

The Work We Want

Social Dialogue for the Europe We Want

Agency Work is the only form of flexible work that is organised as a sector and for which sectoral collective bargaining has been established in several European countries. Collective bargaining may cover pay and working conditions of the agency workers, access to training, social protection and complementary benefits.

76% of the WEC member countries have some form of social dialogue between the agency work sector and the trade unions

46% of the surveyed countries, especially in Europe, engage in sectoral collective bargaining. Bipartite sectoral funds are predominant in some western European countries and focus on training, health and safety and additional rights and benefits.

How the agency work industry engages in social dialogue

- The agency work industry contributes to constructive sectoral social dialogue through the following four channels and in accordance with national law and practice:
- Social Dialogue is used in many countries to settle pay and working conditions of agency workers in line with the principles of equal treatment and equal pay as provided by the EU Directive on temporary agency work
- Bipartite funds are providing additional rights and improved working conditions for agency workers, enabling access to training, social protection and benefits, and health and safety.
- Social Dialogue in the agency work industry plays an important role in ensuring compliance and enforcement of rights for agency workers
- WEC-Europe and UNI-Europa are EU Social Partners for temporary agency work, conducting joint projects and concluding joint recommendations, contributing to EU policies.

Helping to Create a Labour Markets that Work for All

World Employment Confederation-Europe

The World Employment Confederation-Europe is the voice of the recruitment and employment industry at European level. It brings together national federations and corporations covering a wide range of HR services, including agency work, direct recruitment, career management, Recruitment Process Outsourcing (RPO) and Managed Service Provision (MSP).

WEC-Europe is part of the World Employment Confederation.