

Resolution No. 4

EMPLOYMENT PROTECTION

The 3rd ITUC-AP General Council Meeting in Cebu, Philippines, on 10–12 November 2009:

- NOTING** that global unemployment is likely to increase by 61 million worldwide by the end of 2009; over 200 million workers could be pushed into extreme poverty resulting in the number of working poor rising to 1.4 billion globally, and women, youth and migrants are among the workers hardest hit by the global crisis;
- IS CONCERNED** that massive retrenchment in the midst of financial and economic crisis is still taking place without adequate rule for employment adjustment, proper compensation and social safety nets;
- ANALYSING** that the current employment crisis was precipitated by the collapse of the housing bubbles in the U.S. propagated by reckless financial speculations, and underlying causes in fundamental economic and governance imbalances that are direct result of three decades of neo-liberal economic policies or market fundamentalism, consequence of which is widespread increase in inequality or distributive injustice - core of the macroeconomic imbalances that sparked the crisis;
- IDENTIFYING** that the crisis has revealed the weakest areas of the labour market - surge in casual and atypical workforce, in informal economy, in migrant labour and in contract work, in short, unprotected and precarious employment; and these are brought about by the flexible labour market policy of governments, employers and IFIs;
- SUPPORTS** fiscal stimulus measures by G20 and other governments which should continue until there is a real recovery;
- WELCOMING** the ILO Global Jobs Pact, a decent work response to the crisis, which stipulates a fair and sustainable globalisation, principles for promoting recovery and development, such as accelerating employment creation, jobs recovery and sustaining enterprises; building social protection systems and protecting people; strengthening respect for international labour standards;
- FURTHER WELCOMING** the decisions of the Pittsburg G20 Meeting recognizing the importance of “putting quality jobs at the heart of the

recovery and agreeing with its communiqué that “the current challenges do not provide an excuse to disregard or weaken internationally recognised labour standards; “

ASSERTS

that the current crisis should be an opportunity to turn the decades of failures in economic and labour market policies into a balanced economy with an improved global governance, a balanced wage-led growth rather than financialisation and excessive profit; the rights of labour and capital;

CALLS ON

affiliates to identify the labour market deficits, such as legislation for employment protection, Social Safety Nets for the unemployed, employment promotion schemes, paying more attention to gender equality and youth employment; and to continue their campaign for protection and promotion of decent employment through legislative actions and social dialogues; and

URGES

the governments to continue immediate steps to ensure that recovery measures are adequate for maintaining and protecting jobs and provide social protection;
to combat the risk of wage deflation and reverse the growth of income inequality;
to develop green economy investment that can shift the world economy to a low carbon green path and create, among others, good jobs;
to use active labour policies; to invest in education and training skills development;
to strengthen labour inspection and enforcement machinery; and
commence meaningful social dialogues to get rid of the current crisis on the basis of the ILO Global Jobs Pact.