

**ITEM 12**

**RESOLUTION 4**

**Precarious employment in the economic crisis**

**Noting that:**

Workers in precarious employment throughout the world have been hit first and hit hardest by the fallout from the financial crisis. One of the first responses by companies has been to reduce temporary employment. Nonpermanent workers on fixed-term contracts, employed through agencies or through other types of non-permanent arrangements have been the first to lose their jobs. Women workers and migrant workers have been particularly affected.

The employment status of these workers has in most cases meant that they are ineligible for any type of severance payments or do not qualify for unemployment benefits. Special arrangements designed to protect employees during the period of the crisis, including short-time working, placement assistance, income support and retraining schemes apply only to the regular workforce - precarious workers are completely unprotected.

All over the world, precarious workers are suffering the consequences of companies shifting their risk to workers by abusing temporary and agency employment in lieu of permanent and direct employment. Companies must not be allowed to continue to exploit inadequate legal frameworks that enable them to use workers in precarious employment as a buffer against the impacts of the financial crisis. Nor should they be allowed to use the crisis as a justification to expand their use of precarious work.

As the crisis deepens, massive jobs losses among those in regular employment will not be avoided. Unemployment is increasing all over the world. There is a real danger that permanent jobs lost during the crisis will never be reinstated, but will instead be replaced by various forms of precarious employment.

There has been no greater need for unity between all workers, regardless of their employment status.

**IMF affiliates resolve to:**

- Use collective bargaining to:
  - Ensure that precarious workers are not further disadvantaged by their employment status and have access to special protections in place during the period of the crisis
  - Set limits on the use of precarious employment, both during and post-crisis
  - Demand long-term solutions to the inferior working conditions experienced by precarious workers that have made them more vulnerable to the economic crisis.
  
- Insist that any employment protections or other special arrangements introduced as a result of the crisis are extended, wherever possible, to precarious workers.
  
- Demand governments for protections that restrict employers from using precarious employment in place of permanent and direct employment, and ensure that permanent jobs lost as a result of the crisis are not replaced by precarious jobs once economies start to recover.
  
- Fight against existing legislation and oppose proposed legislation that makes it easier for employers to use precarious employment
  
- Call for legislation that gives equal rights to precarious workers, in pay and conditions, but also in the right to join a union and bargain collectively.

**Affiliates further resolve that:**

- Fighting against precarious employment and for the rights of precarious workers must continue to be a priority for the IMF during the Congress period.
  
- A week of action against precarious work will take place on 3-10 October 2009. During this period, affiliates will take actions calling on governments and employers to restrict precarious employment and protect precarious workers.