

From precarity to decent work

ACTRAV Symposium

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- **Equality, Stability, Predictability**

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Drivers and dynamics of precariousness before the global financial and economic crisis

- Washington Consensus and labour market deregulation “orthodoxy”
- Deregulation “on the margins”
- Feminisation of living
- Minimum labour guarantees for atypical and highly feminized workforces (ILO’s Part-Time Work Convention , Home-Based Work Convention, Workers with Family Responsibilities Convention)



Precariousness after the Great Recession

- More women becoming "breadwinners", as men have borne the bulk of job losses
- The youth tragedy
- Migrants: Victims, Villains or Heroes (from G. Standing, *The Precariat: The new dangerous class*, 2011)

Decline in incidence of non-standard work, but evidence of recent "recovery"



Precariousness after the Great Recession

- Wide acceptance of need for more rigorous regulation of financial markets, but
- Same level of support to labour market interventions?

"Temporary contracts became the weak link in labour markets during recent crisis, leading to large employment losses, affecting disproportionately some sectors. and making other possible shock absorbing mechanisms almost irrelevant" (IMF, 2010)"



Precariousness after the Great Recession

However.....

- Doing Business Indicators (EWI)
- Workers Protection Measures (new initiative by the DBI Report Group)

But

- Domestic Workers Convention 2010!



How to close the gap between precarious and non-precarious workers?

- Convention No.111: forbids discrimination and promotes equality of treatment and opportunity on 7 grounds
- Underpinning rationale: Unjustified differential treatment is not to be allowed
- 1998 ILO Declaration on Fundamental Principles and Rights at Work: an "expanded" approach
- Over-representation of particular groups (e.g. migrants, women, youth) in less favourable contractual arrangements: "prima facie" evidence of discrimination



National legal initiatives to narrow the precarious/non-precarious workers divide

- **Republic of Korea** (2006): Package of laws to protect non-standard workers explicitly aimed at redressing discrimination against non-regular workers and restrict overuse of such workers
- *Contrato Unico, Contrat Unique, Contratto Unico d'inserimento*: Proposals developed in **Spain** (100 academic economists, draft bill), **France** (Blanchard-Tirole, Cahuc-Kramarz) and **Italy** (Boeri and Garibaldi, bill): tenure track to stable jobs with protection increasing with tenure.



National legal initiatives to narrow the precarious non-precarious workers divide

- **Spain:** Decision to include domestic workers in general social security regime (except unemployment insurance) in 2011



What's next?

- Precarious vs non-precarious, standard vs non-standard: are these useful dichotomies?
- Aligning non-standard workers with standard workers? Or core labour protections for all, regardless of contractual status?
- Regulated protections=indispensable, but not sufficient
- Negotiated flexibility
- Voice and representation

