

# Extract from the ALP Platform 2018

## Chapter 9

### A Fair Go for All

*See pages 36 - 45 of this document (Points 265 – 344) for the section*

## A Nation Built on Migration

### The contemporary challenge

1. Fairness is at the heart of Labor's purpose. The rapidly changing nature of our families, our economy and our labour market demand new approaches to achieve a fair society.
2. After a quarter-century of continuous economic growth, inequality is at a 75-year high. Nearly three million Australians live below the poverty line, and hundreds of thousands of Australians are unemployed. The mining investment boom is over and established manufacturing industries are in decline, while technology is driving the creation of new industries. Old jobs are disappearing, making way for new jobs that require new skills. Increasing casualisation and the rise of the 'gig' economy mean that secure, full-time jobs are hard to find, especially in some regions of Australia.
3. For all the success Australians have achieved, the rewards are not as widely spread or as fairly shared as we would like. A long period of economic growth has lifted incomes for many people. Yet poverty and disadvantage remain acute and entrenched in some parts of Australia. Understanding the complex causes of social exclusion and disadvantage is essential. People can get trapped in a spiral of disadvantage caused by family circumstances, low expectations, poor housing, unemployment, age, illness or discrimination. When a location has a high level of more than one type of disadvantage, it can have a compounding affect. A child's earliest years fundamentally shape their life chances, and being born into a disadvantaged area can be detrimental to their chances throughout life. Certain groups are more likely to experience disadvantage and social exclusion, including jobless families, Aboriginal and Torres Strait Islander people, LGBTI people, people with mental illness or disability, new migrants and refugees, and people experiencing homelessness.
4. Around the world, the Global Financial Crisis and its aftermath have dramatically shifted the discussion about the policies we need to build stronger economies and fairer societies. Issues that were once seen as more moral rather than economic challenges – rising unemployment and reduced living standards, increasing inequality and eroding social mobility, persistent poverty and disadvantage – are now central to global economic and social policy debates. There is now a widespread consensus that for economic growth to be robust and sustainable it must be inclusive. It must improve living standards and opportunities for everyone. It is now beyond doubt that inclusion is a prerequisite for stronger economic growth rather than a consequence of it.

5. Labor firmly believes government is responsible to ensure secure jobs and living standards are protected. Labor will develop policies to protect and expand decent, secure jobs, prepare Australians for the jobs of the future and improve living standards.
6. A strong social safety net is central to alleviating poverty and reducing inequality. Australia has one of the most well-targeted social security systems in the world. It is affordable, it is sustainable, and it must be fair. Labor will fight the Conservatives' campaign to demonise social security recipients. Labor in government will not pursue any expansion of the Cashless Debit card or community wide income management without clear evidence of community benefit and informed community consent. Labor will ensure proper community consultation in the implementation of any quarantining of social security.
7. Our social safety net is critically important and it should never be undermined. It needs to be adequate and to adapt to the changing labour market. In contrast to the Conservatives' approach, Labor policy must address the complex causes of disadvantage. Labor values
8. What Australians have long called 'the fair go' is at the heart of Labor's identity and the centre of our vision for the nation.
9. Fairness is essential to all our policies. We will work tirelessly to ensure every Australian has the opportunity to share in our national prosperity. This means developing policies and providing services which improve the lives of our most disadvantaged citizens and ensuring no Australian is left behind. It also means addressing inequality and all the social and economic costs of that inequality.
10. First Nations' peoples have a special place in our nation as Australia's first peoples and as custodians of the oldest continuing cultures in the world.
11. First Nations' peoples experience particular disadvantage when compared to other Australians. Labor will work in partnership with First Nations' peoples to achieve the change they aspire to, for themselves and for their children, including Closing the Gap on Aboriginal and Torres Strait Islander peoples' disadvantage in Australia. This commitment is underpinned by Labor's support for the UN Declaration on the Rights of Indigenous Peoples, which includes the right to self-determination.
12. Ongoing gender inequality and high rates of family and domestic violence is a barrier to the creation of a more just and equal Australia. Achieving gender equality and preventing violence against women and children is a national priority that requires enduring commitment from governments. Labor will act against the exploitation, including sexual exploitation, of women and children, either in Australia or overseas.
13. Affordable and secure housing is essential to wellbeing, participation and inclusion. All Australians should get safe, affordable and appropriate housing throughout their lives. Addressing homelessness a high priority for Labor.
14. Families are essential to our communities and our society, and should be supported to give their children the best opportunities in life. This includes a strong family payments system that alleviates child poverty by helping low and middle income families meet the costs of raising children.

15. Families come in many shapes and sizes, including families headed by same-sex couples, and that their needs are diverse too.
16. People with disability have the same rights as all Australians to participate fully in all aspects of social, cultural, economic and community life. Australians with disability should be supported and actively encouraged to make sure they can have full choice and control over their lives.
17. A creative nation is a productive nation. Australians need to engage in a range of activities, including artistic, cultural and sporting activities, to have a fulfilling life. The arts and creative industries are fundamental to Australia's identity as a society and nation, and increasingly to our success as a national economy. Labor will ensure Australia's cultural sector—incorporating all aspects of arts, cultural heritage and the creative industries—has the skills, resources, and resilience to play an active role in Australia's identity and future. Our creative industries are important to the wellbeing and fulfilment of Australians; they contribute to social cohesion and are increasingly important to our economic success, driving innovation and lifting productivity. Consistent with its proud history of support for the arts, Labor will develop and champion innovative and forward-looking national cultural policy that celebrates Australian art and stories.
18. Sport improves health and fitness and has the power to bring communities together, crossing cultural, religious and political divides. It teaches self-discipline and teamwork to our children and often is a source of immense national pride.
19. Labor is a party of opportunity for all. All Australians should have the opportunity to work, to learn and to participate fully in family and community life. Spreading opportunity requires growing participation in work and the economy and better support for families to share opportunity with their children. It also requires the broad range of activities and services that make life liveable and fulfilling.
20. Our commitment to social justice means we measure ourselves by our treatment of those among us who are most marginalised. Addressing the root causes of poverty, disadvantage and social exclusion is essential to Labor's cause.
21. Labor is a party of compassion. Not everyone is able to perform paid work. These Australians deserve respect and ongoing support, including financial support. Carers deserve the same opportunities as other Australians to participate in work and the community, and live a fulfilling life.
22. Labor has always stood for equality. Labor has helped people overcome disadvantage based on class, gender, sexual orientation, disability, religion, cultural background and racial prejudice. We have always pursued the fair go, tolerance and respect. We oppose all attempts to divide Australians by pandering to prejudice. Australia's diversity is one of the greatest sources of strength in our nation. Our national unity is based on mutual respect, shared values and a commitment to work together to build a stronger Australia.
23. Australia is an inclusive and multicultural country. Labor upholds these values. Immigrants and refugees have made an important economic and social contribution throughout our

nation's history. Australia's diversity is a source of national strength and a critical factor in nation-building. Labor supports a multicultural society underpinned by a respect for Australian values and a model of democratic citizenship that moves beyond the formal recognition of rights and responsibilities to active and participatory citizenship.

24. For the Australian people to have confidence and trust in the integrity of our migration system, Labor believes it must be built upon rigorous procedures and processes that protect our national interest and our national borders while also treating individuals with fairness, dignity and humanity. Labor believes in dealing with the complex issue of those seeking Australia's protection by giving expression to the values of compassion, fairness and generosity. These values are essential to the Australian identity. Labor will treat people seeking our protection with dignity and compassion and in accordance with our international obligations, the rule of law and core Australian principles of fairness and humanity.
25. Citizenship is critical in our culturally diverse society. Australia should encourage all permanent residents to become citizens. Labor's citizenship process will focus on the principles underlying Australia's citizenship pledge: Australia's democratic beliefs and laws, and the rights, responsibilities and privileges of Australian citizenship. Australian citizenship is a critical part of encouraging participation in the Australian community. Labor will remove unnecessary and unintended barriers to citizenship, particularly for vulnerable groups of migrants.
26. Labor will recognise and protect human rights. This actively helps create a more inclusive society. Labor has a Human Rights Framework to increase community awareness of human rights and to provide greater scrutiny of compliance with our international human rights obligations.
27. Community and public services are important in helping individuals and connecting people. Community and public services provide essential support to the most disadvantaged in our society. Community and public services meet the direct needs of individuals and create social cohesion in communities. Developing a highly skilled workforce in community and public services, and a strong and sustainable community and public sector, is vital to meeting the nation's challenges. Labor will work in partnership with these sectors to address complex contemporary challenges.
28. Labor will act against all forms of discrimination, vilification or harassment and harmonise antidiscrimination laws and procedures.
29. Labor supports the appropriate protection of the religious freedom of all people.

## **Labor priorities**

### **Creating an inclusive Australia**

30. Labor will give every Australian the help they need to access the opportunities society has to offer. Our emphasis is on supporting people to enable them to take up available opportunities for work in order to help them improve their circumstances. It recognises that policies and programs need to work in a cohesive and complementary way to deal with the

variety of challenges which vulnerable Australians and disadvantaged people face. It requires sustained action across all levels of government and with the private and community sectors.

31. All Australians should be able to participate in economic and community life at all levels, including through employment, volunteering, community service and education. Social inclusion requires that people have the capabilities, opportunities, responsibilities and resources to participate and are supported to do so.
32. Labor recognises that loneliness is a crisis that is affecting too many Australians, and commits to developing and implementing a comprehensive national strategy to address loneliness and social isolation.
33. Labor is committed to a social security system which keeps people out of poverty, whether they are unemployed or in retirement, that is why the previous Labor government undertook a review of the age pension and increased the rate of the pension so that Australians could have a decent life in retirement.
34. Labor notes that after a quarter of a century with no increase to the rate of Newstart payments, the level of income for unemployed Australians is shamefully low by international standards.
35. Labor will urgently complete a review into the inadequacy of Newstart payments and make recommendations within the first 18 months of government, on how best to address this. The review should include broad consultation and surveying of unemployed Australians about how the low rate of Newstart impacts on their health, ability to re-enter employment and to afford basic necessities, with the responses to be publicly reported.
36. Labor will make sure people who unable to work or who are unemployed get adequate financial support. Labor will also make sure people who are looking for work get the support they need to find and keep a job.
37. Labor will make Australia more inclusive. Labor will:
  - Support families and create strong and cohesive communities;
  - Make our economy competitive and strong;
  - Create the opportunities and resources for every Australian to participate in the economy and community life; and
  - Ensure services which are provided to all Australians meet high standards.
38. Disadvantage is often a result of multiple, complex and interconnected barriers to participation. Labor will act on evidence about the causes and consequences of social and economic disadvantage. Labor will:
  - Support families to give their children the best opportunities in life, including a safe home, a good education, positive role models, and help with parenting skills;
  - Support people who do not have a source of income from employment to increase the work opportunities available to them;
  - Improve the life chances of children at greatest risk of long-term disadvantage, including through the National Child Protection Framework;
  - Reduce the incidence of homelessness;
  - Improve outcomes for people living with disability or mental illness and their carers;

- Close the gap in Aboriginal and Torres Strait Islander peoples' disadvantage;
- Break the cycle of entrenched and multiple disadvantage in particular neighbourhoods and communities;
- Ensure fair services by maintaining front line access to government services in regional and rural Australia; and
- Ensure that every Australian has the opportunity of engagement with their community by facilitating connection with local community organisations and services.

## Multiculturalism

39. Australia is a multicultural country. Multiculturalism enriches our economy and our society. Labor knows that modern Australia and multicultural Australia are the same thing. Labor's approach to multicultural policy is to stop treating multicultural Australia as if it is a minority group but to bring it to the centre of the definition of modern Australia.
40. Labor will combat racism and respond to expressions of intolerance and discrimination with strength and, where necessary, the full force of the law.
41. A multicultural society delivers social, cultural and economic benefits for all Australians.
42. Labor will ensure government services are more responsive to the needs of culturally and linguistically diverse Australians.
43. Labor's policies will continue to celebrate, embrace and harness multicultural Australia and reflect the benefits of multiculturalism to our nation, respect our cultural diversity, and harness the economic potential of our people. Labor will continuously improve treatment of newly arrived refugees and humanitarian entrants as they make new lives in Australia, including:
- Providing practical settlement services, English language tuition, case management where required and encouragement and facilitation for social inclusion, leading to full participation in Australian society; and
  - Better employment outcomes for newly arrived refugees and higher employment participation in the long-term.
44. Labor policies will reflect a commitment to equity of opportunity and equality of outcomes for all Australians and will take into account impacts and consequences on people from culturally and linguistically diverse backgrounds.
45. Labor will ensure systemic discrimination does not present as a barrier to the full participation of all Australians including people from culturally and linguistically diverse backgrounds and will work within a framework that achieves substantive equality.
46. Labor will ensure people from culturally and linguistically diverse backgrounds are represented in leadership roles and are included in decision making processes.

47. Labor’s policies will reflect the benefits of cultural diversity to our nation, be inclusive of the needs and aspirations of people from culturally diverse backgrounds, and harness the economic potential of our people.

## Fairness

48. Fairness in Australia is built on five pillars: economic growth, equitable social policy, quality government services, strong families and communities, and working in partnership with all sectors of the economy and community:
- **Economic growth** — making our economy strong and competitive. To improve social outcomes over time and between generations, government economic strategy needs to be inclusive, and deliver full employment with sound fiscal and macroeconomic policy settings;
  - **Equitable social policy** — creating the opportunities and resources every Australian needs to participate in the economy and community life. This includes providing an adequate social safety net. It requires adequate support for those who are unemployed, people with disability and carers, people on low-incomes and people marginally attached to the labour market through local skills development, training and employment. Labor knows people on Newstart are doing it tough. Labor will help people to strengthen their capability, resilience and independence;
  - **Quality government services, a strong independent and appropriately resourced public service** – ensuring services which are provided to all Australians are appropriately funded to meet high standards, especially for those Australians who need them most but may have difficulty accessing them. Labor will ensure the quality and accessibility of mainstream services and target the right support directly to the most disadvantaged individuals and communities;
  - **Labor will build a world-class education system** which prepares children for work and life, including through lifting the quality of education in the most disadvantaged areas. Labor will deliver world-class health and community services which improve life outcomes, particularly for the most disadvantaged and people with disability, including through expanded primary and preventative health services, linking people to the range of supports they need before crises occur, and at critical life transitions. Labor will improve the supply of affordable and accessible housing. Australia must close the gap for Aboriginal and Torres Strait Islander people in areas including life expectancy, education, health, housing and employment;
  - **Strong families and communities** — supporting families to give their children the best opportunities in life and creating strong and cohesive communities, especially in areas experiencing entrenched and multiple disadvantage. Labor will support families to give their children the best opportunities in life through paid parental leave, better quality childcare, and strong and targeted family payments and family support programs. This requires supporting vulnerable families and children at risk by ensuring family support programs focus on vulnerable people, reduce red tape for service providers and ensure payments are spent in the interests of children. Labor will ensure Australians on low or fixed incomes get fair and equal financial products, including emergency relief, no- and low-interest loan schemes, matched saving schemes and financial literacy support; and

- **Partnership for change** — creating new and innovative partnerships with all sectors of the economy and community, so all levels of government, businesses and not-for-profit organisations are working together to build a stronger, fairer Australia. This includes maintaining a strong and sustainable community sector, including smaller, not-for-profit, locally-based organisations that can rally the support of local communities. It requires working in partnership with the community sector and its representatives, including workforce representatives, to develop solutions to our nation’s complex issues, and formalizing the relationship between government and the community sector by building on the National Compact between the Australian government and the third sector. Labor will deliver sustainable funding, driven by best outcomes at a local level that protects a diversity of services which are embedded in their community. Labor will encourage community organisations to work together, and not against one another, to deliver for the most vulnerable members of our society;

- Labor will investigate new models of social enterprise and social investment. We will work with philanthropic foundations and individual donors in areas of national priority like reducing Aboriginal and Torres Strait Islander disadvantage and improving child health outcomes. We will effectively coordinate action across sectors to prevent and reduce homelessness; and work together with business to help Australians living with disability and mental illness to participate in work and community life.

## Human rights

49. A Human Rights Framework that reflects our international obligations is necessary to deliver our commitment to fundamental rights across social and economic policies. We are committed to promoting awareness and understanding of human rights, supporting the international human rights instruments to which Australia is a signatory, and properly funding and supporting the Australian Human Rights Commission, an independent agency that plays a critical role in our society. Labor will adhere to Australia’s international human rights obligations and will seek to have them incorporated into the domestic law of Australia and taken into account in administrative decision-making and whenever new laws and policies are developed.

50. Labor introduced a Human Rights Framework that:

- Invested in a comprehensive suite of education initiatives to promote a greater understanding of human rights across the community;
- Through the National Action Plan on Human Rights required that each new Bill introduced into Parliament is accompanied by a statement of compatibility with our international human rights obligations; and
- Established a new Parliamentary Joint Committee on Human Rights to provide greater scrutiny of legislation for compliance with our international human rights obligations

51. Labor will:

- Consolidate federal anti-discrimination laws into a single Act to remove unnecessary regulatory overlap and make the system more user-friendly;



- Review legislation, policies and practices for compliance with the seven core UN Human Rights treaties to which Australia is a party (which are listed in the framework); and
- Review the Human Rights Framework and consider whether it could be enhanced through a statutory charter of human rights or other similar instrument.

## First Nations Peoples

52. Labor supports the recognition of First Nations peoples in the Australian Constitution. This will be an important step towards a more reconciled nation based on strong relationships of mutual respect. Labor supports meaningful and substantive change to recognise the unique and special place of First Nations peoples and to reflect our nation's fundamental belief in equality and nondiscrimination. Labor will implement the Uluru Statement from the Heart's sole proposal for constitutional recognition – a First Nations' Voice to Parliament – in genuine partnership with First Nations peoples as well as building public support for change.
53. Labor commits to holding a referendum to enshrine a First Nations' Voice to Parliament in the Constitution.
54. The acknowledgement of First Nations people as traditional owners and continuing custodians of country is an important mark of respect and reconciliation at appropriate events, including at the opening of the Federal Parliament. Labor supports welcome to country ceremonies at significant public events.
55. Labor acknowledges the First Nations status and aspirations of Indigenous peoples, as well as their contribution to Australian society.
56. Reconciliation is an important vehicle for healing and justice in Australian society. Labor will support First Nations peoples, the broader community and corporate and non-government sectors to promote reconciliation.
57. Labor supports mainstream funding and service delivery with a strong focus on positive outcomes for First Nations peoples.
58. Labor will comply with the Racial Discrimination Act in the development of policies relating to First Nations peoples.
59. Labor supports the UN Declaration on the Rights of Indigenous Peoples. The Declaration affirms the entitlement of First Nations peoples to all human rights and fundamental freedoms as recognised in international law and provides an aspirational framework for future dialogue. Australia's formal support was welcomed by the United Nations High Commissioner for Human Rights, key First Nations people, UN experts and the First Nations Social Justice Commissioner. This support underlines Labor's desire to work in good faith with First Nations peoples, acknowledging our relationship will be tested and evolve over time.
60. Land and water are the basis of First Nations spirituality, law, culture, economy and wellbeing. Native Title and land rights are both symbols of social justice and a source of valuable economic opportunity for First Nations Australians.

61. Labor seeks a relationship where First Nations peoples and communities are the architects of their place in Australia and are equal partners with government in the development and implementation of policies that affect their way of life and livelihoods.
62. Land rights and Native Title are property rights under Australian law. Labor will work to accelerate the resolution of outstanding land and Native Title claims in partnership with other stakeholders. Negotiation produces better outcomes than litigation. Land use and ownership issues should be resolved by negotiation wherever possible.
63. Labor supports the statutory recognition of inalienable freehold title under the Aboriginal Land Rights (Northern Territory) Act 1976.
64. First Nations peoples have a right to live on their traditional lands. Labor will provide essential services to remote communities.
65. The principle of subsidiarity, where decision making is devolved to the local level rather than imposed by a central authority, will guide the actions of those within government agencies responsible for the administration of First Nations Affairs.
66. Government administration will focus on achieving the direct participation of First Nations communities through consultations, negotiations, partnerships, and the facilitation of the devolution of decision making at regional and local levels.
67. Policies for remote communities must be relevant to their circumstances. We will move to negotiate with relevant Indigenous communities, and create explicit policies and programmes for the future support and development of remote Indigenous communities.
68. Labor will support families and communities across remote Australia to live on country in places where they can live comfortably, plan their lives and their diverse futures, and engage successfully with the wider community.
69. First Nations cultures and languages enrich the nation and are integral to our national identity. Strong cultural identity is essential to the health, social and emotional wellbeing of First Nations peoples. Labor supports initiatives to strengthen the rich and diverse cultural practices, knowledge systems and cultural expressions of First Nations peoples.
70. The National Congress of Australia's First Peoples is the national peak representative body of Indigenous Australian. Labor will support the National Congress of Australia's First Peoples, which gives First Nations peoples a forum to express their views and aspirations, and will work with other existing institutions and bodies at the national, State, and regional level.
71. Community control and direct involvement of First Nations peoples in the planning and delivery of programs and services is important. Labor will invest in high performance community controlled Indigenous organisations to deliver the services First Nations peoples want and need.
72. Labor acknowledges the historic injustices of the past committed against First Nations peoples and the need for the truthful telling of Australia's history and a Makarrata

Commission as part of the journey towards reconciliation. This includes the teaching of history and culture of First Nations peoples and their contribution to the Australian story, as well as acknowledging events of national significance. Closing the Gap

73. Closing the gap in life expectancy, employment, health and education outcomes between First Nations peoples and other Australians is a national priority. Closing the Gap requires enduring commitment from all levels of government and the corporate and non-government sector, and in partnership with Indigenous peoples, to deliver the change they seek.
74. After decades of underinvestment and neglect, major reforms and unprecedented investment should be made in education, health, employment, housing and services, governance and infrastructure.
75. Labor's commitment to Closing the Gap is evidence-based and includes measurable, open and transparent targets. The Closing the Gap targets are:
  - Close the gap in life expectancy within a generation;
  - Halve the gap in mortality rates for Indigenous children under five within a decade;
  - 95 percent of all Indigenous four-year-olds enrolled in early childhood education ;
  - Close the gap between Indigenous and non-Indigenous school attendance within five years;
  - Halve the gap for Indigenous children in reading, writing and numeracy achievements within a decade;
  - Halve the gap for Indigenous Australians aged 20-24 in Year 12 attainment or equivalent attainment rates; and
  - Halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.
76. Labor supports developing three additional Closing the Gap targets in partnership with First Nations peoples and organisations:
  - To increase participation in higher and further education, by ensuring greater opportunity for Indigenous students to continue their learning in the fields of their choice;
  - To improve access to services for First Nations people with disability, by ensuring 90 per cent of eligible Individuals will receive funded support under the National Disability Insurance
  - To address the high rates of engagement of First Nations people, particularly young people, in the criminal justice system, as well as the unacceptably high rates of Indigenous children in out of home care.
77. All governments should be held accountable for their progress to Closing the Gap for First Nations peoples. Labor will coordinate a national approach to achieving the Closing the Gap targets and will work in partnership with First Nations peoples to achieve long-term and measurable improvements with an independent and regular reporting framework, including through the annual Close the Gap Report to Parliament.
78. Labor puts families at the centre of our work to Close the Gap, and will work with First Nations families to give children the best start in life. This requires a comprehensive early childhood strategy for Indigenous children, including wider provision of antenatal care

services, sexual and reproductive health services for Indigenous women and maternal and child health services.

79. Indigenous early years services, including the Children and Family Centres, are critical to help families give children a strong start in life so they are healthy, strong in their identity and ready for school.
80. Indigenous women and children suffer more violence than other women. Labor pledges to work in partnership with First Nations peoples to reduce violence against women and children.
81. Too many Indigenous children are in the child protection system. Labor will improve child safety and reduce the number of children entering care. Labor will work in partnership with Indigenous communities to ensure children in care maintain contact with their culture, language and community.
82. Labor will convene a National Summit on First Nations' Children aimed at addressing high rates of child removal, improving child safety and addressing the large numbers of First Nations' children in detention and out of home care.
83. Levels of incarceration of First Nations peoples, particularly young people, are unacceptably high, and continue to rise. The House of Representatives Standing Committee Report Doing Time — Time for Doing and the 1992 Report of the Royal Commission into Aboriginal Deaths in Custody identify the systemic causes of incarceration experienced by Indigenous communities.
84. Australia needs to address First Nations peoples' interaction with the justice system including lower rates of offending and victimisation and better community safety. Labor supports justice reinvestment and the development of a justice target under the Closing the Gap framework to ensure coordinated action, accountability and progress to reduce the disproportionate incarceration rates of First Nations people. Suspicious deaths in custody should also be treated in a manner that maintains public confidence in the justice system.
85. First Nations peoples experience a higher burden of illness, die at a younger age than other Australians and too often do not get adequate health services. Addressing the health status of First Nations peoples requires a comprehensive approach beyond health services to include cultural wellbeing and connection to the land, education, environmental health and employment and training opportunities, as discussed in Chapter 8.
86. Education and training is fundamental to improving employment opportunities and reducing First Nations peoples' disadvantage. Between 2007 and 2013, Labor increased Indigenous student numbers in higher education by 26 per cent. It is essential children go to school each day. Labor will work in partnership with Indigenous communities and schools to support families and children to engage with schooling and improve educational outcomes, as discussed in Chapter 7.
87. Labor will improve job readiness, employment and business opportunities for First Nations peoples to improve employment opportunities through a range of strategies and policy approaches discussed in Chapter 5.

88. Labor delivered the Apology to Australia's First Nations Peoples, in particular the Stolen Generations. Labor will work in partnership with the Stolen Generations members and their families to comprehensively respond to their needs as a distinct group. Labor supports the Healing Foundation and its work to aid healing in Indigenous communities, and the programs arising from the Bringing Them Home Report.
89. To continue to support healing of Stolen Generations members and their descendants, Labor will deliver compensation to Stolen Generations in Commonwealth Territories; establish a \$10 million Healing Fund, to be administered by the Healing Foundation.
90. Sport is vital to positive outcomes in health and mental health, stronger cultural identity and social inclusion. Labor will support First Nations peoples' participation in sport to contribute to Closing the Gap in First Nations peoples' disadvantage.

### **Rights and Opportunities for People with Disability**

91. People with disability have the same rights as all Australians.
92. Government should help remove barriers to people with disability exercising those rights and ensure they receive the support they need to participate fully in society.
93. Labor will ensure people with disability and their families are not treated like second class citizens, but get equal opportunities to participate in all aspects of social, cultural and community life, and to be free from discrimination in our workplaces, services and communities.
94. People with disability and their families will be supported as individuals to have choice and control in their lives.
95. Services for people with disability will be tailored to individual circumstances to improve opportunities to participate in work and in the community.
96. Mainstream community services will be inclusive and accessible to citizens with disability and their families. Labor will help improve their capacity for this.
97. People with disability are persons before the law. Labor will promote their right to make choices for themselves.
98. Labor will implement the 'National Decision-Making Principles' published in the Australian Law Reform Commission's (ALRC) 2014 report, Equality, Capacity and Disability in Commonwealth Laws, namely: • Everyone has an equal right to make decisions and to have their decisions respected; CHAPTER 9: A FAIR GO FOR ALL 164 • Persons who need support will be given access to the support they need in decision-making; • A person's will and preferences will direct decisions that affect their lives; and • There will be appropriate and effective safeguards in relation to interventions for persons who may require decision-making support.

99. These principles promote the autonomy and independence of persons with disability, and are underpinned by the United Nations Convention on the Rights of People with Disabilities. Australia is a signatory to this Convention.
100. Labor will continue to support a strong, independent Disability Discrimination Commissioner to advocate for people with disability affected by discrimination and to proactively engage the community in understanding and contributing to improving the human rights of people with disability.
101. In consultation with people with disability, Labor will improve the range, diversity and quality of services for people with disability, including by delivering income support and employment services; focusing on early intervention, individual and personalised choice and control; and working cooperatively with State and Territory governments to expand accommodation options, personal support including in-home support and individualised arrangements to support community participation and inclusion.
102. Labor will improve access to buildings, including dwellings, communications, transport, health care, aids, equipment, recreation, public space, and the justice and education systems, for people with disability and their families.
103. Australians with disability will be assured quality care and support, free of abuse and violence. A Labor Government will establish a Royal Commission into Violence and Abuse against People with Disability to allow people with disability, their families and carers to be able to present their shocking instances of abuse to the highest level of inquiry. They have a right to be heard, to be believed, to seek justice and to live lives free of abuse. Labor will not allow these sickening crimes to be swept under the carpet.
104. Collaboration between people with disability, their families, advocacy groups, the workforce and their unions, and service providers is essential to for high quality support services which enable people with disability to reach their goals and aspirations, and maximize opportunities for full participation and inclusion in the community.
105. Labor will ensure all people experiencing a disability have every opportunity to participate in employment and in the community, receiving care and supports including cultural specific services for Aboriginal and Torres Strait Islanders and people from multi-cultural backgrounds.
106. Organisations of people with disability and families should be part of a vibrant community sector and have a strong, united voice to be able to provide advice to government and to strengthen the capacity for people with disability to exercise genuine choice and control over their lives. This is in line with the United Nations convention.
107. Advocacy is essential to support people with disability and safeguard them from abuse, neglect and exploitation. Labor will strengthen advocacy within the sector.
108. People with disability and families will be able to choose to become members or to receive advice and support from organisations specialising in a particular disability, as well as from organisations specialising in population groups.

109. Labor respects the roles of advocates for people with disability and family based organisations and will strengthen them to be as effective as possible.
110. Labor will ensure there is a policy agency that will lead and adopt an “Inclusion for All” approach to improve access and inclusion of people with disability to government policy and decision making, including through community education programs.

### **National Disability Insurance Scheme**

111. Labor created the National Disability Insurance Scheme (NDIS) – the largest ever reform to Australia’s disability support system.
112. The National Disability Insurance Scheme will transform the lives of around 475,000 people with disability, their families and carers, and give people with disability more choice and control over their lives.
113. Labor created the National Disability Insurance Scheme because the old disability system was completely broken. For too long Australia’s disability support systems failed to provide people with disability, their families and carers with the support they need.
114. Labor created a fully funded National Disability Insurance Scheme for people with disability and will ensure that commitment continues.
115. Labor will ensure the NDIS delivers on its promise to people with disability and will roll out the NDIS in full.
116. As a core business of Government, Labor will ensure the National Disability Insurance Agency is appropriately resourced and supported to develop and deliver high-quality plans for NDIS participants. Labor will maximise the effectiveness of the NDIS by ensuring strong links between the NDIS and the full range of government and community services.
117. Labor will create new types of user-led services to ensure people with disability have the choice and control over the services they receive.
118. All Australians deserve to have the peace of mind that if they or a loved one acquires disability; they will get the support and care they need to participate in the community.
119. The National Disability Insurance Scheme is an important economic reform that will create jobs and unlock the productive potential of thousands of people with disability and their carers.
120. Through the National Disability Insurance Scheme, Labor will stimulate innovation and expand services, creating new, skilled job opportunities for Australian workers to meet the expanding demand from people with disability and families.
121. Labor will also work to ensure job opportunities created through the National Disability Insurance Scheme deliver attractive remuneration, job security and career development opportunities for the disability sector workforce. Retaining and attracting a qualified and experienced disability sector workforce ensures genuine choice and control for people with

disability. Labor believes that decent pay and conditions are critical to growing and maintaining the NDIS workforce and that NDIS pricing should support fair wages. Labor will also work to address the growing casualisation and Uberisation in NDIS services.

122. As the National Disability Insurance Scheme is rolled out across Australia, Labor will support present and future service providers to better attract, develop, train and employ a skilled workforce that will deliver the integrates supports and services people with disability expect.
123. Labor strongly supports the vital work performed by all staff in the sector and will address the capacity, skill and remuneration issues affecting the disability workforce due to the huge expansion of the sector under the National Disability Insurance Scheme. Ongoing workforce attraction and retention is necessary to ensure quality care and outcomes for people living with a disability. Labor will work with disability services workers and their unions, service providers and people with disability to develop and implement a disability sector workforce strategy to improve sector capacity and maintain and enhance quality standards. Labor will
  - Enhance skill levels and continuing professional development of the workforce by ensuring appropriate accredited vocational training for workers entering the sector, and examine options for ongoing accredited training for all workers to build career paths in the NDIS, including through a portable training entitlement;
  - Protect, maintain and ensure scope to improve employment standards through the National Disability Insurance Scheme funding mechanisms, with proper regard to relevant industrial instruments;
  - Ensure that any worker delivering NDIS-funded supports is deemed to be covered by their relevant Award as a minimum;
  - Support employment and training models to enhance job security and minimise the spread of casualised and insecure work;
  - Develop best practice standards and accreditation of supports in consultation with stakeholders so quality controls are established, maintained and properly funded;
  - Direct funding to client services and limit administrative and brokerage costs; and
  - Prioritise accessibility of accredited training and continuing professional development for the workforce through Labor's investment in rebuilding public TAFE.
124. Labor will support workforce development for the NDIS including an appropriate training entitlement for NDIS workers that is cumulative and portable and provides all NDIS workers with both foundation, and ongoing accredited training to build careers and specialisations in disability support.
125. Labor will work closely with the States and Territories on the details of the full rollout of the NDIS, based on evidence about high level of need for services across Australia's cities, regions, rural and remote areas.
126. Labor will ensure Aboriginal and Torres Strait Islander peoples with disability fully benefit from the National Disability Insurance Scheme.
127. Labor will ensure LGBTIQ people with disability fully benefit from the National Disability Insurance Scheme.



128. Labor will ensure Cultural and Linguistically Diverse (CALD) people fully benefit from the National Disability Insurance Scheme.
129. Labor will invest in disability research. Research, evidence and information are essential to support service innovation, planning and quality, as well as informed choice by National Disability Insurance Scheme participants.
130. People with disability and their families know best what will help them to live full lives as independently as possible in the Australian community.
131. Labor will promote peer support and will work with people with disability, their families and carers to develop consumer demand and ensure people with disability and families are exercising full choice and control in their lives.
132. Labor acknowledges the challenges facing the rollout of the NDIS and will work with people with disability, their families, carers and advocates, to improve the implementation of the Scheme and ensure the NDIS delivers on its promise. Labor will also work with the States and Territories to ensure the NDIS works effectively with other systems, like health, mental health, education and carer support, so people don't fall through the cracks.

### **National Injury Insurance Scheme**

133. Labor will ensure the National Injury Insurance Scheme (NIIS) complements the National Disability Insurance Scheme.
134. A person-centred National Injury Insurance Scheme for catastrophic injuries will revolutionise support for people with disability by reducing the large inequities in lifetime care and support that currently exists across Australia.
135. The National Injury Insurance Scheme should be based on the recommendations of the Productivity Commission, covering the four main causes of catastrophic injury which require a NIIS, namely motor vehicle accidents, medical accidents, workplace accidents, and general accidents occurring in the home or community.
136. The only factor that should determine the level of care someone receives is the level of support they require, not the cause of their injury.
137. Labor will work with the States and Territories, as well as key sectors and industries, to develop and implement the National Injury Insurance Scheme as a federated model of separate State-based nofault schemes to provide lifetime care and support for people who have sustained a catastrophic injury.
138. The National Injury Insurance Scheme is critical to a sustainable National Disability Insurance Scheme. It will also aid development of a modern rehabilitation system to provide necessary early intervention for people with acquired disability. National Disability Strategy
139. The National Disability Strategy is the key avenue for Australia to implement its obligations under the United Nations Convention on the Rights of Persons with Disabilities.

140. Labor will act on the National Disability Strategy's six priority areas to improve the lives of people with disability, their families and carers:
- Inclusive and accessible communities — the physical environment including public transport; parks, buildings and housing, digital information and communications technologies; civic life including social, sporting, recreational and cultural life;
  - Rights protection, justice and legislation — statutory protections such as anti-discrimination measures, complaints mechanisms, advocacy and the electoral and justice systems;
  - Economic security — jobs, business opportunities, financial independence, adequate income support for those not able to work, and housing;
  - Personal and community support — inclusion and participation in the community, person-centred care and support provided by specialist disability services and mainstream services and informal care and support;
  - Learning and skills, early childhood education and care, schools, further education, vocational education, transitions from education to employment and life-long learning; and
  - Health and wellbeing — health services, health promotion and the interaction between health and disability systems, wellbeing and enjoyment of life.
141. Labor will work with States and Territories to reduce the over-representation of people with disability, particularly people with cognitive impairment, in the justice system, both as victims and offenders.
142. A Labor Government will set the benchmark and lead by example wherever appropriate in demonstrating the value people with a disability bring to our community through employment, recreational and social participation.
143. The National Disability Strategy will guide Labor's work with States and Territories to bring about change in all mainstream services and programs as well as community infrastructure. Labor acknowledges too many people who need supports or services, but who are not NDIS participants, are falling through the cracks because of the way the NDIS has been rolled out. A Labor Government will work with the states and territories to ensure better services for people living with a disability and/or mental ill health who are not eligible for the NDIS

### **Supporting Our Carers**

144. Families and carers contribute valuably to our society. Carers should have rights, choices, opportunities and capabilities to participate in economic, social and community life.
145. People who care for sick and elderly relatives and people with disability and mental illness deserve acknowledgement and support for the job they do and their selfless contribution to Australia.
146. Carers take on enormous responsibilities often at both a personal and a financial cost. Many carers experience substantial financial hardship, reduced education and employment prospects, lower levels of health, and anxiety, depression and chronic grief.

147. Carers play an invaluable role in providing care and support to loved ones, and deserve the same opportunities as other Australians to participate in work and the community, and live a meaningful life.
148. Carers need effective employment conditions including transition to work when caring responsibilities change.
149. Labor will consult with carers, their representative peak bodies and service providers to identify and overcome impediments, including inflexible working arrangements and financial and practical support for carers in our community.

### **Financial Security for People with Disability and Carers**

150. The Disability Support Pension and Carer Payment are and should remain an essential part of our social safety net for people who need it.
151. Labor will ensure the Disability Support Pension and Carer Payment are properly indexed, so they keep pace with the cost and standard of living.
152. Labor will fight any attack on the Disability Support Pension and Carer Payment that will leave vulnerable people worse off.
153. Labor believes the administration of social security payments for people with disability, those with ill health and carers should be fair, reasonable and compassionate. As well as flexible enough to respond to individual circumstances.

### **Older workers**

154. Many Australian workers work long hours in physically, mentally and emotionally taxing jobs for decades during their working lives. Many Australian workers approach the end of their working lives with significant barriers to paid work, with many ending up out of the workforce before they reach retirement age.
155. The inability of some workers to continue in the careers that they have developed over their working lives due to injury, illness, technological change and other factors has significant impact on their retirement incomes. Labor acknowledges the unique needs of these workers who are forced into late career transitions and who face significant labour market barriers.
156. Labor will review the support provided to workers who face significant labour market barriers late in their working lives and the impact that this has on their standard of living, access to the workforce and preparedness for retirement.

### **Homelessness**

157. Homelessness is a significant, destructive and growing social and economic problem within Australia. It is unacceptable that in a country endowed with significant wealth and opportunity that many of our fellow Australians have nowhere to call home. It is an inalienable human right for all Australians to have access to safe and affordable housing. There is no greater example of increasing inequality that many of our fellow Australians have

to resort to sleeping on the streets, couch-surfing or living in overcrowded, unhygienic and unacceptable housing conditions while many others live in unimaginable luxury and privilege. Homelessness is an outcome of inequality, driven by a significant shortage of affordable, secure, long-term housing. Homelessness affects the whole country; in cities, in country towns, and particularly in remote Australia where many Indigenous Australians continue to live in unconscionable conditions.

158. A Labor Government will develop and implement a national plan to reduce homelessness through the Council of Australian Governments. Labor will work with the States, Territories, business, financial institutions faith groups and other NGOs to substantially reduce homelessness in the short to medium-term. Failure to effectively address homelessness is a failure of government and society and stands in contrast to the ethos of a “fair go.”

159. The causes of homelessness are complex and varied. Homelessness can result from:

- Poverty;
- Unemployment, underemployment and loss of income;
- Wage stagnation, casualisation and ineffective and unequal bargaining rights
- Alcohol and drug addiction;
- Family and domestic violence;
- Life events such as family breakdown or death of a spouse;
- Mental and physical illness;
- Disability;
- Premature exit of young people from out-of-home care;
- Inadequate support for people transitioning out of prison;
- Inadequate retirement savings, particularly among older women;
- Lack of affordable and suitable rental housing; and
- Discrimination based on race, age, sex characteristics, gender, gender identity or sexuality.

160. Homelessness is a driver of poor health outcomes, exacerbates chronic disease, reduces education opportunities and increases incarceration of vulnerable homeless Australians. Reducing homelessness results in substantial long-term savings to government through reduced expenditure in health, education and justice budgets.

161. Labor will work with the States, Territories and non-government organisations in a cooperative and accountable manner to reduce homelessness. Labor will:

- Provide funding for stable, affordable and long-term housing, emphasising the principles of ‘Housing First’ which includes recognition that housing is a human right, providing a stable independent home with intensive personalised support and case management to homeless people with multiple and complex needs;
- Expand models of support to end homelessness long-term, and provide increased access to initiatives such as Common Ground and Youth Foyers;
- Increase funding for early intervention and homelessness prevention services through a Safe Housing Fund to increase transitional housing options for women and children escaping family and domestic violence young people exiting out-of-home care and vulnerable older women on low incomes who are at risk of homelessness;

- Ensure people experiencing homelessness or at risk of homelessness have increased access to mainstream social services, such as employment including health and legal services;
  - Better integrate service provision, particularly through place-based responses, and provide sustainable and accessible outreach support; and
  - Encourage private sector investment in homelessness support services and affordable rental housing for low-income households, the working poor, Social Security recipients and Australians with a disability.
162. Lack of access to affordable rental housing is a major driver of homelessness. Labor will work cooperatively with the States and Territories to ensure people who are homeless or at risk of homelessness are prioritised in the allocation of all social housing (public and community) and provision of tenancy support services.
163. Labor will support research and data collection on homelessness to create more reliable and timely data which will help optimise government policies and set targets for the reduction of various forms of homelessness and the expansion of social and community housing.
164. Labor will develop policies to address the ‘funding gap’ for community housing and work with financial institutions including industry superannuation funds to increase institutional investment in the National Housing Finance and Investment Corporation to increase housing supply for low-income and social security recipients.
165. Mental illness is a cause of homelessness, and can be exacerbated as a result of homelessness. Labor will enhance services to people with a mental health condition or disorder who are homeless or at risk of homelessness.
166. There is a significant connection between homelessness and people being subjected to discrimination and harassment for being same-sex attracted or transgender and specifically understands the discrimination and exclusion affecting transgender people seeking to access support. Accordingly, Labor will work with affected communities to enhance housing support for LGBTIQ Australians.
167. Labor acknowledges that young lesbian, gay, bisexual and transgender people are at significantly higher risk of homelessness, and commits to support dedicated services aimed at addressing this issue.

### **Labor’s National Housing Strategy**

168. Having an affordable, secure and appropriate home with reasonable access to services is essential to financial, social and emotional wellbeing. All Australians have the right to secure, affordable and appropriate housing throughout their lives. Having a genuine chance to live near job opportunities is essential for Australians’ social and economic participation. For too many people, the housing pressures they face are getting worse, not better. Australia is in a housing crisis – a crisis of supply a crisis of affordability and a crisis of suitability and sustainability. Housing inequality is the single biggest driver of intergenerational inequality and requires a range of social and economic policy to provide fair and equitable access to housing to arrest this growing inequality.

169. Australia's housing affordability crisis requires national leadership and commitment. Labor will provide that leadership and commitment.
170. Improving housing affordability is a challenge requiring co-operation and complementary policies across all levels of government.
171. A Labor Government will work with the States and Territories to reach a National Housing and Homelessness Agreement (NHHA) which includes performance and accountability measures. A new approach is needed. Labor will seek to strengthen measures in the current agreement across the housing affordability spectrum, including:
- Planning reform;
  - Inclusionary zoning; and
  - Accelerated release of State and Territory government owned land for housing development. All these areas of reform are critical for lowering the cost and increasing supply of new affordable housing stock.
172. Labor will strengthen the oversight of the housing sector, including appointing a dedicated Minister for Housing and Homelessness whose remit will be to coordinate all aspects of Commonwealth housing policy.
173. Labor will re-establish the National Housing Supply Council with broad terms of reference whose task will be to provide robust, evidence-based, independent advice to government on housing supply and demand, housing affordability issues and progress against benchmarks and targets under the National Housing and Homelessness Agreement (NHHA).
174. The NHHA should bring together a range of policy approaches. The NHHA is the mechanism to commit all governments to joint action on housing policy and reforms including:
- Expanding the supply of public social housing, particularly affordable rental housing for low and very low-income households and Australians relying on social security payments;
  - Delivering more efficient and effective housing, land and infrastructure development;
  - Reforms aimed at expanding the public and not-for-profit community housing sector;
  - Better integrating housing and other services to strengthen communities and build safe and healthy neighbourhoods close to jobs;
  - Expanding institutional investment particularly from banks, superannuation funds and other financial institutions in public and affordable housing;
  - Working with faith-based institutions to develop a partnership with government that increases access to surplus church land for community housing while ensuring churches maintain title of the land and receive a return on their assets while increasing the availability of land for community housing stock;
  - Preventing and reducing homelessness including couch surfing, overcrowding;
  - Improving and increasing culturally appropriate housing outcomes for Aboriginal and Torres Strait Islander people, particularly in remote communities;

- Addressing the serious shortages of housing for people with disability and ensure people with disability have choice and control over their housing needs;
  - Addressing the serious shortages of housing for people with disability and ensure people with disability have choice and control over their housing needs;
  - Identifying measures to increase Social Impact Investing in the areas of housing and homelessness;
  - Examining the potential to increase rental housing stock through Managed Investment Trusts and institutional build-to-rent opportunities;
  - Coordinating the development of minimum property standards that address health, safety and energy efficiency; and
  - Identifying areas of cooperation to improve housing affordability for first-home buyers, including examining the impacts of duties, concessions and first-home buyer incentives.
175. Public housing plays a fundamental role in relieving homelessness and providing affordable housing to generations of Australians. Public housing has been residualised and marginalised and become the housing option of last resort. While the States and Territories are responsible for the management of public housing, Labor will work with State and Territory governments and NGOs to develop policies to support, maintain and grow public housing stock.
176. Community housing is the only social housing sector that is growing even though this is at the expense of public housing density. The immediate intervention the Commonwealth Government can make in the provision of social housing is to support growth in the not-for-profit community housing sector.
177. Growth in the community housing sector is slow, uncertain and constrained by lack of policy certainty and lack of low cost, long-term finance. Labor will support the community housing sector through policies that:
- Assist the sector to access long-term, low cost finance at scale through a bond aggregator and a support mechanism that addresses the funding gap which limits the growth in housing stock for low-income and Social Security recipients;
  - Are durable, long-lived and will survive changes of government;
  - Provide ongoing government subsidy to house low-income households;
  - Encourage availability of low-cost land and/or redevelopment sites for social housing located close to employment, education, health and other services;
  - Ensure community housing organisations accessing government funding remain not-for-profit organisations;
  - Ensure community housing tenants have adequate protections and policies, and regulators are properly resourced to monitor the activities of community housing organisations; and
  - Encourage and work with community housing providers to ensure specialist disability accommodation is included in any government supported community housing projects, recognising community housing providers can assist with improving systems and scale efficiencies to reduce costs over time for the provision of specialist disability accommodation.

178. Labor will work with banks, industry superannuation funds and other financial institutions to encourage greater private investment in the affordable rental sector. There is an opportunity to develop an alternative investment class that increases housing stock while providing stable, longterm, reliable returns on investment.
179. More households are renting and the rights of renters must be protected. Labor will work with the States and Territories, and tenant representative organisations to:
180. Introduce national tenancy standards for all residential tenancies, including caravan park residents, boarders and lodgers, to ensure tenants' rights are protected in matters such as eviction, unfair rents, repairs and maintenance, quality of rental accommodation, appeals and bond security;
181. Ensure all tenants have access to affordable, independent review mechanisms for resolving tenancy disputes in relation to evictions and unfair rents, no grounds termination, bond or rent disputes; and
182. Support the regulation of tenant databases though stronger privacy protection including independent monitoring of compliance and access to affordable dispute resolution processes.

#### **Housing for Aboriginal and Torres Strait Islander people**

183. Secure, affordable and culturally appropriate housing in Aboriginal and Torres Strait Islander communities, particularly remote communities, is critical to Closing the Gap in life expectancy between Aboriginal and Torres Strait Islander peoples and other Australians. Safe and secure housing underpins all the other Closing the Gap targets, and therefore access to housing and a reduction in overcrowding will be added to the "closing the gap" indices reported to Parliament.
184. Labor will work with the States and will invest in new housing and in refurbishing existing housing stock to address chronic overcrowding in remote Aboriginal and Torres Strait Islander communities.
185. Many Aboriginal and Torres Strait Islander people live in cities and regional centres, and the housing challenges faced in these communities differ greatly to those in remote communities. Labor will work with Aboriginal owned and controlled community housing providers to deliver accessible, affordable, culturally appropriate and secure housing to meet the social, cultural and economic aspirations of Aboriginal and Torres Strait Islander peoples.
186. Labor supports the aspirations of Aboriginal and Torres Strait Islander peoples, including in remote communities, to home ownership. Labor will work with Aboriginal and Torres Strait Islander peoples to support this aspiration and increase home ownership rates.

#### **Gender equality and women's rights**

187. Labor has a proud legacy of advancing women's rights and a long-held commitment to policies that underpin gender equality. Courageous and inspirational women throughout our



history have made great achievements for the equality of women and men in Australian society.

188. Much remains to be done to eliminate discrimination, achieve equality and ensure Australian women enjoy the same opportunities, resources and rewards as men:
- Rigid gender stereotypes and social norms limit women’s opportunities and participation in Australian society;
  - Women remain underrepresented within civic and corporate institutions, and in leadership and decision-making;
  - Women experience unacceptable high levels of harassment and violence;
  - Care responsibilities are disproportionately held by women and remain undervalued;
  - Women experience economic insecurity throughout their life cycle as they are disadvantaged by the gender pay gap, unpaid labour and the gap in retirement incomes; and
  - The impact of gender inequality is compounded for women experiencing intersecting disadvantage and discrimination, including First Australians, culturally and linguistically diverse women, women with a disability, rural and regional women, lesbians, bisexual women, transgender and gender-diverse or intersex people.
189. Achieving gender equality will require enduring commitment from government, working in partnership with business and the community to close the gender pay gap, reduce violence against women, reach equal representation in leadership and improve health and wellbeing.
190. Gender equality benefits both women and men and leads to a more prosperous and fair society by improving Australia’s productivity and competitiveness, preventing violence against women and strengthening social cohesion.
191. Labor will work to achieve gender equality in Australia through:
- A comprehensive approach to reducing gender pay inequity;
  - An industrial relations system to promote pay equity; protect a minimum level of standards for the most vulnerable workers, many of whom are women; and to provide employees access to family friendly conditions such as extended unpaid parental leave, and flexible and part-time work to support people to manage the competing interests of work and family;
  - Regulation and education for employers to promote equal opportunity, gender pay equity and work and family balance;
  - Policy and law to promote diversity, including through the participation of women on company boards by aiming to increase the representation of women on Australian Government boards to 50 per cent within the first term of a Labor Government;
  - Investigating and implementing strategies to combat sexual harassment;
  - Working to combat gender norms and stereotypes that harm women, girls, men and boys, including through support for education in respectful relationships;
  - Maintaining a fair government-sponsored paid parental leave scheme;

- Improving the accessibility of affordable quality childcare, outside hours school care and vacation care;
- Promoting equal educational and training opportunities for women, particularly for women who have spent time out of the workforce to care for their children; • Recognising and valuing women’s paid and unpaid work;
- Supporting and encouraging men to take an increased role in care giving and domestic labour;
- Ensuring the Australian Bureau of Statistics collects and publishes gender-disaggregated data on unpaid work performed at home and in the community;
- Investigating and implementing strategies to improve women’s retirement incomes, including superannuation;
- Providing women with financial literacy and superannuation information and tailoring that information to their needs, having regard to the disproportionate representation of women in part time and casual work and the long-term implications for their financial security and superannuation;
- Ensuring all employees, including those who worked minimal hours in part-time or casual work will continue to receive compulsory superannuation contributions; and
- Applying sophisticated gender analysis and impact assessment to new policy development and legislation.

### **Preventing Violence against Women and Children**

192. Addressing family violence must be a national priority. Family and domestic violence will only be prevented by working in partnership with all Australians and requires changing attitudes through teaching respect in our schools, our sporting clubs, our military, our workplaces and the media. It requires confronting and addressing gender inequality which lies at the core of violence against women.
193. Labor will prioritise full implementation of the National Plan to Reduce Violence against Women and their Children 2010-2022 and will work in collaboration with the States and Territories to evaluate State-specific progress, and to develop a successor to that National Plan. National leadership is required to coordinate judicial and social services reform across jurisdictions to better deal with family violence and sexual violence in a new comprehensive national strategy. Labor will:
- Support victims and survivors of family violence by resourcing community legal assistance including culturally-appropriate support for Aboriginal and Torres Strait Islander people;
  - Improve the capacity of the judicial system to deal with family violence;
  - Deliver more certainty for homelessness services supporting women and children escaping family violence situations;
  - Enable women and their children experiencing family violence to remain safely in their current home and community;
  - Establish greater perpetrator accountability mechanisms and divert perpetrators from the path to violence;
  - Address fragmented responses to family violence;
  - Support sound research and ongoing measurement to underpin policy approaches, identify emerging challenges and track progress;

- Deliver primary prevention initiatives by investing in national education campaigns, community programs and early intervention;
  - Support victims and survivors of sexual violence through specialist services including targeted prevention of sexual violence; Provide culturally competent support;
  - Demonstrate national leadership in preventing technology-facilitated abuse; and
  - Ensure safety planning resources can be used by domestic violence victims facing reproductive coercion.
194. Specialist women-led family violence services across Australia play an important role, particularly in facilitating a holistic approach to supporting women and their needs when escaping family violence. Labor will prioritise funding to these organisations for this purpose. Labor will promote sustainability and ongoing security for women’s services in Australia.
195. Labor will consult the many organisations working to address family violence and sexual violence, and will ensure women’s voices are heard in the development and delivery of our strategy. Labor aims to reduce gendered violence by improving how governments work together, increasing support and creating innovative and targeted ways to bring about change, and reduce gender inequality.
196. Labor will:
- Create and maintain the national apparatus needed to drive change culture and inform future responses;
  - Maintain a strong focus on the prevention of violence, and the reduction of its incidence;
  - Help family violence survivors avoid falling into poverty;
  - Ensure policies and programs work for victims and survivors with special vulnerabilities (including migrant women, Indigenous women, women with disabilities, and LGBTIQ victims and survivors);
  - Support respectful relationships and attitudinal change in our culture, institutions and in individuals, with a focus on young people;
  - Deliver innovative services and integrated systems, helping victims to rebuild their lives supported by community-wide responses including specialist services;
  - Continue to expand the evidence base;
  - Reduce gender inequality, which is at the core of domestic and family violence;
  - Implement the recommendations of the Senate inquiry into 1800 RESPECT Domestic and Sexual Violence Counselling Service; and
  - Support a positive model of consent through research, education and legislative reform
197. Labor recognises that the annual rate of violent death and injury of women is an unacceptable national crisis. Labor will work with OurWatch, ANROWS and Crime Statistics Australia to collect, publish, promote and monitor data on violence against women. It will also work with states and territories to ensure funding to collect data and prevent violence is sustained and enduring.

198. Forced Marriage is an abuse of human rights which disproportionately affects young women and children. Individuals forced into marriage are often denied access to education and employment and can be subject to ongoing domestic violence. Labor will act to prevent this practice from occurring.

### **Children and Families**

199. Every child has the right to a safe, healthy and happy childhood. Labor will support families to give their children the best start in life, and will work to protect children at risk from disadvantage, neglect and abuse. Labor understands that in order to have the best start in life, children need resilient, happy, loving families and communities.
200. Children can become vulnerable when their needs are considered secondary to the priorities of their parents and carers, institutions, governments, cultural and economic interests. All children, regardless of their background, should be valued, respected, and their needs and rights recognised.
201. Labor believes in a holistic approach to early intervention and family support, services and information for families with children, and that services should recognise and empower families to make decisions about the support and service provision they need.
202. Labor understands that the first thousand days of a child's life forms the building blocks of their future. Labor will support families at this critical time through place based integrated health, education and family support services.
203. Labor created the National Child Protection Framework – it represents the highest level of collaboration between governments and with non-government organisations to improve the way agencies, payments and programs interact to support all children, help prevent abuse and better protect children identified as being at risk.
204. Labor will: • Prioritise policy approaches that improve the wellbeing of children across government. • Listen and learn from the experiences of children; • Improve prevention and early intervention through a national, collaborative approach; • Deliver more effective responses for children in care and leaving care – in that respect Labor believes in the importance of state, territory and Commonwealth governments working together on child protection and will seek to improve cooperation between jurisdictions to achieve that objective; • Improve outcomes for Aboriginal and Torres Strait Islander children; and • Attract and retain a skilled professional workforce to improve child protection systems.
205. Labor is proud of the Gillard Labor Government's establishment of the Royal Commission into Institutional Responses to Child Sexual Abuse which has given a voice to victims and been integral to the healing process. Labor will build on the work of the Royal Commission by implementing measures to ensure institutional abuse of children cannot happen on this scale again.
206. A Labor Government will work with state and territory governments, institutions, survivors and victims to address each of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. This includes: • Working to implement a national redress scheme; • Working with the states and territories towards a national

system of working with children checks; • Working with the states and territories to ensure institutions that engage in child related work to retain records for at least 45 years to allow for delayed disclosure by abuse victims and limitation periods for civil action; • Ensuring clear ministerial responsibility for childrens issues, including the National Framework for Child Safety; and • Annual public reporting on the implementation of the recommendations.

207. A Labor Government will implement the National Redress Scheme in a way that puts the interest of survivors of institutional child sexual abuse first, including • Seeking agreement from states and territories for improvements in the scheme, including in relation to the maximum payment, indexation of past payments and access for people in prison; • Improving the process for survivors getting access to redress and having control over their information; • Working with states and territories to ensure counselling and support is adequate and meets the needs of survivors; and • Holding institutions to account for their participation and conduct under the scheme.
208. Australia must respect and understand the experiences of past adoption practices. Labor will work with the States and Territories to develop a uniform national system for adoption. This includes harmonisation and best practice for fees, document access and format, as well as support for all families impacted by adoption and procedures for inter-country adoption. These will prioritise the best interests of the child and ensure adequate safeguards against child trafficking risk.
209. Children have a right to the care and the protection of their family of origin and these connections remain important when this care is not possible.
210. Children, both in Australia and internationally, need of either adoption, foster or institutional care because of circumstances their families face. Separation can be prevented with appropriate early intervention and social and economic support for the family.
211. Connection to culture, country and kin is critical to the wellbeing of First Nations children. We recognise the need for Indigenous led services and recognise that the number of children in out of home care in Australia, particularly First Nation Children, is unacceptably high.
212. Labor will convene a National Summit on First Nation's Children within the first 100 days of a Labor Government to identify new approaches to reduce the rates of child removal.
213. Labor will develop a national approach to children and the law, which will:
  - Recognise the best interests and wellbeing of the child as a primary consideration;
  - Set standards for court procedures where children are involved as witnesses, victims or offenders;
  - Set standards for support, counselling and rehabilitation services for child victims and offenders within the criminal justice system, particularly as they relate to the recommendations of the Royal Commission into Institutional Response to Child Sexual Abuse;
  - Support research into causes of juvenile crime; and
  - Continue to support the work of the National Children's Commissioner.

214. Labor will protect children from exposure to inappropriate material over the internet, at home, school and at other public access points.
215. Too many Australian children are living in poverty. Labor will seek to significantly reduce the proportion of children living in relative poverty.
216. All people should be able to access assisted reproductive technology, to adopt, and to enter into domestic surrogacy arrangements, regardless of relationship status, sex, gender, identity or sexual orientation.
217. Where adoption arrangements already exist between Australia and other countries, Labor will seek to ensure these arrangements are expanded to allow for inter-country adoption by LGBTIQ parents on an equal basis to cisgender heterosexual people. Where Australia seeks to enter into new intercountry adoption arrangements, Labor will seek to ensure all new agreements treat LGBTIQ parents equally.

### **Young Australians**

218. Australia needs better representation of young Australians in national debate and policy development.
219. Labor will engage with young Australians, including through social media and new technology.
220. Labor will support young Australians to reach their full potential, by investing in education, training and employment to build resilience so our young people can successfully negotiate the many transitions through life.
221. Labor will particularly focus on young people's health needs, including physical and mental health, drug and alcohol education, the promotion of positive body image and a healthy lifestyle.
222. Australia needs to prevent and reduce the damage being caused by the increased sexualisation of children in the media and popular culture.
223. Street violence can affect Australians of all ages. Labor will work in partnership with young people to prevent street violence and the perceptions of street violence in our community so young people are not disproportionately affected by street violence either as victims or perpetrators.
224. Labor will ensure a national voice for the Australian youth sector by maintaining the Minister for Youth.
225. A Labor Government will ensure the interests of young Australians are represented at the highest levels of government, and work with the States and Territories, business and the community to:
  - Address issues faced by young Australians;
  - Support young Australians to participate in government and the political process; and
  - Combat youth unemployment.

## **LGBTIQ Australians**

- 226. LGBTIQ Australians deserve the same respect and human rights as every other Australian including: bodily autonomy; self-determination; and legal recognition.
- 227. Labor recognises the hurt and damage that the Coalition Government's postal survey caused to LGBTIQ Australians, their family and friends.
- 228. Labor will work closely with the LGBTIQ community in developing policy to address issues affecting their community.

## **Support for the Community Sector**

- 229. Labor supports a vibrant, strong and innovative community sector.
- 230. The sector makes an enormous social and economic contribution. It provides frontline services to our most vulnerable people including early intervention, crisis support and legal assistance for those at risk of homelessness, escaping domestic violence or who are excluded from their communities. The sector builds the capacity of communities to respond to entrenched and emerging social challenges and create opportunities for the participation and inclusion of all Australians.
- 231. Support for the most vulnerable and marginalised people in our communities is always best provided in a partnership between the Government and not-for-profit community sector.
- 232. Labor will develop and maintain a genuine partnership based on mutual respect and trust, providing the opportunity for the sector to have strong voice in the design and implementation of social policy and programs.
- 233. Labor will create a platform to consider sector-specific challenges, including the uncertainty and loss of capacity caused by recent funding processes, the lack of a clear pathway on regulation, the role of volunteering and innovation in service delivery, as well as the critical role of advocacy in developing and implementing effective policies and programs to achieve real outcomes for those most at risk of social exclusion.
- 234. Labor will work with the community sector and its workforce representatives to establishing a new model for funding these types of services that better addresses the needs and interests of the people they support and the local communities in which they work. Funding of community services such as early intervention and crisis support services in our community should be: accessible; sustainable; focus on collaboration rather than competition between providers; support local and diverse service provision; recognise the range of services required for effective early intervention including legal assistance; and recognise not-for-profit organisations are always better positioned than for-profit corporations to provide these crucial frontline support services.
- 235. In the procurement of human services, Labor will remove the practice of competing on labour costs by ensuring tenders and grant programs are sufficient and appropriately funded to provide for adequate and safe staffing levels, and fair and reasonable wages and conditions.

## Removing discrimination

236. Labor will continue to prohibit discrimination on the basis of a person's sexual orientation, gender identity or intersex status, and will remove such discrimination from Commonwealth legislation.
237. All people are entitled to respect, equality, dignity and the opportunity to participate in society free of hatred or harassment and receive the protection of the law regardless of their origins, perceived race, religion, sexual orientation, gender identity, intersex status, disability, age or ethnicity. In support of this, Labor reaffirms:
- Australia is and will remain a society of people drawn from a rich variety of cultural, ethnic, linguistic and religious backgrounds. Australia is and will remain a multicultural society.
  - Labor policies will enable migrants and refugees to contribute to social, economic and political life by removing barriers to access and participation
238. Consistent with this belief, in 2007 Labor audited Commonwealth laws to identify discrimination against same sex couples. In 2008, Labor passed laws to remove discrimination from 84 pieces of Commonwealth legislation. In 2013 Labor amended the Sex Discrimination Act to outlaw discrimination on the basis of sexual orientation, gender identity or intersex status.
239. Labor believes no faith, no religion, no set of beliefs should ever be used as an instrument of division or exclusion, and condemning anyone, discriminating against anyone, vilifying anyone is a violation of the values we all share, a violation which can never be justified by anyone's faith or belief. Accordingly, Labor will review anti-discrimination laws to ensure that exemptions do not apply to employment in, access to and the delivery of essential social services.
240. Labor is proud to have led the fight for marriage equality through collective action, quality campaigning and a commitment to equality for all. Without Labor, and without the trade union movement, marriage equality would not have become a reality for LGBTIQ Australians on 9 December 2017. Labor welcomes and celebrates the achievement.

## Justice in the community

241. Access to justice is essential to the rule of law and integral to the enjoyment of basic human rights. It is an essential precondition to social inclusion and a critical element of a well-functioning democracy.
242. Labor will ensure our justice system is fair, simple, affordable and accessible, and based on principles of early intervention to help people resolve problems before they escalate and lead to entrenched disadvantage.
243. Labor will support programs known to be effective at early intervention and targeting disadvantaged communities. Such as the integrated services provided by community legal



centres, including health justice partnerships, legal partnerships with financial counsellors, and other integrated service models.

244. People on the margins of society often have the highest levels of interaction with the justice system. Australia's system of justice should provide security for all Australians, protect property, deter and prevent crime, compensate victims and rehabilitate offenders. Labor will address the causes that push people to the margins of society, including poverty, social exclusion, racism and other forms of discrimination, and lack of access to employment, healthcare and education.
245. Labor will proactively engage and adequately resource Aboriginal Community Controlled Organisations and Aboriginal Legal Services to provide early legal assistance which may prevent the escalation of issues in areas such as child protection, housing and tenancy, social security, and other areas identified by Aboriginal and Torres Strait Islander communities.
246. Labor supports a charter of rights for the victims of crime based on the United Nations Charter of Victims' Rights (Basic Principles of Justice for Victims of Crime and Abuse of Power 1985), and laws providing for victim impact Statements, the provision of witness support and information, and standards for the treatment of victims by the criminal justice system.
247. Labor will work closely with the states to develop appropriate and respectful ways for people who experience a disability to legally submit evidence in court that takes into account personal circumstances to allow respectful interaction and participation in a fair non-threatening way.
248. Labor will ensure the Commonwealth's investigation, prosecution, defence and judicial processes are separate, independent, adequately resourced and appropriately accountable.
249. The independence of the judiciary is fundamental to the rule of law and our democratic society. The courts should be accountable. Labor will ensure judicial appointments are made through a transparent and merit-based process in which all those eligible for appointment to judicial office have the opportunity to be fairly and properly considered. Labor will work with the judiciary to ensure the judicial system is efficient and adequately funded. Labor will work with the courts to evaluate and improve service delivery.
250. Labor will adequately resource and support the leading law enforcement agency of the Commonwealth, the Australian Federal Police.
251. Labor holds that respect by politicians for the separation of powers and the independence of the judiciary is integral to our democratic system of government.
252. Labor embraces the rule of law and endorses the basic principles of justice. These principles include that people accused of a criminal offence are not compelled to incriminate themselves; that they are not subject to prolonged detention without charge; that persons charged with a criminal offence are presumed innocent until proven guilty before an independent court; that after being charged, they are informed of details of the charge within a reasonable time; that charged persons are tried without undue delay; that they are given a fair trial including, in the ordinary course, the right to see and hear the evidence against them; that people charged with serious criminal offences are provided with legal

representation if they are unable to afford legal representation of their own; that people shall not be found guilty of any crime, the elements of which did not constitute a crime at the time of its commission; that people convicted of a criminal offence shall have the right to appeal against conviction and sentence to a higher court; that no penalty heavier than what was applicable at the time of the commission of a crime shall be imposed on a convicted person; and that evidence obtained illegally, by torture, coercive techniques or by improper investigative practice is inadmissible.

253. Labor will provide national leadership to resource our system of legal assistance services, in partnership with the States and Territories. Labor will support Legal Aid Commissions, general and specialist Community Legal Centres, Aboriginal and Torres Strait Islander Legal Services, Family Violence Prevention Legal Services, clinical legal education schemes and pro bono clearing house services.
254. The legal profession plays a fundamental role in the provision of access to justice. Labor supports the creation of a modern, efficient and accountable national legal services market regulated by an independent body, to achieve full accountability and maintain the independence of the legal profession.
255. Law reform is an ongoing process in a healthy society, and we will continue to reform laws and legal system to reflect the traditions, values and aspirations of all Australians, and meet the needs of our modern democratic society. Labor will adequately resource the Australian Law Reform Commission and ensure its structure and operation ensure that provide independent and comprehensive advice on all aspects of law reform.
256. Labor recognises the importance of strategic policy, advocacy and law reform by legal assistance services in identifying and remedying systemic issues which reduces demand on frontline services and benefits government and the broader community. Labor is committed to protecting and upholding the right of the legal assistance sector to undertake this work.

### **Custody and sentencing**

257. Sentencing should achieve deterrence, punishment, retribution and rehabilitation. Labor supports the just and humane treatment of accused people in custody and offenders in prison. Labor will conform to Australia's international human rights obligations and strive for world's best practice in its treatment of prisoners.
258. Prison is a last resort. Labor supports the appropriate use of noncustodial sentencing options for all offenders. This principle is particularly important for young people, and all effort should be made to divert children from long-term involvement in the criminal justice system. How the criminal justice system treats juvenile offenders greatly influences whether they will re-offend. Labor will take all reasonable steps to ensure minors are not incarcerated in adult prisons.
259. Labor opposes mandatory sentencing and detention regimes; they are often discriminatory in practice, conflict with the role of the judiciary as an independent arm of government, and have not proved effective in reducing crime or criminality.
260. Labor supports:

- Efforts to reduce the unacceptably high rates of incarceration of Aboriginal and Torres Strait Islander Australians and in particular, young Aboriginal and Torres Strait Islander people;
- Special attention to prevent deaths in custody, particularly among Aboriginal and Torres Strait Islander people, including the establishment and maintenance of a Custody Notification Scheme;
- Training police and prison officers to understand Aboriginal and Torres Strait Islander peoples' culture and the Aboriginal and Torres Strait Islander peoples' social context;
- Efficient, culturally appropriate and sustainably funded legal assistance for Aboriginal and Torres Strait Islander people that recognise the over-representation of Aboriginal and Torres Strait Islander people within the criminal justice system;
- International treaties allowing the repatriation of Australians in overseas prisons;
- Consistency in sentencing with a sufficient degree of appropriate discretion so as to enable sentences to be tailored to the circumstances of each individual case; and
- Programs consistent with victims' rights, based upon restorative justice. Restorative justice to encourage community spirit and responsibility in the offender and to restore the victim and the community to their pre-offence State of security.

## Family law

261. The best interests of children and their safety should be the paramount consideration in resolving Family Law disputes. Resolving family disputes should focus on counselling and family dispute resolution, with litigation as a last resort. Labor will ensure community-based services such as counselling and family dispute resolution are accessible, affordable and equipped to resolve entrenched disputes.
262. Labor will develop and implement measures to ease the anxiety and stress of family breakdown. In particular, Labor will ensure:
- The rights of children are paramount;
  - There is a just division of relationship property;
  - The important and valuable contribution of a partner to family care and homemaking is recognised;
  - The Family Law system protects those at risk of family violence or child abuse;
  - The particular needs, customs and practices of diverse cultures are appropriately respected;
  - Children are not disadvantaged by the structure of their family or by the circumstances of their conception – children come from diverse families;
  - Disputes are resolved in a timely, effective and affordable way; and
  - Litigation in the family law court system is efficient and streamlined.
263. Over forty years ago the Whitlam Government established the Family Court of Australia. Labor continues to recognise the importance of a specialist family court system at the federal level, presided over by judges with the appropriate training, experience and personality to deal with the complex cases they hear, to develop family law jurisprudence, and to administer a properly functioning family court system. Labor is committed to maintaining an adequately resourced and specialised family court system, and will continue

to investigate, consult on, and where appropriate progress, legal and administrative reforms to improve the operation of the Family and Federal Circuit Courts.

264. Labor acknowledges the advocacy of survivors of family violence, and further recognises that existing Family Court processes can cause victims further trauma.

## A nation built on migration

265. Migrants and refugees have made a social and economic contribution throughout our nation's history. Australia's diversity is a source of national strength and a critical factor in nation-building.
266. Australia is, and will remain, a society of people drawn from a rich variety of cultural, ethnic, linguistic and religious backgrounds. Australia is, and will remain, a multicultural society.
267. Labor will enact policies that enable and promote the participation of migrants and refugees in social, economic and political life by recognising the value of Australia's diversity and removing barriers to access and participation. Labor will ensure that our policies do not adversely impact on the ability of migrants and refugees to fully participate in Australian society.
268. To support Australia's multicultural society, Labor's migration policies will:
- Remain non-discriminatory;
  - Respect the heritage and traditional customs of migrants and their children;
  - Recognise the importance of all aspects of the migration program, including skilled, family and humanitarian streams;
  - Support Australia's social cohesion by encouraging universal respect for Australia's democratic beliefs and laws, and the rights, responsibilities and privileges of Australian citizenship;
  - Consistently oppose those who foster extremism, hatred, ethnic division or incitement to violence; and
  - Be evidence-based, supported by rigorous research and evaluation.
269. Labor believes that there is an inequity for New Zealand citizens living in Australia under the terms of the Trans-Tasman Travel Arrangements (TTTA). Labor will consider the permanent residency status and potential citizenship arrangements for New Zealand citizens living in Australia under the terms of the TTTA.
270. Labor affirms that every worker, no matter where they have come from or what languages they speak, must be treated with fairness, dignity and respect inside and outside the workplace. Labor notes that migrant workers are at particular risk of wage theft, harassment, bullying, discrimination and unsafe practices and being trapped in the black economy by rogue and unscrupulous employers.
271. Labor condemns operators whose business model is built on the disgraceful exploitation of workers who are forced to work in the black economy. The black economy refers here to the shameful practice of running a business outside the tax and regulatory system, to gain an

advantage and to try and get away with mistreating workers, often migrant and marginalised workers. These workers are ripped off and don't receive lawful wages, benefits and are prevented from seeking legal protections.

272. Some of the most abhorrent behaviour from operators occurs in the horticulture sector, where a significant number of employers operate entirely in the black economy. These operators exploit the workers that feed us, and provide fresh produce to our communities. It is estimated that 100,000 workers across Australia are operating as the backbone of the industry in an unregulated environment.
273. Labor will work with trade unions to address the problem of worker exploitation in the black economy. Conference demands better oversight, a review of and adjustment to the temporary work visa system as part of the solution for those migrant workers trapped in the black economy where workers are paid cash well below award wages, not paid their superannuation and treated in a manner that is appalling to those who share Labor's values of respect, fairness and dignity for all workers.
274. Labor will deal with the complex issue of those seeking Australia's protection by giving expression to the values of compassion, justice, human rights, fairness and generosity. These are values which are at the heart of the Australian identity.
275. Labor will treat people seeking our protection with dignity and compassion and in accordance with our international obligations, the rule of law and core Australian principles of fairness and humanity. Labor will legislate to enshrine our international obligations into Australian domestic law.
276. Under the Refugee Convention, asylum seekers have the right to seek protection and asylum and, regardless of the mode of arrival, this is not illegal under Australian or international law. Accordingly, Labor rejects the practice of referring to asylum seekers as 'illegals'.
277. Australia must not harm people seeking refuge.
278. Family reunion for migrants and refugees is important to successful settlement.
279. The issue of those seeking protection is both a global and regional one. Accordingly, in order to achieve a long-term resolution to the issue, it must be dealt with through international cooperation and not unilateral action. Within our region, Australia must play a leadership role. Recognising the value of a bipartisan approach in this policy area in the past, Labor will work towards a bipartisan approach once again.
280. A fundamental principle in treating those seeking protection with humanity is to provide as much certainty as possible. An aspiration of certainty in all matters around asylum seekers, including the duration of assessing refugees' claims, must underpin Australian policy.
281. Labor will work to ensure those in detention facilities are treated with dignity and respect and have access to an appropriate standard of care and substantive access to health and education services while held in immigration detention centres.

## Humanitarian Migration Program

## Australia's responsibility as an international partner

282. The world is experiencing its greatest humanitarian need since the Second World War with the largest number of displaced persons since that time. Labor believes that Australia should lead debate on the establishment of a best practice framework, including new regional agreements and understandings required to ensure the Refugee Convention and the international protection system function effectively in this environment. Australia understands that such a framework must include working to ensure better support for those countries that host the great majority of the world's refugees and people seeking asylum, to directly address the needs and rights of displaced persons in these places. This includes encouraging countries in our region to provide protection to those in need and ensuring Australia responds by accepting our responsible share of the world's resettlement of refugees.
283. Labor acknowledges the role of the Office of the United Nations High Commissioner for Refugees (UNHCR) as the international agency dealing with the world's response to this humanitarian need. In pursuing Australia's responsibilities as a civilised and modern nation, Labor will ensure Australia is one of the leading contributors to the global work of the UNHCR with a significant increase to funding for UNHCR.
284. Australia has a particular responsibility to show humanitarian and protection leadership in South East Asia. Accordingly, Labor seeks a leading role working with South East Asian nations in the region and in particular with Indonesia to build a regional framework to improve the lives of asylum seekers. Labor will give appropriate consideration to UNHCR refugee registrations to assist Indonesia and the UNHCR to work through the backlog. Subject to Australian vetting processes and sovereignty concerns Labor will positively consider such refugees for inclusion within the increased humanitarian intake.
285. To combat people smuggling Labor will engage with Australia's neighbours to address 'push factors' by seeking innovative, effective and lawful solutions to the irregular movement of people through the region. This approach will include multilateral engagement through Australia being a co-chair of the Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (the Bali Process), and new and deeper bilateral arrangements of a type envisaged by the Regional Cooperation Framework agreed at the Bali Process Ministerial Conference in March 2011.
286. Labor will seek to ensure appropriate multilateral infrastructure is in place to build a humanitarian regional framework which may include seeking to extend the work of existing multilateral processes.
287. In recognising that addressing 'push factors' in transit countries will lessen the need for people to take a boat journey, Labor will work with the UNHCR to help build its capacity in South East Asia to pursue its mandate and assist the region's asylum seekers.
288. The phenomenon of people smuggling has a long history arising from the need for people to escape from danger and persecution. Labor also recognises that those who decide to leave a country in perilous circumstances have the right under the Refugee Convention to determine their means of departure. However, recognising the risk to life of people

travelling on unsafe, unseaworthy and overcrowded boats often operated by criminal syndicates, Labor supports measures to reduce such journeys by working with regional neighbours and the UNHCR to eliminate any influence that people smugglers may have over vulnerable protection claimants by addressing people smuggling at its source, in countries of first asylum and transit countries.

289. The most significant source country in South East Asia is Myanmar. Myanmar has undertaken enormous political and economic reforms, but we are deeply concerned by events that have led to the large-scale movement of Rohingya refugees into neighbouring countries, particularly Bangladesh. Labor will work with Myanmar in the critical task of protecting human rights for all of its people and ensure our aid and cooperation programs with Myanmar are suitably tailored to do so.
290. In pursuing strong regional arrangements Labor will seek to ensure they provide access to protection in countries of first asylum and transit countries to deter secondary movements of asylum seekers through:
- The developing of capacity to improve accommodation, work rights, access to health and education services and other living standards for asylum seekers;
  - Expediting the claims for refugee status by asylum seekers; and
  - The seeking of durable solutions.
291. Labor will increase the humanitarian intake of refugees to create an orderly pathway to resettlement in Australia. This would help reduce the risk of asylum seekers being exploited by people smugglers and provide asylum seekers with an alternative to boat travel to Australia.
292. Noting Pacific Island nations are particularly vulnerable to the effects of climate change, and these nations have expressed a clear desire for Pacific peoples to continue to live in their own countries where possible, and acknowledging Australia's unique responsibilities in the Pacific, Labor will:
- Support Pacific Islanders to remain in their homelands as the first response to this challenge;
  - Work to assist with intra-country relocations when citizens have to be moved from low-lying areas to higher ground; and
  - In the event that in the longer-term permanent migration becomes necessary for some Pacific Islanders, work in close consultation with the region to ensure that appropriate settlement is achieved.
293. Labor will continue Australia's contribution to international aid efforts to reduce the risk of displacement and to alleviate the pressing humanitarian needs of displaced persons
294. Labor will act to eradicate the exploitation and wage theft experienced by temporary migrant workers working closely with trade unions by introducing a range of measures that deliver increased protections. Measures will:
- Manage information exchanges between the Fair Work Ombudsman and the Department of Home Affairs to prevent exploited migrant workers from unwarranted deportation and

protect migrant workers and can come forward without fear to ensure investigations and prosecutions of employers;

- Explore reforms to visa laws to allow migrant workers who have been exploited or underpaid to remain in Australia until the relevant legal processes for recovery of their lost wages and conditions to be finalised;
- Protect international students from exploitation and reduce the ability for businesses to use the cash economy to systematically ignore minimum award entitlements and exploit vulnerable workers;
- Deliver better protections to working holiday visa holders who are subject to exploitation and underpayment;
- Ensure employers not workers are the focus of exploitation investigations;
- Increase fines for employers who breach obligations and employ people without work visas; and
- Protect migrant workers from harassment, bullying, discrimination and unsafe practices.

295. Labor will appoint a Special Envoy for Refugee and Asylum Seeker Issues with responsibilities for advancing Australia's interests and ensuring Australia plays a global role in the resettlement of displaced people.
296. As the Government should have done, Labor will refer the United Nations Global Compact on Migration for consideration through the proper parliamentary committee process.

#### **Australia's humanitarian intake**

297. Those found to be owed Australia's protection under the Refugee Convention, Complimentary Protection or and other international instruments will be given permanent protection under the Migration Act 1958.
298. Those not found to be owed Australia's protection under the Refugee Convention, Complimentary Protection or and other international instruments will be promptly returned only after any relevant legal avenues have been exhausted.
299. Labor supports the existing definition of 'serious harm' and 'persecution' including the current risk threshold of the 'real chance test'.
300. Labor will support a humanitarian migration program that reasonably responds to international humanitarian crises as they arise.
301. In continuing Australia's generous humanitarian program, Labor will provide appropriate support for the travel and resettlement of refugees and others requiring Australia's protection.
302. State, Territory and local governments support refugees to settle in Australia. Labor will facilitate opportunities for business, community groups, individuals and State, Territory and local governments to participate in and support the resettlement of refugees through a community sponsored refugee resettlement program. Any community sponsored places should be in addition to the government's refugee and humanitarian program.



303. Labor aspires to progressively increase Australia's government funded humanitarian intake to 27,000 places per year.
304. Labor aspires to progressively increase the community sponsored refugee program intake to 5,000 places per year.
305. Temporary Protection Visas place refugees in an ongoing State of uncertainty and prevent meaningful settlement, creating hardship for refugees and denying Australia the benefit of their contribution.
306. Labor will abolish Temporary Protection Visas and Safe Haven Enterprise Visas and transition eligible refugees onto permanent visa arrangements.

### Refugee Assessment

307. Labor believes protection claims made in Australia should be assessed and reviewed on the individual merits with procedural fairness ensuring our international human rights obligations are met. Accordingly:
  - The assessment and review of protection claims will be underpinned by robust, efficient and transparent processes that ensure fair and consistent outcomes, including access to review and independent advice;
  - The assessment and review of protection claims of specific lesbian, gay, bisexual, transgender, intersex and queer asylum seekers will be underpinned by appropriate and relevant assessment tools and processes that reflect cultural experiences of the lesbian, gay, bisexual, transgender, intersex and queer community;
  - The assessment and review of protection claims must be independent and free from any political or diplomatic interference;
  - The processing of protection claims must be streamlined to enhance the quality of decision making, to provide more efficient pathways for prompt resolution of visa status and to alleviate the courts' immigration case-load burden; and
  - The Stone Review process will be maintained as an important mechanism for ensuring the fairness of Australia's security assessment system; and
  - Labor will reinstate the Refugee Review Tribunal and abolish the Immigration Assessment Authority.
308. Labor will require the National Security Legislation Monitor to advise on establishing other mechanisms for:
  - Independent review of the adverse security assessments that ensures procedural fairness while recognising that processes may be required to protect intelligence sources and methodology; and
  - The management of those whose adverse assessment is upheld.
309. Labor will explore options other than indefinite detention, including third country resettlement, to deal with refugees with adverse security assessments in a way that does not jeopardise Australia's national security interests.

310. Reporting on the '90-day rule', which requires that refugee status determinations are concluded within 90 days from the time of application, has been an important accountability measure in ensuring the Government operates in a timely way in assessing protection applications.
311. Labor will reintroduce the 90-day rule into the Migration Act.
312. The existing fast track assessment process under the auspices of the Immigration Assessment Authority and the limitation of appeal rights does not provide a fair, thorough and robust assessment process for persons seeking asylum.
313. Labor will abolish this fast track assessment process.
314. Labor believes the Refugee Convention plays a critical role in Australian law. Referring to the Refugee Convention in the Migration Act 1958 is good legislative practice.
315. Labor will reintroduce the appropriate references to the Refugee Convention into the Migration Act 1958.
316. Protection visa applications made in Australia should be assessed by Australians on Australian Territory.
317. Under legislation passed by Labor, complementary protection claims should be considered by way of the protection visa framework.
318. Labor will work to ensure asylum seekers have access to appropriate, independent, government-funded legal advice while working through their claims for protection.
319. In assessing asylum claims where the fear of persecution arises from a person's lesbian, gay, bisexual, transgender, intersex and queer status, the fact that the country the person is fleeing has criminal penalties for engaging in consensual homosexual sex is sufficient of itself to establish that fear of persecution is well-founded, and any assessment of the asylum seeker's identity and fear must take account of the very different manifestations of lesbian, gay, bisexual, transgender, intersex and queer identity that other cultures, especially ones profoundly hostile to lesbian, gay, bisexual, transgender, intersex and queer people, necessarily engender.
320. Labor will ensure asylum seekers who self-identify as lesbian, gay, bisexual, transgender, intersex and queer will be assessed by officers who have expertise and empathy with anti-discrimination principles and human rights law. Officers, translators and interpreters at all levels of the assessment process will have specific lesbian, gay, bisexual, transgender, intersex and queer cultural awareness training to ensure the discrimination asylum seekers face in their country of origin or transit are not replicated.

### Settlement of Refugees

321. Australia's settlement support services are regarded as the best in the world. Labor will maintain this and accordingly will direct sufficient focus and resources to our settlement services.

322. Labor will provide appropriate English language tuition and tailored employment programs as essential settlement services which are critical to the achievement of full social and economic participation of refugees.
323. Labor will seek to improve the availability and integration of Commonwealth-funded migrant and settlement services. Labor will ensure settlement service policies are:
- Informed by advice from the Settlement Services Advisory Council, the Settlement Council of Australia and other key stakeholders and the community; and
  - Coordinated in partnership with State and Territory governments, local governments, community organisations and service delivery providers.
324. Labor will ensure services across government for refugees are culturally responsive, universally accessible and consistent with Labor's social inclusion agenda. Recognising the value of community support groups in providing settlement services, Labor will support the involvement of such groups.
325. Refugee settlement can have a particularly positive effect in rural locations and these people play an important role revitalising rural and regional communities. Labor supports the settlement of suitable humanitarian entrants in regional locations with the support of State, Territory and local governments and local communities.

#### **Australia's Border**

326. For the Australian people to have confidence and trust in the integrity of our migration system, Labor will fund and maintain robust border security measures that support the orderly processing of migration to our country and protect our national interest and our national borders.
327. Labor will ensure asylum seekers who arrive by irregular means will not be punished for their mode of arrival.
328. Labor is united in its commitment to prevent further loss of life at sea of vulnerable children, women and men. Labor will:
- Meet its obligations to the maritime principle of safety of life at sea which requires a response to assist in the rescue at sea of vessels in distress;
  - Consider introducing further penalties for serious people smuggling offences; and
  - Ensure repatriation of crew members who are proven to be juveniles.
329. To support Australia's strong border security regime, Labor will maintain:
- An architecture of excised offshore places; and
  - The non-statutory processing on Christmas Island of persons who arrive unauthorised at an excised place, except where other arrangements are entered into under bilateral and regional arrangements.

330. Labor will take advice from the UNHCR in relation to any arrangements with third countries to ensure resources and commitments provide appropriate settlement support services to refugees, including health and welfare services. Labor will prioritise establishing durable and suitable third country resettlement agreements.
331. Labor will ensure there is a strong, independent voice within government to advocate for the rights, interests and well-being of children seeking asylum within the immigration system, including those in immigration detention. Labor will appoint an officer independent of the Department of Home Affairs, backed by the administrative resources and statutory powers necessary to pursue the best interests of those children, including the power to bring court proceedings on a child's behalf. This will be done without reducing the Minister's obligations in relation to unaccompanied non-citizen children.
332. Labor will not pay people smugglers to engage in any form of people smuggling.

### Immigration Detention

333. Under Labor's policies, unauthorised arrivals who enter for the purpose of seeking asylum will be mandatorily detained, for management of health, identity and security risks to the community. Labor will strive to ensure this is for no longer than 90 days.
334. Labor believes community-based assessment is the most reasonable, humane and cost-effective approach for supporting asylum seekers while their claim for protection is assessed.
335. Labor's humane and risk-based immigration detention policies and practices will be guided by key immigration detention principles, namely:
- Detention that is indefinite or otherwise arbitrary is not acceptable and the length and conditions of detention, including the appropriateness of both the accommodation and the services provided, will be subject to regular review;
  - Detention in an immigration detention centre is only to be used as a last resort and for the shortest practicable time;
  - People in detention will be treated fairly and reasonably within the law;
  - People in detention will be provided an appropriate standard of care including the provision of health, mental health and education services a standard consistent with that afforded to the Australian community; and
  - Conditions of detention will ensure the inherent dignity and safety of the human person.
336. Labor supports the UN Convention on the Rights of the Child. Accordingly, Labor's humane and risk-based immigration detention policies and practices will include a commitment to ensure that after the necessary health, identity and security checks every humanly practical effort will be taken to remove children and their families from immigration detention centres into alternative suitable arrangements.
337. Unlawful non-citizens will be subject to mandatory detention where they present a proven unacceptable risk to the community.

338. Labor will not detain, process or resettle lesbian, gay, bisexual, transgender or intersex refugees or asylum seekers in countries which have criminal laws against any of these communities as it makes these places unsafe environments for all of them.
339. Labor recognises that successive Coalition Governments have failed to negotiate viable and timely regional resettlement arrangements, which has left refugees and asylum seekers including children languishing in indefinite detention. Labor believes that whilst these arrangements are negotiated, the Australian Government is not absolved of its obligation to provide appropriate health, security, and welfare services to asylum seekers. Labor will:
- Work to negotiate on, and agree to, regional resettlement arrangements and resettle eligible refugees as a priority;
  - Continue to support the United States Refugee Resettlement Agreement and accept New Zealand's generous offer to resettle refugees by negotiating an agreement on similar terms as the United States Agreement; and
  - Ensure appropriate health, security, and welfare services for asylum seekers; and
  - Improve the medical transfer process, establish an Independent Health Advice Panel to provide medical advice and maintain ministerial discretion in all decision making.
340. Labor will ensure all Australian Government involvement in detention facilities it operates or funds is subject to transparent, independent oversight. Provisions for this oversight will be reflected in all contracts with service providers including through providing effective and consistent protections for whistle-blowers. Labor will use its best endeavours to provide for this oversight in any relevant international agreements, including by enabling ComCare to fulfil its regulatory obligation to investigate all serious matters within Australian-funded onshore immigration detention centres and offshore regional processing centres.
341. Recognising the inequities of the policy of charging immigration detainees a daily maintenance rate while in immigration detention, Labor extinguished such detention debts and will oppose any attempts to reinstate this practice.
342. As soon as the reasons for mandatory detention have ceased every effort must be made to remove asylum seekers from immigration detention centres through community detention or the granting of bridging visas with work rights. People seeking asylum will have means-tested access to funded migration assistance, and to appropriate social services, including income, crisis housing, healthcare, mental health, community, education and English as a Second Language support during the assessment of the claim for protection.
343. The provision of services at immigration detention centres will remain with private sector contractors for the term of the current contracts. In evaluating the future form of detention facility service provision, the views of all stakeholders, including the relevant trade unions must be taken into account.
344. Labor will legislate to impose mandatory reporting of child abuse in all onshore immigration detention facilities and offshore regional processing centres and work with all State and Territory governments to ensure all unaccompanied minor refugee children are covered by the relevant child protection authorities.

## Sport

345. Labor will encourage a life-long love of sport and entrench sport and physical activity as an essential part of the preventative health agenda. Labor will support opportunity and access to participate in sport and physical activity for all Australians. Sport is vital to physical and mental health, social inclusion, tourism, education, community capacity building, multicultural affairs, Aboriginal and Torres Strait Islander affairs, LGBTI affairs, regional development, trade, foreign affairs, and creating cultural identity.
346. Sport is important for social inclusion. Labor will ensure all levels of sport in Australia are inclusive of Aboriginal and Torres Strait Islander peoples and all culturally and linguistically diverse Australians. Indigenous participation in sport and active recreation will contribute to Closing the Gap in Aboriginal and Torres Strait Islander disadvantage.
347. Labor condemns sexual violence or derogatory behaviour towards women, or lesbian, gay, bisexual, transgender and intersex Australians and supports initiatives to eradicate such behaviour. Labor will ensure all levels of sport in Australia are inclusive of Australians who are lesbian, gay or bisexual, transgender or intersex and will:
- Work with all national sporting bodies to deliver gender and violence education programs and challenging prejudice programs, covering homophobia, biphobia and transphobia, for players, coaches, managers and promoters across all sports and levels; and
  - Require effective policies and practices to prevent discrimination on the basis of sexual orientation, gender identity or intersex status (including women athletes with intersex variations), whether affecting participants in sport or their families, or employees and volunteers in the sector, including by making such action against discrimination a condition of Commonwealth funding.
348. Sport and physical activity is essential for the physical and mental development of children. Labor will help young Australians, including young people in regional areas, to participate in physical activity and to compete in recognised sporting competitions.
349. Labor will support women's participation in sport – from the grassroots level to elite competition – the promotion of women's sport and efforts to increase its media coverage and profile in Australia. Labor supports greater leadership and mentoring opportunities for women in sport.
350. Labor will support access and opportunity to participate in sport for people with disability. Labor supports establishing strong high performance pathways for athletes with disability.
351. Volunteers make an invaluable contribution to all levels of sport. Labor will continue to support their efforts as coaches, officials, administrators and a broad range of other roles.
352. Labor will support improved water safety for all Australians, especially children and other vulnerable groups.
353. Labor will support our elite athletes and improve elite pathways, to keep Australia at the forefront of Olympic, Paralympic and other international sport and deliver success on the

international stage. Success for Australians in international sport encourages participation in grassroots sport and creates role models for young Australians to be physically active. Labor will strengthen Australia's sporting systems and will ensure the Australian Institute of Sport is a world-class facility for elite athletes.

354. Labor will ensure Australia is at the forefront of efforts against doping and match fixing in sport and, in partnership with sports, will provide leadership in the international effort to protect the integrity of sport.
355. Climate change is already having impacts on Australian sport, including through heatwaves and other extreme weather events. In partnership with other levels of government and sporting bodies, Labor will lead development of responses to minimise these impacts.
356. Labor will address the issue of illicit drug use and binge drinking by athletes and in the wider community.

### Arts and culture

357. Arts and culture are essential to the good life; while a creative nation is a prosperous nation. All people can participate in arts events and education and express their creativity in an array of different cultural forms. Labor will not only support artists, we will strengthen communities and develop a creative culture so Australians are ready for the challenges and opportunities of life. Australia's cultural institutions play an important role and Labor will support these institutions to collect, preserve and make available Australia's cultural heritage. Arts and culture also contribute to innovation and lift productivity.
358. Labor will build on and further develop Creative Australia, the national cultural policy adopted by Labor in 2013.
359. Arts and creativity play an important part in the daily lives of all Australians, and Labor will integrate arts and culture policy within broader social and economic goals. Australia needs stronger links between creative culture and action to lift productivity, spread innovation and strengthen community cohesion.
360. Labor will:
  - Ensure what the government supports — and how this support is provided — reflects the diversity of a 21st century Australia and protects and supports Aboriginal and Torres Strait Islander people culture;
  - Encourage the use of emerging technologies and new ideas in new artworks and the creative industries, and enable more people to enjoy and participate in arts and culture;
  - Support excellence and world-class endeavour and strengthen the role for the arts in telling Australian stories here and overseas recognising the important role that the arts can play in Australia's diplomatic efforts around the world;
  - Increase and strengthen the capacity of the arts to contribute to our society and economy;
  - Invest in the cultural inclusion of Aboriginal and Torres Strait Islanders in all the national cultural institutions;

- Provide sustainable funding for the national cultural institutions;
- Ensure Australia's national cultural institutions are supported to continue growing their important collecting, exhibition and education functions; and
- Put in place safeguards to protect the authenticity and originality of First Nations art, artworks and cultural/heritage goods from inauthentic imports and practices.

361. Australia needs:

- Greater participation of all Australians in Australia's cultural life, especially in disadvantaged and marginalised communities;
- An active role for public arts and culture programs in schools, in regional communities and Aboriginal and Torres Strait Islander communities, and throughout our cities and suburbs;
- The Australia Council funded and operating as an independent and expert grant making body which works closely with arts organisations and individual artists;
- Great national collecting institutions able to tour their collections to be open to all Australians;
- The film and television industry supported and funded, encouraging increased private investment, training further talent and assisting market development through Australian local content requirements on free to air and pay television as well as diverse new technologies;
- Australian stories being created and told by Australian performers and crew in Australian film and television production; and
- A thriving grassroots music scene, keeping venues open and musicians in work, to allow our music sector to reach its full potential.

362. Labor will improve access to local markets and support for independent and emerging artists building overseas careers.

363. The legal framework of copyright is necessary to ensure the income generated by arts, culture and heritage is fairly distributed between the creators and the institutions and entrepreneurs who make it available. A successful copyright framework will support the education, arts, culture, and heritage of Australia by:

- Developing and maintaining a national identity in the Australian creative industries;
- Protecting the intellectual property rights of content creators;
- Supporting new and emerging Australian creative talent;
- Meeting consumer expectations of speed to market;
- Securing the supply and diversity of Australian-produced intellectual property;
- Promoting competitive, sustainable and innovative Australian creative industries; and
- Promoting exports of Australian creative product to foreign Territories.

## Animal welfare

364. All animals should be treated humanely. Labor will work to achieve better animal welfare and consistent application and enforcement of animal protection statutes by harmonising relevant federal, State and Territory laws and codes. Labor will:



- Establish an independent office of animal welfare;
- Phase out cosmetic testing on animals or on products used in the production of cosmetics; and
- Oppose any 'Ag-gag' legislation.

### **Fair and equal government services**

365. Labor embraces new technologies to provide convenient, more efficient and more effective delivery of services through the Express Plus apps and the MyGov portal. MyGov now provides citizens with easier, faster and secure access to Medicare, Centrelink, Child Support, DVA, NDIS, PCEHR and ATO. There are currently 5.8 million active MyGov accounts.
366. Human service delivery should be defined by fair and equal government services for all citizens. The design of government services should place the citizen at the centre.
367. Labor will:
- Ensure government service delivery is appropriately resourced to deliver quality and timely services to Australian citizens;
  - Increase the skills and capacity of staff in all areas of customer engagement;
  - Maintain a robust, responsive and contemporary digital information system;
  - Maintain a network of accessible service centres throughout Australia capable of providing real time performance information to citizens;
  - Pursue a Service Delivery Reform agenda to improve choice and standards in delivery;
  - Establish an e-citizen's Charter promoting transparency, accountability and democratic participation;
  - Redirect resources saved by digital service delivery to deliver intensive case management programmes for those in greatest need and to ensure digitally excluded citizens are not disadvantaged;
  - Integrate, where practical and appropriate, Department of Human Service digital services with other government digital platforms;
  - Develop a departmental e-Government research centre laboratory in line with international best practice from within existing departmental resources. The laboratory will conduct research aimed at continuously improving DHS digital service delivery; and
  - Protecting the integrity and privacy of the personal records of Australians using government services by keeping all data and processing work associated with the delivery of government services within the public service.