

# ACTU Indigenous Action Plan 2011-2013

(as developed by ACTU Indigenous Conference 2011 and Committee)

## Preamble

The November ACTU executive resolution instructed the Aboriginal and Torres Strait Islander Committee to develop an action plan focused broadly on employment and social justice issues including the Northern Territory Emergency Response.

This action plan highlights activities for the ACTU, affiliates and TLCs in the four priority areas.

In conjunction with the following research, policy and industrial activities the ACTU will develop a comprehensive organising and communications campaign plan for Aboriginal and Torres Strait Islander workers.

## Northern Territory Emergency Response (The 'Intervention')

### Objective

*Campaign to ensure that decisions made by governments in relation to Aboriginal people in the NT are consistent with Australia's human rights obligations*

### Actions

- Lobby Governments to ensure the immediate removal of the 'shame signs' at the entrances to the 72 prescribed communities
- Ensure the full implementation of non-compulsory income management including information sharing with communities affected
- Conduct research in to the impact of NTER, COAG and Local Government reforms on Aboriginal self determination/community control
- Increase the number of Aboriginal and Torres Strait Islander members in the Northern Territory by working with appropriate affiliates to develop and implement a recruitment and organising campaign
- Determine a strategy to enable the payment of union dues for Aboriginal workers in the 72 prescribed communities under the NTER.

## Employment (including CDEP) / Decent Work

### Objective

*CDEP –Community Development Employment Projects are reformed to a program that better reflects the needs, realities and employment rights of Indigenous workers*

### Actions

- Convene expert panel on CDEP to develop an alternative employment model to reform CDEP and present to government
- Continue dialogue with Ministers Macklin and Arbib around CDEP
- Investigate if CDEP workers –
  - At the conclusion of the scheme have received all Commonwealth monies to which they are entitled from host employers; and
  - Have been in a legal employment relationship for some or all of their CDEP relationship and have accrued any entitlements eg leave which have not been paid
- Continue to monitor and document the experience of CDEP workers (relevant unions to enforce conditions through appropriate mechanisms where exploitation is occurring)

### Objective

*Decent work –Aboriginal and Torres Strait Islander people are employed in decent jobs, with rights at work, proper social protections and proper social dialogue*

### Actions

- Develop a bargaining guide and hold consultations with individual unions and/or groups of relevant unions to map upcoming bargaining and bargaining cycles and the potential for inclusion of Indigenous claims in union agreements
- Develop a guide for affiliates about possible use of Indigenous employment schemes to engage Indigenous people in work at unions/TLCs
- Explore opportunities under the Low Paid Bargaining stream
- Explore, identify and promote opportunities to implement the principles of the ILOs 'decent work' campaign in Indigenous communities and with employers
- Explore, identify, promote and enhance employment opportunities and protections for people working on country
- Promote employment and economic development opportunities arising from government action on Climate change, including opportunities from the carbon farming initiative
- Work with employers and training providers to develop and implement pre-employment training
- Procurement – mapping application of the Federal and State Government procurement policy; monitor the enforcement of the procurement policy and document outcomes both positive and negative in conjunction with relevant ACTU staff

## Social Justice

### Objective

*Campaign to ensure the exercise and enjoyment of human rights by Aboriginal and Torres Strait Islander peoples by promoting self-determination, empowerment and representation*

### Actions

- Prepare a paper on ILO169 – Indigenous and Tribal Peoples Convention and develop position
- Consolidate research into stolen wages and work in partnership with organisations to prosecute the campaign
- Engage in the policy debate and work with affiliates to develop a joint union position on the constitutional reform
- Conduct research and prepare positions as necessary to participate in the National Congress of Australia's First Peoples
- Commit to continuing a dialogue with Aboriginal communities through regular delegations to Aboriginal communities to consult on worker and human rights

## Land Rights

### Objective

*Ensure the protection of Aboriginal and Torres Strait Islander Land Rights*

### Actions

- Develop strategies in conjunction with appropriate affiliates and community organisations to stop the gazettal of Aboriginal land for the purposes of creating a nuclear waste dump, including Muckaty Station in the Northern Territory
- Develop strategies in conjunction with appropriate affiliates and community organisations to stop the acquisition of Aboriginal land without appropriate community consultation and consent
- Consolidate research on State and Federal Cultural Heritage Legislation; develop quick guides/factsheets to assist unions/members working in cultural heritage; partner with relevant stakeholders