

TOUGH JOBS

The rise of an Australian working underclass


CFMEU



We often hear about the bad things happening in the Australian workforce such as unemployment, insecure work, sham contracts, low wages and the exploitation of temporary overseas workers. What we need to realise is, that these aren't individual things that are 'just' happening...

*they are part
of a wider
attack on
workers*

MORE PART TIME JOBS	ABNS & CONTRACTS	DECLINE IN APPRENTICESHIPS
UNPAID OVERTIME	CASUALISATION	LOW WAGE GROWTH
UNDEREMPLOYMENT	NO PAID LEAVE & \$4 INTERNSHIPS	LABOUR-HIRE AND OFF-SHORING
SHAM CONTRACTS	EXPLOITATION OF TEMPORARY OVERSEAS WORKERS	FEWER FULL TIME WORKERS
WAGE THEFT	PHOENIXING AND ZOMBIE AGREEMENTS	DODGY PRIVATE TRAINING PROVIDERS



**WE HEAR ABOUT
UNEMPLOYMENT –
WHEN PEOPLE CAN'T
FIND A JOB, BUT DID
YOU KNOW TO BE
“EMPLOYED” YOU ONLY
HAVE TO HAVE WORK
FOR 1 HOUR A WEEK?**

***Underemployment
is when people can't
get enough hours***

They may be working only 15 hours a week, when they really want to work 40, or they may be a full-time worker being told not to come into work because there isn't enough work

Underemployment has been increasing in Australia

*15% of workers in
Australia either can't find
enough work or can't find
a job at all.*



**And it's really bad for our
young workers**

*Around 1 in 3 young people
can't get enough work or don't
have work at all.*

*And to make things worse,
PENALTY RATES
have been slashed.*

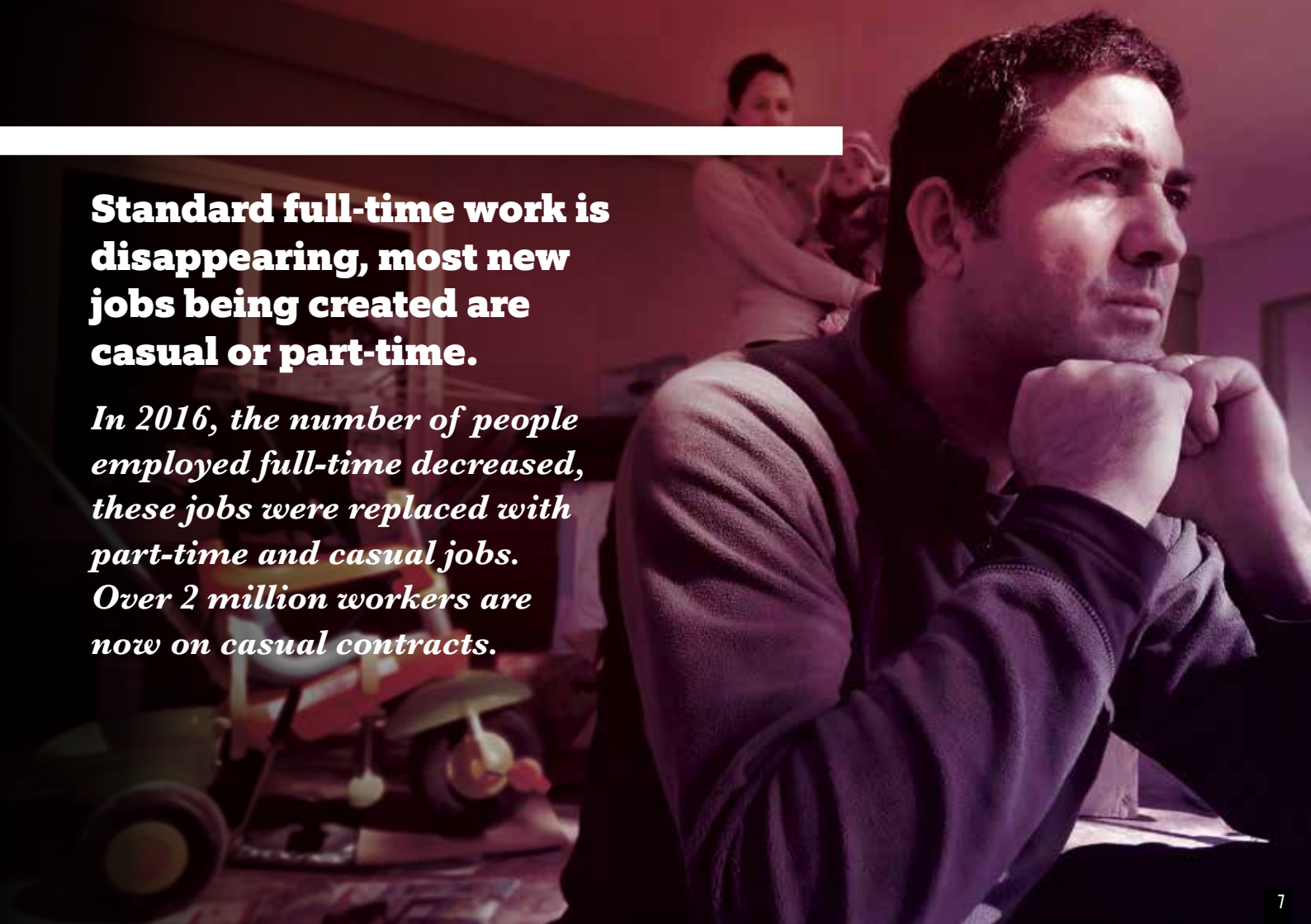


The average full-time worker in Australia works 5 hours a week in overtime without being paid.

That means workers are donating \$71.2 billion to employers each year.

(AUSTRALIA INSTITUTE)





Standard full-time work is disappearing, most new jobs being created are casual or part-time.

In 2016, the number of people employed full-time decreased, these jobs were replaced with part-time and casual jobs. Over 2 million workers are now on casual contracts.

A man wearing a white hard hat and a high-visibility white shirt is operating a forklift. He is looking forward with a serious expression. The background shows the interior of a warehouse or industrial facility with metal structures and lighting. The overall color palette is dominated by warm tones like orange and red, with some purple and blue highlights.

Workers are being forced onto independent contracts and being told to get ABNs

Many of these are sham contracts so employers can avoid paying entitlements such as minimum wages, superannuation and annual leave.

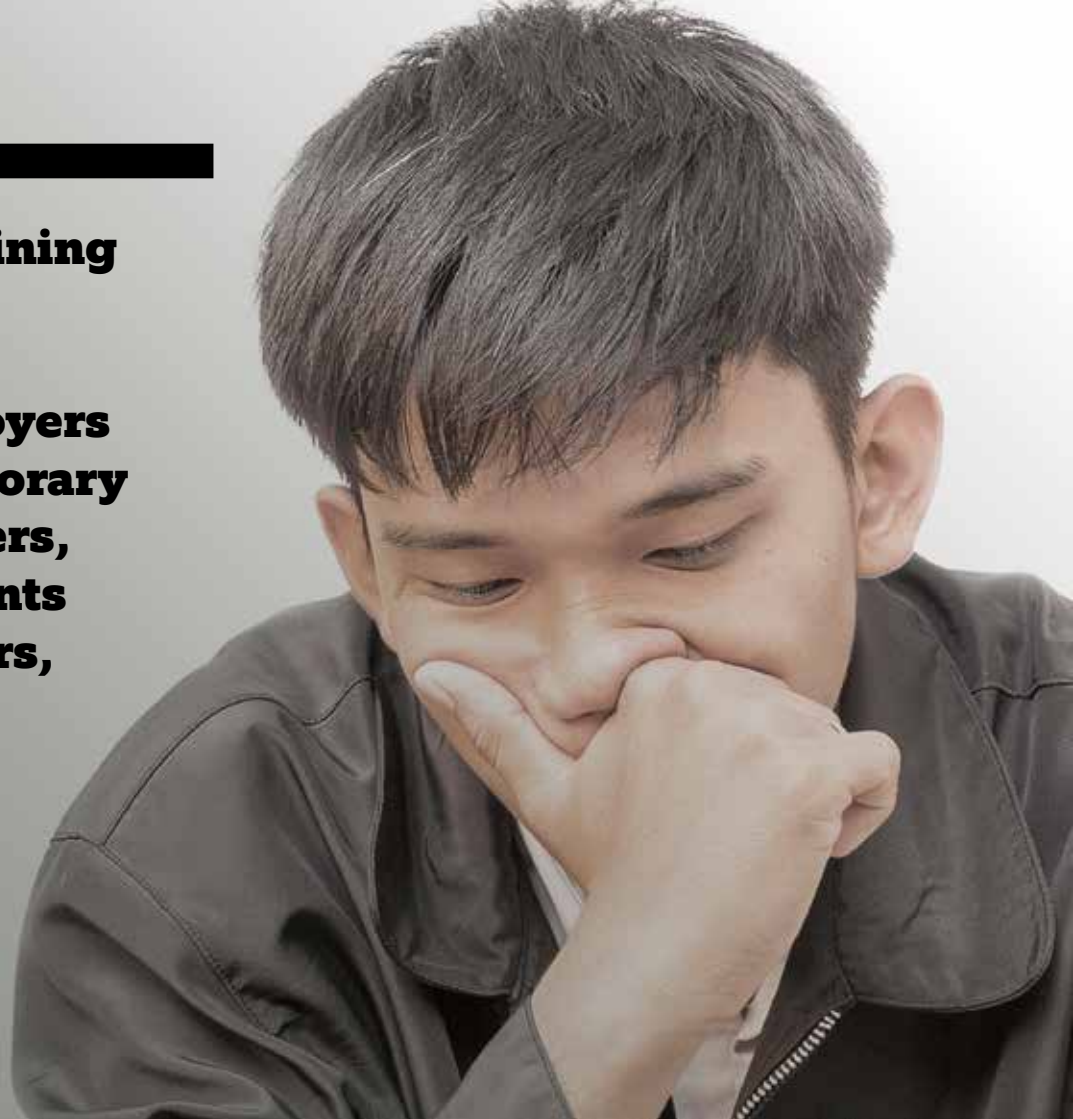


**Apprenticeships are
being destroyed.**

*In the past 5 years the number
of apprentices and trainees
has decreased by 40%.*

Rather than training local kids, the Government is allowing employers to exploit temporary overseas workers, overseas students and backpackers,

so that employers can make more money.



A close-up photograph of a middle-aged man with short, dark hair, wearing a light blue t-shirt. He has his hands clasped together in front of his chin, looking directly at the camera with a serious, contemplative expression. He is wearing a watch on his left wrist. The background is a plain, light-colored wall.

It's not just the odd employer...

8 out of 10 jobs advertised in Australia in a foreign language are paying less than the minimum wage or award.

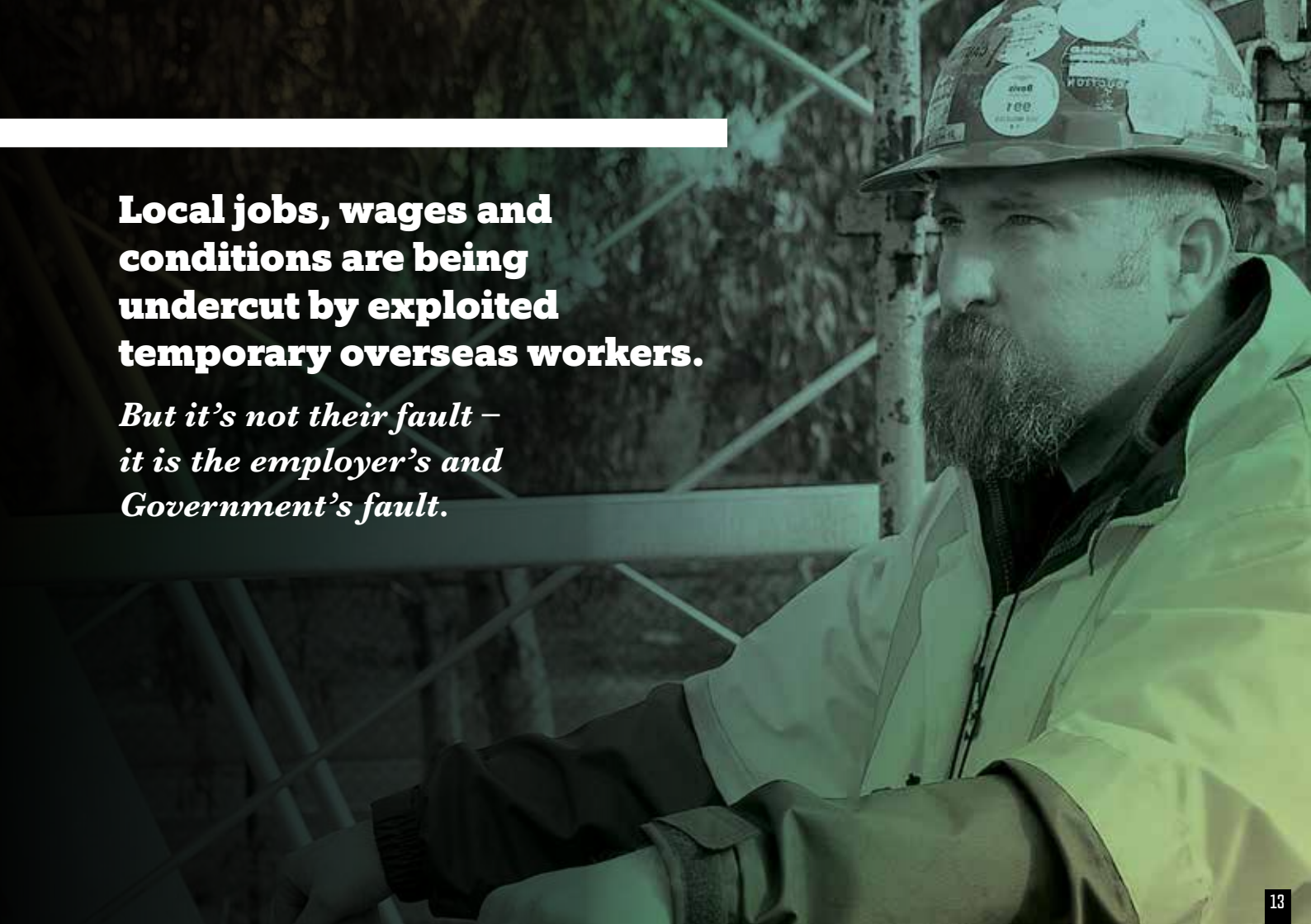
(MONASH UNIVERSITY)



**1 in 6 international students
are being paid below minimum
wage. 100% of Chinese
students working as casual
waiters were being underpaid.**

(UNIVERSITY OF SYDNEY)

*One student working for
7-eleven was found to be paid
as little as 47c an hour.*

A construction worker with a beard, wearing a hard hat and a high-visibility safety vest, is shown in profile, looking towards the left. The background consists of a metal scaffolding structure. The image has a dark, teal-tinted color scheme.

Local jobs, wages and conditions are being undercut by exploited temporary overseas workers.

But it's not their fault – it is the employer's and Government's fault.



WE NEED TO TELL THE GOVERNMENT THIS IS NOT OK – WE DEMAND:

- *An end to sham contracts*
- *An end to the overuse of casual workers for what should be permanent jobs*
- *An end to unpaid overtime*
- *An end to the exploitation of temporary overseas workers*

A man in a dark jacket with a harness is shouting with his mouth wide open. He is wearing a dark jacket with a harness. The background is filled with various flags, including one with a circular emblem. The overall tone is one of protest or demand.

WE DEMAND THE GOVERNMENT

- *Fix the apprenticeship system*
- *Stop destroying full-time jobs*
- *Stop encouraging employers to exploit overseas workers*

WHAT CAN WE DO?

- **Email Malcolm Turnbull** and tell him to stop destroying local jobs.
- **Give a voice to others:** The people most impacted have the least power. Casual workers, the unemployed and young workers need people like you to stand up for them.
- **Have conversations:** We know it's difficult to have conversations about these things, but we all know someone who is impacted. We need to have conversations with them and others about how the Government is attacking workers.

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