



European Confederation of  
Search and Selection Associations

## **Minutes: ECSSA board Meeting, 13/14 March 2014 hosted by BYS, Barcelona**

The general delegation of ECSSA board members and invited guests met in the evening for a visit of the Palau de la Musica followed by a dinner

### **14<sup>th</sup> March, 2014 ECSSA Board meeting**

Participants: Ann Cattelain (AC) (FEDERGON), Etienne Deroure (ED) (SYNTEC), Gilberto Marchi (GM) (ASSORES), Jörg Murmann (JM) (BDU), Marios Paras (MP) (LPRA), (BDU), Wolfram Tröger (BDU), Joaquim Catala (BYS), Sarah Thewlis (ST) (AER)

In attendance: Xavier Marquès (BYS)

### **Official welcome by BDU**

JC gave a formal welcome to all present.

### **Welcome and Formal Matters -Etienne Deroure (Chairman)**

Presentation of new participants: Sarah Thewlis (AER) member of the REC counsel (new official ECSSA representative for UK) and Xavier Marquès (BYS)

ED provided an opening statement outlining the aims and objectives for the day and also extended a special thanks to the hosting member BYS.

The minutes of the last meeting were officially approved.

### **Round table – News from Member Associations**

**Spain:** JC describes a better situation with priming prospects. The potential merge with the Madrid association is not feasible. The number of members is expected to rise from 9 to 12 members in the coming months

**Italy:** GM reported an improving economical situation, especially in the north of Italy. The country's debt problem is yet still a threat. 12% unemployment rate. The member's situation at Assores is still deteriorating: members continue leaving the association down from 80 to 25 members now. The reason is poor benefits from the membership due to severe cuts in provided services. In addition, the "cultural integration" project lead by GM will not be backed by Assores. That will have an impact on the motivation of GM to stay as a member of Assoconsult. A replacement will be therefore needed for representation of Italy at ECSSA board. GM will inform the board asap on the options.



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**Luxembourg:** MP reported that the market is booming, especially in IT. Only 1.1% in white collars unemployment. A new government is in command.

**Belgium:** AC reported the election of a new president at Federgon and renewal of the board (8 out of 12) with a predominance of French speaking board members. Two languages will be therefore used now on.

The numbers of members has dropped from 200 to 180. The business is recovering a little bit but will never reach the highest levels of the past. Temp employment is raising. Companies with different VAT or taxes features are seen as unfair competitors. Federgon will take action to fight for regulation.

A quality label is developed to help members benefit from public money financed activities in HR counselling (like skill review for employees).

Further education via seminars has become one of the major benefits for members of Federgon.

**UK:** Market with a low level of unemployment (7,2 %). High demand in technology and engineering.

The woman on board initiative is getting results (12% to 20 % of women on board from 2011 to now).

The search industry is being taught, reminded and stimulated to search for women for board positions more extensively than they did in the past

**Germany:** JM reported that the BDU has decided that the focus of the activity will be on service delivery to members rather than lobbying. The membership fees were raised by 15%.

The annual market study will be presented on May 15<sup>th</sup> to the press.

As far as the executive search business is concerned, WT expresses a positive opinion on the present situation and optimism for the future.

BDU executive recruitment sector turnover: 85 millions  
Market size for search and selection; 1.6 billions

**France:** ED described that the situation in France with little sign of recovery. The White collars population (3,6 millions, 20 % of the workforce population) is stable. According to a recent study 166 000 of them have changed jobs last year and will do so next year. The monthly turnover of the profession is still down by 15%, a little better than the previous - 23 %.

Syntec is preparing a conference on the topic of employability, in order to encourage employees to evolve and develop skills all along the career path. Happening in Paris on June 3<sup>rd</sup>.



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### **State of the Industry Barometer February 2014 - Results and next steps**

JM expresses a certain lack of reliability and credibility of the Index because of a decreasing number of participants in some member countries.

It was discussed whether to:

- extend the survey to non-members as well
- allow more than only one participant per company
- send the invitation to participate directly to companies and not through the respective ECSSA member association (decision taken for Italy for the next issue)
- translate the questionnaire into the respective national language (decision taken)

**ToDo:** Each member association will provide JM with a translation of the questions and the members' address list.

It was decided to publish the results of the last barometer as presented in Barcelona.

The next issues of the State of the industry Index:

- April 2014
- October 2014 and
- February 2015.

### **CERC Brochure**

WT has finalised the brochure, ready for publication.

It was decided that ECSSA will provide an electronic version so that member associations might edit certain passages according to "their needs" (e.g. association's logo or contact details)

**ToDo:** JM to select an agency for setting the layout and finding a claim. ECSSA member associations to update the CERC list published on ECSSA website

### **Brochure Retainer versus Contingency Fee**

ED introduced the draft of a possible brochure published by ECSSA which describes the two "models" Retainer versus Contingency.

It was decided to adopt the proposal.

**ToDo:** JM to select an agency for setting the layout. The brochure will become available in two versions (printed and electronic).



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### **Extension of ECSSA membership**

ED reported on the Russian S&S association in Moscow and of his conversation with the president Valery Polyakov leaving the impression the association was facing chaos.

Although immediate interest was expressed by Valery Polyakov, there has been no answer to the invitation to attend the Barcelona meeting.

Since all other potential association didn't respond either, the question was raised of the potential extension of the association's activities.

Although the temporary activities have been quickly discarded, the temporary Management services business is seen as worth being considered. Associations in the Temporary business try to raise standards and might be close to S&S associations.

For the future it will be decided on a case to case basis whether a potential new member association fits into the profile.

### **Networking Survey**

ED introduced the results of the survey that has been conducted by ECSSA. A significant number of S&S companies have declared an interest in trans-border co-operations. ECSSA must provide a tool to meet this expectation.

An ECSSA group linkedin page is seen as a relevant first answer. Amanda Ciske offers to build it and start running it as a moderator.

**Actions:** Amanda Ciske to send representatives a mail asking for required information (march 25<sup>th</sup>) and opens a linkedin profile (end of April)

### **Financial situation**

JM presented the financial status for the fiscal year 2013 which ended with a surplus of € 6.236,20. The income statement was unanimously approved by the attending board members.

**ToDo:** AC will find out if the current amount of reserves is in line with the law for A.S.B.L. in Belgium.

### **Cultural integration project**

GM will inform the board of the project considering the recent withdraw of support on the project from Assoconsult.



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### **New projects**

A discussion took place about the added value of ECSSA to its members. In the past all major achievements of ECSSA were based on personal initiatives of board member who were in charge of the respective project. Considering the manpower is limited within the group but a budget is available, the idea of a survey at a pan-european level is seen as an interesting option.

**ToDo:** ST to draft a concept for a possible new project in this area.

### **Datas on white collars employment**

ED has express an interest in collecting and compiling data on the white collars employment across Europe. Any national data available will be send to ED.

### **Diary of Meetings**

The next meeting will take place in Milan on November 7<sup>th</sup>.

**ToDo:** GM to confirm the date and the meeting place

The next conference call will take place on Tuesday 6<sup>th</sup> May from 10.00 hrs. to 11.00 hrs. CET.

signed  
Etienne Deroure  
ECSSA Chairman

Jörg Murmann  
Secretary General