

Casual and Insecure Employment: Issues and Facts

Quick Fact:

Casual employment as a proportion of the total workforce has doubled in the past two decades - from 13% in 1982 to 27.3% in 2000. The great bulk of jobs created in the 1990s were part-time and casual.

Issues for Congress

- Fewer than 3% of casual employees have access to any form of paid leave
- almost half of all casuals want to work on a full-time or part-time basis
- casual workers are more likely to be reliant on the award system for their wages and conditions of employment, rather than on bargaining and collective agreements.
- 58.5% of casuals have more than 12 months' service with their employer, 20.8% having more than five years and 9.8% having more than 10 years.

ACTU Draft Policy

The ACTU and unions will:

- pursue a campaign against the Federal Government's attempts to pass legislation aimed at restricting the ability of unions to maintain or improve casual rights
- lobby State Governments to improve entitlements, such as portable long service leave, for casual employees through legislation
- initiate and support bargaining campaigns which include negotiating the conditions which would govern the engagement of casuals and labour hire employees
- support union cases seeking the right of casuals to convert to full-time or part-time employment after a specific period of time, and consider an ACTU test case at an appropriate time
- seek federal and state legislative change to ensure that employees of labour hire companies, dependent contractors, and home-based outworkers are covered by appropriate awards.

More information on Casuals is available on the ACTU Website

- a comprehensive Congress background paper, and
- the full draft policy.

www.actu.asn.au/Congress2003

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