

STAFFING REGULATION IN ITALY

Advantages, opportunities and benefits

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Look into the future – Mega Trends



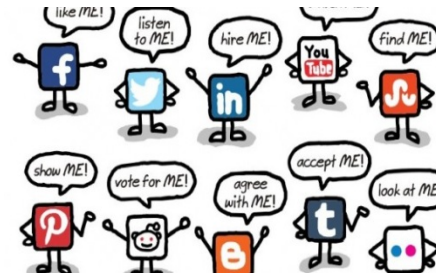
Impact on HR Management: HR Technology Trends



Employification



Mobile



Social sourcing



Video interviewing



Big data



Online education



Online platforms

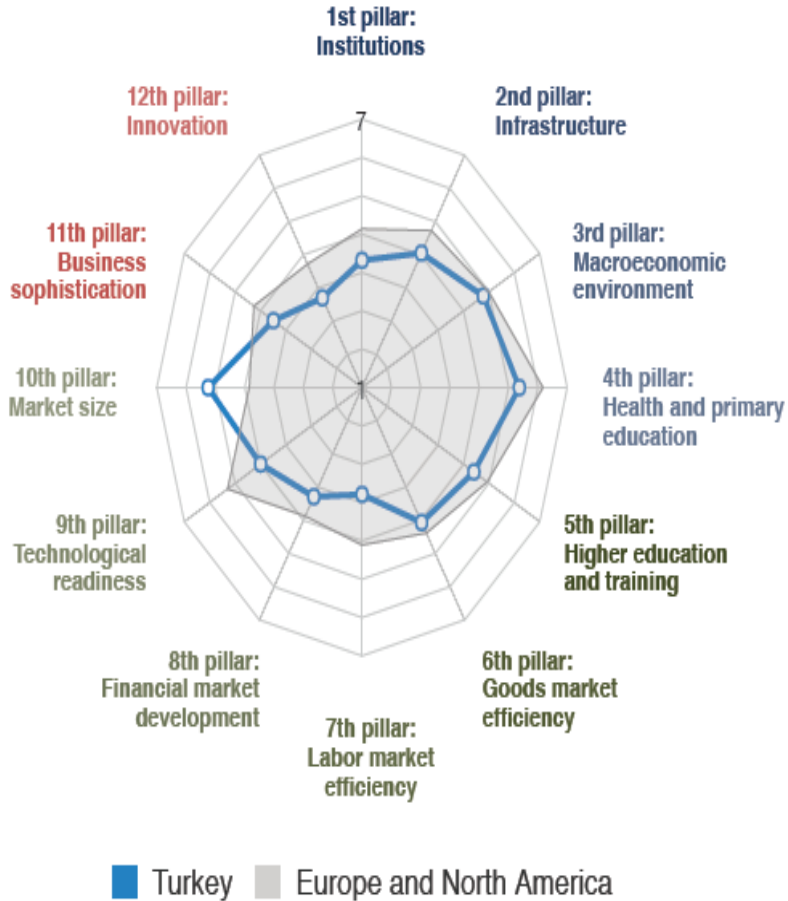


Virtualisation

Global Competitiveness Report: 2017 -2018

Turkey: performance overview

Index Component	Rank/137	Score (1-7)	Trend	Distance from best	Edition	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Global Competitiveness Index	53	4.4			Rank	43 / 144	44 / 148	45 / 144	51 / 140	55 / 138	53 / 137
Subindex A: Basic requirements	60	4.8			Score	4.5	4.5	4.5	4.4	4.4	4.4
1st pillar: Institutions	71	3.8									
2nd pillar: Infrastructure	53	4.5									
3rd pillar: Macroeconomic environment	50	5.1									
4th pillar: Health and primary education	84	5.6									
Subindex B: Efficiency enhancers	51	4.4									
5th pillar: Higher education and training	48	4.8									
6th pillar: Goods market efficiency	53	4.5									
7th pillar: Labor market efficiency	127	3.4									
8th pillar: Financial market development	80	3.8									
9th pillar: Technological readiness	62	4.4									
10th pillar: Market size	14	5.5									
Subindex C: Innovation and sophistication factors	66	3.7									
11th pillar: Business sophistication	67	4.0									
12th pillar: Innovation	69	3.3									



Global Competitiveness Report: 2017 -2018

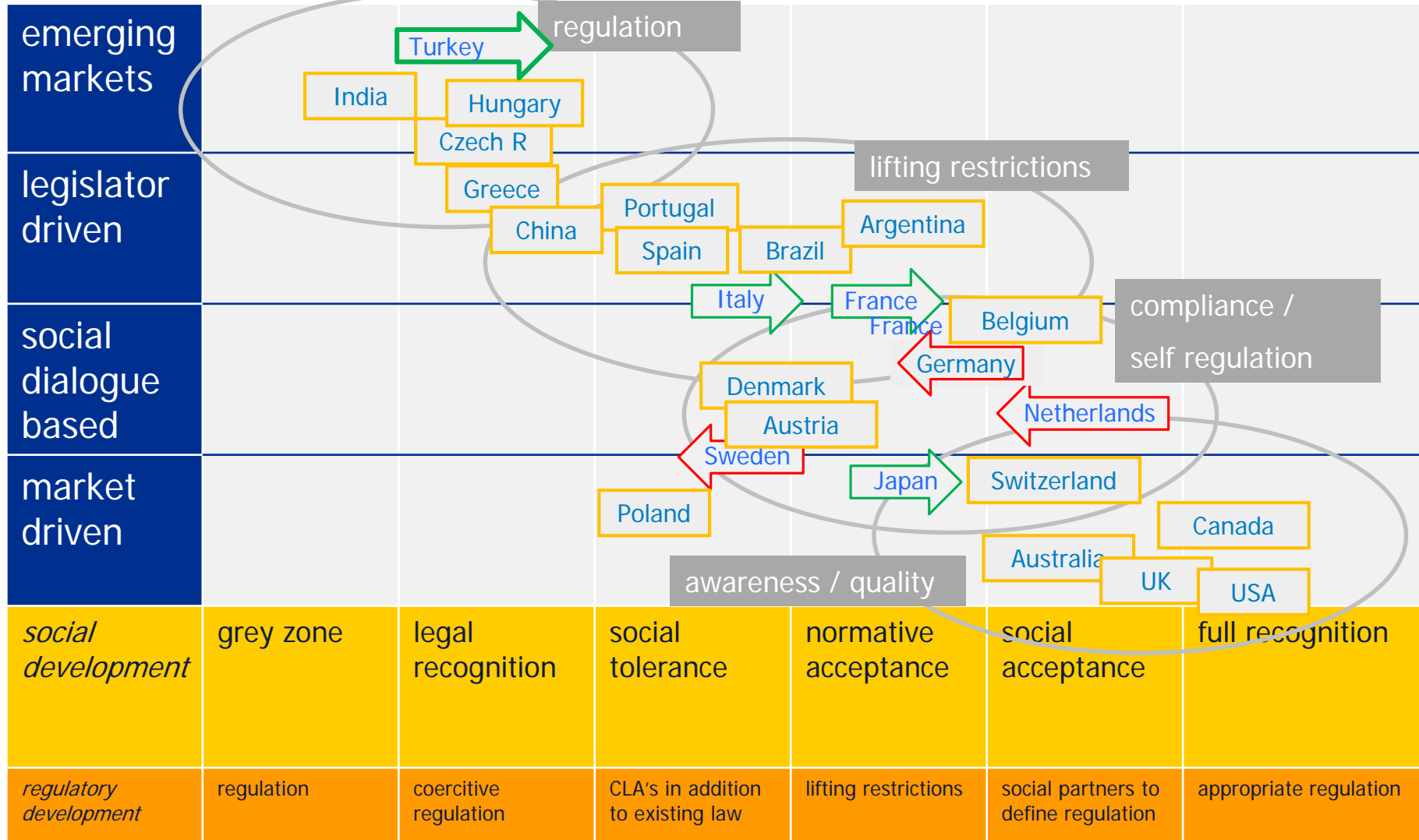
Turkey: labour market efficiency

 7th pillar: Labor market efficiency	127	3.4	
7.01 Cooperation in labor-employer relations	118	3.8	
7.02 Flexibility of wage determination	51	5.1	
7.03 Hiring and firing practices	87	3.5	
7.04 Redundancy costs weeks of salary	122	29.8	
7.05 Effect of taxation on incentives to work	70	3.9	
7.06 Pay and productivity	91	3.7	
7.07 Reliance on professional management	80	4.0	
7.08 Country capacity to retain talent	83	3.2	
7.09 Country capacity to attract talent	103	2.6	
7.10 Female participation in the labor force ratio to men	123	0.44	

WEF - The Global Competitiveness Report 2017–2018

Turkey must improve its institutional framework, continue to remove the significant rigidities that exist in its labor markets, and strengthen the efficiency and stability of financial markets. In 2017, the Turkish economy is expected to grow by 2.9 percent.

Labour Markets Trends



ADVANTAGES OF TEMPORARY STAFF EMPLOYMENT

1-FLEXIBILITY

- The location of production changes. (FIAT)
- Economical instability of a country affects company decisions. (Crisis period in Italy - 2008)

2- BUILDING BLOCKS FOR CUSTOMERS:

- Try & Hire : Longer trial period  Temporary to Permanent
- People with special conditions

3-STEPPING STONE FOR TRANSITIONS IN LABOR MARKET

- Unemployment/Employment
- School/Work for new graduates
- Job/Job

Italian Legislative Evolution

1997	Each National Collective Agreement required different conditions and cases to provide temporary employment contracts.
2003/2004	Fixed term temporary employment contracts are permitted only in certain cases and under certain conditions: <ul style="list-style-type: none">➤ Technical reasons➤ Substitution reasons➤ Productive reasons➤ Organizational reasons
2014 /2015	Fixed term employment contracts are allowed without any requirements/motivation for use.

BEST CASE





Client Needs



Eskigel (R&R Ice Cream Group)

Due to a changing from a local company to a international company the needs fo the clients changed drastically.

The client was looking for a partner able to understand their actual need but also a partner that can support their industrial plan

100%
Overcomed by R&R
on july/2015

Up to
450FW
Flex needed

Daily Planning

Disadvantaged
Territory

FLEXIBLE WORK FORCE : INHOUSE SERVICE

The client decided to contact Randstad to manage the delicate moment of the company, focused on a management change from local to international governance.

Approach:

- ✓ Randstad as HR partner
- ✓ One stakeholder for all the needs
- ✓ Trust (propose the best solution for the client over Randstad services)
- ✓ Time management

Inhouse solution to a client that never use staffing workers before, structurally, fixed term contracts.

Made a complete and professional Business Scan, present an exceptional Advice

BENEFIT TO THE COMPANY

Personnel costs
Reduction

Saving
1.000.000€
[500.000 hours x 2€
saving per hour]

- ✓ Workforce optimization (daily peak managed)
- ✓ Part-time optimization
- ✓ Overtime reduction
- ✓ Absenteeism reduction
- ✓ Short contract (<15D) benefits
- ✓ Holiday hours reduction

Our commitment is to guarantee :

- **qualified workforce**
- **flexibility** of the workforce



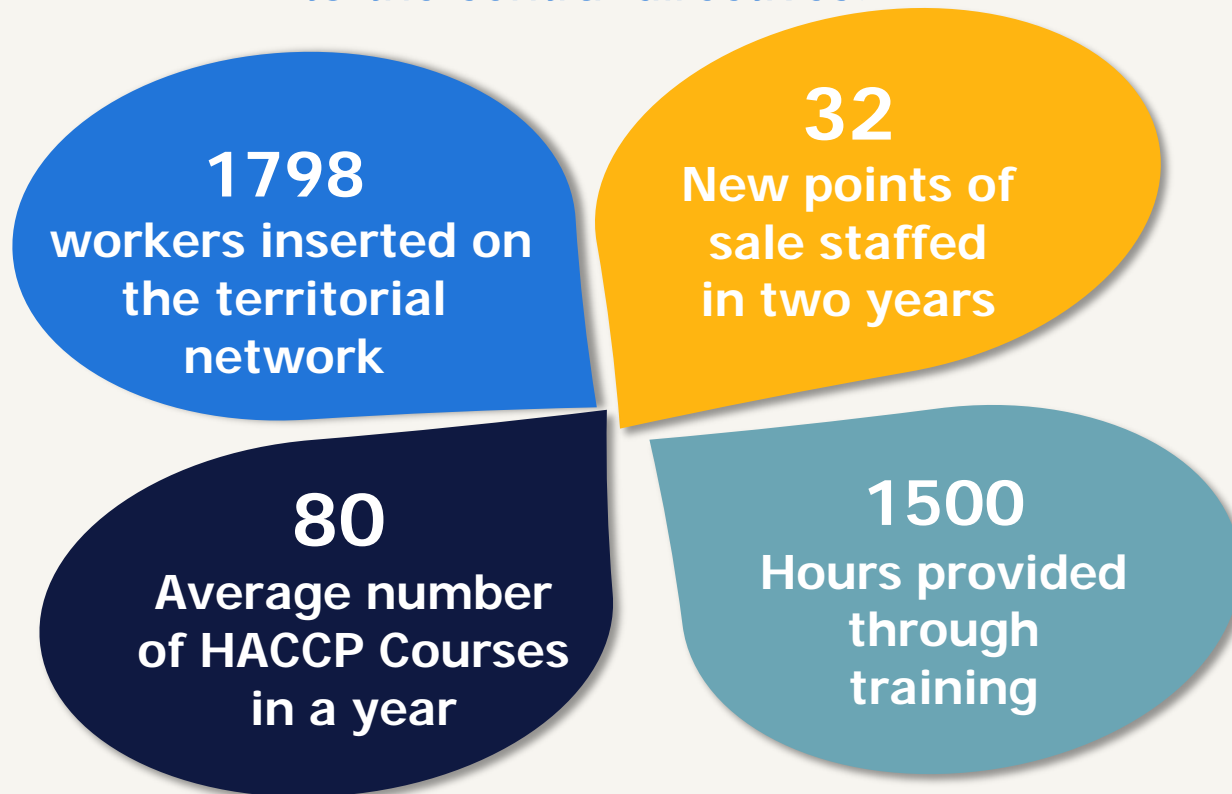
BEST CASE



Partnership with the leader of Hospitality & Food market for the opening of restaurants within the territory

START-UP NEW SHOPS TRAINING & STAFFING

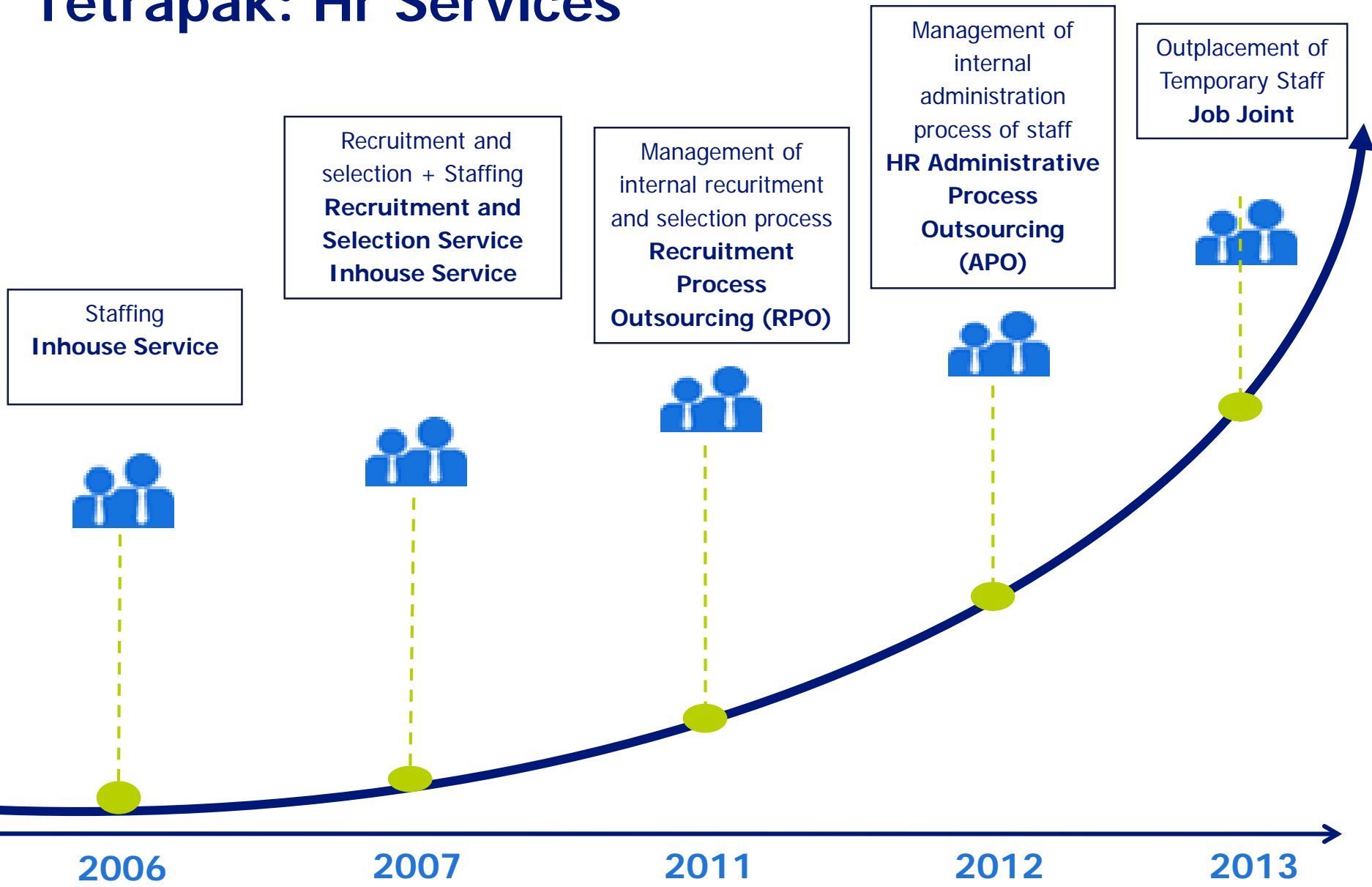
Supported the client in the staffing of the new points of sale on the national territory by securing the standardization of process according to the central directives.



BEST CASE: TETRA PAK

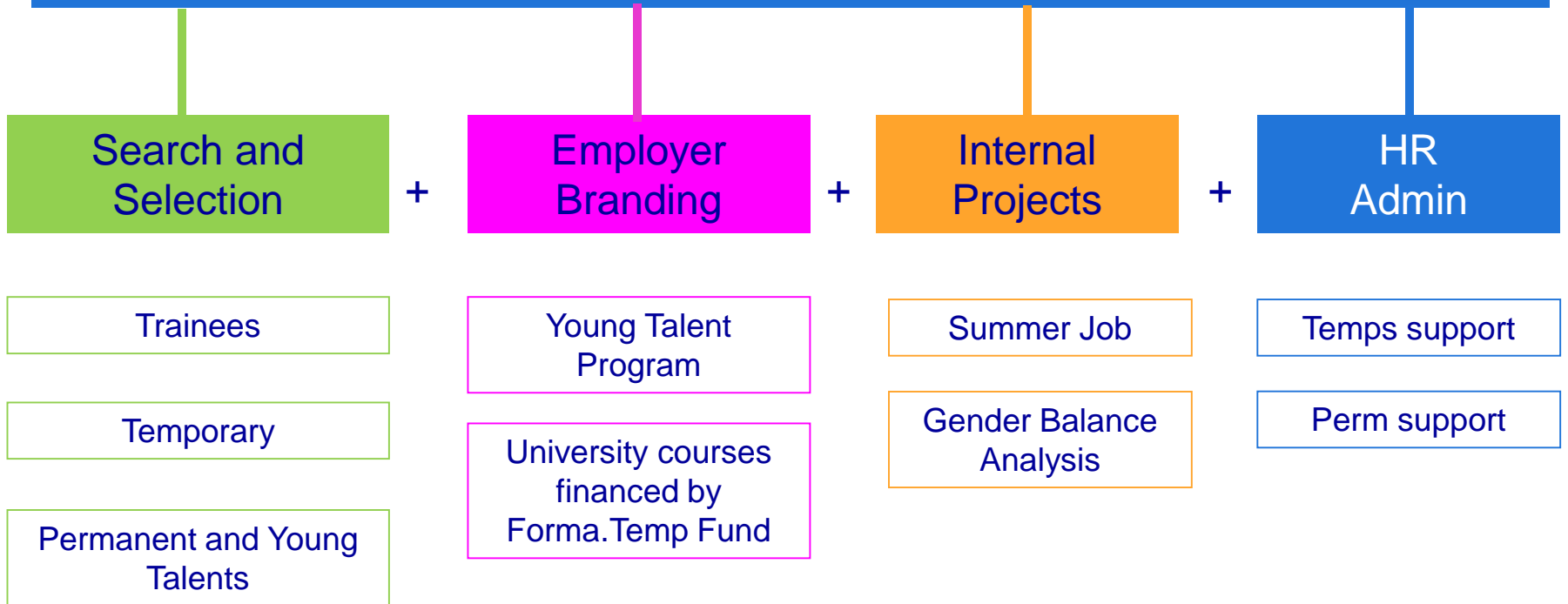


Tetrapak: Hr Services



Randstad Hr Services for Tetrapack

Roles & Responsibilities HR SERVICES FOR TETRA PAK - Randstad Team for Tetra Pak -



randstad

human forward.

