Ministers of Labour and the Prime Minister of India, she advocated for a stronger focus on skilling and the need for diverse forms of work.



Such active engagement in the B20 activities was possible thanks to WEC's cooperation with the International Organisation of Employers (IOE). In 2023, the two organisations strengthened their relationship, initiating discussions to formalize their long-standing collaboration into a partnership. This strengthened collaboration represents a significant step towards amplifying the employers' voice in addressing crucial employment and industrial relations issues in global fora.

Public Affairs

Advancing Societal Issues

In 2023, the **World Employment Confederation** advocated for the HR services industry and demonstrated its positive contribution to several societal issues that landed on the policy agenda.



The rise of **Artificial Intelligence (AI)**, in particular through the popularisation of Chat GPT, dominated the headlines and crept into the political agenda in many jurisdictions around the world amid concerns about its wrongful use. In parallel with engaging in such legislative processes – most notably at the European level on the EU AI Act, the World Employment Confederation took the lead. It developed its own Code of Ethical Principles in the use of Artificial Intelligence for recruitment and employment processes. The Code was quoted by the OECD Employment Outlook 2023 as an example of outreach and awareness efforts by employers' organisations for a trustworthy use of AI.



Responding to the concerning developments in many countries regarding the use of agency work in the **healthcare** sector, the World Employment Confederation demonstrated through data and national case studies how agency work was a cost-effective solution to respond to peak demand in the healthcare sector. Through interactions with global and national stakeholders, WEC and its members ensured that the regulatory framework for agency work in healthcare is appropriate and supports building and maintaining resilient healthcare systems – a key stake in the context of ageing societies worldwide.



While the changes affecting the world of work have brought significant new opportunities, they have also led to inequality and risks of exclusion, threatening social cohesion, economic growth and human progress.

In 2023, the ILO responded to these challenges with the creation of the Global Coalition for **Social Justice**. The initiative brings together a wide spectrum of stakeholders, and the World Employment Confederation is one of them, contributing its experience and examples of how the HR services industry can reduce inequalities in the world of work.

Labour Market Intelligence

The World Employment Confederation's (WEC) activities are underpinned by robust data collection and research activities. These contribute to a better understanding of the reality of the HR services industry and its positive contribution to labour markets.



Building a More Robust Data Set

The World Employment Confederation has made it a priority for 2023 to improve the quality and robustness of its data. Extensive work has been carried out with the WEC members to understand the methodology and advise, improve and solve problems with national data collection. As a result, WEC revised and updated its historical database of economic and demographic national data, ultimately increasing the robustness of WEC's data set.

Such work is crucial for the production of WEC's **Economic Report**, a comprehensive record of data about the performance of the HR services industry and a valuable tool for labour market economists. The 2023 edition, which includes data from 2021, confirmed the strong rebound of the HR services sector, supporting labour markets in recovering from the Covid-19 pandemic. Once again, WEC could count on the support of its partner Staffing Industry Analyst to ensure the robustness and comprehensiveness of the data coverage of the Economic Report.

In addition to this annual report, the World Employment Confederation offers more up-to-date data through its **Labour Market Strategic Insights**. These publicly available quarterly briefings were enhanced in 2023 thanks to the implementation of a new tool by the WEC Head Office, Macrobond, and the partnership with Lightcast, the global leader in labour market and workforce analytics. A new format, enriched with more data, has been developed, providing deeper insights into the job market dynamics and enabling better analysis and strategic decisions.



28 000

data points collected on an annual basis



Labour Market Intelligence



Delivering a Sharper Regulatory Monitoring of the Industry

- The World Employment Confederation implemented similar efforts to improve its labour market intelligence on regulatory frameworks. The survey methodology for the **Regulatory Report**, another annual milestone report produced by the World Employment Confederation, was revamped to facilitate the response process for members and enable a year-on-year analysis of regulatory changes. Another novelty introduced in 2023: WEC members could benefit from the support of Ius Laboris, WEC's legal and regulatory partner, when completing the survey. The report format has been streamlined to make the wealth of information collected in this exclusive membership product more digestible and usable by WEC members.
- Timely monitoring of the regulatory situation is crucial to support WEC's fight against adverse regulation. In 2023, the insights gathered through the **SERO (Staffing Executives Regulatory Outlook)** enabled the WEC Head Office to support national federations in Norway, Australia and Mexico as those countries faced challenging policy debates. The SERO is a short bi-annual survey that aims to capture the anticipated regulatory changes in the next six months, enabling WEC's Head Office to support its members in the fight for fair regulation while supporting the workers the industry serves.



Launching the Most Ambitious Industry Research in 15 Years

- Sensing the crossroads at which the world of work found itself in 2023, the World Employment Confederation embarked on a new strategic research project to enhance the understanding and the perception of the HR Services industry as a provider of solutions to labour market challenges. Following a call for tender launched to selected research institutes and other relevant bodies, WEC selected FT Longitude. Work started then to define the project's scope under the motto "**The Work We Want**". More than 700 senior executives from Forbes 2000 companies and public services were surveyed by the end of the year, with the first deliverables planned for delivery in the first quarter of 2024.



+10%

responses in the
**Regulatory
Report survey**



Membership Empowerment

The World Employment Confederation (WEC) works to constantly increase the professionalism of the employment industry through capacity-building activities and direct support to members.

By offering its members multiple opportunities to exchange best practices, WEC enables its members to function more effectively, strengthens their ties, and reinforces WEC's voice.



Enabling Members to Learn, Share & Grow

In a fast-changing world, finding time to stay updated, learn fresh skills, and expand one's network feels like an uphill battle. In 2023, the World Employment Confederation launched the **"WEConversations"**, a new monthly webinar series on issues relevant to the employment and recruitment community. Topics covered in 2023 included economic and labour market insights for 2024, a 'Meet & Greet' with WEC's newly elected leadership, regulatory developments and green skills. The events are either public or exclusive to WEC members. They also feature WEC partners. In 2023, LinkedIn and Lightcast shared insights on green skills and labour market insights, respectively.



Inspiring Each Other



The **WEC Awards 2023** received a record-high number of applications for its fourth edition, showcasing the value WEC members attribute to receiving such distinction. Agest won the Outstanding Advocacy Award for avoiding the prohibition of staffing activities in Chile. REC took home the Leadership in Social Innovation Award for its 'Restart' project, which aims to help long-term unemployed people in the United Kingdom return to the labour market after the Covid pandemic. Assolavoro was recognised in the Remarkable Initiative category for its 'Welcome & Work' project with Ukrainian refugees in Italy. A further 'Special Honour' was handed to ASA for its advocacy work to safeguard wages for travel nurses in the United States.



Membership Empowerment



Reigniting the Community

After a couple of years hampered by the Covid 19 pandemic and the subsequent uncertainty, 2023 marked the return to in-person meetings and events with our members and WEC's staff were regularly heard during these moments. Speaking engagements at **members' events** included the annual conference of AFSRU (Romania), APSO (South Africa), Assolavoro (Italy), BAP (Germany) and ERF (Ireland).

The World Employment Confederation also hosted delegations of members at its Head Office in Brussels. These visits facilitated direct interaction with WEC staff, helping members maximise the benefits of their membership. They can also provide potential members with a better understanding of the value of WEC membership. In 2023, following a visit alongside WEC's Chinese member, CAFST, the company **Engma** applied for membership and subsequently became WEC's first Chinese global corporate member.

Close cooperation around **public affairs** priorities also strengthens ties with members. In 2023, the Indian Staffing Federation (ISF) greatly facilitated and supported WEC's involvement in the B20 process. A similar collaboration is expected in 2024 with FENASERHTT in Brazil, as the country holds the G20/B20 Presidency.



Campaigning & Positioning

With regular communication through media, publications and events, **the World Employment Confederation (WEC) further builds its reputation as a trusted partner** in the world of work and contributes to a better understanding of the reality of the HR services sector and its role in labour markets.

Demonstrating the Tangible Impacts of Our Industry

Throughout the year, the World Employment Confederation participated in several international awareness-raising campaigns, effectively showcasing the positive impact of the HR services industry on labour markets with concrete data and case studies. WEC also collaborated with Staffing Industry Analysts on the **"Staffing Insights"** video series that aims to deepen the understanding of the sector. In 2023, three episodes were produced, focusing on digitalisation, the regulatory landscape and diversity and inclusion.



Celebrating **International HR Day**, the World Employment Confederation reflected on the importance of closer collaboration between HR professionals and career management experts in creating 'people ecosystems' to address the challenges of today's world of work.



On **World Youth Skills Day**, WEC published an article highlighting the role of HR services in helping young people access employment and build their careers.



WEC participated in the International Labour Organisation's eight-week social media campaign **on social justice** (#ThisWayToSocialJustice), where it shared specific examples of how the HR services industry is combating inequalities in the world of work.



On **the World Day for Health and Safety at Work**, WEC contributed to raising awareness about ways to ensure a safe and healthy working environment by showcasing how the agency work sector has traditionally taken the lead in this area.



As reports indicated an increase in **scammers posing as staffing firms**, WEC launched a campaign to reaffirm its members' commitment to providing their services free of charge to job seekers and upholding the ethical standards set in its Code of Conduct.

Campaigning & Positioning



Orchestrating the Digital Transformation at the World Employment Conference 2023

In 2023, the World Employment Conference once again brought together the finest experts from the HR services industry and the most insightful thought leaders in the world of work to discuss the latest trends and create new solutions to improve our labour markets.

This 55th edition addressed the **Digital Revolution** and how it has profoundly changed the nature of work and how HR services operate. The conference delved into how digitalisation has already transformed the employee-employer relationship and looked at how policymakers have adapted our legal frameworks to those massive technological changes. The conference also explored the rise of new digital solutions (e.g. Metaverse) and their impacts on tomorrow's labour markets and the HR Services industry.

The conference was a unique opportunity to harness the concrete experience of the HR business community and inform workforce management strategies and policy-making in the field of employment. Thanks to several sponsors, it was also a place for the HR services community to discover the latest innovative products and services that will support their growth. WEC members benefitted from an extra meeting day with dedicated workshops and institutional meetings.



Thought-Leadership

Through the wide range of **HR services** provided by its members, the **World Employment Confederation (WEC)** is uniquely placed to observe the structural shifts taking place in the world of work. Capitalising on this expertise, WEC aims to share these new realities and improve understanding of the benefits of new workforce solutions.



Exposing “The Great Mismatch”

- ➔ As dust settled from the Covid-19 pandemic and the subsequent economic crisis, a new crisis loomed on the horizon. The World Employment Confederation distilled the challenge facing labour markets into three words: “The Great Mismatch”. Whether it is about expectations towards work – its place in our lives and working conditions; reactions to the rise of technology – Artificial Intelligence in particular, or creeping labour shortages, it seemed to all come down to a gap between stakeholders in the labour market.
- ➔ Through its partnerships with several **publications** (Forbes, Staffing Latin America, The Global Recruiter, EurActiv), the World Employment Confederation tried to uncover in several opinion pieces how the HR services industry can help bridge that gap. Several **speaking engagements** also enabled discussions on this topic in various fora around the world. WEC staff intervened at events organised by WEC members, such as Gi Group in Italy; in national and international HR conferences, like the SHRM Global Worker Summit in Switzerland and the CONARH conference in Brazil; as well as academic congresses such as the annual conference of ADAPT, an international network of academics specialised in employment and labour law.



Connecting Mental Health to Career Health

- ➔ Through its Career Management Network, the World Employment Confederation established a link between investment into career support services and better well-being at work. During **Mental Health Month** in May 2023, WEC’s Career Management experts shared some advice on how to implement this within organisations.
- ➔ This work opened up new areas of collaboration for WEC with organisations such as the International Coaching Association (ICF) and helped raise further awareness of this segment of the HR services industry.



**LEADING
IN A CHANGING
WORLD OF WORK**

REGIONAL FOCUS



WEC Europe

Highlights



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.

WEC Europe

Governance

Leadership Overhaul

In 2023, the World Employment Confederation Europe overhauled its governance. Not only has the composition of its Executive Committee been enlarged from seven to nine members, but most of these representatives are joining the institution's executive body for the first time. They will be guided by the leadership of WEC Europe's new President, Sonja van Lieshout, who is a familiar figure within WEC circles.

WEC Europe Executive Committee 2023



**Sonja van
Lieshout**

Randstad

Vice-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



**Jakob
Tietge**

Dansk Erhverv

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
Managing
Director

WEC Latam

Highlights



As part of its involvement in the International Labour Organisation (ILO) campaign to ratify **Convention 181 on private employment services**, a dedicated webinar was organised with WEC Latam members to gain a better understanding of what hinders the ratification process in the region. FAETT (Argentina), FENASERHTT (Brazil) and AMECH (Mexico) shared their countries' best practices, establishing a trustworthy collaboration with the ILO and paving the way for better regulation of the sector.



Agest (Chile) won a **WEC Award 2023** for its Outstanding Advocacy work to avoid the prohibition of staffing services in a constitutional revision. Agest leveraged the power of the WEC and WEC Latam networks by liaising with its Mexican counterpart, AMECH, to learn from their similar experience. As a result, the proposal was ultimately rejected, and the staffing industry is now more widely acknowledged as a leading provider of formal and quality work in Chile.



In 2023, WEC Latam established a solid **social media** presence on LinkedIn, leveraging content produced by the World Employment Confederation. By making such content available in Spanish, WEC Latam enabled to showcase the positive contribution of the HR services industry to a broader audience in the Latin American region.



WEC Latam and its members, like ACOSET (Colombia), organised several **events** throughout the year to better organise the industry in the region and advocate on its behalf.

WEC North-East Asia

Highlights



In 2023, the three organisations of WEC North-East Asia met for **their 17th regional meeting**. Over 50 people representing KOHRSIA (South Korea), CAFST (China) and JASSA (Japan) joined the event held online.

In addition to hearing global updates about WEC's work, each association presented their national market trends and their latest activities. Such meetings are great opportunities to exchange about regulatory challenges such as the one South Korea faced regarding outsourcing, and learn from each other's experience.





OUR ORGANISATION



Governance

Developments in 2023

Continuity Amid Change

In 2023, the World Employment Confederation reshuffled its leadership. Bettina Schaller (The Adecco Group) and Charles Cameron (RCSA Australia and New Zealand) were re-elected for a second mandate, and Bart van Kempen (ManpowerGroup) joined the trio as the second Vice President.

Further new members joined as WEC Board members in 2023.

- **Nichole Zhu**, Engma
- **Caroline Pfeiffer**, Manpower Group
- **Jurriën Koops**, ABU / The Netherlands
- **Andrea Resigkeit**, GVP / Germany
- **Mohamed El Derwy**, Target HR / Egypt.
- **Han Oey**, RGF Staffing

Other members were re-elected in their current mandate.

- **Ann Cattelain**, Federgon/Belgium (Treasurer)
- **Lohit Bhatia**, Indian Staffing Federation/India (Regional Representative APAC Southern)
- **Menno Bart**, The Adecco Group (Representative of the Corporate Member)
- **Geraldine King**, ERF / Ireland (Chair of the National Federations Committee)
- **Alfred Budschitz**, Agest / Chile (Board member)

Some Board members were entrusted with a new mandate.

- **Pam Sands** from Kelly, already a Board member, **changed board position and now chairs** the Corporate Members Committee.

Governance

WEC Board 2023



President
Bettina Schaller



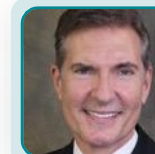
Chair EAC
Marius Osterfeld
(Swissstaffing)



Chair NFC
Geraldine King
(ERF)



Chair CMC
Pam Sands
(Kelly)



North America
Richard Wahlquist



Vice-President
Charles Cameron



The Adecco Group
Menno Bart



ManpowerGroup
Caroline Pfeiffer



Randstad
Jan Denys



Europe
Sonja van Lieshout



Vice-President
Bart van Kempen



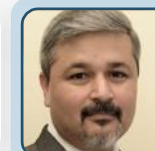
Gi Group
Antonio Bonardo



Engma
Nichole Zhu



RGF Staffing
Han Oey



APAC Southern
Lohit Bhatia



Treasurer
Ann Cattelain



Jurriën Koops
ABU/NL



Neil Carberry
REC/UK



Even Hagelien
NHOSH/Norway



North East Asia
Masahiro Ikeda



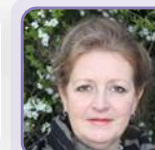
Andrea Resigkeit
GVP/Germany



Mohamed El Derwy
TargetHR/Egypt



Alfred Budschitz
AGEST/Chile



Africa
Jacqui Ford



Latin America
Jose A. Figueiredo

Head Office



Denis Pennel
Managing Director



Gabriella Coorey
Director of Operations



Michael Freytag
Public Affairs Manager



Andrew King
Public Affairs Manager



Beatrice Miano
Public Affairs Advisor



Viktorija Proskurovska
Labour Market
Intelligence Manager



Aurélie Pattyn
Communications
Manager



Ana Diaz
Event & Office Manager

Membership

Developments in 2023



Keeping up with the Evolution of the HR Services Landscape

- In 2023, the World Employment Confederation successfully welcomed new **regional members**: Hofmann and Parakar in Europe, Bayton and Arch in Latin America. It also secured ENGMA to join as WEC's first-ever Chinese global corporate member as of January 2024.
- Parakar is the first **Employer Of Record** (EOR) pure player to join the membership, signaling WEC's increasing representativeness of how the HR services industry evolves. In 2023, WEC further explored this market segment by organising a dedicated workshop to better understand the different business models and identify any quality or regulatory issues that could benefit from being tackled through better industry association. More than 20 EOR companies joined the workshop and exchanged views on challenges to be addressed to gain better recognition for the role played by the sector in facilitating cross-border work mobility. Several of those companies expressed interest in joining WEC in the future.



Continuously Striving for Global Representativeness

- In 2023, the World Employment Confederation welcomed back two national federations who had to suspend their membership in 2022 for financial reasons: ACSESS (Canada) and APPS (Czech Republic).



Our Corporate Members



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
- › South Korea
- › Japan



- › Australia
- › India
- › Indonesia
- › New Zealand
- › Philippines

How does WEC create value for your company?

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

Partnerships

WEC's Partnership opportunities allow HR Service Industry vendors and suppliers to align with the confederation's values and be part of a global HR Services community. Companies partner with the WEC because they see the value in gaining credibility & brand integrity, increasing their thought leadership & commercial visibility, being part of the community, accessing a network of advocacy experts, and fostering new business opportunities.

In 2023, WEC forged several new partnerships to establish a robust ecosystem in the employment space.

- **Olive Group** is a prominent global Educational Technology provider that offer virtual learning environment and AI-enabled content creation. The company supports the digital enhancement of recruitment, onboarding, and learning & development.
- **Lightcast** is the global leader in labour market and workforce analytics. With engineers and data specialists continually collecting and analysing data from thousands of job boards, company websites, online resumes, employee profiles, and traditional government sources, the company produces the most comprehensive, up-to-date picture of the labour market available.



During the year, discussions for further partnerships were engaged with **Mimbus, Bullhorn** and **Geographic Solutions** with the aim of finalising the agreements in 2024.

Our Partners

Strategic Partner

Talent Marketplace



Affiliate Partners

Law & Regulation



Data & Research



Skilling



Educational Technology



Software Provider



Workforce & Job Matching Software



Our Ecosystem





Let's Stay in Touch!

