

About Ciett

About Us

Founded in 1967, Ciett is the representative body for Private Employment Agencies. Its role is to represent the industry and promote the freedom of choice which it brings to the labour market. It is the only association representing Agency Work (AW) in its breadth and diversity. It unites 41 national Federations and six of the largest multinational staffing companies as well as tens of thousands of SMEs.

Ciett members consist of private companies operating in the HR fields of AW, permanent recruitment, interim management, executive search, outplacement and training. Through their network of 150,000 branches, with a staff of 762,000 people, Ciett members employ 9.5 million workers (full time equivalent) on a daily basis and 25 million annually.

Our Objectives

Ciett seeks to gain greater recognition for the contribution that the AW industry makes to labour markets, especially in the areas of employment creation, economic growth and tax revenues, and access to and integration in the labour market of diverse groups of workers, including the disabled, first-time entrants and long-term unemployed.

Our objectives include:

- Promoting the common interests of the AW sector.
- Improving the perception and awareness of the industry and developing a better understanding of the sector by providing research and information.
- Helping members to communicate the benefits of AW at all stages of the economic cycle to interested parties.
- Achieving the most suitable industry regulation and promoting quality standards within the AW industry.
- Ensuring that AW is accepted as a desirable form of employment.
- Ensuring that the economic potential of the AW sector is realised.
- Supporting competitiveness, growth and employment objectives.

About the Industry

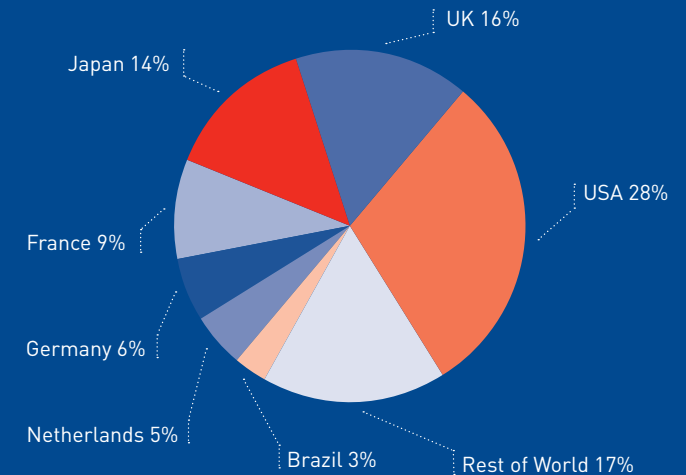
Characteristics of the Private Employment Agency industry

- Employs over 25 million workers annually. That is equivalent to a daily average of 9.5 million workers on a full time basis.
- Gathers 62,000 companies, accounting for 150,000 branch outlets. Most of these are small and medium size companies, although some large international groups operate worldwide.
- Annual revenue figures amount to €234 billion.

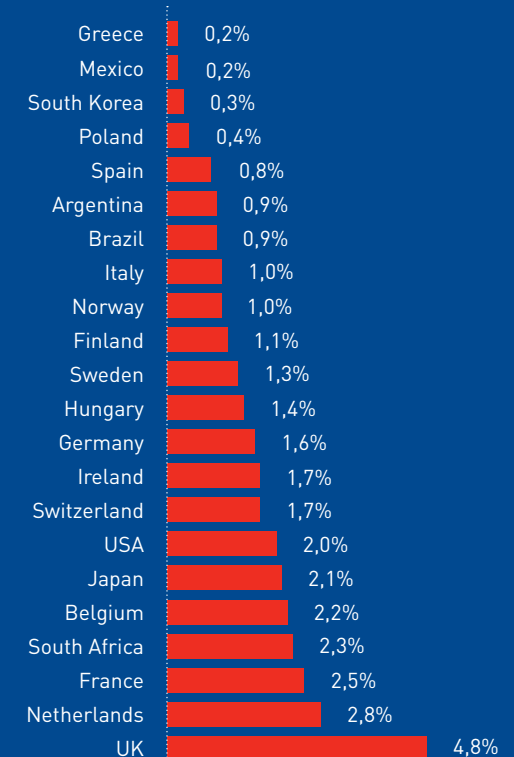
Private Employment Agencies' positive contribution to the labour market

- Thanks to the triangular work relationship, the AW industry provides more freedom of choice in the labour market to people, companies and governments.
- Provides work to job-seekers, acts as a stepping-stone to permanent employment and prompts the creation of jobs that would not exist otherwise.
- Enhances workers' employability by keeping them in touch with the job market and providing training.
- Improves labour market fluidity by matching labour supply and demand.
- Provides a right balance between the requirement of labour flexibility and the necessity to protect workers' rights and working conditions.
- Contributes to economic growth and tax revenues.
- Creates a better skilled, better equipped workforce.
- Supports work mobility (occupational and geographical) which contributes to a better functioning labour market.
- Boosts companies competitiveness by allowing them to be more flexible and responsive to economic change.
- Works hand in hand with Public Employment Services to better respond to the market needs.
- Creates opportunities for disadvantaged and marginalised groups to enter the labour market.

AW Industry Global Turnover Split Per Country



Agency Work Penetration Rate

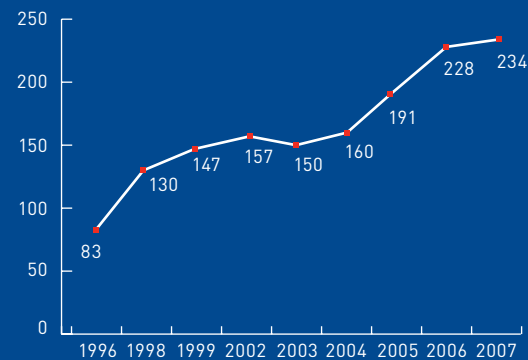


Source: Ciett (2007 figures)

Activities at global level

Ciett is a unique platform to develop a constructive dialogue, address relevant issues and influence political agendas with regards to employment matters. Ciett engages with key stakeholders on behalf of the PrEA industry to discuss appropriate legal solutions, present the industry's positions and to participate in any initiatives that aim to create the most suitable and fair legal environment for the industry to operate in. It represents a highly regulated and socially responsible industry, with members of Ciett working hand-in-hand with governments to fight illegal work and social dumping and refusing to operate at the expense of workers' rights.

Global annual sales revenues in billions of €*



* - USD to EUR exchange rate of 0,73082

List of Members

A. Corporate Members



B. National federations

Argentina	FAETT
Austria	VZA
Belgium	FEDERGON
Brazil	SINDEPRESTEM
Bulgaria	BG STAFFING
Canada	ACESS
Chile	AGEST
China	CAFST
Colombia	ACOSET
Czech Republic	APPS
Denmark	DANSK ERHVERV
Ecuador	ANESEP
Estonia	ESAA
Finland	HPL
France	PRISME
Germany	BZA
Greece	ENEPASE
Hungary	SZTMSZ
Ireland	NRF
Italy	ASSOLAVORO
Japan	JASSA
Luxembourg	ULEDI
Macedonia	NFTWAM
Mexico	AMECH
Morocco	FNETT
Netherlands	ABU
Norway	NHO SERVICE
Poland	ZAPT
Portugal	APESPE
Slovakia	APAS
Slovenia	ZAZ
South Africa	APSO
South Korea	KOSA
Spain	AGETT & AETT
Sweden	ALMEGA
Switzerland	SWISS STAFFING
Turkey	OIBD
United Kingdom	REC
Uruguay	CUDESP
USA	ASA

For more information:

Ciett Secretariat at info@ciett.org, www.ciett.org



The Voice for
Labour Choice

ASBL
Tour & Taxis Building
Avenue du Port 86c - Box 302
1000 Brussels - Belgium
www.ciett.org