

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 THREE

COLLECTIVE BARGAINING AND REPRESENTATIVENESS

INTERSECTORAL LEVEL

INTERSECTORAL AGREEMENT FOR TEMPORARY WORK				
FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN
No	Yes		No	Yes

TEMPORARY WORKERS COVERED AS A SEPARATE GROUP OF WORKERS BY INTERSECTORAL AGREEMENTS				
FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN
	No		No	No

BASIS, LEVEL AND ISSUES OF SPECIFIC AGREEMENTS FOR CONTRACTS/STATUSES ASSOCIATED WITH TEMPORARY WORKERS									
FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
Temporary work in general	BASIS Law Agreement LEVEL ISSUES	--		--		--		--	
A) Temporary employment are made by the agency for temporary employment on the basis of the previously concluded agreement for ceding an employee, between the temporary employment agency and another beneficiary employer and employment contract concluded between the temporary employment agency and the employee who is being ceded to another employer beneficiary. The temporary agency worker is a worker with an employment contract with a temporary employment agency who has the ability to be granted a temporary job with employer-beneficiary working under his supervision and guidance. The agency for temporary employment on a contract basis for deviation between the agency worker and another employer may cede an employee to another employer for temporary work in case of: 1) replacement of temporarily absent employee; 2) temporarily increased workload; 3) seasonal work; 4) work on a project; 5) specific matters that are not part of the main activity of the employer beneficiary 6) Unpredictable short-term actions that arise in the performance of the main activity of the employer- beneficiary. Agreement on transferring the employee to perform the same temporary work can be concluded while the need exists, but not longer than one year. The temporary employment agency must not cede an employee to perform the same work for the same employer without disruption or interruption longer than a year. These agreements are being regulated by the Law on Temporary Employment Agencies (Adopted in 2006)	BASIS Law Agreement LEVEL ISSUES	A) fixed-term contracts	BASIS Law Agreement LEVEL National/sectoral ISSUES Use of temporary work The type of the contract	B) Temporary agency work	BASIS Law LEVEL National/sectoral ISSUES The type or the contract Social security and social benefits Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, working time, training, pay grade/classification)	Temporary agency work	Basis Law LEVEL National Since 1989 temporary agency work is regulated by law. The one and only collective agreement on temporary agency work was signed in 1989 This collective agreement was less specific in its stipulations than the first legislation passed in the same year and it never gained real regulatory impact. Attempts to renegotiate this collective agreement (the last one in 2011) failed until now. The Portuguese Association of Private Agencies (APESPE-RH) has made significant efforts of self-regulation by issuing a code of conduct for TWAgencies and by instituting the figure of an Ombudsman for TWA-Workers.		
B) employment contract for a definite period of time An employment contract may be concluded for a definite period of time to perform the same work, with or without interruption to five years.	BASIS Law Agreement	B) marginal employment	BASIS Law Agreement						

BASIS, LEVEL AND ISSUES OF SPECIFIC AGREEMENTS FOR CONTRACTS/STATUSES ASSOCIATED WITH TEMPORARY WORKERS									
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The employment contract for a definite period of time to replace the temporarily absent employee may be concluded until the return of the temporarily absent worker. (Regulated by the Labour Law – 2005)	LEVEL ISSUES		Established practice LEVEL Territorial/sectoral ISSUES Use of temporary work Business activities/services which foresee the use of TW						
C) Seasonal work The employee with an employment contract for a definite period of time performs seasonal work. The seasonal work represents a work which due to the climate or natural conditions is not executed during the year, but at certain periods of time - seasons, not exceeding eight months in a period of 12 consecutive months. (Regulated by the Labour Law – 2005)	BASIS Law Agreement LEVEL ISSUES	C) temporary agency work	BASIS Law Agreement LEVEL National/intersectoral National/sectoral Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification)						
D) Employment contract as apprentice By a law, another regulation or collective agreement on the level of activity a contract of employment as a trainee, apprentice can be concluded, who performs the work for the first time, appropriate to the type and level of their professional education for the training for independent performance of the relevant work in the employment. The internship can last up to one year, unless the law stipulates otherwise. (Regulated by the Labour Law – 2005)	BASIS Law Agreement LEVEL ISSUES	D) Freelance workers/employee-like worker	BASIS Law Agreement LEVEL - ISSUES Use of temporary work Social security and social benefits Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay)						
E) Probation work When concluding an employment contract the employee and employer may agree to a probation work. In the employment contract despite all rights and obligations of employment the amount of salary and duration of the probation period, which may not be longer than six months shall be regulated. (Regulated by the Labour Law – 2005)	BASIS Law Agreement LEVEL ISSUES								

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<p>F) Voluntary service If the voluntary service is a requirement for specialist examinations or independently performance of activities in accordance with a special law it should be done by concluding an agreement for voluntary service, between the employer and the volunteer. The volunteer is entitled to the provisions of this Law regarding the duration and performance of the internship, the limitation of working hours, daily breaks and leaves, responsibility for compensation, as well as ensuring OHS at work, in accordance with the law. The Contract for voluntary service must be concluded in writing and a copy of it within three days of signing, must be submitted to the labor inspection. (Regulated by the Labour Law – 2005)</p>	<p>BASIS Law Agreement LEVEL ISSUES</p>								
<p>G) Employment contract for domestic workers An employment contract may be concluded for carrying domestic work. This employment contract can negotiate that the accommodation and food for the employee at the premises of the employer is part of the employee's salary, which must be expressed in money. The agreement is authenticated in the service responsible for employment mediation. (Regulated by the Labour Law – 2005)</p>	<p>BASIS Law Agreement LEVEL ISSUES</p>								
<p>H) Business employment contracts (managerial contracts) If an employment contract is being concluded by business people (executives), in the employment contract the parties may otherwise regulate the rights, obligations and responsibilities of employment especially for: 1) the conditions and restrictions on the employment of a definite period of time; 2) working hours; 3) daily and annual leave; 4) payment (Regulated by the Labour Law – 2005)</p>	<p>BASIS Law Agreement LEVEL ISSUES</p>								
<p>I) Special contracts The employer may sign a contract with a specific person due to performance of work out of the business of the employer, subject to independent manufacture or repair of certain items, individual performance of certain physical or intellectual work. Such an agreement may also be concluded for cultural and artistic work with a person who performs cultural and artistic activity. (Regulated by the Labour Law – 2005)</p>	<p>BASIS Law Agreement LEVEL ISSUES</p>								

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
				Temporary work in general LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work The type of the contract Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Training)				Temporary work in general LEVEL National/intersectoral National/sectoral Territorial/Intersectoral Territorial/sectoral Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Training, Pay grade/classification)	
		A) fixed-term contracts	LEVEL National/sectoral Territorial/sectoral Company ISSUES Use of temporary work The type of the contract	A) Fixed-term employment LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay,)	A) Fixed-term employment contracts with determined or undetermined duration	LEVEL National/sectoral Territorial/sectoral Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification, priority in company recruitments)	A) Contract for a specific project or service or Project-based contract	LEVEL National/intersectoral National/sectoral Territorial/Intersectoral Territorial/sectoral Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Training, Pay grade/classification)	
		B) marginal employment	LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work Business activities/services which foresee the use of TW	B) Temporary agency work LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work The type of the contract Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Training)	B) Temporary employment contracts with determined or undetermined duration	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification)	B) Fixed-term contract for production reasons	LEVEL National/intersectoral National/sectoral Territorial/Intersectoral Territorial/sectoral Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Training, Pay grade/classification)	
		D) Freelance workers/employee-like worker	LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work Social security and	C) Seasonal work LEVEL National/sectoral Territorial/sectoral ISSUES Use of temporary work The type of the contract	C) Contracts under 'service commission' with determined or undetermined duration	LEVEL National/sectoral Company ISSUES Use of temporary work The type of the contract	C) Provisional or Substitution contract	LEVEL National/sectoral ISSUES Equal treatment and rights for Temporary workers compared to permanent	

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
			social benefits Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Pay grade / classification)				Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification)		workers (regarding Pay, Training, Pay grade/classification)
				D) Casual work	LEVEL National/intersectoral National/sectoral Territorial/sectoral ISSUES Use of temporary work The type of the contract Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay)	D) Intermittent employment contract	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification)	D) First Job Youth Contract	LEVEL ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Training)
						E) Telework employment contracts with determined or undetermined duration	LEVEL National/sectoral	E) Temporary contract for workers in risk of social exclusion	LEVEL ISSUES Equal treatment and rights for Temporary workers compared to permanent workers
						F) Fixed-term contract with very short duration	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade / classification)	F) Relief Contract	LEVEL National/intersectoral National/sectoral Territorial/Intersectoral Territorial/sectoral Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Training, Pay grade/classification)
						G) Internship contract	LEVEL National/sectoral Territorial/sectoral Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Working time, Training)		

THE THREE MOST IMPORTANT UNIONS SPECIFICALLY FOR TEMPORARY WORKERS AT NATIONAL/INTERSECTORAL LEVEL

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	

NOT SPECIFIC UNIONS FOR TEMPORARY WORKERS, AT NATIONAL INTERSECTORAL LEVEL				
FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN
	<p>Unions which represent other workers too</p> <p>TEMPORARY WORKERS REPRESENTED</p> <p>A) fixed-term contracts B) marginal employment C) temporary agency work D) Freelance workers/employee-like worker</p>		<p>Unions which represent other workers too</p> <p>TEMPORARY WORKERS REPRESENTED</p> <p>Temporary work in general</p> <p>A) Fixed-term employment contracts with determined or undetermined duration B) Temporary employment contracts with determined or undetermined duration C) Contracts under 'service commission' with determined or undetermined duration D) Intermittent employment contract E) Telework employment contract F) Fixed-term contract with very short duration G) Internship contract H) Grant contract</p>	<p>Unions which represent other workers too</p> <p>TEMPORARY WORKERS REPRESENTED</p> <p>Temporary work in general</p> <p>A) Contract for a specific project or service or Project-based contract B) Fixed-term contract for production reasons C) Provisional or Substitution contract D) First Job Youth Contract E) Temporary contract for workers in risk of social exclusion F) Relief Contract</p>

THE THREE MOST IMPORTANT UNIONS WHICH REPRESENT OTHER WORKERS BESIDES TEMPORARY WORKERS AT NATIONAL/INTERSECTORAL LEVEL

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
		IG Metall	<p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 2,300,000</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP</p>			<p>STAL – Sindicato dos Trabalhadores da Administração Local e Regional (Union of Local and Regional Authorities Workers) [affiliate to CGTP-IN]</p> <p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 53 145 (2007)</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>	CCOO	<p>MEMBERSHIP n.a.</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>	
		Vereinte Dienstleistungsgewerkschaft (United Services Union)	<p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 2,200,000</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP</p>			<p>SBSI – Sindicato dos Bancários do Sul e Ilhas (Bank Employees Union of Southern Portugal and Islands) [affiliate to UGT]</p> <p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 44 098 (2012)</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>	UGT	<p>MEMBERSHIP n.a.</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>	
		IG Bergbau, Chemie, Energie	<p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 660,000</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP</p>			<p>STFPSRA – Sindicato dos Trabalhadores em Funções Públicas e Sociais do Sul e Regiões Autónomas (Union of Workers in Public and Social Functions of Southern Portugal and Autonomous Regions) [affiliate to CGTP-IN]</p> <p>It represents all TW in the sectors in which it operates</p> <p>MEMBERSHIP 35 000 (estimation – 2011)</p> <p>INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>			

OTHER ORGANISATIONS (NOT UNIONS) WHICH REPRESENT TEMPORARY WORKERS AT NATIONAL/INTERSECTORAL LEVEL

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
						<p><u>Associations which represent only temporary workers</u> TEMPORARY WORKERS REPRESENTED Temporary work in general A) Fixed-term employment contracts with determined or undetermined duration H) Grant contract</p> <p><u>Associations which represent other citizen groups too</u> TEMPORARY WORKERS REPRESENTED A) Fixed-term employment contracts with determined or undetermined duration B) Temporary employment contracts with determined or undetermined duration D) Intermittent employment contract F) Fixed-term contract with very short duration G) Internship contract H) Grant contract</p> <p><u>Spontaneous groups</u> TEMPORARY WORKERS REPRESENTED A) Fixed-term employment contracts with determined or undetermined duration D) Intermittent employment contract G) Internship contract H) Grant contract</p>			
						<p>Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”)</p>	<p>It represents all TW in the areas in which it operates</p> <p>MEMBERSHIP n.a. INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>		
						<p>ABIC - Associação de Bolseiros de Investigação Científica (Portuguese Association of the Grant-Holding Researchers)</p>	<p>It represents all TW in the areas in which it operates</p> <p>MEMBERSHIP 77 in a regular situation; more than 700 in a no regular situation (2015) INCIDENCE OF TWs IN ITS MEMBERSHIP 100,0%</p>		
						<p>ANICT – Associação Nacional de Investigadores em Ciência e Tecnologia (National Association of Science and Technology Researchers)</p>	<p>It represents all TW in the areas in which it operates</p> <p>MEMBERSHIP n.a. INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>		
						<p>ANPC – Associação Nacional dos Professores Contratados (National Association of Hired Teachers)</p>	<p>It represents all TW in the areas in which it operates</p> <p>MEMBERSHIP n.a. INCIDENCE OF TWs IN ITS MEMBERSHIP n.a.</p>		

NOTES				
FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN
<p>FINDINGS In the preparation of the analysis of temporary workers and temporary employment with special agreements we have faced with several problems.</p> <p>Collective bargaining In the Republic of Macedonia the temporary employment provides all rights and obligations to workers in accordance with the Labor Law. There are general collective agreements that are applied to all employees and sectoral collective agreements applicable to employees of the relevant trade union members and members of the employers' organization that signed the agreement. In Macedonia there is no special collective agreement for temporary workers. They are not registered as a separate group, are not unionized and have no opportunity for negotiation. They are found in all sectors and activities, with different types of occupations and different qualifications. While employed they are subject to the same rights and obligations under the Labour Law, collective agreements and other laws from labor legislation. In sectors that there are signed collective agreements, depending on the scope of the provision concerned in the collective agreement, the provisions apply to the temporary employees.</p> <p>FURTHER ACTIONS</p> <ul style="list-style-type: none"> - There is a need to review the national labor legislation in line with European legislation and full implementation in practice; - Active participation in the creation of national policies for the labor market and monitoring their implementation and enforcement; - Statistical monitoring of the number of temporary workers at the national level; - Strengthening of the social dialogue; - Collective agreements for all; - Secure jobs, employment for an indefinite period of time; - Secure and safe wages for all workers; - Building the capacities of all stakeholders in society, government bodies, social partners and civil society through training and education on best practices in the world in terms of formalization of enterprises and the transformation of informal into formal economic sector; - actions for joining trade unions for persons who still work in the informal sector in order to be informed, trained and qualified to recognize the advantages of legal work for them and their families. 			<p><i>Many collective agreements foresee temporary work, mainly fixed-term employment contract with determined or undetermined duration. Some regulate this kind of contracts as well as the internship one. The other types are much less present or are not present at all, as the telework employment contracts with determined or undetermined duration.</i></p>	

SECTORAL LEVEL

THE FOUR SECTORS WITH:

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
<u>the highest number of temporary employees</u>	<u>the highest rate/incidence of temporary employees</u>	<u>the highest number of temporary employees</u>	<u>the highest rate/incidence of temporary employees</u>	<u>the highest number of temporary employees</u>	<u>the highest rate/incidence of temporary employees</u>	<u>the highest number of temporary employees</u>	<u>the highest rate/incidence of temporary employees</u>	<u>the highest number of temporary employees</u>	<u>the highest rate/incidence of temporary employees</u>
		Manufacturing 794,900	Education 19.8% of temporary employees on the total employees in the sector	Agriculture		Manufacturing 116,900	Arts entertainment and recreation 36.0% of temporary employees on the total employees in the sector	Accommodation and Food Service Activities 420,600	Accommodation and Food Service Activities 39.3% of temporary employees on the total employees in the sector
		Human health and social work activities 714,400	Human health and social work activities 14.4% of temporary employees on the total employees in the sector	Manufacturing		Wholesale and retail trade; repair of motor vehicles and motorcycles 96,300	Agriculture, forestry and fishing 33.1% of temporary employees on the total employees in the sector	Wholesale and retail trade; repair of motor vehicles and motorcycles 418,700	Construction 36.25% of temporary employees on the total employees in the sector
		Wholesale and retail trade; repair of motor vehicles and motorcycles 650,700	Arts, entertainment and recreation 14.2% of temporary employees on the total employees in the sector	Services		Education 77,100	Accommodation and food services activities 32.5% of temporary employees on the total employees in the sector	Manufacturing 349,600	Arts, entertainment and recreation 34.8% of temporary employees on the total employees in the sector
		Education 512,600	Accommodation and food service activities 13.3% of temporary employees on the total employees in the sector	Tourism		Human health and social work activities 69,600	Administrative and support services activities 30.9% of temporary employees on the total employees in the sector	Human health and social work activities 338,700	Human health and social work activities 25.6% of temporary employees on the total employees in the sector

BASIS, LEVEL AND ISSUES OF SPECIFIC SECTORAL AGREEMENTS FOR CONTRACTS/STATUSES ASSOCIATED WITH TEMPORARY WORKERS									
FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
		Manufacturing A) fixed-term contracts	BASIS Agreement LEVEL National/sectoral ISSUES Use of temporary work The type of the contract						
		Human health and social work activities A) fixed-term contracts	BASIS Law LEVEL ISSUES						
		Education A) fixed-term contracts	BASIS Law LEVEL ISSUES						
		Arts, entertainment and recreation A) fixed-term contracts	BASIS Law LEVEL ISSUES						
		Accommodation and food service activities A) fixed-term contracts	BASIS Agreement LEVEL Territorial ISSUES						
		Accommodation and food service activities B) marginal employment	BASIS Agreement LEVEL Territorial ISSUES						

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
		Manufacturing A) fixed-term contracts	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract	Agriculture A) Fixed term employment	LEVEL National/sectoral Territorial ISSUES Use of temporary work Social security and social benefits Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Manufacturing A) Fixed-term employment contract with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)	Accommodation and Food Service Activities Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
		Accommodation and food service activities A) fixed-term contracts	LEVEL Territorial ISSUES	Agriculture B) Temporary Agency Work	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Social security and social benefits	Manufacturing B) Temporary employment contract with determined or undetermined duration	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)	Accommodation and Food Service Activities A) Contract for a specific project or service or Project-based contract	LEVEL Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
		Accommodation and food service activities B) marginal employment	LEVEL Territorial ISSUES	Agriculture C) Seasonal Work	LEVEL National/sectoral Territorial ISSUES Use of temporary work Social security and social benefits Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Manufacturing C) Contract under 'service commission' with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Accommodation and Food Service Activities B) Fixed-term contract for production reasons	LEVEL Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Agriculture D) Casual Work	LEVEL National/sectoral Territorial ISSUES Use of temporary work Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for temporary workers compared to permanent workers	Manufacturing D) Intermittent employment contract	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Accommodation and Food Service Activities C) Provisional or Substitution contract	LEVEL Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
				Manufacturing Temporary work in general	(regarding Pay) LEVEL ISSUES	Manufacturing F) Fixed-term contract with very short duration	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Accommodation and Food Service Activities E) Temporary contract for workers in risk of social exclusion	LEVEL ISSUES Use of temporary work Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Manufacturing A) Fixed term employment	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Social security and social benefits Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay, Pay grade/classification)	Manufacturing G) Internship contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Working time, Training)	Accommodation and Food Service Activities F) Relief Contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Manufacturing B) Temporary Agency Work	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Social security and social benefits Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay, Pay grade/classification)	Wholesale and retail trade A) Fixed-term employment contract with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)	Wholesale and retail trade; repair of motor vehicles and motorcycles Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Services Temporary work in general	LEVEL National/sectoral Territorial ISSUES	Wholesale and retail trade G) Internship contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for	Wholesale and retail trade; repair of motor vehicles and motorcycles A) Contract for a specific project or service or Project-based contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
							Temporary workers compared to permanent workers (regarding Working time, Training)		to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Services A) Fixed term employment	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Education A) Fixed-term employment contract with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)	Wholesale and retail trade; repair of motor vehicles and motorcycles B) Fixed-term contract for production reasons	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Services B) Temporary Agency Work	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Business activities/services which foresee the use of temporary work Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Education C) Contract under 'service commission' with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Wholesale and retail trade; repair of motor vehicles and motorcycles C) Provisional or Substitution contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Services C) Seasonal work	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Education D) Intermittent employment contract	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Wholesale and retail trade; repair of motor vehicles and motorcycles E) Temporary contract for workers in risk of social exclusion	LEVEL Territorial ISSUES Use of temporary work
				Services D) Casual work	LEVEL National/sectoral Territorial ISSUES Business activities/services which foresee the use of temporary work Equal treatment and rights for temporary workers compared	Human health and social work activities A) Fixed-term employment contract with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers	Wholesale and retail trade; repair of motor vehicles and motorcycles F) Relief Contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
					to permanent workers (regarding Pay)		(regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)		Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Tourism Temporary work in general	LEVEL ISSUES	Human health and social work activities D) Intermittent employment contract	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Manufacturing Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Tourism A) Fixed term employment	LEVEL National/sectoral Territorial ISSUES Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay)	Agriculture, forestry and fishing A) Fixed-term employment contracts with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Manufacturing A) Contract for a specific project or service or Project-based contract	LEVEL Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Tourism B) Temporary Agency Work	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for temporary workers compared to permanent workers (regarding Pay, working time)	Agriculture, forestry and fishing D) Intermittent employment contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Manufacturing B) Fixed-term contract for production reasons	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Tourism C) Seasonal work	LEVEL National/sectoral Territorial ISSUES	Agriculture, forestry and fishing F) Fixed-term contract with very short duration	LEVEL National/sectoral ISSUES Use of temporary work	Manufacturing C) Provisional or Substitution contract	LEVEL National/sectoral Territorial Company

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
					Use of temporary work The type of the contract		The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)		ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
				Tourism D) Casual work	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract	Agriculture, forestry and fishing G) Internship contract	LEVEL Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Working time, Training)	Manufacturing E) Temporary contract for workers in risk of social exclusion	LEVEL Territorial ISSUES Use of temporary work Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
						Accommodation and food services activities A) Fixed-term employment contracts with determined or undetermined duration	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Manufacturing F) Relief Contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
						Accommodation and food services activities D) Intermittent employment contract	LEVEL National/sectoral Territorial ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	Human health and social work activities Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
									grade/classification)
						<p>Accommodation and food services activities</p> <p>F) Fixed-term contract with very short duration</p>	<p>LEVEL National/sectoral Territorial Company</p> <p>ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)</p>	<p>Human health and social work activities</p> <p>A) Contract for a specific project or service or Project-based contract</p>	<p>LEVEL Territorial Company</p> <p>ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)</p>
						<p>Accommodation and food services activities</p> <p>G) Internship contract</p>	<p>LEVEL National/sectoral Territorial Company</p> <p>ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Working time, Training)</p>	<p>Human health and social work activities</p> <p>B) Fixed-term contract for production reasons</p>	<p>LEVEL Territorial Company</p> <p>ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)</p>
						<p>Administrative and support services</p> <p>A) Fixed-term employment contracts with determined or undetermined duration</p>	<p>LEVEL National/sectoral Territorial Company</p> <p>ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)</p>	<p>Human health and social work activities</p> <p>C) Provisional or Substitution contract</p>	<p>LEVEL Territorial Company</p> <p>ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)</p>
						<p>Administrative and support services</p> <p>C) Contracts under 'service commission' with determined or undetermined duration</p>	<p>LEVEL National/sectoral Territorial Company</p> <p>ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers</p>	<p>Human health and social work activities</p> <p>E) Temporary contract for workers in risk of social exclusion</p>	<p>LEVEL Use of temporary work Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time,</p>

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
							(regarding Pay, Working time, Training, Pay grade/classification, priority in company recruitments)		Training, Pay grade/classification) ISSUES
						Administrative and support services G) Internship contract	LEVEL National/sectoral ISSUES Use of temporary work The type of the contract Equal treatment and rights for Temporary workers compared to permanent workers (regarding Working time, Training)	Human health and social work activities F) Relief Contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Construction Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Construction A) Contract for a specific project or service or Project-based contract	LEVEL Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Construction B) Fixed-term contract for production reasons	LEVEL Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
									temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Construction C) Provisional or Substitution contract	LEVEL Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Construction E) Temporary contract for workers in risk of social exclusion	LEVEL Territorial Use of temporary work Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification) ISSUES
								Construction F) Relief Contract	LEVEL Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Arts, entertainment and recreation Temporary work in general	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work

LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
									Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
							Arts, entertainment and recreation A) Contract for a specific project or service or Project-based contract	LEVEL National/sectoral Territorial Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	
							Arts, entertainment and recreation B) Fixed-term contract for production reasons	LEVEL National/sectoral Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	
							Arts, entertainment and recreation C) Provisional or Substitution contract	LEVEL National/sectoral Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)	
							Arts, entertainment and recreation E) Temporary contract	LEVEL ISSUES Use of temporary work	



LEVEL AND ISSUES OF COLLECTIVE AGREEMENTS WHICH COVER OTHER TOPICS BESIDES TEMPORARY WORK

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
								for workers in risk of social exclusion	Social security and social benefits Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)
								Arts, entertainment and recreation F) Relief Contract	LEVEL National/sectoral Company ISSUES Use of temporary work Business activities/services which foresee the use of temporary work Equal treatment and rights for Temporary workers compared to permanent workers (regarding Pay, Working time, Training, Pay grade/classification)

THE MOST IMPORTANT SECTORAL UNIONS SPECIFICALLY FOR TEMPORARY WORKERS AT NATIONAL/SECTORAL LEVEL

FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN

UNIONS WHICH REPRESENT OTHER WORKERS BESIDES TEMPORARY WORKERS AT NATIONAL/SECTORAL LEVEL

FYR MACEDONIA	GERMANY	ITALY	PORTUGAL	SPAIN
	<p>SECTOR Manufacturing</p> <ul style="list-style-type: none"> • First union (IG-Metall) Membership: 2,3m % of TWs in its membership: n.a. • Second union (IG BAU) Membership: 660,000 % of TWs in its membership: n.a. • Third union (Christliche Gewerkschaft Metall) Membership: 98,000 % of TWs in its membership: n.a. 		<p>SECTOR Manufacturing</p> <p>First union: FIEQUIMETAL – Federação Intersindical das Indústrias Metalúrgicas, Químicas, Elétricas, Farmacêutica, Celulose, Papel, Gráfica, Imprensa, Energia e Minas (Inter-Union Federation of Metal, Chemical, Electrical, Pharmaceutical, Paper, Graphic and Printing Industries, Energy and Mining) [affiliate to CGTP-IN] Membership: circa 72 000 (estimation - 2010) % of TWs in its membership: Information not available</p> <p>Second union: FESETE – Federação dos Sindicatos dos Trabalhadores Têxteis, Lanifícios, Vestuário, Calçado e Peles de Portugal (Federation of Textile, Clothing, Wool and Footwear Workers' Unions of Portugal) [affiliate to CGTP-IN] Membership: circa 23 000 (estimation – 2013) % of TWs in its membership: Information not available</p> <p>Third union: SINDEL – Sindicato Nacional da Indústria e Energia (National Industry and Energy Trade Union) [affiliate to UGT] Membership: 9 200 (estimation – 2010) % of TWs in its membership: Information not available</p>	
	<p>SECTOR Human health and social work activities</p> <ul style="list-style-type: none"> • First union (ver.di) >Membership: 2,2m >% of TWs in its membership: • Second union (Marburger Bund) >Membership: 114,000 >% of TWs in its membership: 		<p>SECTOR Wholesale and retail trade</p> <p>First union: CESP – Sindicato dos Trabalhadores do Comércio, Escritórios e Serviços de Portugal (Union of Wholesale, Office and Service Workers of Portugal) [affiliate to CGTP-IN] Membership: between 20 000 and 40 000 (estimation – 2011) % of TWs in its membership: Information not available</p> <p>Second union: SITESE – Sindicato dos Trabalhadores e Técnicos dos Serviços (Union of Service Workers and Technicians) [affiliate to UGT] Membership: between 10 000 and 20 000 (estimation – 2011) % of TWs in its membership: Information not available</p> <p>Third union: SINDCES – Sindicato Democrático do Comércio, Escritórios e Serviços (Democratic Union of Wholesale, Office and Services) [affiliate to UGT] Membership: Information not available % of TWs in its membership: Information not available</p>	
	<p>SECTOR Wholesale and retail trade; repair of motor vehicles and motorcycles</p> <ul style="list-style-type: none"> • First union (ver.di) >Membership: 2,2m >% of TWs in its membership: 		<p>SECTOR Education</p> <p>First union: SPN – Sindicato dos Professores do Norte (Teachers' Union of the North) [affiliate to CGTP-IN] Membership: 16 232 (2003) % of TWs in its membership: information not available</p> <p>Second union: SPGL - Sindicato dos Professores da Grande Lisboa (Teachers' Union of the Great Lisbon Area) [affiliate to CGTP-IN] Membership: 13 627 (2015) % of TWs in its membership: information not available</p> <p>Third union: SPZN – Sindicato dos Professores da Zona Norte (Teachers' Union of the Northern Area) [affiliate to UGT]</p>	

UNIONS WHICH REPRESENT OTHER WORKERS BESIDES TEMPORARY WORKERS AT NATIONAL/SECTORAL LEVEL

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
							Membership: 11 650 (estimation – 2011) % of TWs in its membership: information not available		
		SECTOR Education	<ul style="list-style-type: none"> • First union (ver.di) >Membership: 2,2 >% of TWs in its membership: • Second union (GEW) >Membership: 252,000 >% of TWs in its membership: 			Human health and social work activities	First union: SEP – Sindicato dos Enfermeiros Portugueses (Union of Portuguese Nurses) [affiliate to CGTP-IN] Membership: 18 000 (2009) % of TWs in its membership: information not available Second union: SCTS – Sindicato Nacional dos Técnicos Superiores de Saúde das Áreas de Diagnóstico e Terapêutica (National Union of Health High Technicians in the Areas of Diagnosis and Therapy) [affiliate to CGTP-IN] Membership: 5 600 (2009) % of TWs in its membership: information not available Third union: SE – Sindicato dos Enfermeiros (Union of Nurses) [affiliate to UGT] Membership: 5 200 (2009) % of TWs in its membership: information not available		
		SECTOR Arts, entertainment and recreation	First union (ver.di) >Membership: 2,2m >% of TWs in its membership:			Arts, entertainment and recreation	First union: CENA – Sindicato dos Músicos, dos Profissionais do Espectáculo e do Audiovisual (Union of Musicians, Entertainment and Audiovisual Workers) [affiliate to CGTP-IN] Membership: Information not available % of TWs in its membership: Information not available Second union: STE – Sindicato dos Trabalhadores dos Espectáculos (Union of Entertainment Workers) [affiliate to CGTP-IN] Membership: Information not available % of TWs in its membership: Information not available Third union: SMAV – Sindicato dos Meios Audiovisuais (Audiovisual Workers Union) [affiliate to UGT] Membership: Information not available % of TWs in its membership: Information not available		
		SECTOR Accommodation and food service activities	First union (NGG) >Membership: 200,000 >% of TWs in its membership:			Agriculture, forestry and fishing	First union: SINTAB – Sindicato dos Trabalhadores da Agricultura e das Indústrias de Alimentação, Bebidas e Tabacos de Portugal (Union of Workers in Agriculture, Food, Beverages and Tobacco Industries of Portugal) [affiliate to CGTP-IN] Membership: 5 000 (circa 600 in agriculture – 2007) % of TWs in its membership: Information not available Second union: SETAA – Sindicato da Agricultura, Alimentação e Florestas (Union of Agriculture, Food and Forests) [affiliate to UGT] Membership: 3 787 (2007) % of TWs in its membership: Information not available		
						Accommodation and food services activities	First union: FESAHT – Federação dos Sindicatos da Alimentação, Bebidas, Hotelaria e Turismo de Portugal (Federation of Unions in Food, Beverages, Hotels and Tourism of Portugal) [affiliate to CGTP-IN] Membership: circa 12 700 (hotels and tourism – 2010) % of TWs in its membership: Information not available Second union: SITESE – Sindicato dos Trabalhadores e Técnicos dos Serviços (Union of Service Workers and Technicians) [affiliate to UGT] Membership: between 10 000 and 20 000 (estimation – 2011) % of TWs in its membership: Information not available		
						Administrative and support services	First union: CESP – Sindicato dos Trabalhadores do Comércio, Escritórios e Serviços de Portugal (Union of Wholesale, Office and Service Workers of Portugal) [affiliate to CGTP-IN] Membership: between 20 000 and 40 000 (estimation – 2011) % of TWs in its membership: Information not available Second union: SITESE – Sindicato dos Trabalhadores e Técnicos dos Serviços (Union of Service Workers and Technicians) [affiliate to UGT] Membership: between 10 000 and 20 000 (estimation – 2011) % of TWs in its membership: Information not available		

UNIONS WHICH REPRESENT OTHER WORKERS BESIDES TEMPORARY WORKERS AT NATIONAL/SECTORAL LEVEL										
FYR MACEDONIA		GERMANY		ITALY		PORTUGAL			SPAIN	
							Third union: SINDCES – Sindicato Democrático do Comércio, Escritórios e Serviços (Democratic Union of Wholesale, Office and Services) [affiliate to UGT] Membership: Information not available % of TWs in its membership: Information not available:			

OTHER ORGANISATIONS (NOT UNIONS) WHICH REPRESENT TEMPORARY WORKERS AT SECTORAL LEVEL

FYR MACEDONIA		GERMANY		ITALY		PORTUGAL		SPAIN	
						Manufacturing Associations which also represent other workers/citizen groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Wholesale and retail trade Associations which also represent other workers/citizen groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Education Associations (not unions) which represent only temporary workers Associations which also represent other workers/citizen groups Spontaneous groups	First association: ABIC - Associação de Bolseiros de Investigação Científica (Portuguese Association of the Grant-Holding Researchers) Membership: more than 700 % of TWs in its membership: 100,0% Second association: ANICT – Associação Nacional de Investigadores em Ciência e Tecnologia (National Association of Science and Technology Researchers) Membership: information not available % of TWs in its membership: information not available Third association: ANPC – Associação Nacional dos Professores Contratados (National Association of temporary contract Teachers) Membership: information not available % of TWs in its membership: information not available Fourth association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Human health and social work activities Associations which also represent other workers/citizen groups Spontaneous groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Arts, entertainment and recreation Associations which also represent other workers/citizen groups Spontaneous groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Agriculture, forestry and fishing Associations which also represent other workers/citizen groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Accommodation and food services activities Associations which also represent other workers/citizen groups	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”) Membership: information not available % of TWs in its membership: information not available		
						Administrative and support services	First association: Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”)		

OTHER ORGANISATIONS (NOT UNIONS) WHICH REPRESENT TEMPORARY WORKERS AT SECTORAL LEVEL											
FYR MACEDONIA		GERMANY		ITALY		PORTUGAL			SPAIN		
						Associations which also represent other workers/citizen groups	Precarious") Membership: information not available % of TWs in its membership: information not available				

GOOD PRACTICES

GOOD PRACTICES OF COLLECTIVE BARGAINING

PORTUGAL

Level of collective bargaining	Name of the agreement	Signatories	Brief description (max 100 words)
<input type="checkbox"/> National/sectoral	Contrato Coletivo (Sectoral Agreement) in the manufacture of textiles	ANIVEC/APIV – Associação Nacional das Indústrias de Vestuário e Confecção (National Association of Clothing Manufacturers) FESETE – Federação dos Sindicatos dos Trabalhadores Têxteis, Lanifícios, Vestuário, Calçado e Peles de Portugal (Federation of Unions for Workers in Textiles, Wool, Clothing, Shoe and Leather Industry) COFESINT – Confederação de Sindicatos da Indústria, Energia e Transportes (Confederation of Unions of Industry, Energy and Transportes)	Sets a maximum threshold of 20% of temporary workers in each company Temporary workers with fixed-term employment contracts and/or with temporary employment contracts should be preferred in admissions in case of vacancies in the companies
<input type="checkbox"/> Company	Acordo de Empresa (Company Agreement) Sociedade Pauta das Flores	Sociedade Pauta das Flores SITESE – Sindicato dos Trabalhadores e Técnicos dos Serviços (Union of Service Workers and Technicians)	This collective agreement has the most comprehensive regulation of the fixed-term employment contracts, with several clauses.
<input type="checkbox"/> Company	Acordo de Empresa (Company Agreement) GOODREST – Serviços de Restauração e Catering	GOODREST – Serviços de Restauração e Catering FESAHT – Federação dos Sindicatos da Alimentação, Bebidas, Hotelaria e Turismo de Portugal (Federation of Unions in Food, Beverages, Hotels and Tourism of Portugal)	This collective agreement has two relevant clauses that regulate the internship contract
<input type="checkbox"/> National/sectoral	Contrato coletivo (Sectoral Agreement) in the manufacture of pulp, paper and paperboard	ANIPC – Associação Nacional dos Industriais de Papel e Cartão (National Association of Paper and Paperboard Manufacturers) FETESE – Federação dos Sindicatos dos Trabalhadores dos Serviços (Federation of Service Workers' Union)	This collective agreement has a specific clause that regulates the right to holidays for workers with contracts that are lower than six months

SPAIN

Level of collective bargaining	Name of the agreement	Signatories	Brief description (max 100 words)
X National/intersectoral	-AIEE - 1997 (Acuerdo Interconfederal para la Estabilidad en el Empleo)	Government, CCOO, UGT and CEOE	The agreement contains several articles aimed at increasing employment stability, including limits to the repetition of temporary contracts, the transformation of temporary into open-ended contracts
<input type="checkbox"/> National/sectoral	-IV Collective Agreement for Care Services and the promotion of autonomy (Convenio Colectivo marco estatal de servicios de atención a las personas dependientes y desarrollo de la promoción de la autonomía personal)	CCOO, UGT and FED, LARES and FNM	Establishes a minimum percentage of 77% of employees with open ended contracts. Moreover, it contains mechanisms in order to guarantee the enforcement of the this percentage, and in particular, it establishes that those companies not reaching that percentage will be obliged to transform temporary into open ended contracts until reaching the 77%
<input type="checkbox"/> Territorial/sectoral	-Collective Agreement for Agriculture in Cadiz (Convenio Colectivo del sector del campo de Cádiz)	UGT, CCOO and ASAJA	The agreement establishes that those workers employed with fixed-term contracts for production reasons that have been working without interruption (or with interruptions of less than fifteen days) for at least 11 months, will be transformed automatically into open-ended contracts

GOOD PRACTICES FOR THE REPRESENTATION OF TEMPORARY WORKERS

PORTUGAL

Level of representation	Temp. workers rep. (estimated number)	Name and Type of org. (union, association, other groups)	Brief description (max 100 words)
National/ intersectoral	Information not available	Associação de Combate à Precariedade “Precários Inflexíveis” (Association for the Struggle to Precariousness “Inflexible Precarious”)	Following the MayDay in 2007, an informal group appeared: The Inflexible Precarious. This informal group became an association in 2012. This actor is not a union, neither intends to be, nor takes part in collective bargaining. Instead, this is a social movement organization that contributes to the creation of a new field of dispute and conflict, the one of the condemning of precarious work. Inflexible Precarious is involved in the mass protest against austerity and supports specific temporary workers disputes, namely: fake independent workers; intermittent workers in the arts sector; employees at “Saúde 24, a medical helpline, and many others. A major initiative was the petition in 2011 against precariousness, that gave an important contribute to change the legal framework affecting temporary workers.
	More than 700	ABIC - Associação de Bolseiros de Investigação Científica (Portuguese Association of the Grant-Holding Researchers)	Created in 2003, this association has as aims the defence of the dignity of the research professionals that are grant-holders and the recognition of scientific employment. With the divestment in science, which was accentuated more clearly in the last years, there was an increase and generalization of the use of grants as a covert form of labour. This organization is responsible for several actions, like “Pedalling for Science” (from 29/09/2007 to 01/10/2010), petitions, etc.. It’s member of EURODOC – European Council of Doctoral Candidates and Junior Researchers and of WSWF – World Federation of Scientific Workers.
	Information not available	ANICT – Associação Nacional de Investigadores em Ciência e Tecnologia (National Association of Science and Technology Researchers)	Formally founded in 2010 with a nationwide jurisdiction, this association has its roots in an informal group of researchers that emerged in 2007 at the University of Minho (North of Portugal). This association has taken positions that are very close to the politics for science of the current right-wing government, what is contested not only by ABIC, but also by the teachers’ unions.
	Information not available	Platform in Defence of Science and the Scientific Employment	Founded in 2013 following the results of the Investigator FCT call that reduced drastically the number of grants, this platform held meetings in many universities and research centres with a great participation of researchers. It organized an important demonstration of grant-holders in Lisbon, promoted a petition and made a judicial challenge of the decision. In 2014 it organized the National Meeting of Scientists in Portugal.
	Information not available	Movement of the Intermittent Workers of the Arts and the Audiovisual	This movement was founded around 2006 and was made up by artists and technicians from several arts of the spectacle and from the audiovisual. Its aim was to fight for obtaining labor rights for these workers, rights that should take in account the specificities of these professions. The movement was one of the founders, with some unions and other organizations, of the Platform of the Arts of Spectacle and the Audiovisual Professional Organizations that promoted in 2007 a petition on the creation of a “Labour Regime and Social Rights for Intermittent Work”. Some of the organizations of this platform merged in 2011 with the Union of the Musicians, giving rise to CENA CENA – Sindicato dos Músicos, dos Profissionais do Espectáculo e do Audiovisual.

SPAIN

Level of representation	Temp. workers repr. (estimated number)	Name and Type of organisation (union, association, other groups)	Brief description (max 100 words)
National/ sectoral	No Data available	CEAI – Coordinadora Estatal de Asociaciones de Funcionarios Interinos y Trabajadores Temporales de las Administraciones Públicas (National Coordination of Associations for temporary workers and workers with substitution contracts in the public sector)	The association aims at defending the interests of workers with a substitution contract in the public administration
Territorial/ sectoral	No Data available	AIESAS - Asociación de Personal Interino y Eventual del SAS (Association of Substitution and temporary workers of the Andalusian Public Health System)	The association has the objective of defending the interests of workers with a substitution contract in the public health system of Andalusia