

NOV
2021

SELECT COMMITTEE ON JOB SECURITY

SUBMISSION BY UNIONS TASMANIA
PER: JESSICA MUNDAY, SECRETARY

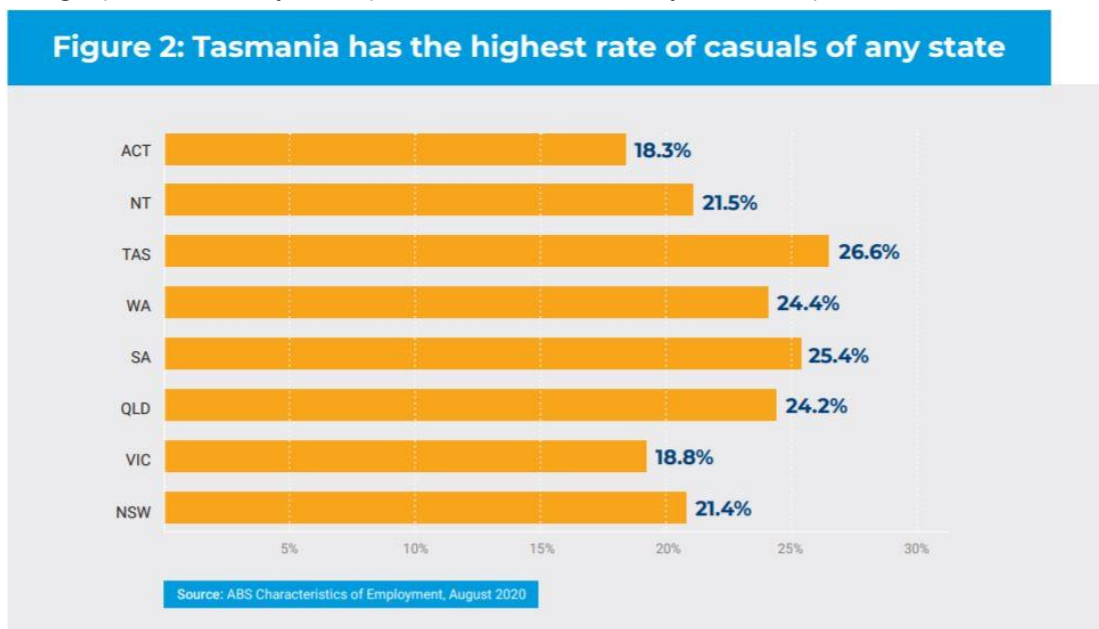


ABOUT UNIONS TASMANIA

1. Unions Tasmania has a long and proud history of advocating for working people in Tasmania. Initially established as the Trades and Labor Council of Hobart in 1883, and now operating as Unions Tasmania, there is no other Tasmanian peak body dedicated to giving a voice to working people. For over 135 years, Unions Tasmania has been advocating for the improvement of wages, conditions, safety and living standards for working Tasmanians and their families.
2. Unions Tasmania represents our affiliate unions who comprise approximately 50,000 members. We represent workers across industry, in the private and public sector. Unions Tasmania is also the local branch of the Australian Council of Trade Unions (ACTU).
3. Unions Tasmania and its affiliate unions deal with job security issues across the state daily. Our advocacy on job security is informed by this direct experience and the first-hand accounts of thousands of Tasmanian workers. Unions Tasmania endorses the submission of the Australian Council of Trade Unions to this inquiry. This submission is focussed on Tasmanian experiences which illustrate why we need more secure jobs.

THE MOST INSECURE STATE IN THE COUNTRY

4. Tasmania has the highest rate of casual employment in the country, as shown in this graph¹ from our joint report with the ACTU on job security in Tasmania.



¹ Australian Council of Trade Unions (ACTU) and Unions Tasmania, 2021, *Spotlight on Job Insecurity and Wages: TASMANIA*
https://www.unionstas.com.au/media/1694/spotlightjobinsecurityandwages_tas.pdf, accessed 27 October 2021

5. Around 30% of employed people in Tasmania are on insecure, nonstandard work arrangements including casual (55,900), independent contractor (20,800) or fixed term contracts (3,800). The casualisation rate is above average in every region of the state and on top of this, some 20,400 Tasmanian workers are juggling multiple jobs².
6. Casualisation is widespread across Tasmania, with the biggest numbers of casuals seen in hospitality (accommodation and food services) at 11,400, retail trade at 10,300, and healthcare and social assistance at 7,700³.
7. We note that workers in Tasmania continue to earn the lowest full time adult average weekly earnings in the country, according to the Australian Bureau of Statistics⁴. Weekly wages are highest for the Australian Capital Territory and Western Australia at \$1,908 and \$1,879 respectively. The national average was \$1,737. By contrast, the weekly wage for a Tasmanian worker was significantly less at \$1,520. That's a difference of \$388 per week between the ACT and Tasmania, or a difference of \$216 per week between the national average and Tasmanian wages.
8. The connection should be noted between this poor wage performance and the prevalence of casual work in our state. Casual workers, of which Tasmania has more than the rest of the country, are more likely to be in award-reliant jobs, working fewer hours and earning less than non-casual workers. Their insecure employment status also diminishes their capacity to defend themselves against employer malfeasance, including wage theft, because they cannot afford the financial risk of suddenly losing shifts.
9. Wage theft remains a persistent threat to workers in Tasmania and across the country. Whilst more prominent cases have been reported in the media such as Tasmanian supermarket contract cleaners at 90% of Woolworths sites who were found not to be complying with workplace laws⁵, the 32 Hobart hospitality businesses caught underpaying their staff⁶, or the blatant visa worker exploitation

² Australian Council of Trade Unions (ACTU) and Unions Tasmania (2021) *Spotlight on Job Insecurity and Wages: TASMANIA*

https://www.unionstas.com.au/media/1694/spotlightjobinsecurityandwages_tas.pdf, accessed 27 October 2021

³ *ibid*

⁴ Australian Bureau of Statistics (May 2021) *Average Weekly Earnings, Australia*, <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2021>, accessed 28 October 2021

⁵ ABC News (14 February 2018) "Woolworths contractors underpaying cleaners in 'serious exploitation' across Tasmania, inquiry finds" <https://www.abc.net.au/news/2018-02-14/woolworths-cleaners-underpaid-tasmanian-inquiry-finds/9444916> Accessed 1 November 2021

⁶ Goddard, R. (1 April 2021) "Fair work investigation reveals 80 percent of food businesses underpaid staff" [Breakfast] ABC <https://www.abc.net.au/radio/hobart/programs/breakfast/fair-work-ombudsman-sandra-parker-and-tha-steve-old/13285508> Accessed 1 November 2021

of 100 plasterers on the Royal Hobart Hospital redevelopment who hadn't been paid for nine weeks and were collectively owed almost \$1M⁷, Unions Tasmania knows that there are many cases of wage theft that don't make the papers. We also know there are industries where wage theft is more likely to occur, because of the proliferation of labour hire, or a casualised workforce, or where there are high numbers of young and migrant workers. Our experience tells us where you find groups of vulnerable workers, such as those in insecure work, you will find wage theft.

10. About one in two casual workers do not in reality receive the casual loading that they are owed, which is supposed to provide some compensation for missing out on the leave and other entitlements that they would receive as permanent workers⁸. Tasmanian casuals are earning \$30 per week less than the national average for casuals⁹.
11. In Tasmania, we also see lower median hourly earnings for labour hire workers than other states¹⁰. Unions Tasmania continues to advocate for a labour hire licencing and regulation system in our state, as has already happened in Queensland, the ACT, Victoria, South Australia and soon Western Australia, to help ensure that labour hire workers receive all their entitlements. We also support a national guarantee that labour hire workers cannot be paid less than directly employed workers doing the same work alongside them.
12. Workers in insecure jobs face immediate barriers to speaking up about pay and conditions. This problem is illustrated in a recent submission to our website by a Tasmanian hospitality worker: *"I moved to Tasmania March 2021 and since then I am working casual. Being casual I don't know how much I will earn every week so I have to think twice before spending on something. I don't feel comfortable to speak up if I am not treated well by employer as if someone speaks employer tries to reduce regular working hours which happened to me. As border closed due to COVID being casual shift are reduced, asked to come late on shift, asked to finish early. Doing broken shift e.g. 3hrs in morning 3hrs evening. Wasting a whole day to complete a 6 hour shift."*

⁷ ABC News (6 September 2018) "Chinese plasterers walk off Royal Hobart Hospital job over visa, pay dispute" <https://www.abc.net.au/news/2018-09-06/royal-hobart-hospital-redevelopment-plasterers-walk-off-the-job/10207316> Accessed 1 November 2021

⁸ Peetz, D., (December 11, 2020) 'The truth about much 'casual' work: it's really about permanent insecurity', *The Conversation*, <https://theconversation.com/the-truth-about-much-casual-work-its-really-about-permanent-insecurity-151687> Viewed 28 October 2021.

⁹ Australian Council of Trade Unions (ACTU) and Unions Tasmania, 2021, *Spotlight on Job Insecurity and Wages: TASMANIA* https://www.unionstas.com.au/media/1694/spotlightjobinsecurityandwages_tas.pdf, accessed 27 October 2021, p11

¹⁰ Australian Council of Trade Unions (ACTU) and Unions Tasmania, 2021, *Spotlight on Job Insecurity and Wages: TASMANIA* https://www.unionstas.com.au/media/1694/spotlightjobinsecurityandwages_tas.pdf, accessed 27 October 2021, p11

13. It is likewise more difficult for workers to speak up about health and safety concerns if that means challenging an employer who can simply elect to dispose of their job, without warning, because it is insecure.
14. The wage suppression that accompanies insecure work in turn threatens the security of businesses in the wider Tasmanian economy, because when wages are unreliable, so is domestic consumption. Heading into the COVID-19 pandemic, household consumption made up more than half (56%) of Australia's GDP and it was even more critical to the Tasmanian economy at 64% of GSP¹¹.
15. Our 2020 survey of Tasmanian workers' priorities coming out of the pandemic asked them what specific workplace outcomes would help them in the future. Close to half (47.71%) placed "Pay rise" in their top three concerns¹².
16. The Tasmanian Government's COVID recovery planning process also identified high levels of casual and part time work as vulnerabilities for Tasmanians and our economy, and the restoration of demand as a priority¹³. Yet the government has not built into its recovery planning any specific consideration of outcomes such as job security outcomes for Tasmanian workers.
17. Meanwhile in the last 12 months the Federal Government has pressed for sweeping changes with its IR Omnibus Bill, arguing that its many proposed changes favouring employers would act to support our economic recovery from the pandemic. That Bill took no account of worker impacts, nor how these would dampen local economies such as in Tasmania. Unions in Tasmania and nationally campaigned against that Bill and the worst aspects of it were repelled. However, changes to diminish casual worker rights were unfortunately passed, and some early impacts of this in Tasmania are noted elsewhere in this submission.
18. Privatisation of public services is a creeping problem in Tasmania with respect to reliability, access, value for money, as well as job security outcomes. Various examples of privatisation are set out below. A significant, present threat to job security in Tasmania is the state government's plan to privatise TasTAFE and move all existing staff out of the state service. Unions Tasmania strongly opposes this change to our state's highly successful and valued TAFE.

¹¹ Nahum, Dan, 'The Choices We Make: The Economic Future of Tasmania', (Centre for Future Work, November 2020), p 19, Viewed 4 February 2020,

https://d3n8a8pro7vhmx.cloudfront.net/theausinstitute/pages/3390/attachments/original/1604641380/Economic_Future_of_Tasmania.pdf?1604641380

¹² Unions Tasmania, 'COVID-19 Recovery Survey Results' (2020) Viewed 4 February 2021.

https://unionstas.com.au/media/1613/utas_covidsurvey_results.pdf

¹³ Premier's Social and Economic Recovery Advisory Council, 'Interim Report', (Tasmania: Department of Treasury and Finance, July 2020), p. 12

CASUAL EMPLOYMENT EXPERIENCES

19. Unions Tasmania has been calling for action on insecure work for years now. Insecure work puts people's lives on hold, and it has knock-on effects for our local community and economy.
20. Unions tell us that excessive use of casuals and labour hire are widespread insecure work problems in Tasmania, despite some recent reduction in the use of labour hire in manufacturing and warehousing. This includes high proportions of casual workers, use of casuals for ongoing work, and long-term (10+ years) casual jobs, across the public and private sector in most sectors.
21. Use of rolling fixed-term contracts appears to be a significant problem for the Tasmanian State Service as noted elsewhere in this submission, as well as local government, tertiary education, contract cleaning and security.
22. Use of consultants, contracting out and to some extent sham contracting are problems in services, transport, contract cleaning and security.
23. Health unions tell us that in health, community services, particularly aged and disability care, low-hour contracts are a problem leading to people holding multiple jobs. In the state service and commercial laundry services, unions tell us that low-hour contracts are a shared problem but there is a different issue in these sectors, where workers regularly work more hours than what their contract secures for them, making their jobs effectively a hybrid of casual work with a minimal core of security. Some of these issues are expanded on elsewhere in this submission.
24. Insecure conditions for visa workers are seen in a diverse range of sectors, and we regularly hear that the risk many visa workers face of being deported if they lose hours and income, is a barrier to raising concerns about pay rates and safety. The move by government and business to expand this form of employment into more sectors with the new agriculture visa is of concern, particularly for northern Tasmania.
25. Between June and August 2000, Unions Tasmania surveyed workers across the State¹⁴. We asked them about their experiences at work before and during the pandemic. When asked what would help them at work in future, job security ranked highest for survey respondents who were casual, self-employed or on fixed term contracts. Of the 1,923 survey respondents overall, job security was in the top three issues for one in four workers, making it the third highest priority. We received

¹⁴ Unions Tasmania, 'COVID-19 Recovery Survey Results' (2020) https://unionstas.com.au/media/1613/utas_covidsurvey_results.pdf Viewed 27 October 2021.

a range of feedback from workers who were effectively working regular hours of work but were classified wrongly as casuals. We've included below some of the stories people shared with us.

26. *"I have been on rolling contracts and regular relief work for over 3 years. I did not anticipate that considering my university qualifications and excellence achieved in my position that I would be in such a precarious work situation. This means I do not progress within my role, any pay rises I receive while on contract are lost when reverted to casual employment. I do not have access to any entitlements which meant that when my Father passed away suddenly this year I was not granted paid leave to mourn my loss and therefore had to continue working. This is inhumane,"* Worker, services sector.
27. *"I lost hours in my high paying work and gained hrs in my low paying work. I lost significant pay on multiple occasions due to not being allowed into health care settings to work and having to undergo COVID testing 3 times. As I was casual this resulted in loss of income of over \$800. None of my employers offered anything financially for this lost work."* Worker, education and training sector.
28. *"I'm a casual that has been on books for more than 5 years,"* Retail worker.
29. *"There are too many casual positions that aren't really casual in nature,"* Worker, education and training sector.
30. *"Big business reaped the benefits of this government. Security of employment for many casual workers was already impacting on family's ability to secure housing, either to purchase or rent,"* Worker, education and training sector.
31. *"Working community care we are working more and more without support. Low wage, no guaranteed hours, using our own vehicles and paying for our own training such as first aid and CPR,"* – Health care worker.
32. Another Tasmanian worker told us: *"I have worked for the same employer on a continuing basis for almost 7 years. Over that time I have had casual, part time fixed term contracts and full time fixed term contracts. 14 contracts in total. Never lasting longer than a year. The work I and most of my colleagues do is highly specialised... A lot of time is spent training very good people who leave only because of the insecure work. I spend a lot of time looking and applying for my next role rather than doing work, getting involved in the workplace (I am consistently being asked by my employer to join committees or take on other tasks that I feel I can't do due to needing to constantly find my next role), study or train for other roles, or have a work/life balance. I rarely take annual leave as I always want to save it for the end of my contract in case I don't get another role and I*

need the money. I can't plan ahead or create a long-term financial plan because I don't know if I will have a job at the end of the contract."

PUBLIC HEALTH IMPACTS OF INSECURE WORK

33. Outsourcing is delivering numerous forms of insecure work across the health and community services sector, placing workers under sustained pressure.
34. In disability care, a high degree of casualisation and underemployment are problems. Workers are often engaged through non-government service providers which might have some secure staff but usually a high degree of casuals, and increasingly, there is a proliferation of new organisations which act more like an agency (labour hire).
35. The client-managed nature of the NDIS means that complex clients are often in inappropriate care, many workers must take on their own training, development, quality control etc because they are not traditionally employed, and 20-hour contracts are very common, thus holding multiple jobs is also very common as people seek sufficient hours to earn a living. An NDIS client can also dump a worker at any time, and this insecurity is a second driver for people to seek multiple jobs in a bid to gain some security by having another job to fall back on.
36. Similar issues are reported by unions in aged care and home care. Workload is also big issue, especially in aged care.
37. As the North-West Tasmania outbreak of COVID-19 in March and April of 2020 made all too clear, this workforce casualisation also threatens public health. The independent report into the outbreak¹⁵ found that the movement of staff across hospitals and other unrelated workplaces was a contributing factor in the north-west, with some people having to work at three different sites in the same week, increasing the chances for COVID-19 to spread, whilst at the same time making contact tracing more difficult.
38. The report noted that whilst some workers found casual work provided useful flexibility and variety, 'At the other end of the scale are employers who find it cheaper to employ on a casual basis, thereby saving on payments for sick and annual leave. They employ people in low-paid jobs who are forced to take any shift they are offered, in order to obtain income to cover the basic needs of their families. This is also a major factor in the problem of 'presenteeism'.¹⁶ The report

¹⁵ Melick, Greg, 'Independent Report: Response to the North-West Tasmania COVID-19 Outbreak', (Tasmania: Department of Premier and Cabinet, November 2020), Viewed 4 February 2021.

http://www.dpac.tas.gov.au/_data/assets/pdf_file/0004/564853/Report_-_North-West_Outbreak.pdf

¹⁶ Melick, Greg, 'Independent Report: Response to the North-West Tasmania COVID-19 Outbreak', (Tasmania: Department of Premier and Cabinet, November 2020), p 87. Viewed 4 February 2021.

http://www.dpac.tas.gov.au/_data/assets/pdf_file/0004/564853/Report_-_North-West_Outbreak.pdf

pointed to the need for a wider discourse to solve the issues of the casualised workforce, and the opportunity for improved outcomes through a partnership approach between the employer and unions.

CASUAL CONVERSION CHANGES IN THE FAIR WORK ACT DO NOT SUPPORT JOB SECURITY

39. The *Fair Work Act 2009* became much less fair to casuals this year, with the casual conversion provision simply facilitating employer discretion to keep people casual.
40. For example, of the approximately 5,500 people employed at the University of Tasmania, around 3,000 are casual. In the recent review of casuals triggered by the Fair Work Act changes, only 195 staff were identified that could be considered for conversion to permanent, and then only 13 confirmed, with the rest knocked back on 'reasonable business grounds'.

CASUALISED EMPLOYMENT – A PUBLIC SECTOR PROBLEM TOO

Australian Public Service

41. Across the Australian Public Sector (APS), labour hire, excessive use of consultants and straight-out privatisations are significant problems for job security, as well as service delivery. Outsourcing and use of labour hire are not confined to occasional or true casual needs, and they are more expensive ways to deliver public services because the external companies engaged by the government must charge enough to cover their own costs and make a profit after paying the actual worker, meaning the cost of each worker to the public purse is higher. This wasteful spending and its impacts on job security for workers, is well documented.¹⁷
42. Long-term reliance on labour hire is seen in both the private and public sectors, from manufacturing to call centres to cleaning and security, to delivery of essential services and more. Labour hire is a significant problem in Tasmania in all federal government agencies. It is estimated that of the 3,800 APS jobs in Tasmania, at least 350 are labour hire jobs. In the ATO, Department of Veterans Affairs and Defence, for example, excessive labour hire is a huge concern.

¹⁷ See for example Commonwealth of Australia (2021) The Senate, Select Committee on Job Security, "Second interim report: insecurity in publicly-funded jobs" https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Job_Security/JobSecurity/Second_Interim_Report Accessed 1 November 2021; or Basford Canales, S. "Labour firm outsourcing 'pillaging the public purse', committee report finds" The Canberra Times, 20 October 2021, <https://www.canberratimes.com.au/story/7476721/aps-degraded-by-govt-outsourcing-to-labour-firms-consultants/?cspt=1634697189|162e12c305c903a388c0350115ad1cd7OCTOBER> Accessed 1 November 2021

43. The extent of insecure work in the APS is masked however by the contracting out of service delivery. For example, contracting Serco to run their own call centre taking Services Australia calls is a less transparent way than labour hire for the Government to avoid engaging permanent employees.
44. Casual work in the APS could also have public health implications. In the Aged Care Safety and Quality Commission, where workers inspecting aged care facilities don't even have sick leave themselves as nearly half of them are casual.

Tasmanian State Service

45. Most workers engaged in Tasmania are national system employees covered by the *Fair Work Act 2009* (Cth). However, the Tasmanian public service, where workers are engaged as state system employees, provides some blatant examples of insecure work arrangements masquerading as secure work. We share some of these here.
46. Numerous forms of insecure work are problems in the Tasmanian public service, particularly excess use of casuals, labour hire, fixed-term contracts, low-hour contracts where workers regularly work more hours without penalties, or their hours and income fluctuate, and simply outsourcing.
47. Staffing caps and restrictive hiring rules exacerbate the issue. Many workers are acting in roles different to their substantive position for extended periods without the opportunity to secure a permanent move or reclassification.
48. A preference to appoint new positions as casual or fixed-contract rather than permanent is seen in all parts of the state service, or failing that to outsource functions altogether. Labour hire is a problem in the Parks & Wildlife Service with track work now being outsourced.
49. Low-hour contracts, for both permanent and fixed-term jobs, is a big issue at the Port Arthur Historical Site, Biosecurity and Parks & Wildlife (e.g. 50 permanent hours/year), Service Tasmania, Libraries, and the Department of Education.
50. To take the Department of Education as one example, last year some 1,600 teacher aids (TAs) and administration staff were on contracts guaranteeing 5-10 hours per fortnight despite long patterns of working 38 hours per week. Workers were expected to remain available to undertake 'top up' hours and because most of their pay was in the top up hours, they had little income security. The precariousness of their position became very apparent when the Premier advised that public servant jobs would not be cut during the COVID-19 crisis. For workers

on these contracts, this meant they would retain their 10 permanent hours, but their top up hours were not assured.

51. As one TA told us: *"I have had a 10 hour per fortnight permanent position for almost 3 years and almost immediately after I started working, I began working an additional 40 "top up" hours at my normal rate. I never know until the beginning of the school year whether I am going to get additional hours. The insecurity of my work situation makes it extremely hard to manage a household. It is impossible to budget and I can't apply for a loan or enter into any sort of financial agreement. I can't rely on having a future income beyond 10 hours. The job insecurity is bad for the students as well. TAs deal with high needs students who do not cope with change well. Knowing that the same TA they had last year would be there to help them this year would be a great comfort to them. We can't give them that assurance."*
52. In the case of education many of these workers are now being converted to permanent, but the problem remains widespread across the public sector. 'Top up' hours practices are also used for staff working in Tasmanian public libraries. Statements of Duty for Visitor Service Officers in the Parks and Wildlife Service provide workers with permanent positions at a full time equivalent of "Minimum 50 hours per year". They are "employed on a roster basis, hours will vary" and may work up to full time. Despite the expectation of staff to be available to work up to full time hours, the positions provide no income security. The staff are only guaranteed to receive about \$1,600 gross pay per year. Similar hybrid casual practices exist in Tasmania's private sector, particularly in health and community services.
53. In the public health sector, unions tell us that many workers are kept as long-term casuals, although there has been success periodically in getting workers converted to permanent.
54. Rolling fixed term contracts of 6 and 12 months are another pervasive form of insecurity undercutting the quality of life of public sector workers performing ongoing work without the conditions that should come with it. In some workplaces such as schools, workers also have regular stand down periods between contracts.
55. One worker told us *"For over 10 years as an employee of Tas TAFE my .5 substantive permanent role was topped up to full time!! For 10 years my contract was stopped in Oct/Nov and re started the following year. This meant my income was reduced by 1/2 for 4 months a year!! Because the end and re start dates were varied I was told this did not meet the "ongoing work" requirement to make my position full time."*

56. Another worker told us: *“Had the dream job last year, working for a state government agency in a national park. A six-month contract that I'd been led to believe would continue. Fast forward to the date of expiry, when towards the very end of the day, my direct manager was left to relay the message that they couldn't renew my contract, and this would be my last day. I hadn't lined anything else up because I'd been strung along and assured that my contract would most likely be renewed. Can't help but feel a little undervalued by that.”*

ONGOING COMMUNITY ENGAGEMENT ON SECURE JOBS

57. In August 2021, we polled 100 people face-to-face in the Hobart CBD about job security¹⁸. Whilst the sample size was small, nevertheless their levels of jobs security were broadly consistent with what employment data analysis tells us. The majority (80%) of respondents were currently employed and of these, 30% described their jobs as insecure. About 14% worked multiple jobs, some as many as four jobs.

58. Worryingly, more than half of all respondents told us they felt working conditions have gotten worse over the last ten years and 45% said that their wages did not reliably cover their living expenses. Unsurprisingly, the overwhelming majority (87%) who didn't have a secure job, wanted one.

59. In September we had hundreds of conversations with Tasmanian workers about secure jobs and held two public forums in Launceston and Devonport. Workers consistently tell us they want secure jobs.

60. As a university lecturer told us: *“I once considered casual work as providing flexibility, and choice. As an enthusiastic graduate... I saw the invitation to teach sessionally as a really exciting opportunity to develop my skills, my experience in lecturing, and develop my research and also to engage the next generation... And yes it did do all those things. Despite all of [12] these years of gaining qualifications, receiving awards, and positively contributing to the lives of hundreds of Tasmanian students, I have found myself in a situation where I am increasingly giving my time and intellectual property without adequate pay, without security of tenure and with very few career development opportunities. So casual work is no longer providing flexibility and choice but rather as lot of anxiety and insecurity.”*

CONCLUSION

61. Tasmania has more workers that are casual, and on lower wages than the rest of Australia. Tasmanians, like all Australians, aspire to the financial and housing security, and the dignity in retirement that secure jobs could bring, if our current policies and

¹⁸ Unpublished survey, 18 August 2021

laws, regulations and industrial relations system didn't facilitate permanent work being turned into insecure jobs.

62. Insecure work in many forms is present in Tasmania, across the public and private sectors, keeping people's lives on hold and excluding far too many Tasmanians from the benefits they should enjoy with apparent economic growth.
63. Insecure work contributed to the spread of COVID-19 in the north-west of Tasmania in one of the nation's first major outbreaks last year. During the pandemic, Tasmanians with insecure work reported more stress than those with secure jobs, and experienced greater financial hardship. However, these risks are not exclusive to the pandemic. They begin with an unbalanced industrial relations system that keeps workers insecure.
64. Nationally, the union movement continues to advocate for the secure, sustainable jobs of the future. In Tasmania, we submit that economic planning such as planning for recovery from the COVID pandemic, or for the transition to net zero emissions, will only succeed when worker outcomes are specifically addressed. It is not enough for government to engage only with employers.
65. Unions continue to advocate for stronger worker protections, to reign in Australia's internationally high rate of casualisation and to halt growing social inequality. Tasmanian workers need our state and federal governments to make a U-turn in their employment agenda and start legislating for secure jobs and leading as employers that provide job security for their workforce.