

## END THE INSECURE WORK CRISIS

Job insecurity is rife and it's hurting people. Insecure work makes it hard to plan your life, pay the bills and get a home.

Even if you have a job, it is no guarantee of financial security. Wages remain stagnant while it is harder and harder to afford the rising costs of living.

To tackle the country's big problems and make people's lives better, the Greens will outlaw insecure work and establish a new minimum wage so that people are employed in secure, well paid jobs.

### THE GREENS WILL:

- ▲ **End the insecure work crisis by prioritising job security**
- ▲ **Establish a new minimum wage at 60% of the median wage**
- ▲ **Give casual and contract workers access to protections and entitlements to protect the rights of all workers.**

## PAYING FOR OUR PLAN

By making billionaires and big corporations pay their fair share of tax and winding back handouts to big polluters, we can build a better life for all of us.

1 in 3 big corporations pays no tax and many big corporations and billionaires send their profits offshore tax free.

The Greens will tax billionaires with a new 'billionaires tax', require big corporations making excessive profits to pay a 'corporate super-profits tax' and axe billions of dollars in handouts to the coal, oil and gas giants that are driving the climate crisis.

These measures have all been costed by the independent Parliamentary Budget Office.

When big corporations and billionaires pay their fair share, everyone can have the services they need for a better life.

## End the insecure work crisis

Too many people are employed in insecure work, with no guaranteed minimum hours, unstable income and no long-term job security. The pandemic highlighted the dangers of insecure work. Casual work left millions of people without paid sick leave resulting in workplace transmission as people were forced to choose between their livelihood and their health. People employed in insecure jobs lost work eight times faster than those in permanent jobs,<sup>1</sup> resulting in over 1 million people who didn't have a job or enough hours of work. In 2020 we saw the fastest growth of insecure work in Australia's history with casual jobs accounting for around 60% of jobs created

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<sup>1</sup> Dan Nahum and Jim Stanford, Centre for Future Work, 2020 Year-End Labour Market Review: Insecure Work and the Covid-19 Pandemic, December 2020

<sup>2</sup> Instead of encouraging permanent, secure work, the Liberal Government is championing labour laws which favour big corporations, allowing them to dictate the nature of work making it easier for insecure, low paid work to flourish.

The Greens will put an end to the insecure work crisis and give working people the job security they deserve by establishing the presumption that all employment must be ongoing unless there is a case for genuine casual or contract employment.

## Establish a new minimum wage

While billionaires increased their wealth by a third during the pandemic, and big corporations received over \$1 billion in JobKeeper wage subsidy payments despite making a profit and

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<sup>2</sup> Dan Nahum, Centre for Future Work, Submission to the Senate Select Committee on Job Security, March 2021

paying executive bonuses, working people continued to experience the slowest sustained wage growth since World War II<sup>3</sup>.

Now, instead of advocating for a genuine wage increase the Government is fighting for wages to remain below inflation, a continuation of their policy to keep wages low.

The Greens will enshrine in law a new minimum wage by legislating to set the minimum wage at 60% of the full time median wage, a target already achieved by the UK's Low Pay Commission. The Fair Work Commission would be tasked with phasing the increase in.

## Protect rights for all workers

Many working people, particularly casual and 'gig economy' workers, are not entitled to the same protections and minimum entitlements as permanent employees such as a minimum wage, annual leave, sick leave, superannuation and unfair dismissal protection.

The Greens' will support workers to access these fundamental rights by legislating to give the Fair Work Commission (FWC) the power to extend minimum wages, entitlements and conditions from the *Fair Work Act*, Modern Awards or enterprise agreements to contractors and casual employees so that all workers are protected, not exploited. We would require the FWC to give effect to the principle that workers are entitled to the same minimum wages and conditions whether or not they are classified as employees.

Successive governments have undermined unions and workers' ability to protect and advance their rights at work. This has resulted in Australia having some of the most restrictive labour laws in the world which have repeatedly breached international labour standards.

The Greens '[10 Principles for Rewriting Our Labour Laws](#)' sets out the approach we will take in the next Parliament to securing people's rights at work.

**FIND ALL OUR POLICIES:**

[greens.org.au/platform](https://greens.org.au/platform)

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<sup>3</sup> Andrew Stewart, Jim Stanford, Tess Hardy, *The Wages Crisis: Revisited*, May 2022