

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

Parliament House

Canberra ACT 2600

Australia

## Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I am a permanent employee, working as a Coordinator, currently earning around \$24 per hour.

I was born in Australia a year after my family migrated here, growing up learning the value of hard work but also the dignity of it.

I recently took a break from my final year studying a Bachelor of Education and am working in a NFP organisation, to gain some diverse experience before getting into teaching. I'm saving to pay off my accumulated University debt and hopefully a home loan. Living interstate from home for this job, I have come to value my earnings even more, and try to stick to a reasonable budget.

If penalty rates were abolished the value of my time and worth as a citizen of this country is being diminished. For me and all my working community, this is an injustice.

It takes away my value of having time for my family, friends and self which I sometimes sacrifice, to earn money for my living and to keep businesses in business.

My weekends are important to me because they provide time that I don't have during the week, to do the things I need (not just want) to do. My sporting commitments are on the weekend and I can spend time with my family and friends. If I need to work during this period, I'd like to expect my time to be valued by my employer as much as I value it.

I strongly urge the committee to keep penalty rates as they uphold my dignity as a person who has the right to time off from my life as a worker. A valued person as well as a valued worker.

Submitted by

Gerard D'souza

Friday 14th of September 2012