

AGREEMENT

BETWEEN THE SA UNIONS AND VOLUNTEERING SA

This document stands between the SA Unions and Volunteering SA as an agreement flowing from shared values about the nature of paid and unpaid work and the relationship between the two.

SA Unions and Volunteering SA represent people power in South Australia.

DEFINITIONS

What is paid work?

Paid work is any activity, whether manual or intellectual, whatever its nature or circumstances that is undertaken at the direction of any employer and is financially compensable.

What is volunteering?

Volunteering is an activity whereby individuals choose to willingly work without an expectation of remuneration to provide a service with a community focus.

PRINCIPLES TO BE APPLIED

Workers, whether paid or unpaid, are entitled to respect and dignity and to work in a social, economic and political climate in which neither is compromised by the other.

SA Unions respect the value of the volunteering sector to the community at large.

The volunteering sector respects the value of the union movement in the protection of the interests of paid workers.

Both parties agree that while a volunteer job may add value to a paid job, it should never replace one.

Both parties agree that there are circumstances in which it is valid for a volunteer job to become a paid job particularly in training and "welfare to work" arrangements but that it is not the purpose of volunteering to serve solely as a transition mechanism between unpaid and paid work.

Both parties agree that volunteering is a valid means of acquiring skills and knowledge that may enhance career development or employment prospects.

SHARED CORE VALUES

All paid workers have the right to work, to free choice of employment, to just and favourable conditions of work and protection against unemployment.

All paid workers, without any discrimination, have the right to equal pay for equal work.

All paid workers have the right to just and favourable remuneration.

All paid workers have the right to join trade unions for the protection of their interests.

Every woman, man and child has the right to associate freely and to volunteer regardless of their cultural and ethnic origin, religion, age, gender and physical, social and economic position. All people in the world should have the right to freely offer their time, talent and energy to others and to their communities through individual and collective action, without expectation of financial reward.

Paid workers and volunteers have the right to workplaces that are safe, secure, healthy and free of harassment, intimidation, violence and discrimination.

Paid workers and volunteers have the right to protection against unfair treatment by employers.

All employers have a responsibility to engage in legal and ethical conduct and environmentally sustainable practices at all times with employees, volunteers, stakeholders and the community.

Paid workers and volunteers should be consulted and informed about issues affecting their work.

SA UNIONS AND VSA ARE COMMITTED TO:

Working together to ensure that the rights and legitimate expectations of paid workers and volunteers are upheld and promoted.

Working to eliminate employment-based exploitation whether of paid workers or volunteers.

Contributing to transparency and accountability in the relationships between the unions and the volunteer sector.

Ensuring that within their appropriate spheres of influence volunteerism and paid work are complementary to each other.

Engaging regularly in dialogue with each other to monitor the implementation of this agreement and to review its terms.

Cooperative action and shared resources in the event that activities need to be undertaken to further this agreement.

Volunteering SA and SA Unions will seek to uphold the values and principles of this agreement and fulfill their respective commitments. However, both parties acknowledge that this agreement is not legally binding.

This agreement does not cover Community Service Order workers or those on trial work or work experience programs.

Signed

Secretary

On Behalf of SA Unions



SA UNIONS

Signed

Chief Executive Officer

On Behalf of Volunteering SA

