

2nd ITUC-AP Regional Conference

Resolution No. 5

EMPLOYMENT PROTECTION

The financial and economic crisis in 2008 again revealed fundamental labour market deficits in globalisation; surge in informal and precarious workers or vulnerable employment, lack of rules for employment adjustment and social protection for retrenched workers,

The Conference notes the increased job insecurity and social instability through the abusive use of temporary and casual work, through the extensive use of temporary work agencies or by contracting out, where the principle of equal remuneration for work of equal value is seriously violated.

During economic downturns, first victims are workers in precarious employment such as irregular workers contract workers, short-term / temporary workers.

Social Safety Nets for employment protection by means of fiscal arrangements are essential; various national job-creation schemes for various age brackets, especially for youth and women, efficient job-exchange, skill training and retraining, unemployment insurance. Increased fiscal space and fair division of fiscal responsibilities between capital and labour, progressive tax system; and an end to international tax competition, tax evasion and tax havens are necessary conditions for the extension of social protection. Trade unions should be part of the creation, management and improvement of such Social Safety Nets.

Economic growth in the past decades has not been distributed to employment in terms of quality and quantity. In the recovery process from the financial and economic crisis, employment should be put in the centre of policy options, a departure from a neo-liberal labour market policy to a labour friendly one. In this context, the Conference welcomes the ILO Global Jobs Pact as comprehensive global guidelines for decent employment and active labour market policy for decent employment.

The Conference commits the ITUC-AP, working with affiliates and the GUFs to:

- promote ILO Global Jobs Pact 2010, whose objectives are employment, social protection, social dialogue, and rights at work in its regional and national programmes;
- organise a regional campaign for protection of employment with special emphasis on precarious work in the areas of legislative protection and working conditions;
- review national practices and legal procedures for employment adjustment in the light of ILO Convention No. 158 and Recommendation No. 166 concerning Termination of Employment;
- to exchange good practices of employment protection, employment creation and promotion, skill development, training and re-training; and
- expose and fight job insecurity and social instability caused by employers abusive use of temporary and casual work, the extensive of temporary work agencies and contracting out.