

Submission by a Worker – Inquiry Into the On-Demand Workforce in Victoria

Prepared by: *Don [redacted text]*

The prevalence and nature of on-demand work in Victoria

The Inquiry wants to understand the extent of and issues for the on-demand workforce. We welcome examples or case studies that illustrate the experience of individuals and the perspective of workers in the on-demand economy. The following questions are prompts for people working in the on-demand economy – you do not need to answer all of them or, if you prefer, you can say whatever you like at the end under ‘additional information’.

1. How frequently are you offered on-demand work in Victoria?

5 days in a week

2. How much on-demand work do you do each week?

5 days in a week

3. In what industries or regions do you work, when working for an on-demand business or platform?

Delivery/courier

4. Do you have another job and what kind of other job(s) do you have?

no

The legal status of on-demand workers

The status of workers in the on-demand economy is a fundamental issue that determines how regulatory frameworks apply to workers. The answer to this question impacts on the rights and obligations of workers, platforms, businesses, consumers and the community. It dictates where a person might go for help or advice if something goes wrong and what remedies might be available.

A fundamental question that the Inquiry must consider is whether and how regulators are able to resolve the question of whether the laws they are invested with enforcing on behalf of the community apply to these arrangements and the extent to which users and workers are able to understand their rights and obligations and seek assistance if something goes wrong. The Inquiry therefore seeks submissions about the following:

5. How were you recruited and engaged to perform work?

Via seek.com.au

6. Please outline how your work arrangements were put in place?

I work as a sub-contractor, the main contractor asked to register a PTY LTD company with my own work cover, marine insurance, and public liability. own diesel no fuel levy.

At the moment working on flat rate. but sooner going to be %on each item delivered. Even if a company I work as an employee without sick leave annual leave, superannuation, tax not paid. Most importantly no lunch break.

7. Did you discuss or negotiate the details of your work arrangement with the platform and/or the end user?

Do not get a chance to negotiate.

8. Do you decide how and where you work?

They decide the number of hours/pay and the area on a daily basis.

9. Are you free to provide the same services to more than one on-demand platform and/or client at the same time?

No, need to be committed to one contractor for the whole day they hire subcontractors for a whole day.

10. What do you do if you have a dispute or concern about your work? Where and from whom can you seek help in resolving disputes?

I don't know. May be fair work Australia

11. How is the quality of your work assessed? In what situations if any might you lose the right to obtain work via the platform?

Quality of the work is assessed on the basis of the number of deliveries I do a day.

The impact of on-demand work for workers, including vulnerable workers

The impact of on-demand work on workers is multi-dimensional and complex. In considering the question of 'impact' the Inquiry wants to hear about the experience of individual on-demand workers, but also seeks to understand the broader impact of the emergence of on-demand work on both the on-demand cohort, but also workers in 'traditional' arrangements.

12. What and how are you paid?

A flat rate regardless the number of deliveries or kilo meters.

13. Why do you engage in on-demand work?

Didn't get a good on going job

14. How often do you participate in on-demand work? Is on-demand work some, most or all of the paid work that you do? Do you also work outside of the on-demand economy?

Work on demand work on daily basis,
all the paid work I do is on demand.
Do not work outside.

15. Do you experience any differences when you work under on-demand arrangements or 'traditional' arrangements?

Yes. The work I do I need to pay my tax, no superannuation, technically no lunch break, need own work cover own insurance (public liability, marine). We are called contractors but no chance for negotiation on pay, no tender.

traditional arrangements- work 8 hours and be with family after that. Less headache tax paid, superannuation, work cover paid by the employer get enough break, overtime annual leave sick leave.

16. Are there any training or development opportunities made available to you when you work with an on-demand business or platform?

No

17. How do you raise issues or concerns about your workplace arrangements? Do you feel confident to do this?

Talk to the contractor is the only way to raise the issue. I don't feel confident because he can give one week notice period and get rid of the contract.

18. What happens when you are unable to work due to a physical or psychological injury, illness?

Take an unpaid leave.

19. How are workplace injuries addressed if you are injured?

Never happened in past however happened contractor is not responsible as no work cover for sub contractors.

20. Are you paid superannuation?

no

21. What tax do you pay and how do you ensure your tax liabilities are met?

I pay tax on my profit after my expenses. I keep a part of my weekly salary for tax on a weekly basis.

Additional Feedback