

# Temporary agency work

### SOCIAL PROTECTION

Several international-level policy statements have highlighted issues surrounding social protection for temporary workers. For example, the June 2009 Global Jobs Pact refers to "providing adequate [social protection] coverage for temporary and non-regular workers." (p. 6, paragraph 12) The Memorandum of Understanding between CIETT Corporate Members and UNI Global Union on Temporary Agency Work calls for "Work with the national governments to provide adequate and continuous social protection for temporary agency workers as well as subsistence payments provided for by safety nets after assignments".

These two statements indicate that significant problems exist with regard to temporary agency workers' security in the event of unemployment, sickness or maternity and old-age, disability and other benefits.

However, the Private Employment Agencies Convention, 1997 (No.181) requires member States to "take adequate measures to ensure protection for the workers employed by private employment agencies" in relation to statutory social security benefits; occupational safety and health; compensation in case of occupational accidents or diseases; compensation in case of insolvency and protection of workers claims; maternity protection and benefits, and parental protection and benefits. It also calls on them to determine and allocate the respective responsibilities of private employment agencies and user enterprises on these social protection issues. Similarly, the European Council Directive on temporary agency work aims "to ensure the protection of temporary agency workers and to improve the quality of temporary agency work by ensuring that the principle of equal treatment" is applied.

Links for further information:

- [The European Council Directive 2008/104/EC of 19 November 2008 on temporary agency work](#)
- [Memorandum of Understanding between CIETT Corporate Members and UNI Global Union on Temporary Agency Work](#) (24 October 2008)