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# TAW

EER SEER Skopje  
2011.09.22

## **Introduction**

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Precarious work  
Common demand EMF

Flexibility

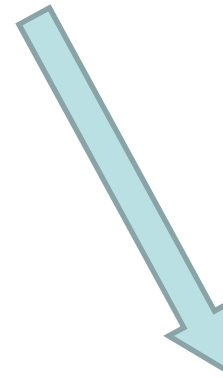
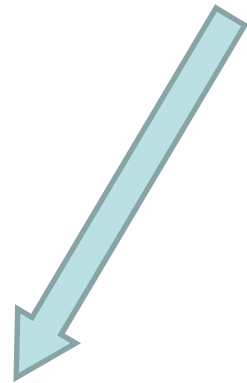
Temporary work

Temp Agency Work





**Flexibility: *Definitions***  
**Fleksibilnost: *Definicije***



**Company - Kompanija**  
**Internal flexibility**  
**Interna fleksibilnost**

**Company - Kompanija**  
**External flexibility**  
**Eksterna fleksibilnost**





## Flexibility: *Definitions*

### Internal flexibility

#### Time flexibility

- Temper unemployment
- Overtime per week, per ...
- Year working time
- Time saving

#### Contract flexibility

- Trial period
- Fixed-term contract /
- fixed project contract
- (termination) open ended/permanent contract

### External flexibility

Subcontracting, outsourcing  
Network enterprises

False self-employed  
Informal economy

Temper agency work

Posting of workers





# Scheme / Definitions

Temporary Agency Worker  
**TAW**

Registration/intention  
Mediation/placement  
Employment **contract(s)**  
- Fixed duration  
- **Temporary employment**

**Execution work**  
Protection H&S etc.

Temporary Work Agency  
**TWA**

Commercial contract

**User**  
Undertaking firm

**Licence?**

**Social dialogue?**

**Authorisation?**

Trade Union





*Congratulations !*

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**EMF record: 100 % response !**

