



Structures and dimensions of labour exploitation in Europe

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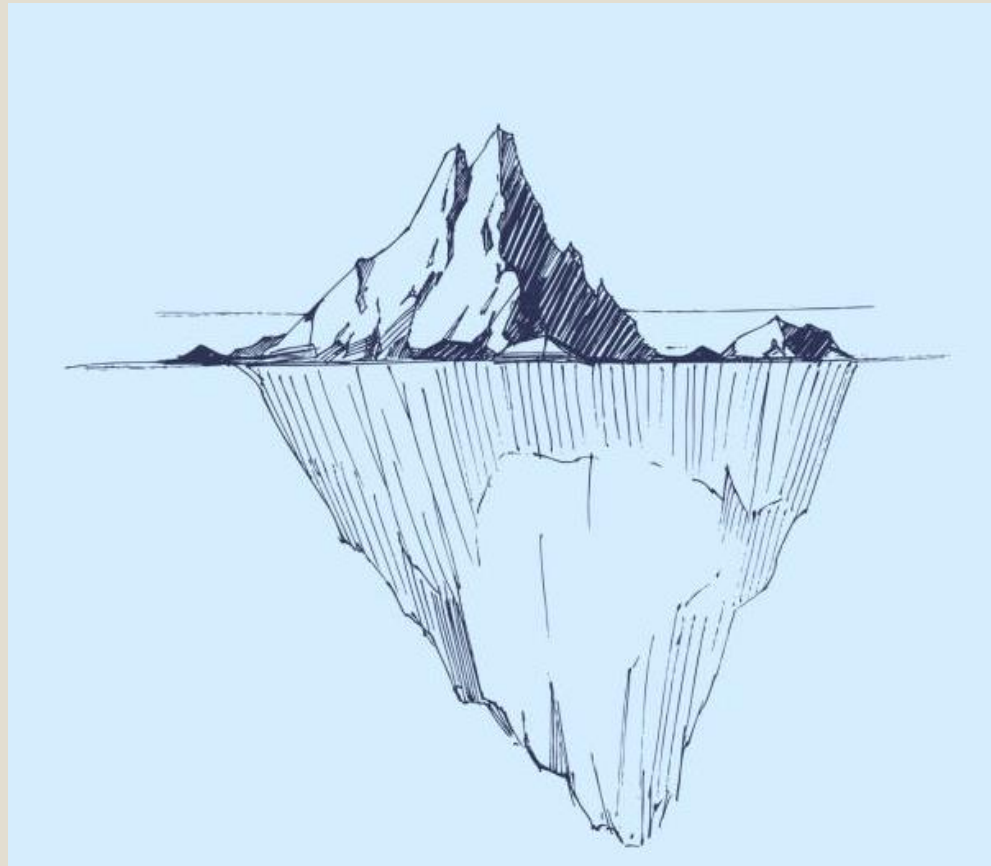
The treatment of migrant labour in the EU

- Overrepresented in 3D-jobs.
- Unequal treatment at the workplace: direct employment vs. temporary labour.
- Non-existence of normal HR-policies or training facilities; hardly any career counseling.
- Mismatch of education and performed work. Hidden talent untapped.
- Significant discrepancy between expectations and actual working conditions.
- Safety risks and barriers for redress.

The continuum of labour exploitation

- Prosecution of labour exploitation, although settled in 'hard' law, is demanding.
- Access to justice in an unknown jurisdiction is cumbersome for victims.
- Sometimes the line between violation of labour laws and the commission of crimes defined in the criminal law is very thin.
- Several forms of sanctions are neither dissuasive nor effective.

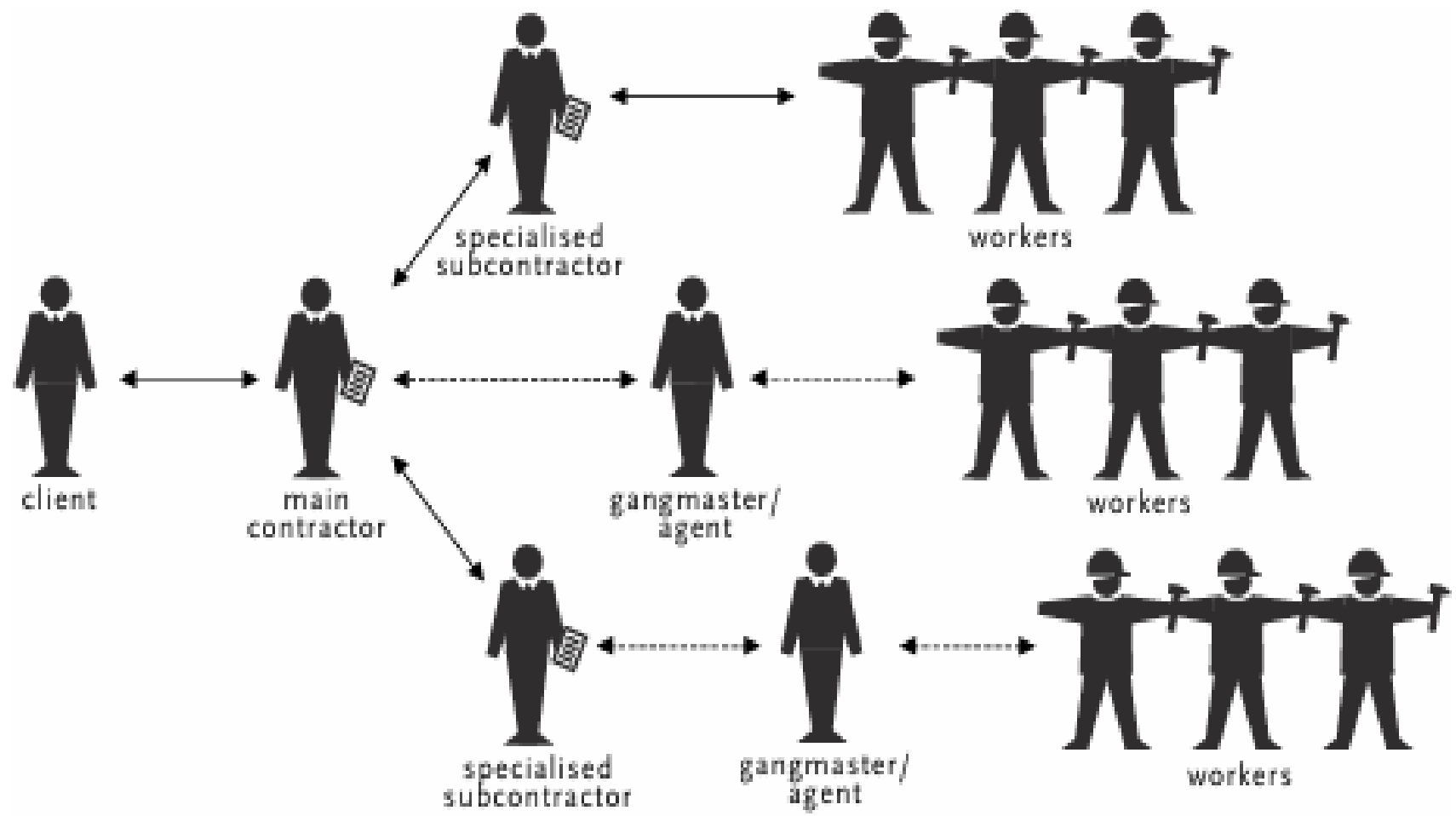
Exception or the top of the Iceberg?



The key role of user undertakings

- Recruitment is demand driven.
- Outsourcing and externalisation create the opportunity to externalise social risks and obligations.
- Mobility on own initiative is on a large scale substituted by recruitment by agencies.
- No role for HRM-departments, it is all about planning. It is 'buy' rather than 'make'.
- Migrant labour has become a commodity!

Externalisation of the workforce



The recruitment industry

- Mobility on own initiative and direct hiring substituted by recruitment through agencies.
- A whole industry of recruitment agencies and intermediates has been created, focussing on low-skilled work and cheap labour.
- Workers attracted by tempting, but inaccurate or even misleading information.
- Research reveals higher risks for temporary workers ending up in precarious jobs and working conditions.

Total dependency

Work (& residence for TCN)

Housing conditions

Living conditions

Debt bondage

What needs to be done?

Fair, ethical recruitment

Regulated access to the recruitment market

Corporate due diligence and csr

Joint and several liability

Structural forms of victim counselling

An EU-wide fining policy

Labour migration is about people

- Free movement is an important part of the Single Market - support of the people that embody this principle must be a key principle.
- Fair mobility starts with fair recruitment - the ILO fair recruitment guidance as starting point.
- Of utmost importance to address the difference between fraudulent practices and true civil and commercial business relationships.
- Structural work should lead to direct labour, providing job security and work-life balance.