



TEXTILE CLOTHING & FOOTWEAR UNION OF AUSTRALIA

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# TEXTILE CLOTHING AND FOOTWEAR UNION OF AUSTRALIA (TCFUA)

## JOBS FORUM BACKGROUND AND PROPOSAL

6 OCTOBER 2011

# **Textile Clothing and Footwear Union of Australia (TCFUA)**

**October 2011**

## **Snapshot of the Real Effect of Job Loss**

In February 2009 Pacific Brands announced the closure of their Australian textile and clothing manufacturing facilities.

**1850** workers were made redundant over **7** sites in Victoria, New South Wales, Queensland between July 2009 and March 2010

**1193** workers experience of the labor market since they were made redundant has been tracked by the Textile Clothing and Footwear Union of Australia (TCFUA).

**27%** Men

**73%** Women

**20%** had worked at the company for more than **20** years

**85%** undertook training either in the workplace prior to its closure date or since they have been made redundant.

**68%** of those did more than one course

As at May 2011, of the total of **1193** workers

**44%** Employed

**56%** Unemployed

Of those employed:

**22%** are employed in permanent jobs

**73%** are employed in insecure short term casual employment

**5%** unknown

### **Top 10 industries in which those who are employed found jobs**

Textile Clothing and Footwear

Retail

Aged Care

Manufacturing

Cleaning Services

Transport and Logistics

Health services

Hotel/Recreation/Gaming

Construction/Engineering

Child Care

**Kayser Victoria**  
**Case studies in casualisation - Retrenched Pacific Brands Kayser Victoria worker**  
**Textile Clothing and Footwear Union of Australia**

Robyn is 52 years old. She worked at Kayser Pacific Brands site in the Melbourne suburb of Coolaroo for 16 years. She began as a cleaner for 6 years. She then moved into the warehouse as a dispatch operator and in the last 6 months of her employment was made leading hand of the despatch department. She undertook training in IT in 2009, while she was still working.

She registered with a Job Service Australia (JSA) and a number of Labour Hire firms in 2009, soon after she found out that she was being made redundant. She was made redundant on 18 June 2010 and began looking for work immediately.

Robyn's experience outlined below, exemplifies the experience of many workers made redundant in that she has had numerous short-term casual jobs before finding her current part time permanent position.

No of jobs	Dates	Employment status	Company	Suburb	Duration	Type of employment	Conditions of Employment	How she found job
-	Jun-Aug 2010	Unemployed			2 months			
1	Aug 2010	Employed	Warehouse	Laverton	1 day	Picker/Packer	Casual P/T	Labour Hire
-	Aug 2010	Unemployed			2 weeks			
2	Aug 2010	Employed	Transport	Campbellfield	10 days	Picker/Packer	Casual P/T	On-line
-	Aug-Sep 2010	Unemployed			1 month			
3	Sep-Oct 2010	Employed	Warehouse	Tullamarine	6 weeks	Picker/Packer	Casual P/T	Labour Hire
-	Oct 2010	Unemployed			2 weeks			
4	Oct-Nov 2010	Employed	Transport	Campbellfield	3 weeks	Picker/Packer	Casual P/T	Labour Hire
-	Nov 2010	Unemployed			1 week			
5	Nov 2010	Employed	Printers	Derrimut	10 days	Picker/Packer	Casual P/T	Labour Hire
6	Nov 2010	Employed	Mail distribution	Derrimut	1 day	Picker/Packer	Casual P/T	Labour Hire
-	Nov-Dec 2010	Unemployed			2 weeks			
7	Dec 2010-Mar 2011	Employed	Manufacturer	Campbellfield	3 months	Picker/Packer	Casual P/T	Labour Hire
-	Mar 2010	Unemployed			2 weeks			
8	Mar 2011-Present	Employed	Warehouse	Docklands	ongoing	Cleaner/meat packer	Perm P/T	On-line

**Bonds New South Wales**  
**Case studies in casualisation - Retrenched Pacific Brands Bonds New South Wales worker**  
**Textile Clothing and Footwear Union of Australia**

Biljana is 55 years old and had worked at Bonds in Unanderra. New South Wales for 21 years as a Machinist. She is a sole parent who also needs to look after her daughter who has breast cancer. Biljana was desperate to gain work after she was made redundant in March 2010. Biljana has had minimal education in her first language, only completing primary school, and no formal education in English. Biljana undertook a range of training courses while she was still working at Bonds, including studying English as a second language for six months, this included general communication skills as well as introduction to computers. She then completed a Certificate III in Hospitality, a Senior First Aid certificate, a Certificate II in Retail, and a Certificate III in Asset Maintenance (Cleaning). She did this training in order to improve her chances of gaining work once she became redundant.

Biljana found work after finishing at Bonds, but all the work she has found has been casual with minimal hours. Currently Biljana works four part-time jobs. Biljana's experience exemplifies the experience of many workers made redundant in that she has had to work more multiple jobs in order to earn the equivalent of a full time salary.

Job	Company	Number of Hours	Working conditions
Cleaner	Community Resource Centre	4	Casual P/T
Cleaner	Various houses in the Wollongong area	12	Casual P/T
Packer	Supermarket	8	Casual P/T
Kitchen Hand	Local Café	8	Casual P/T
	<b>TOTAL HOURS</b>	<b>30</b>	

# Textile Clothing and Footwear Union of Australia (TCFUA)

## Jobs Forum Proposal

6 October 2011

### Public Procurement

Procurement policy should include-

- Require ethical labor standards in government procurement.  
Ethical Clothing Australia (“ECA”) Accreditation for TCF companies tendering for government work is a current requirement for local procurement, an equivalent requirement for ethical labor standards should be extended for procurement tenders sourcing offshore.
- Encourage and increase tenders and contracts awarded to Small and Medium Enterprises (“SME”)
  - a. Definition of SME should be extended to 500 full time equivalent employees or fewer (currently 200 employees or fewer)
  - b. Commitment to set aside a proportion of procurement contracts to go to SMEs
- Minimum local content should be required and defined by jobs supported and created rather than money spent; granting price preference to Australian companies of 20 percent and 25 percent in regional areas.

### Industry Assistance and Research

- Criteria for companies to be eligible to receive government industry assistance (for example, Climate Change Grant Programs) must include a requirement that companies are compliant with the Fair Work Principles and, if the companies are in the TCF industry, accreditation with ECA.
- Government to fund a gender based analysis of job loss, government industry assistance and employment opportunities in relation to industries affected by structural change.

### Private Procurement

- Law reform to the *Fair Work Act* to allow inclusion of clauses in Certified Agreements requiring procurement of Australian and ethically (ECA accredited) made:
  - Work wear
  - Uniforms
  - Protective Clothing
  - Footwear
  -

### **Trade Agreements**

- All bilateral and multilateral trade agreements should include fair trade provisions, including clauses requiring compliance with ILO labour standards and environmental standards.

### **Employment After Job Loss**

- Government to fund research tracking labour adjustment over time, particularly to establish the trend of movement from full time, permanent employment to casual and insecure work (e.g. manufacturing sector to service sector).

### **Training Allowance**

- Introduction of a training allowance for workers in industries affected by labour adjustment to enable genuine participation in retraining (e.g. within the Textile, Clothing and Footwear Structural Adjustment Program).