

**The rules for
working women
are broken.**

**Change the
Government**

**Change
THE
RULES**

As a result of our Change the Rules for Working Women campaign, we have won significant commitments from the Labor Party. If elected Labor's commitments include:

1. CLOSE THE GENDER PAY GAP

At the heart of the difference between men and women's wages is the failure to value the work women have traditionally done. Our current equal pay laws are failing working women.

New clear equal pay laws, making sure the Fair Work Commission promotes gender equality in all its decision making and has gender equality specialists. Ensuring full pay transparency, workplace auditing and reporting on what women and men are paid.

2. CLOSE THE SUPERANNUATION GAP

Women have 47% less superannuation than men on retirement. Many working women are retiring in poverty.

Closing the superannuation gap by closing loopholes that deny superannuation for many low paid workers and introducing super contributions during parental leave.

3. STOP SEXUAL HARASSMENT AT WORK

Our current laws are failing workers who experience sexual harassment. Everyone should go to work without worrying about unwanted sexual attention. Our workplaces should be safe and workers who experience harassment should have a fast, fair and efficient complaints process. Sexual harassment at work is a workplace issue and should be dealt with under workplace laws.

New rules and new powers for the workplace umpire to stop sexual harassment at work.

4. ACTION TO STOP INSECURE WORK

Casualisation, temporary contracts, sham contracting & labour hire have been on the rise. Women are more likely to be in insecure work & make up the majority of workers in precarious jobs.

Stopping employers treating someone as a casual if the job is not genuinely casual and giving casuals who have worked regularly over 12 months a choice to be made permanent. Also ensuring labour hire workers get the same pay for the same job & stopping employers forcing workers to set up their own businesses and get ABNs.

5. 10 DAYS PAID FAMILY + DOMESTIC VIOLENCE LEAVE

One in four women & one in twenty men experience family and domestic violence every year. Workers who are experiencing violence, should not have to choose between their safety, and often the safety of children, and their income or job.

Making 10 Days Paid Family & Domestic Violence Leave law for all workers.

6. RESTORE + PROTECT PENALTY RATES

The Turnbull/Morrison government voted 8 times to cut penalty rates for 700,000 workers and now even more workers are under threat. The largest number of workers impacted by these cuts are working women.

Restoring penalty rates and changing the rules so they cannot be cut for any other worker.

7. A FAIR BARGAINING SYSTEM

Women are the majority of workers in sectors and jobs with less access to bargaining, where pay and conditions are low and based on minimum standards and the Awards. Enterprise bargaining just doesn't work for many women workers. We need to be able to bargain across groups of employers and with decision makers and funding bodies.

Upgrading our bargaining rights to ensure all workers can bargain fairly.

8. STOP WAGE THEFT AND SUPER THEFT

Every week we hear of another case where workers have been underpaid and have not got even the legal minimum in their wages and Superannuation. This is widespread in industries where the majority of workers are women.

Increasing the wage theft fines employers have to pay 3 times the amount they steal from workers. Also making super a workplace right so workers and their unions can quickly get back unpaid super.



Women are paid **14.1%** less than men

and retire with **47% less Superannuation**

We need to Change the Rules for working women

Thirty years of experimentation with trickle-down economics has failed to provide secure jobs, a living wage and equal pay for working women.

Because of our broken rules, women get paid less, and are increasingly locked out of secure retirement.

Women workers are most likely to be on low award wages, and in casual and insecure jobs. Women face more disruptions over their working life by often having the responsibility for caring for children, family members and ageing parents.

Women are more likely to experience sexual harassment in the workplace and violence at home.

Our broken rules entrench the gender pay gap and the superannuation gap for women.

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To Change The Rules we first have to Change The Government.

*Base weekly earnings of full-time workers. When you include additional payments such as overtime and bonuses, the gap increases to 18.0%; and when you factor in all the women who work part-time, the gap rises to 32.4%. (Charlesworth, S. & Smith, M., "Gender Pay Equity", in Stewart, A., Stanford, J. & Hardy T. (eds), The Wages Crisis in Australia: What it is and what to do about it, University of Adelaide Press 2018, at pp85-101)

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