



EUROPEAN COMMISSION  
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue  
Social dialogue, Industrial Relations

Brussels, 20 February 2013

SECTORAL DIALOGUE  
COMMITTEE  
TEMPORARY AGENCY WORK

## Minutes of the plenary meeting of 16 October 2012

### 1. Adoption of the agenda and adoption of the minutes

The meeting was chaired by the Commission. The agenda was adopted, the minutes of the last meeting (15 June 2012) were approved.

### 2. Information on the Employment Package and the High-Level Conference

Mr Di Pietrantonio from the European Employment Strategy Unit (DG EMPL/C.1) informed the participants on trends in employment and the current situation, the Employment Package and the "Jobs for Europe" Conference<sup>1</sup> (see slide presentation). He also announced the adoption of a Youth Employment Package for December<sup>2</sup>.

Both sides of industry shared their comments on the Employment Package. Eurociett regretted that the role of public and private employment services had not been sufficiently well developed. UNI Europa called for the creation of decent jobs and warned against bogus self-employment. Mr Di Pietrantonio responded to the questions on flexicurity, apprenticeship, wage-setting mechanisms, skill mismatching, and employment services. He also referred to the country-specific recommendations<sup>3</sup>.

### 3. Joint project on transitions in the labour market (VS/2011/0403)

Eurociett and UNI Europa were happy with the consultant's work on the two-fold study and had the impression the project was developing in the right direction. The final conference will take place on 19 December 2012 in Brussels.

### 4. TAW regulation

Social partner representatives from different countries (BE, DK, IT, NL, PT) reported on new developments in their country regarding the transposition of Directive 2008/104/EC on temporary agency work. The social partners wished to know what would be the

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<sup>1</sup> See slide presentation and <http://ec.europa.eu/social/main.jsp?langId=en&catId=88&eventsId=641>

<sup>2</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=1036&newsId=1731&furtherNews=yes>

<sup>3</sup> [http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index\\_en.htm](http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index_en.htm)

Commission's follow-up on restrictions and if the social partners would be consulted on the Commission's report on the implementation of the Directive.

Both sides of industry looked at the current stage of the fact sheets on TAW regulation. A trade union delegate from DE had now been appointed to review the sheet on DE. The sheet on the UK will be finalised from the trade union side by the end of next week. Further countries to be covered should be identified, both sides of industry agreed on ES and IT.

## **5. Promoting national social dialogue**

Workers and employers from SE presented their TAW sectoral social dialogue and collective labour agreement. Three slide presentations were made: The Swedish Labour Market/The Swedish Model (Mr Håkansson from Unionen), Employment in the Swedish Staffing Industry – Permanent jobs and collective agreements (Mr Kendel from Bemanningsföretagen) and Agreement for Salaried Employees in Staffing Agencies (Mr Håkansson). The latter covers around 90% of the industry, those not covered are usually very small companies which are newly established.

Regarding the next round table event to promote sectoral social dialogue, UNI Europa favoured Croatia since they had more affiliates there. The parties agreed to send a formal request to TAIEX<sup>4</sup> and to finalise the draft agenda for this joint event.

## **6. Discussion of the work programme 2013-2014**

The draft work programme had been prepared by the secretariats and discussed by either side of industry. Eurociett presented some amendments: to add a reference to 2010 Nobel Prize laureate Pissarides and the European Semester under I; to name Croatia under II.A and to list the other countries under II.B: DK, AT, DE, NL, CH; to extend section III (several changes proposed). As possible topic for a new joint project, Eurociett suggested to assess how TAW compares to other forms of non-traditional employment). UNI Europa agreed with the suggested countries under II.B and with the extension of section III. The workers' side proposed health and safety at work for a joint survey (risks in certain sectors). The countries for further fact sheets (possibly IT, ES and SE) should be included. Eurociett said that they wanted to look at social protection as a whole. It was agreed to formally adopt it at the next meeting.

## **7. Any other business**

Planned meetings for 2013: 20 February (confirmed), 4 June (tbc), 16 October (plenary, tbc).

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<sup>4</sup> Request sent on 21 November 2012

*List of participants 16/10/2012*

<p><b>Employers (10 ♂, 8 ♀)</b></p> <p>Mr Bonardo (IT) Ms Bonnichon (FR) Mr Collins (IE) Mr Farber (UK) Mr Kendel (SE) Ms King (IE) Ms Koussia (GR) Mr Marseaut (DE) Ms Muntz (NL, Eurociett President) Mr Pennel (Eurociett) Mr Perez (ES) Mr Pettineo (Eurociett) Ms Schaller (corporate member) Ms Spangenberg (NL) Mr Tietge (DK) Ms Tyllerova (CZ) Mr Vink (NL) Ms Zielinska (PL)</p>	<p><b>Workers (10 ♂, 5 ♀)</b></p> <p>Ms Arisci (IT) Mr Black (UK) Mr Borghesi (IT) Mr Cecchi (IT) Mr Faintrenie (FR) Mr György (HU) Mr Håkansson (SE) Ms Lelyte (UNI Europa) Mr Makkinje (NL) Mr Palado (PT) Mr Perez Moratilla (ES) Ms Pohjola (FI) Ms Reda (PL) Mr Riboni (IT) Ms Wirken (BE)</p>
<p><b>European Commission</b></p> <p>Ms Durst (DG EMPL) Mr Di Pietrantonio (DG EMPL)</p>	