

Diversity Council Australia (DCA) - Australian Greens response

Thank you for inviting the Australian Greens to respond to Diversity Council Australia's Pre-Election Survey.

The Greens believe that Australia must have a fair and equitable workplace relations system that upholds the rights of all working people.

The distribution of paid work and unequal access to employment in Australia is a major driver of inequality. Many barriers exist to equal opportunity in the labour market and the consequences of insecure work, unemployment, low pay, and underemployment are often borne by those most vulnerable in our community, further exacerbating inequality.

The Greens believe it is the role of a strong workplace relations system to break structural barriers and correct disadvantages in workplaces, hiring, and promotional practices. Our industrial relations system should be used to reduce inequality, improve equal opportunity, improve pay and conditions and make jobs more secure. All people should have a right to meaningful work and the government has a responsibility to ensure that everyone can exercise that right.

The Greens have achieved real, concrete improvements for workers this term, including the right to disconnect and criminalising superannuation theft. These ten standards will continue to guide our approach to workplace laws in the coming Parliament. [You can read the Greens' 10 standards for better workplace laws here.](#)

Our plan to create a future where everyone is valued, free from discrimination, and supported to participate fully includes the following policies:

Workplace Racial Equality Agency

Every workplace should be a safe and respectful environment, free from racism and discrimination. However for many First Nations people and culturally and racially marginalised communities, racism in the workplace remains a persistent and unaddressed issue.

The Greens will establish the Workplace Racial Equality Agency (WREA) to better document and understand the full extent of workplace racism and to ensure that work environments become thriving places of respect and safety for everyone, free from racism.

WREA functions would include:

- Developing, collecting, and publishing information on racial equity indicators (e.g. composition of the workforce, composition of governing bodies, incidences of racism etc.).
- Assisting employers to take action to promote and improve racial equity and representation, including in recruitment and hiring procedures, retention, career

- progression and pay discrepancy.
- Fostering workplace consultation between employers and employees on issues concerning racism in employment and in the workplace.
- Monitoring compliance with laws and rules.
- Developing industry-specific anti-racism training.

For more information, please see our website: <https://greens.org.au/portfolios/anti-racism>

A Human Rights Act

Governments should be required to uphold the rights of all people in their decision making whether it is to speak freely and be heard in decision making, to have access to housing and food or to have clean water and a safe environment.

Two landmark reports in the last two years, one from the Human Rights Commission and another from the Parliament's cross-party Human Rights Committee, have strongly recommended the next Parliament legislate for a National Human Rights Act. The time to get this done is now. The Greens will:

- Legislate a National Human Rights Act based on the Parliament's Human Rights Committee model to protect civil, political, environmental, and social rights such as the right to life, education, and a safe environment.
- Quadruple funding for the Australian Human Rights Commission with an additional \$186 million over the forward estimates, ensuring it can advocate for human rights across all areas of life.
- Remove the need for Human Rights Commissioners to seek external funding by fully funding each commissioner equitably, allowing them to focus on their core work without corporate pressures.

Jobs and employment

The Greens' plans put people at the heart of workplace reforms. Our vision is to create a future where everyone has the time, stability, and security they need to thrive. Our policies include:

- Extend the superannuation guarantee to all under 18-year-olds, ensuring they are paid contributions regardless of how many hours they work.
- Paid leave for casuals - extend pro-rata entitlements to sick leave, annual leave, and carer's leave to all employees, including casual workers.
- Help address systemic gender pay inequality and protect against real wage cuts by selectively supporting union proposals for wage increases.

For more information, please see our website:
<https://greens.org.au/portfolios/jobs-employment>

Gender equality

Everyone deserves economic security and a fair retirement, yet women in Australia face persistent inequality throughout their lives. Women earn less than men, do more unpaid family work, and retire with less superannuation. The Greens are fighting for real change to close the gender pay and retirement gaps, ensuring women are paid fairly and supported throughout their lives, and will:

- Make Paid Parental Leave fairer, increasing the leave to 52 weeks, increasing the “use it or lose it” component for secondary carers, providing superannuation payments and expanding eligibility.
- Transition to a system that directly funds childcare providers – just like schools – to deliver free, high-quality care for every family.
- Invest over \$9 billion per year on average to provide 50 hours a week of free early learning and care for every child.
- Extend gender pay gap reporting, requiring businesses and public sector employers with 50 or more employees to report gender pay data, ensuring transparency and accountability.
- Fully fund the National Plan to End Violence Against Women and Children with \$12 billion over 12 years.
- Pay super on carers’ payments, working with Carers Australia to establish super payments for those receiving carers’ payments.

For more information, please see our website: <https://greens.org.au/portfolios/women> and <https://greens.org.au/portfolios/early-childhood-education>

Disability

Every person deserves the right to live with dignity, access essential services, and have agency. For disabled people, this means removing systemic barriers, promoting inclusion, and ensuring their voices are heard and respected in every aspect of society. The Greens are working to create a society where disabled Australians can access education, employment, housing, and healthcare free from discrimination. Our plans include:

- Establish a Federal Disability Minister and a Department of Disability Services by creating a dedicated leadership position and department to prioritise disability rights and intersectional issues at the federal level.
- Set a 20% quota for full employment representation of disabled employees in the APS by 2030 by ensuring greater disability representation in public service policy, decision-making, and delivery.
- Fund disability advocacy organisations to support & advocate for disabled people, enabling them to effectively do their job to support and advocate for disabled people.
- Boost super for carers by \$500 annually for primary carers earning under \$37,000 while caring for young children or children with disabilities.

For more information, please see our website:

<https://greens.org.au/portfolios/disability-rights-services>

LGBTIQA+

LGBTIQA+ people in Australia deserve to live safe, respected, and valued lives, free from discrimination and hate. Despite growing public support for LGBTIQA+ inclusion, harmful laws and societal attitudes persist, including those that put employment at risk or make health care unaffordable. The Greens plan to invest in equality and inclusion includes:

- Appoint an LGBTIQA+ Human Rights Commissioner, and provide funding for government departments and agencies to develop pathways for consultation on issues that impact LGBTIQA+ communities.
- Improve the quality and integrity of public data collection on sex, gender, and sexual orientation in the census and data collection by other government departments.
- Fund community groups and organisations to ensure they can influence policy and priorities effectively.

For more information, please see our website: <https://greens.org.au/portfolios/lgbtqa>