

Work Programme 2008-2009

European Sectoral Social Dialogue Committee on “Temporary Agency Work”

I – Labour market policies

Flexicurity

The European sectoral social partners will keep on promoting their “Joint Declaration within the framework of the Flexicurity debate as launch and defined by the E.U. Commission” signed on 28th February 2007 to ensure a good implementation of it.

Work migration

Eurociett and UNI-Europa will set up a European Observatory on cross border activities within temporary agency work. The objectives of the Observatory will be to develop a better understanding (facts and figures, regulatory framework) of cross border assignments and contracts within the temporary agency work industry in the EU, and to prepare information and background documents to support discussions with the European Sectoral Social Dialogue Committee. The implementation of the project will be subject to the grant of an external financial support (from the Commission or any other EU bodies). UNI-Europa will be the social partner in charge of preparing the grant application.

Training

The European social partners will work on the implementation of the project “Temporary Work Agencies’ contribution to transitions in the EU labour market: The example of vocational training”. Actions to be organised as part of the project include:

- An independent research to assess temporary agency worker’s career development and to inventory best practices related to access to training for temporary agency workers
- The organisation of a 1 day pan-European conference to disseminate the results of the research and promote training best practices
- The drafting of a guidebook for national social partners on how to call for European Social Fund tools to finance and develop capacity building and training actions at national level.

Promoting National Social Dialogue

The European social partners envisage:

- Holding one or two roundtables in the year 2008 in Bulgaria, Romania and/or Turkey. These roundtables will be organised in cooperation with TAIEX and will have as their aim to establish and/or improve national social dialogue in the sector and to promote the European social dialogue as part of the social “acquis communautaire”.
- Using each meeting of the Sectoral Social Dialogue Committee to get a report from the affiliates on the latest developments regarding national sectoral social dialogue.

II – TAW regulation

Range of labour contracts offered by temporary work agencies to agency workers

The European social partners will carry out a research to inventory the range of labour contracts that temporary work agencies are entitled to provide to agency workers within the framework of the triangular relationship.

Posting of Workers Directive

In relations with the work of the European observatory on TAW cross border activities, Eurociett and UNI-Europa will devote a special attention to the implementation of the Posting of Workers Directive, and if possible, will adopt a joint contribution vis-à-vis the European institutions.

ILO Convention 181

The European social partners will promote the ratification of ILO Convention 181 on Private Employment Agencies as a relevant international framework for regulation on temporary agency work, especially for EU member states that have not adopted regulation on TAW at national level yet.

Decent work, non-discrimination and equal treatment

A compendium of best practices and measures will be issued on the basis of the contributions of UNI-Europa and Eurociett affiliates regarding the fight against discrimination in general and actions to promote equal opportunities for all. This work will more specifically focus on:

- Diversity in the labour market
- Access to credit and housing (living conditions) for temporary agency workers
- Access to complementary health care and pension schemes for temporary agency workers.

In addition, the European social partners will cooperate with the European Foundation for the improvement of living and working conditions (EuroFound) to update the 2006 survey entitled “TAW in an enlarged European Union”. The Social Partners will communicate to the Dublin Foundation specific information and recommendations in order to contribute to its investigations on issues such as:

- Role and contribution of social partners in defining national regulatory framework (national collective agreements);
- Enforcement of the law and sanctions against unfair competition,

III - Sectoral developments

The European social partners will closely follow up the developments of the European policies and legislations with regard to their impact on the sector. If necessary, the European social partners will decide to initiate new activities linked to these developments.

IV – Review

This work programme will be reviewed by the plenary meeting of the Sectoral Social Dialogue Committee of 2008 in order to be updated if necessary for 2009.

Brussels, 12 February 2008