

**32<sup>nd</sup> IMF World Congress  
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**ITEM 12**

**RESOLUTION 9**

**Precarious work = precarious lives: Impacts of women's precarious work on families and communities**

**Submitted by IMF Women's Conference**

Noting that:

Precarious work is the biggest threat to wages and working conditions that workers face today. Workers in temporary, casual and contract jobs have fewer rights and are less likely to become members of a trade union. Companies, and particularly TNCs, use precarious work as a tool to organize production in a more and more authoritarian way; women and men are considered objects to be used and thrown away.

While access to gainful employment for women has increased throughout the world, the jobs created are mainly precarious. Women are increasingly finding that their only employment options are in jobs which are temporary and insecure, risk their health and give no rights to social security, pensions and other conditions and no flexibility to take time off to meet caring responsibilities. The current global crisis is further exacerbating the situation.

Because women still shoulder the majority of domestic work and caring responsibilities, forcing them into precarious work is necessarily damaging not only to women themselves, but also to men, to families and communities and to society as a whole. Moreover, precarious work reinforces the existing division of roles between men and women.

Precarious employment prevents women from making long-term plans for their own or their families' future, including making financial commitments like signing a housing lease, taking

out a bank loan, or even sending children to school. In the current economic crisis, women in precarious employment are among the first to lose their jobs, especially in countries where women are concentrated in temporary jobs in export industries. Precarious work also has an impact on women's dignity because it exposes them more to sexual harassment and exploitation. Migrant women workers and women from racial minorities are particularly hard hit.

Regular jobs with a steady income help give women the kind of autonomy and economic empowerment that enable them to take decisions about their lives - whether to get married, when to have children – decisions that help shape societies.

Improving the economic situation of women is a key factor in reducing poverty worldwide.

Affiliates resolve:

To ensure that all union campaigning against precarious work emphasises women's overrepresentation as precarious workers and the negative impacts this has for men and women, families, the division of roles in the household and for society as a whole. This includes demanding progressive working time policies that take into account the needs of both women and men, that promote a work-life balance and that do not perpetuate existing gender roles.

To claim women's equal right to have access to well-paid, secure jobs that give them the capacity to lift themselves and their families out of poverty.

That IMF must continue to work to raise awareness of the broader impacts of precarious work on all our lives, in order to strengthen our actions against it.