Vision

The Green Party envision a New Zealand in which:

1. Jobs are secure, meaningful, and pay a living wage.
2. Working people are supported in their roles, and employers promote skills development and learning opportunities, in partnership with their employees, so everyone flourishes.
3. The economy works for everyone – employees, employers, contractors, people who are self-employed, people who are unable to participate in paid work, and people in unpaid caring roles.
4. Workplaces are innovative, environmentally sustainable, and socially responsible.
5. Employers, working people, and unions enjoy equitable and beneficial relationships with each other.
6. The particular needs of working parents and caregivers are acknowledged and supported.
7. Paid leave is adequate to ensure working people can meet family commitments, pursue interests outside of work, and recover from illness, injury or adverse life advents.
8. Everyone has a life of dignity, regardless of their level of involvement in paid work; and everyone has the opportunity to participate in paid work, skills development, volunteering, or caring work, in a way that accommodates their needs.

Key Principles

1. The Green Party supports sustainable work based on the triple bottom line of economic viability, environmental protection and social responsibility.
2. Recognising Te Tiriti o Waitangi, government must support Māori initiatives to develop sustainable businesses, particularly in regions with high levels of unemployment.

3. Economic policies must promote high employment rates, with adequate income support and skills development during periods of unemployment.

4. Our working culture should affirm the value of time to relax, pursue leisure activities and personal interests, participate in community pursuits and cultural activities, and connect with whānau and friends.

5. Everyone has a right to a secure income adequate to meet their needs and the needs of their family. Working people have the right to fair pay for their work.

6. Everyone has the right to fair treatment at work, including pay equity and freedom from any form of discrimination. All working people deserve a fair share of the benefits of productivity growth.

7. Everyone has the right to safety at work and freedom from forced labour.

8. Working people, employers, and unions should be involved in making decisions about issues in their workplaces, the economy, and the environment.

9. Workplace democracy and collective organisation are essential to address the inherent inequality of power between employers and employees.

10. The value of voluntary work and caring work must be recognised. In particular, the Green Party supports policies to ensure those who take time out of paid work to care for children are not economically disadvantaged in retirement.

11. In the transition to an environmentally sustainable economy, particular attention should be given to encouraging new green industries that provide secure employment in regional communities.

12. New Zealand must ratify and fully implement International Labour Organisation conventions to better protect working people.

13. The State Sector must lead in good employer practice.

Specific Policy Points

1. Developing sustainable jobs

The transition to a low emissions economy, combined with ongoing technological disruption, will require active policies to protect the interests of working people.
**Policy Positions**

1.1. Encouraging a shift towards job creation in sectors that are socially and ecologically sustainable, including through resourcing local government to provide the infrastructure needed for regional economic development.

1.2. Taxing pollution and resource use to encourage sustainable and efficient use of resources, and incentivise investment in green industries.

1.3. Ensuring working people, unions, and businesses are consulted on any emissions reduction policies likely to affect the ongoing viability of that sector; and providing skills development and investment in alternative industries as part of a just transition plan for high emissions sectors.

1.4. Regulation must ensure high standards of workplace health and safety (including mental health and workload management) and environmental protection performance, recognising that these issues are often linked.

1.5. Government must invest in new industries to support the sustainable economic transformation needed.

2. **Supporting a skilled workforce**

Working people today need a complex set of skills. We believe everyone has the right to an education that will enable them to participate in the changing economy.

**Policy Positions**

2.1. Remove barriers to tertiary education – see Tertiary Education Policy.

2.2. Increase resources for meaningful training of people currently out of work or underemployed, including through community education programmes.

2.3. Expand the Enterprise Allowance, and increasing support for organisations that train and mentor people establishing small businesses or community enterprise.

2.4. Promote availability of loans and grants for new businesses that will assist in the transition to a low-carbon economy.

2.5. Increase support for apprenticeships and trade training, including through Trades Academies.

2.6. Provide greater support for migrants and refugees to gain New Zealand credentials and employment in their chosen field.

2.7. Ensure skills development and working conditions meet the needs of people with disabilities, including through improving accessibility standards.
3. **Fair wages and conditions**

Economic and productivity growth in New Zealand has often not translated into fair wage increases, or secure jobs. Inequality is too high, and many New Zealanders face insecure work or long hours. We will work for strong employment protections and promote a more equitable society.

**Policy Positions**

3.1. Progressively increase the minimum wage, and abolishing differential starting out wages for youth and working people with disabilities and support employers to fully accommodate their participation in the workforce.

3.2. Ensure the state sector pays a living wage and requires service contractors to pay staff a living wage.

3.3. Ensure social support is fair and adequate for all families, regardless of their working situation.

3.4. Increase access to free, high-quality publicly funded early childhood and after school care, to reduce barriers for caregivers participating in the workforce.

3.5. Improve protections for working people under 16 and establishing a minimum age for formal employment.

3.6. Improve workplace protections for casual, fixed term, and piece-rate working people, including dependent contractors and migrant workers.

3.7. Ensure full employment rights apply from the beginning of employment, for all working people, including by opposing trial periods.

3.8. Promote and progress pay equity for women, Māori, people of colour, and other groups who have experienced historic discrimination in pay and conditions, and requiring pay transparency and pay-parity management in all sectors.

3.9. Promote equal employment opportunities for women, Māori, people of colour, and other groups who have experienced historic discrimination in employment, including by providing training and accessible information about opportunities to those groups.

3.10. Provide legislative protection for labour hire working people and ensuring triangulated employment arrangements are not used to avoid workplace rights.

3.11. Ensure current protections are achieving their intended policy purpose by requiring these be regularly reviewed to identify gaps or loopholes, and addressing these promptly.

Authorised by Gwen Shaw, Level 1, 17 Garrett St, Wellington
3.12. Establish a minimum statutory entitlement to redundancy compensation, and ensuring insolvency laws give fair priority to redundancy pay and payment of accrued leave.

4. **Collective workplace rights**
Working people have a right to organise collectively to advance their interests, and unions provide a valuable role advocating for their members and promoting strong workplace protections and higher wages. We will protect worker representation.

*Policy Positions*

4.1. Ensure employment law promotes and facilitates collective bargaining, including Multi Employer Collective Agreements.

4.2. Support improved access rights for unions to worksites, including to promote union membership to non-members at key times such as shortly after beginning employment, or before and during collective agreement negotiations.

4.3. Ensure Labour Inspectors are resourced to investigate breaches of employment protections related to union access.

4.4. Support an ongoing role for unions in developing workplace health and safety standards, especially for high risk sectors.

4.5. Support workplace democracy and the rights of working people to be involved in decisions about their working lives.

4.6. Support the right of working people and their unions to campaign for political, environmental, social and work-related industrial issues, including the right to strike in support of these.

4.7. Enable the development of a collective voice for poorly or unrepresented sectors, including by funding training of worker representatives.

5. **Valuing time outside of work**
The Green Party believes that paid work should not crowd out the other things that people enjoy in life, such as family, friends, voluntary work, and leisure. Additional leave is required to enable working people to live more fulfilling, balanced lives.

*Policy Positions*

5.1. Increase paid parental leave to a total of 15 months, and allowing leave to be used concurrently by both parents in the first three months after a child is born.
5.2. Ensure working people have access to paid rest breaks during the working day, in all sectors, recognising the health and safety importance of rest breaks regardless of the type of work.

5.3. Progressively move towards a shorter standard working week and introducing legislation to ensure time in lieu or overtime pay is provided for hours worked in excess of contracted hours.

5.4. Progressively increase paid annual leave to 5 weeks.

5.5. Progressively increase paid sick leave to 10 days.

5.6. Ensure bereavement leave entitlements are culturally appropriate for all New Zealanders and acknowledge the particular significance of tangihanga for Māori.

5.7. Ensure leave is available for victims of domestic violence to leave an abusive relationship.

5.8. Introduce a carer's leave for those caring for dependent immediate family members.

6. State Sector employment relations

The Crown can and should set best practice employment standards through its role as New Zealand's largest employer.

Policy Positions

6.1. Introduce a new framework for state sector collective bargaining, promoting a more consistent and fair approach to employment protections across the public sector.

6.2. Ensure state sector employees are meaningfully involved in decisions about restructuring that would affect them and their work.

6.3. Adopt robust policies for workplace non-discrimination in hiring and promotion across the broader state sector.

6.4. Ensure all workplaces are fully accessible for disabled employees.

6.5. Promote work life balance for state sector employees, including higher staffing levels in sectors where shift work is required or where the nature of the work creates a risk of burnout.

6.6. Ensure state funding for the community sector is sufficient to promote fair wages and safe staffing levels, acknowledging the social value of this work and a lack of other funding sources.
7. Voluntary and Caring Work

Policy Positions

7.1. Ensure that voluntary work is not used to replace paid work, and that those participating in voluntary work are valued in their role (see Community and Voluntary Sector Policy).

7.2. Acknowledge the essential and valuable work of parents and caregivers, and ensuring they are supported and have opportunities for education in their role.

7.3. Provide quality education and training that meets the specific needs of the voluntary sector.