

Joint Eurociett/UNI Europa recommendations on temporary agency work facilitating transitions in the labour market

Brussels, 19 December 2012

In view of the results of the report “Temporary Agency Work and transitions in the labour market”, Eurociett and UNI Europa, the European social partners in the temporary agency work (TAW) sector, put forward their joint recommendations:

1. Eurociett and UNI Europa draw attention to the need to achieve appropriate regulation on TAW in order to enable smoother transitions in the labour market. In this respect, the two key components of the Directive on temporary agency work (2008/104/EC) should be taken into account: the principle of equal treatment (art. 5) and the review of prohibitions and restrictions on temporary agency work (art.4).
The improvement in the minimum protection for temporary agency workers should be accompanied by a review of any restrictions or prohibitions, which may have been imposed on temporary agency work. These may be justified only on grounds of the general interest regarding, in particular the protection on workers, the requirements of safety and health at work and the need to ensure that the labour market functions properly and abuses are prevented¹.
To this end, Eurociett and UNI Europa call for the complete and correct implementation of the Directive on temporary agency work to ensure the attainment of an efficient legal framework that empowers TAW to contribute to job creation and to participation and integration in the labour market.
2. Eurociett and UNI Europa encourage sound social dialogue as a meaningful way to support transitions of agency workers. Where social partners engage in constructive dialogue, setting an appropriate framework, they have been successful in creating innovative and valuable initiatives to enhance agency workers’ employability and portability of their rights. The establishment of bipartite funds for vocational training, pensions, health insurance and/or additional social benefits can support this goal and therefore should be encouraged if compatible with the national social model.
3. Eurociett and UNI Europa recommend effective cooperation among public, private and third-sector employment services to improve access for jobseekers into the labour market, therefore facilitating transitions from unemployment to work. EU initiatives such as PARES (Partnerships between employment services) and EURES (job mobility) should be used to promote such cooperation.
4. Eurociett and UNI Europa call for more research to be carried out on the stepping-stone function of TAW, particularly differentiating its contribution from other non-traditional forms of employment.
 - a. Further research and data collection could be done with the support of the EU, Eurofound, or other appropriate organisation regarding the effect of TAW on labour market participation.
 - b. When assessing the role of TAW in fostering transitions, research should acknowledge the diversity of profiles of agency workers and the variety of their

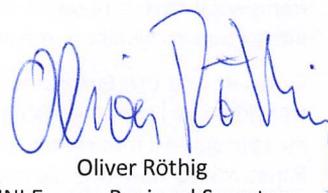
¹ Recital 18 of the Directive on temporary agency work.

motivations and expectations. There may be situations when agency worker is not looking for permanent employment: for example, students taking a summer job are not interested in open-ended contracts, nor agency workers already employed under permanent contract by the agency. The statistics should reflect these cases showing the percentage of people who choose temporary agency contracts themselves.

5. Eurociett and UNI Europa emphasise that temporary agency workers should be on an equal footing with other non-traditional forms of work in terms of access to social protection and with regards to social charges.
6. Eurociett and UNI Europa invite governments to involve the sectoral social partners in the implementation of active labour market policies; taking advantage of their expertise on transitions will be instrumental for the success of programmes designed to increase labour market participation.
7. Eurociett and UNI Europa call for the promotion and exchange of further best practices of initiatives that foster effective transitions for agency workers.



Annemarie Muntz
Eurociett President



Oliver Röthig
UNI Europa Regional Secretary