New opportunities for individuals provided by diverse forms of employment

The view from the employment industry

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President

IOE Forum
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At global level, « standard » work is atypical!
Type of labour contract according to countries (% for 2012)

<table>
<thead>
<tr>
<th></th>
<th>Permanent Contract</th>
<th>Temporary/Fixed Term Contract</th>
<th>Informal</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORLD</td>
<td>26,4%</td>
<td>12,9%</td>
<td>60,7%</td>
<td>100%</td>
</tr>
<tr>
<td>Advanced Countries</td>
<td>76,7%</td>
<td>9,3%</td>
<td>14%</td>
<td>100%</td>
</tr>
<tr>
<td>Middle Income Countries</td>
<td>13,7%</td>
<td>14,3%</td>
<td>72,0%</td>
<td>100%</td>
</tr>
<tr>
<td>Low Income Countries</td>
<td>5,7%</td>
<td>7,3%</td>
<td>87%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: ILO
By providing diverse forms of work, the employment industry contributes to jobs and growth

By enabling Work, Adaptation, Security & Prosperity, the employment industry:
- gives hope
- develops confidence
- builds trust
- delivers pride
The labour market ecosystem: A full range of forms of work and HR services

LABOUR MARKET INTELLIGENCE
- Supply & demand of work
- Regulatory environment
- Skills mapping
- Labour market surveys
- Thought leadership

TALENT ACQUISITION
- Agency Work
- Direct (perm & temporary)
- Contract for servicing
- Self-employed
- Apprenticeship

PLACEMENT
- Sourcing candidates
- Employee referrals
- Skills assessment
- Testing
- On boarding
- Off boarding

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
Responsible intermediation

The need to differentiate good intermediaries from the rogue ones

- Job Boards
- Co-operatives
- Pooling of employers
- Municipalities & social NGOs
- Rogue providers
- Social networks
- Public Employment Services
- Employment & Recruitment Agencies
Diverse forms of employment increase labour market inclusion

The Employment industry in 2015

Agency Work Headcounts 43,519,404 individuals

Argentina 50,664
Australia 550,000
Austria 226,000
Belgium 608,591
Brazil 507,564
Bulgaria 10,000
Canada 450,000
Chile 1,483,138
China 8,680,000
Colombia 533,069
Croatia 15,000
Czech Republic 250,000
Denmark 20,647
Estonia 5,000
Finland 100,000
France 2,000,000
Germany 949,227
Greece 10,316
Hungary 124,576
India 2,100,000
Ireland 120,000
Italy 640,000
Japan 2,630,325
Luxembourg 24,164
Mexico 1,765,101
Morocco 62,000
Netherlands 770,156
New Zealand 105,000
Norway 95,000
Poland 799,727
Portugal 118,000
Romania 67,067
Russia 75,767
South Africa 900,000
Spain 562,345
Sweden 153,000
Switzerland 314,000
United Kingdom 1,198,000
USA

NB: number of individuals only covers activities from the members of the World Employment Confederation

The Employment industry in 2015 helped around 50 million people access the labour market at global level
## Responsible intermediation
The contribution of the Employment Industry: innovative solutions to support workers in building stability and security via bipartite funds

<table>
<thead>
<tr>
<th>Social benefits</th>
<th>Austria</th>
<th>Belgium</th>
<th>France</th>
<th>Italy</th>
<th>Luxemburg</th>
<th>Netherlands</th>
<th>Switzerland</th>
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<td><img src="image" alt="Fonds Social" /></td>
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New Reality of Wrk