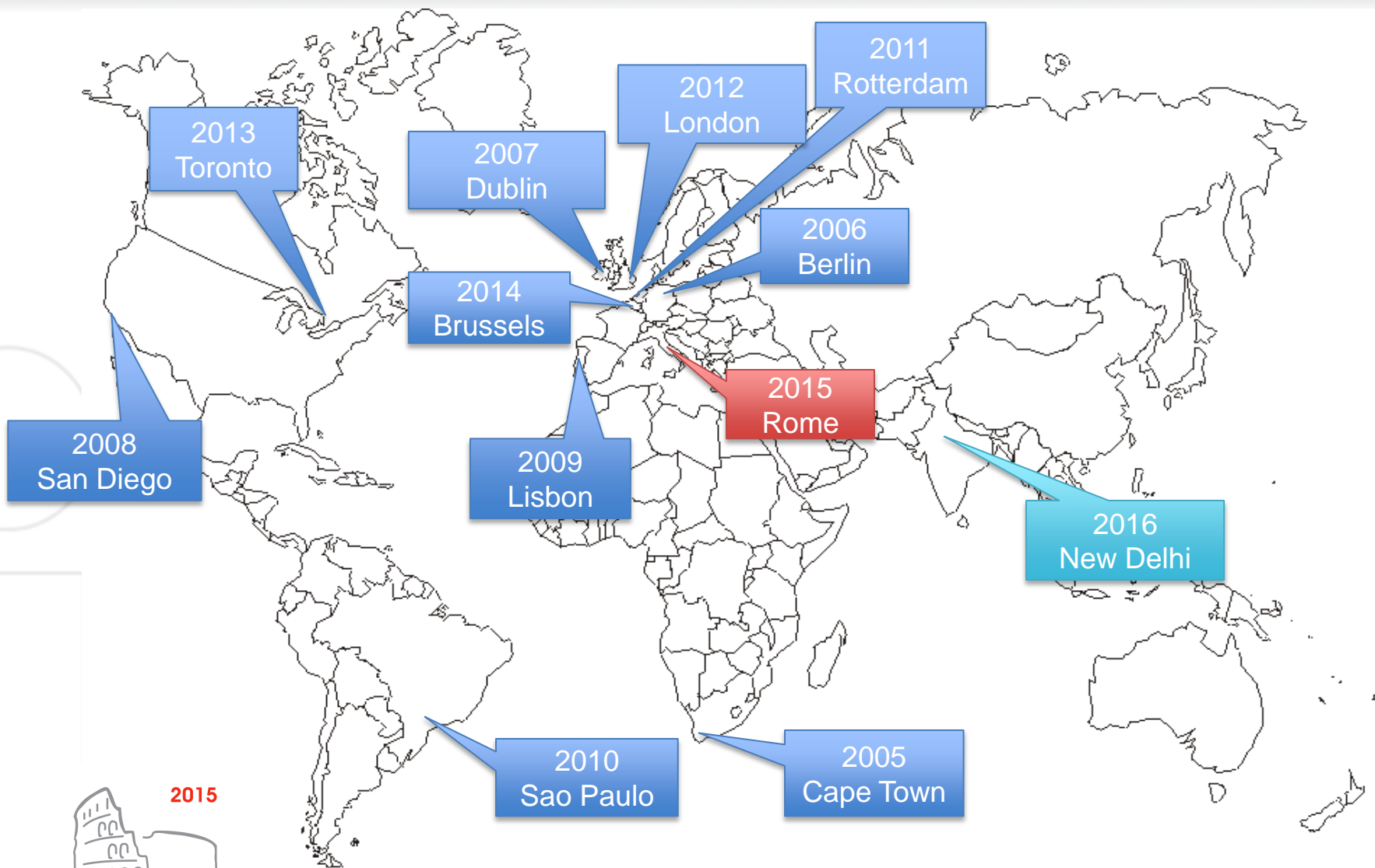


# Work and employment specialists – leading in a changing world of work

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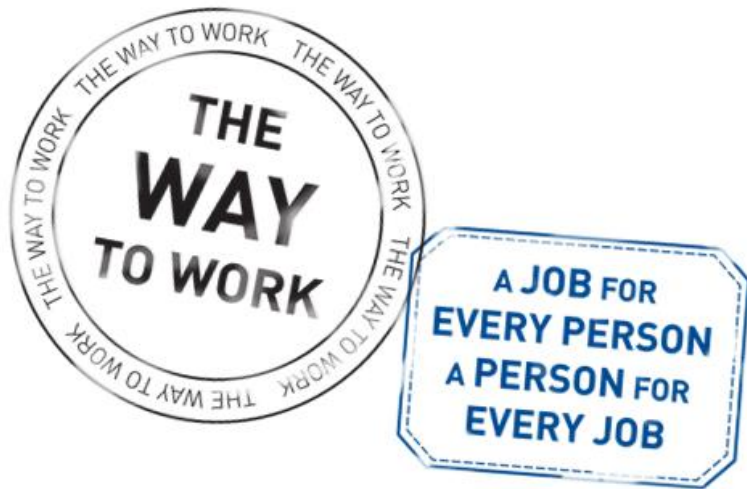
Ciett world employment conference 2015  
*Annemarie Muntz, Ciett President*

# A rich history of Ciett world employment conferences!



# Our “red thread”

**A triple win: mobility, inclusion and competitiveness  
– the three gains from the employment & recruitment  
industry**



# Leading in a changing world of work

We are facing an employment crisis and a demographic shift

Short to mid-term:

- 201 million unemployed globally; rising by 11 million over next 5 years. 74 million young people (aged 15–24) looking for a job.

Need to create 280 million new jobs over 5 years to absorb the unemployed population and the increase in the labour force

Mid- to Long-term

- Demographic shift: ageing population will hit Europe, Asia. in 2050 in Europe we will have a shortage of 35 million people
- The looming skills gap. Globally, 38% of companies cannot find the skills today, and this is set to become more marked in the coming years.

**The employment & recruitment industry can make a difference**



# Leading in a diverse world of work

60%

of workers work without formal decent employment contract

40%

of workers have a formal contract:

- 42% open ended
- 1,6% agency work
- 56,4% fixed term & other

## Leading the 60% to quality work



Comparison of agency work to other forms of work (0 = lowest quality, 5 = highest quality)

# Looking back: strategic priorities - ABC

- A.** for Alignment of our messages among members, and sharing our positive stories with the world.
- B.** for Broadening of our membership base, as well as of the HR services we as a confederation represent. And of course broadening our cooperation with partner organisations in the HR services.
- C.** for Compliance, which is a prerequisite to delivering good quality work as an industry.



## JOIN – SHARE – SHOWCASE



Each year, employment & recruitment agencies around the world:

Support  
**60,9 million**  
people *in*  
their job life

Help  
**24,4 million**  
young  
people  
enter the  
labour market

Up-skill  
**8 million**  
people,  
giving them  
more work  
choices

Create  
**4 million**  
more jobs

Serve  
**2.3 million**  
companies  
with the right  
talents to  
succeed





# The Ciett ABC roadshow





# Activities relating to compliance



- Compliance: ILO Fair recruitment initiative
- New Ciett Code of Conduct

## CIETT CODE OF CONDUCT

### Introduction

Private employment services play an essential role in improving the functioning of the labour market. By sourcing candidates and job vacancies, matching supply and demand of labour and designing workforce solutions, they act as a stepping stone to employment, increase labour market participation and diversity, turn available work into job opportunities and further the inclusiveness within the workplace.]

Being aware of this important economic and social role, the private employment services industry has adopted, for many years, self-regulation mechanisms that complement statutory regulation in place. As the trade association representing private employment services at the global level, Ciett has been playing a leading role in continuously improving the industry's quality standards and strengthening self-regulation principles.

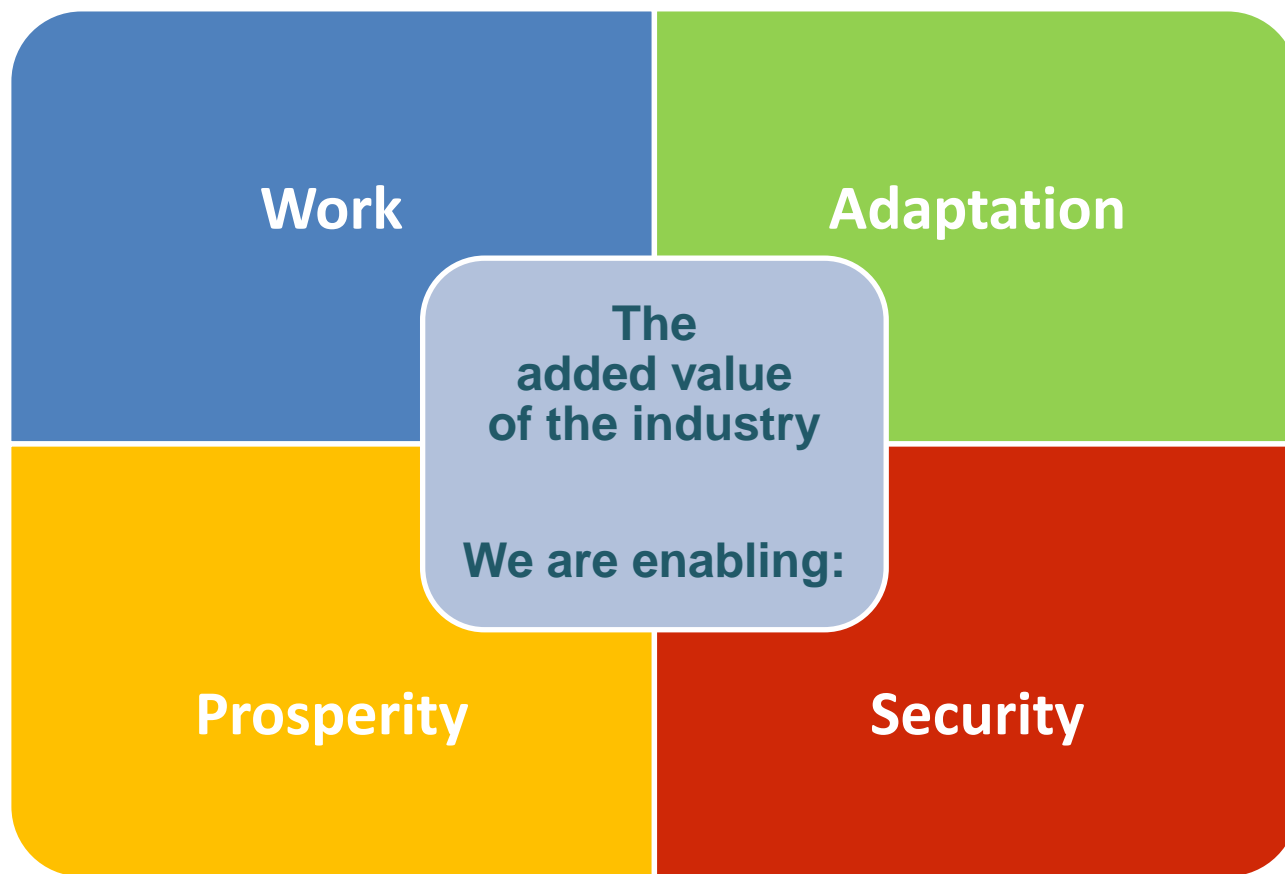
As socially responsible employers, the Ciett members – whether national associations of private employment services or international employment and recruitment companies - fully agree to recognise through this Code of Conduct that:

1. Activities of private employment services should comply with the International Labour Organisation's Fundamental Conventions, Convention N°181 on private employment agencies, Declaration of Fundamental Principles and Rights at Work, the UN Guiding Principles on Business & Human Rights and Protocol to Prevent, Suppress and Punish Trafficking in Person.
2. With a view to promote fair and ethical recruitment and employment practices, cooperation with international institutions such as the International Labour Organisation, the United Nations, the International Organisation for Migration and the Global Forum on Migration and Development should be favoured.
3. Social dialogue, freedom of association and collective bargaining should be seen as an appropriate mean to organise the private employment services industry, when relevant and appropriate.
4. When it comes to statutory regulation, the provisions of ILO Convention n°181 on Private Employment Agencies and its accompanying Recommendation n°188 provide a framework that allows for improved functioning of private employment services and protection of workers. Ciett members are therefore committed to encourage national governments to ratify this ILO instrument if not yet done or to push for the core provisions of Convention n°181 to be transposed into national regulation.

The aim of the Ciett Code of Conduct is to set out the acceptable standards of professional practices to which private employment services are committed and expected to operate. It has been conceived as an instrument to differentiate bona fide, ethical employment and recruitment agencies from rogue traders. Each Ciett member is requested to adhere to the Ciett Code of Conduct and to promote its principles towards all relevant stakeholders.

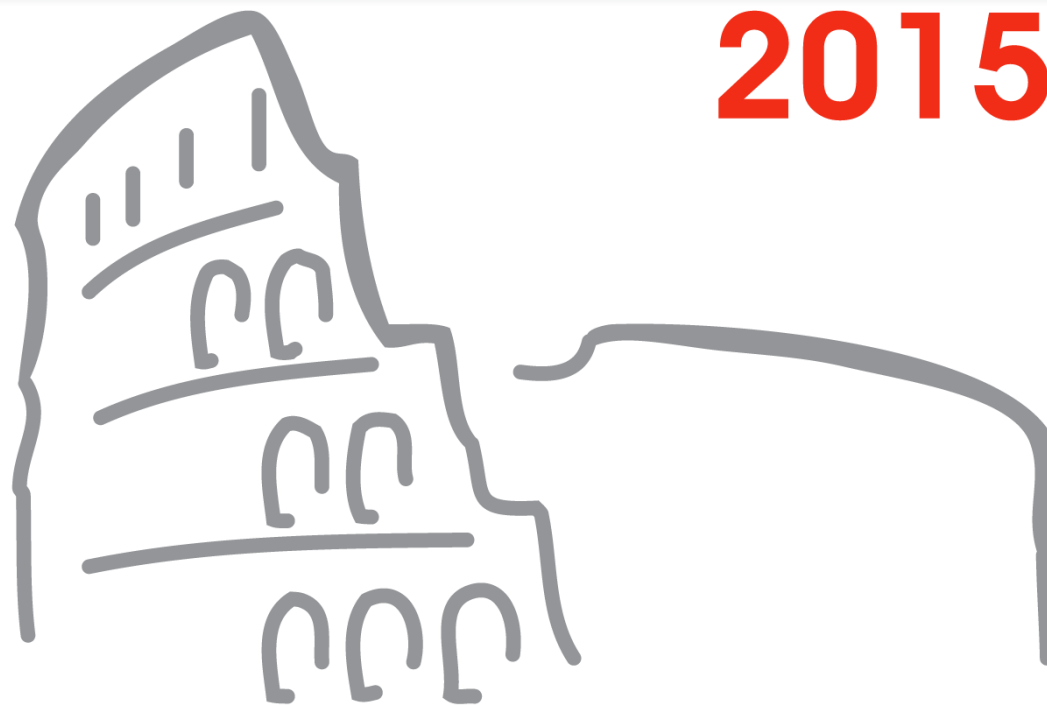
# Looking forward: Ciett positioning

*We are work and employment specialists, providing meaningful work to millions of people and creating jobs with thousands of organisations. Our role is to drive people and organisations to navigate a changing world of work by enabling jobs, adaptation, security and prosperity.*



All roads lead to Rome!

2015



**WORLD  
EMPLOYMENT  
CONFERENCE**