

INCREASED PARTICIPATION IN PAID WORK FORCE - APPENIIM TO  
SUBMISSION - MARCH 2004  
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PERCEIVED PROBLEMS IN THE WORK FORCE.

1. **New survey reveals** that jobs take away family time, interfere with sex lives and make people tired and irritable. It cites the need for more flexible hours. A third of the people interviewed do unpaid overtime adding up to an extra day a week, (Advertiser 28.7.03.)
2. **Students now in High School will face \$50,000 debts for their degrees.** Jobs are already hard to find in the graduate labour market. The prospect of a huge debt when added to the income foregone while studying will surely act to discourage many from university study. (Letter to the Editor. Advertiser - August 2003.)
3. **Men who go part time** or choose childcare over career are still viewed with suspicion and the workplace structure still is not flexible enough to allow men and women to move fluidly between caring roles. **(Shared Custody plan suggested by the Prime Minister Jin Sunday Mail 3.8.03)**
4. **It is speculated that the number of younger people entering the workforce will collapse from 175,000 to about 12,500 a year by the year 2021.** (Advertiser aa<3.)
5. **Bridgestone** warns it is becoming uncompetitive. Productivity had climbed only 5% in three years but factory costs had risen by 11%. "We have to make sure our factories are commercially viable. It is a tight and very competitive business." (Advertiser 13.8.03.)
6. *A mother of a nine-year old states " I am finding it near impossible to find part-time flexible employment. I want to work to help provide financially but at the same time be there for my child. Please big business and even small business— take a good look at time-share. It is nothing but a win-win situation. (Letter to the Editor. Advertiser 17.8.03.)*
7. **Sometimes women have to make the difficult choice** to either ignore their children or ignore their workplace. There is a need for sensible workplaces in order to combine work and home without having to be a part-time marginalised, casualised carer. Mums and Dads working full time are tied to longer working hours, often unpaid, with their jobs increasingly encroaching on their leisure time. A survey suggests that very few people expect to balance their work and their family life successfully. **Female bosses overwhelmingly see flexible working arrangements as an important influence on their staff's performance.** (Advertiser 16.8.03.)
8. **Foreplay** for the overworked modern couple has become an "elbow in the ribs to keep your partner awake." Long hours and stress at work cause loss of sexual intimacy. (ACU Congress. Advertiser 20.8.03.)

9. The number of substantiated cases of **child abuse and neglect** has increased by more than 40% nationwide in the past ten years. (Advertiser 3.9.03.)

**10. Most fathers work longer**, after hours and on weekends. As a result, surveys find that 68% of fathers feel they spend too much time away from their families. **Family time is men's glass ceiling.** (Sunday Mail 7.9.03.)

**11. Ref extended shopping hours in South Australia.**

Hourly Sunday penalty rates cut from 90% to 50%. Other daily overtime rates reduced from 50% to 15%. (Sunday Mail 18.9.03.)

**12. Retailers** had "got what they wanted and now they want to make the shop assistants pay for the extended hours of trading." (Advertiser 2.10.03.)

**13. Industry experts say** that South Australian consumers are being put-off by **poor service.** Customer expectations have doubled over the past three years. Businesses have to tailor their service. The idea is to build a relationship with the customer - build a common bond. (Service to Customers - Advertiser 4.10.03.)

**14. About 88% of Australians are unhappy in their jobs.** People spend time in jobs where they feel over-worked and under-valued. Frustration in attempts to juggle the growing demands of work relationships and family commitments causing worker's physical health to suffer as their quality of life is eaten away. Employees seen not as human beings with intrinsic value but as little more than machines whose value is measured in terms of their usefulness to a company. By cutting work hours, reducing stress, giving employees more control over their work and more say in the company, firms will create more productive workers, better results, happier customers and ironically, bigger profits.

For many, reeling from re-structures and redundancies, over-work, unfriendly hours, poor pay, stress and insecurity mean that making a living has replaced having a life.  
**(Work can actually be fun. Challenge to companies to put people first Advertiser 2.11.03.)**

**15. Australia cannot afford** to allow its most experienced and often most skilled workers to drift into premature retirement. Australia faces shortages of workers in a wide range of industries where older workers could not only remain productive but also offer their experience and expertise to guide younger members of the workforce, (Advertiser 26.2.04.)

**16. Australian's quality of life** has fallen in a generation and longer working hours are to blame. Men in their early parenting years are working more overtime than any other group in the workforce. Pra Goward, Sex Discrimination Commissioner, says that "our lives are out of balance and our children are showing the effects of it." Many men are afraid to reduce working hours because it might appear they were less dedicated. (Advertiser 26.10.03.)

**17. Ref Aircraft Security.** Late TV news 2.10.03 comments - **the job is boring and items on X-ray are missed.** Rosters are not good Long hours. Not trained - some only receiving four hours training.

**18. No wonder firms employ casual labour.** A letter to the Editor points out that firms that employ full time staff are required to pay wages, superannuation. Work cover, sick leave, annual leave, leave loading, first two weeks wages for injured workers until Work Cover takes over. Also payroll tax, severance pay (years of service) maternal and paternal leave, bereavement leave and carer's leave, (Advertiser 6.3.04.)

**19. Injury cost to business.** This article states that injury costs for the last three years in South Australia total approximately 2.7 million days lost Nursing staff have \$34 million in claims. Road freight industry has \$33 million in claims and hospitals a further \$29 million in claims. Prison warders and police are also included. **The cause of many of these injuries arises from people working double shifts.** (Advertiser 11.3.04.)

**20. Laine Langridge** suggests that by the year 2020 there will not be enough younger people to fill work positions so older people must be encouraged to re-enter or stay in the workforce for longer BUT hours must be more flexible. (Advertiser 12.3.03.)

**2.1. POVERTY.** It has been stated that there are 4 million people in Australia living in poverty. 700,000 children live in homes with no working parent. A Senate report on poverty also suggests that there are different degrees of what people consider to be poverty. (Sunday Mail. 14.3.04 and Advertiser 12.3.04.)

**22. STAFF AN ASSET.** Ben Wilson, the managing director of Wilson People Management writes — Staff are an organisations greatest resource. But it appears that business does not realise this fact. A survey showed that 88% of those surveyed were unhappy with their job and 78% were too tired to perform basic duties. Many people were working longer hours with only 20% working eight hours or less.

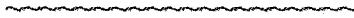
Business suffered when key staff were lost to premature death or early retirement There were more injuries and sick leave. A greater time was spent working ineffectively. Staff had lower morale and higher stress levels. There was more risk of drug and alcohol abuse in the work place. Reduced loyalty to the firm results in less productivity and profitability. Genuine strategies are needed to support work/life balance for all staff. (Advertiser 13.3.04.)

**23. STRESS.** An article by Chris Pippas mentions that there are in South Australia, 1300 people on stress leave and the situation is worsening. Teachers, police and prison staff are among the most stressed. Work pressure is one reason for claims totaling \$17 million in compensation for lost income and medical bills.

24. NURSES in South Australia are tired of working long hours and are cutting back on their hours or leaving the State or the profession therefore there will never be enough staff to maintain hospitals no matter what amount of money is pumped into the system. Many nursing graduates are seeking part-time work with some opting for agency work rather than a permanent position. This gives them greater flexibility of hours, higher pay and chance to work at different venues. Two thirds of South Australian nurses are working in part-time positions. Many older nurses are following this trend to gain flexible working hours and choice of shifts. But as many people go to part-time nursing, permanent staff are being required to work overtime to cover the gaps.

Demanding, inflexible working conditions are driving nurses out of the system. (Sunday Mail 14.3.04.)

25. Employee Ombudsman, Gary Collis, suggests that stress is increasingly leading to family breakdowns. Business continues to focus on productivity and increasing competitiveness thereby creating an unhealthy intensity of work. (Sunday Mail 14.3.04.)



### ADVANTAGE TO BUSINESS EMPLOYERS.

1. NSW STUDY. 2003 study found that companies with work-life strategies were able to reduce absenteeism and staff turnover. They were also able to increase the return rate from parental leave and boost employee satisfaction. (Advertiser 9.2.04.)
2. Study found that happy workers who get on well with their boss and feel competent, use much less sick leave than their unhappy co-workers. (Advertiser 18.2.04.)

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### ADVANTAGE TO GOVERNMENT.

1. Older workers offer experience, continuity, reliable productivity and teaching skills while limiting the drain on social and welfare facilities. Mandatory retirement ages have been abolished. (Advertiser 29.8.03.)

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### ADVANTAGE TO WORKERS

1. **Australians will settle for a lower salary** if it gives them the time to have a life — says a new workplace study. People are taking a broader view of the role of work in their lives. They are looking for something that gives them satisfaction; they are not chasing the almighty dollar as strongly as they were. (Survey of 2000 business leaders, managers and employees.)  
(Advertiser 22.7.03.)

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## EXAMPLES OF BUSINESS SOLUTIONS.

1. SEMCO, a Brazilian company, has been transformed from a failing pump manufacturer 20 years ago, to one of Latin America's most successful companies. They did away with traditional hierarchy and formality. Workers set their own working hours, productivity levels and targets. Everyone has access to the company books and takes part in staff and management selection. The firm now employs 3000 people and has a waiting list of thousands wanting to join.
2. VIRGIN AIRLINES. Richard Branson says that customer satisfaction depends on high standards of services from staff, which comes from them having pride in the company.
3. FLIGHT CENTRE. Voted Australia's fastest growing travel company and voted Australia's best employer for the past two years, Flight Centre relies on factors such as morale, team spirit, team leadership and individual self-esteem.
3. MICROSOFT. Daniel Petre, former head of Microsoft Australia, became appalled at the number of people working 60 to 70 hours a week, neglecting family and other interests outside work. He learned to maximise his own time at the office, cut his working week to 30 hours, recommended no meetings be called before 8.30 a.m. or after 5 p.m, and led the company on the same principles.
4. COUNTRIES like France and Germany have cut the working week and created more jobs.

**From "Life and Work: Challenging Economic Man" by Charles Birch and David Paul. University of New South Wales Press. (Advertiser 2.11.03.)**