



WEBINARS

CONTINGENT WORKFORCE
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Spotlight on DACH: Ensuring Compliance Whilst Optimising Your Extended Workforce

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15 November 2023

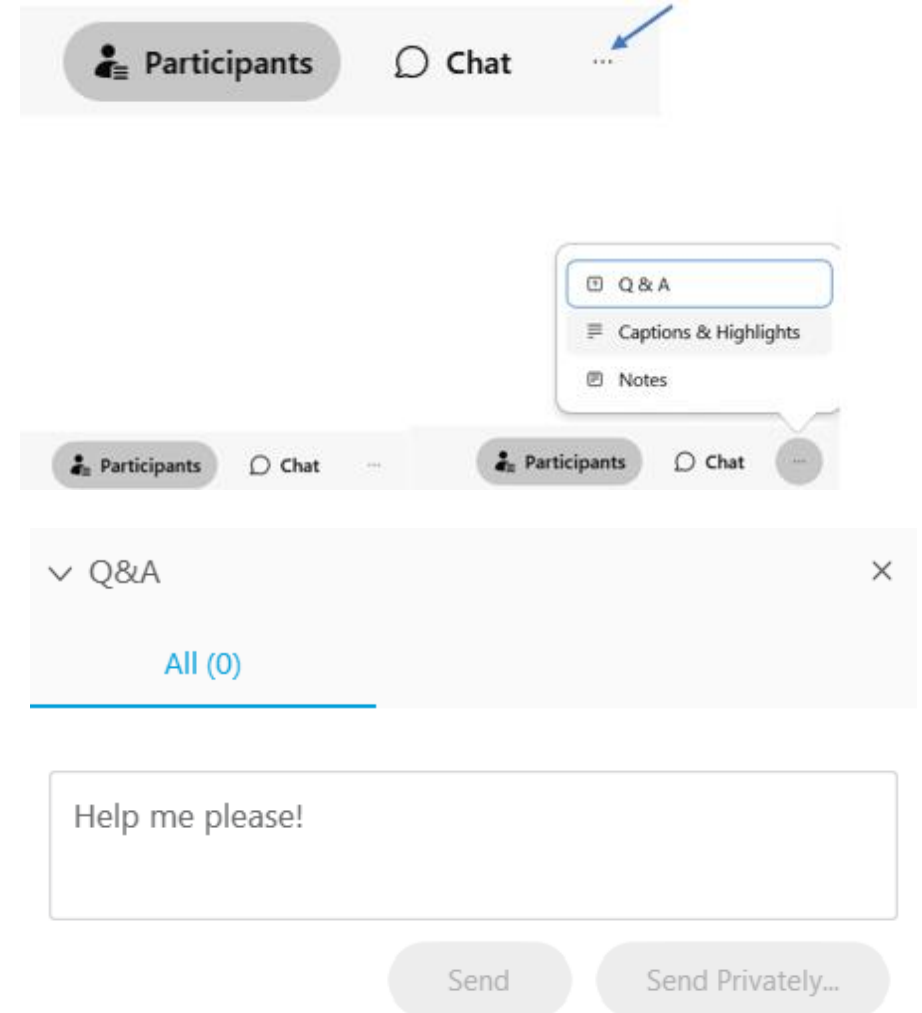
Logistics

Questions

- Questions may be submitted at any time.
- **Click on the 3 dots on the lower right to open the Q&A window.**
- Type your question into the small dialog box and click the Send Button.

Audio

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STAFFING INDUSTRY ANALYSTS



Today's Speakers



- **Dr. Thorsten Koletschka**, General Manager of DACH, Magnit



- **Elisabeth Vock**, Head of HR Switzerland, Syngenta



- **Jürgen Kellner**, Managing Director, HireMeta



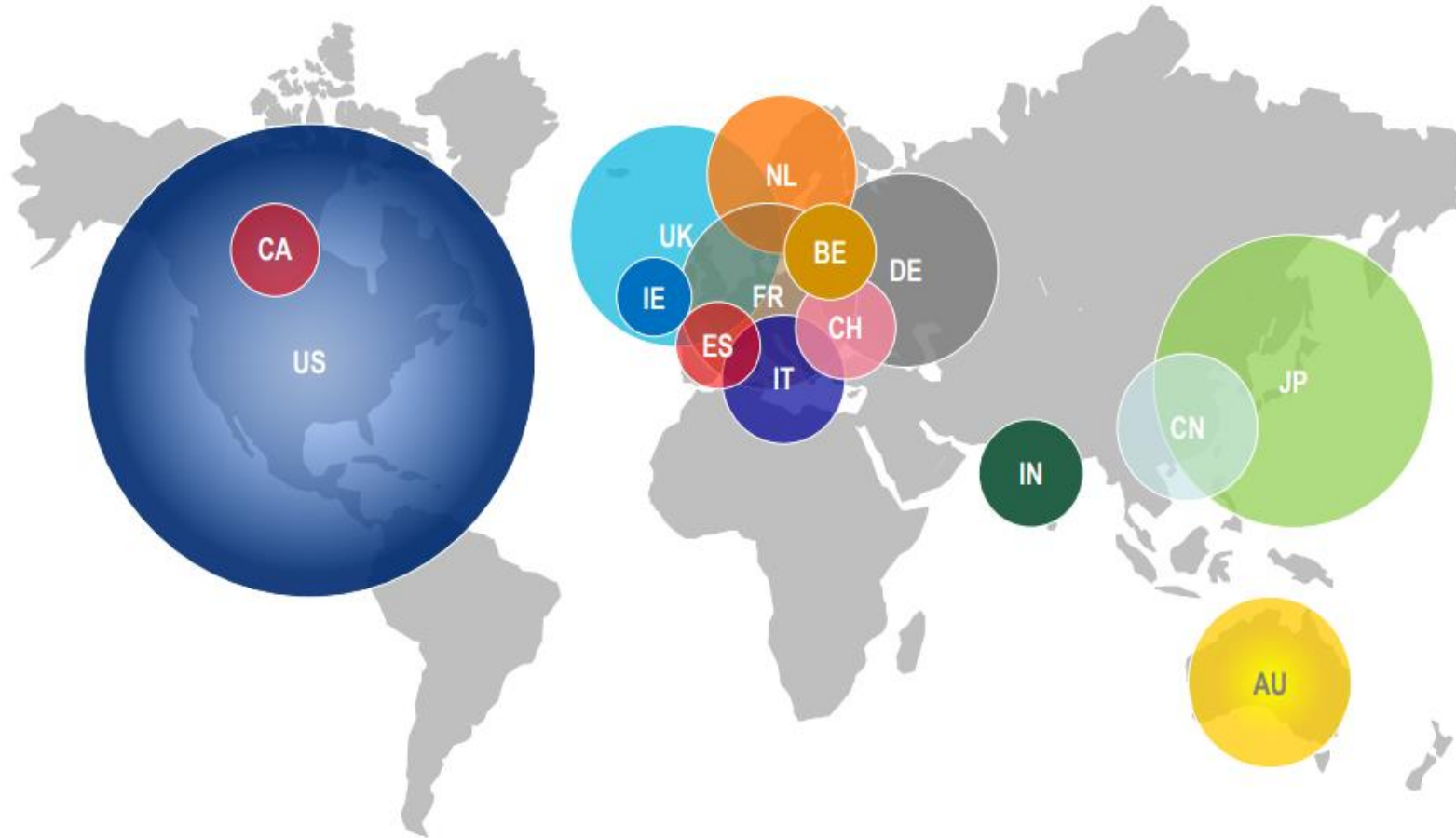
- **Johannes Simon**, Partner at Taylor Wessing



- **Moderator:**
Peter Reagan, Senior Director, CWS Council, SIA

Global Staffing Market 2022

Staffing markets are to scale



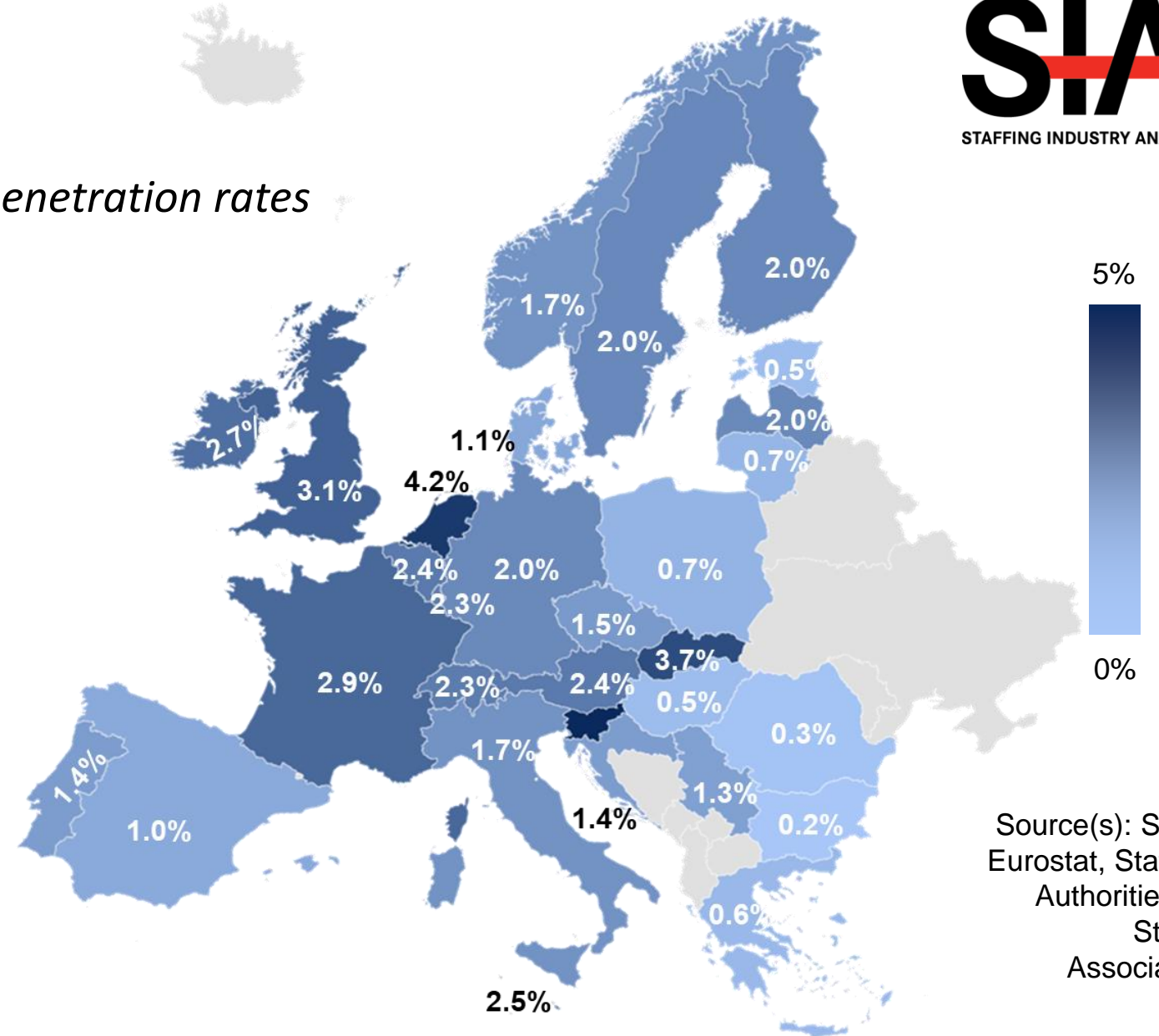
Germany, Austria and Switzerland account for over 8% of global staffing revenue

Source: SIA Global Forecast Report

TAW Penetration

Distribution of temporary agency worker penetration rates in Europe

- Germany 2.0%
- Austria 2.4%
- Switzerland 2.3%



Source(s): SIA via Eurostat, Statistics Authorities and Staffing Associations

Poll 1

What is your organisation's most significant compliance challenge when managing an extended workforce in the DACH region?



Panel Discussion



Question

1

THE LEGAL LANDSCAPE

What are the key compliance and regulatory requirements that impact organisations looking to manage an extended workforce in the DACH?

Question

2

BEST PRACTICE
What are your thoughts around putting in place a best-practice framework to mitigate risk when launching an extended workforce management program in the DACH?

Question

3

WORKFORCE STRATEGY

How do these legal considerations impact the holistic extended workforce strategy? How do you achieve success?

Poll 2

How integrated is technology in your organisation's strategy for managing compliance in the extended workforce?



Question

4

TECHNOLOGY

**What is the role of technology
in managing risk and
optimising your extended
workforce?**

Question

5

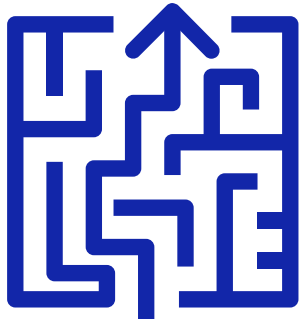
THE FUTURE

What trends will shape the future of extended workforce management in the DACH? How can organisations prepare from a risk and compliance perspective?



AUDIENCE Q&A





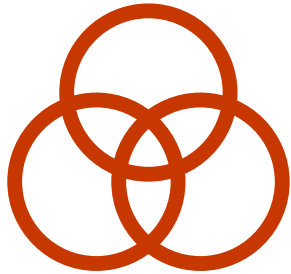
1. Develop a comprehensive understanding of compliance requirements

- Highly regulated and complex temp agency laws
- High risk of contractor/freelancer misclassification
- Works Council co-determination
- Regulatory requirements under PSD2



2. Establish a proactive risk mitigation framework

- Analyse needs for temp labour to assess volume and determine best MSP and supplier strategy
- Robust project team in place internally and with the MSP
- Local expertise matters – invest in regional insights and co-manage with local experts
- Prepare suppliers for program specifics and legal requirements
- Change management is key to ensure technology and ways of working are adopted
- Implement a continuous improvement framework with the MSP



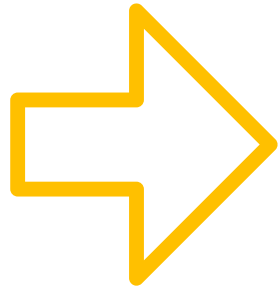
3. Take a holistic approach

- Consider the impact on process duration, contracts, and costs
- Balance compliance with practicality for sustainable success
- Regularly align on program success factors and legal developments
- Leverage broader expertise for well-rounded program management



4. Embrace the role of technology

- Increasingly critical for reporting and compliance, and enabling adherence to legal requirements and workforce strategy
- Technology facilitates cross-border program expansion by ensuring a seamless and consistent experience for end users
- **Productivity:** ultimately technology reduces manual processes
- Ensure VMS system aligns with country-specific regulations



5. Look to the future

- **The contingent workforce will grow** in both size and importance in the DACH
- **A highly regulated legal landscape will remain**, as will (partly clashing) growing demands for a flexible and skilled external workforce.
- **Technology – and specifically the need for smart and easy-to-use VMS solutions – will continue to be critical**
- **Renewed focus** on training, risk management, employer branding and stakeholder management
- **The agile organisation will win!**

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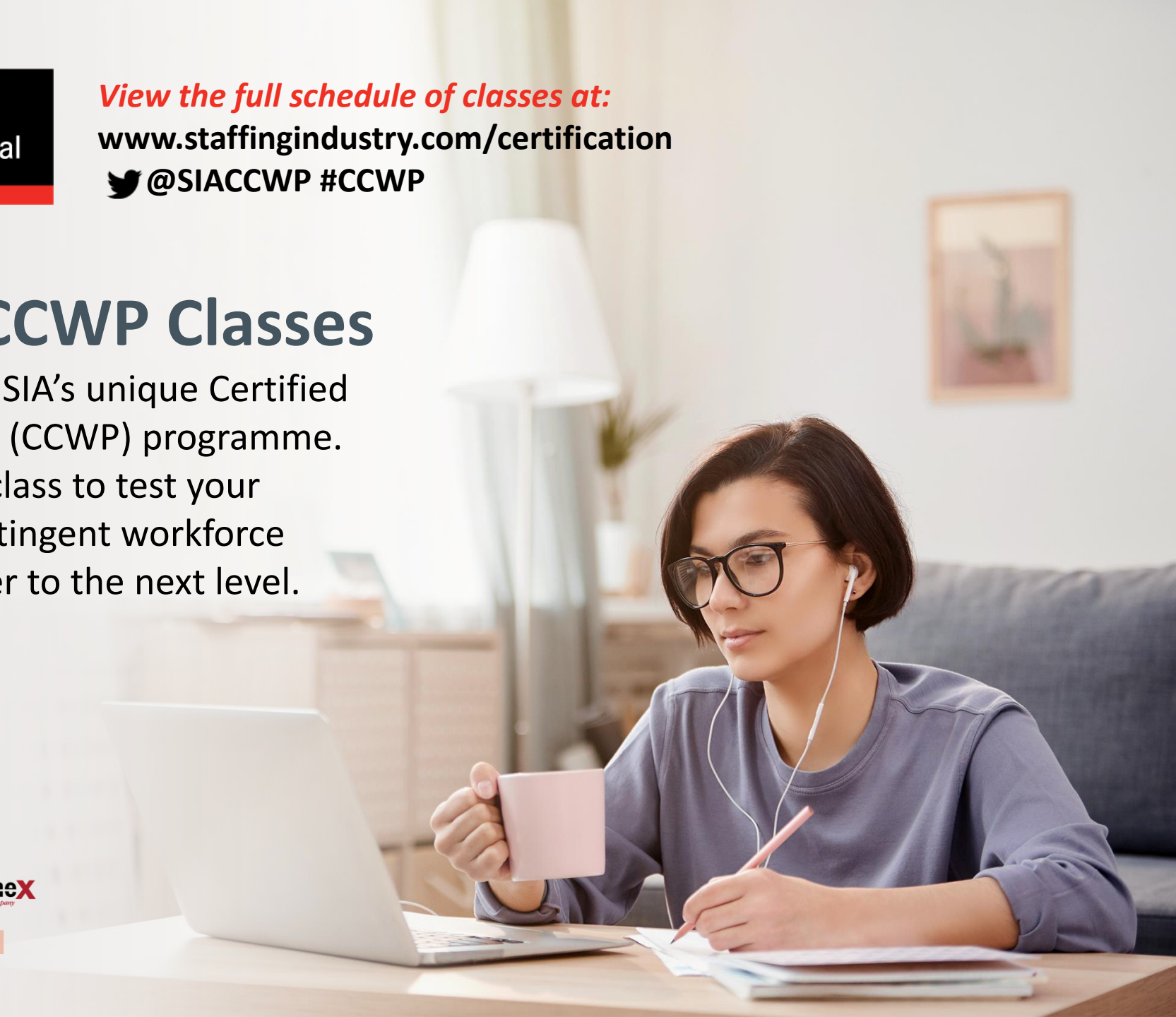
GOLD



SILVER



BRONZE





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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk.

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