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Recruitment Practices in Europe

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Note

from the editor

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The European Parliament reserved a substantial budget line in the EU budget for 2009-2010 for research in the field of the free movement and the posting of workers. The European Commission tendered this budget in the autumn of 2009. In the meantime the first results have been published. The outcome of this research could have a major impact on the Commission's preparation for a legal instrument with regard to posting that has been announced for the end of 2011.

Colleagues from the CLR-Network have been involved in several of these projects. Two important studies are still pending:

- A *legal assessment* (12 countries) executed by the Radboudt University, lead by Mijke Houwerzijl (her PhD was based on our archives and she has contributed in the past to our publications). The planning was for a report at the end of the summer (end of August) of 2011. This has been postponed and in the meantime the EC has decided to add an additional study on the 15 countries

not covered. The focus was and is the national implementation, problems with coordination, cooperation and compliance with the rules covering twelve countries, and two industries: construction and temporary agency work.

- *The socio-economic assessment*, lead by a Belgian consultancy, called *ideaconsult*, member of the *Ecorys*-group. From the start I had my doubts about their expertise and they had serious trouble to finalise the report (that is still not available). Also here the planning was a report shortly after the summer of 2010. The focus was on the economic and social impact of posting in 8 countries, with 4-5 industries targeted: agriculture, construction, temporary agencies, transport, hotel/restaurants.

CLR was directly involved in another research project commissioned by the EFBWW. With a team of experts, we investigated the functioning of the principles formulated by the Posting of workers directive

(Directive 96/71/EC) in practice on worksites. In the resulting 12 country reports, information is collected on national compliance with the posting rules and on experiences with monitoring, enforcement and sanctioning.

During a meeting at the Westminster University the book version of our final report was launched (*In search of cheap labour in Europe - Working and living conditions of posted workers* - CLR-Studies 6). On Friday 25 February Jan Cremers (University of Amsterdam), Line Eldring (Fafo, Norway), Justin Byrne (CEACS, Madrid), Kjell Skjærvø (Fellesforbundet TU, Norway) and Ian Fitzgerald (University of Northumbria) contributed to the regular monthly seminar of the British Universities Industrial Relations Association (BUIRA) Central London Branch. The title of our talk was *Posted workers in Europe* and we discussed and presented the results of the research, including comparative perspectives on the new realities of posting, organising posted workers locally and the clash between workers' rights and economic freedoms in practice – one that continues to place a critical role in industrial relations.

In this issue of CLR-News, we have collected the contributions of the

London meeting and completed the issue with several reviews that fit in the theme. CLR-Studies 6 with a synthesis of the research, short country reports and conclusions and recommendations is available in English: <http://www.antenna.nl/i-books> . Extended syntheses are available in German and French: www.clr-news.org