



## OS KOVO Presidium Appeal

### PRECARIOUS WORK

According to the European Metalworkers' Federation Criteria precarious jobs are jobs:

- with low security,
- with low or uncertain wage
- without social security (from the point of view of pensions, health insurance, unemployment benefits)
- without redundancy protection
- without vocational training
- with low or any health and safety protection during work
- without trade union representation

**The work made via Temporary Work Agencies** in Czech Republic prove majority of such features:

- The agency workers have contracts for determinate period, usually for a short period; moreover the trial period is included. The termination of labour relation is than very easy.
- Despite the fact that Labour Code guarantees to the Agency Workers the same wage as to other permanent workers, this provision is usually not observed.
- Instead of parts of wage the Agencies are providing to its employees some other – non-taxable supplies, through which they decrease the base of calculation of health care benefits, unemployment benefits and also pensions.
- In case of termination of the contract for determinate period the employee is not protected and will not receive the severance pay.
- Employers – Users are investing into the training and education area for its permanent workers. Agencies are providing to its employees only some necessary training.
- There is no case known about trade union organisation creation in Temporary Work Agency. It is rather problematic to organise Agency Workers, who have contracts for determinate periods and are often changing the employer and also the place of work.

**Unfortunately the Statistics shows that the share of Temporary Agency Work is significantly increasing!!!**

#### That is why we appeal to:

**Employers** – to use for the work first of all the permanent workers and in necessary cases to cooperate only with those Temporary Work Agencies who are respecting the valid legislation

**Temporary Work Agencies** – to observe Labour Law and other regulations

**The State** – to control consistently and to fine the infringement of the rules and not to allow the escape of milliards of Czech Crowns, which are so necessary in Health service, School System or Pension System.

The OS KOVO Presidium adopted this Appeal in Prague, 27.8. 2008

Josef Středula, OS KOVO President