

## Resolutions against Precarious Work

As the pace of globalization accelerates, the amount of precarious work is increasing throughout the world. This not only threatens the basic livelihoods of workers but also leads to wider disparities between rich and poor. To respond to these negative aspects of globalization, the IMF has made October 7 a "Global Day of Action Against Precarious Work."

In Japan, more than one in three workers are employed under precarious conditions, including irregular work such as temporary, contract-based, and part-time work. Workers need to be able to choose among various types of employment. However, today there are many workers who are engaged in low-wage precarious work with poor conditions against their will. The expansion of precarious work leads to shrinking of domestic market, widening of economic disparities, and new social stratification, causing greater instability in society. Furthermore, it leads to the loss of the greatest strengths of Japan's manufacturing industry: the judgment and ingenuity of its employees backed by the skills, techniques and experience they have acquired through long years of employment. Clearly at this rate, Japan risks losing its economic sustainability, social stability, and industrial strength.

With this year's "Global Day of Action," we will make stronger appeals to the government, company managements, and all related parties to once again call for the creation of "quality employment."

1. The government and company management should make the utmost efforts to create "quality employment."
2. "Quality Employment" means humane, long-term stable employment, or short-term employment when so chosen by the individual, that offers balanced and fair treatment through the principle of equal pay for equal work.
3. The eradication of "fake contracts," elimination of day-to-day hiring, and strict controls on the "double instability" of short-term and indirect hiring are essential.
4. Young workers' trial employment and the "Job Card system" should be used to promote full-time work. Plus, expanded support from the government for living wages and housing is necessary.
5. Both quality and quantity of nurseries and after-school programs should be expanded. Conditions should be arranged so that single parents can work with stability and raise their children with peace of mind.
6. Plans for correction and stricter control of the training systems for foreign workers, which have been riddled with problems due to abuse of the systems, and further improvement of the system for workers of Japanese descent with the presupposition of settlement are necessary.
7. At all workplaces throughout the world, there should be compliance with core labor standards, equality among labor and management, and fair and equal distribution of the fruits of labor.

We at the IMF-JC hereby resolve to firmly confront the negative aspects of globalization that emerge throughout employment and labor, to restore dignity to work, and to pursue improvement in the livelihoods of all workers throughout the world, the sound development of industry, and the stable growth of the economy.

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