



TEMPORARY WORK AGENCIES GLOBAL BULLETIN

April 2008

www.uniglobalunion.org/twa

New UNI Initiative on Temporary Agency Work - UNI Global Meeting on 8/9 May 2008 in Nyon, Switzerland
In response to requests from affiliates and UNI's building relations with temporary employment agencies in Europe and globally, the time has arrived for UNI Global Union to start a new organising initiative for the temporary work agencies sector.

This new UNI initiative will be launched at the UNI Global Meeting on Temporary Work Agencies which will take place on 8 and 9 May 2008 at the UNI headquarters in Nyon.

The meeting is particularly aimed at unions with existing and potential membership among staff working directly for temporary work agencies and those unions who have collective bargaining agreements with companies that cover the working conditions for temporary agency workers. During the meeting interpretation will be provided from and into English, French, Spanish and Japanese as well as from German, Italian, Portuguese and Swedish. During the meeting participants will discuss organising models which assist the building of membership among the growing number of temporary agency staff and among agency workers, e.g. through Global Framework Agreements (GFA), form global union alliances for the largest global temporary work agencies and discuss ways of regulating and improving conditions for temporary agency workers while safe-guarding and raising standards for permanent workers.

UNI affiliates can access the meeting documents at: http://www.uniglobalunion.org/UniTwa.nsf/0/110308_Z_DF

UNI TWA Questionnaire

UNI is currently carrying out research into the temporary agency work industry, including union organisation among agency staff and temporary workers. In order to get an in-depth view of the situation we are asking you for information regarding the situation in this industry in your country. Please go to <http://www.uniglobalunion.org/UniTwa.nsf/By+Date/DE6242EFA256256AC1257409004281DF?OpenDocument>, download the questionnaire and send it back to twa@uniglobalunion.org as soon as possible.

Report: Temp Workers Face Greater Injury Risks

Studies in the United States and Europe suggest that contingent workers such as part-time, temporary, or contract workers are at higher risk for occupational injuries and illnesses than workers in traditional employment situations.

http://www.uniglobalunion.org/UniTwa.nsf/0/070208_EN_95

Germany: Unions and employers ask that the sector enters into the Posting of Workers Act

The DGB-Tarifgemeinschaft Zeitarbeit, together with the German Association of Private Employment Agencies (BZA) and the Interessenverband Deutscher Zeitarbeitsunternehmen (iGZ) is demanding a minimum wage for temporary agency workers: 6,36 Euro in East Germany, 7,31 Euro per hour in West Germany.

In mid February, trade unions and employer organisations have jointly requested labour minister Olaf Scholz to include the industry into the posted workers act. UNI's German affiliate ver.di fully supports this initiative. Ver.di expects that the consultations inside the government will take until the summer. This means that a minimum wage for the industry can be implemented from early autumn this year at the earliest.

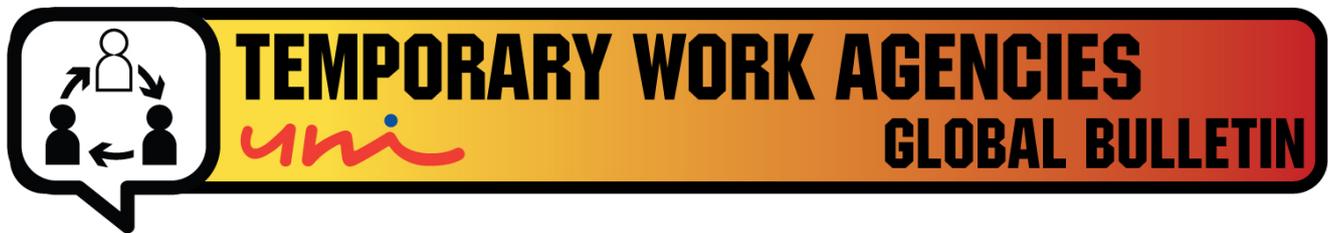
http://www.uniglobalunion.org/UniTwa.nsf/0/060308_deutsch_65

Adecco India acquires Ajinkya

Adecco India has acquired blue collar temping company Ajinkya. Ajinkya will become part of Adecco India and will operate as Adecco's industrial staffing division headed by C R Kale, the founder director of Ajinkya.

Blue collar temping is on the rise in India given the all round industrial growth.

http://www.adecco.co.in/pdf/Microsoft%20Word_Adecco-Ajinkya.pdf



Ciett supports "End Human Trafficking Now!" Campaign by endorsing Athens Ethical Principles

Ciett, the international confederation of private employment agencies is supporting the "End Human Trafficking Now!" campaign. As part of this support, Ciett endorses the seven Athens Ethical Principles which among others state a zero tolerance towards trafficking in human beings and request companies to develop a corporate strategy for an anti-trafficking policy which will permeate all companies' activities. The spirit of these principles is embodied in the Ciett Code of Conduct, which all Ciett members must comply with.

http://www.uniglobalunion.org/UniTwa.nsf/0/180208_EN_E1

EU refuses equal treatment for temporary agency workers

Last December, "The EU council of ministers has, once again, missed an opportunity to prove that the flexicurity agenda was not a one-sided deregulatory initiative" said Bernadette Ségol, UNI-Europa Regional Secretary, at the announcement that the decision to give a framework legislation to temporary workers had, once again, be postponed. "The UK and German Governments have been the main obstacle to a constructive solution for temporary agency workers. UNI-Europa will not give up its fight and has decided to launch talks with Eurociett, the European employer federation for temporary work agencies, in order to identify joint means to unblock this unacceptable situation.

<http://www.uniglobalunion.org/unieuropean.nsf/fff4a2b8da7e5278c125701a003204ac/23f601abd94dc232c12573aa005a7766?OpenDocument>

Rhodia, Adecco and Adia sign the first social responsibility charter for temporary employment

Rhodia and the Adecco France Group have signed a joint Charter setting out their commitments in favour of socially responsible collaboration. This Charter, signed in Paris in December 2007, provides a framework for and defines the signatories' commitments to progress in the conditions governing the employment of temporary staff and the code of ethics applicable to the collaboration between both groups. This is the first charter of its kind to be signed in France.

http://www.uniglobalunion.org/UniTwa.nsf/0/061207_EN_B6

Randstad and Vedior to create an HR services industry leader

On December 3, 2007, Randstad and Vedior announced the intention of Randstad to make a public offer for all of the share capital of Vedior N.V. to create the second largest HR services company worldwide with combined revenues of € 17.3 billion.

Following discussions with the European Commission, Randstad has proposed, as a sole remedy, to divest Randstad's current activities in Portugal.

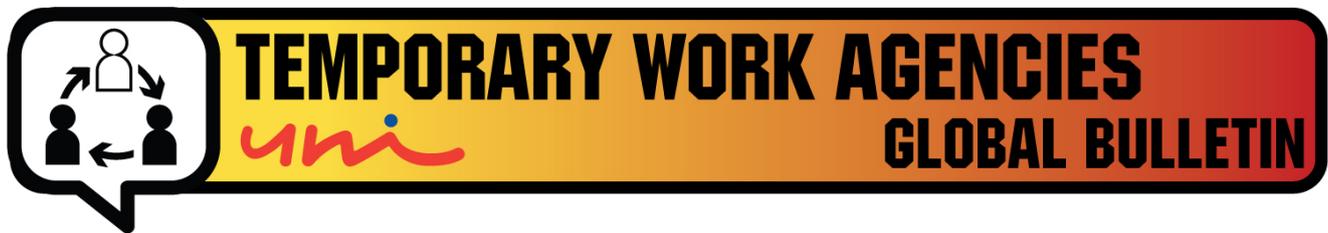
UNI has held discussions with the Randstad management on the implications of the take-over on the global workforce. A UNI document demanding Randstad to make a public statement comprising a number of commitments regarding its global workforce is currently under consultation within the company.

<http://www.uniglobalunion.org/unitwa.nsf/EnCompany?OpenPage&Start=1&Count=9&Expand=4>

Japan: Number of workers from breaks record

The number of workers sent by temporary agencies as temporary workers set a new record in 2006 of 3.21 million, topping 3 million for the first time. The government has taken a series of deregulation measures that allow temporary agencies to send temporary workers to a wider range of professions. The figure for the year that ended in March 2007 was up 26.1% from the previous year. Revenues at temporary agencies for 2006 shot up 34.3% to a record 5.42 trillion yen, the ministry of Health, Labor and Welfare said.

http://www.uniglobalunion.org/UniTwa.nsf/0/291207_EN_B0



Abu Dhabi Dialogue finalised on overseas employment and contractual labour

A key partnership was agreed in January 08 for the mobility of contractual labour between countries of origin and destination between 20 Asian and Middle East countries, including China, India, Indonesia, Kuwait, Malaysia, the Philippines, Saudi Arabia, Singapore, and the United Arab Emirates.

Referred to as the Abu Dhabi Dialogue, they adopted a number of considerations and recommendations, among them measures regarding the well-being of temporary contractual workers. Considering the increasing competition to boost economic growth through labour mobility at all skill levels, the meeting recognised that best economic and social outcomes are achieved through the provision to all workers of good living and working conditions.

Ministers have identified key partnerships between Asian countries of origin and destination through which they wish to foster information sharing, promote capacity building, technical cooperation and interstate cooperation, e.g. on preventing illegal recruitment practices and promoting welfare and protection measures for contractual workers. http://www.uniglobalunion.org/UniTwa.nsf/0/230108_EN_34

UK unions campaigning for equal rights for agency workers

After the failure of EU negotiations on the draft temporary agency directive at the end of 2007, 147 British members of parliament voted for a private member's bill calling for equal treatment for UK temporary agency workers on the 22 February 2008. The size of MP support and victory over the government's block on legislation followed a sustained campaign for fair treatment by UNI's UK affiliates, Unite, GMB, Usdaw and CWU. The proposed bill is based on the wording of the draft EU Directive and has entered the legislative process. Importantly, this development contributes to the ever-louder demands for temporary agency rights in the UK, which have focused on the need for a European directive. www.uniglobalunion.org/twa

Manpower Inc. Acquires Vitae in the Netherlands

Manpower has acquired Vitae, a leading professional placement firm in the Netherlands. Vitae, which has offices in 10 locations, will initially operate independently under its own brand, affiliated with Manpower Professional within Manpower Netherlands. Vitae has approximately 1,750 employees, 1200 of which are Vitae Interim Professionals who work primarily in Technology and Finance. Vitae offers permanent placement for approximately 4,000 candidates per year in 12 different specialist fields.

http://www.uniglobalunion.org/UniTwa.nsf/0/130308_EN_78

Forthcoming Events

8-9 May 2008	UNI Global Meeting on Temporary Work Agencies, Nyon (Switzerland)
27 May 2008	European Social Dialogue
29/30 May 2008	ADECCO P.A.C.E, Marbach (Germany)
23 September 2008	European Social Dialogue
3 December 2008	European Social Dialogue
to be confirmed	Randstad European Social Dialogue Platform