

# The role of temporary staffing agencies in facilitating A8 migration into the UK



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# Aim and objectives

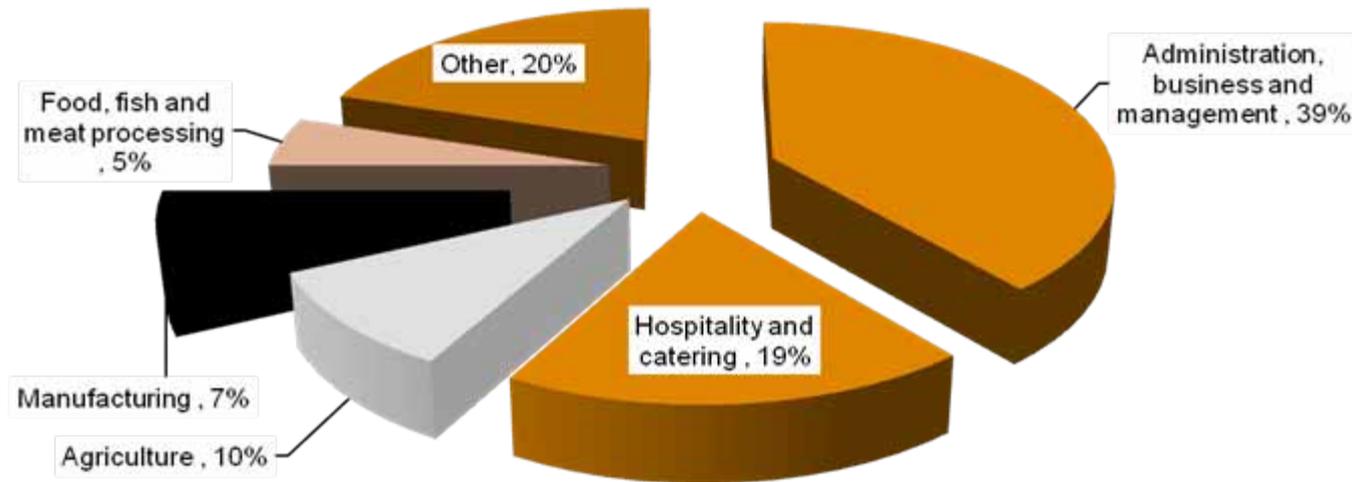
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To explore the role of temporary staffing agencies in facilitating the migration of A8 workers into the UK and the placement of them into employment.

- To analyse which temporary staffing agencies are leading on the movement of workers into the UK, and the characteristics of these agencies (size, turnover, ownership, corporate histories, international branch networks etc.);
- To explore the range of roles and services performed by temporary staffing agencies in facilitating the migration of workers into the UK;
- To understand the types of workers (age, origin country amongst the 'accession eight' nations, occupation etc.) temporary staffing agencies are facilitating moving into the UK;
- To examine how the activities undertaken by agencies – accommodation, training, education about worker rights, job placement, etc – vary from one sector to another and by the country of origin of workers;
- To position temporary staffing agencies along other forms of formal and informal migration intermediaries, such as state agencies.

# Destination of A8 workers by sector

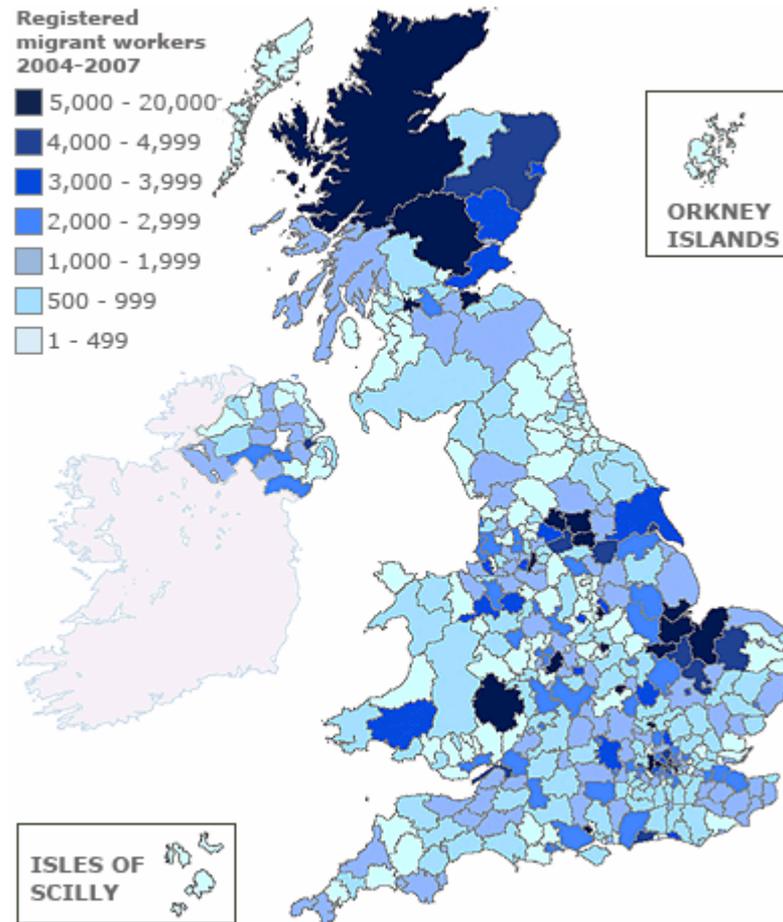
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Data from WRS, Home Office Accession Monitoring Report (2008)

# Destination of A8 migrants in the UK

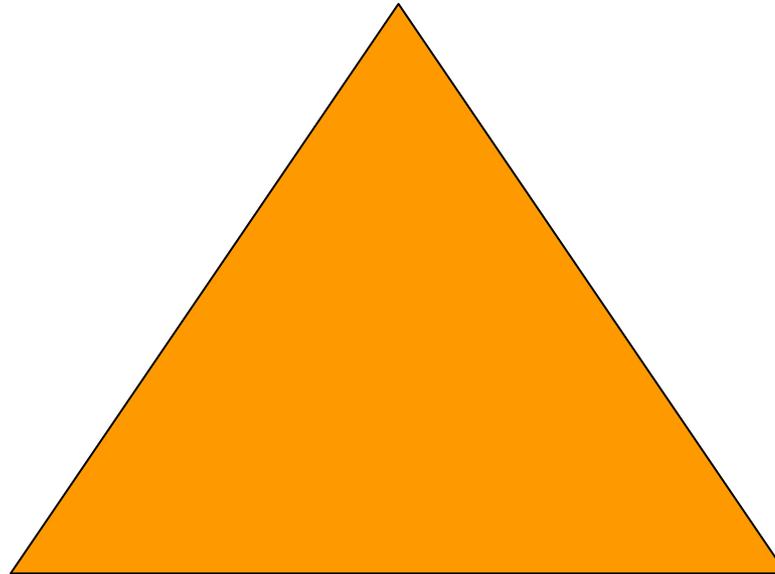
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# Mediated (agency) employment relationship

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**Agency worker**



**(User) firm**

**Temporary  
staffing agency**

# The top 6 (5) transnational staffing agencies in 2005

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Firm	Country of Origin	Foreign Revenue 2005 (\$m)	% Foreign Revenue 2005	No of Countries
Adecco	Switzerland	22,356.00	98	70
Manpower	US	13,487.30	84	72
Vedior	Netherlands	7,511.50	92	44
Randstad	Netherlands	4,958.90	63	19
United Services Group	Netherlands	1,960.74	55	11
Kelly Services	US	1,724.42	33	29

Source: Coe, N, J Johns, and K Ward (2006) Mapping the globalisation of the temporary staffing industry, Working Paper 2: Manchester

# Temporary staffing agencies: passive mediators or key institutional actors?

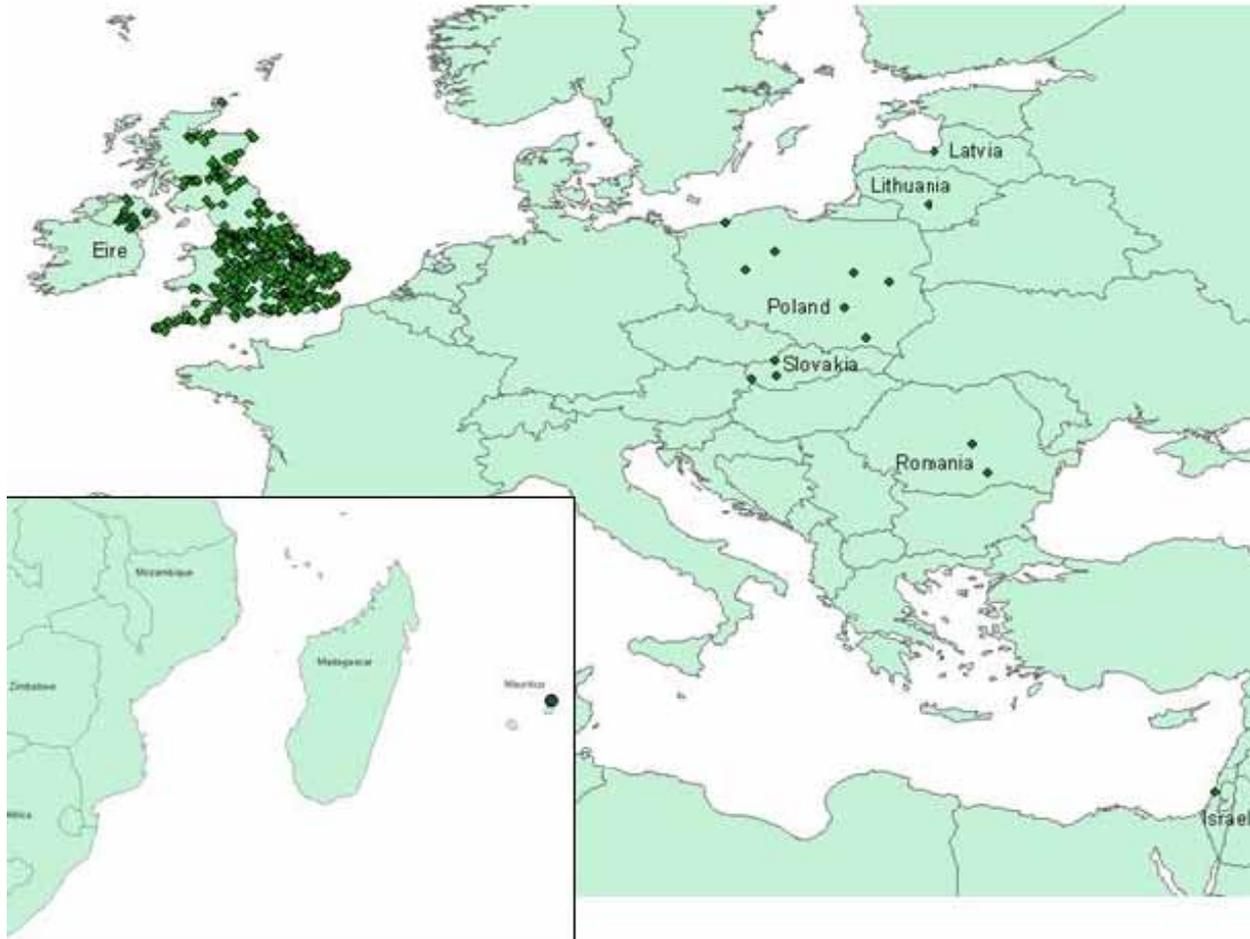
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Ministers again refused to support or oppose Andrew Miller's Private Member's Bill in a crucial vote yesterday on giving temporary agency workers equal rights. The government's abstention, which was greeted with disappointment from business leaders and accusations of cow-towing to backbenchers, came at the start of the committee stage of the proposed legislation. Previous moves in Europe to give agency workers equal treatment... have been blocked by the government.... Brown hopes to head off further pressure from Europe by creating a Commission involving business and unions to reach a consensus.

***RECRUITER MAGAZINE: 8 May 2008***

# What we know.... (1)



Source: Scott et al (2007) GLA Evaluation Baseline. London: Gangmasters Licensing Authority

# What we know...(2)

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## ❑ **Gangmaster's Licence Revoked**

- ❑ A Gangmasters Licensing Authority (GLA) investigation has uncovered a disgraceful story of forced labour in 21st century Britain.
- ❑ The investigation revealed shocking conditions imposed on mainly Polish migrant workers used for flower picking throughout the UK.
- ❑ These vulnerable workers were threatened with huge deductions from wages and there was an even more sinister threat to involve their families in their home country if they left the employment of the gangmaster or failed to pay money to him.
- ❑ Abhorrent living and transport conditions meant the workers were housed in sub-standard accommodation and transported in prohibited, un-certified vehicles.
- ❑ The Gangmaster Mr Jonathan Beckson, Director of Timberland Homes Ltd, trading as Timberland Homes Recruitment had their licence revoked with immediate effect by the GLA on Tuesday 6 May 2008. Timberland was based in Brandon in Suffolk and supplied workers to Winchester Growers in Cornwall and a flower picking consortium, Grampian Growers near Montrose in Scotland. The GLA received full cooperation from both of these firms during its investigations.
- ❑ The GLA is passing the information on this case to the UK Human Trafficking Centre (UKHTC).

**Source: Press release from Gangmasters Licensing Authority 8 May 2008**

