Delivering Real Change

Australian Labor Party
Draft National Platform

50th National Conference
Adelaide, July 2026

Labor

Welcome to Labor's 2026 Draft National Platform

The 2026 Draft National Platform is the starting point for debate when we gather in Adelaide from Thursday July 23 to Saturday July 25, 2026, for the 50th ALP National Conference.

National Conference is Australia's largest political gathering and Labor's most important decision-making forum.

This year's conference will be attended by thousands of Labor supporters, including 400 delegates, 200 proxy delegates, the Federal Caucus, and hundreds of Party members, observers and guests.

Our 50th National Conference occurs a little over one year into the Albanese Government's second term.

Over seven chapters, this Draft National Platform sets out the actions that Labor has taken to help Australians today, and the real changes we are delivering to set the country up for the future:

- **An economy that works for everyone;** where no one is held back and no one is left behind.
- **Opening the doors of opportunity;** so that an excellent education is available to every Australian student, and decent work pays a fair wage.
- **Safeguarding our climate and environment and powering Australia's future;** protecting Australia's precious natural environment, and building the clean energy future that will power new jobs and industries.
- **A strong and healthy society;** with a universal health system and a strong safety net that ensures every individual can contribute to our economy and society, and Australia doesn't abandon people when they fall on hard times.
- **Bringing people together;** so that respect, equality, dignity and the opportunity to participate in the social, cultural and economic life of our nation are enjoyed by all, free of hatred or harassment.
- **Strengthening Australian democracy;** protecting and strengthening our democratic and public institutions.
- **Australia's place in a changing world;** protecting and promoting Australia's national interests and values, and safeguarding our sovereignty in a time of change.

I would like to thank the National Policy Forum for developing the Draft National Platform, and the hundreds of party members, local branches and affiliated unions who contributed to the platform development process over the past year.

I look forward to seeing you in Adelaide.

Paul Erickson
ALP National Secretary

CONTENTS

CHAPTER 1: AN ECONOMY THAT WORKS FOR EVERYONE 8

A more productive and resilient Australian economy 8
Prudent fiscal and monetary policy 9
Inclusive and sustainable growth 10
Shaping a future economy that makes Australia smarter, stronger and safer 11
Australian artificial intelligence 12
A real future for manufacturing and industry 12
More trade to create jobs and prosperity 13
Modern infrastructure, transport and regional development 14
Investing in infrastructure development 14
Modernising our transport networks 14
Developing our regions, cities and suburbs 15
A better-connected Australia 16
Building a stronger nation through migration 17
A strong, fair and well-regulated financial sector 18
Dignity and security in retirement 19
Building a dynamic and vibrant business sector 20
The care and support economy 21
A better future for farmers, fishers and forestry industry 22
Northern Australia 23
Resources for the nation 23
Growing tourism 24
Sport for all 24
Ethical government investment: Future Fund 25
A creative culture: arts and entertainment 25

CHAPTER 2: OPENING THE DOORS OF OPPORTUNITY 28

Building full employment and higher workforce participation 28
Better working conditions 30
Safer workplaces 34
Defending the right to organise 36
Education and training – a ticket to opportunity 37
Quality vocational education and skill development 38
Stronger Universities 40

CHAPTER 3: SAFEGUARDING OUR CLIMATE AND ENVIRONMENT AND POWERING AUSTRALIA'S FUTURE 43
Acting on climate change 43
Adapting to climate risk 44
Emergency management: Building a more resilient nation 44
Seizing the clean energy opportunity 44
Safeguarding Australia's Environment 47
First Nations cultural heritage 47
National heritage 48
Australia's international environmental obligations 48
The Great Barrier Reef 48
Parks and reserves, and caring for landscapes and waterways 49
A new approach to forests and forestry 49
Wildlife trade 50
Reducing waste, building a circular economy and reducing pollution 50
Water, rivers, ocean and coasts 51

CHAPTER 4: A STRONG AND HEALTHY SOCIETY 53
A strong and universal health system 53
Giving every Australian a fair shot at a healthy life 54
Helping Australians access affordable care when and where they need it 55
Improving Australia's healthcare system for the future 57
Building the health workforce for the future 58
Nurturing our children 58
Valuing older Australians 59
High-quality aged care services 59
Supporting Australians with disability 61
A fair social security system 61
Safe, secure and affordable housing 62
Support for the community sector 64
Humane animal welfare 65
Fair and equal government services 65

CHAPTER 5: BRINGING PEOPLE TOGETHER 67
Equality for First Nations People 67
Gender equality and women's rights 68
Equality for LGBTIQ+ Australians 69
Equity for people with a disability 69
A multicultural, multifaith nation 70

Citizenship 70
A better future shaped by young people 70
Freedom of thought, conscience and religion 71
Labor's opposition to discrimination 71

CHAPTER 6: STRENGTHENING AUSTRALIAN DEMOCRACY 73
Strong democratic and public institutions 73
Modernising the Australian Constitution 73
Working in partnership with local government 74
A public sector working for Australians 74
An electoral system we can all trust 75
Healthy public debate 77
Justice for all 77
Family law that is fair 78

CHAPTER 7: AUSTRALIA'S PLACE IN A CHANGING WORLD 80
A new era for Australia's foreign policy: region, relationships, rules and resilience 80
Defenders of Australia's sovereignty 80
Securing a peaceful, stable and prosperous region 81
An enduring partner and an active middle power 81
Supporting the international rules-based order 82
Building resilience at home and in the region 83
Self-reliant defence and securing peace 83
Eradicating biological, chemical and nuclear weapons 84
Emergency management: playing our part 84
Active climate change and environmental diplomacy 85
Using our aid to promote prosperity 85
Protecting Australians overseas 86
Valuing our defence personnel, veterans and families 86
Strong borders and a strong humanitarian immigration program 87

STATEMENTS IN DETAIL 89
A country that makes things 89
Using the Government's buying power for good 93
A safe, strong and fair financial services industry 95
Ensuring the full, fair and reasonable participation of Australian Industry 96
Social enterprise 97
Safe and secure jobs in aviation 97
Road transport industry 97

Australian shipping 98
A durable Australian Maritime workforce 99
Sexual and reproductive health 99
A nation built on migration 100
Australia's humanitarian intake, settlement services and refugee assessment 104
Australia's border and immigration detention 106
A stronger public sector 108
Civil Society 109
Privacy 110
Postal Services 110
Uranium 111
Trade 113
Nuclear disarmament 119
Israel and Palestine 120
Iran 121
Enhancing Australia's National Security 121
Resources for the Nation 124

CHAPTER ONE

AN ECONOMY THAT WORKS FOR EVERYONE

Labor

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. We will build on our positive plan to cut workers' taxes, build more homes, open the doors of opportunity, boost wages and create secure jobs.

2. Responsible economic management is the foundation for higher living standards and securing our future prosperity. It requires a focus on strong growth, low inflation, full employment, strong public finances, building a more productive economy that delivers higher wages and creating opportunities in every part of the country. The private sector, along with government and the broader community, plays a key role in driving growth and opportunities.

3. Labor believes that growth should be inclusive and sustainable. All Australians, regardless of gender, race, age or ability deserve access to opportunities and good secure jobs with strong and sustainable wages growth. To achieve this, we need to invest in our future and meet our intergenerational responsibilities.

4. Labor is focused on helping people today while ensuring we make the most of the big changes shaping our economy, including global fragmentation, rapid changes in technology, the global transformation to net zero, changing demographics and shifts in our industrial composition. We want all Australians to be beneficiaries of change. Responsible economic management requires prudent fiscal and monetary policy, ongoing tax reform, decent retirement incomes, well-functioning markets and attracting and deploying investment across our economy.

A more productive and resilient Australian economy

5. Making our economy more productive and more resilient is essential to delivering higher living standards over time and ensuring more Australians get access to more opportunities. Lifting productivity is critical to growth in real wages, incomes and jobs, and should be done in a sustainable and inclusive way to ensure all Australians can benefit. Economic resilience is critical to help us manage shocks and disruptions in an uncertain world.

6. Lifting productivity and resilience requires a sustained effort across governments, industry, unions and the broader community. It requires responsible economic management, strong economic institutions, competition and dynamism, a commitment to an open economy, investing in innovation, science and a highly skilled workforce, harnessing data and digital technology across the economy, investing in cheaper, cleaner energy and the net zero transformation, protecting and enhancing natural capital, delivering quality care and services effciently and investments that boost the capacity of the economy and increase supply chain resilience.

7. A more productive economy requires well-functioning markets. Labor will ensure markets are 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.

8. Labor will foster greater partnership between workers, their unions, business, community and government to help build a more productive and resilient economy.

9. Labor believes that a strong and resilient economy is also a diverse one. Building a more diverse economy requires investments in human capital, supporting science and innovation and making the most of major forces shaping our economy, like the clean energy transformation and rapid changes in technology. It also requires addressing gendered segregation in education, occupations and industries to ensure we are making the most of all our talent and so that women and men can benefit from and help shape our responses to the opportunities and challenges before us.

10. Labor recognises there are skill shortages in areas like energy, housing, construction, mining, and manufacturing. This has implications for Australia's productivity, wage growth, and economic potential. Labor is committed to working with unions and industry in delivering the skilled workforce Australia needs to build a fairer, more prosperous, and low-emissions future.

Prudent fiscal and monetary policy

11. 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 Monetary Policy Board who have a variety of skills and industry experience, including worker representatives.

12. Labor embraces our obligation to build a stronger economy 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.

13. 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 that grow the economy and expand productive capacity, and decisions that enhance the quality of public spending.

14. Labor will use gender responsive budgeting to analyse gendered impacts of different policy decisions and respond to the needs and aspirations of diverse Australians.

15. Labor is working towards a nation where work is not just a source of income, but a foundation of dignity and security. We believe that work is more than a means to an end; it is a source of identity, purpose and self-respect.

16. Labor will deliver a progressive and sustainable tax system that provides incentives for Australians to work and undertake productive enterprise, while guaranteeing adequate revenue to fund quality public services, bringing about a more equal distribution of income and wealth, and achieving the nation's social, economic and environmental objectives.

    Labor will reform the tax system to help more Australians achieve homeownership, better align the taxation of income from assets with taxation of income from work and to lower the tax burden on workers. Labor will limit negative gearing concessions to new housing, return capital gains tax to cost-base indexation, introduce a minimum tax rate on discretionary trusts and provide tax relief for workers. Labor will also help businesses invest, innovate and grow, and support small businesses.

17. 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.

18. Labor will ensure that the Australian people receive a fairer return from their natural resources including through appropriate taxation arrangements, while securing Australia's role as a reliable international energy supplier and investment partner. Labor will ensure the tax system contributes to economic resilience and supports the creation of well-paid jobs.

Inclusive and sustainable growth

19. 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 will maximise opportunities to achieve full employment, equality of opportunity, fair wages growth and greater social mobility; while reducing poverty, inequality and economic disadvantage.

20. 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.

21. 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.

22. Labor will work with unions and business to support deeper industry and workplace collaboration. Labor will work towards the implementation of an 'Australian model' of company and relevant board representation for workers. Labor will examine options for improving ordinary shareholder rights to enable greater worker and citizen shareholder participation in the governance of corporations.

23. Labor will support a diversity of corporate forms, including equal status for all types of co-operatives and mutuals.

24. 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 important economic activity including our agriculture, fisheries, forestry and tourism sectors. Labor will ensure these assets are safeguarded and replenished, as well as protected from the damage being caused by climate change.

25. Labor understands the importance of ensuring that government policy and economic activity remains within ecological limits, mindful of impacts on climate and biodiversity.

26. 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 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

27. 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 and have access to affordable housing.

28. Labor will ensure that there are specific employment and other social welfare policies that help Australians who want jobs to participate in the workforce. We will ensure there are opportunities and support to find employment and to grow older securely and with dignity.

Shaping a future economy that makes Australia smarter, stronger and safer

29. 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 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.

30. Labor is making sure our economy is fit for purpose in a more challenging trade, security and economic context to secure our future competitive advantage, deliver national resilience, and buttress industry competition and capability. Labor is ensuring we meet the energy challenge while delivering a social democratic dividend with good jobs and investment in our regions and suburbs.

31. Labor will transform the economy by reindustrialising our regions and suburbs. Labor will deliver a worker-centric industrial policy that prioritises human value and bolsters our economic sovereignty, while strengthening the Australian research, development and innovation system. Labor will prioritise economic statecraft in sectors including critical minerals, to deliver high impact investments in Australian products and industry.

32. Labor views infrastructure as an important tool in rebuilding our industrial base.

33. Labor's Future Made in Australia is our chance to reclaim Australia's productive capacity, reversing decades of neglect that have hollowed out our industries. Labor will boost Australia's productive capacity to benefit all workers. All workers, particularly women and older workers, should have the opportunity and ability to share in the industrial expansion and transformation Future Made in Australia represents.

34. Labor will support industrial regions facing coal-fired power station closures through coordinated industrial diversification and investment strategies, strengthening investor confidence and promoting -long-term regional economic growth.

35. A thriving science and innovation system is key to boosting economic resilience and addressing national challenges. Labor will ensure public investment in research and development is more coordinated and focused on driving our industrial policy agenda, upskilling our people, building our capabilities and deploying technology in a way that creates jobs.

36. 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 closer to the 3 per cent of GDP achieved in comparable countries. To reach the goal we will focus on lifting the private sector's share of Australia's investment in R&D and innovation, sufficiently supporting R&D in public institutions, and strengthening pathways that translate research into practical economic and industrial outcomes.

37. Labor recognises the vital role of publicly funded science and science agencies, including CSIRO. Labor will ensure our national science capabilities are appropriately resourced to protect and advance our nation's interests and meet industry needs.

38. 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 maintain support for a STEM-literate workforce. We will seek to engage more women and girls and First Nations people in STEM education.

39. Labor will ensure that knowledge generated from publicly funded research is accessible and translated into practical benefits for Australian people, businesses and industries.

40. Labor will seek to capture the economic opportunities and spread the benefits of artificial intelligence and quantum computing, while keeping Australians safe. Labor will ensure that the adoption of AI safeguards worker and community interests, especially in our creative, media and other industries reliant on intellectual property. Labor will help people gain the skills needed to benefit from technological change, either by upskilling for their current jobs or reskilling for secure, well-paid roles. Employers should support their workers with skills and training opportunities to benefit from technological change.

Australian artificial intelligence

41. Sovereign Australian artificial intelligence and quantum computing capability is essential to our competitive advantage, economic resilience, and national security. AI developed, owned, and governed in Australia will ensure we capture the full economic and social benefits of these powerful new technologies. Without it, we risk ceding economic output, tax revenue, and strategic decision-making to global technology companies whose commercial interests do not always align with the interests of Australians. Labor will invest in building Australia's sovereign AI and quantum computing capability, use Government procurement to support Australian AI, and uphold Australian data sovereignty, including Indigenous data sovereignty, in all AI development and deployment.

42. Labor will empower the AI Safety Institute to ensure it has the capability, independence and resources to hold artificial intelligence companies accountable to Australians, Australian values and laws. Labor will ensure AI systems are working in Australia's national, social, and economic interests and act decisively when they are not. Australians must have the tools to ensure transparency, accountability, fairness and culpability for harms these systems and models produce.

A real future for manufacturing and industry

43. Labor recognises that solving workforce shortages is critical to delivering its agenda in government. Labor in government will invest in workforce planning that ensures its priorities are achieved.

44. Labor supports the manufacture of public transport infrastructure and rolling stock in Australia. Labor views public transport as a public good, not a commodity, and will maximise the use of unionised local labour and workshops across all procurement.

45. Labor recognises Australia's abundant resources and renewable energy potential underpin national economic resilience and security. Australian industry has relied on proximity and access to cheap energy for its competitiveness. Our resources are a key foundation of our future export industries and global competitive advantage.

46. Australia's resources need to deliver for Australians. Labor's Future Made in Australia plan will invest in new and diversified industrial capability. In line with our net zero ambitions, Labor will focus on value adding in our iron and steel, alumina and aluminium and critical minerals supply chains.

47. Labor will secure and strengthen Australia's existing capabilities, including in minerals and metals value chains, through targeted industrial interventions to advance the national interest.

48. Delivering a smarter, stronger, safer Australia requires a thriving manufacturing sector. Labor will work in partnership with industry and unions to modernise and diversify local manufacturing to improve Australia's economic complexity, productivity and competitiveness.

49. Labor will establish a manufacturing council to provide high level advice to government about strategies to reindustrialise Australia.

50. The manufacturing council will provide advice to inform investment and innovation strategy within Labor's national interest framework. The council will help drive coordination between agencies to mobilise resources and deliver national industrial policy objectives.

51. Australia cannot rebuild its industrial base if employers do not invest in training the next generation. Labor will ensure that projects receiving money under relevant Future Made in Australia programs have targets for the number of apprentices they must employ. Labor will enforce clear minimums and transparent reporting on adherence to the targets.

More trade to create jobs and prosperity

52. 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. This is important to lift national income, as well as create more well-paid, secure Australian jobs.

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

54. 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.

55. 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.

56. 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 Investor State Dispute Settlement provisions, do not require skills assessments to be undertaken in Australia, or do not include labour chapters with enforceable international labour standards.

57. 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.

58. Labor will provide the Anti-Dumping Commission the power to safeguard our industries and our jobs from the corrosive effects of unfair trade.

Modern infrastructure, transport and regional development

Investing in infrastructure development

59. Labor will provide national leadership to progress a national infrastructure agenda, guided by the Infrastructure Policy Statement.

60. 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.

61. 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 training apprentices and addressing occupational gender segregation, 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.

62. 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.

63. 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, research and development 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.

64. 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

65. Labor recognises the critical role that transport plays in enabling people to access important services and activities, such as employment, education, health care and tourism.

66. Labor will restore the dignity of our transport and manufacturing trades through public investments in skills. We will ensure all transport infrastructure projects serve in the public interest.

67. Labor will continue to develop a national approach to transition to a low or zero emissions transport sector. The net zero transition will benefit the transport sector by reducing emissions, saving consumers money and increasing fuel security. Labor recognises that the expansion of public transport networks is one of the most effective and equitable ways to reduce transport emissions. Labor will continue to work with state and territory governments to invest in zero emissions public transport.

68. Labor recognises the role that high-speed rail can play in transforming the connection between cities and regions and address the housing crisis. Labor will build an Australian-made high-speed rail along Australia's east coast, expanding the opportunities of where people can live and work. Labor will also continue to invest in upgrading 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.

69. Labor recognises that strong, prescriptive safety regulations are the foundation 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 with worker and union input.

70. Labor will work to build a more resilient supply chain and freight network, recognising the vital role that rail can play in the movement of freight across Australia. Labor will improve opportunities for more goods to be moved by rail, including the transportation of dangerous goods.

71. Labor recognises that building a better, more connected future for Australia requires long-term planning and sustained investment in rail, including the development of the necessary supporting infrastructure. Labor also recognises that the best outcomes are achieved when government, unions and industry work together, and is committed to a tripartite approach to deliver them.

72. Labor will secure our economic sovereignty by developing a sovereign maritime capability, including by further building our maritime skills and industrial base.

73. Labor is delivering a long-term road safety strategy dedicated to reducing serious injuries on our roads. This includes continuing to work with state and territory governments and local governments to progress infrastructure measures to lower the accident rates in passenger vehicles and the freight industry.

74. 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.

75. 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.

76. 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.

77. 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.

78. 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.

79. 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.

80. 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

81. 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.

82. 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.

83. 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.

84. Labor is committed to tackling high unemployment and chronic underemployment experienced in regional, rural and remote areas.

85. Labor will invest transparently in regional programs that grow industries, support workers and improve liveability. Labor's procurement policies will work to ensure regional infrastructure projects directly support regional industries and jobs and improve First Nations employment outcomes.

86. Labor will support regional Australia to harness the economic opportunity of decarbonisation and renewable energy industries. Labor will work with local communities, farmers and producers, 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.

87. Labor recognises the importance of federal investment in affordable housing, education, training, health, finance, communications, water and transport to provide crucial services across regional Australia.

88. Labor recognises the impact of natural disasters and the importance of government and government services in providing support to affected communities. We go beyond providing immediate support, with a commitment to longer term investment in resilient infrastructure built for our future environments.

89. Labor is committed to ensuring that the APS is resourced to capably support Australian communities before, during and after natural disasters or during hardship.

90. 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.

A better-connected Australia

91. Labor created the National Broadband Network (NBN) and will maintain it in full public ownership and will continue to deliver fast, reliable and affordable broadband for all Australians. Supporting a strong, skilled NBN workforce is also essential to maintaining this high-quality essential service. Labor will ensure that contracting practices are fair and do not undermine appropriate wages and entitlements.

92. 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.

93. Labor recognises that not everyone has access to the same level of transport, limiting people's opportunities. This is particularly prevalent in regional communities. Labor will invest in infrastructure projects to revitalise regional rail corridors and support urban public transport, creating better connections for regional communities.

94. Labor will collaborate with State, Territory and local governments to facilitate a more integrated approach to urban development so that access to, and connection between, housing, work, transport, health, education, retail, nature, recreation, cultural, and community services and facilities are considered holistically. This includes strategic urban planning and delivery that connects across the full range of urban needs and goals; and appreciates lived experience through inclusive community engagement, with a special effort to understand

the needs of the most marginalised, vulnerable and often unheard groups. An overarching objective of this more integrated and inclusive urban development is to support our individual and cultural diversity within broader community cohesion and wellbeing.

95. Labor recognises the potential for data centres to deliver our digital future, but data centres must deliver for Australia. They must invest in new renewable energy and the electricity grid and use water sustainably and responsibly. They must pay their way on tax, assist in solving persistent skills shortages and support local research and innovation capability.

96. Labor will continue to improve online safety for Australians so they can enjoy the benefits of digital platforms and increased connectivity. We will ensure industry is doing its part to keep people safe online.

97. Labor will maintain Australia Post in full public ownership and ensure it continues to provide a universal and equitable service, along with secure employment opportunities, to all Australians across both cities and regions.

Building a stronger nation through migration

98. 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.

99. 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.

100. 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.

101. 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.

102. Labor will continue to work to ensure public confidence in Australia's temporary migration program and ensure that temporary migration does not adversely affect employment and training opportunities for Australians.

103. 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 unions. Labor will prioritise permanent migration programs for workers and will ensure temporary skilled migration programs are primarily focused on addressing legitimate skills shortages, and there are rigorous and effective measures to ensure the highest standards of safety, skills, experience, wages, conditions, and worker welfare.

104. Labor will limit the ability for labour hire companies to access the skilled migration program. Fundamentally, sponsoring employers should be from the industry with skills shortages, and migrant workers should have the same job security, wages and conditions as workers in the same workplace.

105. Labor recognises the migration program's role in continuing to build a harmonious and socially cohesive community. Labor will promote a migration strategy that fosters cultural safety for workers, and places responsibilities on sponsoring employers to develop this at the workplace level.

106. 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 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.

107. Too often, temporary migrants end up exploited or underpaid with some employers abusing the system for cheap and disposable labour. Labor will ensure that all temporary migrants, regardless of industry, are:

- **a.** Paid in accordance with Australian awards or enterprise agreements and to have their wages paid into an Australian bank account;
- **b.** Protected by Australian workplace law and are not exploited through sham contracting or unethical labour hire practices; and
- **c.** Offered 'whistle-blower' status if they are providing evidence of exploitation.

108. A Labor government will enable clear and specific pathways to assist skilled migrants fulfil the required criteria and navigate through the skills recognition process.

109. 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.

110. 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.

111. Where an employer is found to have exploited a migrant worker, Labor will ensure the employer faces appropriate sanctions, including financial penalties and being prohibited from sponsoring further migrant workers for a specified period of time and until the employer has rectified their workplace practices.

112. Labor will ensure that no migrant is 'permanently temporary'. We will align the permanent and temporary migration programs and ensure that, where appropriate, temporary 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. Labor will ensure workers under employer-sponsored visas have clear pathways to permanency, including the ability to self-sponsor.

A strong, fair and well-regulated financial sector

113. Labor recognises a strong, safe, innovative financial sector creates high-quality jobs and empowered consumers. 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, including that banking services remain available in the regions;

f. protect Australian households and businesses from scams;

g. ensure access to affordable, quality financial advice;

h. ensure Australia's payments system is safe, affordable, trusted and accessible, and enables competition and innovation across the economy;

i. ensure access to cash;

j. deliver affordable insurance options and work to reduce natural hazard risk by acting on climate change; and

k. maintain a framework for sustainable finance; and

l. support financially capable citizens by promoting access to clear information, quality independent financial education and practical tools to help Australians make informed financial decisions throughout their lives.

114. Labor will partner with Australia's diverse business community and the relevant unions to support growth and job creation. To foster enterprise and growth, Labor will encourage investment, boost competition, help improve access to justice and finance, invest in skills and training, and support the adoption and diffusion of technology that helps deliver productivity gains and secure well-paid jobs.

115. Labor will work across all levels of government to improve regulatory efficiency by reducing unnecessary complexity, duplication and compliance burdens that slow productivity, innovation or investment, while maintaining strong protections for workers, consumers, communities and the environment.

Dignity and security in retirement

116. Labor will ensure dignity and financial security in retirement for older Australians. We will achieve this through a combination of superannuation savings, voluntary 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.

117. Labor recognises that retirement can be complex and making the system easier for everyone, particularly retirees is a priority. Labor will continue reforming the system to ensure workers have simple and effective retirement account arrangements, and will explore a single account in retirement.

118. 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.

119. 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. Labor will work with industry to identify 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. These pathways will consider age and worker conditions.

120. 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.

121. Labor will ensure that all workers, regardless of how they are engaged, can accumulate superannuation on every dollar earned. Labor is proud to have achieved the goal of the Superannuation Guarantee reaching 12 per cent, and we will set out a pathway to increasing it to 15 per cent.

122. Labor will strengthen the superannuation system by:

- **a.** placing fund members interests first, driving strong financial returns for members, enabling ethical and sustainable investments, and not tolerating misconduct or conflicts of interest in the sector;
- **b.** 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;
- **c.** improving fund reporting on adherence to a range of obligations including the fund's environmental, social and governance performance;
- **d.** looking for opportunities to reduce barriers to super funds investing in projects that grow the economy and deliver social and environmental benefits and strong financial returns for Australians' retirement;
- **e.** ensuring workers superannuation entitlements are paid on time, correctly, at the same frequency as wages with compliance and enforcement as necessary;
- **f.** supporting the equal representation model of governance on boards and oppose the mandating of independent directors.

123. Labor will ensure superannuation works more effectively for low-income earners, women, young people, people with a disability 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 by systematically ensuring parenting and caring responsibilities do not lead to long-term retirement disadvantage;
- **c.** encourage funds to deliver fee relief for special cohorts, for example employees on unpaid carer's leave; people with a disability
- **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

124. 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

125. 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.

126. Labor recognises the adverse impact on business when government reimbursement payments are not made in a timely manner. To this end, Labor will continually improve government services, to make it easier for business and end users to interact with government programs like Paid Parental Leave.

127. 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.

128. Labor will partner with Australia's diverse business community and the relevant unions to support growth and job creation. To foster enterprise and growth, Labor will encourage investment, improve regulation and reduce unnecessary regulatory burdens, boost competition, help improve access to justice and finance, invest in skills and training, and support the adoption and diffusion of technology that helps deliver productivity gains and secure well-paid jobs.

129. Labor will help small businesses compete, including when it comes to government procurement.

130. 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.

131. Labor believes that in its role as a major purchaser of goods and services, government plays an important part in fostering Australian industries. Labor is committed to ethical service procurement that supports Australian workers through practices that safeguard fair wages, secure employment, and adequate, safe staffing levels. 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.

132. 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.

133. Labor understands the importance of the National Construction Code (NCC), 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. A well designed NCC can ensure quality and safety for workers and households, as well as lower building costs to improve housing supply.

134. 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 (AMR). 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. This will be reflected in licensing reforms being advanced through National Competition Policy.

The care and support economy

135. Labor recognises that the care and support economy, including aged care, disability, early childhood education, veterans' affairs, and other health and community services, is a large and growing employing sector 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.

136. 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 key 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 and regulated in a way that benefits and protects all Australians. 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.

137. 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 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.

138. 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.

139. 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.

A better future for farmers, fishers and forestry industry

140. Labor will support the Australian agriculture, fisheries and forestry industries to capitalise on their economic and employment potential. Labor will do this by supporting the industry's climate ambition and meeting domestic and global demand for high-quality, healthy food and sustainable fibre and forest products.

141. Labor will continue to work with the states, territories, industries, unions and other voices to:

- **a.** maintain Australia's world-best biosecurity system and strengthen defences against emerging threats;
- **b.** attract and develop a resilient, skilled workforce that meets the sectors' needs, ensure fair treatment and wages for workers, and address labour shortages;
- **c.** support engagement and participation by Aboriginal and Torres Strait Islander Australians in recognition of their unique and longstanding knowledge of land and sea management practices;
- **d.** ensure our education and training meet the evolving needs of modern agricultural, fisheries and forestry industries;
- **e.** work with the sector to meet their own climate ambitions, including improving climate resilience and adaptation, implementing sustainable practices and adopting practices to meaningfully reduce emissions while taking advantage of the economic opportunities;

f. pursue export opportunities for our farmers and producers by diversifying to new markets, maintaining and improving access to current markets and restoring access where it was previously lost;

g. encourage value-adding and processing opportunities for agriculture, fisheries and forestry products that support regional jobs and economies;

h. support the coordination and alignment of agricultural research, development and extension activities with our priorities of climate change, trade and biosecurity;

i. maintain independent, evidence-based regulation for agricultural science, technology and innovation;

j. support farmers to prepare for and manage through drought and other natural disasters;

k. support the development of a sustainable forestry sector, recognising carbon and biodiversity values and the demand for purpose-grown timber products;

l. support sectoral growth to increase the economic resilience and liveability of regional Australia; and

m. support the sustainable growth of the fishing industry by working with industry to maintain healthy wild fish stocks and ensure all stakeholders have fair and equal opportunities.

Northern Australia

142. Labor recognises that Northern Australia makes a vital contribution to Australia's prosperity and the national economy. Labor is committed to harnessing Northern Australia's potential by creating jobs and driving growth in traditional and emerging industries such as agriculture, tourism, critical minerals and renewable energy. Labor will invest in the infrastructure, skills and jobs, including in health and education, that are critical to the future development of Northern Australia.

143. Labor acknowledges that First Nations people are the traditional custodians of the land and key partners in our vision for Northern Australia. Labor is committed to furthering the aspirations and economic empowerment of First Nations communities across Northern Australia and to protecting the region's natural environment and cultural heritage.

Resources for the nation

144. Labor highly values the vast contribution Australia's resources sector makes to our national economy and prosperity and recognises the importance of Australian resources to the energy security and industrial capacity of our trading partners. We equally value the contribution of all working people employed in these industries and recognise the challenges faced by fly-in-fly-out and drive-in-drive-out workers and their families.

145. Labor recognises that Australia's mining industry employs many First Nations people. Labor is committed to resource development on First Nations people's land proceeding in partnership consistent with Labor's land rights and Native Title policy. Labor is committed to developing Australia's resources in a way that improves employment, business and training opportunities for First Nations people and furthers the self-determination and economic empowerment of First Nations communities.

146. Labor recognises that regions and communities that host mining operations face unique challenges like accommodation for transient workforces, heavy use of public infrastructure, and market volatility. Labor is committed to current and future mining regions benefiting fairly from the economic activity they generate and supports investment back into these regions.

147. Labor will develop Australia's natural resources by fostering competitive minerals and energy industries that create secure and well-paid jobs and help to build resource and energy sovereignty. Labor will:

a. promote the ecologically sustainable development of Australia's resources in consultation with communities and First Nations people;

b. ensure the security of domestic gas supply for homes and businesses, including by continuing to support them to move away from gas appliances and processes should they wish to;.

c. support new commercialisation and export opportunities for Australia's world-leading mining equipment, technology and services sector;

d. ensure Australia's resources sector is a safe and welcoming workplace for women and LGBTQI+ people;

e. support modern maritime engineering excellence in offshore energy.

148. Labor recognises Australia's unique advantage in having some of the world's largest supplies of critical minerals and rare earths, which are indispensable for renewable energy and defence technologies. We recognise the essential role that Australia's resources sector will play supporting the world's transition to net zero and our responsibility to lead the global efforts to diversify supply chains. Labor will grow Australia's critical minerals and rare earths industry by:

a. encouraging the downstream processing of Australia's resources onshore; and

b. working with international partners to diversify supply chains and attract international investment.

149. Labor recognises that the decommissioning of offshore oil and gas facilities is an opportunity to create new and high-quality employment opportunities. Labor will grow Australia's decommissioning industry consistent with international best practice to create safe and secure jobs and increase our domestic supply of scrap steel. Labor will continue to ensure that companies bear the cost and responsibility for decommissioning their assets.

Growing tourism

150. 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.

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

152. Labor will also strengthen opportunities for Australian musicians flowing from international touring artists, to ensure local artists gain exposure, experience and access to new audiences.

153. 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

154. 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.

155. To maximise participation in community sport for participants of any age and background, Labor will support state, territory and local governments to ensure the infrastructure for community sport can accommodate the growing demand.

156. Labor believes that everyone should feel physically and emotionally safe whilst participating in all levels of sport. This includes increasing our safety in sport measures to end harmful behaviour.

157. 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.

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

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

160. 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.

Ethical government investment: Future Fund

161. Labor recognises that Australia's sovereign investment vehicles, including the Future Fund, should operate consistently with Australia's international legal obligations, human rights commitments and responsible investment principles.

162. Labor supports transparent robust environmental, social, governance and human rights due diligence processes, governance frameworks and regulatory safeguards, including exclusion or divestment mechanisms, for publicly managed investment funds, including in relation to entities which commit or facilitate serious violations of international law.

163. Labor believes Australians must have confidence that public funds are managed transparently, responsibly and consistently with Australia's stated international positions and obligations.

A creative culture: arts and entertainment

164. Labor believes that all Australians, regardless of their background or where they live, should be able to access high-quality arts and cultural experiences. In government, Labor will always have a National Cultural Policy. Labor's 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.

165. Labor is committed to eliminating obstacles faced in creative industries, and supporting legal frameworks and safeguards to protect artists and all arts workers. Labor is also committed to supporting the ongoing sustainability of our National Collecting Institutions.

166. Labor will support legal frameworks and safeguards to protect Australian artists and content creators from AI exploitation. This includes the legal framework of copyright to ensure fair distribution of income, AI disclosure requirements for music and cultural works, and ensuring the authenticity and originality of First Nations people's artworks and cultural goods are protected from inauthentic imports and practises.

167. Creative expression and cultural participation is not a luxury but a right - essential for human dignity, meaning-making, connection and enrichment beyond the demands of work. Labor will promote cultural activity by artists, arts workers and unions in and out of the workplace.

CHAPTER TWO

OPENING THE DOORS OF OPPORTUNITY

Labor

CHAPTER 2: OPENING THE DOORS OF OPPORTUNITY

1. Labor believes the doors of opportunity should be open to every Australian. 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.

2. 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. As the world of work changes, we will continue to protect and update workers' rights, so they deliver this vision. Work and employer practices will change, so there will always be a need to ensure workers' rights are updated when needed to protect the integrity of the system and to keep them 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 support and 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 employment services system has not met the needs of jobseekers and employers, and Labor is therefore committed to reforming the system, including through:

    a. developing and implementing an employment services system where the public sector coordinates the delivery of high-quality employment services, including assessment, digital services, case management, reviews of job placements, research and quality assurance;

    b. increasing the role of the public sector in employment service delivery, including through the expansion of direct public service delivery where it is needed;

    c. establishing greater oversight and compliance of employment service providers to ensure high quality and responsive services that provide meaningful, tailored and proportionate support for an individual's needs, and;

    d. assisting local community specialist and not-for-profit entities to contribute to the Commonwealth system.

7. Labor believes that unemployed people with the capacity to work should be supported to make reasonable efforts to secure work, and that the Government and service providers should provide tailored services and support to job seekers that genuinely help job seekers gain and maintain 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. Labor will ensure all decisions that reduce or cancel income support payments are made by a public servant.

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 will continue to work 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 grow the Remote Jobs and Economic Development Program, creating real jobs with fair wages and conditions, including superannuation and leave, and will fund local projects to address regional workforce needs.

11. 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.

12. Labor will consider whether current laws adequately protect older workers and those with chronic conditions from discrimination, including whether the definition of disability is fit for purpose, whether existing Human Rights Commission powers are sufficient, and whether current exemptions are appropriate.

13. 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. Through Inclusive Employment Australia, we will ensure 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.

14. Under Labor, the gender pay gap continues to narrow and is now the narrowest on record. This is because we have placed gender equality at the heart of the Fair Work Act. Labor is committed to achieving full gender equality in the workforce by removing discrimination and helping people balance their work and family responsibilities.

    Labor will:

    a. continue to support the elimination of gendered violence, including sexual harassment and family and domestic violence;

    b. fully deliver Labor's commitment of 26 weeks of government paid parental leave with superannuation 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;

    c. deliver universal quality childcare and affordable before and after school care;

    d. 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; and

    e. ensure working women do not retire into poverty and will remove obstacles to superannuation savings which disproportionately affect women.

    f. continue to support programs that seek to diversify highly gender-segregated occupations and industries, such as the Building Women's Careers program in the construction and manufacturing industries; recognising that gender segregation is a significant driver of the gender gap, reduces productivity and exacerbates workforce shortages.

15. Labor will work with State and Territory governments to strengthen WHS regulations and codes of practice to ensure that all workers, and in particular women, are guaranteed access to clean, safe and adequately equipped facilities, including the provision of sanitary disposal bins.

Better working conditions

16. 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. Labor will ensure parties are able to initiate variations to awards to ensure they remain responsive to real world conditions.

17. Labor is committed to ensuring working Australians share productivity gains. Labor supports employers and workers sharing productivity gains by negotiating flexible working arrangements that work for them. Labor acknowledges that some employers and workers are trialling arrangements such as four- day weeks to assess their impact on productivity and workers' well-being.

18. Labor will work to ensure that productivity gains arising from new technology adoption benefit and are fairly shared with working people. Labor will ensure that workers rights are fit for purpose through this major technological change.

19. Labor believes that working people should be meaningfully consulted when there is workplace change that affects jobs and work, such as the decision to adopt AI and automate, and acknowledges codesign will deliver the best outcomes for both employers and working people, particularly in high impact use cases. For this to occur, employers should be transparent about the introduction and use of artificial intelligence and automation in the workplace and meaningfully engage workers in decisions regarding the use of these technologies.

20. Labor wants to see the adoption of AI and automation that enhances the knowledge, creativity and value of working people in a way that benefits them; and does not treat workers as disposable, lead to the intensification of work, or undermine workers' pay or safety.

21. Labor will consider whether existing regulatory frameworks are adequate to protect workers from intrusive surveillance, ensure workers' privacy, and ensure appropriate protections are in place regarding the use of personal or biometric data to train AI systems and the on-selling of personal information. Labor will consider whether anti-discrimination laws are fit for purpose to address issues raised by AI.

22. Labor believes in the essential roles workers play and believes in the primacy of their expertise, craft, and judgement. Labor will consider how to ensure that employers remain responsible and accountable for critical decisions, and that the use of artificial intelligence and automation in the workplace is safe and lawful. Labor believes that significant and consequential decisions, including those that affect workers, should be able to be reviewed and explained by a human decision-maker.

23. Labor will consider what steps can be taken to protect workers, in the face of changing technologies and the introduction of AI. Should AI adoption lead to the displacement of jobs at a significant scale, Labor will play an active role in an economy- wide transition.

24. Labor recognises that women and low-paid workers face some of the greatest risks from AI-driven workplace change and the consequences of automation. Labor will consider ways to ensure that the most at-risk groups are prepared and have opportunities to benefit from technological change.

25. Labor believes employers introducing AI technologies should provide timely access to high-quality, accredited AI-related training and upskilling, to minimise workforce disruption and enable workers to upskill into safe, secure and well-paid jobs. Labor believes that employers should take steps to ensure that the adoption of AI does not deepen existing inequalities or leave any worker behind.

26. Labor will work with State and Territory Governments to maintain safety, including psychosocial safety, at work where work is impacted by AI.

27. A Labor Government will consider whether the Fair Work Commission has appropriate capacity and expertise to effectively address AI issues, including consideration of an AI Expert Panel.

28. 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.

29. Labor will review the operation of the National Employment Standards and clarify any questions relating to the applications of those standards. To this end Labor recognises that Aboriginal and Torres Strait Islander workers face significant challenges in managing their paid work and cultural, kinship and ceremonial responsibilities. Labor acknowledges that the ability to attend cultural and ceremonial occasions is important for Aboriginal and Torres Strait Islander workers. Labor will review the extent to which the definition of family in the NES is fit for purpose, having regard to kinship connections.

30. Labor supports a minimum wage that provides a living wage and will maintain or improve the relative living standards of low-paid workers

31. Labor recognises that workers face significant challenges managing their paid work as well as their other responsibilities, including their parenting and caring responsibilities. In striving towards gender equality in workplaces, Labor supports access to remove structural barriers for men to access this flexibility, to enable them to take on more parenting and caring responsibilities.

32. Labor will continue to strongly support flexible working arrangements, including work from home. Labor recognises that flexible working arrangements, such as work from home, can support many workers, particularly women workers, to better balance their work and family responsibilities. Labor believes that workers should not be financially penalised for accessing work from home.

33. Labor will continue 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 and gender segregation in male-dominated industries. 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.

34. Labor believes in safe and socially inclusive workplaces. No worker should be subject to bullying, discrimination, harassment or sexual harassment in the workplace.

35. 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.

36. 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.

37. Labor will consult with state and territory governments, employers and unions to facilitate and establish the portability of entitlements including through industry-wide schemes.

38. Labor believes a practical, industry-based system for selecting default superannuation funds in modern awards should be overseen by the Fair Work Commission with input from workers, unions, employers and experts.

39. 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.

40. Labor will always support penalty rates as a means to compensate workers for working overtime and unsociable hours, which is why Labor legislated to prevent awards being varied to cut workers' take-home pay.

41. Labor will always ensure the workplace relations system increases decent work and reduces the incidence of underemployment and insecure work. Labor recognises that poor quality and insecure work can damage health as well as suppress wages. Labor has legislated a suite of changes, including a fair definition of casual worker, limits on the misuse of fixed term contracts, labour hire reforms and job security as an object of the Fair Work Act, to stop the proliferation of insecure work. As a result, permanent jobs have been increasing and insecure jobs with less rights have decreased significantly, improving the working lives of Australians.

42. Labor understands the importance to workers of stable, secure hours of work, including for shift workers and for those who are working parents and carers. Labor will work to ensure workers have the right to shifts 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. Workers should have the right to reasonable notice before a shift, and have protections against adverse action like shift cancellation. 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.

43. Labor will continue to reduce the use of contractors, labour hire and consultants in the Australian Public Service. Labor will ensure the public service fosters an environment of permanence, by continuing 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. Labor will support greater transparency of any government decisions to engage consultants and contractors, including through annual reporting and insourcing targets. Labor will improve accountability for consultants and contractors, and ensure real consequences for unethical behaviour.

44. Labor will protect labour hire workers by working with states and territories to ensure nationally consistent, enforceable labour hire licensing to regulate the labour hire industry, eliminate bad actors and ensure that minimum legal standards are met.

45. Labor introduced Same Job Same Pay laws to close wage-cutting loopholes and ensure labour hire workers receive the same pay and conditions as directly employed workers doing the same work. Labor will monitor the implementation of this reform and act against any use of labour hire to undermine wages achieved through collective bargaining. Labor will ensure workers engaged through labour-hire and agency arrangements are provided with equal dignity at work and not subject to unfair discrimination. Labor will consider whether current exclusions from same job same pay protections are appropriate.

46. Labor's reforms to collective bargaining have revived bargaining, lifting the numbers of workers enjoying the benefits to record numbers. Labor supports collective bargaining and will monitor the implementation of these reforms to ensure they operate as effectively and efficiently as possible to deliver fairly negotiated outcomes across the economy.

47. 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 work 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.

48. Labor introduced world first rights for platform on-demand workers. Labor will monitor the implementation of these rights and ensure they deliver their objective of protecting these workers.

49. 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.

50. 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, leave entitlements, accommodation standards, communication technology and mental health support for FIFO and DIDO workers.

51. The preservation age for retirement should reflect people's ongoing capacity for work and life expectancy, including for those people employed in physically rigorous and other demanding occupations. Labor is committed to breaking down systemic barriers for older workers, including providing supports for older workers to retain employment and transition to new careers.

52. 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. People with disability, like all workers, deserve a living wage and must not be treated as less than other workers. Labor will continue to take actions to enact Labor's Guiding Principles for the Future of Supported Employment, including the right of people with disability to equal remuneration and associated conditions for work of equal value.

53. 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.

54. 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.

55. 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.

56. Labor will be a model employer in government by creating safe, secure and accessible public service jobs that have fair and competitive wages, conditions and career opportunities necessary to attract and retain a high skilled workforce and address skill shortages. Labor will accomplish this through fair and genuine collective bargaining with workers and their unions to achieve common core conditions and pay equity across the Australian public service.

57. Labor will protect the integrity of the Fair Entitlements Guarantee scheme and ensure that it is not abused by businesses.

58. 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.

59. 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.

60. 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.

61. 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.

62. Labor supports Australian jobs and keeping good quality jobs onshore, providing ongoing opportunities for future generations in highly skilled roles. 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.

Safer workplaces

63. 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.

64. Labor recognises that every year many 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.

65. 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, LGBTQI+ people, people with disability, CALD and First Nations workers, along with those in insecure work, are disproportionately impacted. Labor recognises that creating psychologically safe workplaces requires strong workplace cultures as well as regulation, and will promote greater transparency, accountability and prevention of psychosocial harm. Labor will support practical measures including improved guidance and training, independent oversight, safe and confidential reporting pathways for workers, and timely trauma-informed responses when harm occurs. Labor will also ensure lived experience informs ongoing reform.

66. 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.

67. 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.

b. 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.

c. 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.

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

69. 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.

70. 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.

71. Labor supports a modern, fit for purpose, person centred Comcare scheme. Labor will implement reforms to modernise Comcare to ensure better support for injured and ill workers, while maintaining financial sustainability of the scheme, with a focus on:

- **a.** establishing early support for injured workers before a claim is determined, improving and streamlining the claims process
- **b.** modernising eligibility and entitlements
- **c.** strengthening rehabilitation and return to work
- **d.** reducing complexity and disputes
- **e.** improving governance and oversight.

72. Labor will protect the community from exposure to asbestos-related disease, in cooperation with states and territories and led by the Asbestos and Silica 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 Labor will ensure that the Australian Border Force has the powers and resources it needs to keep Australia safe from dangerous products.

73. Labor recognises the unpredictable, volatile and dangerous workplace of firefighters, and believes this high risk should be recognised in work 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

74. Labor supports and upholds the right of all workers to be a member of a 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.

75. Labor supports the important work of union representatives, including delegates representing working people in their workplace, which is why Labor legislated rights for union delegates. Labor believes that working people should be able to access union officials for support and that they should have reasonable access to all pertinent records and information. Labor will remove barriers to union officials speaking to and representing workers in the workplace.

76. Labor recognises and upholds that the right to organise, the right to 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.

77. Labor will promote and ensure good faith bargaining in workplaces and supports the independent umpire resolving disputes, including giving parties access to arbitration.

78. 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.

79. Labor will continue to facilitate bargaining for multi-agency public sector agreements.

80. Labor supports the role of 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.

81. 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

82. 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, regardless of background.

83. 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 professional development and paid release time 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

84. Labor recognises that not-for-profits and state and local governments deliver high-quality early education and care services. Labor will support quality not-for-profits and government delivered services, including long day care on school grounds.

85. 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.

86. Labor believes parents have a right to choose a non-government school. Non-government schools should be supported by public funding that reflects need.

87. Labor will ensure all public schools in Australia remain on a path to full and fair funding. This includes funding an Australian Government share of 40 per cent of the Schooling Resource Standard for the Northern Territory by 2029 and 25 per cent for all other jurisdictions by 2034. This funding will be tied to the reforms needed to lift education standards across Australia. 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.

88. 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.

89. 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.

90. Labor will work to attract, train and retain more teachers and school support staff. We will continue to play a national leadership role to tackle the teacher shortage and ensure there is a stable and well remunerated education workforce.

91. Labor supports second-language education in the Australian Curriculum. Increasing the number of multilingual Australians will have a positive longitudinal impact on Australia's social cohesion as a multicultural society; Aboriginal and Torres Strait Islander language revitalisation, and advancing Australia's strategic and economic priorities in the Asia-Pacific.

Quality vocational education and skill development

92. Labor recognises that developing a skilled workforce is fundamental to achieving its priorities in government. Labor recognises that many of the occupations that are required to deliver significant government priorities, including housing, the energy transition and Future Made in Australia, are in critical shortage. Labor commits to implementing the National Skills Agreement to strengthen targeted workforce initiatives, supporting the training and supply of workers needed to deliver major government priorities.

93. 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.

94. 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, including through tripartite Jobs and Skills Councils, 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;

f. working with all other training providers, including union-industry training providers, to deliver more high-quality skills development through collaboration; and

g. building a more connected tertiary system that delivers clear pathways and makes opportunity easier to access for every Australian.

h. identifying and addressing regions where there is a lack of high-quality VET options or no clear pathways into key local occupations.

95. Labor will strengthen apprenticeships and traineeships by:

a. continuing to expand 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 continued focus on improving completion rates;

d. strengthening TAFE and modernising skilled trades offerings;

e. promoting safe workplaces to stamp out bullying and harassment;

f. continuing to require apprentice and trainee ratios in major government project procurement contracts, including introducing and requiring apprentice subtargets for underrepresented groups, as already required through the Australian Skills Guarantee;

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.

o. examining the role of government in supporting group training in industries characterised by project-based work, to increase apprenticeship uptake while ensuring employment security and consistent on- and off-the-job training across the life of an apprenticeship. Labor believes building a skilled workforce is a shared responsibility. 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.

96. Ensuring our skills system is responsive to worker and industry needs by supercharging the functions of Jobs and Skills Councils, including to secure and strengthen tripartism.

97. Labor believes in building a stronger fairer and more connected skills system in regional Australia. Including considering mechanisms to increase and support apprentices in local governments.

98. Labor will develop and prioritise traineeships and apprenticeships on major government projects and in local government. 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.

99. Labor will expand vocational education and training opportunities for priority cohorts including Aboriginal and Torres Strait Islander Australians, Culturally and Linguistically Diverse communities and Australians with disability, ensuring training is culturally appropriate, inclusive and accessible. 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.

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 continue to 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.

Stronger Universities

105. 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.

106. 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.

107. 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.

108. Labor recognises that international education is a critical national asset and will work with the sector on its continued development.

109. Labor recognises the importance of ensuring international students have access to appropriate accommodation and incentivising providers so that additional enrolments are accompanied by new student housing.

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 believes strong and effective governance is fundamental to the success of Australia's universities, enabling them to deliver high-quality education and research while remaining accountable to the communities they serve. 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 students in the creation of democratic, student-run representative bodies and their involvement in the management of their university communities and in university decision-making processes. We will support elected staff and student representation on university councils and recognise the right for students to organise themselves on campus.

113. 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

SAFEGUARDING OUR CLIMATE AND ENVIRONMENT AND POWERING AUSTRALIA'S FUTURE

Labor

CHAPTER 3: SAFEGUARDING OUR CLIMATE AND ENVIRONMENT AND POWERING AUSTRALIA'S FUTURE

1. Labor is proud of its long history of protecting the environment and Australia's unique biodiversity. From ratifying the World Heritage Convention under Whitlam, to saving the Franklin and the Daintree under Hawke, and establishing Australia's first national environmental protection agency under Albanese, Labor has always been the Party to deliver for the environment.

2. Labor is building the clean energy future that will power new jobs and industries, drive down our power bills and our carbon pollution, safeguard our environment and ensure a fairer future for generations to come.

3. Labor will continue to drive the record uptake of renewables, including household solar and batteries, to harness our uniquely Australian advantages of renewable energy and seize the economic opportunities of a decarbonising world, including for our cities and regions on the frontlines of economic change.

4. Labor recognises that a healthy environment is fundamental to a strong economy and vibrant Australian way of life. Labor acknowledges the role that the agriculture sector plays as land managers. We will work with the sector to identify and implement practices that improve environmental outcomes and boost agricultural productivity. Our commitment to delivering strong environmental outcomes will ensure that Australians will continue to enjoy our precious natural environment for generations to come.

5. Our landmark national environmental reforms will help Labor to continue to ensure real conservation and restoration outcomes for our precious natural environment, including our iconic flora, fauna, oceans, fungi and waterways.

6. Labor acknowledges the longstanding and effective 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.

Acting on climate change

7. Labor accepts the science of climate change and that it is real and human driven.

8. Labor recognises that warming of 2 degrees or more would have devastating impacts, particularly for Australia, and is committed to keeping global temperature rise well below 2 degrees and pursuing efforts to keep 1.5 degrees within reach.

9. Labor will continue our efforts to reduce emissions in line with the temperature goals of the Paris Agreement, reach our legislated target of net zero by 2050, as well as our ambitious and achievable 2030 and 2035 targets.

10. Labor will work closely with Pacific partners on climate action and continue to centre the region's priorities in international discussions.

11. Labor will implement Australia's Net Zero Plan, including reaching 82% renewable electricity by 2030, and 6 sectoral decarbonisation plans to drive emissions reductions across all sectors of the economy, with Treasury modelling showing how strong action will grow economic opportunities and avoid a disorderly transition that would be costly to the economy and result in higher electricity prices. Labor will ensure Australia's energy-intensive industries remain competitive in a decarbonising world.

12. Labor believes the public sector must lead on emissions reduction.

13. The community sector provides vital support to communities experiencing the impacts of climate-induced disasters, and Labor will continue to support the sector in this work, recognising that it is well placed to deliver tailored and locally relevant services.

Adapting to climate risk

14. Labor recognises Australia must address unavoidable climate impacts and build resilience across communities, regions and industries. Labor will take a whole of government approach to climate change adaption and work with health, infrastructure, social services and other relevant portfolios to reduce risk.

15. Labor will work to ensure affordable insurance products remain available to Australians who live in areas more frequently affected by natural disasters.

16. Labor will support the economy to adapt to climate change by identifying and managing climate risk, including in the public sector. Labor will implement nature-based solutions, invest in disaster resilience, and improve data collection and sharing to inform climate-resilient decision-making.

17. Labor recognises that remote, regional Aboriginal and Torres Strait Islander communities are already experiencing the frontline impacts of climate change, including extreme heat, flooding, displacement and failing infrastructure. Climate responses must be community-led, grounded in local knowledge, and support people to remain safely on Country with dignity.

18. Labor will ensure that adaptation costs do not fall disproportionately on vulnerable and disadvantaged Australians, acknowledging that the impacts of climate change will exacerbate existing challenges for remote and regional communities, for First Nations peoples, and for Australians living with disability.

Emergency management: Building a more resilient nation

19. The prevalence and severity of natural disasters in Australia is increasing due to climate change, and these disasters are having broader and longer-lasting disruptive impacts on individuals, communities and economies.

20. Labor will continue to build a more resilient nation through prevention, mitigation and preparation, to improve overall response and recovery. 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. Labor recognises the important role that local governments play in preparation, response and recovery in regards to natural disasters. Labor also recognises that local governments are in a unique position to deliver tailored, relevant and community led services. Labor will continue to invest in mitigation and recovery programs for local government to help them meet the needs of their communities.

21. Labor also recognises that vulnerable communities 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. This means including and considering vulnerable people when planning for natural disasters and in how we warn, inform and respond to these events.

Seizing the clean energy opportunity

22. Labor knows the best plan for Australia's energy needs is to deliver a modern Australian grid, powered by reliable and affordable renewable energy and backed up by gas, hydro and storage. Labor is committed to reaching 82% renewable electricity by 2030.

23. Labor recognises Australia's cheap, clean, and abundant renewable energy resources, and immense mineral resources uniquely place us to lead the world in renewable energy generation and will underpin our competitive advantages in manufacturing and heavy industry. This presents an unprecedented opportunity to create secure, safe, and well-paid skilled work for Australians.

24. Labor commits to ensuring that the industrial transformation delivers for all Australians and leaves no one behind; allows households and businesses to benefit from cheaper and cleaner energy; delivers for Australian manufacturing through local content and good local jobs; supports energy users through public and private investment; creates opportunities for First Nations engagement and advancement; and is underpinned by a strong good-jobs agenda. Labor recognises that emerging economic opportunities, including the development of data centres for artificial intelligence , will also deliver complimentary energy investment opportunities and challenges. Labor will ensure new data centres further modernise and strengthen our grid, by harnessing our abundant solar and wind resources, without compromising community water resources.

25. Labor recognises that electrification and improved energy performance are urgently needed to take pressure off households and meet Australia's emissions reduction targets. Labor accepts expert advice that electrification and uptake of batteries and solar substantially reduce overall household energy costs, even taking into account upfront costs. Labor believes nobody should miss out on the benefits of batteries, solar and improved energy performance. Labor will continue to develop policy solutions and work with states and territories to ensure that energy savings are available to all, including renters and those who live in apartments.

26. Labor recognises the leadership of Australians in purchasing electric vehicles. Labor will continue to support electric vehicle uptake and initiatives, including through new vehicle efficiency standards, which are providing Australians more choices of cheaper-to-run vehicles and will help deliver on our targets. Labor will continue to work with state, territory and, local governments and the private sector to expand the electric charging network across metropolitan and country Australia to encourage further electric vehicle uptake.

27. Labor recognises energy as an essential service and will reduce energy poverty through fairer markets, strong consumer protections and helping households to ensure they are on the best available offers.

28. Labor knows that high energy bills put pressure on households and businesses. Labor will continue to put downward pressure on energy bills by adding more cheaper, cleaner electricity to the grid, backed by gas, and ensuring a better deal for households.

29. Labor knows renewable energy is the cheapest form of power and that accelerating deployment will lower costs for all Australians, leveraging our world-class solar and wind resources.

30. Labor acknowledges that Australia's fleet of coal-fired power stations is ageing and becoming more unreliable and costly to operate, contributing to higher power prices. Labor supports the safe operation of coal-fired power stations through to closure and an orderly transition process to ensure security of energy supply.

31. Labor recognises the role of international events in driving energy price volatility, and that the best way to reduce energy costs is to continue the transformation of our energy system to a renewables-based system.

32. Labor knows nuclear power stations won't work for Australia as nuclear costs too much and takes too long.

33. Labor understands that investment in transmission infrastructure is vital to support the growth of renewable energy.

34. While supporting investment in renewable energy infrastructure, Labor will include the manufacturing, use and disposal of this infrastructure in the shift towards a circular economy by minimising waste, repurposing infrastructure components and recycling materials where possible.

35. Labor recognises that renewable energy infrastructure will have impacts on the environment and community, and knows how critical community support is for the delivery of renewable energy infrastructure upgrades. Labor 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.

36. Labor will work to ensure renewable energy projects utilise local manufacturing, creating jobs and opportunity for Australians.

37. Labor recognises the critical role that gas plays in the Australian economy, for electricity, industrial energy use, households, and 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. Labor will ensure that Australian gas is available to drive downward pressure on prices for Australian households and industry.

38. Labor will continue to support households, businesses and industry to move away from gas appliances and processes should they wish to.

39. Labor recognises methane from gas extraction is a powerful greenhouse gas and will ensure the gas industry contributes its share to emissions reduction, including through the Safeguard Mechanism.

40. Labor recognises the role gas power generation plays in firming our electricity grid. 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.

41. Labor acknowledges the important role coal power workers and communities have played in powering our nation for over a century and we are committed to supporting workers affected by closures. Labor has established the Net Zero Economy Authority to provide co-ordinated support for workers and investment in new industries and jobs in these communities. Labor will monitor, adapt and improve supports to ensure coal regions do not pay a disproportionately heavy price for the energy transition.

42. Labor recognises the important role that public ownership and investment can play in the energy transformation, including in transmission and distribution networks. Institutions like the Australian Renewable Energy Agency and Clean Energy Finance Corporation will remain crucial for driving innovation and crowding in private sector investment.

43. Labor acknowledges the important role coal power workers and communities have played in powering our nation for over a century and we are committed to supporting workers affected by closures. Labor has established the Net Zero Economy Authority to provide co-ordinated support for workers and investment in new industries and jobs in these communities. Labor will monitor, adapt and improve supports to ensure coal regions do not pay a disproportionately heavy price for the energy transition.

44. Labor will secure Australia's fuel security, including by ensuring a robust domestic fuel refining and storage capability. Noting the benefits to economic productivity, national fuel security and air pollution, Labor will support the decarbonisation of transport including road freight through electric and more effcient vehicles, including the shift to low carbon liquid fuels in hard-to-abate transport sectors.

Safeguarding Australia's Environment

45. Labor will protect and restore Australia's precious natural environment while ensuring we can deliver the renewable energy, housing and economic projects Australians need.

46. Labor has delivered the most significant changes to Australia's environmental laws in a generation, including establishing our first ever National Environmental Protection Agency. Labor will safeguard this landmark achievement by: ensuring the National Environmental Protection Agency is well resourced and can enforce Australia's new environmental laws, with higher penalties for the most significant breaches;

- **a.** establishing and maintaining National Environmental Standards to ensure clear, strong guidelines to protect the environment; and
- **b.** working with industry to simplify assessments and approvals so they have the certainty they need to invest in our communities, while protecting Australia's unique natural environment.

47. Labor understands the importance of high-quality independent data and analysis for conservation planning and biodiversity restoration. Labor supports the independence of Environment Information Australia and the valuable role it plays in collecting and analysing data to inform policy development. Labor will consider the potential value of increasing its scope and independence in the future.

48. Labor is committed to a target of zero new extinctions of plants and animals and will continue to invest in the recovery of threatened species, in collaboration with state and territory governments. Labor is also committed to protecting and conserving at least 30 per cent of Australia's land, inclusive of inland waterways and coastal marine areas, and highly protecting 30 per cent of Australia's oceans by 2030, especially areas of particular importance for biodiversity and ecosystem functions and services, in ecologically representative, well-connected and equitably governed systems primarily managed for biodiversity. This includes national parks, marine parks and Indigenous Protected Areas and by supporting improved conservation on private land.

49. Labor will champion the conservation of Australia's iconic flora, fauna and fungi and recognises that feral populations of non-native fauna have a devastating effect on our local native wildlife and plants. Labor is committed to protecting native plant and animal species through modern biodiversity laws and resourcing programs that prevent the introduction of new non-native species, in addition to a humane program of management for existing feral non-native populations. Labor is committed to building a pipeline of sufficiently skilled workers to deliver essential nature projects.

First Nations cultural heritage

50. Labor recognises the deep trauma caused to First Nations peoples from the destruction of their spiritual, cultural, and physical heritage.

51. 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.

52. Labor commits to working in full and genuine partnership with First Nations peoples on legislative reform, policy transformation, administrative improvement and governance, including for cultural heritage protections and consistent with our commitments to the National Agreement on Closing the Gap.

National heritage

53. 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.

54. Labor will:

- **a.** seek to expand Australia's National and World Heritage areas, including by progressing World Heritage Proposals;
- **b.** ensure cultural values are included in all National and World Heritage listings;
- **c.** oppose resource extraction in national parks or World Heritage areas; and
- **d.** actively manage national parks and World Heritage areas consistent with the science.

Australia's international environmental obligations

55. 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.

56. 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

57. Labor recognises the significance of the Great Barrier Reef and will act to protect it. We know a healthy Reef is not just a key part of our culture and environment, but is also 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.

58. 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. arresting high risk land clearing that contributes to poor water quality on our Reef and ensuring compliance with our strengthened environmental laws;

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

59. 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.

60. Labor will ensure national environment funding programs and community programs, like Natural Heritage Trust funding, support local sustainable agriculture, soil management, conservation and environmental priorities.

61. Labor shares the passion of grassroots conservation groups and will support their efforts to protect and restore their local environments through funded government programs.

62. 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

63. 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.

64. 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.

65. 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, territories and the sector to implement the Timber Fibre Strategy and EPBC Act reforms while ensuring the National Forest Policy Statement is contemporary and fit for purpose. Labor 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 ongoing management;

c. 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.

66. 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.

67. 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

68. 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, 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

69. Labor will encourage investment in new technologies and in large-scale recycling within Australia to increase capacity and reduce the need to send recyclables offshore for processing.

70. Labor will work to increase the rate of recycling by encouraging domestic industry capacity.

71. Labor will promote international cooperation to reduce waste and pollution, particularly with respect to ocean plastic in our region and remain in dialogue with countries of the High Ambition Coalition, who are pushing for an international treaty to end plastic pollution.

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 work with industry, states and territories to shift towards a safe circular economy that reduces waste and pollution, encourages reuse, repair and recycling while creating new productive opportunities and jobs. This includes the development of product stewardship schemes, where appropriate.

74. Labor will fulfil Australia's obligations to control the safe movement of hazardous waste.

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

Water, rivers, ocean and coasts

76. Australia's long-term water security requires national leadership. Labor will lead responsible management of water assets by acting on climate change, ensuring there are appropriate legal and policy frameworks to promote wise water usage, securing adequate water supplies, supporting healthy rivers, and ensuring First Nations communities have secure access to clean water.

77. Labor is committed to delivering the Murray-Darling Basin Plan and will work with all Basin communities and stakeholders on the future of the Plan. Labor wants the Murray-Darling Basin to have healthy, working rivers, supporting agriculture and industry, sustaining local communities, increasing opportunities for First Nations self-determined water use, and ensuring the long-term health of the unique ecosystems and native flora and fauna that call the Basin home. 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:
  - **i.** verify operations will not undermine small pelagic fisheries and recreational fishing spots;
  - **ii.** 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
  - **iii.** support coastal communities to mitigate the impacts of coastal erosion.

82. Labor 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.

CHAPTER FOUR

A STRONG AND HEALTHY SOCIETY

Labor

CHAPTER 4: A STRONG AND HEALTHY SOCIETY

1. Labor understands that a fair go is fundamental to who we are as Australians. We take pride in Labor's record of building the systems that set our country apart from the world, including Medicare, the Pharmaceutical Benefits Scheme, our strong social security safety net, and our understanding that secure housing is the right of every citizen. We are committed to protecting and strengthening these systems. 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.

2. 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.

3. Labor will stand by people when they fall on hard times. We will 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 NDIS all insulate Australians from circumstances that are beyond their control.

4. Those who experience sexual, family and domestic violence face many barriers including the impact of trauma, fear of retribution, impacts of the violence on their children, coercive financial control and debt and challenges of accessing work while recovering and providing care for their children. Labor recognises the multifaceted nature of abuse and that it can take different forms, like physical violence or coercive control. Labor also recognises that domestic and family violence includes forced marriage, which disproportionately affects young women and children. Labor will support anyone escaping violence to reach safety and recovery through financial and other support.

5. Labor will implement policies to help ensure all Australians have a safe, decent, and affordable place to call home. This includes policies that support the construction of more homes, including social and affordable housing. Labor acknowledges many Australians aspire to own their own home and will support pathways to home ownership. Labor also recognises that many Australians rent their homes and will work with states and territories to strengthen renters' rights, while also providing Rent Assistance and more access to affordable rental housing.

6. 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

7. 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.

8. Labor created the Pharmaceutical Benefits Scheme, and will continue to ensure all Australians have affordable and timely access to essential medicines.

9. Labor believes that now is the time to strengthen our health system to meet the demands of the future. Labor believes that prevention is one of the most effective ways to deliver better health outcomes, reduce pressure on hospitals and build a stronger and sustainable health system. Labor will work with States and Territories, to fulfill the National Preventative Health Strategy 2021-2030, that will ensure prevention is a key pillar of focus and co-operation.

10. Labor recognises the growing importance of telehealth and virtual care services in the Australian health care system in improving access to health and social care for geographically and socially isolated communities. Labor will encourage collaboration between providers of care, professional associations, government organisations, industry and communities to develop guidelines, standards and governance arrangements which ensure the quality and safety of virtual services using information and communications technologies, devices and systems in coordination with in-person services.

11. Labor will ensure the funding arrangements for health care and hospitals focus on value-based health care that promotes and incentivises patient experience and outcomes, with a view to keeping people out of hospital.

12. 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.

13. Labor will ensure that primary health, aged care and disability services are adequately funded and resourced, including with technology that supports AI, interoperability and seamless referral pathways, 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

14. Health outcomes should not be determined by gender, age, race, religion, ethnicity, sexuality, wealth, class, disability or personal background. Labor understands that health outcomes are also driven by social determinants such as education, employment, housing and climatic events. Labor will work to ensure health outcomes improve for all Australians.

15. Labor will develop policies that promote wellness and prevent disease. Labor will support and encourage evidence-based health promotion and education and make health and wellbeing information and services easy to understand and navigate. Labor will work to embed population health priorities, such as healthy lifestyles, active transport, liveable environments and connected communities, across federal portfolios and all levels of government. Labor will deliver on wellbeing in line with indicators and acknowledge the Social Determinants of Health.

16. Labor commits to a 'Women's Reproductive Health Journey' framework spanning adolescence to post-menopause - not limited to reproduction - encompassing endometriosis, adenomyosis, lipoedema progression, and hormonal impacts on health and wellbeing. This includes nationwide general practitioner training, public awareness campaigns, and workplace supports such as universal access reproductive leave to address lifelong needs (for example, surgical procedures like hysterectomies).

17. Labor has established the Australian Centre for Disease Control to ensure Australia's preparedness and responsiveness to current and emerging public health emergencies.

18. 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.

19. 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 implement the National Autism Strategy to inform the design and delivery of the vital health and support services.

20. 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.

21. 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.

22. Drug and alcohol addiction should be treated as a health issue, not a criminal one. Labor understands the importance of prevention, early intervention, public awareness, harm minimisation, and community-based services. Best practice evidence-based prevention and addiction services can take pressure off other health, emergency and care services. Labor will support the prevention and addiction workforce and work with states and territories to expand access to high-quality affordable evidenced based prevention and addiction services. Labor will explore use of evidence-based digital prevention, treatment and referral services to prevent and reduce harm from alcohol and other illicit drugs.

23. Labor will improve access to health services throughout regional, rural and remote Australia. We will ensure that rural communities get their proportional fair share of health funding and services and work to connect people in the areas where in-person services are not available.

24. Labor recognises that rising rates of chronic diseases are causing avoidable suffering, early death and disability for millions of Australians. It is also creating potentially preventable hospital presentations. Labor will act to prevent and reduce the incidence and impact of chronic illness through population-wide action: strong prevention, early intervention, enhanced access to healthier nutrition and physical activity and enhanced Medicare access to annual health checks in general practice and allied and mental health services as needed.

25. 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, including in relation to vaping and illicit tobacco., and through evidence-based public health campaigns to raise awareness of the harms of nicotine and e-cigarettes, particularly among young people. 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.

26. Labor has introduced the strongest ever action to protect Australians from gambling harm, including restricting wagering advertising, boosting enforcement action, doubling financial counselling support and more.

27. Labor will continue to work closely with people experiencing harm from gambling, their advocates, and affected stakeholders to ensure Australians are protected from gambling harms. We recognise the impact that inducements can have on vulnerable people, and we will strengthen measures to minimise that harm.

28. Labor will work with culturally and linguistically diverse (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 people with disability from culturally and racially marginalised communities. We recognise the right of all people, especially culturally and racially marginalised people with disability, to culturally appropriate 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 and build on our reforms to make it easier to see a doctor, nurse, pharmacist, allied health professional and medical specialist for free.

30. General practice and Aboriginal Community Controlled Health Organisations are the first port of call for sick Australians and are the bedrock of the health system. GPs work alongside other vital primary and community health providers, including nurses, pharmacists, allied health practitioners, Aboriginal health providers and others. Labor has increased GP bulk billing and will continue to strengthen Medicare. Labor will also support efforts to improve the quality and coordination of primary care, and through Medicare Urgent Care Clinics and Primary Health Networks will encourage new models of care that better prevent and manage chronic disease.

31. 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.

32. Labor will make the mental health of all Australians a national priority. Our goal is to provide universal access to free 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.

33. Labor will work to mitigate factors which cause suicidal distress in Australia. These include reducing financial distress, tackling domestic violence, financial abuse and coercive control, prioritising secure housing, extending free mental health care and preventing 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.

34. Labor will improve the affordability and timeliness of specialist care for all Australians, with a stronger focus on increased access for rural and remote communities. 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.

35. Sexual, family and domestic violence is a significant contributor to the burden of disease for women aged 18 to 44 years. Labor will work to ensure all health care systems are trauma resourced and are integrated with specialist support services. 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. Labor will work in partnership with LGBITQ+ led organisations to improve health outcomes.

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 believes in world-class public health systems and will prioritise investment and reforms that make health care more accessible and effective for all Australians.

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 broadening the scope and access to women's health services particularly 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. Labor recognises the importance of preventative sexual health screening for women and will work to ensure that essential preventative sexual and reproductive health checks are fully subsidised or accessible through Medicare and other public health programs, so that cost is not a barrier to early detection, prevention and treatment.

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, including the right to die at home if they wish. 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. Labor will utilise proactive measures to detect Medicare fraud as part of the current fraud detection systems and measures.

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

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

43. A universal world-class health system is a core Labor objective. Labor will continue to examine the effectiveness of the health care 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, mental health, aged care, and disability systems. We will ensure that care is provided to people in settings that best support their independence and wellbeing, including in the home where appropriate. The utilisation of technology will be complimentary to the health workforce and clinical outcomes. Adoption of technology will be done with meaningful consultation with the health workforce.

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. The utilisation of technology will be to compliment the work of health care workers and not replace them. 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 health care outcomes and prioritise research in preventative and primary health care.

Building the health workforce for the future

49. 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 heath, that supports them to full scope of practice, 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, paid placements 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.

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 recognises the strength and resilience of First Nations children and families. Labor will work with Aboriginal community-controlled organisations to co-design policy and programs that will support children and families to achieve improved life outcomes.

54. 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.

55. 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.

56. 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.

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 recognises that the amount of time children spend online can pose a risk to wellbeing, growth and development. Labor will continue to support the gathering of an evidence-base around the harm flowing from children spending excessive time online to inform future policy development.

60. 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.

61. Labor will continue to implement the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

62. 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

63. Labor believes older Australians, and their carers, should be valued and respected; they also deserve dignity, security and choice as they age.

64. Australia's ageing population is a social and economic asset that should be valued.

65. Labor believes that older Australians deserve a fulfilling and secure retirement.

66. 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.

67. 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.

68. 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.

69. 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 age discrimination.

70. All Australians have the right to safety and fulfilment as they age. Labor is determined to enhance the dignity of older people and work to eliminate neglect, abuse and violence – including physical, psychological, emotional, sexual or financial abuse.

High-quality aged care services

71. Labor recognises that not-for-profit and Local Government-run services deliver higher quality outcomes for aged care residents and their families. Labor will make adequately funding of these services a priority to ensure aged-care remains safe, financially viable and healthy for residents.

72. 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.

73. Labor recognises the critical role of the Aged Care Quality and Safety Commission in safeguarding the rights, dignity and wellbeing of older Australians. Labor will ensure the Commission is appropriately resourced, transparent and empowered to uphold strong standards, enforce compliance, and drive continuous improvement across the aged care sector, so that every older person receives high quality, safe and respectful care.

74. Labor recognises the invaluable work of the aged care workforce in providing high-quality care and support to older Australians, and the importance of retaining quality staff. Aged care workers deserve to have their skills recognised through appropriate wages and secure employment, and ongoing, meaningful training and career development. Labor remains committed to funding wage increases determined by the Fair Work Commission, and to making aged care an attractive, stable and well-paid career. Labor recognises that adequate funding and funding certainty will assist maintaining high-quality services and staff.

75. Labor recognises that by investing in the predominantly female aged care workforce, it is addressing gender inequality and the undervaluing of care work.

76. Labor recognises challenges faced by the aged care system and will continue to work to deliver world-class aged care. The sector should continue to be 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 of the Royal Commission into Aged Care Quality and Safety.

77. Aged care funding needs to be sustainable and based on the needs of an ageing population. Labor supports a model of funding that focuses on improving care quality, embedding staffing levels and strengthening sustainability and transparency across the sector. Labor is ensuring financial transparency and accountability across the aged care sector.

78. 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.

79. Labor will ensure the provision of culturally appropriate aged care, including strategies that address the particular needs of diverse groups of Australians, including for 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.

80. Labor will help the growing number of Australians living with dementia. Dementia should not be considered a normal part of ageing, but rather a terminal condition with major implications for our whole society. 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.

81. Labor recognises the direct link between high-quality, safe care and workforce planning practices. Labor has implemented mandatory care minutes and a 24/7 registered nurse requirement. We will ensure the regulation and accreditation of providers is linked to safe workforce planning practices, and that staffing models are regularly reviewed to respond to changing care needs.

82. Labor recognises that Australians want to stay in their homes longer. To support this, Labor will ensure that older Australians continue to have access to home support programs that deliver the care people need to keep connected to the people and places they love and will investigate a model for ongoing block funding to ensure quality care.

Supporting Australians with disability

83. Labor is committed to putting people with disability at the centre of disability policy and the design and delivery of disability services. Labor believes that Australians with disability, as well as their families and carers, deserve the chance to reach their full potential and Labor will give them that opportunity.

84. The NDIS is dependent on an effective market which offers value to participants and encourages innovation in service delivery. Labor understands our role as a market steward, and our obligation to ensure quality services.

85. The NDIS must operate safely and with integrity. Labor will work with the disability community and unions to improve regulation and oversight of the NDIS providers to prevent abuse, neglect and exploitation of people with disability. Labor will build the culture and capability of the workforce that administers, regulates, and delivers the NDIS.

86. Labor recognises the NDIS is a vital reform which supports people with a disability and carers 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 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 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. Labor believes that improving the culture and capability of the NDIA is crucial for improving the sustainability of the NDIS.

89. Labor will ensure an effective and sustainable NDIS so current and future generations receive the benefits of the scheme.

A fair social security system

90. Labor recognises that a strong social security system supports not only economic security but also better health and wellbeing, and that when people have the means to meet their basic needs and make choices about their lives they experience stronger social and health outcomes.

91. 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.

92. Labor believes that every Australian deserves the dignity of a decent standard of living. Labor understands that providing support to job seekers allows them to pursue securing meaningful work and strengthens communities

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 is 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 recognises that the housing market alone cannot deliver safe, secure and affordable housing for all Australians. Decades of underinvestment, speculation and financialisation have resulted in housing being treated as an asset class rather than a human necessity. Labor believes governments must play a far stronger role in directly delivering homes and shaping the housing system in the public interest.

102. Labor recognises housing as essential economic and social infrastructure, critical to productivity, wellbeing and equality.

103. Labor recognises that Australia's worsening housing affordability crisis requires urgent action, including reform of housing-related tax settings to support housing supply and discourage speculative investment.

104. Labor will work with states and territories to strengthen renters' rights and improve security of tenure, including fair limits on rent increases, protections against unfair eviction and minimum standards for rental homes.

105. 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.

106. Labor will work to manage development in high risk areas forecast to be hotspots for coastal erosion, flooding and bushfires.

107. Labor will support and invest in modern construction methods including modular, prefabricated and advanced manufactured housing, particularly in the delivery of public, community and affordable housing, to accelerate construction timelines, reduce costs and build Australian manufacturing capability.

108. Labor acknowledges that many Australians aspire to own their own home and that home ownership remains an important source of security, stability and opportunity for working people. Labor believes that home ownership should be attainable for working Australians, including young people and those on low and moderate incomes. Labor will support pathways to home ownership by helping Australians overcome barriers to entering the housing market, such as saving for a deposit and servicing a mortgage, while recognising that increasing housing supply is the best long-term solution.

109. 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.

110. Labor recognises that increasing housing supply is one of the most effective ways to improve housing affordability for all Australians. Labor is unequivocally pro-supply and our policies will aim to remove the barriers to more housing supply, including training more trades workers, unlocking more land for housing, reducing the barriers to investment, increasing the use of modern methods of construction, and increasing housing approvals.

111. Labor believes that every Australian deserves access to secure, affordable housing. Addressing the housing affordability crisis requires sustained action to increase the supply of well-located homes across the country. Labor will work with states and territories to accelerate the delivery of new housing by supporting streamlined planning and development processes that maintain strong environmental and community safeguards. Labor will also invest in improving productivity in the construction sector through skills development, modern building techniques and stronger supply chains. Federal housing policy will continue to align funding and incentives with measurable increases in housing supply to ensure more Australians can access safe and affordable homes.

112. 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.

113. 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.

114. Labor supports improved coordination, clarity and timeliness in planning and building approval processes across all levels of government, including more integrated approval pathways and simplified rules that reduce duplication while maintaining strong planning, safety and environmental standards.

115. 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.

116. 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.

117. Acknowledging that improved housing is needed to close the gap, Labor will work to address inadequate housing and overcrowding in First Nations communities.

118. 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.

119. Labor recognises the community sector offers employment to many First Nations workers. Labor supports the development of strategies that increase and support First Nations employment in community services.

Support for the community sector

120. 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. Labor supports volunteerism and the reduction of unnecessary administration and costs for not-for-profit organisations with volunteers.

121. 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 recognising that long-term funding arrangements for social service providers enables better outcomes, service continuity and job security;
- **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 support well paid, secure and ongoing jobs that meet safe staffing levels, OHS, professional development and standards for high qualityhigh-quality community services; and
- **e.** work with faith communities and others who give social and spiritual support to Australians.

122. Labor 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 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

123. 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

124. 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.

125. 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. Too often, privatisation has directed public money into corporate entities, reduced the Australian Public Service, destroyed job security and undermined public confidence in government.

126. 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 key 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 and regulated in a way that benefits and protects all Australians. 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.

127. Labor believes that public transport is a powerful equaliser, connecting people to work, education and their communities. Labor will safeguard Australia's transport assets and provide certainty to our public transport network.

128. Labor will work with states and territories to future-proof a sustainable and effective public transport network, ensuring all transport decisions consider an integrated network, in the public interest.

129. 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. A Labor government will continue to enhance government services and identify how to improve the customer experience across platforms. It will engage with users of government services in designing these improvements.

130. Labor will also put people at the centre of service design and delivery. Labor commits to the ethical and transparent use of technologies, including Artificial Intelligence, that improve public service delivery. Such use will ensure transparency and accountability, and safeguards against algorithmic bias. A person must be accountable for government decisions, and any decisions and will include appropriate levels of transparency and review. Labor will always respect the importance of human contact in service delivery and human oversight of technology, and make sure that the mistakes of the shameful and unlawful Robodebt scheme are never repeated.

CHAPTER FIVE

BRINGING PEOPLE TOGETHER

Labor

CHAPTER 5: BRINGING PEOPLE TOGETHER

1. Labor acknowledges Aboriginal and Torres Strait Islander Australians as the First Peoples of Australia.

2. 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. There is no place for racial discrimination and hate in Australia. Everyone deserves to feel safe and to be safe in Australia.

3. Labor will work to build social cohesion, respect and understanding. We will encourage pride in our country and the qualities that set it apart from the world, and build faith in the values that bring us all together.

4. 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.

5. 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.

6. Labor believes that we can strengthen our nation by ensuring all Australians can participate fully in our democracy, economy and society.

7. Labor acknowledges unity is our greatest strength, and that we must equip workers to fight prejudice. Labor will support workplace programs that educate workers against racism, discrimination and inequality.

8. Labor believes that good and effective policy is supported by reliable data collection and research. We will work with experts and the community to collect reliable data on all population demographics, to ensure services can meet need and demand. These population demographics include, but are not limited to:

    a. Australians from a culturally, religiously or linguistically diverse background; and

    b. First Nations Australians;

    c. Women;

    d. Parents and primary carers;

    e. LGBTQI+ Australians;

    f. People with disability;

    g. Young people.

Equality for First Nations People

9. Labor recognises the immense contribution of Aboriginal and Torres Strait Islander people to our nation – the oldest continuing culture on the planet.

10. Labor delivered on the promise of a Referendum. Labor will continue to focus on delivering a better future for First Nations Australians in key priority areas of economic empowerment, housing, health, employment, justice and education.

11. Labor remains committed to the principles of the Uluru Statement from the Heart.

12. Labor recognises that reconciliation requires addressing the past wrongs inflicted upon First Nations people, many of which continue today. This includes addressing the shameful legacy of the Stolen Generations, and current policies that cause unacceptable rates of out-of-home care and child removal.

13. Incarceration rates of First Nations people are a national shame. All levels of Government must act to reduce these rates.

14. 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 self-determination is the key to empowering First Nations people.

15. Labor believes that the National Agreement on Closing the Gap is a crucial task of all levels of government. We believe working in genuine partnership is fundamental to achieving this. First Nations people, voices and perspectives must lead planning, delivery and procurement of services.

16. 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.

17. Labor believes that First Nations people have a right to live and prosper on their traditional lands. We will continue to champion land rights and Native Title, and support First Nations communities to access economic opportunities on country.

18. We believe that remote communities must be supported to access essential services, including water, electricity, housing, and communications infrastructure.

19. First Nations people in remote Australia must have access to employment that provides dignity in work, including fair pay and conditions. Communities must be empowered to participate as equal partners.

20. Across Australia, Labor is committed to ensuring Aboriginal and Torres Strait Islander workers have well-paid, secure and ongoing employment, and that First Nations businesses are supported to thrive.

21. Labor believes that the cultures and languages of First Nations people enrich 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.

22. Labor is proud of the symbols of First Nations people, including the Aboriginal flag and the Torres Strait Islander Flag. Labor recognises the importance of Welcome to Country and Acknowledgement of Country ceremonies, as opportunities to show respect to First Nations people.

Gender equality and women's rights

23. Creating opportunity for women is in our national interest. Social and economic equality for women is at the heart of Labor's agenda. Achieving gender equality requires ongoing commitment from government, business, unions and communities and connected action to end gender-based violence, rebalance unpaid and paid care, advance women's economic equality and security, improve women's health, and lift women's leadership, representation and decision-making.

24. Gender equality cannot be achieved without ending gender-based violence. Every woman deserves to live in safety, free from the threat of violence, and we are committed to ending gender-based violence in a generation. Labor will work to end domestic, family and sexual violence, and improve systems of justice, social security, housing and industrial relations so they better support women experiencing family violence and so that government systems cannot be weaponised to cause harm. Labor recognises and is committed to ending the disproportionate rates of domestic and family violence suffered by First Nations women.

25. We will work to close the gender pay gap, address the under-valuation of paid and unpaid care, and seek balanced representation of men and women across industries. And we will lead by example to achieve equity in leadership and representation for women, across all areas of public life.

26. Labor's housing, health, education, social, workplace relations and economic policies will advance gender equality, and give women more choice, greater economic security and more opportunity, informed by gender responsive budgeting. Labor's policies for gender equality will respond to women's different experiences of inequality and reflect the needs of under-represented groups.

Equality for LGBTIQ+ Australians

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

28. Labor will work closely with LGBTIQ+ Australians, advocates and organisations that represent their interests to develop policy that meets the needs of the LGBTIQ+ community to deliver equality across Australian society. This includes ensuring that services are accessible and that people can access them with dignity and respect and free from discrimination.

29. Labor believes that good policy is supported by the counting of LGBTIQ+ Australians and will work with experts and community to collect reliable data. Labor will ensure schools are positive environments for all. We will support initiatives, as selected by schools, that promote understanding, inclusion and respect.

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 believes in a society free from discrimination. Labor will continue to work to strengthen laws against discrimination, vilification and harassment on the basis of sexual orientation, gender identity or sex characteristics and ensure Australia's criminal and anti-discrimination laws protect LGBTIQA+ people from hate crimes.

Equity for people with a disability

33. Labor will work to remove the barriers that prevent people with disability from enjoying the same rights as all Australians. Government must do its share of this work in consultation with people with disability, their families, advocates, and providers.

34. Labor believes in the importance of economic participation and opportunity for people with disability. We will work to improve job opportunities, job readiness and support in employment, and continue to support the right of people with disability to an accessible workplace.

35. Labor joined people with disability to campaign for the establishment of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission). We will continue to make progress on the Disability Royal Commission's recommendations.

36. Labor acknowledges the significant gap that people with disability face across our community in all areas of life. Labor will implement a modernisation of the *Disability Discrimination Act 1992* and other relevant legislation to ensure that laws meet current community expectations and national and international standards.

A multicultural, multifaith nation

37. 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.

38. The Labor Government will 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.

39. Labor is committed to removing barriers to 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.

40. 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 in all its forms. Labor will develop and implement a National Anti-Racism Strategy to address racism, promote multiculturalism and support education and prevention initiatives that strengthen inclusion across Australia's diverse communities.

Citizenship

41. Labor recognises that citizenship is crucial to full participation in Australian society. Labor will remove unnecessary and unintended barriers for permanent residents seeking to become Australian citizens, with a particular focus on vulnerable groups and ensuring families are kept together.

A better future shaped by young people

42. Labor is the party for young people. Labor will ensure that young people have a meaningful voice in shaping their future by investing in education, health and housing, and by creating pathways for meaningful civic participation.

43. Labor recognises that young people experience particular vulnerabilities at work. In partnership with unions, Labor will support young people by advocating for secure jobs, fair wages, and the accumulation of superannuation on every dollar earnt.

44. Labor will continue to work in partnership with the community sector to ensure that young Australians' values and priorities are reflected in the party's work.

45. 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, and will ensure that the experiences of young people informs our work.

46. Labor recognises the importance of intergenerational equity, including in housing and tax, and is committed to addressing these issues in partnership with young people.

Freedom of thought, conscience and religion

47. Labor believes that people of faith deserve the same human rights, equality, respect and safety as every other Australian. No Australian should ever be discriminated against or subjected to violence or threats of violence because of that person's religion or religious belief.

48. 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. 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.

49. 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, subject only to such limitations as are necessary to protect public safety, order, health, or morals or the fundamental rights and freedoms of others.

50. 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

51. 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 and does not prevent access to essential social services

52. 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

Labor

CHAPTER 6: STRENGTHENING AUSTRALIAN DEMOCRACY

1. Labor is committed to strengthening and protecting Australia's vibrant democracy and robust public institutions. Throughout our nation's history, Labor has championed democratic processes that ensure all Australians have their voices heard through free and fair elections, advancing the collective good and enabling our nation to peacefully debate and resolve issues of national importance.

2. Our strong public institutions and constitutional and other legal checks and balances provide the foundation of Australia's democracy, underpinning our national strength and enabling us to pursue our shared values and aspirations. Labor recognises the vital role these institutions and their strong governance play in delivering for all Australians and remains dedicated to ensuring their continued effectiveness.

3. In a time of increasing global uncertainty and emerging democratic challenges, Labor understands that a healthy democracy requires active participation and protection. Labor's approach is grounded in progressive patriotism—loving our country while working to make it fairer and stronger for all Australians.

4. We are committed to upholding the rule of law, both domestic and international, as the cornerstone of our democratic society, ensuring equal justice and accountability for all. Labor will support comprehensive civics education, empowering all Australians with the knowledge and understanding necessary to engage meaningfully in our democracy.

5. Through our unwavering commitment to democratic principles, good governance, institutional integrity, and civic engagement, Labor will continue our proud tradition of building a democracy and public institutions that serves all Australians and builds resilience against any challenges.

Strong democratic and public institutions

6. Labor has established new, and strengthened and restored, democratic and public Institutions and will continue to ensure our public institutions are resilient and underpinned by robust governance frameworks.

7. Labor has no tolerance for corruption, which is why we established a strong, independent National Anti-Corruption Commission.

8. Labor believes Australians must have trust and confidence in government decision-making, and in the mechanisms that exist to hold government decision- makers to account. That is why Labor established the Administrative Review Tribunal – a place where Australians, including the most vulnerable, can seek high quality, transparent and independent review of government decisions. And that is why Labor will continue to ensure all public institutions and governance frameworks are fit for purpose and continue to protect Australians and our system of democracy.

9. Labor believes that public sector whistleblowers should be protected; not punished. Labor has led legislative reform to protect public sector whistleblowers and will continue to strengthen these protections.

10. Labor will support an independent whistleblower protection function within government that provides active support to whistleblowers easier access to remedies and ensures safe, effective and accessible protections for whistleblowers to access union support. Labor will examine extending whistleblower protections to everyone performing public sector work.

Modernising the Australian Constitution

11. Labor believes that the Constitution is a living document which should be amended to reflect contemporary Australia.

12. Labor will work toward establishing an Australian republic with an Australian head of state.

13. Labor supports recognising local government in the Australian Constitution.

14. Labor will progress options for constitutional reforms including fixed, four-year terms for the House of Representatives and the Senate.

15. 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.

16. 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.

Working in partnership with local government

17. 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.

18. 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. maintain 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

19. Labor believes a strong Australian Public Service (APS) protects the national interest and creates a better society.

20. 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.

21. Labor recognises that safe and respectful public sector workplaces contribute to the delivery of better public services for all Australians and will continue to work jointly with unions and employees to ensure the APS is a leading Australian workplace. Labor values frank and fearless advice from public servants.

22. 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.

23. The APS will continue to lead on flexible work and working from home conditions, and explore opportunities to further improve work-life balance, recognising its importance to supporting a diverse workforce and jobs across Australia. L

24. Labor recognises the safe and effective adoption of digital technology, including AI, will support enhanced and more efficient services.. Labor will ensure the Commonwealth Government is a model employer with the responsible adoption of AI. This includes a commitment to consulting with its employees and the union, building capability, providing training and ensuring human accountability.

25. Labor will ensure AI is not misused in the workplace, including in surveillance, recruitment, rostering and performance management. As AI is further adopted, identified productivity benefits will be shared with workers.

26. Labor recognises the safe and effective adoption of digital technology, including AI, has the capability to support enhanced and more efficient services. Labor will ensure the Commonwealth Government is a model employer with the responsible adoption of AI. This includes a commitment to consulting with its employees, the union, building capability, providing training and ensuring human accountability.

27. 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.

28. Labor will continue to improve digital inclusion and access – in particular for Aboriginal and Torres Strait Islanders as part of our commitment to Closing the Gap, while ensuring appropriate access to government services through other channels where needed.

29. Labor is committed to achieving pay equity in the APS.

30. Labor will support diversity, equity, inclusion, and accessibility in the APS workforce, including by providing appropriate adjustments and support for workers with disability in collaboration with the trade union movement, ensuring consultation in its approach to workforce reform.

31. Labor recognises 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.

32. Labor supports the good governance of the Future Fund as well as Commonwealth companies, corporate Commonwealth entities and government business enterprises.

33. 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

34. Labor believes that a strong, transparent and trusted electoral system is the foundation of our democracy.

35. Labor recognises the growing threat placed on our electoral system by big money and vested interests.

36. Labor is committed to ensuring big money does not disproportionately influence our democracy. To this end, we have legislated significant reforms that improve donation transparency, cap political donations and campaign spending, restrict big donors and strengthen the independent Australian Electoral Commission.

37. Labor will continue to strengthen and enhance the integrity of Australia's electoral system by removing barriers to participation in democratic processes for all Australians.

38. Labor respects the independence of the Australian Electoral Commission and its role in ensuring the integrity of the electoral system.

39. 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 Territory representation in the Senate.

40. 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.

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

- **a.** truth in political advertising laws to enhance transparency and improve integrity of the electoral system;
- **b.** continuing to protect Australia's electoral processes from foreign and domestic interference; and
- **c.** ensuring the safety and security of all those participating in the electoral process.

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

43. 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 recognises and will work with all jurisdictions to protect the fundamental rights to peaceful protest and industrial action. Labor has introduced strong laws to combat violent hate speech, and will oppose any attempt to weaken the longstanding protections against hate speech in the Racial Discrimination Act.

44. Labor is proud of the work we have done to achieve record enrolment levels of Indigenous Australians, to ensure all Australians can participate in our democratic processes.

45. 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.

46. 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 and parliamentary processes, are open to all Australian citizens. Labor will support culturally and linguistically appropriate civics education for new citizens to ensure they are able to participate fully in Australian democracy.

Healthy public debate

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

- **a.** keep the ABC and SBS in public hands as separate broadcasters, with merit-based board appointments and an employee representative. Continue appropriate funding and maintain the ban on ABC advertising and sponsorship;
- **b.** support community broadcasting and promote a diverse media sector with local news and content;
- **c.** ensure public advertising reflects community standards; and
- **d.** ensure Australians continue to enjoy free coverage of events of national and cultural significance, including sporting events.

48. Labor has introduced world-leading social media reforms to protect children from online harm, and will continue to minimise online harms, as well as support the media literacy of citizens and consumers. Labor will continue to consider ways to enhance online safety, including through legislating a digital duty of care, examining algorithms, and cooperating with like-minded jurisdictions.

49. Labor will consider changes to regulation of media across all media to avoid bias and ensure the existing regulator ACMA has the appropriate tools to act to prevent media bias.

Justice for all

50. Labor will ensure our justice system is fair, simple, affordable, and accessible for all Australians, including the most vulnerable. Labor has delivered the largest ever investment in legal assistance through the National Access to Justice Partnership and will continue to resource Legal Aid Commissions, Family Violence Prevention and Legal Services, Women's Legal Services, Aboriginal and Torres Strait Islander Legal Services, and Community Legal Centres. Labor recognises the critical role these services play in providing frontline assistance to vulnerable Australians and helping communities navigate complex legal challenges. Building on significant existing investment, Labor will continue to support community legal assistance providers and consider opportunities to ensure services remain responsive to growing demand.

51. Labor embraces the rule of law and a trauma-informed approach to justice, ensuring that survivors of sexual violence are supported and that marginalised communities do not face disadvantage. 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.

52. 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.

53. 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.

54. Labor supports effective early intervention programs which assist disadvantaged communities, and the appropriate use of noncustodial sentencing options for offenders.

55. Labor supports youth justice facilities that are appropriate for young offenders, which provide culturally competent and necessary support services and have a focus on rehabilitation. Labor also recognises the importance of early intervention and prevention in reducing youth offending and will support access to positive, community based activities for young people, and mental health supports that build pro-social connections, strengthen community engagement and provide constructive opportunities for young people.

56. 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, including neurological disability and complex trauma, and that this impacts on all aspects of the youth justice system. Labor will work to increase diagnosis and therapeutic supports to all young people, including those in the justice system and recently released.

57. 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.

58. Labor recognises that mandatory sentencing does not reduce crime and undermines the independence of the judiciary.

59. Labor will always respect the independence of the judiciary, which is fundamental to the rule of law and our democratic society.

60. Labor recognises the importance of public service jobs in rural, regional and remote communities.

Family law that is fair

61. Labor believes Australia's family law system must be safe for children and families – and that the best interests of children must always be the paramount consideration in resolving family law disputes. That is why Labor reformed the Family Law Act to ensure all decisions about parenting arrangements are based on the best interests of the individual child, enhancing frameworks for information sharing about family violence, economic coercion, and child safety risks, ensuring the economic effects of family violence can be considered in property disputes, and making the family law system simpler, safer and more accessible.

62. 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.

63. 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

1. Labor's foreign policy will start from who we are as Australians – because that is what we seek to project and protect. At a time of challenging strategic circumstances, Labor will safeguard Australia's national interests, values and sovereignty.

2. We will build on Labor's traditions: Australia as a constructive regional partner, an enduring ally and a responsible international citizen. Labor recognises that who we are as modern Australia makes an enduring contribution to our national power. As home to the oldest continuous culture on the planet, and to people from more than 300 different ancestries, our people share common ground with so many of the world's peoples and this strengthens our ability to engage with the world. Our approach is informed by our values: our belief in democracy, liberty, the rule of law and human rights.

A new era for Australia's foreign policy: region, relationships, rules and resilience

3. Australia faces the most challenging strategic environment since the Second World War. Our region is home to the largest military build-up in the post-war period, with limited transparency and reassurance. Strategic competition, territorial disputes, ideologically-motivated extremist incidents, coercive behaviour, interference, disinformation and cyber attacks are becoming more common, undermining global peace, security and prosperity and international law.

4. Labor's strategic policy settings recognise the rapidly changing realities of the global order, including the reshaping of the Indo- Pacific region and Russia's illegal and immoral war against Ukraine. Labor will mobilise all elements of our national power to ensure our national security and economic prosperity, and to secure a peaceful, safe, prosperous and resilient region in which sovereignty is respected. Labor will play our part in securing peace, preventing conflict and shaping the world for the better.

5. Labor will focus on promoting peace and security in our region, where Australia has the most on the line and can have the most effect. We will prioritise our relationships as a middle power, because we know we are stronger when we work together. Labor will continue to safeguard and uphold the rules that keep us safe and provide an avenue for collective action. And we will build domestic and regional resilience to threats, to deter any actor that seeks to undermine our nation.

6. Labor recognises that today's global problems – including devastating conflict, the climate crisis, humanitarian catastrophes, authoritarianism, ideological extremism, including antisemitism, and the risk of nuclear escalation – require political resolve and the cost effectiveness of active diplomacy and peaceful conflict resolution. Labor will continue its strong efforts to boost Australia's diplomatic capability and reinforce our global and regional leadership after a decade of Liberal cuts.

7. These new realities include increasing weapons of mass destruction threats in our regional as nuclear weapon stockpiles grow, as the number of nuclear armed states with strategic interests in the region increase, and emerging technologies including artificial intelligence are applied in weapons systems. Labor will leverage its strong record of international action to contain and eliminate weapons of mass destruction with increasing focus on the particular challenges emerging in our region, including controls for the transfer of materials, knowhow, and illicit financial flows.

Defenders of Australia's sovereignty

8. Labor will ensure our diplomatic service, defence force, security agencies, police and emergency services are always appropriately resourced and given the necessary powers to respond to defend Australia's sovereignty, security and national interests. Labor will work closely with our neighbours, international allies and international institutions to meet the security challenges posed by terrorism, including to counter violent extremism and work to mitigate the evolving risks of Islamist and right-wing terrorism, cyber attack, economic coercion, and foreign political and social interference.

9. Labor will continue to strengthen our national security laws and ensure our security agencies and police can employ appropriate powers 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 continue to ensure parliamentary and statutory oversight of intelligence agencies is commensurate with their 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 courts. Labor will ensure Australia's cyber and space capabilities can combat evolving security threats and that our laws are suitably flexible.

Securing a peaceful, stable and prosperous region

10. Labor believes Australia's security and prosperity is anchored in the Indo-Pacific region, where the world's future is being shaped.

11. Labor is committed to being an active and reliable partner, building Australia's future in our region. Labor will pursue landmark agreements and arrangements with key partners to safeguard our region's stability and prosperity. Labor will implement our transformational partnerships including the Pukpuk Treaty with Papua New Guinea, the Australia-Indonesia Treaty on Common Security, the Falepili Union with Tuvalu and the Nauru-Australia Treaty, while continuing to upgrade and enhance our ties to regional partners. Labor will enhance understanding, relationships, inclusive growth and economic opportunities to transform lives, foster stability and grow prosperity. We will build our shared regional capacity to defend and secure our sovereignty, recognising that regionalism is one of the most effective ways for smaller and medium countries of the Indo-Pacific to counter power asymmetry.

12. Labor will promote the centrality of the Association of Southeast Asian Nations (ASEAN) as a key platform for regional peace and stability. Labor will work to strengthen ASEAN-led regional institutions such as the East Asia Summit, including by supporting confidence building measures and preventive diplomacy. Labor will further deepen our relationships and build alignment with the countries of Southeast Asia, including through strengthening trade, investment, defence, strategic and community ties, and through implementation of Invested: Australia's Southeast Asia Economic Strategy to 2040. Labor acknowledges the vital importance to Australia of our relationship with Indonesia, enshrined in the Australia-Indonesia Treaty on Common Security.

13. Labor believes in listening and responding to Pacific priorities as a dedicated member of the Pacific family. Labor recognises that a stronger, safer and sovereign Pacific is vital for Australia's own prosperity and security. We will maintain Australia's position as a partner of choice to Pacific nations, in support of Pacific priorities and institutions, including the centrality of the Pacific Islands Forum. Labor endorses the Blue Pacific Ocean of Peace, which affirms Pacific security is the shared responsibility of Pacific Islands Forum members.

14. In addition to the Pacific Islands Forum and ASEAN, Labor supports enhanced cooperation with key regional architecture including the Quad, the Indian Ocean Rim Association and the Asia-Pacific Economic Cooperation forum.

An enduring partner and an active middle power

15. Labor will strengthen Australia's relationships and alliances in our region and the world. We will work with traditional and new partners, including with other like-minded middle powers, to contribute to a favourable balance so no country dominates, and no country is dominated.

16. Under Labor, the United States will remain Australia's closest security ally, as formalised through the ANZUS treaty, and our principal strategic partner and largest source of investment. Labor will continue to build on Australia's close relationship with the US, reflecting our two nations shared economic and strategic interests, long history of cooperation and close personal ties. We acknowledge the vital importance and centrality of the Australia US Alliance to our national security and recognise the United States long-term role in underpinning broader stability in our region.

17. Labor will further strengthen Australia's friendship and partnership with many countries, including through our new alliance with Papua New Guinea and by growing our unprecedented defence, security and trade engagement with India, Japan, Indonesia and the Republic of Korea, as fellow democracies. We will diversify our strategic partnerships, including with the European Union and its members, and work with middle powers to advance Australia's interests, while modernising our traditional relationships with New Zealand, Canada and the United Kingdom.

18. Labor recognises that China's size and weight make it central to global challenges. Australia's approach under Labor will be to cooperate with China where we can, disagree when we must, and engage in the national interest. We will continue to assert our interests and democratic values, including human rights, and safeguard our sovereignty in the face of China projecting power in our region more frequently. Labor is committed to peace and stability in the Taiwan Strait.

19. Labor supports an enduring and just two-state solution where Israel and Palestine live in peace within secure borders, as the only pathway to a secure and prosperous future that respects the aspirations of Palestinians and Israelis alike. We will continue to engage with the international community, Israel and the Palestinian Authority towards a two-state solution.

20. Labor will continue to strengthen Australia's links with Muslim-majority countries, both in our region and in the Middle East. Labor will continue to be a constructive partner in supporting the contribution of the countries of the Arab League in pursuit of lasting peace and security in the Middle East.

Supporting the international rules-based order

21. Labor will act to shape the world for the better. As a founding member of the United Nations, the World Trade Organization and the G20, Australia's sovereignty is enhanced by effective multilateralism, where international law and agreed rules and norms are upheld. Labor will continue to defend the multilateral system for its role in promoting conflict prevention and peacebuilding, enabling free trade and underpinning security and prosperity.

22. Labor will continue to support reform of the WTO's dispute settlement system. A rules-based, multilateral trading system, underpinned by core and enforceable labour and environmental standards, provides for fairness and equity.

23. Labor supports Australia's candidacy for a seat on the United Nations Security Council for 2029-30 and supports Security Council reform with greater permanent representation from Africa, Latin America, and Asia, including India and Japan.

24. 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 the right to self-determination, the rights of persons living with disabilities and LGBTIQ+ rights. 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. We will continue to stand against antisemitism, Islamophobia, targeted attacks against Indigenous communities and oppression of persecuted peoples.

25. 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.

26. Labor supports the UN Declaration on the Rights of Indigenous Peoples and supports efforts to increase Indigenous participation in UN forums.

27. Labor will champion gender equality and the economic, social and political empowerment of women and girls. We will pursue measures to reduce all forms of violence against women and girls, including sexual and gender-based violence, particularly in the region, and acknowledge the disproportionate suffering experienced by women in conflict zones.

28. Labor will leverage its existing strengths in the energy transition to support our neighbours develop to a cleaner and more resilient future.

29. Labor supports international law and the independence and integrity of the International Court of Justice and the International Criminal Court, including its application of the principle of complementarity, as a key part of Australia's ongoing commitment to international justice.

Building resilience at home and in the region

30. Labor values our social cohesion as a pluralist nation, welcoming different races, religions and views, united by our respect for each other's humanity and for each other's right to live in peace. Labor recognises modern challenges such as disinformation and misinformation, interference, transnational repression, cyber attacks and the unregulated use of AI are placing greater pressure on societies like Australia. The strength of our democracy, trust in our institutions and our multicultural society enable Australia to navigate a more contested world.

31. Labor will prioritise our economic security, noting a strong economy is central for Australia internationally, including to resource our strategic actions and to invest in the military capability required to underwrite our diplomatic efforts. Recognising Australia's declining Asia capability, we will encourage the development of Australian expertise on the Indo-Pacific, including the study of priority Asian languages at Australian schools and universities. We will support resilient societies in our region, ensuring our economic and diplomatic engagement also prioritises gender equality, civil society, governance and human rights.

Self-reliant defence and securing peace

32. Labor's defence policy is founded on the principle of Australian self-reliance. The Australian Defence Force (ADF) needs 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 funding the capabilities our defence force needs to respond to our country's complex strategic circumstances. Labor will continue to make further investments in our defence personnel and capabilities — in excess of the previous two percent of GDP benchmark, as part of the biennial review cycle of the National Defence Strategy.

33. Labor is committed to local jobs and local content in Australia's defence 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 is committed to implementing the Defence Industry Development Strategy, developing sovereign industrial and research capabilities, and building 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.

34. Labor will foster a strong national defence industry to provide Defence personnel with the capabilities they need to meet our complex strategic circumstances. This requires maintaining Australian scientific, technical and manufacturing skills and capacities. Labor supports the large national economic security dividend from supporting local industry capability. Labor is committed to working across government, the ADF, vocational and tertiary institutions, local defence industry and relevant unions to deliver this dividend.

35. Our self-reliant defence policy will be enhanced by strong bilateral and multilateral defence relationships, including the AUKUS partnership with the United Kingdom and United States, the Joint Declaration on Security Cooperation with Japan, the Treaty on Common Security with Indonesia and the Pukpuk Treaty with Papua New Guinea. Where appropriate, Labor will strengthen existing defence ties with our key allies and partners and through the United Nations (UN), as well as building new and strengthening existing relationships within the Indo-Pacific region. Labor supports recruitment of personnel to serve in the ADF from allies and close partners to build capabilities and strengthen relationships.

36. Labor will act with urgency and determination to rid the world of biological, chemical and nuclear weapons. Labor will leverage its strong record of international action to support efforts to contain and eradicate weapons of mass destruction, with increasing focus on the particular challenges emerging in our region, including illicit and illegal transfer of materials, intellectual property and financial flows that enable weapons of mass destruction. Labor will build on Australia's strong history of leading international action by working with our partners and allies to build consensus for action, and promote adherence to and implementation of playing our treaties and other instruments.

37. 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.

Eradicating biological, chemical and nuclear weapons

38. 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, and promote adherence to and implementation of treaties and other instruments.

Emergency management: playing our part

39. Labor will provide strong regional leadership to improve Australia and our region's emergency and disaster management capacity and readiness. Our approach will emphasise prevention, mitigation and preparation to improve response and recovery.

40. 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 our region, embedding prevention and preparation for climate change-related challenges at every level.

Active climate change and environmental diplomacy

41. Labor will continue to ensure Australia remains a proactive and productive leader on international climate change. 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. Working with our partners internationally is critical to seizing the economic opportunity of global action on climate change and securing our region's peace and prosperity. 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.

42. Labor will:

a. protect and progress the goals of the Paris Accord, including 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 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 a leader in the UNFCCC;

b. engage with global partners to attract international investment to Australian industry, promote Australian businesses on the world stage and seize the economic opportunities of the net zero transition for Australian workers and communities. This includes working with global partners to establish incentives, standards and processes decarbonise hard-to-abate sectors. Labor will pursue opportunities through new and updated trade agreements, and back Australian industry through government procurement and programs, driving a race-to-the-top approach to trade, investment, and technology;

c. work to further strengthen the Antarctic Treaty System and uphold its core rules and norms of non-militarisation, freedom of scientific investigation, international cooperation and environmental protection;

d. drive diplomatic engagement with like-minded nations on international instruments to better protect the world's oceans; and

e. 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 uphold the law of the sea to improve sustainable ocean management and actively work with Pacific partners and other countries to implement the High Seas Treaty. 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 adherence to rulings of the International Court of Justice.

Using our aid to promote prosperity

43. Labor will continue to rebuild Australia's international development program, increasing aid every year that we are in office. We will work on sustainable pathways towards allocating 1% of the federal budget for overseas development assistance expenditure, while continuing to work with the international community on longstanding targets of at least 0.5 per cent of Gross National Income.

44. Labor will ensure Australia's international development program prioritises the most urgent needs in the Indo-Pacific and addresses:

- **a.** economic resilience, including infrastructure, and poverty reduction;
- **b.** access to health services and education;
- **c.** decent work and economic empowerment;
- **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.** disability equity and rights; and
- **i.** gender equality and empowerment of women and girls as a key objective.

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

46. Labor will continue to value the integral contribution of Australian development and humanitarian non-government organisations including their unique link between the Australia public and the Australian aid program. Labor will emphasise aid and development work done through not-for-profit NGOs in delivering government-funded overseas development and humanitarian programs and will consider how to better utilise Australian NGOs to maximise the benefits of working though civil society.

Protecting Australians overseas

47. 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

48. 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.

49. 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.

50. 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. Consistent with the recommendations of the Royal Commission into Defence and Veteran Suicide, Labor will work with Defence to further strengthen the response to sexual violence in the ADF.

51. Labor will continue to work to implement its response to the Final Report of the Royal Commission into Defence and Veteran Suicide as a priority. Labor is committed to the task of saving lives and ensuring a better future for our Defence personnel, veterans and families of veterans.

52. 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.

53. 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

54. To maintain Australians' confidence and trust in the integrity of our migration system, Labor will maintain robust border security measures that support the orderly processing of migration to our country and protect our national interest and our national borders.

55. 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.

56. Under the Refugee Convention, people seeking asylum have the right to seek protection. Labor 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.

57. Labor will maintain Australia's reputation for having some of the best migrant settlement services in the world. Labor will seek to improve the availability and integration of Commonwealth funded migrant and settlement services.

58. 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

Labor

STATEMENTS IN DETAIL

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 justfiable 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 (PFF):** 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.

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; and

   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.

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 Australian consumers and businesses from scams. We will position Australia as a leader in combatting economic crime and will partner with industry, private sector, consumer groups and other governments to build strong defences against scams and cyber-crime.

3. Labor recognises the significant harms of economic and financial abuse, and the disproportionate impact of these crimes on women. Labor supports a financial services sector that promotes principles of safety-by-design in financial products, and that ensures trauma-informed and safe practices to respond to circumstances of financial abuse.

4. 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.

5. Labor is committed to delivering a strong superannuation system which is well administered, provides great service and returns to members.

6. 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.

7. Climate change and extreme weather events contribute to higher insurance costs. Labor will work with business, and state and local governments to support climate-resilient infrastructure that reduces the impact of severe weather events.

8. 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.

9. 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.

10. 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.

11. Labor wants more competition and diversity in the banking sector. We support the four pillars policy.

12. 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.

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.

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.

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.

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.

2. Labor recognises that the rapid development of advanced driver-assisted systems (ADAS) and automated vehicle technologies could reshape the road transport industry. Transport is critical national infrastructure, and it is essential that appropriate human-centred regulatory and industrial frameworks are urgently established to ensure that this new technological capacity is implemented in the public interest. Regulatory and industrial frameworks should prioritise the safety, wellbeing and livelihoods of workers and the community, with workers sharing in the benefits of innovation rather than bearing its costs. ADAS and automation technologies should improve safety, productivity and sustainability across the transport industry, strengthen critical infrastructure, and meet community expectations. The experience of the transport gig economy demonstrates the risks that arise when law and regulation fail to keep pace with technological and business model change, including downward pressure on safety, job security and industry standards.

3. The ALP also commits that ADAS and autonomous vehicle technologies in the road transport industry will be subject to enforceable minimum standards established through the relevant Commonwealth or State industrial tribunal framework. These standards will:

   a. promote good transport jobs into the future;

   b. prioritise human oversight in safety-critical functions and minimum staffing or supervision where necessary to ensure safe operations;

   c. ensure safe outcomes for workers and the public with clear accountability for those who operate and profit from these technologies;

   d. support a just transition for affected workers including retraining, redeployment and income protection;

   e. cover all workers in emerging work roles related to new technologies; and

   f. embed transparency and meaningful consultation on workplace impacts.

4. The ALP commits to appropriately deploying government licensing, procurement and infrastructure in the public interest to assist in achieving these outcomes.

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. The Maritime Strategic Fleet will include Australian flagged and Australian crewed vessels capable of transporting essential cargo including fuel, food, agricultural inputs and critical minerals during periods of supply chain disruption, natural disaster or national emergency, and will be supported by strong training, cadetship and apprenticeship pathways. 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 and will support Australian flagged shipping to service emerging energy and resource supply chains so that new maritime freight opportunities created by the energy transition support Australian jobs and maritime capability.

5. Labor recognises the importance of amending the Coastal Trading (Revitalising Australian Shipping) Act to support Australian shipping and ensure fair competition in domestic sea transport. Labor will maintain a strong coastal trading framework that supports Australian flagged vessels and Australian maritime jobs while allowing efficient movement of freight and passengers around the Australian coast. Labor will support the sustainable growth of Australia's cruise sector, including expedition cruising, recognising its contribution to regional tourism, local employment and maritime capability. Regulatory settings for coastal trading and cruise operations will promote safety, fair labour standards and a level playing field between Australian operators and foreign-flagged vessels both in Australian waters, as well as foreign-flagged cruise ships home-ported in Australian waters, including not issuing temporary licence exemptions without a contribution to Australia's maritime skill base and workplace laws.

A durable Australian Maritime workforce

1. Labor recognises that Australia's maritime sector remains one of the most gender-segregated industries in the economy, despite growing workforce demand and the importance of maritime capability to national supply chain resilience.

2. Through a broader strategy for women in transport, Labor will support women's entry, retention, progression and leadership across the maritime workforce, including through safer and more inclusive workplaces supported by consistent application of:

    a. the positive duty under the *Sex Discrimination Act 1984* to prevent sexual harassment and discrimination; and

    b. Australia's obligations under International Labour Organisation on violence and harassment in the world of work.

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.

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 multicultural society.

3. Labor will continue to value 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.

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, recognising the importance of family reunion to migrant families;;

   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 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.

6. 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.

7. 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'.

8. Australia must not harm people seeking refuge.

9. 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.

10. 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.

11. 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.

12. The world is experiencing the greatest humanitarian need in history. 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.

13. 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.

14. 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. 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, including through the Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime.

15. 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.

16. 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.

17. 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.

18. Labor will maintain a generous humanitarian intake of refugees to create an orderly pathway to resettlement in Australia. This will 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.

19. 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 continue to:

   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, working closely with the region to ensure that appropriate settlement is achieved.

20. As part of our commitment to the Pacific, Labor will also continue to strengthen the Pacific labour mobility scheme (PALM), including to ensure fair wages and protection from exploitation.

21. 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.

22. Labor, working closely with trade unions, will continue to act to eradicate the exploitation and wage theft experienced by temporary migrant workers by introducing measures that increase protections including:

   a. protecting international students from exploitation and reducing the ability for businesses to use the cash economy to systematically ignore minimum award entitlements and exploit vulnerable workers;

   b. delivering better protections to working holiday visa holders who are subject to exploitation and underpayment, including a review of 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;

   c. ensuring employers not workers are the focus of exploitation investigations;

   d. establishing a firewall between the Department of Home Affairs and the Fair Work Ombudsman, 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 it is necessary for the protection of the worker and/or the enforcement of their rights;

e. protecting migrant workers from harassment, bullying, discrimination and unsafe practices; and

f. 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. the continuation of the workplace justice visa and strengthening protections reforms that allow migrant workers who have been exploited or underpaid to extend their stay in Australia for the purpose of participating in relevant legal processes for the recovery of their lost wages and conditions. This includes ensuring migrant workers have access to protections against visa cancellations in circumstances where a migrant worker has been subject to workplace exploitation

iii. allowing sponsored visa holders to be without an employer for up to 180 days;

iv. reducing upfront costs for employers to promote workers switching jobs;

v. establishing a review by Jobs and Skills Australia of labour market testing; and

vi. creating self-nominated pathways to permanent residency.

23. Labor will ensure migrant workers continue to have access to protections from workplace exploitation and special measures that allow them to remain in Australia while pursuing their rights. This includes ensuring that the Workplace Justice Visa and Strengthening Protections Pilot continue so that all migrants can access them if needed.

24. Labor will continue to fund and support the Protecting Migrant Workers Education and Information Program, which helps organisations provide free immigration and employment rights education to vulnerable migrant workers.

25. 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 unregulated economy by rogue and unscrupulous employers.

26. 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.

27. 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.

28. Labor recognises that shocking exploitation in the horticulture industry has persisted for too long without meaningful action by consecutive Liberal governments. The current poorly visa framework and its 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. Australia must urgently address the horticulture sectors structural dependence on visa workers and the exploitation and lowering of working conditions that this generates.

29. As part of broader reforms to 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, including consideration of the role of the 88-day rule.

30. 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 and PALM.

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

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 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. 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. Labor will ensure fair, simple, affordable and accessible processes and procedures, including in relation to adverse credibility findings, for the review of refugee related decisions.

10. Labor will require the Independent 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.

11. 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.

12. Labor will reintroduce the appropriate references to the Refugee Convention into the Migration Act

13. Protection visa applications made in Australia should be assessed by Australians on Australian Territory.

14. Under legislation passed by Labor, complementary protection claims should be considered by way of the protection visa framework.

15. 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.

16. 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.

17. 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.

18. 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.

19. Labor will provide accessible and adequately resourced 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. Labor recognises that effective language acquisition requires sufficient time, support and flexibility, and will work to expand access to English language programs so that people can receive the level and duration of support needed to fully participate in Australian society and the workforce.

20. 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 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.

21. 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.

22. 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 people. 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 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.

5. Labor will not pay people smugglers to engage in any form of people smuggling.

6. 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.

7. 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; and

h. Labor will enshrine these detention principles into law.

8. 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.

9. 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.

10. Labor does not support refugees and people seeking asylum, including children, languishing in indefinite detention. Labor recognises the Australian Government's obligation to provide appropriate health, security, and welfare services to people seeking asylum, and therefore will:

a. give the highest priority to the humane, durable and timely resettlement of refugees subject to third country resettlement agreements;

b. ensure appropriate health, security, and welfare services for people seeking asylum; and

c. improve the medical transfer process and maintain ministerial discretion in all decision making.

11. 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.

12. 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.

13. 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.

14. 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.

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. Building Australia's public service requires continuing to invest in 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 that are competitive to attract and retain a high skilled workforce, and address skill shortages, 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;

    c. ensuring genuine, fair collective bargaining in the APS and Commonwealth entities;

    d. negotiating APS wide agreements with common core conditions across the APS, with any remaining agency specific conditions negotiated at an appropriate level;

    e. 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;

    f. 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;

    g. leading by example on addressing the ill effects of family and domestic violence by providing employees appropriate paid leave and other support;

h. ensuring genuine, good-faith consultation with unions and employees at all levels, including about APS reform and the adoption of AI in the APS;

i. taking action to ensure the APS meets Labor's APS employment targets for First Nations people, people with disability and those from culturally and linguistically diverse backgrounds.

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. Continuing to reduce the reliance on contractors and consultants through measures including through the Australian Government Consulting and improving the commissioning of consultants to reduce skill shortages in the APS.

6. Improve the transparency, integrity and accountability of the use of contractors and consultants through measures including:

a. regular agencies reporting annually on the level of expenditure on third party employment arrangements by consultants, contractors and labour hire;

b. requiring agencies to consider cost differentials and the impacts on agency capacity and capability of using external providers.

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 has updated the Privacy Act 1988 including introducing a statutory tort for serious privacy invasions, anti-doxxing criminal offences, and a new civil penalty structure. Labor will undertake further reforms to ensure the Privacy Act is 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.

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 for consumers 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 to ensure contractors will not be used to undermine the job security, wages and 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.

Uranium

1. The production of uranium and its use in the nuclear fuel cycle present unique and unparalleled 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 Agency (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 through re-invigorating 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.

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. 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 fairly 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 those that are disadvantaged by structural change in our economy. Labor will develop industry policy and provide structural assistance to sectors of the economy, workers and regions which are negatively impacted.

4. 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 an open, rules-based, multilateral trading system, underpinned by core and enforceable labour and environmental standards, under the auspices of the World Trade Organisation (WTO).

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. Labor will promote higher labour standards for Australia and internationally by supporting greater cooperation between the WTO and the International Labour Organisation (ILO) 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, regulate temporary migration, local employment and fair employment standards.

10. Labor will ensure trade agreements promote and protect the recruitment, 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 (LMT) 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 supports current WTO 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 WTO 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. Labor will not progress trade proposals that may interfere with the ability of all levels of governments to implement industry development policies, research and development, regional development, 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, including 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. 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 seek to remove ISDS provisions in existing trade and investment agreements, and reform ISDS tribunals, so they remove perceived conflicts of interest by temporary appointed judges, adhere to precedents and include appeal mechanism.

17. Labor will task the Department of Foreign Affairs and Trade (DFAT) to commence negotiating the reinstatement of LMT where it has been waived to ensure those agreements are consistent with Australian laws and regulations. DFAT will 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 PBS. 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. 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. continue to maintain Ministerial discretion to determine if duties are imposed; and

    g. 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. Labor 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, requiring skills assessments (including practical and theoretical testing) to be undertaken in Australia and not restrict such skills assessments for temporary visa holders, and a labour chapter with enforceable internationally recognised labour standards in bi-lateral, regional or multilateral trade agreements.

24. The legislation will set out that trade agreements must not include provisions that:

- **a.** waive LMT;
- **b.** include ISDS;
- **c.** incentivise and lock-in the privatisation of any public services;
- **d.** undermine the PBS;
- **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 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 WTO are made public, unless there are commercial-in-confidence reasons, or disclosure would damage the national interest.

g. 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.

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 WTO, 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 reviewed so they include appropriate representation from business, unions and nongovernment organisations; and

f. WTO rule changes are advanced to ensure immediate publication of dispute settlement decisions, together with short, plain language explanations.

Trade promoting international labour and development outcomes

27. 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 stands against the unacceptable practices of forced labour, child labour and prison labour. We will proscribe industries and regions with high risk of forced labour and strengthen compliance and obligations for Australian business to fight against modern slavery in Australia and overseas.

28. 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.

29. 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 are working 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 ILO and global and regional organisations and forums – to lift labour standards.

30. 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.

31. Labor 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, occupational 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.

32. The development assistance Australia provides under the WTO'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.

33. 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 WTO, through trade agreements, at the World Bank, the International Monetary Fund, the ILO 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.

34. 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.

35. 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.

Nuclear disarmament

1. Labor commits itself to redoubling efforts towards a world without nuclear weapons and strengthening the non-proliferation regime, in line with the objective of Article VI of the Treaty on the Non Proliferation of Nuclear Weapons (NPT).

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-ProliferationTreaty; and
- **c.** work to achieve universal support for the Ban Treaty.

3. Labor will contribute to global progress on the urgent task of a world without nuclear weapons and:

- **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 First Nations people, as well as testing in the Pacific;
- **c.** congratulates the International Campaign to Abolish Nuclear Weapons (ICAN) on its work in returning to global prominence the cause of nuclear disarmament;
- **d.** 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;
- **e.** welcomes the positive steps taken by the Albanese Labor Government to engage with the Ban Treaty; and
- **f.** acknowledges the centrality of the US Alliance to Australia's national security and strategic policy.

4. 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.** 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;
- **b.** continuing to advance efforts to champion the Comprehensive Nuclear-Test-Ban Treaty and advocate for a permanent end to nuclear weapons testing;

c. continuing to support progress on the Fissile Material Cut-off Treaty;

d. 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;

e. encouraging the United States to actively negotiate with Russia, China and other nuclear-armed states to develop a follow-on treaty to the New START treaty;

f. supporting multilateral efforts to establish AI standards to ensure it is safe, secure, responsible and ethical and cannot replace human accountability for any decision making around nuclear weapons;

g. 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.

5. 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.

Israel and Palestine

1. Labor has long supported a two-state solution, and the right of Israel and Palestine to exist, as the only path towards a future where Palestinians and Israelis can live in freedom, safety and security.

2. As part of Australia's contribution to that future, the Labor Government recognised the State of Palestine in September 2025, alongside the international community. Labor affirms the right to self-determination and principles of sovereignty, justice and dignity for Palestinians, in accordance with relevant United Nations conventions and Security Council resolutions.

3. Labor opposes the annexation of Palestinian territory and wants Israel to bring its illegal settlement activity and the occupation to an end, to see security for Palestine, for Israel and for the region. Labor urges the Government to prevent any support being given to illegal settlement activity or extremist settler violence, and to implement further action and sanctions as necessary.

4. Labor unreservedly condemns terrorism and violent extremism, including as perpetrated by Hamas and other extremists.

5. Labor reaffirms our belief that Israelis and Palestinians deserve to live their lives free from terror and violence.

6. Labor believes in international law and will defend it. Labor supports the International Court of Justice and the International Criminal Court and compliance with their binding decisions. Labor acknowledges the findings of the International Court of Justice in its advisory opinion on the Legal consequences arising from the Policies and Practices of Israel in the Occupied Palestinian Territories, including East Jerusalem.

7. Under international humanitarian law, Israel must comply with obligations as an occupying power, including in respect of food and medical supplies for the Palestinian civilian population. Labor is part of the international demand for Israel to allow aid providers and NGOs to provide lifesaving assistance to Palestinians in Gaza, in full cooperation with the United Nations.

8. Australia has always stood against the death penalty as an inhumane and degrading form of punishment. Labor condemns recent Knesset legislation and all other discriminatory laws which target Palestinians.

9. Labor stands with local communities who are affected by this generations-long conflict. We will support initiatives that bring Israelis and Palestinians closer together, to advance a two-state solution based on internationally recognised borders. In the spirit of Labor values of respect, dignity and inclusion, Labor expresses our collective hope for a future where the peoples of Palestine and Israel and the region can live in peace and security.

Iran

1. Labor stands with the brave people of Iran in their struggle against oppression and expresses its solidarity with the Australian-Iranian community.

2. Labor expresses its complete rejection of the Islamic Republic of Iran's actions, including its egregious violations of human rights and systematic denial of the rights of women and girls and its arbitrary arrests, its destabilising actions and support for terrorist and militant proxies across the region, and acts of transnational repression and foreign interference. Labor calls for a halt to executions and the release of political prisoners.

3. Labor welcomes the Australian Government's actions to hold the Islamic Republic of Iran to account, including its listing of the Islamic Revolutionary Guard Corps as a state sponsor of terrorism, targeted sanctions on Iranian individuals and entities, and its expulsion of the Iranian Ambassador, and supports more sanctions and further measures to be taken as necessary.

4. Labor affirms that the political future of Iran is one that should be determined by the Iranian people.

Enhancing Australia's National Security

A peaceful and secure region

1. Labor believes that Australia's interests are in a region that is peaceful, stable and prosperous, operating by agreed rules, standards and laws. Where no country dominates, and no country is dominated.

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 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 works together with 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. Australia's defence cooperation partnerships, including with our ally the United States, are managed through robust policy frameworks and principles that maintain and protect Australia's 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.

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 SSN-AUKUS 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.

16. Labor will ensure that the nuclear-powered submarine program will deliver secure, well-paid unionised jobs and continue to implement in full the Skills and Training Academy in South Australia and the Defence Industry Skills Centre of Excellence in Western Australia, 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 across Henderson and HMAS Stirling will support more than 10,000 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 6,000 - 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 Australian 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. Labor will continue to support the independent statutory regulator, the Australian Naval Nuclear Power Safety Regulator, which is responsible for providing independent oversight and regulation of the nuclear-powered submarine program. Labor will also 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 responsible management of radioactive waste and spent nuclear fuel, 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 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.

29. Labor reaffirms that Australian defence programs, policies and agreements will not undermine our longstanding commitment to nuclear non-proliferation and safety, including those contained in the Nuclear Disarmament Statement in Detail.

Governance and oversight

30. Labor will ensure that a specific update on the submarine acquisition program is included in an annual defence update provided to Parliament, allowing for Parliamentary debate to occur on this issue.

31. 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.

32. 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.

33. 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.

Resources for the Nation

1. Labor recognises that the decommissioning of offshore oil and gas infrastructure is a strategic opportunity to create new and high-quality employment opportunities for Australians, strengthen sovereign industrial capability, and support a circular economy.

2. Labor will grow a domestic decommissioning industry consistent with international best practice by prioritising the full removal, domestic dismantling, recycling and processing of offshore infrastructure, and retaining recovered materials to support green steel production and domestic manufacturing, and, ensuring Australia's legislative framework gives full effect to its international obligations in relation to hazardous materials and waste.

3. Labor will continue to ensure that companies bear the full cost and responsibility for decommissioning their assets.

Labor