

## **Randstad publishes flexibility@work report**

Well-regulated flexible employment solutions to tackle undeclared economies

Randstad publishes its flexibility@work 2014 report, including a new study into the undeclared economy conducted by the University of Sheffield and Regioplan Policy Research. The report reveals the important role that well-regulated flexible employment solutions can play in tackling the undeclared economy.

Undeclared work is a huge problem in economies around the world. Out of a global working population of some 3 billion, almost two-thirds (some 1.8 billion) work in the undeclared economy. It is generally acknowledged that the undeclared economy lowers the quality of work and working conditions, undermines the business environment through unfair competition, and puts the financial sustainability of social protection systems at risk.

“The report clearly shows a need for more proactive labor market policies to lift unjustified restrictions on temporary agency work,” says Jacques van den Broek, CEO of Randstad. “In order for businesses and economies to remain innovative and competitive in today’s environment, flexibility will be imperative. The whole debate about whether or not we want to allow flexible labor is misplaced. Rather, the discussion should center on how it can best be regulated to create a win-win situation for both businesses and workers.”

### **Providing better alternatives**

The flexibility@work report shows that in advanced economies the size of the undeclared economy varies widely – from less than 10% in countries such as the US, the UK, Japan and the Netherlands, to more than 25% in parts of Southern and Eastern Europe. Countries with a smaller undeclared economy are typically those in which it is easier for companies to resort to temporary employment to meet labor demands. At the same time, these countries also provide a social safety net in the form of labor market policies that protect and support vulnerable groups of workers. Apparently, by creating the right environment in which temporary work agencies play a significant role, these relatively successful economies reduce the supply and demand of undeclared work by providing both employers and workers with better alternatives.

The full report can be downloaded [here](#). Hard copies of the report can be requested via [public.affairs@randstadholding.com](mailto:public.affairs@randstadholding.com).

### **About the University of Sheffield**

The University of Sheffield is a member of the Russell Group of leading UK research universities and is rated 71st in the world in the 2013 QS World University Rankings, 13th in the UK in the 2013-14 Times Higher Education World University Rankings and is ranked in the top ten UK research-intensive universities. Sheffield University Management School, meanwhile, is one of only 59 business schools across the world to have achieved accreditation from all three business school associations: AACSB, AMBA and EQUIS. This triple-crown accreditation places it among the top one per cent of business schools in the world. With 1,300 undergraduate students and 1,000 postgraduate students, its mission is to develop knowledgeable and employable students, promote socially-responsible work practices and have a positive impact on organizations and society throughout the world.

### **About Regioplan Policy Research**

Regioplan Policy Research Ltd, founded in 1986, is an independent policy research organization fully geared towards policy-oriented research questions. Regioplans’ expertise covers the socio-economic

research fields, with core capabilities in providing insight in policy implications, evaluations of laws and policy instruments, performing country comparisons and determining best practices, statistical data analysis and assessments of data quality, labor market and sector studies, studies on vulnerable groups, studies on determining social and economic effects. Regioplan is based in Amsterdam and employs approximately 50 researchers with expertise in a wide range of professional areas. It is not aligned to any public or private organization or institution and is therefore well suited for third-party research on delicate policy issues.

πηγή: CSReurope

03/04/2014