

PRECARIOUS WORK IN AFRICA

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INTRODUCTION

- Government worldwide are shirking their legal obligations to workers by replacing permanent jobs with contract and temporary work.
- precarious work is a means for employers to shift risks and responsibilities on to workers.
- Workers who are hired by an agency or subcontractor are in a precarious situation when it is unclear who should be held responsible and accountable for their rights and benefits.
- Globally, studies have shown that initial impact of the global economic crisis on employment, left over 27 million people without work.
- precarious employments have replaced standardized employments
- The ILO estimates that across a sample of 24 African countries 49% of working young people live on less than USD 1.25 a day and 73% live on less than USD 2 per day.
- Out of the 53% of people who are working in sub Saharan Africa and surviving on less than \$1 a day, over 80% are women. Further to this, out of the 85.4% of people existing on less than \$2 a over 70% are women.

INTRODUCTION ctd.

- Women are disproportionately affected by these precarious employments.
- On daily basis, women are faced with the “triple burden”. Women’s roles as mothers, as workers and as community advocates continue to exert untold hardship on them.
- Under global economics, women have:
 - an increased work burden,
 - a decrease in compensation for their labour, and
 - growing health risks associated with poor working conditions and stress
- All these have all had a negative impact on women globally.



GENERAL CHARACTERISTICS OF PRECARIOUS WORK

- Temporary/part time
- No social security/protection
- No union
- No living wages
- No consultation
- Greater risk of injury and ill health
- Not decent



Precarity is now a living situation that is not only characterized by material deficits, insecurity, adverse working conditions and lack of recognition, but above all by dwindling possibilities for people to make long-term plans

MEASURES OF PRECARIOUSNESS AND VULNERABILITY

- level of earnings
- level of employer-provided benefits
- degree of regulatory protection
- degree of control or influence within the labour process
- the sector in which workers are employed
- the size of the enterprise in which they work
- the non-standard nature of their employment contract
- their demographic circumstances

THE IMPACT IN THE PUBLIC SECTOR

- Constraints on public budgets
- Reductions in public sector employment
- Cuts in pay and pensions
- Cuts in social protection
- increases in direct and indirect taxation
- increases in pension age

- Ongoing cuts are affecting employees working for the general interest, in health, social security, education, culture and arts, environment, energy etc.

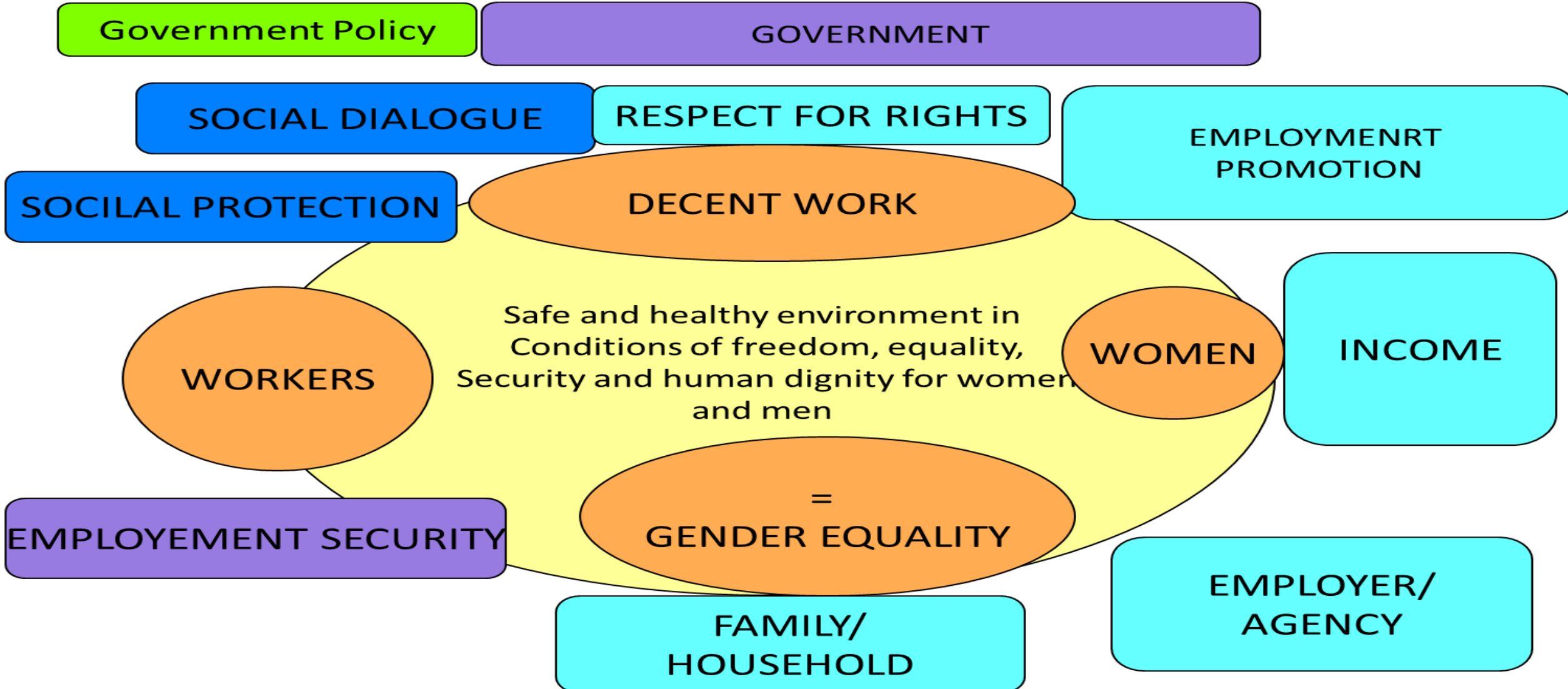
- Threats to the autonomy of collective bargaining and democratic accountability.

NEGATIVE EFFECTS OF PRECARIOUS WORK ON WOMEN

- 1. Burden of Unpaid care work
- 2. Strain on family and community relationships
- 3. Reduces chances of further education
- 4. Physical and Mental health
- 5. Risk of injury and Illness
- 6. Stress
- 7. Barriers to access medical treatment



Concept map: what Decent work should be



AFRICAN REGIONS WITH HIGH PROPENSITY FOR PRECARIOUS WORK ENVIRONMENTS

- In Africa, precarious work is the 'norm'
- No part of the African continent is free from the persistent threat of precarious work conditions.
- Young, female and migrant workers are overrepresented amongst temporary workers
- sectors such as service sector (Hotels and Hospitality Industry, Education and Health), construction, Agriculture and wholesale/retail trade

MSS IN NIGERIA AND: A CASE OF PRECARIOUS WORK

- Midwife Service Scheme (MSS) established in 2009, to serve as a link for every pregnant mother to have access to skilled birth attendants during pregnancy and childbirth.
- A one year temporary employment which may/may not be renewable
- The Midwives under the scheme have three employers;
- the Federal,
- the state and
- the Local Governments.
- A case of uncertainty, job insecurity and lack of social benefit.

DIMENSIONS IN WHICH MSS EMPLOYMENT RELATIONS IS PRECARIOUS

- At present, counterpart funding allowances supposed to be paid by the state and local governments of over 22 states out of the 36 states & FCT remains unpaid for over six months.
- no hope of renewal of contract let alone absorption into state/LG service.
- minimal health insurance and compensations in cases of injury or death.
- very poor accommodation with no security around health facilities resulting to some reported cases of rape and theft
- No means of efficient transportation including poor access roads to facilities
- Midwives continue to witness untold hardship in carrying out their assignments in these rural areas.
- Finally, these Midwives are denied their basic rights of Freedom to Association and collective bargaining due to nature of employment and the ease of lay-offs.

THE ASSOCIATION'S ACTIONS SO FAR

- Fight for recognition of the Association as a Major stakeholder in the MSS and use the opportunity to advocate for improvement in the treatment and working conditions of the midwives.
- Advocacy visit to Maternal and child health champions and political office holders at all levels to ensure retention of these Midwives and convert their jobs to permanent employment.
- Efforts at organizing these Midwives into the union is ongoing.

COMBATING PRECARIOUS WORK IN AFRICA: KEY FOCUS

- Combating precarious work especially in the public services in Africa remains a major issue that Trade unions must champion.
- Precarious employment advocacy and campaign in the region should focus on:
 1. More and better jobs:
 2. Stronger welfare systems
 3. Stronger workers' rights
 4. Priority to social rights and collective action
 5. Better pay
 6. stronger collective bargaining.

ADVOCACY AND CAMPAIGNS

Advocacy should address issues such as interventions in economic and social policy

- A living wage; keeping wage growth in line with productivity growth, and preventing unfair competition in the labour market.
- Tax justice and public investment for inclusive, productive and environmentally sustainable societies
- Every worker must benefit from the right to establish and join unions, bargain collectively and the right to strike.

KEY MESSAGES

1. WOMEN DESERVE BETTER; STOP PRECARIOUS WORK!
2. ENOUGH! WOMEN DESERVE DECENT WORK!
3. STOP PRECARIOUS WORK!
4. FULL-TIME JOBS AND DECENT WAGES WOMEN'S RIGHTS NOW!

PHOTOS OF PRECARIOUS WORK CAMPAIGNS



THE #ZeroHours HALL OF SHAME



CAUSE ACTION ON 7 OCTOBER
 **STOP**
 PRECARIOUS WORK

STOP Precarious Work
 "STOP Precarious Work! Defend your rights to a secure job. Join the global action on 7 October #STOPrecariousWork"

Goal: 250 supporters by Oct 7th

 **IndustriALL Global Union**

THANKS FOR
LISTENING !!!!

