

## European Sectoral Social Dialogue Committee on "Temporary Agency Work"

Work Program 2009 – 2010

### **I – Labour market policies**

#### **Training**

The two European social partners will finalise their joint project on "Temporary Work Agencies' contribution to transitions in the EU labour market: The example of vocational training" and ensure the dissemination of the findings. They will have a discussion on the needed next steps and follow up on key topics (e.g. assessment tools of provided training programmes).

#### **EU employment strategy**

Eurociett and UNI Europa will debate on the initiative launched by the European Commission entitled "New skills for new jobs: Anticipating and matching labour market and skills needs" and discuss its potential impact on the TAW sector, with a special reference to the outcomes of their 2008 joint project on vocational training (see above).

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 the Renewed Social Agenda, Flexicurity and Active Labour Market Policies or Youth employment.

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

#### **Promoting National Social Dialogue**

The European social partners envisage:

- A. Holding one or two roundtables in the year 2009 in Bulgaria, Romania and/or Turkey 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 the affiliates on the latest developments regarding national sectoral social dialogue.
- C. If possible, jointly comment the outcome of the European Commission's consultation on "the functioning of the sectoral committees and the pursuit of their activities in the different sectors".

### **II - Joint project on cross border activities within temporary agency work**

Eurociett and UNI-Europa will work on the implementation of the project "Setting up a European Observatory on cross border activities within temporary agency work", for which a grant was received from the European Commission. 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.

Actions to be organised as part of the project include:

- A. An independent research to analyse cross border movement of temporary agency workers and the impact and implementation of the EU Directive on Posting of Workers;
- B. The setting up of a European Observatory on cross border activities within temporary agency work;
- C. The organisation of a 1 day pan-European conference to disseminate the results of the research.

As part of this project, Eurociett and UNI-Europa will devote a special attention to the implementation of the Posting of Workers Directive (96/71/EC), and if possible, will adopt a joint contribution vis-à-vis the European institutions.

The project will also cover 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.

### **III – 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 overall economic situation in order to assess the link between the economic downturn and the TAW market.

### **IV – TAW regulation**

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

- A. The European social partners will follow up the implementation process at national level of the newly adopted directive and identify means of joint actions to promote its implementation through national and/or sectoral social partners at EU or Member States' level.
- B. The EU social partners are also willing to contribute to the drafting of the implementation guide that the European Commission is to publish in 2009.

#### **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 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 (for non EU members) and as a way to promote decent work.

### **V – Review**

The implementation of this work programme will be assessed by the social partners during the last SSDC meeting of 2009. It will be reviewed by the end of 2009 in order to be adapted for 2010 if needed.

Brussels, 3 February 2009