



Casual Employment and the Forces for Change

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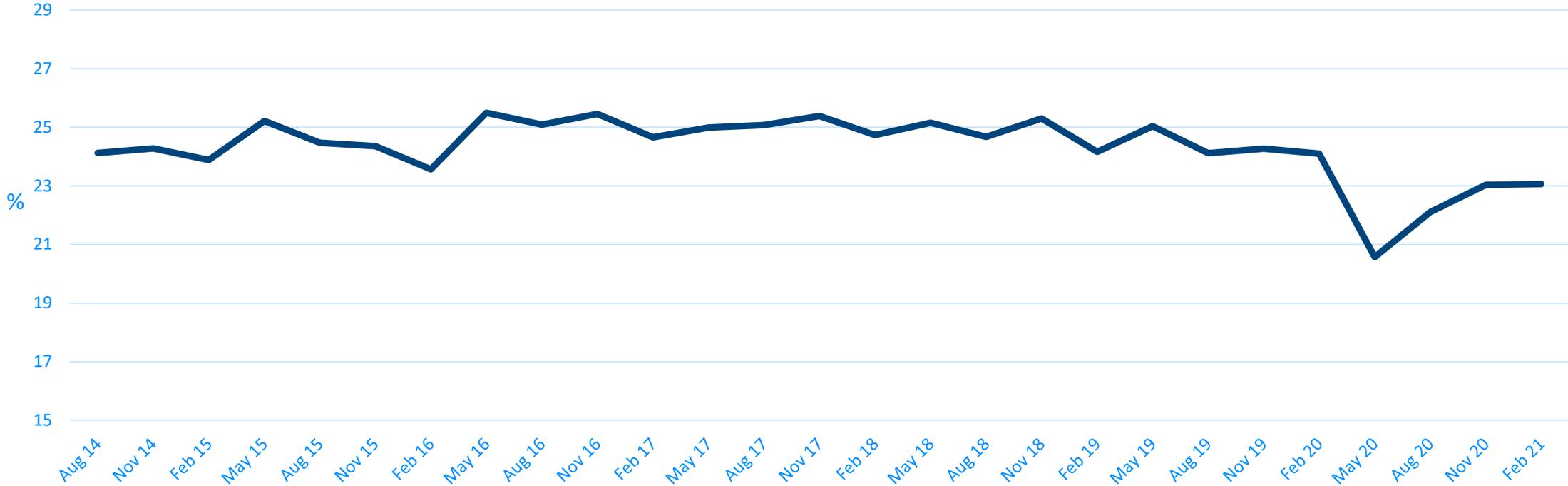
Forces for Change

- ACTU campaigns
- Government / parliamentary inquiries
- Award modernisation
- Federal Court decisions
- Wage theft laws (Qld, Vic)
- COVID-19 pandemic
- Fair Work Amendment Act 2021
- Labor's Secure Australian Jobs plan



The Casual Job Share

% of employees without leave entitlements, Australia, Q3:2014 to Q1:2021 (quarterly)



Source: ABS (6291.0.55.001) *Labour Force, Australia Detailed* – Table 13: Employed persons by status in employment of main job and hours actually worked in all jobs. [https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/apr-2021]





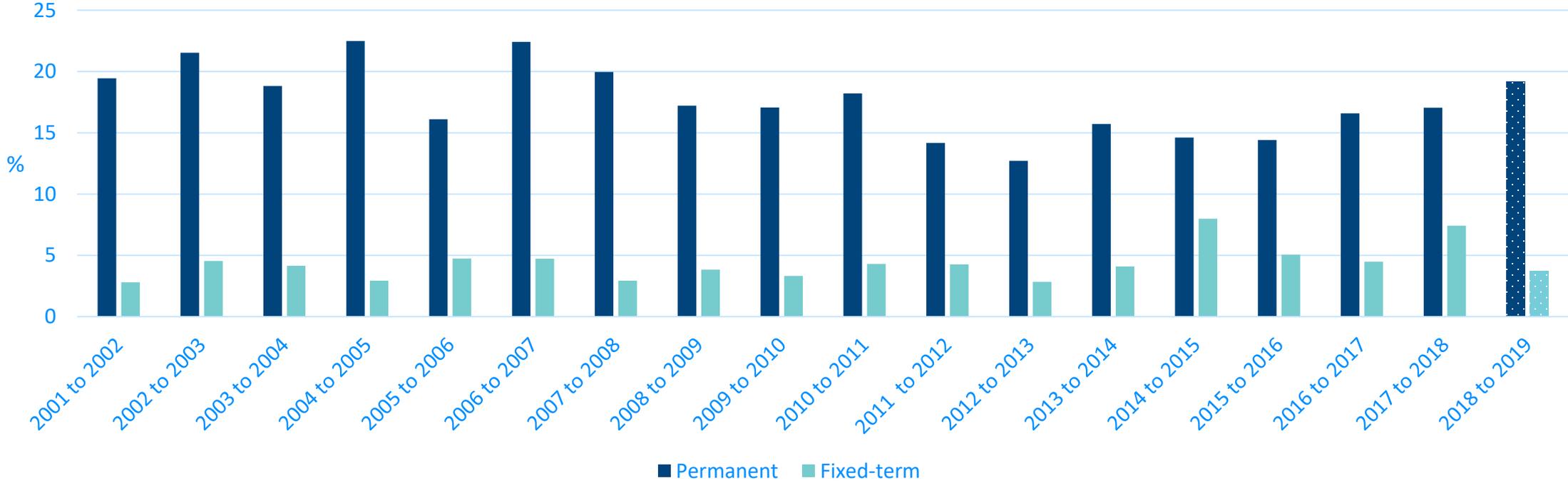
Fair Work Amendment Act

1. No double dipping
2. Common definition of casual employment
3. Casual Employment Information Statement
4. Employer obligations to offer conversion



Within-firm Conversion to Permanence

% of casual employees with at least 1 year's tenure with employer who had converted to permanent or fixed-term employment one year later with the SAME employer



Source: HILDA Survey, Release 19.





Labor and the Next Federal Election

- **Secure Australian Jobs Plan** (alp.org.au/policies/job_security_plan)
 - Make job security an object of the Act
 - Extend the powers of the FWC to include “employee-like” forms of work
 - Legislate a test to determine when a worker can be classified as a casual
 - Limit the number of consecutive fixed-term contracts for the same role / 24-month cap
 - Creating more secure employment in the Australian Public Service
 - Use government procurement powers to support secure employment
 - Develop portable entitlement schemes for annual leave, sick leave and long service leave for Australians in insecure work
 - Ensure that workers employed through labour hire companies receive no less than workers employed directly



In Short ...

Q: Can casual job numbers be halved in next decade?

A: In theory, yes.

But will require either:

- Making paid leave entitlements universal
- Scrapping the 25% casual wage premium

The Future of Casual Employment

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