

ELECTION 2019:

Industrial relations policies side by side

Key Policies	Australian Labor Party	Australian Liberal Party
Minimum Wage	<ul style="list-style-type: none"> Considering a move to legislate a 'living wage' by changing the Fair Work Act in line with the ACTU's plan to increase the minimum wage to 60% of the Australian median wage – an increase of over 10% in the next two years. 	<ul style="list-style-type: none"> Will continue the practice of the Fair Work Commission determining an increase each year – historically between 2% - 4% each financial year.
Penalty Rates	<ul style="list-style-type: none"> Promised to reverse the cuts to penalty rates for up to 700,000 retail and hospitality workers. 	<ul style="list-style-type: none"> Will maintain current penalty rates following the recent decision to reduce rates.
Enterprise bargaining	<ul style="list-style-type: none"> Will explore moving to 'industry bargaining', which would allow workers across an industry to bargain collectively (rather than the current system, which restricts bargaining to an enterprise level). 	<ul style="list-style-type: none"> No proposed changes to enterprise bargaining.
Casual Work and Labour Hire	<ul style="list-style-type: none"> Promised to give workers employed through labour hire firms the same pay and conditions as those hired directly by employers. Will change the test for 'sham contracting' to lower the bar for a contractor to be deemed an employee. 	<ul style="list-style-type: none"> Have introduced regulations to give employers and casual workers more certainty on their entitlements.
Migrant Workers	<ul style="list-style-type: none"> Will introduce significant civil penalties, for intentional systemic underpayment. Proposed increases to penalties, including exploration of criminal offences for deliberate underpayment. 	<ul style="list-style-type: none"> Supports the migrant worker taskforce, including making wage theft a crime, extending protections of the Fair Entitlements Guarantee to migrant workers, and improving Fair Work Commission processes.
Young and Mature Aged Workers	<ul style="list-style-type: none"> Will mandate a proportion of the jobs on major federally funded-projects are delivered as apprenticeships. 	<ul style="list-style-type: none"> Will offer almost 700,000 free TAFE and VET places, 70,000 courses for students who want to combine work and study through a traineeship and a further 30,000 free TAFE courses for mature aged workers who want to retrain or re-enter the workforce.
Gender pay gap	<ul style="list-style-type: none"> Close the gender pay gap – taking action to deliver equal pay for equal work by forcing big business to report on their pay gap publicly. 	<ul style="list-style-type: none"> Will work with TAFE to offer women online multilingual courses to build their financial literacy and business start-up skills which count towards their bank lending score.
Construction	<ul style="list-style-type: none"> Intending to abolish the Australian Building and Construction Commission (ABCC), a watchdog created by the Liberal government to counter balance the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) influence. 	<ul style="list-style-type: none"> Will continue advocating the operation of the ABCC, to counter balance the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) influence.