



Australian Women.

**Labor's Plan for
A Better Future**

**EQUAL PAY
FOR WOMEN
TODAY!**





A message from Anthony Albanese and Tanya Plibersek.

Australia should be one of the best countries in the world for women to live in – and under Labor, it can be.

Australian women don't want special treatment, they just want equality and to be treated fairly.

It's not okay that Australia has fallen to our worst ever position in global gender equality rankings. But it's a problem we can solve and we must solve. Australia's great potential as a nation will be just out of reach until we do.

Labor's goal is for Australia to be among the top countries in the world for equality between women and men. Labor will deliver a National Strategy to Achieve Gender Equality – a concrete plan for real action and accountability.

We'll make stopping violence against women a national priority, and we'll deliver a record level of funding for women's safety. We'll invest in safe housing so women and children fleeing violence have somewhere to go.

We'll take real action to end sexual harassment at work – fully implementing all 55 of the Respect@Work recommendations – not just the easy ones.

We'll lead a national push to close the gender pay gap and we'll treat those who work in female-dominated industries – aged care, health care, teaching – as the national assets they are, with better training, better conditions and better pay.

We'll make child care cheaper for Australian families, boost women's workforce participation, and work to close the gap in retirement incomes so women don't retire into poverty.

Equality for the women of Australia has always been at the heart of the Labor mission – we're proud of our legacy advancing women's rights.

And we're proud of the fact that we're on track to meet our target of being the first major party with 50 per cent women's representation in the Australian Parliament.

We have the plans, the vision and the energy – and we will advance Australia until, at last, it is fair.



Tanya Plibersek



Anthony Albanese

Ending violence against women.

An Albanese Labor Government will make a record Commonwealth investment of over \$3 billion to end violence against women and children, more than doubling current funding. We'll make women's safety a national priority and provide the focus and national leadership needed to deliver change.

A Strong National Plan

Labor will deliver \$1.3 billion in budgeted funding to implement the National Plan to End Violence Against Women and Children and we'll set meaningful and measurable targets in the National Plan's Action Plans as a priority.

Under Labor, the Family, Domestic and Sexual Violence Commissioner will track progress against those targets, review them in consultation with the sector and provide regular reports to the Parliament.

And we will work closely with states and territories, women's safety experts, services, and victims and survivors to make sure the National Plan is properly resourced.

Family and Domestic Violence Leave

The Fair Work Commission says workers should have access to 10 days paid family and domestic violence leave but the Liberals have long opposed the change. A Labor Government will legislate 10 days of paid family and domestic violence leave in the National Employment Standards.

Safe and Affordable Housing

Refuges report turning away up to half of the women who come to them for help. Labor will deliver more safe and affordable housing, so that women and children fleeing violence have a safe place to go.

- Labor will make a major \$1.6 billion investment to build at least 4,000 new social housing properties within five years for women and children fleeing family and domestic violence, as part of our plan to build 20,000 new social housing properties and 10,000 affordable homes.
- We will provide an extra \$100 million for crisis and transitional housing options for women and children escaping violence and for older women on low incomes who are at risk of homelessness.

More Frontline Service and Community Workers

Labor will provide \$157 million to fund 500 new community sector workers to support women in crisis, including 250 new workers in rural, regional and remote areas. This will include more case managers, financial counsellors and children's support workers.

Consent and Respectful Relationships Education

Educating young people about health and respectful relationships helps tackle gender inequality and prevent family violence, sexual assault and harassment. Labor will invest \$77 million to help make sure all Australian school students are able to access high quality, age-appropriate consent and respectful relationships education.

Labor will work with the Education Council to review how the existing minimum standards for consent and respectful relationships education in the national curriculum are being delivered in schools around Australia and we'll set up a National Respectful Relationships Education Expert Group to help school systems deliver evidence-based programs that suit their school community.

Fixing the Justice System

Labor will lead a national push to fix the way the justice system deals with sexual violence to protect women and children who have been victims of assault from more trauma, and make sure more rapists end up in jail. Labor will:

- Make reducing rates of sexual assault a central focus of the next National Plan to End Violence Against Women and Children.
- Spearhead an ongoing national push to make sure laws related to sexual violence are stronger and more consistent across the country, and to reduce harm caused to victims by the justice system.

Stopping sexual harassment.

Everyone has a right to a safe and respectful workplace. An Albanese Labor Government will take real action to end sexual harassment at work.

Respect@Work

An Albanese Labor Government will fully implement all 55 recommendations of the Sex Discrimination Commissioner's groundbreaking Respect@Work report.

Labor will legislate to make it clear that employers have a positive duty to take reasonable and proportionate measures to eliminate sex discrimination, sexual harassment and victimisation.

Working Women's Centres

Labor will provide \$8 million a year to properly fund and establish Working Women's Centres in every Australian state and territory.

Working Women's Centres provide free, confidential assistance and advice about workplace matters, including sexual harassment and discrimination. Funding Working Women's Centres was a key recommendation of the Respect@Work report, which the Morrison Government has failed to act on, leaving some centres facing closure.

A One-Stop Shop for Advice

Sometimes when women are being harassed or discriminated against at work, they don't know where to turn for help. Labor will invest \$1.27 million to establish a one-stop shop within the Australian Human Rights Commission, to assist victims of workplace sexual harassment.

The one-stop shop will provide information about victims' rights, options for making a complaint, and referrals to support services. Employers will also be able to access the one-stop shop for help understanding their responsibilities to their employees.

Support for Victims of Historical Harassment

Under Labor, the Australian Human Rights Commission will be funded to hear and confidentially document the experiences of victims of historical workplace sexual harassment. This will allow the Commission to better identify how to strengthen the way we prevent and respond to sexual harassment at work, as well as helping victims come to terms with their experiences.

Support balancing families & caring.

Making Child Care Cheaper

For many working women, it's simply not worth working more than three days a week because of financial disincentives. This derails careers and deprives working women of opportunities they've earned. That is why an Albanese Labor Government will make child care cheaper for working families so that mums, children and working families can get ahead.

Labor's \$5.4 billion plan will lift the maximum child care subsidy rate to 90 per cent for the first child in care, keep higher subsidy rates for every family for the second and additional children in care, and extend the increased subsidy to outside school hours care.

96 per cent of Australian families in the system will be better off – that's 1.26 million families. No family will be worse off.

We'll also get the ACCC to design a price regulation mechanism to drive out of pocket costs down for good.

And the Productivity Commission will conduct a comprehensive review of the sector with the aim of implementing a universal 90 per cent subsidy for all families.

Paid Parental Leave

For almost a decade, the Liberal National Government has not increased weeks of paid parental leave available to families. Instead, they've tried to cut the scheme five times and called working mums "rorters" and "fraudsters." In this time, Australia has fallen behind other

countries in terms of the number of weeks of leave that parents can access.

Labor introduced Australia's first ever government-funded paid parental leave and Dad and Partner Pay and we will always work to make it stronger.

Closing the gender gap at work.

Labor is committed to closing the gender gap at work with a national drive to deliver pay equity, easier pay increases for low and middle income women workers, better value care work, and a Secure Australian Jobs Plan to support women in insecure work.

Economic Security and Workforce Participation


To support women's economic security, boost workforce participation and get women back on track after COVID, Labor will set up an independent Women's Economic Security Taskforce to help the Government make smart, targeted investments through our first budget and beyond to advance economic equality.

Fair Pay and Conditions for Working Women

One of the main causes of the gender pay gap is low pay and conditions in care sectors, like aged care, early childhood education and care, and disability care, where the vast majority of workers are women.

An Albanese Labor Government will make gender pay equity an object of the Fair Work Act and will strengthen the ability of the Fair Work Commission to order pay rises for underpaid women workers.





Labor will put in place a statutory Equal Remuneration Principle and we'll set up two new Expert Panels in the Fair Work Commission – one for Pay Equity and one for the Care and Community Sector – so that the Commission has the expertise and knowledge of the sector they need to better assess pay and conditions for care and community sector workers and other women workers.

A Pay Rise for Aged Care Workers

Labor will back a real pay rise for aged care workers. We will support workers' calls for better pay at the Fair Work Commission and a Labor Government will fund the outcome of this case.

Support for Minimum Wage Workers

Around 60 per cent of award reliant workers are women. Labor wants pay to keep up with the cost of living. We will make a submission to the Fair Work Commission making our view clear that people should not be going backwards, especially those on the lowest incomes.

Public Gender Pay Gap Reporting

Labor will require large companies to publish their gender pay gaps for the first time, to boost transparency and encourage action to close gender pay gaps within organisations.

Companies already report their gender pay data to the Workplace Gender Equality Agency, but it's not made public. Labor will let people access information online about companies' overall pay gaps. Companies that don't comply will remain ineligible to tender for government contracts and, unlike the Liberals, Labor will enforce this requirement.

Banning Pay Secrecy

Labor will prohibit pay secrecy clauses and give employees the right to disclose their pay, if they want to. This will promote pay transparency and make sure workers are protected from adverse action if they exercise their right to disclose (or not disclose) their pay.

Pay Equity in the Australian Public Service

Labor will take action to address the gender pay gap in the public service.

Working Women's Centres

Labor will properly fund and set up Working Women's Centres in all states and territories. Working Women's Centres provide free, confidential assistance and advice about workplace matters including gender pay discrimination.

A Secure Australian Jobs Plan

Labor will tackle insecure work so that more women can have jobs that allow them to plan for their futures with certainty. Labor will:

- Make job security an object of the Fair Work Act.
- Legislate a fair, objective definition of casual employment and limit the number of fixed term contracts.
- Introduce "Same Job Same Pay" laws to ensure genuinely negotiated enterprise agreements are not undercut by cowboy labour hire firms and outsourcing.
- Give the Fair Work Commission powers to set minimum standards for gig workers.
- Criminalise wage theft and make it easier for workers to recover the money owed to them.

A fair retirement.

A lifetime of economic disadvantage means women are still retiring, on average, with less superannuation than men.

Closing the retirement income gap is critical to ensuring that Australian women enjoy dignity and security in their retirement. Labor's plan to make child care cheaper and our national drive to close the gender pay gap will help women boost their workforce participation and incomes throughout their careers, preparing them for a more comfortable retirement.

Boosting Women's Super

A Labor Government will help address women's economic security in retirement by committing to boost the superannuation guarantee to 12 per cent over the next three years – meaning that more Australian women will retire with larger superannuation balances.

Liberal National Government backbenchers and junior ministers have repeatedly called for the boost to the superannuation guarantee to be scrapped.

A Right to Your Super

Labor will legislate to include a right to superannuation within the National Employment Standards, which will give women the power to pursue their unpaid superannuation as a workplace entitlement.

Tackling Homelessness Among Older Women

Older single women are one of the fastest growing groups of people falling into homelessness.

A Labor Government will invest an extra \$100 million in transitional and crisis accommodation for older single women on low incomes and women escaping violence.

Labor's \$10 billion Housing Australia Future Fund will build around 30,000 new social and affordable housing properties in its first five years, including 10,000 affordable homes for frontline workers like police, nurses and cleaners who kept us safe during the pandemic and at least 4,000 social housing properties for older women on low incomes who are at risk of homelessness and women escaping violence.

Labor's Help to Buy scheme will also be a big help to older women who may have left a relationship and don't have the money to buy a house outright but can afford a home through shared equity. Labor's plan will help older women get back into the housing market by cutting the cost of buying a home by up to 40 per cent.

Protecting the Pension

An Albanese Labor Government will protect the pension and fight to make sure pensioners can live with dignity.

Labor will help older Australians keep more money in their pockets and will lower the cost of living by giving more older Australians Seniors Health Cards and delivering more no-cost medicines, cheaper power bills and more affordable housing.

And Labor understands pensioners know how to manage their own money, so we'll scrap the Morrison Government's privatised Cashless Debit Card so older Australians don't need to worry.

Ending the Neglect in Aged Care

A Labor Government will take practical measures to ensure older women receive the aged care they deserve, including delivering registered nurses on site 24/7, more carers with more time to care, a pay rise for aged care workers, better food for residents, and making sure dollars are going to care, not just profits.

Women's health.

An Albanese Labor Government will make women's health a national priority, so all Australian women and girls have access to tailored, excellent healthcare underpinned by world class medical research.

All women deserve the best care to lead active, healthy lives. Labor will strengthen Medicare and the health system so women and girls can reach their full potential.

Strengthening Medicare

Since the Liberals have been in government, it is harder and costs more to see a doctor. A Labor Government will strengthen Medicare, make it easier to see a doctor and cut the cost of medicine so that women can continue to access important health care. Labor will establish a \$750 million Strengthening Medicare Taskforce to improve affordability and access, and to better support patients with ongoing and chronic illness. We'll also set up 50 Medicare Urgent Care Clinics to take the pressure off emergency departments. And we'll cut the price of medications to ease cost-of-living pressures by reducing the maximum co-payment under the Pharmaceutical Benefits Scheme (PBS) from \$42.50 to a maximum of \$30 a script.

National Advisory Council for Women's Health

Working with the Royal Australian and New Zealand College of Obstetricians and Gynaecologists and other stakeholders, Labor will deliver a \$1.6 million National Advisory Council for Women's Health to advise on delivering the National Women's Health Strategy 2020-2030.

Ovarian Cancer

An Albanese Government will provide \$3.9 million to Ovarian Cancer Australia's Teal Support Program, allowing the program to support 1,600 more women and their families.

Better Maternal Health

Labor will invest over \$53 million to make it easier for more Australians to become parents and to support the mental health of new parents.

Labor will subsidise the costs of storage of eggs, sperm or embryos for Australians who are wanting to have a child through IVF and who have cancer or are at risk of passing on genetic diseases. This will help 6,200 Australians a year, saving them approximately \$600 a year each.

We will also provide \$25 million to fund 20 new Gidget Foundation Australia perinatal mental health and wellbeing services in every state and territory, to make sure new mums and dads have access to the mental health support they need.

Supporting Our Nurses

An Albanese Labor Government will make sure health and wellbeing support for our frontline nursing heroes is available across the country with a new National Nurse and Midwife Health Service.

Women's Sport

An Albanese Labor Government will support women's and girls' participation in sport so that it continues to grow from the grassroots up.

With a number of key women's sporting events set to be held in Australia in the next decade, including the FIFA Women's World Cup in 2023, the 2027 Netball World Cup, the recently announced Rugby World Cup in 2029 and of course the 2032 Olympics, Labor is committed to working with sporting organisations across the nation to ensure our community and professional athletes can succeed.



Equal opportunity in education.

Stronger Schools

Young women and girls deserve to reach their full potential – and to get the best start in life through a great education.

An Albanese Labor Government will deliver \$440 million through our plan to help school kids bounce back after COVID with funding for building upgrades and ventilation improvements so kids can learn in a COVID safe environment and receive extra mental health and wellbeing support.

Labor will also put every school on a path to their fair funding level and tackle teacher shortages to lift student results.

Skills for a Future Made in Australia

Labor will invest in a \$1.2 billion skills plan with 465,000 fee-free TAFE places, more apprenticeships and up to 20,000 new university places. Labor's plan will help women get the training they need for a great job and will help people reskill after time out of the workforce.

Supporting Women in Trades

Labor will deliver \$38.6 million to boost the number of women in traditionally male-dominated trades with more mentoring, peer support and help matching women who want to learn a trade with supportive workplaces.

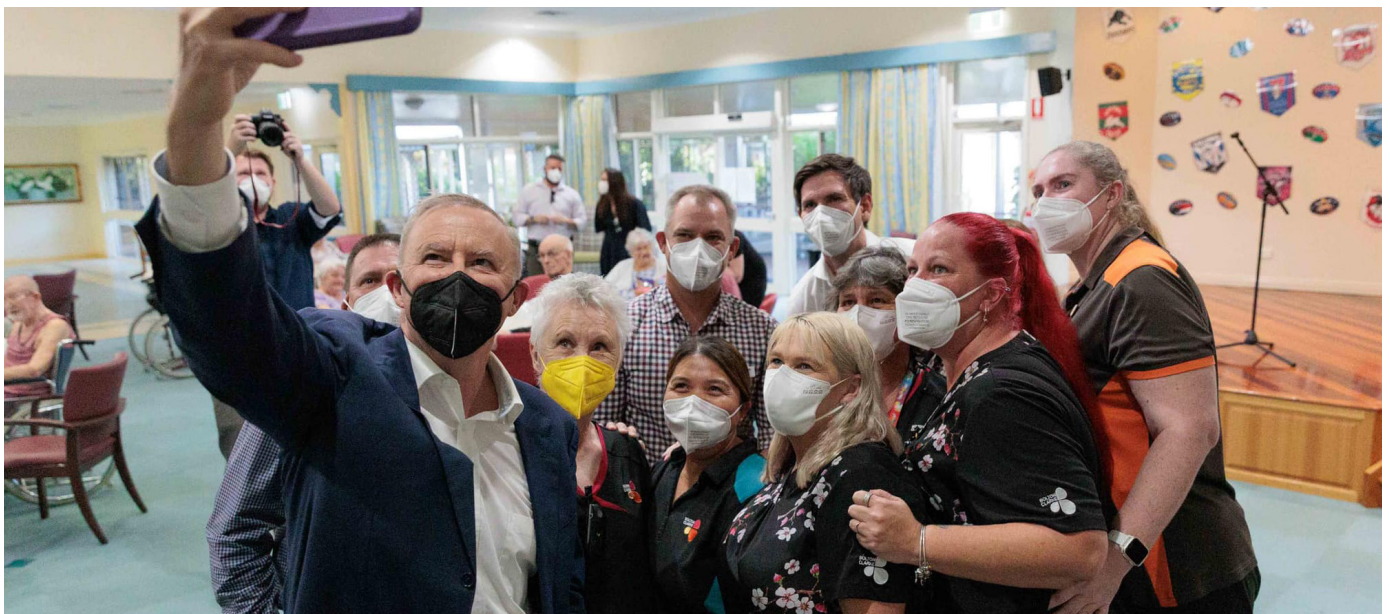
Consent and Respectful Relationships Education

Labor will invest \$77.6 million to deliver high quality, age-appropriate, consent-based respectful relationships and protective behaviours programs in Australian primary and high schools.

Respectful relationships education is already part of the national curriculum in all Australian schools. Labor will make sure schools and teachers have the support they need to deliver the national curriculum to the highest standard.

Safe Campuses

All Australian students have a right to an education free from harassment. Labor will work with universities and other higher education providers to tackle unacceptably high rates of sexual assault on campus.



First Nations women.

First Nations women are vital to the strength and wellbeing of their families and communities. Yet they face multiple and layered forms of discrimination, experiencing unacceptably high rates of violence, child removal and incarceration, as well as poorer outcomes across health, housing, education and employment.

First Nations women have consistently called for greater self-determination in addressing these disparities. And they have sought recognition of the extensive – and often undervalued – work they are already doing to advance their rights and those of their communities.

Fulfilling the Promise of Uluru

An Albanese Labor Government will hold a referendum to establish a constitutionally enshrined First Nations Voice to Parliament as called for in the Uluru Statement. The Voice would have guaranteed gender balance to ensure the voices of women are heard on policy and legislation that affects their lives.

Labor will also establish a Makarrata Commission for treaty and truth telling.

First Nations Women's Summit

An Albanese Government will hold a National First Nations Women's Summit, chaired by the Aboriginal and Torres Strait Islander Social Justice Commissioner, as the first step in responding to the landmark Wiyi Yani U Thangani (Women's Voices) report.

Safety for First Nations Women

Labor will deliver a separate National Plan for First Nations people to end violence against women and family violence. Labor is committed to working with First Nations women to address the unacceptable rates of family and domestic violence they experience. This includes funding 500 new frontline workers to support women in crisis, with a specific

focus on meeting service gaps for First Nations women in rural and regional communities.

Labor will support justice reinvestment in First Nations communities with a \$79 million investment to reduce incarceration rates, including early intervention to stop family violence.

Labor will invest \$3 million to fund the National Family Violence Prevention Legal Services Forum, which works to improve access to justice for First Nations people experiencing family violence, and has had its funding cut by the Morrison Government.

Improving Housing in Remote Communities and Homelands

Thousands of First Nations people live in overcrowded and run-down housing – with major impacts on health, economic and social outcomes. Labor will deliver an immediate boost of \$100 million for housing and essential services on Northern Territory homelands. Labor will also invest \$200 million from our Housing Australia Futures Fund for maintenance and upgrades to remote housing across Western Australia, South Australia, Queensland and the Northern Territory.

First Nations Health

Labor will deliver significant investments to improve First Nations health, training 500 new First Nations health workers, delivering better renal services in the city and the bush, and helping eradicate rheumatic heart disease. We'll also invest in First Nations health infrastructure, like our \$22 million investment in a dedicated Birthing on Country Centre of Excellence at Waminda in Nowra, to support cultural safety during pregnancy, birth and the postnatal period.

Doubling Indigenous Rangers

Labor will double the number of Indigenous Rangers by the end of the decade and will work towards a target of gender equality in ranger positions.



Women in leadership.

Labor is committed to half our parliamentarians being women. We're on track to hit our 50 per cent affirmative action target.

When more women are at the decision-making table, Australian women know their interests and values are being represented. That's why a Labor Government will continue to work to support women's representation in politics and parliaments across Australia.

Setting the Standard

The Australian Parliament should be a safe and supportive work environment. An Albanese Labor Government will work to implement all recommendations of Set the Standard, the Australian Human Rights Commissioner's Report on the Independent Review into Commonwealth Parliamentary Workplaces.

More Women in Public Office

Labor has a longstanding commitment to equal representation of women in the Australian Labor Party. Right now, almost 50 per cent of our MPs and Senators are women, but representation of women across the Parliament is still lagging.

Labor will provide \$5 million over five years to organisations working to equip and encourage more women across the political spectrum to run for public office at local, state and federal levels.

Women on Boards

Labor will maintain a target of 50 per cent representation of women on Australian Government Boards and we'll consider options in government to achieve that target for Chair and Deputy Chair positions and to boost board representation in portfolios that are lagging.

We will work to tackle under-representation of people from culturally and linguistically diverse backgrounds in board positions.

And we'll continue working with ASX companies to boost the representation of women on private boards and as Chief Executive Officers.

Recognising Women's Contributions

Labor will lead a national push to ensure the Australian Honours system better reflects the contributions and achievements of Australian women, with the aim of ensuring Australian women are nominated and awarded at equal rates to men.

Labor will appoint a dedicated position within the Office for Women responsible for encouraging and facilitating nominations of women.

Labor Government leadership.

Women have fallen behind under the Liberal Government – Australia has slipped 26 places in global gender equality rankings to our lowest ever position.

Australia should be leading the world and a Labor Government will set a goal for Australia to be among the top countries in the world for equality between women and men.

A National Strategy to Achieve Gender Equality

Labor will introduce a National Strategy to Achieve Gender Equality to guide whole of government actions to achieve gender equality and help achieve our goal of being one of the best countries in the world for equality between women and men. The new strategy will complement the National Plan to End Violence Against Women and Children, and will focus on:

- Women's economic security and independence.
- Leadership, representation and rights.
- Balancing family and care responsibilities.
- Health and wellbeing.

Women's Economic Security Taskforce

A Labor Government will set up an independent Women's Economic Security Taskforce to help the government make smart, targeted investment through our first Budget and beyond to advance economic equality.

Strengthening the Office for Women

Labor will strengthen the Office for Women so it can oversee the implementation of gender impact assessment and provide advice on policies that impact on the social and economic wellbeing and participation of Australian women.

A Gender Lens on Policy

Labor will introduce gender impact assessment on relevant cabinet submissions and new policy proposals identified by the Office for Women to assess how policies will impact on women and gender equality objectives.

Gender Responsive Budgeting

Labor will deliver an annual Women's Budget Statement to assess the impact new budget measures have on women and examine how the allocation of public resources affects gender equality.

A National Priority

A Labor Government will put gender equity back on the national policy agenda by engaging the states and territories in regular dialogue about progress towards the elimination of gender inequality, including at the head of government and ministerial level.

Procurement

Labor's Secure Australian Jobs Code will ensure that taxpayer money is spent the right way. Under Labor, the Code will enforce guidelines that ensure suppliers to the Commonwealth are compliant with the Workplace Gender Equality Act.

A Better Future.

Labor

