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Who benefits and who loses from less secure forms of employment?

Fran Baum

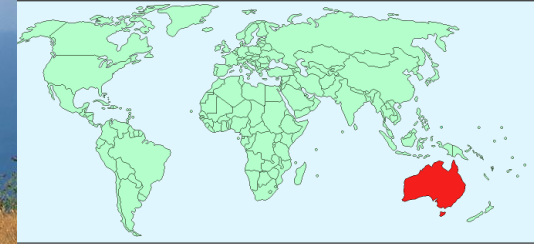
Southgate Institute for Health, Society & Equity
Global Steering Council
People's Health Movement



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Greetings from Adelaide, South Australia!



Some of South Australia's Aboriginal peoples

Ngarrindjeri people



Kurna People



Kurna Heritage Day



Overview

- 1) What are the big questions that our research examines?
- 2) What is the context of our research?
- 3) What our research adds
- 4) What are the policy implications of our research?

Southgate Work Research Team

- Anna Ziersch
- Dom Keuskamp
- Julia Anaf
- Kathryn Browne-Yung
- Gwyn Jolley
- Lareen Newman

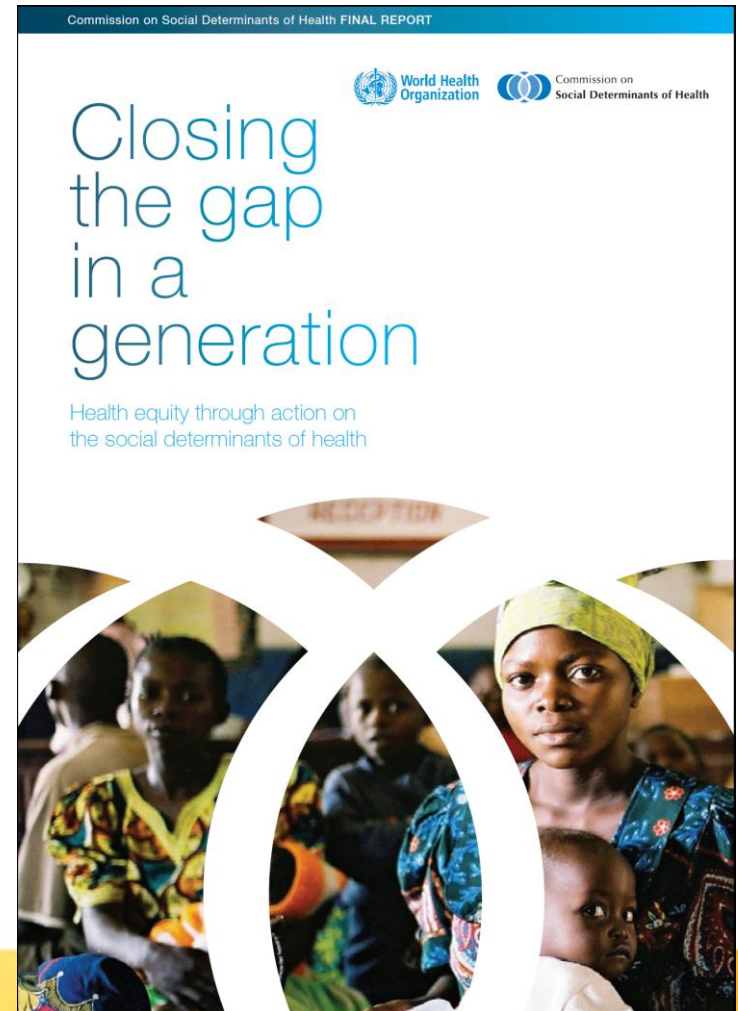
Big questions

**What are the mechanisms by which social determinants, including employment, affect health & equity?
What can be done to improve health & equity?**

- Employment specific:
 - How does the impact of large scale (automotive) retrenchment affect workers, families and communities? What are the health impacts?
 - How do different types of work arrangements influence physical and mental health and factors that affect health (social capital, bullying, work-other life balance, age)

Commission on the Social Determinants of Health

- *"Health inequity really is a matter of life and death"*
Margaret Chan DG
WHO
- Employment as major social determinant

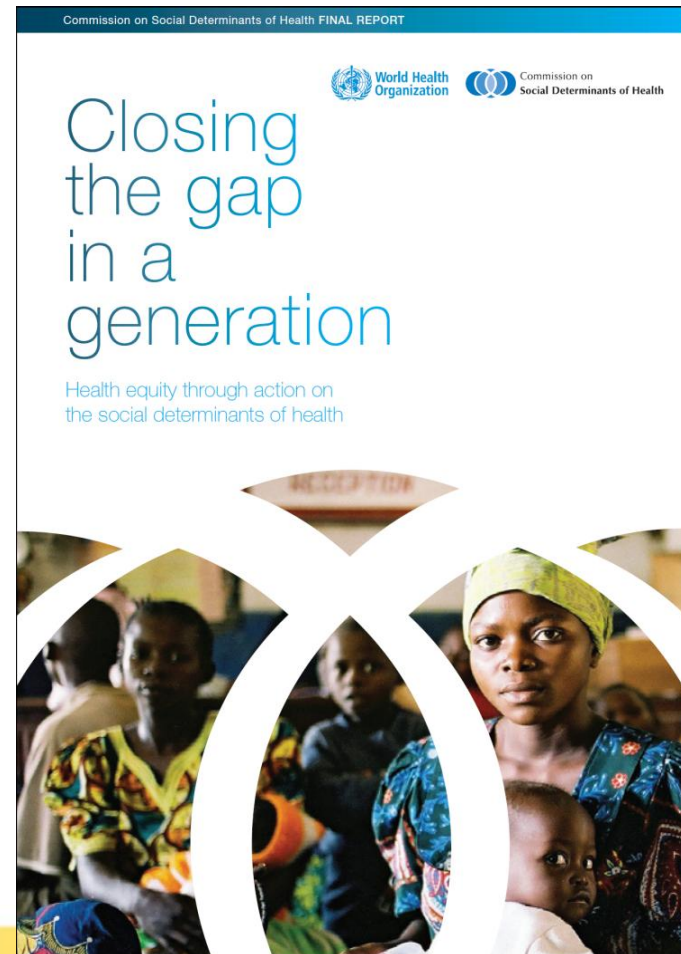


CSDH Employment Conditions Knowledge Network

- Overview of international labor market in global economy
- Employment relations and conditions as a key social determinant in shaping health inequalities
- Role of power in shaping employment relations
- Fair employment and decent work

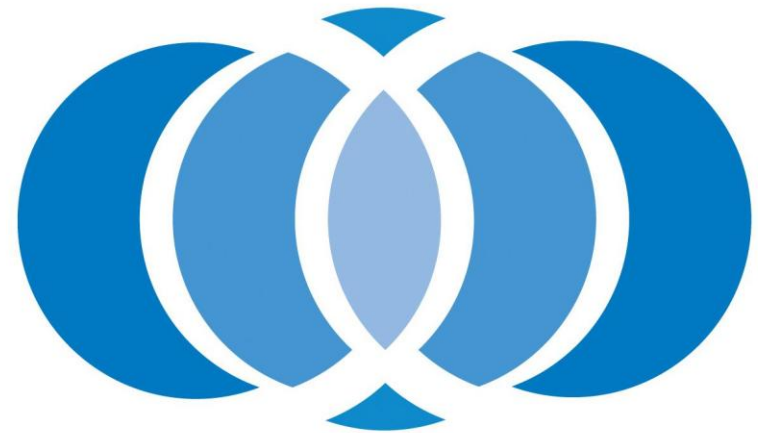
http://www.who.int/social_determinants/resources/articles/emconet_who_report.pdf

Chairs: **Joan Benach, Carles Muntaner, Vilma Santana**



Final Report: Value Base

- Need for more health equity because *“it is right and just”* & a *human right*
- Quality and distribution of health seen as a judge of the success of a society
- Empowerment central



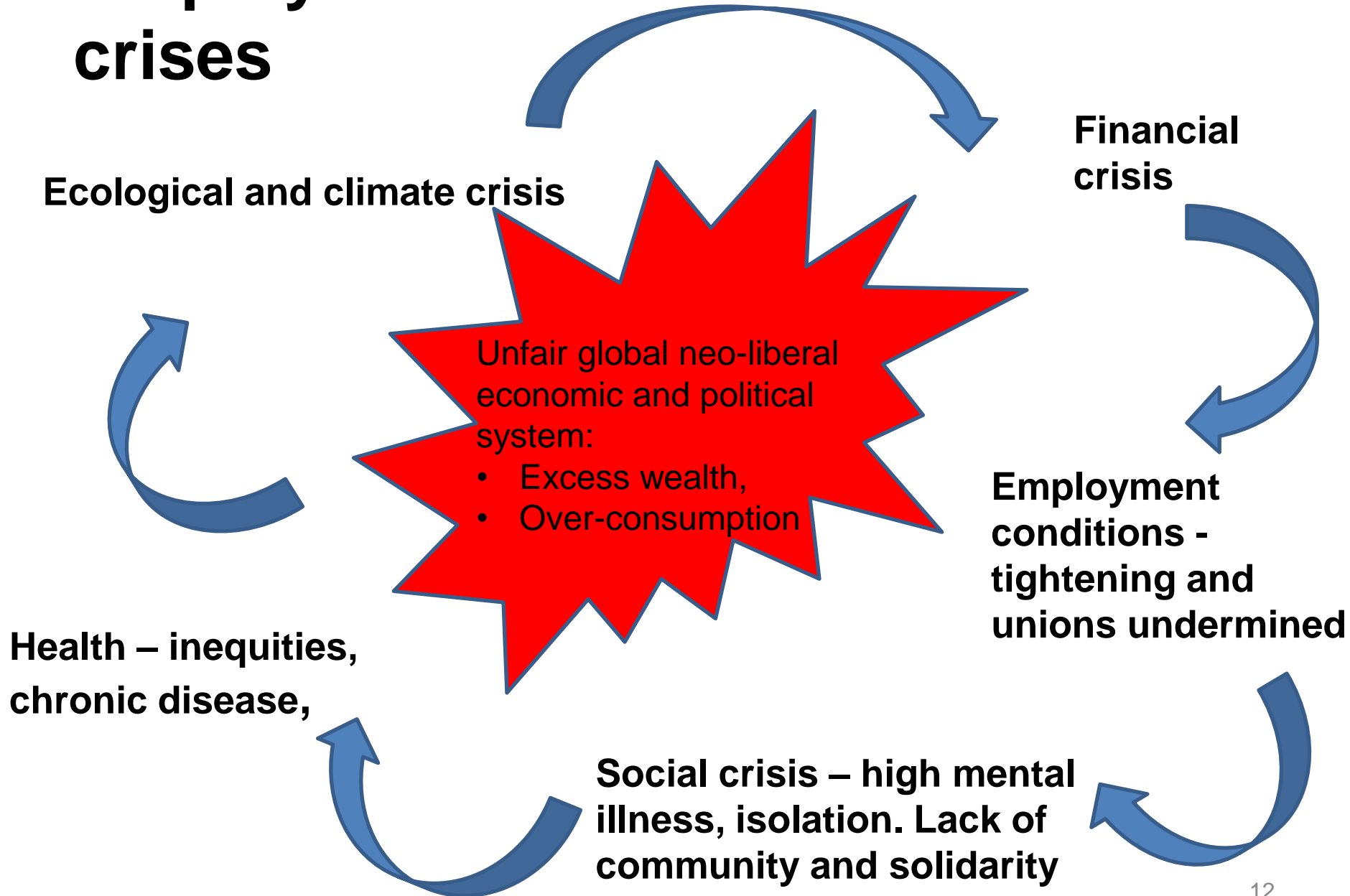
Evidence is never enough: the importance of values to driving political will

“inequity (of health or otherwise) is a moral category rooted in values, social stratification, embedded in political reality and the negotiations of social power relations”.

Monique Bégin, former
Canadian MoH, CSDH
Commissioner

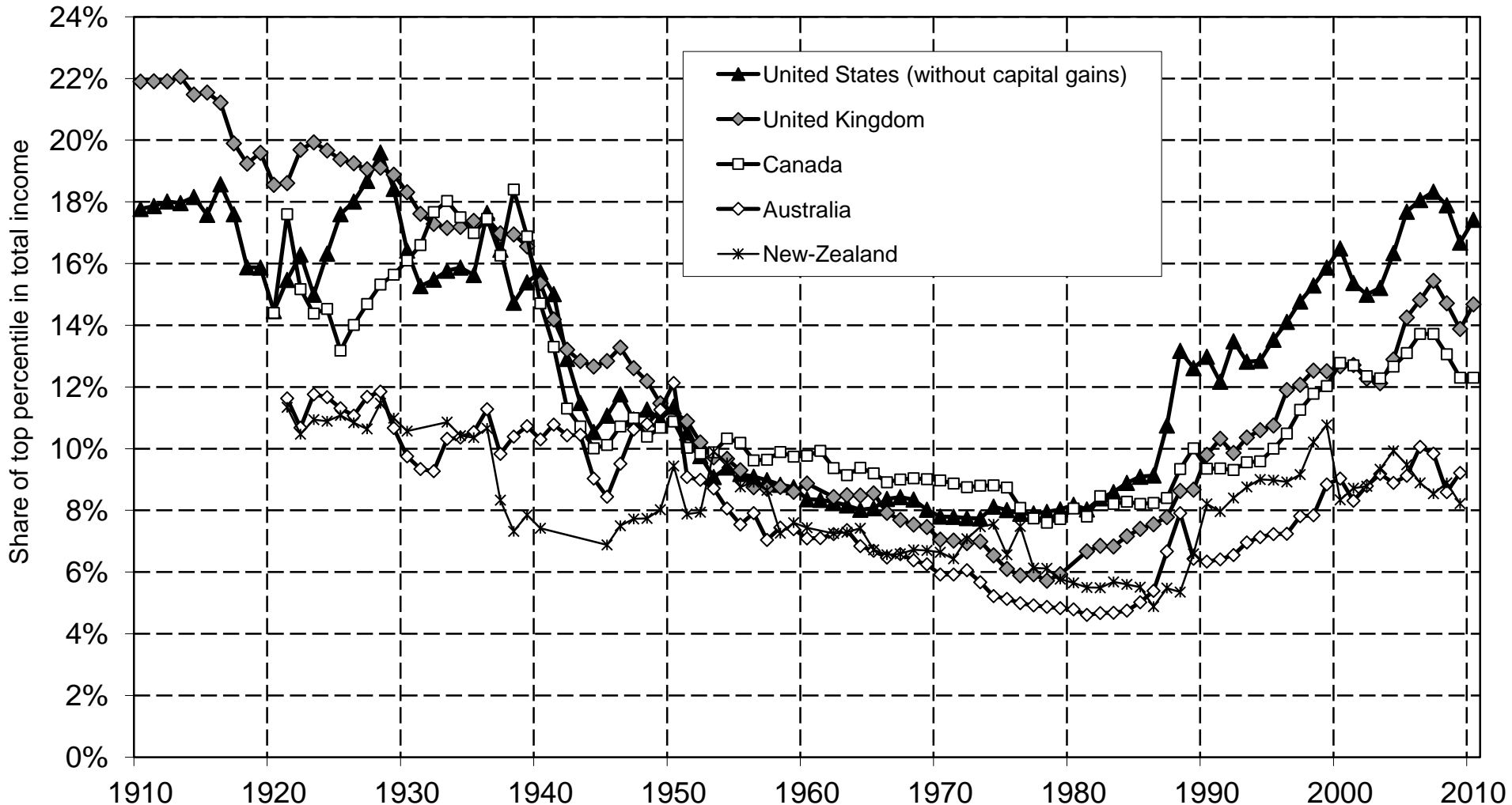


Employment Context: Inter-related crises



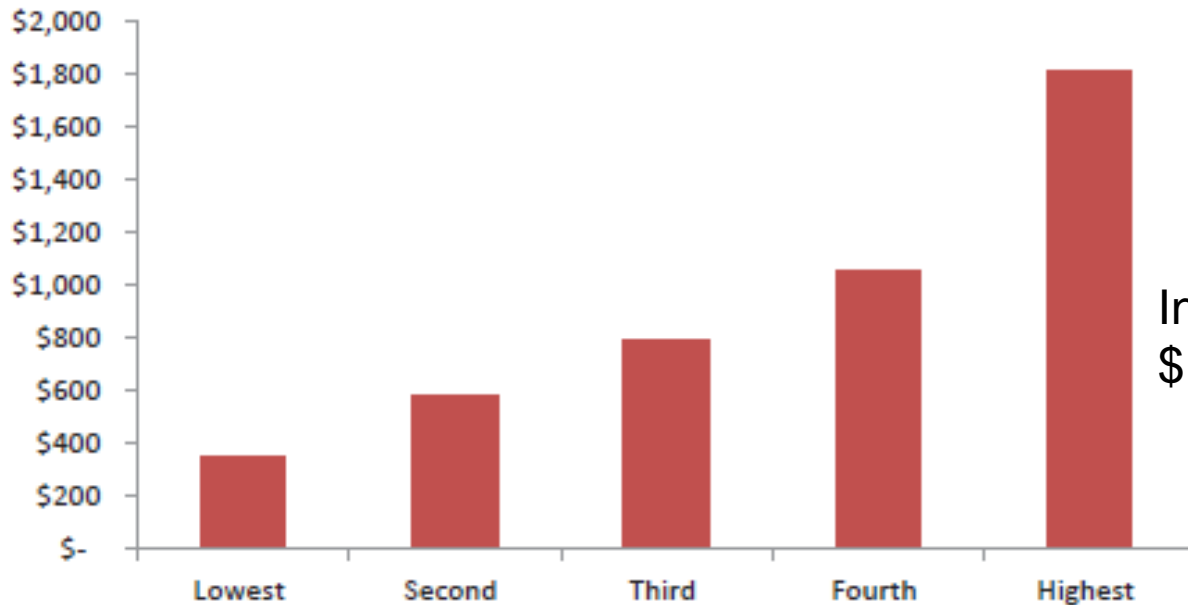
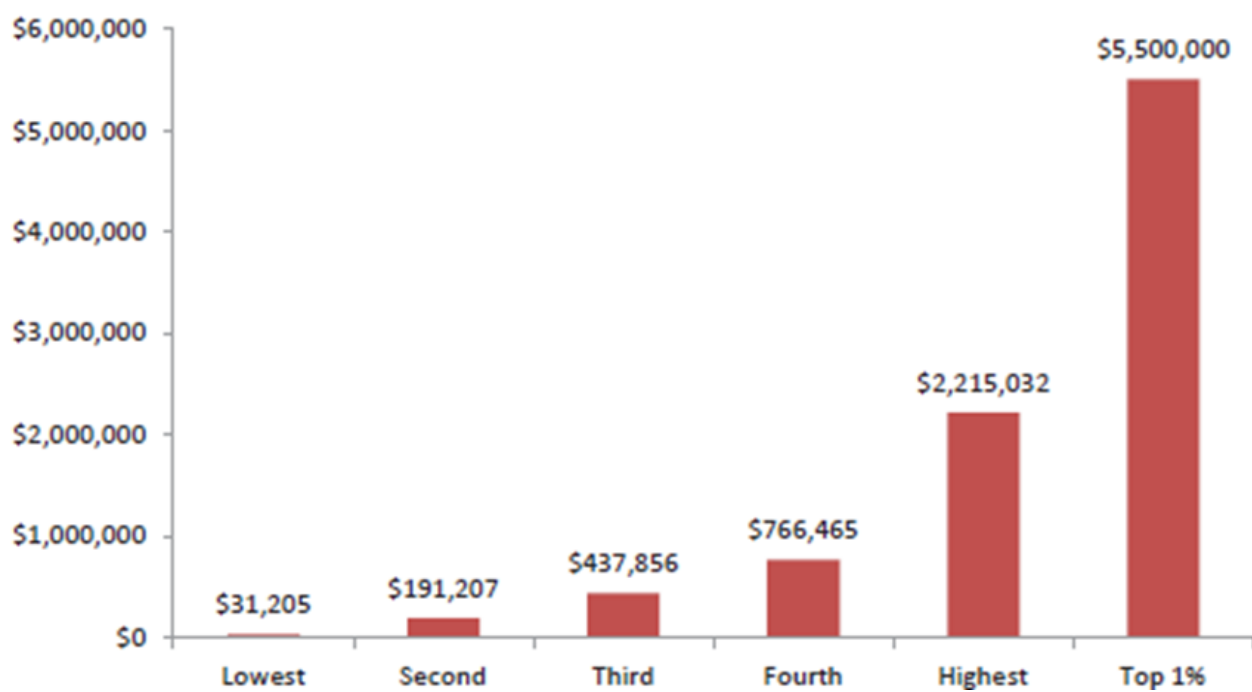
GROWING INEQUITIES

Figure S9.4. Income inequality in Anglo-Saxon countries, 1910-2010



The share of top percentile in total income has risen since the 1970s in all Anglo-saxon countries, but with different magnitudes. Sources and series: see piketty.pse.ens.fr/capital21c.

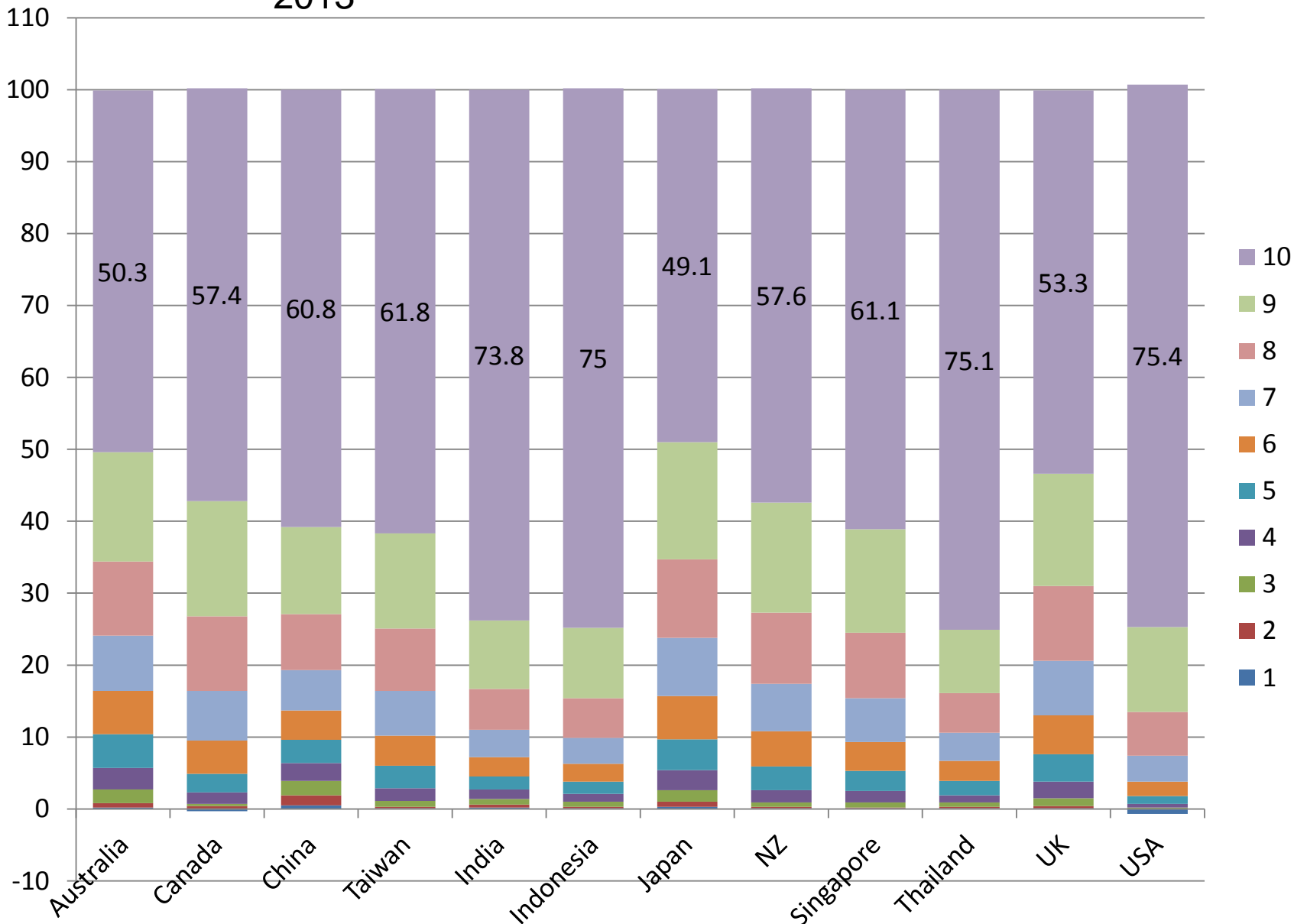
Wealth inequality
Average level of
wealth by quintiles



Income Inequality
\$ per week by quintile

Source: Richardson & Denniss (2014) Income and Wealth Inequality in Australia. The Australia Institute, Figures and 6 Data Source: ABS (2013), Household Income and income distribution 2011-12, Cat. No. 6523.0

Wealth shares (%) of deciles for selected countries, 2013



Australian Executive pay versus average worker pay, 2001-10

Year	Average worker pay (pa)	Average CEO base pay (pa)	CEO pay multiple
2001	\$42,645	\$888,407	20.8 times
2002	\$44,792	\$984,045	22 times
2003	\$47,543	\$1,361,769	28.6 times
2004	\$48,734	\$1,416,877	29 times
2005	\$51,766	\$1,533,231	29.6 times
2006	\$53,440	\$1,795,658	33.6 times
2007	\$56,108	\$1,833,228	32.7 times
2008	\$58,338	\$1,947,350	33.4 times
2009	\$61,911	\$1,905,493	30.8 times
2010	\$65,161	\$2,048,892	31.4 times
2001--2010	52.3%	130.6%	



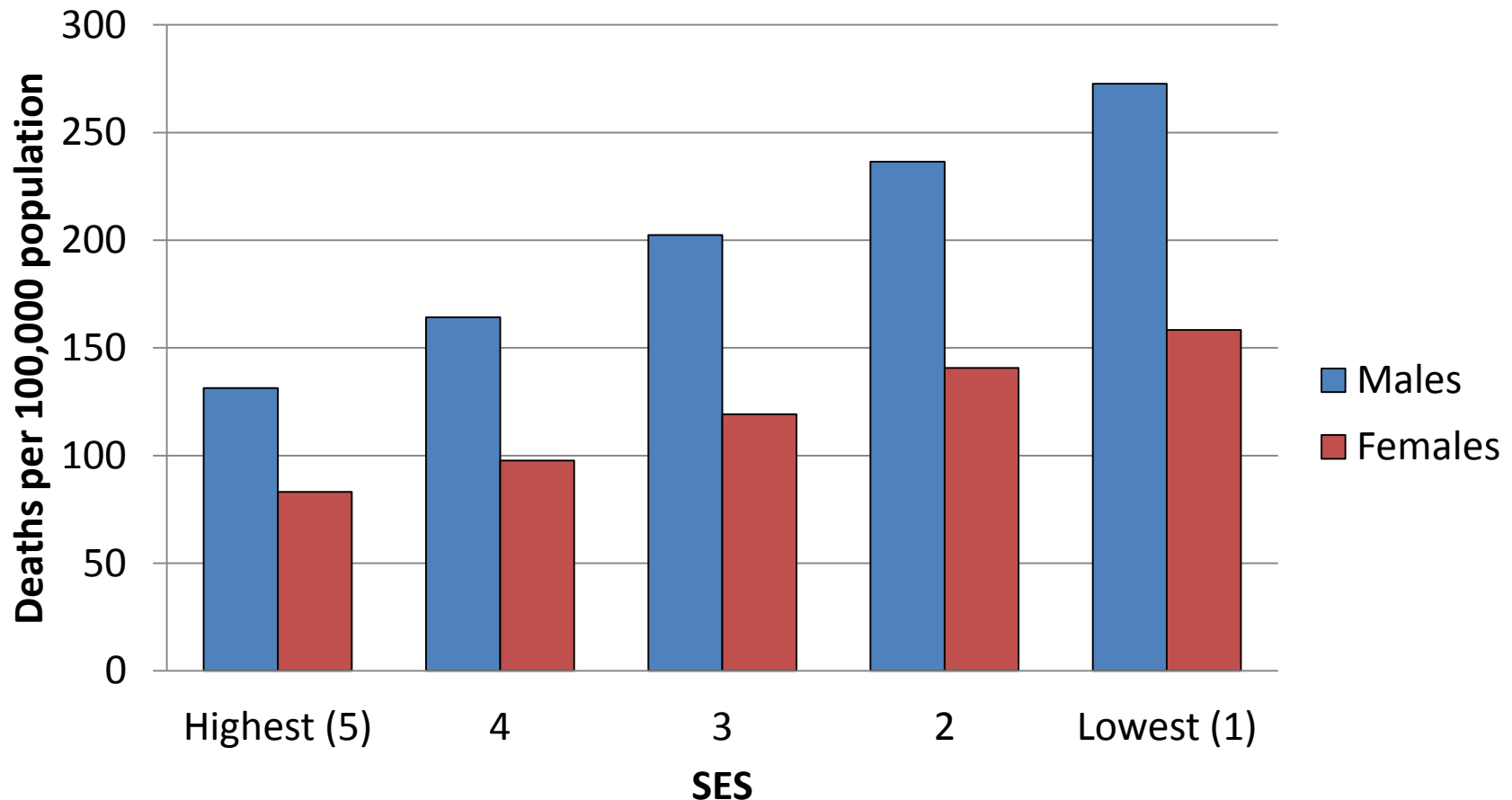
Last **YEAR** Gina Rinehart's wealth grew **\$19b**. That's:

- **\$52m** a day
- **\$2m** an hour
- **\$36k** a minute
- **\$598** a second

Richest woman in the world –accumulating as much in a second as many Africans earn in a year

Health Equity is about a gradient

Potentially avoidable deaths by socioeconomic group, by sex, among people under 75, 2009-2011



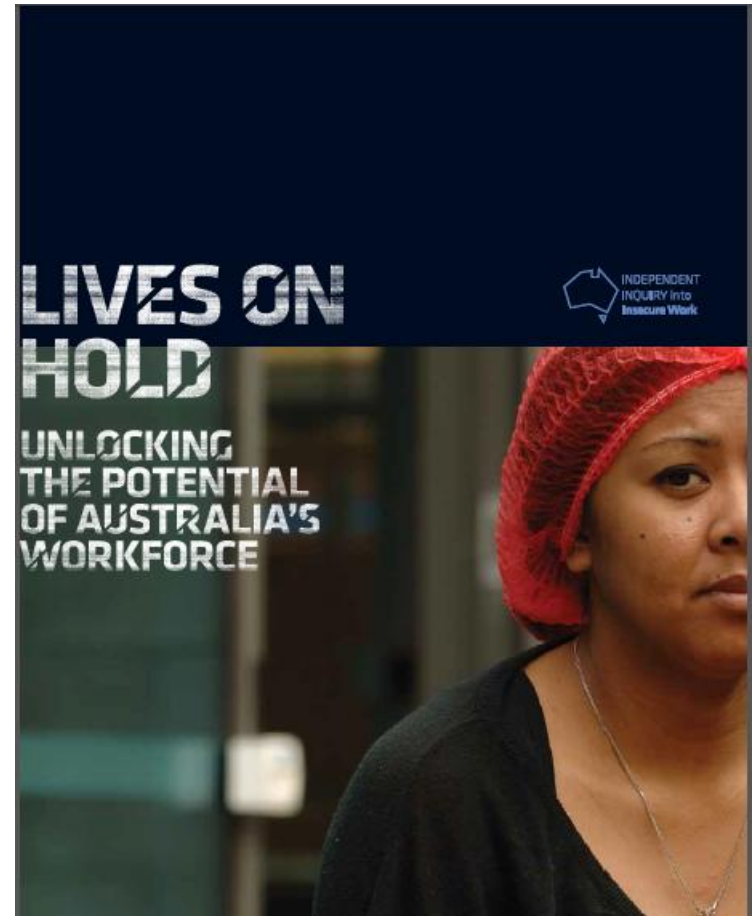
Source: AIHW 2014. Mortality inequalities in Australia 2009–2011. AIHW bulletin no. 124. Cat. no. AUS 184. Canberra: AIHW. Supplementary data tables

Insecure work in Australia

- About 60% of workers are in full or part-time ongoing employment;
- The rest – some 4 million workers are engaged as casuals (20%), on short-term contracts, in labour hire, or as “independent” contractors
- Casual workers receive:
 - a “loading” of 15–25% on the hourly rate of pay as compensation for their lack of leave
 - Protection of minimum wage and anti-discrimination legislation
 - Compensation for work-related injury or disease
 - Increase only from 17% in 1992 to 20% in 2009

ACTU report on insecure work

- In 2011, the Australian Council of Trade Unions (ACTU) launched the Secure Jobs. Better Future campaign to begin fighting back against the growth of insecure work.
- “More and more workers in Australia have jobs that have irregular and unpredictable working hours and pay, inferior rights and entitlements (including limited or no access to paid leave), and no job security”. (ACTU, 2012)





Job loss: Mitsubishi

- Job loss has negative consequences for health and evidence shows that workers' agency is affected by labour market and welfare policy. We also know that more precarious forms of employment have arisen since the 1990s. Losing a job is also a life event which can lead to a 'chain of adversity' (Price et al 2002)
- Our research confirmed this, finding that retrenched workers were generally forced to adjust to a more precarious working environment after leaving Mitsubishi Motors, with reduced income, poorer working conditions and heightened insecurity. (Anaf, Newman, Baum, Ziersch & Jolley 2013).



Job loss: Mitsubishi

- Workers experienced the consequences of job loss within the context of the obligations-based *Work Choices* industrial relations policy and *Mutual Obligations* social policy which both led to more conditional government support. We found a dichotomy between the needs of retrenched workers and the values and intentions of policy-makers under a more neoliberal policy environment.

(Anaf, J. (2011). The lived experience of job loss: consequences for health and wellbeing and implications for social policy. PhD Thesis, Flinders University, Adelaide, Australia)



Job loss: Mitsubishi

- After 2 years approximately one third of workers were in full time employment, one third in part time and one third were out of workforce either unemployed or retired.
- Those who had a job were generally employed at a lower wage and with less generous conditions than they had at Mitsubishi despite buoyant job market



Effects of redundancy from Mitsubishi

- Union-negotiated redundancy packages were important for ameliorating the financial and psychological impacts of retrenchment. (Anaf et al, 2012).
- Sense of sorrow amongst workers as important workplace social relations across the Mitsubishi 'family' were shattered by redundancy (Verity & Jolley, 2008).
- Children were affected by their parents' redundancies (Newman, McDougall & Baum, 2009).



Health effects of redundancy from Mitsubishi

- Our research also confirmed the existing literature by illuminating negative changes to workers' mental health and their perceived loss of control over life. Accounts were given of suicidal ideation, financial stress and depression, loss of self-esteem, shame and loss of status, experiencing a 'grieving' process, and negative consequences for family and wider social relations (Anaf et al, 2013).
- Workers had poorer mental health than the general population.
- Woman and those not in partnerships had poorer mental health.
- Trust and social contact were associated with better mental health
(Ziersch, Baum, Woodman, Newman & Jolley, 2014)



- *I was suicidal because I was starting to get depressed with not earning as much as I used to and not being able to pay the bills and that. (Raymond, 50+, maintenance worker)*
- *It's just a very depressing place there sometimes ... From the day I started people were telling me it was finishing up now, that was eight years before it shut down. (Tracy, 30+, production worker)*

Work arrangements: casual

- How do different types of work arrangements influence physical and mental health and factors that affect health (social capital, bullying, work-other life balance, age)

Health and casual employment

- Econometric analysis of a national panel data set found no evidence that flexible forms of employment harm mental health, which was supported by cross-sectional analysis of South Australian and Victorian data.
- However, casual full-time work was associated in cross-sectional analysis of South Australian data with poor physical health and was mediated by psychosocial conditions.

Casual work and choice (qualitative study)

- Casuals are a mixed group: deliberately casual and constrained casuals
- Over half were "deliberate casuals" who had chosen casual over permanent employment, and of those over half named improved health and well-being as motivation.
- Constrained had no option but to be casual
- Casual work affects social life and ties
- Gendered structures and labor market dynamics were significant in shaping agency

Deliberately casual

- I was delighted to change There's far less responsibility because you're one-on-one with the patient, you're not responsible for several nurses and several patients. (Charlotte, 54, nurse [temporary agency])
- We don't get any holidays—I'm only on casual—no sick leave, no holidays, but if I want a week off, I take a week off. I just go “look, I'm taking a week off” Otherwise, you get too stressed. You've got to have a break in life. (Matthew, 63, water tank driver/maintenance)

Deliberately casual

- Yeah my panic attacks would come on, especially if I know I've got to be there this week and it's a permanent . . . And if something's going wrong or if I'm not well and all that. Yeah, whereas [as a casual] I can have that bit of a break . . . (Eva, 57, charity work)
- Like because I've been casual just picking and choosing my days and being able—I've had that luxury so annual leave hasn't been an issue. I just say “look, school holidays can't come” and that's what you're casual for, isn't it? That's worked well. (Kate, 36, nurse [temporary agency])

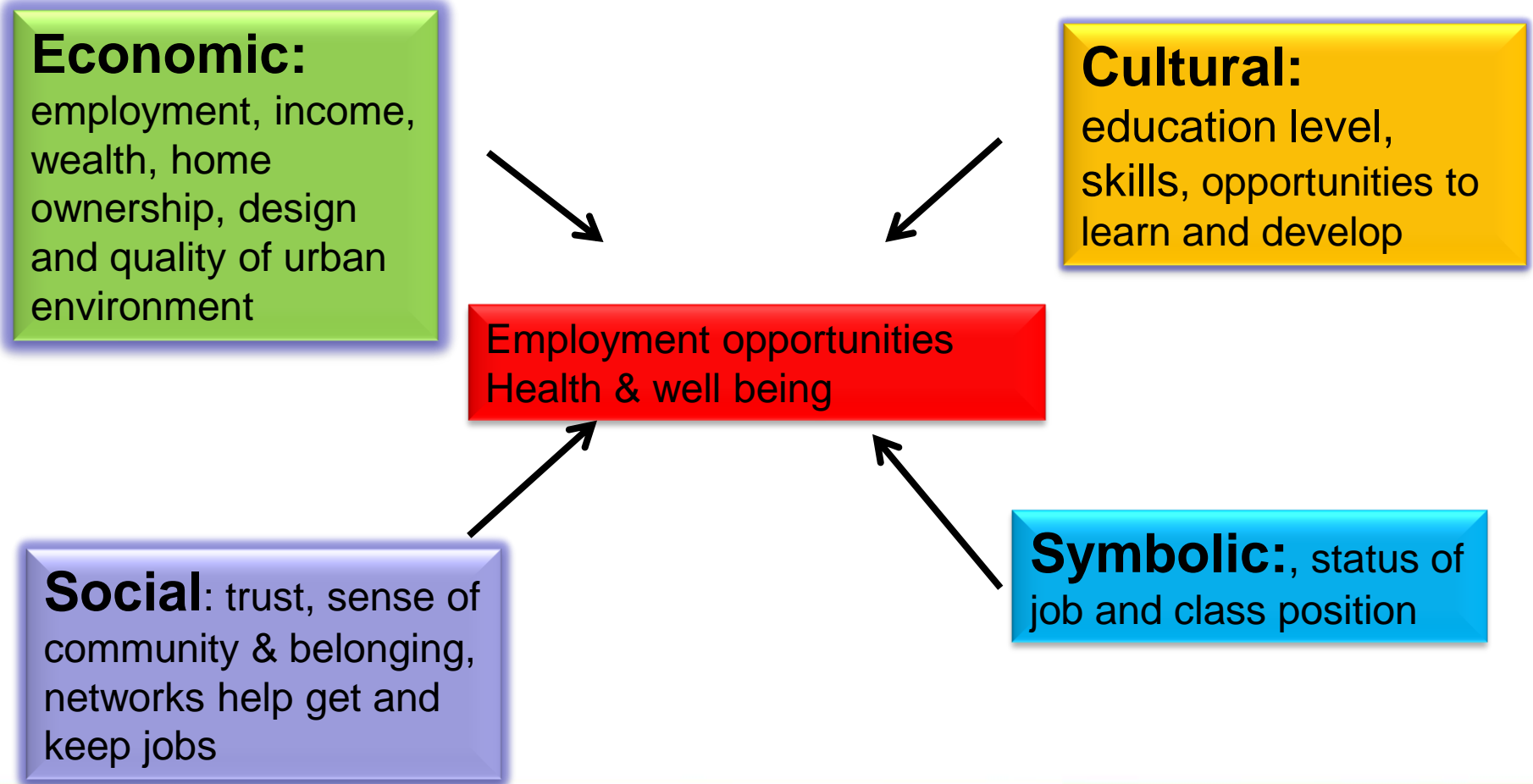
Constrained casuals

- . . . that's probably what's more stressing me out than anything else, probably more so than the job as such because we don't have the money because I've lost my hours [. . .]. We were going all right until then I lost my hours and when you lose your hours it gets rough because you need to try and find money from somewhere. (Georgia, 23, food and beverage service)
- Well I get the award rates [wages set by collective agreement] but there're no conditions. As my husband says "you haven't got any conditions" but I said "well, what can I do?" But yeah, I haven't got a lunch break or nothing like that and I really—I run out of the shop to go to the toilet and run down to the toilet and run back. Because we're in a mall and that [the boss] doesn't really like us to shut the doors, but sometimes I do. (Isla, 60, shop assistant).

Nothing so practical as a good theory

- What accounts for difference between deliberate and constrained casual workers
- Pierre Bourdieu – capital works to reproduce inequities
- Economic, social, cultural and symbolic capital shape workers' experiences

Forms of capital shapes opportunities for employment—



Psycho-social hazards

- Patterns of adverse occupational exposures differed between groups of workers, e.g. casual workers reported higher odds of unwanted sexual advances, yet lower odds of bullying, compared to permanent workers.
- Bullying reported more by permanent than casual employees- esp., in workplaces dominated by permanent/fixed-term employees, such as the public sectors with more hierarchical power structures.
- May represent an exposure pathway not previously linked with the more idealised permanent employment arrangement .
- Permanent and (to a lesser extent) fixed-term employees are more likely to remain in their job in spite of bullying to retain the benefits of their contract, whereas casual workers are more likely to leave for employment elsewhere.

Policy implications: protective factors

- Context of industrial relationships and nature of labour market shapes workers' experience and reemployment likely to be on more precarious terms
- Casual work loadings and regulation are some protection
- Manufacturing closure: policy responses are inadequate focus on workers only not community as a whole – need more holistic responses (e.g. Holden)

Policy implications: protective factors

- Australia's welfare 'safety net' together with universal health coverage is a critical factor for mediating more catastrophic impacts of structural job loss. These enabling structures should be bolstered not constrained
- Even with the overall decline in union power under neoliberalism and globalisation the negotiations between Mitsubishi and the Australian Manufacturing Workers Union (AMWU) provided important benefits by which workers could begin to rebuild their lives. Such social supports should be seen as an investment rather than a cost.

Policy Implications: intensification of full-time work?

- Official record don't show increase in hours (2000: 41.1 hours, 2012: 39 hours)
- Evidence some workers choosing to opt out because of perceived stressed work places
- Likely to be very stressful for those left and who assume high level of responsibilities
- At risk for bullying
- Some job can be worse for your health than no jobs (Broom et al, 2006; Butterworth et al , 2011)

Policy Implications: campaigns for justice

- Good employment conditions result from struggle
- Capital is gaining more power as neo-liberalism is in ascendance
- Unions crucial to struggle



Toronto
20th May 2015

Policy implications: protecting conditions

- Employment conditions under threat
- Howard Government Work Choices was deeply unpopular and Australian Labor Party won election in 2007 because of this
- Abbott government wary of re-introducing reduced conditions but constant pressure to consider doing so from industry

Workchoices policies to undermine working conditions

- Labor market policy under Howard Coalition government
- Unfair dismissal - no claim for unfair dismissal could be made if the employer, at the time of termination, employed 100 employees or less.
- Individualised employment relations by marginalising roles of trade unions, industrial tribunals and the Australian Industrial Relations Commission in determining employment conditions and resolving industrial disputes.

Workchoices: policies to undermine working conditions

- Employers gain greater flexibility in the terms and conditions on which they could employ workers
- The system was heavily criticised on the basis that many low-income earners and small business employees were being hurt by the legislation. Lost conditions at work, penalty rates and overtime were being taken away, and too many of them were being unfairly dismissed, with little remedial action available

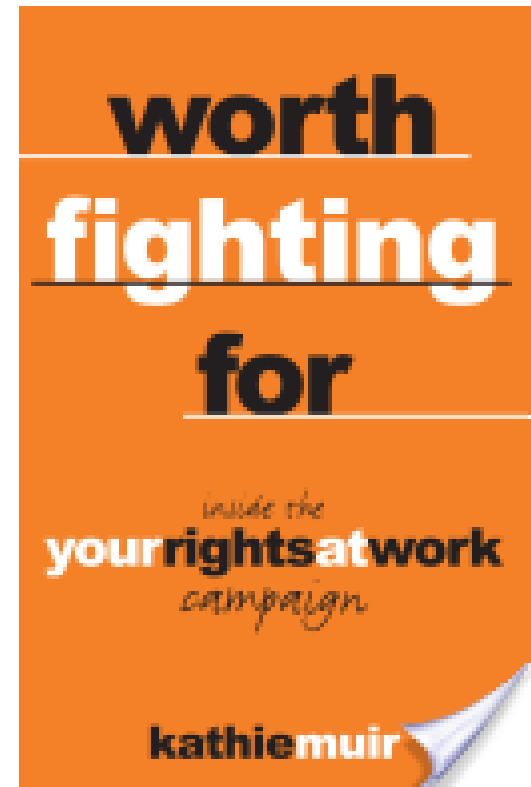
Popular protest

- Widespread protest
- Very well coordinated campaign run by ACTU



Workchoice led to Labor Victory

- Major campaign in led up to 2007 and credited with winning election for Australian Labor Party.

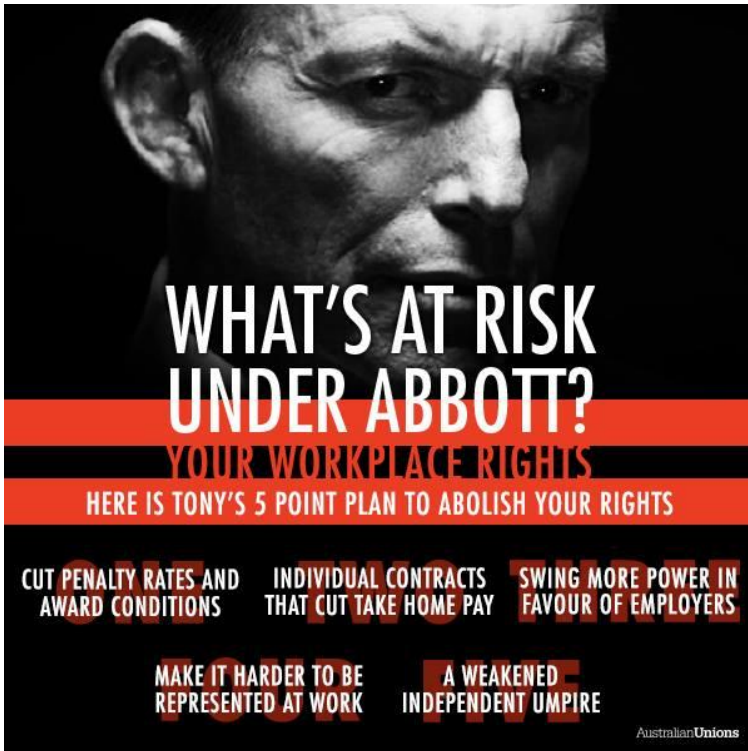


Nutcracker for fair and decent work

- Political will for justice
- Stronger trade unions
- Popular movement for fair work



Union protest at insecure work



**WHAT'S AT RISK
UNDER ABBOTT?**
YOUR WORKPLACE RIGHTS
HERE IS TONY'S 5 POINT PLAN TO ABOLISH YOUR RIGHTS

**CUT PENALTY RATES AND
AWARD CONDITIONS** **INDIVIDUAL CONTRACTS
THAT CUT TAKE HOME PAY** **SWING MORE POWER IN
FAVOUR OF EMPLOYERS**

**MAKE IT HARDER TO BE
REPRESENTED AT WORK** **A WEAKENED
INDEPENDENT UMPIRE**

AustralianUnions



Stop Abbott's anti-worker laws

TAKE ACTION NOW

Tony Abbott is trying to make changes to the Fair Work Act that are the first step in his plan to bring in Workchoices style laws which will reduce living standards by taking away our rights at work.

Tony Abbott wants to:

- Put you onto individual contracts that can take away penalty rates and cut take home pay
- Allow you to be paid with something other than money
- Make it easier for bad employers by having you sign away your right to compensation
- Take away your right to strike by allowing bad bosses to veto industrial action
- Make it harder for you to be supported by your union at work
- Move Australia towards an American style system of low wages and zero conditions

We cannot let him win!

Abbott Conservative Govt scared of IR reform

IR reform: still toxic a decade after WorkChoices

OPINION

By ABC's Alan Kohler

Posted 29 Jan 2015, 9:10am

The last thing the Coalition wants to do is turn the 2016 election into another WorkChoices referendum, so expect the PC inquiry into workplace relations to be largely sidelined, writes Alan Kohler.

The Productivity Commission last week put out five issues papers on the workplace relations framework and missed the biggest issue of them all: WorkChoices.

There was no reference to the 2005 legislation in the papers at all, but this is now the industrial relations issue that trumps all others.



PHOTO: Joe Hockey at Parliament House on June 4, 2014
(AAP: Gary Schafer)

Policy Implications: conduct HIA on employment conditions and corporate practices

- Health Impact Assessment could be used to consider health implications of employment changes (conditions, working style)
- HIA of corporate practices

Policy Implications: global struggle

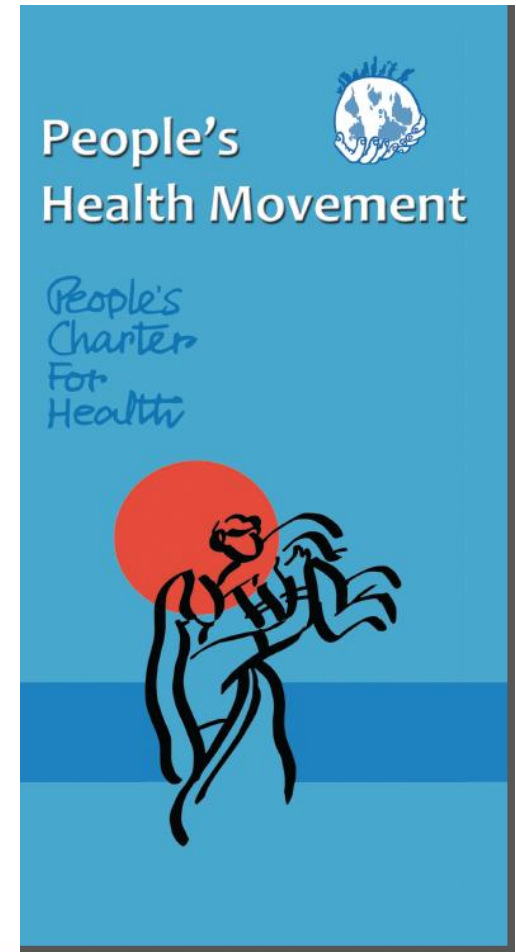
- Need global perspective – can't just protect conditions in rich countries – need fair and decent work for all
- Importance of global solidarity movements e.g. trade unions and people's health movement

People's Health Movement

- *“Illness and death every day anger us. Not because there are people who get sick or because there are people who die. We are angry because many illnesses and deaths have their roots in the economic and social policies that are imposed on us”*

(A voice from Central America)

- Demand measures to ensure occupational health and safety, including worker-centred monitoring of working conditions.



Conclusion

- Employment conditions have impact on health
- Australia facing rapid structural change to employment base – loss of manufacturing means loss of permanent FT work
- May be intensification of work
- Experience of casual work depends on “capitals” available to workers
- Unions crucial to fight for employment conditions – constant struggle to protect conditions
- Global perspective required to fight for fair and decent work

Thank you for listening!

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