



Online submission					
First name	Ronda		Surname	Rutherford	
Age	49	Gender	Female	State	QLD
Occupation (if available)					
Text of submission					
<p>It is a fallacy to say that employees want insecure work and it is also a fallacy to claim that it stimulates a more productive workforce. As a HR specialist I can assure you that prosperous businesses are those that treat their employees with respect and that value them. This includes providing some sort of stability and commitment to their employees that is then reciprocated in most cases.</p> <p>As a mother I cannot emphasise enough the disastrous effects that insecure work has had on my children. My daughter, son-in-law, son, step son and nephew have all fallen victim to it. Some of them are unskilled but 2 of them have a Tiling trade. Yet, over the last 5 years none of them have had anything but casual work. This work may last for months and they are given good feedback about their performance but come Christmas or a lull they are immediately told there is no more work and to go elsewhere. Sometimes this is because a family member of the business owner has wanted a job. So for months they are 'on call', not knowing when they are working again and then each one of them has been put off without any explanation. This happens again and again, even with legitimate big business employers like Coles.</p> <p>They are each disheartened and disillusioned. Even though they are nearing their 30s they cannot afford to move out of home without consistent pay. They despair that they could EVER afford their own home and certainly can't afford to even get married. They cannot borrow money to buy anything but don't get paid consistently enough to afford to pay cash. What time off they have is spent looking for work again but they never have a holiday as hey can't afford it.</p>					

	<p>All they want is security and they would be devoted employees to a company that would provide that. How sickening it is to hear businesses go on about making more profit and being so called more productive on the back of the hearts and souls of our young people. Insecure work is stealing their future!□Insecure work has its place but when used extensively only serves to widen the gap of the haves and the have nots.</p>
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This submission was received online at the Inquiry's web site:

<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>

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