



CALL CHURCH ACTION ON LABOUR AND LIFE

"NO FUTURE WITHOUT GOOD WORK!"

TO CHURCHES AND LOCAL PARISHES OR COMMUNITIES

LET'S ALL PLEAD NOW FOR GOOD WORK!

We are network members in "**Church Action on Labour and Life**" (**CALL**), gathered by the Conference of European Churches. So now we call and invite you, Churches and local parishes or communities, to take action for better working conditions of the most precarious workers employed in your neighbourhood.

Our slogan is: **"NO FUTURE WITHOUT GOOD WORK!"**. Only Good work values human dignity.

A job is declared "precarious" when it does not have an appropriate length of contract, nor a living wage, nor sufficient negotiation rights, nor the statutory safety standards. Our target is to highlight this precarious work and to combat it all over Europe.

We suggest organising locally in 2014 at least one event relating to good quality in working conditions. It could be a *meeting* or public discussion, *worship* or prayer, a *bible study*, a group *discussion* with youth or with adults, actions to *inform* a broader public or a petition to *authorities*.

*** Material for these actions can be [downloaded from the CALL website!](http://csc.ceceurope.org/issues/social-and-economic-issues/call-network/) ***

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What is "Good Work"?

"Good work" – The original Finnish definition,

revised by the **CALL** working group (2011):

1. *Good work produces things of real value*
2. *Good work respects the dignity of every human being, women and men of all ages, as made in the image of God*
3. *Good work gives service to your neighbour*
4. *Good work gives the opportunity to fulfil your vocation and to get training*
5. *Good work doesn't make too many demands on creation (minimising pollution and the wasting of natural resources)*
6. *Good work gives at least a subsistence income and good working conditions*
7. *Good work brings the possibility of influencing working practices and the rhythm of work*
8. *Good work enables adequate rest and relaxation, health and safety*
9. *Good work affirms for each member of the working community the right to participate in decision making*
10. *Good work balances family life and paid work and gives lifelong security to both women and men*

“Precarious work” is a job combining some of the following aspects:

1. Uncertainty of continuing employment (job insecurity, limited contracts, agency work)
2. Absence of trade unions and employee associations
3. Non decent working conditions
4. Uncontrolled working time (long and irregular hours, unpaid overtime, less free time)
5. Wages beneath subsistence level
6. Lack of vocational training
7. Work without any social security (concerning housing, transport, health insurance, pension, unemployment pay and other social needs)
8. No protection against dismissal
9. Insufficient health and safety protection
10. Unclear status (workfare, training, internship, apparently self-employed, absence of legal admission, absence of national documents)

Work is regulated in Europe, but due to globalisation the informal sector is taking over, and grey markets are growing. Precarious jobs exist particularly in services, food, agriculture, construction, transport and care. Migrants are undertaking a large part of this precarious work.

More precise laws or contracts are needed, but the first imperative is to apply existing rules and rights. The International Labour Organisation (ILO) has defined decent work and set criteria for it. These have to be included into the legal basic conditions for any employment in all countries.

Changes are needed for more support at least on following points:

- Better minimum standards for “decent work” along the ILO criteria
- Wages for living, working conditions with dignity
- Equal rights, health and security
- Counselling services, legal support
- Denunciation of illegal employers
- Access to legal status for migrants
- Flexi-security policies in transitions from job to job

Methods

A Church action could be:

- a. **Inviting** people of faith to meet and/or to worship on a theme of good work and precarious work (*at any convenient date or at a special date in the year: your National Prayer Day / the 1st May as Labour Day / the 7th October as World Day of Decent Work / or the 10th December as World Day of Human Rights*).
- b. **Condemning** publicly bad local work conditions and supporting employees in precarious jobs (*with media instruments such as flyers, post cards, posters, and with a petition to local authorities*).
- c. **Helping** directly workers in precarious jobs with social services, youth or voluntary groups (*support and counselling in alliance with non-governmental organisations or trade unions*).
- d. **Taking a position** on better principles and standards of good work to be fixed in the law (*towards local and national authorities, members of parliaments and then at EU level in alliance with social and political partners*).

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It is important to advertise the event locally and in your Church.

This can be a beginning of knotting the net for good work over Europe. Thank you for starting with us!
*With greetings from your **CALL** partners in CEC.*