



# Labour Recruitment and Provision of Personnel

20<sup>th</sup> Voorburg Group, Helsinki 2005



# Activities

	<b>Status</b>	<b>Activities</b>
<b>France (INSEE 2004)</b>	Development	Recruitment & Labour supply
<b>UK (ONS, 2004 &amp; 2005)</b>	Published	Recruitment & Labour supply
<b>Japan (BoJ)</b>	Published	Labour supply
<b>Australia (ABS, 2004)</b>	Published	Recruitment & Labour supply
<b>USA (BLS, 2002)</b>	Published	Labour supply

# Regulation: Labour recruitment

<b>France</b>	Government monopoly in some sectors Recent change to open market Period of transition
<b>UK</b>	No regulation
<b>Australia</b>	Government monopoly in some sectors Recent change to open market Period of transition

# Pricing: Labour recruitment

<b>France</b>	% Fee applied to average salary
<b>UK</b>	% Fee applied to average salary from second survey
<b>Australia</b>	% Fee applied to movements in labour price index

# Quality: Labour recruitment

<b>France</b>	Head hunting Changes in productivity of workers?
<b>UK</b>	Head hunting
<b>Australia</b>	Head hunting Bracket creep (price tiers)

# Emerging issues: recruitment

- Internet placement agencies

# Regulation: Labour supply

<b>France</b>	Conditions under employment code
<b>UK</b>	Unregulated
<b>Japan</b>	Restricted by industry and occupation Recent changes to legislation
<b>Australia</b>	Unregulated

# Index type: Labour supply

<b>France</b>	Gross
<b>UK</b>	Gross (2005) Value added (2004)
<b>Japan</b>	Gross
<b>Australia</b>	Gross
<b>USA</b>	Gross



# Coverage issues: Labour supply

<b>France</b>	Special sample for models Excludes government agency
<b>UK</b>	Classification extended to craft professions
<b>Japan</b>	Excludes manufacturing
<b>Australia</b>	Includes specialist branches of accounting, banking and legal establishments Excludes government agency
<b>USA</b>	Restricted to temporary help only

# Pricing: Labour supply

<b>France</b>	Charge out rates for sample of jobs Charge out rates for sample of clients
<b>UK</b>	Charge out rates for sample of jobs
<b>Japan</b>	Average unit value in tightly defined groups
<b>Australia</b>	Charge out rates for sample of jobs
<b>USA</b>	Charge out rates for sample of jobs

# Defining characteristics: Labour supply

<b>Occupation</b>	France, UK, Japan, Australia, USA
<b>Qualifications or experience</b>	France, UK, Japan, Australia, USA
<b>User sector / industry</b>	France, USA
<b>Length of placement or contract</b>	France, UK, USA

# Defining characteristics: Labour supply

<b>Size of client</b>	Japan
<b>Client relationship / client nature</b> eg, favoured status, previous contracts	France, UK, Japan, USA
<b>Equivalent permanent salary</b>	UK
<b>Geography</b>	France, UK, Japan

# Quality: Labour supply

<b>France</b>	Productivity of workers?
<b>UK</b>	Definition of service provided (inclusions and exclusions) (2004) Determining components for value added (2004)
<b>Japan</b>	Tightly defined groups
<b>Australia</b>	Personal visits to identify changes
<b>USA</b>	Tightly defined matching criteria for replacements

# Price influences: Labour supply

<b>France</b>	<p>Changes to social security</p> <p>Retrospective volume discounts</p> <p>Models (image royalties)</p> <p>Recent legislative change</p>
<b>Japan</b>	<p>Recent legislative change</p>
<b>Australia</b>	<p>Recent legislative change</p>
<b>USA</b>	<p>Economic change: volume of work and billing rate inversely related</p>

# Emerging issues: Labour supply

- Cooperation of respondents
- Cooperation of labour organisations
- Impact of change of legislation on industry

# Issues for discussion

- Recruitment
  - emergence of internet services
  - difficulties with head hunting type agencies
- Labour supply
  - gross vs. value added
  - Placement activity vs. activities of placed employees
    - Quality & productivity