



INDEPENDENT
INQUIRY into
Insecure Work

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Online submission					
First name		Surname			
Age		Gender		State	
Occupation (if available)					
Text of submission		<p>My name is Teresa and I am a partnered parent in my 40's and we rent our house.</p> <p>Since 2004 when our youngest child turned 6 I have been looking for work and on Centrelink Participation agreements. Since 2006 I have been very actively looking for part-time/casual employment (6 jobs per f/n plus) , I am on a job capacity assessment of 15 to 22 hours per week and a disability job network client.</p> <p>I'll outline how casualization of employment has affected me personally. When I left high school in the 80's I had casual supermarket employment but it was all daytime employment then as shops weren't open as late. Now there is even more casualization of employment than in the 80's and it's worse because it's a lot more early morning, evening and weekend work. As a parent who was trying to return to the workplace in a job market of casual employment I honestly believe that the majority of employers do not give parents a fair go when they can only work during the day due to their parent responsibilities. Since 2004 I have been employed in various casual and contract work. My first job was domestic house cleaning with short duration (2-3 hours) employment on an on call, low paid (\$15 hour) casual basis. Some jobs were permanent each f/n and some were fill-ins or temporary. After taking employment with two cleaning companies I still could not get work where I live as I live in a low income area. Given the casual nature of employment I was not employed enough hours by either company to be eligible for super and this is another disadvantage to casual employment. I was driving long distances for short durations of employment and my car broke down and then I had no means to get to my employment. I was also using vacation child care for our children (husband employed casual on call) and no family (way I grew up) and my sister-in-law busy with own family. Vacation care required me to drop our children off by a particular time in the morning and this is the other downside to irregular hours of casual employment, the gap in time between dropping off to vacation care and not starting work for say another hour or two when you've already driven some distance from home. Also, having to book childcare to get a place and therefore paying for days of child care during school holidays despite maybe getting no work that day. My next job was doing surveys (no selling). this was on a casual basis and proved to be a sham and I left when I was not paid at all. Six months later I received my pay after going through the relevant complaints procedure. Last year I was exempted</p>			

	<p>from looking for work after having serious illness and now that I have had my surgeries and treatments I decided to look for work again. I have now been employed casual with a company that I am very happy with. I am on call for any day of the week, but it is only weekdays and I receive good pay, super and flexible working hours, so I am fortunate in that way. The downside though is that I don't know how many days/hours a week work I will receive. I would like it a bit more if I had a set minimum number of guaranteed hours of employment. This would also be helpful when I am required to go back to my job network later this year. I have always found all my jobs myself and I chose to go look for work sooner than was required of me this year. When an employee works casual they often find they have to work for more than one employer to get enough work or to meet their job network requirements. With casualization of employment a person has two employers wanting them on the same days. When the employee turns one employer down they eventually find phone calls for work stop and their hours cut out. Also, I'd like to add that it makes it hard to get a loan and casual employees with irregular work hours after looked upon less favourably when applying for rental properties. Some of these casual employees are also on part welfare payments. I could add more but I've tried to sum it up as best I can. I have made this submission after reading my daughter's union membership booklet.</p> <p>My daughter is employed part-time after school but as a parent I can see that it would not be worthwhile for me to drive her to work of one and half hours if she were employed casual. Hope this submission is read, Teresa</p>
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This submission was received online at the Inquiry's web site:

<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>

Certain information, including full contact details, have been withheld to respect the privacy of the submitter. Further details about the publication of submissions and a privacy statement are available at the website.