

WHAT WE STAND FOR

By Joël Biller, CIETT President

We are the International Confederation of Private Employment Agencies. We represent national staffing associations and staffing companies from every continent of the globe.

Our members provide a basic labor market service: they find workers who want jobs and assign them to jobs that need workers. But they do much more than that. They provide their clients with accurate and cost-effective selection and recruitment services and with advice and planning on personnel and human resource strategies. They provide their workers with career counseling, skill training, and practical work experience. They provide these services while meeting their social and legal obligations as employers.

The economic role that the staffing industry plays is becoming more important every day as the world becomes increasingly interdependent and the process of globalization affects the economies of all countries. Globalization means competition, and competition means productivity, and productivity means using labor as efficiently as possible - the right worker in the right job at the right time.

CIETT helps make that happen. Our most important function is to help our members conduct their businesses in a legal and regulatory environment that is positive and supportive. The social and economic contribution that the staffing industry makes to the economies in which our members operate should not be restricted and hampered by unnecessary legal burdens.

We are ready to help our members act when they are faced with potential bad legislation at the national level. We are ready to act ourselves when the threat of unnecessary restrictions appears at the international level, from institutions like the European Union and the International Labor Organization.

We know that as important actors in the labor market, as employers, we must accept and carry out our legal obligations, and we are willing to do so. But we want those obligations to be based on rational and sensible policies and to be nondiscriminatory. They should provide needed protection for workers, but at the same time allow staffing companies to carry on their businesses in a way that will maximize the benefit that they can bring to the employees whom they hire and the client firms whom they serve.

We work toward our legislative goals by educating decision makers. We reach out to legislators and parliamentarians, to journalists and bureaucrats, to try to get them to more fully understand what the staffing business is and how our members create employment and contribute to economic growth.

We encourage all staffing companies to operate with a high level of professionalism. We want them to be universally regarded as the human resource experts that they in fact are. We encourage them to maintain high ethical standards. We are proud of our Code of Conduct and the positive influence that it has had on the way that our members conduct their businesses. We look forward to continuing to assist them as they contribute further to building a future of economic growth and worker opportunity.