

DISTINCTION WORK2203 NOTES

1. Work and IR today: What's the problem?
2. Understanding governments and the policy process
3. Why industrial policy really matters
4. What is the Fair Work System trying to achieve?
5. Work and Family
6. Workplace bargaining and the role of unions
7. The Productivity Puzzle
8. Skills and Immigration

Week 6 – Work and Family- Remaking the Policy

1. Significant changes in demographics, the structure of the workforce and household arrangements.
2. Demise of male breadwinner model; rise of the 'one plus' model.
3. Growing tensions *between* work and family.
4. International standards and conventions moving ahead of Australian policy and practice.

Demographics

- Until 1969, wages was based on Male Breadwinner model meant that women were paid significantly less than men because their needs were much less. Although legislation stated that women would get paid the same for similar work, no woman actually did the SAME work.
- 1972: New Policy stated that Same wages was to be given for same VALUE of work due to feminist unionisation.
- *In 2016-17, the labour force participation rate of people aged 20-74 years was 66% for women and 78% for men*
- *In the decade between 2006-07 and 2016-17, the participation rate for women aged 60-64 increased from 34% to 50%, an increase of 16% - ABS, 2017*

Over the years have gained a sense of voice through second wave feminism in 1972, making improvements into economic equality. Reason for lack of equity in wages as women were previously not seen as an efficient resource given their maternal liabilities and were therefore offered as affordable labour instead. But today, it can be seen that female participation is predicted to contribute to the nations productivity and overall national GDP. There must therefore be increased policy considerations that work towards supporting women take on more parental leave

Wage Fixing Principle

1. "Needs" - How much pay is required to satisfy family needs
2. *Capacity to Pay* - (Economic Downturn)
3. *Payment for Skill*
4. *Comparative Wage Justice* - Based on relational qualifications required for different industries.

'Closing the gap between male and female employment rates would have important implications for the Australian economy... closing this gap would boost the level of Australian GDP by 11%' ('Australia's Hidden Resource: The economic case for increasing female participation', 2009, JB Were).

Family Friendly Policies

Paid Parental Leave was a bug stepping stone towards improving the flexibility for women in the workforce. (January 2011)

Paid Parental Leave Scheme

3 objectives

1. Improve maternal and infant life
2. Increase female participation (Voice and Efficiency even)

3. Improve gender equity (Equity)

Flexible hours provisions,
Child (and elder) care provisions

Policy Tensions: Women, Work and Paid Parental Leave

Marian Baird Industrial Relations Reform: Looking into the future (2016)

- The system continues to pigeon-hole women into two types of workers. One that is ignorant to gender differences and assumes women are the same as men employees and one that is disparately a cumbersome liability due to maternal responsibilities that disrupt business functioning.
- New policies tend to follow demographic increases of women in the workforce rather than lead them. It is therefore seen that governments have been reactive rather than proactive in the area of female participation.
- There is widespread discrimination against women who take parental leave as when they return to the job they, more often than not, do not receive the same level of pay or opportunities. (Lack of equity)
- A persistent gender pay gap between 17 % - 18%, leadership gaps and superannuation differences all point to a labour market that does not equally provide for men and women despite the growing pressure for women participation to improve the nations GDP.
- Fair Work Act 2009, after a primarily conservative government, introduced extensions to unpaid parental leave and flexible conditions
- Paid Parental Leave Act 2010 encouraging men to take parental leave and share the responsibility with women.
- PPL was successful in providing parents with an extra 6 months for their familial responsibilities and also improved retention (women returning to the same job afterwards).
- Current issue is that although unpaid parental leave is listed within the NES, the Paid parental leave schema is still considered a welfare policy rather than a workforce entitlement, leaving the role of women and mothers in the workforce in a position that is vulnerable towards antagonistic policy changes.

Week 8 - Workplace bargaining and the role of unions

Why might voice be a policy objective?

Summed up in Befort and Budd this way:

“The ability to speak freely and participate in decision-making can be seen as ends in themselves for rational human beings in free, democratic societies... there should not be an arbitrary distinction between having a voice in political decisions and (not) having a voice in economic decisions [which often affect our lives more directly]”

<i>Fundamental principle</i>	<i>Relevant convention</i>
Freedom of association and the effective recognition of the right to collective bargaining	87 (Freedom of Association and Protection of the Right to Organise); 98 (Right to Organise and Collective Bargaining)
The elimination of all forms of forced or compulsory labour	29 (Forced Labour); 105 (Abolition of Forced Labour)
The effective abolition of child labour	138 (Minimum Age); 182 (Worst Forms of Child Labour)
The elimination of discrimination in respect of employment and occupation	100 (Equal Remuneration); 111 (Discrimination, Occupation and Employment)

Pay Setting in Australia

Collective agreement: 38.9% of non-managerial employees. Employees paid by collective agreement had the highest average hourly total cash earnings, \$39.60.

Individual arrangement: 36.6%; average hourly total cash rate of \$38.50.

Award only: 24.5%; lowest average hourly total cash earnings (\$29.60).

Source: *ABS6306.0 - Employee Earnings and Hours, Australia, May 2016*. Latest issue: 19 January 2017.

Collective Bargaining - The Fair Work Act 2009

1. *Fair Work Act, 2009*, promotes collective bargaining by 'good faith' principles and has a framework to support this through Bargaining Orders, Majority Support Determinations, Scope Orders.

CONTINUED..