

Ciett & Eurociett Public Affairs Report

April 2013

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Upcoming events

- Ciett Annual Conference in Toronto
- **18 June: 2nd** Eurociett Way to work breakfast meeting at the European Parliament

Key Achievements



Europe 2020 European Semester toolbox is now available on the intranet

The Way to Work



Contact us

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International Public Affairs

Ciett successful participation at the ILO 9th European Regional Meeting in Oslo, Norway

A Ciett/Eurociett delegation including Annemarie Muntz (Eurociett President), Bettina Schaller (Adecco Group), Even Hagelien (NHO, Norwegian member of Eurociett) and Sandro Pettineo (Ciett/Eurociett Policy Advisor) took part in the 9th European Regional Meeting of the ILO, which took place on 8-11 April 2013 in Oslo, Norway.



Ciett/Eurociett intervened during the plenary session underlining the key role of private employment services to fight unemployment by enabling job creation and facilitating transitions in the labour market.

In particular, Ciett/Eurociett stressed the need to fully implement the EU Directive on temporary agency work in Europe and to promote further ratification of ILO Convention No. 181 globally, as a way to achieve the appropriate regulatory framework on private employment services to unlock their potential in creating decent work and re-establishing sustainable economic growth.

At the meeting over 38 labour ministers, along with social partners, global leaders and representatives of international organisations got together to discuss the potential response to the current economic and jobs crisis in the European region.

Among the high-level participants, there were Guy Ryder, ILO Director General, Gilles de Robien Chairperson of the ILO Governing Body, Angel Gurría Secretary General of the OECD, László Andor, European Commissioner for employment and social affairs. The meeting was chaired by the Minister of Labour from Norway.

As the outcome of the meeting, the Oslo Declaration put forward a plan for action to achieve economic growth and job-rich recovery. Governments and social partners call for the ILO to:

- Provide evidence-based, high-quality research, analysis and technical advice
- Provide assistance to constituents on specific challenges in the countries of the region
- Assist in the implementation of fundamental labour standards and other relevant international labour standards
- Facilitate best practices sharing at formal and informal meetings
- Build capacity of governments and social partners to enable them to take up their responsibilities in social dialogue
- Promote cooperation and policy coherence among international and regional organisations (IMF, OECD, World Bank, EU etc.)

[The text of the Oslo Declaration can be accessed here.](#)

Ciett assessment: In advance to the meeting, Ciett/Eurociett prepared a position paper on the Report of the ILO Director General entitled "Jobs, growth and social justice", the background report that served as the basis for discussion during the conference.

Ciett/Eurociett leveraged the good relationship with the IOE to get the speaking slot at the plenary session and to provide the key messages for the drafting committee for the Oslo Declaration.

The introduction of the Declaration has a somewhat negative tone, referencing "alarming levels of unemployment for young people, increasing job insecurity, growing inequality". This was a compromise text that the employers' delegation could live with, as they wanted to focus on achieving good action points, and leave the context as words without tangible/concrete consequence in the ILO work.

Finally, as for the reference to atypical jobs made in the background Report, nothing is reflected in the outcome document. The Oslo Declaration only makes a general reference of to quality jobs, but no other detail is given.

This is a good achievement considering that the background Report was biased against non-traditional forms of employment and that during the discussions at the plenary session, the workers referred to "precarious work". Despite this, these critical points in the workers' statements are reflected in the detailed report of the meeting, as is Ciett's intervention.

Ciett/Eurociett also issued a press release on the intervention at the plenary meeting as well as well as news items on both Ciett and Eurociett websites.

Ciett takes part in the OECD seminar on job quality

Sandro Pettineo (Ciett policy advisor) took part in a seminar on job quality organised by the OECD. The seminar held in the context of the OECD Employment, Labour and Social Affairs (ELSA) working group had the objective to launch the project on assessing job quality and well being across the OECD members.

The project has the overall goal to bring the issue of job quality at the forefront of the political agenda. In order to do so, the OECD intends to develop:

- A set of objective indicators to measure job quality;
- Establish a method to analyse the interaction among the different indicators;
- Develop an operational framework that allows for the evaluation of performance of OECD labour market, while being able to take into account job quality.

The project will have two dimensions: the former is static, focusing on objective indicators of job quality; and the latter will look into their dynamic interaction. The OECD wants to provide a more realistic picture by putting things into perspective: being stuck in a low quality job is different than being in a low quality job for a limited period that will lead to a better employment opportunity in the future.

As part of the endeavour, the OECD will seek to build on the extensive literature already in existence and to build on the work of other international institutions, including the ILO and Eurofound.

The project will run for approximately 2 years and preliminary results will be initially published as chapters in the Employment Outlook 2014, while the full report is expected in 2015.

Parallel to this stream, the OECD department of social policy is also engaging in the assessment of job quality particularly of non-traditional forms of employment.

This project is still at the initial stage, however it seems to have a more critical approach to flexible employment with regards to wage inequality. In addition, the study does not intend to differentiate between forms of non-standard employment, i.e. all that is not based on full-time/open-ended contracts.

On the other hand, the OECD recognises that non-traditional forms of employment are different from precarious work, which is not a normative concept, and that transitions into standard employment are higher for people in temporary contracts than for the

unemployed.

CiETT actions and next steps: CiETT has been in close contact with the OECD staff in charge of the ELSA job quality project. The person in charge was present at the pan-European conference for the Transitions project, where EurociETT and UNI Europa, the EU sectoral social partners for temporary agency work launched the final report and their joint recommendations on the role of temporary agency work in facilitating labour market transitions in Europe.

The results of the EU Transitions project are especially useful for the ELSA project because they provide relevant data for the dynamic dimension of the study. Indeed, the ELSA project has the potential of strengthening the CiETT message that labour markets are not static and therefore jobs should be looked at in a dynamic way.

As for the social policy project, CiETT has already met with the head of department in November 2012, where CiETT made clear that the concept of precarious work was not to be used in association with non-traditional forms of employment: the message has been taken on board. CiETT also shared the results of the EU Transitions project as to highlight the key role of temporary agency work in fostering labour market transitions.

CiETT will continue to keep contact with the two relevant OECD departments, also through BIAC and will follow-up and closely monitor the development of the projects.

CiETT discusses the new reality of work at the BIAC ELSA meeting

On 18 April, Sandro Pettineo, CiETT Policy Advisor, took part in the Employment, Labour and Social Affairs (ELSA) meeting of the Business and Industry Advisory Committee (BIAC).

The group, chaired by Ronnie Goldberg (Executive Vice-President of the USCIB), met with the new BIAC Secretary General, Mr Bernhard Welschke, who took office at the beginning of the month after Mr Tadahiro Asami. After welcoming the new Secretary General, the group addressed various priorities for the group.

Sandro Pettineo reported on the seminar on job quality (see story above) and discussed the concept note for a joint CiETT/IOE/BIAC roundtable 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 them on a position against the precarious work campaign. The ultimate goal is to turn the precarious work debate into a more positive discussion on the new reality of work. The roundtable should take place towards the end of this year.

Among the other upcoming priorities of BIAC there are the preparations for the OECD Ministerial Council Meeting (MCM) later in May and into the G20 process. For the MCM, gathering ambassadors and ministers of the OECD countries, BIAC will prepare a statement on the need to strengthen trust and confidence of the private sector to achieve sustainable and inclusive growth and achieve job creation.

For the G20, BIAC together with the International Organisation of Employers (IOE) will prepare a position paper for the labour stream of the G20 and for the B20, representing the voice of business in the G20. The position will focus on employability, entrepreneurship and the demographic shift and will suggest key actions to successfully overcome the challenges that the G20 economies are currently facing.

CiETT actions and next steps: CiETT will follow up with the IOE and BIAC to move forward with the organisation of the joint roundtable event on the business services sector.

CiETT will also provide comments and input for the BIAC position papers for the MCM and the G20, underscoring the need for the private employment services as a key ally to fight

unemployment and improve matching between labour demand and supply.

CiETT to participate in the OECD Annual Forum

On 28-29 May, Denis Pennel (CiETT Managing Director) and Sandro Pettineo (CiETT Policy Advisor) will take part in the 2013 OECD Annual Forum, where heads of state and government, Nobel Prize winners, top CEOs, leaders of key non governmental organisations, employers and trade unions, and prominent members of academia and media, gather to debate the most pressing social and economic challenges at hand.

The theme for this year is "jobs, equality and trust", where the issue of job creation is of utmost priority, especially for the young. As said by the Secretary General, Mr Angel Gurría: "nearly 8 million young people are neither in employment, education or training [...] Job search assistance and career guidance in the transition from school to work should remain the first line of support for these young people".

The theme of the Forum also underlines the interest of the OECD in keeping the issue of equality and quality of employment high in the debate, where inclusive growth also translates into increased prosperity and into sharing the benefits of growth more fairly.

The heightened attention on equality is consistent with the intention of the OECD to provide data, studies to measure quality of employment and quality of life. The OECD attention on the topic is in reaction to the continued negative effects of the crisis, which are still dragging on after 5 years and are significantly affecting people, the real victims of the crisis.

Decisive responses from the policy makers that can deliver fair and efficient solutions to real problems are key to restoring the trust needed to address the economic and social challenges.

[The draft programme of the forum can be accessed here.](#)

CiETT actions and next steps: CiETT will take part in the Forum and will participate in the relevant sessions.

Parallel to the Forum, CiETT will also hold a meeting with two officials of the Employment, Labour and Social Affairs and Economics departments of the OECD to discuss how to better differentiate temporary agency work from other forms of temporary employment in upcoming OECD publications.

CiETT to present against the "precarious work" campaign at the IOE global sectoral employers' meeting

On 3 May, Fred van Haasteren (CiETT President) and Sandro Pettineo (CiETT Policy Advisor) will take part in a meeting of global sectoral employers, organised by the International Organisation of Employers (IOE).

The meeting is an informal network that brings together global sectoral employers' organisations and offers them a platform to exchange views and discuss relevant topics in the global policy agenda.

At the meeting, CiETT will present on the issue of "precarious work". The presentation aims at creating a more aligned position of the employers against this global campaign. At the same time, CiETT will propose a possible way to turn "precarious work" into a more positive debate on the new reality of work. To do this, CiETT will present the concept note on a joint roundtable between CiETT/IOE/BIAC on the role of the business services sector in the economy.

Other items for discussion will be the business and human rights, an update on recent activities from the Global Union Federations and a general discussion on IOE – ILO sectoral activities for 2014-2015.

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Ciett actions: Ciett continues to work closely with the IOE to push for a better-coordinated response of global employers against the “precarious work” campaign.

Ciett will organise the roundtable on the value of labour market intermediaries and business services in the economy to spin the precarious work campaign into a more positive discussion on the new reality of work. The event is expected to take place at the end of the year.

Ciett will continue to build on the positive relationship with the IOE to bring global sectoral employers' organisations closer together and to facilitate the creation of a single voice for the business community on the international policy arena.

The Way to Work

Eurociett contributed to Eurofound lunch debate on older workers

On 23rd of April, Eurociett Policy Advisor Michael Freytag participated in a lunch debate on “Keeping older workers in the labour market”, which was organised by the European Foundation for the improvement of Living and Working Conditions in Europe. Following the presentation of new research carried out by Eurofound on the labour market participation of older workers, Michael Freytag presented evidence from Eurociett member countries on the role of private employment services in offering a [Way to Work](#) and securing a second career labour market.

Denis Pennel and Guy Standing acted as speakers at debate of the Madariaga Foundation

Denis Pennel and Guy Standing (Professor at Bath University and author of the book “The Precariat”) acted as speakers at a College of Europe Madariaga Foundation. The session, which took place on 4th April, focused on the theme “Is the crisis turning the precariat into the new proletariat?”. Denis Pennel used the debate to present key Ciett/Eurociett messages on the new reality of work, raising the question whether the reference to a new precariat is a myth or a reality and underlining that the term of a new precariat is a rather vague container concept. He also underlined that the discussion on precarious employment should be disconnected from the contractual arrangements. Denis Pennel provided evidence that a new reality of work is emerging, which is characterised by an increasing dispersed workforce, a trend towards individualisation and a growing new of intermediation.

Further information is available on the [website of the Madariaga Foundation](#).

Way to Work Presentation at the Ciett Annual Conference

The Ciett Annual Conference from 15th – 17th May will include a dedicated focus on the Way to Work. This will include an update on the Way to Work and its launch events around the globe during the internal day of the Ciett Annual Conference. Ciett will also take stock of the progress made on the global pledges in the first year since the “Way to Work” was launched. Denis Pennel will deliver a Masterclass on the Changing Way to Work during Thursday’s programme of activities.



Michael Freytag to present the Way to Work at VZa Annual Conference

On 19th of June, Michael Freytag will be presenting the Way to Work at the VZa Annual Conference and General Assembly. Jointly with the VZa members and the Board of VZa, Michael Freytag will discuss strategies of promoting the Way to work in Austria.



Top European Public Affairs Priorities

Agency Work Directive

Linked to the transposition of the EU Directive on temporary agency work, several important developments took place in April 2013:

- 1) An EU Expert Group on the Directive on temporary agency work was held on 18th of April. Eurociett (represented by Henrik Bäckström (SSA), Jurrien Koops and Michael Freytag) was invited along with the other EU Social Partners to attend the afternoon session of the Expert Group meeting. Discussions during this meeting focused on the Articles 6 – 10. For the Expert Group meeting, the Secretariat prepared an updated Agency Work Directive implementation assessment. A lunch meeting had been organised ahead of the Expert Group to coordinate the position of the employers' delegation.
- 2) The first Eurociett Agency Work Directive Litigation Task Force Workshop has been held on 24th April. The Task Force has been established to coordinate actions between countries considering to take legal action and to exchange information on legal developments linked to the Agency Work Directive. Countries participating in the task force include Sweden, Belgium, Netherlands, France, Germany and Portugal. At the same time, the task force remains to be open for further members facing similar challenges, such as Italy or Spain.
- 3) The Eurociett Secretariat continues to provide assistance and support to national federations on a case-by-case basis. For the Czech Republic, the Eurociett Secretariat received a reply from the Head of Cabinet of Commissioner Andor on 29th April, reacting to a Eurociett letter stressing the unjustified restrictions that have been introduced in the Czech Republic. In the reply, the Commissioner's Head of Cabinet underlines that the issue is being discussed with the Czech national authorities and that these restrictions will be subject to a review / assessment in the December 2013 implementation report.

Finally, it is worth mentioning that in Denmark, the draft law to transpose the Agency Work Directive has passed the first reading in the Danish Parliament.

Eurociett Actions and next steps:

- 1) Eurociett prepared an updated version of the Eurociett Agency Work Directive Implementation assessment and gathered information for the EU Expert Group meeting.
- 2) A Eurociett delegation attended the Expert Group, which was preceded by an employers' lunch meeting.
- 3) The first meeting of the Eurociett Agency Work Directive Litigation Task Force took place on 24 April.

European Semester: Toolbox provided to Eurociett members

In the context of the European Semester of the Europe 2020 Strategy, EU Member States are currently drafting their national reform programmes and submitting them to the European Commission, which will assess them and provide recommendations to Member States for labour market reforms. The reform programmes will particularly focus on measures to enhance labour market participation, fight youth unemployment, enhance skills of workers and promote social inclusion.

On 16th of April, the Eurociett Secretariat provided a comprehensive lobbying toolbox to all Eurociett members to support their PA/PR actions to promote labour market reforms, to reach better functioning labour markets in the context of the European Semester of the EU Europe 2020 Strategy. The lobbying toolbox is composed of specific lobbying tools, which are all available on the Eurociett intranet:

- 1) A guide to Members and action plan on the European Semester
- 2) A one page summary of actions to be taken at European and national level
- 3) A template letter to be used by national federations to address their governments
- 4) The Eurociett Position Paper “Moving youth into Employment”
- 5) The Eurociett Position Paper “Towards a job-rich recovery”
- 6) A Briefing Paper on the stepping-stone function of temporary agency work
- 7) The Executive Summary of the Eurociett/Uni-Europa study on temporary agency work and transitions
- 8) The Eurociett/Uni-Europa joint recommendations on “Temporary agency work and transitions in the labour market”
- 9) An assessment of the 2012 country-specific recommendations issued in the context of last year’s European Semester.

Further support and advice will be provided by the Eurociett Secretariat in the coming months. While national governments are currently submitting their national reform programmes of the European Semester, the European Commission will issue on 29th of May its country-specific recommendations for 2013, giving guidance for Member States to progress on national labour market reforms.

Eurociett Actions and next steps:

- 1) The toolbox has been provided to all Eurociett members on 16th April.
- 2) Eurociett had meetings with Wallis Goelen (Head of Unit Skills, Mobility and Employment Services) and Max Uebe (Head of Unit Youth Employment) to advocate the main Eurociett demands linked to the European Semester.
- 3) The Eurociett Secretariat is constantly exchanging information with other European Employers organisations linked to the European Semester and the European Employment Strategy. This networking focuses particularly on BusinessEurope, European Banking Federation and EuroCommerce.

**Youth
Employment:
Eurociett
advocates key
messages of
Position Paper**

Policy measures to reduce youth unemployment continue to feature prominently on the EU political agenda. In the European Parliament's Employment and Social Affairs Committee is currently discussing a draft report on "Tackling youth unemployment: possible ways out (drafted by the Polish MEP Joanna Katarzyna Skrzydlewska / EPP). The draft report recognises the role of private employment services in supporting young people in accessing the labour market and enhancing their employability. The rapporteur furthermore recognises that private employment services can play an important role in the implementation of the EU Youth Guarantee scheme.

On 17 April, the Council reached an agreement on the Council Recommendation for a youth guarantee scheme. The final text includes a call upon Member States to establish forms of cooperation with private employment services in implementing a youth guarantee, thus recognising the role of private employment services in facilitating access to employment, training and apprenticeships. At the same time, the text of the Council Recommendation is carefully worded, thus not imposing any formal obligation on private employment services to guarantee work, apprenticeships or training.

Eurociett Actions and next steps:

- 1) Eurociett met with Max Uebe (Head of Unit Youth Employment at DG Employment) to present the Eurociett/Uni-Europa study on temporary agency work and transitions. Furthermore, Eurociett presented the recently published position paper "Moving youth into Employment".
- 2) Eurociett attended the EP Employment Committee debate on the draft report "Tackling youth unemployment – possible ways out" and maintained ongoing contacts with several, leading Members of the European Parliament. The Eurociett position paper "Moving youth into Employment" has been sent to the members of the EP Employment Committee ahead of the EP debate.

**PARES - Aart van
der Gaag chairs
strategic dialogue
meeting**

On 26th April, a large Eurociett delegation attended the first PARES Strategic Dialogue meeting of 2013 on "Drafting a Memorandum of Understanding". Aart van der Gaag (ABU / Eurociett Board member) had been selected by DG Employment to act as a chair for the meeting, which gathered 25 representatives of public and private employment services.

Discussions proved to be more difficult and challenging during this event, mainly due to the fact that the European Commission / DG Employment provided almost no guidance for the debate and many participants from the public employment services have been very passive. In the afternoon session, the chair decided to change the format of the event leading to group discussions on desirable forms of cooperation and Memorandums of Understanding, which did lead to much more interactive and constructive discussions. These will now form the basis for DG Employment and an external PA Agency to draft a set of consensual recommendations on Memorandums of Understanding, which should be available in the next six to eight weeks. A further PARES Strategic Dialogue meeting will take place on 14th of May, thus a day prior to the Ciett Annual Conference. Therefore, only a very limited number of Eurociett member representatives will be able to attend this meeting.

Eurociett Actions: The following main Eurociett actions have been taken linked to the PARES Initiative:

- 1) An updated overview on forms of cooperation and Memorandums of Understandings has been prepared by the Eurociett Secretariat, along with a

Briefing Note on PARES.

- 2) A large Eurociett delegation attended the PARES Strategic Dialogue meeting. Some supporting PR Actions linked to the PARES Strategic Dialogue have been taken by Eurociett (Website News / Tweets on Twitter).
- 3) As next step, the Eurociett Secretariat will address the key challenges faced in the PARES Strategic Dialogue meeting in a meeting with Wallis Goelen (Head of Unit Skills, Mobility and Employment Services at DG Employment).

Posting of Workers Enforcement Directive

Based on most recent information obtained by Eurociett, the political discussions both in Council and the European Parliament on the Posting of Workers Enforcement Directive have been delayed, due to the fact that more time is needed to agree on compromise line on the controversial issues of joint and several liability and the scope of allowed control measures. The Irish EU Presidency will thus no longer be able to reach a political agreement on the draft Directive by June, as initially planned. The debate and vote in the EP Employment Committee has been delayed until 30th of May. Based on Eurociett contacts, the Parliament might vote in favour of a system of voluntary systems of joint and several liability, thus not imposing a uniform system for joint and several liability for posted workers in general.

Eurociett Actions: Throughout the process of discussions on the draft Directive, Eurociett maintains close contacts with the leading Members of the European Parliament to make sure that the interests and views of private employment services are well represented. Eurociett furthermore closely coordinates its PA/PR actions on the draft Directive with BusinessEurope, the European, cross-sectoral employers' organisation.

Eurociett holds a joint seminar with IndustriAll Europe on temporary agency work

On 25-26 April, Eurociett organised a joint seminar with IndustriAll Europe, the European trade union representing the metal, chemical and manufacturing sectors, to discuss temporary agency in the European labour market.

The informal meeting was held in Sitges (Barcelona) and had the objective for Eurociett and IndustriAll Europe to get to know one another better and to discuss key issues related to temporary agency work from both a European and national perspective.

The meeting was co-chaired by Annemarie Muntz (Eurociett President) and Manfred Anderle (IndustriAll Europe) and was moderated by Tom Hayes from the Brussels European Employee Relations Group (BEERG).

Giedre Lelyte, Director for temporary agency work in UNI Europa, was also part of the seminar to represent UNI Europa, the official sectoral social partner, together with Eurociett for temporary agency work.

Further European Public Affairs Priorities

European Court of Justice Ruling on fixed-term contract Directive

On April 11th, the European Court of Justice published a ruling stating that fixed-term contracts of temporary agency workers are not be covered by the EU Directive on fixed-term work. Therefore, temporary agency work is not subject to the regulation limiting successive fixed-term contracts or the renewal of fixed-term contracts. The case broad before the Court concerned an Italian temporary work agency, which used fixed-term contracts to assign workers to the Poste Italiane.

The press release of the European court of Justice can be downloaded [here](#); the full text of the ruling should be available in the coming weeks.

***New Report:
Social Dialogue
under strain***

On 11 April, the European Commission published a new report on industrial relations and social dialogue in Europe. The report shows that government reforms have not always been accompanied by fully effective, social dialogue, leading to increasingly conflictual industrial relations in Europe.

The report also analyses in depth the state of social dialogue in Central and Eastern Europe. While there is wide diversity between countries in the region, all of them, with the notable exception of Slovenia, have weak and fragmented industrial relations institutions. In fact, the Commission report points out that some reforms actually undermine the involvement of social partners in introducing changes.

The agency work industry and the sectoral social dialogue at EU level between Eurociett and Uni-Europa are referred to on several occasions, highlighting recent achievements reached by social partners, such as the joint project on temporary agency work and transitions and the joint recommendations on transitions.

***BusinessEurope:
New President
elected***

In April 2013, BusinessEurope's member federations chose Ms. Emma Marcegaglia, former President of the Italian industry federation Confindustria to succeed Jürgen Thumann as President of BusinessEurope from 1 July 2013. The President is elected for a period of two years, renewable once. Mr Thumann successfully led the federation in the last 4 years. Ms. Emma Marcegaglia stressed that she will drive forward the necessary reforms in Europe, refocusing policies on competitiveness and growth.



***European
Commission
issues new
proposal for a
Directive on
free movement
of workers***

On the 26th April 2013, the European Commission published a draft Directive on measures facilitating the exercise of rights conferred to workers in the context of the freedom of movement of workers. The Directive focuses on access to employment, working conditions, social and tax advantages, access to training, membership in trade unions, housing and access to education for children.

The Directive aims to address discrimination against EU migrant workers on the ground of nationality, closing the gap between rights on paper and their exercise in practice, reduce incidence of unfair practices and empower EU migrant workers to ensure that their rights are respected. The text of the Directive and the Commission Press Release can be downloaded [here](#).

Eurociett Action: Eurociett will assess the Commission proposal in the coming weeks, liaise with BusinessEurope to assess the position of other European Employers organisations and discuss the Commission proposal in the Eurociett PA Committee. A Eurociett Position Paper on the draft Directive might be developed in the coming months.

CiETT/EurociETT Press Activities

Press Activities

Denis Pennel was interviewed by Global Recruiter Magazine where he spoke about appropriate regulation for the industry. Read it [here](#).

Ekaterina Gorokhova was interviewed for a report by the foundation for public affairs on the regulatory challenges facing the industry in Russia and the support provided by CiETT. Read the report [here](#). Interview on page 25.

The publication of the latest CiETT Economic Report was widely reported. Stories can be read [here](#), [here](#) and [here](#).

The ILO's visit to the Netherlands to learn more about public private cooperation of employment services was also covered in national press. Read about it [here](#) (Dutch).

National Public Affairs News

Germany – Increasing share of women in agency work

Based on figures published by the German government, the number of female agency workers in Germany has nearly tripled in recent years. Between 2000 and 2010, the number of women working as agency workers grew from 75,826 to 223,778. This means that the percentage of women employed as agency workers rose from 23.1% to 28.8% during that ten year period.

Netherlands – ABU launches online magazine

ABU has launched a new service to provide more data and figures about agency work market based on an interactive version of its Flex & Figures magazine, offering an overview about labour market trends. This breaks down developments in the staffing industry with data going back to 2011. It also offers a wider perspective of economic developments and job market trends, such as unemployment and vacancy figures.

EurociETT called for appropriate regulation on temporary agency work in Turkey

Following several conference calls between the EurociETT Secretariat, some EurociETT corporate members and OIBD (the Turkish EurociETT member federation), EurociETT has sent several letters to Turkish policy makers to call for appropriate regulation on temporary agency work in Turkey. This call is closely linked to national discussions currently taking place in Turkey. The letters also follow-up on a visit of the EurociETT Managing Director Denis Pennel to Turkey in January. On May, 3rd the EurociETT Board will hold a meeting in Istanbul, including a discussion on the current challenges faced by the private employment services industry in Turkey.

Russia: Draft law on temporary agency work reaches final stages

A draft law authorising and regulating temporary agency work in Russia has passed the second reading at the Duma, the Russian Parliament. In the coming months a third reading is expected, but there will be no major modification to the text agreed in the second reading. The law will come into force on 1st July 2014.

At the end of the month, APEA (CiETT Russian Member) took part in the consultations on the draft text with representatives of the ministry of labour, ministry of economic, ministry of finance, ministry of justice, Duma, and unions.

The consultation proved very hard and several points of the draft law were negotiated.

Compared to the first reading, the law has improved as it legally recognises the status of private employment agencies and it establishes an accreditation system run under the supervision of the government.

The law provides for cases where temporary agency workers cannot be assigned:

- Replacing striking workers
- Dangerous jobs (nuclear plants, etc.)
- Jobs that require special licensing (doctors, lawyers, etc.)

And it also lists the cases and conditions whereby agency work is allowed. Temporary agency work can be used for:

- Households services (nanny, etc.)
- Replacement of sick/absent permanent workers
- Assigning certain categories of people with no limit (daytime students, former prisoners)
- Temporary increase of production/services up to 9 months;

Finally, in terms of wages, equal pay is applied.

Despite its restrictive nature setting clear limits for the use of temporary agency work, the law is a significant achievement for APEA and Ciett. Indeed, two years ago, the Russian government wanted to impose a complete ban on staffing industry.

Abbreviations

ECJ	European Court of Justice
ELSA	OECD Employment, Labour and Social Affairs Working Group
EP	European Parliament
EP	European Parliament
EPP	European Peoples Party (party group in the European Parliament)
EU	European Union
IOE	International Organisation of Employers
OECD	Organisation for Economic Cooperation and Development
PrES	Private Employment Services
