The French SPPI on provision of temporary workers

What are the main difficulties?
The family tree

Selection and supply of personnel

- Recruitment consultancy (employment services)
- Supply of personnel
  - Temporary employment
  - Other provision of personnel
Definition of the product

- “an unqualified worker for three days”

- “production generated by an unqualified worker for three days”

Some characteristics of the product:
- Level of worker
- Length of the contract
- Region ? Client ? ...
Pricing mechanism

Temporary Employment Agency

Wages

Price

INSEE Voorburg group 2005
Gross or net approach?

- The nature of the price:
  - Gross: Salary * Coefficient
  - Net: Salary * Coefficient - Salary

- The weighting coefficient

- The importance of industry

- Discussion with large firms
Characteristics of the price

- The level of worker (qualification)
- The industry of the user company
- The region (geographical location)
- The length of the contract
- The client (“size” of the client)
- ...

- Characteristics of the product ?
Pricing methods

Charge-out rate:
- Average charge-out rate per qualification
- Heterogeneity of the products?
- All discounts must be included in “net price”

Client approach:
- Charge-out rate per qualification for a given client
- Sample of the clients
- The client and the product