

FOR IMMEDIATE RELEASE

**Eurociett and UNI-Europa agree joint declaration  
on the draft Directive on working conditions for temporary agency workers**

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Eurociett and UNI-Europa - the European social partners for the temporary agency work sector - have reached an agreement on a joint declaration on the draft directive on working conditions for temporary agency workers.

Both Eurociett and UNI-Europa hope that the EU Council, Commission and European Parliament will take this joint declaration into account in their forthcoming discussions on the Directive.

The joint declaration, which reconciles the interests of the social partners of the sector, should be seen as a balanced and integral deal, and taken as a package, each article complementing each other.

The key points of the joint declaration are as follows:

- The agreement recognises the positive role that temporary agency work can play in the labour market today, contributing to the implementation of active labour market policies, and meeting the requirements of the Lisbon strategy.
- The agreement recognises the principle of equal treatment from day 1 for temporary agency workers, with possible derogations (such as a qualifying period) to be agreed upon by national representative social partners, highlighting the need to find an implementation that is adapted to the national context.
- The text clearly improves the current draft directive by providing two definitions for the comparability of workers, extending the comparison of the working and employment conditions to those workers doing the same or similar job in the user company.
- The deal equally underlines the necessity to review on a regular basis restrictions imposed on temporary agency work, and the subsequent lifting of those deemed outdated or unjustified. On the other hand, it recognises the necessity of certain restrictions to prevent potential abuses. At the same time, it clarifies that temporary agency work fulfils specific needs and complements other forms of employment.
- Both European social partners agree that temporary agency workers should not replace workers on strike.
- The Directive on working conditions for temporary agency workers must be linked to other existing directives dealing with the industry, such as the Posting of Workers Directive, which must be subject to a better and more effective enforcement and implementation.

Annemarie Muntz, Eurociett President, says: *"The agreement reached by Eurociett and UNI-Europa is the fruit of a constructive dialogue between responsible social partners of a significant and developing industry. We hope that it will help to push the current process forward. We are now calling on the EU institutions to take full account of the content of the joint declaration, when discussing the draft Temporary Agency Work Directive, in order to reach an agreement as soon as possible. Such an agreement will bolster the full potential temporary agency work can provide to a more efficient European labour market."*

Bernadette Ségol, UNI-Europa General Secretary, says: *"It is the first time that European social partners agree on the principle of equal treatment from day one. It is now urgent that the EU institutions finally agree on a directive on TAW to protect the interest of workers. The text agreed by Eurociett and UNI-Europa must be taken into consideration as a whole in the decision making process as it constitutes a fair regulation for both industry and workers."*

### ***About Eurociett***

Eurociett is the only association representing temporary agency work businesses at large [brings together 26 national federations] and in its diversity [uniting seven of the largest multinational staffing companies as well as tens of thousands of SMEs]. It is recognised as such by the EU institutions as well as by key European stakeholders [e.g. ETUC, BusinessEurope, NGOs].

Eurociett members consist of private companies operating in the following HR fields: temporary agency work, permanent recruitment, interim management, executive search, outplacement and training.

Eurociett promotes the contribution of millions of agency workers to our economy. Representing a well-regulated industry, members of Eurociett refuse to compete to the expenses of workers' rights and work hand-in-hand with governments to fight illegal work and social dumping.

Through their network of 30,000 branches and their 250,000 permanent employees, Eurociett members employ 3.3 million agency workers [full time equivalent] on a daily basis.

### ***About UNI-Europa***

With seven million members from 330 trade unions, UNI-Europa is a major player in the European trade union movement, representing workers - in services and communication. UNI-Europa wants European integration where people, not markets, come first, a Europe that respects social justice and democracy. We believe in the European social model including dialogue with employers and governments. We demand sustainable growth and full employment. UNI-Europa is member of the European Trade Union Confederation.

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