

35 HOURS



MORE JOBS MORE LEISURE

To all those employed in the Metal Industries of Australia



This booklet is recommended to all those employed in the metal industries because the metal trades unions are unanimous in their determination to achieve a 35 hour working week.

We are fully aware that our initiative in this regard will create a strong employer reaction; nevertheless we are mindful of the great and increasing overall wealth that is being produced by the efforts of working people.

The unions believe they have a major responsibility to exert every possible pressure to create jobs and full employment and a 35 hour week will be a major factor in doing so.

All those employed in the metal industries are asked to join in the debate and the action necessary for its achievement.

Dick Scott,	<i>National President,</i>	<i>A.M.W.S.U.</i>
Laurie Short,	<i>National Secretary,</i>	<i>F.I.A.</i>
Terry Addison,	<i>Federal Secretary,</i>	<i>A.S.E.</i>
George Butcher,	<i>Federal Secretary,</i>	<i>A.A.E.S.D.A.</i>
Cliff Dolan,	<i>Federal Secretary,</i>	<i>E.T.U.</i>
Bob Cramm,	<i>Federal Secretary,</i>	<i>F.E.D.&F.A.</i>
Eric Chamberlain,	<i>Federal Secretary,</i>	<i>Moulders Union.</i>



Why a 35 hour week?



- more jobs
- fewer working hours
- more leisure

Workers with full time jobs must reduce the hours they work now but without loss of pay.

Sticking with present working hours means there aren't enough jobs to go around.

A 35 hour week will preserve existing jobs and provide more jobs now and in the future.

According to the latest prediction there could be 1½ million Australians out of work by 1991 — that's 19% (or 1 in every 5) of the workforce. We've all heard of the new microchip technology, and the way it's sweeping through countries where there's already high unemployment. It's like pouring petrol on a fire. The dole queues are getting so long.

We've got to get things back under control now. This is why the campaign for a 35 hour week is vital.

Listen to Mr P. C. Singleton, a top IBM Executive. In a speech at the University of Western Australia he got the Eighties off to a fine start by predicting that:

- our working week would drop well below 30 hours by the year 2000.
- old ideas like the 5 day working week were fast becoming irrelevant.
- the question was not *WHETHER* we had more leisure time but *HOW*.
- computers were becoming so cheap, so smart and so popular that the employers buying spree had created a 2½ year backlog of orders.
- unemployment would hit Australian families even harder no matter how fast we increased our national output of goods and services.



Does the computer industry mean more jobs?

It may sound like a nightmare but it's all too real. Much of this robot equipment is now 'hot off' the drawing boards and about to go into mass production.

You can see it working now at the Nissan Car Plant at Zama in Japan where robots do 97% of the work. There are so few workers left that the factory churns out 13,000 cars a year for every production worker on the payroll.

In the next few years employers will be able to buy factories, supermarkets, warehouses, banks and offices that can operate with virtually no human labour. Already the robots cost less than the workers they replace and mass-produced robots will be even cheaper.

A few — if Australia was ever likely to have a computer industry, but experts like Dr. William Caelli don't like our chances. He's a chairman of the Australian Computer Society and he has spent the last six years sizing up the situation. Dr. Caelli claims that most of the new computer jobs, as well as the spin-offs, will be in Europe, Japan and America. And while they get the jobs we'll get the dole queues. The American computer and communications industry has exploded into an 80 billion dollar business. It's been the best job booster in America since the Second World War. But Australia will miss out. A recent survey confirms that Australian employers will buy their computers from overseas and more and more of our existing jobs will be on the line.

(Source: National Times, A. Harding 'Where the Jobs May Be' March 9th, 1980)



LOOK WHAT THE CRISIS IS DOING TO US ALREADY!

One million Australians are living in the shadows below the poverty line — and a quarter of them are kids. The disgrace is that Australia is now richer than ever. But each week hundreds of new jobless are finding out just how tough life can be on the scrapheap of Australian society.

(Source: Professor Henderson, Melbourne Institute of Applied Economic and Social Research. Inquiry into Poverty 1975)

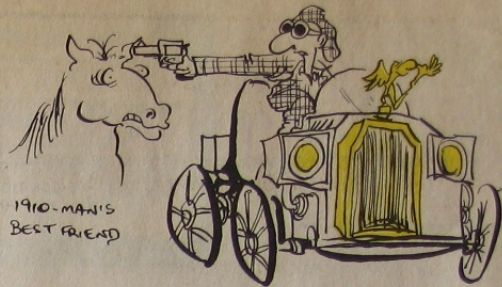
While the Government does a juggling act with the unemployment figures we're supposed to believe that there will be jobs for all sometime in the hazy future.

The official figures from the Australian Bureau of Statistics show that the number of people without jobs has been rocketing up — from 141,000 in 1974 to nearly 440,000 at the start of the Eighties.

At the same time job vacancies have plummeted — from a mere 43,000 to less than 24,000.

So much for all that bull about 'Anyone can get a job if they really try.' But that's only the half of it. In 1977 the Bureau of Statistics started digging behind the scenes and found that well over 400,000 people were no longer treated as part of the workforce even though they still wanted jobs. To Mr Fraser's delight these people no longer appear on the figures, which allows him to pretend the unemployment crisis is only half as bad as it really is.

Every year more than 100,000 young people pour out of schools, colleges and universities to start the desperate

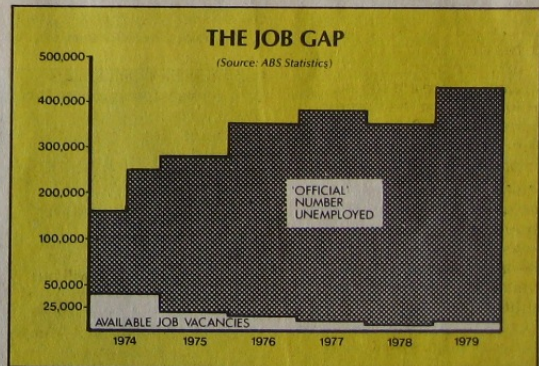


search for work. Each year the competition gets tougher and tougher for all of us.

We can see the damage it's doing to people all around us. The figures show a relentless

tide of drug addiction, alcoholism, marriage break-up, mental depression, suicide, heart attacks and insomnia surging through the ranks of the unemployed.

(Source: K. Windschuttle 'Unemployment' 1979)



With 21 million people out of work in the Western World it's clear that Australia does not face this crisis alone. But the *Lucky Country* has the doubtful honour of sharing the wooden spoon with Spain and Finland for having the most teenagers out of work.

(Source: 1979 O.E.C.D. Reports)

Where have all the jobs gone?

The illustration shows that there's been a dramatic shift in the type of available work since the onset of economic crisis in 1974. Although some new full time jobs were created many more disappeared.

- The net result was that the number of available full time jobs for wage and salary earners in Australia fell by 119,000 between 1974 and 1979.
- In the same period the number of part time jobs rose by 155,000.

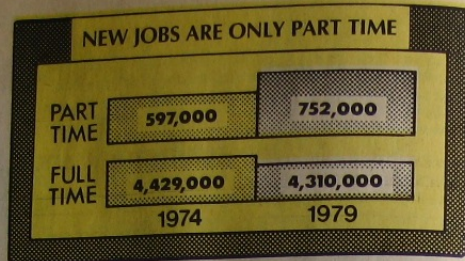
That's the overall picture. Jobs have been created in white collar occupations, especially in the public and community service area. Manufacturing has been hardest hit. Workers have been tossed out of jobs like worthless industrial waste. The lowest estimate is that 209,000 manufacturing jobs have gone since 1974.

(Source: Dept. of Industry and Commerce)

The huge increase in part time work does not make up for the full time jobs lost.

You might expect that the extra part time work would have led to an overall increase in the total hours of paid work that are available to wage and salary earners in Australia.

But you can see from the table that the total of available work hours actually fell by more than 53,000. At the same time



the number of wage earners with jobs shot up by 36,000.

Young people leaving schools, colleges and universities are being shunted into part time jobs or onto dole queues.

The amount of teenage part time work is growing phenomenally while the number of full time jobs for them is dropping.

If it continues, one third of jobs for teenage females and one quarter of the jobs for teenage males will be part time by 1985. Most of these part time jobs aren't tied to any career structure; there is no permanency and no training. 70% of teenage part time work is now in the retail industry (mainly sales assistants) which continues to be reorganised to cut labour costs.

Two thirds of teenage part timers work less than 14 hours a week with only 25% getting more than 20 hours a week.

(Source: R. Sweet, Research Officer, Dept. of Technical & Further Education)

How many jobs will be created by a 35 hour week?

If there's no change in the total hours of available full time work an 'across the board' move to 35 hours a week will create more than half a million new jobs.

Of course it's a theoretical figure. But even if you allow a 50% margin to cover:

- the robot computers taking over our jobs even faster than we thought, and
- the problem of matching jobs with skills and dealing with the structure of Australian industry.

then the number of new full time jobs would be about 252,000

HOURS AVAILABLE FOR WAGE & SALARY EARNERS 1974 and 1979

Year	Hours per year of part time (52 week year) work	Hours per year of full time (48 week year) work	Total Hours
1974	506,017	8,269,828	8,775,845
1979	633,485	8,089,008	8,722,493
DECREASE IN HOURS OF			53,353

Therefore Total Loss of 53,342 hours of available work

(Source: ABS Statistics Compilation)

This will give back the 119,000 jobs for workers lost in Australia between 1974 and 1979. It will also provide jobs for many of the people looking for full-time work now.

When a majority of Belgium workers won a 36 hour week a few years ago the experts found that the 10% drop in working hours gave 5% more jobs.

(Source: Papers at the World Conference on Reduction of Working Time p6 IMF)

These results match our estimates. And the good news for factory workers is that a shorter working week would give a special boost to manufacturing jobs because that's where the present working hours are longest. But the more we delay the introduction of shorter hours, the worse the problem will be.

Employers in the manufacturing industry claim that because there is a shortage of skilled trade workers, a thirty five hour week won't produce more jobs but only serve to make skill shortage worse.

They consistently ignore the fact that 45% of skilled trade workers in Australia are now working in other jobs, where their skills are not used. They have moved out of their trade to get higher wages and better conditions.

(Source: Department of Technical and Further Education — NSW Survey)

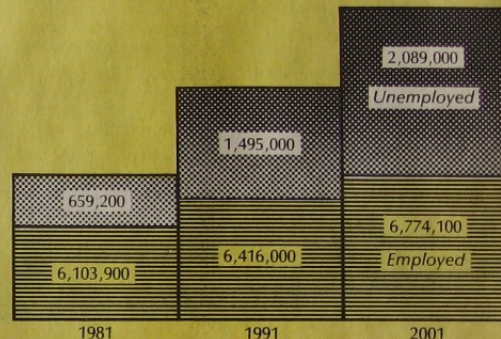
Employers could solve the 'problem' of shortage of skilled workers almost overnight, if they paid higher wages and improved working conditions by cutting the full time working week to 35 hours; as has been done in many of those industries to which these skilled workers have been attracted.

Unless the weekly working hours of those in full time jobs are reduced 'the Australian dream' will have faded for

What will happen if we don't shorten the fulltime working week?



PREDICTED UNEMPLOYMENT UNLESS WE HAVE A 35 HOUR FULL TIME WORKING WEEK



(NOTE: These calculations include statistical allowance for population growth, ageing of the population, net migration and changing workforce participation rates per age and sex. For full details of statistical analysis see Australian Employment and Unemployment in the 1970s and 1980s, Journal of Australian Political Economy November 1979, Dr. Tony Ward Economic History Monash University)

many millions of people by the early nineties. The chart on this page gives the cold, hard figures.

If these forecasts (above) are correct our prospects are grim. The nation will face increasing social tensions.

If you're still optimistic enough to scoff don't forget that these forecasts are backed up by at least two other reputable studies.

The Melbourne Institute of Applied Social and Economic Research predicts that there will be 900,000 Australians out of work in 1985.

(Source: P.J. Brain and B.S. Gray — 'Australian Economic Review', 3rd quarter, 1978 pp 224—245)

Secondly, a report prepared by the Department of Employment last July and recently leaked to the media predicts 700,000 unemployed in 1983.

(Source: Greg Hywood 'Jobs less up 50,000 per year' Australian Financial Review 19th July 1979 pp 1—2)

These studies fit neatly within the full predictions to 2001, outlined in the earlier chart.

But remember all these predictions are based on the assumption that weekly working hours will not be reduced.

There's no doubt that the unemployment disaster will be much less severe when the full time working week is cut to 35 hours and later to 30 hours for ALL Australian workers.



Who's against 35 hours?

The employers and conservative politicians have a long history of opposition to shorter working hours.

When British Cotton workers were campaigning to push through the Factory Act of 1875 the employers joined ranks to declare that economic disaster was just around the corner.

The Government of the day used the tough, anti-union Combination Acts to deport or hang the most 'troublesome' workers.

But the cotton workers did succeed and the full working

week was cut to 56½ hours with children working two hours less.

The conservatives can't deport or hang workers anymore — thanks to the long saga of union struggle.

But all other forms of opposition remain.

There has been no 'across the board' reduction in working hours in the last 33 years!

In the shorter working week campaign from 1945 to 1947 the employers, predictably, wailed that the outcome would be doom and gloom.

Menzies, then leader of the Federal Opposition, declared that with the shorter working week.

'we are in for a period of lower output, fewer houses and rising costs of living.'

(Source: Sydney Morning Herald, Sept. 1947)

These dire predictions, which turned out to be nonsense, prompted the Arbitration Commission to note in its judgement on the 40 hour week:

'It has been the historic role of employers to oppose the workers' claim for increased leisure. They have, as is well known, opposed in Parliament and elsewhere every

step in that direction, and this case is no exception. The argument has not changed much in 100 years. Employers have feared such changes as a threat to profits, an added obstacle to production, a limitation on industrial expansion and a threat to international trade relations.'

Have the Liberals thought up any new arguments 33 years later?

Predictably — NO. Former Productivity Minister, Ian Macphee, sounded like an echo from the past when he claimed in a press release last December that:—

'The thirty five hour week would destroy economic recovery by forcing companies out of business.'

As for the firms that survived, Macphee predicted that they'd be,

'accelerating the introduction of technology to replace people.'

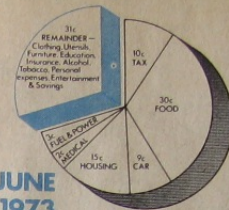
Instead the Minister offered the tired old cry for hard work and reduced pay. But real wages have dropped since his Government was elected.

How has the average family been going?

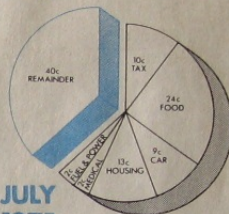
From 1973 to 1979 the Adelaide Advertiser (part of one of the four corporate empires who own and control the media in Australia) ran a series of articles called 'the Jones Family' which described how Fred Jones, the typical Bank clerk or tradesman, with wife and two kids, spent each dollar he earned. The last article in 1979 proclaimed that:

'Fred's one step out of the work house.' The family situation is described in the accompanying circle illustrations. It's sobering

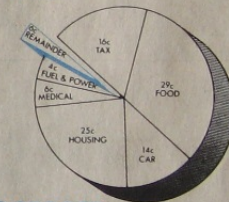
THE DWINDLING DOLLAR



JUNE 1973



JULY 1975



OCTOBER 1979

to remember that 50% of males and 70% of females earn less than Fred.

The amount remaining in each dollar earned for spending on clothing, household utensils, furniture, education, insurance, personal expenses and savings was 31 cents in 1973.

- After 2 years of a Labor Government this increased to 40 cents.

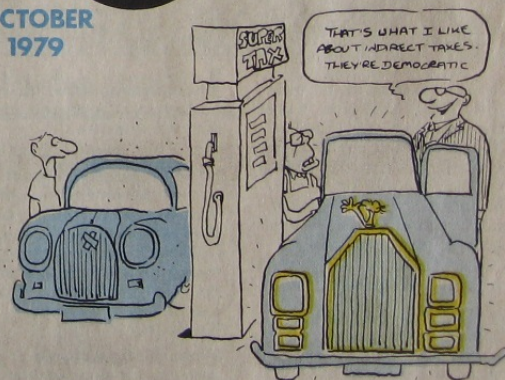
- After more than 4 years of a Liberal Country Party in office this remainder has declined to a mere 6 cents.

Most of this loss has been the result of the deliberate decisions of the present Government.

From July 1975 to October 1979:

- Pay as you earn tax and pay as you buy tax on goods rose by 60%

- The cost of using your car rose by \$8 a week thanks to the Government's decision to increase the price of oil to equal international prices even though about 70% of Australia's needs are locally extracted. About \$2700 million this year (\$4,000 million next year) goes to the government 'tax collector' at every petrol pump.



BUDGETS/TAXATION 1974-1979 (INFLATION TAKEN INTO ACCOUNT)

(Source: Annual Budget Papers)

COMPANIES ARE NOW
PAYING 7%
(\$250 MILLION)
LESS IN TAXES

WORKERS ARE NOW
PAYING 22% (\$2173 MILLION)
MORE TAX ON WAGES
AND \$2700 MILLION MORE
TAX ON PETROL

The Free Lunch

COMPANIES GET MORE GRANTS,
SUBSIDIES, CONCESSIONS AND
ALLOWANCES.

(UP FROM \$250 MILLION TO \$1000 MILLION)

COMPANIES PAY LESS
AND GET MORE

WORKERS
GET LESS
IN SOCIAL
WAGE

(HEALTH, HOUSING
PENSIONS, DOLE ETC)

EACH HOUSEHOLD
DOWN \$1520 IN
HEALTH & HOUSING

WORKERS PAY MORE
AND GET LESS

The illustration shows how the budget, taxation and oil pricing con trick operates.

So while workers pay more tax to the government through their wages and their petrol, they get less back in health, housing and social security. At the same time the Government collects less tax from companies, yet gives them more handouts.

When this is taken into account, the share of total

national income going to wages is now lower than the average for the last 20 years, and the share going to profits is higher.

This adds up to a massive transfer of income and social services from workers to corporations; from wages to profits.

Although most unionists have managed to protect pay packets against rising prices they've not yet built their defences and activities to protect their living standards

against budget and taxation policy.

That's where the workers are being slugged, and their lack of support for social and political actions have made Fraser's rip-off even easier.

Australia's workers have yet to learn these lessons. Overseas workers and their unions are already taking action on these matters. While guarding the front door against the employers, workers have allowed this Government to slip in at the rear, and steal on behalf of the employer.

Do the Government and the employers have a solution for unemployment?

For the last 5 years the employers, their political mates and most of the media have been promising that a drop in real wages would mean more jobs. We all know that, because of the Fraser Government's policies, real wages have dropped for most workers, yet sackings continue and not enough new jobs are being created to give employment to new job seekers.

In the meantime profits are rocketing to record levels.

- During 1979, 4 in every 5 companies increased their profits.
- 2 in every 5 increased them by 10 to 50 per cent.
- A further 2 in every 5 increased them by over 50% (over 5 times the inflation rate of 10% a year)

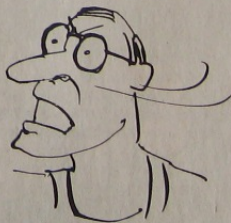
(Source: Financial Review — Study of Profit Performance 11th March 1980)

We're told that bigger profits give more jobs. If this is true unemployment should now be dropping fast.

Why isn't it????????



What happens to the profits?



By 1976 the overseas shareholders of multinational corporations got 55% of all profits made in Australia.

(Source: Syntec Research Group and Aust. Treasury Current Stock Valuation included)

The bulk of what is left goes to the wealthy Australian elite; a wealthy elite of 2000 people in Australia own as much as the poorest 2 1/4 million. These people were born with a silver spoon in their mouth.

Most of these multi-millionaires have inherited their wealth — very few get that rich because they 'earned it'.

(Source: P. Raskall — Distribution of Wealth' Planning and Research Centre, Sydney University)

At the same time the government's oil pricing policy forces motorists to give \$480 million this year to Esso and BHP as a free gift. This goes up to about \$4,000 million for 1983.

• Housing costs have almost doubled, because the Federal government has slashed housing subsidies and pushed up the interest rates on loans.

About \$25 a week has been taken from the average wage earner by these government decisions.

These people own most of the banks, factories, mines, oil wells etc. and they get most of the personal income from the profits (10% of Adult Australians get 92% of the dividends from profits).

(Source: Survey of Income Distribution Australian Bureau of Statistics)

A sizable chunk of the profits goes to keep the wealthy in outstanding luxury; (Rolls Royces, overseas trips, yachts, private jets, mansions, children at the best private schools etc.).

What's left is supposed to go into new investment. This new investment is supposed to create more jobs.

But over the last 5 years the employers have been scrambling to buy labour replacing equipment, with the help of the government's special investment taxation allowance. To add insult to injury this taxation allowance to employers has been financed by heavier taxes on wage and salary earners, whose jobs have been placed in jeopardy as a result.

It's like being forced to pay for your own execution.

A noted economist from the Australian National University, who is a specialist in the area, has pointed out that, in reality, the profits of employers in manufacturing are 40% higher than the official figures show and that rapidly rising profits were the main cause of inflation. He also showed that government figures greatly underestimate the employers' rate of replacement of workers with robots.

(Source: B. D. Haig, Australian Bulletin of Labour March quarter 1980)

Government officials have admitted that their figures on profits are too low and that the real figure is much higher.

(Source: The Age, March 18, 1980 Page 31)

The only result of the Liberal Country Party Government's

policy of reducing real wages has been to boost the employer's profits without raising job numbers.

While jobs have become more scarce employers have capped their profit spree with an orgy of takeovers and mergers.

Media magnates Murdoch and Fairfax, the giant corporations CSR, CRA, Ampol, Shell, Esso, BHP, TNT and a host of others had no trouble in raising over \$2,000 million (about one sixth of total nett profit for a year in Australia) for takeover and mergers in the last 4 months. Some of the corporate takeovers were the biggest in Australian history.

This tidal wave of excess profits used in takeovers has only produced work for stock brokers who are smiling all the way to the bank. There is no evidence that this huge financial activity created any jobs at all, and, in fact it may have reduced the number of jobs through 'rationalisation'.

The excess profits simply fuelled a financial bonanza for the elite who wish to increase the size, profitability, power and prestige of their existing corporate empires.

If anyone thinks the 'common people' had anything to gain from this, they would be mistaken. In any year less than 8% of Adult Australians buy and sell shares.

(Source: Gallup Poll No 198 'Share Ownership')

After 5 years of this charade, working people, with or without jobs, are no longer prepared to cop the blame for an economic crisis in which they are the sole sufferers. It has become obvious that neither the present government, nor the employers, have any desire to create jobs.

It is now also clear that the majority of workers wish to act; to win more jobs, and more job security, through shorter hours.



Who wants a 35 hour week?

Late last year mass meetings representing over 500,000 metal workers called upon their unions to prepare a comprehensive strategy to press forward this campaign for a 35 hour working week.

An industrial correspondent present at the mass meeting commented

'that the metal workers are stiffening their resolve to campaign hard in 1980 for a shorter working week.'

(Source: Sydney Morning Herald 5th December 1979)

Standard working hours less than 40 per week already exist in the Oil Industry, Coal Industry, Stevedoring, some

sections of Transport, Power Industry, wide areas of Commerce, Australia Post, and the Public Service. Metal workers are entitled to shorter hours for their contribution to increased productivity.

The 1979 Congress of the A.C.T.U. authorised all affiliated unions to carry out a co-ordinated campaign to reduce the working week and increase leisure time.

The A.C.T.U. stated that:

'it is vital that unions press for increases in leisure, to be taken in a form which increases employment and without loss of pay.'

More leisure should be in the form of:

- A shorter working week
 - Reduced working period over a fortnight or month
 - Increased annual leave
 - Earlier voluntary retirement (with full benefits, pensions etc)
 - Increased long service leave
- These to be supplemented by paid 'education and study leave.'

So that a shorter working week becomes a reality and not a means of obtaining extra overtime, the A.C.T.U. called on all

unionists to restrict overtime by award or agreement and if necessary by union action.

It must be remembered that when the 40 hour week was won in 1947, it was the bosses who insisted that overtime be increased.

If jobs are created by winning the 35 hour week then overtime must be limited to areas where for the present, it cannot be avoided.

European governments have passed laws to restrict overtime, and to enforce time off in lieu of pay, for overtime worked.



We need more leisure!

In the 1947 40 hour case the workers representative told the Arbitration Court that:

'the workers were asking for a higher standard of living and regarded increased leisure as the first instalment of that higher standard'

The Court's comment, recorded in the judgement was:

'We are therefore convinced of the sincerity and reality of the workers claims for leisure, and we do not assume that the workers are children who do not know what they want.'

In 'upper crust' circles there is a fashionable notion that 'those

workers wouldn't know what to do with increased leisure time'.

This idea usually goes hand in hand with a complete ignorance and lack of concern about the actual working conditions in industry.

It is obvious that many people still work a full 40 hours, often with the toughest jobs and in the roughest conditions.

Having your clothes and your body burned by acid in galvanising plants; working with your head ringing all day amid the grinding screaming and thumping of mass production and assembly lines; enduring the repetitive rapid movements required in the canning factories; and suffering the heat, fumes and stench of blast furnaces; they all take a heavy toll on mind and body. Factory life today means noise, heat, chemical fumes and year after year tied to the monotonous rhythms of machines.

Small wonder then that the general health of industrial workers is much worse than for all other occupations. Indust-

rial workers have much higher rates of heart disease, strokes, cancer, diabetes and bronchial diseases.

Not surprisingly, early death through job related diseases is heavily concentrated among industrial workers.

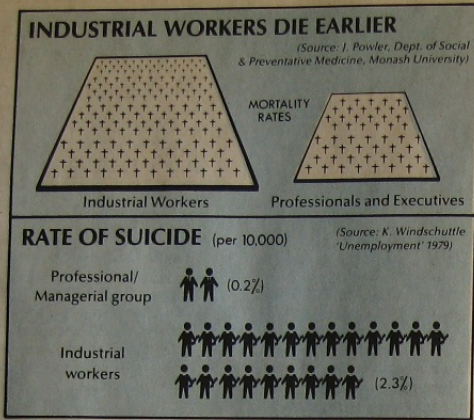
For Industrial workers a shorter working week is essential for normal health and life expectancy. They have waited 33 years for it.

Look what's happening overseas!

For a start; real wages of Australian workers in the Manufacturing Industry are falling behind the pace set by manufacturing workers in other countries.

Australia's real wages are going up slower than in all the countries surveyed.

In Japan, real wages are rising at over 6% a year (compared to



our 1/2%) and prescribed working hours are falling much faster than in Australia.

Since Japan is Australia's most important trading partner, it is nonsense to claim that wage rises and shorter hours will 'cripple Australia's international competitiveness'. After all, productivity per worker has risen by 10% in Australia since 1973 with no wage or hours adjustment to compensate for this increase.

(Source: A.C.T.U. Productivity Measurement based on Hours of Work, Terms of Trade, Market Sector measure)

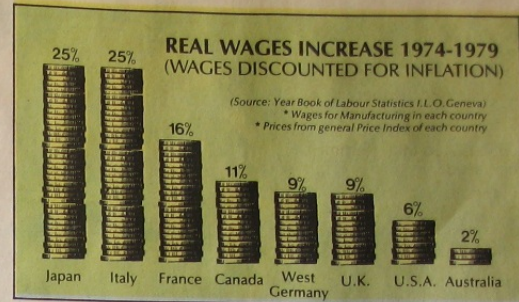
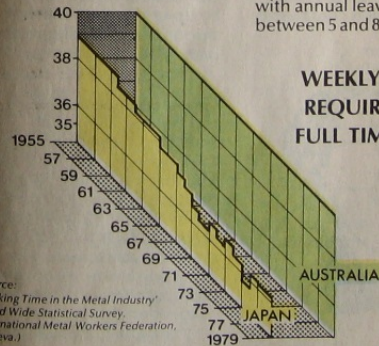
Across the globe, wage and salary earners are campaigning actively and successfully for a 35 hour week. A British correspondent for the Australian newspaper noted that:

'In Australia, the fight for a 35 hour week has just begun. In Britain employers have accepted the inevitable.'

(Source: Australian, 10th December 1979)

Two million engineering workers in Britain have just smashed through the 40 hour week, while other unions are pushing hard for a 'flow on'.

The Congress of the European Trade Union Confederation adopted the following policy on 18th May 1979 and served notice on European employers that:



The ETUC will utilise one or a mixture of the following means to achieve, in the near future, a 10% reduction in working time without loss of pay:

- reducing the working week to 35 hours.
- extending annual holidays to 6 weeks.
- giving workers the right to a full pension at 60 years of age.
- extending the right to time off for vocational training and further education.
- a fifth shift for workers and continuous shifts.'

In Austria the working week has dropped to 33.8 hours a week with overtime limited to 60 hours a year, and in Sweden hours are down to 36.2 hours with annual leave ranging between 5 and 8 weeks. In West

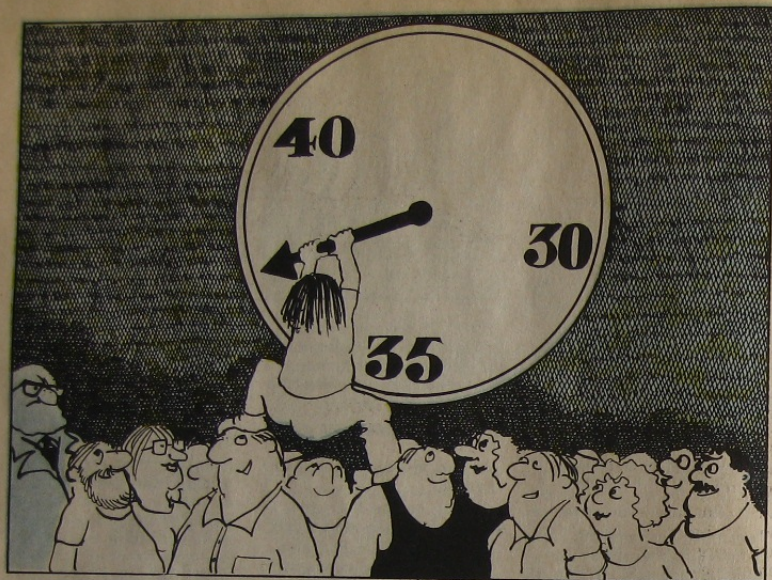
Germany there is a generalised campaign for the 35 hour week. In Italy, France, Belgium and Finland reductions have already been gained for sections of the workforce and negotiations are continuing.

In the U.S.A. the giant United Auto Workers union has achieved 7 extra (to a total of 14) paid 'personal holidays' a year as the first step in a 4 day 8 hours per day week (32 hours a week). They already get 12 paid public holidays on top of all that.

What is clear is that struggles for shorter hours, many of them already successful, are being carried out by wage and salary earners and their Unions in all major industrialised countries.

Workers around the world are realising that, the combination of new technology, and alarming levels of unemployment demand a package of solutions immediately if the catastrophe is to be averted. Shorter hours are a vital part of any package aimed at solving the unemployment crisis.

Profitability and Productivity has risen fast enough in Australia for employers to afford higher real wages and a cut in working hours without loss of pay.



35 hours and more jobs

Australia is wealthier than ever before. Yet over a million live in poverty, the distribution of income and wealth is becoming more unequal and the number of available jobs continues to shrink.

Our country is richer in minerals and energy than almost any other. Yet the extraction of these resources is largely under the ownership and control of foreign multinational corporations.

It is booming industry but it only employs 1.4% of Australian workers and even these



jobs are disappearing as the mining companies continue to automate.

Nor will many jobs be created by up-grading raw minerals through reprocessing, such as bauxite to aluminium.

Given the present level of technology, aluminium smelting involves only a few thousand jobs. We've all been told that the mining boom will produce jobs in other parts of the economy. However the record so far is that only 1 job is created outside mining for every one inside. All up, this is a piddling number of new jobs.

(Source: 'The Development of Australia's Mineral and Energy Resources', Professor E. Jenkins University of Sydney)

Nor do the Australian people share much of the profit from minerals, energy and extractive industry. In a 5 year period \$2074 million in profits were made and \$1024 million was paid to overseas shareholders. Australia was left holding the bill — for \$55 million. That's right! It actually cost us \$55 million to help those mining companies rip out our minerals and energy.

(Source: The Contribution of the Mineral Industry to Australian Welfare — T. M. Fitzgerald, Dept. of Minerals and Energy)

Multinational mining and oil corporations don't get a better deal anywhere in the world.

The Australian taxpayer is paying the Multinationals to take our minerals and to employ a handful of us to dig them out. They then flog them overseas and of course, keep the profits.

Most of the export of our raw and semi-processed minerals and energy goes to fuel the emerging industries of Asia. These industries then make cheaply produced goods for export. They are cheap either because the latest technology is used or because the workers get extremely low wages with no union rights. The more raw materials we sell, the more imported goods we have to buy. This is reducing the number of jobs in the Australian manufacturing industry. When Australian employers are faced with the competition of cheap imports from Asia their reaction is to speed up the replacement of workers by robots. One estimate is that by 1984 the robots will have gobbled up another 380,000 jobs in manufacturing.

(Source: 'The Fifth Wave' Dr. Emery Australian National University)

But the robot technology will destroy jobs in areas far beyond the manufacturing industry.



"I am truly amazed. In terms of ownership, royalties, tax and marketing of your energy and minerals, I know of only one country in the world which gets a worse deal: that's Gabon in West Africa. Why do you allow it?"

Peta Nore, a visiting expert from Norway on energy and resources, in a speech to a gathering of Australian politicians.



The Vice-President of IBM, in a candid moment said that:

'People will adapt nicely to the new office systems if their arms are broken, and we're at the twisting stage right now.'

One result of this arm twisting will be the elimination of 15% of office work or 220,000 jobs in Australia.

(Source: Quote and figures Women and Unemployment February 1980)

The steady erosion of office jobs is confirmed by representatives of the banking and insurance industries.

(Source: National Times White Paper on Jobs' A. Harding 9th—15th March 1980)

While the dole queues lengthen, very little new work will be created by the computer technology because we are not designing or producing that technology here.

This adds up to one thing — unless we can bring the unemployment crisis under control, and soon, it's going to get a lot worse throughout the 80s and 90s.

Those wage and salary earners still in work will be slugged by higher taxes to support the mass of unemployed who'll be living below the poverty line. Cuts will continue in health, housing and social welfare. At the same time, though, there'll be larger tax concessions and grants for the big multinational corporations. They'll use them to finance their investments and boost their profits.

In short the government will continue to use the back door of budgets and taxation to transfer income from wages to profits; from the workers to the employers.

Civil and Union rights are increasingly under threat as the 'authorities' try to crush the growing resistance of working people. 'Cowboy' conservative politicians in the Federal, Queensland and Western Australian governments have already thrown down the gauntlet.



WHAT WE CAN DO



A shorter working week is the one vital element in a concerted program of action to meet those threats to jobs and living standards.

Taxation and Welfare

• Campaigns have to be developed to enforce fair budget and taxation policies. The tax load on wage and salary earners must be eased by taxes imposed on the wealthy individuals and increased tax on corporations. Taxes such as:

1. A 'fair go' tax on wealth. The 10% of the population who own 60% of the wealth mainly through inheritance, should stir up their patriotism and give generously. Perhaps sacrifice a Rolls Royce or two, and raid the 'piggy bank' in Switzerland.
2. A Resources tax to cream back some of the super profits being given to mining and energy multinationals and to protect the mineral and energy heritage which belongs to all of us.
3. Capital gains taxes on the 'hidden income' which flows to the "well-off" without any personal effort on their part.
4. An end has to be made to tax avoidance by the higher income groups who, without social conscience, rip-off revenue needed to help those suffering most under the economic sledge-hammer.
5. Budgets which restore the value of the social wage in health, housing and Social Security are also a priority.

WE NEED A BALANCED ECONOMY TO SERVE ALL THE PEOPLE

not by multinational corporations.

Working people need to intervene in the processes of introduction of technology, employment levels, and hours of work in their own industries. We must help Asian workers in their fight to achieve decent wages, free civil and union rights and control over their own political and economic destiny. Otherwise our jobs will always be under threat from imported goods produced by workers who are grossly underpaid.

The campaign for a shorter working week is the spearhead of all these other demands, yet they are inseparable. We cannot afford to stop after fighting and winning in one area alone. That merely speeds up the losses in other areas, as employers jockey for a winning run. They've done very well so far on taxation, social welfare, housing and health — all at our expense!

This is a balanced package. It's a program worth fighting for.

It's a path back to full employment and higher standards of living in terms of both wages and leisure. It offers better health education and housing; a fairer distribution of the nation's income, and more jobs.

After five years of 'giving away the farm' with rip-off deals; of wage restraint; of the expanding and embarrassingly huge company profits; of fewer jobs — we've had enough. It's time to stand up against rapidly rising unemployment, tax and budget 'con jobs' and the massive transfer of wealth and income from the poorer to the richer. All at a time when Australia is wealthier than it ever been.

We condemn the 'employment' solution of the present Government, the media and big companies.

If wage and salary earners don't impose their solutions now to protect themselves and their families, you can rest assured nobody will do it for us.