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# Discussion and conclusion

TAW

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## **Facts**

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**2 problems, questions TAW  
Other problems?**

**TAW a priority?**

**Strategy**

**Implementation, follow up?**

**Declaration?**





## Facts

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EE

TAW regulated by law

TU not involved

- legally: not foreseen in procedures
- trade union practices: workers not organised





## **FACTS**

### **SEE**

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Regulated by law in Romania, Macedonia, Croatia  
*Legislative work starting, ongoing in Montenegro, Bulgaria*  
*No regulation in Kosovo, BiH, Serbia*

No data, view on practice (while MN TWA are present everywhere)

In some countries TAW = marginal form of employment because of

- crisis and unemployment
- sufficient other (internal) forms of contract flexibility.

TU not involved

- legally: not foreseen in procedures
- trade union practices: workers not organised





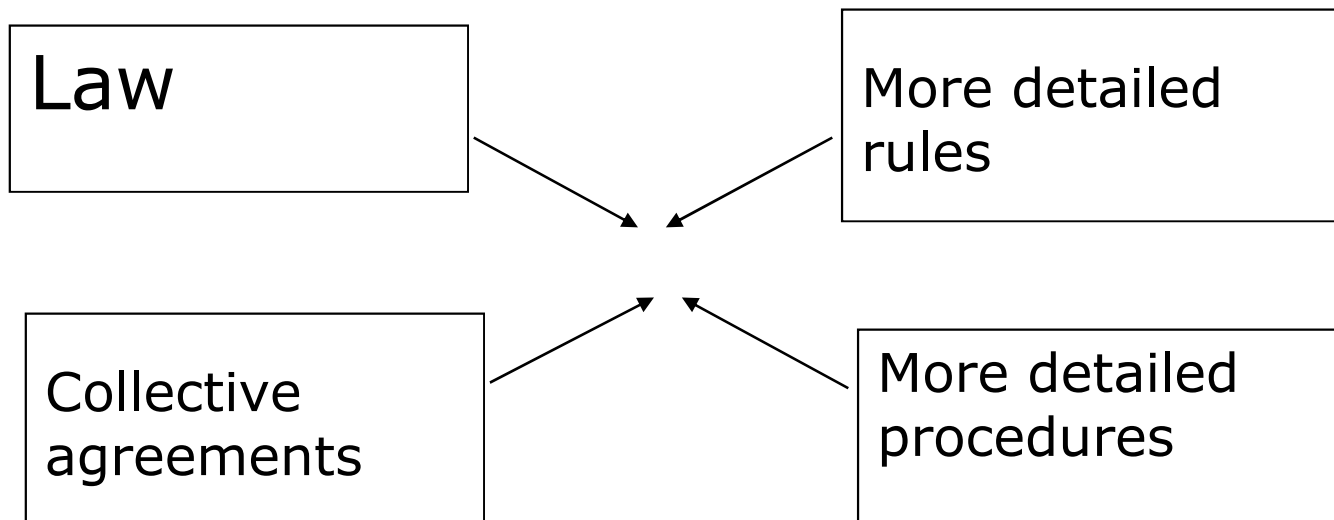
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## Questions

Even if regulated in accordance with EU directive;  
at least **2 problems, questions**



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1. How to improve the **Working conditions** of the
- permanent workers
  - TAWorkers





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## 2. How to **Control: instruments?**

- labour inspection

- trade union

  - Role in procedure

  - Representatives (organising TAWorkers)?

  - Means (TU representatives & staff)?





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**Other problems TAW?**







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**TAW a priority?**





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**Strategy** (actual discussions labour law)?

**Pressure?**

**Common interests agencies and TU?**





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# Implementation, follow up?

## *Declaration?*

*Question for the next day:*

*Why did we miss the opportunity to give more influence to the TU to defend the workers employed by TWA and to protect the workers in the user companies?*

*What are the lessons, also useful in other domains?*

