

European Sectoral Social Dialogue Committee on “Temporary Agency Work”

Work Programme 2011 – 2012

I – Labour market policies

EU employment strategy

Eurociett and UNI Europa will debate the potential contribution of the social partners of the temporary agency work sector to the implementation of the Europe 2020 Strategy, with a special focus on the flagship initiatives “Youth on the Move” and “New Skills and Jobs” as well as the EU Employment Guidelines. Other areas for potential debate are the “Youth Opportunities Initiative” and the relaunch of Flexicurity.

In addition, the two EU sectoral social partners will closely follow up the developments of the European policies and legislations with regard to their impact on the sector and on the labour market in general. Such topics could include new initiatives related to active labour market policies, youth employment, work mobility and transitions in the labour market.

If necessary, the European social partners will decide to initiate new activities linked to these developments.

Inclusive labour markets

Eurociett and UNI Europa will review the framework agreement on Inclusive labour markets signed by ETUC and BusinessEurope/UEAPME/CEEP and discuss how the social partners of the temporary agency work sector could contribute to facilitate access, return, retention and development of individuals with a view to achieving a more inclusive labour market.

II – Promoting National Social Dialogue

The European social partners envisage:

- A. Holding one or two roundtables in 2011 and 2012 in some selected EU candidate countries in coordination with the social partners of the respective countries. These roundtables will be organised in cooperation with TAIEX/European Commission 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”.
- B. Using each meeting of the Sectoral Social Dialogue Committee to get a report from UNI Europa and Eurociett affiliates on the latest developments regarding national sectoral social dialogue.
- C. Joint presentations by UNI Europa and Eurociett members of their respective collective labour agreements. The first of these presentations will be from the Italian, Dutch, Belgian, French, Swedish and German social partners and from any others who would like to make a joint presentation.

III – TAW regulation

EU Directive on temporary agency work (2008/104/EC)

- A. In 2011, the European sectoral social partners will support their members during the implementation phase of the Directive at national level and identify means of joint actions to promote its full implementation through national and/or sectoral social partners at EU or Member States' level.
- B. In 2012, the EU sectoral social partners will carry out a review on how the Directive has been implemented and if needed will raise the attention of the European Commission on some remaining issues that needs to be addressed.

EU Directive on Posting of Workers (96/71/EC)

Eurociett and UNI Europa will monitor the developments on the new legislative package on Posting of Workers and review the research reports to be published by the European Commission. If possible, they will produce a joint document analysing and commenting on the main outcomes of these reports.

Decent work, non-discrimination and equal treatment

On the basis of the contributions from their respective affiliates, UNI Europa and Eurociett will continue to collect best practices and measures regarding the fight against discrimination in general and actions to promote equal opportunities for all. This work will more specifically focus on:

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

Based on these contributions, a compendium of best practices will be published.

ILO Convention 181

In close cooperation with their global counterparts (UNI Global Union and Ciett), the European sectoral 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 and as a way to promote decent work.

IV - Joint projects

TAW & transitions in the labour market

In 2012, Eurociett and UNI Europa will carry out a joint project, co-funded by the European Union, on "TAW & transitions in the labour market". The project will aim at assessing:

- The possible role of the social partners of the TAW sector in facilitating transitions in the labour market: from education to work, from unemployment to work, from different types of labour contracts
- The profile of the temporary agency workers: skills level, age, gender, main sectors in which they work
- The flux of temporary agency workers: situation before and after temping, average length of assignment, types of labour contracts offered to them, quality of transitions and applicable working conditions.
- To what extent some agency workers might be in a precarious situation, focusing in particular women, migrant, low-skilled and older workers. Where appropriate the social partners will establish joint proposals for how to improve their working conditions.

Activities to be organised as part of the project might include:

- An independent research to analyse the transitions provided by TAW;
- The organisation of a European Stakeholder meeting to confront views with relevant key EU stakeholders (e.g. social NGOs, MEPs, European Commission, Academics);
- The organisation of a 1 day pan-European conference to disseminate the results of the research amongst Eurociett and UNI Europa members.

Cross border activities within TAW

Eurociett and UNI Europa will continue to develop the work of their European Observatory on cross border activities within temporary agency work. The objectives of the Observatory is 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 SSDC on TAW.

The European social partners will investigate future cooperation and exchange of information with Labour inspectorates and other relevant bodies relevant to the TAW sector across Europe.¹ In addition, the social partners will continue to collect and exchange information on companies present in the TAW sector that are not operating according to the rules and regulations of the member state(s) in question.

In 2012, the two social partners will apply for a grant to fund additional activities of the Observatory.

¹ These other bodies will include for example the Collective Labour Police in the Netherlands.

V – Sectoral developments and the economic situation

Eurociett and UNI Europa will closely follow up and discuss the state of the TAW sector with regards to the economic situation in order to assess the link between the economic cycles and the TAW market. They will also look at developing exchange of information with other sectors on topics of mutual interest, taking care of not interfering with the EU cross sectoral social dialogue.

VI – Review

The implementation of this work programme will be assessed by the social partners during the last SSDC meeting of 2011. It will be reviewed by the end of 2011 in order to be adapted for 2012 if needed.

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