QID	Question	Response
	Given Aboriginal and/or Torres Strait Islander communities overwhelmingly voted yes in the Voice referendum, what policies and plans do you have to ensure they are properly consulted	The Albanese Labor Government is committed to engaging with Aboriginal and Torres Strait Islander people in matters that affect them. The four Priority Reforms embedded in the Closing the Gap National Agreement commit all governments to formal partnerships and shared decision making with community, and transforming government organisations so they work better for Aboriginal and Torres Strait Islander people.
	on all matters that affect them? (300 words max.)	Our government, in partnership with the Coalition of Peaks, the eight state and territory governments, and the Australian Local Government Association, is changing the way government we work to not only listen, but to actively engage and partner with those affected. This includes formal policy partnerships to address key reforms such as economic empowerment, housing, early childhood care and development, languages, social and emotional wellbeing, justice, and data.
1		In addition to these flagship policy partnerships, our government is actively engaging with first nations people and organisations about the way it works, whether on job creation and support, adult literacy or early childhood development with The Secretariat of National Aboriginal and Islander Child Care (SNAICC), improving health particularly remote health, renal services and birthing outcomes.
		This is how we are delivering on the Government's priority of Closing the Gap through significant investments in housing, economic empowerment, food security and improving social and emotional wellbeing.
2	Peoples is sadly lacking. How will your government progress Australia's response to and implementation of the UN declaration on	The Albanese Labor Government supports the principles underlying the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). As a signatory to UNDRIP, we commit to take steps to realise those international standards, and to do so in the spirit of partnership and mutual respect. The UNDRIP brings together existing human rights and applies them to specific contexts affecting Indigenous peoples. It provides a framework for countries to realise these rights but provides flexibility so the details can be determined at a domestic level. We have structures in place to facilitate Indigenous Peoples perspectives and the Albanese Labor Government remains committed to increasing opportunities to work in partnership with Aboriginal and Torres Strait Islander Australians to achieve improved outcomes. On 28 November 2023, the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs released its report on its Inquiry into the Application of the UNDRIP in Australia. We are considering the Report. We want to get this right. The Government is giving practical effect to the UNDRIP through its programs, policies and approach to engagement and collaboration with Aboriginal and Torres Strait Islander people. This work is ongoing.
3		The Albanese Labor Government is investing \$1.5 billion into a new remote employment service to help job seekers in remote areas learn new skills, find pathways into work and strengthen communities. More than 42,000 job seekers are expected to access the service, including people who are actively looking for work and those who require support to develop skills and become job ready. Additionally, \$707 million is being invested into the Remote Jobs and Economic Development Program, creating 3000 new jobs over three years until 2027.

QID	Question	Response
4	Jumbunna Institute of Indigenous Education and Research, in partnership with DCA, has conducted unique research on the workplace experience of Aboriginal and/or Torres Strait Islander people. Gari Yala – Speak the Truth surveyed over 1,000 Aboriginal and/or Torres Strait Islander workers across Australia revealing significant workplace racism and exclusion impacting on their wellbeing and job satisfaction. Do you have any policies or plans to address the experience of racism by Aboriginal and/or Torres Strait Islander people across the country? (300 words max.)	There is no place for racism in Australia. No one should be targeted because of who they are or what they believe. After coming into government, Labor provided \$7.5 million to the Australian Human Rights Commission to develop a national strategy to tackle racism in Australia. The Government is working through the recommendations in the Australian Human Rights Commission's National Human Rights Framework, including the supplementary Voices of First Nations People Report. The Government also supports the work of the Justice Policy Partnership (JPP) established under priority reform 1 of the National Agreement on Closing the Gap. One of the JPP's key work streams is designing anti-racism strategies across the justice sector, which includes working with department and justice agencies to put in place robust frameworks to address racism and cultural bias in all its forms.
5	How will your party apply an intersectional approach to plans and policies relating to equality at work for all workers? (300 words max.)	A guiding principle of the Albanese Government's <i>Working for Women: Strategy for Gender Equality</i> is that efforts to drive gender equality must be inclusive and intersectional. One way this is done is by hearing the views of experts and the lived experience of women to deliver practical changes to improve gender equality. The Government continues to invest in advocacy to elevate issues affecting women's safety and economic equality, and engages through the National Women's Alliances, which include groups representing the voices of First Nations women, migrant and refugee women, women with disability, and those living in regional, rural and remote areas. The Albanese Labor Government introduced some of the most significant workplace reforms in decades with the Secure Jobs, Better Pay and Closing Loopholes bills. These reforms introduced gender equality as a new objective of the Fair Work Act. The reforms also introduced an effective and affordable process to obtain orders from the Fair Work Commission to stop and prevent sexual harassment. The Fair Work Act was also amended to recognise gender identity and intersex status as protected attributes under the Fair Work Act's general protections, opening access for these workers to the extensive remedies available under the Act. Labor also introduced a Government funded paid parental leave scheme which is currently at 20 weeks and increasing to 24 weeks paid leave on 1 July 2025. Also, from 1 July 2025, the Government will pay superannuation on paid parental leave. Paid parental leave is available to same sex couples on an equal basis to other couples. Similarly, The Albanese Labor Government's 10 days' paid Family and Domestic Violence leave is an entitlement for all workers, regardless of gender identity or sexuality. If reelected the Albanese will continue to monitor the need to amend workplace laws to reflect the diversity of the Australian population and welcomes continued engagement with social partners like the Diversity Council.

QID	Question	Response
	What policies or plans do you have to accelerate progress on workplace gender equality? (300 words max.)	As a major employer, the Australian Government has an important role to play in modelling how employers can support gender equality. The Albanese Labor Government reached record representation of women on Australian Government boards in 2023–24, with women holding 54.4 per cent of all positions and 45.3 per cent of Chair and Deputy Chair positions. These are the highest overall results since reporting began in 2009 and demonstrates the value of setting targets. To drive more consistent progress across all portfolios, in March 2024 the Government set new portfolio-level targets for women to hold 50 per cent of board positions and Chair and Deputy chair positions on Government boards.
6		The Albanese Labor Government is also driving progress across workplaces in the broader economy through: - Legislation to improve transparency and reporting on the gender pay gap, including to publish gender pay gaps of employers with 100 or more workers – reported for the first time on 27 February 2024 - Legislation that will require Australian employers with 500 or more employees to select, and achieve or make progress on, gender equality targets - Introducing a requirement for businesses with 500 or more employees to commit to – and achieve – workplace targets against at least three of the Gender Equality Indicators, in order to win government work. - Establishing a public, searchable supplier register to identify women owned and led business. The register will also track and monitor Government contracts being awarded to women-owned and led businesses, and allow for these businesses to register their willingness to supply to government. - Funding pay rises in the female-dominated industries of aged care and early education and care - Making gender equality an objective of the Fair Work Act, which has led to the Fair Work Commission initiating a process to address potential undervaluation in female-dominated industries
7	What policies or plans do you have to address gender inequality in Parliament? (300 words max.)	The Albanese Labor Government is leading by example by driving significant progress on gender equality in Parliament. The Albanese Labor Government is the first gender equal federal government in Australia's history, and in January 2025, Federal Cabinet achieved gender parity for the first time - with 11 of 22 positions (excluding the Prime Minister) held by women.
8	How will your party apply a gender lens while developing government policy? (300 words max.)	The Albanese Labor Government amended the Budget Process Operational Rules to require all departments drafting New Policy Proposals to undertake gender analysis. Proposals that meet set criteria require a more detailed Gender Impact Assessment to ensure decision makers receive accurate and evidence-based advice on the gender impacts of policy decisions. The Women's Budget Statement reports on progress in implementing Working for Women by highlighting Government decisions and investments to achieve gender equality year on year.
9	How will your party apply an intersectional approach to plans and policies relating to gender equality at work? (300 words max.)	Refer to answer provided to question 5.

QID	Question	Response
	What is your party's view of "universal childcare" and what policies or plans do you	The Albanese Labor Government wants to build a universal system where every child is guaranteed access to at least three days of high-quality early education, and care is simple, affordable and accessible for every family. To support this, the Government is providing:
	have to achieve "universal childcare"? (300 words max.)	- \$3.6 billion over four years from 2024–25 to support a wage increase for the early childhood education and care workforce through a worker retention payment. This will support a wage increase of 10 per cent on top of the current national award rate in the first year from December 2024 and a further 5 per cent in the second year from December 2025
		- \$426.6 million over four years from 2025–26 for the 3 Day Guarantee, which will replace the Child Care Subsidy Activity Test from January 2026 to ensure families are eligible for at least three days of Child Care Subsidy per week for early childhood education and care. Legislation to give effect to this change passed parliament on 13 February 2025
10		- \$1.0 billion over five years from 2024–25 to establish the Building Early Education Fund, including provisioning \$500 million for future investments. This will see more centres built and expanded in areas of need, including in the outer suburbs and regional Australia, and will enable a business case to be undertaken for the Government to invest in owning and leasing a portfolio of centres
		- \$10.4 million over three years from 2024–25 to develop an Early Education Service Delivery Price to better understand the cost of delivering services around the country and underpin future reform.
		This is on top of \$4.6 billion that The Albanese Labor Government provided in our first Budget to deliver cheaper child care by lifting Child Care Subsidy rates for over 1 million families.
	Do you have any plans or policies to address wages in the childcare sector? (300 words max.)	The Albanese Labor Government is providing \$3.6 billion to support a wage increase for the early childhood education and care workforce through a worker retention payment. This will support a wage increase of 10 per cent on top of the current national award rate in the first year from December 2024 and a further 5 per cent in the second year from December 2025.
11		The Government has also legislated to make gender equality an objective of the Fair Work Act 2009. These reforms embed the principle of gender equality in the Fair Work Commission's decision-making processes and strengthen the Fair Work Commission's ability to award pay rises for equal remuneration or work value reasons, including to address gender-based undervaluation of work.
		On 7 June 2024, the Fair Work Commission initiated the Gender Undervaluation – Priority Awards Review (the Review), which seeks to remedy potential historical undervaluation in awards used in priority female-dominated industries – including the Children's Services Award 2010. The Government supports this Review.
12	What are your plans for further reforms on Australia's government-funded paid parental leave system? (300 words max.)	Since being elected, Labor has made the most significant reforms to Paid Parental Leave since Labor first created the scheme. We made improvements to make the scheme fully flexible, able to be taken in multiple blocks as small as a day at a time with periods of work in between. The increased flexibility makes it is easier for parents to share their Paid Parental Leave entitlement between them. Labor is also increasing the overall length of PPL up to 26 weeks by 2026. In addition, from 1 July 2025 we will pay superannuation on the government funded PPL scheme.
13	What are your policies or plans to address inequalities in women's workforce participation? (300 words max.)	Women's workforce participation rates reached their highest on record at 63.3 per cent in January 2025. The Albanese Labor Government has acted to drive this progress by breaking down barriers to participation and increase opportunities for women. This includes making early childhood education and care cheaper and more accessible, investing in skills development, with women representing over 60 per cent of all Free TAFE enrolments, and providing tax relief to reduce financial barriers to work. The Albanese Labor Government's tax cuts are estimated to boost Labor force participation by 1.3 million hours - equivalent to 30,000 FTE jobs - with around 900,000 of these hours estimated to be from women.

QID	Question	Response
14		The Albanese Labor Government has made gender equality a core priority of the Government. We have outlined our priorities for women and achieving gender equality in Working for Women: A Strategy for Gender Equality, which is Australia's first national strategy for gender equality. This work is driven by the Minister for Women, who works at the centre of Government to inform decision making and drive change. The Albanese Labor Government has also strengthened the Office for Women to bolster its ability to support the Minister for Women, including to roll out gender responsive budgeting, and drive whole of government work across a range of priorities including women's safety. For additional information about our approach and priorities for women see: - Minister's foreword: A message from the Minister for Women Working for Women - Foreword - 2025-26 Women's Budget Statement: https://budget.gov.au/content/womens-statement/download/womens-budget-statement-2025-26.pdf
15	What action will you take to address the gender pay gap? (300 words max.)	Under The Albanese Labor Government the gender pay gap has narrowed significantly to reach record lows in 2024. Since May 2022, the gender pay gap has reduced by 2.2 percentage points to 11.9 per cent in November 2024. This follows a three-year period in which the gender pay gap held steady at around 14 per cent. The Albanese Labor Government is driving progress to reduce the gender pay gap through: - Supporting women to work more if they want to, by providing tax cuts to every taxpayer, delivering cheaper child care, investing in skills development, with women representing over 60 per cent of all Free TAFE enrolments. The Albanese Labor Government's tax cuts are estimates to boost Labor force participation by 1.3 million hours - equivalent to 30,000 FTE jobs - with around 900,000 of these hours estimated to be from women. - Addressing low-pay in feminised industries, by backing increases in the minimum wage every year since coming to Office, including an economically sustainable real wage increase in 2025, establishing gender equality as an objective of the Fair Work Act, supporting the Fair Work Commission's process to address potential undervaluation in female-dominated industries, and funding pay rises in the early education and care and aged care sectors. - Funding initiatives to reduce occupational segregation, including as part of a building a Future Made in Australia, such as the \$60.6 million Building Women's Careers program, and the Australian Skills Guarantee which sets targets for women's employment in major construction projects procured by the Commonwealth.
16	What are your plans in relation to policies and programs to prevent and respond to sexual harassment at work? (300 words max.)	The Albanese Labor Government has acted on all recommendations of the landmark Respect@Work report, including to introduce a positive duty for employers to prevent sexual harassment, and amended the Fair Work Act to insert a prohibition on sexual harassment. We have also worked across the Parliament to implement all recommendations from the Set the Standard report into Parliamentary Workplaces. We continue to support the Workplace Gender Equality Agency, including through our recently passed legislation to require Australian employers with 500 or more employees to select, and achieve or make progress on, gender equality targets. Priority areas for intentional action cover the gender pay gap, workforce and board composition, support for carers and parents, consultation, and prevention of sexual harassment. We have also released a national Code of Practice on Sexual and Gender-based Harassment. It provides practical guidance to employers about how to protect workers against workplace sexual harassment.
17	Do you have any plans or policies to improve job security for women and to improve protections for insecure workers? (300 words max.)	Refer to answer provided to question 5.

QID	Question	Response
	Do you have any plans or policies to increase pay in feminised industries? (300 words max.)	Refer to answer provided to question 11
18		In addition, over successive Budgets the Government has invested \$17.7 billion to deliver on its commitment to support the Fair Work Commission's decisions under the Aged Care Work Value Case. This includes:
		- in the 2025–26 Budget, \$2.6 billion for further award wage increases for aged care nurses from 1 March 2025
		- in the 2024–25 MYEFO, \$3.8 billion for the award wage increases from 1 January 2025 (Stage 3) - in the 2023–24 Budget, \$11.3 billion for the 15 per cent award wage increases, which commenced 30 June 2023 (Stage 2).
	What are your plans and policies for addressing domestic and family violence and abuse in Australia? (300 words max.)	On coming to office, the Albanese Labor Government worked with states and territories to finalise the National Plan to End Violence Against Women and Children 2022-2032, which includes a shared goal of ending gender-based violence in a generation. The National Plan has informed every action the Albanese Labor Government has taken to end family and domestic violence, through legislation – including 10 paid days of family and domestic violence leave, and through a record over \$4 billion investment in women's safety. This is in addition to a \$3.9 billion investment to provide ongoing and uplifted support for legal assistance services.
19		The Albanese Labor Government has provided national leadership to further advance our efforts to address gender-based violence. The Prime Minister convened the National Cabinet twice in 2024 to drive collective action on this issue of national importance, and undertake a Rapid Review into Prevention Approaches. We have commenced an audit of Commonwealth systems so that we and identity, and then act to prevent, these systems being weaponised by perpetrators of violence.
		We will continue to build on this important work in a second term.
	Do you have any plans and policies to support	One of the first acts of The Albanese Labor Government was to introduce paid domestic and family violence leave to ensure people are not choosing between safety
	workplaces to tackle domestic and family violence and abuse? (300 words max.)	and work. In our review of paid DFV leave, 91 per cent of people surveyed said it helped them maintain their income. We will continue to work with businesses to support the implementation of this important police, as well as further opportunities to ensure workplaces are able to support people experiencing domestic violence.
20		We have amended the Fair Work Act to make domestic violence a protected attribute and we continue to support the important work of the Workplace Gender Equality Agency in collecting data and working with businesses on domestic and family violence policies. The National Plan to End Violence Against Women and Children 2022-32 recognises the important role workplaces play in helping address violence against women and The Albanese Labor Government is committed to continuing to work across the community on our shared goal of an end to gender-based violence.
21	Given the labour force participation of people with disability has only marginally improved in recent years, what would your government do differently to support labour force participation for Australians with disability? (300 words max.)	Labor is committed to creating a dynamic and inclusive labour market where everybody has the opportunity for secure, fairly paid work. We will continue to focus on improving disability employment outcomes, and to support this we are investing \$5.5 billion into disability employment over the next four years. This year we will launch a new specialist disability employment program, Inclusive Employment Australia, which will focus on the needs of people with disability. We also established the Centre for Inclusive Employment with \$23 million to develop best-practice, evidence-based information and training to support providers to deliver high quality services.
22	What policies or programs does your party have to improve the recruitment, workplace accessibility, and leadership opportunities for people with disability? (300 words max.)	Labor believes that people with disability should have equal opportunities in employment and to the economic, social and psychological benefits that work brings. Labor has announced that Inclusive Employment Australia will commence later in 2025. IEA will remove access barriers, improve the quality of the service, and provide tailored and flexible support that reflect individuals diverse pathways to find and retain employment. IEA will expand voluntary access to employment support to those who have a work capacity of under 8 hours a week and those who are not on income support. An additional 15,000 people are expected to benefit from this reform. Employers will be supported through a simplified and increased wage subsidy that provides up to \$10,000 to support participants and employers to achieve sustainable jobs.

QID	Question	Response
23	What policies do you have to support workers who are also carers (caring for people with disability etc, people with elder care responsibilities)? (300 words max.)	Labor has a strong legacy of supporting Australia's carers. We launched the National Carer Strategy last year, which is the first strategy for carers since 2011. We worked with carers to deliver the strategy and its three-year Action Plan, which will deliver practical and vital supports for carers. This includes helping them participate in the workforce, education and training. We increased the number of phone counselling sessions through Carer Gateway by a further 10,000 sessions per year. We have invested an additional \$19.8 million to support young carers, which includes boosting the Young Carers Bursary Program to meet additional demand, and lifting the bursary amount to \$4,000. This year we also changed the participation limit for the Carer Payment, giving carers greater flexibility to manage their study and work commitments with their caring responsibilities. The 25 hour per week participation limit for the Carer Payment is now changed to allow up to 100 hours over a four week period, and we removed restrictions on travel, education and volunteering activities from the limit. Labor also extended the Carer Inclusive Workplace Initiative to continue to assist employers to develop and adopt practices to support employees with carer responsibilities to enter and remain in the workforce.
24	What are your plans to protect workers who need to work from home or work flexibly due to caring responsibilities given the recent trend of organisations calling workers back into offices? (300 words max.)	The Albanese supports Australians having access to flexible work (including work from home) arrangements. As part of our Secure Jobs, Better Pay reforms in 2022, we strengthened worker protections to work from home by providing for a new dispute settlement procedure that includes arbitration as a final step. This means that an employee who has had their work from home request unreasonably denied, or subsequently altered by the employer, can seek an order from the Fair Work Commission requiring the employer to comply with the employee's request. The reforms balance the employer's right to refuse a request on reasonable business grounds, with an employee's right to request flexible work arrangements. In contrast, Peter Dutton's Liberals are all over the shop on this issue. Peter Dutton cannot avoid the fact that his party have, until recently, denigrated and diminished the value of people who work from home.
25	What are your policies to support inclusion for LGBTQ+ people in the workforce? (300 words max.)	Refer to answer provided to question 5.
26	What are your policies on LGBTQ+ friendly parental leave? (300 words max.)	Labor's reforms to the PPL scheme improve the scheme for all Australian families.
27	What are your policies to support inclusion for intersex people in the workforce? (300 words max.)	Refer to answer provided to question 5.
28	What policies or plans do you have to drive workforce participation and retention of mature age workers? (300 words max.)	The Albanese Labor Government's tax cuts support participation, especially for those on lower-incomes and those working part time. The Albanese Labor Government has also enhanced the pension work bonus to support participation. Pensioners over the Age Pension age and eligible veterans are given a starting income bank balance, and a higher Work Bonus maximum cap of \$11,800 (up from \$7,800), to provide more choice and flexibility to participate in the workforce.
29	What policies or plans do you have to tackle discrimination against mature age workers? (300 words max.)	Refer to answer provided to question 5.
30	Do you have any plans or policies to support labour market participation for young people? (300 words max.)	The Albanese Labor Government's tax cuts support participation, especially for those on lower-incomes and those working part time, many of whom are young Australians.

QID	Question	Response
31	experiencing disadvantage? (300 words max.)	The Albanese Labor Government has made significant investments to strengthen the social safety net for those who need it, providing an additional \$11.5 billion for social security payments. This includes delivering a \$40 per fortnight increase to working-age and student payments, including JobSeeker. Since Labor was elected, the base rate of JobSeeker for single recipients with no dependent children has increased by 22 per cent, which is an extra \$3,600 in people's pockets each year. We've also delivered the first back-to-back increases to Commonwealth Rent Assistance in over 30 years, to help people manage rental pressures. Combined with indexation, this means maximum rates of rent assistance have increased by 45 per cent since Labor was elected. These measures have been complemented by the comprehensive cost of living relief delivered by Labor to ease pressure on households, including a tax cut for every taxpayer, energy bill relief, cheaper PBS medicines, and record investments in Medicare bulk-billing.
32	Australian workplaces, including in the	There is no place for racism in Australia. No one should be targeted because of who they are or what they believe. After coming into government, Labor provided \$7.5 million to the Australian Human Rights Commission to develop a national strategy to tackle racism in Australia. The Government is working through the recommendations in the Australian Human Rights Commission's National Human Rights Framework.
33		The Albanese Labor Government is committed to increasing cultural diversity in senior leadership ranks in the Australian Public Service (APS). The Culturally and Linguistically Diverse (CALD) Employment Strategy and Action Plan will ensure that the APS harnesses the skills and experience of CALD employees. As part of this strategy, Labor has set a target of increasing CALD representation in the Senior Executive Service (SES) to 24% and achieving 15% representation within 4 years. Australia is a multicultural nation, and the APS needs to reflect and look like the people it serves.
34	Do you have any plans or policies to support inclusion at work for people of all social classes? (300 words max.)	Refer to answer provided to question 5.
35		Labor is committed to creating a nationally consistent approach to mentally healthy workplaces in Australia, through working with the National Workplace Initiative and SafeWork Australia. This includes creating an evidence-based framework for mentally healthy workplace strategies, helping people and businesses small and large find suitable initiatives and resources as well as showcasing successful approaches to mentally healthy workplaces.
36	Do you have any plans for reforming relevant legislation, particularly the Racial Discrimination Act 1975? (300 words max.)	Refer to answer provided to question 32.
37	-	Human rights are to be enjoyed by all. The Albanese Labor Government is committed to protecting the human rights of all Australians. Under Labor Australia was an original signatory to the Universal Declaration on Human Rights. Labor defends and advances the principles enshrined in the Universal Declaration, both at home and abroad. The Albanese Labor Government notes that Australia's international obligations have been incorporated into domestic law to the extent necessary to implement Australia's international human rights obligations. The Albanese Labor Government has no plans to introduce a federal Human Rights Act.