

# IMF CENTRAL COMMITTEE 2007 GLOBAL ACTION AGAINST PRECARIOUS WORK

Salvador, Bahia, Brazil  
November 28 and 29

## RECOMMENDATIONS

The approach of IMF and its affiliates to precarious work is informed by the following principles:

- The massive expansion of precarious work must be stopped
- Precarious employment should be limited to cases of legitimate need
- Where precarious work does exist, wages and conditions must be equal to those of regular workers
- Workers should be directly hired and indirect employment discouraged

Union action is essential to counteract the expansion of precarious work, particularly in light of the limitations of institutional channels to resolve complaints.

The following recommendations for action have been compiled from proposals made by IMF affiliates prior to the Central Committee, recommendations made by the IMF Women's Workshop on Precarious Employment held in Salvador de Bahia, Brazil, on November 26, and additional proposals made from the floor at the IMF Central Committee meeting held in Salvador de Bahia on November 28 and 29. The recommendations are grouped under three broad headings: industrial, legal/political and international.

### INDUSTRIAL

*These recommendations focus on actions that can be taken by trade unions to limit or ameliorate the effects of precarious work. Particular emphasis is put on the key role of organising and bargaining strategies and the need for strong national unions.*

Unions need to strengthen their organising and bargaining capacity to win the political battle against neo-liberal policies.

Industry-level bargaining and strong national unions are essential for dealing with subcontracted or agency employment.

Unions should work to increase solidarity between precarious and regular workers.

Action should be taken to ensure equal treatment of precarious workers, including equality of salary with regular workers.

Union statutes should be amended to enable unions to organize precarious workers.

Organisers should be trained in organizing precarious workers.

Unions should demand collective agreements that apply to all employees, including precarious workers.

Unions should promote alternative forms of organizing precarious workers.

Clauses on precarious work should be included in collective agreements, both on improved working conditions and on limiting the incidence of precarious work.

Unions should campaign for a step-by-step transformation of precarious workers to regular workers.

Unions should educate workers on the effects and impacts of precarious work, including on occupational safety and health.

Unions should take action to reduce the double burden of domestic work on women, one of the reasons for women's over-representation in precarious employment.

Actions should be taken to improve the work-life balance in regular employment, to reduce precarious employment.

Unions should do their own gender analysis of precarious work.

Strategies on precarious work should emphasise Decent Work and incorporate gender and race.

Since women are often employed in small and medium-sized enterprises (SMEs) that lack capacity to implement gains for women, unions need to insist on bargaining with the principal company.

Unions should conduct national campaigns against precarious work and develop action plans to eradicate it, especially in export processing zones (EPZs).

Experiences with precarious work should be shared.

Unions should create databases of contracting companies and subcontractors to allow for identification and monitoring.

## **LEGAL/POLITICAL**

*This section refers to strategies targeting the legal and political framework that is allowing precarious employment to flourish. Unions are encouraged to actively intervene at the political level for legislative reform both to deal with precarious work and to strengthen the organizing and bargaining capacity of trade unions.*

Unions should increase their intervention in labour reform in favour of precarious workers and actively resist legal reforms that facilitate precarious work or reduce the rights of precarious workers.

Statutory barriers to organizing precarious workers must be removed.

Legal restrictions on the rights of precarious workers to join the same union, to bargain under the same agreement and to take collective action with regular workers should be removed.

The principal employer must be forced to take responsibility for contract or agency workers.

The engagement of temporary workers must be limited to genuine short-term requirements.

Improved legislative protection should be sought for precarious workers, including social security.

The IMF and its affiliates should give priority to campaigning for national legislation that reflects ILO Recommendation 198 on the employment relationship and prevents employers from falsely identifying employees as contractors.

Governments should be induced to ratify the Core Labour Standards and other ILO conventions relevant to precarious work.

Unions should build alliances with other social movements in the struggle against precarious work.

The media should be used to improve awareness of the human rights of precarious workers.

Unions should pursue increased legal hurdles for companies that outsource.

Courts should be used to prosecute human rights violations and to determine employment status.

The incidence of precarious work should be linked to sustainable development and the fight against poverty with governments.

Unions should demand policy coherence from national governments, that they respect labour rights in industrial as well as trade discussions.

Portable pensions, loan facilities for self-help projects as well as job-creation and alternative income-creation schemes can improve conditions for precarious workers.

## **INTERNATIONAL**

*These are actions that can be taken at the international level by IMF in conjunction with its affiliates. They emphasise the importance of international solidarity in the struggle against precarious work.*

IMF shall coordinate an international Day of Action against precarious work that includes prior education and has a national focus.

The IMF should motivate affiliates to actively participate in the week of Global Action which is coordinated by the World Social Forum and will be held in the last week of 2008.

IMF shall coordinate international solidarity actions in support of precarious workers.

The goal of achieving an international standard on the employment relationship should be maintained.

All Central Committee proposals must take account of gender.

IMF should develop a women's manifesto pointing out the various ways that neo-liberalism has affected women in the metal industry.

Precarious labour has a feminine face and all IMF documents need to show that understanding.

Precarious work means precarious lives and social insecurity leading to increasing violence against women. This must be emphasised in the IMF's campaign against precarious work.

International Framework Agreements should include rejection or limitation of precarious work.

IMF should help to develop a global strategy, linking with other global union federations and national centres.

The participation of other actors such as ILO, OECD and ITUC should be secured.

IMF should develop a communications strategy on precarious work.

IMF should produce materials such as information pamphlets on precarious work.

IMF should collate and disseminate information and experiences of precarious work from affiliates.