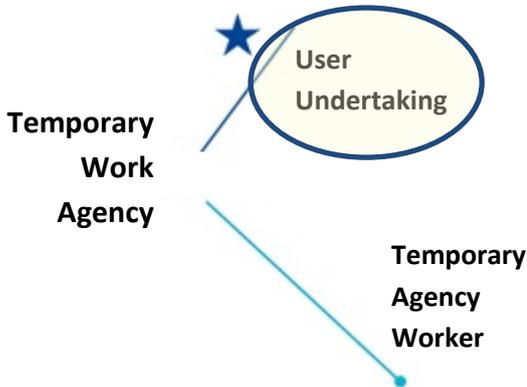


User Undertaking

Safe and healthy work for temporary jobs



Temporary agency workers are afforded, as regards safety and health at work, the same level of protection as that of other workers in the user undertaking

Integrate a Temporary Agency Worker

In the European labor market, 25.8 million people are temporary workers. Improve the working conditions of temporary workers it is a major challenge for workers and users undertaking:

efficiency, quality, attractiveness, social climate, health at work. This challenge needs that each partner is aware of his responsibilities and does his part in this triangular relationship the agency workers, temporary work agency and user undertaking.

Stakes of a good integration

For the temporary agency worker

Better involvement and better increase of skills
Better sense of belonging so less high-risk behavior

For the user undertaking

Decrease of accident costs
Quicker self-sufficiency for the temporary worker and better quality of work
Enhancement of brand image
Better transmission of prevention's culture

Basic working and employment conditions of Temporary agency workers shall be, for the duration of their assignment, at least those that would apply if they had been recruited directly by undertaking to occupy the same job



The health and safety at work firstly go through the respect of fundamental principles: nondiscrimination between temporary and permanent workers. It can not only prevent psychosocial risks but also physical risks as they're linked.

1 Cooperate with Temporary Work Agencies

Temporary agency workers have two interlocutors, in the user undertaking and in the Temporary work agency, from which to take orders, in charge of their safety and health, responsible for their health and safety.

- Exchange of information about safety, health, specific risks, health surveillance, job features before the temporary agency worker's assignment and as often as necessary
- Exchange on modifications of job or workplace conditions, on difficulties
- Definition of each responsibilities about Temporary agency worker's training

2 Improve prevention of occupational risks

Users undertaking have the duty to ensure the safety and the health of Temporary agency workers in every aspect related to work

- Anticipation of the use of temporary agency workers
- Respect general principles of prevention
- Make risks assessment
- Take in consideration temporary agency worker's specific risks (Psychosocial risks and travelling/accommodation conditions)
- Give information to temporary agency worker about the workplace conditions before their assignment
- Provide OSH training related to the workplace and specific risks of job
- Provide specific personal protection equipment
- Notify of occupational accidents and diseases to the authorities

Temporary workers are part of the workers community



There always were a link among social dialogue and health and safety at work. The taking into account of health and safety at work cannot progress without the framework of a concerted approach between the actors, therefore of a true dialogue.



GOOD PRACTICES OF PREVENTION

The context of work of Temporary agency workers generates various factors which affect their work conditions and several reasons explain their higher vulnerability: sequence of short contracts, painfulness and working rhythm, often less secured population, lack of knowledge and training of workplaces and processes, tasks given to the Temporary agency workers often among the most dangerous.

- ❖ **Anticipate occupational training of the Temporary agency workers by a close partnership with the Temporary work agencies,**
- ❖ **Invite the Temporary agency worker in the community of permanent employees,**
- ❖ **Organize technical and safety training related to jobs,**
- ❖ **Identify resource persons for the Temporary agency worker,**
- ❖ **Reserve a warm welcome for the Temporary agency worker,**
- ❖ **Prepare and organize the Temporary agency worker's job,**
- ❖ **Guide the exercise of occupational activity and use the tutelage.**

LEGAL FRAMEWORK

- Directive 1989/391/EEC, OSH "Framework Directive" of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work.
- Directive 1991/383/EEC of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship.
- Directive 1996/71/EEC of 16 December 1996 concerning the posting of workers in the framework of the provision of services.
- Directive 2008/104/EC of 19 November 2008 on temporary agency work.
- Directive 2014/67/EU of 15 May 2014 on the enforcement of directive 96/71/EC concerning the posted of workers in the framework of the provision of services.

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