

# “Making Global Labour Mobility a Catalyst for Development: The contribution of Private Employment Agencies”



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# Ciett at a glance

- Founded in 1967
- The only international body representing the interests of agency work businesses, with a specific organization for Europe: Eurociett
- Recognized as such by international organisations (e.g. ILO, European Union, OECD), key stakeholders (e.g. IOE, Business Europe, ITUC) and national governments
- Brings together 37 national federations of private employment agencies and 6 of the largest staffing companies worldwide
- Ciett Members operating in the following HR activities: temporary agency work, recruitment, interim management, executive search, outplacement, training
- Ciett Members gather 75,000 branches and employ more than 8 million agency workers on a daily average (FTE)

# A global Confederation

## North America

Canada  
Mexico  
USA

## South America

Argentina  
Brazil  
Chile  
Ecuador  
Uruguay

## Africa

Morocco  
South Africa



## Asia/Pacific

China  
Japan  
South Korea

## Europe

Austria  
Belgium  
Bulgaria  
Czech Republic  
Denmark  
Estonia  
Finland  
France

Germany  
Greece  
Hungary  
Ireland  
Italy  
Luxembourg  
Netherlands

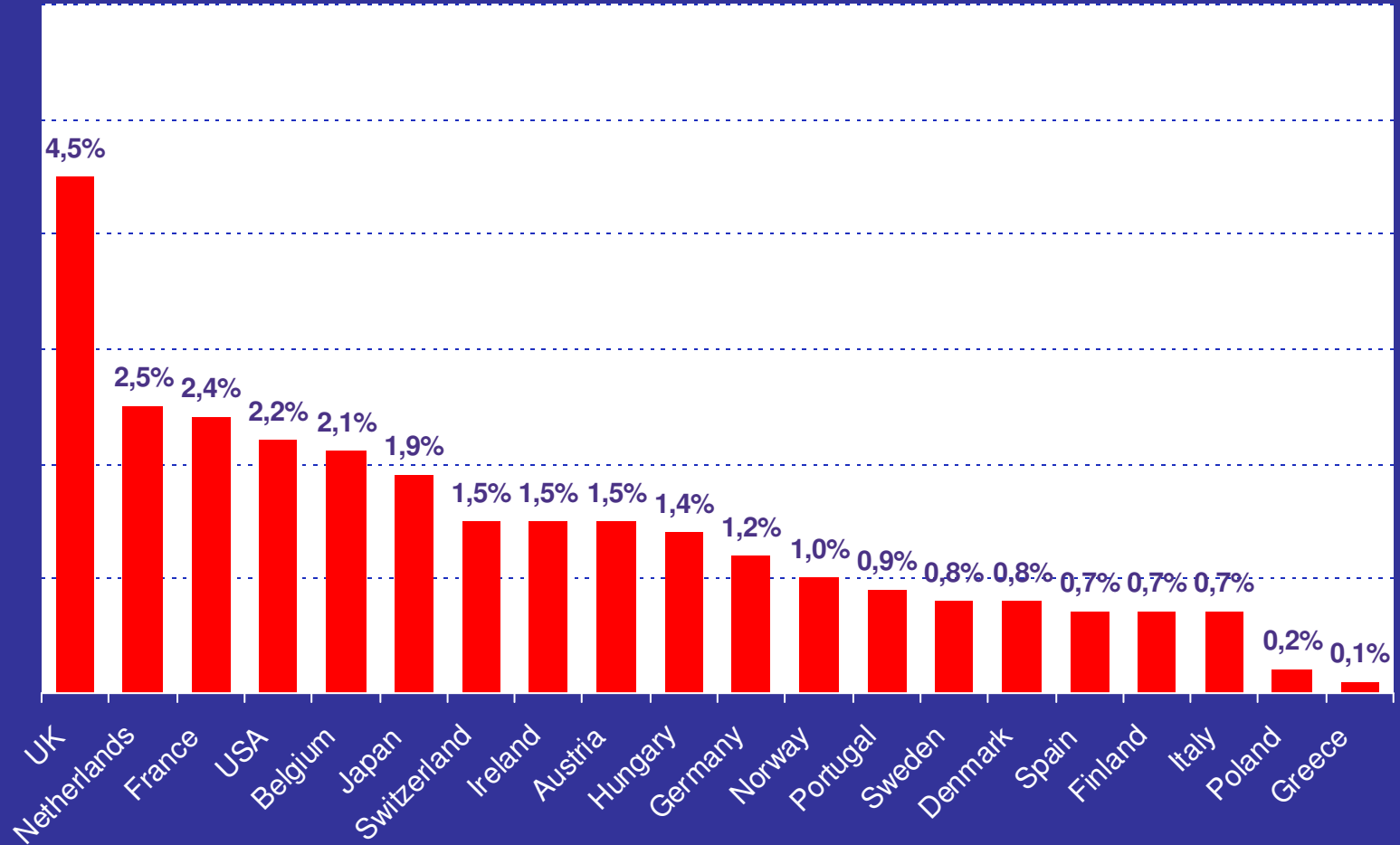
Norway  
Poland  
Portugal  
Slovakia  
Spain  
Sweden

Switzerland  
United Kingdom

## Ciett's long term objectives

- To protect and promote the interests of Private Employment Agencies in order to enhance their long term growth
- To create the most suitable legal environment for the industry to operate in
- To improve the image of the industry and strengthen its representation
- To facilitate best practices sharing among its members and to promote quality standards within the staffing industry
- To seek greater recognition for the positive contribution that private employment agencies make to labor markets, especially in relation with 3 key aspects:
  - Employment creation
  - Higher participation and diversity in the labor market
  - Economic growth and tax revenues

# Agency Work penetration rate - 2006



Number of agency workers compared to total employed workforce - Source: CIETT  
•Estimated

## A very tightly regulated industry

- Based on a triangular relationship between a PrEA ..the employer, a worker ...the employee and a user company
  - Not related to fixed-term contracts, subcontracting or self employment
- A well-regulated industry by international bodies and national governments
  - International legal framework provided by ILO Convention n°181 and Recommendation n°188 on PrEAs
  - AW national regulations and labour laws: Most of these pieces of regulations are inspired by the same shared principle of balancing protection of agency workers and flexibility of the labour market and include provisions on cross border agency workers
- Legal framework strengthened by collective labour agreements and internal self-regulations
  - Collective labour agreements
  - Ciett's Code of Conduct
  - Codes of Conduct of national PrEA's trade organisations

## PrEAs contribution to labour markets

- Provide work to job-seekers
- Help to create jobs that would not exist otherwise
- Facilitate transitions in the labour market
  - From unemployment to work
  - From education to work
  - Between different types of contracts
  - Between private/family life and work
- Improve labour market fluidity

## PrEAs contribution to labour markets (2)

- Enhance workers' employability
- Play a key role in Active Labour Market Policies
- Help disadvantaged publics to enter the labour market and increase diversity of workforce
- Contribute to economic growth and tax revenues



# Why are PrEA's interested in migration of workforce

Country	Requirements
<b>UK</b>	Specialized <u>blue collar workers</u> for Industry sector (Poland and Eastern Europe), <u>Engineers and Technical Specialists</u> (India, Western Europe)
<b>China</b>	<u>Management staff and Specialists</u> for all sectors (US, Canada, UK, France, Asia Pacific)
<b>NZ</b>	<u>Seasonal workers</u> for Agriculture sector (Asia Pacific, Europe, North and South America)
<b>Norway, Denmark and Sweden (Nordics)</b>	Specialized <u>blue collar workers</u> for <u>Construction and Industry, Engineering, Healthcare and IT sectors</u> (Poland, Eastern Europe, India)
<b>France</b>	Specialized <u>blue collar workers</u> for <u>Construction and Industry sectors</u> (Portugal) and <u>doctors</u> (Poland, Romania)
<b>Netherlands &amp; Belgium</b>	Specialized <u>blue collar workers</u> for <u>Construction and Industry, Engineering, Healthcare and IT sectors</u> (Poland, Eastern Europe)
<b>Switzerland</b>	Specialized <u>blue collar workers</u> for <u>Construction sector and industrial workers</u> for <u>Hospitality sector</u> (Germany, Austria and Portugal)
<b>Spain</b>	Specialized <u>blue collar workers</u> for <u>Industry sector, Technicians and Nurses</u> (Romania, Poland and Latin America)
<b>Italy</b>	Specialized <u>blue collar workers</u> for <u>Industry sector, Nurses, Engineers and Technical Specialists</u> (Poland, Romania and Eastern Europe)

## PrEAs contributions to work migration

- The migrant workers are sure to find ....a work
- Skills assessment are based on shared global practices that respect equal treatment
- Accompaniment is provided
  - Support in terms of transportation, visas, housing,
  - inform workers in advance on their working conditions and their rights because they have operations in the country of destination
- Training is delivered
  - Language training
  - H & S training
  - Adapt to the specific needs regarding materials, ...
- The employer is clearly identified in the country of destination
  - National labour law and collective labour agreements apply
  - Legal responsibilities clearly identified

## PrEAs contributions to work migration (2)

- Working conditions of cross border temporary agency workers are well protected
  - EU Posting of Workers Directive (1996): guarantees that basic working conditions (minimum wage, maximum work periods and minimum rest periods, minimum paid annual holidays...) of migrant workers meet the same requirements as for national workers.
  - Equal treatment between agency workers and permanent workers applies in most European countries
  - EU Health & Safety at Work Directive (1991)
  - EU Regulation on Social Security (1408/71)
  - Article 8 of ILO C181 addresses cross-order recruitment
- In most countries, PrEAs need a license or authorisation to operate
  - Registered PrEAs are easily identified and monitored
  - PrEAs contribute to replace undeclared work by legal work

# What should be done to facilitate safe migration of workers through PrEAs

- Better involve PrEAs in public labour market policies
- Urge more countries to ratify ILO Convention 181
- Strengthen enforcement of existing laws & labour standards rather than increase regulations
  - Excessive legal constraints encourage illegal immigration practices (e.g. EU directive against employers of illegally staying 3rd country nationals)
- Lift unjustified restrictions to PrEAs' contribution to workforce migration
  - Prohibition to hire third countries workers through PrEAs in most of EU Member States if they are not already registered
  - EU transitional measures for the 8 new Member States (2004-2011)
- Enhance the sharing of assessment and capitalization tools for the workers