

AEU Women can take ACTION:

Contact your union's Women's Officer to find out about activities in your state/territory.

ACT

Robin Ballantyne,
(02) 6272 7900.

NT

Susan Stanaway,
(08) 8948 5399.

SA

Correna Haythorpe,
(08) 8272 1399.

VIC

Barbara Jennings,
(03) 9417 2822.



NSW (NSWTF)

Siobhan Callan,
(02) 9217 2100.

QLD (QTU)

Leah Mertens,
(07) 3512 9000.

TAS

Roz Madsen,
(03) 6234 9500.

WA (SSTUWA)

Bronwyn Croghan,
(08) 9325 5311.

- For more information about major political parties' Federal Election policies for women;
- To find more about how the Federal Government's work laws affect women; and
- For other material about the AEU's public education campaign

go to: <http://www.aeufederal.org.au/E07/election.html>

Help build community support for the message that, NO Government can get away with removing fundamental rights at work.

- To get more involved with the community campaign for better rights at work;

go to: <http://www.yourrightsatwork.com.au>

- Spread the word to other women about how damaging these workplace laws are and how to get rid of them
- Encourage other women to become members of their unions and fight the changes.
- Circulate this and other flyers to your colleagues, friends, and families.



© Australian Education Union

Authorised by Pat Byrne, AEU Federal President

Printed and Published on the Internet by the Australian Education Union

120 Clarendon Street, Southbank, Victoria, 3006

STORMY WEATHER HAS HIT WORKING WOMEN



The Howard Government's work laws have
already severely impacted upon women.

Equality like Rights at Work is at stake.

Women's Rights at Work
Worth Voting For



Equality like Rights at Work is at stake.

Women's incomes are lower under *WorkChoices* and the gap between men's and women's wages is growing!

Collective (union) bargaining has delivered important gains for women, particularly towards equal pay and pay equity.

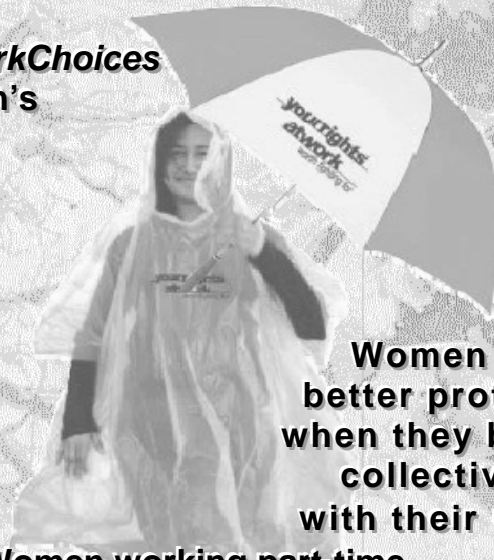
Under *WorkChoices* employers can refuse to bargain collectively with employees, even if that is what the majority want and this is changing the equality between men's and women's wages.

Some Facts:

- Women in full-time jobs now earn about \$100 less than men, (the same gender pay gap, as almost 30 years ago.)
- Women earned 83.6% of the male dollar for full-time ordinary time earnings.
- When part-time work is included with full-time – where many more women are concentrated – women earned only 65.5%
- Wages for full-time female workers in the private sector have *actually fallen* since the Government's work laws came into effect, when inflation is factored in.

There is a clear pay gap between those on individual (AWA) contracts and collective agreements:

- Permanent part-time and casual workers, earn 17% less on AWAs than they do when covered by collective agreements.
- There is a 20% gender pay gap in hourly rates between men and women on AWAs.



Women are better protected when they bargain collectively, with their union.

Women working part-time risk losing their rights and conditions

Around 70% of all part-timers are women, mainly because of their need to balance work and care.

For these women, the likelihood of being moved onto an AWA that reduces conditions is higher than for full time employees but more devastating is the huge loss of pay for this move, just because they work part-time to care.

- casual employment is unstable and leaves employees vulnerable, sectors like hospitality, retail and care have been among the first to be subjected to AWAs, unfair dismissal and loss of conditions.
- Employees on AWAs work longer compared to workers on collective agreements.
- There is a significant pay gap between (non-managerial) full-time workers and part-timers which is worse for women on AWAs, than on a collective agreement.

Individual Contracts (AWAs) are reducing essential conditions working women rely on

AWAs have been proven to be cutting basic employment conditions.

AWAs do not provide flexible work and family entitlements:

- for private sector employee, only 7% of AWA included *any* additional family-friendly rights, than those in their basic award.
- only 8% provided paid maternity leave.
- 5% provided paid paternity leave.
- 4% provided unpaid 'purchased' leave, such as extra leave during school holidays.

More recently only 25% of AWAs include *any* family friendly provisions.

The new "Fairness Test":

- does not guarantee employees full financial compensation for award conditions they have lost.
- does not guarantee employees whose 'availability to work' is restricted due to family responsibilities, entitlement to penalty rates or shift pay.
- in determining whether an AWA is "fair" actually uses employees' *need for work* (particularly those with family responsibilities) against them.
- does not include paid maternity leave, and a say on rosters, (critical for working parents) as being protected; they can be abolished with no compensation to workers.

yourrights atwork
worth voting for

For more statistics - see the Fact Sheet on AEU Federal Election website