

| Minimum wage & penalty rates | | Industrial manslaughter and WHS | | Sham contracting, labour hire and casuals | | Whistleblower laws | |
|---|--|---|--|---|--|--|--|
| ALP | Coalition | ALP | Coalition | ALP | Coalition | ALP | Coalition |
| <ul style="list-style-type: none"> Increase the minimum wage to reflect a 'living wage' by changing the criteria the FWC applies when setting the minimum wage. Reverse cuts to penalty rates in certain modern awards. | <ul style="list-style-type: none"> Does not support changes to the FWC process for setting the minimum wage. Supports the FWC's decision to cut penalty rates. | <ul style="list-style-type: none"> Introduce an industrial manslaughter offence into the harmonised WHS laws and/or state/territory criminal codes within its first year. | <ul style="list-style-type: none"> Does not support industrial manslaughter laws and supports the continuation of the current regime. | <ul style="list-style-type: none"> Strengthen laws which prohibit sham contracting. Long term casual employees be given a right to request permanent employment and being able to seek a review by the FWC if an employer unreasonably refuses such a request. Introduce a national labour hire licensing scheme and require labour hire employees to receive the same pay and conditions as direct employees. | <ul style="list-style-type: none"> The 2019 Budget allocated funding to establish a sham contracting unit within the Fair Work Ombudsman. Provided in-principle support for the creation of a national labour hire registration scheme in the horticulture, cleaning, security and meat processing sectors. | <ul style="list-style-type: none"> Introduce a scheme which rewards whistleblowers for providing useful information. Replace existing whistleblowing laws with a single Whistleblowing Act. Establish a 'Whistleblower Protection Authority'. | <ul style="list-style-type: none"> Supports the new private sector whistleblower regimes which commence on 1 July 2019. Does not support a reward scheme Does not support a 'Whistleblower Protection Authority'. |
| Enterprise bargaining and industrial action | | Termination of enterprise agreements | | Underpayments | | Gender equality | |
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| <ul style="list-style-type: none"> Improve access to collective bargaining, eg through multi-employer and industry wide bargaining, focussed on low paid workers. Change good faith bargaining by introducing a framework for disclosure of information when denying a workforce claim. | <ul style="list-style-type: none"> Does not support changes to the existing bargaining framework. | <ul style="list-style-type: none"> Prohibit the unilateral termination of enterprise agreements. Termination will only be possible where a majority of employees approve the termination of the agreement and the termination will not result in employees being worse off. | <ul style="list-style-type: none"> Not commented and likely to maintain the current framework, which permits an employer to unilaterally seek termination of an expired enterprise agreement. | <ul style="list-style-type: none"> Extend responsibility for compliance with workplace laws to corporations who are economic decision makers, including franchisors and businesses along the supply chain. Increase civil penalties for employers and related entities who systematically underpay workers. | <ul style="list-style-type: none"> Provided in-principle support for the Migrant Workers Taskforce's recommendations, including introduction of criminal sanctions for exploitative conduct that is clear, deliberate and systematic; increasing penalties for underpayments and extending the accessorial liability provisions of the Fair Work Act. | <ul style="list-style-type: none"> Give FWC greater focus on 'gender pay equity' considerations, eg when setting the minimum wage. Increase Domestic Violence Leave to 10 days paid leave per annum. Enable employees to request a review of 'unreasonable refusals' of flexible work arrangements. | <ul style="list-style-type: none"> Not commented and likely to maintain the current framework. |