

# FAQ

## How does temporary employment work?

As an employee you have an employment contract with Timeleas GmbH. This contract contains all legal and collective agreement regulations and provisions (hourly wage, number of working hours, number of holidays, what to do in case of illness, etc.). Timeleas GmbH has the authority to issue instructions and attempts to assign employees according to their qualifications. However, the employee does not work on site at Timeleas GmbH, but at one of the various client companies.

The corresponding rights and obligations of the employee are regulated by the German Temporary Employment Act (AÜG). The payment of equal pay wage is also regulated there. This means that after a 9-month assignment at the client company, the employee must earn the same as a permanent employee with the same job. The AÜG also stipulates that an employee may be deployed as a temporary worker in a client company for a maximum of 18 months. Afterwards the employee has the chance to get a permanent job there or – if this is not appropriate for any reason – may be employed in another client company of Timeleas GmbH.

## What are the advantages of working for a temporary employment agency?

- It is easier to return to work (after a longer period of absence for various reasons) via temporary employment
- Temporary employment also offers career starters, who are still deciding what path to take later, the best opportunity to try out a wide range of different occupations
- By working for the client company, you already have one foot in the door. This is the time to prove yourself, because the chances of being taken on by the client are often very good.
- While working for the client company there are often opportunities to acquire further qualifications (e.g. a forklift licence)
- Many companies also no longer advertise their vacancies or recruit directly, but use temporary employment to find the right candidate for them