

I.R.4TEMP

The Collective Bargaining and Representativeness of temporary workers in Europe.
*Development and reinforcement of Industrial Relations Systems
in response to changes in the European labour market*
VS/2014/0543

WP2 – DESK RESEARCH

OVERVIEW REPORT

PART ONE

DATA

Eurostat definition of Temporary employment: a “*work under a fixed-term contract, as against permanent work where there is no end-date. A job may be considered temporary employment (and its holder a temporary employee) if both employer and employee agree that its end is decided by objective rules (usually written down in a work contract of limited life). These rules can be a specific date, the end of a task, or the return of another employee who has been temporarily replaced. (people in seasonal employment; people engaged first by an agency or employment exchange and then hired to a third party to do a specific task - unless there is a written work contract of unlimited life; people with specific training contracts; etc)*”.

LEGENDA

2008

2013

2014

PLEASE NOTE

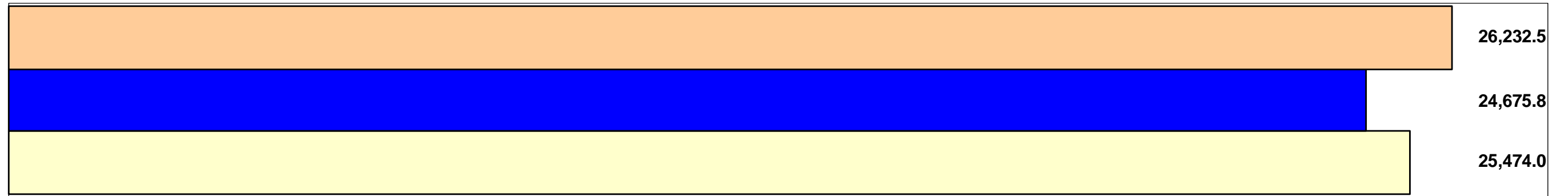
The unit of following data is thousand (except where otherwise noted)

Source

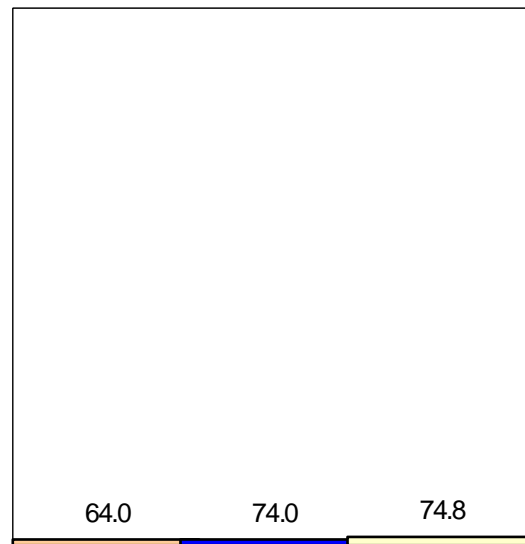
Eurostat: Labour Force Survey: <http://ec.europa.eu/eurostat/data/database> - Database by Theme – population and social conditions – Labour market – Employment and unemployment – LFS series Detailed annual survey results (lfsa) – Temporary employment

TOTAL NUMBER OF TEMPORARY EMPLOYEES

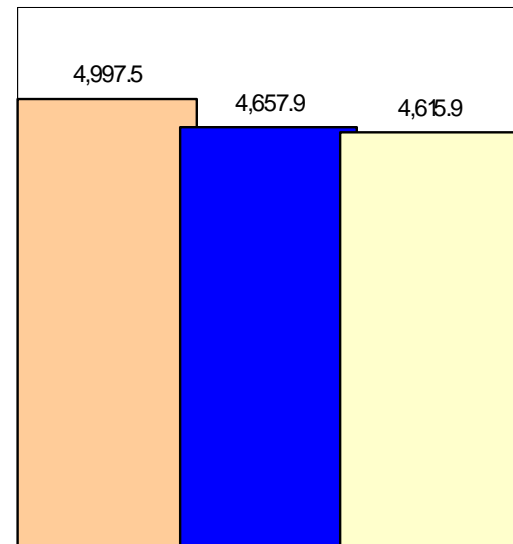
EU28



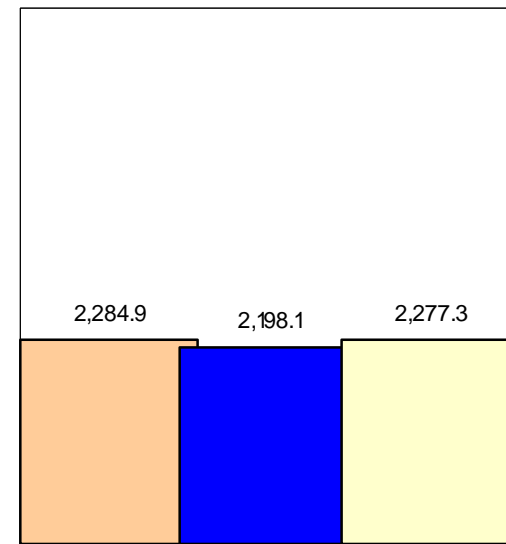
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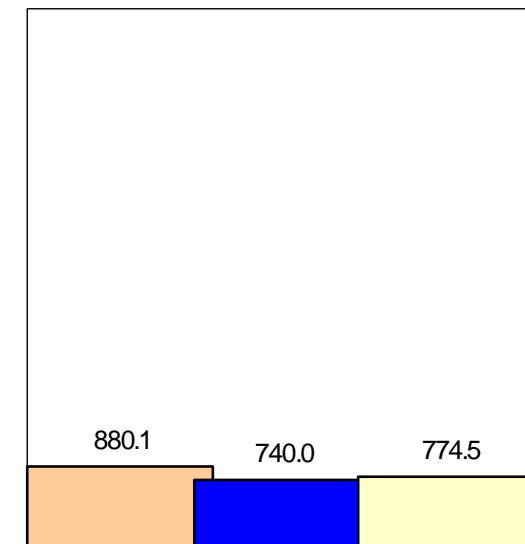
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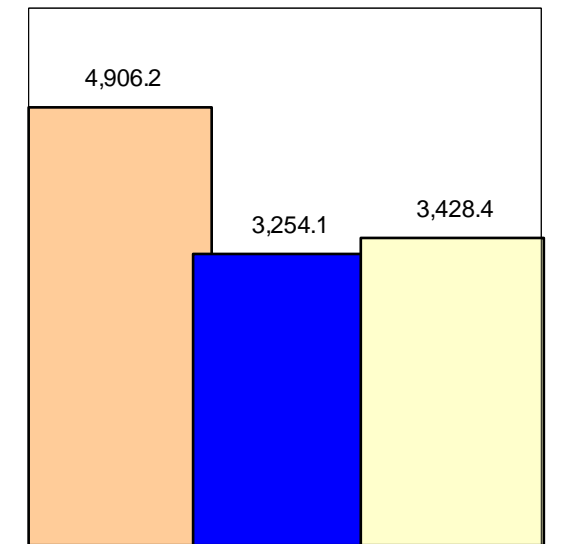
ITALY



PORTUGAL

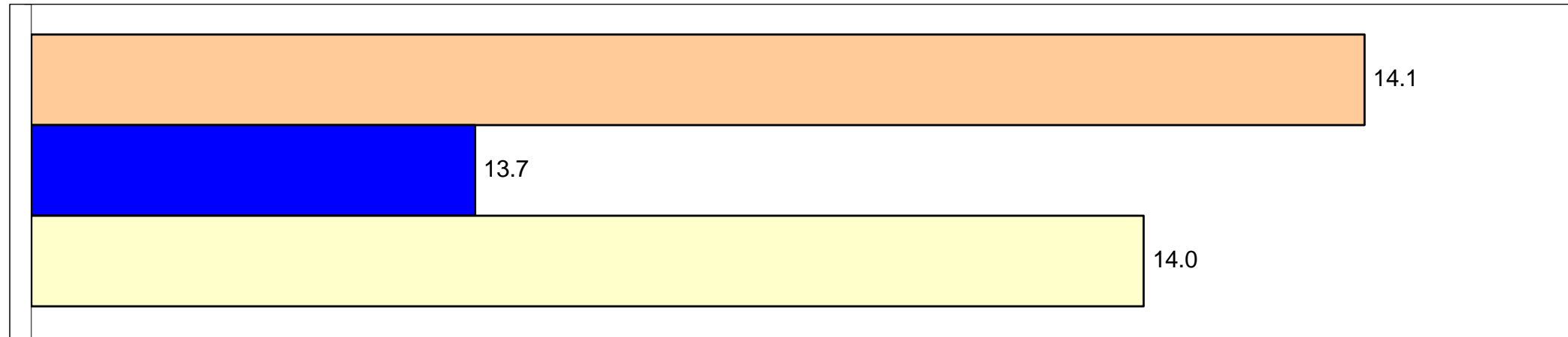


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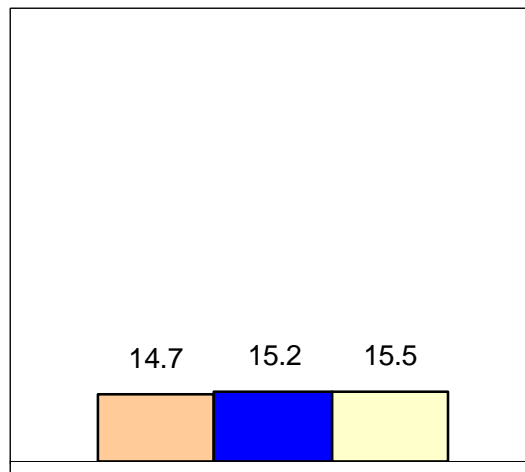


TEMPORARY EMPLOYEES AS PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES (%)

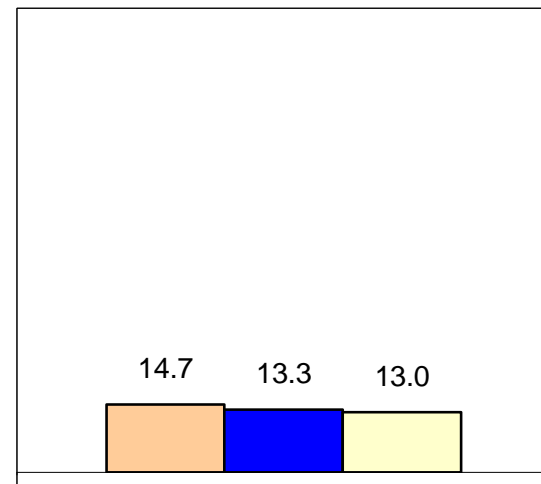
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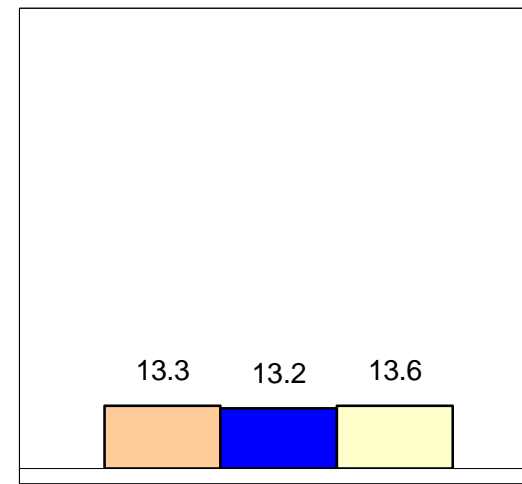
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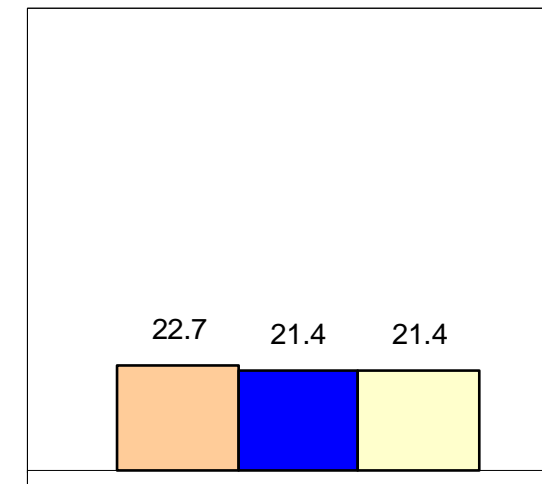
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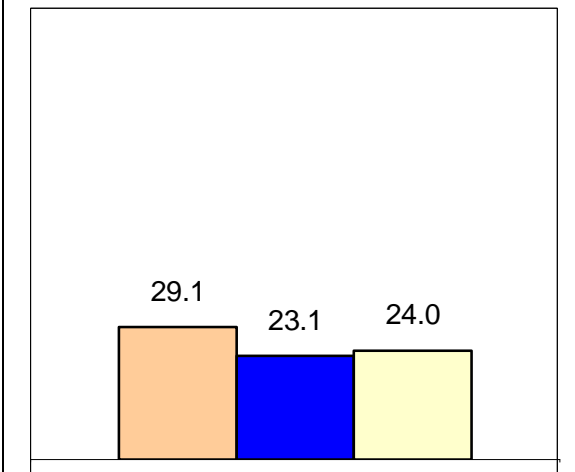
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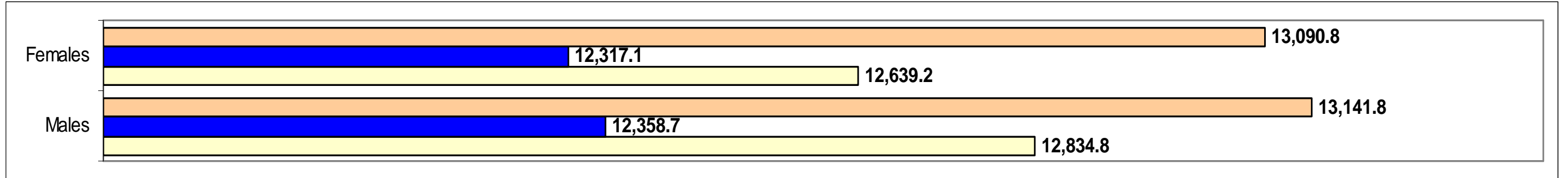


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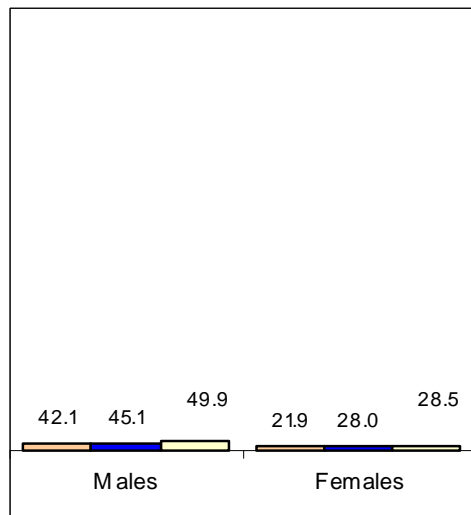


TEMPORARY EMPLOYEES BY SEX

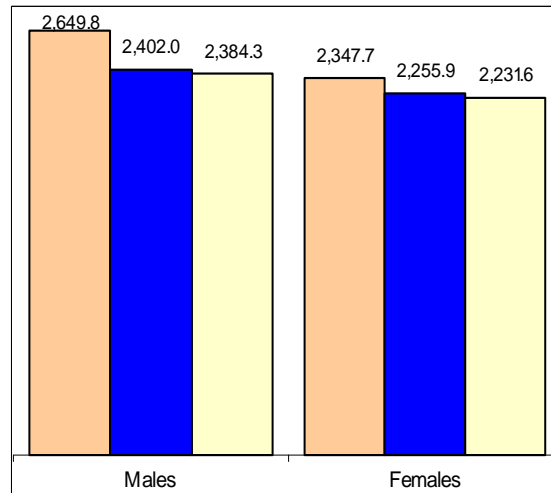
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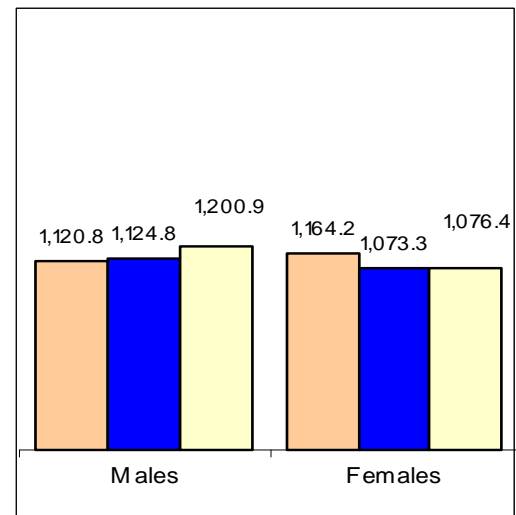
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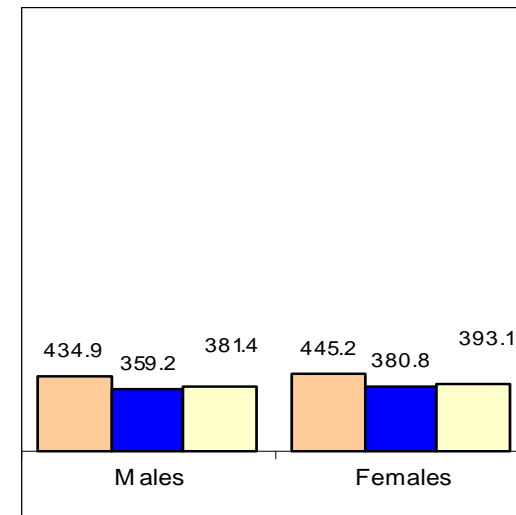
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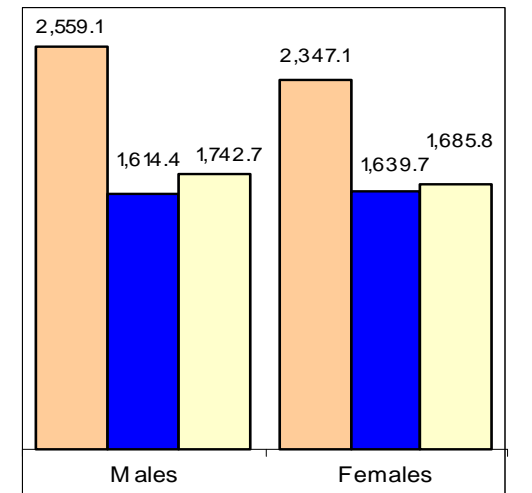
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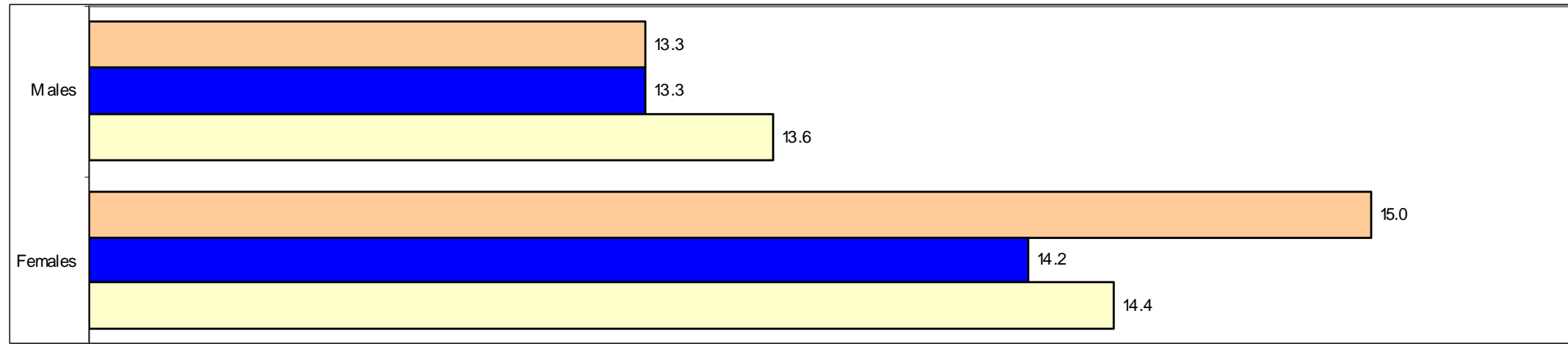


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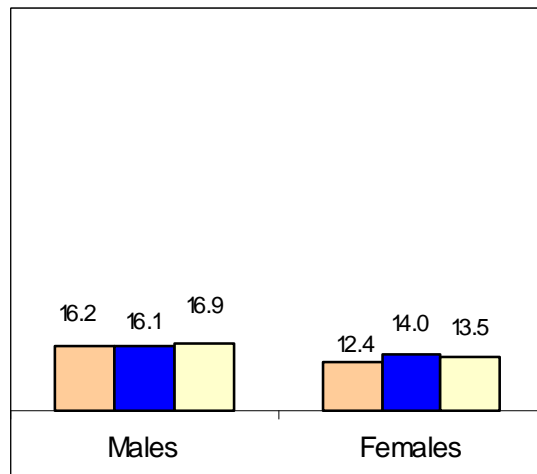


TEMPORARY EMPLOYEES AS PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES BY SEX (%)

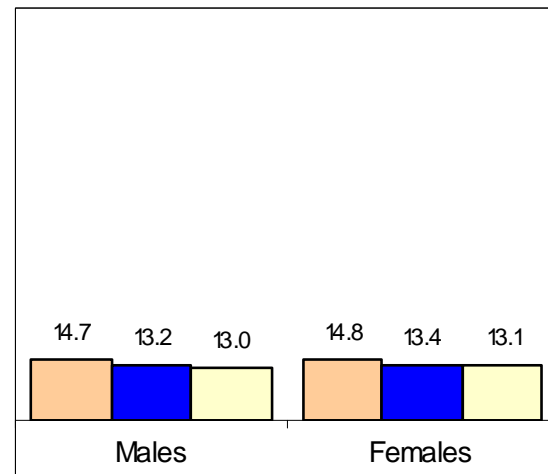
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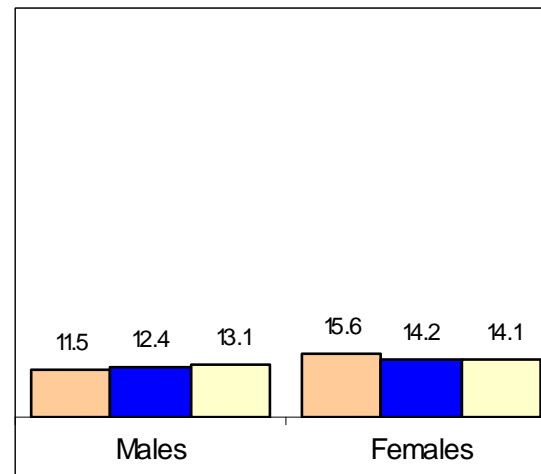
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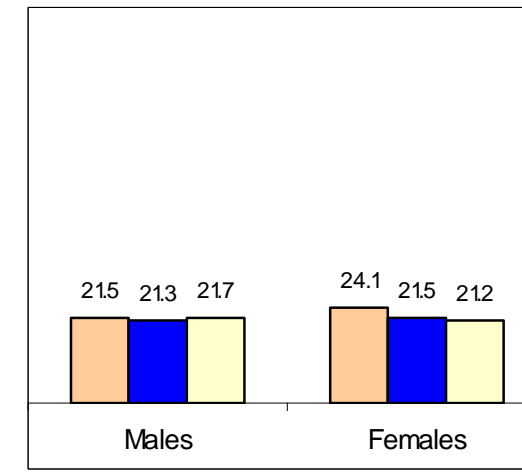
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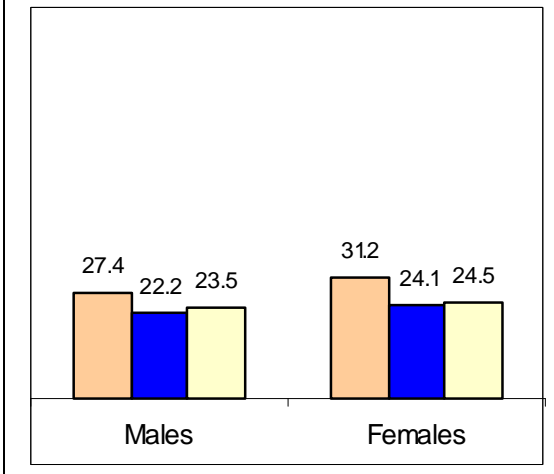
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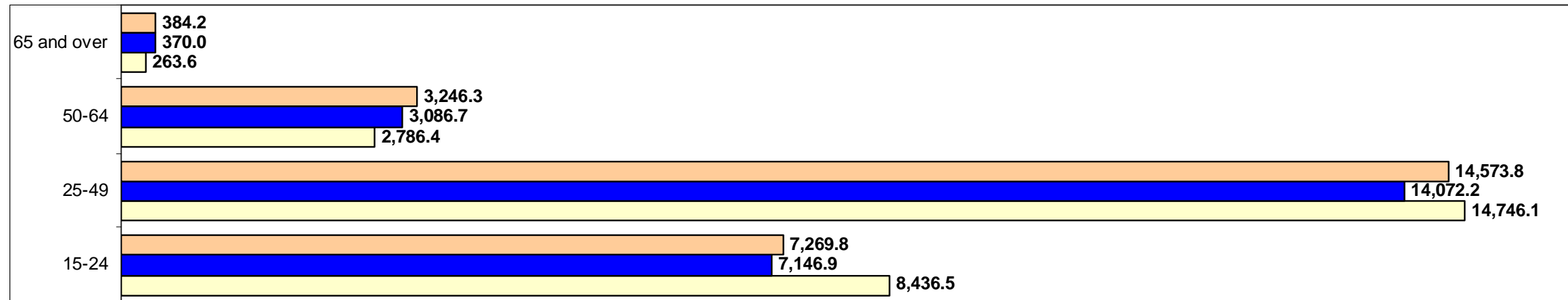


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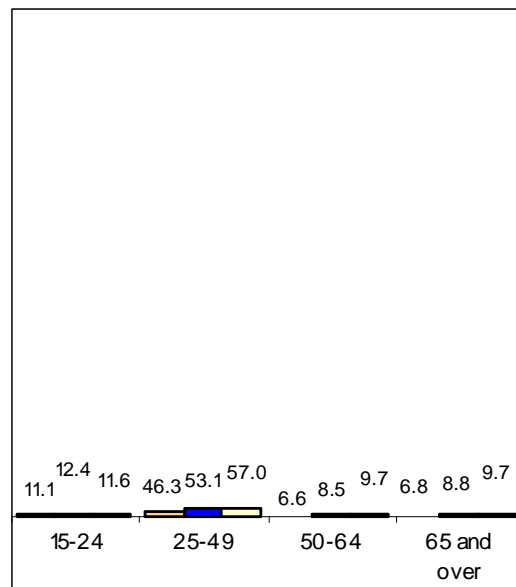


TEMPORARY EMPLOYEES BY AGE

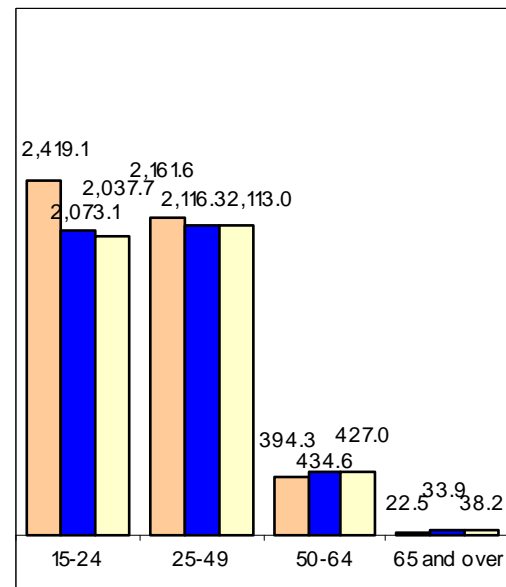
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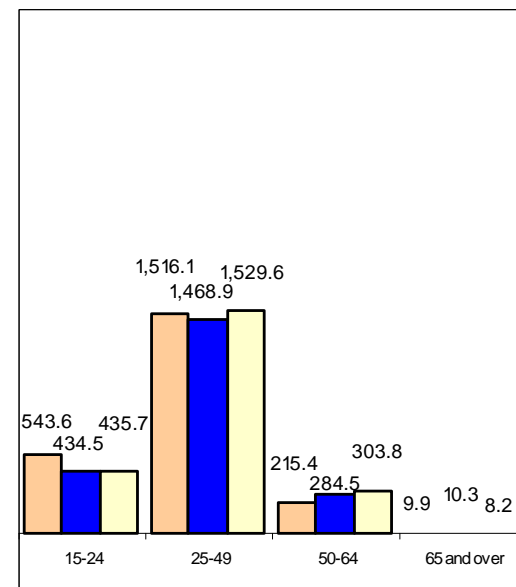
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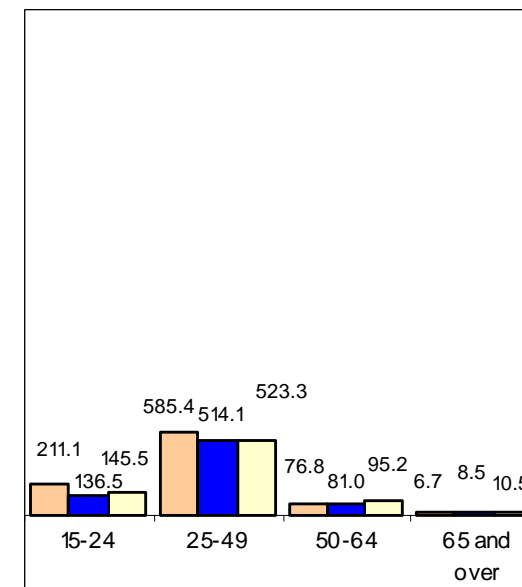
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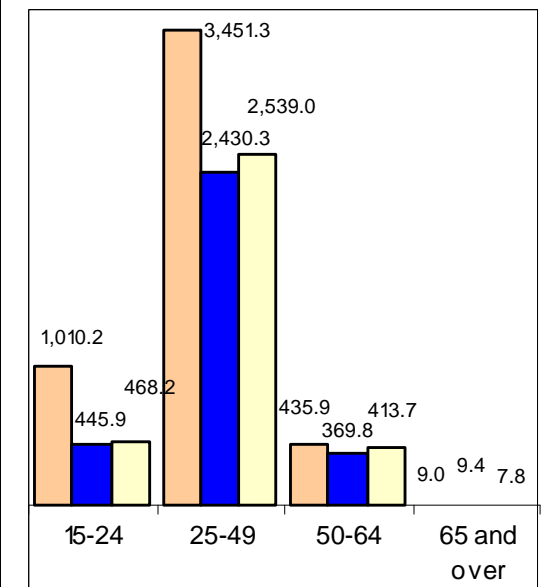
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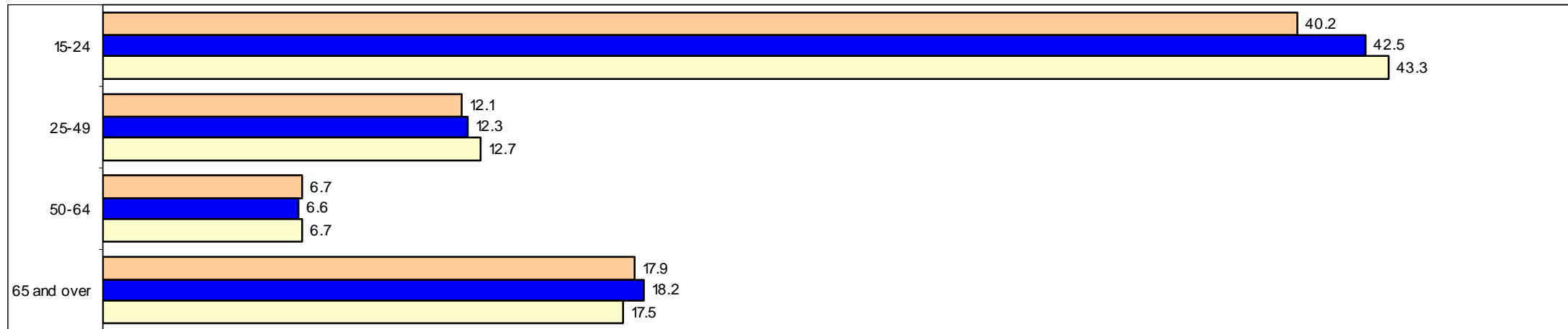


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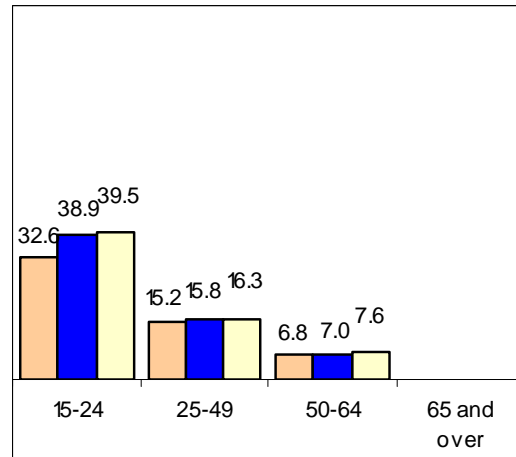


TEMPORARY EMPLOYEES AS PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES BY AGE (%)

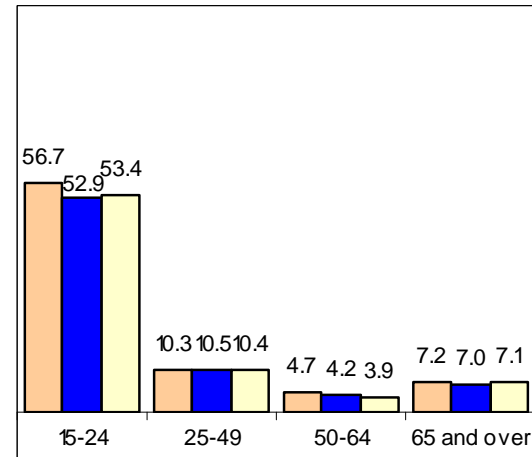
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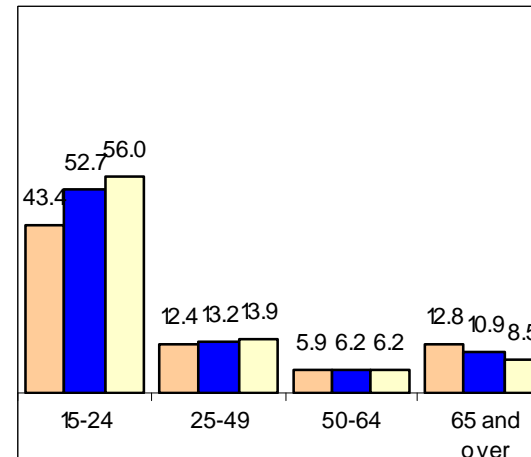
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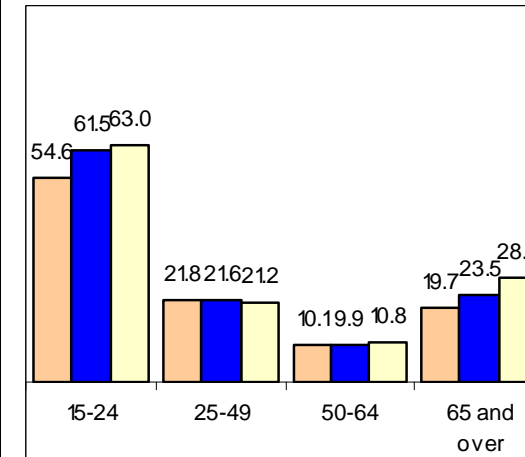
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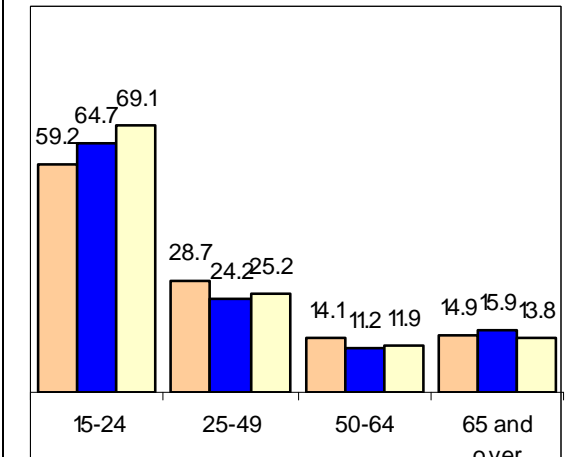
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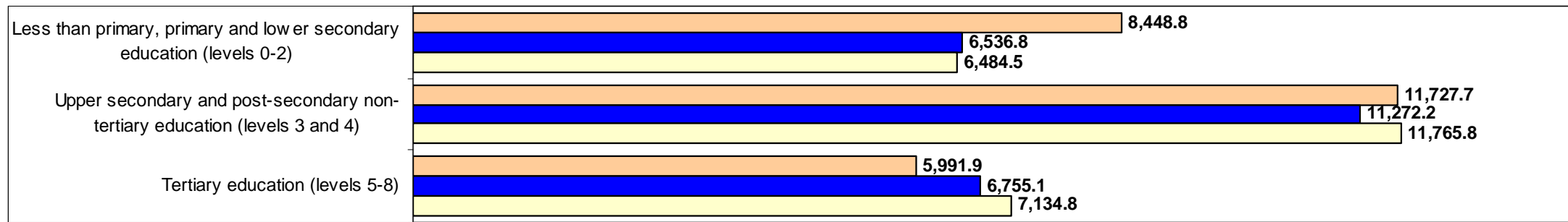


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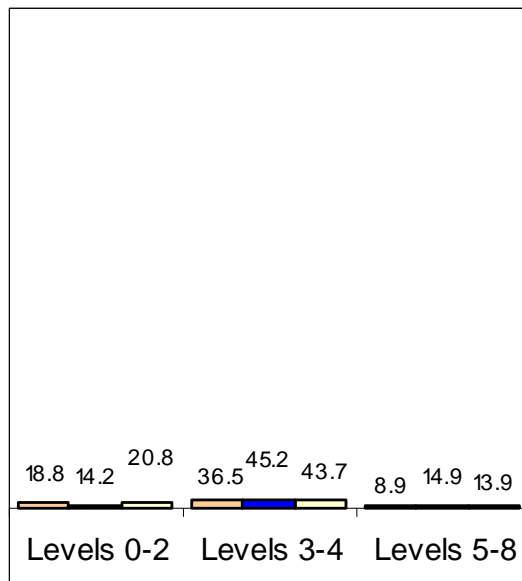


NUMBER OF TEMPORARY EMPLOYEES ACCORDING TO LEVEL OF EDUCATION (ISCED)

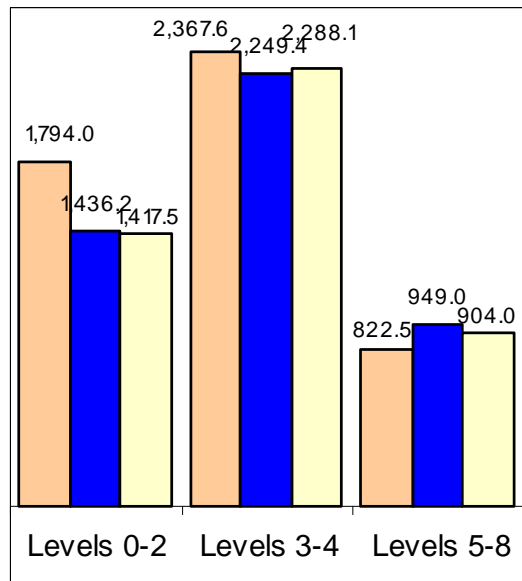
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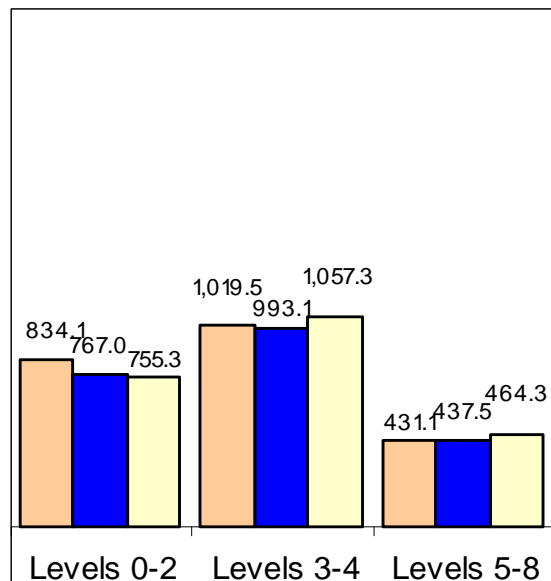
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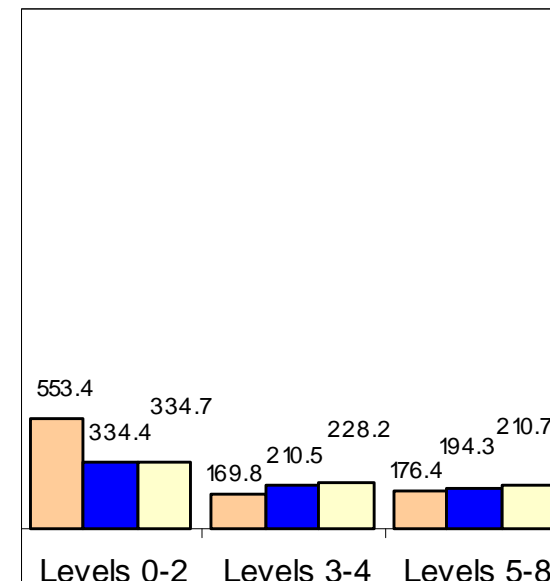
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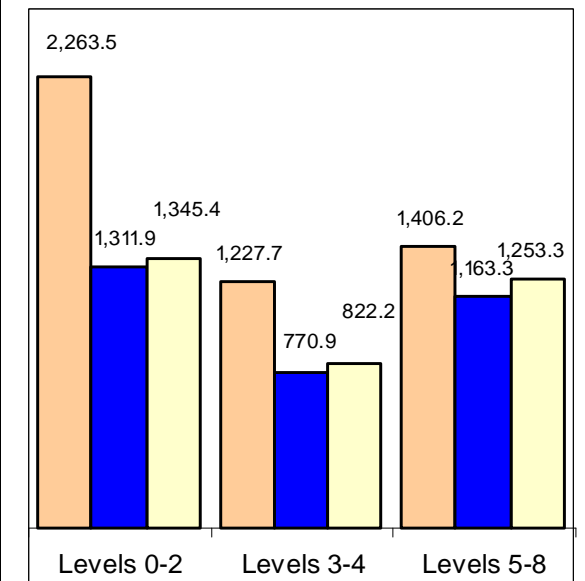
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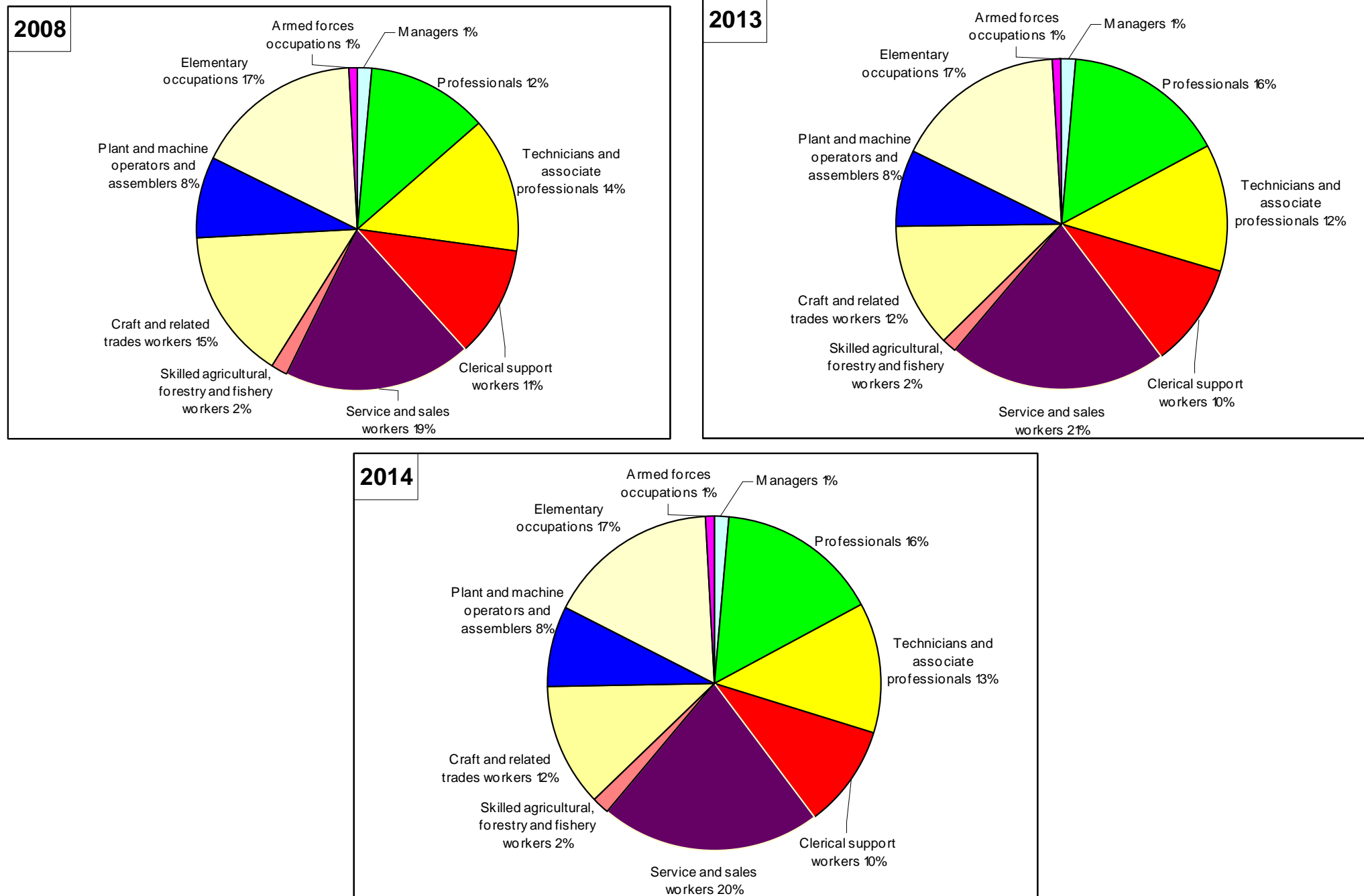
International Standard Classification of Education (ISCED)

- level 0 – Early childhood education
- level 1 – Primary education
- level 2 – Lower secondary education
- level 3 – Upper secondary education
- level 4 – Post-secondary non-tertiary education
- Tertiary education
- level 5 – Short-cycle tertiary education
- level 6 – Bachelor's or equivalent level
- level 7 – Master's or equivalent level
- level 8 – Doctoral or equivalent level

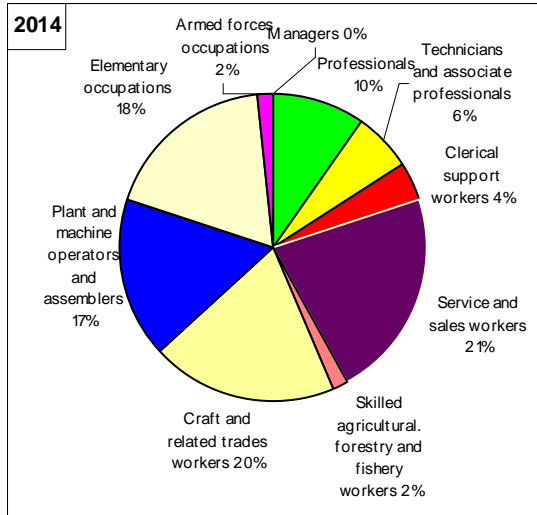
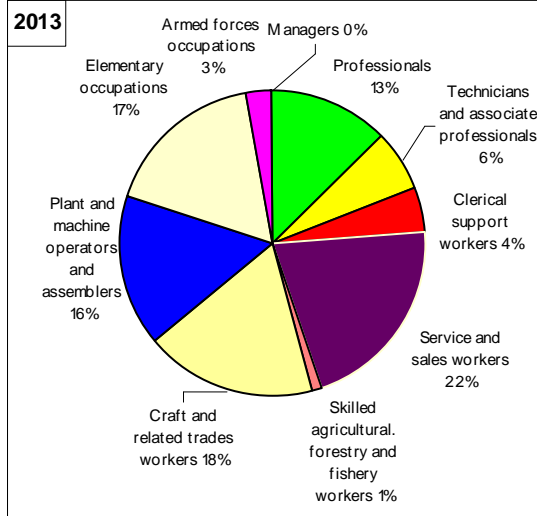


TEMPORARY EMPLOYEES ACCORDING TO OCCUPATION (%)

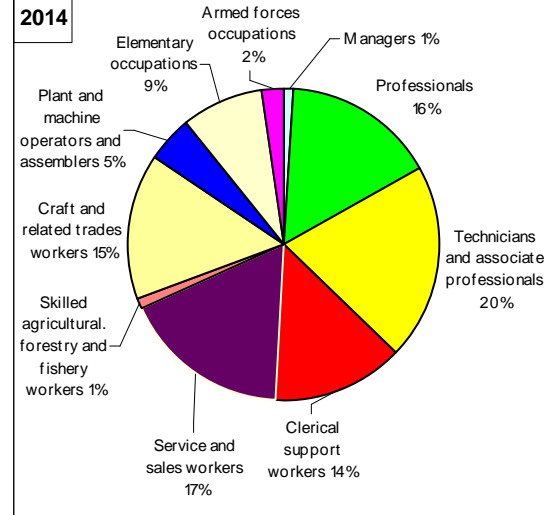
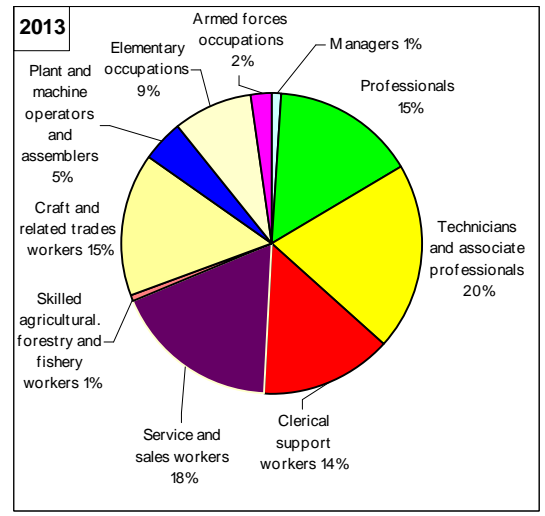
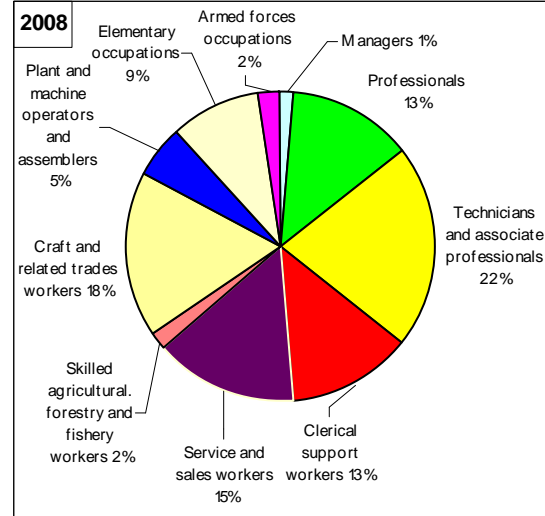
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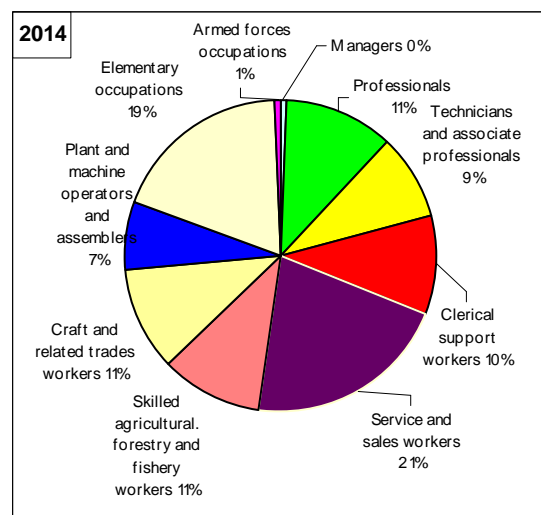
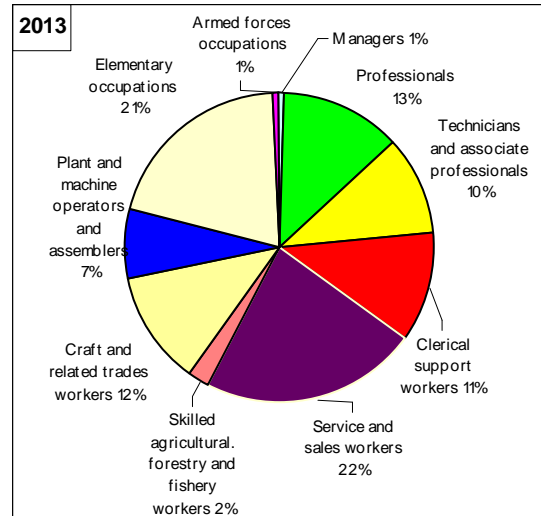
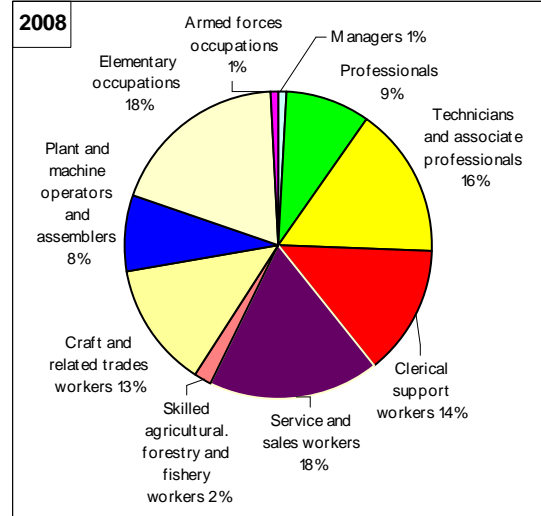
FYR MACEDONIA



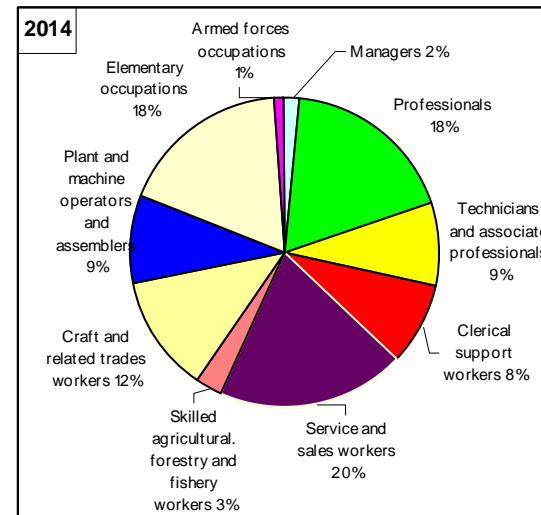
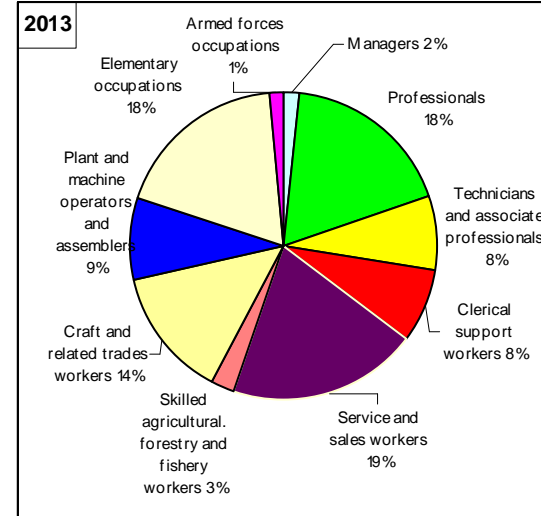
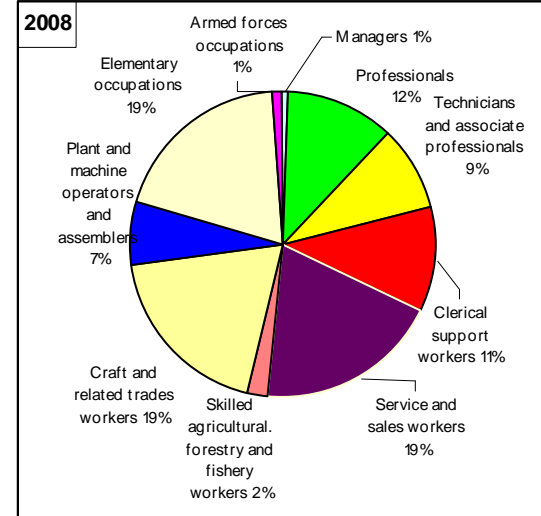
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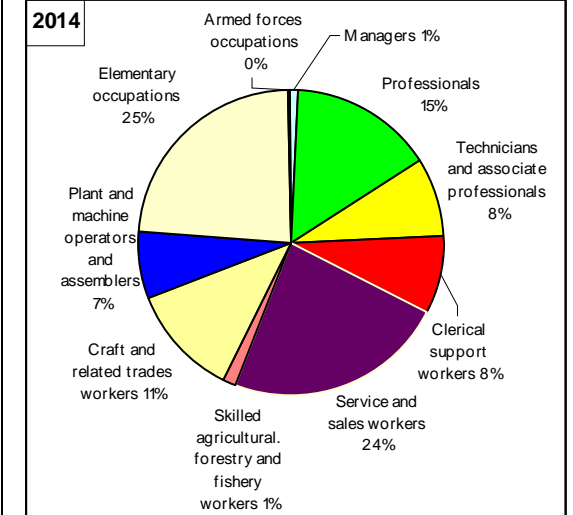
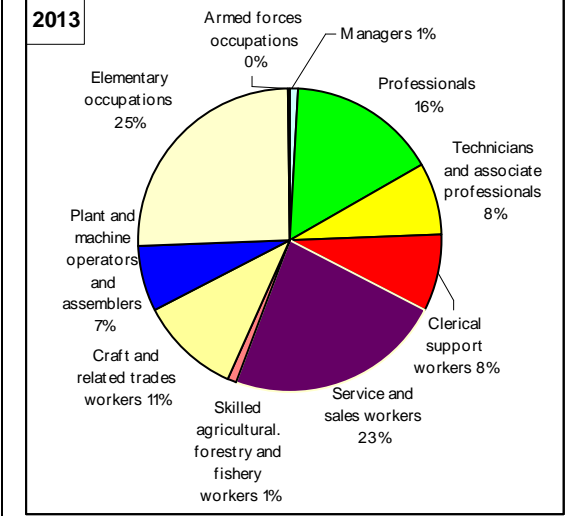
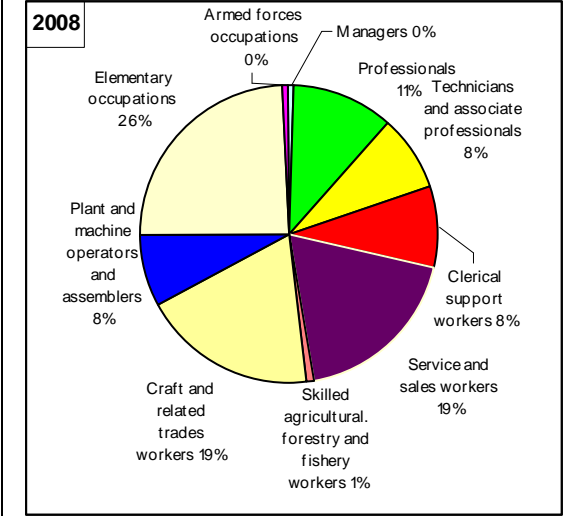
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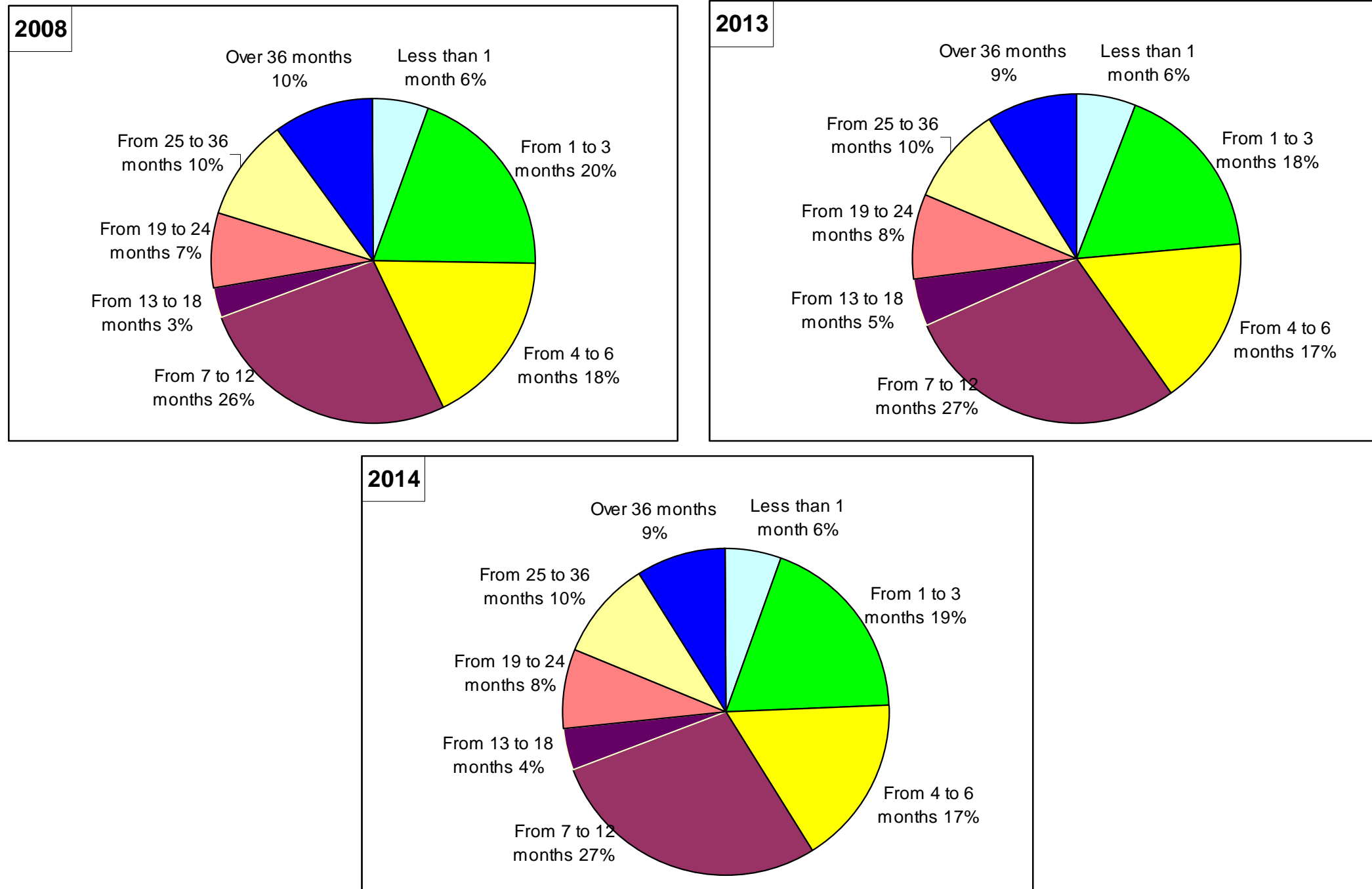


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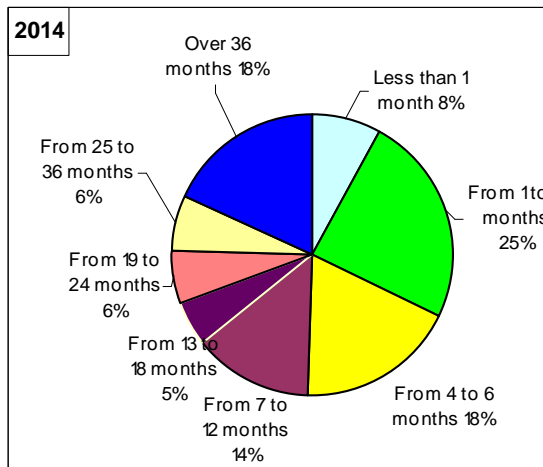
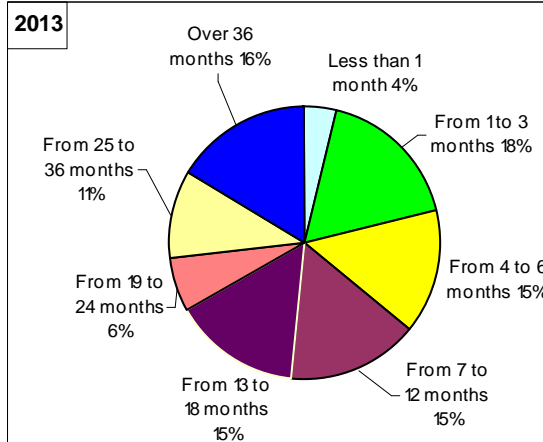
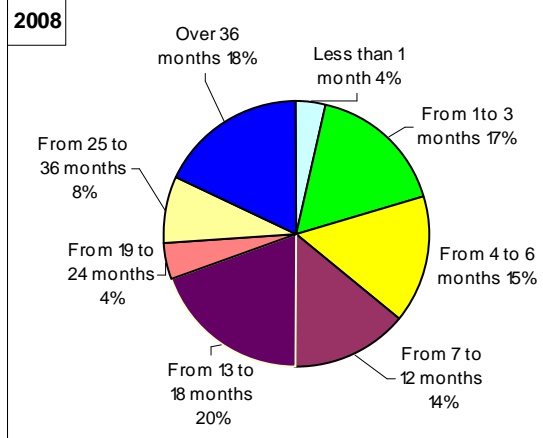


TEMPORARY EMPLOYEES ACCORDING TO DURATION OF THE WORK CONTRACT (%)

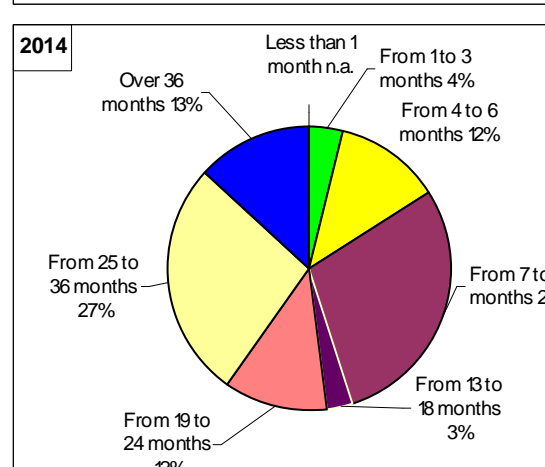
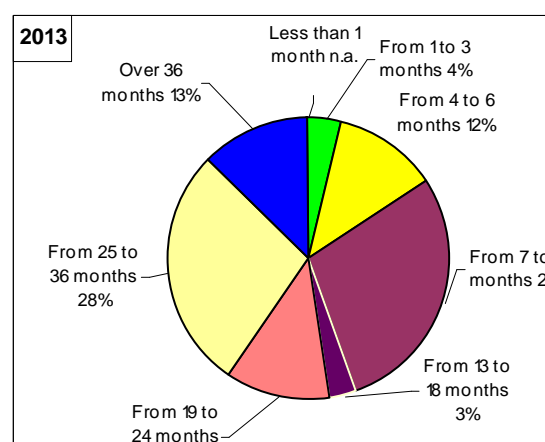
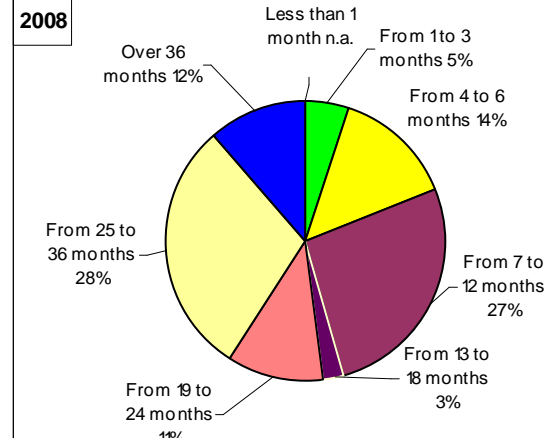
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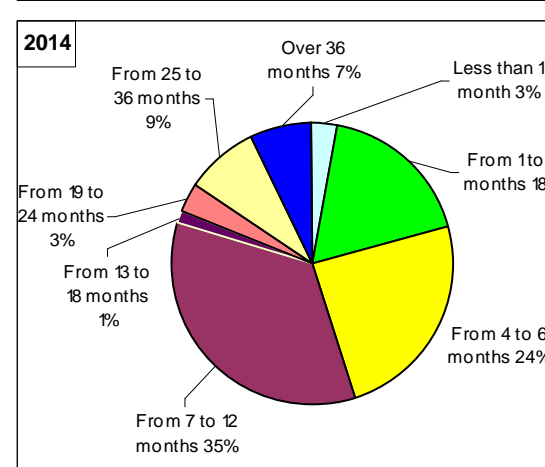
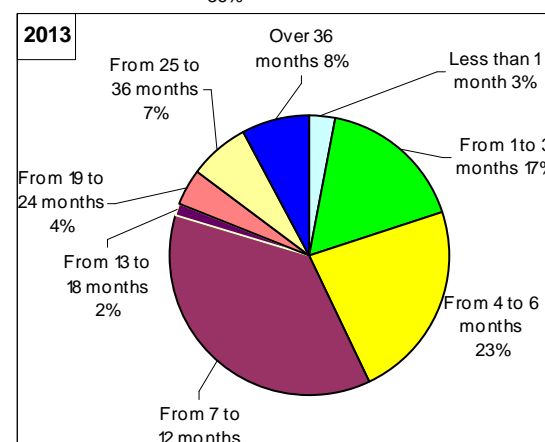
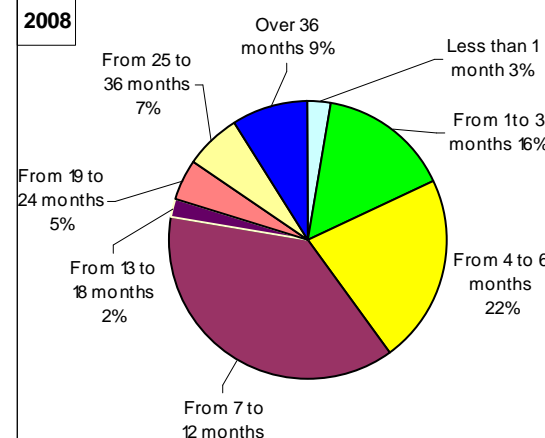
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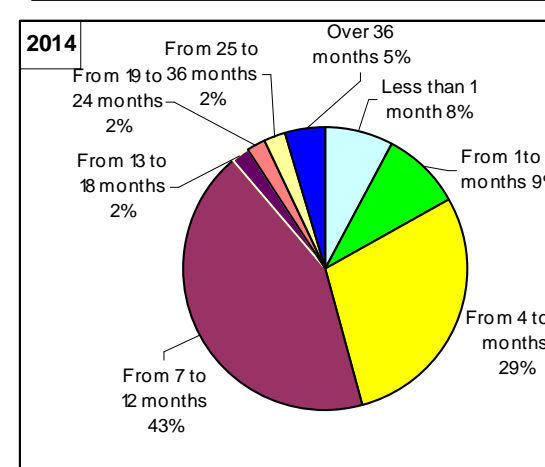
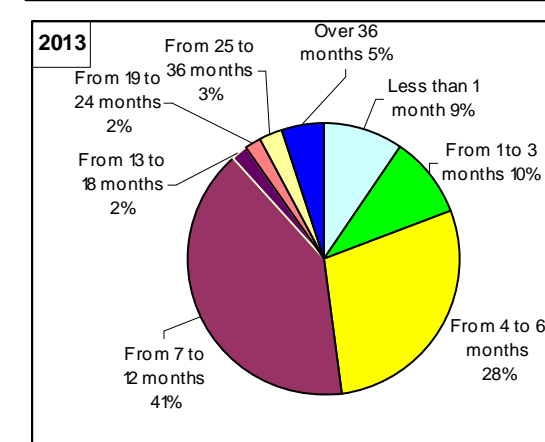
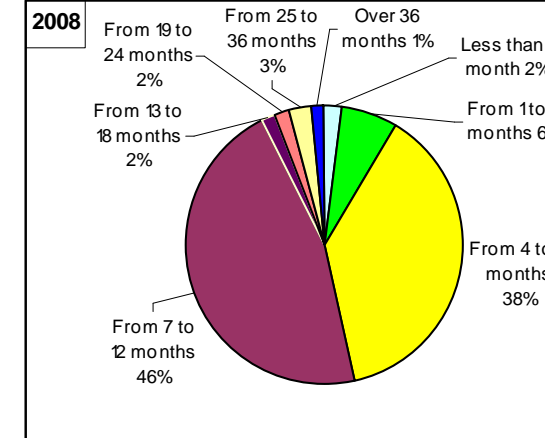
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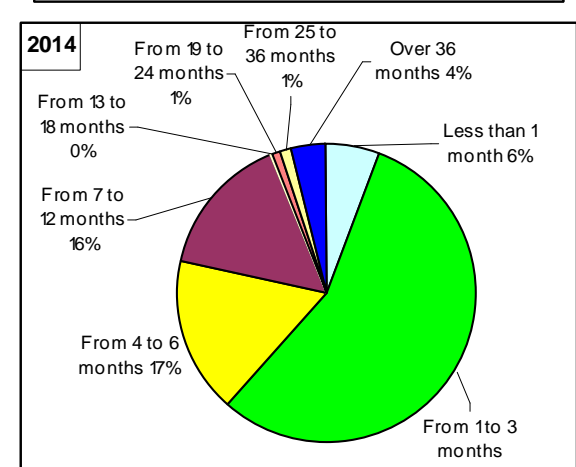
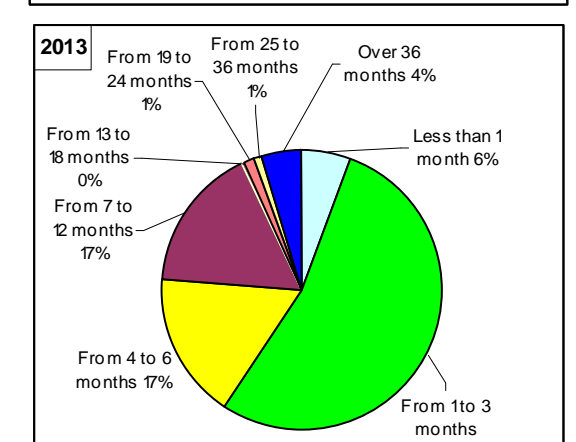
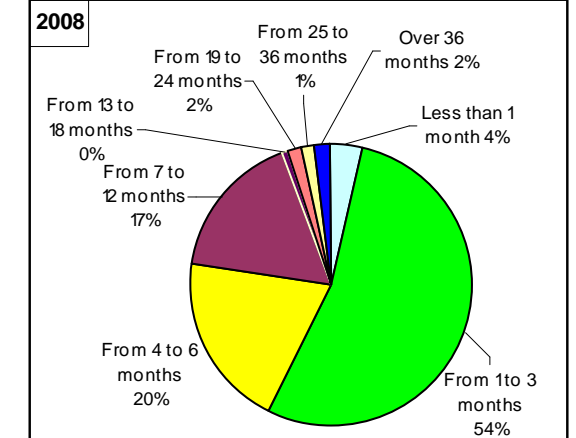
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PORTUGAL

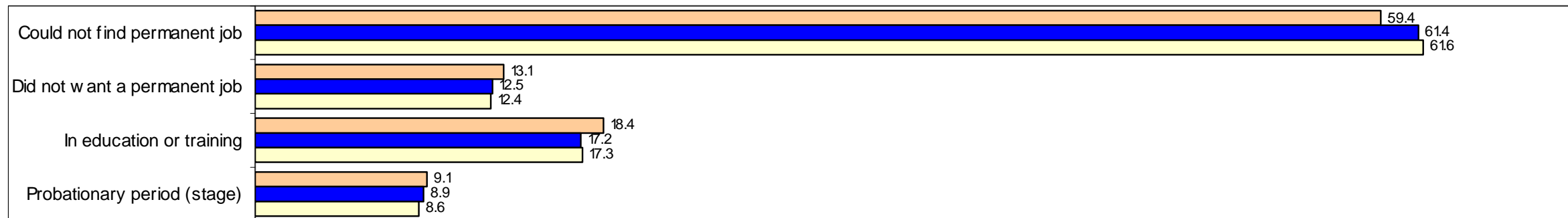


SPAIN



MAIN REASONS FOR THE TEMPORARY EMPLOYMENT (%)

EU28



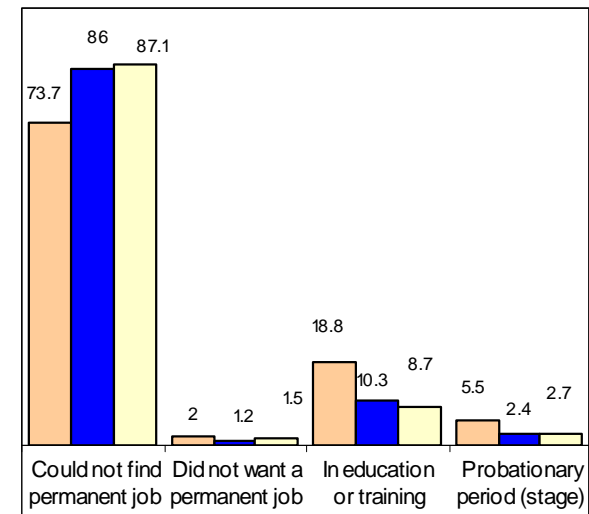
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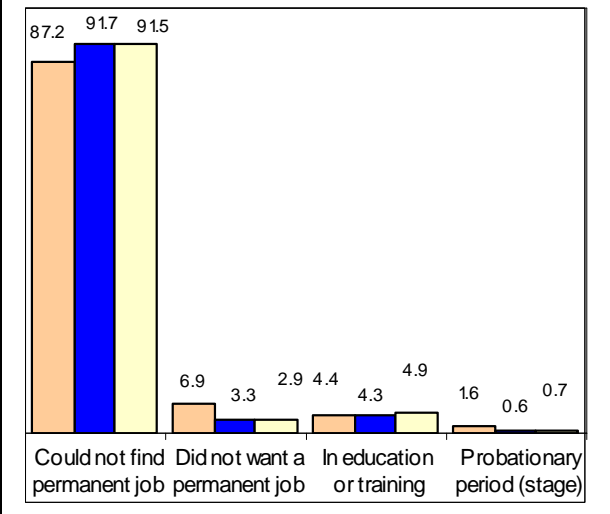
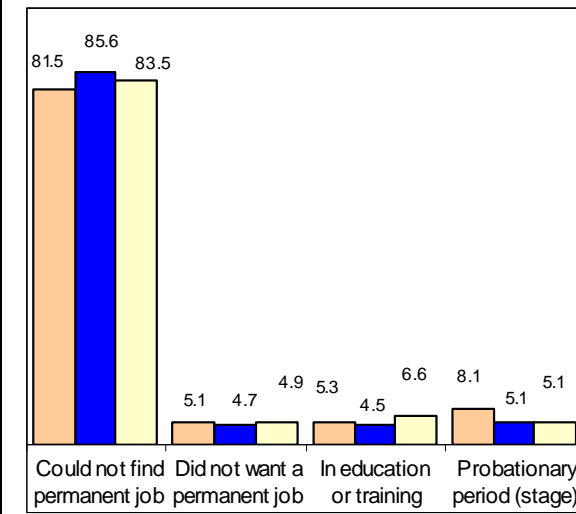
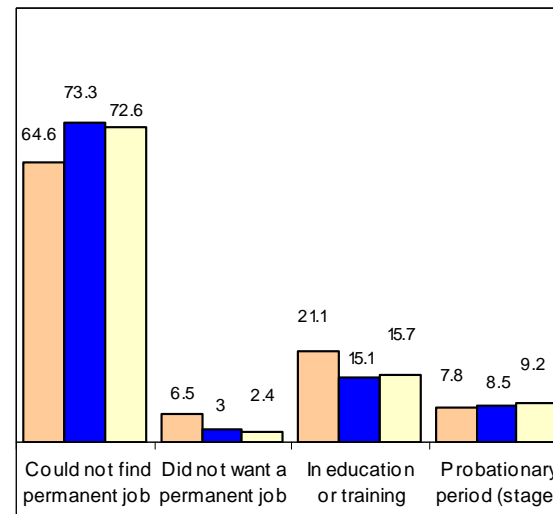
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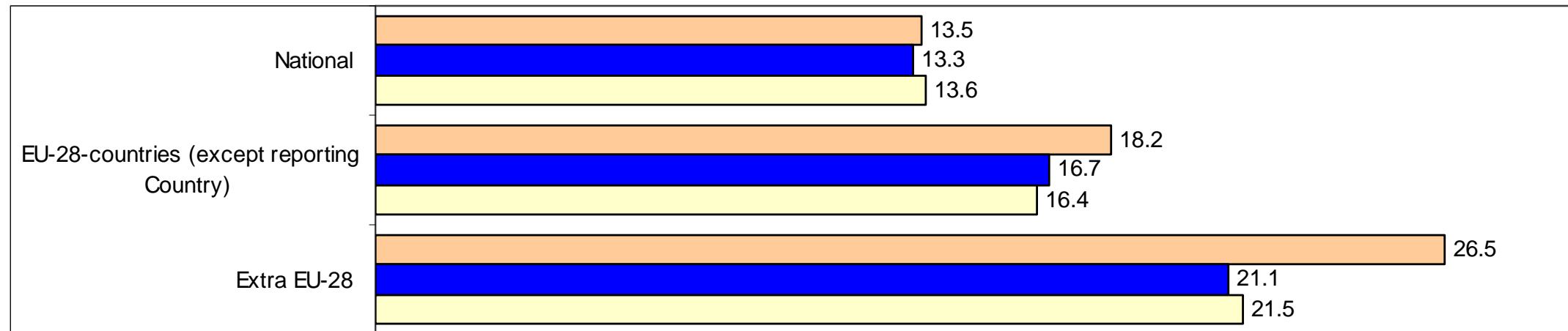


Not reliability



TEMPORARY EMPLOYEES AS PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES BY NATIONALITY (%)

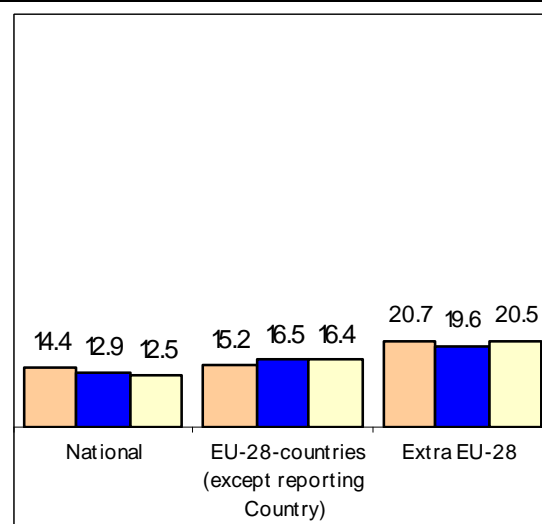
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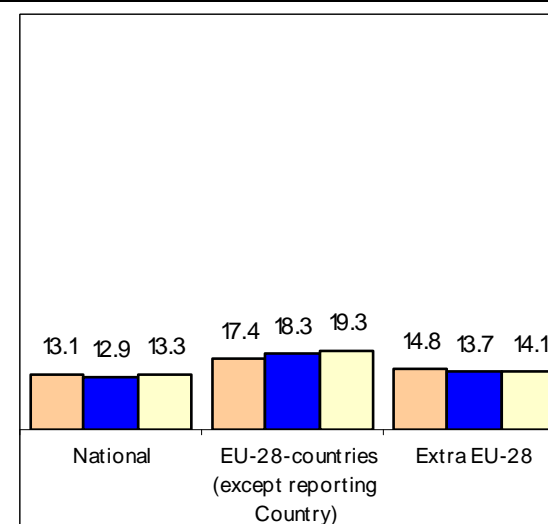
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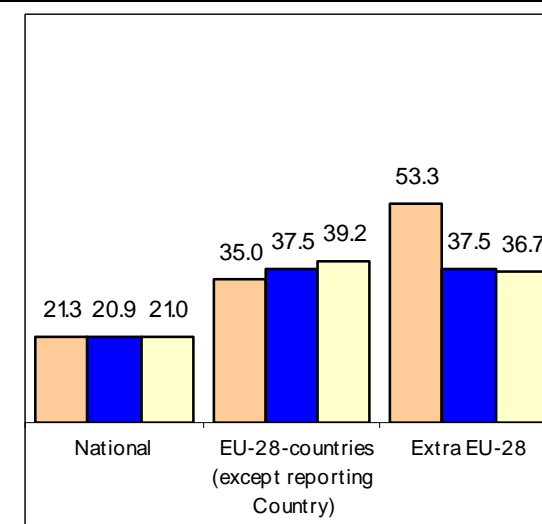
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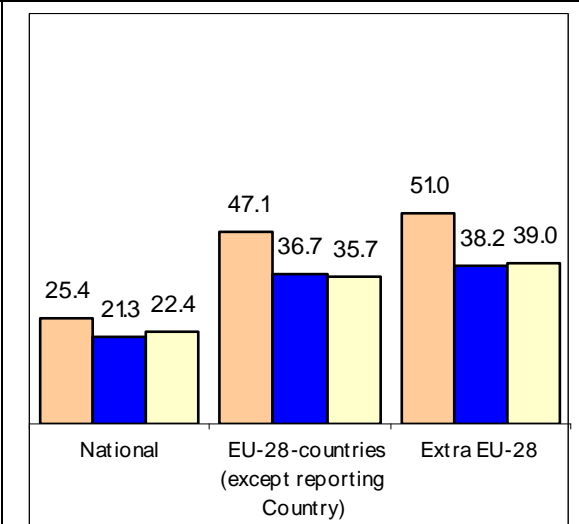
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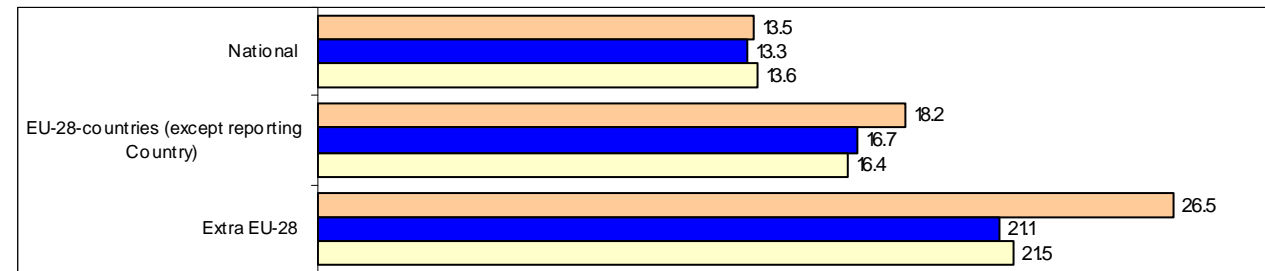


SPAIN



TEMPORARY EMPLOYEES AS PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES BY COUNTRY OF BIRTH (%)

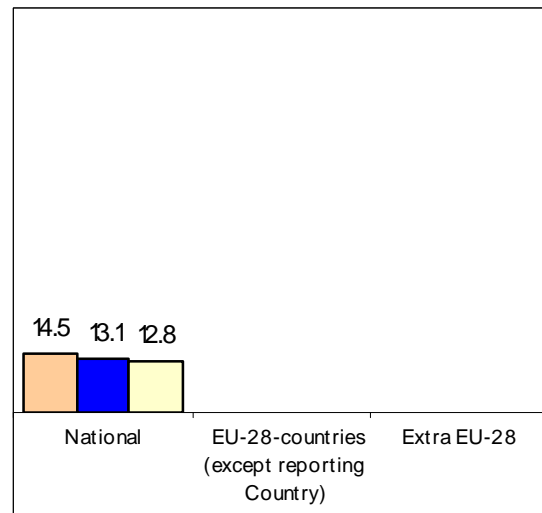
EU28



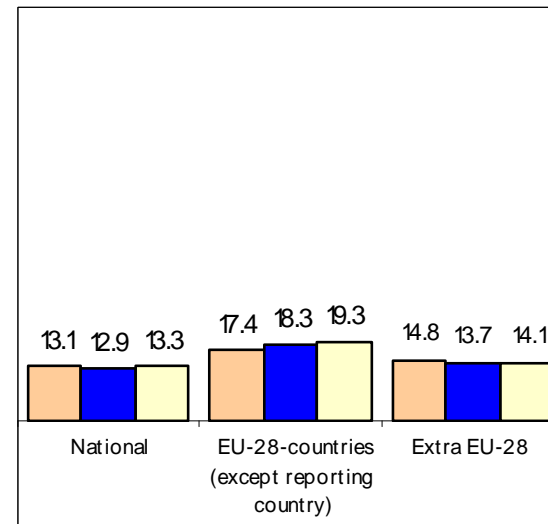
FYR MACEDONIA

n.a.

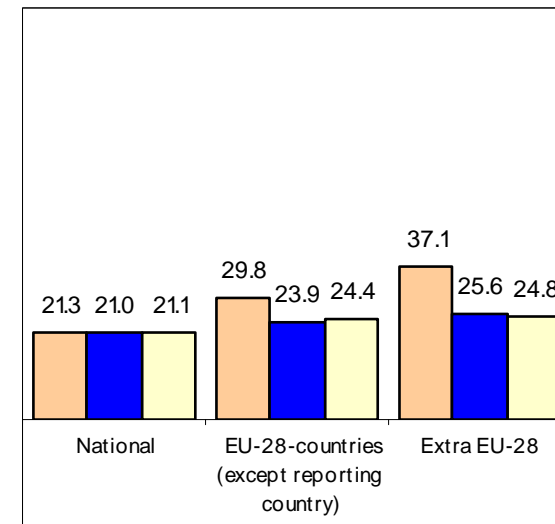
GERMANY



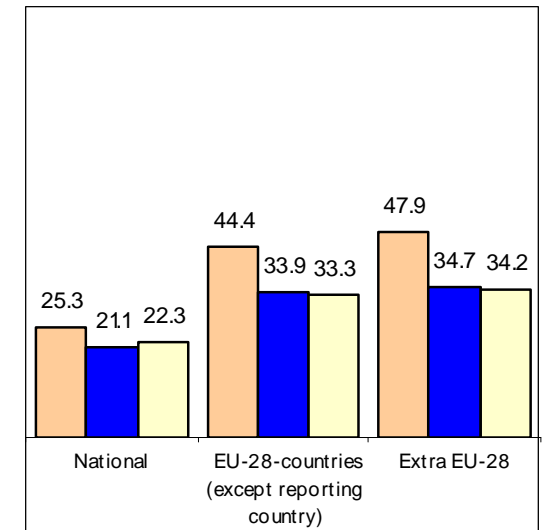
ITALY



PORTUGAL

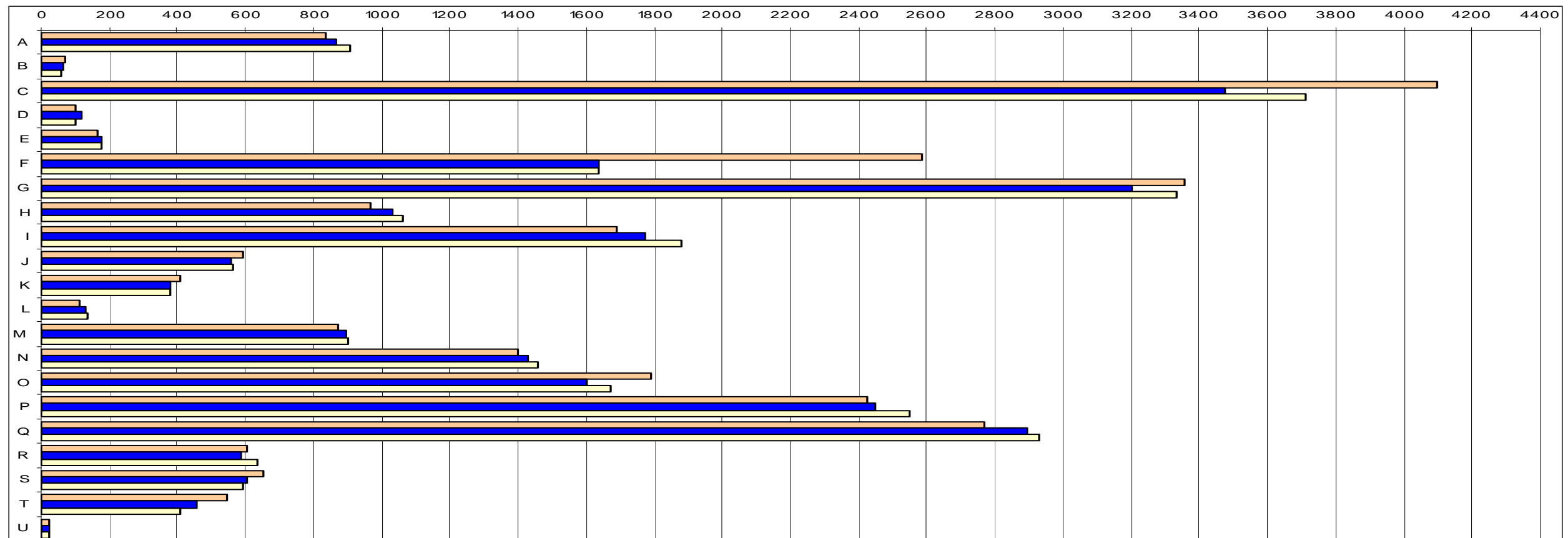


SPAIN



TEMPORARY EMPLOYEES BY ECONOMIC ACTIVITY (NACE REV. 2)

EU28



ECONOMIC ACTIVITIES ACCORDING TO NACE REV. 2

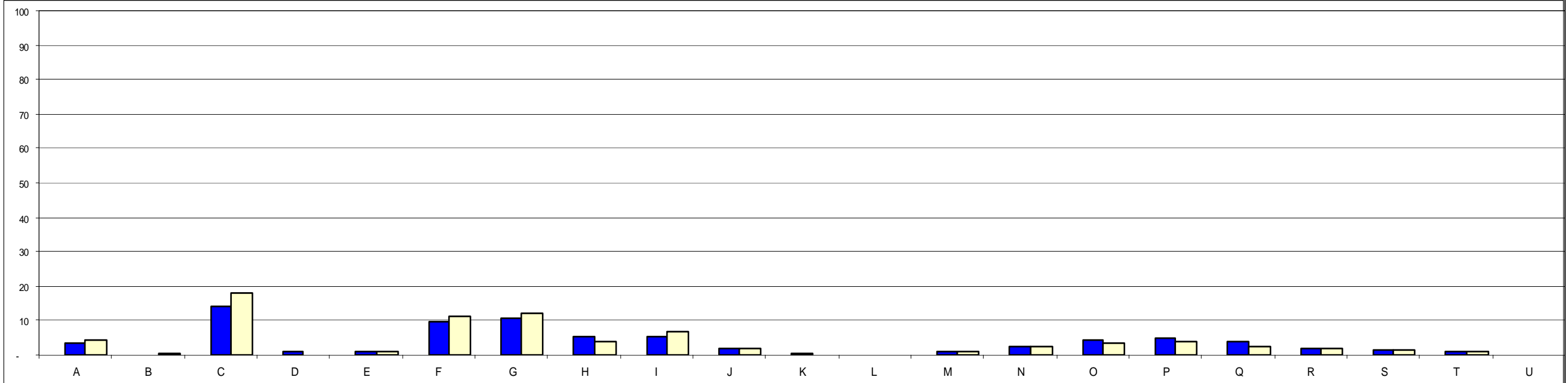
A Agriculture, forestry and fishing
B Mining and quarrying
C Manufacturing
D Electricity, gas, steam and air conditioning supply
E Water supply; sewerage, waste management and remediation activities
F Construction
G Wholesale and retail trade; repair of motor vehicles and motorcycles

H Transportation and storage
I Accommodation and food service activities
J Information and communication
K Financial and insurance activities
L Real estate activities
M Professional, scientific and technical activities
N Administrative and support service activities

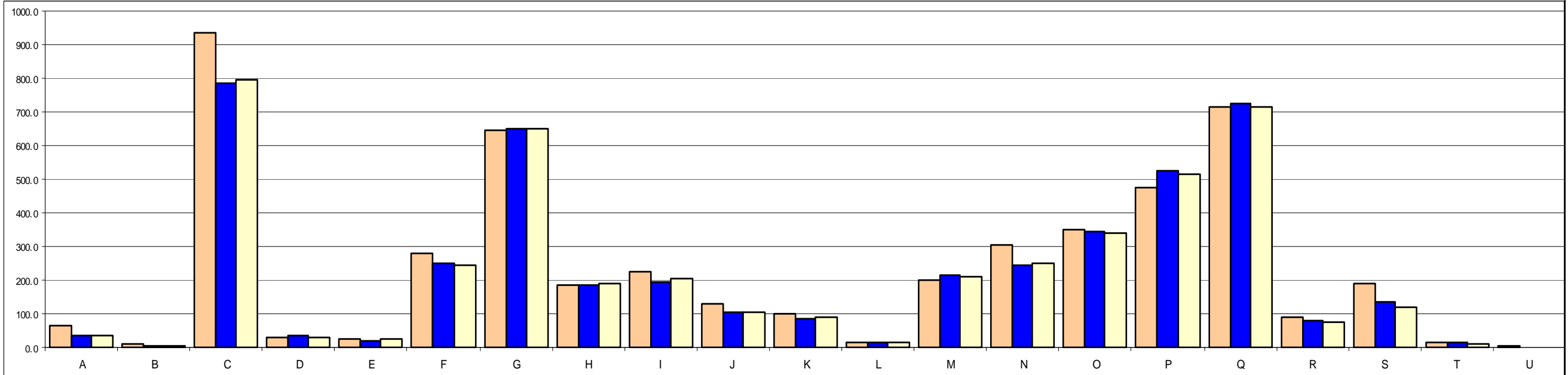
O Public administration and defence; compulsory social security
P Education
Q Human health and social work activities
R Arts, entertainment and recreation
S Other service activities
T Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U Activities of extraterritorial organisations and bodies



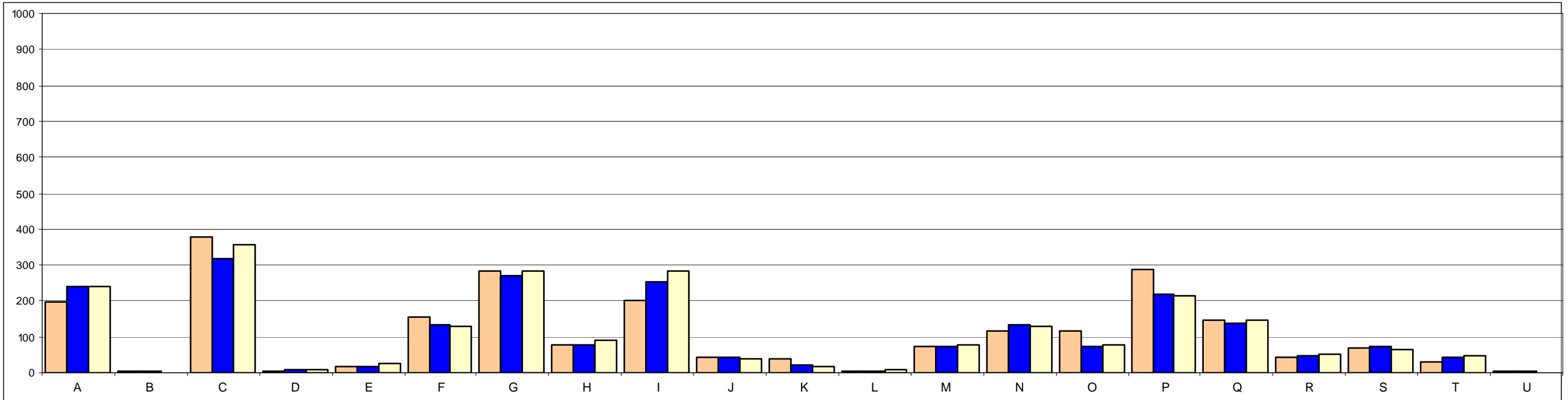
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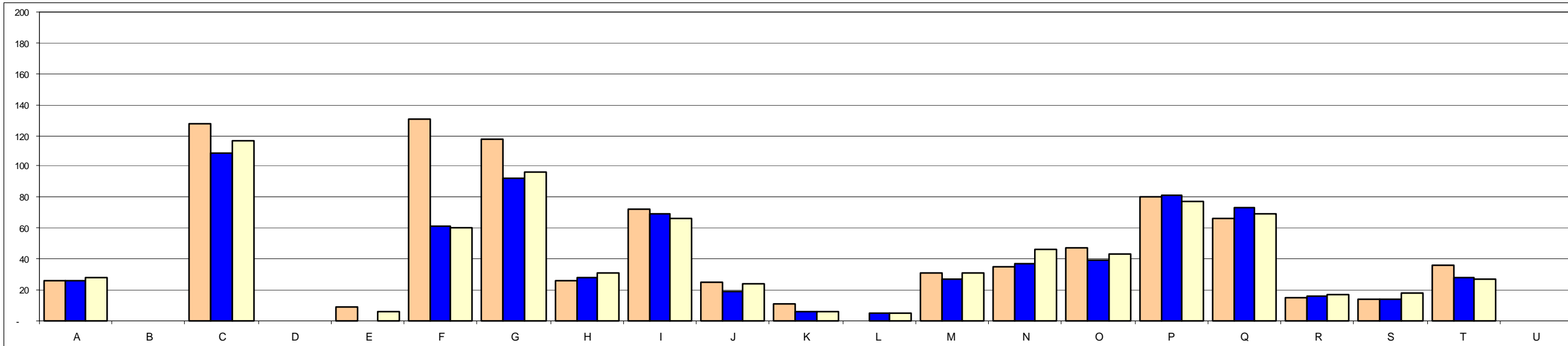
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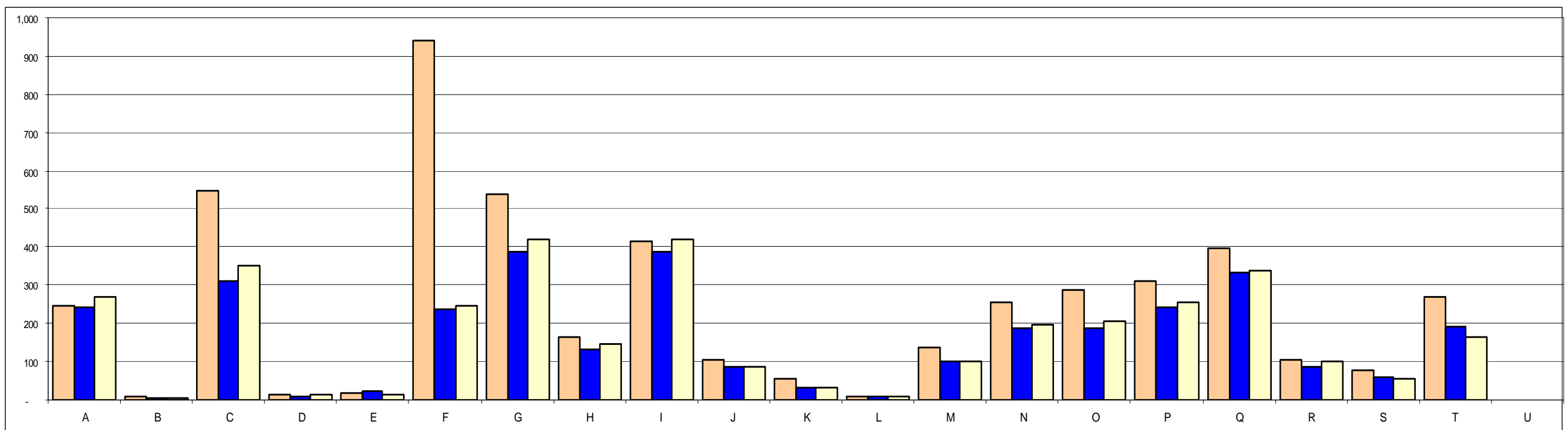
ITALY



PORTUGAL



SPAIN



NOTES

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FINDINGS

In the preparation of the analysis of temporary workers and temporary employment with special agreements we have faced with several problems.

Nonexistence of full statistics for these persons.

a) The State Statistics Office does not keep separate files and there is no complete statistics on their engagement for a certain period of time. Part of them are placed in tables that comprise all employees those with full time employment and part time employment. They are processed according to age, gender structure and education.

Age	Part time employment		
	total	Men	Women
Total	31 337	17 890	13 447
15-19	2 034	1 220	(815)
20-24	2 990	1 372	1 619
25-29	3 817	2 333	1 484
30-34	3 264	1 622	1 642
35-39	2 931	1 898	1 033
40-44	3 031	1 563	1 467
45-49	2 984	1 806	1 178
50-54	3 237	1 761	1 476
55-59	3 779	2 657	1 122
60-64	1 633	(774)	(859)
65 +	1 636	(884)	(752)

But still there is doubt about this fact, since this group comprises workers who work with shortened number of hours due to health problems and are being calculated as full-time work or contracts with part-time.

b) According to the data from the Employment Service Agency, for registered applications for established labor relations of indefinite and definite period of time in 2014, out of total of 178,115 employments, 45.68% or 81,370 are employments with indefinite period of time, while 54.32% or 96,745 employments with definite period of time and seasonal work.

c) In the Employment Service Agency of the Republic of Macedonia, we find data for seasonal workers who receive remuneration from the agency. Their number varies on a monthly base. (From 3824 to 4759)

Table- Data for beneficiaries of financial allowances on the basis of unemployment during 2014

Month	Base for using financial allowance					Total
	A	B	C	D	E	
Dec. 2013	2021	4382	10908	120	45	17476
Dec. 2014	1021	4498	7261	53	36	12869

Legenda:

- A) Bankruptcy
- B) Seasonal workers
- C) Redundant workers- employment realtion
- D) Redundant workers 25 companies with loss
- E) Redundant workers 12 companies with loss

c) According to information provided by the temporary employment agencies in the country there are 18 agencies for temporary employment that engage in average about 6000-6500 people.

Problems arising from the period of engagement

According to the analyses made by the temporary employment agencies in the country, out of the total monthly engaged 6000-6500 persons:

- 80% of them are engaged for 1,2 or up to a maximum of 30 working days
- 19% of them are engaged for a period of 1 to 3 months work
- 1% -1.5 are engaged for a period of over 6 months

According to the Temporary Employment Agencies the biggest problem that the agency and the hired person are facing with is the health insurance.

Short deadlines for hiring to meet the specific needs of employers, gives the opportunity one person per month to be registered and sign out for over 10 times. There are no problems with the Pension Fund. Years of service is being registered every day. But problems arise in the

NOTES				
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<p>Health Fund. „ Unemployed persons have health insurance borne by the state. When hired to work a day or two, or a month they automatically lose the right to a health insurance. After the termination of the work they must again go to the fund to be registered again, so if they are called back for work they shall log out..... There is no systematic solution. According to the Fund that is a software problem. According to the law, there is no possibility for flexible calculation of social contributions. The software for the calculation of wages of PRO can not accept calculation for payment of social contributions on the basis of temporary work expressed in hours or work or work with intermittently during temporary employment.</p> <p>Research on seasonal workers The findings resulting from over published results of the research for seasonal workers in agriculture, conducted in 2010 by the BCM, suggests that the main problems in hiring seasonal workers are the following:</p> <ul style="list-style-type: none"> - Low flexibility of regulations related to labor legislation, - Poor quality or insufficient education of seasonal workers - Insufficient supply of labor partly as a result of low motivation, - Low wages. <p>In addition, there is a need for a detailed review of national legislation in the field of social protection policy and calculation of social security contributions. There are problems that occur with seasonal workers who are already using some social benefits, such as:</p> <ul style="list-style-type: none"> - social assistance for the unemployed, - Beneficiaries of social protection, - Pensioners. <p>In these cases, if these persons legally apply for seasonal work, they will lose all welfare benefits and therefore do not want to be registered. The reason for not accepting the conditions for registration under the ESA are:</p> <ul style="list-style-type: none"> - The possibility of losing the status of socially endangered person - Loss of social assistance, - Repeat the process for obtaining the status of socially endangered person. 				