

AUSTRALIAN LABOR PARTY NATIONAL PLATFORM

As determined by the
49th National Conference

17 August - 19 August 2023



WELCOME TO LABOR'S 2023 ALP NATIONAL PLATFORM

The National Platform was debated and adopted by the 49th ALP National Conference, held in Brisbane from 17 to 19 August 2023.

The 49th National Conference was our first face-to-face National Conference in five years and our first National Conference held in government federally in more than a decade.

The National Platform reflects the progress delivered by the Albanese Government during Labor's first 15 months in power, and sets out our long-term aspirations to change Australia for the better.

I would like to acknowledge and thank the National Conference delegates, members of the National Policy Forum, and every member of a local ALP branch and an affiliated trade union who contributed to the development of this platform in the twelve months leading up to the conference.

Thanks to their efforts the National Conference was a great success and strengthened the foundations for a long-term Labor Government.

And thanks to the efforts of the entire labour movement Australia has a government that is dedicated to building a stronger economy and a fairer society – a Labor government that is working for Australia.

I commend the 2023 National Platform to the Australian Labor Party and to the people of Australia.



Paul Erickson
ALP National Secretary

CONFERENCE RESOLUTION RELATING TO THE ALP NATIONAL PLATFORM

That the Conference reconfirms the longstanding resolution relating to the Platform as follows:

- Conference recognises that the Platform and Resolutions of the Party represents short and long-term aspirations of the ALP;
- The program for each of the three years of a Labor Government will continue to be drawn from the Platform; and
- Therefore, the Conference requests that the FPLP will, in preparing the program for the next three years:
 - a. Continue to give priority to economic growth, a fair distribution of the benefits of economic growth and improvements in the welfare and standard of living of the Australian people; and
 - b. Implement other platforms and policies according to a time scale to be determined having regard to the above overall priorities of the Party.

CARRIED.

49th ALP National Conference
Brisbane, August 2023.

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PLATFORM FOREWORD

1. This National Platform draws on our enduring Labor values, speaks for our Government's vision for the future and reflects our determination to serve the aspirations of all Australians.
2. At the 2022 election, Australia voted for change. From day one, we have worked hard to be worthy of the trust Australians have placed in us. The Australian people deserve nothing less than a government of integrity, transparency and accountability. Leaders that govern for every Australian, wherever they live in our extraordinary continent.
3. That is what we have already delivered. And as the Platform makes clear, that is what we will keep delivering as our nation faces up to the challenges and the great opportunities of the future.
4. During the past several years, Australians have shown the great strength of our national character. In the face of Covid, bushfires, flood and drought, we have seen time and time again how the worst of times brings out the best in Australians. But under the previous Government, the strength of the Australian people was not matched by the leadership.
5. In contrast, Labor understands that the best way we can serve the people of Australia is by striving to match those qualities that they themselves have shown: courage in the work of change, care for those in need, and resolve as we face the challenges ahead. With new ideas, with new energy and with new purpose, we have taken up this great task of creating a better future for this country.
6. When the country was debating our future during the federal election just over a year ago, we knew that Australia was facing a period of economic uncertainty.
7. We knew that events beyond our shores and outside our control would bring significant and complex and unpredictable challenges.
8. We also knew there was a shocking legacy of waste and neglect we would have to deal with after nearly a decade of the Coalition's mismanagement and monumental self-interest.
9. The extraordinary truth about their time in power is that the more we learn, the worse it gets.
10. Whether it was the denial and complacency leading into the Black Summer bushfires, mismanagement during the pandemic, Sports Rorts, or the litany of wrongdoing laid bare during the royal commissions into aged care and Robodebt, their legacy is one of neglect with often disastrous consequences.
11. We knew we would have a lot of repair work to do.

12. But we sought the privilege and the opportunity of government to take up these challenges. To bring the country together, to look after Australians doing it tough, to help people under pressure here and now, all the while keeping an eye firmly on our future agenda.
13. While we always understood the world would present us with challenges, we also held to the belief that it would offer us great opportunities. And we are determined to seize those opportunities, and to shape our own future.
14. We are working every day to make a real difference in people's lives. Whether it's ensuring Australians have access to cheaper medicines, creating fee-free TAFE places, the National Reconstruction Fund or cheaper child care, our government is making life easier for Australians in the present while laying the foundations for a better future
15. Our record so far includes the most jobs created in the first year of any Australian government; record levels of workforce participation, including a record number of women in full-time work; inflation heading in the right direction; and wages growing at the fastest rate in a decade, with real wages forecast to grow next year.
16. It's a record that reflects our belief in an economy that works for people, not the other way around. By engaging with business leaders, the trade union movement and civil society, we have worked to revitalise bargaining, encouraging employers and employees to negotiate improvements in productivity and pay. By making the full, equal and overdue participation of women in the economy a national priority, we have brought the gender pay gap to a record low.
17. Our work to reduce emissions and build a Net Zero economy is positioning Australia for our rightful future as a renewable energy superpower, making the most of our abundant sunshine, wind and rare earths such as lithium. Renewable energy will power our industries and propel a new era in Australian manufacturing and trade. And our investments in skills and training will ensure Australians are ready to take up the secure jobs this creates.
18. The promised National Anti-Corruption Commission is already up and running, helping to restore to government the honesty, integrity and accountability that are the lifeblood of the trust upon which our democracy is built.
19. While much of our focus is at home, we are also looking beyond our own borders to secure Australia's place in the world.
20. We are working hard at restoring and strengthening our relations with our friends and neighbours in the Pacific, knowing that a peaceful, stable and prosperous region benefits all of us.
21. We are ensuring Australia is a serious player on the world stage by engaging meaningfully with multilateral bodies including ASEAN, the G20, and the Quad.
22. And we are taking carefully thought-out steps forward with AUKUS to strengthen Australia's sovereignty and our region's security.

23. Amid it all, we have delivered the first Budget surplus in 15 years – the result of responsible financial decisions in the face of \$1 trillion of debt inherited from the previous government with nothing to show for it.
24. These are strong foundations for the better future we are creating. We know there is much more work to do and we will continue in the same spirit in which we began: showing up, taking responsibility, and working with people to fix problems and unlock opportunities.
25. The promises we have delivered so far are only the beginning of our agenda – taking pressure off families, tackling the cost of living, investing in affordable housing, strengthening Medicare, opening the doors of opportunity through education and training and creating more secure jobs.
26. All the while, we will be guided by the fair go and the knowledge that our diversity as a nation is such a great source of our strength. Regardless of who you pray to, who you love and where you come from, we don't content ourselves with the low bar of tolerance. Instead, we aim higher – for inclusion, equality, respect, and celebration of Australia's rich tapestry.
27. We will continue advancing the cause of reconciliation between Indigenous and non-Indigenous Australia, reaching for a sense of national cohesion built on the recognition of 65,000 years of culture, and a full acknowledgment of our history that lets us embrace the future.
28. So much of what we do is driven by the understanding that we are stronger and more united when all of our people are embraced equally and able to access the same opportunities. This is something I have always held in my heart, not least because I have lived the sort of life that Labor governments make possible.
29. Labor governments that give people security when they need it, and the capacity to fulfil their aspirations when they are ready for it. Labor governments that work instinctively to ensure that no-one is limited by the circumstances of their birth. That no-one is held back and no-one is left behind.
30. I'm proud of what we have achieved together so far, but it is just the beginning. Maintaining the momentum we have built is an important part of the responsibility and privilege of forming Government.
31. It is my deep hope that this is a long-term Labor government because real, enduring reforms that change a country for the better take time.
32. We may be Australia's oldest political party but as Labor people we have always mapped our history in achievements, not years. We look with pride on a rich legacy of reforms that have improved the lives of Australians to such a profound extent they have become part of the national story: Medicare, the NDIS, accessible education, universal superannuation, the Sex Discrimination Act, the Racial Discrimination Act, Native Title, the Apology to the Stolen Generations, and saving the Franklin River.

33. We look to our history as a party, not out of nostalgia but because it reminds us what is possible when we have the discipline, courage, vision and ambition for our nation to persuade the Australian people that we are worthy of staying the course.
34. It is a record that energises us and lets us look more clearly to better future that we want to create with the Australian people, who gave us the privilege of being in government and serving them. This is a journey we travel together.
35. Before last year's election, we shared our plans for a better future with the nation. From the moment the Australian people entrusted us with the privilege of forming Government, we have been repaying that trust by getting the job done.
36. This is what Labor does. When we promise, we deliver. Our ambition for our nation is matched by our sense of responsibility. We are working for Australia – that's why we're here. That's why we're Labor.
37. We've been powered every step of the way by the same instinct that drives all Labor governments. The instinct to improve the lives of our fellow Australians. To make a positive difference that lasts. To shape the future so that our great country can become even greater. And, above all, to bring Australians closer together in a stronger, fairer and more unified nation.
38. On election night, I repeated Labor's vow: That we would be a government as courageous and hardworking and caring as the Australian people are themselves.
39. This is the commitment drives and inspires our movement, our party and our Government. Working for Australia, every day, every week, every month, every year.

Anthony Albanese MP
Prime Minister of Australia
Leader of the Australian Labor Party

CHAPTER ONE

**AN ECONOMY
THAT WORKS
FOR EVERYONE**

CHAPTER 1: AN ECONOMY THAT WORKS FOR EVERYONE

1. Labor is optimistic about the future of Australia's economy. We are working towards a nation where no one is held back and no one is left behind.
2. Australia's future prosperity requires strong, gender equal, inclusive and sustainable economic growth that is consistent with the achievement of full employment, well-paid and secure jobs, low and stable inflation, and rising living standards for all.
3. Labor believes that government plays an important role in driving and facilitating strong, inclusive and sustainable growth and development, alongside the private sector and broader community. Labor wants to see economic opportunities and the benefits of growth and development shared with more Australians.
4. Labor supports a fair and balanced workplace relations system with strong unions to deliver better pay and conditions for workers. Decent work and economic growth go hand in hand, and Labor knows that decent work will help Australians reduce welfare dependency and increase good jobs.
5. Labor believes that building a prosperous nation means investing in the capacity of our economy, including infrastructure that is economically productive. This will be important for Australia's pathway to net zero and the creation of more liveable communities.
6. Labor will assist families and businesses in meeting the challenge of inflation by lifting the productive capacity of the economy and providing targeted cost of living relief.
7. Labor understands the importance of ensuring that government policy and economic activity remains within ecological limits, mindful of impacts of the climate and biodiversity.

Security, resilience and opportunity

8. Labor believes that all Australians regardless of gender, race, age or ability deserve access to good secure jobs with strong and sustainable wages growth. We know this is essential to provide the physical and emotional security necessary to underpin a fulfilling and productive life.
9. Labor will maximise the economic and societal opportunities from the climate and energy transition, including to reduce poverty and inequality. The decarbonisation of the Australian economy is a singular opportunity to embrace new technologies and deliver improved social and economic outcomes. We embrace the economic benefits of digitisation and changes in technology, the growth in the care economy and services sector and revitalising and broadening our industrial base.
10. Labor is proud of our record of strong economic management. We know fiscal policy must match the economic circumstances that we face. Labor will ensure that markets are functioning, competitive, fair, environmentally sustainable and work for the benefit

of the Australian people, which may involve direct intervention where necessary, including to address market failures.

11. Labor will boost productivity and build a more dynamic economy, including through greater partnership between workers, their unions, business, community and government.
12. Labor will promote Australia's international competitiveness, by maintaining a commitment to an open economy, a level playing field for Australian industry in domestic and export markets and increasing the volume of Australia's trade with other nations, while fostering Australian businesses of all types that can compete on the world stage.
13. Labor will build a more economically resilient Australia that can interact with the world on its own terms.

Prudent fiscal and monetary policy

14. Labor will maintain an independent Reserve Bank and supports the Reserve Bank's inflation targeting framework. Labor believes full employment should continue to be a core objective for monetary policy, alongside price stability. Labor will consider the appointment of board representatives to the Reserve Bank Board who have a variety of skills and industry experience, including worker representatives.
15. Labor embraces our obligation to make the economy more resilient and put the budget on a more sustainable footing over time. We do this through supporting strong, inclusive and sustainable economic growth, full employment, growing real wages, ensuring women's economic participation and equality, and improving living standards for all Australians.
16. Labor will deliver sound public finances by adhering to a fiscal strategy that is responsive to the economic conditions of the time, keeps spending to a responsible level and ensures that public debt levels remain sustainable. This will be partnered with government investments and research that grow the economy and expand productive capacity, and enhance the quality of public spending.
17. Labor will use gender responsive budgeting to analyse gendered impacts of different policy decisions and respond to the needs and aspirations of diverse Australians.
18. Labor will deliver a progressive and sustainable tax system. This will provide incentives for Australians to work and undertake productive enterprise, while guaranteeing adequate revenue to fund quality public services, bring about a more equal distribution of income and wealth, and achieve the nation's social, economic and environmental objectives.
19. Australia's taxation system should be efficient, simple, transparent and equitable. There is no place for tax evasion. Meeting Australia's economic and fiscal challenges requires everyone, including Australian and multinational corporations, to pay their

fair share of tax. Labor will ensure that the Australian people receive a fairer return from their natural resources.

20. Labor will increase government investment in social and affordable housing with funding from a progressive and sustainable tax system, including corporate tax reform.
21. Realising Australia's economic potential requires government to use all the policy levers available including support for innovation, trade, migration, infrastructure, workplace productivity, and regional development.

Inclusive and sustainable growth

22. As a social-democratic party, Labor will pursue inclusive growth. We reject the false choice between growth that is strong and growth that is fair. Labor believes our economy is strengthened when more people can contribute to it and have a stake in its success. We note that around the world, rising levels of inequality have left countries more vulnerable to sudden economic shocks. Labor's growth strategies will therefore maximise opportunities for full employment, equality of opportunity, fair wages growth, increasing social mobility and economic redistribution.
23. Labor believes that decent work is the basis of a good society, and that requires full employment and well-paid, secure and predictable jobs for all who want them.
24. First Nations people in every part of the country should benefit fully and equally from Australia's increasing prosperity. This includes access to well-paid, secure jobs, culturally relevant employment programs, support for enterprise creation and opportunities to seek economic benefits from managing and leveraging Treaty, Native Title and Aboriginal and Torres Strait Islander land. Labor recognises that looking after Country and the protection of First Nations cultural values has significant economic value. First Nations people should be able to authorise and control commercial opportunities arising from traditional knowledge, art and culture.
25. Labor will work with unions and business to support greater industry and workplace collaboration. Labor will work towards the implementation of an 'Australian model' of company and relevant board representation for workers.
26. Labor will examine options for improving ordinary shareholder rights to enable greater worker and citizen shareholder participation in the governance of corporations.
27. Labor will support a diversity of corporate forms, including equal status for all types of co-operatives and mutuals.
28. Australia's natural environment, with its soils, waterways, wildlife and coasts, is one of our most important economic assets. In addition to its intrinsic benefits, it supports our all-important agriculture, fisheries, forestry and tourism sectors. Labor's growth strategies will ensure these assets are safeguarded and replenished, as well as protected from the damage being caused by climate change.

29. Labor recognises gender equality as a central economic imperative and that achieving gender equality in Australia is a key to unlocking our prosperity and potential as a nation. Through their paid and unpaid labour, women make a significant contribution to Australia's economy and prosperity. We will ensure that women benefit from our economic growth strategies and our increasing prosperity.
30. Labor will ensure that young people are able to benefit from our economic growth strategies. Like their parents and grandparents, this generation should enjoy higher living standards, greater social mobility and higher levels of education and health. Young people must be given opportunities to connect to the labour market and training.
31. Labor will ensure that specific employment and other social welfare policies are designed to ensure that Australians who want jobs are not left out of the workforce. We will ensure the opportunities and support to find employment and grow older securely and with dignity.
32. Labor believes that rising growth and living standards must be matched by an improving quality of life. Labor believes that measuring what matters is important for tracking and achieving progress.

A smart, strong and diverse economy

33. Labor believes Australia must become a more economically resilient and diverse economy.
34. Labor will use all the tools of government, including procurement, to drive sustainable growth and prosperity in ways that promote our competitive advantages and industrial strengths.
35. Labor will transform the Australian economy through science and innovation. We will grow Australia's industries, upskill our people, build our capabilities and deploy technology in a way that creates jobs. We will strongly support the research capacities of our universities and the technical capability of TAFE. We will foster entrepreneurialism, innovation and commercialisation across the economy, from start-ups to established businesses and within the public sector. We will turn Australian ideas into Australian jobs.
36. Labor recognises Australia's cheap, clean and abundant renewable energy resources uniquely place us to lead the world in renewable energy generation and grow a competitive green manufacturing sector, including the domestic manufacture of renewable energy generation, storage, and transmission infrastructure. Our immense mineral resources will be in high demand in the coming decades. Labor will seize this opportunity to take strong climate action and put downward pressure on energy costs for households and businesses.
37. Labor recognises that other governments have made significant investments in energy transition and industrial transformation, and Australia should maximise the benefits of these international investments for Australian industries as well as

responding with complementary measures that support the competitiveness of Australian industries. Labor will implement a broad-based response to support and incentivise the growth of local industries and will develop comprehensive industry policy to strategically target investment to support the growth of domestic and export supply chains.

38. Labor will work with business, industry, universities and research institutes to boost Australia's investment in research and development as a percentage of GDP, getting it closer to 3 per cent of GDP achieved in comparable countries.
39. Labor will seek to maximise the benefits of new technologies like artificial intelligence and quantum technologies, and position Australia at the forefront of technological change to lift national productivity and competitiveness and improve the living standards of all Australians. Labor will ensure that these technologies are adopted in ways that are fair, inclusive and safeguard community and worker interests. Labor will support people to get the skills needed to share in the gains of technological change, either directly through upskilling to maintain their existing employment, or by reskilling to transition into other secure, well-paid jobs. In the event of an employer voluntarily restructuring its workforce to capture benefits of digitisation and automation, it is the employer's responsibility to proactively support their workers to identify and access reskilling opportunities, in order to avoid unnecessary redundancies.
40. Labor will continue to support Australia's world-class research sector, including basic research and science, and ensure Australia has the research workforce we need. To achieve this, Labor will invest in the creation of a STEM-literate workforce. We will engage more women and girls and First Nations people in STEM education.
41. Labor will restore the integrity and independence of Australia's publicly funded science and research agencies to enable their continued contribution to society, productivity, industrial capacity and economic growth. Labor will put Australia's researchers at the front line of our industries and public interest research.

A better connected Australia

42. Labor will work to deliver fast, reliable and affordable broadband for all Australians, no matter where they live or do business. We will improve the National Broadband Network to advance economic and social outcomes, and create experiences that improve quality of life.
43. Labor will continue to improve connectivity and digital inclusion in regional and vulnerable communities, including First Nations communities and areas with high natural disaster risk.
44. Labor will improve online safety for Australians so they can enjoy the benefits of digital platforms and increased connectivity. We will ensure regulation is fit for purpose and industry is doing its part to keep people safe online.

45. Labor will maintain Australia Post in full public ownership and ensure it provides a universal and equitable service to all Australians. We will work to enhance the range of postal and other services offered by Australia Post across metropolitan and regional Australia.

More trade to create jobs and prosperity

46. Labor is committed to maintaining an open economy, promoting Australia's international competitiveness and expanding our exports to the world whilst working towards achieving a level playing field for Australian industry in domestic and export markets, in order to lift national income, as well as create more well-paid, secure Australian jobs.

47. Labor recognises the importance of the international education sector to the Australian economy and will support the sector to ensure that Australia remains an attractive destination for international students from around the world.

48. Labor will set out an ambitious, fair-trade agenda aimed at increasing the complexity of our exports to create more well-paid, secure jobs, strengthen economic resilience and ensure that every trade deal increases the living standards of the Australian people. Labor is committed to trade policies consistent with Australian values of justice and equality, community views, workers' rights, promoting a level playing field for Australian industry and the interests of developing countries.

49. Trade agreements must be consistent with Australia's social and economic values, be based on widespread consultation, provide for appropriate minimum and enforceable labour and environmental standards, take account of social and economic impacts and allow sovereign governments to make decisions and implement policies in the interests of their citizens.

50. Labor will only enter into trade agreements that maintain the Australian Government's capacity to govern in the interest of all Australians. This includes the ability for the Australian Government to protect Australia's jobs through the regulation of temporary work and requiring labour market testing. Further, Labor will prohibit through legislation trade agreements that: limit the capacity of governments to procure goods and services locally, incentivise and lock in the privatisation or contestability of public services, undermine Medicare, the public health system and the Pharmaceutical Benefits Scheme, undermine State or Commonwealth workplace laws or occupational licencing arrangements, undermine laws that relate to anti-dumping, limit the right of the Commonwealth to regulate in the interests of public welfare or in relation to safe products, include ISDS provisions, do not require skills assessments to be undertaken in Australia, or do not include labour chapters with enforceable international labour standards.

51. Labor will legislate a clear framework for the negotiation and ratification of future trade agreements. This framework will set out the parameters for negotiating mandates for these agreements, consistent with the requirements set out in the previous paragraph, as well as promoting transparency through clear consultation and

reporting requirements. Labor will seek the renegotiation of existing trade agreements that do not meet these requirements.

Modern infrastructure, transport and regional development

Investing in infrastructure development

52. Labor will provide national leadership to progress a national infrastructure agenda. This includes developing an Infrastructure Policy Statement to guide Australian Government investment, informed by the expert advice of Infrastructure Australia.
53. Labor will work constructively with all jurisdictions to ensure projects receive funding based on community need and merit, with a view to maximising local jobs and products.
54. Labor recognises that infrastructure investment can deliver wide-ranging benefits across the community. We will especially target investment towards projects that assist the economic development of First Nations people, contribute to the transition to net zero and greater environmental sustainability, support gender equality, create long-term employment pathways in the construction and manufacturing sectors, and eliminate barriers to access for people with a disability.
55. Labor is committed to ensuring that the Secure Australian Jobs Code addresses infrastructure procurement in a way which delivers on our long-term economic, environmental and social objectives. Labor's Secure Australian Jobs Code will also ensure that entities that choose to tender for Commonwealth funded work will comply with all relevant laws, and adopt best practice workplace relations and work health and safety practices in respect of their workers, contractors and subcontractors, particularly with regard to the fair treatment of workers and upholding their workplace rights. The Secure Australian Jobs Code will ensure that Commonwealth funded infrastructure work will be used to support Australian manufacturing, the participation of women and First Nations people, apprenticeships, regional development and jobs growth, especially in secure employment. The Secure Australian Jobs Code will be implemented as part of the Commonwealth procurement framework, under the Public Governance, Accountability and Performance Act where non-compliance may attract a range of criminal, civil or administrative remedies.
56. Labor will work with the superannuation sector, industry, unions, states and territories and communities to help reduce barriers to superannuation investment in priority areas, including but not limited to infrastructure, energy, manufacturing, housing and the care economy, so superannuation capital can play a greater role in financing and supporting Australia's industrial development in a manner consistent with the best interest of fund members.
57. Labor recognises the important role of local government in delivering infrastructure and will work with all levels of government to identify and deliver infrastructure solutions across Australia.

Modernising our transport networks

58. Labor recognises the critical role that transport plays in enabling people to access important services and activities, such as employment, education, healthcare and tourism.
59. Labor will develop a national approach to transition to a low or zero emissions transport sector, including the development of the necessary infrastructure. Labor recognises that the expansion of public transport networks is one of the most effective and equitable ways to reduce transport emissions. Labor will work with state and territory governments to invest in zero emissions public transport. Labor will work with industry and unions to establish and support local manufacturers in vehicle supply chains to transition and take advantage of opportunities offered by the transition. Labor is committed to building our transport infrastructure locally.
60. Labor will plan for future high-speed rail links as a means of transforming interstate travel and regional development along Australia's east coast. Labor will also continue to invest in faster rail and upgraded rail corridors across the nation. Labor will work with state governments to address rail infrastructure needs and will ensure more trains are built in Australia to create skilled manufacturing jobs.
61. Labor will work to ensure the resilience of our supply chain and freight networks, including considering the importance of rail in the movement of freight across Australia.
62. Labor recognises that strong, prescriptive safety regulations are the foundation stone of a safe and reliable transport sector, and is committed to harmonisation of safety regulations to ensure best-practice standards and practices are applied consistently across all jurisdictions.
63. Labor will deliver a long-term road safety strategy dedicated to reducing deaths and serious injuries on our roads. This will include measures to lower the accident rates in passenger and road freight industries by tackling dangerous contracting practices in transport supply chains.
64. Labor understands the health and environmental benefits of active transport, including cycling and walking. All relevant infrastructure project planning will consider active transport links. Labor will work with state and local governments to encourage increased use of all public transport and active travel modes.
65. Labor recognises the importance of an aviation industry made up of major carriers supported by a network of small regional airlines with sufficient competition to ensure services and affordable airfares for all Australians. Labor will work to support long-term growth and innovation in the industry.
66. Aviation safety is paramount for Labor. Labor will ensure that the aviation sector is supported by publicly owned safety and regulatory agencies to ensure the safety of workers and the travelling public.

67. Labor will ensure that aviation industry policy and employment laws protect Australian jobs in the aviation industry and address the issue of unsafe, low-paid and insecure jobs in the aviation sector. Supply chains need to be accountable, transparent and have enforceable policies to address the issue of unsafe, insecure, low-paid and unfairly paid jobs.
68. Labor will ensure that airport regulation balances the economic activity and job creation on our airport sites with the needs of nearby residents, including minimising environmental impacts and enforcing regulatory controls that respect local communities.
69. Labor is committed to ensuring that a fair share of the transportation services for the carriage of minerals, resources and energy products to export markets is delivered in ships operated by Australian entities that employ Australian seafarers.
70. Labor recognises that Australia needs a revitalised, strong, Australian-flagged shipping industry with a secure workforce, and will continue to work on the establishment of a Maritime Strategic Fleet. Labor is committed to local manufacturing and maintenance of our shipping fleet.

Developing our regions, cities and suburbs

71. Labor wants all Australians, no matter where they live, to enjoy the benefits of rising national prosperity. We believe unlocking the significant potential of our regions to grow and prosper requires sustained and coordinated effort, and investment.
72. We respect that regions are as diverse as the people who call them home. We will listen to the unique perspectives of regional Australia and work in genuine partnership to meet the challenges and opportunities facing regional communities.
73. We take a place-based approach to support regions through quality, value-for-money investments to secure long-term prosperity. Labor will work with First Nations people, local governments, regional businesses, farmers and community leaders to identify and deliver meaningful regional development opportunities.
74. Labor is committed to tackling high unemployment and chronic underemployment experienced in regional, rural and remote areas.
75. Labor will invest transparently in regional programs that grow industries, support workers and improve liveability. Labor's procurement policies will ensure regional infrastructure projects directly support regional industries and jobs, and improve First Nations employment outcomes.
76. Labor will support regional Australia to harness the economic opportunity of decarbonisation and renewable energy industries. Labor will work with local communities, unions and state and local governments to ensure economic opportunities and social protections are delivered for those most affected by the decarbonisation of our economy.

77. Labor recognises the importance of federal investment in affordable housing, education, training, health, communications, water and transport to provide crucial services across regional Australia.
78. Labor recognises the impact of natural disasters. We go beyond providing immediate support, with a commitment to longer term investment in resilient infrastructure built for our future environments.
79. Labor will build on the proud record of past Labor Governments which led a national effort to make our cities more productive, liveable and sustainable. We will ensure modern urban and transport planning practices, urban sustainability, and technology underpin all government investment decisions.

Northern Australia

80. Northern Australia makes a vital contribution to the national economy. Labor will work to harness Northern Australia's potential by encouraging sustainable and resilient growth, including the development of natural resources and greater use of renewable energy sources. We will prioritise protecting the region's natural environment, water resources and many social and cultural assets.
81. Labor will invest in the infrastructure, skills and jobs that are critical to the future development of Northern Australia. We will work with all levels of government and the community to enhance traditional industries, like agriculture, mining, forestry, and tourism and support new opportunities in industries like renewable energy, carbon abatement, advanced manufacturing, tropical science and service industries.
82. Labor acknowledges First Nations people are the traditional custodians of the land and key partners in our vision for Northern Australia. Their knowledge will inform our policies across a range of portfolios. Labor will work with First Nations people to address systemic disadvantage, ensure quality education, housing and basic services, provide training and skills, and develop Indigenous enterprises.

Building a stronger nation through migration

83. Labor believes that migration plays an integral role in building prosperity for all Australians. Labor's post-war migration program brought millions of people together to build a stronger, more diverse country.
84. Labor will ensure Australia's migration favours permanent over temporary migration, to create a nation of people with equal rights and a shared interest in our national success.
85. The size and composition of Australia's migration intake will be designed to complement the skills of the Australian workforce, taking into account net overseas migration, its effects on employment and training opportunities for Australian residents, demographic trends and other factors, while responding to current and longer-term economic needs.

86. Labor's priority is to ensure that job opportunities are offered to local workers first and that temporary migration will never be used as a means to undercut local wages, conditions and training opportunities.
87. Labor will restore public confidence in Australia's temporary migration program and ensure that temporary migration does not adversely affect employment and training opportunities for Australians.
88. Labor will reform the regional migration program and encourage skilled migrants to take up jobs in rural and regional locations only where skill gaps exist. As part of our commitment to the Pacific, we will review the Pacific labour mobility scheme to ensure Pacific Islanders are given fair wages and are protected from exploitation.
89. Labor acknowledges the central importance of promoting safe workplaces in the building and construction industry, and the necessity that all workers have the required skills and experience. Labor will prioritise permanent migration programs for construction workers, and will ensure temporary migration programs only operate where there are legitimate skills shortages, and there are rigorous and effective measures to ensure the highest standards of safety, skills, experience, wages, conditions and worker welfare. Labor will consult with industry and unions on the operation and expansion of temporary migration schemes, including on parity with prevailing industry rates and conditions, worker safety, training, and inductions on workplace rights conducted by the relevant union(s).
90. Too often, temporary migrants end up exploited or underpaid with some employers abusing the system for cheap and disposable labour. Labor will ensure that measures are implemented to protect all migrants, regardless of industry, from exploitation, including:
- a. requiring temporary migrants to be paid in accordance with Australian awards or enterprise agreements and to have their wages paid into an Australian bank account;
 - b. ensuring temporary migrants are protected by Australian workplace law and are not exploited through sham contracting or unethical labour hire practices; and
 - c. offering them 'whistle-blower' status if they are providing evidence of exploitation.
91. Labor will combat all forms of people smuggling, trafficking and exploitation—by boat, plane or other means—to ensure visa and work scams are not being used to gain access to Australia's labour market.
92. Labor will ensure that no migrant is 'permanently temporary'. We will align the permanent and temporary migration programs and ensure that, where appropriate, migrants have pathways to permanent visas and citizenship. We will encourage temporary visa holders to consider permanent residency where the visa holders are working under successful arrangements and have priority skills which are in shortage in Australia.

93. A Labor government will provide clear and specific pathways to assist skilled migrants fulfil the required criteria and navigate through the skills recognition process.
94. A Labor government will encourage greater utilisation of the home affairs website by ensuring it is regularly updated and making it more intuitive to provide greater ease of use for skilled migrants wishing to have their skills and qualifications recognised.

A strong, fair and well-regulated financial sector

95. Labor recognises a strong, safe, innovative financial sector creates high-quality jobs and empowered consumers.
96. Labor will:
- a. Maintain the four pillars banking policy and drive competition in banking;
 - b. Ensure our regulators have powers to provide system stability and protect consumers;
 - c. Ensure there is an appropriate body or bodies in place which exercise sufficient oversight of our financial regulators;
 - d. Encourage fintech innovation that is beneficial for consumers;
 - e. Ensure that all Australians have access to banking services and appropriate credit;
 - f. Protect Australian households and businesses from scams;
 - g. Ensure access to affordable, quality financial advice;
 - h. Deliver affordable insurance options and work to reduce natural hazard risk by acting on climate change; and
 - i. Establish a framework for sustainable investment.

Dignity and security in retirement

97. Labor will ensure dignity and financial security in retirement for older Australians. We will achieve this through a combination of superannuation savings, private savings, home ownership, and an age pension that keeps up with community living standards as measured by wages, and is indexed to maintain or improve its purchasing power.
98. Labor recognises that Australians in manual work, including warehouse workers, tradespeople and nurses, have physically demanding jobs that become increasingly difficult to do as they age, and that the increase to the qualifying age for the pension from 65 to 67 has created challenges for these workers.
99. Labor will reform the social security system to better recognise the age and stage of people needing income support as part of a strategy to help Australians in manual work transition to a dignified and secure retirement.

100. Labor will also work with industry to identify those occupations that require genuine opportunities and pathways for manual workers to be afforded a transition to meaningful but less physically demanding roles as they age.

101. Australia has a world leading superannuation system. Labor acknowledges the key role of trade unions in setting up this system. We created Australia's universal superannuation system to give every Australian a dignified retirement.

102. Labor will ensure that all workers, regardless of how they are engaged, can accumulate superannuation on every dollar earned. We affirm our commitment to the legislated Superannuation Guarantee of 12 per cent, and once that has been achieved, we will set out a pathway to increasing it to 15 per cent.

103. Labor will strengthen this system by:

- a. Legislating a purpose of superannuation to preserve savings to deliver income for a dignified retirement, alongside government support, in an equitable and sustainable way;
- b. Placing fund members' interests first, driving strong financial returns for members, and not tolerating misconduct or conflicts of interest in the sector;
- c. Improving the member experience throughout working lives and into retirement by holding superannuation funds to account to performance standards for their customer service standards and ensuring there is appropriate, affordable and timely access to financial advice and information for retirement and insurance to assist with unexpected hurdles on the way to and at retirement;
- d. Improving member service, including access to affordable financial advice and information for retirement and insurance to assist with unexpected hurdles on the way to and at retirement;
- e. Improving fund reporting on adherence to a range of obligations including the fund's environmental, social and governance performance;
- f. Looking for opportunities to facilitate super funds' investment in projects that grow the economy and deliver social and environmental benefits and strong financial returns for Australians' retirement;
- g. Ensuring workers' superannuation entitlements are paid; and
- h. Supporting the equal representation model of governance on boards and oppose the mandating of independent directors.

104. Labor will ensure superannuation works more effectively for low-income earners, women, young people and First Nations people. We will:

- a. Look for opportunities to make the superannuation system more equitable to ensure it does not widen inequity of retirement outcomes;

- b. Work to close the significant gender gap in superannuation savings, including inequality in retirement savings due to parent and carer responsibilities;
- c. Encourage funds to deliver fee relief for special cohorts, for example employees on unpaid carer's leave; and
- d. Work with First Nations communities to ensure settings appropriately support their superannuation needs;
- e. Remove any age discrimination from the rules of application of superannuation guarantee; and
- f. Ensure progressive and fair tax treatment of superannuation.

105. Superannuation funds are also a source of economic stability in the Australian economy, creating a pool of capital that supports investment in Australian businesses and social and physical infrastructure. Labor will reinforce its sustainability.

Building a dynamic and vibrant business sector

106. Australia is best served by a diverse and dynamic business sector that is able to identify and capitalise on opportunities and create more well-paid, secure Australian jobs.

107. Labor recognises that enterprise and small and micro businesses contribute to the dynamism of the nation's economy. They are at the heart of local communities across the country. Australia's small and micro businesses have many different entity types and business structures and operate across all sectors of the economy.

108. Labor will partner with Australia's diverse business community and the relevant unions to ensure economic growth and job creation. To foster enterprise and growth, Labor will:

- a. pursue tax assistance and simplification;
- b. lower regulatory burdens;
- c. strengthen competition laws with tougher penalties;
- d. provide better access to justice and finance;
- e. invest in training and education to ensure workers are job ready and have the skills that industry, businesses and workers need; and
- f. encourage the development of digital technology solutions that support higher productivity, strong growth and well-paid, secure jobs.

109. Labor will help small businesses compete by:

- a. reducing red tape;

- b. countering market concentration;
 - c. making it easier for small businesses to take anti-competitive practices to court;
 - d. helping small businesses compete for government and private contracts; and
 - e. ensuring arrangements in our international trade agreements which exempt small and medium business from non-discrimination requirements are adequately reflected in the Commonwealth Procurement Rules.
110. Labor recognises that foreign investment is important for jobs and the Australian economy and that such investments must be scrutinised in the national interest and any conditions be properly enforced.

A collaborative partner for industries

111. Labor will collaborate with and enable industry to extend and deepen Australian industrial capacity, expand Australia's manufacturing base, and improve skills and training and exports of high value goods and services.
112. Labor recognises the adverse impact on business and workers when construction progress payments are unreasonably withheld or delayed. To this end, Labor will work with states and territories, unions and business representatives to develop effective arrangements to protect the security of payments for contractors down the supply chain in the construction industry.
113. Labor understands the importance of the National Construction Code which creates standards for the safety, health, amenity, accessibility and sustainability of buildings. Labor will continue to work to prevent the use of dangerous non-conforming and non-compliant building products.
114. Labor recognises the significant risk to consumer protections, public safety and workplace health and safety that arises from poorly established occupational mobility schemes such as Automatic Mutual Recognition. Acknowledging that significant variation in legislation across jurisdictions exists and that existing mutual recognition arrangements are already in place to manage these risks while maximising labour mobility, Labor will ensure electrical occupations and building occupations that require licencing and/or registration are exempted from AMR schemes until such time as agreement is reached between relevant industry stakeholders that adequate protections are in place. While labour mobility should be maximised, Labor will ensure that any AMR system requires agreement to be reached between relevant industry stakeholders, which will be based on the implementation of adequate protections in each case.
115. Labor will prioritise working with sectors that are in the national interest and have existing capabilities that can be expanded, including sectors which contribute to sovereign capability in key products and services. Labor will work with industry and unions in priority sectors to build on the comparative advantage of our resources,

agriculture and other critical export industries to drive production and exports up the global value chain to build Australia's economic resilience.

116. Labor will work with the domestically owned co-operative and mutual sector to facilitate growth in smaller and medium-sized businesses through collaborative ventures that support investment, manufacturing capacity and exports.
117. Labor believes that the best way to make a robust and internationally competitive economy is by investing in Australian manufacturing.

A real future for manufacturing and industry

118. Labor will work with unions and industry to rebuild, modernise and diversify Australian manufacturing to improve economic complexity and build a robust and internationally competitive economy. Labor will establish a tripartite manufacturing council to develop a comprehensive manufacturing policy. This council would:
 - a. identify the most promising and significant industry and/or sub-sectors of Australian manufacturing;
 - b. engage with all relevant stakeholders;
 - c. develop investment and innovation plans; and
 - d. oversee the implementation of these plans, supported by other agencies.
119. Labor will employ a variety of means to provide a stronger future for Australian manufacturing. These measures will include:
 - a. supporting the transition to modern clean forms of energy using locally manufactured inputs where possible, to deliver affordable, reliable energy to Australian industry, while recognising the requirements of energy-intensive forms of manufacturing;
 - b. delivering high-quality skills and training for manufacturing workers through enhanced and secure funding for TAFE, industry-supported Registered Training Organisations and universities, based on robust analysis;
 - c. the continuing use of taxation measures to foster research and development and investment in new plant and equipment;
 - d. procurement policies
 - e. supporting specific policy interventions to grow our domestic supply chain and assist small businesses to become medium and large businesses;
 - f. fostering collaboration between industry, governments, unions and research; and

g. build more productive and smarter workplaces where trust, cooperation and collaboration help build better and more prosperous, productive and profitable manufacturing businesses.

120. Labor believes that in its role as a major purchaser of goods and services, government plays an important part in fostering Australian industries. Labor's Secure Australian Jobs Code will safeguard and grow skills, promote security of payment for contractors, and greater investment and secure jobs within existing international obligations.

A strong services sector

121. Labor is committed to ethical service procurement that supports Australian workers through practices that safeguard fair wages, secure employment, and adequate, safe staffing levels.

122. Labor believes that growing the services sector will be critical to the future living standards of Australians. Labor recognises that more Australians will both receive and deliver human services.

123. Labor recognises that sectors in the care economy, particularly those that are female-dominated, have been undervalued. Government has an important role to play as the designer of many service delivery programs, the ultimate funder of many services, and the regulator of quality. Labor believes that a properly resourced and enabled public service is necessary to ensure that care services are delivered in a way that benefits all Australians.

124. Labor will promote services sector innovation and identify the capabilities needed to establish Australia as a global leader in the services economy.

A better future for farmers, fishers and forestry industry

125. Labor will assist Australian agriculture, fisheries and forestry industries to capitalise on their economic and employment potential by adapting to climate change and consumer demand for high-quality, healthy food and sustainable fibre and forest products. Labor continues to work with the states, territories, industries, unions and other voices to:

- a. ensure Australia maintains its world-best biosecurity system;
- b. attract and develop a resilient workforce that meets the needs of the sector, and ensure that all workers are treated fairly;
- c. encourage engagement and participation by Aboriginal and Torres Strait Islander Australians in recognition of their unique and longstanding knowledge of land and sea management;
- d. ensure our education and training meet the needs of modern agricultural, fisheries and forestry industries;

- e. work with the sector to improve climate adaptation, harness opportunities for carbon farming and renewable energy, reduce emissions and promote sustainable practices;
- f. pursue new export opportunities in bulk commodity and premium markets, including by diversifying into new markets;
- g. encourage value-adding and processing opportunities for agriculture, fisheries and forestry products;
- h. improve the quality and adoption of agricultural research and development;
- i. maintain independent, evidence-based regulation for agricultural science, technology and innovation, including in crop genetics, livestock emissions technologies and land management initiatives;
- j. support farmers to prepare for and manage drought;
- k. develop sustainable forestry, recognising carbon and biodiversity values and the demand for purpose-grown timber products; and
- l. support the development of the sector by improving regional liveability.

126. Labor supports research, development and deployment of methane-reducing livestock technologies. We will continue to work with the industry to identify and overcome technological, economic and social barriers, including consideration of large-scale trials of technologies and mechanisms to reward the emissions savings, with a view to meaningfully reduce methane emissions from agriculture.

Resources for the nation

127. Labor highly values the vast contribution mining and resources industries make to Australia's prosperity. We equally value the working people employed in these industries. Labor recognises the important role that existing and emerging resources will play in the expansion of existing industries as well as in the development of new Australian renewable energy manufacturing industries. Labor recognises the essential role that Australia's resource sector, including our emerging critical minerals industries, will play supporting Australia and the world to transition to net zero.

128. Labor will ensure resource development on First Nations people's land proceeds in partnership, consistent with Labor's land rights and Native Title policy and in a way that improves employment, business, and education and training opportunities for First Nations people, and enhances community development and self-determination opportunities.

129. Labor recognises the substantial economic contribution of mining to our national economy. Regions and communities that host mining operations face unique challenges like accommodating transient workforces, heavy use of public infrastructure and volatility of resources industries. Labor will ensure that current and

future mining regions benefit fairly from the economic activity they generate by supporting investment back into these regions.

130. Labor will develop Australia's natural resources by fostering competitive minerals, resources and energy industries, backed by quality infrastructure, and which grow export-oriented jobs. Labor will:

- a. promote the ecologically sustainable development of Australia's energy resources, taking into account domestic industrial, residential and community needs and the need to ensure the security of domestic electricity and gas supply;
- b. promote opportunities for Australian companies and workers to enter global supply chains;
- c. encourage the development of low emission technologies, energy storage technologies, and the circular economy;
- d. create opportunities for downstream processing of minerals, resources and energy products in Australia, and encourage public and private investment in the necessary enabling infrastructure;
- e. support new commercialisation and export opportunities for Australia's world-leading mining equipment, technology, and services sector;
- f. ensure Australia's resources sector is a safe and welcoming workplace for women;
- g. capture additional value from our critical raw materials by capturing downstream mineral processing opportunities onshore; and
- h. support modern maritime engineering excellence in offshore energy, including wind power, decommissioning old assets and export gas production, as well as engineering exports to the global supply chain.

131. Labor recognises Australia's unique advantage in having some of the world's largest supplies of critical minerals. These minerals are indispensable for the high-tech products integral to the renewable energy transition. To safeguard this advantage and ensure the growth of these industries domestically rather than among our trade competitors, Labor will take the following strategic actions to foster domestic refining, processing, and component manufacturing from Australia's resources:

- a. Build on existing policy supports to grow downstream processing of Australia's resources, recognising that the international critical minerals market is not a level playing field;
- b. Review and update Australia's Critical Minerals List and consider how our list intersects with those of like-minded partners; and
- c. Ensuring that approval processes reflect the economic opportunity in this industry and the urgency of tackling climate change, while continuing to engage

communities, First Nations peoples and other stakeholders about the impact of projects.

132. Labor will conduct a review of carbon leakage measures to ensure that Australia's renewable manufacturing opportunity in steel, aluminium, cement, and other emissions-intensive trade-exposed industries is not lost to countries with worse environmental standards.

Growing tourism

133. The tourism industry is critical to Australia's economy, providing significant opportunities for businesses and employees across our country. Labor will continue to support the industry including through investment, competitive tax and visa arrangements, data collection, training and education opportunities and marketing.

134. Labor will grow regional tourism, including through investment in infrastructure and marketing to encourage regional dispersal and longer stays.

135. Recognising the worldwide interest in First Nations people's culture, and the importance of tourism to First Nations people's employment, Labor will support efforts by First Nations people to develop tourism employment and businesses.

Sport for all

136. Labor believes that players and athletes are entitled to collective bargaining and the ability to fight for wages and conditions. They should feel safe, respected, and have a right to voice their support or dissatisfaction for any issues they have in the workplace. Our sporting champions have a powerful platform to positively impact the lives of others and create meaningful change.

137. Labor will continue to work collaboratively with all levels of government to deliver a successful Brisbane 2032 Olympic and Paralympic Games for all Australians. We will activate communities across the country throughout our Green and Gold decade of major sporting events.

138. Labor believes that female athletes should receive the same opportunities as their male counterparts. This includes equal pay and prize parity.

139. Labor believes that every Australian should have the opportunity to participate in sport. Sport brings millions of Australians together to build stronger communities and healthier citizens.

140. Labor believes that everyone should feel safe whilst participating in sport. This includes increasing our safety in sport measures to end harmful behavior.

141. Labor will ensure Australia's success on the international sporting stage by supporting our athletes and improving elite programs and pathways.

142. Sport continues to bring millions of Australians together to build stronger communities and healthier citizens. Labor believes that every Australian should have the opportunity to participate in sport and will continue to encourage participation from marginalised and all vulnerable communities.

A creative culture: arts and entertainment

143. Labor recognises that arts and culture contribute to innovation, prosperity and Australia's diplomatic efforts around the world. Our approach is based on five pillars:

- a. First Nations first: recognising and respecting the crucial place of these stories at the centre of our arts and culture.
- b. A place for every story: reflecting the diversity of our stories and the contribution of all Australians as the creators of culture.
- c. The centrality of the artist: supporting the artist as worker and celebrating their role as the creators of culture.
- d. Strong cultural infrastructure: providing support across the spectrum of institutions which sustain our arts and culture.
- e. Engaging the audience: ensuring our stories reach people at home and abroad.

144. Labor will ensure that Australians, regardless of their background or where they live, can access high-quality arts and cultural experiences.

145. Labor is committed to eliminating the many obstacles faced by the live music industry, to provide a stronger foundation for Australian music.

146. Labor will support legal frameworks and safeguards to protect artists. This includes the legal framework of copyright to ensure fair distribution of income, and ensuring the authenticity and originality of First Nations people's artworks and cultural goods are protected from inauthentic imports and practices.

147. Labor is committed to supporting the sustainability of our National Collecting Institutions.

The care economy and support economy

148. Labor recognises that the care and support economy, including aged care, disability, early childhood education, veterans' affairs, and other health and community services, is the largest and growing employing industry in Australia. Labor recognises the crucial role of the care and support economy in looking after our most vulnerable community members and the importance of it to a healthy, productive and strong society. Labor recognises that the care and support economy sustains communities in every geographic setting in Australia.

149. The majority of workers in the care and support economy are women. Key issues can include low wages, unsafe and stretched care environments, insecure employment

arrangements, and lack of meaningful career pathways. Labor is investing in the care and support economy as a matter of priority and in recognition of the significant social and economic opportunities that it presents, including addressing gender inequality.

150. Labor supports accessible, disability-inclusive procurement, as well as disability-inclusive contract and tendering processes, for all federal government departments and agencies in order to improve employment outcomes for people with disability, particularly for disabled women, and improve community attitudes towards inclusive employment. Labor will consult on and consider a disability procurement initiative, looking at how procurement can be leveraged to create sustainable jobs for people with disability.
151. Labor recognises the inextricable link between quality jobs and quality care. As a major funder of the care and support economy, Labor acknowledges it has a central role in enabling decent wages and job security in the care and support economy. Labor will promote secure work in all sectors of the care economy by encouraging direct, full-time employment, and the improvement of ensuring any use of contracting arrangements does not undermine the decent wages and conditions of care and support sector workers. Labor recognises that creating secure jobs in the care and support economy and pushing back against the rise of poorly regulated gig platforms will ultimately improve the continuity and quality of care available to individuals. Labor acknowledges that improved job quality also promotes increased social and economic participation of the majority female care and support economy workforces, including helping them to secure better retirement outcomes.
152. Labor recognises the untapped potential of people with lived experience of disability to contribute to the economy and acknowledges the additional barriers to access meaningful employment. Labor will work with the disability sector, businesses and across the Commonwealth to establish meaningful employment programs and provide opportunities that reduce the disproportionately higher unemployment amongst Australians with disability. Labor will encourage governments at all levels to develop their own disability employment strategies, including actions under Australia's Disability Strategy, and work towards participation targets to provide opportunities that break down barriers for people who experience disability.
153. Labor will support the sustainable growth of the care and support economy by working with state and territory governments to ensure TAFEs are resourced to be sustainable institutions that embody a commitment to quality qualifications and training. Labor recognises the importance of accessible and quality education in addressing skills shortages and rebuilding the sectors hardest hit by the pandemic, including aged care and disability. Labor will collaborate with all levels of government, industry, unions and education and training providers to develop and provide high quality and relevant industry qualifications and support ongoing accredited professional development.

CHAPTER TWO

OPENING THE DOORS OF OPPORTUNITY

CHAPTER 2: OPENING THE DOORS OF OPPORTUNITY

1. Labor believes the doors of opportunity should be open to every Australian.
2. Labor is proud of our history as a party founded by the union movement to give a better life to Australians. Over the decades, we have worked together with the union movement to introduce reforms that have substantially improved the lives of generations of workers. These reforms should be celebrated and are a large part of why Australia is such a great place to live.
3. Australia is and should be a decent work and a fair wage country. However, new forms of work and certain corporate strategies pose a challenge to the integrity of our system of fair protection and rights for workers. We need to respond to these challenges to ensure that we maintain the hard-won gains that provide the basis for a dignified working life. Labor believes that rights at work should be updated when needed to protect workers' rights, the integrity of the system and to keep up to date with changes in the economy and society.
4. Labor believes that education is the key to building a stronger economy and a fairer country. An excellent education should be available to every Australian student.

Building full employment and higher workforce participation

5. Labor is committed to achieving full employment and working toward the reduction of involuntary unemployment. Labor believes that any person who wants to work should have the opportunity to work.
6. Labor believes that the employment services system must support Australians to access quality job opportunities, address structural barriers to employment, including skills, training and entrenched disadvantage, and assist employers to plan for and meet their labour and skill needs. Labor recognises that the current system does not adequately meet these goals, and Labor is therefore committed to reforming the system, including through:
 - a. an enhanced role for the public sector in coordination and service delivery, including assessment, digital services, case management, research and quality assurance; and
 - b. assisting local community specialist not-for-profit entities to contribute to the Commonwealth system.
7. Labor believes that unemployed people with the capacity to work should make reasonable efforts to secure work, and that the Government and service providers should provide services and support to job seekers that genuinely help attain secure employment. Labor also recognises that current aspects of the mutual obligations system can be punitive, cause stress and anxiety, and be a barrier to attaining employment. Therefore, Labor will review the nature and extent of mutual obligations and develop a revised approach that provides the help people need and is based on trust and shared accountabilities for government, service providers and job seekers.

8. Labor believes those reliant on single incomes should be able to meet the essential costs of living, and aims to ensure policy settings better support individuals to live with security and dignity.
9. Labor is committed to working in partnership with First Nations people to design and implement programs which create paid secure jobs and support people into long term employment opportunities.
10. Labor will support and develop policies that remove remaining barriers to work, including those based on gender, age, race, religion, ethnicity, sexuality, class or disability status.
11. Labor will work to strengthen employment and participation opportunities for people with disability including the right of people with disability to work in an accessible workplace and progress their careers. We will create a disability employment system that ensures more people with disability get good-quality jobs and employers have the capability and confidence to support people with disability in the workplace, including by removing discriminative practices and providing modifications and flexibility. This will seek to ensure that people with a disability will not be penalised for having a disability and still be fulfilling their employment obligations.
12. Labor will support achieving full gender equality in the workforce by removing discrimination and helping people balance their work and family responsibilities. Labor will:
 - a. Eliminate gendered violence, including sexual harassment and family and domestic violence;
 - b. Strengthen access to unpaid parental leave of up to two years, with recourse to conciliation and arbitration in the Fair Work Commission to deal with disputes;
 - c. Give people the enforceable right to request a change of hours or other flexible work arrangements for parenting and caring;
 - d. Give people the right to work reasonable but not excessive hours;
 - e. Continue on the path set by Labor's investment in delivering 26 weeks of government paid parental leave by 2026. Labor's goal is for at least 26 weeks parental leave at full pay through a combination of government and employer contributions, and to continue to expand and modernise PPL, with a focus on enabling shared parenting and securing women's economic participation and equality, including through superannuation on paid parental leave;
 - f. Deliver affordable, quality childcare and before and after school care; and
 - g. Ensure flexible working arrangements accommodate unpaid caring work, including the care of family members with disability, without discrimination.

Better working conditions

13. Labor supports a modern award system that is relevant to the workplaces of today and is responsive to changes in industry and market standards. Modern awards must allow

for improved test case standards, both within and across awards and achieve the new objectives of promoting job security and gender equity. Labor will ensure parties are able to initiate variations to awards. Work and the nature of workplaces continues to change, especially with evolving forms of technology. Labor believes that working people should be consulted when there is significant workplace change and will ensure that workplace laws are up to date and relevant to today's economy.

14. Labor will work with state and territory governments to achieve a national minimum standard for long service leave to form part of the National Employment Standards. Labor will also ensure consistent treatment of public holidays, including the issue of Easter Sunday and the treatment of Christmas Day, Boxing Day and New Year's Day, where they fall on weekends. Labor also commits to ensuring that other days of religious and cultural significance are acknowledged.
15. Labor will support and develop policies that remedy disadvantage and remove barriers to work on the basis of gender, age, race, religion, ethnicity, sexuality, class, disability or other status.
16. Labor will review the operation of the National Employment Standards and clarify any questions relating to the applications of those standards.
17. Labor will support the implementation of the new right to Family and Domestic Violence Leave through education and other support, to ensure that FDV Leave is able to be accessed by every worker who needs it.
18. Labor supports a minimum wage that provides a living wage and will maintain or improve the relative living standards of low-paid workers. Superannuation is part of a worker's pay and conditions.
19. Labor recognises that workers face significant challenges managing their paid work as well as their other responsibilities, including their caring responsibilities.
20. Labor understands the need to ensure that working hours and working time arrangements are fair and reasonable, and meet the needs of both workers and employers.
21. Labor will work to eliminate the gender pay gap. Labor will seek to remove the systemic and structural barriers to the full and equal participation and fair compensation of women in the workforce, including related to issues such as reproductive health. Labor will continue to consider further improvements to workplace laws, including in relation to leave and other entitlements, to promote better workforce participation and ensure that gender equality is fully realised in Australian workplaces.
22. Labor will implement a strategy for achieving equal pay for equal or comparable work, underpinned by legal and reporting obligations. Labor will ensure the frameworks and principles applying to tribunals and agencies reflect up-to-date research and knowledge about what works to reduce the gender pay gap.
23. Labor recognises the need to ensure working women do not retire into poverty and will remove obstacles to superannuation savings which disproportionately affect women.

24. Labor believes in safe and socially inclusive workplaces. No worker should be subject to bullying, discrimination, harassment or sexual harassment in the workplace.
25. Labor will work with state and territory counterparts to consider appropriate pathways to eliminate violence in the workplace perpetrated by customers, clients, patients and/or members of the public ('third party violence').
26. Labor will work collaboratively with relevant stakeholders, including industry representatives, unions, civil society organisations, and academia to explore how guidelines, frameworks, and incentives could encourage responsible corporate behaviour, promote transparency, and measure progress in social and environmental dimensions.
27. Labor will consult with state and territory governments, employers and unions to facilitate and establish the portability of entitlements including through industry-wide schemes.
28. Labor believes a practical, industry-based system for selecting default funds in modern awards should be overseen by the Fair Work Commission with input from workers, unions, employers and experts.
29. Labor will support employers and unions to develop working time arrangements that are consistent with workers' preferences and needs and that will reduce excessive working hours and maximise employment creation.
30. Labor supports penalty rates as a means to compensate workers for working overtime and unsociable hours. Labor will prevent awards being varied to cut workers' take-home pay.
31. Labor will ensure the workplace relations system increases decent work and reduces the incidence of underemployment and insecure work. Labor will strengthen laws that prohibit sham contracting, which is an endemic form of wage theft in the economy. Labor will set an objective test in legislation for determining when a worker is casual.
32. Labor recognises the importance to workers of stable, secure hours of work. Labor will work to ensure rostering practices that are predictable, stable, and focused on fixed-shift scheduling; and that employers genuinely consider employee views about the impact of proposed roster changes, and take the views of the employee into consideration when changing rosters and other work arrangements. Labor will ensure that the Fair Work Commission can consider and address concerns related to rostering guaranteed shifts, and the interaction of permanent, part-time, and casual work.
33. Labor is committed to reducing the use of contractors, labour hire and consultants in the Australian Public Service. Labor in government will ensure the public service fosters an environment of permanence, by establishing processes to convert labour-hire, contract and temporary work into public service jobs. Labor is committed to secure, permanent employment as the usual form of engagement to ensure the public service can provide frank and fearless advice without the fear of having their contract terminated. Labor will work with unions to review the use of labour-hire and contractors and continue identifying positions that can be converted to public service jobs.

34. Labor will protect labour hire workers by establishing a national labour hire licensing scheme to regulate the labour hire industry and ensure that minimum legal standards are met. Labor will also legislate to guarantee that labour hire workers receive the same pay and conditions as directly employed workers doing the same work.
35. Labor is committed to ensuring collective agreements are negotiated in good faith and genuinely agreed to by a representative cohort of the workers to which they apply. Labor is committed to preventing the unilateral terminations of collective agreements which reduce workers' entitlements.
36. Labor will work with trade unions and employers to ensure workers have access to important information, such as their workplace rights, the right to join a union, the relevant industrial agreements, and occupational health and safety, at the commencement of their employment and on an ongoing basis. Labor will protect the right of unions to communicate freely with workers about their industrial rights, including their right to join a union, and other relevant concerns.
37. Labor will ensure that the Fair Work Act provides appropriate coverage and protection for all forms of work and that gig economy platforms and other working arrangements are not used to circumvent industrial standards or to undermine workers' rights to collectively organise and access their union.
38. Noting that poor-quality and insecure employment poses physical and mental health and safety risks, Labor will make job quality and secure employment central social policy objectives.
39. Labor acknowledges the increasing rates of gig and precarious employment in the care economy. Labor recognises that high-quality care and support, and a sustainable care economy, is dependent on quality jobs. Labor will ensure that the Fair Work Commission is able to set fair and reasonable minimum standards for gig workers across the economy, including the care and support sector.
40. Labor will work with local councils and unions to minimise the spread of casualised and insecure work. We will also work to ensure the contracting out of local government services does not diminish local government services and is not used to cut wages, conditions and the job security of local government workers. This includes through transfer of business arrangements by local councils who are non-national system employers to national system employers.
41. In recognition of the potential stress caused to employees and their families by fly-in-fly-out (FIFO) and drive-in-drive-out (DIDO) employment practices, Labor will support industry best practice in work patterns, accommodation standards, communication technology and mental health support for FIFO and DIDO workers.
42. Preservation arrangements should reflect people's ongoing capacity for work and life expectancy, including for those people employed in physically rigorous and other demanding occupations.
43. Labor will work with employers, unions and community organisations to remove obstacles to the employment of people with disability and to ensure people with a disability receive a fair wage and secure work.

44. Labor will prevent employers avoiding their legal obligations to their workers through avoidance strategies involving:
 - a. transfer of business;
 - b. corporate restructuring;
 - c. phoenixing;
 - d. inappropriate use of labour hire;
 - e. sham insourcing or outsourcing arrangements;
 - f. misuse of partnership agreements;
 - g. termination of agreements;
 - h. unrepresentative agreements; and
 - i. sham independent contracting.
45. Labor will continue to closely monitor the fairness and effectiveness of the workplace relations system. Labor will move quickly to close any emerging loopholes which undermine the integrity of the workplace relations system and result in the undercutting of wages and conditions.
46. Labor will, where appropriate, extend responsibility for compliance with workplace laws to corporations that are the economic decision makers throughout the supply chain, including to franchisors and franchisees.
47. Labor will increase penalties for employers and related entities that systematically underpay and exploit workers. Labor will legislate to make intentional wage theft a criminal offence.
48. Labor will ensure the effective regulation of internships to protect interns from exploitation, including bans on unpaid internships that are not part of an accredited program of study.
49. Labor will be a model employer in government and will not seek to reduce industrial obligations or terms and conditions through government outsourcing.
50. Labor will protect the integrity of the Fair Entitlements Guarantee scheme and ensure that it is not abused by businesses.
51. Labor will legislatively protect notice of termination and redundancy pay as a basic employment right. Labor will ensure the Fair Entitlements Guarantee includes:
 - a. redundancy pay of up to four weeks per year of service;
 - b. annual leave;
 - c. long service leave;

- d. notice; and
- e. unpaid wages and superannuation.

Employers will be obliged to make proper provision for employee entitlements. Labor will develop further mechanisms to protect workers' superannuation in the event of corporate collapse.

- 52. Labor will consider the ranking of employee entitlements relative to other creditors, ensuring employers and directors meet their responsibilities, and ensuring any burden placed on taxpayers is reasonable. Labor will consider amending the Corporations Law to strengthen the recovery of employee entitlements, including safe harbour provisions which allow companies to continue to trade while potentially or actually insolvent. This will remove the opportunity for workers' entitlements to be targeted as part of a corporate restructure.
- 53. Labor will support the work of the International Labour Organization (ILO), particularly within our region, to improve international labour standards and champion respect for internationally recognised workplace rights.
- 54. Labor supports Australian jobs. Labor will ensure genuine testing of the Australian labour market before temporary overseas labour is engaged. Labour market testing requirements will not be waived in any future trade agreements. Temporary overseas workers are vulnerable to exploitation, and this affects those workers and all Australian workers by undermining their wages and conditions. Labor will ensure that migrant workers, including temporary visa workers, have access to adequate information on their workplace rights and how to join their union.
- 55. Labor recognises that unpredictable, short-hour rosters with minimal notice and constant shift changes have real and adverse consequences for shift workers in airlines and other industries, and even more so for working carers.
- 56. Labor will ensure airlines and aviation workers, many of whom are women, are entitled to predictable and stable work schedules that allow workers to balance work and care responsibilities, and the right to clock off and switch off from work.
- 57. Labor supports the recommendations of the Senate Select Committee on Work and Care report and will work to implement the recommendations including an enforceable right to disconnect.
- 58. Labor will work to ensure rostering practices that are predictable, stable, and focused on fixed-shift scheduling; and that employers genuinely consider employee views about the impact of proposed roster changes, and take the views of the employee, including working carers, into consideration when changing rosters and other work arrangements.

Safer workplaces

59. Labor believes that all workers have an equal right to healthy and safe work. Every worker deserves to know that their working life will be safe, healthy and respectful.
60. Labor recognises that every year hundreds of workers are killed at work, thousands more die from diseases caused by their work and over 100,000 people are seriously injured at work. This hurts businesses who suffer from lost time and reduced productivity as a consequence of workers being killed, injured and made ill at work, but it has a more devastating impact on workers, their families and communities who bear the brunt of the financial costs as well as all of the physical, psychological and emotional suffering. Labor believes that we owe a duty to injured workers to support them in rehabilitating and returning to meaningful work.
61. Labor will work to address the increasing prevalence of psychological injuries in the workplace and has introduced psychosocial regulations in the Commonwealth system. Workers exposed to psychosocial hazards, including unsafe and unhealthy work practices and cultures, are at risk of suffering harm, including physical and psychological injury. Certain groups of workers, including women and First Nations workers, along with those in insecure work, are disproportionately impacted.
62. Labor recognises that unions make work safer and healthier. Effective consultation, participation and representation of workers through their unions is crucial for healthy and safe work. Labor will continue to build the capacity of workers and their unions to ensure healthy, safe and respectful work for all, including those in insecure work. Labor will ensure that union representatives, including delegates and health and safety representatives, are able to carry out their duties in the workplace free of obstruction or adverse treatment.
63. Labor is working closely with the jurisdictions, unions and employers to advance a national work health and safety (WHS) agenda through a refinanced, enhanced and properly tripartite Safe Work Australia, including by implementing the following key reforms:
- a. Effective and nationally consistent enforcement strategies to ensure compliance with WHS requirements, including for failing to genuinely consult with workers. These reforms shall also enable affected workers, families and unions to again be able to prosecute for breaches of WHS laws and require those who conduct businesses and their officers to bear the onus of proving that they have taken reasonably practicable measures to prevent a WHS offence occurring. Labor will support the states and territories to implement industrial manslaughter laws and the development of harmonised industrial manslaughter legislation.
 - b. The full implementation of all the recommendations from the Boland Review of Australia's Model Work Health and Safety Laws and the Sex Discrimination Commissioner's Respect@Work Report. Labor is working closely with the states and territories to ensure that workers' mental health is protected through the introduction of specific regulation dealing with psychosocial hazards.
 - c. The development of a national strategy on industrial disease focusing on reform to the regulatory environment for prevention, monitoring and response to industrial

diseases, including deadly industrial and infectious diseases that have recently re-emerged, such as black lung and cancers as well as COVID-19.

- d. Ensuring an urgent and evidence-based national response to address silicosis and other occupational lung diseases, which will include development and implementation of a nationally consistent approach.

64. Labor will take all necessary steps to eradicate the hazard posed to workers by exposure to silica dust. Labor recognises that the elimination of silicosis requires the strong coordinated efforts of all governments to take all necessary measures, including a ban on the manufacture, use and import of harmful engineered stone products, as well as other preventative measures, including:

- a. regulation outlining minimum safety benchmarks for application across all industries where workers are exposed to respirable crystalline silica dust (including mandatory silica awareness training for workers in those industries),
- b. comprehensive health monitoring program during and after employment to assist in identifying the onset of any dust-related disease,
- c. dust register for all diagnosed cases of occupational lung disease, and
- d. support (financial and psychological) for workers (and their families) diagnosed with occupational lung disease and who are struggling to return to work and adjusting to life with the devastating impact of their lung disease.

65. Labor will ensure that workers who suffer an illness of disease as a result of exposure to silica will have the same access to justice and rights as workers exposed to asbestos.

66. Labor acknowledges the danger to workers of exposure to hazardous chemicals, including perfluorooctane sulfonate and perfluorooctanoic acid, and will ensure the highest level of protection and support to the community, workers and the environment from hazardous chemicals by:

- a. ensuring the efficient and timely assessment of all chemicals (including nano forms of bulk chemicals);
- b. adoption of a coordinated toxic use reduction policy, across multiple agencies, to decrease the toxic load on people and the environment;
- c. supporting industry initiatives that encourage development of sustainable and environmentally responsible chemical usage; and
- d. identifying those individuals and groups at risk due to use of, and potential exposure to, hazardous chemicals and substances. In addition, Labor will establish a database using existing incident reporting and health monitoring protocols to record, track and support treatment.

67. Labor will improve and harmonise the WHS regulatory frameworks covering workers in dangerous industries, including shipping, offshore oil and gas, stevedoring and offshore clean energy and will retain Seacare as an independent Commonwealth

statutory authority. Labor will also reintroduce a strongly enforced national safe rates scheme for all parties in the transport supply chain.

- 68. Labor supports a thorough review of workers compensation schemes, including Comcare. This review should be aimed at improving the outcomes for injured workers in all jurisdictions. Labor will suspend any new entrants into the Comcare scheme until the review has been concluded and its recommendations implemented.
- 69. Labor will protect the community from exposure to asbestos-related disease, in cooperation with states and territories and led by the Asbestos Safety and Eradication Agency, by improving asbestos awareness and management and the prioritised removal of asbestos from the built environment. Labor will work towards a full worldwide ban on the mining, manufacture, trade and use of asbestos, including through existing international conventions and via a new standalone treaty modelled on the Minamata Convention. This work will be done in consultation with unions and asbestos victims groups, and ensure that the Australian Border Force has the powers and resources it needs to keep Australia safe from dangerous products.
- 70. Labor recognises the unpredictable, volatile and dangerous workplace of firefighters, and believes this high risk should be recognised in occupational health and safety legislation. This recognition should include appropriate safe work features including safe crewing on the fireground and the principle of two-in, two-out.

Defending the right to organise

- 71. Labor supports and upholds the right of all workers to be a member of a trade union to organise and act collectively, and will protect the right of all workers to access union representation at work. Labor will ensure that our workplace laws provide the clear right for workers to communicate and meet with their union without interference and to be represented and participate in any workplace matter which affects them.
- 72. Labor will ensure union representatives, including delegates, are able to organise and effectively represent workers, including through reasonable access to all pertinent records and information, paid training leave, and by removing barriers to union officials speaking to and representing workers in the workplace.
- 73. Labor recognises and upholds that the right to organise, the right to trade union representation and the right to take industrial action if necessary are protected under international law and Labor will adopt and comply with all relevant international labour treaties and conventions.
- 74. Labor will promote and ensure good faith bargaining in workplaces, including by developing guidelines on good faith conduct in negotiations to allow access to and assistance from the independent umpire to resolve disputes, including giving parties access to arbitration.
- 75. Labor will continue to support access to collective bargaining, including multi-employer bargaining. This is a particular issue for those industries where employees are low-paid and where they lack industrial power.
- 76. Labor will facilitate bargaining for multi-employer and multi-agency public sector agreements.

77. Labor will retain the Fair Work Commission (FWC) and the Fair Work Ombudsman (FWO), ensuring understanding of and compliance with workplace laws. Labor will deliver effective, low-cost, informal and prompt resolution of disputes through the FWC, including access to arbitration where possible. Labor will ensure that court processes for resolving workplace issues, including small claims matters, are fair and effective, including considering a possible role for a new employment court.
78. Labor will provide a balanced and effective compliance regime, which will provide procedural and substantive fairness to all parties in the construction industry. Labor will also introduce a National Construction Industry Forum as a result of an agreed outcome of the 2022 Jobs and Skills Summit, in order to improve the culture of the construction industry.
79. Labor will repeal all changes made under the Fair Work (Registered Organisations) Amendment (Withdrawal from Amalgamations) Bill 2020.
80. Labor is working with the public service and unions to build an effective public sector with fair and equitable conditions of employment and job security.

Education and training – a ticket to opportunity

An excellent start: early childhood education

81. Affordable, accessible, high-quality early education is good for children, families and the economy. That is why Labor believes early education should be universal — available to and catering for the needs of all children and families, especially those from low socio-economic backgrounds, children whose parents lack roster justice, children living in rural and remote Australia, First Nations children, children whose first language is not English and children with disability.
82. Labor believes that early childhood education and care teachers and educators are invaluable, highly skilled professionals. Properly valuing and recognising the profession is crucial to attracting and retaining workers. Labor supports high quality training for early childhood educators. Labor also recognises early childhood educators deserve wages and conditions that reflect the value of their profession.

Quality schooling for everyone

83. Public schools are among our nation’s most important institutions and should be fully and fairly funded to deliver excellent secular education that meets the needs of every child.
84. Labor believes parents have a right to choose a non-government school. Non-government schools should be supported by public funding that reflects need.
85. Labor will work with states and territories to implement a properly funded national needs-based and sector-blind school funding model, to ensure that:
- a. all schools are on a path to fair and full funding that meets the needs of all students; and

- b. disadvantaged schools get the biggest funding increases in the shortest time, tied to practical reforms.
86. Labor will ensure schools are socially inclusive and support a diverse society, and will implement strategies focused on student wellbeing and mental health including addressing bullying and vilification.
87. Labor will ensure school funding is linked to evidence-based reforms and practices that lead to higher academic achievement and support teachers. All schools in all sectors are required to meet national standards in curriculum, teaching and learning.
88. Labor supports the inclusion of civics and citizenship education in the national curriculum to develop in students a deep knowledge of their rights, freedoms and responsibilities, and equip them with the ability to play an active role in our democracy.
89. Labor will work to attract, train and retain more teachers to the profession. We will continue to play a national leadership role to tackle the teacher shortage.

Quality vocational education and skill development

90. Labor supports a high quality and trusted vocational education sector that addresses the needs of students, industries and communities. We will work in partnership with employers, unions, professional representative bodies and educators to help Australians learn the skills they need now and in the future to obtain secure, well-paid jobs and to achieve their aspirations.
91. Labor will put TAFE at the heart of the vocational education sector by ensuring at least 70 per cent of all public funding for vocational education goes to TAFE. The balance of funding will go to other high-quality, trusted vocational education providers, which have the support of employers and unions, including in the adult and community education sector.
92. Labor will work with state and territory governments to ensure TAFEs are resourced to be sustainable institutions that embody a commitment to quality and connection to students, communities, schools, universities and industries in their regions by:
- a. better valuing and recognising the importance of occupations supported by vocational education and training;
 - b. rebuilding and sustaining a workforce of professional vocational teachers and support staff capable of delivering TAFE's multiple roles;
 - c. collaborating with all levels of government, industry, unions and education and training providers to develop and provide high quality and relevant qualifications and training products, with a focus on giving Australians transferable skills to support career pathways;
 - d. supporting students, no matter their individual location, needs and aspirations, to gain education and improve the way foundation skills are supported to improve access to secure employment and active citizenship;
 - e. responding to critical labour market shortages in the economy; and

- f. working with all other training providers to deliver more high-quality skills development through collaboration.

93. Labor will strengthen apprenticeships and traineeships by:

- a. expanding workforce participation into new industries and locations, with a focus on gender equity;
- b. pursuing across all levels of Government implementation of minimum national standards, skills and qualifications, and ensuring contracts of employment and contracts for training protect apprentices and trainees;
- c. improving support for apprentices and trainees throughout their training with a renewed focus on improving completion rates;
- d. rebuilding TAFE and modernising skilled trades offerings;
- e. promoting safe workplaces to stamp out bullying and harassment;
- f. establishing apprentice and trainee ratios in major government project procurement contracts;
- g. ensuring all apprenticeships and traineeships deliver quality outcomes for learners through full qualifications consistent with the national qualifications framework, including fit-for-purpose assessment and applicable licensing requirements, developed through supported tripartite arrangements;
- h. promoting industry accredited licencing in accordance with best practice licencing arrangements;
- i. ensuring qualifications promote a combination of work and structured on-the-job training and an appropriate balance of on- and off-the-job training;
- j. supporting quality, not-for-profit group training companies and enhancing their opportunities in sectors such as resources, major projects and for small and medium businesses;
- k. reviewing and providing appropriate incentives, especially for small businesses in regional settings, payments and support programs to build employer and apprentice investment in quality apprenticeships and traineeships;
- l. pursuing a nationally consistent system of trade papers and harmonisation of associated rules;
- m. supporting equality of recruitment of apprentices and trainees until gender balance is achieved; and
- n. ensuring government regulatory agencies are monitoring, reviewing and taking compliance action against training providers who fail to deliver quality training to apprentices and trainees in line with agreed standards. This includes delivering both hands-on and theory-based training in appropriate learning spaces.

94. Employers of all sizes should be encouraged and supported to invest in apprentices and trainees. Labor will investigate avenues and mechanisms to increase employer investment in training.
95. Labor will develop and prioritise traineeships and apprenticeships on major government projects and in local government.
96. Labor believes wage rates for apprentices and trainees should fairly balance a living wage with the investments employers make to hire and train them. Apprentices and trainees should not be exploited as cheap labour, and instead must be provided with meaningful work and training and paid appropriately. Labor will work with business and unions to eradicate exploitation of apprentices and trainees.
97. Labor will expand trades and traineeship opportunities for Aboriginal and Torres Strait Islander Australians and ensure Commonwealth funded apprentice support programs provide culturally appropriate support for Indigenous trainees and apprentices.
98. Labor understands the profound impact of meaningful employment on Australians with disability. Labor will not only support the creation of a stronger market for social enterprises but also encourage investment in social impact to address barriers to employment and participation in the community. Labor will consult with the disability community on how the Government can continue to partner with the social enterprise sector to advance common objectives.
99. Labor will expand the apprenticeship and traineeship opportunities for Australians with disability, ensuring that Commonwealth funded apprentice support programs provide accessible, inclusive and equitable support for trainees and apprentices with disability.
100. Labor is supportive of all industries and sectors having access to industry specific training and skills development that reflect the work being undertaken by its workforce, irrespective of industry size.
101. Labor will work to challenge gender stereotypes in trades and occupations. Labor will encourage women to enter male-dominated trades and vice versa. Labor will work to ensure women are supported to have safe and secure work environments. On Federal Government funded projects, Labor will support programs for cultural change and implement quotas for women in industries with low female representation.
102. Labor will strengthen vocational education and training in schools.
103. Labor will ensure the vocational education and training system does not shift costs onto individual students.
104. Labor will support effective life-long learning to help all Australians to renew their skills and knowledge as our society and economy continues to change.
105. Labor supports an independent tripartite agency to advise government on current, emerging and future labour market and workforce skills and training needs.

Stronger universities

106. Australian universities are among the world's best and are the engine rooms of commercial innovation and social progress. Labor will work with the higher education sector to put in place policies that set up Australian universities for the future.
107. Labor believes all Australians, regardless of their background or where they live, should have the opportunity of higher education and will direct policies to boosting access to higher education for people from low socio-economic backgrounds, rural and remote Australia, First Nations Australians, people with disability and people from non-English speaking backgrounds. Labor believes the HECS-HELP system should be fair and sustainable and focus on making university more accessible and affordable for people from disadvantaged backgrounds. Labor will work to ensure that studying at university does not shackle young workers with a lifetime of debt.
108. Labor recognises the value of higher education in empowering Australians with disability to find a job in open employment. Labor will expand the higher education opportunities for Australians with disability and ensure that Commonwealth funded support programs (including those from the Department of Education) provide accessible, inclusive and equitable support for students and staff with disability.
109. Labor recognises that international education is a critical national asset and will work with the sector on its continued development.
110. Labor believes that university research is critical to economic productivity and social progress. Labor will support research activity across disciplines that is in the national interest while maintaining the independence of researchers.
111. Labor supports student involvement in the management of their university communities and in university decision-making processes, and will support elected staff and student representation on university councils.
112. Labor supports the critical role of researchers, lecturers, tutors and support staff in Australia's education system. Like all Australian workers, they should have secure employment and fair pay and conditions.

CHAPTER THREE

**PROTECTING
AUSTRALIA'S
CLIMATE,
ENVIRONMENT
AND ENERGY
SECURITY**

Labor



CHAPTER 3: PROTECTING AUSTRALIA'S CLIMATE, ENVIRONMENT AND ENERGY SECURITY

1. Labor recognises the strength and sustainability of our economy depends on the health of the environments in which we work, live and play. Labor believes in a strong national environmental protection framework.
2. Australia's biodiversity and natural environment have suffered neglect and destruction. Labor will ensure that Australia's laws are nature positive and lead to the conservation and restoration of our precious natural environment, including its oceans and waterways rather than managing its decline.
3. Labor will lead Australia to become a renewable energy superpower, including in green manufacturing.
4. Australia must harness our natural advantages in clean energy to become a major clean energy exporter. Labor acknowledges that the world's climate emergency is Australia's jobs opportunity.
5. Labor will implement climate change and energy policy, including transport, industry, the built environment and the land, to reduce carbon pollution in line with the goals of the Paris Agreement. Labor is committed to reaching net zero domestic greenhouse gas pollution by 2050 and will continue to set and deliver medium-term targets consistent with that goal.
6. Labor acknowledges the stewardship of Aboriginal and Torres Strait Islander Australians. The authority, knowledge and experience of the first and enduring custodians of the land, oceans and rivers is crucial to conserving and restoring nature and acting on climate change. Labor acknowledges impacts on culture and ritual, as well as the increasing difficulty of living on Country for Aboriginal and Torres Strait Islander Australians, from unchecked climate change.

Taking action to reduce and mitigate climate change

7. Labor will partner with Aboriginal and Torres Strait Islander Australians whose knowledge and experience are critical in helping Australia address climate change and take advantage of the substantial economic opportunities it presents.
8. Labor accepts the science of climate change. An increase in global average temperatures by 2 degrees or more above pre-industrial levels will have devastating effects, especially for and on Australia.
9. Labor is committed to holding the increase in global average temperatures to well below 2 degrees above pre-industrial levels and pursuing efforts to limit the increase to 1.5 degrees above pre-industrial levels. We will ensure that we stand ready as a nation to adapt to the unavoidable impacts of climate change through nature-based solutions, investment in disaster resilience and preparedness, and improved data collection and sharing, to ensure government decisions are informed by up-to-date information on likely regional climate impacts.

10. Under Labor, Australia joined Pacific leaders to declare that our region is facing a climate emergency. We will continue to listen, engage and work constructively with our Pacific partners to address and respond to climate change. Labor recognises the Pacific's longstanding global leadership on climate change and will put our region's priorities at the centre of international climate discussions.
11. Labor will ensure the costs of adaptation and climate impacts do not fall disproportionately on the most vulnerable and disadvantaged Australians.
12. Labor will support the economy to adapt to a changing climate, and its impact on our natural environment. We will establish arrangements to identify and manage climate risk, including in the public sector. Labor will work with regulatory agencies, businesses, unions and investor groups to provide a national framework for climate related financial risk disclosure. Recognising the importance of a healthy natural environment to the health of our economy and society, Labor will also consider a future framework for nature-related financial risk disclosure.
13. Labor will support workers to adapt to a changing climate. Labor acknowledges that unchecked climate change poses new and intensified workplace health and safety risks, as well as potential impacts on workplace productivity. Labor will ensure that all workers have an equal right to healthy and safe work and into the future.
14. Labor will ensure that the workers, industries and communities that have powered Australia for generations can seize the opportunities of Australia's net zero transformation. The federal Labor government has already established a Net Zero Economy Agency to support workers in emissions-intensive sectors, coordinate programs and policies to support regions and to help investors and companies engage with net zero transformation opportunities. Labor will transition that agency into a statutory authority, underpinned by legislation. Labor will ensure the authority's governance structure embeds major stakeholders, unions and industry and focuses on promoting the orderly and positive economic transformation associated with achieving net zero emissions.
15. Labor will pursue policies which will ensure Australia's established energy-intensive industrial sectors remain competitive in a decarbonising world, as well as building the industries of the future such as hydrogen production and green steel. We see Australia becoming a global leader in delivering significant jobs, investment and economic diversification and environmental sustainability.
16. Labor recognises that Carbon Capture, Use and Storage and other negative emissions technologies may provide opportunities to reduce carbon pollution in hard-to-abate industries such as cement and for negative emissions technologies in the future. Labor will reduce risk and create certainty through clear legal and regulatory frameworks for these industries.
17. Labor sees Australia becoming a global leader, delivering significant employment, investment, economic diversification and environmental sustainability dividends. Labor will lead Australia to become a renewable energy superpower both in our region and globally.

18. Labor recognises the importance of strengthening international economic partnerships to address climate change and maximise the economic benefits of action, including by diversifying supply chains, developing clean energy export opportunities, and supplying the raw and processed materials the world needs to fuel the transformation to renewable energy.
19. Labor believes in an independent, fully resourced Climate Change Authority to provide advice to the Australian Government and help guide Australia towards net zero.
20. Labor believes that the Commonwealth public sector should demonstrate active leadership on emissions reduction and sustainability. To this end Labor will achieve net zero emissions across the public service by 2030. Australian Defence Force and security agencies are excluded from the 2030 target given their operational needs. However, these agencies are still encouraged to reduce emissions where possible, for example, with respect to standard office accommodation and passenger vehicles. All emissions, including indirect emissions, will be included in the emissions reporting for emissions sources where robust data is available and Labor will continuously improve public reporting of emissions as time goes on, especially for scope 3 emissions. Labor will work with public sector unions, public servants and other stakeholders to develop emissions reduction initiatives for 2030, including for indirect emissions reporting including scope 3 emissions; and other sustainability initiatives.
21. Labor is committed to the integrity and independence of the environment and climate change portfolios and relevant science agencies. This includes improving the effectiveness of the Clean Energy Finance Corporation and the Australian Renewable Energy Agency.

A national energy policy

22. Labor will modernise Australia's energy system, including our energy markets and institutions, to transform our energy infrastructure and secure reliable energy and deliver a framework for significant investment in reliable, affordable and clean energy.
23. With renewable energy the cheapest form of energy, Labor understands that increasing renewables in the energy mix must deliver improved social and economic outcomes while driving down living costs for the benefit of all Australians.
24. Labor understands that investment in transmission infrastructure is vital to support the growth of renewable energy. Labor recognises that like any infrastructure, renewable energy infrastructure will have impacts on the environment and community. Labor recognises how critical community support is for the delivery of renewable energy infrastructure upgrades and will move to enhance community support and make efforts to ensure that electricity transmission and renewable energy developments deliver for communities, landholders and traditional owners.
25. Labor will continue to deliver a cooperative approach with state and territory governments on energy policy, in consultation with industry and unions, to transform the electricity system, provide reliability to the system and place downwards pressure on electricity prices.
26. Labor recognises improved energy performance in homes, including in low-income housing, and workplaces is urgently needed to take pressure off power bills, reduce

energy demand, improve indoor spaces, and meet Australia's emissions reduction targets. Labor will implement a national energy performance strategy. Labor notes the contribution of the built environment to greenhouse gas emissions, and will work with state, territory, and local government to transition towards zero-carbon-ready homes and buildings.

27. The majority of Australia's current housing and commercial building stock is not built to modern energy performance standards. Labor believes retrofits to existing homes and buildings should be performed by skilled workers in secure jobs with safe working conditions, and support Australian manufacturing to produce the materials needed for this work in Australia.
28. Labor will ensure that regional Australia powers the nation's economy for generations to come by upscaling renewable energy investment in regional Australia.
29. Labor recognises the critical role that gas plays in the Australian economy, for electricity, industrial energy use, households, and as a feedstock to crucial strategic manufacturing. Labor's policies will support Australian workers and communities in the gas extraction industry, including policy settings that ensure sufficient gas supply to meet domestic needs and international obligations. The Federal Labor Government will ensure that Australian gas is available at affordable prices to Australian households and industry, including by implementing an east coast gas mandatory code of conduct, supporting the Western Australian Government's Domestic Gas Reservation Policy, reforms to the Australian Domestic Gas Security Mechanism (ADGSM), and reforms around gas supply, pipelines and storage. This will deliver a better functioning domestic gas market, lower domestic gas prices, and support sufficient gas supply.
30. Labor recognises that gas and methane are powerful greenhouse gases and the gas industry must contribute its share of emissions reductions to achieve net zero emissions by 2050. The Federal Labor Government will ensure the gas industry plays its role in achieving net zero emissions, including through the Safeguard Mechanism. Labor will also support households and businesses that choose to switch to other energy sources, such as renewable electricity and green hydrogen.
31. Labor recognises the role gas power generation plays in firming electricity grids, including the National Electricity Market (NEM). As renewables play a larger role over time, to become 82 per cent of generation by 2030, Labor will have regard to the advice of the Australian Energy Market Operator (AEMO) in continuing to ensure reliability and affordability as Australia's electricity supply transitions to net zero emissions.
32. Labor recognises the role of international events in driving energy price volatility, and that the best way to reduce energy costs in the long term is to continue the transformation of our energy system to a renewables-based system. To support the achievement of a renewables-based system and ensure access to affordable energy to support Australian households and industry, working with industry, workers and states, Labor will continue to deliver policies such as Rewiring the Nation and the Capacity Investment Scheme.

33. Labor recognises that electrification and fuel switching are critical to meeting our emissions reduction targets, and present significant opportunities to reduce energy costs and improve household and business outcomes, including health outcomes.
34. Labor’s policies will support industry and households who choose to pursue fuel substitution, whilst coordinating with industry and unions to maintain and grow manufacturing output, and ensure quality jobs for workers and apprentices in the process. Labor will implement a Fuel Efficiency Standard, and work with industry, climate groups, businesses, and unions to ensure that the Standard learns from international best practice and works for Australia’s market.
35. Labor recognises energy is an essential service and will implement measures to reduce energy poverty, including providing support for people experiencing disadvantage to access reliable energy, improve energy performance, climate-resilience measures and small-scale renewables.
36. Labor will ensure Australian consumers are the focus of energy sector reform, including through strong consumer protections to encourage retailers to keep energy costs down. Labor will empower consumers to make informed choices between providers. Electricity is an essential service and high electricity prices are a first order cost of living issue for millions of households and businesses across the nation.
37. Labor recognises the important role of public ownership and investment in the energy transformation, including in transmission and distribution networks. Labor will ensure that both the public and the private sector are incentivised to invest in local supply chains, build and maintain a world class workforce, keep energy costs down and put consumers first.
38. Labor will ensure energy sector reform incorporates strong worker protections to avoid reductions in maintenance standards, safety, quality and reliability of energy systems.
39. Labor will secure Australia’s fuel security and ensure Australia meets its IEA obligations with respect to fuel storage, including by ensuring a robust domestic fuel refining and storage capability.

A nature-positive Australia

40. Labor recognises that a strong economy and society is underpinned by a healthy environment. We believe that each generation has a responsibility to engage in stewardship of the natural environment.
41. Labor commits to a target of zero new extinctions of plants and animals. Labor also commits to protecting and conserving at least 30 per cent of Australia’s land and 30 per cent of Australia’s oceans by 2030. This includes through the creation of new National Parks and Indigenous Protected Areas and improved conservation on private land.
42. Labor recognises that feral populations of non-native fauna have a devastating effect on our local wildlife by preying on local animals, competing with them for food sources, destroying their natural habitat, and spreading exotic diseases. Labor is committed to

preventing the introduction of new non-native species, in addition to a humane program of management for existing feral non-native populations.

43. Labor will ensure the Commonwealth has the institutional capacity to provide effective and transparent environmental management systems, which are essential for sound decision-making, monitoring, assessment and reporting of environmental performance and outcomes. That will include an Environment Protection Agency: a strong cop on the beat that is independent of the government and will play a central role in restoring Australians' trust in the Commonwealth's capacity and willingness to protect our precious natural environment whilst facilitating genuinely sustainable development and economic activity.
44. Labor is committed to stronger environmental laws that better protect Australia's environment and prevent further extinction of native plants and animals whilst facilitating genuinely sustainable development and economic activity. Environmental protection laws will provide for:
 - a. a strong and independent Environment Protection Agency;
 - b. strong, legally enforceable National Environmental Standards;
 - c. publicly available and transparent environmental data;
 - d. efficient and effective environmental assessment processes; and
 - e. independent conservation planning that identifies and prioritises the threats, actions and important habitat for threatened species and ecological communities.

First Nations cultural heritage

45. Labor recognises the deep trauma caused to First Nations peoples from the destruction of their spiritual, cultural, and physical heritage.
46. Labor will assert the strong national interest in valuing and protecting First Nations spiritual, cultural, and physical heritage as the embodiment of the oldest continuous culture on earth, and as an essential part of our national identity.
47. Labor commits to working in full and genuine partnership with First Nations peoples for cultural heritage protections through a standalone piece of cultural heritage legislation. Labor's commitment will be to do this within the framework of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), particularly the principle of self-determination, and consistent with our commitments to the *National Agreement on Closing the Gap* and the *Uluru Statement from the Heart*.
48. Labor believes that the co-design partnership between the Australian Government and First Nations must extend to legislative reform, policy transformation, administrative improvement and governance.

National heritage

49. Labor believes in the importance of protecting our nation’s heritage, for its own intrinsic value and because of the longer-term conservation benefits that arise from re-purposing and reuse.

50. Labor will:

- a. seek to expand Australia’s National and World Heritage areas including Cape York and Flinders Ranges subject to First Nations consent;
- b. ensure cultural values are included in all National and World Heritage listings;
- c. oppose resource extraction in National Parks or World Heritage areas;
- d. actively manage National Parks and World Heritage areas consistent with the science; and
- e. ensure environmental laws are fully applied to protect World Heritage sites from inundation through the construction of dams or the raising of dam walls.

Australia’s international environmental obligations

51. Labor will ensure Australia meets its responsibilities under international environmental treaties including the World Heritage Convention, the Convention on Biodiversity and the Ramsar Convention on Wetlands. Labor commits to active participation in international environmental forums.

52. Labor will ensure the Australian Government leads ambitious international efforts for global agreements on:

- a. protecting and repairing nature;
- b. protection of the high seas;
- c. establishment of an East Antarctic Marine Park;
- d. a treaty to reduce plastic pollution;
- e. a moratorium on deep sea mining in international waters;
- f. sustainable development; and
- g. a crackdown on the trade of chrysotile asbestos.

The Great Barrier Reef

53. Labor recognises the significance of sites like the Great Barrier Reef. We believe a healthy Reef is not just a key part of our culture and environment, but its health also is critical to our economy, supporting thousands of jobs in the marine tourism industry. Labor also recognises the benefits of meaningful and long-term employment of First Nations peoples on their sea country in marine tourism and stewardship.

Labor will protect the Great Barrier Reef by:

- a. addressing climate change;
- b. increasing ocean protection in the Coral Sea;
- c. improving water quality including through assisting communities and First Nations peoples to adapt and apply scientific advice;
- d. strengthening our environmental laws and institutional capacity;
- e. safeguarding the biodiversity of species and ecological habitats in its catchments;
- f. continuing strategic investment in research and implementation capabilities that will assist the Great Barrier Reef to adapt to the changing climate; and
- g. increasing the opportunity for First Nations peoples to exercise stewardship over sea country.

Parks and reserves, and caring for landscapes and waterways

54. Labor supports an extensive, effectively managed national system of parks and reserves, as well as policies for ecologically sustainable use of other land and waterways.
55. Labor will ensure national environment funding programs and community programs, like Landcare funding, support local sustainable agriculture, soil management, conservation and environmental priorities.
56. Labor shares the passion of grassroots conservation groups and will support their efforts to protect and restore their local environments through funded government programs.
57. Labor will support programs for Aboriginal and Torres Strait Islander people to work on and manage Country that support jobs, particularly through the expanded Indigenous Ranger and Indigenous Protected Area programs.

A new approach to forests and forestry

58. Labor is committed to building Australia's carbon and environmental markets. It is a powerful way to restore and better manage landscapes, reduce greenhouse gas emissions and create economic opportunity. Labor will prioritise investment in the highest carbon and biodiversity landscapes for restoration, protection and management and develop an industry plan that creates regional jobs and skills, and provides incentives to public and private landholders.
59. Labor is committed to delivering the Glasgow Leaders Declaration on forests and land use which commits Australia to halt and reverse forest loss and land degradation by 2030. Labor recognises that deforestation increases greenhouse gas emissions. Labor will deploy a variety of policy responses to deliver on our emissions reduction and deforestation commitments including robust and additional nature-based

solutions to prevent forest loss and degradation. Labor will work with the states and territories on national vegetation mapping and monitoring programs.

60. Labor supports the sustainable future of Australia’s forests and forest products industry and recognises the value and role of our forests in storing carbon and protecting biodiversity. Labor will work with states and territories to update the 1992 National Forest Policy Statement to ensure it is contemporary and fit for purpose. We will:

- a. expand Australia’s plantation estate to meet domestic and international demand for high-value, sustainably sourced wood products, and will develop an industry plan that facilitates regional job growth and vibrant sustainable communities;
- b. deliver the management and restoration of native forests, recognising and rewarding carbon and biodiversity values and the need for their active and on-going management;
- c. consistent with current government policy, ensure the application of National Environmental Standards to Australia’s native forests;
- d. harness the social, environmental, and economic benefits that our forests can provide; and
- e. recognise the skills, knowledge and competencies of timber workers and their communities, as well as the central role First Nations communities play in restoring country and determining social, economic and environmental benefits flowing from forest management activity.

61. Labor will support internationally recognised forest certification with robust governance arrangements. We will set best practice, transparent, consistent and objective standards in sustainable forest management, chain of custody and labelling. Labor will require employers in the industry to uphold, acknowledge, respect, sustain and support the principles and rights at work as defined by the ILO.

62. International forest certification schemes operating in Australia will be required to have workers' representatives on their global and Australian governing boards, nominated by the International Trade Union Confederation and the Australian Council of Trade Unions respectively.

Wildlife trade

63. In line with international obligations, Labor will support the survival of iconic species by working with the states to ban Australia's domestic trade in endangered animals, such as the trade of ivory and rhinoceros horn, noting the need for carefully targeted exemptions for items which do not contribute to poaching. Labor will act against unacceptable risks of animal cruelty, such as illegal import or export of shark fins or shark finning or lion trophies. We will improve the regulation of wildlife trade to ensure it causes no detriment to species, and where possible delivers conservation benefits.

Reducing waste, building a circular economy and reducing pollution

64. Labor will lead a shift towards a safe circular economy that reduces waste and pollution, while creating new productive opportunities and jobs.
65. Labor commits to upholding Australia's international obligations to care for our oceans by ensuring that existing offshore structures and associated subsea assets are decommissioned and remediated, consistent with international best practice and to the benefit of oceans and local communities.
66. Labor will establish an Australian decommissioning industry that secures domestic jobs and ensures the safe and effective removal of existing equipment and structures. An Australian decommissioning industry would operate to world-class standards, promote international best practice, and secure domestic jobs. Labor will work with industry to establish the need for shared infrastructure, such as membrane-protected yards and vessels to carry out decommissioning, dismantling and recycling works.
67. Labor will continue to ensure that companies take full responsibility for this work and will protect public finances from bearing any cost. This will be achieved through:
 - a. Reviewing the Sea Dumping Act and state waste-management Acts to ensure world-class standards for domestic recycling and disposal;
 - b. Ensuring there is transparency, public disclosure and consultation throughout the process of decommissioning and remediating oil and gas titles and securing the financial liability of titleholders.
68. Labor will encourage investment in new technologies and in large-scale recycling of materials such as plastics, tyres and batteries within Australia to increase capacity and reduce the need to send recyclables offshore for processing.
69. Labor will work to ensure that our nation and its people reduce the use of resources; reuse, repair and recycle material wherever possible; and responsibly dispose of any residue.
70. Labor will work with states and territories, local governments, the resource management sector, industry and the broader community to ensure circular economy and national waste policies are monitored, reviewed and achieved.
71. Labor will promote international cooperation to reduce waste and pollution, particularly with respect to ocean plastic in our region. Labor will work for an international treaty to end plastic pollution by 2040 by restraining the consumption and production of plastic to sustainable levels.
72. Labor will enforce tough controls on pollutants and toxins in the environment, minimise the production, import and use of harmful substances, develop alternative technologies and, where possible, eliminate harmful substances.
73. Labor will fulfil Australia's obligations to control the safe movement of hazardous waste.

74. Labor will promote national air quality standards and monitoring, reporting and control of air pollution.

75. Labor will work with states and territories, local governments, the resource management sector, industry and the broader community to ensure circular economy and national waste policies are monitored, reviewed and achieved.

Water, rivers, ocean and coasts

76. Australia's long-term water issues require national leadership. Labor will lead responsible management of water assets by acting on climate change, promoting wise water usage, securing adequate water supplies, and supporting healthy rivers.

77. Labor will deliver the Murray-Darling Basin Plan and its successors. Labor wants the Murray-Darling Basin to have healthy, working rivers, supporting agriculture including food production, sustaining local communities, allowing for First Nations cultural practices, and providing a haven for the abundant plants and wildlife that depend on the system. Labor will take a rigorous approach to compliance and hold the states to account in relation to their management of water.

78. Labor will protect the ecological health of the rivers, floodplains, wetlands, lakes and channels of the Lake Eyre Basin.

79. Labor will support initiatives to improve water security for Australia's cities and towns including by ensuring that residential, agricultural and industrial water use is sustainable, supporting efficient water infrastructure, and supporting investment in alternative water supply options such as wastewater recycling, desalination and stormwater harvesting.

80. Labor will continue its proud record of protecting Australia's oceans.

81. Labor will:

- a. work to ensure Australia's bioregional plans and marine parks network are science-based, reviewed in a timely manner, meet standards for protected areas, and bring social, cultural and economic benefits to local communities;
- b. protect Australia's unique marine environments, tourism industry, valued fishing industry and recreational fishing lifestyle from the risks of overfishing and from the use of super trawlers, unless a thorough assessment against the science can verify operations will not undermine small pelagic fisheries and recreational fishing spots;
- c. ensure protection, based on scientific advice, for iconic marine species like whales, dugongs, turtles and sharks, and promote the conservation and research of key bioregional health indicator species; and
- d. support protections against and responses to coastal erosion, and support coastal communities.

82. Labor in government will consider an application to UNESCO for the inclusion of Exmouth Gulf as part of the Ningaloo Coast World Heritage listing, on the basis of properly protecting the Gulf's unique and critical biodiversity and heritage value. Any

application would be subject to comprehensive local consultation and leadership by First Nations communities.

Emergency management: building a more resilient nation

83. The incidence and severity of natural disasters in Australia is increasing due to climate change, and in an increasingly connected world these disasters are having broader and longer-lasting disruptive impacts on individuals, communities and economies. Accordingly, our capacity to prepare for, respond to and build back better after disasters must keep pace.
84. Labor will provide strong national leadership to improve Australia's emergency management capability and readiness for disasters. Our approach will emphasise building a more resilient nation through prevention, mitigation and preparation, to improve overall response and recovery.
85. Labor recognises that state, territory and local governments are important partners in emergency management. We will work with state, territory and local governments to deliver a stronger and fairer emergency management system that embeds resilience into our preparation and recovery and builds our response capability.
86. Labor also recognises that vulnerable people including people with low incomes, the elderly, women, children, people with disability, cultural and linguistically diverse communities, and First Nations groups are particularly affected by the impacts of natural hazards. We acknowledge that in all aspects of preparedness, response and recovery we need to ensure that vulnerable people are adequately supported, and included and considered at the planning stage and in how we warn, inform and respond to these events.

CHAPTER FOUR

**A STRONG
AND HEALTHY
SOCIETY**

CHAPTER 4: A STRONG AND HEALTHY SOCIETY

1. Labor will keep our health system strong and universal.
2. Australia's future prosperity is dependent on a strong safety net that ensures every Australian has the opportunity to contribute to our economy and community.
3. Labor seeks to achieve opportunity for all. Our nation's prosperity should be shared fairly and every Australian should have the chance to realise their talents and succeed in the world.
4. Labor will not abandon people when they fall on hard times. We seek to build on more than a century of Labor reforms, which help people and families rebound from misfortune. Unemployment payments, Medicare, workers' compensation, transport accident insurance and the National Disability Insurance Scheme (NDIS) all insulate Australians from circumstances that are beyond their control.
5. Recognising, fulfilling and protecting the human rights of older Australians is a priority for Labor. Labor will ensure that human rights are clearly articulated in the aged care framework.
6. Labor recognises those who experience family and domestic violence face many barriers including the impact of trauma, fear of retribution, impacts of the violence on their dependents, and challenges of accessing work while recovering and providing care for their children. Labor recognises the multifaceted nature of abuse and that violence can extend to non-physical means, such as coercive control. Labor also recognises that domestic and family violence includes forced marriage, which disproportionately affects young women and children. Labor has a suite of supports in place to prevent and respond to family and domestic violence and is working to improve those practices. Labor will also support those who are escaping criminal acts and violence to move to safety and recovery through payment of a single parent benefit that recognises the recipient's role as a carer and is fit for purpose.
7. Labor will implement policies to help ensure more with the goal of ensuring that all Australians have a safe, decent, and affordable place to call home. This includes policies that support the construction of more social housing, as well as supporting more affordable housing options such as subsidised and/or low-cost housing.
8. By ensuring people receive the support they need when they need it, Australians are better placed to pursue their longer-term interests and in doing so, bring greater benefit to themselves and our community.

A strong and universal health system

9. Labor believes all Australians have a right to the best possible health, with affordable and accessible care when and where they need it. Strengthening Medicare will ensure equitable access to health care for all Australians.
10. Labor created the Pharmaceutical Benefits Scheme, and will continue to ensure all Australians have affordable and timely access to essential medicines.

11. Labor believes that now is the time to strengthen our health system to meet the demands of the future.
12. Labor will reform the funding arrangements for health care and hospitals to focus on value-based health care that promotes and incentivises patient experience and outcomes over rewarding activity that is being driven from increasing chronic disease.
13. Labor will ensure transparency of health funding allocation and public reporting on service delivery outcomes so the community can understand how public money is being spent.
14. Labor will ensure that primary health, aged care and disability are adequately resourced and funded to ensure people are not unnecessarily admitted to hospitals, nor remain in hospitals once they no longer need to be there.

Giving every Australian a fair shot at a healthy life

15. Labor does not accept that health outcomes should be determined by wealth, class, gender or personal background. Labor understands that health outcomes are also driven by social determinants such as education, employment, and housing. Labor will work to ensure health outcomes improve for all Australians.
16. Labor will develop policies that promote wellness and prevent disease. Labor will support and encourage evidence-based health promotion and education.
17. Labor recognises addiction as a chronic health condition. Affordable treatment services for addiction are important to achieving a healthy and inclusive society. Labor acknowledges the impact that poor access to addiction treatment is having on communities, including families, children and workplaces. Labor is committed to harm minimisation principles in the management of addiction. Labor understands the importance of prevention, public awareness, and community-based services to ensure that people can seek appropriate supports.
18. Labor will support addiction workforces, recognising this will divert pressure on mental health services, emergency departments, first responders, and other health and social care services. Labor recognises the important role of states and territories in delivering high-quality addiction services and will support initiatives that provide best practice treatments.
19. Labor believes Australia's preparedness and responsiveness to current and emerging public health emergencies can only be addressed by a national Australian Centre for Disease Control. This includes the ongoing COVID-19 pandemic and its long-lasting impact on communities.
20. Labor is committed to Closing the Gap in health for First Nations people to ensure Aboriginal and Torres Strait Islander Australians enjoy a high quality of life with the same life expectancy as other Australians. Labor will work in partnership with First Nations people and Community Controlled Health Organisations to reduce the gross inequalities in health outcomes between First Nations people and other Australians.
21. Labor supports autistic, neurodivergent Australians and their families and will work to support their agency, choice and control in the health decisions that impact them.

Labor will, by supporting the development and the implementation of the National Autism Strategy, use the Strategy to inform the design and delivery of the vital health and support services that autistic and neurodivergent Australians need.

22. Labor supports queer, transgender and gender diverse Australians and their families, and will work to support their agency in health decisions. Labor will provide access to the vital health and support services LGBTIQ+ Australians need.
23. Labor acknowledges that Australia has a strong, bipartisan history in our world-leading response to the HIV pandemic. However, more needs to be done. Labor is committed to ending Australia's HIV epidemic.
24. Labor recognises that drug and alcohol addiction should be treated as a health issue, not a criminal one, and policy responses to addiction should be guided by health experts. Labor will expand access to rehabilitation and drug addiction services especially in regional areas.
25. Labor will improve access to health services throughout regional, rural and remote Australia. We will work to better connect people in the areas where in-person services are not available.
26. Labor recognises the burden of chronic disease on the Australian community and our healthcare system, in particular cancer, musculoskeletal conditions, cardiovascular diseases, mental health conditions and substance use disorders, and neurological conditions, and the need for action against the leading causes of death in Australia, including ischaemic heart disease, dementia and cerebrovascular diseases.
27. Labor acknowledges Australia's leading international role in tobacco control and recognises the public health benefits of reduced consumption of cigarettes and other tobacco products. Labor remains committed to reducing harm caused by nicotine through a comprehensive range of policy measures at a state and federal level and through their application to emerging trends such as e-cigarettes and vaping. Labor acknowledges the coercive nature of the tobacco industry and will not engage with representatives working for or on behalf of companies that receive revenue from the manufacturing and/or production of tobacco.
28. Labor will work with CALD communities to provide equitable access to health services. Labor supports the Social and Human Rights Model of Disability, in line with leading disability organisations in Australia, including those for CALD people with disability. We recognise the right of CALD people, especially CALD people with disability, to culturally responsive health services.

Helping Australians access affordable care when and where they need it

29. Labor will continue to strengthen universal access to health care in Australia.
30. Labor recognises that family and domestic violence is the number one contributor to the burden of disease for women aged 18 to 44 years. Labor will work to ensure all healthcare systems are trauma resourced and are integrated with specialist support services.

31. General practice is the first port of call for sick Australians. GPs work alongside a range of other vital primary and community health providers, including nurses, pharmacists, allied health practitioners, Aboriginal health providers and others. Labor will work to ensure the affordability of primary care, including maintaining GP bulk billing and Medicare access for other providers. Labor will also support efforts to improve the quality and coordination of primary care, and will particularly encourage new models of care that better prevent and manage chronic disease.
32. Labor sees oral health as the missing element of Medicare. Our goal is to provide universal access to affordable dental services for all Australians. Labor will engage a consultative process with all relevant stakeholders to begin this work.
33. Labor will make the mental health of all Australians a national priority. Our goal is to provide universal access to mental health care. Labor will continue to remove stigma, encourage help-seeking and ensure equitable, integrated, affordable, culturally and linguistically relevant services. Labor will aim to bring wait times for mental health care service down to levels that meet community demand and champion an accessible and preventative model of care. Labor will ensure the role of lived experience informs mental health policy.
34. Labor introduced the first Minister for Mental Health. Labor will use a whole of government approach to develop a national suicide prevention plan that includes workplace mental health initiatives regarding suicide prevention to better mitigate and manage psychosocial hazards at work. Labor believes mental health is a workplace health and safety issue and will work with unions, the business community and across government to address psychosocial risk factors.
35. Labor will improve the affordability and timeliness of specialist care. We will empower consumers to make informed choices between providers. Labor will also improve coordination across other health, disability and aged care services to improve care and reduce unwarranted hospital admissions and readmissions.
36. Labor recognises that both public and private sectors play critical roles in Australia's world-class health system. Labor is committed to ensuring that private health insurance delivers value for Australians and that the costs of health are borne fairly by all Australians. Labor will continue to review all aspects of the cost of health, including health insurance, in this term of office against these objectives. Further, Labor believes in world-class public health systems and that hospitals should be delivered publicly, and not wholly or in part by private companies or by outsourcing and contracting services.
37. Labor recognises the importance of domestic manufacturing of vital medicines, vaccines, and medical devices. Labor will continue to ensure Australia builds onshore manufacturing capability.
38. Labor will work to improve sexual and reproductive health for all Australians. Labor will ensure that whether people choose to continue with pregnancy or not, they are supported by access to relevant medical, support, and advice services. Labor supports more women's health services in regional, rural and remote areas. Labor undertakes to address the underlying factors which act to limit genuine choice and

commits to strengthening access to sexual and reproductive health care as well as pregnancy and post-natal care and support services.

39. Every Australian has a right to quality end-of-life care. This includes access to palliative care. Labor commits to working with the states and territories to ensure excellent options for end-of-life care are available for all Australians. Labor respects that state and territory governments have jurisdiction to legislate to reflect community preferences to have voluntary assisted dying options available to citizens, provided strict safeguards are in place.

Improving Australia's healthcare system for the future

40. Labor believes Australians value transparency and accountability in health. We will work to ensure data is reported in a transparent and nationally consistent manner and Australians get the information they need to make informed choices about their health care.

41. Labor will coordinate funding and data sharing between academia, the Federal Government and state governments to reduce the incidence of foetal alcohol syndrome disorder (FASD). Labor will investigate ways to reduce the consumption of alcohol amongst the Australian population. Labor will use evidence-based research to inform policies supporting sufferers of FASD, including those diverting young offenders suffering FASD from criminal behaviours.

42. Labor will ensure that every dollar spent by the Commonwealth on health is delivering high-quality, equitable and accessible health care. All levels of government must be accountable for how they spend the health budget. All parts of the healthcare system must be held to the highest level of compliance, including those charged with accrediting and regulating workforce.

43. Access to universal world-class healthcare is a staple of Labor policy. Labor recognises the system was neglected by the Coalition Government. To ensure its ongoing integrity, Labor will examine the effectiveness of the healthcare system in delivering improved patient safety, outcomes and care, workforce sustainability, equity, efficiency, and healthy populations.

44. Labor will ensure that the modern care economy supports integration across health, aged care, and disability systems. We will ensure that care is provided to people in settings that best support their independence and wellbeing.

45. Labor will work with patients and the broader health workforce to place the patient at the centre of care.

46. Labor will harness technology to improve the delivery and coordination of care, reduce duplication and ensure better health outcomes for Australians. We will continue to build and integrate the digital health record system while protecting the data and privacy of Australian consumers. We will work to ensure data is reported in a transparent and nationally consistent manner and Australians get the information they need to make informed choices about their health care.

47. Labor will enforce the ban on the cloning of human beings.

48. Labor will support health and medical research, with a stronger focus on quality, independence and integrity. Labor will enhance Australia’s reputation as a world leader in high quality, innovative medical and health research and development. Labor will support research led by First Nations people to improve healthcare outcomes.

Building the Health Workforce for the Future

49. Health workers are the backbone of our health system. Labor will develop and support a national health workforce for the future in areas where we need them and ensure a focus on preventative and early intervention care. Labor will work to ensure directly employed secure and fairly remunerated jobs across the clinical and non-clinical health workforce. Labor will work to ensure there is appropriate planning to support the distribution of health professionals in all parts of our country, so all Australians get the health care they need.

50. Labor will ensure there is a focus on workforce planning for allied health professionals, who play a vital but often overlooked role in the delivery of preventative, restorative and reablement care. Ensuring a national workforce planning focus for allied health will ultimately reduce expenditure in future by treating conditions early, reducing a repeat need for care, or escalation to tertiary care. To ensure the attraction and retention of a strong allied health workforce now and into the future, these professionals need access to quality tertiary education, work-based training, and continued professional development opportunities. Labor will work with relevant stakeholders such as universities, and health and other care providers to ensure allied health professionals are supported to study, enter and remain in their careers in health. Labor will also support the physical and mental health of our health workforce and ensure their personal safety at work is a priority across the entire health system.

Nurturing our children

51. Children are our nation’s future and Labor believes families deserve strong backing to nurture and educate the next generation.

52. Labor will work to protect children at risk from disadvantage, neglect and abuse. We will seek to reduce the number of Australian children living in poverty.

53. Labor will work in partnership with First Nations people and their organisations to address the unacceptable overrepresentation of First Nations children in Australia’s child protection system and ensure children in care maintain contact with their culture, language and community.

54. Labor recognises that family and domestic violence is a key cause of childhood poverty and trauma. Labor will improve financial support for those escaping and recovering from violence and work to resource specialist children’s services so they can assist children to recover.

55. For those escaping family and domestic violence, Labor will ensure financial support that best resources their decision to escape violence. This support will recognise the need for the parent and their family to recover from the trauma they have experienced and for the need of the parent to provide a safe environment for their children that is not dominated by poverty.

56. Labor will help give every Australian child the best start in life by developing an Early Years Strategy.
57. Labor is the party for young people. We recognise their resilience, strength, and capacity to lead positive change. Labor will support young Australians to reach their full potential by investing in their education, training, health and employment. Labor will equip young Australians to successfully negotiate the many challenges, opportunities and transitions that life in our nation offers.
58. Labor will work to protect children from exposure to inappropriate material over the internet, at home, school and at other public access points.
59. Labor acknowledges the advocacy of survivors of child sexual abuse and will continue to work with survivors and advocates to build community knowledge and support primary prevention. This includes strengthening community awareness of grooming, and how to identify and report it.
60. Labor will continue to implement the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.
61. Labor will work with the states and territories to develop a uniform national system for adoption. This will prioritise the best interests of the child and ensure adequate safeguards against child trafficking.

Valuing older Australians

62. Labor believes older Australians should be valued and respected; they also deserve dignity, security and choice as they age.
63. Australia's ageing population is a social and economic asset that should be valued. Labor believes that older Australians deserve a fulfilling and secure retirement.
64. Labor values the contribution of grandparents raising grandchildren and the work they do. Labor will work with states and territories to make it easier for grandparents to access social security, financial and other supports to help with the care of their grandchildren.
65. Labor created the pension and we have protected it for more than a hundred years. Labor built universal superannuation. We will always ensure Australia's post-retirement income system is strong and sustainable, giving older Australians the financial support and security they deserve.
66. Older Australians in physically demanding jobs, those working in industries in transition, and those experiencing unemployment and underemployment before they are eligible for the Age Pension are likely to have depleted financial resources going into retirement. Labor will protect their right to a dignified retirement.
67. Labor believes that regardless of age, all Australians make important contributions to our community and our economy. We will remove barriers to those older Australians who choose to continue working and will provide better and more flexible work environments for older Australians, including addressing the growing problem of age discrimination.

68. All Australians have the right to be safe, particularly in their older years. Labor will address the growing prevalence of elder abuse and neglect to keep older Australians free of the fear of physical, psychological, emotional, sexual or financial abuse.
69. Labor believes that older people, as they age, should live a life of fulfilment. Labor is determined to enhance the dignity of older people and work to eliminate forms of neglect, abuse and violence.

High-quality aged care services

70. Labor believes that everyone should have access to the high-quality aged care services they need. Older people must be provided access to safe, person-centred and holistic care that is appropriate to individual needs, whether it is being provided in the community, home or a residential facility.
71. Aged care workers deserve to have their skills recognised through appropriate wages and secure employment. In recognition of our ageing population and the importance of this industry to the nation's future, Labor will invest in aged care as an attractive, stable and well-paid career. Labor continues its commitment to fund any wage increase determined by the Fair Work Commission. Labor recognises that by investing in the predominantly female aged care workforce, it is addressing gender inequality and the undervaluing of care work.
72. Labor recognises and does not shy away from the fact that the Australian aged care system currently faces significant challenges. Labor acknowledges the work of the Royal Commission into Aged Care Quality and Safety. Labor will work to ensure that the sector is reformed in a coordinated and comprehensive manner, with the principles of quality, safety, dignity and fairness embedded at every level. As such, Labor will continue the implementation of the recommendations in the Royal Commission's final report. Labor will lay the foundations to deliver a world-class aged care sector to ensure its long-term success.
73. Aged care funding needs to be sustainable and based on the needs of an ageing population. Labor will work with unions and key stakeholders to implement a model of funding that better addresses the needs of the people it supports, with a focus on improved care quality, mandated minimum staffing, sustainability and transparency. Every dollar spent in aged care should go towards ensuring the provision of high-quality and safe care. Labor will ensure financial transparency and accountability across the aged care sector, particularly for taxpayer funds invested in aged care services.
74. Labor recognises that many older people want to live independently in their homes for as long as possible, and recognises the significant contribution of unpaid and familiar care often provided by women. Labor supports the delivery of high-quality home and community care services as they are needed by older Australians.
75. Labor recognises the invaluable work of the aged care workforce in providing high-quality care and support to older Australians. Aged care workers deserve to have their skills recognised through appropriate wages and secure employment. Workers deserve to be supported through ongoing, meaningful training and career development. In recognition of our ageing population and the importance of this

industry to the nation's future, Labor will invest in aged care as an attractive, stable and well-paid career.

76. Labor will ensure the provision of culturally appropriate aged care, including strategies that address the particular needs of diverse groups of Australians, including First Nations people, people with disabilities, CALD and LGBTIQ+ Communities. Labor will ensure representatives from diverse communities are engaged at every level of reform to the aged care sector, to ensure services provided are appropriate and their needs are met.
77. Labor will help the growing number of Australians living with dementia. We believe dementia should not be considered a normal part of ageing, but rather a terminal condition with major implications for our whole society. We believe that Australians living with dementia should have access to quality care, services, and support so they can stay connected to their communities and remain independent for as long as possible. This includes those who experience younger-onset dementia. Labor will ensure better understanding and awareness of dementia by the general public, so people living with dementia and their families feel less isolated and alone.
78. Labor recognises the direct link between high-quality, safe care and workforce planning practices. Safe staffing levels ensure workers have enough time to provide holistic care, and this improves health and social outcomes for everyone. Labor supports the implementation of recommended staffing models that increase minutes of care across occupation groups, to the best practice standards possible. We will ensure the regulation and accreditation of providers is linked to safe workforce planning practices. Labor will work with industry stakeholders, including unions, to review staffing models and ensure they are regularly revised and adapted as and when care needs increase or change.
79. One streamlined home and community care program is being implemented, but we recognise and support the need for some services to continue to receive some block funding post the transition date of 30 June 2025, to ensure that high-quality services currently provided under Commonwealth Home Support Programme (CHSP) can continue.
80. Labor recognises the importance of retaining quality staff in aged care. Labor recognises that adequate funding and funding certainty will assist maintaining high-quality services and staff.
81. Labor will work with stakeholders to investigate and facilitate the continuation of home and community care services that are currently delivered by local governments. Labor will ensure that providers entering markets are able to meet the needs of CHSP recipients and meet legal standards prior to being contracted to deliver these services.

Supporting Australians with disability

82. Australians with disability and their families deserve the chance to reach their full potential – to live their best life – and Labor will give them that opportunity.
83. Labor is committed to removing barriers that prevent people with disability from participating in social, economic and democratic life.

84. Labor recognises that Australians with disability are entitled to freedom from discrimination. People with disability are also entitled to live without fear of abuse, neglect, vilification, violence and exploitation, particularly in care settings. Labor will stand up for victims of abuse and improve the quality and standards of care. Labor is committed to protecting the rights of Australians with disability.
85. Labor is committed to putting people with disability at the centre of disability policy and the design and delivery of disability services.
86. Labor recognises the NDIS is a vital reform which supports people with a disability to participate in social, economic and democratic life. Labor supports fair wages, conditions and job security for the disability workforce. Labor believes that decent pay and conditions and access to portable leave entitlements, accredited training and continuing professional development are critical to growing, maintaining, and enhancing the quality of the NDIS workforce. Labor will do everything in its power to ensure that disability support workers in the NDIS sector receive their appropriate minimum industrial entitlements and have good, secure, well-paid jobs.
87. Labor will continue to invest in research, evidence, and information to support service innovation, planning and quality, as well as informed choice by NDIS participants. Labor will ensure that people with disability will have choice and control over the services they receive.
88. Labor will continue in consultation with NDIS participants and the disability community through the NDIS Review to ensure that assessment processes required to access the NDIS and to calculate allocated funds are not only person-centred and trauma-informed but also fair, transparent and genuinely accessible to people with disability.
89. Labor will continue in consultation with NDIS participants and the disability community improving regulation and oversight of the NDIS and the National Disability Insurance Agency (NDIA) in order to prevent the exploitation, neglect, and abuse experienced by NDIS participants.
90. Labor will ensure an effective and sustainable NDIS so current and future generations receive the benefits of the scheme.

A fair social security system

91. Labor believes in a strong, adequate and fair social safety net and that there should not be poverty in a country like Australia. Labor is committed to a social security system that keeps people out of poverty, whether they are unemployed, working age, escaping family or domestic violence or in retirement.
92. The Age Pension is critical to the dignity of senior Australians and Labor will protect it. We will ensure it is there for those who need it, and that it is indexed to keep up with the cost and standard of living – along with the Disability Support Pension, Carer Payment and other pensions.
93. Labor will make sure people who are looking for work get the financial support they need to live a life of dignity through a strong social security system, as well as the support they need to find and keep a job. Payments, housing, health, education and

employment opportunities should help keep people out of poverty and ensure all Australians have a decent standard of living.

94. Labor will enable people's participation in the economy and community by helping them gain the capacities needed through employment, volunteering, community service and education. Our policies will aim to break the cycle of entrenched and multiple disadvantage in particular areas, reflecting the reality that poverty is often concentrated in certain suburbs and towns – and that it can be overcome through policy choices.
95. Labor has already strengthened the social safety net by increasing working-age and student payments and Commonwealth Rent Assistance and expanding support available for single parents on payment. Labor is committed to reviewing the social safety net, including policy settings, systems and structures, and the adequacy, effectiveness, and sustainability of income support payments ahead of every Federal Budget.
96. Labor believes that social security is an insurance for us all; a guarantee that as we face difficulty, disability or age, our needs can be met.
97. Labor has a history of structural reforms to protect the living standards of all Australians. Labor understands the randomness of misfortune and will protect our social security system, to make sure it is there for those who need it.
98. Labor believes that our social security system should work to keep children and families out of poverty, so they can learn and reach their potential. Labor will ensure that keeping people out of poverty will be central to future changes in the social security system.

Safe, secure and affordable housing

99. Labor believes that safe, secure and affordable housing is a basic human right and is central to the security and dignity of all Australians. Labor acknowledges that the primary purpose of housing is to provide a home.
100. Labor acknowledges that housing affordability remains a significant issue facing Australians. Labor believes that improving housing outcomes for Australians, particularly more secure and accessible housing suitable for people with disability, requires all levels of government, industry and stakeholders to work together.
101. Labor will implement policies with the goal of ensuring that all Australians have a safe, decent, and affordable place to call home. This includes policies that support the construction of more public, community and affordable housing, as well as supporting more affordable housing options such as subsidised and/or low-cost housing, including shared-equity schemes, build to rent and rent to buy schemes, and taxation reforms to affect market changes and increase supply.
102. Labor acknowledges that the growing proportion of Australians who rent their homes are as entitled to a safe, secure and affordable place to call home as those who are homeowners. Labor will support them by working with the States and Territories to strengthen renters' rights and support rental affordability including by funding new affordable rental properties. Labor will also provide Commonwealth Rent Assistance

to help support people on low incomes renting in the private rental market. Homes must not only be affordable to buy or rent, but also well-built, energy efficient, and support the health and wellbeing of those who live in them.

103. Labor will reduce regulatory barriers that discourage the superannuation sector from investing in residential housing, to ensure that superannuation capital can play a greater role in financing Australia's housing expansion.
104. Labor supports an increase in housing density in areas with established infrastructure and services, and will support state, territory, and local governments to achieve this. Labor will work with the housing sector to examine planning standards that increases housing supply.
105. Labor also acknowledges the role that social housing plays in providing an economic and social benefit to Australians. Labor in government has a strong track record of supporting states and territories to invest in new social housing and maintain existing social housing and will expand funding to address the backlog demand for social housing.
106. Labor will work towards ending homelessness and will support delivery of high quality and well-resourced support services to people experiencing or at risk of homelessness, in partnership with States and Territories. Labor will work with states to ensure that funding provided for support services is adequate to provide safe staffing levels, secure employment and fair wages and conditions for the workforce delivering the support.
107. Acknowledging that improved housing is needed to close the gap, Labor will work to address inadequate housing and overcrowding in First Nations communities.
108. Labor supports the licensing of property developers to ensure that development is sustainable and in line with community expectations, and will support state and territory governments to achieve this.

Support for the community sector

109. Strong communities are fundamental to Labor's egalitarian project. We believe in the value of mass membership organisations – from trade unions, to communities of faith and local sporting clubs. Labor recognises the social benefits of volunteering, philanthropy and civic activism.
110. Labor believes in a respectful partnership between the government and the non-profit sector. Labor will:
 - a. work with the community sector to establish a model of funding which better addresses the needs and interests of people they support;
 - b. protect the right of charities and non-profits to advocate on public policy issues;
 - c. prioritise funding for specialist services, including specialist services delivered by women's, LGBTIQ+, First Nations, disability and CALD groups;

- d. remove the practice of competing on labour costs by ensuring tenders and grant programs are sufficient and appropriately funded to provide for adequate and safe staffing levels, secure employment, and fair and reasonable wages and conditions; and
 - e. work with faith communities and others who give social and spiritual support to Australians.
111. Labor in government will work with relevant trade unions, the Australian Association of Social Workers, and all state and territory governments to build and grow the social worker workforce. In recognition of the vital role social workers play in the community, Labor in government will seek to improve professional understanding and definition of the social worker role, increase the research culture across the profession, build a pathway towards registration, and improve the role of evidence based social worker models of care to improve patient and community outcomes.

Humane animal welfare

112. All animals should be treated humanely. Labor will provide national leadership, working with the states and territories to achieve better animal welfare through increased transparency and accountability and improved harmonisation of standards. Labor will continue to build and strengthen national frameworks that support the improvement of animal welfare outcomes, recognising the important role for impartial expert advice.

Fair and equal government services

113. Labor believes that Government should be a force for good. Government services provide a hand up that helps Australians seize opportunity, engage in social and economic life, connect with their community and reach their full potential.
114. Government services have never been more relevant to the daily lives of Australians than they are today. The COVID-19 pandemic, endless natural disasters and a decade of Coalition economic chaos culminating in a cost of living crisis means that Australians from all walks of life, and in larger numbers than ever before, have lived experience of relying on government services to survive.
115. Labor recognises that government service delivery by government workers achieves the highest quality outcome for the citizen and the most cost-effective outcome for the taxpayer. The Liberal Party's privatisation agenda has been exposed as a fraud against the Australian people, which converted public money into corporate profits, undermined the Australian Public Service, destroyed job security and undermined public confidence in government.
116. Labor is committed to putting the delivery of government services back in the hands of the Australian Public Service. We recognise the value that Australians place on human interaction in the delivery of government services, particularly face-to-face contact.
117. Labor will also put people at the centre of service design and delivery. We will embrace technologies that enhance the delivery of services to citizens. However, we will always respect the importance of human contact in service delivery and human

oversight of technology, and make sure that the mistakes of the Coalition's shameful and unlawful Robodebt scheme are never repeated.

CHAPTER FIVE

**BRINGING
PEOPLE
TOGETHER**

CHAPTER 5: BRINGING PEOPLE TOGETHER

1. Labor believes that everyone is entitled to respect, equality, dignity and the opportunity to participate in the social, cultural and economic life of our nation free of hatred or harassment.
2. Labor believes that human rights are to be enjoyed by all. It was Labor that saw Australia as an original signatory to the Universal Declaration on Human Rights. Australia defends and advances the principles enshrined in the Universal Declaration, both at home and abroad.
3. Noting that Australia is the only democratic country in the world that does not have some form of comprehensive, national human rights legislation, a federal Labor government will consider whether our commitment to the implementation of human rights standards could be enhanced through a statutory Charter of Human Rights and Responsibilities, or similar instrument.
4. Labor acknowledges Aboriginal and Torres Strait Islander Australians as the Nation's First Peoples.
5. Labor believes that we can strengthen our nation by ensuring all Australians can participate fully in our democracy, economy and society.
6. Labor believes that Australia's human rights obligations should be adhered to and understood by all Australians.

Equality for First Nations People

7. Labor supports reconciliation and truth telling between First Nations peoples and those who followed in their footsteps. The Uluru Statement from the Heart is a generous invitation from First Nations peoples to build a more reconciled nation, and we believe that accepting this invitation to the Australian people will bring us closer together. Labor supports all elements of the Uluru Statement from the Heart, including a constitutionally enshrined Voice to Parliament, a Makarrata Commission for agreement-making and a national process of truth-telling. Labor will take steps to implement all three elements of the Uluru Statement from the Heart in this term of government.
8. Labor believes that we can advance reconciliation through recognising Aboriginal and Torres Strait Islander Australians, their culture and knowledge.
9. Labor recognises that reconciliation requires addressing the past wrongs inflicted upon First Nations people – including addressing the shameful legacy of the Stolen Generations.
10. Labor acknowledges the profound impact colonisation and racism has on First Nations people. We recognise that First Nations people experience unacceptable disadvantage as a consequence of injustice. We believe that we can address

disadvantage experienced by First Nations people through empowerment and self-determination.

11. Labor believes that it is a crucial task of government to close the gap between Indigenous and non-Indigenous Australians. We believe self-determination is fundamental to being able to achieve this.
12. Labor believes that by supporting Indigenous communities and organisations, and elevating community voices, our nation will make greater progress towards addressing disadvantage experienced by First Nations people. This includes by centring First Nations people, voices and perspectives in the planning, delivery and procurement of services.
13. Labor believes that we can strengthen our nation through addressing inequality and elevating First Nations voices, knowledge, language and culture. This includes through the truthful telling of Australia’s history, and the teaching and protection of the history and culture of First Nations people and their contribution to our nation.
14. Labor recognises the immense contribution of Indigenous culture to our nation. We believe that the protection, recognition and teaching of Indigenous culture and knowledge is of utmost importance to strengthening our nation’s story. This includes through land rights and Native Title, return of items of cultural significance, and protection of cultural expression.
15. Labor believes that First Nations people have a right to live on their traditional lands. We believe that it is crucial that remote communities have essential services and are empowered to participate in the design and provision of those services as genuine partners.
16. Labor believes that the cultures and languages of First Nations people enrich the nation and are integral to our national identity. Strong cultural identity is essential to the health, social and emotional wellbeing of First Nations people and should be supported, strengthened and shared.
17. Labor understands the power of federal government procurement to improve outcomes and help close the gap for Indigenous businesses, Aboriginal and Torres Strait Islander workers and their communities. Labor believes what constitutes an Indigenous business should be re-defined to protect against “black cladding” and ensure meaningful employment for Indigenous workers, and will support states and territories to adopt a similar definition. Labor is committed to finding opportunities that ensure Aboriginal and Torres Strait Islander workers have well-paid, secure and ongoing employment. Labor will replace the Community Development Program with an employment and economic development program focused on real jobs and real wages, real conditions and real training – developed in partnership with First Nations communities and community-controlled organisations.

Gender equality and women's rights

18. Achieving gender equality is a central objective of Labor and we have a proud legacy of leading key reforms to support women and drive gender equality. We will promote gender equality and commit to making Australia a leader once again on gender equality.
19. Labor recognises that gender equality is critical to achieving our potential as a nation. Progress towards gender equality requires ongoing commitment from government, business, unions and communities. We will put gender equality at the centre of governing including through a National Strategy to Achieve Gender Equality and re-establishing Australia as a leader in gender responsive budgeting, a practice pioneered by Labor.
20. Labor will invest where gender inequality is most stark. We recognise women's experience of inequality can be compounded by multiple forms of discrimination and exclusion. Labor's policies for gender equality will respond to these different experiences of inequality and reflect the needs of under-represented groups.
21. We commit to women's economic equality and will work to address the challenges of the gender pay gap, under-valuation of paid and unpaid care, under-representation of women in workplace leadership, and over-representation of women in lower-paid and insecure jobs and industries.
22. Labor will lead by example to achieve equity in leadership for women, and support women's leadership in Australia's parliaments, governments, senior levels in the public and private sectors and in our communities.
23. Labor recognises that gender inequality is the primary driver of gender-based violence, as well as a consequence of it. Labor will act to end domestic, family and sexual violence, working in partnership with civil society. We will work to improve systems of justice, social security, housing and industrial relations so they better support women experiencing family violence.
24. Labor recognises that the social determinants of health are a critical influence on the health of women and girls. Labor will take action to ensure access to healthcare is universal and reduce barriers for women.
25. Labor recognises that women's experiences of violence and inequality often compound as women get older, and have intergenerational impacts. Labor will implement policies that support women to live in dignity and security.

Equality for LGBTIQ+ Australians

26. Labor believes lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) Australians deserve the same human rights, equality, respect and safety as every other Australian.

27. Labor will work closely with and support LGBTIQ+ Australians, advocates and the diversity of organisations that represent their interests to develop policy that meets the specific needs of the LGBTIQ+ community to ensure equality with broader Australian society. This includes ensuring that government, health and social services are accessible and that, in accessing those services, people are treated with dignity and respect and without discrimination.
28. Labor will ensure schools are positive environments for all. We will support initiatives, as selected by schools, that promote understanding, inclusion and respect.
29. Labor believes that LGBTIQ+ Australians should be counted as part of the national census. As part of the next census, Labor will commit to:
 - a. include LGBTIQ+ Australians in the consultation and planning process for the 2026 Census;
 - b. ensure that the 2026 Census gathers relevant data on LGBTIQ+ Australians; and
 - c. discontinue the practice of randomly assigning non-binary people and intersex people as male or female.
30. Labor opposes all forms of conversion and suppression practices. Labor will work with advocates, survivors and organisations, including professional bodies, to ensure that these discredited and damaging practices are prevented and prohibited and to promote justice for those they have harmed.
31. Labor will promote resolutions to support human rights protections for LGBTIQ+ people at international bodies.
32. Labor will continue to work to strengthen laws against discrimination, vilification and harassment on the basis of sexual orientation, gender identity or sex characteristics.

Equity for people with a disability

33. People with disability have the same rights as others. Labor believes that governments should help remove barriers to those rights so as to enable people with disability to participate fully in society and have self-determination.
34. Labor recognises the right of people with disability to work in an accessible workplace, on equal footing with their peers. Labor understands the benefits of a diverse workforce including people with disability, and will work to improve job opportunities, job readiness and support in employment.
35. Labor recognises Australia's Disability Strategy (ADS) – along with the *Disability Discrimination Act 1992* (DDA) and the *National Disability Insurance Scheme Act 2013* (NDIS) - is a key avenue for Australia to implement its obligations under the United Nations Convention on the Rights of Persons with Disabilities (CRPD). We will act on the ADS outcome areas to improve lives and create a more inclusive society.

36. Labor acknowledges the significant gap that people with disability face across our community in all areas of life. Labor will initiate a review of the *Disability Discrimination Act 1992* and other relevant legislation to ensure it meets current community expectations, national and international standards. It will take into account its interface with other relevant discrimination legislation including but not limited to the *Racial Discrimination Act 1975* and the *Sex Discrimination Act 1984*. It will take into account recommendations from the UN CRPD Committees 2019 Concluding Observations and the reports from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission).
37. Labor in consultation with people with disability, their advocates, and the disability sector will continue to oppose disability vilification and will, acknowledging the diversity of experiences and backgrounds of people with disability results in certain cohorts being disproportionately impacted by structural ableism, combat ableism with an intersectional approach that addresses both racism and sexism.
38. Labor will develop a Disability Action Plan which will:
- a. outline the process to work with and support Labor Enabled across all structures and levels of government to increase representation of the variety of disabled members of the ALP;
 - b. commit to continue improving awareness of the barriers that can preclude disabled members of the ALP; that is, ALP members with disability from socioeconomic participation and from anti-ableist advocacy; and
 - c. commit to supporting the education of members and stakeholders of the ALP regarding the barriers and discrimination that people with disability face in order to raise and improve disability confidence and achieve a more inclusive society.
39. Labor acknowledges the importance of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and the significant role people with disability played in its establishment. Labor believes that all people with disability should be safe and respected and will consider recommendations arising from the Royal Commission in consultation with the disability community.

A multicultural, multifaith nation

40. Modern Australia has been built through our multiculturalism. Labor is the party for, and of, multiculturalism. Labor is determined to ensure that Australians of all cultural and religious backgrounds can contribute and enjoy the benefits of a multicultural society. This requires political leadership supporting multiculturalism, greater engagement with the full diversity of culturally, religiously, and linguistically diverse Australians, and a commitment to secure inclusive institutions to ensure no-one is left behind.
41. The Labor Government will develop a new multicultural framework to advance a multicultural Australia, support our cohesive and inclusive multicultural society and ensure settings are fit for purpose to harness the talents of all Australians.

42. Labor is committed to removing barriers to recent migrants' participation in our economy and society, ensuring that diversity is measured and reflected in social, economic and political participation and that government services reflect the needs of all Australians.
43. Labor is very concerned by the rise of racism and of division, and will continue to oppose those who foster extremism, hatred, ethnic division or incitement to violence. Labor will combat racism with a zero-tolerance approach.

Citizenship

44. Australian citizenship is crucial to recognising and encouraging participation in our community. Labor will continue to encourage all permanent residents to become citizens.
45. Labor will remove unnecessary and unintended barriers to citizenship, providing a clear and efficient pathway, particularly for vulnerable groups of migrants and protection visa holders, and prioritise the processing of applications by families, partners and children to ensure families are kept together.

A better future shaped by young people

46. Labor is the party for young people. We recognise their resilience, strength, and capacity to lead positive change. Labor will support young Australians to reach their full potential. By investing in their education, training, health and employment, Labor will equip young Australians to successfully negotiate the many challenges, opportunities and transitions that life in our nation offers.
47. Labor recognises the need for young Australians to have a say on the issues that shape their lives and will safeguard their future. We will continue to support young people to reach their full potential by creating pathways for them to participate fully in our communities.
48. Labor recognises that many young people have unique expectations placed on them in their employment and care responsibilities. Labor will support young people through access to affordable housing, secure employment opportunities and the accumulation of superannuation on every dollar earned. Labor will support unions in pursuing fair wages for young people.
49. Labor will continue its work to build a youth-driven national approach with the community sector that reflects young Australians' values and priorities, including safety, economic interests and wellbeing.
50. Labor recognises young people gain significant independence at 18. Labor will examine social security law and policy to determine where there are barriers to access financial support.

51. Young people reflect the diversity of Australia and the issues that matter to them are equally diverse. Labor acknowledges the complex and intersecting ways that young people experience marginalisation and/or disadvantage.
52. Labor will place the needs and perspectives of young people with diverse lived experience at the centre of our government.

Freedom of thought, conscience and religion

53. Labor believes that people of faith deserve the same human rights, equality, respect and safety as every other Australian. No Australian should ever be vilified, discriminated against or subjected to violence or threats of violence because of that person's religion or religious belief. Labor will work to ensure that Australia's anti-vilification laws and discrimination framework are fit for purpose.
54. Labor believes in and supports the right of all Australians to have and to manifest their religion or beliefs, and the right of religious organisations to act in accordance with the doctrines, tenets, beliefs or teachings of their faith.
55. Labor will protect and promote the right to freedom of thought, conscience and religion in accordance with Australia's international obligations, including our obligations under Article 18 of the International Covenant on Civil and Political Rights.
56. Labor recognises that the freedom to have or adopt a religion or belief, to change a religion or belief, or not to have or adopt a religion or belief, is absolute. Moreover, Labor believes in and supports the right of all Australians to have and to manifest their religion or beliefs, and the right of religious organisations to act in accordance with the doctrines, tenets, beliefs or teachings of their faith. Such rights should be protected by law and, in accordance with Article 18 of the International Covenant on Civil and Political Rights, subject only to such limitations as are necessary to protect public safety, order, health, or morals or the fundamental rights and freedoms of others.
57. Labor believes it should continue to be unlawful to discriminate against any person on the basis of attributes that are currently protected under federal legislation.

Labor's opposition to discrimination

58. Australians should live free from discrimination. Labor is the primary architect of Australia's anti-discrimination law framework. We will continue to uphold, defend and enhance that framework to ensure that it is fit for purpose, accessible and promotes equality.
59. Labor will simplify federal anti-discrimination laws by consolidating them into a single piece of legislation – including a review of existing exemptions to ensure that they do not prevent access to essential social services.
60. Labor believes it should continue to be unlawful to discriminate against any person on the basis of age, disability, race, religion, sex, gender identity, sex characteristics or sexual orientation.

CHAPTER SIX

STRENGTHENING AUSTRALIAN DEMOCRACY

CHAPTER 6: STRENGTHENING AUSTRALIAN DEMOCRACY

1. Labor is committed to protecting and strengthening Australia’s democratic and public institutions.
2. Australia’s democracy is built on ensuring all Australians have their say through free and fair elections. It is vital our nation can peacefully debate and resolve issues of national importance.
3. Labor will always protect Australia’s democratic processes and institutions from foreign interference.
4. Our public institutions underpin the strength of our nation. Labor embraces their role in enabling Australia to pursue our shared values and national aspirations.

Strong democratic and public institutions

5. Labor will support a strong, independent National Anti-Corruption Commission, ensuring this body has the resources it needs to do its job. Labor will respect the principle of accountability and transparency in government. Labor has no tolerance for corruption.
6. Labor aims to:
 - a. improve whistleblower protections for the public sector and improve consistency with the private sector by considering an independent Whistleblower Protection Authority to protect whistleblowers, to advise and investigate in relation to whistleblower matters, and to review legislation that affects whistleblowers;
 - b. strengthen freedom of information laws and foster compliance throughout government;
 - c. ensure the Australian National Audit Office is appropriately resourced;
 - d. enforce the Code of Conduct for ministers and their staff to ensure they uphold clear standards relating to their behaviour;
 - e. ensure parliamentary workplaces are safe and respectful for everyone and work to implement the recommendations of the *Set the Standard Report on Commonwealth Parliamentary Workplaces*; and
 - f. at all times, uphold and defend the rule of law.
7. Labor will work to reverse the politicisation of government bodies which occurred under the Coalition government, noting the abolition of the Australian Building and Construction Commission, the establishment of the National Anti-Corruption Commission and other important transparency measures that provide an important safeguard against the misuse of taxpayer funds for political purposes.

Modernising the Australian Constitution

8. Labor believes that the Constitution is a living document which should be amended to reflect contemporary Australia. Labor will put important and long sought-after constitutional reforms on the national agenda:
 - a. Labor supports the implementation of the Uluru Statement from the Heart in full, beginning with enshrining an Aboriginal and Torres Strait Islander Voice in the Australian Constitution.
 - b. Labor will work toward establishing an Australian republic with an Australian head of state.
 - c. Labor supports recognising local government in the Australian Constitution.
 - d. Labor believes other constitutional reforms, such as fixed, four-year terms for the House of Representatives and the Senate or matters of territory rights, should be progressed through a new and independent Australian Constitutional Commission.
9. Labor respects the right of self-governing territories to make their own laws, in their own interests, free from interference by the Federal Government. Labor will follow a policy of non-intervention in the decision-making of the self-governing territories, and will oppose any interventions by other political parties.

Working in partnership with local government

10. Labor believes that a modern Australian federation is one in which all three tiers of government work together to serve the interests of the Australian community.
11. We will work in partnership with local government to create services and build infrastructure that will deliver benefits and opportunities to local communities. Local government needs a secure economic base. Labor will:
 - a. increase funding for essential Council services, operations and personnel, including through fair funding increases to the ongoing Financial Assistance Grants;
 - b. increase funding for local government maintained roads and participate in a range of programs to provide funding to local government;
 - c. ensure local government has a voice in key policy matters, including through meaningful participation in National Cabinet and relevant Ministerial Committees; and
 - d. support engagement between local, state and territory governments, and work with local government, to improve its capacity for innovation, productivity, efficiency and capability.

A public sector working for Australians

12. Labor believes a strong Australian Public Service (APS) protects the national interest and creates a better society.
13. Labor will continue a positive public sector reform agenda to rebuild the capability and capacity of the public service to deliver better outcomes and policy for the community.
14. As a model employer, the APS will provide secure and fairly remunerated jobs, trade union engagement, flexible working conditions, continuous capability development for employees, and opportunities for advancement.
15. Labor will provide employment and promotion opportunities in the APS for people with diverse backgrounds, particularly where under-represented at senior levels.
16. Under Labor, the APS will be subject to rigorous and democratic oversight by the Parliament and subject to the National Anti-Corruption Commission.
17. Labor will increase public participation and trust in government through reliable, secure and easy-to-use interactions between the government, the Australian people and businesses.
18. We will improve digital inclusion and access for Aboriginal and Torres Strait Islanders as part of our commitment to Closing the Gap.
19. Labor supports the good governance of the Future Fund as well as Commonwealth companies, corporate Commonwealth entities and government business enterprises. Labor will consider the appointment of board representatives to these entities who have a variety of skills and industry experience, including worker representatives.

An electoral system we can all trust

20. Labor will strengthen and enhance the integrity of Australia's electoral system through campaign financing reform and by removing barriers to participation in democratic processes for all Australians.
21. Labor respects the independence of the Australian Electoral Commission and its role in ensuring the integrity of the electoral system.
22. Labor will review our current system of electoral representation, noting Australia's growing and increasingly diverse population, the increasing demands on elected representatives, and our commitment to integrity and transparency. Labor will address the historic proportional under-representation of the Australian Capital Territory and the Northern Territory, and commits to increasing its representation in the Senate.
23. Labor believes in one vote, one value and believes strong democracy depends on all citizens being able to participate equally. We will support all citizens being fairly represented regardless of where they live. We support enfranchisement of all

Australians through easy access to enrolment and voting, including pre-poll, postal and in-person.

24. Labor will work towards modern and responsive electoral reform including:

- a. by limiting the disproportionate influence of vested interests through effective and practical public funding system of elections, reducing reliance on donations, introducing real-time donation reporting and limiting the level of federal campaign expenditure, through the introduction of spending caps;
- b. truth in political advertising laws to enhance transparency and improve integrity of the electoral system; and
- c. continuing to protect Australia's electoral processes from foreign and domestic interference.

25. Labor will review voting rights of Australians living abroad, recognising many retain strong links with Australia and are still affected by policy at home to do with pensions, superannuation, tax and other issues.

26. Labor will work to ensure Australian voters who have a disability are provided with the resources and support required to successfully engage in democratic processes and exercise their vote.

27. Australia proudly welcomes new citizens from around the world to live in our community of many cultures. Labor will work to ensure that democratic processes, including our representative/Parliamentary, are open to all Australian citizens.

Healthy public debate

28. Labor will ensure Australians have access to a strong, healthy, diverse and independent media operating in the public interest. We will:

- a. properly fund and support Australia's independent national broadcasters, the ABC and SBS by
 - i. keeping the ABC and SBS in public hands as separate individual broadcasters,
 - ii. ensuring board members of the ABC and SBS are selected on merit through a rigorous and independent process, as well as a staff-elected member on the ABC Board, and
 - iii. maintaining the ban on ABC advertising and sponsorship;
- b. support and fund community broadcasting;
- c. promote a diverse and sustainable media sector that produces local news, emergency broadcasting, public interest journalism and Australian content;

- d. ensure appropriate regulatory oversight of the media sector, including with legislation that addresses the digital era, and advertising that reflects community standards; and
- e. ensure Australians continue to enjoy free coverage of events of national and cultural significance, including sporting events.

29. Labor will provide a strong regulatory framework to address misinformation and disinformation as well as support the media literacy of citizens and consumers.

30. Labor believes all Australians have the right to exercise their freedom of speech in a manner that respects the individual and collective rights enjoyed by other Australians, while allowing others to live in dignity, and free from violence or the threat of violence. Labor will oppose any attempt to weaken the longstanding protections against hate speech in the Racial Discrimination Act and work to foster appropriate privacy, defamation and press freedom laws.

Justice for all

31. Labor will ensure our justice system is fair, simple, affordable and accessible. Labor will work with states and territories to ensure legal assistance services, including legal aid commissions, Aboriginal and Torres Strait Islander Legal Services, Family Violence Prevention Legal Services, and Community Legal Centres are properly resourced.

32. Labor embraces the rule of law and endorses the foundational principles of justice, including:

- a. people accused of a criminal offence are not compelled to incriminate themselves;
- b. people are not subject to prolonged detention without charge;
- c. persons charged with a criminal offence are presumed innocent until proved guilty before an independent court;
- d. charged persons are tried without undue delay;
- e. accused persons are given a fair trial;
- f. people charged with serious criminal offences are provided with legal representation if they are unable to afford legal representation of their own;
- g. people shall not be found guilty of any crime, the elements of which did not constitute a crime at the time of its commission;
- h. people convicted of a criminal offence shall have the right to appeal against conviction and sentence;
- i. evidence obtained illegally, by torture, coercive techniques or by improper investigative practice is inadmissible; and

- j. civil and criminal trials should take place before independent courts open to the public, with suppression and non-publication orders only to be made in exceptional circumstances.
33. Labor recognises that the experience of going to court can result in unacceptably high levels of trauma for victims of sexual assault. This can discourage victims from coming forward to report alleged crimes. Labor will take a trauma-informed approach to addressing these issues.
 34. Labor believes the basic principles of justice apply to all within our justice system equally, and we will work to ensure marginalised communities do not face disadvantage. Labor believes our justice system should protect the community, and will ensure victims of crime are supported through their interactions with the justice system. At the same time, Labor believes in dealing with offenders in a fair and equitable way, including through rehabilitation, and will be a leader in reducing recidivism. Labor acknowledges that our prison system is just one part of the justice framework.
 35. Labor supports the public ownership of our prison system and recognises that the interests of private companies do not align with our goals for a criminal justice system that is centrally focused on community safety, rehabilitation and justice.
 36. Labor will provide federal leadership to end high rates of First Nations incarceration and deaths in custody. This includes facilitating collaboration between relevant federal and state agencies, supporting place-based justice reinvestment programs, and the sustainable funding of Aboriginal and Torres Strait Islander Legal Services.
 37. Labor will work closely with state and territory governments to review the age of criminal responsibility, paying regard to current international standards, and what is best for children, for families, and for the communities in which they live.
 38. Labor supports effective early intervention programs which assist disadvantaged communities, and the appropriate use of noncustodial sentencing options for offenders.
 39. Labor supports youth justice facilities that are appropriate for young offenders, which provide necessary support services and have a focus on rehabilitation.
 40. Labor recognises that young people with a disability are over-represented in the youth justice system, that many young people enter the justice system with an undiagnosed disability and complex trauma, and that this impacts on all aspects of the youth justice system. Labor will work to increase earlier diagnosis and therapeutic supports to address this issue and ensure young people receive the help they need.
 41. Labor believes that access to justice is strengthened by ensuring that class actions are available to members of a group who have an essentially common cause of action.
 42. Labor will ensure the Commonwealth's investigation, prosecution, defence and judicial processes are separate, independent, properly resourced and accountable.

43. Labor will always respect the independence of the judiciary, which is fundamental to the rule of law and our democratic society.
44. Labor will ensure judicial and tribunal appointments are made through a transparent and merit-based process.
45. Labor supports the just and humane treatment of accused people in custody and offenders in prison. To this end, we will comply with Australia's international human rights obligations in relation to the treatment of prisoners.
46. Labor opposes mandatory sentencing. This practice does not reduce crime but does undermine the independence of the judiciary, lead to unjust outcomes and is often discriminatory in practice.
47. Labor notes increasing use of cannabis for medical, industrial and other purposes. Labor believes that matters of domestic cannabis regulation and law reform are best handled at a state and territory level, and does not support measures at the federal level that would block effective regulation by states and territories.
48. Law reform is an ongoing process in a healthy society, and we will continue to reform laws and our legal system to reflect the traditions, values and aspirations of all Australians.

Family law that is fair

49. Labor will ensure Australia's family law system is safe for children and families.
50. Labor established a family law system that was admired around the world. Labor will ensure that the key element of that system, a specialised superior federal court, remains dedicated to delivering justice and fairness to Australian families.
51. Labor will ensure that the best interests of children will always be the paramount consideration in resolving family law disputes.
52. Labor will ensure that family courts and family law services are resourced to protect those at risk of family violence, and that they are able to address the particular needs, customs and practices of Australia's diverse cultures.
53. Labor will ensure that community-based services such as counselling and family dispute resolution services are accessible, affordable and equipped to resolve disputes safely, fairly and efficiently so that litigation is always a last resort.

CHAPTER SEVEN

**AUSTRALIA'S
PLACE IN A
CHANGING
WORLD**

Labor



CHAPTER 7: AUSTRALIA'S PLACE IN A CHANGING WORLD

Renewing Australia's foreign policy traditions

1. Labor will protect and promote Australia's national interests and values, and safeguard our sovereignty in this time of change.
2. We will build on Labor's traditions: Australia as an enduring ally, a constructive regional partner and a responsible international citizen.
3. Australia faces the most challenging strategic environment since the Second World War. Labor will mobilise all elements of our national power to ensure our national security and economic prosperity, and to build a stable, prosperous and resilient region in which sovereignty is respected, and shape the world for the better.
4. Our approach will reflect pride in our modern identity – embedding the perspectives and experiences of First Nations Australians, and drawing strength from our multicultural fabric. And it will be informed by our values: our belief in democracy, liberty, the rule of law and human rights.
5. Labor's strategic policy settings recognise the rapidly changing realities of the global order, and the reshaping of the Indo-Pacific region. Newly competitive power relationships are undermining global peace, security and international law.
6. Russia's illegal and immoral war against Ukraine is a direct attack on the UN Charter, has unleashed untold suffering on the people of Ukraine and has exacerbated the global food and energy crisis.
7. Unresolved territorial disputes and pre-emptive claims to oceanic features are giving rise to potential flashpoints in our region. Our region is home to the largest military build-up in the post-war period, with limited transparency and reassurance. Ideologically motivated extremism continues to threaten Australia's security.
8. Labor will focus on partnerships and policies that enhance our national security, promote global peace and security and build regional resilience to threats. This approach recognises that today's global problems – including nuclear conflict, climate change, eroding biodiversity, and pandemics - require political solutions and the cost effectiveness of active diplomacy and peaceful conflict resolution. Labor will continue to enhance Australia's diplomatic capability and restore our global and regional leadership after a decade of Liberal-National cuts.

Defenders of Australia's sovereignty

9. Labor will ensure our diplomatic service, defence forces, security agencies, police and emergency services are always appropriately resourced and given the necessary powers to respond to defend Australia's sovereignty. Labor will work closely with our neighbours, international allies and international institutions to meet the security

challenges posed by terrorism, including right-wing extremism and the rising risks of cyber-attack, economic coercion, and foreign political and social interference.

10. Labor will always work responsibly and constructively to improve our national security laws and to ensure our security agencies and police can employ the powers they already have, and can acquire such additional powers they may need to meet the changing national security threats we face as a nation. Labor will ensure those powers are consistent with the long-standing values and hard-won liberties that help to define Australia as a democratic nation that always upholds the freedom and privacy of its citizens. Labor will enhance existing mechanisms to ensure parliamentary and statutory oversight of intelligence agencies is commensurate with their increasing responsibilities and powers. Powers exercised by security agencies which impinge on the fundamental rights of citizens should wherever possible be authorised by warrant and reviewable by court.
11. Labor will ensure Australia's capabilities to combat cyber security threats are up to date and that our laws are suitably flexible and able to respond to evolving threats.

An enduring partner

12. Labor will strengthen Australia's partnerships, recognising that as home to the oldest continuous culture on the planet, and to people from more than 300 different ancestries, we are a nation whose people share common ground with so many of the world's peoples.
13. Under Labor, the United States will remain our closest security ally, formalised through the ANZUS Treaty. Labor will strengthen Australia's close relationship with the US, reflecting our two nations' common democratic values, respect for the rule of law and mutual commitment to international peace and security. We acknowledge the US Alliance for its vital importance to Australia's national security requirements and the United States' long-term role in underpinning broader stability in our region.
14. Labor deeply values Australia's friendship and partnership with many countries in the Indo-Pacific region, such as India and Japan, as fellow democracies. India's growing leadership role in the Indo-Pacific region and the world is valued and will be supported by a Labor government. Labor will continue to strengthen Australia's engagement with India and Japan and build on opportunities to advance our shared interests.
15. Labor believes that China is, and will continue to be, of great importance to Australia, to our region and to the world. We will cooperate with China where we can, disagree when we must, and engage in the national interest. We will always assert our interests and democratic values, including human rights, and safeguard our sovereignty.
16. Labor seeks to strengthen economic, security, social, cultural and educational ties with regional partners including New Zealand, Japan, Korea and India, based on mutual respect and shared purpose. Labor supports enhanced cooperation with key regional architecture including the Pacific Islands Forum (PIF), the Association of

Southeast Asian Nations (ASEAN), the East Asia Summit (EAS), the Quadrilateral Security Dialogue (QUAD) and the Asia Pacific Economic Cooperation (APEC) Forum.

17. Labor acknowledges the vital importance to Australia of our relationship with Indonesia—as one of our nearest neighbours and the world's third-largest democracy—and will seek to deepen ties across all sectors. Labor seeks deeper cooperation with ASEAN and its members in support of a strategic equilibrium in the region. Deepening of relationships and mutual trust may mean that, one day, ASEAN membership could be a natural step, desired by our neighbours and seen as logical by Australians.
18. Labor supports deep and sustained engagement with Pacific Island countries and will maintain Australia's position as the region's preferred development and security partner, in support of Pacific priorities and institutions. Labor believes that the security of the Pacific is the responsibility of the Pacific family, of which Australia is a part.
19. Labor will strengthen Australia's links with Muslim-majority countries, including through the Organisation of Islamic Cooperation.
20. Labor supports an enduring and just two-state solution to the Israeli-Palestinian conflict, based on the right of Israel to live in peace within secure borders internationally recognised and agreed by the parties, and reflecting the legitimate aspirations of the Palestinian people to also live in peace and security within their own state.

Self-reliant defence and peacemaking

21. Labor's defence policy is founded on the principle of Australian self-reliance. Australia's armed forces need to be able to defend Australia against credible threats without relying on the combat forces or capabilities of other countries. Labor will give our armed forces the personnel, skills, equipment and other resources they need to do this vital job. Labor is committed to ensuring defence spending reflects our country's strategic circumstances and accords with the international benchmark of two per cent of GDP.
22. Labor is committed to local jobs and local content in Australia's defence procurement and sustainment projects, including with respect to major platforms like submarines and ships. This is an opportunity to develop sovereign industrial capability, a more advanced manufacturing sector, and secure, decent, long-term jobs for Australians. Labor will implement a strategy to deliver concrete rules and plans to maximise local content, develop sovereign industrial and research capabilities, and build up the skills and expertise of the Australian workforce. Labor will negotiate appropriate, specific, enforceable and audited Australian Industry Content (AIC) commitments into the contractual arrangements for all major defence materiel procurements and local defence contracts. Labor will also ensure transparent public disclosure of AIC commitments.

23. Labor will foster a strong national defence industry able to provide our sailors, soldiers and aviators with the best and safest equipment available while maintaining the scientific, technical and manufacturing skills and capacities necessary for Australia's long-term defence needs and maximising the national economic security dividend from supporting local industry capability. This will require national effort and commitment on the part of political parties, government, the Australian Defence Force, vocational and tertiary institutions, local defence industry and relevant unions.
24. Our self-reliant defence policy will be enhanced by strong bilateral and multilateral defence relationships, including AUKUS. Where appropriate, Labor will strengthen existing defence ties with our key allies and through the United Nations (UN), as well as building new and strengthening existing relationships within the Indo-Pacific region.
25. Labor will engage in active defence cooperation efforts with our neighbours to preserve peace, prosperity, stability and security in the Indo-Pacific region. We regard these efforts as fundamental to Australia's own national security. A major objective of our engagement will be to promote the professionalisation of neighbouring military forces, including their adherence to the rules of armed conflict and their respect for the rule of law and human rights.
26. Labor supports the use of facilities in Australia by the armed forces of friendly countries for combined exercises, training and goodwill visits, provided that in times of peace:
 - a. the use of Australian ports by foreign warships does not extend to the home porting of any of those vessels in Australia;
 - b. the staging of military aircraft through Australian airfields or airspace shall only be for such purposes as may be agreed beforehand by the Australian Government;
 - c. no nuclear, biological or chemical weapons may be stored or stationed in Australia; and
 - d. nuclear powered vessels visit only those ports which have been determined as being suitable for those vessels and provided also that all other safety precautions and conditions deemed necessary by the relevant Australian authorities are complied with by the vessels concerned and appropriate environmental safeguards are in place.

Partners for peace and prosperity in our region

27. Labor believes Australia's security and prosperity are strengthened when we are an active partner in the Indo-Pacific region. Labor's priorities for the region include:
 - a. upholding the liberal rules-based order in which rules, norms and sovereign choices are respected, and where disputes are not determined by power and size alone;

- b. promoting the centrality of ASEAN as a key platform for regional stability and ASEAN nations as key bilateral relationships for Australia;
- c. being a more involved and cooperative member of the Pacific family, delivering for Pacific priorities including climate action, and ensuring Australia remains the region’s partner of choice for development and security; and
- d. the continued constructive engagement of the United States and other partners in the Indo-Pacific.

Supporting the international rules-based order

28. Labor will act to shape the world for the better. As a founding member of the United Nations, the World Trade Organization, and an active member of the G20, Australia’s sovereignty is enhanced by effective multilateralism, where international law and agreed rules and norms are upheld. Labor will continue to support the reinstatement of the WTO Appellate Panel including by participating in and supporting the Multi-Party Interim Appeal Arbitration Agreement. Labor will seek a seat on the United Nations Security Council for 2029-2030 and will seek Security Council reform with greater permanent representation from Africa, Latin America, and Asia, including India and Japan. We support strengthening the United Nations’ capacity in preventive diplomacy and peace building.
29. Multilateral trade agreements have been shown to deliver larger economic and social benefits than regional or bilateral preferential agreements. A rules-based, multilateral trading system, underpinned by core and enforceable labour and environmental standards, provides for fairness and equity.
30. Labor recognises that Australia’s security and prosperity relies on our continued economic engagement with the world—and integration with our region—including through trade and investment. Labor will at all times act in the national interest and in accordance with Australia’s international obligations in dealing with open trade agreements and comprehensive economic partnerships.
31. Any process to obtain a Labour Agreement must be thorough, genuine, with effective consultation with trade unions and have rigorous oversight applied to its operation. Labour Agreements must only be used to address acute and temporary skill shortages across regional Australia. Importantly, overseas workers should only be a temporary need, not part of a permanent business model. Labor will increase and index the Temporary Skilled Migration Income Threshold and enforce an approval process that requires the Department of Home Affairs to consult with trade unions and apply greater scrutiny and compliance measures to employers. Labour Agreements must be assessed regularly, with the skills and training of Australians focused on ending labour shortages and employing Australians.
32. Labor will work to uphold human rights around the world, including freedom of thought, conscience and religion, freedom of assembly and expression, the rights of Indigenous peoples around the world including their right to self-determination, the

rights of persons living with disabilities and LGBTIQ+ rights. We do this through dialogue and partnering with others to advocate and hold countries to account both bilaterally and through the multilateral system. Where dialogue does not progress, we look for other ways to send a strong message, including targeted sanctions. Sanctions are one tool we can use to respond to human rights concerns, and they are applied following careful deliberation and consultation. We support global adherence to the Universal Declaration of Human Rights and other key human rights instruments and will ensure all human rights instruments ratified by Australia are observed in domestic law. We will tackle modern slavery, including bonded labour and trafficking, at home and abroad and advocate for the abolition of the death penalty and torture around the world.

33. Labor holds state repression of trade unionism to be a violation of human rights. Labor supports the work of the International Labour Organisation. Labor also supports regional trade union cooperation, international treaties, and development programs that uphold labour rights, including in the Indo-Pacific region.
34. Labor supports the UN Declaration on the Rights of Indigenous Peoples and supports efforts to increase indigenous participation in UN forums.
35. Labor will champion gender equality and the economic, social and political empowerment of women and girls. We will pursue measures to reduce violence against women and girls, particularly in the region, and acknowledge the disproportionate suffering experienced by women in conflict zones.
36. Labor supports the work of the International Criminal Court and its application of the principle of complementarity as a key part of Australia's ongoing commitment to international criminal justice.

Eradicating biological, chemical and nuclear weapons

37. Labor will act with urgency and determination to rid the world of biological, chemical and nuclear weapons. Labor will build on Australia's strong history of leading international action by working with our partners and allies to build consensus for action, negotiate new treaties and instruments, and promote adherence to and implementation of existing treaties and instruments.

Emergency management: playing our part

38. Labor will provide strong leadership to improve Australia's emergency management capacity and readiness for disasters abroad. Our approach will emphasise prevention, mitigation and preparation to improve response and recovery.
39. Under Labor, Australia's foreign policy efforts and international development programs will emphasise efforts to build resilient communities by preventing, mitigating and preparing for disasters both at home and in the Indo-Pacific region, embedding prevention and preparations for climate change-related challenges at every level.

Active climate change and environmental diplomacy

40. Labor will work to ensure global action on climate change. The protection of the global environment is a core objective of Australia's foreign policy. Climate change represents an existential threat to humanity and is the single greatest threat to the livelihoods, security and wellbeing of the peoples in the Pacific. Environmental degradation contributes to social and political conflict and undermines regional and international security. Labor will lead in multilateral forums to generate global action on climate change, environmental protection and sustainable development. Ensuring traditional owners as well as the entire community are included in program design and implementation will be a priority. Labor will:
- a. support implementation of the Paris Accord, with the goal of limiting global warming in holding the increase in the global average temperature to well below 2 degrees above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5 degrees above pre-industrial levels with, amongst other objectives of the Accord, taking into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs, and be an active participant in the UNFCCC;
 - b. work to further strengthen the Antarctic Treaty System with particular emphasis on enhancing environmental protection;
 - c. drive diplomatic engagement with like-minded nations on international instruments to better protect the world's oceans; and
 - d. work through international forums to address unsustainable fishing practices worldwide with the establishment of protected areas a particular priority. We will energetically seek to combat unsustainable, illegal and unregulated fishing in the Southern Ocean, work to strengthen the law of the sea to improve sustainable ocean management and support progress towards a treaty that protects the high seas.
41. Labor remains firmly opposed to all commercial and scientific whaling, and will vigorously pursue all options to implement Australia's objective of a worldwide ban on whaling and to ensure Japan adheres to the landmark ruling in the International Court of Justice against Japan's Antarctic 'scientific' whaling program.

Using our aid to promote prosperity

42. Labor believes our international development program should reflect Australia's generous spirit and advance our national interests, consistent with our values: our belief in democracy, liberty, the rule of law and human rights. Labor will rebuild Australia's international development program and increase Official Development Assistance to internationally accepted levels in a timely manner. We will work with the international community to achieve the longstanding funding targets for the international development program of at least 0.5 per cent of Gross National Income.

Labor will increase aid as a percentage of Gross National Income every year that we are in office starting with our first budget.

43. Labor will ensure Australia's international development program addresses:

- a. poverty reduction;
- b. access to healthcare and education;
- c. decent work and economic development;
- d. climate change, environmental sustainability, and food security;
- e. water, sanitation and hygiene;
- f. good governance including public services, social inclusion, open civic space, human rights and strong trade union development;
- g. global humanitarian crises and their root causes;
- h. empowerment of people with disabilities; and
- i. gender equality and empowerment of women and girls as a key objective, including ensuring at least 80 per cent of aid investments address gender issues.

44. The Sustainable Development Goals are a global blueprint to end extreme poverty and will guide Labor's development program.

45. Labor's development program will be inclusive and non-discriminatory, and will promote human rights. It will be delivered through the public sector, private sector and non-government organisation (NGO) sectors. All government agencies and aid delivery partners will be held to high standards to promote accountability and effectiveness.

Protecting Australians overseas

46. Labor will deliver a high standard of travel advice and consular assistance to all Australians overseas and provide timely and appropriate assistance to those who require it.

Valuing our defence personnel, veterans and families

47. The Australian Defence Force is a highly motivated, skilled, well-trained and well-equipped workforce who volunteer for service. Labor will ensure ADF personnel are paid fairly and in a manner that properly reflects the unique nature of military service. Labor will ensure all military personnel have equal opportunities for career progression

and development within the ADF and that our defence personnel reflect the diversity of our population.

48. Valuing their service and sacrifices for our community, Labor will ensure defence personnel, veterans and their families are supported from their initial engagement with the ADF throughout their service, transition and beyond in accordance with their changing needs.
49. Labor will continue to support a modern, dedicated occupational health and safety regime for all defence personnel, supported by a fair and supportive military rehabilitation and compensation scheme. Labor will work with Defence to further strengthen the response to handling reports of sexual misconduct.
50. Having supported the establishment of the Royal Commission into Defence and Veteran Suicide, Labor will continue to address the recommendations of the Royal Commission. Labor is committed to the task of saving lives and ensuring a better future for our Defence and veteran communities.
51. Labor is committed to ensuring the Department of Veterans Affairs is fit-for-purpose and responsive to the needs of veterans and their families, including through better engagement, streamlined claims processing, and support services that are uncomplicated, timely and easily accessible.
52. Labor supports a bipartisan approach to military commemoration to preserve the integrity of historic sites where Australian troops have seen conflict overseas and here at home, working with foreign, state and local governments as well as community and ex-service organisations. Labor recognises the Australian War Memorial as the centre of national commemoration and its commitment to an accurate portrayal of our military history, leading remembrance activities and understanding Australia's wartime experience.

Strong borders and a strong humanitarian immigration program

53. To maintain Australians' confidence and trust in the integrity of our migration system, Labor will fund and maintain robust border security measures that support the orderly processing of migration to our country and protect our national interest and our national borders.
54. To combat all forms of people smuggling, trafficking and exploitation by boat, plane or other means, Labor will engage with Australia's neighbours to address 'push factors' by seeking innovative, effective and lawful solutions to the irregular movement of people through the region.
55. Under the Refugee Convention, people seeking asylum have the right to seek protection and asylum. Labor will continue to show global leadership and increase Australia's humanitarian refugee intake and we will treat people seeking our protection with dignity and compassion in accordance with our international obligations, the rule of law and the principles of fairness. Labor believes as a nation we must not harm people seeking refuge.

56. Labor will maintain Australia's reputation for having some of the best migrant settlement services in the world. Labor will seek to improve these services through improving the availability and integration of Commonwealth funded migrant and settlement services.
57. Labor believes that refugees need safety and security. Labor will work cooperatively with the international community to find durable solutions to the global refugee crisis and will deploy our statecraft to advance the cause for peace and human security.

STATEMENTS IN DETAIL

Policy principles for an inclusive Australia

1. Labor believes that all Australians should have the opportunity and choices to reach their full potential and contribute to their community. Labor recognises that some Australians face specific, and sometimes multiple, structural and systemic barriers that constrain their choices, opportunities and access to services and support. No Australian should be left behind – a Labor government will work for all Australians, including through targeted support and action to remove barriers and inequality. Labor believes:
 - a. The recognition and empowerment of Aboriginal and Torres Strait Islander Australians is critical;
 - b. Women’s equality and empowerment is critical to achieving our full potential as a nation. A Labor government will always work to advance the status of women and ensure that no Australian is limited in their choices, potential or security because of their sex or gender;
 - c. Culturally and linguistically diverse Australians face challenges that can affect the accessibility of services and contribute to society. Labor’s policy development will cater for this;
 - d. The principles of universal design are central to ensuring Australians with disability are not disadvantaged;
 - e. Lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) Australians come from diverse communities and deserve the same human rights, equality, respect and safety as any other Australian;
 - f. A Labor government will always endeavour to amplify opportunities for Australians from low socio-economic backgrounds;
 - g. Australians living regionally and rurally enrich our society, providing vital goods and services; and
 - h. Whether young or old, Labor will ensure every Australian is confident that their government understands their needs and will seek to promote their prosperity.

Working together to build better policy

1. Labor believes that we achieve more by bringing people together. Our approach to policy design and development across government means we:
 - a. work with state, territory and local governments for shared outcomes;
 - b. value trade unions as partners, on behalf of their members, in delivering good secure jobs for Australians;
 - c. embrace the role business and industry, big and small, play in developing policy and growing our economy;
 - d. encourage the voice of civil society and community organisations in the decisions of government;

- e. recognise Australia's diversity is our greatest strength and embrace this in the delivery of policy;
- f. seek to develop policies and make decisions informed by an envelope-based understanding of the needs of different Australians and how policies and decisions might impact them;
- g. manage our national affairs responsibly and rationally;
- h. use the power of government to improve the lives of Australians; and
- i. know being in government means cooperating not dictating, coming together with Australians of all backgrounds to govern in our national interest.

Affordable dwellings

1. National Conference applauds the incredible efforts of the Albanese Labor Government in its investment of \$2 billion to deliver more social and affordable dwellings across the country.
2. While this investment is a notable step forward in creating a society in which all people have access to a safe and affordable place to live and thrive, it has become clear that the reliance on the construction industry alone to deliver these dwellings will not provide homes fast enough to cope with the overwhelming demand facing the public housing, mental health, alcohol and other drug and justice sectors. While construction forms a critical part of this reform, it is urgent that clean, efficient, manufactured, modular housing forms part of the response to assist our public sector workforce who are tasked with assisting Australia's most vulnerable community members.
3. Labor applauds the courageous work of the Queensland Labor State Government by investing in large-scale modular housing and the work of the Victorian Labor State Government by utilising modular builds to roll out adult acute mental health wards and drug and alcohol rehabilitation services. The investment in modular builds in these states has ensured that critical pieces of health infrastructure have been manufactured off-site with no weather delays and fast lead-times with modular housing being delivered up to 50 per cent faster than traditional builds.
4. For these reasons, the National Conference calls on the Federal Labor Government to support all states and territories to make an urgent investment and renew their focus on modular housing to bring more housing supply into the market. This will ensure that States and Territories can begin to halt discharge to homelessness from incarceration, mental health and drug and alcohol settings, and will complement the rollout of social and affordable housing investments across the country.

Trade

1. Labor supports trade between Australia and the rest of the world as a generator of economic growth, job creation, improved living standards and reduced poverty.
2. The benefits of trade can and must be shared fairly, at home and abroad. Labor will invest in education, training, skills and innovation, building Australia's national

infrastructure, and promoting the health and welfare of the community so Australians benefit from the opportunities created by trade.

3. Labor recognises that while the benefits of trade liberalisation are significant, they can come at a cost to sectors, workers and regions that are disadvantaged by structural change in our economy. Particularly in the short-term, adjustment support is needed for some sectors, workers and regional communities to ensure they are lifted up, not left behind, by economic change. Labor will develop industry policy and provide structural assistance to sectors of the economy, workers and regions which are impacted by economic change.
4. Economic growth has been good for developing countries, but in many economies these benefits have not been fairly shared. More equal economic growth will create decent jobs, lifting people out of poverty, giving them economic independence and supporting human rights. Labor is committed to trade policies consistent with Australian values of justice and equality, community views, workers' rights and the interests of developing countries.
5. Labor supports the open, rules-based, multilateral trading system under the auspices of the World Trade Organisation. Multilateral trade agreements have been shown to deliver larger economic and social benefits than regional or bilateral preferential agreements. A rules-based, multilateral system, underpinned by core and enforceable labour and environmental standards, provides a framework for fairness and equity and is the most effecting means to ensure governments around the world do not resort to universally damaging protectionism.
6. Labor will prioritise fair and transparent multilateral agreements. Only when multilateral trade negotiations are not making satisfactory progress, Labor will consider high-quality regional or bilateral trade agreements that are in Australia's national interest and that support the multilateral trading system.
7. Labor will improve transparency around trade policy, including through legislated consultation mechanisms, greater engagement with parliament and by maintaining a subcommittee of the Australian Labor Advisory Committee (ALAC) to provide a direct voice from the labour movement to relevant Members of Parliament on trade policy.

Labour rights

8. Increased international trade brings with it the responsibility to promote higher labour standards for Australia and internationally. Labor will support greater cooperation between the World Trade Organisation and the International Labour Organisation secretariats on trade and enforceable labour standards. Labor supports and promotes the incorporation of enforceable core ILO Conventions and labour standards, as a minimum, in all international trade agreements. Labor will require the inclusion of enforceable reciprocal obligations for countries to adopt and maintain in their laws internationally recognised labour principles, as stated in ILO conventions in bilateral agreements and should be included in multilateral agreements.

Temporary migration and labour market testing

9. Labor will not allow trade agreements to limit the capacity of the Australian Government to determine immigration policies that promote education and training,

permanent rather than temporary migration, local employment and fair employment standards. Labor will ensure future trade agreements do not prevent Australia from effectively regulating temporary migration.

10. Labor will ensure trade agreements promote recruitment of local workers and protect the wages and conditions of local workers. Labor will not ratify agreements which waive labour market testing to determine genuine skills shortages or allow for the undercutting of Australian market wages and employment rights for temporary migrant workers. It will renegotiate clauses in current agreements which do.
11. Labor recognises that the varied definition of contractual service suppliers and waiver of labour market testing in free trade agreements has undermined Australia's immigration system. Labor will ensure that the definition of contractual service suppliers is reviewed to be consistent across all free trade agreements to ensure consistency in applying labour market testing to protect Australian jobs.

Public services

12. Labor support current World Trade Organisation rules that allow all nations to determine for themselves the appropriate public-private mix in their health, education, water and welfare sectors and the distribution of government funding within these sectors, and to protect their cultural industries, and procurement and employment policies. Labor will oppose any World Trade Organisation rules that require or incentivise the deregulation or privatisation of public services.
13. Trade agreements must not enable the degradation of public services and must not inhibit the right of Australian governments to regulate and re-regulate in the national interest. Labor will oppose trade proposals that require, incentivise or lock-in the privatisation or contestability of public services including its health, education or welfare sectors, undermine the Pharmaceutical Benefits Scheme, reduce government rights to regulate services and determine the distribution of funding within the above sectors, or remove protection for our cultural industries.
14. Federal, state, territory and local governments should retain the power to implement policies to encourage industry development, research and development, regional development and appropriate environmental employment and procurement standards. Labor will not progress trade proposals that may interfere with the ability of federal, state, territory and local governments to implement industry development policies, employment and procurement standards, or environmental protections. Labor will ensure adherence to ethical Government procurement requirements and practices for all Government spending and contracting.

Investor State Dispute Settlement

15. Labor does not support the inclusion of provisions in trade agreements that confer legal rights on foreign businesses that are not available to domestic businesses. Nor does Labor support the inclusion of provisions such as Investor State Dispute Settlement (ISDS) clauses that constrain the ability of government to make laws on social, environmental, labour and economic matters in circumstances where those laws do not discriminate between domestic and foreign businesses. These undermine fair competition, judicial independence and the Australian people's sovereign right to

legislate and implement policies in their interest through democratic processes. As such, Labor views ISDS provisions as contrary to the national interest and basic principles of democratic sovereignty and will not accept or propose such clauses in any trade agreements.

16. Labor will review ISDS provisions in existing trade and investment agreements and seek to work with Australia’s trading partners to remove these provisions. While this process is underway, Labor will work with the international community to reform ISDS tribunals, so they remove perceived conflicts of interest by temporary appointed judges, adhere to precedents and include appeal mechanism.
17. To progress the removal of ISDS clauses, Labor will task the Department of Foreign Affairs and Trade to commence negotiating the removal of these clauses and the reinstatement of labour market testing where it has been waived to ensure those agreements are consistent with Australian laws and regulations, including applicable Australian workplace law, work safety law and relevant Australian licencing, regulation and certification standards laws and regulations. The Department will be required to brief Accredited Advisers on the status of these negotiations and the Accredited Advisers will be provided the means and opportunity to provide real time feedback during negotiations.

Intellectual property and the Pharmaceutical Benefits Scheme

18. Labor will not support the expansion of intellectual property rights in a way which would extend monopoly patent rights to charge higher prices and would give copyright holders greater rights at the expense of consumers.
19. Labor will guarantee the protection of access to affordable medicines for all Australians by ensuring that third parties cannot unduly influence the decisions of the Pharmaceutical Benefits Advisory Committee, or the operation of the Pharmaceutical Benefits Scheme. Trade and investment agreements must not extend the monopolies on medicines by extending either the patent or the data exclusivity periods of medicines or biologics (such as cancer and immunotherapy drugs).

Imported products and anti-dumping

20. Consumers have the rights to know imported products meet Australian standards for safety and quality. Labor will develop, fund and support an intelligence-led, risk-based approach to standards compliance assurance on imported products. This will include new and invigorated processes for sampling, testing, labelling and penalties for false and misleading conduct regarding claims to adherence to regulation and standards. Appropriate governance and regulatory mechanisms will be formed through consultation with governments, unions, industry and other stakeholders.
21. Labor will better utilise Australia’s rights under multilateral agreements to defend Australian jobs and interests from unfair trade, through a strong and effective trade remedies system. Labor will:
 - a. Ensure that the Anti-Dumping Commission, Anti-Dumping Review Panel, International Trade Remedies Forum and Department of Industry:
 - i. have adequate resources to investigate and enforce anti-dumping measures;

- ii. are comprised of broad industry and union representation to deliver their function effectively.
- b. Take a zero-tolerance approach to the circumvention or avoidance of duties;
- c. Streamline ‘Review of Measures’ and ‘Duty Assessment’ processes to ensure that the correct amount of duty is collected and paid including, where necessary, retrospectively;
- d. Ensure independent advice and assistance for small and medium-sized Australian enterprises and producers;
- e. Ensure access to data from the Australian Bureau of Statistics and other government sources to provide Australian producers in having the expertise and information they need to make effective anti-dumping cases and assess compliance with existing dumping measures;
- f. Transfer the responsibility for safeguards investigations from the Productivity Commission to the Anti-Dumping Commission;
- g. Continue to maintain Ministerial discretion to determine if duties are imposed; and
- h. Work with the International Trade Remedies Forum and the Department of Industry to assess existing laws, regulations and guidance to clarify the approach taken by the Anti-Dumping Commission, with a view to ensuring that international best practice standards are met, with particular attention given to provisions which demonstrate a commitment to high social and environmental standards and how these are incorporated in the EU’s trade defence instruments.

A legislated framework for trade agreements

22. To support Labor’s trade agenda, the Labor Government will implement legislation that establishes a framework for the development and ratification of future trade agreements. This framework will set out requirements for the contents of such agreements to ensure the process of developing, negotiating and finalising trade agreements is transparent, consultative and subject to the processes of parliament.
23. This legislation will set out what is included in the negotiating mandate and final agreement. This will include:
- a. requiring skills assessments (including practical and theoretical testing) to be undertaken in Australia and not restrict such skills assessments for temporary visa holders;
 - b. including in bi-lateral trade agreements a labour chapter with enforceable internationally recognised labour standards; and
 - c. seeking to include a labour chapter with enforceable internationally recognised labour standards in any regional or multilateral trade agreements.
24. The legislation will set out that trade agreements must not include provisions that:

- a. waive labour market testing;
 - b. include Investor State Dispute Settlement;
 - c. incentivise and lock-in the privatisation of any public services;
 - d. undermine the Pharmaceutical Benefits Scheme;
 - e. undermine Commonwealth, State or Territory laws relating to anti-dumping;
 - f. limit the right of the Commonwealth to regulate in the interests of public welfare or in relation to safe products;
 - g. undermine Australia's efforts to achieve net zero emission by 2050;
 - h. restrict the Commonwealth's procurement arrangements from any form of preference for the purpose of:
 - i. protecting Australia's essential security interests;
 - ii. benefiting local small and medium enterprises;
 - iii. protecting national treasures;
 - iv. implementing measures for the health, welfare and economic and social advancement of Indigenous peoples;
 - v. promoting ethical standards and sustainable participation of local enterprises in government contracts as outlined in Commonwealth, State and Territory industry participation policies and successor programs and policies; and
 - vi. maintaining the Australian industry capability programs and its successor programs and policies.
25. The legislation will also set out requirements to ensure Australians are informed about trade negotiations and require comprehensive community consultation before entering new agreements. Labor will legislate to strengthen transparency by ensuring:
- a. an initial preliminary national interest assessment is tabled in Parliament prior to the negotiation of any trade agreement and sets out priorities and objectives, including independent assessments of the economic, employment, regional, social, cultural, regulatory and environmental impacts;
 - b. industry, unions and community groups are consulted during trade negotiations on draft negotiating texts, proposals and requests for review and comment through the establishment of an Accredited Advisors program based on the 'Cleared Advisor' program in the United States where each round of negotiation DFAT will provide them with the draft text in order to provide real time feedback;
 - c. material is tabled in Parliament once any negotiation is complete, including the proposed treaty and any legislation required to implement the treaty domestically and a debate is allowed on treaty text as well as implementing legislation;

- d. an Independent National Interest Assessment which includes a comprehensive social, economic and regional impact assessment is made of the negotiated treaty text, to inform parliamentary debate, community discussion and Joint Standing Committee on Treaties consideration of the treaty;
- e. independent evaluation of free trade agreements takes place ten years after ratification to determine the impact of any agreement; and
- f. Australian submissions and materials relevant to free trade agreement negotiations and the World Trade Organisation are made public, unless there are commercial-in-confidence reasons, or disclosure would damage the national interest.

26. In addition to these legislative requirements, Labor will ensure:

- a. the provision of public updates following each round of negotiations of trade agreements, including, where feasible, draft texts will also be released;
- b. the role of the Parliament is strengthened by expanding the role of the Joint Standing Committee on Treaties (JSCOT). Before negotiations on a new trade agreement the Governments Statement of Objectives will be submitted to the Committee for consideration and feedback. At the end of each round of negotiations DFAT will be required to brief the Committee;
- c. developments at the World Trade Organisation, and the positions a Labor Government takes there, are regularly reported to Parliament through the Joint Standing Committee on Foreign Affairs, Defence and Trade and Accredited Trade Advisors are provided the means and opportunity to provide real time feedback during negotiations;
- d. genuine consultative mechanisms are open to, and representative of business, unions, and environmental and community interests;
- e. the composition of delegations to the World Trade Organisation Ministerial meetings is review so they include appropriate representation from business, unions and nongovernment organisations; and
- f. World Trade Organisation rule changes are advanced to ensure immediate publication of dispute settlement decisions, together with short, plain language explanations.

27. Labor will only support, sign or ratify trade agreements that are consistent with the above principles, and will seek the renegotiation of any existing trade agreements that are not consistent with the above points 21 to 24.

Trade promoting international labour and development outcomes

28. Over 50 million people worldwide are trapped in modern slavery, many of whom are victims of exploitation in global supply chains. Australia has an important role to play in abolishing modern slavery. Modern slavery is a hidden problem that will not be discovered without meaningful attempts to expose it. Labor will ensure that Commonwealth criminal laws adequately capture, and prohibit, forced labour. Labor

will enforce supply chain reporting requirements, including penalties for non-compliance. Labor will also establish an Independent Anti-Slavery Commissioner to lead our efforts to abolish modern slavery in Australia and abroad.

29. Labor will outlaw importation into Australia of goods or services produced with forced labour, child labour or prison labour. Labor will work against forced, prison and child labour.
30. An investment priority for Australia's aid program will be raising international labour standards and capacity building for unions working abroad. Labor will promote ethical standards including higher labour standards and sustainable development in all aid programs, including through the provision of legal and economic expertise as well as capacity building for national and industry level unions. Labor will use all possible diplomatic efforts to build human rights and social justice outcomes into trade policy. Labor is strongly committed to promoting international labour standards and enhancing the capacity of unions abroad. Labor supported communities participating in the forestry, timber and forest products sectors with legislation and regulations to prohibit the importation of illegally logged wood and forest products made from it. Labor will ensure that importers comply with the Legislation and Regulations by taking a risk-based approach to monitoring due diligence systems to ensure imported products are not derived from illegal sources.
31. Labor will increase the capacity of unions to assist in the lifting of global labour standards to protect workers' rights in Australia and abroad. We need to do more in our region to increase the capacity of unions to organise workers, protect vulnerable people from exploitation, lead and advocate public policy and work with foreign governments – both through the International Labour Organisation and global and regional organisations and forums – to lift labour standards.
32. Australian unions have a proud record of fighting to protect working people in partnership with those in our region. Labor will support programs that enhance and resource the ability of unions to:
 - a. promote and support core ILO rights, including freedom of association, collective bargaining, elimination of forced, compulsory and child labour and the elimination of discrimination;
 - b. capacity build, deliver education and enhance leader development for unions and organisations working abroad;
 - c. advocate to raise awareness and build platforms for change on global issues impacting working people;
 - d. promote worker to worker links within multi-national corporations and their supply chains;
 - e. monitor and assist in the enforcement of clauses in labour chapters in trade agreements (where they exist);
 - f. engage with temporary foreign workers, including pre-departure to Australia wherever feasible;

- g. to conduct compliance work regarding labour standards in supply chains; and
- h. work with other nations and domestic unions to strengthen labour standards, workers' rights, occupational health and safety standards and gender equality.

33. Labour will:

- a. increase fairness and transparency in global supply chains including by targeting exploitative practices and by implementing ethical government procurement requirements and practices for all government spending and contracting and for all companies receiving Commonwealth financing and financial assistance, including in their supply chains;
- b. work with other nations to strengthen institutions to protect labour standards, workers' rights, occupation health and safety standards and gender equality; and
- c. these efforts will be a crucial part of our international efforts to negotiate and enforce (where applicable) labour chapters as part of trade agreements – seeing positive action on the ground and advocacy in regional and multi-lateral forums.

34. The development assistance Australia provides under the World Trade Organisation's aid for trade initiative should support developing countries in establishing skills, infrastructure, regulatory and investment policies to support sustainable growth. We will deliver practical trade-related capacity building programs that promote workers' rights and improve the ability of developing nations to export, improve their international competitiveness, and engage with the global economy.

35. Labor recognises that trade is a necessary, but not sufficient, condition to promote economic growth in developing countries. We want nations throughout the world to benefit from open markets and share in global growth. Labor will promote policies to achieve this in the World Trade Organisation, through trade agreements, at the World Bank, the International Monetary Fund, the International Labour Organisation and other international forums. Increased international trade brings the responsibility to promote higher environmental standards for Australia and internationally. Labor is committed to sustainable development. Labor will work to remove environmentally damaging subsidies, and promote mechanisms that balance the interests of environmental protection and open markets.

36. Australia has an important role and responsibility at the Asian Development Bank. Labor supports the inclusion of core labour standards in its decision-making, including the roles monitoring mechanism at the Asian Development Bank.

37. The Asian Development Bank's Safeguard Policy prohibits investments that include the "production of trade in or use of unbounded asbestos fibres". However, this does not apply to the purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20 per cent. This in effect means an exemption by the bank for almost all bonded asbestos containing materials used in the construction sector. Under Labor the Australian Government will lobby for change in policy to end the use of asbestos in Asian Development Bank financed projects.

Uranium

1. The production of uranium and its use in the nuclear fuel cycle present unique and unprecedented hazards and risks, including:
 - a. threats to human health and the local environment in the mining and milling of uranium and management of radioactive materials, which demand the enforcement of strict safety procedures;
 - b. the generation of products that are usable as the raw materials for nuclear weapons manufacture, which demands the enforcement of effective controls against diversion; and
 - c. the generation of highly toxic radioactive waste by-products that demand permanently safe disposal methods.
2. Labor accordingly will allow the mining and export of uranium only under the most stringent conditions.
3. In relation to mining and milling, Labor will:
 - a. ensure the safety of workers in the uranium industry is given priority. Labor has established a compulsory register for workers in the uranium industry that includes regular health checks and ongoing monitoring. The register is held by an independent agency and will be subject to privacy provisions;
 - b. ensure Australian uranium mining, milling and rehabilitation is based on world best practice standards, extensive continuing research on environmental impacts and the health and safety of employees and effected communities, particularly Indigenous communities;
 - c. ensure the Australian public is informed about the quality of the environmental performance of uranium mines through public accountability mechanism;
 - d. foster a constructive relationship between mining companies and Indigenous communities affected by uranium mining; and
 - e. prohibit the mining of uranium within national parks under International Union for Conservation of Nature protected area category 1A, category 1B, and category 2, and listed world heritage areas.
4. In relation to exports other than to India, Labor will allow the export of uranium only to those countries that observe the Nuclear Non-Proliferation Treaty (NPT), are committed to non-proliferation policies, and have ratified international and bilateral nuclear safeguards agreements. Labor will export uranium only to countries that maintain strict safeguards and security controls over their nuclear power industries.
5. In relation to India, an important strategic partner for Australia, commitments and responsible actions in support of nuclear non-proliferation, consistent with international guidelines on nuclear supply, will provide an acceptable basis for peaceful nuclear cooperation, including the export of uranium, subject to the application of strong safeguards.

6. In addition, Labor will work towards:
 - a. strengthening export control regimes and the rights and authority of the international Atomic Energy (IAEA);
 - b. appropriate international responses to violations of existing safeguard commitments;
 - c. limiting the processing of weapon usable material (separation of plutonium and high enriched uranium in civilian programs);
 - d. tightening controls over the export of nuclear material and technology;
 - e. universalising of the IAEA additional protocol making it mandatory for all states and members of the Nuclear Supplier Group to adhere to the additional protocol as a condition of supply to all their transfers;
 - f. criminalising actions of individuals and companies that assist in nuclear proliferation;
 - g. the development of an international guarantee of nuclear fuel supply to states foregoing sensitive nuclear technologies;
 - h. revising the NPT to prevent countries from withdrawing from the NPT and passing a new resolution in the United Nations Security Council addressing the penalties for withdrawal from the NPT;
 - i. encouraging all nuclear states to join the NPT;
 - j. reserving the right to withhold supplies of uranium permanently, indefinitely or for a specified period from any country that ceases to observe the non-proliferation safeguards and security conditions applied to Australian uranium exports to the country, or which adopts nuclear practices or policies that do not further advance the cause of nuclear non-proliferations;
 - k. supporting the maintenance and enhancement of international and Australian safeguards to ensure that uranium mined in Australia, and nuclear products derived from it, are used only for civil purposes by approved instrumentalities in approved countries that are signatories to the NPT (with exception of India) and with whom Australia has safeguard arrangements; and
 - l. seeking adequate international resourcing of the IAEA to ensure its effectiveness in undertaking its charter.

7. Labor will progress these commitments through diplomatic means including the re-establishment of the Canberra Commission to re-invigorate Australia's tradition of middle power, multilateral diplomacy. In doing so, Labor believes that as a non-nuclear armed nation and a good international citizen, Australia can make a significant contribution to promoting disarmament, the reduction of nuclear stockpiles, and the responsible use of nuclear technology.

8. Labor will:

- a. vigorously and totally oppose the ocean dumping of radioactive waste;
 - b. prohibit the establishment of nuclear power plants and all other stages of the nuclear fuel cycle in Australia;
 - c. fully meet all Australia's obligations as a party to the NPT; and
 - d. remain strongly opposed to the importation and storage of nuclear waste that is sourced from overseas in Australia.
9. Labor acknowledges that radioactive waste management is a complex policy challenge that requires the highest levels of transparency and evidence, while balancing the need of the community to benefit from treatments for diseases like cancer. Accordingly, Labor will act in accordance with scientific evidence, and with full transparency, broad public input and best practice technical and consultative standards, taking into account the views of traditional owners, to progress responsible radioactive waste management.

Social enterprise

1. Labor believes social ownership provides an alternative to deliver socially equitable outcomes and efficient, flat management structures.
2. National Conference calls on the Federal Labor Government to:
 - a. undertake researching involving unions and employers to develop democratic ownership and management models;
 - b. support democratic or worker-led ownership solutions that allow businesses to transition through sector specific or temporary structural challenges;
 - c. promote the development of emerging co-operatives to generate sustainable economic development and fair employment outcomes; and
 - d. consider social enterprises providers in relation to government procurement.

A country that makes things

1. Labor will rebuild Australian manufacturing. The deindustrialisation of Australia's regions and suburbs has had devastating social and economic consequences, squandered new growth and investment opportunities and hollowed out Australia's economic capability.
2. Australia urgently needs a strong, growing and diverse manufacturing industry to tackle supply chain interruptions. Being able to produce or guarantee access to the goods that its citizens and businesses need is the cornerstone of a resilient Australian economy, society and nation state.
3. Labor will ensure Australia's supply of vital goods like food, medicines, water, communications, energy, personal protective equipment (PPE) and other necessities required by a modern economy is secure from disruption and overseas dependence.

4. To have a vibrant and sophisticated economy, Australia must have a thriving and innovative manufacturing sector. Australia's unrivalled resource and energy endowments should mean we should a country with a booming manufacturing industry.
5. Labor will work to rebuild, modernise and diversify Australian manufacturing with an active approach to government programs, collaboration with industry, unions and institutions at the sectoral level and supporting industrial development, particularly in regional Australia. Labor will invest in sustainable manufacturing, and in particular those new technologies which will enable Australian industry and Australian workers to gear up for the future.
6. Labor will work to create a future for Australia's industrial capacity in strategically important areas. Labor will develop a plan for industries that must be secured, expanded or created. As part of this, Labor will assess which products, capabilities and items must be produced domestically, stored strategically or sourced from reliable partners.
7. This plan should have a focus on securing jobs in suburban and regional Australia and should also build upon existing areas of production where Australia is already globally competitive.
8. Labor will address high energy prices and poor-quality trade agreements which previously undermined existing industry. Labor will create a procurement framework to support new industries and innovation ecosystems.
9. Labor will employ a variety of means to provide a stronger future for Australian manufacturing. These measures will include:
 - a. supporting the transition to modern clean forms of energy to deliver affordable, reliable energy to Australian industry;
 - b. the continuing use of research and development tax incentives;
 - c. procurement policies; and
 - d. fostering collaboration between industries and research institutions.
10. Labor believes that in its role as a major purchaser of goods and services, government can play a part in fostering Australian industries, particularly emerging industries or companies as well as influencing decent work and economic growth. Labor will promote a procurement strategy to safeguard and grow skills, investment and jobs within our existing international obligations which allow for, amongst other things, any form of preference to benefit small and medium enterprises (SMEs). This procurement strategy will have processes free of corruption and discrimination, lead on sustainability and ethical procurement practices, and ensure that robust and objective public interest tests occur in all cases. Our procurement strategies will support the growth of a strong First Nations people business sector.

11. Labor acknowledges the unique challenges facing many important sectors within our manufacturing industry. In recognition of this, tailored approaches will be developed to assist these important sources of jobs, investment and innovation.
12. **Automotive:** Labor notes the vehicle industry provides a solid base for R&D, innovation, skills and jobs strategies in any digital technology strategy. Acknowledging this, Labor will work with suitable investment organisations to create a space for a revitalised vehicle industry in this country.
13. The global automotive industry is rapidly shifting to the production of Zero Emissions Vehicles (ZEV). There are major opportunities for Australia to take advantage of this shift. This requires framing an industrial policy response that recognises the nation's strengths in several key areas, such as:
 - a. rich mineral reserves that can undergo value-adding in domestic supply chains;
 - b. an existing advanced industrial base comprised of small and medium-sized enterprises (SMEs) which, following closure of the light passenger vehicle auto industry, have potential for growth in step with global ZEV supply chains;
 - c. a highly skilled workforce well placed for reskilling and retraining to work on ZEVs; and
 - d. sophisticated public and private institutions capable of developing productive businesses and financial networks to aid a major ZEV manufacturing transition in Australia.
14. Australia, being at the end of global supply chains for advanced manufacturing goods, has an opportunity to develop sovereign capabilities in ZEV industries that can:
 - a. help meet domestic market demand for fuel-efficient vehicles that help to decarbonise the Australian economy; and
 - b. respond to opportunities for regional exports of advanced ZEV and ZEV components.
15. National Conference calls on the Federal Labor Government to support the vehicle manufacturing, maintenance, and components sector by developing a strategy to encourage growth in transport manufacturing, including consideration of ZEV manufacturing, through consultation with industry, unions, investors, and the R&D community and broader stakeholders. The strategy will identify the strengths of Australia's diverse geographic industrial clusters and targets policy responses that augment the specialised capabilities of each region and state.
16. **Defence and Shipbuilding:** Labor recognises the importance of strong, viable Australian defence and shipbuilding industries. Labor notes the strong bipartisan commitment to our naval shipbuilding requirement and will work with employers and unions to ensure that this remains an important part of our defence and manufacturing posture.
17. Labor will support domestic manufacturers to engage in global defence manufacturing supply chains. Labor is committed to ensuring a sovereign capability to support the

ADF and will ensure that the vessels built for the RAN and assets produced for the ADF are, to the greatest extent possible, designed, built, maintained and sustained by skilled Australian workers.

18. **Steel and aluminium:** Labor recognises that the steel and aluminium industries maintain an integral role in Australia’s industrial economy. This includes in the downstream value-add from Australia’s rich resources, the supply of heavy metals to overseas markets and the domestic building materials industry, and to the economies of our regional communities. The steel and aluminium industries also play a critical demand and supply-side role in the National Electricity Market, and in the training and development of skilled trade labour in Australia.
19. **Chemicals and fertilisers:** Labor recognises the chemicals and fertilisers industries play an irreplaceable role in critical Australian industries, particularly in the food, fuel and resource sectors. Specifically, this includes servicing the agricultural activities of Australia contributing both to exports and domestic food supply and the packaging of all perishable and non-perishable goods. This also includes the role it plays in ensuring our fuel refining industry remains competitive.
20. **Building materials and products:** Australia’s infrastructure spend per capita is world-leading, underpinned by the biggest resource industries in the world, and the growth of urban population centres across our coastal regions. Labor’s approach will see the building materials industry play a critical role in ensuring Australia’s construction and infrastructure industries use Australian-made products, to the benefit of the domestic economy. This includes cement, glass, asphalt, downstream aluminium, steel and copper, timber and wood products, windows and doors, furnishings and blinds, carpets, cabinetry, joinery, geotextiles industries and more.
21. **Agriculture:** Labor recognises Australia’s agriculture industry provides a diversity to our economic exports, provides critical independence to our national food supply, and is a hallmark of the national identity. Horticulture and downstream processing of food-related products such as wine and beer also continue to be important growth industries.
22. **Rail:** Australia has a proud history of producing our own trains and rolling stock. This is reflected in the many Australian-built trains currently on our networks. However, this area of significant market share has been continually eroded by short-term decisions which have led to the loss of significant rail manufacturing capacity.
23. Labor will work with state governments and other users (including the mining industry) to enhance the productive capacity of Australian train manufacturers. Utilising the best and safest technology available combined with the most innovative manufacturing techniques and components, Australian-made trains will once again be the world’s best in passenger and freight transport.
24. **Medical technology:** Australians are justifiably proud of our strong performance in the medical field and the strong application of Australian know-how in medical technology. Labor will continue to work with industry, researchers and research institutions, workers and their unions with the aim of increasing self-sufficiency in fundamental medical equipment. Operating through innovative partnerships with industry, Labor will leverage Australia's current productive capacity in the medical

equipment industry and develop techniques and products to deal with current and future needs, as well as developing new products at the edge of innovation to help keep Australians safe and well.

25. **Textile, Clothing and Footwear (TCF):** Benefits of local TCF manufacturing include that it minimises the risks that are associated with global supply chains. Several local businesses already trade on the strong branding and reputation of Australian-made products in both domestic and export markets. There are further opportunities for the sector in supplying defence industries, fashion, medical and general PPE, workwear and TCF commercial furnishing markets. Drivers of change to the TCF industry and TCF markets in Australia have seen increasing adaptation and the entrance of specialised and niche product manufacturing with design and quality becoming a key area of competitive advantage. Coinciding with these changes has been an increasing trend toward ethical consumerism. There needs to be a growth plan for the TCF industry and Labor will assist in building collaboration by engaging with employers and unions within the different sectoral groups across the local industry and consider the tripartite roundtable model of engagement which has been adopted by the Victorian Government for the sector.

26. **Food:** Australia has a justifiable reputation as a source of high-quality foods and beverages. Clean, green and environmentally sustainable, Australia’s food industry has enjoyed significant success in creating and servicing export markets around the world. Labor will work with food industry companies, workers, and their unions to grow the sector and develop technology to create new products aimed at enhancing Australia’s leading position as the worlds food bowl in a carbon-constrained world.

27. **Pulp, Paper and Fibre:** The PPF industry has been a mainstay of Australian manufacturing, especially in regional Australia, since federation. To ensure a future for this vital industry, and the communities that rely on it, Australia will help this industry to continue on its current path towards a sustainable future. Labor will develop procurement guidelines which encourage the purchase of Australian-made paper, sanitary products and boxes. Labor will also support our domestic industry to develop new packaging materials, bioproducts and production methods in partnership between local wood and forestry product industries, researchers and institutions, including CSIRO.

28. **Timber and wood products:** Labor recognises that the timber and wood products industry is an important employer in regional Australia and that timber production and harvesting has a comparatively low carbon footprint. Timber and wood products are a carbon sequestering and renewable source of products vital for domestic housing construction. Timber, along with innovative products manufactured in newer and emerging industry sub-sectors, carbon fibre wood laminates and other engineered wood products provide sustainable options which can improve the associated carbon emissions performance of commercial construction and infrastructure projects. Labor in Government will work with industry, unions, researchers and communities to boost and improve research and development, resource security, skills development and the take up of innovation in the timber and wood products industry.

29. **Energy and Renewables:** The Australian Labor Party has a long history of supporting the renewables sector. It enjoys significant growth as state governments, industry and communities embrace the transition to clean energy. There are even greater economic

opportunities on the horizon, such as the opportunity to develop export-oriented clean energy projects and value-added, energy intensive manufacturing powered by renewables.

30. As the energy created through renewable sources continues to increase, we must do more to ensure that we deliver the full economic benefit of this transition.
31. Labor will ensure that new renewable energy projects – design, engineering, manufacturing, installation, commissioning, servicing and maintenance – support good quality, local jobs. Labor will implement policies to maximise and require locally manufactured content on future renewable energy projects. This will help create long-term jobs in the renewable sector whilst providing new jobs for workers in the energy sector. Labor will work in conjunction with the relevant unions to create a vibrant and sustainable manufacturing industry in the renewable energy sector. Australia has the skills and the capacity to become a renewable energy powerhouse – let’s make it here.
32. **Mining:** Australia has gained significant wealth from its mineral resources, but we have not done enough to capitalise on our global leadership in this sector. Australia should not just be a leader in the use of cutting-edge mining technology, we should be a leading exporter of it as well. Labor will develop a comprehensive plan to ensure that we build on our strength and expertise in mining technology and develop a domestic manufacturing industry to support it.
33. Australia also enjoys a significant competitive advantage due the large quantity of key minerals like lithium and rare earth minerals. Rather than exporting these highly sought-after commodities, we should be developing a manufacturing industry around them and creating good-quality, skilled jobs in regional areas. Labor will develop these new industries and ensure that the Australian Made stamp is seen on high-quality, high-tech goods that are shipped all around the world.

Ensuring the full, fair and reasonable participation of Australian Industry

1. Labor supports the full, fair and reasonable participation of Australian Industry in major projects, government tenders and federal government supported and associated projects. Australian Industry Participation Plans which provide competitive Australian suppliers with a look in, rather than locking in and specifying them out in favour of international suppliers, can have the impact of increasing local content by between 5 per cent and 20 per cent.
2. The Australian Jobs Act was introduced by the Federal Labor Government in 2023 and has never been fully implemented. To show Labor’s commitment to local jobs and in order to reenergise the Australian Industry Participation National Framework, Labor supports a review of the Australian Jobs Act. That review will consider:
 - a. the role of the Australian Industry Participation (Statutory) Authority to not only ensure compliance, but also to administer a range of other initiatives aimed at building capability and capacity within local business to win work;
 - b. the role of the Australian Industry Participation Advisory Board which has the function of advising the Authority and the Minister about AIP matters;

- c. the AIP National Framework and options to ensure better coordination with State and Territory jurisdictions to seek agreement on common requirements for AIP/Local Industry Participation plans;
- d. whether technical or financing specifications are being used as an impediment to the provision providing opportunities for local industry to supply goods and services, and options to prevent it;
- e. expanding the requirement for project proponents to embed Australian Industry Opportunity officers;
- f. the relationship between the Industry Capability Network Limited (ICNL), Australian Industry and the Australian Government;
- g. the current thresholds in the Australian Jobs Act and the benefits of lowering them to \$500 million (from \$2 billion and a requirement to be participating in the Enhanced Project By-Law scheme) to require the embedding of an Australian Industry Participation Officer and halving the thresholds for projects required to have Australian Industry Participation Plans from \$500 million to \$250 million for private projects, and from \$20 million to \$10 million for public projects; and
- h. the quality of the Australian Industry Plans and the weight that they should be given in project assessment.

Using generative AI in ways that benefit Australians

1. Recent developments in generative artificial intelligence are poised to transform industries across the Australian economy. Labor will ensure that the development of policy in relation to AI both supports uptake in ways that benefit Australians, while introducing guardrails that safeguard Australian communities. Labor's policies in relation to artificial intelligence will have regard to:
 - a. the importance of meaningful, secure jobs for Australian workers;
 - b. support for retraining and skills development for sectors impacted by generative AI developments;
 - c. new technologies and their role in lifting national productivity and competitiveness, and supporting the development of new businesses and ideas that can improve the lives of Australians;
 - d. continuing to foster a diverse, resilient economy in which Australia's capabilities in critical technologies, as important to strategic partnerships and the national interests, are supported to grow;
 - e. the importance of education and skills in harnessing the possibilities of artificial intelligence; and
 - f. appropriate governance measures to ensure that Australian businesses, citizens, and society are protected from known and emerging risks associated with AI.

Medical manufacturing innovation for the mental health sector

1. Labor recognises the importance of research and domestic manufacturing of vital medicines, vaccines, and medical devices.

Through support for research, development and manufacturing, Labor believes Australia can lead the way in mental health innovation and benefit from the creation of jobs in the research, development and advanced manufacturing sectors.

2. Labor welcomes the establishment of the country's first advanced medical research, development, and manufacturing venture for neuromedicines, the Neuromedicines Discovery Centre, a partnership with Monash University, the University of Melbourne and the Florey Institute, and will continue to foster a vibrant and diverse medical industry in Australia.

A safe, strong and fair financial services industry

1. Labor believes that a strong and well-regulated financial services sector should deliver quality jobs, economic growth and be safe for consumers and businesses. We will support innovation and ensure that regulation operates in the best interest of Australian households.
2. Economic crime is on the rise globally, causing real harm to victims. Labor will protect Australians and businesses from scams. We will position Australia as a leader in combatting economic crime and will partner with industry, private sector and other governments to build strong defences against scams and cyber-crime.
3. Technology is changing the way Australians bank, make payments, and operate businesses. There are enormous opportunities in fintech and digital platforms for business and consumers. Labor will ensure that Australia's financial regulation keeps pace with changes in technology and business models and the needs of consumers.
4. Labor is committed to delivering a strong superannuation system which is well administered, provides great service and returns to members.
5. Universal superannuation means that Australians are retiring with more money than ever before. We want Australians to have access to affordable, quality financial advice so that their finances are working best for them.
6. Climate change and extreme weather events are driving up the cost of insurance. Labor will work with business, and state and local governments to support climate-resilient infrastructure that reduces the impact of severe weather events.
7. Labor believes that offshoring finance sector jobs undermines our capacity to develop and maintain a safe, efficient, comprehensive, sustainable and internationally competitive local industry and is not in the national interest.
8. Labor wants all Australians to have access to banking services. Australians are compelled to participate in the finance sector and as such the industry bears national economic and social significance. We will ensure these products are safe and work in the financial interest of Australian households and business.

9. Our banks are highly profitable compared to their overseas counterparts, and Labor expects them to continue supporting the communities in which they operate. Labor will work with banks and consumers to ensure access to banking services in regional and rural areas.
10. Labor wants more competition and diversity in the banking sector. We support the four pillars policy.
11. Labor believes vigorous competition underpinned by ethical practices, prudent supervision, consumer protection and transparency is the best way to get a better deal for families and create a system that offers real choice for consumers and businesses. Combined with a strong prudential supervision and other regulation, this approach will continue to greatly benefit both the financial services sector and the consumers.

Supporting the Australian Textile Clothing and Footwear sector and ethical practice in it for the benefit of workers

1. The Australian Textile Clothing and Footwear (TCF) sector remains an important provider of jobs across many Australian cities and regional communities. The sector provides employment for thousands of women and men, including over 30,000 workers in the formal sector and many thousands more in the informal sector as home-based workers.
2. Many workers in the sector face language barriers and cultural challenges which may impede them from obtaining alternative employment, yet possess a unique, specific, and valuable skillset and capability of great value to a sector which underpins key sections of the economy around the country.
3. Although the local sector has faced a challenging transition period due to numerous and specific pressures presented by globalisation and increased international competition benefiting from falling barriers to access to our domestic markets, many manufacturers have remained committed to maintaining Australian manufacturing operations and have taken advantage of the opportunity to adapt and innovate.
4. As a key sector of the manufacturing industry, the sector provides and will continue to provide, important flow on jobs in communities.
5. The sector has shown how many local firms and their supply chains can pivot to produce medical Personal Protective Equipment (PPE) and face masks for the public when demand soared, and global supply chains broke down.
6. There exist new and emerging markets where locally-made, ethically-accredited products, as well as sustainably-made, high-quality products and unique design innovations are highly valued, and this presents an opportunity for local producers.
7. TCF workers are especially vulnerable to exploitation, for several reasons including that the sector is characterised by:
 - a. a high proportion are mature aged migrant women, who face cultural and linguistic barriers to understanding and inquiring about their workplace entitlements.
 - b. a difficulty in identifying homeworkers/outworkers in manufacturing supply chains.

- c. a lack of familiarity of the homeworker/outworker provisions and related provisions of the *Textile, Clothing, Footwear and Associated Industries Award 2010* (the TCF Award).
 - d. an unverified number of workers being homeworkers/outworkers, who work away from business premises (often at home) at the end of long and complex production supply chains.
 - e. limited record keeping, compounding the risk of worker exploitation.
8. Labor will support jobs, workers conditions and workplace rights in the TCF sector in recognition of their importance to the economy and the workers involved in the sector.
9. Labor will address the following areas of importance to the TCF sector and the workers, families and communities which rely on it:

Industry policy

- a. Labor recognises the TCF sector as a vital cog of Australia’s manufacturing industry and advanced industrial capacity worthy of support and innovation assistance. Labor will ensure a tripartite approach to building the innovative capacity of Australian industry including the TCF sector.
- b. Labor will assist the transformation of the TCF sector by supporting the development of new products and processes, targeting opportunities in ethical production and the high-tech, high-value end of the market, including medical PPE.
- c. The conditions of support to TCF companies will be designed to ensure sustainable employment outcomes, ethical labour, and environmental standards, and maintain capacity and build skills.
- d. Labor will support Australia’s industries including the TCF sector through innovation programs and government procurement policies.
- e. Australia has huge opportunities to expand TCF production and will work with the industry to attract investment and to increase access to finance.

Ethical Clothing Australia

- f. Labor will provide important financial support to Ethical Clothing Australia in recognition that it represents a unique, world’s best practice accreditation system which sees employers and unions working collaboratively to stamp out exploitation in TCF supply chains.
- g. ECA accreditation serves workers well by ensuring that they are being paid appropriately, receiving all their legal minimum conditions, and working in safe workplaces throughout the business supply chain, and serves accredited businesses well by ensuring they have a vehicle to demonstrate ethical products as a key market differentiation point for them to capitalise upon the increasing preferences and requirements of procurers, purchasers, and consumers.

Ethical procurement

- h. Labor will lead on ethical procurement practices and improve opportunities for Australian TCF manufacturers in government tenders and require all companies that tender for TCF contracts to hold Ethical Clothing Australia accreditation.
- i. Labor will establish a TCF Ethical Procurement Register and require all companies that tender for Government contracts in the TCF sector to hold Ethical Clothing Australia accreditation and be on the register.
- j. Labor will require successful TCF suppliers and their supply chains to remain accredited and be transparent to ensure that ethical standards are monitored and met throughout the life of a procurement contract.

Local procurement

- k. Labor will require that the purchase of locally manufactured TCF (where the required goods are manufactured locally, meet all requirements of bid specifications, there is a genuine market, and the procurement will be consistent with our international obligations) by all government departments and agencies.
- l. Labor will require contractors on publicly funded projects to purchase locally manufactured TCF from businesses which are accredited by Ethical Clothing Australia (where the required goods are manufactured locally, meet all requirements of bid specifications, there is a genuine market, and the procurement will be consistent with our international obligations).
- m. Labor supports the lowering of the threshold for government procurers being required to consider the economic benefit a TCF contract provides or clarifying that the current threshold can apply to an aggregated total procurement across government.
- n. Labor will compare the definition of Small and Medium Enterprises in Australia to the prevailing definition in the United States and examining any barriers to harmonising it.
- o. Labor supports the continued manufacture of combat uniforms being in Australia and wants to expand Australian-made component of uniform and equipment supplies of ADF personnel, consistent with our international obligations.
- p. Labor will support the important work of Ethical Clothing Australia and work with agencies to extend requirements for ethical labour standards to companies tendering for government contracts that source their TCF contracts from offshore when local purchasing is not feasible.

Outworker rights

- q. Labor recognises the disadvantaged position of outworkers in the TCF sector.
- r. Outworkers require specific regulatory protection to control the exploitative conditions under which they are employed and ensure they are deemed to be employees and receive all employee entitlements including superannuation.

Workers assistance

- s. Labor recognises that vital support and assistance for TCF workers who lose jobs in the sector are provided with appropriate support for programs and services like a

non-means tested training allowance, training in English language and literacy, customised support for training and job-seeking, and funding for community-based organisations to advocate on behalf of redundant workers.

Australian shipping

1. Labor recognises that Australia needs a revitalised, strong Australian-flagged shipping industry with a secure workforce. The nation needs a strong Australian-flagged fleet to ensure secure supply of goods essential to our economy, such as fuel, as well as to ensure the safety of our community in times of crisis. Labor acknowledges that shipping is an important national strategic industry supporting many other industries such as manufacturing, energy production, agriculture and tourism and that ships are efficient, require no built infrastructure for navigation and are the least energy intensive of all freight transport modes.
2. We will amend maritime laws to revitalise the Australian shipping industry with more effective regulatory arrangements for ship licencing overseen by an industry body. We will improve maritime safety laws to ensure the maintenance of maritime skills and qualifications as well as minimum safety and crewing standards necessary for a safe shipping industry. We will establish a strategic fleet that is integrated with Defence maritime strategy and that strengthens Australian supply chain resilience, support development of the cruise sector including special support for the Australian expedition cruise sector, establish more contemporary foreign seafarer visa requirements, and improved corporate and seafarer tax incentives and workforce development measures, so Australian shipowners can compete fairly and employ more Australian seafarers. We will ensure Australian shipping and port infrastructure is appropriately funded and will establish industry stakeholder engagement arrangements to help coordinate our commitment to revitalise Australian shipping. Labor is committed to local manufacturing and maintenance of our shipping fleet.
3. We will establish a stronger interface and integration between commercial shipping and Naval, Customs and search/rescue/salvage/emergency response requirements of government, as well as with appropriate government agencies and commercial shipbuilding/repair/maintenance to improve maritime security and help build the maritime cluster.
4. Labor acknowledges that new opportunities for Australian ships will emerge as industries transform in response to utilisation of new technologies and as Australia rebuilds its manufacturing industry, as energy transitions away from fossil fuel usage adopting new energy sources such as hydrogen, ammonia and biofuels and as more value-adding occurs in agriculture, all creating demand for ships in domestic and international sea transportation. Labor will incentivise these new opportunities for Australian ships.

Safe and secure jobs in aviation

1. COVID-19 demonstrated the inherent volatility of the aviation sector and its vulnerability to external shocks, with reasonably paid secure jobs being replaced with low-paid and insecure jobs.
2. Aviation is a public good which warrants effective government regulation, oversight, planning, investment and equity, in order to create and maintain good Australian jobs

in our cities and regions and protect essential transport routes for Australian business and communities. To achieve these aims, the Federal Labor Government will ensure that all government decisions are made in the public interest, including through the upcoming Aviation White Paper.

3. This includes ensuring that safety continues to be the number one priority, maximising good and secure full-time jobs, and addressing inherent power imbalances between participants to ensure a viable, safe and sustainable aviation industry including through the use of fair procurement policy.

Road transport industry

1. Labor recognises that a safe, sustainable, viable and fair road transport industry is vital for both Australia's economic future and the safety of all Australian road users. Labor will empower the Fair Work Commission to establish and maintain appropriate minimum standards in the road transport sectors in relation to both traditional transport operations and on-demand delivery and rideshare platform work. Labor will ensure that the Fair Work Commission can convene specialist industry advisory groups to provide advice and recommendations.

A stronger public sector

1. Labor is committed to building a strong public service that delivers better outcomes for the community, contributes to building a fairer and more inclusive Australia, and is a model employer.
2. Achieving these goals requires rebuilding APS capability and capacity, and therefore Labor will:
 - a. Continue the work to identify where it can reduce the use of contractors, labour hire and consultants and convert that work into public service jobs, where ongoing employment is the usual form of engagement.
 - b. Ensure the Commonwealth is a model employer with the wages, conditions and career opportunities necessary to attract and retain a high skilled workforce, including through:
 - i. working to reduce the fragmentation in pay and conditions that exists across the public service, with a priority focus on low paying agencies, including those with high proportions of Aboriginal and Torres Strait Islander employees.
 - ii. ensuring genuine, fair collective bargaining in the APS and Commonwealth entities.
 - iii. negotiating common core conditions across the APS, with any remaining agency specific conditions negotiated at an appropriate level.
 - iv. facilitating support for the role of trade union delegates in the workplace, and their rights to communicate with workers, access the workers they can represent, paid leave to attend union training and reasonable access to time to fulfil their roles.

- v. recognising employees' rights to exercise genuine freedom of association and the right to organise in a union, including by giving workers the right to access union delegates and union representation at work, during working hours and in their workplace.
 - vi. recognising the right of public servants to hold and express political views as private citizens, unless it genuinely impacts on their ability to service the public and government impartially.
 - vii. leading by example on addressing the ill effects of family and domestic violence by providing employees appropriate paid leave and other support.
 - viii. ensuring genuine, good-faith consultation with unions and employees.
 - ix. taking action to ensure the APS meets Labour's target for First Nations employment.
3. Work with unions and employees to take meaningful steps over the long term to replace the Efficiency Dividend with genuine targeted efficiencies and productivity improvements that deliver appropriate whole-of-government budgetary outcomes.
 4. Develop a Workforce Strategy, in consultation with staff and unions, to address current and future capability requirements for APS employment, and which will rebuild internal capability and capacity.
 5. Reduce the reliance on consultants through measures including establishing an internal consultancy function and the improved commissioning of consultants, including identifying what skills can be transferred to the APS.
 6. Improve the transparency, integrity and accountability of the use of consultants through measures including:
 - a. reporting on the level of expenditure on third party employment arrangements, and
 - b. requiring agencies to consider cost differentials and the impacts on agency capacity and capability of using external providers.

Postal services

1. Australia Post is a critical part of Australian infrastructure, delivering letters, parcels and services that are essential to Australian communities and businesses.
2. Labor will maintain Australia Post in full public ownership.
3. Labor will maintain Australia Post as the sole carrier of the standard-size letter service, and the sole issuer of postage stamps. Flat-rate postal charging arrangements will be protected to ensure universal and equitable access to all Australians, metropolitan and regional.

4. Labor will encourage the growth of Australia Post's service offering and ensure Australia Post's community service obligations provide equitable access to a full range of essential services for all Australians.
5. Australia Post should ensure adequate coverage of post office outlets and street post boxes throughout Australia. Labor recognises the legitimate need for franchises and licensed operators, particularly in rural areas where a standalone corporate retail outlet would not be profitable, nor appropriate. However, in line with the commitment to keeping Australia Post in full ownership, Labor will ensure the viability of, and job security of those employed by, corporate retail outlets is not undermined by the franchise and licensed model.
6. Postal services are the lifeblood of many rural and regional communities. Labor will work to maintain and strengthen the service offering of Australia Post in rural and regional Australia through Post Offices, including continually improving Australia Post's service delivery capabilities and its digital services.
7. Australia Post employs thousands of Australians. Labor will work to protect the jobs of these workers, encourage Australia Post towards direct full-time employment rather than contract work, and endeavour to ensure contractors will not be used to undermine the current entitlements of direct employees.
8. Labor will ensure postal workers continue to play a strong role in both mail and parcel delivery, and will encourage consultation and collaboration between Australia Post and unions to address and overcome any challenges.

Delivery of government services

1. Labor will:
 - a. ensure government service delivery is appropriately resourced to deliver quality and timely services to Australian citizens to ensure easy and quick access to services wherever you are and where you are;
 - b. maintain a network of accessible service centres, access points and agents throughout metropolitan and regional Australian;
 - c. pursue a Service Delivery Reform agenda to improve choice and standards in delivery, and increase the skills and capacity of staff in all areas of customer engagement;
 - d. integrate and promote, where practical and appropriate, Services Australia's digital platforms with other government digital platforms.

Using the Government's buying power for good

1. Labor will use the Commonwealth Government's buying power to ensure secure, good quality, local jobs for Australian workers in government contracts, and to support businesses that engage in fair, equitable, ethical and sustainable practices.
2. Labor will implement a Secure Australian Jobs Code, where entities tendering for government contracts must undertake a Secure Australian Jobs Code certification to

ensure compliance with all relevant laws and support adoption of best practice workplace relations and health and safety practices.

3. The Secure Australian Jobs Code will apply to Commonwealth purchased services as well as directly Commonwealth funded projects or where the Commonwealth is the primary or sole funder. This will include but is not limited to:
 - a. direct Commonwealth funded construction;
 - b. Public Private Partnerships and other forms of joint venture where the Commonwealth is directly funding the project;
 - c. Commonwealth and State/Territory/local government co-funded projects;
 - d. Commonwealth government funded clean and renewable energy projects, and new renewable initiatives;
 - e. public housing construction and build-to-rent construction;
 - f. any construction for the benefit of the Commonwealth conducted under sale and leaseback or other diversified funding arrangements;
 - g. fit out and other similar works for properties leased by the Commonwealth, including Commonwealth agencies and other independent but Commonwealth funded entities;
 - h. Property Services;
 - i. transportation and shipping services; and
 - j. Defence projects and services.

4. The Secure Australian Jobs Code would include an assessment of tenders' ethical treatment of workers, to be considered alongside other non-financial value for money assessments including ethical conduct. This two-stage process ensures that procurement is in line with government procurement rules, guarantees that tenders are not determined solely based on economic considerations at the expense of ethical considerations, and protects government against the reputational risks associated with engaging tenderers with unethical employment practices.

5. The Secure Australian Jobs Code processes would include an initial assessment, and ongoing monitoring of successful tenderers, of:
 - a. adherence to the Fair Work Act and work health and safety laws;
 - b. protecting the rights of workers to freedom of association, including the right to bargain collectively and form, join and participate in their trade unions;
 - c. rights for elected union delegates;
 - d. reducing the incidence of precarious or insecure work, and a commitment to direct employment;
 - e. strategies for the inclusion of genuine First Nations and businesses and workers, including targeted apprenticeships;
 - f. strategies to promote gender equality and women's participation, including retention, targeted apprenticeships, and programs directed at cultural change;
 - g. regional local employment strategies;
 - h. adherence to standards ensuring fair treatment of workers and fair and reasonable wages and conditions.

In relation to the building and construction industry, and manufacturing:

- i. implementation of and compliance with the Australian Skills Guarantee, including establishing apprentice, trainee and cadet ratios with sub-targets for women in major government project procurements with a ratio of at least 1 in 10 workers as apprentices, trainees or cadets;
- j. a security of payment framework which establishes the Commonwealth as a model client;
- k. local content strategies that seek to promote Australian manufactured building products and materials;

In relation to the property services industry:

- l. offers of employment to existing workers at the time of contract change on wages and conditions no less than the outgoing contractor; and
 - m. sufficient contract funding to support fair wages for property service workers.
6. To support tenderers in achieving the targets to employ First Nations people, women and apprenticeships, Labor will work to ensure every state and territory has workforce training plans. By establishing a clear roadmap of projects, tenders can adequately plan future workforce needs beyond a single project, thereby making training new and diverse workforces more viable.
 7. To oversee the initial evaluation, and supervise and enforce compliance with the procurement code, Labor will ensure that evaluation, monitoring, supervision and

compliance of the Secure Australian Jobs Code is appropriately resourced and conducted independently and impartially.

Sexual and reproductive health

1. Labor recognises that there are unique barriers to accessing sexual and reproductive health services, particularly contraception and termination. As well as legal barriers in some states and territories, these include a lack of affordability and accessibility, poor service provision in many regional and rural areas and issues of reproductive coercion.
2. Labor will work to improve sexual and reproductive health for all Australians and supports the rights of individuals to make decisions regarding their reproductive health, particularly the right to choose appropriate contraceptives and termination or to continue with their pregnancy. Labor will ensure these choices are supported by access to relevant medical, support and advice services.
3. As part of this, Labor will:
 - a. support awareness of, access to and uptake of modern contraceptives particularly long-acting reversible contraceptives;
 - b. increase the availability of culturally sensitive and accessible sexual and reproductive health services; and
 - c. work with states and territories to improve legal protections, such as safe access zones for women seeking termination services, as well as expand service provision in the public system.

Territories

1. Labor recognises that Australia needs special arrangements between the Commonwealth and the External Territories tailored to the particular needs and circumstances of each territory. We will maintain and improve the legislative framework for non-self-governing territories and improve the services they enjoy so they have:
 - a. opportunities as far as possible equivalent to mainland Australians;
 - b. a diversified economy based on the strengths, needs and aspirations, populations and environments of each;
 - c. economic, social and cultural development appropriate to the needs, aspirations and circumstances of each territory;
 - d. governance arrangements that are equal, fair, and sustainable; and
 - e. access to all protections under Australia's Human Rights Framework.

Civil society

1. Labor acknowledges the crucial role of Civil Society in Australia’s democracy and its role in advocacy and influencing government policy.
2. Labor is committed to working closely with Civil Society organisations. We will acknowledge, support, and engage with the expertise held within Civil Society.
3. In pursuing a partnership with Civil Society, Labor will pursue the following objectives:
 - a. ensuring the views of civil society are reflected in policy reform and initiatives to strengthen and build nourishing communities;
 - b. development of a national working with vulnerable people (WWVP) registration to ensure consistency and traceability across jurisdictions and to improve the safety of vulnerable people;
 - c. review and reform the funding models for contracted services to support longer-term planning and better service provision;
 - d. recognise that non-profit organisations are always better positioned than for-profit corporations to provide community services.
 - e. prioritise funding for community led specialist services, including specialist services delivered by women, LGBTIQ+, First Nations, disability and CALD groups.
 - f. ensure not-for-profits are free to advocate on behalf of their cause.
 - g. acknowledge and support the significance of volunteer recruitment and management in Australia; and
 - h. support the not-for-profit sector in bridging the technological divide, so that more organisations, regardless of size or location, can access the productivity gains technology can deliver.

Privacy

1. An individual’s right to privacy is a fundamental political, civil and human right and must be protected. Labor will provide a strong regulatory framework to protect people’s right to privacy and ensure the security of their personal information, regardless of the form in which it is held, and whether it is held in the public or the private sector.
2. Many services relied on by Australian consumers require them to provide very personal information about themselves to secure those services including employment details, income levels, credit/financial history and circumstances as well as family links.
3. Labor believes Australians retain ownership of their personal information and it is essential Australians can have confidence their information is securely stored, used and accessed in ways that protect their rights as they exist under Australian law.

4. Labor will update the Privacy Act 1988 to make it fit for purpose in the digital age, ensuring Australians' personal data is as safe as it can be.
5. Labor will ensure Australian laws that require the collection and retention of personal information are appropriate in light of people's right to privacy and freedom of the press is protected.
6. Labor acknowledges particular community concerns about the offshore storage and access of their personal data. In Government, Labor will continue to review the adequacy of offshore data storage and privacy laws.

Nuclear disarmament

1. Labor:
 - a. Acknowledges the growing danger that nuclear weapons pose to us all and the urgent need for progress on nuclear disarmament;
 - b. Acknowledges the deep and ongoing consequences of nuclear testing in Australia, which have been borne disproportionately by our First Nations people, as well as testing in the Pacific.
 - c. Commits itself to redoubling efforts towards a world without nuclear weapons and strengthening the non-proliferation regime.
 - d. Congratulates the International Campaign to Abolish Nuclear Weapons (ICAN) on its work in returning to global prominence the cause of nuclear disarmament.
 - e. Acknowledges the value of the Treaty on the Prohibition of Nuclear Weapons (the Ban Treaty) which came into force on 22 January 2021 and its aspiration to rid the world of nuclear weapons for all time.
 - f. Welcomes the positive steps taken by the Albanese Labor Government to engage with the Ban Treaty, including by sending an observer to the first Meeting of States Parties to the TNPW in Vienna, June 2022 and changing Australia's vote on the annual UNGA resolution on the TNPW in 2022 from oppose to 'abstain' and encourages attendance at the second Meeting in New York, November 2023.
 - g. Acknowledges the centrality of the US Alliance to Australia's national security and strategic policy.
2. Labor in government will sign and ratify the Ban Treaty, after taking into account the need to:
 - a. Ensure an effective verification and enforcement architecture;
 - b. Ensure the complementary interaction of the Ban Treaty with the longstanding Nuclear Non-Proliferation Treaty; and
 - c. Work to achieve universal support for the Ban Treaty.

3. Labor will take urgent action to reduce the risk of nuclear war by continuing its proud record of seeking nuclear disarmament and non-proliferation by:
 - a. Contributing to global progress towards addressing the matters outlined in paragraph 2;
 - b. Advocating to the United States that it actively negotiates with Russia, China and other nuclear-armed states to develop a follow-on treaty to the New START treaty with a view to realising the objective of Article VI of the Treaty on the Non-Proliferation of Nuclear Weapons (NPT), namely, a world free of nuclear weapons;
 - c. Seeking to work with partners and allies to build upon the International Commission on Nuclear Non-Proliferation and Disarmament to develop an initiative which proposes a way of working with states possessing nuclear weapons to achieve Article VI of the NPT and encouraging transparency among all states with nuclear weapons in relation to their use doctrine and the composition of their arsenals, while continuing to strengthen non-proliferation goals in the Indo Pacific region; and
 - d. Considering steps that can be taken with respect to further assistance for affected communities and further environmental remediation in relation to the British atomic tests that occurred on Australian territory, consistent with Article 6 of the Ban Treaty, and considering further collaboration and assistance to Pacific Island communities affected by nuclear testing in the Pacific, consistent with Article 7 of the Ban Treaty.

Israel and Palestine

1. The National Conference:
 - a. Supports the recognition and right of Israel and Palestine to exist as two states within secure and recognised borders;
 - b. Calls on the Australian Government to recognise Palestine as a state; and
 - c. Expects that this issue will be an important priority for the Australian Government.

A nation built on migration

1. Migrants and refugees have made an important social and economic contribution throughout our nation's history. Australia's diversity is a source of national strength and a critical factor in nation-building.
2. Australia is, and will remain, a society of people drawn from a rich variety of cultural, ethnic, linguistic and religious backgrounds. Australia is, and will remain, a multicultural society.
3. Labor will enact policies that enable and promote the participation of migrants and refugees in social, economic and political life by recognising the value of Australia's diversity and removing barriers to access and participations. Labor will ensure that our policies do not adversely impact on the ability of migrants and refugees to fully participate in Australian society.

4. To support Australia's multicultural society, Labor's migration policies will:
 - a. remain non-discriminatory;
 - b. respect the heritage and traditional customs of migrants and their children, including enabling traditional multi-generational households by restoring fairness for family visas, including parent visas;
 - c. recognise the importance of all aspects of the migration program, including the contribution of temporary and permanent migration to the nation's economic and social prosperity
 - d. support Australia's social cohesion by encouraging universal respect for Australia's democratic beliefs and laws, and the rights, responsibilities and privileges of Australian citizenship;
 - e. consistently oppose those who foster extremism, hatred, ethnic division or incitements to violence; and
 - f. be evidence-based, supported by rigorous research and evaluation.
5. Labor believes there is an inequity for New Zealand citizens living in Australia under the terms of the Trans-Tasman Travel Arrangements (TTTA). Labor will consider the permanent residency status and potential citizenship arrangements for New Zealand citizens living in Australia under the terms of the TTTA.
6. Labor affirms that every worker, no matter where they have come from or what language they speak, must be treated with fairness, dignity and respect inside and outside the workplace. Labor notes that migrant workers are at particular risk of wage theft, harassment, bullying, discrimination and unsafe practices and being trapped in the black economy by rogue and unscrupulous employers.
7. Labor condemns businesses who engage in the disgraceful practice of exploiting workers and in doing so seek to avoid scrutiny by operating their business outside the tax and regulatory system (the unregulated economy). Labor recognises that migrant and marginalised workers are disproportionately the victims of workplace exploitation and particularly businesses operating in the unregulated economy.
8. Labor will work with trade unions to address the problem of workers exploitation in the unregulated economy. This will include support for the establishment and operation of a Migrant Worker Centre in every state and territory to provide education and assistance to migrant workers on employment related issues and where relevant education on their immigration rights and conditions.
9. Labor will deal with the complex issue of those seeking Australia's protection by giving expression to the values of compassion, justice, human rights, fairness and generosity. These are values which are at the heart of the Australian identity.
10. Labor believes Australia should show global leadership in refugee resettlement, and supports a generous, non-discriminatory Australian humanitarian program. Labor will treat people seeking our protection with dignity and compassion and in accordance with our international obligations, the rule of law and core Australian principles of

fairness and humanity. Labor will legislate to enshrine our international obligations into Australian domestic law.

11. Labor will appoint a Special Envoy for Refugee and Asylum Seeker Issues with responsibilities for advancing Australia's interests and ensuring Australia plays a global role in the resettlement of displaced people.
12. Under the Refugee Convention, people seeking asylum have the right to seek protection and asylum and, regardless of the mode of arrival, this is not illegal under Australian or international law. Accordingly, Labor rejects the practice of referring to people seeking asylum as 'illegals'.
13. Australia must not harm people seeking refuge.
14. Family reunion for migrants and refugees is important to successful settlement.
15. The issue of those seeking protection is both a global and regional one. Accordingly, in order to achieve a long-term resolution to the issue, it must be dealt with through international cooperation and not unilateral action. Within our region, Australia must play a leadership role. Recognising the value of a bipartisan approach in this policy area in the past, Labor will work towards a bipartisan approach once again.
16. A fundamental principle in treating those seeking protection with humanity is to provide as much certainty as possible. An aspiration of certainty in all matters around people seeking asylum, including the duration of assessing refugees' claims, must underpin Australian policy.
17. The assessment and review of protection claims will be underpinned by robust, efficient and transparent processes that ensure fair and consistent outcomes, including access to review which allows for the consideration of additional material, and access to independent advice. The highest priority will be allocated to action the orderly and fair resolution of the backlog of cases subjected to the fast-track assessment process.
18. Labor will work to ensure those in detention facilities are treated with dignity and respect and have access to an appropriate standard of care and substantive access to health and education services while held in immigration detention centres.
19. The world is experiencing the greatest humanitarian need in history with the largest number of displaced persons since that time. Labor believes that Australia should lead debate on the establishment of a best practice framework, including new regional agreements and understandings required to ensure the Refugee Convention and the international protection system function effectively in this environment. Australia understands that such a framework must include working to ensure better support for those countries that host the great majority of the world's refugees and people seeking asylum, to directly address the needs and rights of displaced persons in these places. This includes encouraging countries in our region to provide protection to those in need and ensuring Australia responds by accepting our responsible share of the world's resettlement of refugees.

20. Labor acknowledges the role of the Office of the United Nations High Commissioner for Refugees (UNHCR) as the international agency dealing with the world's response to this humanitarian need.
21. Australia has a particular responsibility to show humanitarian and protection leadership in Southeast Asia. Accordingly, Labor seeks a leading role working with Southeast Asian nations in the region, and in particular with Indonesia, to build a regional framework to improve the lives of people seeking asylum. Labor will give appropriate consideration to UNHCR refugee registrations to assist Indonesia and the UNHCR to work through the backlog. Subject to Australian vetting processes and sovereignty concerns, Labor will positively consider such refugees for inclusion within the increased humanitarian intake. Further, Labor will work across the region to support and resettle refugees using safe, orderly pathways.
22. To combat people smuggling Labor will engage with Australia's neighbours to address 'push factors' by seeking innovative, effective and lawful solutions to the irregular movement of people through the region. This approach will include multilateral engagement through Australia being a co-chair of the Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (the Bali Process), and new and deeper bilateral arrangements of a type envisaged by the Regional Cooperation Framework agreed at the Bali Process Ministerial Conference in March 2011.
23. Labor will seek to ensure appropriate multilateral infrastructure is in place to build a humanitarian regional framework which may include seeking to extend the work of existing multilateral processes.
24. In recognising that addressing 'push factors' in transit countries will lessen the need for people to take a boat journey, Labor will work with the UNHCR to help build its capacity in Southeast Asia to pursue its mandate and assist the region's people seeking asylum.
25. The phenomenon of people smuggling has a long history arising from the need for people to escape from danger and persecution. Labor also recognises that those who decide to leave a country in perilous circumstances have the right under the Refugee Convention to determine their means of departure. However, recognising the risk to life of people travelling on unsafe, unseaworthy and overcrowded boats often operated by criminal syndicates, Labor supports measures to reduce such journeys by working with regional neighbours and the UNHCR to eliminate any influence that people smugglers may have over vulnerable protection claimants by addressing people smuggling at its source, in countries of first asylum and transit countries.
26. We are deeply concerned by the ongoing humanitarian and political crisis in Myanmar that has led to the large-scale movement of Rohingya refugees into neighbouring countries, particularly Bangladesh. Labor will continue to work with our partners in the region to support Rohingya displaced by the crisis in Myanmar, including through Australia's humanitarian and development assistance programs.
27. In pursuing strong regional arrangements Labor will seek to ensure they provide access to protection in countries of first asylum and transit countries to deter secondary movements of people seeking asylum through:

- a. the developing of capacity to improve accommodation, work rights, access to health and education services and other living standards for people seeking asylum;
 - b. expediting the claims for refugee status by people seeking asylum; and
 - c. the seeking of durable solutions.
28. Labor will increase the humanitarian intake of refugees to create an orderly pathway to resettlement in Australia. This would help reduce the risk of people seeking asylum being exploited by people smugglers and provide people seeking asylum with an alternative to boat travel to Australia.
29. Noting Pacific Island nations are particularly vulnerable to the effects of climate change, and these nations have expressed a clear desire for Pacific peoples to continue to live in their own countries where possible, and acknowledging Australia's unique responsibilities in the Pacific, Labor will:
- a. support Pacific Islanders to remain in their homelands as the first response to this challenge;
 - b. work to assist with intra-country relocations when citizens have to be moved from low-lying areas to higher ground; and
 - c. in the event that in the longer-term permanent migration becomes necessary for some Pacific Islanders, work in close consultation with the region to ensure that appropriate settlement is achieved.
30. Labor will continue Australia's contribution to international aid efforts to reduce the risk of displacement and to alleviate the pressing humanitarian needs of displaced persons.
31. Labor will act to eradicate the exploitation and wage theft experienced by temporary migrant workers working closely with trade unions by introducing a range of measures that deliver increased protections. Measures will:
- a. Manage information exchanges between the Fair Work Ombudsman and the Department of Home Affairs to protect exploited migrant workers from unwarranted deportation and ensure they can come forward without fear to ensure investigations and prosecutions of employers. This will include the establishment of a firewall between Department of Home Affairs (DHA) and the Fair Work Ombudsman (FWO), so that there will be no individual-level or identifiable information shared regarding a migrant worker who has reported exploitation unless they have provided express consent and is necessary for the protection of the worker and/or the enforcement of their rights;
 - b. Implement reforms to visa laws towards the creation of a substantive visa to allow migrant workers who have been exploited or underpaid to remain in Australia until the relevant legal processes for recovery of their lost wages and conditions are finalised. These reforms will include the introduction of a nondiscretionary protection against visa cancellation in circumstances where a migrant worker has been subject to workplace exploitation;
 - c. Protect international students from exploitation and reduce the ability for

businesses to use the cash economy to systematically ignore minimum award entitlements and exploit vulnerable workers. Actively monitor the treatment of international students in the workplace and use new enforcement tools to target employers who mistreat international students. Labor will hold a parliamentary inquiry into how temporary migration can contribute to workplace exploitation, including drivers of workplace exploitation of international students such as student working hours and temporary visa conditions;

- d. Deliver better protections to working holiday visa holders who are subject to exploitation and underpayment. Labor will review the work conditions of the working holiday visa in the context of significant workplace exploitation and regional labour markets, including the role of the 88 day rule;
 - e. Ensure employers not workers are the focus of exploitation investigations;
 - f. Increase fines for employers who breach obligations and employ people without work visas;
 - g. Protect migrant workers from harassment, bullying, discrimination and unsafe practices; and
 - h. Labor will create clear and certain permanent residency pathways for skilled temporary visa holders by ensuring permanent residency requirements are objectively achievable by visa holders and will remove migrants' reliance on employers, including:
 - i. allowing sponsored visa holders to change employers with no limitations on their ability to change employers;
 - ii. allowing sponsored visa holders to be without an employer for up to 180 days;
 - iii. reducing upfront costs for employers to promote workers switching jobs;
 - iv. establishing a review by Jobs and Skills Australia of labour market testing; and
 - v. creating self-nominated pathways to permanent residency.
32. Labor recognises that shocking exploitation in the horticulture industry has persisted for too long without meaningful action by the Coalition Government. The current poorly designed and managed visa framework and its fractured approach to sourcing overseas labour gives unscrupulous employers and labour hire firms far too much influence over vulnerable workers and a capacity to use worker exploitation as a business model. Such an approach has allowed for a collapse of wages and conditions in the sector and introduced a guest worker program into Australia by stealth. Labor notes the reputational damage inflicted on Australia by its failed management of the 88 Day Working Holiday Maker visa program and the conscripting of young holiday makers into a sector notorious for exploiting them. Australia must urgently address the horticulture sectors structural dependence on visa workers and the exploitation and lowering of working conditions that this generates.
33. As part of a broader review of the purpose and structure of Australia's migration program, Labor will reform the Working Holiday Maker program to better protect the rights and conditions of visa holders as well as assessing its impact on regional labour markets and industries.
34. Labor supports reforms that protect the rights and conditions of all horticulture workers. Protections for workers will be complemented by a more coherent overall visa

framework that preferences permanent migration, the skills, training and employment of Australians, and the use of temporary overseas workers only when needed. This would be reinforced by stronger oversight, enforcement and penalties for employers and labour hire firms that act illegally in the sector. Labor will work to ensure Australia's horticultural sector is a highly profitable, highly productive sector offering good, secure jobs with fair pay and conditions for all workers, including Australians and workers in regulated programs such as an improved Seasonal Worker Program.

35. Labor supports workers in the horticultural sector being paid a guaranteed minimum rate for the work they do. Guaranteed rates of pay will help end exploitation currently occurring via the gaming of piece rates and other illegal behaviour. Labor supports efforts by the union with relevant constitutional industrial coverage to amend the Horticulture Award in order to provide minimum guaranteed rates of pay for horticulture workers.

Australia's humanitarian intake, settlement services and refugee assessment

1. Those found to be owed Australia's protection under the Refugee Convention, Complimentary Protection or and other international instruments will be given permanent protection under the Migration Act 1958.
2. Those not found to be owed Australia's protection under the Refugee Convention, Complimentary Protection or and other international instruments will be promptly returned only after any relevant legal avenues have been exhausted.
3. Labor supports the existing definition of 'serious harm' and 'persecution' including the current risk threshold of the 'real chance test'.
4. Labor will support a humanitarian migration program that reasonably responds to international humanitarian crises as they arise.
5. In continuing Australia's generous humanitarian program, Labor will provide appropriate support for the travel and resettlement of refugees and others requiring Australia's protection.
6. State, territory and local governments support refugees to settle in Australia. Labor will facilitate opportunities for business, community groups, individuals and state, territory and local governments to participate in and support the resettlement of refugees through a community sponsored refugee resettlement program.
7. Labor believes that Australia can further support global resettlement efforts by expanding access to protection for refugees and those with humanitarian need through complementary resettlement pathways. Complementary resettlement intakes, including community sponsorship programs, will be in addition to the government's refugee and humanitarian program. Labor will progressively increase the complementary resettlement intake to 10,000 places per year.
8. Labor aspires to progressively increase Australia's government funded humanitarian intake to 27,000 places per year.
9. Temporary Protection Visas place refugees in an ongoing state of uncertainty and prevent meaningful settlement, creating hardship for refugees and denying Australia

the benefit of their contribution, which is why Labor has transitioned holders to permanency. Labor will abolish Temporary Protection Visas and Safe Haven Enterprise Visas.

10. Labor believes protection claims made in Australia should be assessed and reviewed on the individual merits with procedural fairness ensuring our international human rights obligations are met. Accordingly:
 - a. The assessment and review of protection claims will be underpinned by robust, efficient and transparent processes that ensure fair and consistent outcomes, including access to review and independent advice;
 - b. The assessment and review of protection claims of specific lesbian, gay, bisexual, transgender, intersex and queer people seeking asylum will be underpinned by appropriate and relevant assessment tools and processes that reflect cultural experience of the lesbian, gay, bisexual, transgender, intersex and queer community;
 - c. The assessment and review of protection claims must be independent and free from any political or diplomatic interference;
 - d. The processing of protection claims must be streamlined to enhance the quality of decision making, to provide more efficient pathways for prompt resolution of visa status and to alleviate the courts' immigration case-load burden; and
 - e. The Stone Review process will be maintained as an important mechanism for ensuring the fairness of Australia's security assessment system; and
 - f. Noting the abolishment of the AAT, Labor will create a fair, simple, affordable and accessible processes and procedures, including in relation to adverse credibility findings, for the review of refugee related decisions.
11. Labor will require the National Security Legislation Monitor to advise on establishing other mechanisms for:
 - a. independent review of the adverse security assessments that ensures procedural fairness while recognising that processes may be required to protect intelligence sources and methodology; and
 - b. the management of those whose adverse assessment is upheld.
12. Labor will explore options other than indefinite detention, including third country resettlement, to deal with refugees with adverse security assessments in a way that does not jeopardise Australia's national security interests.
13. Labor will reintroduce the appropriate references to the Refugee Convention into the Migration Act 1958.
14. Protection visa applications made in Australia should be assessed by Australians on Australian Territory.

15. Under legislation passed by Labor, complementary protection claims should be considered by way of the protection visa framework.
16. Labor will work to ensure people seeking asylum have access to appropriate, independent, government-funded legal advice while working through their claims for protection. People seeking asylum will have means-tested access to appropriate social services, including income, crisis housing, healthcare, mental health, community, education and English as a Second Language support during the assessment of the claim for protection.
17. In assessing asylum claims where the fear of persecution arises from a person's lesbian, gay, bisexual, transgender, intersex and queer status, the fact that the country the person is fleeing has criminal penalties for engaging in consensual homosexual sex is sufficient of itself to establish that fear of persecution is well-founded, and any assessment of the person seeking asylum's identity and fear must take account of the very different manifestations of lesbian, gay, bisexual, transgender, intersex and queer identity that other cultures, especially ones profoundly hostile to lesbian, gay, bisexual, transgender, intersex and queer people, necessarily engender.
18. Labor will ensure people seeking asylum who self-identify as lesbian, gay, bisexual, transgender, intersex and queer will be assessed by officers who have expertise and empathy with anti-discrimination principles and human rights law. Officers, translators and interpreters at all levels of the assessment process will have specific lesbian, gay, bisexual, transgender, intersex and queer cultural awareness training to ensure the discrimination people seeking asylum face in their country of origin or transit are not replicated.
19. Australia's settlement support services are regarded as the best in the world. Labor will maintain this and accordingly will direct sufficient focus and resources to our settlement services.
20. Labor will provide appropriate English language tuition and tailored employment programs as essential settlement services which are critical to the achievement of full social and economic participation of refugees.
21. Labor will seek to improve the availability and integration of Commonwealth funded migrant and settlement services. Labor will ensure settlement service policies are:
 - a. informed by advice from the Settlement Services Advisory Council, the Settlement Council of Australia and other key stakeholders and the community; and
 - b. coordinated in partnership with State and Territory governments, local governments, community organisations and service delivery providers.
22. Labor will ensure services across government for refugees are culturally responsive, universally accessible and consistent with Labor's social inclusion agenda. Recognising the value of community support groups in providing settlement services, Labor will support the involvement of such groups.
23. Refugee settlement can have a particularly positive effect in rural locations and these people play an important role revitalising rural and regional communities. Labor

supports the settlement of suitable humanitarian entrants in regional locations with the support of State, Territory and local governments and local communities.

Australia's border and immigration detention

1. For the Australian people to have confidence and trust in the integrity of our migration system, Labor will fund and maintain robust border security measures that support the orderly processing of migration to our country and protect our national interest and our national borders.
2. Labor is united in its commitment to prevent further loss of life at sea of vulnerable children, women and men. Labor will:
 - a. meet its obligations to the maritime principle of safety of life at sea which requires a response to assist in the rescue at sea of vessels in distress;
 - b. consider introducing further penalties for serious people smuggling offences; and
 - c. ensure repatriation of crew members who are proven to be juveniles.
3. To support Australia's strong border security regime, Labor will maintain:
 - a. an architecture of excised offshore places; and
 - b. the non-statutory processing on Christmas Island of persons who arrive unauthorised at an excised place, except where other arrangements are entered into under bilateral and regional arrangements.
4. Labor will initiate a parliamentary inquiry into immigration detention.
5. Labor will take advice from the UNHCR in relation to any arrangements with third countries to ensure resources and commitments provide appropriate settlement support services to refugees, including health and welfare services. Labor will prioritise establishing durable and suitable third country resettlement agreements.
6. Labor will not pay people smugglers to engage in any form of people smuggling.
7. Unauthorised arrivals will be detained, for management of health, identity and security risks to the community. Labor will enshrine the "90 day rule" into law.
8. Labor believes that all persons in immigration detention should be treated with humanity and respect for the inherent dignity of the human person. Immigration detention is solely for the purpose of administering Australia's immigration laws, and is not punitive in nature.

Labor believes:

- a. Detention that is indefinite or otherwise arbitrary is not acceptable;
- b. The length and conditions of detention, including the appropriateness of both the accommodation and the services provided, will be subject to regular review;

- c. Detention will occur in a government-run immigration detention centre appropriately located close to services and relevant supports;
- d. The placement of people in immigration detention should be informed by risk. Held detention is only to be used as a last resort and for the shortest practicable time;
- e. Community-based assessment is the most reasonable, humane and cost-effective approach for supporting people seeking asylum while their claim for protection is assessed;
- f. People in detention will be treated fairly and reasonably within the law;
- g. People in detention will be provided an appropriate standard of care including the provision of health, mental health and education services a standard consistent with that afforded to the Australian community;
- h. The use of hotel-like accommodation as an alternative place of detention should only occur when necessary and for the shortest period of time required. The appropriateness of such arrangements are to be reviewed regularly. Unless required for health or safety, the maximum length of time a person should be detained in hotel-like accommodation is 90 days; and

Labor will enshrine these detention principles into law.

- 9. Labor supports the UN Convention on the Rights of the Child. Children will only be detained for the shortest practicable time as a last resort, and will not be detained in an immigration detention centre.
- 10. Unlawful non-citizens will be subject to mandatory detention where they present a proven unacceptable risk to the community.
- 11. Labor will not detain, process or resettle lesbian, gay, bisexual, transgender or intersex refugees or people seeking asylum in countries which have criminal laws against any of these communities as it makes these places unsafe environments for all of them.
- 12. Labor recognises that successive Coalition Governments have failed to negotiate viable and timely regional resettlement arrangements, which has left refugees and people seeking asylum, including children, languishing in indefinite detention. Labor believes that whilst these arrangements are negotiated, the Australian Government is not absolved of its obligation to provide appropriate health, security, and welfare services to people seeking asylum. Labor will:
 - a. give the highest priority to the humane, durable and timely resettlement of refugees subject to third country resettlement agreements;
 - b. continue to support the United States and New Zealand Refugee Resettlement Agreements;
 - c. ensure appropriate health, security, and welfare services for people seeking asylum; and

- d. improve the medical transfer process, establish an Independent Health Advice Panel to provide medical advice and maintain ministerial discretion in all decision making.
13. Labor will ensure all Australian Government involvement in detention facilities it operates or funds is subject to transparent, independent oversight, including by the Commonwealth National Preventative Mechanism. Provisions for this oversight will be reflected in all contracts with service providers including through providing effective and consistent protections for whistle-blowers. Labor will use its best endeavours to provide for this oversight in any relevant international agreements, including by enabling Comcare to fulfil its regulatory obligation to investigate all serious matters within Australian-funded onshore immigration detention centres and offshore regional processing centres.
14. Recognising the inequities of the policy of charging immigration detainees a daily maintenance rate while in immigration detention, Labor will oppose any attempts to reinstate this practice.
15. As soon as the reasons for mandatory detention have ceased every effort must be made to remove people seeking asylum from immigration detention centres through community detention or the granting of bridging visas with work and study rights while their claim for protection is assessed.
16. The provision of services at immigration detention centres will remain with private sector contractors for the term of the current contracts. In evaluating the future form of detention facility service provision, the views of all stakeholders, including the relevant trade unions must be taken into account.

Enhancing Australia's National Security

A peaceful and secure region

1. Labor believes that Australia's interests lie in shaping a region that is peaceful, stable and prosperous. A predictable region, operating by agreed rules, standards and laws. Where no country dominates, and no country is dominated. A region where sovereignty is respected, and all countries benefit from a strategic equilibrium.
2. Labor is using all elements of our national power to shape the world in our interests and to shape it for the better. We will always use diplomacy as our primary effort to reduce tensions and create conditions for peace. Labor will continue to build on our strong diplomatic efforts in our region and will rebuild Australia's international development program.
3. Labor is committed to maintaining peace, regional development, positive relationships and stability across our region. Labor is committed to a peaceful and nuclear weapons free Pacific.

Securing Australia's Sovereignty

4. Labor's defence policy is founded on the principles of Australian sovereignty and self-reliance.

5. Building Australia's military defence capability sits alongside our diplomatic efforts, as we play our part in collective deterrence of aggression. By having strong defence capabilities of our own, and by working with partners investing in their own capabilities, we change the calculus for any potential aggressor.
6. Defence cooperation partnerships, including with our ally the United States, are managed through robust policy frameworks and principles that maintain and protect our sovereignty. These frameworks govern the activities of foreign governments in, from or through Australia - and how we partner with other nations to acquire capabilities in line with our national interests. Australia's Defence partnerships are anchored in Australian sovereignty.
7. Labor commits that our cooperation with these partners strengthens, rather than detracts from, our sovereignty by affording us access to capability, technology, and intelligence we could not acquire on our own and provides us with an opportunity to export our defence products.
8. Making our contribution to the collective security of our region and to the maintenance of the global rules-based order - so fundamental to Australia's prosperity - is at the heart of Australia's strategic intent behind acquiring a conventionally-armed, modern and fit for purpose nuclear-powered submarine capability.
9. Labor will ensure that irrespective of whether our defence assets are developed indigenously, acquired from abroad, or developed in partnership - Australia will always make sovereign, independent decisions as to how they are employed.
10. Labor will ensure that all Australian warships, including submarines, are Australian sovereign assets, commanded by Australian officers and under the sovereign control of the Australian Government.
11. Labor believes that Australia's acquisition of submarines does not involve any ante facto commitment to participate in, or be directed in accordance with, the military operations of any other country.

Opportunities for Australian workers

12. Building submarines in Australia requires a truly whole-of-nation effort. The project to build Australia's SSNAUKUS submarines is projected to create around 20,000 direct jobs; see \$30 billion invested in Australia's industrial base; including infrastructure upgrades and expansion amounting up to \$18 billion over the next three decades. This project will transform our skills, productivity, industrial capacity and science and research capabilities.
13. Labor will ensure that Australian workers will benefit from the massive investments in industry, infrastructure, and common user facilities. Labor will maximise opportunities for Australian manufacturers in defence tenders.
14. Labor will work to reverse the over-reliance on private contractors in our defence knowledge, decisions and capacity.

15. Labor will develop comprehensive defence industry policy to support and grow national manufacturing and local supply chains of critical defence resources, components, materiel, and infrastructure, including aligning Australia's domestic shipping sector with Labor's commitment to a strategic fleet. Labor will establish a tripartite industry council, including business and unions, to identify strategic manufacturing priorities in the defence industry that can be manufactured on Australian land.
16. Labor will ensure that the nuclear-powered submarine program will deliver secure, well-paid unionised jobs and establish a skills and training centre of excellence, with Australian workers trained in the latest technologies that add to Australia's sovereign capability.
17. Labor commits that Australia's SSN-AUKUS submarines will be built by Australian workers in South Australia, with a peak of 4,000 workers employed to design and build the infrastructure at Osborne, and a further 4,000 to 5,500 jobs created to build the submarines.
18. In Western Australia, the home of Australia's submarine fleet, investments to expand infrastructure at HMAS Stirling will create around 3,000 direct jobs.
19. In other states, investment and job creation in defence manufacturing —including the manufacturing of components and maintenance —will occur as a result of the SSN-AUKUS project. This overall national industrial workforce supporting the construction and sustainment of submarines is projected to be in the range of 6,500-8,000 jobs. Building this workforce will be a priority for the coming decades.
20. Australia's submarine fleet will be serviced, maintained, and upgraded by Australian workers. There will be an identification of Australian manufacturers in the supply chain in the building, maintenance and modification of all naval vessels.

Nuclear Safety and Stewardship

21. Labor will ensure that Australia continues to meet all its non-proliferation obligations and commitments under international law and retains the highest standards for nuclear non-proliferation in close cooperation with the International Atomic Energy Agency.
22. Labor will redouble its efforts to strengthen the nuclear non-proliferation and disarmament regime, including the NPT. Labor will ensure Australia remains fully committed to the South Pacific Nuclear Free Zone Treaty, known as the Treaty of Rarotonga. Labor will uphold its proud history of championing practical disarmament efforts, its commitment to high non-proliferation standards and its enduring dedication to a world without nuclear weapons.
23. Labor will ensure that Australian ports retain the capacity to host nuclear-powered vessels safely, including through having appropriate plans and procedures in place to keep workers and local communities safe.

24. Labor will maintain Australia's longstanding position of not possessing or seeking to acquire nuclear weapons.
25. Labor will maintain the prohibition on the establishment of nuclear power plants. This prohibition does not apply to a naval nuclear propulsion plant related to use in a conventionally armed, nuclear powered submarine.
26. Labor will ensure Australia is a responsible nuclear steward and maintains the highest level of nuclear safety in respect of nuclear-powered submarines. This includes the establishment of an independent statutory regulator, the Australian Nuclear-Powered Submarine Safety Regulator, that will be responsible for providing independent oversight and regulation of the nuclear-powered submarine program. Labor will continue to support the important work of Australia's Nuclear Science and Technology Organisation (ANSTO) in nuclear research and medicines as a priority.
27. Labor is committed to ensuring the management of radioactive waste and spent nuclear fuel responsibly, including through an appropriately independent regulatory system. A rigorous process will determine the site of the nuclear waste facility, on the current or future Defence estate, with appropriate public consultation and agreement with First Nations communities to respect and protect cultural heritage. Australia will not be responsible for disposing spent nuclear fuel or accept other high-level radioactive waste from any other country.
28. Labor will ensure that regular updates are provided to Parliament, including relevant Parliamentary committees, and the relevant stakeholders, including defence industry, unions, and the ALP National Conference on the progress of Australia's acquisition of conventionally-armed, nuclear-powered submarines.

Governance and oversight

29. Labor will ensure that a specific update on the submarine acquisition program is included in the annual defence update provided by to Parliament, allowing for Parliamentary debate to occur on this issue.
30. Labor will ensure there is ongoing engagement with and oversight of the submarine acquisition program by making this the responsibility of a relevant standing Parliamentary committee.
31. Labor will ensure the Australian Government monitors all relevant United States and United Kingdom research and development programs into submarines including, but not limited to, programs exploring the use of low-enriched uranium in nuclear powered submarines.
32. Labor will ensure that at an appropriate time, the Australian Government outlines the process and cost estimate for accommodating the permanent storage of high-level nuclear waste.

An industrial revolution for the 21st century

1. Labor recognises the energy transition to net zero is the central policy challenge of our generation and the most significant economic opportunity since the Industrial Revolution.
2. Labor understands that ensuring the energy transition and industrial transformation benefits all Australians will require the active involvement of government to guide economic development. This includes substantial public investment in or underwriting of, as well as active support for, state and territory governments to increase their share of public ownership and control of certain critical assets to ensure they are managed in the public interest. Governments around the world are making significant investments to this end, including the US through the Inflation Reduction Act, the EU through the EU Green Deal and Canadian policies, which are equivalent to around 2-3 per cent of GDP over a number of years.
3. Decarbonising Australia’s economy offers an unprecedented opportunity to grow sovereign capabilities, reindustrialise the nation, boost development in our regions and take cost of living pressure off households and businesses. It is a task that only a Labor Government can deliver.
4. Labor recognises Australia’s cheap, clean, and abundant renewable energy resources uniquely place us to lead the world in renewable energy generation and grow a competitive green manufacturing sector. Our immense mineral resources that will be in high demand in the coming decades.
5. Delivering an energy transition for all Australians is the only way that the social licence for the task will be achieved and maintained. This social licence depends upon the creation of good, union jobs. Labor understands the net zero industrial transformation presents an unprecedented opportunity to create secure, safe, and well-paid skilled work for thousands of Australians.
6. Labor commits to ensuring that the energy transition and industrial transformation:
 - a. delivers for all Australians and leaves no one behind;
 - b. allows households and businesses to benefit from cheaper and cleaner energy;
 - c. delivers for Australian manufacturing, with local content and good local jobs;
 - d. supports energy users through public and private investment;
 - e. creates opportunity for First Nations engagement and advancement; and
 - f. is underpinned by a good jobs agenda.

RESOLUTIONS

RESOLUTIONS TO CHAPTER 1

Tripartism – Labor at its best

Labor is from, and is a part of, the great trade union movement in this country. The engagement and support of the working people of this country, and their unions, is the reason why Labor is labour. Labor restates and endorses its commitment to promoting trade unionism.

The principle of engagement with the trade union movement is non-negotiable. It is disgraceful that when in Government, the Liberal and National Parties removed any reference to trade union representatives as soon as they were elected. Labor notes that successive Liberal Party Industrial Relations Ministers have attacked and undermined trade unionism in Australia, for the benefit of their corporate interests. Instead, they replaced proper representatives of trade unions and community organisations with cronies, often on exorbitant remuneration, at public expense. Tripartism, the engagement between Government, business and unions, is the way that all successful Labor governments have conducted themselves. It is also the best way of delivering good policy.

Consultation with trade unions is not just restricted to pay and conditions, as the Accord of the Hawke-Keating era showed, but extends to jobs, training, skills, industry, defence, education, health, foreign affairs, and more. Engagement between the Labor Party, in both government and opposition, and the trade union movement is critical to ALP success. We note the recent successful passage (over Liberal Party opposition) of the amendments to the Jobs and Skills Australia Act, which has tripartite representation embedded.

Affiliation is a two-way street: Trade unions engage with Labor to create good policies to take to Government; Labor engages with trade unions to make sure that those policies are implemented with the interests of working people and their communities uppermost.

Where Labor has engaged on a tripartite basis, quality decisions have been made. Since the post-Federation Watson Government, through Curtin and Chifley, Hawke and Keating, Rudd and Gillard, trade unions have always had an honoured place at the table through tripartite mechanisms, meaningfully participating in the activities and decisions of Labor governments.

The Albanese Government is continuing those great traditions.

Resolution:

1. Labor restates and endorses its commitment to promoting trade unionism as the means of ensuring workers are represented industrially, socially, and politically.
2. Labor embraces the spirit and the substance of tripartism. In government, Labor will ensure that the quality of decision making is enhanced by broad tripartite consultation.
3. Labor recognises that decisions taken without consultation can often miss important matters and lose the interest and support of those whom government seeks to assist;

with consultation, especially for those directly impacted, decisions taken are of greater quality. They reflect the views of those communities, organisations and businesses which are impacted.

4. Decisions taken by Labor in government which impact upon industry shall involve engagement with the views of industry of business and trade union representatives.
5. Labor will take steps to ensure that all Commonwealth bodies with direct impact on workers will consult with trade unions. Where this also involves employees of the Commonwealth, this will be in accordance with Chapter 6, paragraphs 10-16 and the resolution, *A Stronger Public Sector*. Consistent with that policy, Labor as an employer will ensure that appropriate consultative mechanisms are modified or, where necessary, created to ensure that the views of its workers are known and acted upon.
6. Labor will ensure that relevant Government advisory and governance boards are tripartite, and in particular provide for trade union representation. Where such boards have been established (especially where board have been retained from the previous government) without trade union representation, trade union representation will be considered as board vacancies arise, subject to processes to ensure suitably qualified candidates.
7. Labor in government will ensure that all tripartite representatives are appropriately resourced to allow timely participation in such processes.

Superannuation

This Conference resolves that:

- all workers must receive their full entitlement to superannuation;
- superannuation is for retirement income;
- advertising super-inclusive job roles is misleading and should not be allowed; and
- an increase to the Superannuation Guarantee should not result in a cut to an employee's take home pay, as is the case with some contractual arrangements.

Simpler super for equitable retirement incomes

Over \$3 billion a year of superannuation is not paid to workers who have earned it. Billions more of superannuation never accrues to Australians, many already disadvantaged during their working life who will then face an inequitable retirement income too. Labor will ensure that superannuation is paid on every dollar earned so that across a lifetime, Australians don't fall behind and can gain the benefits of compound interest to support a dignified retirement.

Labor will:

- work to implement payment of superannuation on government paid parental leave as a priority reform to paid parental leave;
- deliver on its commitment to pay day super, as announced in the 2023-24 Budget, to prevent the misuse or loss of accrued superannuation entitlements;

- work with unions and employers to examine gaps in the superannuation system and where possible close these gaps for injured workers, young workers, carers (including for parents who provide full time care up until school age) and low-income families.

Equitable Concession Caps for Superannuation

The ALP and the union movement are rightly proud of Australia’s superannuation system and the benefits that have flowed to workers since its introduction into awards in 1986 and law in 1992.

Despite the huge benefits that have flowed from superannuation to workers, it is clear that those benefits are not distributed equitably across the community.

Statistically, women retire with less superannuation than men. Similarly, migrant workers, and particularly migrant women workers, have significantly lower superannuation balances, as do First Nations workers and, acutely, First Nations women workers.

There are many reasons for this, including career breaks to care for children and/or ageing parents, lower wages, part time and irregular patterns of work, late arrival into the Australian employment market, historically (and in some cases ongoing) fewer women in trades and professions that attract higher wages and most recently the Coalition government having left many workers with no option other than to withdraw funds from their superannuation account during the pandemic, just to make ends meet.

Under the current tax regime there is an annual concessional cap of \$27,500, and the superannuation contributions up to that concessional cap are taxed at a rate of 15 per cent, which is typically lower than the worker’s marginal rate of tax, regardless of their superannuation balance.

The inequities in superannuation are further compounded when you consider that people with large superannuation balances continue to receive the significant tax benefits that apply under the concessional cap. Noting the Government’s recent decision to reduce the concessional treatment on high balance superannuation accounts will improve the equity and sustainability of the system.

To ensure an equitable retirement income system, this Conference calls on the Federal Labor Government to commit to a process that improves the current superannuation system in line with the ALP Platform, with consideration given to how the universal application of concessional caps, without regard to existing balances, may impact equity and sustainability.

Making wind towers in Australia

The development of wind energy has many positive effects for the economy, energy security and affordability, the environment, and for local manufacturing and local jobs. The fact that the Albanese Labor Government has stepped up Australia’s renewable wind energy plan with offshore and onshore wind towers is applauded by the ALP National Conference. However, these need to be built in Australia with maximum local content and good jobs. National Conference:

- Applauds the Federal Climate Change and Energy Minister Chris Bowen’s announcement of government plans to facilitate a multi-billion dollar offshore wind industry in Portland and Gippsland of Victoria, as well as looking at similar investment in the Hunter and Illawarra regions of NSW, northern Tasmania and the Perth/Bunbury area in Western Australia as priority regions, and expects that these will be manufactured locally to the maximum extent possible;
- Calls on the Federal Government to honour its commitments in locally building wind towers in Australia, to invest in this industry, their capabilities for the local manufacturing of components from blades, towers, base, and turbines, as a matter of public importance, and to support enterprises that are initiating and investing in this sector, and notes the positive development of establishing the National Reconstruction Fund, as well as a commitment to deliver further pro-manufacturing policies in future as part of becoming a renewable energy superpower;
- Calls on the Australian Government’s assessment of offshore wind licences to be conducted through a process which prioritises projects that benefit the national interest, in particular projects that best utilise Australian supply chains and local workforce;
- Calls on the Australian Labor Government to formalise a process to consult state and local governments, industry, and unions to forge ahead with the wind tower and components for the establishment of offshore wind industry.

RESOLUTIONS TO CHAPTER 2

Rostering justice for retail and fast food workers

The SDA’s landmark study *Who Cares? A Fair Share of Work and Care* and the subsequent Senate Committee on Work and Care have shown that many low paid workers are not trying to manage a work life balance but instead trying to survive a constant collision between work and care responsibilities.

The atomisation of work whether through the use of casual work, labour hire work or part time work with unstable and frequently changing rosters, whether set by managers, apps or algorithms mimicking a gig approach, are all contributing to this work life collision.

The pervasive approach where flexibility on the shop floor seems to be one way leading to an on-demand rostering system for even some part-time workers is in contrast with, and creates a growing chasm between, those in society with stable and predictable hours of work that supports a worker’s life outside of work and those who are constantly on demand with unpredictable and unstable working hours which consistently impact and takes precedence over a worker’s life outside of work.

Many Australians in precarious work face not only extreme financial inequality but also a significant inequality in societal participation in Australia. Workers lack certainty and control over working hours; this causes anxiety and stress for them, their children, and their families; and intergenerational disadvantage is entrenched by workplace practices.

There is a lack of recognition that children’s parents having certainty and control gives children access to life, learning and opportunity.

Rostering justice for workers in retail and fast food would not only give them a better chance to manage work and life with a corresponding better opportunity to participate in society outside of work, it could also enable them to work more hours if they had certainty of when those hours of work would be.

Labor must act to reform a system that has evolved that is inconsistent with the sustainable development goal of decent work and economic growth.

Labor will give roster justice to retail and fast food workers by:

- ensuring that workers have access to regular, stable and predictable patterns of work with rosters that include fixed times and days;
- requiring employers to genuinely consider the needs of the employee when proposing a roster change and if an employee disagrees with a proposed roster change, the employee’s roster will remain unchanged until the dispute regarding the roster is resolved; and
- ensuring part-time employees have access to a meaningful number of regular base hours and are appropriately compensated for any additional hours work.

As the next step towards roster justice, Labor will:

- amend the Fair Work Act 2009 to provide improved rights for employees, and in particular carers, to:
 - predictable and stable rosters with fixed times and days;
 - genuine consultation regarding rosters, and other changes to work arrangements;
- amend s145a of the Fair Work Act 2009 to require employers to genuinely consider employee views about the impact of proposed roster changes and to accommodate the needs of the employee.

Supporting children whose parents lack roster justice

Lack of roster justice in retail is feeding inequality. Lack of routine is putting children at risk of intergenerational disadvantage and the lack of routine is due to lack of reliable hours of work for parents.

Nationally, 95 per cent of children participate in a preschool program for 15 hours per week before they start school. For retail workers with a child starting school in 2022, only 72 per cent say their child is attending the 15 hours.

Lack of participation in childcare and early learning also feeds long-term problems such as low engagement with skills and training, elevated youth unemployment, depressed productivity growth, and skills shortages.

Lack of childcare is a particular concern in certain localities, with acute issues in regional areas for which retail plays a significant economic role as the second largest employer in most Australian communities.

Labor will increase access to early childhood education by children whose parents lack rostering justice because it is impinging their access to life, learning and opportunity.

Early childhood education is essential to our education system and we need to pay educators what they're worth

This Conference recognises:

- The Albanese Labor Government’s priority of ensuring Australian children and families have access to affordable, high quality early learning and care and commends the Government for:
 - its subsidy reform and significant funding boost resulting in over a million families seeing reduced out of pocket costs;
 - commissioning the ACCC to review cost and profits in early learning; and
 - commissioning the Productivity Commission to identify solutions that can chart the course for universal early childhood education.
- There is a significant and persistent workforce shortage in early education care across Australia due to the sustained low wages and lack of professional recognition of this essential workforce.
- Early childhood educators are critical to ensuring accessible and high-quality early education, providing a foundation for our children’s future well-being and enabling parents and carers to achieve their preferred level of workforce participation.
- Addressing this workforce shortage will require paying educators what they are worth so they can afford to stay and return to the sector they are passionate about.
- The Albanese Labor Government bargaining reform gives a sustainable pathway to negotiate improved wages and conditions in low-paid, female-dominated sectors. The FWC has the power to compel parties, including governments, to attend bargaining.
- It is critical that the Government assist the FWC process as required.
- It’s time to fundamentally reform this sector. The ACCC has found for-profit providers, on average, have higher fees and lower quality than not-for-profit providers. For-profit providers are also less likely to provide services in areas of disadvantage. The proportion of services charging above the hourly rate cap has doubled since 2018.
- The Victorian Labor Government is leading the nation in the public provision of early learning through its plan to build and operate 50 early learning centres, many co-located on school grounds across areas of unmet demand. Victoria’s policy

reflects the important role of governments in delivering early education as a core feature of a full education system.

- As part of its legacy reforms in early learning, the Albanese Government should explore the public provision of early education and addressing thin markets to ensure all children have access to early education and care, delivered by a qualified, well-paid, and resourced workforce.

Secure jobs and ethical procurement practices for government contract call centre workers

Labor is committed to ensuring that any workforce delivering services on behalf of government are provided with fair and reasonable wages and conditions, secure employment, and that there are adequate and safe staffing levels.

Labor recognises that workers undertaking contract call centre work, including on behalf of government, are often in insecure work, employed as casual workers without termination benefits or other industrial safety nets.

Labor will work to ensure that where contracted services are brought in-house, there will be a smooth transition including the transfer or reassignment of workers and their entitlements where possible, or a fair process with reasonable support to assist workers in finding new employment.

Labor will ensure that procurement practices do not have unreasonable adverse effects on impacted workers.

Empowering cultural and religious diversity in workplaces

Labor is committed to an inclusive Australia which recognises cultural and religious diversity within the workplace.

Labor will work to ensure that cultural and religiously diverse holidays are flexible and enable all workers of culturally and linguistically diverse backgrounds and those of different faith the option to swap culturally significant days in the form of leave with current public holidays, where the request is genuinely made by the employee.

Wage theft and migration

Businesses who exploit workers with wage theft, super theft, and unconscionable housing arrangements are able to do so because the systems aren't strong enough for them to be protected if they speak out. The balance needs to be returned to the industrial system and likewise the migration system.

Labor recognises that migrant and marginalised workers are disproportionately the victims of workplace exploitation and particularly businesses operating in the unregulated economy, and in franchise arrangements that give them cover.

Wage theft is a crime under Labor and those on visas tying them to certain employers need their visa arrangements protected if they're to blow the whistle on the crimes their employer perpetrates.

Removing barriers to WHS protections and workers compensation rights in all workplaces

Labor supports the endeavours of State and Territory Governments in improving the rights of all workers including the reforms of State and Territory Governments to decriminalise sex work.

Labor recognises that where State and Territory Governments have or are in the process of considering decriminalising sex work, that these workers still face barriers to access Work Health & Safety (WHS) protections in their workplaces compared to other workers, as well as increased risk of experiencing discrimination.

Labor is committed to ensuring that all workers, regardless of their occupation, have equal access to WHS protections, anti-discrimination laws, and workers compensation rights in their workplaces. Labor will work to identify and remove all barriers including discrimination experienced by sex workers to ensure that all workers have fair and equal access to WHS protections.

Securing strong student unionism through guaranteed funding of student services and amenities fees to democratically elected student bodies

Labor will ensure fair funding is made available to democratically elected student representative bodies for important student-run services like early childhood education and care, health services, counselling, student advocacy, entertainment and sporting facilities, and will ensure higher education providers provide adequate funding for the health and welfare for students. Labor will support students in the creation of democratic, student-run representative bodies and safeguard the right for students to organise themselves on campus.

RESOLUTIONS TO CHAPTER 3

Best energy practice principles

As Australia strides towards a carbon-neutral economy, the pace of transformation will only intensify. For the nation to capitalise on this shift, the Australian Labor Party must establish a blueprint ensuring optimal outcomes for all Australians.

The journey ahead is nothing short of an industrial revolution; hence, the proposed strategy should guarantee that projects spawned from this transition offer solid unionised employment opportunities, bolster domestic manufacturing capabilities, and distribute advantages equitably throughout society. It's imperative to nurture and educate the next generation of energy workers while safeguarding any necessary migrant workers involved.

The onus is on Federal Labor to craft a framework that maximises the potential of every dollar invested, whether from the public or private sector.

This Conference:

- Recognises that as Australia undergoes a national energy transformation, all Australian governments have a responsibility to ensure that projects and

opportunities spawned from this transformation must ensure optimal outcomes for all Australians;

- Notes that under the National Energy Transformation Partnership, all governments have committed to developing a First Nations Clean Energy Strategy; and
- Resolves that a Federal Labor Government, in collaboration with state and territory jurisdictions, will develop New Energy Best Practice Principles. These Principles will be developed in close consultation with unions, communities and industry and will include best practice principles with respect to: safety; First Nations engagement; skills, training, and apprenticeships; local procurement; wages and conditions; building sovereign manufacturing capacity; and optimum workforce composition. All new projects' consistency with these principles will be considered as part of relevant regulatory and funding decisions. Crucially, the New Energy Best Practice Principles will ensure that New Energy projects maximise the availability of good, local jobs.

Recognising the role of communities in disaster preparedness, response and recovery

Labor recognises the important role of the community sector and local communities in disaster preparedness, response and recovery and will work to strengthen the capability of the community sector and local communities to respond to disasters and better support recovery and resilience.

Torrens Island power station closure

Labor recognises that retaining highly skilled workers at closing power generators, including gas generators Torrens Island, in the industry will be essential over coming years as part of the transition to net zero.

Labor will work federally and with state and territory governments to ensure the expertise and knowledge of highly skilled energy workers in our traditional energy regions is not lost from the local energy industry through the transition to net zero. Labor will work to ensure that these workers are provided with the opportunity to transition into good secure jobs.

Labor commits to ensuring regions and industries that have traditionally powered Australia's economy and impacted by closures receive support for impacted workers through the national Net Zero Authority and ensuring that workers impacted are supported through the closure and transition to net zero in coordination with relevant unions and government departments.

Protecting the Lake Eyre Basin

That the Conference reconfirms to protect Kati Thanda – Lake Eyre. Labor will collaborate with First Nation peoples, industry, state and territory governments and the community to investigate options for:

- Protecting the Lake Eyre Basin, including World Heritage nomination, subject to Traditional Owners' consent;

- Prohibiting ecological degradation that has occurred from industrial development, past poor land management practices, weeds and feral animals;
- Improving governance arrangements, including reviewing the existing Inter Governmental Agreement; and
- Ensuring that the Lake Eyre Basin Strategic Plan and 5-year Implementation Plan have specific goals, actions and measurable milestones, including for cooperative governance, protection and restoration of ecological values, and sustainable management of all resources.

Ramsar Convention with respect to Toondah Harbour

This Conference notes that Australia is a signatory to the Ramsar Convention on Wetlands.

Toondah Harbour is within the Queensland State Moreton Bay Marine Park and is listed as a Ramsar area, a wetland of international significance.

This Conference therefore calls on the Federal Labor Government to respect the Party Platform position and Australia’s international obligations when deciding on any development application within the Ramsar Area at Toondah Harbour.

RESOLUTIONS TO CHAPTER 4

Solving the housing crisis

Housing in Australia is not working for all Australians. At one end of the spectrum, there is abject poverty and homelessness with not enough homes and not enough support to navigate the system. At the other end is empty homes reducing the tax liabilities of high wealth individuals who own numerous homes. Between the two is families struggling to pay mortgages or living with rising rents in the face of inflation that impacts their ability to buy groceries.

For low-income workers and their families, the nation’s housing challenge has a disproportionate impact. The proportion of their salaries that are going to housing is increasing. If workers can find an affordable home, it is increasingly further away from work. Regional communities and employers are crying out for workers, but the lack of housing is causing them to take over the hotels and motels of regional highways. The retail industry isn’t getting the benefit of a boom in domestic tourism.

Labor recognises the legitimate role of private investment in housing to provide housing supply.

Labor will continue to pursue the deployment of gross national savings in tackling these challenges and incentivise developers to build liveable and affordable homes that low-income workers can buy, save to buy, or rent.

Labor will work with states and territories to ensure that planning systems work to create decent and affordable homes near physical and social infrastructure such as public transport, roads, health services, retail outlets, social supports and care and education.

Included in this system must be affordable homes for the workers who are engaged in the provision of these services.

Housing for young people and young families

National Conference resolves:

1. That the Commonwealth Government works with States and Territories, to better support Australians experiencing homelessness, including young people, through the agreement of the next Commonwealth/State Housing Agreement to replace the current National Housing and Homelessness Agreement (NHHA) and other housing reform initiatives to break the cycle of homelessness and provide young people with pathways into permanent housing;
2. That governments increase direct investment to providers of housing and homelessness services that work specifically with young people;
3. The Commonwealth Government explores and supports a variety of housing outcome types, including the creation of housing that is affordable with a subsidy to help service delivery providers cover associated costs with supporting a young person while in the service, providing security and stability for developmental growth, training and employment and progression to other forms of housing available as a rite of passage in Australia's housing culture;
4. The Commonwealth Government supports State and Territories to explore minimum lease agreements for social housing provided to young people to ensure those homes provide stability (security and affordability of housing), and are conducive to young people completing education, undertaking an apprenticeship, and transitioning into stable employment and other life opportunities; and
5. That all tiers of government work with unions, employers, and leading service delivery providers to assist young people into stable employment with good wages and conditions in noted skills shortages from which they can thrive in all aspects of their life and as community members.

A strong and healthy housing sector for young workers

Conference recognises that since 1972, it has been Labor governments that have allowed working people access to key tenets of a prosperous life through Medicare, access to tertiary education and the provision of affordable and social housing policies that make our society fairer.

For the first time since World War II, this generation of young workers, being workers aged 20-42, are at risk of being significantly worse off than their parents and grandparents as a greater proportion of privately held wealth is increasingly being held by older Australians.

Without urgent Commonwealth-led reform and investment, younger Australians will be driven into entrenched housing inequality that will take decades to fix. Their housing

stress and debt will become intergenerational, impacting their capacity to access healthcare and education.

Labor recognises growing intergenerational inequality and commits to reversing this trend through comprehensive, lasting reform that gives all Australians access to safe, affordable housing, quality healthcare and affordable tertiary education.

On housing:

1. The FPLP will strive to improve affordability through broad structural policy reform. The FPLP will overhaul key market drivers to boost supply, allow people to buy a home, deliver more rental property and drive delivery of social and affordable housing.
2. The FPLP will use all of the policy levers available to the Commonwealth – tax reform, direct investment, and legislative reform – to ensure younger Australians have access to affordable, safe and secure housing, and in turn so that every Australian can realise the dream of home ownership.
3. The FPLP will ensure that younger renters have their rights protected and can access subsidised rental housing if needed.
4. The FPLP will protect the rights of younger renters, ensure subsidies are available to those in need, and give young Australian workers and their families the best chance to live near their work, services and communities.

Aged care wage increase

This Conference recognises:

1. The Albanese Labor Government's priority and commitment to fixing Australia's aged care system, which was neglected for over a decade under the previous Liberal and National Government.
2. The immediate and focused work of the government under the leadership of the Prime Minister and stewardship of the Minister for Aged Care has seen fast improvement across the sector for workers and most importantly the elderly residents they care for.
3. That as of 1 July this year, the \$11.3 billion committed by the Albanese Labor Government to address historically low wages in aged care has been life changing for so many long-suffering aged care workers across the sector.
4. This wage increase is the long overdue recognition that the work of aged care workers had been undervalued and underpaid – and it was the Albanese Labor Government who made it their priority in their first year of their first term to see this rectified.
5. On an annual basis, these pay rises translate to between \$9,700 to \$10,600 extra for a full-time aged care worker on the aged care award, taking full-time pay to between \$54,500 and \$59,500.

6. Specifically, this has meant that workers like Anna, an aged care worker in WA, could finally afford to get her car fixed and Helen from Queensland could finally afford to get a hearing aid – this wage increase has been life changing for so many.
7. That this initial 15 per cent pay increase was won by members of the Health Services Union, the Australian Nursing and Midwifery Federation and United Workers Union and is a demonstration of the power and success of workers coming together and that these members remain committed to seeing Fair Work achieve the full scope of the wage increase.
8. That it takes a strong diverse team of workers to deliver high quality care and it's only right that every member of the aged care workforce, not just direct care workers, be recognised and valued with a wage increase.

Good jobs for local government workers delivering home and community care

Ensuring the quality of home and community care services requires a strategic approach. Local government providers should not be penalised for their commitment in providing secure employment and exceptional care to the most vulnerable in the community. Labor will ensure that providers entering markets are able to meet the needs of Commonwealth Health Support Programme recipients and meet legal standards prior to being contracted to deliver these services. Worker continuity is key to quality service and as such maintaining high quality workers' pay and conditions is a key factor.

Fair funding and fair work for the community sector

Workers in the community sector deliver essential services to people in very vulnerable situations, whether it be child protection, homelessness services, youth refuges and women's refuges, domestic violence support services, community mental health services, community legal centres; community or neighbourhood centres; home and community care services; and migrant and resettlement services. These workers are at the frontline everyday support people experiencing or at risk of experiencing crisis, disadvantage, social dislocation or marginalisation.

Under the former government, a chaotic funding system for these essential services proliferated with a focus on short-term funding and opening the sector to greater competition. This disrupted continuity of support for people who needed it, secure work, decent working conditions, and quality services.

Labor is committed to ending the race to the bottom in wages and conditions in the community sector by ensuring Commonwealth funding to community services delivers high quality local community services, fair play and decent working conditions for the workforce, permanent employment, and that work can be performed safely.

Bonded Medical Program

Labor recognises the importance of the Bonded Medical Program which aims to provide more doctors in areas of workforce shortage in regional, rural and remote Australia and

build a medical workforce in these areas. Labor will review the program in government to ensure that it works effectively to promote medical services in communities of need.

Decent pay and conditions in the NDIS

1. Conference recognises the important role disability support workers in ensuring a quality NDIS that meets the needs of people with disability.
2. Conference supports decent wages and conditions for disability support workers and notes that the Albanese Government's NDIS Review has already recommended portable training and leave schemes for disability support workers.
3. Conference condemns the practice of underpayments and wage theft in the NDIS. Disability support workers deserve their Equal Pay and NDIS participants deserve the best possible supports from a trained and supported workforce.

Delivering Voluntary Assisted Dying to Regional Australia

Labor recognises the need to ensure equity in access to Voluntary Assisted Dying (VAD) schemes enacted under state and territory legislation. Labor will work collaboratively with all states and territories through the Health Ministers Meeting to ensure that appropriate programs are developed and funded that ensure access for regional, remote, rural and First Nations residents to Voluntary Assisted Dying. This will include through funding programs to allow patients and practitioners to access services, treatments and medications. Labor will review relevant Commonwealth legislation.

Retirement justice for Indigenous Australians

This Conference calls on Labor to take into account life expectancy of First Nations Australians and review the equitable access to the retirement system for First Nations Australians.

Improving indoor air quality

1. Labor understands the social, health and economic benefits of improved indoor air quality.
2. Labor acknowledges the adverse impact of infectious (e.g., COVID-19, influenza, mould) and non-infectious airborne threats (e.g., smoke, pollution, pollen) on health, wellbeing, workforce participation, occupational safety, and productivity.
3. Labor is committed to improving indoor air quality through better regulation, standards and guidelines, drawing upon multi-disciplinary expertise from industry, public health, aerosol science, the unions, the built environment and building code regulators.
4. Labor notes the importance of a public awareness campaign in improving knowledge of indoor air quality.

5. Labor notes the emergence of a new industry focused on indoor air quality that will work with stakeholders to position Australia as a leader in this field.

A fairer system for victims of childhood abuse

Conference notes the commitment of the Albanese Labor Government to the ongoing welfare of all Australians and notes the central role government services play in delivering for the most vulnerable in our community, or those that have recently found themselves in tough times.

Conference notes the continuing work of the Albanese Government to deliver on the outcomes of the Labor-initiated Royal Commission into the Institutional Responses to Child Sexual Abuse, as well as the ongoing work to deliver high-quality and fair support to all Australians seeking the support of Services Australia. Conference also notes that this sits in sharp contrast to the wasteful and harmful approach taken by past conservative governments across the various government service delivery platforms.

Conference notes, however, that victim survivors of childhood sexual abuse, who are, by definition, some of the most vulnerable people in our community, are currently required to comply with complicated bureaucratic hurdles that are overly burdensome and re-traumatising.

The *Health and Other Services (Compensation) Act 1995*, *Social Security Act 1991*, and the *National Disability Insurance Scheme Act 2013* all require personal injury claimants to account for possible liabilities to the agencies where there is a compensation payment to victims. The rationale being that because the government service funded treatment for personal injury claimants, the claimant should not claim twice for their treatment or service, once from the government and once from the defendant.

These legislative requirements extend to childhood victims of sexual and physical abuse and can significantly delay the finalisation of the victim survivor's claim and access to settlement money. However, in most compensation cases, the Government does not recover any sum from the victim survivor, resulting in an expensive administration cost to the Government for negative return.

Childhood victim survivors of abuse regularly suffer from significant psychological impairments (and often suicidal ideation). The legislative requirements compound those issues and it is clear that the repayment provisions in these Acts were not intended to have the impact that is now being seen.

It is damaging and unnecessary to require a survivor of childhood abuse to adhere to a re-traumatising and harmful repayment requirement and it is essential that the FPLP continues to apply a trauma-informed approach to this vulnerable cohort.

The sooner childhood victims of abuse obtain their settlement funds, the sooner they can move on, obtain treatment and build a better future. This change will deliver for these individuals, and for society as a whole.

Conference resolves that:

The FPLP will work with the Department of Government Service to amend relevant legislation to abolish the retraumatising bureaucratic recovery requirements and assist victim survivors to access compensation in a trauma-informed way.

Reducing harm from online gambling

This Conference recognises that:

1. Australians lose more money betting online than the citizens of any other country;
2. Online gambling has the potential to cause psychological, health, relationship, legal and financial harm to individuals, their families and communities;
3. The policy framework and regulation of online gambling in Australia must have harm reduction as its primary goal;
4. The Federal Labor Government has introduced more reform in this area in the last twelve months than the previous government did in its entire three terms; and
5. Encourage the Federal Labor Government to implement further reforms which reduce harm from online gambling.

Rights for intersex Australians

Labor supports the rights of intersex people to have agency, including in medical settings. Labor will work with the intersex community to ensure effective oversight of clinical practices.

RESOLUTIONS TO CHAPTER 5

Uluru Statement from the Heart

Conference resolves:

1. To recognise that the Uluru Statement from the Heart is a generous invitation issued by Aboriginal and Torres Strait Islander Australians for a better future together.
2. To acknowledge that a Voice is the form of constitutional recognition requested by Aboriginal and Torres Strait Islander people through the First Nations Constitutional Convention at Uluru.
3. To welcome the practical difference a Voice will make – by closing the gap between Indigenous and non-Indigenous Australians in a way that we have never been able to before.

Conference resolves to call on the labour movement – members, supporters, affiliates – to campaign for constitutional recognition through a Voice with excitement, hope and determination.

Ending discrimination in Blood Donation

Labor welcomes recent news that the Therapeutic Goods Administration (TGA) has lifted a four-decade-old ban on blood plasma donations for gay men, bisexual men and transgender women who have sex with men, and sex workers.

The proposed ‘plasma pathway’ is an undeniably positive step but Labor also recognises the need for continued progress towards the removal of the blood donation ban and the adoption of a system whereby all donors are assessed for their individual risk.

The system of blood donation categorical bans for gay men, bisexual men and transgender women who have sex with men, and sex workers is left over from the fear-filled early days of the HIV/AIDS epidemic.

Since that time, science has moved ahead with major advances in diagnosis and treatment. Stigma still remains. Part of building an Australia free from stigma and discrimination involves full removing this outdated ban.

Labor supports practical, evidence-based, best practice models to treat gay men, bisexual men and transgender women who have sex with men, and sex workers with dignity and respect and allows them to donate blood, especially at this time of reduced donations and increased demand.

Labor notes that Canada and Israel, among others, have moved on from the plasma position currently proposed to a full blood ban lifting without compromising their national blood supplies.

This Conference calls on the Albanese Labor Government to continue working with the TGA, the Australian Red Cross, community-based HIV/AIDS groups and others towards lifting the categorical ban on blood donation and unscientific deferral periods by gay men, bisexual men and transgender women who have sex with men, and sex workers.

Discrimination at work

Australians should not be discriminated against on the basis of the work that they do, including sex work.

Supporting media diversity in Australia

This Conference:

1. Recognises that a vibrant, diverse and sustainable media sector is fundamental to a well-functioning democracy.
2. Calls on the Federal Labor Government to implement recommendations from the 2021 Report on Media Diversity in Australia that relate to support the ABC, SBS, AAP, NBN and public interest journalism.

3. Calls on the Federal Labor Government to support media diversity by ensuring its print, broadcast and online advertising guidelines give fair consideration to local/regional news outlets.
4. Calls on the Federal Government to implement substantial media reforms which are fit for the digital era and supports the sustainability of the sector.

RESOLUTIONS TO CHAPTER 7

Skilled migration

This Conference acknowledges that when the current Government took office, they were handed a skilled migration program that had been significantly reoriented towards temporary migration with little regard for fair pay and treatment of migrant workers or domestic skills development.

Labor recognises the importance of skilled migration in meeting Australia's skills needs yet acknowledges the potential for a poorly administered program to worsen domestic skills shortages, facilitate exploitation, and compromise the social license required for nation building energy and infrastructure programs.

Labor accepts that leadership is required to restore integrity, accountability, and fairness to the Australian Government's processes for scrutinising and awarding labour agreements.

Labor will commit to reforming Australia's skilled migration program so that labour agreements can no longer be used as a crutch for businesses that refuse to offer local training and employment opportunities with fair wages and conditions.

Labor will embed tripartite mechanisms for administering skilled migration pathways on an industry basis where possible. Labour agreements, especially key processes like labour market testing and worker sponsorship, should be facilitated on a tripartite industry basis.

Labor will strengthen the Australian economy's capacity to meet our skills needs by ensuring that labour agreements are not used to deny local opportunities. Entities must be able to demonstrate material commitments to closing domestic skills gaps over the long term with local training opportunities before being afforded access to temporary pathways including labour agreements.

Pacific resolution

Conference commends the Albanese Governments comprehensive new approach to Australia's Pacific relationships.

Labor has long valued Australia's connections with the countries and peoples of the Pacific, and will continue to make a positive contribution to regional peace and security.

Conference calls on the Albanese Government to embed Pacific priorities in its approach to the region, including climate change, economic and social wellbeing, protecting the

ocean and unique Pacific environment, and respecting and working with Pacific institutions.

Conference notes the 2018 Pacific Islands Forum Boe Declaration, which states that climate change is the single greatest threat to the livelihoods, security and wellbeing of the peoples of the Pacific, and identifies a range of contemporary security challenges.

Conference supports continued efforts to deepen Australia’s cultural, economic and social connections with the Pacific, including through access to labour mobility, education exchange, sport, media, business and people-to-people links.

Conference welcomes the Albanese Governments efforts to embed First Nations perspectives, experiences and interests in Australia’s foreign policy, and calls on the Government to support greater cooperation between First Nations and Pacific communities.

Regional human rights

1. Labor deals with the world as it is and seeks to shape it for the better. We seek to protect human rights in a world in which human rights abuses are too prevalent, and in which many countries do not share our values. Labor is deeply concerned about human rights abuses in our region and around the world, and will work to hold human rights abusers to account through direct and multilateral mechanisms and with a variety of tools to respond.
2. Labor condemns the actions of the Myanmar military regime, and will continue to urge the regime to end violence against civilians, engage in dialogue, release those unjustly detained, and allow safe and unimpeded access for humanitarian assistance. Labor supports the rights of the people of Myanmar to freely choose the political leadership of their country. Labor is concerned about the further narrowing of political space in Myanmar, and urges the regime to ensure all stakeholders, including the National Unity Government, can participate in Myanmar’s democratic future. Labor supports the Burmese Trade Union movement and salutes the bravery of the unionists who are standing up against the oppression of the military. Further sanctions on the Myanmar military regime and its commercial entities should remain under active consideration. Labor will continue to provide humanitarian assistance to those people displaced by the crisis.
3. Labor remains deeply concerned about the closing political space in Cambodia and the ongoing repression of political freedoms. We condemn the continuing arrests, sentencing and detention of union leaders, activists, environmentalists and human rights defenders. We continue to call on Cambodia to allow political space for the full participation of opposition groups, and to support human rights, democracy and the rule of law.
4. Labor strongly condemns human rights violations against the Uyghurs and other ethnic and religious minorities in Xinjiang and across China. We are gravely concerned by the findings of the Office of the High Commissioner for Human Rights that allegations of torture or ill-treatment are credible, as are allegations of individual

incidents of sexual and gender-based violence and that some of the violations may constitute crimes against humanity. Labor is deeply concerned by reports of the erosion of educational, religious, cultural and linguistic rights and freedoms in Tibet. We also note disturbing reports of the separation of Tibetan children from families in government-run boarding schools, the detention of Tibetans for peaceful expression of political views, the suppression of Tibetan religious expression, excessive security measures, mass surveillance, restrictions on travel and China's policies on Tibetan cultural rights and heritage. Labor is also deeply concerned about the use of forced labour across China. Labor is deeply worried by the continuing erosion of Hong Kong's rights, freedoms and autonomy and the broad application of the National Security Law to arrest or pressure pro-democracy figures, opposition groups, the media, trade unions and civil society. Labor expresses its concern at the lack of ability for Chinese workers to freely unionise, which has serious repercussions for the rights of employees and citizens in our largest trading partner. We will continue to raise these concerns with the Chinese government, in multilateral forums and publicly, calling on China to adhere to its own commitments and international human rights obligations.

Australia's continuing commitment to support Ukraine

1. Conference calls on Russia to immediately withdraw from Ukraine and for Belarus to stop supporting Russia's autocratic, senseless war.
2. Conference condemns Russia's attack on the sovereign territory of Ukraine as a direct assault on the UN Charter.
3. Conference affirms its belief that small and medium countries must be able to maintain their sovereign choices, protected by a stable framework of rules.
4. Conference supports Australia's continuing commitment to support Ukraine to end this war on its own terms.
5. Conference supports Australia's ongoing sanctions on more than 1,100 Russian individuals and entities supporting the invasion of Ukraine.
6. Conference steadfastly supports Ukraine's sovereignty and territory integrity. Conference stands with the people of Ukraine who continue to show extraordinary courage in the face of Russia's brutal invasion and unrelenting attacks on civilian infrastructure.

Latin America, embargo against Cuba

Labor will strengthen its economic, social and cultural ties with countries and regional organisations of Latin America and will continue to call for the end of the United States embargo against Cuba.

Western Sahara

Labor strongly supports the United Nations in its efforts to enable the people of Western Sahara to exercise their inalienable right to self-determination in accordance with United Nations resolutions and the 1990 Settlement Plan and supports the organisation without delay of the promised UN referendum of self-determination. In pursuit of individual freedom and human rights, Labor supports the United Nations mandating its mission MINURSO to monitor and report on the human rights situation in the Territory.

Supporting the reunification of Ireland

Labor resolves that:

1. The partition of Ireland has produced a century of division and conflict that has resulted in the loss of thousands of lives. The time has come to end the injustices of partition and for the right of all the people of Ireland to democratically decide their own future. The Good Friday Agreement of 1988 provides for such a democratic resolution; and
2. This National Conference of the ALP calls on the British and Irish Governments to honour the terms of the Good Friday Agreement to allow all the people of Ireland to democratically decide their future in the spirit of freedom and justice.

Solidarity with the people of Iran

That the Conference:

1. Stands in solidarity with the people of Iran;
2. Condemns the Iranian regime's abhorrent human rights violations and its destabilising and threatening activity internationally;
3. Is deeply concerned by Iran's brutal repression and execution of protesters and its ongoing and systematic discrimination against women and minorities;
4. Condemns foreign interference by the Iranian regime and reaffirms its solidarity with the Australian-Iranian community and our commitment to protect their freedoms; and
5. Calls on the Australian Government to advocate for the human rights of the Iranian people and to continue to take deliberate and strategic action, including through diplomatic pressure and sanctions, to hold Iran to account for its actions.

Rebuilding Australia's Official Development Assistance (ODA)

1. Conference congratulates the Albanese Government, the Minister for Foreign Affairs and the Minister for International Development and the Pacific on the launch of Australia's new International Development Policy which creates targets for gender and climate change, establishes a Civil Society Partnerships Fund to advance locally-led development, and opens up spaces for new policies to be included on Humanitarian Response, Disability and Gender Equality. The Development Policy provides a blueprint for Australia's effective and ethical engagement with the Global

South and beyond at a global level, as well as a strong focus on partnerships with and respect for our neighbours in the Indo-Pacific. It is a landmark policy delivering on Labor values, recognised by the aid and development sector and the party activists in the Labor for Aid network.

2. Building on the increased ODA funding in the 2022 Budget, Conference recommits the Party as part of the global effort to attain the UN Sustainable Development Goals and eliminate extreme poverty by 2030, to the ambition of reaching 0.5 per cent of GNI goal for ODA outlined in the National Platform.
3. Conference calls on Labor in Government to commit to a plan and a pathway to achieve this target of 0.5 per cent GNI for ODA outlined in the National Platform, by rebuilding the ODA budget, including to undo the damage of the Coalition Government's cuts to ODA.

Review of the Australian Citizenship Test

Labor calls on the Government to examine Australian Citizenship Test settings and consider extra supports available to marginalised applicants.

Labor

