

Ciett & Eurociett Public Affairs Report

February 2013

N° 2/2013

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Ciett & Eurociett Positions

- Ciett/Eurociett response to the consultation on Human Rights and Business
- Eurociett/UNI Europa Joint Recommendations on transitions in the labour market

Upcoming events

- **4-8 March 2013:** Ciett Board visit to India. Presentation on the Way to Work
- **4-5 March 2013:** Eurociett acts as a speaker at European Commission conference on ICT Jobs
- **6 March 2013:** Eurociett to give a presentation at the German PrES federation BAP

Key Achievements

The Ciett & Eurociett member federations AGETT & AETT have merged to form ASEMBLEO. Manpower, which did not belong to any federation in the past, joint ASEMBLEO.

ASEMBLEO

The Way to Work



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International Public Affairs

Ciett meeting with the ILO Office to discuss a proposal for a project to ensure decent work in India, Nepal and Bangladesh

On 5 February 2013, Fred van Haasteren, Ciett President, and Sandro Pettineo, Ciett Policy Advisor, met with Beate Andrees, Head of Special Action Programme to Combat Forced Labour at the ILO Office, to discuss a proposal for an ILO project to ensure decent work in India, Nepal and Bangladesh.

The proposed project has a 12 million US\$ budget, mainly funded by the UK, and it aims at achieving decent working conditions for 100.000 women over the next five years.

As part of the promotion of decent work, the project will look at recruitment through private employment agencies and will address how the principles of ILO Convention No. 181 and the Ciett code of conduct can be respected on the ground.

Within the activities to ensure recruitment compliant with these principles, the project aims at establishing and strengthening national federations of reputable private employment agencies with the help of Ciett. Ultimately, this would help clearly differentiate the role of ethical private employment agencies from rogue actors.

The ILO expects to confirm and launch the project later this year. If successful, the ILO will consider carrying out similar projects in other regions.

Ciett actions and next steps: The proposal will be presented at the next Ciett Board meeting in New Delhi in March. If approved by the Board, Ciett will work in partnership with the ILO and the International Trade Union Confederation (ITUC), among other partners, to promote ILO Convention No. 181, the Ciett code of conduct and the establishment of national federations to foster decent work in the region.

ILO Research on the benefits of ratifying Convention No. 181

On 5 February 2013, Fred van Haasteren, Ciett President, and Sandro Pettineo, Ciett Policy Advisor, met with Alette van Leur, Head of the Sectoral Activities of the ILO Office, and John Myers, Sector specialist for private employment agencies

The objective of the meeting was to get an update on the ongoing research carried out by the ILO Office on the benefits of ratifying ILO Convention No. 181 on private employment agencies.

The research, approved by the ILO Governing Body at its 310th session of March 2011, will assess the benefits of ratifying and implementing Convention No. 181 and compare the results with countries that have not yet implemented it.

The research is at the early stages and it must be finalised by the end of the year, as its funds will be available until 2013. The final results of the research may serve as a basis for discussions in a follow-up tripartite meeting, such as a Global Dialogue Forum (GDF).

Ciett actions and next steps: Ciett will continue to work with the ILO Office to ensure a positive outcome of the research that will encourage further ratifications of the Convention. At the same time Ciett will use the information collected through its internal survey on the conditions on the use of temporary agency work, launched last year to all the members, to make a similar comparison and assessment on the benefits of ratifying Convention No. 181. The results of the internal research will also be used to support PA activities to promote further ratification of the Convention.

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ILO Governing Body decides topics of next ILO International Labour Conference

As decided at the November meeting of the ILO Governing Body, the 102nd session of the International Labour Conference (ILC) will address various themes, including: sustainable development, decent work and green jobs; a general discussion on employment and social protection in the new demographic context; and the recurrent discussion on social dialogue, as a follow-up to the 2008 ILO declaration on Social Justice for a fair globalisation.

In addition, the last Governing Body endorsed the proposal made at the 101st session of the ILC in 2012 by the committee on fundamental principles and rights at work (FPRW). Notably, it approved the meeting of the experts on FPRW and the informal economy, and another one on FPRW and non-standard forms of work. These meetings should be held between 2013 and 2015.

The next meeting of the Governing Body will be held on 6-28 March and will decide, *inter alia*, on a proposal from the ILO Office to develop an inventory of trends in non-standard employment arrangements on a sector-by-sector basis. The purpose of the initiative is to better understand the impact of non-standard forms of work on FPRW and help identify and share good practices on their regulation.

CiETT actions: CiETT will continue to work with the ILO to better prepare its participation in the 102nd session of the ILC.

CiETT will also liaise with the International Organisation of Employers (IOE) to monitor the developments in the foreseen researches on FPRW with regards to informal and non-standard forms of work. CiETT will also ensure its presence in the two related meetings of experts.

ILO 9th European Regional Meeting

The ILO will hold its 9th European Regional Meeting in April 2013 in Oslo, Norway.

Ministers, social partners and global leaders will gather together to discuss the response to the economic and jobs crisis in the European region and will put forward possible ways to meet the key challenge of making growth more inclusive and sustainable.

The ILO Office [has recently published the report](#) that will serve as a basis for discussion. The report features some critical statements about non-traditional forms of employment, exposing a general bias against temporary work. For instance, the report casts doubts on temporary work as a stepping-stone to permanent employment, and underscores that over 60% of workers are in temporary work involuntarily.

Previous versions of the paper have already received sharp criticisms from CiETT and the IOE for its negative stance on non-traditional contracts, depicted as low quality and “precarious work”. Although in the final version the ILO removed any reference to precariousness, the overall approach to non-traditional forms of employment remains rather negative.

CiETT actions: CiETT will prepare a paper with its comments to the report and will closely liaise with the IOE to rebalance the ILO Office position on the issue of temporary work. CiETT will also participate in the 9th Regional Meeting in Oslo to play an active role in the discussion.

G20 task force on employment meets in Moscow

The G20 task force on employment met on 21-22 February in Moscow and focused on how G20 Leaders can promote jobs and growth.

The task force underlined the link between job creation, economic reform and investments and stressed the need to creating conditions to grant easier access to the labour market. The task force will focus on three priorities:

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1. Achieve better understanding of what “job creation” means;
2. Focus on vulnerable groups in the labour market, including older workers, women with children, young people and the disabled;
3. Monitor the implementation of commitments and decisions made in previous years.

The employment task force has also started working for the first joint Labour and Finance Ministers meeting in the G20 history, scheduled in July 2013.

Alongside the G20, other parallel processes are taking place representing the voice of business (B20), workers (L20), think tanks (Think 20), the civil society (Civil 20) and the youth (Y20). Each of these groups will have a final summit and a final declaration that will be presented to the G20 Leaders on 5-6 September in St. Petersburg. The B20 Summit will take place on 20-21 June in St. Petersburg, while the L20 will take place on 19-20 June.

In particular, the B20 has organised its work into 7 working groups, one of which is devoted to "flexible labour markets and investments in human capital", chaired by Mr. David Iakobachvili, CEO of Bioenergy corporation. The focus of the working group will be on apprenticeships, flexible labour markets to promote youth employment, sustainable pension systems and cross-links with the L20. Manpower, one of Ciett's corporate members is part of this working group.

Ciett actions: Ciett will closely monitor the G20 process and the relevant parallel processes, with particular attention to the B20 and L20. Ciett will liaise with the Business and Industry Advisory Committee (BIAC), the International Organisation of Employers (IOE) and will work with Manpower to provide input in the B20 final recommendations to the G20 Leaders.

Ciett and Eurociett respond to the public consultation on employment & recruitment agencies for the business and human rights project

Ciett and Eurociett submitted their joint response to the public consultation for the guidance of employment & recruitment agencies to implement the UN Guiding Principles on Business and Human Rights.

The draft guidance has been prepared by the Institute for Human Rights and Business (IHRB) and Shift for an initiative of the European Commission, launched to implement the UN Guiding Principles and to offer practical guidance to businesses in Europe and globally.

As part of the European Commission's initiative, three sectors have been identified: Information and Communication Technologies (ICT), oil and gas, and employment & recruitment agencies (E&RA). For each of them a specific 20-30-page guidance document will be prepared.

Ciett and Eurociett response, along with other contributions, [can be consulted here](#). One of the key messages of Ciett and Eurociett response focused on the need of achieving appropriate regulation on E&RA as a pre-condition to enable the industry to respect human rights. Overall, the draft guidance is quite balanced and could be a useful instrument to the E&RA sector.

The IHRB and Shift will take into account the various comments and are expected to finalise the guidance document in April/May.

Ciett assessment and next steps: Ciett and Eurociett have been actively engaged in the development of the guidance by taking part in roundtable consultations with key stakeholders and by being represented in the Sectoral Advisory Group for the E&RA. The draft guidance document can be considered a balance instrument that could benefit the E&RA sector.

The final guidance document will be presented at the Ciett Annual Conference in Toronto, Canada, on 15 May, where there will be a session on the topic of business and human rights.

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OECD publishes the 2013 Going for Growth report

The OECD has issued its 2013 [Going for Growth report](#), the flagship publication on reforms and structural policies.

The report assesses how the OECD and the BRIICS (Brazil, Russia, India, Indonesia, China and South Africa) countries have implemented reforms and made progress on the policy action recommended by the OECD since 2011.

The publication touches on the reforms triggered by the crisis across the OECD to boost job creation, including reforms on unemployment benefits, active labour market policies, and about taxation.

Specifically, in relation to temporary agency work, the report has a paragraph on job protection that calls, consistently with the longstanding position of the OECD on this, for closing the excessive gap in protection between permanent and temporary and atypical contracts. This imbalance can create marginalised workers and labour market duality that can lead to "recurrent spells of temporary jobs, and long and frequent unemployment spells among "marginal workers" under temporary or atypical contracts, essentially youth. All these factors undermine the career prospects of workers on temporary contracts and hence contribute to the entrenchment of duality".

The statement mixes all forms of temporary work, without differentiating temporary agency work and its specific contribution to the labour market. In addition, it does not recognise the stepping-stone function that temporary work can have – as recognised in other OECD publications – and as a result it takes the negative perspective that people with temporary/atypical contracts are marginalised or stuck.

Ciett actions and next steps: Ciett continues to work with the OECD to achieve better differentiation of temporary agency work from other forms of temporary employment. This report shows that there is still work to be done.

Ciett had already reacted to the draft chapter of the Going for Growth back in October 2012, with a consultation through BIAC, but some of the comments were not taken on board.

In reaction to the publication of the report, Ciett has sent a letter to the chief economist of the OECD to ask for better differentiation of agency work *vis à vis* other forms of temporary employment and to recognise the role of agency work in facilitating labour market transitions. To this end, Ciett has shared the recent results of the joint EU project between Eurociett and UNI Europa and has requested a meeting.

At the same time, Ciett is working with the Employment, Labour and Social Affairs Department of the OECD to build and develop the employment protection legislation (EPL) indicators specific to temporary agency work. Once completed later this year, the EPL on temporary agency work will facilitate its differentiation from the general temporary work category.

Ciett World Employment Conference 2013

Registrations for World Employment Conference 2013

Ciett is delighted to invite you to the Ciett World Employment Conference 2013 on May 15-17. This year, the event will be hosted by ACSESS, our Canadian national federation in Toronto, with the theme: "Leading the Way to Work".

Ciett World Employment Conference 2013 will explore market trends and developments; it will also focus on how to deal with the challenges facing our global

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industry, and the way to future success.

The Conference will provide thought-provoking debates with high profile speakers during main stage plenary and bespoke breakout sessions which will address the most important issues the industry faces around the world.

Speakers already confirmed are: David Foot, a world renowned demographics expert; Jeremy Gutsche, founder of Trenhunter.com; Peter D. Leffkowitz, founder and CEO of Morgan Consulting Group; Bill Strickland, an extraordinary business and community leader.

The Conference will offer the opportunity to network with over 300 recruitment professionals from around the world, and share with them experience and ideas.

You can view the programme and register for the conference at <http://ciettwec2013.com>. Until March 15th there is an early bird promotion, so sign up early to avoid missing out!

The Way to work

**Denis Pennel gave
a presentation at
the CEPS NEUJOBS
Conference**

Denis Pennel (Ciett/Eurociett Managing Director) took part as a discussant in CEPS conference on NEUJobs on February 18th. He gave a presentation on the new reality of work.

Held in Brussels, the CEPS conference gathered more than 100 participants and addressed the issue of the future of European labour markets, under the NEUJobs umbrella. NEUJobs is a research project financed by the European Commission, whose objective is to analyse future possible developments of the European labour market(s) under the main assumption that European societies are now facing or preparing to face four main transitions that will have a major impact on employment, in particular for some groups in the labour force or sectors of the economy.

Denis Pennel was invited to play an active role in the session on "The future of labour: A brave new world vs Dickens". He presented the main trends affecting the changing world of work, which can be characterised by a destandardisation of the employment relationship, an individualisation of working conditions and a growing role for labour market intermediation.

EU Commissioner Laszlo Andor closed the conference in an open debate on what kind of change is ahead for EU citizens during the socio-ecological transitions.



**Ciett Board pays
visit to India**

The Ciett Board, accompanied by Denis Pennel and Sandro Pettineo from the Ciett Secretariat, will travel to India on 5-7 March to discuss challenges of the Indian Staffing market with the Indian Staffing Federation (ISF) and to promote the Way to Work strategy.

The visit will include a meeting of the Ciett Board and Corporate Members Committee, as well as meetings with Indian stakeholders and policy makers.

On 6 March, a one-day Ciett-ISF roundtable event will be organised where around 70 representatives of government officials, employers and workers' representatives, ILO officials and the media are expected to participate. The roundtable will have two main sessions, one about India private employment services market in the global context, and the other one about the potential developments, opportunities and challenges for the

Indian private employment services industry in the next five years.

Ciett actions and next steps: Ciett will provide a report on the visit to India and on the outcome of the roundtable in the next issue of the PA report.

Top European Public Affairs Priorities

Agency Work Directive:

Enhanced cooperation between Eurociett members to ensure full transposition

While there is limited discussion on the Agency Work Directive transposition at European level, Eurociett continues to work together with key Eurociett member federations that are affected by the unbalanced transposition of the Directive. These include particularly Sweden (which has started a formal, legal complaint), Belgium, Netherlands, Germany and France). For countries that face country-specific, regulatory challenges, Eurociett continues to provide tailor-made assistance and support.

Furthermore, Eurociett has been informed during the EU Sectoral Social Dialogue Committee of February 2013 that the first European Commission transposition review report, due to be published in December 2013 will be made available to EU Social Partners by September, thus providing the opportunity to provide comments and feedback on the draft report.

Eurociett Actions and next steps:

- 1) A Eurociett litigation task force has been formed (including Sweden, Belgium, France, Netherlands and Germany). The main purpose of the task force is to exchange information on litigation procedures, to fight jointly against existing, unjustified restrictions (particularly restrictions establishing quota) and to work jointly on a full transposition of Article 4.
- 2) Eurociett continued to provide assistance and support to APPS to fight newly introduced, unjustified restrictions for the hiring of disabled people and third-country nationals. Following a Eurociett letter sent to the Czech Government in December and follow-up meetings of APPS with the Ministry of Labour, a follow-up letter has been sent by the Czech government to Eurociett.

Posting of Workers Enforcement Directive:

European Parliament discussed amendments

In the European Parliament's Employment and Social Affairs Committee, a first debate about the 800 amendments tabled on the posting of workers enforcement Directive has been held on 20th February 2013. During this debate, a divide between the Members of Parliament, particularly on the controversial Article 9 (national control measures) and Article 12 (joint and several liability) could be observed. As next step, the EP Employment Committee will seek to reach compromises on key elements of the Directive between the large party groups. Members of Parliament leading the debate on the Posting of Workers Enforcement Directive indicated that they see sufficient scope of constructive compromises on the enforcement Directive. In parallel, the EP Internal Market Committee has voted on its opinion on the Posting of Workers Enforcement Directive. Most importantly, amendments have been approved to delete the Article 12 on joint and several liability and a closed list of allowed, national control measures was maintained, while slightly changing the list of allowed control measures compared to the Commission proposal.

In parallel, the discussions at the level of the Council Working Group continue with the

Irish Presidency aiming for a political compromise on the draft Directive by June 2013.

Eurociett Actions:

- 1) Eurociett monitored closely the debate on the Enforcement Directive in the EP Employment Committee.
- 2) Eurociett also carried out a first assessment of the amendments tabled to provide some advice to MEPs on which amendments should be supported.
- 3) In its PA/PR Activities on the Posting of Workers Enforcement Directive, Eurociett closely coordinates activities with BusinessEurope, the European, cross-industry employer's organisation.

EU Sectoral Social Dialogue Committee

On 20 February the EU Sectoral Social Dialogue Committee on temporary agency work (SSDC) had its first meeting of 2013.

On the agenda, there was the approval of the draft work programme for the Committee's activities of 2013-2014. Eurociett and UNI Europa had an exchange of views on the draft text and discussed the next joint project on comparing temporary agency work with other forms of employment, including fixed-term contracts and self-employment, with regards to: market share, regulation, access to healthcare, unemployment, sick benefits and training, and their contribution to increasing labour market participation.

Eurociett and UNI Europa also discussed the results of their joint project on the role of temporary agency work and labour market transitions in Europe and the follow-up to their joint recommendations.

As a recurring item, Eurociett and UNI Europa's members gave an update on the implementation of the Directive on temporary agency work (2008/104/EC), while the European Commission informed the Committee about the process leading up to the Directive's review, provided for on 5 December 2013.

Finally, the European Commission presented the main elements of the Youth Employment Package and Eurociett reacted by stressing the role of private employment services in bringing young people into the labour market.

Eurociett actions and next steps: Eurociett and UNI Europa's secretariats will make the amendments to the work programme, and with the modifications the 2013-2014 work programme will be considered adopted.

Eurociett and UNI Europa will continue to remain involved in the process of reviewing the implementation of the Directive on temporary agency work by taking part in the EU Expert Group's meetings and by providing input to the European Commission for its report of 5 December 2013.

EU Sectoral Social Dialogue : Transitions project final report

After the successful conclusion of the joint EU project of Eurociett and UNI Europa on the role of temporary agency work and labour market transitions in Europe, Eurociett and UNI Europa have [published the full report](#).

The report provides facts and figures on the stepping-stone function of temporary agency work and presents case studies on transitions from unemployment to work, from education to employment, from temporary to permanent employment and for vulnerable groups and on the role of the sectoral social partners. The case studies focus on six EU Member States: France, Belgium, Netherlands, Italy, United Kingdom, and

Germany.

Accompanying the report, the EU sectoral social partners put forward [their joint recommendations](#) to EU policy makers on temporary agency work facilitating transitions in the labour market.

These recommendations were launched at the pan-European conference on 19 December in Brussels. The event attracted over 90 participants from Eurociett and UNI Europa's members, key stakeholders from the European Commission, ILO, OECD, Academia, NGOs, and media.

The conference had two keynote speakers: Mr Santiago Loranca Garcia, Head of Unit of European Employment Strategy, from the European Commission, and Maria Munderlein from the University of Rotterdam. Furthermore, social partners from Italy, France, Belgium and Netherlands shared best practices on temporary agency work and transitions in a roundtable discussion.

Eurociett actions and next steps: All of the key documents of the Transitions project and of the pan-European conference [can be found on the Eurociett website](#).

On the same page, the translations of the executive summary and the joint recommendations in Dutch, French, German, Italian, and Spanish will be published, as they are made available.

The positive findings of the project confirm the role of temporary agency work as a transitions enabler and will be used in support of the lobbying activity at the European and national levels.

**European Semester:
Eurociett added EP hearing**

On 20th February, the European Parliament's Employment and Social Affairs Committee held a public hearing on the impact of the European Semester on social and employment policies in Europe.

Speakers included the French economist Jacques Delpla, Gunilla Almgren (President of UEAPME, the European employer's organisation for SMEs) and Jorge Nuno Mayer, Secretary General of Caritas Europe. During the hearing, Jacques Delpla called for modernising European labour law by introducing an *optional, uniform European labour contract*, which should be based on Flexicurity. UEAPME stressed in its intervention the importance of SMEs to create jobs and supported the 2013 Annual Growth Survey to create jobs and growth in Europe. UEAPME also advocated for structural reforms, which should be guided by the European Commission's country-specific recommendations. Finally, Jorge Nuno Mayer focused his intervention on the need to fight poverty and social exclusion in Europe and to reduce the detrimental effect of the economic crisis on labour markets.

The following question and answer session with Members of the European Parliament's Employment and Social Affairs Committee was in fact rather general and short, thus not entering into details of labour market challenges in the countries. At the same time, the proposal of an optional, uniform European labour contract argued for by Jacques Delpla was strongly criticised especially by conservative (EPP) and liberal (ALDE) Members of Parliament, who argued that it would be very difficult to reach an agreement on such a contract while it might be used in practice. Several Members of Parliament, especially from the EPP and ALDE groups called for more progress on structural labour market reforms, highlighting that countries that reformed labour market (such as Germany and Netherlands, which were mentioned in the debate) deliver better labour market outcomes compared to restricted and segmented labour markets.

**Reform of EURES:
Eurociett meeting
with DG
Employment**

On 26th November 2012, the European Commission published its long announced decision to reform EURES, the European job mobility network. The new EURES structure, to be put in place until 1st January 2014, is build on EURES Members in the European countries (public employment services), as well as EURES Partners and Associated Partners, which can include private employment services and other service providers and networks. The EURES reform follows on a decision of the European Court of Justice that the monopoly of public employments services in offering placement activities is not in conformity with the EU treaty and European law.

Eurociett Action: Eurociett prepared a first assessment and briefing note on the EURES reform, related opportunities and potential challenges for the private employment services industry. A potential weakness of the reform is a proposed accreditation system, which might include undesirable administrative burden and red tape.

On 21st of February, Eurociett (represented by Denis Pennel and Michael Freytag) met with Wallis Goelen (Head of Unit Skills, Mobility and Employment Services at DG Employment) and Doede Ackers (Deputy Head of Unit Skills, Mobility and Employment Services) to discuss the EURES Reform and the potential, future involvement of private employment services in EURES.

Further European Public Affairs Priorities

**Employment
and Social
Developments
in Europe:**

**Eurociett
participates in
European
Commission
Conference**

On 6th February, Eurociett (represented by Michael Freytag) participated in a pan-European conference organised by the European Commission (DG Employment) to present and discuss the findings of the Employment and Social Developments in Europe Report. The conference gathered around 150 participants and included thematic sessions on long-term unemployment and social exclusion, skills mismatches, wage developments, employment and social developments of the welfare state and taxation as well as a closing round table with social partner representatives. Taking part in the conference offered important networking opportunities, as several high-level Commission officials participated in the event, including Detlef Eckert (Director at DG Employment), Doede Ackers (Deputy Head of Unit Employment Services, Skills and Mobility) and others. In its intervention during the conference, BusinessEurope, represented by its Director for Social Affairs Maxime Cerutti, mentioned that flexible forms of employment should be valued as an important stepping-stone for the young and that BusinessEurope regrets that many Member States have not fully implemented the EU Directive on temporary agency work.

**European
Commission
published
Social
Investment
Package**

On 20th February, the European Commission published its Social Investment Package, which follows on the EU Employment Package (“Towards a job-rich recovery”) and the Youth Employment Package (“Moving youth into employment”). In the Social Investment Package, the Commission urges EU countries to put more emphasis on social investment, enhancing people’s capacities and supporting their participation in societies and labour markets. The social investment package focuses on spending more effectively and efficiently by ensuring adequate and sustainable social protection, investing in skills and ensuring that social protection systems respond to people’s needs. The Social Investment Package includes a Commission Communication and several, Commission staff working documents. These are available on the European Commission’s website.

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Working Time Directive

Based on information obtained via BusinessEurope, a meeting with the EU Commissioner for Employment, Social Affairs and Inclusion took place on 19 February to draw lessons from the breakdown of the EU Social Partners Negotiations on the Working Time Directive. BusinessEurope called upon the Commission to go forward with a revision of the Directive, aiming for a focused review targeting the sensitive issues. The priority should be put on reconciling EU law with practice by addressing the adverse effects of the European Court of Justice ruling on on-call time.

Ciett/Eurociett Press Activities

Press Activities

Global Recruiter this month published an article on Ciett ahead of Denis Pennel's appearance at their annual summit in London in March. The article can be read at <http://www.theglobalrecruiter.com/news/unique-opportunity-to-hear-from-one-of-europes-leading-recruitment-experts/4234>

Ciett statistics on job creation were referenced in an article from Spanish publication "equipos&talentos" <http://www.equiposytalento.com/noticias/2013/02/15/una-mayor-rigidez-contractual-conlleva-una-menor-confianza-a-la-hora-de-encontrar-trabajo>

The election of Martin Padulla as Managing Director of Ciett&a was reported in Spanish language media <http://www.iprofesional.com/notas/154103-La-Confederacin-Latinoamericana-de-Agencias-Privadas-de-Empleo-tiene-nuevo-director-general>

The Russian website svoboda.org ran an article on youth unemployment which highlighted Eurociett's position on public private cooperation between employment services <http://www.svoboda.org/content/article/24893684.html#page=1>

National Public Affairs News

ASEMPLEO founded in Spain

In February 2013, the Spanish Eurociett member federations AGETT and AETT merged to form the new, strong and united federation ASEMPLEO, the largest federation of private employment services in the country. Manpower, which belonged until now to no national federation in Spain, has joined the newly created, merged federation. ASEMPLEO represents 90% of the Spanish agency work market. The merger aims at strengthening the voice of the industry in Spain and to work jointly on the main challenges and difficulties, the Spanish labour market is currently confronted with. More information is available on the ASEMPLEO website: <http://www.aseempleo.com/>



France: labour reform offers permanent contracts

Employers and trade unions in France reached a deal on January, 11th to reform the French labour market, offering new opportunities for private employment services. The agreement opens the possibility for temporary work



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services et métiers de l'emploi

agencies to hire agency workers on open-ended contracts. This opportunity will be provided for the first time in France, while other countries such as Germany, Italy and Netherlands already use permanent contracts for agency workers. The French private employment services industry has been given six months to negotiate with social partners the introduction of permanent contracts in the sector. The French Eurociett member PRISME will start negotiations on this issue on 1 March with trade unions. Representatives of Eurociett corporate members have strongly welcomed this reform, offering new opportunities for the industry.

Germany – Agency work creates 100,000 jobs

Based on a new study published by the German research institute IAB, the German private employment services industry helped to create 100,000 jobs between 2006 and 2010. The report also looked at the potential substitution effects of temporary agency work and concluded that around 50% of the employment opportunities created by private employment services are additional jobs, which would not exist otherwise. Several representatives of the private employment services industry have criticised the study for being too scientific and not fully reflecting the reality of the German labour market. The complete report can be downloaded on the IAB website: <http://www.iab.de/>



Spain: Government announces series of employment measures

On February 20, a series of new employment measures has been proposed by the Spanish government to revive and reform the labour market. These will include the possibility for temporary work agencies of signing training and apprenticeship contracts, thus contributing to an easier and faster labour market integration of young people.



These reforms are very much in line with measures introduced in other European countries (France, Italy and Netherlands), which involve private employment services more actively in the supply and offering of apprenticeship contracts and training.

Netherlands – Flexbarometer launched

The Dutch Eurociett member federation ABU launched in February 2013 a new website / online tool called the Flexbarometer. The website aims at offering facts and figures to the ongoing debate on advantages and disadvantages of different forms of flexible employment. Flexbarometer serves as a central data-source on flexible forms of work and shall be further extended in the coming years. These shall include reasons of workers to opt for flexible forms of employment, the identification of different groups of flexible workers and the main drivers of flexible forms of employment. More information is available on: www.flexbarometer.nl



Abbreviations

ALDE	Alliance of Liberal and Democrats in the European Union / Liberal Party Group in the European Parliament
CEPS	Centre for European Policy Studies
EP	European Parliament
EPP	European People's Party Group in the European Parliament
EU	European Union
EURES	Acronym for the European Union Job Mobility Portal
MEP	Member of the European Parliament
UEAPME	European Employers Organisation for small and medium sized companies
