eurociett
European Confederation of Private Employment Services

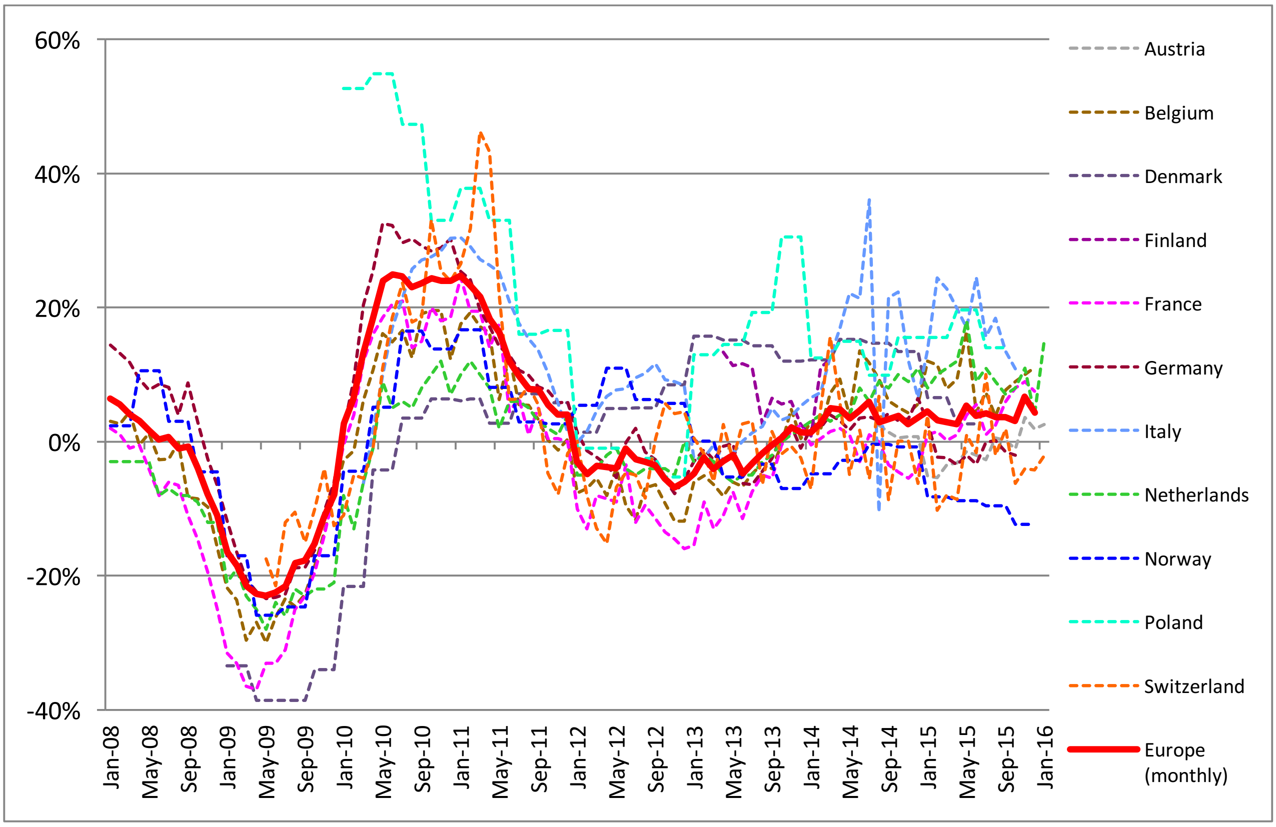
AGENCY WORK BUSINESS INDICATOR: MARCH 2016

EVOLUTION OF NUMBER OF HOURS WORKED BY AGENCY WORKERS IN EUROPE

	AT	BE	CH	DE	DK	FI	FR	IT	NL	NO	PL	Europe[1]
Evolution of number of hours worked *[year-on-year]*	**+5.6%**	**+5.7%**	**-5%**	**-2.4%**	**+2.7%**	**+12%**	**+8.8%**	**+6.5%**	**+9.0%**	**-12.3%**	**+12%**	**+5.6%**
Period of reference	Feb 2016	Feb 2016	Feb 2016	Nov 2015	Q2 2015	Jan 2016	Jan 2016	Feb 2016	Weeks 5 – 8 2016	Q4 2015	Q4 2015	Feb 2015

Source: Eurociett national federation members

Our indicator reveals a mixed picture this month as a number European markets continue to show pleasing year-on-year growth while others have yet to pull out of negative growth. Finland, Poland, the Netherlands and France are notable, recording 12%, 12%, 9% and 8.8% yoy growth respectively. By contrast Norway and Switzerland still show negative year-on-year growth of -12.3% and -5%. This results in a European average of +5.6%, an uplift on the previous month year-on-year figure.



Source: *Eurociett national federation members*

[1] The weighted European average is determined by the surveyed countries share of the European agency work market in 2013. The countries contributing to the weighted European Average account for 65% of the agency work market in Europe.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

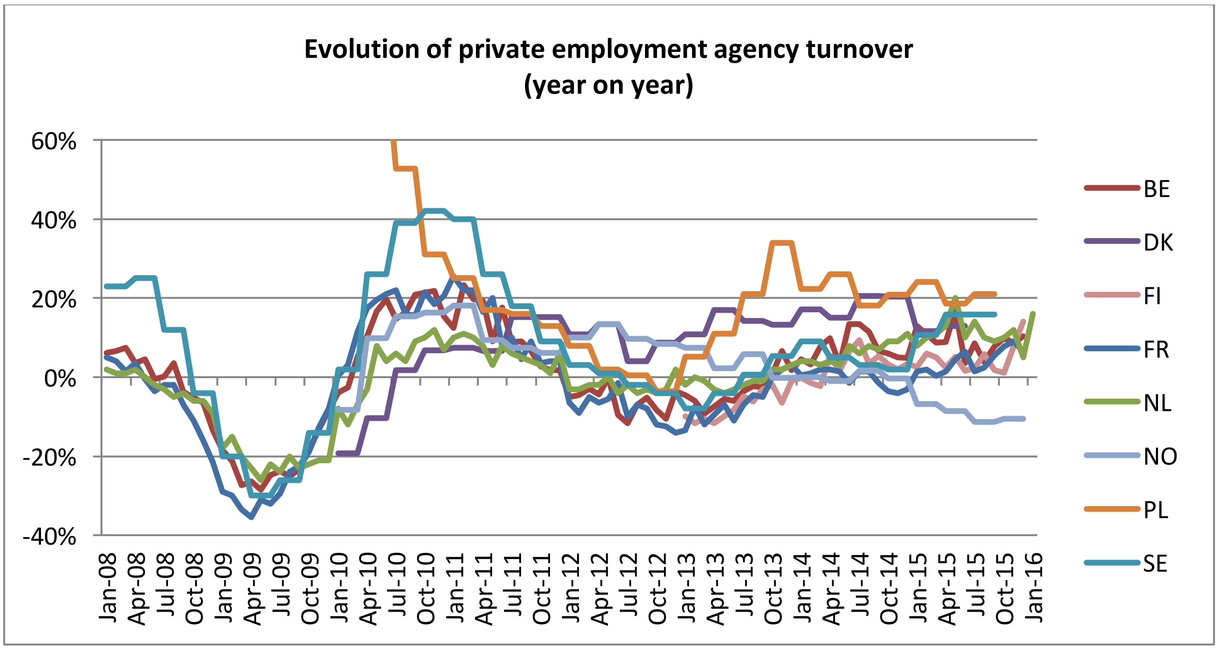
AGENCY WORK BUSINESS INDICATOR: MARCH 2016

EVOLUTION OF AGENCY WORK SALES REVENUES IN EUROPE

	BE	DK	FI	FR	NL	NO	PL	SE
Evolution of turnover *[year-on-year]*	**+5.9%**	**+13%**	**+13%**	**+9.3%**	**+10.0%**	**-10.5%**	**+22%**	**+17%**
Period of reference	Feb 2016	Q2 2015	Dec 2015	Jan 2016	Weeks 5 – 8 2016	Q4 2015	Q4 2015	Q4 2015

Source: Eurociett national federation members

Turnover developments following hours worked show near double-digit growth with the exception of Norway. Sweden saw turnover grow 17% during the last quarter of 2015, and has increased its growth rate each quarter for the past 12 months. Poland and France also saw strong continued growth into 2016.



Source: *Eurociett national federation members*

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

EUROCIETT NATIONAL FEDERATION COMMENTS

Austria

Austria shows a positive figure for the fourth consecutive month and a doubling of the year-on-year figure from the previous month. This indicates a solid increase in agency work activity during February 2016.

Belgium

In comparison with February 2015 activity in the temporary agency work indutry in Belgium grew by 5.75% compared with 7.4% in January. This was the result of a rise in the hours worked in the blue collar segment of 3.81% and in the whilte collar segment of 8.39%. The number of hours worked in February was -0.59% lower than the previous month with a decreae in the white collar segment of -0.04% and in hte blue collar segment of -1.01%. The figures reflect the worsening of the business confidence indicators during the past months.

France

In January temporary work turnover year on year increased by 9.3% and the number of hours worked improved by 8.8%. In February, the number of temps at work grew by 5.2% (after 6.5% growth in January). In the regional detail, growth in Eastern France has remained dynamic (between 8.7% and 17.5% in Lorraine, Alsace and Franche-Comté).

Netherlands

In period 2 (week 5 – 8) the total amount of hours increased 9% and turnover grew 10%, in comparison to the same period last year. This period had an equal amount of workable days compared to the same period last year, so no correction was applied.

- The administrative sector increased 9% in hours and turnover grew 8% in comparison to the same period in 2015.
- Hours in the industrial sector also increased 9% and turnover increased 11% compared to the same period last year.
- Furthermore, the amount of worked hours in the technical sector increased 8% and turnover increased 12%.

Switzerland

Agency work hours decreased by -5% in the year from February 2015 to February 2016. This represents the fifth consecutive month of negative growth for the sector in Switzerland. Over the past 12 months the index has fallen by 0.8% with a fall of around 1% since the beginning of this year. The deterioration in the Swiss economy once again is reflected in the fortunes of the temporary agency work sector.

UK

Agencies' billings from the employment of temporary/contract staff rose for a thirty-fourth successive month in February. The rate of expansion was the same as in January, although this remained slightly slower than the survey's historical average. Anecdotal evidence linked higher temp billings to rising activity levels at clients. The Midlands led a broad-based increase in short-term billings, with the slowest growth indicated in the South.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

ABOUT THE EUROCIETT AGENCY WORK BUSINESS INDICATOR

The Eurociett Agency Work Business Indicator plots indicators of the evolution of turnover (defined as the revenues generated by private employment agencies in the temporary staffing segment) and hours worked. (defined as the sum of all hours invoiced by all private employment agencies to all user companies except where otherwise stated) In Germany, the indicator is total number of agency workers and the indicator for Switzerland is number of workable days).

Data supplied by the national federations of agency work is also plotted against the evolution of GDP and unemployment volumes in the European Union. In 2012, Europe accounted for 36% of the global agency work market by revenue, and placing 4 million agency workers in full-time equivalent on a daily basis.

Currently no quantitative data on the number of hours worked is available for the UK. Information for the UK national federation (REC) update originally appear in the Report on Jobs. The Report on Jobs is a monthly publication produced by Markit on behalf of the Recruitment & Employment Confederation and KPMG. The report features original survey data which provide the most up-to-date and comprehensive monthly picture of recruitment, employment and employee earnings trends available.

WEIGHTED EUROPEAN AVERAGE OF HOURS WORKED BY TEMPORARY AGENCY WORKERS

The weighted European Average is the year on year change of agency workers in full-time equivalent employment on a daily basis (except where noted otherwise). The weighted average determined by the surveyed countries share of the European agency work market (turnover) in 2012. The countries contributing to the weighted European Average account for 62.4% of the agency work market in Europe. The EU average is calculated by adding the individual country figures multiplied by their percentage of the agency work industry in Europe, then scaling the figures to one hundred percent.

COUNTRY WEIGHTINGS

Updated March 2016 based on 2014 market data.
Together, the 11 countries represent 63% of the European market, divided as follows:
Austria: 1.8% of the European agency work market/Source InfAction Zeitarbeit-plus
Belgium: 3.6% of the European agency work market/Source Federgon
Denmark: 1.2% of the European agency work market/Source Dansk Erhverv
Finland: 1.3% of the European agency work market/Source HPL
France: 13.8% of the European agency work market/Source Prism'Emploi
Germany: 19.6% of the European agency work market/Source BAP
Italy: 5.1% of the European agency work market/Source Ebitemp
Netherlands: 9.1% of the European agency work market/Source ABU
Norway: 1.6% of the European Agency work market / Source NHO
Poland: 0.8% of the European Agency work market / Source Polskie Forum HR
Switzerland: 4.7% of the European Agency work market / Source SwissStaffing

EUROCIETT

As the European Confederation of Private Employment Services, Eurociett is the authoritative voice representing the common interests of the agency work industry in Europe. Eurociett gathers 30 national federations from EU and EFTA countries, and 6 of the largest international staffing companies as corporate members. Its main objective is to seek greater recognition for the positive role private employment agencies play in the labour market.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu

DISCLAIMER

Opinions and estimates in this report constitute the current judgment of the author(s) at the time of writing. They do not necessarily reflect the opinions of Eurociett. Eurociett has no obligation to update, modify or amend this report or to otherwise notify a reader thereof in the event that any matter stated herein, or any opinion, projection, forecast or estimate set forth herein, changes or subsequently becomes inaccurate.

The content, information and any materials ("data") provided by Eurociett in this presentation is on an "as is" basis. Eurociett makes no warranty, expressed or implied, as to its accuracy, completeness or timeliness, or as to the results to be obtained by recipients, and shall not in any way be liable to any recipient for any inaccuracies, errors or omissions herein. Without limiting the foregoing, Eurociett shall have no liability whatsoever to a recipient of this report, whether in contract (including under an indemnity), in tort (including negligence), under a warranty, under statute or otherwise, in respect of any loss or damage suffered by such recipient as a result of or in connection with any opinions, recommendations, forecasts, judgements, or any other conclusions, or any course of action determined, by it or any third party, whether or not based on the content, information or materials contained herein.

Any unauthorised use, disclosure, reproduction or dissemination, in full or in part, in any media or by any means, without the prior written permission of Eurociett is strictly prohibited.

asbl
Avenue du Port 86c | PO Box 302
1000 Brussels | Belgium
T: +32 2 203 38 03 | F: +32 2 203 42 68
www.eurociett.eu