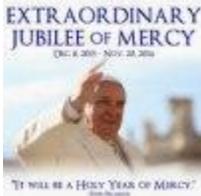


ACSJC Monthly Briefing December 2015 No 174



From the Secretariat December 2015

Dear friends

The beginning of December falls in the first few days of Advent and sees the dawning of a new Liturgical Year.

This year, as we come into December, we will see the start of a great initiative of Pope Francis: the beginning of the Year of Mercy, to be marked by opening of the Holy Door of St Peter's Basilica in Rome by Pope Francis himself on 8 December 2015 – the 50th anniversary of the closing of the Second Vatican Council.

This act will be echoed around the world, including in Australia, as many churches and cathedrals open their doors as a symbol of the Church's mission of mercy and welcome to every human. This worldwide act reminds us that we are members of a Church that is opened to the world in the ministry of bringing hope where there is despair, peace to situations of intractable conflict and the love of Christ to all people of the world. We see this in the words of Pope Francis in March this year when he announced the Year of Mercy:

'The call of Jesus pushes each of us never to stop at the surface of things, especially when we are dealing with a person. We are called to look beyond, to focus on the heart to see how much generosity everyone is capable. No one can be excluded from the mercy of God; everyone knows the way to access it and the Church is *the house that welcomes all and refuses no one*. Its doors remain wide open, so that those who are touched by grace can find the certainty of forgiveness. The greater the sin, so much the greater must be the love that the Church expresses toward those who convert.

'Dear brothers and sisters, I have often thought about how the Church might make clear its mission of being a witness to mercy. It is journey that begins with a spiritual conversion. For this reason, I have decided to call an *extraordinary Jubilee* that is to have the mercy of God at its centre. It shall be a Holy Year of Mercy. We want to live this Year in the light of the Lord's words: "Be merciful, just as your Father is merciful. (cf. Lk 6:36)"' [\[Link\]](#)

Yet we cannot but remember how desperately this message of comfort and reconciliation is needed at this time. The memory is still fresh in our minds of the cruelty and contempt for life that was shown in Paris as separate acts of mass murder brought that city to a standstill and flooded the world with grief and terror. And it does not for a moment make that shock and fear any the less when we remember that such atrocious acts are all too familiar in other parts of the world: Pakistan, Iraq, Syria, Lebanon and many African communities.

Responding to the Paris attacks, the President of the Australian Catholic Bishops Conference, Archbishop Denis Hart, evoked many of the perspectives of the Year of Mercy when he said:

'Our shock and sadness draws us close to the victims and their families. As we mourn for them and their loved ones, we must affirm that feelings of grief and compassion are a sign of a fundamental goodness in humanity that cannot be defeated by evil ... It is love and not hate that will defeat extremism.

'We pray for the victims of these atrocities in Paris.

'We pray for the millions of Syrian and Iraqi refugees fleeing similar atrocities by Islamic State against Christian and other minorities.

'Here in Australia, we pray for a continued national resolve to assist refugees fleeing this violence and oppression. We pray for unity among all cultures of our diverse Australian community, and call for a special concern to ensure that Australians of Middle Eastern background and Muslims are not subject to intimidation or [vilification](#) as a result of these tragic world events.

The first Christmas was a great – a cosmic – act of mercy and solidarity as God himself came to earth to share our lives, our joys and our griefs. Only a few decades later his human life came to an end as he joined the millions upon millions who were shown no mercy, who were put to death for only one reason: that they were who they were.

So the Year of Mercy can come as a great act of consolation to us and a message of undying hope. The Prophet Isaiah brought us the spirit of that hope in some of the most consoling and inspired words of Scripture that will be read at Midnight Mass this Christmas:

The people who walked in darkness
have seen a great light;
those who lived in a land of deep darkness –
on them light has shined ...

For a child has been born for us,
a son given to us;
authority rests upon his shoulders;
and he is named
Wonderful Counsellor, Mighty God,
Everlasting Father, Prince of Peace.
His authority shall grow continually,
and there shall be endless peace
for the throne of David and his kingdom.
He will establish and uphold it
with justice and with righteousness
from this time onward and forevermore.
(Isaiah 9:1, 5–6)

On behalf of the Australian Catholic Social Justice Council and its staff, I would like to thank you for your support throughout the year and for your work for justice inspired by the promise of a better future. We wish you all the joys and blessings of the season of Christmas and the New Year. A happy and holy Christmas to you and your loved ones.

John Ferguson



Current Issues/Resources December 2015

GIVE THE JOY OF A GLOBAL GIFT

This Christmas, send a message to those you love, and give a gift to those in need.

When you choose a Caritas Australia Global Gift this year, you are bringing a moment of joy and helping create a lifetime of change for some of the world's most vulnerable people. Each Global Gift represents one of the most important areas of their work – from responding to emergency situations with food and water to supporting education programs and training farmers in new agricultural techniques. Find out about [Global Gifts here](#).

ASYLUM SEEKER RESOURCE CENTRE (ASRC) CHRISTMAS APPEAL

This is one of the hardest years the ASRC has ever seen. In their 14 year history they've never experienced a more challenging period – with our elected leaders intentionally punishing people through widespread attacks on the rights of people seeking asylum, resulting in a 500% increase in demand for our services. Every person seeking asylum has a story – of seeking safety, escaping war, torture, persecution, but also of resilience, courage and tenacity in overcoming the obstacles they face. It's these stories that inspire ASRC to keep fighting the good fight, working with the community to protect the rights of people seeking asylum and ensure that their basic needs are met. [Donate to their appeal](#).

CATHOLIC ALLIANCE FOR PEOPLE SEEKING ASYLUM (CAPSA) PETITION

Australia's treatment of people seeking asylum ought to reflect our collective values of solidarity, compassion, respect for human dignity, and our desire to do good. Detaining people seeking safety on Nauru and Manus Island does harm. We CAN do better. Let's tell our politicians today we want better treatment of people in need, and policies that reflect our common values. [Click here](#) to sign the CAPSA petition - it takes just 28 seconds to add your voice to growing calls for change.

NEW BOOK: 'SETTLING CHILDREN AND YOUTH FROM REFUGEE BACKGROUNDS'

This book has been written at a time when as many children are on the move as forced migrants as at any time in human history. Rather than focus on how children seek protection, this book is about what happens afterwards. Essays by distinguished professionals in the field examine the law, policy and practice governing how refugee children are admitted and 'settled' into Australian society. The centrepiece of the work, however, are essays on what can and should be done to support and assist young refugees after they enter Australia. The core premise is that settlement matters. Good settlement experiences can facilitate healing, reduce traumas associated with transition into a new society and create a solid foundation for growth and development into productive adulthood. Editor: Mary Crock. [Purchase the book here](#). Price \$49.95.

NEW BOOK: JOY AND HOPE, PILGRIM, PRIEST AND BISHOP: PAT POWER

This book is a collection of homilies, occasional addresses, newspaper opinion pieces, letters and personal reflections. They cover a wide range of topics, and always with an openness and humble respect. When Pat was appointed bishop in 1986, he says, 'many of the people closest to me told me

not to turn away from being my real self. That advice in some ways was easy enough to adopt because I was in my home diocese, and, surrounded by family and good friends, there were plenty of people to remind me of my humble origins if I became too big for my boots.’ Pat Power sees himself as part of the pilgrim church, ‘a people on the move, with a sense of adventure, supporting and encouraging one another, sometimes getting a bit lost or bloodied, sometimes questioning the path they have taken, but ultimately believing that Jesus is the way, the truth and the life.’ The book is available from David Lovell Publishing for RRP \$24.95. Contact by phone 03 9859 0000 or [email](#).

MEDIA RELEASE: CATHOLIC CHURCH GUIDELINES ON RESPONSE TO CLAIMS OF ABUSE

The Catholic Church’s Truth Justice and Healing Council have released guidelines for how Church authorities should respond when claims of child sexual abuse are made against them. The guidelines, which have been endorsed by the Church leadership, will come into effect from 1 January 2016 and are designed to promote justice and consistency in the way the Church handles child sexual abuse claims and conduct litigation when taken to court. The CEO of the Truth Justice and Healing Council, Francis Sullivan, said the community expects the Catholic Church to have a compassionate and consistent approach towards survivors of child sexual abuse, including when they take legal action. ‘These guidelines provide a framework for Church authorities to do the right thing in court and ease the trauma of litigation for survivors,’ he said. Read the [media release](#).

GLOBAL CATHOLIC CLIMATE MOVEMENT PETITION

Climate change has emerged as the moral issue of our age. Rising sea levels, drought, and other forms of extreme weather, point to the urgency of the impact of climate change on the earth and human communities. Most distressing is that overwhelming scientific consensus asserts that climate change is caused by human actions and that those least responsible for climate change—the poor and the earth itself—are suffering the most. Pope Francis has called us repeatedly to address this ecological crisis. At the White House in September he stated, ‘Climate change is a problem which can no longer be left to a future generation. When it comes to the care of our “common home,” we are living at a critical moment in history.’ You can sign the [Global Catholic Climate Movement Petition](#).

FAIRTRADE AND THE SUSTAINABLE DEVELOPMENT GOALS

Since the Sustainable Development Goals were adopted in September, sustainability leaders and influencers have begun discussing how people can be living sustainably and putting their positive words into action. Tim Aldred of the UK’s Fairtrade Foundation, blogged about the “ambitious” nature of the goals, concluding that they need to be ambitious if we are to end hunger, poverty and environmental degradation. But how can this shift take place? It starts with how you live, and what you buy. When you are doing your weekly shop, make sure you look out for the Fairtrade Mark. If you have a smartphone, download the [Good on You](#) App to help you find ethical fashion choices. For even more ideas and to discover more Fairtrade brands be sure to check out the [Fairtrade Facebook](#) page.

NEW REPORT: EMPLOYMENT RIGHTS NOW

Eight years after drawing up the Australian Charter of Employment Rights, and six years following the companion volume the Australian Standard of Employment Rights, the Australia Institute of Employment Rights (AIER) has brought together important insights of some of Australia’s preeminent

industrial relations academics and practitioners. Placing the Charter within a contemporary context, *Employment Rights Now* considers the current state of Australia's work place replaces, highlighting the shortcomings of the current system in providing for the rapidly changing nature of work. To purchase a copy (cost \$29.95) contact Hardie Grant Books on 03 8520 6444 or [email](#).

EUREKA STREET RAFFLE

Eureka Street is not just a magazine. It's a community, and for 24 years has been the destination of choice for Australians who enjoy conversations about politics, religion and current events with a hefty dose of ethical thinking. There is no cover charge, no paywalls. Eureka Street is free and open to all, compliments of the Australian Jesuits. They are proud to publish the reflections of our team of wonderful writers including Andy Hamilton SJ, Frank Brennan SJ, Moira Rayner, Fatima Measham and around 70 more. Support them in their [raffle ticket sales](#). The raffle will be drawn on 8 December.

POSITION VACANT: EXECUTIVE OFFICER, PALESTINE ISRAEL ECUMENICAL NETWORK

The Palestine Israel Ecumenical Network (PIEN) is a group of Australian Christians who seek lasting peace for Palestine and Israel. PIEN is looking for an Executive Officer, 12hrs per week, based anywhere in Australia, to commence in February 2016. The role is to support the network to: build relationships; inform and equip Churches and Christians; and to engage in campaigns. They are looking for someone with excellent communication skills who enjoys working ecumenically, has a strong commitment to social justice and capacity to initiate educational and advocacy initiatives. For more information [visit the website](#). Applications close 11 December 2015.

JOHN WALLIS FOUNDATION GRANTS AVAILABLE

Do you have an idea by which you or your community can reach out to: People doing it tough? People isolated from the community? People disadvantaged for whatever reason? The John Wallis Foundation would like to hear from you. The John Wallis Foundation invites applications from individuals or organisations for grants to develop projects supporting socially or geographically isolated individuals and groups. The John Wallis Foundation was established in 2010 to continue the outreach work of the Missionary Sisters of Service. Grants given are generally in the region of \$500 to \$3000. Preference is given to projects that are small, local, and completed within twelve months. Projects should reflect the spirit of the work of the Missionary Sisters of Service, that is, seeking out people on the margins, building relationships, offering practical support and developing leadership. Grant applications close on 22 January 2016. [Read about the Grants](#).

2015 COLUMBAN MISSION INSTITUTE (CMI) CATHOLIC ADVENT ONLINE RESOURCE (YEAR C)

CMI offers this free online Advent Resource, *Pathways: Hope for the Journey* as an aid to Catholic teaching and preaching. It helps search for God's presence, revealed over millennia in nature, cultures and people seeking wisdom. This Catholic resource is suitable for parishes, youth groups, religious congregations, peace, social justice and community groups. The resource is free to download. [View Pathways: Hope for the Journey](#) .

ADVENT RESOURCE: BELOVED APP – DAILY ADVENT AND CHRISTMAS REFLECTIONS

This advent resource is now available to purchase as an interactive App which can be downloaded on Apple and Android devices. The Beloved App includes all the text and images from the *Beloved* book as well as audio narrations of the reflections by the authors and the four advent psalm tracks from the *Cry Out* CD. Continuing the tradition from past years and tying in with the beginning of the Pope's Jubilee Year of Mercy, the *Beloved* App is a digital publication containing short daily reflections from the beginning of Advent (29 November 2015) through to the Baptism of the Lord (10 January 2016) primarily for personal use, but also appropriate for group use such as parish, Church agency, religious community and school staff/class prayer. [Read about the app.](#)

COURSES ON SOCIAL JUSTICE?

Consider study at Yarra Theological Union (YTU), or at other colleges within the University of Divinity in Melbourne for undergraduate to higher degrees. YTU units include Justice and Human Rights; The History of Catholic Social Thought and Movements; Equity and Sustainability: Pope Francis and Social Reform; Major Issues in Contemporary Moral Theology; Inter-Religious Dialogue; Social Teaching and Aboriginal Australians. Contact the Dean of Studies Yarra Theological Union by [email](#) or phone 03 9890 3771. Download the [YTU handbook](#) and a [list of other University of Divinity colleges](#).

REPORT: 'WEST PAPUA: THE IRREPRESSIBLE STRUGGLE FOR FREEDOM'

A new report by Peter Arndt, Executive Officer of the Catholic Justice and Peace Commission of Brisbane, highlights the ongoing human rights challenges faced by the people of West Papua. Earlier this year, Peter joined a peace pilgrimage to West Papua, where he encountered the control of Indonesia's security system and witnessed the resilience of the Papuan people. Peter has been working with organisations inside West Papua and within the Papuan diaspora in their campaign for membership of the Melanesian Spearhead Group which met in the Solomon Islands in June. In his report, 'West Papua: The Irrepressible Struggle for Freedom', Peter outlines the pilgrimage through Mansinam Island, Manokwari, Jayapura, Biak and the Paniai highlands. He highlights how past atrocities from the time Indonesian military forcibly annexed West Papua, and ongoing human rights abuses and constant monitoring by security and intelligence forces, have come to characterise life for indigenous communities in West Papua. [Download the report here.](#)

NEW BOOK: PRAYING A SCRIPTURE ROSARY IN AN ABORIGINAL WAY

Recently Aboriginal Catholic Ministry (ACMV) for Victoria published this book. It is the completion of many years of prayer and consideration as to different ways of promoting the Rosary from an Aboriginal perspective. In 1997, the first 15 mysteries of the Rosary were painted by Maria Galea, Doug Smith and Lorraine Nelson. The paintings were called The Happy Stories (Joyful Mysteries), The Sad Stories (Sorrowful Mysteries) and the Wonderful Stories (Glorious Mysteries). Before the painting of each picture, the staff of Aboriginal Catholic Ministry, Melbourne, prayed with the artist and a consensus was made as to how each painting would be depicted. In 2002 St John Paul II gave us the Luminous Mysteries which contained the Public Life of Jesus, the only part of Jesus' life not included in the other Mysteries. In 2010 again the ACMV team prayed with the artist, Melissa Brickell. The Rosary paintings are now complete with the addition of the Mysteries of Light. The book is available for \$15 a copy and can be ordered from ACMV by [downloading an order form](#).

JUST RELEASED: POSITIVE PEACE REPORT 2015

Positive Peace is a transformational approach to achieving development, resilience and peace. It offers an alternative perspective to identify and measure long-term investments that create an optimum environment for human potential to flourish. The Positive Peace Report 2015 analyses the factors that build sustainable peace, and includes a statistical analysis of Positive Peace in 162 countries, covering 99 per cent of the world's population. It is the first global, quantitative approach to defining and measuring Positive Peace and is based on the social factors that have the strongest statistically significant relationships with the absence of violence. [Read the report here.](#)

THE FACE OF MERCY

In April this year, Pope Francis announced a 'Year of Mercy' to commence on 8 December. As part of Canberra Goulburn's Archdiocesan response to this, an online daily Advent resource connecting the season of Advent with the theme of mercy will be provided. You can subscribe now for this free daily resource. For more information, please [visit here.](#)



ACSJC Publications December 2015

ORDER NOW! – 2016 SOCIAL JUSTICE DIARY

The 2016 Social Justice Diary includes the dates of significant events, anniversaries and special days which celebrate particular aspects of social justice. The Diary provides a social justice program for the full year. Information and ideas for prayer and reflection are included. This is an essential resource for teachers and parishes. A great Christmas gift. Diaries will be available in November. Cost: \$7.50 (including postage). To download an order form, [click here.](#)

SOCIAL JUSTICE STATEMENT 2015–2016

This year's Australian Catholic Bishops Conference Social Justice Statement is entitled 'For Those Who've Come Across the Seas: Justice for refugees and asylum seekers'. PDF and Word versions of the Statement can be downloaded from the ACSJC website. Hard copies of the document are now sold out. On the ACSJC website you will also find a range of print and multimedia resources – available [here.](#)

Prayer Cards and 'Ten Steps' leaflets can be ordered from the ACSJC on (02) 8306 3499 or by email: admin@acsjc.org.au

SERIES PAPER 77 – 'BEAUTY AND OUR BIBLICAL CALLING TO PEACE, JUSTICE AND SUSTAINABILITY'

In this paper Professor McCormick explores the Biblical account of the Creation and its vision of a rich and bountiful world in which we are called to live as responsible and loving members of a community, caring for and cherishing our world and all that lives in it. He shows how the teaching and actions of Jesus bring this vision to its culmination to become our Christian mission. Available [here.](#)

SERIES PAPER 76 – 'I WAS IN PRISON'

I Was in Prison: A window into prison ministry, by Dr Ruth Webber, explores the work of prison chaplains serving prisoners, ex-prisoners and the families of all who are or have been imprisoned. Dr Webber investigates the various ways in which chaplaincy is able to bring comfort to prisoners, meet their spiritual needs and provide practical help. The paper is based on interviews with prison chaplains, prisoners, ex-prisoners and families of prisoners. The paper draws on the 2011–12 Social Justice Statement *Building Bridges, Not Walls* and revisits some of the issues raised in that Statement. Available [here](#).

BUILDING BRIDGES

The book, *Building Bridges: Social Justice Statements from Australia's Bishops 1988 to 2013*, brings the Statements together in an attractive and readable format. The publication is fully indexed, making this an exceptional resource for education and research. It offers an invaluable insight into Catholic social teaching brought to life in an Australian context over the past 26 years. This collection is a vital resource for anyone interested in the Church's teaching on justice. It is of special interest to schools and universities and to parish and diocesan groups.

Building Bridges is available from the ACSJC for \$35.00 per copy including postage anywhere in Australia. Order forms are available [here](#).

(Catholic Social Justice Series papers: \$7.50 a copy, including postage)



News Monitor December 2015

[NSW students to demonstrate against children in detention](#)

Thousands of NSW Catholic school students were asked to take part in a mass demonstration against the detention of children in immigration centres.

[Canberra students urge PM to have a heart over climate](#)

Up to 60 students from Canberra's Daramalan College joined Caritas Australia and thousands of students from Catholic Schools across Australia in calling for strong climate action ahead of global climate talks in Paris.

[Catholic Super chief in Paris for climate talks](#)

The chief executive of Catholic Super, who is also chair of Investor Group on Climate Change, was to commit support from Australian and New Zealand institutional investors for sound climate policies at the UN Climate Change Conference in Paris.

[All families to suffer from Family Tax Benefit changes](#)

All families with children would suffer substantial cuts in their incomes under proposed Federal government changes to the Family Tax Benefits laws, the Australian Catholic Council for Employment Relations said.

[US Church says Paris violence won't alter outreach to refugees](#)

Church resettlement programs in the United States will continue to aid refugees who are fleeing violence and social ills despite calls that the country's borders should be closed to anyone but Christians.

[Camera is weapon of choice for West Papuan activist](#)

A young West Papuan in Australia was shooting video - rather than bullets - in his battle to fight the intimidation, torture, and massacres that are regular occurrences in his homeland.

[People's Climate March and 24 Hours of Reality](#)

As world leaders met in Paris for the COP 21 climate summit, Catholic Earthcare Australia was convening a [People's Climate March](#) from November 27-29.

[Asian Jesuit chief backs Aquino on Australian refugee deal](#)

The leader of the Jesuits in the Asia Pacific region backed a decision by the Philippines President to reconsider a A\$150 million deal with Australia for resettling refugees now in detention on Manus Island.

[UN recognises Brisbane human rights activist](#)

One of Brisbane archdiocese's long-serving social justice advocates received a United Nations award for his work.

[Rise in religious intolerance 'alarming,' says Tim Wilson](#)

The debate over same-sex marriage provides an opportunity and a litmus test for how religious freedom will be treated into the future, said Australian Human Rights Commissioner Tim Wilson.

[ACMRO welcomes government refugee visa grants](#)

The Australian Catholic Migrant and Refugee Office welcomed news that the Government has given visas to the first of the 12,000 Syrian and Iraqi refugees to be resettled in Australia.

[Manus teacher recalls asylum seekers' despair](#)

Asylum-seekers on Manus Island told one of their former English teachers they would prefer death than their indefinite sentence in detention.

[Catholic aid appeals for Calais camp improvement](#)

Catholic Relief Services, together with medical personnel and NGOs, appealed to a French court to "end serious human rights violations" affecting the migrants living in the camp in Calais.

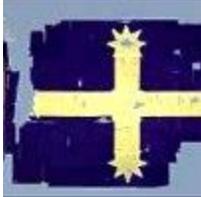
[Pope denounces clergy who criticised Romero even after his death](#)

Pope Francis criticised conservative clergy and bishops whom he said had defamed slain Salvadoran Archbishop Oscar Romero even after he was killed by a right-wing death squad in 1980.

[Women's right to maternity leave must be protected, says Francis](#)

The Pope called on businesses to promote harmony between work and family for their employees, especially for women with children or who are starting families.

- Courtesy cathnews.com



Social Justice Diary December 2015

1	Tue	World AIDS Day
2	Wed	International Day for Abolition of Slavery - <i>ACSJC Resources on</i> Trade Justice
3	Thu	International Day of Persons with Disabilities - <i>ACSJC Resources on the</i> Family (Social Justice Statement) 1854: Battle of the Eureka Stockade
4	Fri	
5	Sat	International Volunteer Day for Economic and Social Development World Soil Day - <i>ACSJC Resources on the</i> Environment
6	Sun	Second Sunday of Advent St Nicholas (Santa Claus)
7	Mon	First day of Hanukkah (Jewish Feast of Dedication) 1965: Vatican II Pastoral Constitution Gaudium et Spes ('Joys and Hopes')
8	Tue	
9	Wed	International Anti-Corruption Day
10	Thu	Human Rights Day 1948: Adoption of United Nations Declaration of Human Rights

		1992: Redfern Speech by Prime Minister Paul Keating , at launch of International Year of the World's Indigenous People Nobel Prize awards. The 15 Australian recipients include Elizabeth Blackburn, Frank Macfarlane Burnet, Howard Walter Florey (Medicine); WH and WL Bragg (Physics); Patrick White (Literature). - ACSJC Resources on Justice for Indigenous People
11	Fri	
12	Sat	1831: Sisters of Mercy founded by Catherine McAuley
13	Sun	Third Sunday of Advent
14	Mon	Last day of Hanukkah
15	Tue	
16	Wed	
17	Thu	
18	Fri	International Migrants Day - ACSJC Resources for Refugees and Asylum Seekers 1894: South Australian Parliament the first in Australia to give women the right to vote
19	Sat	
20	Sun	Fourth Sunday of Advent International Human Solidarity Day
21	Mon	1991: Dissolution of the USSR and the founding of the Commonwealth of Independent States including Russia 1993: Native Title Bill passed by the Australian Senate - ACSJC Resources on Justice for Indigenous People
22	Tue	

23	Wed	1901: Immigration Restriction Act (White Australia Policy) enacted - ACSJC Resources on Confronting Racism 1996: Wik High Court decision
24	Thu	Christmas Eve
25	Fri	Christmas Day READ MORE ↓
26	Sat	2004: South Asia devastated by tsunami, killing 200,00 to 300,000 people
27	Sun	Feast of the Holy Family
28	Mon	
29	Tue	
30	Wed	1987: Pope John Paul II's encyclical Sollicitudo Rei Socialis ('The Social Concerns of the Church')
31	Thu	1946: Paid annual leave granted to workers in Australia - ACSJC Resources on Workplace Justice