

Ciett & Eurociett Public Affairs Report

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Key Ciett & Eurociett Public Affairs Priorities & Achievements

Towards a job-rich recovery – Eurociett publishes comprehensive response to Commission’s Communication

In early September, Eurociett published a comprehensive position paper to respond to the European Commission’s Communication “Towards a job-rich recovery”, which sets out the employment and social affairs priorities for the remaining term of the current European Commission. A major demand in the Eurociett Position Paper focuses on the need to better recognise the job creation potential of private employment services, as well as the added value of external flexibility solutions for well-functioning labour markets.

The Eurociett Position Paper will be actively used in forthcoming contacts with the European Commission and the European Parliament to influence the EU policy debate on the Employment Package.

Ciett & Eurociett Positions

- Eurociett Position Paper on the EU Employment Package “Towards a job-rich recovery” (Sept. 2012)
- Eurociett Position Paper on the Posting of Workers Enforcement Directive (June 2012)

PA calendar

- **18th September 2012:** EP Employment Committee hearing on Posting of Workers Enforcement Directive
- **20 September 2012:** Eurociett to contribute to expert group table on qualifications in a transatlantic economy
- **2-3 October 2012:** Major EU Conference on Partnerships between employment services (PARES)

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The Way to Work



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International Public Affairs

Youth Employment: What works

Against the background of rising youth unemployment rates in Europe and worldwide and on the occasion of the International Youth Day on the 12 August, the ILO stressed in a press release that temporary work can be a way for young people to gain work experience while studying or travelling.

On the other hand, the ILO stresses that temporary jobs are most affected by the crisis and have – in many cases, become an option of last resort. The ILO points out that the use of temporary contracts has nearly doubled since the start of the economic crisis and that young people are strongly over-represented among the employees hired on fixed-term contracts.

At the same time, the ILO emphasises that temporary contracts are for many young people the only way to move into the labour market, while many young people are facing the challenge of obtaining an open-ended contract following their initial employment based on temporary jobs. The ILO stresses in this context that youth guarantee schemes, offering young people a job, education or training have shown positive results in a number of countries, especially in Finland and New Zealand.

Ciett actions: Ciett welcomes the report and underscores the pivotal role of private employment services in acting as an entry port and a stepping-stone into the labour market, and in offering hope and confidence to young people.

ILO Global Employment Outlook highlights youth unemployment

The ILO has recently released its latest Global Employment Outlook that warns about the “bleak labour prospects for youth”. The report states that without additional jobs being created in the labour market, young people in particular will find it difficult to find employment.

The new forecasts show that the youth unemployment rate in developed economies is dropping gradually, from 17.5 per cent this year to 15.6 per cent in 2017. This is still far higher than the rate of 12.5 per cent registered in 2007, before the crisis struck.

Much of this decline in the jobless rate is not due to improvements in the labour market, but rather to large numbers of young people dropping out of the labour force altogether due to discouragement. These discouraged youth are not counted among the unemployed.

Ciett actions: Ciett responded to the publication of the study with a statement from Denis Pennel, Ciett Managing Director, emphasising the concrete commitment of the private employment services industry to young people by helping 75 million of under 25s enter the labour market over the next five years.

Ciett VP David Arkless participates at APEC conference

David Arkless, Ciett Vice President, spoke at a high-level conference organised by the Department of Labour and Employment of the Philippines on “Effective Labour Market Signalling: A Strategy for Addressing Problem of Unemployment and Talent Mismatch”.

The Forum was held in Manila on 25-27 July within the framework of the Asia-Pacific Economic Cooperation (APEC). David Arkless addressed the role of private recruitment agencies in the labour market and their ethical recruitment strategies, particularly focussing on Ciett and its members’ best practices and their active role and importance in labour market matching.

As part of the recommendations it was underlined the need for greater collaboration

between APEC governments and the possibility to opening provision of employment services to the private sector.

More information on the event can be found [on the APEC website](#).

CiETT assessment: CiETT welcomed the conference as an opportunity to highlight the reputable side of the industry and promote best practices of CiETT Members.

ILO Convention on Domestic Workers comes into force

After the first ratification of Uruguay in June, the Philippines, on 5 September, becomes the second government to ratify ILO Convention No. 189 on decent work for domestic workers, thus allowing the Convention to come into force in a year's time.

The Convention and its supplementing Recommendation No. 201 were adopted at the 100th session of the International Labour Conference in June 2011 with the objective to protect the rights of domestic workers to reasonable working hours, weekly rest and clear information on terms and conditions of employment.

Last year, a CiETT delegation took part in the negotiations of the Convention and Recommendation.

The contribution of CiETT helped overcome the risk of inconsistency with ILO Convention No. 181 on private employment agencies, notably by ensuring that the wording of the final provision about domestic workers recruited by private employment agencies was in line with ILO Convention No. 181.

CiETT assessment: CiETT welcomes the coming into force of the new standard as a new means to help protect the rights of domestic workers.

At the same time, CiETT continues to support the call in Recommendation No. 201 for the promotion of good practices by private employment agencies in relation to domestic workers, by taking into account the principles and approaches in Convention No. 181 and its supplementing Recommendation No. 188 on private employment agencies.

CiETT to take part in the ILO meeting for sectoral activities 2014-2015

As part of the employers' delegation, CiETT President, Fred van Haasteren, and CiETT Managing Director, Denis Pennel, will attend the tripartite ILO Advisory Committee meeting on 25 September in Geneva to discuss the ILO sectoral activities for 2014-2015.

CiETT has prepared a proposal, with the support of the employers of the Cleaning and Catering industries, and the Dutch central employers' federation, for a research to be carried out in the context of the ILO sectoral activities for 2014-2015.

The research aims at looking into the role of business services in the labour market and the economy at large, and it will focus on the three industries in question. The proposal will be presented at this meeting to be discussed and approved by the constituents.

CiETT actions and next steps: CiETT will take part in the tripartite meeting and will advocate for the approval of the project.

OECD recommends to legalise TAW Turkey

Over the summer, the OECD published the economic survey on Turkey; of particular interest is its recommendation to the reduce informality in the country.

For the OECD, it is necessary to increase employment flexibility and make agency work available, as it is currently almost banned by over regulation. Temporary agency work is considered an effective means to reduce illegal work and encourage conversion of the illegal sector into work with rights.

As recommended in the report, "temporary and agency employment should be allowed, without sectoral restrictions" (p.19).

CiETT assessment: The survey OECD further confirms the findings in "Adapting to Change", where it showed an inverse correlation between agency work and the illegal economy. In addition, the economic survey will help support the lobbying activity of OIBD, the Turkish member of CiETT, with the Government for the adoption of a regulation legalising temporary agency work.

The Way to Work

Adapting to Change / Way to Work: CiETT at parliamentary hearing in South Africa

CiETT Communications & Economic Affairs Advisor James Gribben went to South Africa in July 2012 to present the Adapting to Change Report and the Way to Work Strategy to leading South African policy makers and stakeholders. The visit was organised to support the South African CiETT member APSO in a current political debate on a labour law review and linked to a hearing organised in the South African parliament on 24 and 25 July 2012. During the hearing, presentations have also been given by APSO, the central employers' organisation BUSA, and the South African Chamber of Commerce and industry. The CiETT presentation specifically emphasised key messages of the Adapting to Change Report linked to the industry's role in job creation, in providing a stepping-stone to the labour market and in offering an entry port for young people. Furthermore, James Gribben highlighted the role of agency work in contributing to the reduction of undeclared work. The hearing focused primarily on the reaction of the business community to the draft law, while trade unions will be invited to subsequent committee meetings.

In the debate, several high-level civil servants took the floor stressing that research like the adapting to Change Report provides valuable contribution to the proceedings.

APSO and CAPES will follow-up on the public hearing with a letter to the committee members to address specific provisions of the proposed legislation and the recommendations laid out in the Adapting to Change Report. CiETT might be co-signing such a letter.

Adapting to Change / Way to Work: EurociETT speaks at NRF Event

EurociETT Communications and Economic Affairs Advisor James Gribben spoke at an Adapting to Change event organised by the National Recruitment Federation in Ireland. The event took place in the Dublin Chamber of Commerce and gathered around 35 participants, mainly representatives of private employment services. The presentation focused on the mission, objectives and main activities of CiETT & EurociETT, as well as on the key messages of the Adapting to Change Report and the Way to Work Strategy. Colin Donnery presented during the event the benefits of further strengthening cooperation between public and private employment services and stressed the added value of the EU PARES Initiatives for partnerships of employment services

Further national events on Way to Work strategy planned

Several CiETT member federations are currently planning national events on the Way to Work Strategy, including Northern Asia CiETT, Brazil and Finland. CiETT strongly welcomes the organisation of these national events as part of the overall PA/PR Strategy linked to the "Way to work", as it will help to spread a coherent and consistent message on the contribution of private employment services to better functioning labour markets around the globe.

Top European Public Affairs Priorities

EU Employment Package "Towards a job-rich recovery"

The EU Employment Package "[Towards a job-rich recover](#)" will continue to dominate the employment and social affairs debate in the European Parliament and at the level of the EU Employment Council. The Employment Package focuses on the four main priorities of strengthening job creation, restoring the dynamics of labour markets, investing in skills and progressing towards a European Labour Market.

On 6th & 7th September, the European Commission hosted a major conference on the Employment Package "Towards a job-rich recovery" to present the Flagship Initiative and to discuss the policy priorities and proposed actions with key stakeholders. The opening plenary of the conference included interventions of several high-level policy makers, such as Commission President Barroso, European Parliament's President Martin Schulz, Council President Herman van Rompuy and the Nobel Prize winner Christopher Pissarides (London School of Economics). These interventions have been followed by keynote addresses by Angel Gurría, Secretary General of the OECD and Mario Monti, Prime Minister of Italy. The afternoon of the first day as well as the largest part of the second day have been devoted on the impact of the crisis on employment, employment policy throughout the life cycle, pathways to full employment as well as sectors with high job-creation potential.

The European Parliament adopted a [resolution](#) on the Employment Package before summer. In the coming months, the Parliament is expected to work on a more comprehensive reaction to the Employment Package.

Eurociett Actions:

1. Eurociett carried out a comprehensive assessment of the Employment Package and identified the priority actions, to which the private employment services industry could provide an important contribution.
2. A comprehensive Eurociett position paper has been prepared by the Secretariat and discussed with PA Committee members. The finalised position paper is available on the Eurociett website.
3. Annemarie Muntz and Denis Pennel took part in high-level Employment Package Stakeholders' Conference, which took place on 6th and 7th of September.
4. Eurociett will use the debate on the Employment Package in the European Parliament to advocate the key messages included in the Eurociett position paper and to put forward the main recommendations on the positive contribution of agency work to well-functioning labour markets.

EU PARES Initiative to strengthen cooperation between employment services

The European Commission is progressing in its intention to promote and strengthen cooperation between public and private employment services. Following the organisation of two strategic dialogue meetings in the context of the EU PARES Initiative throughout 2012 (one of them chaired by Eurociett), the annual EU PARES Conference will take place on 2nd and 3rd of October. During the event, the respective chair persons will report on the points of consensus reached during the PARES strategic dialogue meetings and workshops will be held on commercial contracting and partnerships for youth.

Eurociett Actions:

1. A Eurociett delegation of around 20 members has been nominated to attend the PARES Conference. Corresponding invitation have been sent to Eurociett members by DG Employment (via the conference organisers Destree).
2. Denis Pennel will act as keynote speaker to present the consensual recommendations on fields and forms of cooperation.

Posting of Workers Enforcement Directive

After the Summer recess, the European Parliament's Employment Committee will start its debate on the Posting of Workers Enforcement Directive. The Directive, which aims at ensuring a better implementation and enforcement of the rules related to the Posting of Workers based on new regulation on administrative cooperation, controls and by establishing a system of joint and several liability, will be subject to an EP Employment Committee hearing on the 18th September. Thereafter, the discussion on the rapporteur's draft report will start and continue until March/April 2013.

Eurociett Actions:

1. A Eurociett position paper has been drafted and published in June 2012. The Eurociett position on the enforcement Directive is closely aligned to the one of the European cross-industry employers' organisation BusinessEurope.
2. Eurociett face-to-face meetings have been implemented in July with Danuta Jazowiecka (MEP / EPP / PL) and Nadja Hirsch (MEP / ALDE / D). A further meeting with Stephen Hughes (MEP / S&D / UK) has been implemented on 4th September.
3. Eurociett will attend the EP Employment Committee hearing on the Posting of Workers Enforcement Directive, which takes place on 18th September.
4. The European Employers Network meeting, gathering all major EU cross-industry and sectoral employers organisations and managed by BusinessEurope will meet again on 12th September. Eurociett will use this meeting to coordinate public affairs actions on the Posting of Workers Enforcement Directive with other European employers' organisations.

Implementation of the EU Agency Work Directive

Nine months after the official end of the transposition phase of the EU Agency Work Directive, some EU Member States are still working on the adoption of corresponding, national regulation or are closely monitoring the follow-up:

1. In Sweden, the government has published the draft law to transpose the Directive on 5th July 2012. While equal treatment will be established, derogations will be possible by collective labour agreements, in order to preserve the Swedish model to give priority to social partners in settling pay and working conditions. At the same time, insufficient action is taken by the Swedish government with regard to the implementation of Article 4 and the review and lifting of unjustified restrictions. Discussions on the draft law in Parliament are expected to start end of September/early October.
2. In Norway, the government has decided to transpose the Directive under the EU/EFTA agreement. New regulation on temporary agency work will be adopted until January 2013.

3. In Austria, discussions on the transposition of the Directive have come to a conclusion. Eurociett has been actively supporting VZa in its national public affairs actions, as the measures initially proposed by the Austrian government went significantly beyond the scope and intention of the Agency Work Directive. Based on joint efforts of VZa, the Austrian Chamber of Commerce and Eurociett, a political compromise has been found, which provides a more suitable approach for the industry. Changes introduced in the Austrian law will bring improvements for temporary agency workers, including better information, pay based on the CLA of the user company for the length of the assignments, while employers will benefit from reduced administrative duties. A special fund for jobless agency workers will be created by 2014 to increase unemployment benefits for agency workers.
4. Just before the Summer recess, REC has published a new edition of the AWR Monitor Report, assessing the impact of the new Agency Workers Regulation, which transposes the Directive. The AWR Monitor can be downloaded [here](#).

Eurociett actions and next steps: Since July 2012, the following PA/PR actions have been taken by the Eurociett Secretariat:

1. Written reports on recent meetings with DG Employment and DG Internal Market have been prepared and made available to Eurociett members on the intranet.
2. An update Eurociett assessment of the transposition of the Directive has been prepared, based on new information provided by Eurociett members between April and August 2012.
3. Eurociett has been discussing the state of play of the transposition process with several key countries, in which the legislative process is not yet or has just been completed (including Austria, Sweden, Denmark and Norway).

EU Sectoral Social Dialogue: Transitions project

A second draft of the report for the EU project on transitions has been prepared by the external consultant, Eckhard Voss, and it is currently under evaluation by the Eurociett Board, Public Affairs and Research Committees.

The EU project on transitions is conducted by Eurociett jointly with UNI Europa, the EU social partners for temporary agency work, and it is funded by the European Commission.

The report looks into the contribution of temporary agency work and the social partners in facilitating transitions in the labour market. There are two main parts: the first is an EU-wide overview on the industry, on its relevant regulation and on the diversity of profiles of temporary agency workers.

The second part focuses on specific case studies representing six types of transitions, e.g. transitions from unemployment to work, or from education to work and covers in detail six EU Member States: France, Belgium, Netherlands, Italy, United Kingdom, and Germany.

Once Eurociett members provide their comments and views, they will be compiled and incorporated in a third version of the report, to be prepared in advance to the last meeting of the Steering Committee, scheduled for mid-October.

Eurociett actions and next steps: The third draft of the report, expected for October, will be circulated to Eurociett members for their remarks before finalising the report.

The final report will be launched at the pan-European conference, on 19 December 2012 in Brussels. The conference will gather around 100 participants from a large section of EU Member States, including Eurociett and UNI Europa members, representatives from the European Commission, European Parliament, Academia, NGOs, etc. and media.

The conference will represent a forum for the temporary agency work social partners to put forward their key recommendations on how to maximise the role of temporary agency work in facilitating transitions in the labour market.

***Precarious work:
Working Lives
Research Institute
study published***

A new study on precarious work has been recently published by the Working Lives Research Institute, as part of a project funded by the European Union to encourage conversion of precarious work into work with rights.

The research, covering 12 EU Member States, recognises that precariousness is not linked to a particular type of labour contract but it is linked to external factors in the life of a worker, such as family, social, or economic situation, exceeding the domain of labour law.

More importantly, the study also acknowledges that perception plays a significant role in determining a precarious situation, and indeed finds that there is a discrepancy between how temporary agency work is perceived, and how it actually is.

When access to rights linked to temporary agency work contract is measured by objective criteria, it scores very high and proves to be as secure as open-ended contracts. The score goes down when the assessment is based on perceptions.

This differentiation is in line with the position of Eurociett, outlined in the two briefing papers put forward to challenge the whole debate.

Eurociett assessment: Eurociett recognises the attempt of the study to provide a more nuanced and comprehensive approach to precarious work that is less distant from our position.

Nevertheless, some shortcomings remain. For example, the perspective of the employers is downplayed and the prejudice that full-time, open-ended contracts are the best solution surfaces in some parts.

Eurociett took part in the workshop earlier this year, where legal and industrial relations experts, researchers and social partners gathered to provide comments on the draft study. Eurociett clarified its position on various issues, highlighting the positive contribution of temporary agency work in balancing flexibility with security.

***EU Project on CSR
and Human Rights***

Linked to the European Commission's DG Enterprise project on CSR and Human Rights, the interview phase and the drafting of an initial guidance document will be completed by November 2012. In this drafting and interview phase, Eurociett has sent a letter to DG Enterprise to highlight some aspects of concern for the private employment services industry. Just before the Summer break, a formal reply has been received by DG Enterprise, in which the Commission stresses that it aims for a coherent and comprehensive approach on guidance for the respect of human rights. The Commission also acknowledged the Eurociett concerns regarding the role of appropriate regulation for employment and recruitment agencies in this context. With regard to the geographical scope of the guidance, the Commission recognises in the letter to Eurociett

that it will be challenging to provide guidance which is globally applicable, while this option is preferred by DG Enterprise in order to contribute to a global approach and to avoid unnecessary fragmentation of the UN Guiding Principles.

Eurociett assessment and actions: Eurociett (Denis Pennel) continues to take part in the sectoral advisory committee to provide input for the private employment services industry. In order to put forward key Eurociett demands and to voice some concerns, a Eurociett delegation (Annemarie Muntz & Denis Pennel) met with Pedro Ortun, Director at DG Enterprise, who is supervising the project, on 7th September 2012.

Further European Public Affairs Priorities

EUROSTAT published new unemployment figures

Based on the latest figures published by EUROSTAT, the unemployment rate in the Euro area remained stable compared to May at 11.2% in June 2012. The EU27 unemployment rate was 10.4% in June 2012, also stable compared to May. Eurostat estimates that 25.112 million women and men in the EU27 were unemployed in June 2012.

Among the Member States with the lowest unemployment rates were Austria (4.5%), the Netherlands (5.1%), Germany and Luxembourg (both at 5.4%). The highest unemployment rates have been observed in Spain (24.8%) and Greece (22.5%). Compared to a year ago, the unemployment rate fell in seven Member States, increased in nineteen and remained stable in one country (Sweden).

In June 2012, around 5.500 million young people were unemployed in the EU-27, an increase compared to June 2011 by 227,000. The youth unemployment rate was 22.4% in the EU-27 in June 2012, compared to 21.2% in June 2011. The lowest levels of youth unemployment could be observed in Germany, Austria and the Netherlands, while the highest levels of youth unemployment have been recorded in Greece and Spain.

European Commission proposal for a Council Recommendation on the validation of non-formal and informal learning

On 5th September, the European Commission has published a proposal for a Council Recommendation on the validation of non-formal and informal learning. The recommendation aims at giving guidance to Member States for setting up systems to promote the recognition of learning outside the “classroom” and for developing national systems for the validation of non-formal and informal learning. It forms part of the Europe 2020 Strategy for smart, sustainable and inclusive growth and aims at providing a contribution in tackling Europe’s job crisis. The recommendation requests Member States to:

- Set up national systems of validation of non-formal and informal learning and ensure that these systems include a number of elements, such as support to citizens in identifying learning outcomes.
- National systems of validation of non-formal and informal learning should be based on a number of common criteria defined in the recommendation (such as being integrated in national qualification frameworks, a special focus on target groups, the availability and affordability of guidance for citizens who wish to undertake a validation procedure etc.)
- Member States should ensure the involvement of relevant stakeholders, such as employers, employment services, chambers of commerce, etc.
- The proposal furthermore outlines key responsibilities and supporting roles of

Member States and the European Commission.

As next step, the recommendation will be discussed in Council and should be adopted by November 2012.

Eurofound: New Report Flexicurity at Company Level

In July 2012, the [European Foundation for the Improvement of Living and Working Conditions](#) has published a new report on "[Flexicurity: Actions at Company level](#)". Against the background of the fact that Flexicurity arrangements have been called in question in some countries in the context of the recent economic crisis, Eurofound analysed Flexicurity arrangements in six Member States with a special focus on company initiatives targeting young people, older workers and women.

One of the best-practice case studies included in the report focuses on measures developed by Randstad Germany to integrate older workers into the labour market.

Working Time Directive: Commission agrees to extend time for social partner negotiations

The European Commission has agreed to a joint proposal of the European, inter-professional social partners to extend the negotiation period on reviewing the Working Time Directive to 31 December 2012, given that negotiations are making progress.

The review of the Working Time Directive is aimed at updating EU Working Time Rules to take account of profound changes in the world of work and to better meet the needs of companies and workers. If the social partners reach an agreement by the end of the year, they are entitled under Article 155 TFEU to ask for its implementation as a Directive. The Commission would then present the social partners' agreement to the EU Council of Ministers in the form of a Directive. Under the Treaty, the Council may either adopt the agreement as a Directive or reject it but may not amend it. The European Parliament is informed, but does not act as co-legislator.

Eurociett President at conference on the free movement of workers

Eurociett President Annemarie Muntz took part on 4th and 5th of September in a high-level European conference in Rotterdam on the free movement of workers and the participation of EU citizens in decision-making. Focus during the conference was laid on insights in barriers to the free movement of workers and the extend of intra-EU mobility and approaches to strengthen mobility and participation of citizens. Breakout sessions covered the need to strengthen European citizenship and participation in the view of the free movement of workers, models to welcome and receive EU migrants, education and language, cooperation and partnership between sending and receiving countries and the role of employers in facilitating the free movement of workers.

National Public Affairs News

New CLAs signed for the agency work industry in Germany

In Germany, important new developments are currently taken place with regard to the collective labour agreements for temporary agency workers on pay.

- A new CLA for the metal industry signed with IG Metall will enter into force in November providing a gradual increase of pay with the length of the assignment at the user company.
- Similar agreements have been signed in June and August with the trade union of the chemical industry, as well as with the trade union for the railway and transport industry.

Further information on these CLA's is available on the website of the German Eurociett member BAP.

**Denmark:
Temporary
agency work
improves
working
climate**

In Denmark, a new, independent study has been published assessing the influence of temporary agency work on the working climate at the workplace. The research, conducted by the University of Southern Denmark, shows that temporary agency workers, freelancers and consultants typically are good at creating a good working climate at the workplace. Despite the fact that they are only in the workplace for a shorter period of time, temporary agency workers are usually very much willing to do something “extra” for the workplace and take responsibility for developing the workplace.

The study also shows that companies have not yet fully realised this positive added-value of temporary agency workers. Many user companies tend to see agency workers as an instrument to cope with temporary production problems or temporary absence of permanent workforce, while not acknowledging their overall positive impact on the workplace climate.

**Netherlands:
New CLA
signed for
2012-2017**

In July 2012, the Dutch agency work federation ABU and the four most prominent and representative Dutch trade unions reached an agreement for a new 5 years collective labour agreement for the agency work sector. The most important change in the renewed agreement is the introduction of user pay as of day 1 to be implemented by January, 5, 2015. The narrow definition of user pay, as is already described in the current CLA, will not change. At the same time, the existing flexible contractual arrangements (the so-called phase system” which is embedded in the current and new CLA) are kept as is. This implies that the agency can, now and in future, end the labour contractual relationship with the worker at any time during the first 78 weeks for their labour contract without almost any additional costs, if the user company terminates the assignment. This specific arrangement for the agency work industry gives the sector a competitive advantage compared to other Dutch employers and a solid lobbying position to politicians who are aiming for a change of legislation in the direction of less flexibility in temporary agency work contracts.

**Belgium –
Agency work
industry sees
sharp decline in
work accidents**

The agency work industry in Belgium is showing positive developments regarding health and safety as the number of accidents in the sector decreased sharply last year. The figures have never been lower, as underlined by Prévention et Intérim an organisation dedicated to health and safety at work in the sector. Despite the rise in temporary agency work in 2011, which was up by nearly +10%, the number of accidents for both blue-collar and white collar workers in 2011 overall declined by -5.4%. This means that the frequency of accidents in the industry has fallen sharply by almost -50% in a 10 year period.

**Namibia bans
temporary
agency work**

The Namibian government has recently amended its labour code, a modification that *de facto* bans temporary agency work. The amendments, pushed under the lobbying campaign of the National Union of Namibian Workers, provide that temporary agency workers become employees of the user companies where they are assigned to, and enjoy the same rights as the directly hired workers of the user company. At the same time, they introduce presumption of indefinite employment for any worker, which entails that the user company can hire on fixed-term contract only if it can be justified.

The amended labour code has caused a strong reaction from the industry and the central employers' federation (NEF), while many temporary agency workers have lost their jobs, leaving companies like Sure Cast in shortage of employees.

Ciett has written a letter to the Namibian government, stressing that the ban runs contrary to the provisions of ILO Convention No. 181 on private employment agencies, as well as to the fundamental freedom to carry on any trade or business, enshrined in the Namibian constitution. Ciett has also put in contact the NEF with APSO, Ciett member in South Africa, where a labour law review is underway to severely restrict temporary agency work.

Abbreviations

EU	European Union
ILO	International Labour Organisation
CLA	Collective Labour Agreement
PA	Public Affairs
PR	Public Relations
MEP	Member of the European Parliament
EPP	European People's Party
PL	Poland
ALDE	Alliance of Liberals and Democrats in Europe
D	Germany
S&D	Socialists and Democrats in Europe
UK	United Kingdom
TFEU	Treaty on the functioning of the European Union
