

# Ciett & Eurociett Public Affairs Report

May 2013

N° 5/2013

Table of content		
<b>International Public Affairs Topics</b>	Ciett to participate in ILO International Labour Conference	2
	Ciett takes part in the OECD Annual Forum	2
	OECD Ministers stress the need to fight unemployment	3
	Ciett calls for better recognition of TAW with the OECD	4
	BIAC elects new chair	5
	Ciett leads the campaign against precarious work at the IOE	5
	IndustriALL seeks to stop precarious work through hardened global framework agreements	5
<b>Ciett Annual Conference 2013</b>	A successful annual meeting in Toronto	6
	<b>The Way to work</b>	
	Taking stock of the Way to Work pledges in Toronto	7
<b>Eurociett PA Priorities</b>	Way to Work to be presented at VZa Annual Conference	7
	Agency Work Directive: Discussions at EU and national levels	7
	Posting of Workers: Debate in European Parliament is progressing	8
	Europe 2020 – European Semester: Commission issued country-specific recommendations for labour market reforms	8
	Youth employment EU proposes further measures	9
	PARES – Partnership between employment services	10
	EU Sectoral Social Dialogue	10
<b>Further European Affairs News</b>	Spring Economic Forecast: EU slowly recovering	11
	Working Time Directive: European Commission will not issue new proposal in 2013	11
<b>Press Activity</b>	Overview on latest press activities of Ciett	11
<b>National Public Affairs News</b>	Italy: New governments consults social partners on labour market reforms	12
	UK: REC launches new quality standard for recruitment in education	12

## Ciett & Eurociett Positions

- Ciett comments for the OECD Ministerial meeting and for OECD projects on job quality
- Moving youth into Employment – Eurociett Position Paper

## Upcoming events

- 5<sup>th</sup> – 20<sup>th</sup> June: ILO Conference
- 5<sup>th</sup> – 6<sup>th</sup> of June: Eurociett participates in EU Conference on apprenticeships
- 19<sup>th</sup> June: Way to work presentation in Vienna

## Key Achievements

**Europe 2020 – European Semester:** The national reform programmes of several EU Member States include a direct reference to private employment services, recognising the role of the industry and proposing further reforms

## The Way to Work



## Contact us

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## International Public Affairs

### *Ciett to take part in the ILO International Conference*

The next ILO International Labour Conference (ILC) will take place from 5 to 20 June 2013, in Geneva. There will be 3 main discussion themes during the conference, and for each the ILO has prepared a background document. The themes are:

- Sustainable development, decent work and green jobs;
- Employment and social protection in the new demographic context;
- Social dialogue.

In particular, the discussion on social dialogue is a recurring item as a follow-up to the 2008 ILO declaration on Social justice for a fair globalisation.

As standing items of the conference, the ILO has published the general report of the committee of experts on the application of Conventions and Recommendations and the general survey, which this year focuses on labour relations and collective bargaining in the public sector.

**Ciett assessment and next steps:** A Ciett delegation (Fred van Haasteren, Denis Pennel, Sandro Pettineo and Mizuho Hiraguri) will take part in the Conference and will try to monitor and take an active role in the Social Dialogue discussion as well as in the one on Employment and social protection.

Meanwhile, Ciett has done a first assessment of these reports and will prepare a statement to be delivered during the social dialogue session.

On the report of social dialogue there is some reference to possible difficulties in organising workers in triangular relationship and in increasing insecurity and vulnerability of workers through non-standard forms of employment. These statements are based on the workers' symposium on precarious work from October 2011. Despite this, the report recognises the efforts made by the staffing industry in Europe in increasing coverage and access to collective bargaining institutions and mentions directly the continued engagement of Eurociett within the context of the EU Sectoral Social Dialogue – see box 2.7.

The general survey on collective bargaining in the public sector has some reference to precarious work, tabled by the workers, but it seems to be less relevant for the industry.

The report on decent work and green jobs refers to job creation/destruction of both direct and indirect jobs triggered by the transitions to the green economy; it takes however a neutral standpoint on indirect jobs, which are considered no less than the direct ones.

Finally, for the report on the applications of standards, the committee of experts refers to Uruguay and Japan on the application of Convention No. 181, in relation to protection of workers.

Ciett will closely liaise with the International Organisation of Employers (IOE) in order to prepare the intervention at the ILC.

### *Ciett takes part in the OECD Annual Forum*

On 28-29 May, Denis Pennel (Ciett Managing Director) took part in the 2013 OECD Annual Forum, the main OECD event where heads of state and government, Nobel Prize winners, top CEOs, NGOs leaders, employers, trade unions, and media gather to debate the most pressing social and economic challenges at hand.

The theme for this year was "jobs, equality and trust", stressing the continuing high priority

of job creation, especially for young people. In addition to the unemployment crisis, the OECD highlighted its concern over the growing issue of inequality, which has been steadily increasing for the last 20 years and has been exacerbated with the economic crisis.

In his opening remarks at the Forum, Mr Angel Gurría (Secretary General of the OECD) called for a new way of thinking and a fresh policy approach that puts people first and that fosters economic growth that is sustainable and inclusive.

Reinforcing the "people-first" perspective, the OECD launched the third edition of its "Better life index", an online interactive tool that allows people to create a personalised index according to their priorities in 11 areas that the OECD has identified as essential for well-being (e.g. healthcare, housing, education, etc.). The aim of the index is to measure what people care about beyond GDP and to gain better understanding of people's preferences and needs to design better policies.

At the Forum, the OECD also launched the latest Economic Outlook, highlighting that the global economy is gradually strengthening, but the upturn remains weak and uneven. In particular, the OECD finds that unemployment and youth unemployment are still a challenge and reforms should be undertaken to facilitate job creation and avoid that cyclical unemployment becomes structural.

**Ciett actions:** The two-day event was a great opportunity for Ciett to network and meet with high-level participants. The programme featured various panel discussions on issues ranging from labour market transitions from education to work, demographic challenge, to job creation and growth. Of particular interest was the discussion on addressing inequalities for a more inclusive society, where Randstad, present as panellist, stressed the key role of temporary agency work as a driver for job creation and inclusiveness.

**OECD Ministers stress the need to fight unemployment and restore growth**

Following the Annual Forum, the OECD Ministerial Council Meeting (MCM) gathered over 80 Ministers of Finance, Economy, Foreign Affairs and Trade from OECD countries, to discuss concrete solutions to restore growth with an important emphasis on "Jobs, Equality and Trust".

Echoing the messages of Mr Angel Gurría (OECD Secretary General), ministers stressed the urgent need to address the social impact of the crisis and to put people at the centre of their policy efforts. They focused on the need to restore growth and competitiveness, to reduce unemployment, to rebuild confidence, to address inequalities and to boost job quality. They also addressed a number of challenges, including the further deepening of globalisation, poverty, rapid population ageing, migration, climate change, growing natural resource scarcity and a global economy based on knowledge and skills.

During the meeting, the OECD presented various reports on topics that will be dealt with in the coming months. In particular, it is worth highlighting the ongoing project on New Approaches to Economic Challenges (NAEC), which is the vision of the OECD aimed at the improvement of its analytical frameworks and policy advice; and the report on the role of global value chains in the economy. This report, requested by the Russian Presidency of the G20, underlines that global value chains enable countries and economies to attain faster productivity and enhanced competitiveness. According to Mr Gurría, "encouraging the development and participation in global value chains is the road to more jobs and sustainable growth for our economies".

Representing the employers at the MCM, the BIAC leadership called for the need of structural reforms, more labour market flexibility to fight unemployment, and a policy framework that promotes innovation to foster growth and sustainable development.

At the end of the MCM, the ministers adopted their final declaration giving priority to the

fight against unemployment and inequality. Youth unemployment received particular attention as shown by the adoption of a youth action plan to promote education and vocational training to enhance employability, facilitate labour market transitions from education to work and improve cost-effective labour market activation measures. Finally, the ministers endorsed the proposed areas of work of the OECD, including on the NAEC project and on the global value chains.

**Ciett assessment and next steps:** Ciett has been closely working with BIAC on the various initiatives and policy areas. Of particular success was that some of the Ciett messages were communicated to the ministers by the BIAC leadership.

The OECD work on global value chains could be used to help Ciett, together with the IOE and BIAC, reframe the precarious work campaign into a more positive discussion on the changing world of work.

The Ciett Secretariat will continue to work closely with BIAC and the OECD to ensure that the contribution of the private employment services industry is recognised and well represented in the upcoming publications and policy papers of the OECD.

***Ciett calls for better recognition of the role of temporary agency work with the OECD***

On 28 May, Denis Pennel (Ciett Managing Director) met with Alain De Serres (counsellor to the OECD Deputy Secretary General) and Andrea Bassanini (Policy Advisor at the Employment, Labour and Social Affairs Directorate).

The meeting had the objective to discuss ways to better differentiate temporary agency work from other forms of temporary work and to get an update on the employment protection legislation (EPL) index on temporary agency work. Although good progress has been achieved in differentiating temporary agency work from the more generic category of temporary work in the publications of the OECD Employment Directorate, more needs to be done with the Economy Directorate.

In the latest Going for Growth report, the OECD flagship publication on structural policy developments in OECD countries, temporary work was addressed without distinction of the different contractual forms and it was linked to labour market segmentation.

Ciett reacted to the publication by sending a letter to the Deputy Secretary General highlighting that in fact temporary agency work contributed to reducing segmentation and improving the overall functioning of the labour market. In particular, Ciett made reference to the results of the joint project and the recommendations of Eurociett and UNI Europa on the key role of temporary agency work in facilitating labour market transition.

On the EPL index for temporary agency work, the OECD is planning to publish the first results in the next Employment Outlook in July. The OECD is willing to continue to gather information and update the EPL database on temporary agency work beyond the publication of the Employment Outlook.

**Ciett assessment and next steps:** Ciett has been closely working with the OECD to help them build the specific EPL index on temporary agency work. This represents a major step in the recognition of the role of temporary agency work in the labour market.

In addition, Ciett has been collecting information on conditions and regulation on temporary agency work across its members. The country fact sheets, compiling the responses of Ciett members to the survey circulated last year, have been shared with the OECD and have proved to be instrumental for the development of the OECD EPL index.

Ciett will continue to work with the OECD both directly and through BIAC to ensure that temporary agency work is better differentiated across all the relevant OECD publications.

# Ciett & Eurociett Public Affairs Report

May 2013

N°5 /2013

## **BIAC elects its new Chair**

At its 51st meeting on 27 May, the BIAC General Assembly elected Mr Phil O'Reilly as its new Chair.

Phil O'Reilly is Chief Executive of BusinessNZ, New Zealand's largest business advocacy group, and has been BIAC Vice-Chair and member of the BIAC Board since 2010. He is the employer delegate to the International Organisation of Employers (IOE) and the International Labour Organisation (ILO).

Phil O'Reilly succeeds to Mr Charles P. Heeter, the outgoing BIAC Chair from Deloitte Touche Tohmatsu Limited.

## **Ciett leads the campaign against precarious work at the IOE**

On 3 May, Fred van Haasteren (Ciett President) and Sandro Pettineo (Ciett Policy Advisor) participated in the meeting of global sectoral employers in Geneva to present the strategy against the global trade unions' campaign on precarious work.

The meeting was organised by the IOE as an informal platform where representatives of global sectoral employers organisations (metal, commerce, transport, fishing, etc.) come together to exchange views and discuss relevant topics in the global political agenda.

In this context, Ciett presented its strategy to counter the precarious work campaign, stressing the need for the employers to speak with one voice and to reframe the debate in a more positive discussion on the new reality of work. To this end, Ciett proposed to hold a roundtable event on the role of the business services sector in the economy and the labour market. The roundtable will target the business community to raise awareness on the value of intermediaries and business-to-business services and to better align employers on a position against the precarious work campaign.

**Ciett actions and next steps:** The presentation received positive feedback and support from the IOE and the global sectoral employers. Ciett is now regarded as the reference point on the issue both by the IOE and the global sectoral employers.

As outcome of the meeting, the IOE will prepare a position paper against the precarious work campaign after the summer. The position will be based the Ciett input and the briefing papers.

The group also expressed strong interest and support for the roundtable on the role of the business services sector. Ciett will coordinate with the IOE and BIAC, representing employers at the OECD, to organise the event at the end of the year.

## **IndustriALL seeks to stop precarious work through hardened global framework agreements**

The Executive Committee of IndustriALL Global Union met on 29 May and endorsed a comprehensive action plan on sustainable industrial policy focusing on:

- Building a common understanding among affiliates on union priorities
- Developing a strategic approach to sustainability for each sector
- Sharing effective strategies for influencing governments on sustainable industrial policies
- Using trade union networks in multinational companies to identify joint actions
- Convening regional workshops to identify key sustainability issues and develop joint actions

In particular, the point on the trade union network is linked to the application of global framework agreements (GFAs) signed by multinational companies. The Executive Committee reviewed both positive and negative examples of GFAs experienced by

# Ciett & Eurociett Public Affairs Report

May 2013

N°5 /2013

IndustriALL affiliates and decided to set up a working group to monitor the contents and proper implementation of GFAs, and to work on a Charter of Principles to Confront Corporate Bad Behaviour.

The objective of the working group is to ensure better effectiveness of the GFAs. So far IndustriALL has concluded over 40 GFAs and it is in the process of revising a few old ones, for example with Lafarge and Enel, as to improve the language of the agreements and take into account permanent employment over precarious work and neutrality on organising. New processes have been initiated with French oil and gas company Total, and the mining giant Anglo American.

Finally, the Committee approved the affiliation of the eight unions from Argentina, Democratic Republic of Congo, Uganda, Nigeria, Moldova, Tunisia, and the first new independent union from Egypt, the electricity workers' union.

**Ciett actions and next steps:** The hardening of the language in the GFAs signed with IndustriALL underlines the effort of the global union to counter the trend of growing diversity of forms of employment within user companies. A complex and diverse workforce triggered by the new reality of work remains a challenge to organise, therefore threatening the membership base of the trade union; this is more problematic at the global level than at the European one.

Ciett will continue to monitor the developments in this area and will closely liaise with the IOE.

## The Ciett Annual Conference 2013

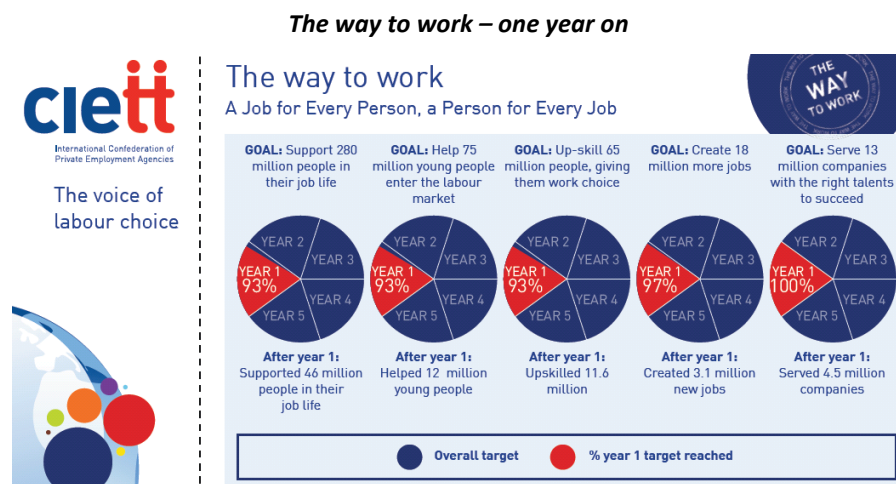


*The presentations given during the Ciett Annual Conference are made available on the Ciett intranet. More pictures of the great event are available [online](#).*

## The Way to work

**Ciett Annual Conference took stock on the progress in the way to work vision and pledge**

At the Ciett Annual Conference in Toronto, Ciett took stock of the progress in the Way to Work vision and the global pledge. One year after the launch of the Way to Work, the industry is very well on track with achieving the pledges being made, despite a challenging, economic environment. A new toolkit including a press release and an opinion piece will be made available to Ciett members in the coming weeks.



**The Way to work to be presented and launched in Austria**

On 19<sup>th</sup> of June, the way to work vision will be presented and launched in Austria, linked to the Annual Conference of the Austrian Ciett member VZa. Michael Freytag (Eurociett Policy Advisor) will give a presentation on the Way to work and the Adapting to Change report, illustrating as well that labour market reforms could further unlock the contribution of private employment services to well-functioning labour markets.



## Top European Public Affairs Priorities

**Agency Work Directive: Discussions at EU and national levels**

Discussions on the EU Agency Work Directive continue in several Member States. The most important developments in May 2013 have been the following: Eurociett followed-up on the first Agency Work Directive Litigation Task Force meeting and discussed at Board level the next steps. Furthermore, an Action Plan has been developed to call for amendments to the Directive linked to the review of the Directive's transition by the end of 2013. These calls for changes to the Directive including a focus on the Article 4 (Review and lifting of unjustified restrictions on temporary agency work), aiming for a strong wording of the Article that allows to challenge effectively remaining, unjustified restrictions.

Furthermore, Eurociett continued to provide country-specific advice and support to

member federations facing national discussions related to the Agency Work Directive, particularly in Bulgaria, the Czech Republic, Portugal and Romania. For the restrictions applicable in the Czech Republic, Eurociett has received an official reply letter from the cabinet of Commissioner Andor, in which it has been stressed that the Commission requested the Czech government to justify the restrictions imposed for hiring disabled people and third country nationals. The Commission also restated that it attaches great importance to a complete full transposition of the Directive. Following this letter and renewed lobbying contacts of the Czech Eurociett Member APPS, it seems that progress towards the lifting of these restrictions could be achieved in the coming months.

The next Expert Group on the Agency Work Directive will take place on 9<sup>th</sup> of July 2013 in Brussels.

On 27 May, the two sectoral social partners Eurociett and Uni-Europa have sent a joint letter to the European Commission requesting for a legal analysis and clarification about the interrelation between the Agency Work Directive and the Posting of Workers Directive.

#### **Eurociett Actions and next steps:**

- 1) The first litigation task force meeting has been followed-up and the results of the discussions have been presented to the Eurociett Board.
- 2) An Action Plan for a revision of the Directive has been set up, focusing particularly on Article 4.
- 3) Advice and support has been provided to several national federations.

#### **Posting of Workers enforcement Directive**

The debate on the Posting of Workers Enforcement Directive continues at EU level. At EU Council Presidency recently indicated that it will most likely not be able to reach an agreement on the draft Directive in the first half of 2013 (Irish EU Presidency), due to conflicts between EU Member States on controversial issues linked particularly to controls linked to the posting of workers and the provisions in the Directive on joint and several liability.

In the European Parliament, a further debate on the draft Directive was held on 29 May 2013 in the EP Employment Committee. During this debate, Members of the committee have been working on compromise lines on the most controversial issues, following the tabling of more than 800 amendments to the draft Directive. At this stage, the Employment Committee decided that more time is needed to discuss the Directive and to that the vote in the Employment Committee will be postponed until 20<sup>th</sup> June 2013.

**Eurociett Actions:** The Eurociett Secretariat obtained a draft version of the compromise amendments currently being discussed in the European Parliament. At this stage, discussions seem to move in a positive direction for the agency work industry. Up to the vote at committee level and in plenary of the European Parliament, Eurociett will continue to monitor the debate very closely and coordinate PA/PR actions with BusinessEurope and other European employers' organisations concerned by the dossier.

#### **European Semester:**

#### **European Commission issues country-specific**

Following the submission of national reform programmes by the EU Member States in March and April 2013, the European Commission has assessed these planned labour market reforms and issued on 29 May country-specific recommendations to the national governments. Based on a Eurociett assessment carried out by the Secretariat, several national reform programmes address private employment services and temporary agency work (including Belgium, Estonia, Greece, Italy, the Netherlands and Slovakia).



## *recommendations for labour market reforms*

Correspondingly, many of the country-specific recommendations issued by the European Commission can be used in the Eurociett member countries to further unlock the contribution of private employment services to well-functioning labour markets. In the case of Spain, the European Commission has issued a very concrete recommendation to progress on the implementation of the recent labour market reforms and to strengthen cooperation between public and private employment services. As next steps, the EU Employment ministers will discuss these recommendations on 20 June, followed by a discussion by the Finance ministers on 21 June and an endorsement of the head of state and government on 27-28 June 2013.

**Eurociett Action:** Eurociett has taken several PA/PR Actions linked to the European Semester and the country-specific recommendations in the past weeks. These included:

1. A lobbying toolbox has been provided to national federations in March 2013.
2. Eurociett has had several high-level meetings to lobby on the European Semester and to obtain country-specific recommendations leading to labour market reforms in EU Member States.
3. On the day of the publication of the country-specific recommendations, the Eurociett Secretariat carried out a first assessment and issued a press statement.
4. An information email has been circulated to all Eurociett members on the country-specific recommendations and the next steps in the Europe 2020 European Semester.
5. As next step, Eurociett will prepare a comprehensive, comparative assessment of the Europe 2020 country-specific recommendations.

## *Youth employment: EU proposes further measures*

Actions to reduce youth unemployment continue to feature prominently on the agenda of EU and national policy makers. The following, main developments took place in May 2013:

- On 17 April, the EU Employment and Social Affairs Council endorsed the EU Recommendation for a youth guarantee scheme, which calls upon member states to ensure that young unemployed get access to job, continued education, an apprenticeship or a traineeship within four months after leaving formal education or becoming unemployed. The youth guarantee scheme is advocated by the European Commission as important tool to secure school to work transitions. As one of the elements of the youth guarantee, the recommendation calls for strengthening cooperation between public and private employment services, while not imposing any obligation upon private employment services to guarantee jobs for young people.
- On 24<sup>th</sup> of June, the European Council President, Herman Van Rompuy, addressed a letter to the 27 Heads of State and Government, stressing that the June European Council shall be focused on identifying approaches to tackle the unemployment crisis in Europe and to reduce youth unemployment.

Van Rompuy identified four key elements for an economic recovery in Europe, namely preserving financial stability, improving resilience of economies, strengthening the economic and monetary union and fourth supporting growth and fighting unemployment. Fighting unemployment and progressing on the national reform programmes will be the key focus of the June European Council meeting.

- On 28<sup>th</sup> of May, the French and German labour ministers presented the outline of a joint initiative for growth and employment, which includes three main dimensions: Better credit conditions for small and medium sized companies, more use of dual learning and apprenticeships and increased geographical mobility. The joint initiative is designed as an input to the June European Council meeting gathering the 27 Heads of State and Government, which will include a special focus on fostering youth employment

In June, the EU cross-industry social partners (BusinessEurope, CEEP, UEAPME and ETUC) will come forward with a frame of action on youth employment, which negotiated during the past months.

**Eurociett Action:** Based on the Eurociett Position Paper “Moving youth into employment” published in April 2013 and the Eurociett/Uni-Europa joint research on “Temporary agency work and transitions”, Eurociett has implemented several meetings with high level policy makers, including Wallis Goelen (Head of Unit Skills, Employment Services and Mobility at DG Employment), Max Uebe (Head of Unit Youth Employment at DG Employment) and Joanna Skrzydlewska (MEP, EPP, PL, Rapporteur of an EP report on youth employment).

## **Partnerships between employment services**

In early May, the European Commission has approved the joint application of the Spanish Eurociett member ASEMPLEO and the Spanish public employment services to hold a “PARES goes national” event, a programme under the overall PARES initiative to promote cooperation and partnerships between public and private employment services. The PARES goes national event will bring together representatives of public and private employment services to advance in and develop cooperation. Following the recent labour market reform in Spain that opened-up the possibility of partnerships between public and private employment services, the PARES goes national event will be instrumental to move forward on signing a memorandum of understanding. ASEMPLEO intends to organise the PARES goes national event in Autumn 2013.

**Eurociett Action:** The Eurociett Secretariat has been providing assistance and support to ASEMPLEO in the application phase for the PARES goes national event and will continue to assist in the organisation of the event.

## **EU Sectoral Social Dialogue**

The next EU Sectoral Social Dialogue Committee meeting will take place on 4<sup>th</sup> of June 2013 in Brussels. Discussions with UNI Europa will focus on the European Semester and the country-specific recommendations, the transposition of the Directive on temporary agency work into national law and the organisation of a sectoral social dialogue round table in Croatia in July 2013. Furthermore, social partners will assess the outcomes of the joint project on “Temporary agency work and transitions” and exchange views on the planned, new project on “Differentiating temporary agency work from other forms of flexible employment”.

Linked to the joint work programme, the two social partners have sent a letter to DG Employment in May 2013 asking for a legal analysis on the interrelation of the Directive on temporary agency work and the Posting of Workers Directive.

**Eurociett Actions:** The following main actions have been taken by Eurociett in the context of the EU Sectoral Social Dialogue on temporary agency work

- The Secretariat is preparing the follow-up reports for the joint project on temporary agency work and transitions.
- The new project proposal on differentiating temporary agency work from other

# Ciett & Eurociett Public Affairs Report

May 2013

N°5 /2013

forms of flexible employment is being prepared and discussed with Uni-Europa

- Jointly with Eurociett corporate members and with UNI Europa, Eurociett is preparing the round table to promote sectoral social dialogue on temporary agency work in Croatia.

## Further European Public Affairs Priorities

### **Spring 2013 Economic forecast**

On 3<sup>rd</sup> of May, the European Commission issued its Spring 2013 Economic forecast, indicating a slow recovering EU economy. Following the recession that marked 2012, the EU economy is expected to stabilise in the first half and gradually in the second of the year before gaining some traction in 2014. External demand is seen as the main growth driver in Europe and investment is expected to abate gradually. Annual GDP growth this year is new forecast at -0.1%.

### **Working Time Directive: No new Commission proposal in 2013**

Based on Brussels sources, it has become clear that the current European Commission, which mandate ends in Spring 2014, will not anymore come forward with a new legislative proposal to revise the EU Directive on Working Time. A revision of the Working Time Directive was on the agenda for the past years, following several European Court of Justice rulings, especially related to the on-call time. Furthermore, Commission President Barroso had committed himself to a revision of the Working Time Directive when campaigning for his second term as Commission President. In Autumn 2012, cross-industry social partner negotiations on the revision of the Working Time Directive broke down, due to sharply diverging positions between employers and trade unions.

## Ciett/Eurociett Press Activities

### **Press Activities**

• **Good start** In May 2012, Ciett, the international confederation of private employment services, made a series of ambitious pledges for the next five years: to support 280m people in their job; help 75m people enter the labour market; train 65m people, giving them more work choices; create 18m jobs; and serve 13m companies with talented candidates. A year on, Ciett and its members have already supported 46m people; helped 12m young people; trained 11.6m people; created 3.1m jobs; and served 4.5m companies. Not a bad start.

In May, the Ciett Annual Conference generated some excellent media coverage with multiple articles published by recruiter magazine ([1](#), [2](#), [3](#) and [4](#)) and a report from the blog [testcountry.com](#) ([here](#)).

The update of the global pledges also received good coverage. Of particular note, the Financial Times reported on the global pledge update in its popular "diary" section (see left).

## National Public Affairs News

**Italy: New government consults social partners on labour market policy**

On 22<sup>nd</sup> May 2013, Enrico Giovannini, Minister of Labour, met with trade unions and employers for a first consultation on measures planned concerning labour markets and youth employment. The reforms under discussion focus on fixed-term contracts and apprenticeships, as well as pensions. A further priority of the discussions has been planned measures to boost youth employment, with youth unemployment in Italy standing at over 38%. The government considers cutting taxes for recruiting young people and looks at training services for young workers.

**UK: REC launches new quality standard for recruitment in education**

The UK Eurociett member REC has launched a new quality standard for recruitment within the education sector on 8<sup>th</sup> of May. The REC Audited Education is a new audit scheme run by the REC to provide quality assurance of recruitment agencies that supply teaching and non-teaching staff to schools, academia and education providers across England and Wales. The new scheme replaces the quality mark, which the REC managed on behalf of the Department of Education from its inception in 20020 to its conclusion last month. More information is available on the [REC website](#).

## Abbreviations

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BIAC	Business and Industry Advisory Committee to the OECD
EU	European Union
ILC	International Labour Conference
ILO	International Labour Organisation
IOE	International Organisation of Employers
MCM	Ministerial Council Meeting
OECD	Organisation for Economic Cooperation and Development in Europe
PARES	Partnership between Employment Services

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