SAC GmbH
the social accountability company

Comparison of contract for specific work – temporary workers

Criterion	Contract for specific work	Temporary workers
Legal basis	BGB §§ 631 ff.	Arbeitnehmerüberlassungsgesetz (AÜG)
Employer's managerial authority	The customer may not instruct the employees of the contractor .	The customer may instruct the employees of the contractor .
Working time	The client does not affect the organization of working time by the contractor .	The client determines the working hours of temporary workers .
Area of application	It must be agreed a concrete, contract for specific work capable subject of agreement. The foreign personnel may be used only in this context.	The client sets the time employees exactly as he needs them.
Organization	The service contractor organizes the work processes which are necessary to achieve the Treaty on his own.	The organization of work is up to the client.
Liability risk	The contractor assumes the entire business risk and therefore the liability.	The entrepreneurial risk lies with the client. The recruiter must ensure that the temporary workers possess the qualifications agreed.

Criterion	Contract for specific work	Temporary workers
Professional Knowledge	The contractor must have the necessary expertise in order to provide the contracted services.	The recruiter provides temporary employees who have the required expertise.
Salary	Contractors may negotiate the amount of compensation freely. Attention: - Aware bargaining coverage - Minimum Wage law	It is the collectively agreed minimum wage.
Social security contributions	There is no secondary liability for service contracts.	The customer is liable for payment of the total social security contributions by the recruiter.
Areas of application	Work contracts are for the outsourcing of tasks or functional areas, perpetual personnel tasks and time-limited projects.	Temporary workers is in short-term personnel shortages, cyclical market fluctuations and temporarily increased work volumes.