

Sector Temporary Agency Work

SOCIAL DIALOGUE

Some industrialized countries' legislation legalizes profit-oriented private employment agencies, treats them as any other business and, therefore, their employers and workers are covered under general labour legislation. This simplifies regulation of private employment agencies, especially where strong trade unions exist, having secured the working conditions of the employees through collective agreements. Social dialogue in the temporary agency work sector has operated at EU level since the European Commission established a sectoral social dialogue committee in 2000, with UNI-Europa and Eurociett as its representative social partners.



A Memorandum of Understanding between CIETT Corporate Members and UNI Global Union on Temporary Agency Work was signed in October 2008, aimed at promoting fair conditions for the temporary agency work industry and for temporary agency workers through global social dialogue. It recognizes the importance of the Private Employment Agencies Convention, 1997 (No. 181) and the Private Employment Agencies Recommendation, 1997 (No. 188), and of the ILO Declaration on Fundamental Principles and Rights at Work in achieving this.

The European Council Directive 2008/104/EC of 19 November 2008 on temporary agency work contains specific provisions on representation of temporary workers (but confirms their ambiguous situation as user-company and/or temporary agency workers) and its Article 7 provides greater opportunities for social dialogue on their behalf.

Links for further information

- The European Council Directive 2008/104/EC of 19 November 2008 on temporary agency work
http://www.ilo.org/pubcgi/links_ext.pl?http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2008:327:0009:0014:EN:PDF