

update

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Social inclusion &
diversifying the economy

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Social inclusion & diversifying the economy

By Susan Helyar, Director, ACT Council of Social Service Inc. (ACTCOSS)

This journal presents a range of thoughtful articles on the theme of social inclusion and economic diversification. The authors offer insights, reflections and proposals that could support achievement of an inclusive diversification of the ACT economy. The authors put out a call to action to people working in the community sector, but also call on government, employers and the wider community to take action to improve social inclusion in the economy.

Articles consider how social and economic objectives can be better aligned via existing policy settings, but also highlight where current employment practices and changes in the nature of work compromise social wellbeing, economic participation and sustainable development of our economy.

Some authors invite us to challenge the status quo and find ways that policy makers, investors, people who run businesses and/

or employees can make decisions that reverse the trend towards greater economic inequality, unsustainable economic growth and social exclusion.

There are some frank presentations of who in our community are carrying the risks and negative impacts of social stigma, economic reform and political disruption.

Thank you to everyone who contributed to this journal. ACTCOSS sees building a socially inclusive economy as critical to achieving a fair, prosperous and sustainable city that respects and values diversity and human rights, and promotes justice, equity, reconciliation and social inclusion. We are working hard to support the community sector to make its contribution to this vision for our city through our policy advocacy and our sector capability development work.

ACTCOSS newflash

**Member Forum –
15 May 2017, 4pm-6pm**

Members are invited to our forum to reflect on our recent work including election advocacy outcomes, discuss stakeholder survey feedback, & prioritise areas of Committee experience for this year's election. RSVP to actcross@actcross.org.au

Economic diversification, social inclusion & the community sector

By Geoff Buchanan, Policy Analyst & Research Manager, ACTCOSS

Drawing on the concept of ‘inclusive growth’, Paul Smyth has argued for the reintegration of social and economic policy in the wake of ‘the one-sided economism of the neoliberal period’.¹ Seeking to build a new policy consensus around this concept, Smyth and John Buchanan emphasise ‘the importance of the interdependence of social inclusion and economic growth’ – that is, a strong economy/society needs strong social/economic foundations.² In the context of the Productivity Commission’s current inquiry into human services, Smyth has argued that a first priority in this policy agenda is to articulate the distinctive roles of the state, market and community sectors in the achievement of an inclusive society.³ Thus, alongside the reintegration of social and economic policy, this agenda seeks to reassert the role of the community sector through the three-sided economism of social investment. This article argues that through increased investment in our distinctive and diverse community sector, the ACT Government can simultaneously address its social and economic objectives – namely social inclusion and economic diversification, or what we might call the inclusive diversification of the economy.

In 2015, the ACT Government released its latest business development strategy, *Confident & Business Ready: Building on our Strengths*. The strategy aims ‘to grow and diversify the ACT’s economic base to make the economy less exposed to Commonwealth Government decisions’.⁴ The strategy includes a commitment to work in partnership with the business community, higher education and research institutions, and the community sector to grow and diversify the ACT economy. The community sector is itself identified as an area of continued growth and a site for government investment.

As well as including the community sector, this vision of economic diversification also looks beyond market and monetary measures of productivity such as GDP, seeking to include ‘a more complex mix of attributes’ including ‘sustainability and liveability’.⁵ Investment in community infrastructure and the creation of more opportunities for local procurement represent

further recognition in the strategy of the need for inclusive diversification of the ACT economy. That’s not a bad start. But the strategy does not directly identify a link between economic diversification and social inclusion.

The *Social Compact: A Relationship Framework Between the ACT Government and Community Sector* (2012) outlines the distinctive role and contribution of the community sector and its value. This includes strengthening social inclusion through ‘building community involvement and participation’, noting that the diversity of philosophy, functions, voices, perspectives, and organisational forms in the community sector ‘is invaluable to our democratic processes’.⁶

The vision for future provision of community services outlined in the *ACT Community Services Industry Strategy 2016-2026* seeks to build on the community sector’s diversity of purpose as a strength – through quality service delivery that creates more connected and empowered communities; community development that creates social value and builds social capital; client- and community-centred practice; and trusted advocacy on the needs of our communities.

As yet, a line of investment has not been drawn between the Community Services Industry Strategy and the ACT Business Development Strategy. But it should. The Industry Strategy outlines an agreed focus for government investment in the community sector, identifying four priority areas: industry capability; research, planning and evaluation; governance and leadership; and sustainability. Three elements identified under ‘industry capability’ readily align with the Business Development Strategy: a sector development and innovation fund; workforce strategies; and common ICT infrastructure and quality systems.⁷

Alongside targeted investment in capability improvement, the Industry Strategy identifies government procurement as a key factor impacting on the sustainability and diversity of the community sector. It notes concerns that increased marketisation

of community services via government procurement reforms may impact on this diversity and the choices available to service users. In Smyth's view of integrated social and economic policy, a key aim is to avoid the 'colonisation of one sector by another' – namely the colonisation of the community sector by the market and/or the state.⁸ This has been a longstanding issue for the community sector since the 1980s and 1990s – the era of New Public Management (NPM).

Under NPM, non-market contributions (e.g. advocacy and community development), distinctive ways of working (e.g. collaboration), and organisational autonomy (as civil society organisations) were seen to be crowded out or constrained by a purchaser/provider model that combined state managerialism and market discipline via competitive tendering for the supply of narrowly-defined services. From the perspective of economic diversification and social inclusion, the marketisation of community services under NPM was widely viewed as having a negative impact – reducing the diversity and distinctiveness of community sector organisations and their broader contributions to community participation and social activism via civil society.⁹

In 2004, the ACT Government produced the *Community Sector Funding Policy: Working Together*. This policy was a clear rejection by the ACT Government of the application of NPM's pure purchaser/provider model to the community sector's provision of community services. Aligned closely with the *Social Compact*¹⁰, the funding policy introduced a partnership approach based more on collaboration than competition. The *Community Sector Funding Policy* seeks to achieve value for money while noting the fundamental economic distinction between price and value.

In its landmark report on the contribution of the not-for-profit sector, the Productivity Commission noted that 'the concept of value for money is capable of taking into account any relevant wider [economic, social and environmental effects] or indirect effects and maximising overall community wellbeing' while

acknowledging that 'there may be a need to develop the capacity of agencies purchasing services to apply the concept in its intended use'.¹¹ There are echoes of this in the Business Development Strategy, where it equally values liveability and sustainability alongside productivity and economic activity. Under the strategy, the ACT Government intends to partner with the university sector to provide 'an in-depth or holistic picture of our success in developing and diversifying the ACT's economy'.¹²

The ACT has the right economic, community service, and procurement policies in place to build an economy that delivers social inclusion, economic prosperity and environmental sustainability. These policy frameworks create a space where social and economic policy can be better aligned and deliberately designed to integrate social investment and business development, including via government procurement. They also create a space where the role and contribution of the community sector can be recognised, valued and supported as independent from, yet interdependent with, the state and market sectors. Such a space rejects the view of social policy as a drain on the economy, or otherwise as a sponge with which to soak up the spills of state and market failure. It also rejects the view of the community sector as un-productive and non-economic, where its considerable social and economic contributions remain peripheral to the vision of mainstream measures of value.

Through its commitment to investment that builds on the strengths of our diverse and growing community sector, the ACT Government's Business Development Strategy can effectively support social inclusion through economic diversification. Drawing the line of investment between the Business Development Strategy and the Community Services Industry Strategy should be a priority task for the ACT Government as this year's budget priorities are being determined.

See page 13 for footnotes.



Nominations open! NAIDOC Award: Canberra & District Aboriginal &/or



Torres Strait Islander Community Sector Worker of the Year

Nominations close 21 June 2017. Visit www.actcoss.org.au

Overcoming stigma for a socially inclusive community

By Lauren Bradley, Community Development Coordinator, Woden Community Service

Canberra is growing and with this comes new developments which also mean the creation of new communities and the transformation of existing ones. Often touted as being some of the most highly educated citizens in Australia, the nation's capital is not all high-flying politicians and public servants.¹ Wealth and affluence do not extend to all members of our community and a wide economic and social divide does exist. This divide can be found throughout the city, even in the middle to upper income areas we can find disadvantage and vulnerability. Speaking with home and shop owners in these areas or attending community meetings, highlights that the disadvantaged and vulnerable face a great deal of stigma in the ACT.

Stigma is insidious; often the person applying it is not aware that they are doing so because there is a degree of social normalisation behind the idea they hold. The result of stigmatisation is that the person or groups of people on the receiving end become increasingly isolated and marginalised. From this grows a sense of distrust and perhaps the unwillingness to contribute to

or participate in society.² In the end, no one wins from this – not the person on the receiving end, nor the government, nor the community, nor the economy, nor the person who holds the stigmatised views.

Moreover, stigma comes from society as a whole including institutions and the authorities that oversee them. When groups of people within our community feel that their government is not interested in investing in them, the factions and resulting social isolation, due to a lack of trust, grow deeper. In order to build genuine change, the government needs to be truly invested in its people – those who form its fibre. Not only does this need to be done at a policy level but frontline staff need to display this attitude too. A client said to me as tears swelled in his eyes due to endless frustration with the welfare system and its staff, 'I wish they would stop judging me'. Undoubtedly not the intention of the government, nonetheless, it is these constant interactions service users have that shape their perception of how their own government perceives them.

Overcoming stigmas and creating a more socially inclusive

community is no easy task, however, as with any change, it all begins with small steps. On a day to day individual level maybe it starts with being mindful of the words we use to describe people and situations, maybe it starts with engaging in a conversation with the stranger in the queue at the supermarket, maybe it starts with a simple smile as you pass your neighbour on your daily walk. The smallest of acts begin to break down barriers and allow the humanity to be seen. If we as members of our community do not act with inclusivity in mind in our daily lives it does not matter what policies the government implements; they will be bound to fail. It is the fabric of personal actions and interactions within our community that holds the power for inclusive growth and positive change. Let's hope that the new communities we are creating are more socially inclusive and shaped less by stigma – the benefits would be transformative for all.

See page 13 for footnotes.

Woden Community Service:
www.wcs.org.au



The Human Economy: Benefits & dangers

By Bruce Moore, Committee Member, Diversity ACT Community Services

The notion of the 'human economy' is relatively recent, and predicts how economies will develop in the next few decades. This predictive model builds on the actualities of the past, noting moments of significant economic shift, such as the agrarian revolution, the industrial revolution, and the 'knowledge economy'. As the technological developments of the past half century reach a climax in the widespread use of robotics, and eventually artificial intelligence, there will be increased emphasis on the economic value of non-machine-like and uniquely human qualities summed up in terms such as 'creativity, passion, character, and collaborative spirit'.¹ For these reasons, 'creative economy' is sometimes used as a synonym for 'human economy'.

When put in that way, this certainly appears to be a positively progressive view of economic development and change. And it would suggest new and exciting possibilities for the communities served by the members of an organisation such as ACTCOSS.

The economic contribution of the LGBTIQ community, for example, is often described with reference to the 'pink dollar', and the wider community is perhaps most aware of it in public events such as the Mardi Gras in Sydney, or here in Canberra with the SpringOut Pride Festival. It is of course much more diffuse and far-reaching, but there is no doubt that the community's strengths feed naturally into an economy in which the keywords are 'creative' and 'human'.

The political disruptions of the past year (Brexit, Trumpism, the resurgence of Hansonism), however, have been a startling warning that economic change always brings costs as well as rewards. The changes to industry in the north of England and in the rust belt States of America dislocated and broke communities, and stripped them of their traditional notions of worth. There is now, at least, a realisation of the human cost of economic change. In Australia, we were largely cushioned from the effects of the GFC, and our economy has seen positive growth for an extraordinarily long time. But many

blue-collar communities are feeling the effects of economic change.

The ACT may not have been greatly affected by changes in industry, but the next round of economic changes is likely to radically affect the non-industrial sector, particularly the public service sector. We can all grasp the way robots are used in industry, but we find it difficult to imagine their role in non-physical contexts. Yet a recent UK report suggests that in some parts of the public service up to 90% of jobs can be performed by robots. There will be dramatic changes in the structure of the workforce, and even if this is part of the shift towards the 'human economy', there will be human costs, and, as usual, these costs will fall disproportionately on those parts of society least able to bear them.

And, crucially, there are some disturbing processes at work in the ways these economic changes are being used politically. There is no necessary or inevitable nexus between economic change and social change, but they have become inextricably linked in present debates.

It is not surprising that there is much talk of re-industrialisation, for there is nostalgic capital in suggesting that a vanishing world may be reinvented. But this economic argument has become blurred with arguments about social change, especially in the attempts to find targets of blame among the social changes that developed in parallel with the economic changes over the past fifty or so years. Thus the attacks on migrants, on multiculturalism, on reproductive rights, on marriage equality, and so on, and a resurgence of hate speech. The industrial past, the argument goes, can be created only by stripping back economic and technological change; a necessary part of this, so the argument continues, is that social reforms must be stripped back too.

What is going on is especially worrying to the LGBTIQ community. The past fifty years have seen extraordinary shifts in community attitudes towards the gay and lesbian community, and the power and momentum of the present marriage equality

movement would have been inconceivable even fifteen years ago. While homophobia generally receives public denunciation, we have also seen that it can be subtly legitimised and sanctioned by making it one side of a so-called 'civilised' debate about marriage equality, just as racism can be disguised as nationalism.

If we had any doubts that racism and homophobia are bedfellows, those doubts were truly dashed when the cartoonist Larry Pickering stated at a meeting of the right-wing Q Society in Sydney on 9 February 2017, 'Let's be honest, I can't stand Muslims', and added, 'They are not all bad, they do chuck pillow-biters off buildings'.²

Minority groups have always been the targets for the fears and anxieties occasioned by economic and social change. In the present context, we need to be extra vigilant about economic anxieties being used as tools for the social aspects of regressive political and ideological agendas.

In the debate surrounding the marriage equality plebiscite there were expressed, quite rightly, fears about the effects of hate speech on young gays. There is also, of course, a large older group whose early years were in a time of State-sanctioned homophobia. This older group often does not have access to the supportive social networks made available to gays of a later generation. But all the LGBTIQ community is threatened in various ways

by right-wing agendas that seek to wind back progressive social policy.

All are now alert to the plight of workers who suffer as a result of economic restructuring. But we must be alert to the ideological manipulation of that suffering in order to peddle regressive social policy. If the 'human economy' is at core about inclusion, let us be sure that all are included. We can push for this at the level of public debate, but we also need to strengthen our work at the grassroots level of local community engagement and outreach. By such means perhaps we can attain an economy that is truly 'human' and 'creative'.

See page 13 for footnotes.

Diversity ACT Community Services:
www.diversityact.org.au



DiversityACT
COMMUNITY SERVICES



Save the date!

Post-Budget Forum for the ACT Community Sector

Save the date for ACTCOSS' annual Post-Budget Forum. At the forum you'll hear from ACT MLAs about the Budget & you'll receive ACTCOSS' analysis of the Budget against the priorities recommended in our 2017-18 ACT Budget submission.

Stay tuned to our Weekly Community Sector eNotices and member emails for more information and your chance to RSVP.

www.actcoss.org.au

Social inclusion: What can the community sector do?

By Lee-Ann Akauola, ACTCOSS Committee Member, & Finance Manager for 5 years in an NFP organisation

Social inclusion is one of those phrases heard quite a bit in the community sector. In simplistic terms it makes sense. The more people who are active in the community, the better the community will be. After all, 'many hands make light work'.

There are already many articles about how important it is for social inclusion but it still appears (in many communities) to be a utopian dream. But what is it?

The definition put forward by the now defunct Australian Social Inclusion Board defines social inclusion as:

having the resources, opportunities and capabilities to:

- Learn (e.g. participate in education and training);
- Work (e.g. participate in employment, unpaid or voluntary work including family and carer responsibilities);
- Engage (e.g. connect with people, use local services and participate in local, cultural, civic and recreational activities); and
- Have a voice (influence decisions that affect them).¹

The above definition is empowering. It doesn't rely on governments or someone else to implement social inclusion policies. The community sector can and does play a role in this area.

The community sector is able to provide opportunities to:

Learn – to provide learning opportunities to educate individuals and organisations how to communicate and work more efficiently and effectively with workshops for cultural awareness, effective communication, etc.

Work – to engage staff with lived experiences as a volunteer or paid.

Engage – to connect people through events such as Neighbour Day and services that link people to multiple organisations to assist them in meeting their complex needs, engaging people in forum discussions about changes in their communities.

Have a voice – to provide services such as mediation, counselling and referral services to ensure that people have the tools to make their voices heard and the memberships of peak bodies with active engagement from their memberships.

However, for there to be a significant influence in the development of a community, social inclusion needs to be organised, planned and more than a 'token' effort. It is dependent on the **willing participation** of the individual, organisation and the community as a whole. It is also equally dependent on the **genuine acceptance** of the outcomes of this participation.

So while the community sector does provide vital services to make

social inclusion possible, there is still more needed to be done to provide a holistic approach where the community sector is working together towards a common goal. We have to be willing participants in the journey together and be willing to accept that maybe our services are not as unique as we would like them to be and we have to evolve and grow to meet the needs of the ever changing environment we are in. The government has provided some 'push' in this direction with the use of words such as 'collaboration', 'partnerships', 'innovative service delivery' and 'consortiums' within tender documentation in an effort to bring the sector closer.

So what can the community sector do to enhance social inclusion?

Learn – about each organisation's strengths and weaknesses. Educate ourselves on how we can do things better when we share our knowledge.

Work – together on projects where our varied strengths are capitalised and our weaknesses are minimised.

Engage – the communities in the development of the services they need and not just develop the services we think they need.

Have a voice – combine our voices at the government tables or develop one clear message to the government and philanthropic services on multiple occasions.

But as stated above we need to be willing participants in this process and not competing against each other for the ever shrinking funding pool. We need to be able to accept the outcomes of this collaboration, even if that means that we need to change our service delivery to be different from others.

Summary

Social inclusion is when individuals have the resources, opportunities and capabilities

to learn, work, engage and have their voices heard. The community sector plays a role in empowering people and creating the opportunities for social inclusion.

Organisations and individuals must work together openly to learn about their needs, develop their strengths and address weaknesses.

The community sector needs to accept that what we propose may not be what the community needs. We need to engage

the community to develop services that address what the community's priorities are, NOT what we think they should be.

The community sector must develop strategies of effective communication both for the individual and themselves to speak out and let their opinions be heard to address their needs and to provide effective and efficient services.

See page 13 for footnotes.

Let's make Canberra an exploitation free city

By UnionsACT

Over 70% of young workers will experience harassment, bullying or discrimination. Over 90% of temporary migrant visa workers will experience unsafe working conditions or underpayments. Over 60% of the people impacted by Sunday penalty rate cuts will be women.

Research by the Fair Work Ombudsman, unions and recent independent inquiries into insecure work, show that many businesses have exploitation, wage-theft and lawlessness built into their business models. This is not something that only happens overseas or in other cities.

The balance between corporate power and a decent society is out of whack. Major multinationals and the very rich have become too powerful, and this has happened so quickly that our laws have not kept pace. Whether it is zero-hour casual shifts in retail, cash-in-hand at cafes, cash-back scams at 7-Eleven, or wage cuts from penalty rates reductions, there are real human costs of insecure work and exploitation. And it is happening all over Canberra.

Low wages, precarious and insecure jobs, and unsafe conditions. This is a daily reality for tens of thousands of people in our city.

Over 50,000 people will face a wage cut that they can't afford and don't deserve if Sunday penalty rates are reduced. Even more will face real wage cuts as the penalty rates reductions flow from the Award (the minimum safety net) to enterprise agreements.

Work is an important determinant of how citizens and people are integrated and engaged in society. Decent jobs and work conditions, and higher wages improve social inclusion by improving living standards for working people, their families and communities.

Wage-theft and exploitation actively inhibits the full involvement of people in our society, and impacts those people already experiencing disadvantage, low incomes and discrimination. Australia is a nation (and Canberra is a city) where there should be no 'working poor'. The idea – let alone the reality – of people with full-time hours struggling to stay above the poverty line is morally repugnant. We must be better than this.

That's why in 2017, UnionsACT will be launching the 'Exploitation Free CBR' campaign. Our campaign will highlight the widespread and immoral practice of wage-theft, exploitation and unsafe working conditions in our city.

We will be asking the ACT Government to declare Canberra an 'Exploitation Free City', to introduce laws that will secure decent wages and penalty rates, and provide more protections for vulnerable migrant visa workers.

And we will be taking our message to local neighbourhoods, to ask members of the community to campaign to make their suburb 'Exploitation Free'.

Making your neighbourhood Exploitation Free in practice means supporting businesses that do the right thing. It also means doing the right thing if you employ people – paying decent wages, ensuring safe working conditions, and reducing insecure work.

Although large corporations have buckets of money to get their way, everyday people have strength

in numbers. Unions in Canberra are leading a movement that will rewrite the rules to bring back balance. We want to unite working people with community groups and civil society organisations to keep corporate power in check and protect living standards for everyone in our society.

We need you to join with us. Visit www.weareunioncbr.org.au/exploitationfree

UnionsACT: www.unionsact.org.au



A shorter working week: Why it works & benefits all

By Liam Lilly, Executive Officer, SEE-Change

A shorter working week can open avenues for social inclusion by redistributing work hours, and help us reimagine how the economy can work for us.

In 1930 John Maynard Keynes predicted that in 100 years all economic problems would be solved; inhumane work would be done by machines, and we would have liberation from wage slavery. As new technologies replaced menial labour, time was meant to become available to pursue meaningful work, intrinsic values, and leisure.

We certainly have been inundated with new technologies since 1930, along with greater and greater efficiency on existing technologies, but work is still consuming the major proportion of our everyday lives. Australia currently has one the highest average full-time working

weeks in the world. Almost 1/3 of Australians employed on a full-time basis currently work more than 50 hours a week, and that's just paid hours, with approximately 10% more of their time at work being unpaid overtime. And work doesn't always stop when we get home. The lines have now blurred between work hours and leisure time.

So what happened? Why haven't we been delivered Keynes' utopian vision of the future? The short answer is our addiction to growth. When gains are made in economic efficiency there are subsequent choices to be made. Are the available hours to be redistributed, or are jobs to be cut? Then, do we produce the same amount with less work, or do we produce more on the same amount of work?

The choice that our society has made is clear. Machines have become the vehicle of more. We chose, or were force-fed, consumption. We chose to produce more instead of work less. As Tyler Durden from Fight Club once said, 'Advertising has us chasing cars and clothes, working jobs we hate so we can buy (things) we don't need.' The fortunate and privileged among us in Canberra would know this. We have the highest average disposable income in Australia, which is mostly spent on consumer goods, leaving us with the highest ecological footprint in Australia.

Not only does greater consumption lead to more work, but in a positive-feedback loop some of us are unable to escape, excessive work leads us to rely on consumption. Some of us

work so much that we are led to consumption out of convenience and necessity. If we don't have time to make it, we buy it; no time to cook, we get take-out; no time to repair things, we get new things; no time to walk, we drive.

Work can help to provide meaning, build skills, and give us a sense of pride. Work is valuable to us; but only up to a certain extent. Overwork has led to increased incidents of work related stress, sleep problems, and anxiety. Furthermore, it affects our relationships, with many reporting struggles to find a work-life balance, leading to family and community issues. It seems as though we are working for the economy, instead of it working for us.

Shorter working weeks, such as a 30 hour week spread over a four day week, or six-hour working days, have been trialled, and implemented, in various cities and businesses around the world. As you would expect, feedback from workers is positive. Maybe less expected is that feedback from business has also been positive, even in cases where salaries remained as they were on longer working hours. Employees who have been fortunate enough to shift to shorter working weeks have reported a far greater work-life balance, resulting in greater happiness, better health, and improved wellbeing. Employers report that workers are more productive hour for hour on a shorter week, resulting in less time wasted and greater efficiency. They also reported reduced absenteeism through

less sick leave and less stress leave, along with a reduced turnover rate. Better treatment of workers is good for business.

A shorter working week would also benefit society as a whole. Through the creation of time we can demonetise, build resilience, rediscover skills, and lower our ecological footprints. 20% less time at work gives us more time to enjoy life, build social capital, and to be of service to others and to the world. A true democracy could also be created. More time to participate is a key ingredient in creating stronger participatory democracies.

The benefits also extend to those looking for work, of which there are 750,000 such people in Australia. Whilst some people are working way too hard, others can't even find a job. A redistribution of hours would lead to benefits on both sides, and a more socially inclusive, equal society.

Not only would a shorter working week redistribute work but it would also redistribute unpaid work. As it currently operates, our economy could not survive without the countless hours of unpaid work by stay at home parents and carers, the overwhelming majority of which are women. The pressures on those who provide full-time care would ease as partners, family, and friends with full-time work had more time available to help. This would also provide a solid start to closing our 17% gender pay gap as more female carers are able to pursue paid employment.

A solid argument is that some people on low wages need to work more hours to pay off debt, or just to get by, and that a reduction in hours would not be fair. There are many other issues which play into this, but the answer to low pay is not to subject people to long working hours just to survive. With productivity growth outstripping wage growth in Australia workers are receiving a shrinking share of revenue. The ten richest Australians currently earn as much as the poorest four million, and the richest 20% of Australians consume 86% of goods.

A reappraisal of full-time working hours would allow for an overall rethink of our work environment, with a new emphasis on results, creativity, flexibility, and wellbeing rather than money, profit, and hours spent in the office. Employers should investigate further ways to support their employees' lives outside of work.

A shorter working week is a small step towards much needed economic reform, and would help to reiterate that the economy is a subsystem of the whole. We need to free people to do beautiful work, or create beautiful work for people to do. Money doesn't serve as a motivator for creativity, in fact, we do our best work when money is taken out of the picture; a timely reminder that what matters most to us is intrinsic.

SEE-Change:

www.see-change.org.au



ACTCOSS staff welcome & farewell

Farewell...



Joel Anderson
Policy Officer

The ACTCOSS staff team farewelled Joel Anderson who worked in the policy team supporting us in a crucial period in our Budget preparation and post-election advocacy work. Joel has been a valued member of our team and we wish him well in his new endeavours.



Sue Fattore
Learning & Development
Support Officer

The ACTCOSS staff team farewelled Sue Fattore. Sue worked in the capability team supporting our Ready4 work and our peak body funded learning and development program. We'd like to thank Sue for her contributions to ACTCOSS and we wish her all the best.

Welcome back...



Kim Peters
Gulanga Program Officer

Kim has returned to work at the Gulanga Program after time off for caring responsibilities. We are enjoying Kim's return as she engages with the local Nannies group, supports Aboriginal and/or Torres Strait Islander community sector workers and organisations, and helps develop resources and organise training improve cultural awareness and competence.

Welcome...



Eliza Moloney
Policy Officer

Eliza joined ACTCOSS in January 2017 as a Policy Officer within the policy team. She will be working on homelessness, justice, education, young people, out of home care, and issues affecting women and girls.

Eliza has a research background, particularly on issues related to gender, women's rights, and human rights. She has an Honours degree in International Relations, and a Bachelor's degree in Political Science and International Relations. She previously worked in Thailand at the UN Women Regional Office for Asia and the Pacific, and the Karen Human Rights Group.



Hal Judge
Policy Officer

Hal Judge has taken on a short term role in the policy team, where he'll be working on city planning, transport, housing and disability. Hal will be well known to a number of members through his long association with ACTCOSS and the ACT community sector.

Hal brings experience in senior program management roles in Federal Government, developing and delivering training, professional/creative writing and international development work in Indonesia (humanitarian training), Cambodia (de-mining strategy) and the Philippines (disability cooperatives). He is currently studying Masters in International Development.

Learning & development calendar

Training / Forum	Date / Time	Cost: Member / Non-member / Corp. or Govt.
Reconciliation		
Strategic Indigenous Awareness – To Understand Our Present We Must Understand Our Past Facilitated by Grant Sarra Consultancy Services	29 or 31 May 2017 9.30am-4.30pm	\$270 / \$300 / \$330 (incl. GST)
Aboriginal Cultural Awareness Training Facilitated by Julie Moore, Koorimunication	8 Jun 2017 or 5 Oct 2017 9.30am-4.30pm	\$270 / \$300 / \$330 (incl. GST)
Reconciliation Peer Network Facilitated by ACTCOSS	15 Jun 2017 10am-11.30am	Free
Working and Walking Together – Aboriginal and Torres Strait Islander Cultural Competency Training Facilitated by SNAICC	9-10 Aug 2017 9.00am-4.30pm	\$760 / \$810 / \$860 (incl. GST)
Recognising and Responding to Trauma – Aboriginal and/or Torres Strait Islander Children and Families Facilitated by SNAICC	15-16 Nov 2017 9.00am-4.30pm	\$720 / \$770 / \$820 (incl. GST)
Emerging Leaders Development Program		
Developing Teams Facilitated by ACTCOSS	27 Apr 2017 9.30am-12pm	\$90 / \$125 / \$150 (incl. GST)
Managing Performance Facilitated by ACTCOSS	27 Apr 2017 1pm-4pm	\$90 / \$125 / \$150 (incl. GST)
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Facilitation Skills Facilitated by YellowEdge	20 Jun 2017 9.30am-4.30pm	\$180 / \$250 / \$300 (incl. GST)
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Improving Quality and Impact of Services		
Developing Quality and Continuous Improvement Facilitated by ACTCOSS	14 Jun 2017 9.30am-12.30pm	\$90 / \$125 / \$150 (incl. GST)
Financial Acumen Facilitated by the ACT Human Services Registrar of the Quality, Complaints and Regulation branch of Community Services Directorate	16 Jun 2017 9.30am-12.30pm	Free

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Article footnotes

Economic diversification, social inclusion and the community sector, pp.2-3

1. P Smyth, 'Social investment, inclusive growth and the Australian way', in P Smyth & J Buchanan (eds), *Inclusive growth in Australia: social policy as economic investment*, Allen & Unwin, Sydney, 2013, p.27.
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6. ACT Government, *The social compact: a relationship framework between the ACT Government and community sector*, ACT Government, Canberra, 2012, p.5.
7. Joint Community Government Reference Group (JCGRG), *ACT Community Services Industry Strategy 2016-2026*, JCGRG, Canberra, July 2016, pp.27-8.
8. P Smyth, 2016, *op. cit.*, p.31.
9. See, for example, C Alexander, 'The third sector', in K Hart, J-L Laville & A David Cattani (eds), *The human economy: a citizen's guide*, Polity Press, Cambridge UK, 2011, pp. 213-24; S Goodwin & R Phillips, 'The marketisation of human services and the expansion of the not-for-profit sector', in G Meagher & S Goodwin (eds), *Markets, rights and power in Australian social policy*, Sydney University Press, Sydney, 2015, pp.97-114.
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The Human Economy: Benefits & dangers, pp.5-6

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2. *Sydney Morning Herald*, 11 February 2017, p. 6.

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1. Social Inclusion in Australia, *How Australia is faring*, 2nd Edition, Australian Social Inclusion Board / Department of the Prime Minister and Cabinet, 2012, <<http://library.bsl.org.au/jspui/bitstream/1/3170/1/Social%20inclusion%20in%20Australia%20how%20Australia%20is%20faring2012.pdf>>.

Next issue:

Update Issue 80, Winter 2017 edition

What is the impact of white privilege in Canberra?

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The ACT Council of Social Service Inc. (ACTCOSS) is the peak representative body for people living with low incomes or disadvantage, and not-for-profit community organisations in the Australian Capital Territory.

ACTCOSS acknowledges Canberra has been built on the land of the Ngunnawal people. We pay respects to their Elders and recognise the strength and resilience of Aboriginal and Torres Strait Islander peoples. We celebrate Aboriginal and Torres Strait Islander cultures and ongoing contributions to the ACT community.

ACTCOSS

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Update is a quarterly journal that provides an opportunity for issues relevant to ACTCOSS' membership to be discussed and for information to be shared. Views expressed are those of individual authors and do not necessarily reflect the policy views of ACTCOSS.