



European Confederation of
Search and Selection Associations

MINUTES: ECSSA MEETING, 7/8 MARCH 2013 HOSTED BY FEDERGON, Brussels

The general delegation of ECSSA board members and invited guests attended a speech delivered by dean of University of Leuven, then met in the evening for a meal at the Square Brussels Meeting Centre.

8TH MARCH, 2012: ECSSA BOARD MEETING AT THE FEDERGON-OFFICE, TOUR & TAXI BUILDING BRUSSELS

➤ Participants:

- Ann Cattelain (AC) (FEDERGON),
- Etienne Deroure (ED) (SYNTEC),
- Gilberto Marchi (GM) (ASSORES),
- Jörg Murmann (JM) (BDU),
- Marios Paras (MP) (LPRA),
- Wolfram Tröger (WT) (BDU),
- David Winterburn (AER),
- Joaquim Catala (ByS)

➤ In attendance:

- Rita Sinatra (ASSORES),
- Amanda Ciske (AER),
- Marleen Smekens (Federgon)

➤ **Official welcome by Federgon**

AC and MS gave a formal welcome to all present.

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

ED provided an opening statement outlining the aims and objectives for the day and also extended a special thanks to the hosting member Federgon. ED outlined that on the last conference call the group agreed on finding ways to increase networking between associations members, leading to topics to be discussed during the meeting.

The minutes of the last meeting were officially approved.



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ROUND TABLE – NEWS FROM MEMBER ASSOCIATIONS

Italy: GM reported that Assores is urging the government to apply the Bolkestein directive because a permission is still obligatory in Italy to work in the S&S business. The political situation is difficult though. The business has fallen since January and the association accounts for 80 members.

Belgium: AC reported that the market went down by approximately 12 % in the S&S business and minus 6 % in the temporary business. The academy and training programs are successful, 50 companies already passed the certification process. Some members have complained about competitors and want Federgon to regulate, which they can't
Total number of members: 190.

Germany: WT and JM reported that the BDU has published a detailed salary survey in the S&S business (see <http://www.bdu.de/won/verguetung.aspx>). In addition the annual market survey will be launched next week. The annual conference will be held in may (see <http://www.personalberatertag.bdu.de>). The issue of AESC members not allowed to join BDU still not solved yet.
Total number of members: 70.

France: ED described a market fall situation (- 18% month/month, - 25% yearly). The number of members has dropped to 125 (Although some new members , some business closed down and a few members merged). The political situation is not comforting (forth and back decisions). Tendency from clients to postpone their recruitment decision or search by themselves. Still events organised by Syntec are successful (Annual cocktail...). The french HR specialised magazine, Liaisons sociales, agreed to have a column on the ECSSA index.

Luxembourg: MP reported that joining Fedil seems difficult for two reasons: high demands from trade unions regarding S&S employees treatment on one hand, fee structure of Fedil on another hand.
Fees are low at LPRA (starting at 350 €). LPRA manages to make profits on events they organise in order to increase their budget. The number of members when down from 22 to 20. Business is hieratic.

UK: DW and AC comment on the AER/REC issues: gender diversity workshop, report on jobs, a study on regulation issues regarding employment (use of umbrella companies). There is still a lack of IT professionals in engineering, that needs to be dealt with through training and education.
Total amount of AER members: 89



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Spain: JC described a very bad business situation with an unemployment rate of 25% and no signs of an economic recovery for 2013. The current number of members amounted to nine. ByS expects 6-8 new members in 2013. The main objective of these members is a solid network. MP will connect JC to Carmen Alergon, the Spanish representative of Taplow.

ECSSA INITIATIVES / ON GOING PROJECT

➤ **CERC-Brochure (*Wolfram Tröger*)**

WT presented a hand out detailing the CERC, including suggestions made on the last conference call. The structure and the line of arguments was agreed. The group agrees that all material should be harmonised (certificate, seal). The certificate number will be a national number preceded by country letter. It was agreed that an electronic plus a printed version of the brochure will be produced.

WT announced he will start the audit of the CERC certification process in Luxembourg, as agreed and part of his role.

MP mentions that joining Fedil will compromise the CERC initiative.

ToDo:

- All representatives to send WT feed-back on the CERC brochure. The layout will be externalised, as well as the print-out
- WT to suggest a harmonised material

➤ **State of the Industry Barometer February 2013 - Results and next steps**

JM mentions that the number of replies from Luxembourg and Italy is still not large enough to publish reliable and credible figures from these countries in the next barometer. UK did not participate at all. .

It has been decided to give another week and send a reminder to collect more answers.

UK will send JM by march 11th a suggestion for rephrased questions, in line with the original meanings but more to the point.



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➤ **Extension of ECSSA membership (*Wolfram Tröger*)**

WT has focussed his search of associations in major countries and has found representative bodies for the S&S industry in Sweden, the Czech Republic and the Netherlands. No associations were found in Poland, Austria and Denmark.

More investigation is needed in Turkey, Greece and Israel.

The attending board members agreed to extend the membership basis provided that the current quality level of the ECSSA member associations can be kept.

ToDo:

- WT will try to establish a first telephone contact, followed by a local face to face meeting with the president before inviting to our board meeting.
- MP to provide WT with information about Turkey and Greece

➤ **ECSSA-Website (*Jörg Murmann*)**

JM reported that the ECSSA website has a new layout since October 2012. He is still looking for appropriate pictures to be included. All member associations will check the website if the information about their country has to be updated.

ECSSA INITIATIVES – NEW PROJECTS

➤ **ECSSA Conference (*Joaquim Català*)**

JC introduced the idea of organizing a European conference.

Although possible benefits are clear (Gain of image for the hosting association, communication on Ecssa, networking opportunities for member companies, food for thought), some topics such as financial implications for the hosting association and the format have to be discussed in more detail.

A keynote speaker appears to be a must to attract members. Attractivity of the location will help (southern Europe)

Availability of frequent and cheap flights makes Barcelona the potential best alternative.

If confirmed, the conference will not be held before 2014



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ToDo:

- JC + JM + ED to draft a detailed project plan for further considerations in the ECSSA board.
 - Each association will discuss the potential benefit and the need of such an event with their members and give feed-back to the project team.
- **Cross working between members companies (Etienne Deroure and Gilberto Marchi)**

ED introduced the idea of a company profile of those national members which are looking for networking opportunities abroad in the intranet of the ECSSA website. This idea was generally welcomed. ED will provide a final draft of the profile and the information included.

GM has prepared a project that will be sent to representatives in order to feed a further discussion

➤ **ECSSA newsletter (Ann Cattelain)**

AC introduced the idea of an electronic newsletter in English published four times a year.

AC agreed to coordinate this activity and to collect the information from each member association. The first edition should be published shortly after easter. JM will get in contact with an agency which is supposed to provide a proposal for the layout.

ToDo:

- ECSSA representatives to send AC articles
- JM to provide AC a layout (after she has collected the information from all member associations and after the text for the first edition is available).
- First issue : after easter



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➤ **Financial situation**

JM presented the financial status for the fiscal year 2012 which ended with a surplus of € 7.427,92. The income statement was unanimously approved by the attending board members.

➤ **Diary of Meetings**

The next meeting will take place in Luxembourg on September 26/27th.

Next conference call to be organised (June 2013)

Signed
Etienne Deroure
ECSSA Chairman

Jörg Murmann
Secretary General