

## Statistical Analysis & Survey Data

This section contains a summary of survey and statistical data to support the submission from the AMWU. It contains data drawn from three surveys, the Australian Workplace Relations Study, undertaken by the Fair Work Commission (AWRS Survey), a survey of casual (both direct hire and labour hire) undertaken by the ACTU (ACTU Survey) and a survey of casual (both direct hire and labour hire) undertaken by the AMWU (AMWU Survey).

### Contents

<b>Attachment 5 – Statistical Analysis &amp; Survey Data .....</b>	<b>1</b>
<b>Who are casual employees? .....</b>	<b>3</b>
Gender .....	3
Length of Tenure.....	3
Award Reliance .....	4
Highest level of education .....	7
<b>Case Study: Technicians and Trade Workers .....</b>	<b>9</b>
<b>What are their experiences?.....</b>	<b>11</b>
Current Ability to Convert.....	11
Fears when seeking conversion .....	15
Access to current right to request conversion .....	16
Flexibility .....	16
Training .....	22
Income and Expenses .....	24
Bonuses .....	26
Overtime .....	27
Job Satisfaction .....	28
On-Call .....	30
<b>What do they want? .....</b>	<b>31</b>
The Right to Convert .....	31
Flexibility .....	33
Longer Shifts .....	37

## ATTACHMENT 5

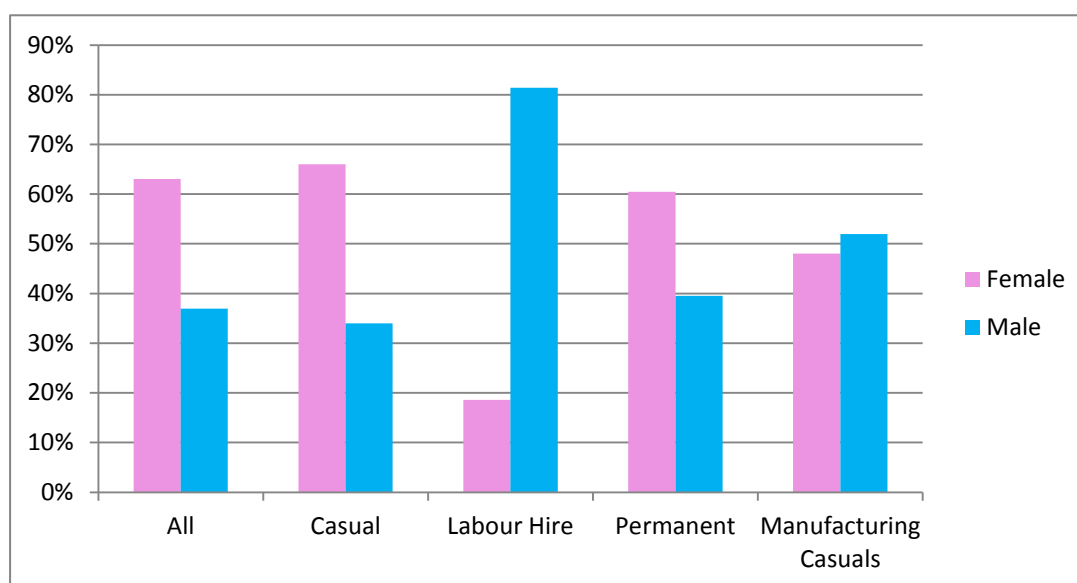
More Hours .....	39
Stability .....	40
<b>Survey Data – Background Information .....</b>	<b>42</b>
What are the surveys? .....	42
How was the data collected? .....	42
How representative are the samples? .....	42
What statistical analysis was undertaken? .....	47
<b>Other Statistical Data .....</b>	<b>49</b>
<b>Survey Questionnaires .....</b>	<b>50</b>
AWRS Survey .....	50
ACTU Survey .....	51
AMWU Survey .....	57

## Who are casual employees?

### Gender

1. 63% of the respondents to the ACTU Survey were female, and 37% male. However, in some categories, there were more male respondents, including labour hire (81%) and manufacturing casuals (51%).

**Graph A5.1 – Proportion respondents by gender, by employment type, by industry**



*Australian Council of Trade Unions, Survey Data, 2015*

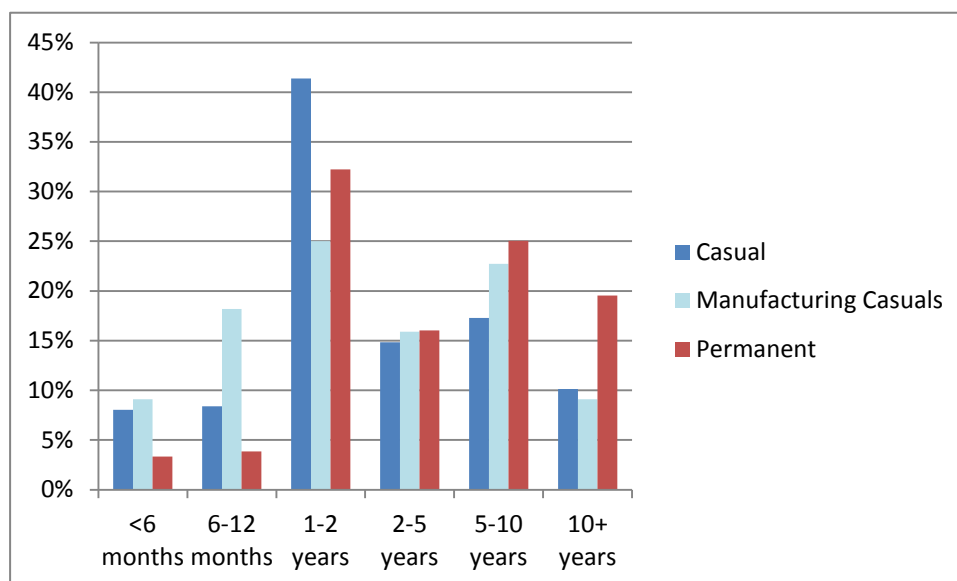
2. There has also been a shift in the gender make up of casuals in the manufacturing industry, with an increase in male casual employees as a portion of the manufacturing industry in the last 20 years (from 6.4% in 1994 to 10.5% in 2013) and a decrease in male permanent employees (from 67.6% in 1994 to 62.3% in 2013). Female participation in the manufacturing industry hasn't changed significantly during that period (See Table A5.4).

### Length of Tenure

3. Casual employment is typified for some workers as a long-term, systematic employment relationship for many workers. The casual employees who responded to the ACTU, AMWU and AWRS surveys have significant tenure in their current positions.

4. The ACTU survey found that 61% of casual employees had been with their employers for longer than 1 year, with 22% for longer than five years (ACTU Survey Question 13, n = 838, see Graph 4.22). AWRS data shows that 83.6% of casual employees had been with their employer longer than 1 year and 27.4% for longer than 5 years (AWRS Survey, var. EE\_EMP\_YRS, n = 586).

**Graph A5.2 – Respondent tenure in current position, by employment type, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

5. For manufacturing workers, 54% of casuals have been employed longer than 12 months and 21% for longer than 5 years (ACTU Survey Question 13, n = 102). According to the AWRS survey, 72% of manufacturing casuals have been employed longer than 12 months and 31.8% for longer than 5 years (AWRS Survey, var. EE\_EMP\_YRS, n = 43).

### **Award Reliance**

6. In the AWRS Survey sample, more than half casual workers (55%) were award reliant, compared to one in five permanent workers (19%) (AWRS Survey, var. EE\_MOSP\_EMPL).
7. According to the 2014-15 Statistical Report for the Annual Wage Review, 18.8% of all employees in 2014 were Award reliant including 15.7% of employees in the manufacturing industry. This has increased since 2008, when 16.5% of all employees and 12.2% of manufacturing employees were award reliant<sup>1</sup>.

<sup>1</sup> Fair Work Commission, Statistical Report-Annual Wage Review 2014-15, April 2015, Table 7.1

8. This compares with the most recent ABS data which indicates that 20.4% of employees are reliant on the Award to set their rate of pay (below).

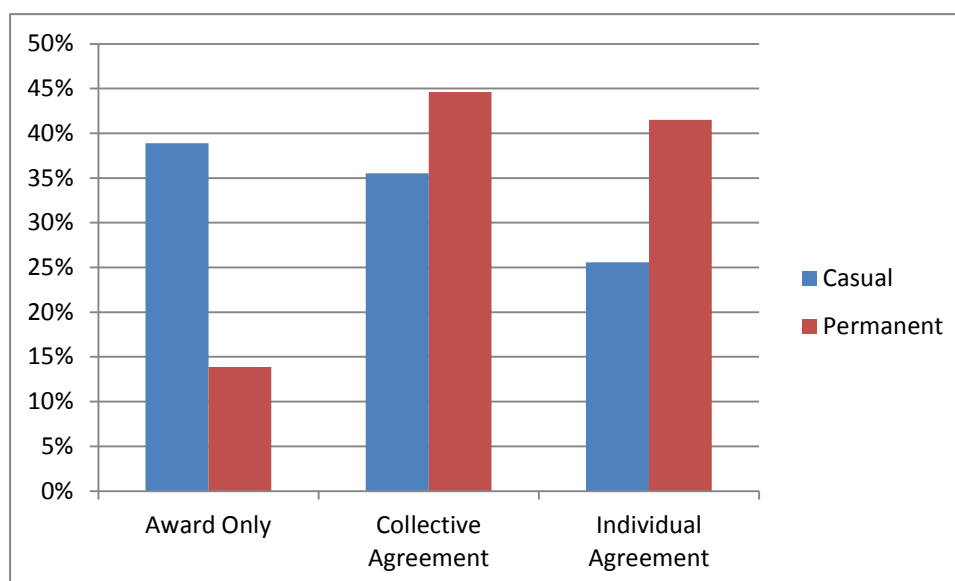
**Table A5.1 – Proportion of employees reliant on different methods of setting pay, by full-time/part-time status, by type of employment, by gender**

	F/T Perm Male	F/T Perm Female	P/T Perm Male	P/T Perm Female	Casual Male	Casual Female	Total
Award Only	4.5%	3.0%	0.9%	2.9%	3.3%	5.9%	20.4%
Collective Agreement	13.4%	9.3%	2.4%	10.0%	3.6%	4.8%	43.5%
Individual Agreement	15.8%	8.9%	1.3%	4.1%	2.6%	3.5%	36.1%

*Australian Bureau of Statistics, Employee Earnings and Hours, May 2014*

9. According to the ABS, 38.9% of casual employees are reliant on the Award.

**Graph A5.3 – Method of setting pay, by type of employment, as a percentage of that type of employment**

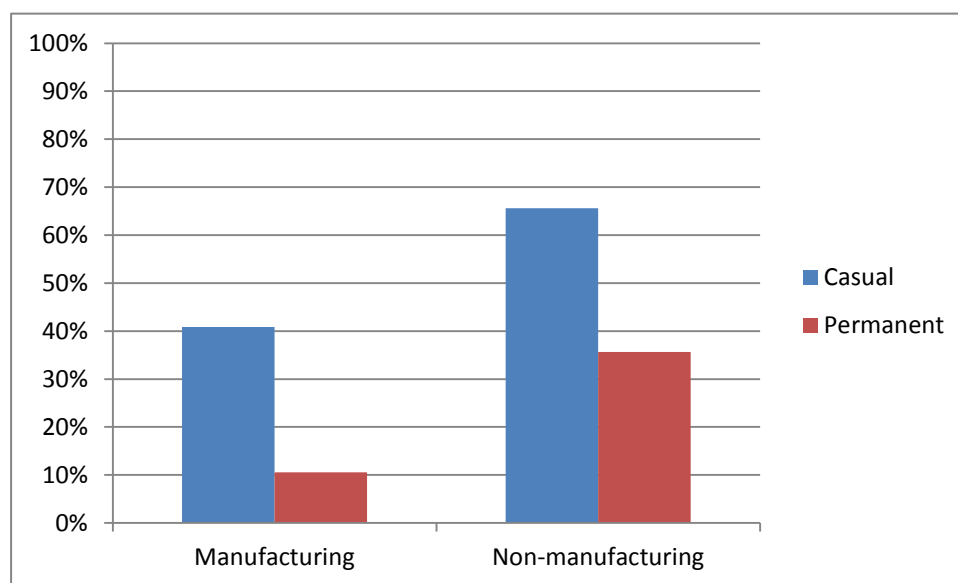


*Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014 (Excludes owner-managers)*

10. An analysis of award-reliant workplaces based on the FWC's Award Reliance Report (6/2013) found that 41% of casual employees in manufacturing were Award reliant and 11% of permanent employees were Award reliant. Among non-manufacturing employees, 66% of casual employees were Award reliant and 36% of permanent employees were award-reliant.

## ATTACHMENT 5

**Graph A5.4 – Proportion of award reliant employees within Award-reliant workplaces, by type of employment, by industry**



*Graph compiled from FWC 6/2013, Table 4.41 and Table E.3.*

**Table A5.2 – Award reliance within Award-reliant workplaces as a portion of the workforce, by type of employment**

		Manufacturing			Non-Manufacturing		
All		Award reliant	Not award reliant	Total	Award reliant	Not award reliant	Total
	Permanent	11%	89%	83%	36%	64%	62%
	Casual	41%	59%	18%	66%	34%	38%
Female		Award reliant	Not award reliant	Total	Award reliant	Not award reliant	Total
	Permanent	10%	90%	23%	40%	60%	33%
	Casual	45%	55%	7%	68%	32%	23%
Male		Award reliant	Not award reliant	Total	Award reliant	Not award reliant	Total
	Permanent	11%	89%	60%	31%	69%	30%
	Casual	36%	64%	11%	59%	41%	15%

*Table compiled from FWC 6/2013, Table 4.41 and Table E.3.*

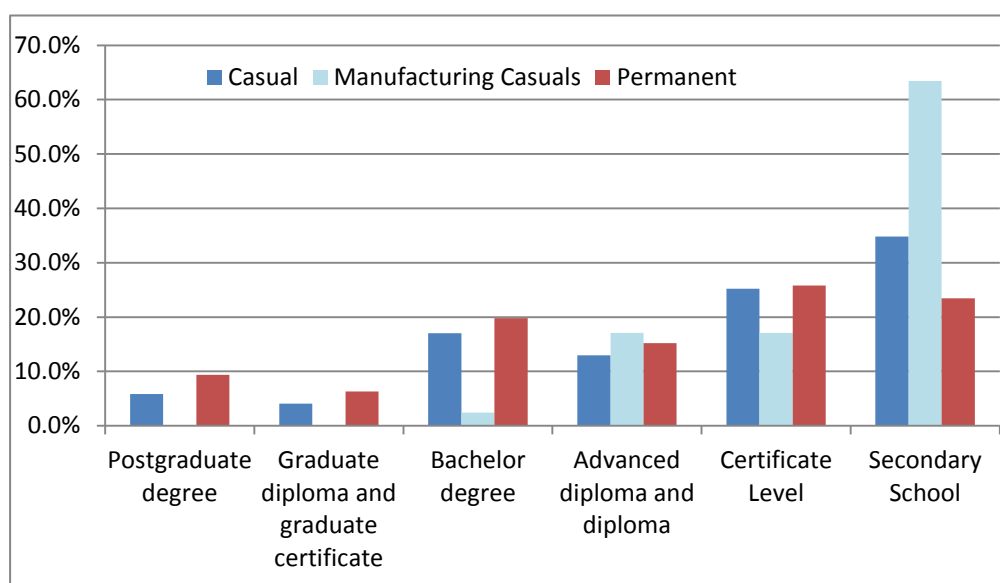
**Table A5.3 – Ratio of Award reliant workers to non-award reliant workers, by type of employment and gender**

	Manufacturing	Non-manufacturing
Casual to Permanent (All)	3.73:1	1.83:1
Casual to Permanent (Female)	4.5:1	1.7:1
Casual to Permanent (Male)	3.27:1	1.9:1

*Table compiled from FWC 6/2013, Table 4.41 and Table E.3.*

### **Highest level of education**

11. The highest level of education for casual and permanent employees followed a remarkably similar pattern (AWRS Survey, var. EE\_HGH\_EDU). While there were more casual employees who had only secondary schooling (34.8% vs 23.5%), and more permanent employees with a postgraduate degree (9.4% vs 23.5%), and more permanent employees with a postgraduate degree (9.4% vs 5.9%) for all other levels of education the two were never more than 3% apart. This suggests that there is not a significant educational difference between the casual and permanent workforces.
12. There was, however, a very significant difference in the highest level of education for manufacturing casual employees. A total of 63.4% of manufacturing casual respondents have obtained no post-secondary education at all (63% v 35%,  $Z = 3.5784$ ,  $p = 0$ ). This is a significant increase over other casual employees and permanent employees.

**Graph A5.5 – Proportion of respondents by highest level of education, by employment type, by industry**

*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**13.** The number of casual employees as a portion of the manufacturing workforce has grown from 14.6% in 2000 to 16.9% in 2013. During the same period the number of casuals in the economy remained flat. The number of male casual employees in manufacturing went up by 50% in this period, but remained flat across the economy.

**Table A5.4 – Number of employees in manufacturing, by full-time/part-time status, by type of employment**

	F/T Permanent	P/T Permanent	F/T Casual	P/T Casual	Permanent	Casual
Manufacturing	631,684	56,820	74,647	65,372	688,504	140,019
	76.2%	6.9%	9.0%	7.9%	83.1%	16.9%

*Australian Bureau of Statistics, Labour Market Statistics, July 2014*

**Table A5.5 – Proportion of manufacturing employees for each type of employment and gender, by year**

		1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008*	2009*	2010*	2011*	2012*	2013*
<b>Manufacturing</b>																					
	Male Permanent	67.6%	67.5%	66.1%	67.7%	66.7%	66.5%	65.8%	67.4%	65.8%	63.7%	63.4%	64.6%	66.1%	64.6%	65.6%	64.2%	62.6%	63.9%	63.7%	62.3%
	Male Casual	6.5%	7.3%	7.6%	7.9%	9.2%	8.0%	7.5%	6.9%	9.2%	9.7%	9.8%	8.9%	8.1%	9.5%	9.1%	9.6%	11.3%	11.6%	11.7%	10.8%
	Female Permanent	19.5%	18.9%	20.3%	17.9%	19.0%	20.3%	20.1%	20.1%	19.6%	20.5%	20.8%	20.9%	20.4%	19.7%	18.9%	19.3%	18.9%	18.8%	18.5%	20.8%
	Female Casual	6.3%	6.4%	6.0%	6.5%	5.0%	5.2%	6.6%	5.6%	5.3%	6.0%	6.1%	5.6%	5.4%	6.2%	6.4%	7.0%	7.2%	5.7%	6.1%	6.1%
<b>All industries</b>																					
	Male Permanent	45.8%	45.1%	43.9%	44.0%	42.9%	42.8%	42.0%	41.7%	41.8%	41.5%	40.5%	41.6%	41.1%	41.1%	41.3%	40.4%	40.8%	40.8%	41.1%	40.5%
	Male Casual	5.5%	5.5%	5.9%	6.2%	6.1%	6.0%	5.9%	6.5%	6.8%	6.8%	6.9%	6.3%	6.2%	6.3%	6.4%	6.8%	6.7%	6.6%	6.5%	6.6%
	Female Permanent	31.6%	32.2%	31.6%	31.8%	32.2%	32.3%	32.8%	33.2%	33.1%	33.0%	33.8%	33.8%	34.4%	34.1%	34.6%	34.7%	34.9%	35.1%	35.3%	35.6%
	Female Casual	13.7%	13.8%	14.2%	14.2%	14.4%	14.4%	14.8%	14.3%	14.4%	14.6%	14.5%	14.2%	13.8%	13.8%	13.4%	14.0%	13.4%	13.2%	12.9%	13.0%

*Australian Bureau of Statistics, Labour Market Statistics*

*\*In 2008, the ABS changed from the 1993 ANZIC codes to the 2006 ANZIC codes*



## Case Study: Technicians and Trade Workers

14. This is an analysis of casual and labour hire technicians and trade workers (ACTU Survey, Question 11) in the manufacturing industry (ACTU Survey, Question 5, n = 16, Manufacturing T&T workers) against workers in the same profession from all other industries (ACTU Survey, Question 5, n = 16, other T&T workers).
15. Manufacturing T&T workers were much more likely to be labour hire workers than other T&T workers (ACTU Survey, Question 1, 50% vs 4%,  $Z = 4.325$ ,  $p = 0$ ). Manufacturing T&T were younger (ACTU Survey, Question 3, 69% between 21 and 54) than other T&T workers (45% over 55) and more likely to be male (ACTU Survey, Question 4, 94% vs 55%).
16. Manufacturing T&T workers were likely to have been in their role for a shorter period of time (ACTU Survey, Question 13, 86% of manufacturing T&T workers had been in their current role less than three years vs. 45% of other T&T workers had been in their current role longer than 3 years).
17. The type of agreements that cover the technicians and trade workers are remarkably similar, with slightly more manufacturing workers covered by a collective agreement (ACTU Survey, Question 12, 25% v 17%) and slightly fewer covered by an Award (ACTU Survey, Question 12, 40% v 31%).
18. Manufacturing T&T workers were much more likely to be working more hours (ACTU Survey, Question 14, 44% working more than 37 hours vs 2% for other T&T workers). They were also more likely to be working longer shifts (ACTU Survey, Question 15, 25% with 8 hour or longer shifts in the last 3 months vs 11% with 8 hours or longer shifts for other T&T workers). Both groups supported longer minimum shifts (ACTU Survey, Question 16, 44% manufacturing, 47% other, Strongly Agree or Agree).
19. Both groups of T&T workers were just as likely to have had no choice but to become a casual employee (ACTU Survey, Question 6, manufacturing 50%, other 45%) and similar numbers continue to work as a casual because there is no other choice (ACTU Survey, Question 6, manufacturing 50%, other 51%).
20. More manufacturing T&T workers are significantly more likely to have been informed of their right to convert to casual (ACTU Survey, Question 8, 56% vs 28%,  $Z = 2.072$ ,  $p = 0.04$ ) but this is to be expected, given the existing clause in the Manufacturing Awards. However, it should be noted that 44% of manufacturing T&T workers were not informed of their right to convert, a right that is present in all manufacturing Awards.

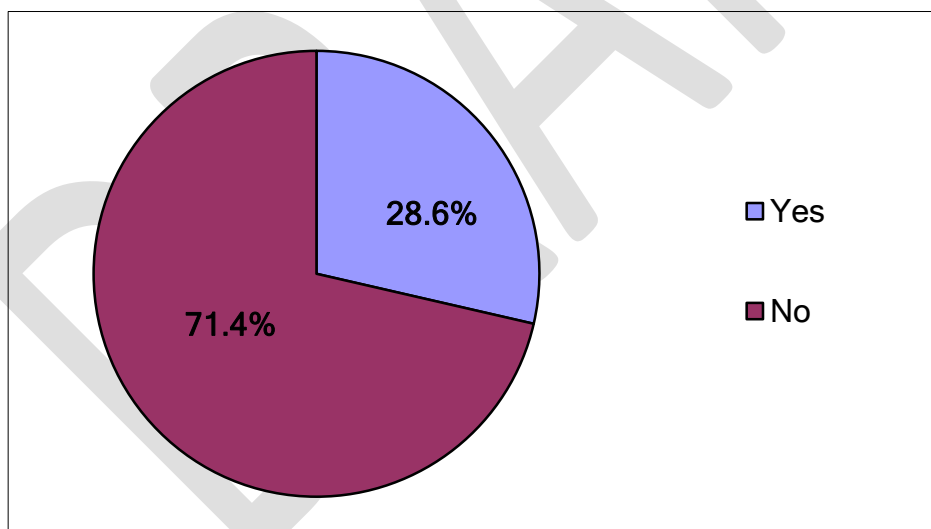
- 21.** Both groups agree that casual employees should be able to convert to permanent employment, if that is their wish (ACTU Survey, Question 8, manufacturing 69%, other 74%, Strongly Agree or Agree).
- 22.** More manufacturing T&T workers expressed a desire to convert to permanent employment (ACTU Survey, Question 19, 44% manufacturing, 30% other, not significant) and many fewer manufacturing respondents enjoyed the flexibility of casual work (ACTU Survey, Question 19, 13% manufacturing vs 55% other,  $Z = -2.9772$ ,  $p = 0.00288$ ).

## What are their experiences?

### ***Current Ability to Convert***

- 24.** Only 21% of casual and labour hire employees in the ACTU Survey indicated they had requested conversion to permanent employment (ACTU Survey, Question 9). Of the 166 casual employees who had requested conversion, 100 respondents had their request completed and of these 58% were successful and 42% had their request refused (ACTU Survey, Question 9A). Of those who had sought to convert, 48% were aged between 25 and 44, and 25% were aged between 45 and 64.
- 25.** However, the validity of this data is questionable, given that all of the 58 respondents (around 5% of the total ACTU sample) that indicated that their request to convert to permanent employment had been approved all had indicated that they are still employed as a casual. It is unlikely that all 58 were in a transition period where the request was accepted however formal conversion was yet to transpire.
- 26.** 29% of respondents to the AMWU survey had requested conversion to permanent employment (AMWU Survey, Question 9, n = 105).

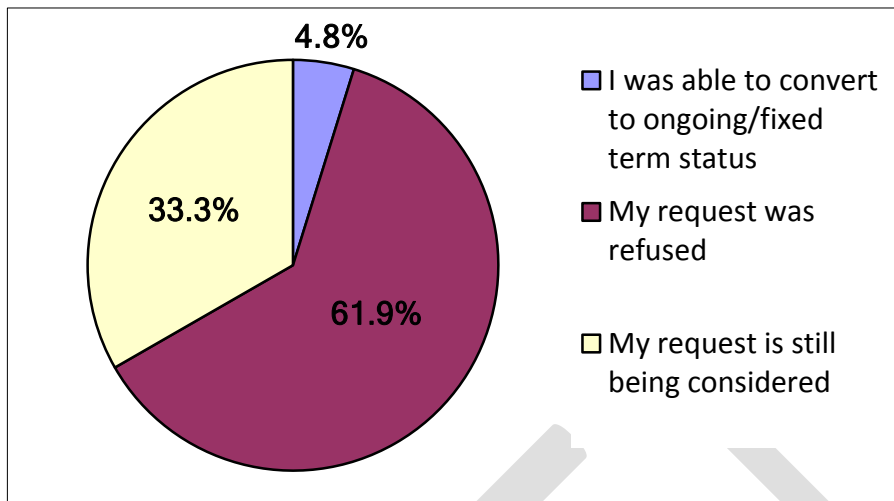
**Graph A5.6 – Proportion of casual employees that had requested conversion to permanent employment**



*Australian Manufacturing Workers' Union, Survey Data, 2015*

- 27.** Unlike the results from the ACTU survey, the pattern was much more realistic given the other responses by the respondents. Of the 105 employees that had requested conversion, less than 5% were able to convert to permanent employment, 62% were unable to convert and 33.3% were still under consideration (AMWU Survey, Question 10). Of the employees who have had their requests completed, 88% were rejected. This suggests that there is a large number of manufacturing casuals that wish to be permanent, have asked to become permanent but have been unable to convert.

**Graph A5.7 – Proportion of respondents by the results of their application to convert to permanent employment.**



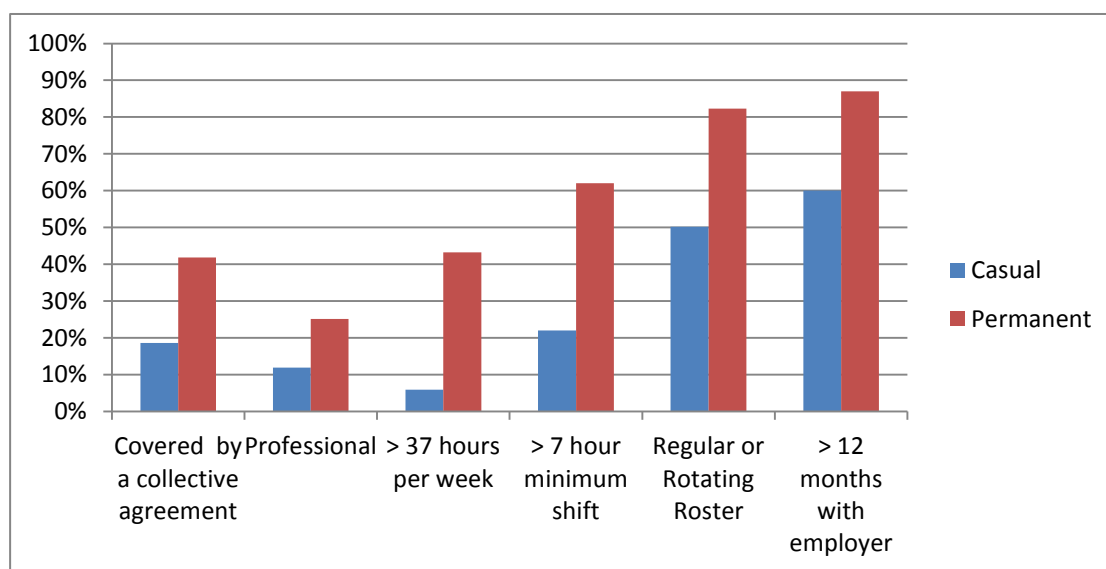
*Australian Manufacturing Workers' Union, Survey Data, 2015*

**28.** The ACTU Survey also sought responses from permanent employees that had started in their current position as a casual employee (n = 215, 19.6% of all respondents).

When compared to non-permanent employees, they were more likely to be:

- professionals (ACTU Survey, Question 11, 25% v 12%,  $Z = -4.9267$ ,  $p = 0$ );
- covered by a collective agreement (ACTU Survey, Question 12, 42% v 19%,  $Z = -7.2423$ ,  $p = 0$ );
- work more hours per week (ACTU Survey, Question 14, 43% more than 37 hours a week vs 6% more than 37 hours a week);
- have had longer shifts (ACTU Survey, Question 15, 62% shortest shift over 7 hours vs 22% shortest shift over 7 hours);
- work a regular or rotating roster (ACTU Survey, Question 17, 82% vs 50%)
- have been with their employer longer (ACTU Survey, Question 13, 87% over 12 months vs 60% over 12 months,  $Z = -7.4656$ ,  $p = 0$ ).

**Graph A5.8 – Features of respondents who started their current employment as a casual but are now permanently employed compared with all other respondents**



*Australian Council of Trade Unions, Survey Data, 2015*

**29.** The ACTU also asked these workers to describe the process by which they became permanent (ACTU Survey, Question 1B). The responses fall into a few distinct categories, as set out below, with the employee moving from casual to permanent on the following terms:

- At the end of a quasi-probation period, with employees being offered permanent employment following a fixed period of satisfactory performance:
  - *boss convert me to permanent after 6 months casual (ID 101)*
  - *worked for 6 months and become permanent (ID 820)*
  - *After 6 months my employer asked if I would consider a permanent position (ID 909)*
  - *trial period (ID 1369)*
  - *I worked for 6 months on casual through a recruitment company before I was put on full time with the company's own payroll. I proved myself that I was a good investment to the company, and I had a medical examination. (ID 1730)*
  - *it was pre arranged after a probation period (ID 1525)*
  - *Probation for 3 months then permanent (ID 4144)*
- After a successful request made by the employee for permanent employment:
  - *I asked my store manager if I could do full time, as I was struggling with money at the time (ID 985)*
  - *spoke to my boss about it (ID 1337)*

- *I worked as a casual for 10 years while my children were going through school and moved to permanent full time when my youngest turned 16 (ID 1642)*
- After an offer from the employer to convert to permanent employment:
  - *Casual for about 6 months, then got a letter inviting me to become permanent (ID 769)*
  - *My manager informed me that I could apply to be employed on a continuing basis instead of contract. (ID 1172)*
  - *After approximately 12 months I was asked if I wanted to be permanent, I then filled in paperwork and around a month later became permanent (ID 496)*
- As the result of a successful application to an externally advertised position within the same company:
  - *They advertised the role and I applied and got the job (ID 1269)*
  - *WORKED FOR 13 MONTHS CASUAL AND APPLIED FOR A FULL TIME POSITION THAT BECAME AVAILABLE (ID 4219)*
  - *Application and then an interview (ID 1743)*
- As the result of a successful application to an internal position that became available:
  - *I applied for an internal full time position and went through the normal processes to obtain the position. (ID 960)*
  - *one of the staff quit so I replaced her (ID 1476)*
  - *got a promotion when another employee resigned (ID 1519)*
  - *a contract became available in my department and it was given to me (ID 1084)*
- As a promotion, based on good performance:
  - *I worked hard and proved myself as awesome (ID 388)*
  - *work performance reviewed (ID 694)*
  - *job promotion (ID 1648)*

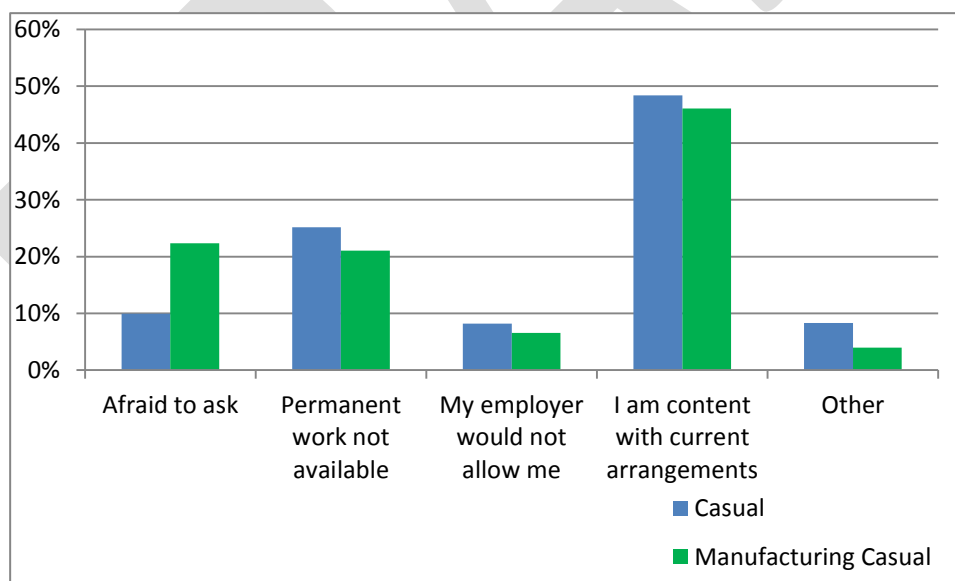
**30.** These responses reveal some interesting approaches to the use of casual employment in the modern workplace. Importantly, the seemingly established use of casual employment as an unofficial probationary period, or as the default type of employment for new employees, is entirely compatible with the determination being sought by the AMWU. While this use of casual employment differs from the commonly understood purpose of casual employment, the AMWU determination would simply formalise this process and give all parties certainty about when employees would become permanent. The AMWU would like to restate it's the submission, made to the 2000 Casuals Case, that the probationary use of casual employment should not be encouraged.

- 31.** The responses also show that the process of employers offering full time employment to casual employees already takes place in some workplaces. While there were some examples of employees requesting to be made permanent, this was the smallest group of previously casual employees that became permanent.
- 32.** A much larger group became permanent by applying for other jobs, either advertised internally or externally, within the same company. It is not clear from the data whether or not these employees stayed in the same role as a permanent employee, or whether they changed roles. In either case, an employee who became permanent under the clause being sought by the AMWU would be similarly able to apply for these positions. The clause would obviate the need for the use of 'promotion' to move employees from casual to permanent in the same role within the same company.

### ***Fears when seeking conversion***

- 33.** Of the 79% of casual and labour hire employees who had not asked to be converted to permanent, 10% being worried about their job security, should they ask to be converted (ACTU Survey, Question 9B).

**Graph A5.9 – Responses to Question 9B: You mentioned that you have never asked your employer to convert from [casual/labour hire] to permanent employment, can you please tell us why?**



*Australian Council of Trade Unions, Survey Data, 2015*

- 34.** There was a significantly larger portion of respondents (22%) from the manufacturing industry that were concerned for their job security, should they ask to be converted (ACTU Survey, Question 9B,  $Z = 3.287$ ,  $p = 0.001$ ). This suggests that an approach

which does not require employees to request conversion may be particularly appropriate in the manufacturing industry as 1 in 5 casual employees feared for their job security if they sought conversion.

- 35.** A further 25% of casual and labour hire employees had not requested to be converted to permanent employment because they do not believe that a permanent position is available in their workplace (21% amongst manufacturing casuals). 8% of casual and labour hire employees do not believe that their employer would allow them to change to permanent (7% amongst manufacturing casuals).
- 36.** This leaves only half (49%) of casual and labour hire employees that have not requested to convert to permanent employment because they are content with current arrangements.

### ***Access to current right to request conversion***

- 37.** A further analysis of one group of workers that currently have an Award entitled to be informed of a right to convert (i.e. employees in the Manufacturing or Construction Industries (ACTU Survey, Question 5), employed for longer than 6 months (ACTU Survey, Question 13), excluding employees with a collective agreement (ACTU Survey, Question 12) and working a regular or rotating roster (ACTU Survey, Question 17)) indicates that employers are not particularly diligent in carrying out their duties under the relevant clause of Award<sup>2</sup>. Of the employees in this category (n = 33), 55% had not been informed of their right to convert (ACTU Survey, Question 8).
- 38.** There were 25 respondents to the AMWU survey that fit the above criteria – 23 (92%) had not been informed of their right to convert to casual employment.
- 39.** This indicates that current casual conversion clauses, relying on the employer giving written notice to the employee of their right to convert, are not functioning properly. While the employee retains the right to apply for conversion in situations where the employer fails to give written notice of their right to convert, the existing process has failed many casual employees in the manufacturing industry. The lack of employer compliance operating in conjunction with low levels of employee awareness indicates that the current clause is not fit for purpose.

### ***Flexibility***

- 40.** The amount of actual flexibility available to casual workers appears to vary markedly. Evidence suggests that many casual workers have no flexibility in choosing the hours that they work. Only 26% of casual and labour hire workers indicated that

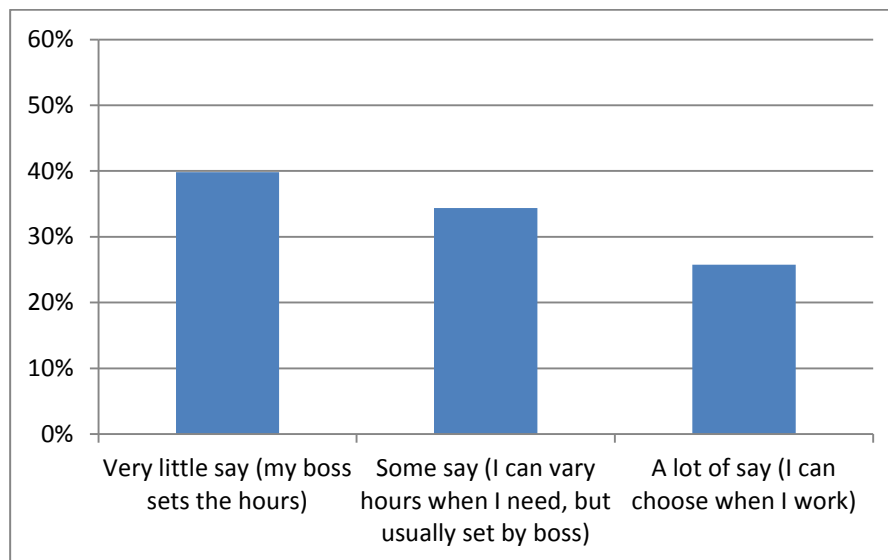
---

<sup>2</sup> Each of the Manufacturing and Associated Industries and Occupations Award 2010; the Food, Beverage and Tobacco Manufacturing Award 2010; the Graphic Arts, Printing and Publishing Award 2010, the Vehicle Manufacturing, Repair, Services and Retail Award 2010 and the Building and Construction General On-site Award 2010 contain conversion provisions.



they have a lot of say in their hours with 74% indicating that their employer sets their hours or that they had only a limited say in their hours of work (ACTU Survey, Question 18). Only 10% of respondents to the AMWU survey indicated that they had a lot of say over their hours, with 90% having little or no say (AMWU Survey, Question 19).

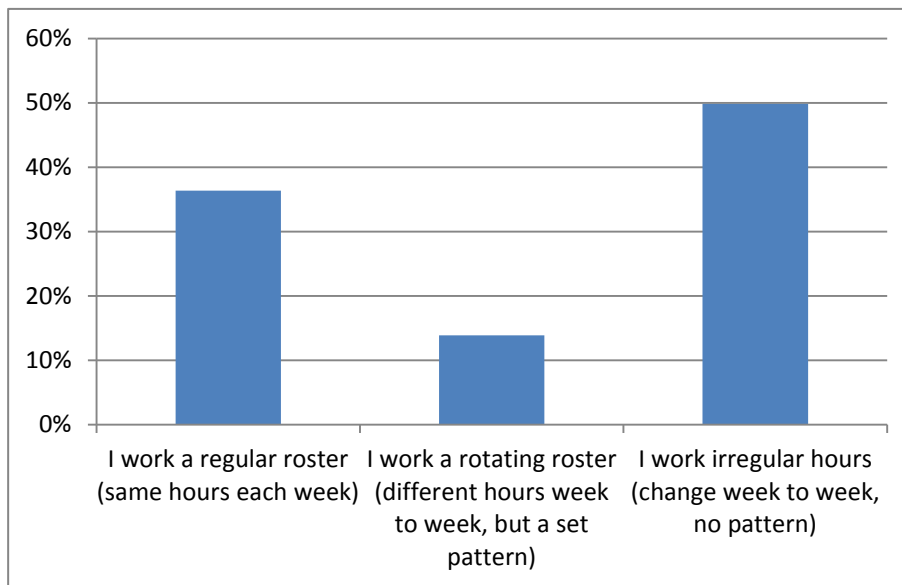
**Graph A5.10 – Responses to question 18: How much say do you have over the hours you work?**



*Australian Council of Trade Unions, Survey Data, 2015*

- 41.** Half (50%) of casual and labour hire employees work on a regular or rotating roster (ACTU Survey, Question 17). For respondents to the AMWU Survey, 55% of casual and labour hire employees worked regular or rotating rosters (AMWU Survey, Question 18). This is consistent with other data establishing that casual employees have limited flexibility regarding their overall job flexibility (see table), though it suggests that fewer employees enjoy flexibility than is implied by the ABS data.

**Graph A5.11 – Responses to question 17: How are your working hours set?**



*Australian Council of Trade Unions, Survey Data, 2015*

**Table A5.5 - Percentage of employees with access to certain benefits, by industry, by type of employment**

	Some say in finish/start time		Choose when holidays taken		Work extra hours to take time off		Some say in days worked	
	Casual	Non-Casual	Casual	Non-Casual	Casual	Non-Casual	Casual	Non-Casual
Manufacturing	31.0%*	34.9%*	68.7%*	92.6%*	28.4%*	49.6%*	34.6%*	N/A
All	40.0%*	43.3%*	65.3%+	77.2%+	23.3%+	39.9%+	39.5%+	N/A

\*Australian Bureau of Statistics, *Social Trends*, June 2009 (data from 2007)

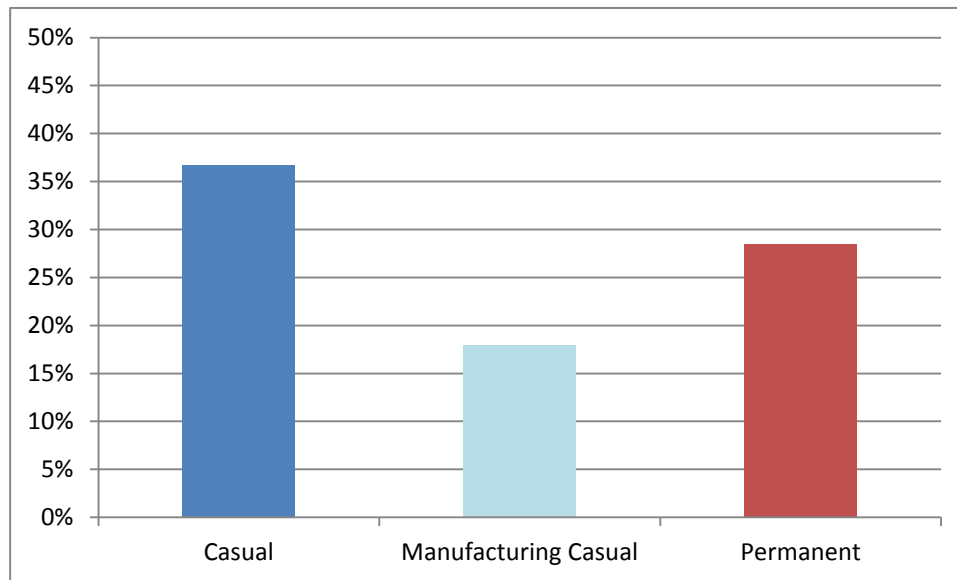
+ Australian Bureau of Statistics, *Working Time Arrangements*, November 2012

**42.** Even amongst workers with irregular hours (the workers who it might be assumed had the greatest flexibility and control over when they work) there was little evidence that workers were in control of their flexibility. Only 34% (ACTU Survey, Question 18, n = 438) of workers in this category had control over when they worked, with the remainder having little or no say over which shifts they worked.

**43.** 22% of the casual and labour hire respondents to the AMWU survey reported that they had previously worked so much overtime that they did not receive a 10 hour break between shifts (AMWU Survey, Question 25). Under the amendments being sought by the AMWU, casual workers in these circumstances would be granted the same rights as permanent employees.

- 44.** A higher number of casual employees requested flexible working arrangements than permanent employees (AWRS Survey, var. EE\_FA, 36% v 29%). Though the number of casuals in the manufacturing industry who requested flexible working arrangements was much lower, at only 18%.

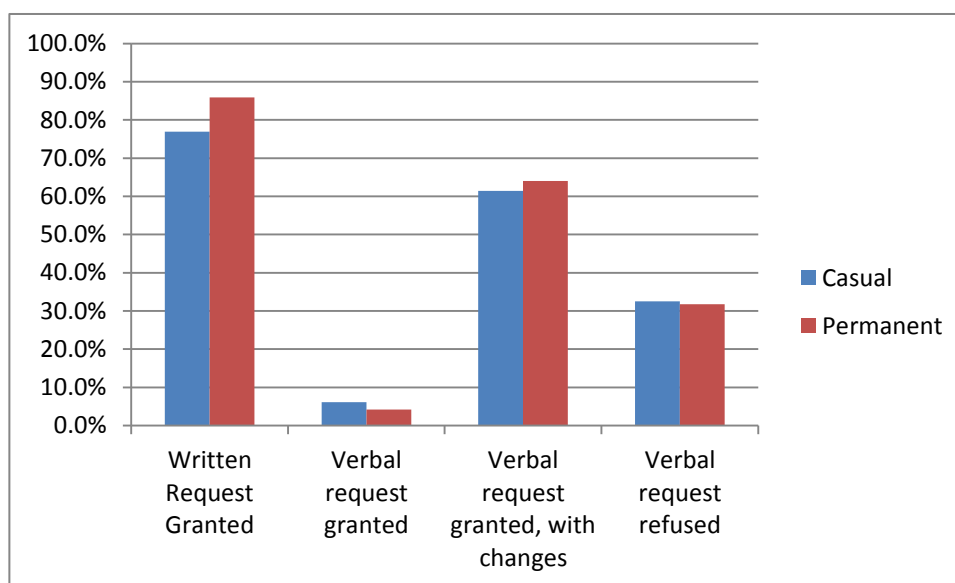
**Graph A5.12 – Proportion of respondents that have requested individual flexibility arrangements**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

- 45.** The outcome of these requests were similar, with nearly all written requests approved for both casual and permanent employees (AWRS Survey, var. EE\_FARESP), though the number of written requests was quite low (casual n = 13, permanent n = 156). In both groups, roughly one third of verbal requests were rejected, with the rest being approved, though mostly with some changes (AWRS Survey, var. EE\_FAREQ).

**Graph A5.13 – Proportion of respondents that received particular outcomes from their request for an individual flexibility agreement**

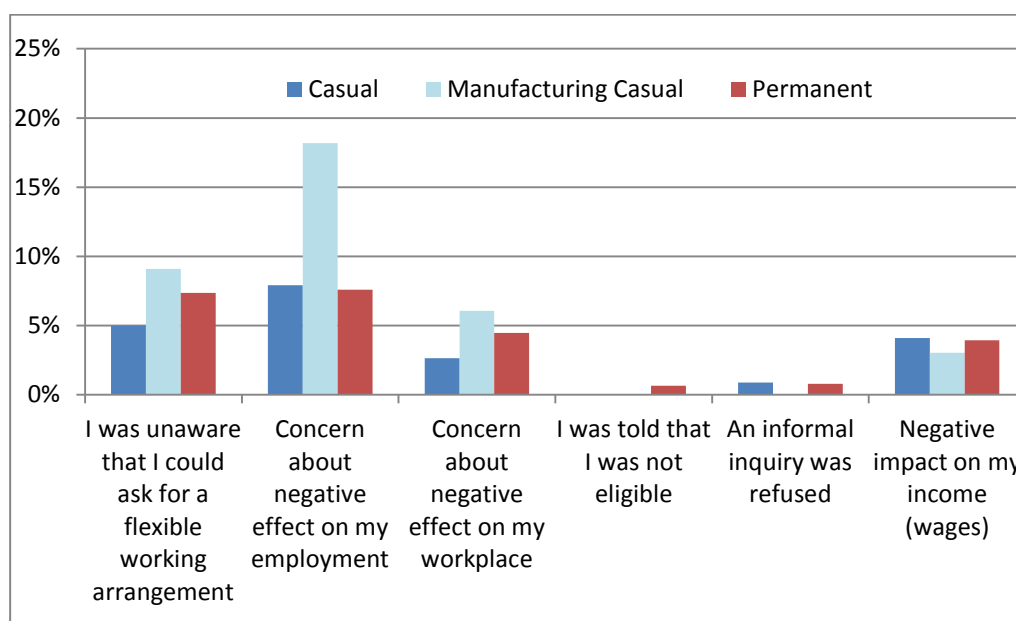


*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**Note:** The percentages are arranged by the format of the request, so column 1 is a portion of all written requests and columns 2, 3 & 4 are a portion of all verbal requests.

- 46.** It is worth noting that 8% of casual and permanent employees did not request flexible working arrangements because they were afraid of a negative impact on their employment (AWRS Survey, var. EE\_NOFA\_3). Though, similar to the situation outlined above in relation to requesting conversion to permanent employment in the ACTU Survey, many more manufacturing casuals (18%) were worried about a negative outcome from making a request, which accounts for their lower level of requests made by manufacturing casuals.

**Graph A5.14 – Proportion of respondents and their reasons for not applying for an individual flexibility agreement.**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**Note:** “I haven’t wanted/needed one” was removed from the table for ease to display, it was chosen by 79.5% (casual), 63.8% (manufacturing casual), 75.2% (permanent)

- 47.** Nearly half of all casual employees work some of their hours at night or on the weekend<sup>3</sup>. As can be seen below, employees who work these sorts of unsociable hours are much more likely to prefer to work different hours than those who work only during the day and on week days.

<sup>3</sup> Daly, T., *Evenings, nights and weekends: Working unsocial hours and penalty rates*, Centre for Work + Life, 2014

**Table A5.6 - Proportion of employees that expressed a preference to work the same hours that they currently work, by the hours that they currently work**

	Preference to work same hours	Preference to work different hours
Usually work daylight hours only	96%	4%
Usually work some hours at night*	68%	32%
Usually work weekdays only	96%	4%
Usually work on weekends	65%	35%

*Australian Bureau of Statistics, Social Trends, December 2009*

*\*Hours after 7pm and before 7am*

48. Casual employees were also further disadvantaged by much higher levels of variance in their income and hours week to week. More than half of casual employees had no guaranteed minimum hours.

**Table A5.7 – Proportion of employees experiencing certain disadvantages in the workplace, by type of employment**

	Casual	Permanent
Income varied between pay periods	54.7%	16.7%
No minimum hours guaranteed	57.7%	8.5%

*Australian Bureau of Statistics, Working Time Arrangements, November 2012*

**Table A5.8 – Proportion of Employees with variance in hours per week, by type of employment**

	Casual	Permanent*
Hours vary week to week	35%	17%

*Australian Bureau of Statistics, Social Trends, June 2009*

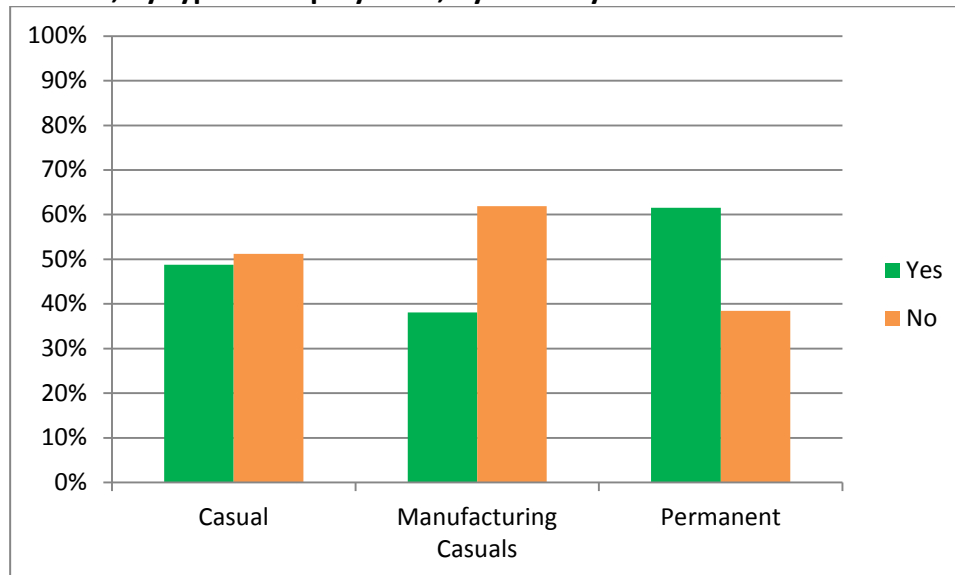
*\* Refers to permanent part-time employees only*

## **Training**

49. Some respondents to the ACTU survey raised concerns around their access to training (ACTU Survey, Question 19-3, 12%). This concern was confirmed by the AMWU Survey, where 25% of casual employees raised this concern (AMWU Survey, Question 20) and the AWRS Survey (var. EE\_TRAIN) which showed that significantly fewer casuals received training (48.8%, n = 568) in the past 12 months when compared to permanent employees (61.5%, n = 3951, Z = -5.803, p = 0). Casual

manufacturing workers had even lower levels of training (38%, n = 42) which was also significantly less than permanent workers ( $Z = -3.101$ ,  $p = 0$ ). The AWRS data suggests that the higher rate of concern expressed in the AMWU survey around training is justified.

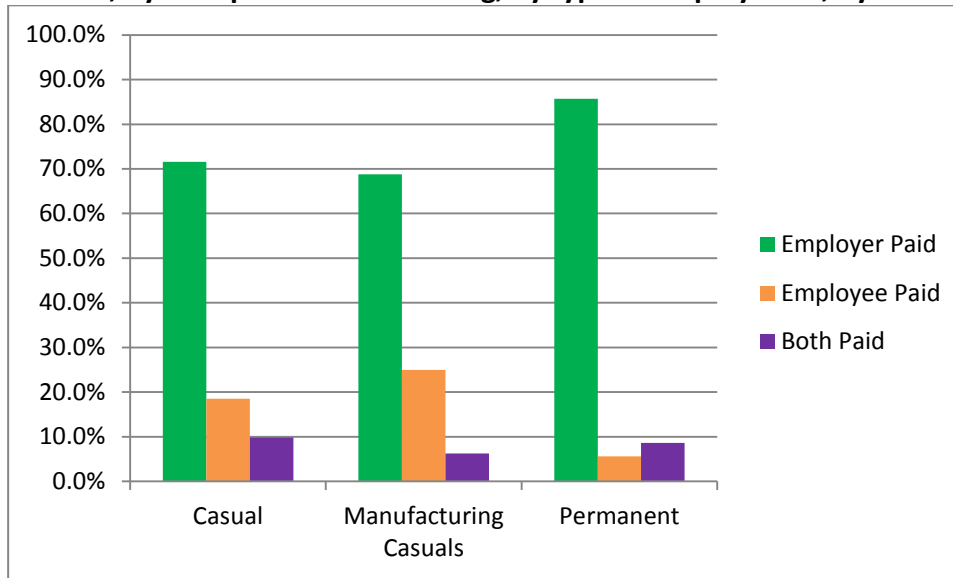
**Graph A5.15 – Proportion of respondents that have received training in the past 12 months, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

50. Not only are casual employees less likely to get access to training, they are more likely to be required to pay for it themselves when they do (AWRS Survey, var. EE\_TRAIN\_PAY). Of the casual employees who did receive training, 18% (n = 264) had to pay for that training themselves, this was significantly more than the number of permanent employees who were required to pay for their own training (5.7%, n = 2389) ( $Z = 7.836$ ,  $p = 0$ ).

**Graph A5.16 – Proportion of respondents that have received training in the past 12 months, by who paid for the training, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

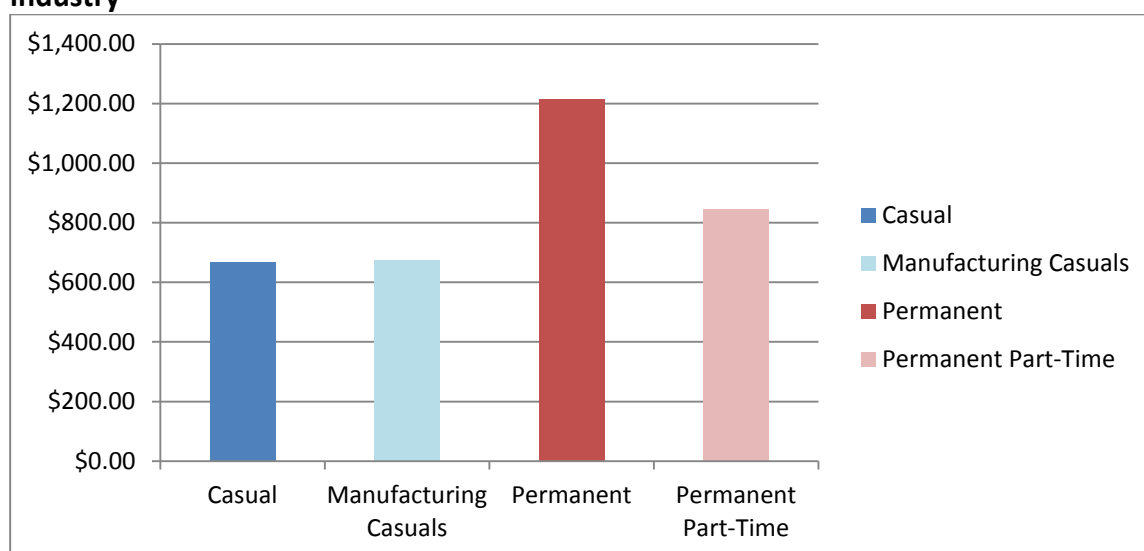
### ***Income and Expenses***

- 51.** Based on calculations done using AWRS data, the average income for casual respondents was \$665 per week, for permanent respondents it was \$1,212 per week, for manufacturing casuals it was \$673 per week and for permanent part-time respondents it was \$846.55 (AWRS Survey, var. EE\_PAYPD & EE\_TOTWG). This data broadly aligns with ABS statistics that show the average weekly income for a casual employee is \$555 per week and the average weekly income for a permanent or fixed-term employee is \$1,354<sup>4</sup>.

<sup>4</sup> Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014,



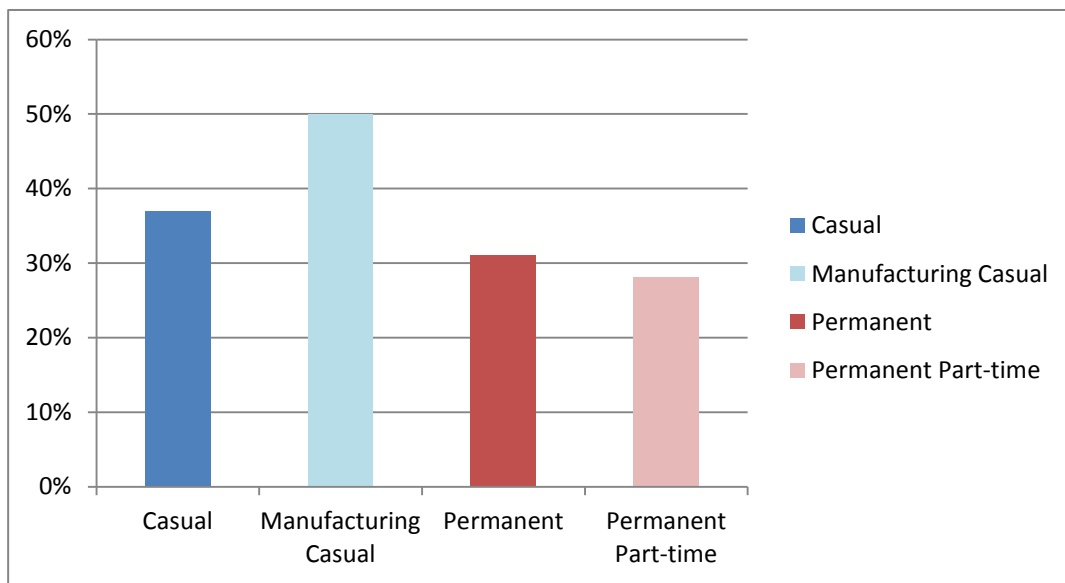
**Graph A5.17 – Total weekly before tax earnings, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

- 52.** The expenses for the different groups were remarkably similar, despite the differences in hours worked and income of different groups. For casual employees, the total work expenses were \$245 per week (37% of their income). For permanent employees, the expenses were \$377 per week (31% of their income) and for permanent part-time employees (average 28 hours per week), the expenses were \$237.55 per week (28% of their income). For manufacturing casuals, the expenses were \$337 per week (50% of their income) with the bulk of the increased cost coming from higher childcare costs. In fact, manufacturing casuals spend nearly as much on childcare (\$190 vs \$205) when compared with permanent employees, despite working many fewer hours per week (AWRS Survey, var. EE\_HRS, 24.5 vs 38.5).

**Graph A5.18 – Proportion of total weekly before tax earnings spent on weekly work-related expenses**



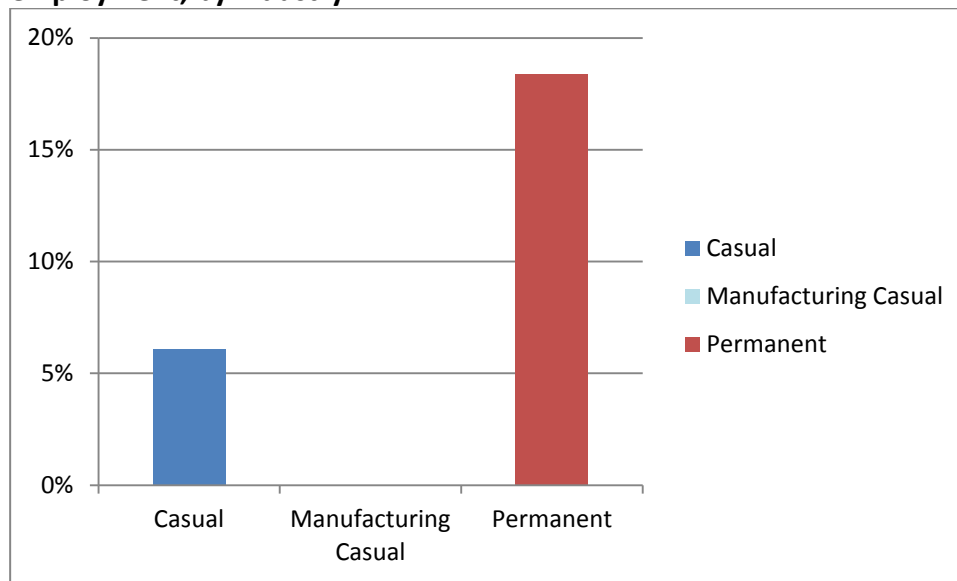
*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

- 53.** Female casual employees also earned less (\$581) than their male counterparts (\$846) and they worked fewer hours (avg. 21.7 hours per week vs 28.4 hours per week). Despite this, the cost for female casual employees was higher (\$248) than for male casual employees (\$237). That is despite female casual employees working, on average, only one fewer full day per week than male casual employees.
- 54.** Looking across the workforce female casuals made 11% less than men (\$26.73 per hour vs \$29.80 per hour) and female permanent employees made 12% less than men (\$29.45 per hour vs \$33.36 per hour).

### **Bonuses**

- 55.** Only 6% of casuals received any sort of bonus (0% in manufacturing) compare with 18% of permanent employees who received a bonus (AWRS Survey, EE\_BONIRR\_1). Given that the average size of these bonus payments was \$8,969, this is a significant source of revenue that does not appear to be available to casual employees.

**Graph A5.19 – Proportion of respondents that receive a bonus, by type of employment, by industry**

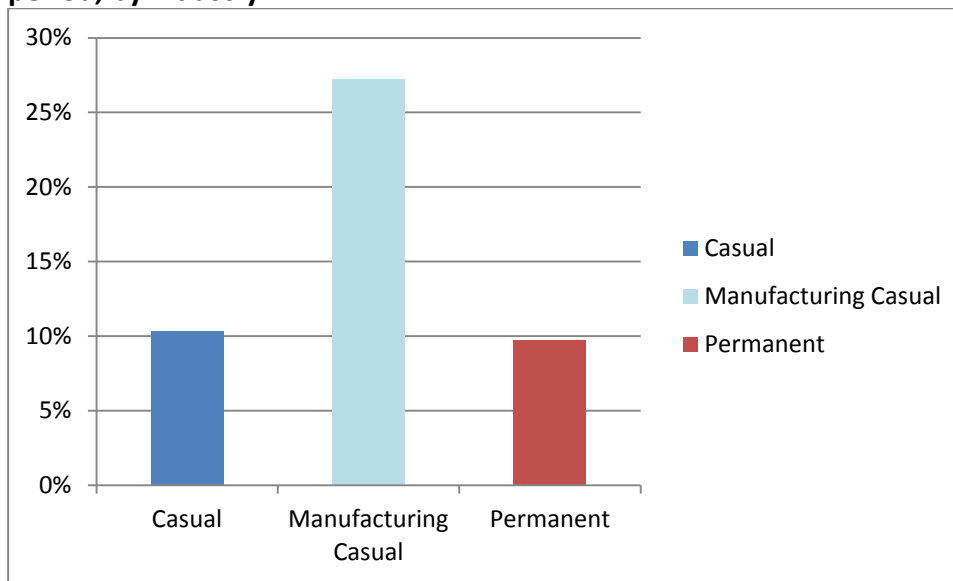


*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

## **Overtime**

- 56.** Around 10% of workers did overtime (both casual and permanent) but 27% of manufacturing casuels did overtime (AWRS Survey, var. EE\_OVT\_HRS). This is likely to be because of the higher proportion of male casuels in manufacturing. Male employees were more likely to work over time (casual 17.5%, permanent 14.9%) compared to female employees (casual 7.1%, permanent 5.7%). Among manufacturing casual employees (43 total, 25 male, 18 female) men were four times as likely to have worked overtime as women (40% vs 11%).

**Graph A5.20 – Proportion of respondents that worked overtime in most recent pay period, by industry**



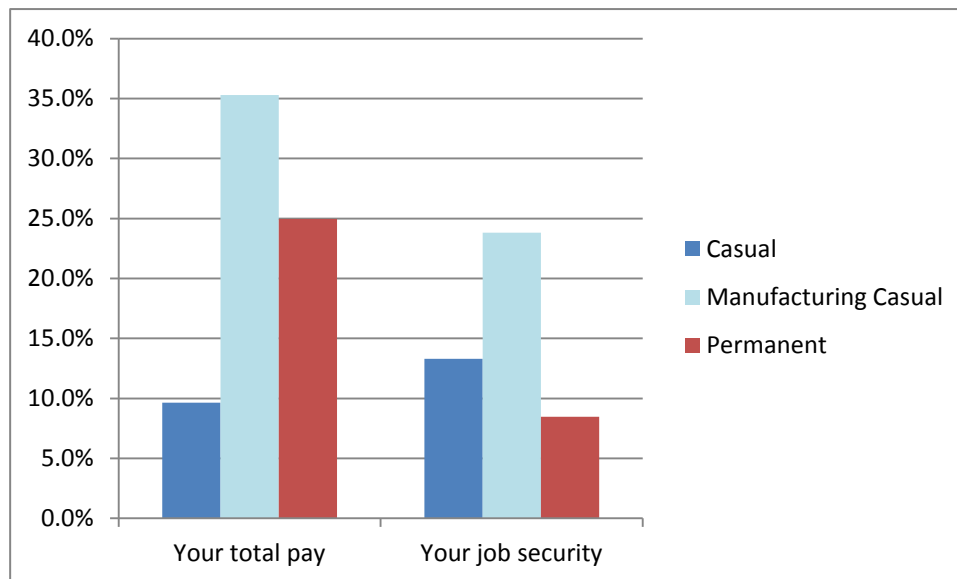
*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

### **Job Satisfaction**

- 57.** Job satisfaction levels between casual and permanent employees were remarkably similar with low levels of overall dissatisfaction with their current employment (AWRS Survey, var. EE\_OVJOBSAT). However, one significant finding was that casual employees are significantly more dissatisfied with their job security than permanent employees (AWRS Survey, var. EE\_JOBSAT\_5,  $Z = 2.7392$ ,  $p = 0.006$ , 13% v 8.5%<sup>5</sup>).
- 58.** Permanent employees were significantly more dissatisfied than casual employees about their pay (AWRS Survey, var. EE\_JOBSAT\_5,  $Z = -5.6194$ ,  $p = 0$ , 25% v 9.6%). However, manufacturing casuels were significantly more dissatisfied with their overall pay than non-manufacturing casual employees ( $Z = -3.697$ ,  $p = 0$ )

<sup>5</sup> Excludes respondents that were neither satisfied nor dissatisfied.

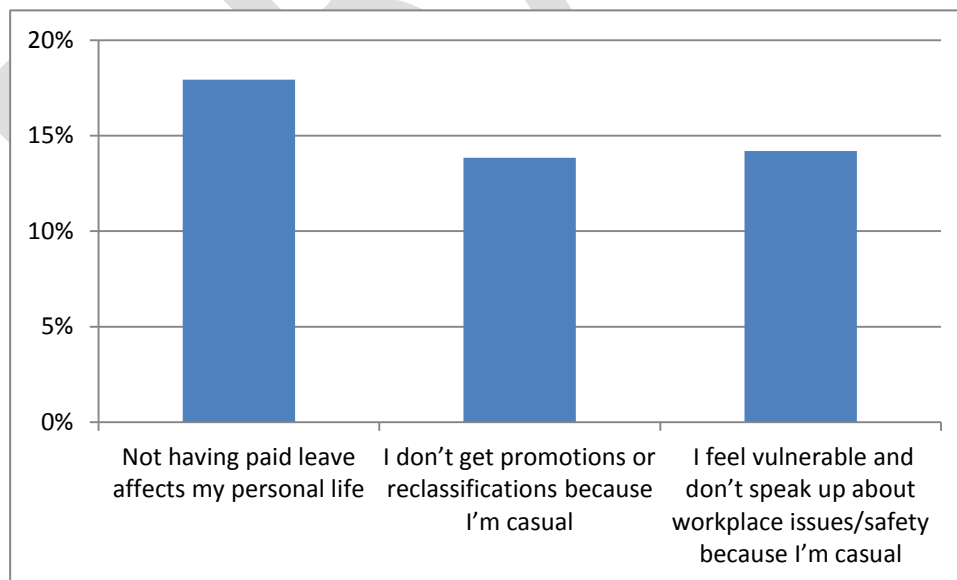
**Graph A5.21 – Proportion of respondents that were dissatisfied rather than satisfied with particularly features of their employment, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**NOTE:** Respondents who answered neither satisfied nor unsatisfied were removed from these calculations

**Graph A5.22 – Proportion of casual respondents that were concerned with particularly features of their employment**



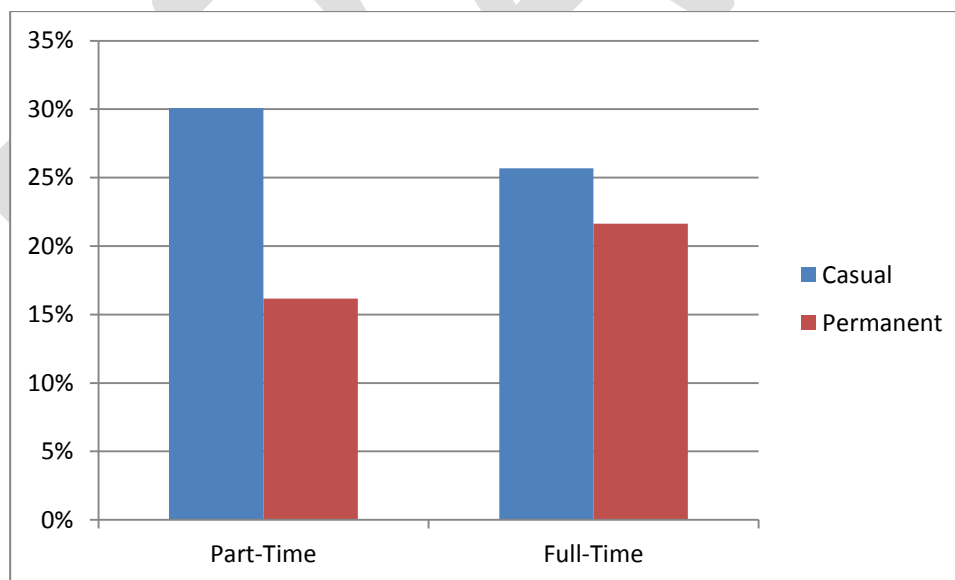
*Australian Council of Trade Unions, Survey Data, 2015*

59. Many casual employees (ACTU Survey, 18%; AMWU Survey, 35%) also believe that a lack of paid leave negatively affects their personal lives (ACTU Survey, Question 19-2; AMWU Survey, Question 20).
60. Many casuals (ACTU Survey, 14%; AMWU Survey, 26%) believe that they do not get access to promotions or reclassification due to their employment as a casual employee (ACTU Survey, Question 19-4; AMWU Survey, Question 20).
61. Worryingly, many casuals (ACTU Survey 14%; AMWU Survey 26%) expressed feelings of vulnerability about workplace issues and safety (ACTU Survey, Question 19-6; AMWU Survey, Question 20) due to the casual nature of their employment.

### **On-Call**

62. Casual employees are significantly more likely to be required to be on-call than permanent employees, this is true for both part- and full-time employees. 30% of part-time casual employees are usually required to be on-call or on-standby, this compares with 16% of permanent part-time employees ( $Z = -268.05$ ,  $p = 0$ ). 26% of full-time casual employees are usually required to be on-call or on stand-by, compared with 22% of full-time permanent employees ( $Z = -77.30$ ,  $p = 0$ ).

**Graph A5.23 – Proportion of employees usually required to be on call or on standby, by full-time/part-time status, by type of employment**



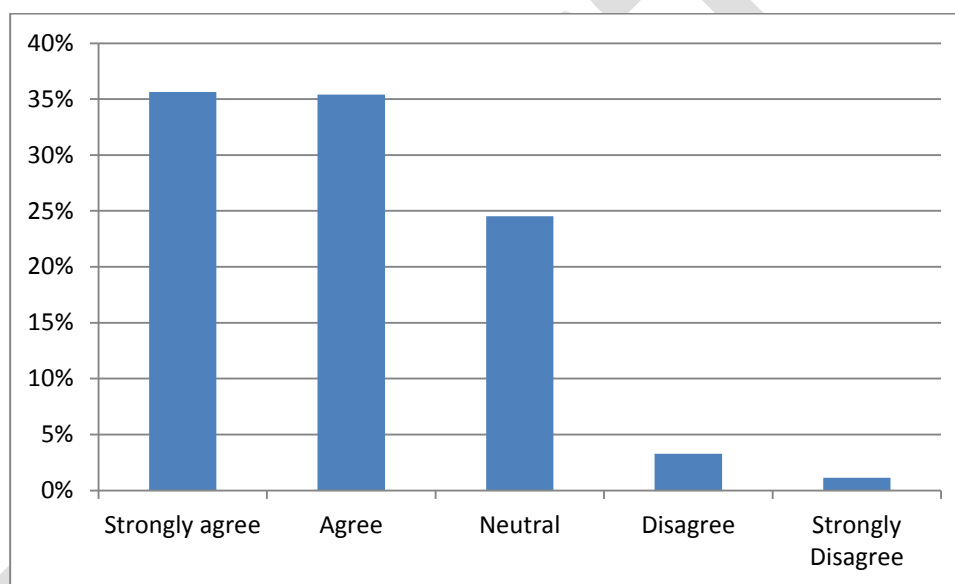
*Australian Bureau of Statistics, Working Time Arrangements, Australia, (6342.0), November 2012, Customised Report*

## What do they want?

### *The Right to Convert*

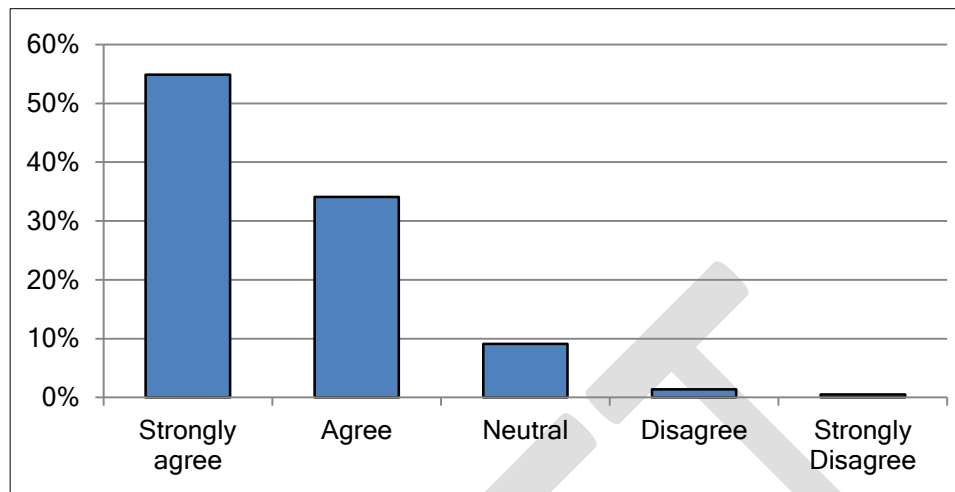
63. Respondents to the survey overwhelmingly believe that casual employees should be able to convert, if that is their preference (ACTU Survey, Question 10). 73% either Agreed or Strongly Agreed, and only 4% Disagreed or Strongly Disagreed. Amongst AMWU respondents, 89% agreed with the statement, and only 2% disagreed with it. This was consistent when considering current casuals, labour hire and current permanent workers individually.

**Graph A5.24 – Proportion of casual respondents that support a right to convert to permanent employment**



*Australian Council of Trade Unions, Survey Data, 2015*

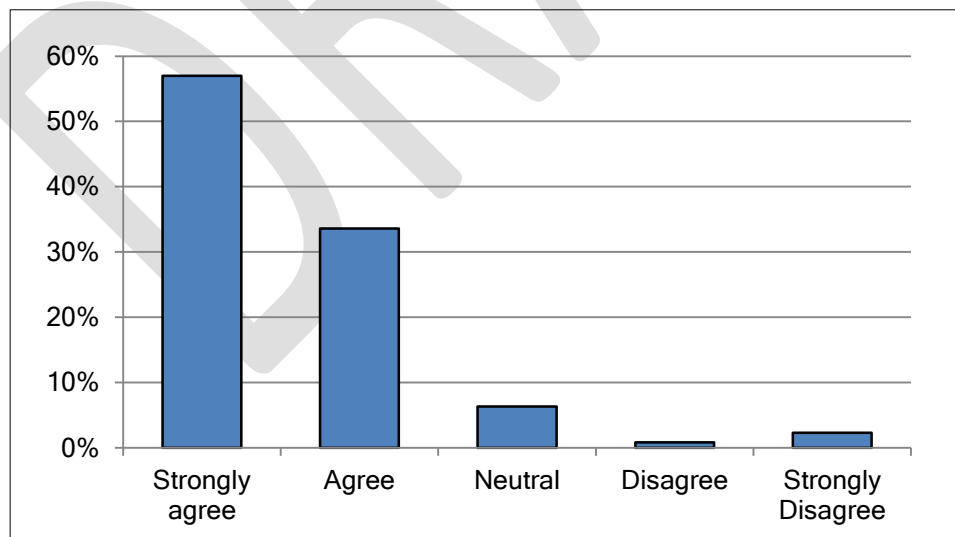
**Graph A5.25 – Proportion of casual respondents that support a right to convert to permanent employment**



*Australian Manufacturing Workers' Union, Survey Data, 2015*

- 64.** The AMWU Survey also asked labour hire workers if they would like the ability to convert to their host employer, if that was their choice (AMWU Survey, Question 2). 91% agreed or strongly agreed with the proposal and only 3% disagreed or strongly disagreed with it.

**Graph A5.26 – Proportion of labour hire respondents that support a right to convert to permanent employment with their host**



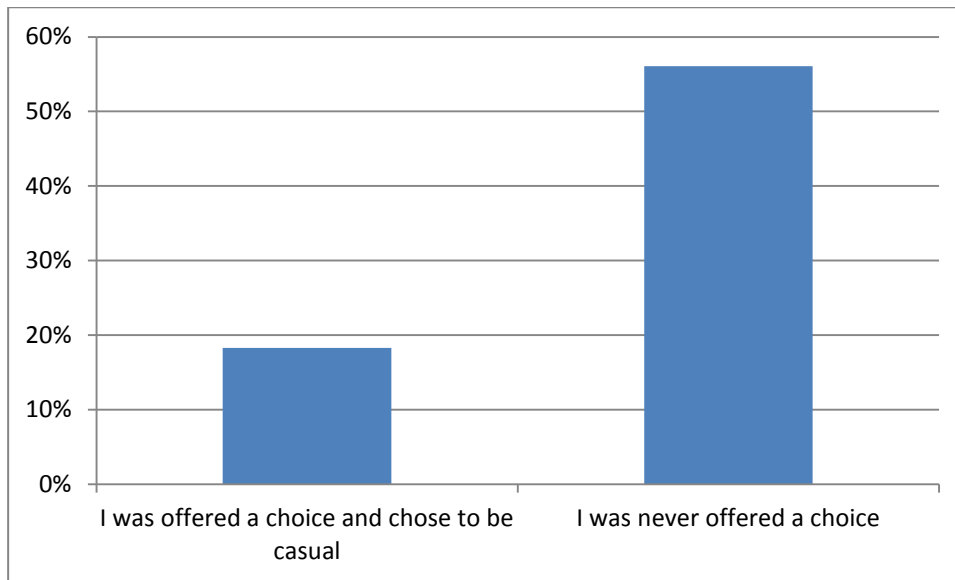
*Australian Manufacturing Workers' Union, Survey Data, 2015*



## Flexibility

65. The data on the preference to work as a casual employee is mixed. 56% of respondents indicated that they were never offered a choice (ACTU Survey, Question 6). Amongst AMWU Survey respondents, 79% were never offered a choice (AMWU Survey, Question 6).

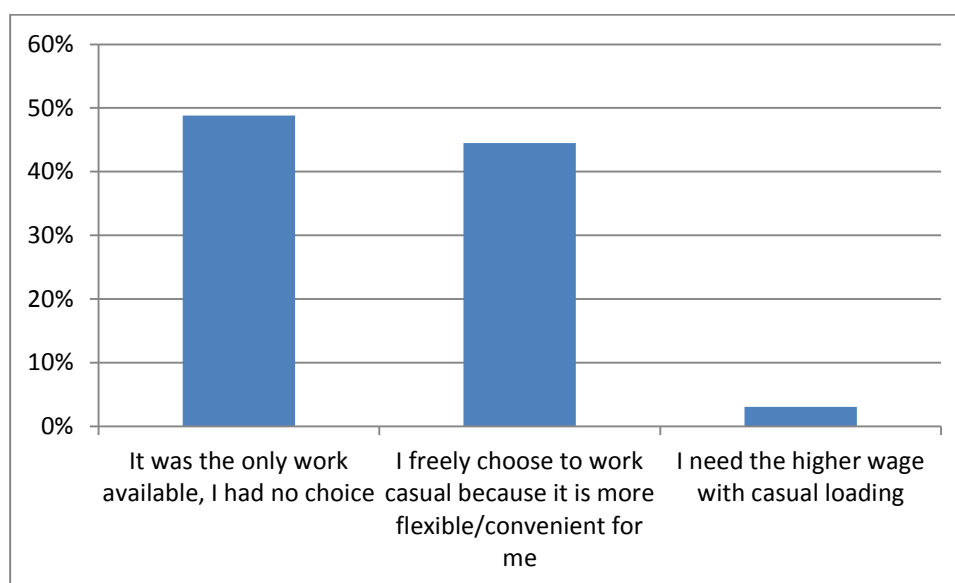
**Graph A5.27 – Proportion of casual respondents by their decision to become a casual employee, selected responses**



*Australian Council of Trade Unions, Survey Data, 2015*

66. When asked why they work as casual employees, 49% indicated that they worked as a casual because it was the only work available and 44% of respondents indicated that they freely chose to work casual due to the flexibility that it offers (ACTU Survey, Question 7). Interestingly, only 3% worked as a casual due to the higher wages from casual loading. For AMWU Survey respondents, 68% said that casual employment was the only type available, 18% said that they freely chose it and 6% needed the higher wage from casual loading (AMWU Survey, Question 7).

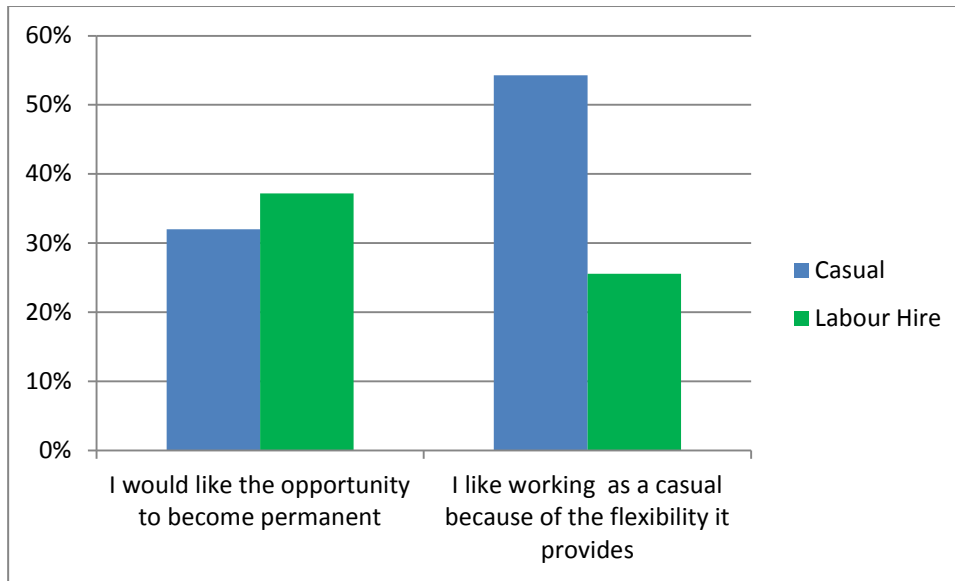
**Graph A5.28 – Proportion of casual respondents by their reasons for continuing to work as a casual employee**



*Australian Council of Trade Unions, Survey Data, 2015*

- 67.** When asked explicitly if they would like the opportunity to convert to permanent employment, 32% of current casuals and 37% of current labour hire workers indicated they would like to convert to permanent employment (ACTU Survey, Question 19-1). Over half (54%) of casual workers, but only a quarter (26%) of labour hire workers liked the flexibility casual work provided (ACTU Survey, Question 19-5). 14% (n = 41) of respondents who wanted the opportunity to become casual also enjoyed the flexibility of casual employment.

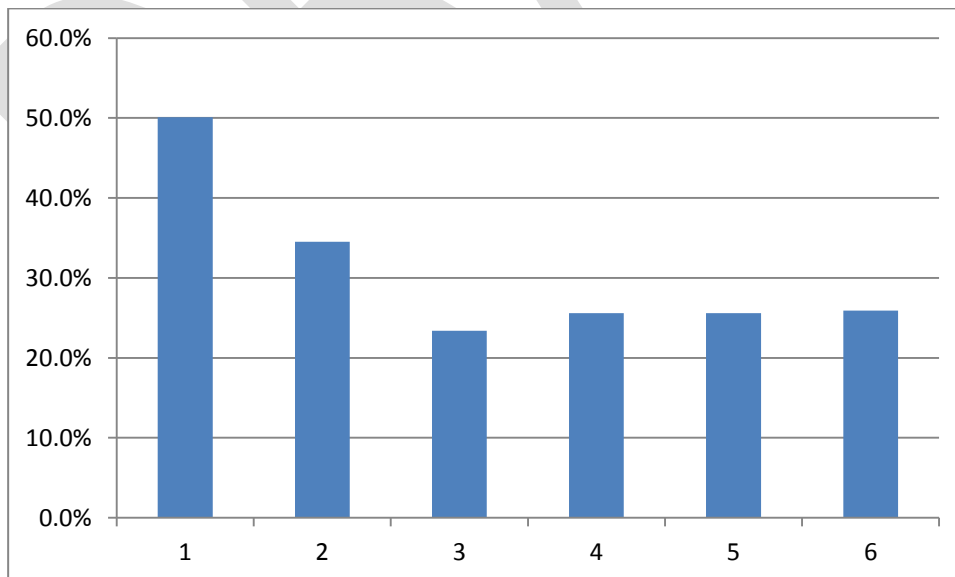
**Graph A5.29 – Proportion of respondents by their opinions on casual employment and conversion, by employment type**



*Australian Council of Trade Unions, Survey Data, 2015*

- 68.** Amongst AWMU respondents, 50% of respondents to the AMWU Survey indicated that they would like the opportunity to convert to permanent employment (AMWU Survey, Question 20). 25% enjoyed the flexibility of casual employment. These two groups (those who enjoy flexibility and those who wish to become permanent) are not necessarily mutually exclusive, with 13% (n = 23) of respondents who want to become permanent also enjoying the flexibility of being a casual.

**Graph A5.30 – Proportion of casual and labour hire respondents by their opinions on casual employment and conversion**

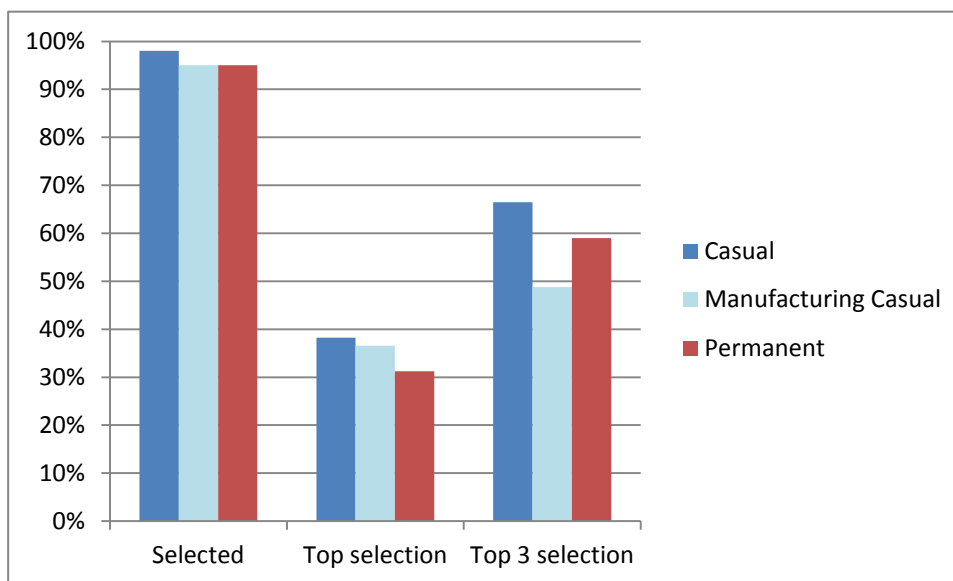


*Australian Manufacturing Workers' Union, Survey Data, 2015*

1	I would like the opportunity to become permanent
2	Not having paid leave affects my personal life
3	I don't get access to training at work because I'm casual / labour hire
4	I don't get promotions or reclassifications because I'm casual / labour hire
5	I like working as a casual / labour hire because of the flexibility it provides
6	I feel vulnerable and don't speak up about workplace issues/safety because I'm casual / labour hire

**69.** While that result may seem contradictory, AWRS data shows that a preference for, and enjoyment of, flexible working conditions is not limited to casual workers. While 98% of casual workers highlighted flexibility as an important part of their job satisfaction (AWRS Survey, var. EE\_JOBSAT\_1), 95% of permanent employees did as well. Similarly, 38% of casual employees ranked it as the most important aspect of their job satisfaction, as did 32% of permanent employees (AWRS Survey, var. EE\_RNK\_JOBSAT\_1). 67% of casual employees and 60% of permanent employees rated it in their top 3 most important aspects (AWRS Survey, var. EE\_RNK\_JOBSAT\_2 & var. EE\_RNK\_JOBSAT\_3).

**Graph A5.31 – Proportion of respondents that selected flexibility to balance work and non-work commitments, by employment type, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**70.** This finding raises questions about the importance of flexibility for casual employees. Given that permanent employees enjoy the current flexibility of their employment arrangements only slightly less than casual employees. The similarities certainly suggest that it is the overarching architecture set out by the Fair Work Act and modern awards which enables flexible work, rather than a particular type of employment.

**71.** The AMWU submits that casual employees are able to enjoy the same level of practical flexibility even after they are converted to permanent employment, especially as they will also have access to many types of paid leave which they do not enjoy as casual employees.

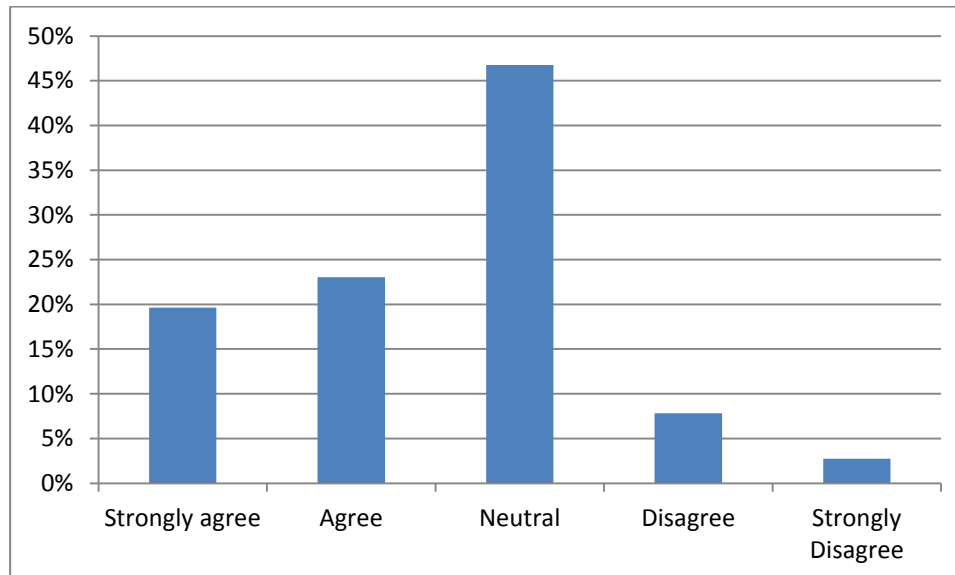
**72.** When read together, this data suggest that while there are a number of employees who enjoy working as a casual, primarily due to its flexibility, there are a significant number of current casual employees who want to convert to permanent employment to enjoy the flexibility that permanency clearly has to offer.

### ***Longer Shifts***

**73.** A larger portion of respondents believes that workers should have a longer minimum shift, nearly half (43%) of casual and labour hire respondents were in favour of a longer minimum shift (ACTU Survey, Question 16, Strongly Agree or Agree). Only 11% were opposed to longer minimum shifts (Disagree or Strongly Disagree). These

results were largely the same, regardless of the length of the minimum shifts recently worked by the respondent.

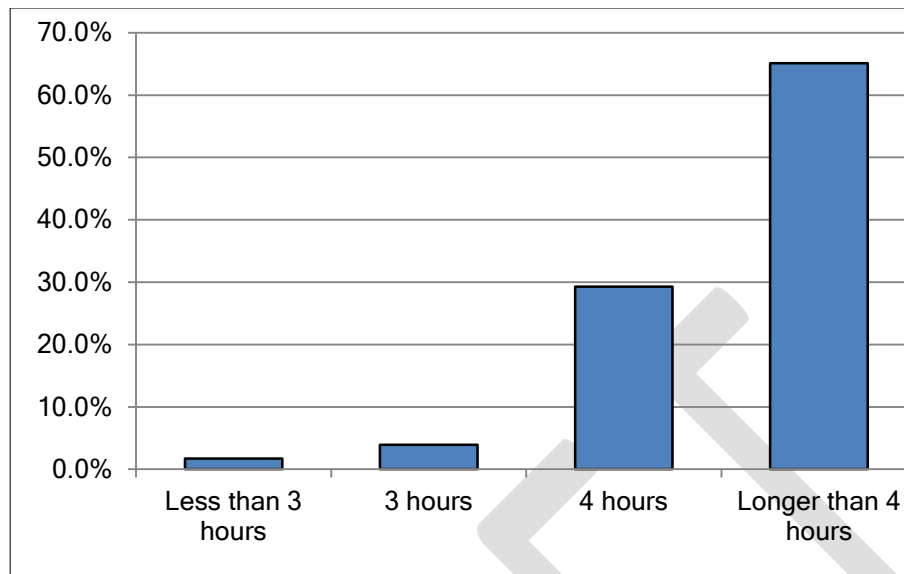
**Graph A5.32 – Proportion of casual respondents that support longer minimum shifts**



*Australian Council of Trade Unions, Survey Data, 2015*

- 74.** The ACTU survey also found that full time workers (37+ hours per week) were much more likely to have longer minimum shifts (80% with a shortest shift 7 hours or longer) than those working part time hours (77% had a shortest shift 6 hours or shorter).
- 75.** The AMWU Survey asked casual employees how long they thought the minimum shift length should be. 94% thought that it should be 4 hours or longer (AMWU Survey, Question 15).

**Graph A5.33 – Proportion of casual respondents that support different minimum shift lengths**

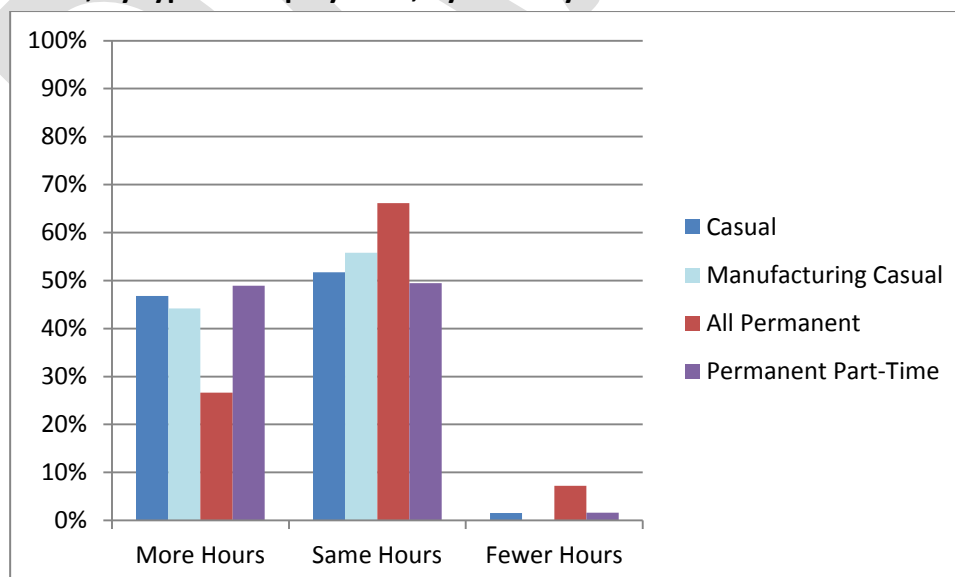


*Australian Manufacturing Workers' Union, Survey Data, 2015*

### **More Hours**

- 76.** Nearly half of all casuals have expressed a desire to work more hours (47%) and only a quarter of (27%) permanent employees have expressed the same desire (AWRS Survey, var. EE\_PREFHRS). Both female (46%) and male (49%) casual employees expressed a preference for more hours.

**Graph A5.34 – Proportion of employees with a preference for more/same/fewer hours, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

**Table A5.9 - Proportion of respondents with preference for more hours of work, by type of employment**

	Casual	Permanent
Prefer to work more hours	28%	16%*

*Australian Bureau of Statistics, Social Trends, June 2009*

*\* Refers to permanent part-time employees only*

**Table A5.10 – Number of hours work per week by non managerial employees, by method of setting pay, by full-time/part-time status, by gender**

	F/T Perm Male	F/T Perm Female	P/T Perm Male	P/T Perm Female	Casual Male	Casual Female
Award Only	40.5	38.0	22.2	22.5	22.5	17.0
Collective Agreement	41.1	38.2	23.7	23.6	21.4	14.8
Individual Agreement	39.9	38.4	22.3	22.0	26.0	18.3

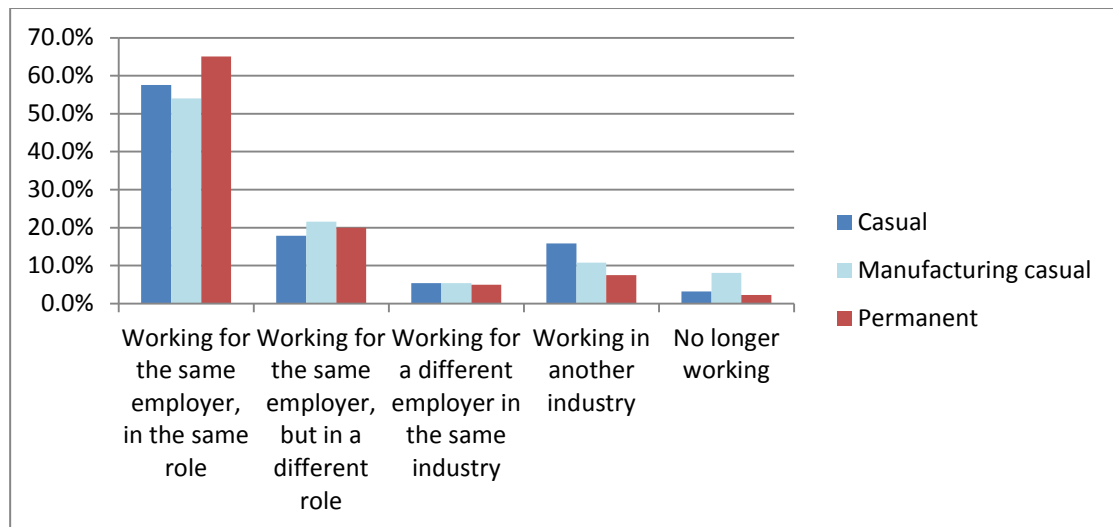
*Australian Bureau of Statistics, Employee Earnings and Hours, May 2014*

### **Stability**

**77.** The future plans of current casual employees are remarkably similar to those of current permanent employees. When asked what they wanted to be doing in 12 months time, 58% of casual employees answered that they wanted to be in the same role in the same company, 64% of permanent employees said the same thing (AWRS Survey, var. EE\_JOB\_FUT). A further 18% of casuals want to be in a different role with the same employer, compared with 20% for permanent employees. That gives a total of 75% of casual employees that want to be with the same employer in 12 months time, results mirrored for casual employees in the manufacturing industry.



**Graph A5.35 – Responses to question: In regards to your job, where do you want to be in 12 months time?, by type of employment, by industry**



*Fair Work Commission, Australian Workplace Relations Study, 2013-14*

- 78.** This clearly highlights a desire for stability from casual employees; they want to stay in the same workplace and continue to undertake, largely, the same work. The variation sought by the AMWU will provide that stability.

## Survey Data – Background Information

### *What are the surveys?*

79. The information in this appendix is collected from four sources:
- A survey undertaken by the ACTU (the ACTU survey)
  - The Australian Workplace Relations Study, undertaken (AWRS), undertaken by the Fair Work Commission
  - A survey of casual and labour hire AMWU members and other workers, modelled on the ACTU survey, undertaken by the AMWU (the AMWU survey)
  - Published and unpublished data from the Australian Bureau of Statistics

### *How was the data collected?*

80. More information about the data collection techniques and approaches taken for the ACTU survey and AWRS can be obtained from the ACTU submission and from the Fair Work Commission respectively. For our purposes, they contain a randomised sample of the Australian workforce, professionally undertaken by non-union third party experts in the design and conduct of survey data collection.
81. The AMWU Survey was conducted online through [www.surveymonkey.com](http://www.surveymonkey.com). Casual AMWU members were contacted via email and text message and invited to complete the survey. The survey was also posted on various social media accounts controlled by the AMWU. Respondents were placed into a draw to win a gift voucher for completing the survey.

### *How representative are the samples?*

#### Sample Size

82. The ACTU Survey (n = 1096) and AWRS (n = 5038) have a large sample size and are a representative sample of workers. The AMWU Survey (n = 395) has a reasonable sample size to reflect workers in industries covered by the AMWU.

#### AWRS

83. While AWRS under-samples casual workers (they only make up 11.6% of the respondents), it over-samples the number of them that are covered by the Award (55% of respondents). While this is greater than the 38% of Award reliant employees reported by the ABS<sup>6</sup> for the purpose of this analysis, it provides with a clearer picture of the employees that will be affected by these changes.
84. Similarly, the AWRS sample under-samples casual workers in the 15-24 age group, and over-samples workers in the 34-54 age group. However, given that the focus of the AMWU's claim will have the largest affect on this older age group, with the

---

<sup>6</sup> Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014

smallest impact on the younger age group, the sample will again give us a better guide as to the experience of the most affected group.

- 85.** The AWRS survey does not effectively include the self-reported industry of the employee respondents (var. EE\_MAIN\_ANZSIC). While data is recorded for the industry according to the employer (var. EC\_ANZSIC), in cases where industry data is also recorded for employee, it is reported differently in 71% of cases. Given the apparent unreliability of this data, where industry is referred to, it has been developed using a combination of factors, including ABS data, employee reported occupation and the aims of the Award review.
- 86.** The income reported by casual workers to AWRS is significantly higher than would be expected (AWRS \$655.53 vs ABS \$555.70<sup>7</sup>), especially given the large portion of workers that are covered by the Award. This may be explained by the longer average hours reported by casual respondents (AWRS 23.9 v ABS 19.2<sup>8</sup>). In both cases, this does not reduce the usefulness of the AWRS data set for the purposes of this submission.

#### ACTU Survey

- 87.** The ACTU survey is a representative sample of most industries despite under-sampling of Accommodation and Food Services, and Construction with over-sampling of the Education and Training, and Administrative and Support Services.
- 88.** The over-sampling in Manufacturing (n = 102) is as a result of a decision by the AMWU to contract the survey company to seek out more manufacturing responses once the main survey has been completed. These additional responses have assisted the AMWU to undertake additional statistical analysis involving the manufacturing sector.

---

<sup>7</sup> Ibid.

<sup>8</sup> Ibid.

**Table A5.11 – Comparison of distribution of respondents by industry against ABS data**

<b>Q5 Which of the following best describes the industry you generally work in, in your main job?</b>		
<b>Industry</b>	<b>All respondents</b>	<b>ABS<sup>9</sup></b>
Agriculture, Forestry and Fishing	1.6%	3.0%
Mining	0.9%	1.2%
Manufacturing	11.0%	6.1%
Electricity, Gas, Water and Waste Services	0.5%	0.8%
Construction	2.5%	6.4%
Wholesale Trade	1.5%	1.9%
Retail Trade	14.1%	19.4%
Accommodation and Food Services	5.6%	19.0%
Transport, Postal and Warehousing	3.3%	4.9%
Information Media and Telecommunications	2.1%	1.1%
Financial and Insurance Services	1.9%	1.0%
Rental, Hiring and Real Estate Services	0.5%	1.1%
Professional, Scientific and Technical Services	5.2%	3.5%
Administrative and Support Services	7.9%	4.2%
Public Administration and Safety	2.4%	3.2%
Education and Training	14.1%	7.0%
Health Care and Social Assistance	9.6%	10.5%
Arts and Recreation Services	3.0%	3.0%
Airlines and/or Travel	0.5%	2.7%

**89.** The respondents to the survey are a good match for the distribution of wage-setting agreements that would be expected across the economy. Any discrepancies can be accounted for by the 25% of respondents did not know what sort of agreement they

<sup>9</sup> Australian Bureau of Statistics, Australian Labour Market Statistics (6105.0), July 2014

were covered by. The method of data collection differs here as the ABS classifies a workers as 'Award Only' if they are "paid at the rate of pay specified in the award, and are not paid more than that rate of pay."<sup>10</sup> The ACTU survey asked respondents to say how their pay and conditions were set.

**Table A5.12 – Comparison of distribution of respondents by method of setting pay against ABS data**

<b>Q12 Do you know how your pay and conditions are set at work?</b>		
<b>Type of Agreement</b>	<b>ACTU Survey</b>	<b>ABS<sup>11</sup></b>
Under an industry award	32%	38.9%
By an enterprise/collective agreement for your workplace	23%	35.5%
Under and individual contract	18%	25.6%

**90.** Similarly to AWRS, the age demographics of our respondents did not match those across the economy. For example, nearly 40% of casual workers are aged between 15 and 24 in the economy<sup>12</sup>, but only 13% of our respondents were in the same age category. This was exacerbated by a requirement that respondents be over 18 to complete the survey. Similarly, while only just over 9% of casual employees are aged between 55 and 64, 23% of our respondents were in this category. However, as noted above, older casual workers are more likely to be affected by the changes being sought, so this is not a significant flaw in the data.

<sup>10</sup> Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014, Glossary

<sup>11</sup> Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014

<sup>12</sup> Australian Bureau of Statistics, Forms of Employment (6359.0), November 2013

**Table A5.13 - Comparison of distribution of respondents by age against ABS data**

<b>Q3 What is your age?</b>			
<b>Age category (Survey)</b>	<b>All respondents</b>	<b>Age category (ABS)<sup>13</sup></b>	<b>Response</b>
18-20 years	5%	15-19	19.6%
21-24 years	7%	20-24	20.2%
25-34 years	20%	25-34	20.1%
35-44 years	17%	35-44	13.7%
45-54 years	23%	45-54	13.9%
55-64 years	23%	55-59	5.2%
65+ years	6%	60-64	4.0%
		65 and over	3.4%

**AMWU Survey**

- 91.** Respondents to the AMWU survey were predominantly in the manufacturing industry, with representation from other industries covered by the AMWU (mining and construction). 78% of the respondents were men and 85% of the respondents were members of a union.
- 92.** The casual respondents to the AMWU Survey were 55% full-time and 45% part-time, this is largely in-line with ABS data for casual employees in the manufacturing industry<sup>14</sup>.
- 93.** Respondents to the survey were more likely to be covered by an enterprise agreement, though the 22% of respondents who were not sure about their method of setting pay may account for some of the variance.

---

<sup>13</sup> Ibid.

<sup>14</sup> Australian Bureau of Statistics, *Labour Market Statistics, July 2014*

**Table A5.14 – Comparison of distribution of respondents by method of setting pay against ABS data**

<b>Q13 Do you know how your pay and conditions are set at work?</b>		
<b>Type of Agreement</b>	<b>AMWU Survey</b>	<b>ABS<sup>15</sup></b>
Under an industry award	19%	38.9%
By an enterprise/collective agreement for your workplace	48%	35.5%
Under and individual contract	11%	25.6%

**94.** Respondents to the AMWU Survey were also older than the age distribution for casual employees, though as previously noted, this allows a focus on those casual employees more likely to be affected by the changes sought by the AMWU.

**Table A5.15 - Comparison of distribution of respondents by age against ABS data**

<b>Q26 What is your age?</b>			
<b>Age category (Survey)</b>	<b>All respondents</b>	<b>Age category (ABS)<sup>16</sup></b>	<b>Response</b>
18-20 years	2%	15-19	19.6%
21-24 years	5%	20-24	20.2%
25-34 years	19%	25-34	20.1%
35-44 years	23%	35-44	13.7%
45-54 years	25%	45-54	13.9%
55-64 years	21%	55-59	5.2%
65+ years	3%	60-64	4.0%
		65 and over	3.4%

### ***What statistical analysis was undertaken?***

**95.** Where noted in the text, the statistical analysis undertaken is a Z-test for two population proportions. This test allows for comparison between two populations (i.e. casual employees and permanent employees, male employees and female employees) on a single variable (for example, that an employee has received training in the last 12 months).

<sup>15</sup> Australian Bureau of Statistics, Employee Earnings and Hours (6306.0), May 2014

<sup>16</sup> Ibid.

- 96.** The Z-test for two population proportions assumes that there is no difference between the groups (that is, that male employees and female employees are just as likely to have received training in the last 12 months). All tests carried out were 'two-tailed' tests, which examines to see if one group is either higher or lower than the other group. The Z-score is calculated by looking at the proportion of both groups that have the same categorical result (i.e. how many had received training in the past twelve months). A large Z-score indicates that there is a large difference between the proportions of both groups, and indicates the direction of the effect (i.e. that fewer female employees have received training in the past twelve months).
- 97.** Then, based on the size of both groups, and the size of the Z-score, a p-score is calculated to indicate how likely it is that any observed variation between the groups is likely to be as a result of chance. A smaller p-score means that there is a higher chance that the observed difference is not the result of chance, but is a statistically significant result. Generally, a p-score of less than 0.05 is regarded as significant.



## Other Statistical Data

**Table A5.16 – Features of Labour Hire employment compared with workforce**

% of casual employees	Labour Hire	79%	Workforce	23%
% of fixed term contracts	Labour Hire	15%	Workforce	3%
With employer <1 year	Labour Hire	60%	Workforce	23%
Avg. Full time hours	Labour Hire	39	Workforce	39
Avg. Part time hours	Labour Hire	17	Workforce	17
Most Common Occupations	<b>Male</b>	Technical and Trades	Machine Operators	Labourers
	<b>Female</b>	Administration	Professional	

*Australian Bureau of Statistics, Labour Market Statistics - Special Report, January 2010*

## Survey Questionnaires

### *AWRS Survey*

97. Copies of the questionnaire can be obtained from the Fair Work Commission website: <https://www.fwc.gov.au/creating-fair-workplaces/research/australian-workplace-relations-study>

DRAFT

## **ACTU Survey**

98. A document detailing the technical process followed by SSI when conducting their surveys is available from the AMWU on request.

### **1) Do you receive any of the following?**

- a) Paid annual leave [If both (a) and (b) then finish survey]
- b) Paid sick leave [Continue all of survey if not both (a) and (b)]
- c) Casual loading (e.g. 25%) [If (c) then continue]

### **2) Which of the following describes your employment? (Can be more than one)**

- a) Casual worker [If (a) - (d) continue survey]
- b) Labour hire worker
- c) Seasonal worker
- d) Contactor/self employed
- e) Permanent worker [If (e) ask question 2a then finish survey]
- f) Currently unemployed [If (f) finish survey]

**2a) Did you become permanent after starting in your current position as a casual?**

If yes: **2b) Could you describe the process of how you became permanent?**

If no: Finish survey

Excellent, we can continue with the survey.

### **3) What is your age?**

- a) 15-17 years
- b) 18-20 years [Allows us to confirm junior/adult under award]
- c) 21-24 years
- d) 25-34 years
- e) 35-44 years
- f) 45-54 years
- g) 55-64 years
- h) 65+ years

### **4) What is your gender?**

- a) Female
- b) Male

**5) Which of the following best describes the industry you generally work in, in your main job?**

- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas, Water and Waste Services
- Construction
- Wholesale Trade
- Retail Trade
- Accommodation and Food Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Administrative and Support Services
- Public Administration and Safety
- Education and Training
- Health Care and Social Assistance
- Arts and Recreation Services
- Airlines and/or Travel
- Other Services

**6) How did you become a casual worker?** [Allow free response, but prompts below]

- a) I was offered a choice between casual and permanent, and chose to be casual
- b) I was never offered a choice, casual employment was all that was offered
- c) I was previously permanent (part time/full time) and chose to become casual
- d) I was previously permanent and was asked by my employer to become casual
- e) Other situation (please describe)

**7) Why do you work as a casual?** [Allow free response, but prompts below]

- a) It was the only suitable work available, I had no choice
- b) I freely choose to work casual because it is more flexible/convenient for me
- c) I need the higher wage with casual loading
- d) Other reasons (please describe)

**8) Have you asked your employer if you could change from being a casual to be a permanent employee?**

(a) Yes

(b) No

**8(a) If yes, what happened:**

(a) I was able to convert to ongoing/fixed term status

(b) My request was refused

(c) My request is still being considered

(d) Other (please specify)

**8(b) If no, why not:**

(a) I am content with current arrangements

(b) On-going, permanent or fixed term status is not possible or available

(c) I am not convinced my employer would allow me to change

(d) Other (please specify)

**9) To what extent do you agree that casual workers such as yourself should be able to automatically convert to permanent status, if that is their preference?**

a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly Disagree

And now some questions about your job.

**10) What is your occupation/job title?**

Or

**Which of the following best describes your usual occupation?**

- Manager
- Professional
- Technician and Trade Worker
- Community and Personal Service Worker
- Clerical and Administrative Worker
- Sales Worker
- Machinery Operator and Driver

- Call Centre Worker

**11) Do you know how your pay and conditions are set at work?**

- a) Under an industry award (eg. the Manufacturing/Metals Award) [Go to 11a]
- b) By an enterprise/collective agreement for your workplace
- c) Under an individual contract
- d) I'm not sure

**11a) Do you know which award applies to you?**

- a) 122 awards – list can be found here

<https://www.fwc.gov.au/awards-and-agreements/awards/find-award/modern-awards-list>

- b) I'm not sure

**12) How long have you worked in your current job?**

- a) Less than 3 months
- b) 3 to 6 months [Confirms casual conversion eligibility]
- c) 6 months to 1 year
- d) 1 year to 3 years
- e) 3 to 5 years
- f) 5 to 10 years
- g) 10 years or more [Allows confirmation of LSL eligibility]

**13) On average how many paid hours do you work each week?**

- a) 1-4 hours
- b) 5-8 hours
- c) 9-12 hours
- d) 13-16 hours
- e) 17-20 hours
- f) 21-24 hours
- g) 25-28 hours
- h) 29-32 hours
- i) 33-36 hours
- j) 37-38 hours
- k) More than 38 hours

**14) What is the minimum number of hours you would work in a single shift?**

- a) 1 hour
- b) 2 hours
- c) 3 hours
- d) 4 hours
- e) 5 hours
- f) 6 hours
- g) 7 hours
- h) 8 hours
- i) 9 hours
- j) 10 hours
- k) 11 hours
- l) 12 hours
- m) More than 12 hours

**15) Would you like to work more or less hours in a single shift?**

- a) More
- b) Less

**15 a) Why?**

**16) How are your working hours set?**

- a) I work a regular roster (same hours each week)
- b) I work a rotating roster (different hours week to week, but a set pattern)
- c) I work irregular hours (change week to week, no pattern)

**17) How much say do you have over the hours you work?**

- a) Very little say (my boss sets the hours)
- b) Some say (I can vary hours when I need, but usually set by boss)
- c) A lot of say (I can choose when I work)

That's all of our formal questions. If we could conclude by asking

**18) Thinking about working as a casual, do you have any comments about your experience or issues you would like to raise?** [Allow free response, but prompts below]

- a) I would like the opportunity to become permanent
- b) Not having paid leave affects my personal life
- c) I don't get access to training at work because I'm casual
- d) I don't get promotions or reclassifications because I'm casual
- e) I like working as a casual because of the flexibility it provides
- f) I feel vulnerable and don't speak up about workplace issues/safety because I'm casual
- g) Any other issues or comments (free text)



## **AMWU Survey**

Question 1 - **Which of the following describes your employment situation?**

### **Answer Options**

Casual worker

Labour hire worker - Casual

Labour hire worker - Permanent

Permanent worker

Unemployed

Retired

Receiving Centrelink benefit or pension



Question 2 (Labour Hire Only) -

**To what extent do you agree that labour hire workers, such as yourself, should be able to convert to their host employer, if that is their preference?**

### **Answer Options**

Strongly agree

Agree

Neutral

Disagree

Strongly Disagree

Question 3 - **Do you work full-time or part-time?**

### **Answer Options**

Full time (38 hours per week)

Part time (1-37 hours per week)

Question 4 - **Do you receive any of the following? (Select any that apply)**

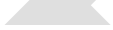
**Answer Options**

Paid annual leave

Paid sick leave

Casual loading (e.g. 25%)

None of the above



Question 5 - **Which of the following best describes the industry you generally work in, in your main job?**

**Answer Options**

Manufacturing

Mining

Agriculture, Forestry and Fishing

Electricity, Gas, Water and Waste Services

Construction

Wholesale Trade

Retail Trade

Accommodation and Food Services

Transport, Postal and Warehousing

Information Media and Telecommunications

Financial and Insurance Services

Rental, Hiring and Real Estate Services

Professional, Scientific and Technical Services

Administrative and Support Services

Public Administration and Safety

Education and Training

Health Care and Social Assistance

Arts and Recreation Services

Airlines and/or Travel

Other (please specify)

**Question 6 - How did you become a casual / labour hire worker?**

**Answer Options**

I was offered a choice between casual / labour hire and permanent (part time/full time), and chose to be casual / labour hire

I was never offered a choice, casual / labour hire employment was all that was offered

I was previously permanent (part time/full time) and chose to become casual / labour hire

I was previously permanent (part time/full time) and was asked by my employer to become a casual / labour hire employee

Other (please describe)

**Question 7 - Why do you work as a casual / labour hire ?**

**Answer Options**

It was the only work available, I had no choice

I freely choose to work casual / labour hire because it is more flexible/convenient for me

I need the higher wage with casual loading

Other (please describe)

**Question 8 - Has your employer informed you of your right to convert to permanent employment?**

### **Answer Options**

Yes

No

**Question 9 - Have you asked your employer if you could change from being a casual / labour hire to be a permanent employee?**

### **Answer Options**

Yes

No

**Question 10 - You mentioned that you asked your employer to convert from casual / labour hire to permanent employment, can you please tell us what happened?**

### **Answer Options**

I was able to convert to ongoing/fixed term status

My request was refused

My request is still being considered

Other (please specify)

**Question 11 - You mentioned that you have never asked your employer to convert from casual / labour hire to permanent employment, can you please tell us why?**

### **Answer Options**

I am afraid to ask my employer, because I am concerned about my job security

On-going or permanent status is not possible or available

I am not convinced my employer would allow

me to change

I am content with current arrangements

Other (please specify)

**Question 12 - To what extent do you agree that casual / labour hire workers such as yourself should be able to convert to permanent status, if that is their preference?**

**Answer Options**

Strongly agree

Agree

Neutral

Disagree

Strongly Disagree



**Question 13 - Do you know how your pay and conditions are set at work?**

**Answer Options**

Under an industry award (e.g. the Manufacturing/Metals Award)

By an enterprise/collective agreement for your workplace

Under an individual contract

I'm not sure



**Question 14 - Do you know which award applies to you?**

**Answer Options**

(all Awards listed)

**Question 15 - What do you think the minimum shift length should be for**

**casual or labour hire workers such as yourself?**

**Answer Options**

Less than 3 hours

3 hours

4 hours

Longer than 4 hours

**Question 16 - You said that you think workers should have minimum shifts that are 4 hours (or longer), could you please tell us why?**

**Answer Options**

(Free text)

**Question 17 - You said that you think workers should have minimum shifts that are 3 hours (or less), could you please tell us why?**

**Answer Options**

(Free text)

**Question 18 - How are your working hours set?**

**Answer Options**

I work a regular roster (same hours each week)

I work a rotating roster (different hours week to week, but a set pattern)

I work irregular hours (change week to week, no pattern)

**Question 19 - How much say do you have over the hours you work?**

### **Answer Options**

Very little say (my boss sets the hours)

Some say (I can vary hours when I need, but usually set by boss)

A lot of say (I can choose when I work)

**Question 20 - Thinking about working as a casual / labour hire, do you have any comments about your experience or issues you would like to raise? (Choose all that apply)**

### **Answer Options**

I would like the opportunity to become permanent

Not having paid leave affects my personal life

I don't get access to training at work because I'm casual / labour hire

I don't get promotions or reclassifications because I'm casual / labour hire

I like working as a casual / labour hire because of the flexibility it provides

I feel vulnerable and don't speak up about workplace issues/safety because I'm casual / labour hire

Any other issues or comments

**Question 21 - What is your occupation/job title?**

### **Answer Options**

Manager

Professional

Technician and Trade Worker

Community and Personal Service Worker

Clerical and Administrative Worker

Sales Worker

Machinery Operator and Driver

Labourer

Call Centre Worker

Other (please specify)

Question 22 - **How long have you worked in your current job?**

**Answer Options**

Less than 3 months

3 to 6 months

6 months to 1 year

1 year to 3 years

3 to 5 years

5 to 10 years

10 years or more

Question 23 - **On average how many paid hours do you work each week (not including overtime)?**

**Answer Options**

1-4 hours

5-8 hours

9-12 hours

13-16 hours

17-20 hours

21-24 hours



25-28 hours

29-32 hours

33-36 hours

37-38 hours

More than 38 hours

**Question 24 - In the past 3 months, what is the minimum number of hours (not including overtime) that you have worked in a single shift?**

**Answer Options**

1 hour

2 hours

3 hours

4 hours

5 hours

6 hours

7 hours

8 hours

9 hours

10 hours

11 hours

12 hours

More than 12 hours

**Question 25 - Have you ever worked so much overtime that you didn't get a break of at least 10 hours before the start of your next shift?**

**Answer Options**

Yes

No

I don't remember

Question 26 - **What is your age?**

**Answer Options**

18-20 years

21-24 years

25-34 years

35-44 years

45-54 years

55-64 years

65+ years

Question 27 - **What is your gender?**

**Answer Options**

Female

Male

Question 28 - **Are you a union member?**

**Answer Options**

Yes

No

I'd rather not say

Question 29 - **Are you happy for us to contact you to ask further questions about your experiences as a casual / labour hire employee?**

### **Answer Options**

Yes

No

DRAFT