



## Direct employment of apprentices without cost to the apprentice

### We are fighting for more directly-employed apprentices and better training

The future of our industry relies on a skilled workforce that can deliver the advanced manufacturing needs of the future.

**1 Since 2013, 140,000 fewer apprentices and trainees have been employed in Australia.** Employers are not creating enough opportunities for young workers to get into the workforce<sup>18</sup>.

**2 Since 2013, there has been a 67% drop in the number of apprentices and trainees in the engineering and science sectors<sup>19</sup>.**

Manufacturing occupations are being hit the hardest in terms of the number of new apprentices. Employers have stopped taking responsibility for training new workers and it's time they picked up the slack again.

**3 Apprentices need better support.** 1 in 2 apprentices drop out before finishing their trade. AMWU research has shown that there are five main reasons that apprentices drop out: low wages, poor working conditions, bullying and harassment at work, lack of mentoring opportunities and poor-quality training.

**4 Apprentices and trainees deserve a fair go.** That's why our agreements should ensure apprentices are provided with tools and training with no costs to apprentice.

**5 Apprentices who are employed through Group Training Organisations are often treated poorly and feel like they can't speak out.** Our agreements should ensure that apprentices in our workplaces are directly employed.

**"Since 2013, 140,000 fewer apprentices and trainees have been employed in Australia."**



Victoria Secretary Tony Mavromatis.  
Authorised by Paul Bastian,  
AMWU National Secretary, Sydney.



18 National Centre for Vocational Education Research (NCVER) Apprentices and Trainees Quarterly Report, December 2018  
19 NCVER Apprentices and Trainees Quarterly Report, December 2018

# Fighting for Fairness Fact Sheet

## Our claims for 2019



### A wage increase of 4% per year

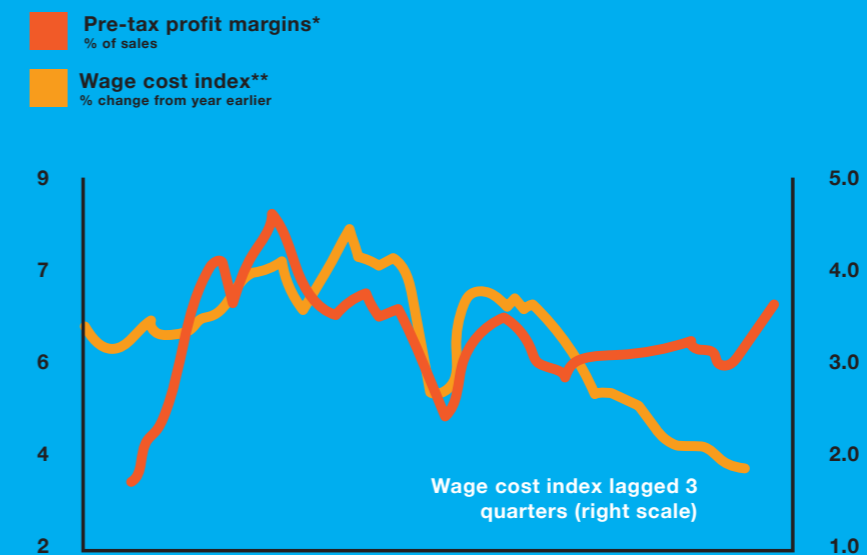
In the next round of bargaining, AMWU delegates are fighting for a 4% yearly pay increase. Here is why:

**1 Real wages are not increasing:** Over the last two years, real wages have actually fallen by 0.2%. Private sector wages rose by 2% in the last 12 months<sup>1</sup>, while inflation rose by 2.1%. Housing, transport and health costs all increased by more than 3%<sup>2</sup>.

**2 While workers are going backwards, executive pay is skyrocketing:** In 2017, executive pay for Australia's top 100 companies rose by 12% and bonuses by 18%<sup>3</sup> to their highest levels ever.

**3 Business profits are up:** Business profits are up and have been growing strongly<sup>4</sup> in recent years.

### Pre-tax company profits and wages (excluding mining)



Source: ABS Indicator and wage price index. \*Pre-tax profit margins on 3 quarter moving average. \*\*wage cost index is lagged 3 quarters.

1 <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6345.0>  
2 <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6401.0>  
3 <https://www.theguardian.com/australia-news/2018/jul/17/ceos-12-pay-rise-routine-bonuses-tone-deaf-investor-group-says>  
4 <https://theconversation.com/is-faster-profit-growth-essential-for-a-pick-up-in-wages-growth-83819>





## Paid family and domestic violence leave

### We are campaigning for 10 days paid domestic violence leave

Domestic violence has far-reaching impacts on the lives of those it affects, not least by making it incredibly difficult to maintain normal work hours and keep a job. Paid Domestic Violence Leave would make it easier for survivors of domestic violence to remain in paid employment and manage stressful and time consuming tasks like finding a new home and attending court.

**1 DV rates are high.**  
• 1 in 6 Australian women and 1 in 16 men have been subjected to physical and/or sexual violence by a current or former partner<sup>5</sup>.

• Almost 1 in 4 women and 1 in 6 men have experienced emotional abuse from a current or former partner<sup>6</sup>.

**2 Leaving an abusive relationship is expensive and time consuming.**  
• The ACTU estimates that leaving an abusive relationship takes on average \$18,000 and 141 hours.  
• Most women leaving a violent relationship move out of their home<sup>7</sup>.

• Domestic and family violence is the leading cause of homelessness for women and their children<sup>8</sup>.

**3 Victims of domestic violence are workers.**  
• Two thirds of the more than 400,000 people who experience domestic violence each year are workers<sup>9</sup>.

“Physical and financial security go hand in hand for people experiencing family and domestic violence. We need to change the rules to stop people being forced out of work by the actions of abusive partners.”



## Union consultation and delegate rights in the workplace

### We are fighting for better rights for union delegates

Union delegates volunteer their time to represent and fight on behalf of members in their workplace. They need the following support to undertake their role in the workplace:

**1 Paid training leave:** To represent you, delegates need the most up-to-date information on developments in our industry. To make this possible, they occasionally need time off work to attend union training.

**2 Access to new and current employees:** New employees starting work are the most likely to need support. New employees are often mistakenly under-classified or underpaid and are the most likely to be involved in a workplace accident. That's why delegates need to be involved in inductions for new workers at your site. Delegates also need time to meet with current members and discuss ongoing workplace issues. That means incorporating paid union meetings into the agreement.

“Delegates and health and safety representatives make sure your workplace is safe. Training and support for them means less workplace injuries.”

**3 Safer workplaces:** Delegates and health and safety representatives make sure your workplace is safe. Training and support for them means fewer workplace injuries.

**4 Consultation with union delegates and representative on major change:** Our industry is constantly changing and that often means changes to the way work is structured and the number of workers in the workplace. Your employer should be required to consult with delegates and union representatives on major changes in the workplace before they make a decision that could affect your livelihood.



## Job security - permanent, casual and labour hire members

### We are fighting for more secure jobs

Too many people in Australia have no job security. This makes it difficult for Australian workers to plan their lives and often leaves them in a financially precarious position.

**1 Insecure work is prevalent and increasing.**  
• At least 40 per cent of workers are in insecure or precarious work<sup>10</sup>.  
• Between 2012 and 2017, 57 per cent of all net new jobs in Australia were part-time<sup>11</sup>.  
• Over 1 in 4 employees in Australia are employed on casual contracts with no entitlements to annual leave, sick leave, long service leave, and public holidays<sup>12</sup>.  
• Almost 1 in 5 employees in the manufacturing industry are casual<sup>13</sup>.

**2 Many people want more hours or permanency.**  
• Nearly 30 per cent of part time workers would rather be working more hours<sup>14</sup> and 20 per cent of them want to work full time<sup>15</sup>.  
• 31 per cent of casual workers would prefer more hours of work per week<sup>16</sup>.  
• More than half of all casual employees would prefer ongoing work<sup>17</sup>.

5 ABS (2017) Personal Safety Survey 2016

6 ABS (2017) Personal Safety Survey 2016

7 ABS (2017) Personal Safety Survey 2016

8 Australian Institute of Health and Welfare (2017), Specialist Homelessness Services 2016-17

9 ABS (2017) Personal Safety Survey 2016

10 ACTU (2018), Jobs You Can Count On

11 Centre for Future Work (2018) The Dimensions of Insecure Work: A Factbook

12 ABS 6333.0 February 2018

13 ABS 6333.0 February 2018

14 ABS 6202

15 ME Bank (2018), Household Financial Comfort Report

16 ABS, Characteristics of Employment, Cat 6333.0

17 ABS (2010), Measures of Australia's Progress 2010: Casual Employees