From Precarious Work to Decent Work

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Impact of Precarious Work on Collective bargaining and the Collective bargaining unit

Problems workers and unions are facing

• Temporary workers hard to reach
• High turnover difficult to organise
• High level of fear and intimidation
• No ability to negotiate
• Difference in treatment in pay benefits and social security
Impact on workers

- Lower Safety and health conditions
- Depreviation of benefits like vacation, pension social security
- On average lower wages and difference in other benefits
- No maternity protection
Impact on collective bargaining

- Transfer from collective bargaining to individual contracts
- Attack on sectoral agreements
- Undermining acquired rights
- De-Unionisation
- Emergence of yellow unions
- Thresholds for setting up a trade union
- Redefining employment status leads to de-registration of trade union
Impact on collective bargaining

• Subcontractors are forced to bargain with the agency
• Enterprise or sectoral unions can not legally represent agency workers
• Enterprise levels core is shrinking and become itself to small to be a powerful bargaining unit
Making of precarious work by governments, international institutions and multinational companies

- Governments create increasing space for precarious employment
- Weak Labour Inspection
- European Union directive on agency work
- Adjustment demands by World Bank (efficiency, job creation)
- Relocation threat by multinational companies
- Multinationals forcing workers to agree ‘voluntarily’ to be transferred to contract labour
Trade Union responses

• Fighting for central or sectoral bargaining
• Legal extension mechanism like bargaining councils
• Minimum wage
• Recognition of employment relationship
• Recommendation 198
• New initiatives to organise precarious workers
• Court action to defend precarious workers
• Call for legal restrictions to use agency & temporary work
• Alliance with social movements
• Media consumer support
Trade Union responses

- Collective bargaining with public authorities for basic rights and provisions for precarious workers
- Negotiating in collective bargaining agreements for limiting the number of temporary employees and assuring conversion in permanent employment.
- Excluding temporary workers from dangerous jobs that require experience and skills on the job
- National observatory for data to monitor trends in precarious employment
- Demanding joint and several liability in case of agency work
- Getting back centralised or sectoral bargaining (Argentina, Peru, Mauritius)
- Using International Framework agreements to extend rights to precarious workers in supply chains
- Fighting precarisation of public service work
