

The EU Sectoral Social Dialogue on temporary agency work we want

Joint Work Programme 2025 - 2027

16 December 2024

1. The Sectoral Social Dialogue we want – focusing on outcomes

1. In November 2024, the World Employment Confederation-Europe (WEC-Europe) and UNI Europa Agency Workers, the EU Sectoral Social Partners for temporary agency work, adopted a new joint work programme for 2025 to 2027.
2. This Work Programme builds on the long-standing and constructive EU Sectoral Social Dialogue on temporary agency work. Examples of EU Sectoral Social Dialogue outcomes during the previous work programme have been a strategic project on 'Social Innovation in the Temporary Agency Work Industry' and 'Capacity Building'. Joint recommendations have, for example, been adopted on 'Social Innovation in the Temporary Agency Work Industry' and on 'Dynamic, Inclusive and Resilient Labour Markets.'
3. The Sectoral Social Dialogue Work Programme was adopted in November 2024, six months after the European Parliament elections and five months after Ursula von der Leyen's election as President of the European Commission for 2024 to 2029 and the presentation of her Political Guidelines, which the EU Sectoral Social Partners welcome.
4. The new Work Programme takes a new and innovative approach by focusing on EU Sectoral Social Dialogue outcomes for the sector rather than just listing activities. It is guided by the theme 'The EU Sectoral Social Dialogue We Want,' which shall contribute to better labour market outcomes for all.

2. Sectoral Social Dialogue Outcome: Appropriate agency work regulation

1. WEC-Europe and UNI Europa Agency Workers note that the EU Directive on Temporary Agency Work has served as the main European regulatory framework for temporary agency work since its adoption in 2008 and its transposition into national law in 2011. The social partners would like in this Work Programme to discuss further the implementation and transposition as well as the enforcement of the EU Directive on Temporary Agency Work.
2. During the EU Sectoral Social Dialogue meetings, WEC-Europe and UNI Europa Agency Workers will hold a strategic discussion at least once a year on national regulatory developments linked to the Directive on Temporary Agency Work. These debates will contribute (as an outcome) to joint fact-finding and a common understanding of the role of diverse forms of work in the labour market.

3. To reach the strategic outcome of appropriate agency work regulation, WEC-Europe and UNI Europa Agency Workers will continue to monitor essential and relevant court cases of the EU Court of Justice and hold as an outcome strategic discussions on judgments published that lead to shared views on the latter.
4. Sectoral Social Partners will work to achieve a convergence of views on developments and challenges linked to the transposition of the Directive on digital labour platforms. This will be done through regular exchanges at the meetings, (joint) presentations of national sectoral social partners, and the invitation of experts to the meetings. Appropriate regulation is essential for the agency work industry but equally important for providing services that are similar to agency work.
5. WEC-Europe and UNI Europa Agency Workers commit to adopting a joint recommendation on appropriate and enabling agency work regulation during the period of this social dialogue work programme.

3. Sectoral Social Dialogue Outcome: Enabling employment policies that enhance labour market participation and tackle labour market challenges

1. WEC-Europe and UNI Europa Agency Workers agree that alongside appropriate regulation, labour markets in Europe are facing important challenges, mainly linked to skills and labour shortages, labour market participation, adequate social protection for all, including people in diverse forms of work and managing the digital and green transitions.
2. EU Sectoral Social Partners will continue to work on strengthening the agency work sector's role as a social innovation and social justice fabric. This will include capacity-building activities and joint presentations of important social dialogue outcomes (new collective labour agreements signed, new initiatives on training or social protection).
3. UNI Europa Agency Workers and WEC-Europe will produce a yearly updated overview of sectoral social dialogue practices and publish it on their websites. As an outcome of the EU Sectoral Social Dialogue on temporary agency work, WEC-Europe and UNI Europa Agency Workers will ask the European Commission to publish the overview on the Sectoral Social Dialogue website of DG Employment.
4. WEC-Europe and UNI Europa Agency Workers will jointly request and secure a meeting with the EU Commissioner for Jobs and Social Rights in the first half of the incoming European Commission's mandate to discuss the new Commission's priorities in the area of employment and social affairs.
5. Under this EU Sectoral Social Dialogue Work Programme, the EU Sectoral Social Partners for temporary agency work will adopt at least two sets of joint recommendations linked to EU employment and social policies, addressing labour market participation, skills, or social protection for all.

4. Conducting Sectoral Social Partners Joint Projects linked to the EU agenda

Joint projects conducted by WEC-Europe and UNI Europa Agency Workers have always been an essential pillar of the EU Sectoral Social Dialogue on temporary agency work. They are designed to contribute to EU employment and social policies and to strengthen the role and involvement of social partners and their collective bargaining capacity, thereby constituting an essential pillar of EU Sectoral Social Dialogue Outcomes.

1. **Based on the Work Programme 2022 – 2024, WEC-Europe and UNI Europa Agency Workers are engaged in a capacity-building project** funded under the European Commission budget line for the sectoral social dialogue. The project aims to strengthen the capacity of sectoral social partners at the national level to develop innovative solutions in the areas of working, learning, and social protection. The project is still ongoing until the end of 2025, and two main project activities will fall under the new work programme, namely the organisation of a second capacity-building workshop and a closing conference. Project outcomes will also be made publicly available. WEC-Europe and UNI Europa Agency Workers will adopt, at the end of the project, a set of joint recommendations on capacity building for sectoral social partners in the temporary agency work sector.
2. **In 2026, WEC-Europe and UNI Europa Agency Workers will submit an application for a new joint project on labour mobility and the cross-border provision of agency work services.** Labour mobility and the cross-border provision of services involve complex legal issues due to the inter-relation of the Directive on Posting of Workers and the EU Directive on temporary agency work. However, it also includes essential economic and social aspects, providing opportunities for workers to work abroad and allowing companies to meet economic demand. Fair mobility and cross-border provision of services are essential to protect agency workers and ensure compliance and a level playing field.

The joint project will include four main components, which are all instrumental in reaching the project's desired outcome of a better understanding of labour mobility and cross-border provision of services in the temporary agency work industry:

- I. A study on the mobility of agency workers in the EU single market and the cross-border provision of services. This study needs to include a chapter on the legal realities and a section on the economic dimension of labour mobility. It should be drafted concisely, targeted, and not exceed 50 pages.

As part of the study and in cooperation with the respective national sectoral social partners, WEC-Europe and UNI Europa Agency Workers will conduct with the external contractor an assessment of the single national websites on the posting of workers to discuss benefits and current weaknesses of these websites with the view to improve the websites in the future.

- II. An interactive workshop with the contracting research team and the European and national sectoral social partners for temporary agency work. The workshop will be designed to enrich the study and be used to present national sectoral social partner practices on labour mobility of temporary agency workers and the cross-border provision of services.
- III. A closing European conference with social partners, mobility experts, and EU policymakers to present, discuss, and disseminate the joint project's findings.

- IV. WEC-Europe and UNI Europa Agency Workers will adopt joint recommendations based on the project discussion and research to ensure adequate and fair labour mobility and cross-border provision of agency work services.

WEC-Europe and UNI Europa Agency Workers recall that the sectoral social partners conducted a related project on temporary agency work in 2009 and 2010. Around 15 years later, and since the adoption of new EU Directives on the mobility of agency workers and the cross-border provision of services, WEC-Europe and UNI Europa Agency Workers consider it essential to devote renewed attention to the topic. Since the last project was conducted, the European Labour Authority has been established as a critical, new actor which aims to contribute to the objective of ensuring fair labour mobility across the Union and assist Member States and the Commission in the coordination of social security systems within the Union.¹ Where appropriate and relevant, experts from the European Labour Authority shall be invited and involved in activities conducted under the joint project.

5. Adoption of the Work Programme and Review Clause

This sectoral social dialogue work programme was adopted by the Sectoral Social Partners for temporary agency work during the plenary meeting of 17 October 2024 for three years. The Sectoral Social Partners will review it in H1/2026 and adopt amendments where necessary.

Brussels, 16 December 2024

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¹ Regulation establishing the European Labour Authority, Article 2