



The Work and Family Policy Roundtable: 15 years of advocacy.

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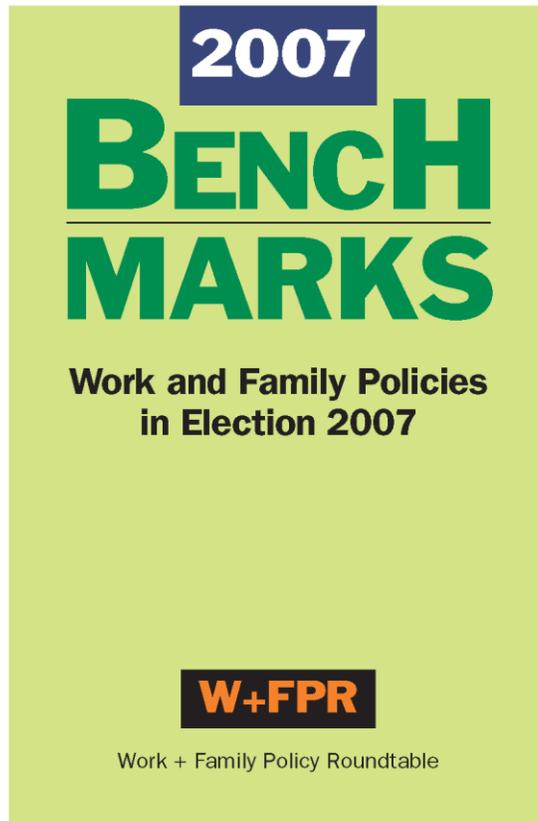
*Next Steps for Paid Parental Leave:
Assessing and advancing leave policy in
Australia. ANU, August 22, 2019*

The Roundtable believes work, care and family policy proposals should be guided by sound policy principles which:

- ✓ Recognise that good management of the work-life interface is a key characteristic of good labour law and social policy;
- ✓ Adopt a life-cycle approach to facilitating effective work-family interaction;
- ✓ Support both women and men to be paid workers and to share unpaid work and care;
- ✓ Protect the well-being of children, people with disabilities and frail older people who require care;
- ✓ Promote social justice and the fair distribution of social risk;
- ✓ Ensure gender equality, including pay equity;
- ✓ Treat individuals fairly, regardless of their household circumstances;
- ✓ Ensure sustainable workplaces and workers;
- ✓ Ensure predictable hours, earnings and job security;
- ✓ Ensure flexible working rights are available in practice, not just in policy, to all workers through effective regulation, education and enforcement;
- ✓ Facilitate employee voice and influence over work arrangements;
- ✓ Recognise and support the ongoing need for income support where earnings capacities are limited by care responsibilities or other social contributions;
- ✓ Recognise the particular cultural and social needs of groups who have been excluded and discriminated against, such as Indigenous peoples and newly arrived migrants and refugees; and
- ✓ Adopt policy and action based on rigorous, independent evidence.

Federal
Election Work,
Care and Family
Policy
Benchmarks:
2007, 2010,
2013, 2016 &
2019





Paid maternity, paternity and parental leave

- ✓ a government-funded 14 weeks minimum paid maternity leave for all working women, paid at normal replacement earnings;
- ✓ two weeks paid paternity leave for all working fathers, paid at normal replacement earnings;
- ✓ over time, an increase in total paid leave available to working parents until households share 52 weeks of paid parental leave (including maternity/paternity and parenting leave);
- ✓ encouragement to employers to offer 'stay-in-touch' programs in relation to mothers on maternity and parenting leave;
- ✓ a superannuation contribution top up for working women who take unpaid maternity leave, to restore their superannuation contributions to the level they would be without taking leave;
- ✓ that employers be encouraged to convert any existing employer-paid maternity or parenting leave to extend total paid leave, thus retaining their competitive advantage as employers of choice;



Paid Leave to Care

We recommend:

- ✓ Immediately extending the duration of Parental Leave Pay available to primary carers to 26 weeks and extending partner pay to 4 weeks; and consideration be given to extending both forms of leave paying them at wage replacement levels;
- ✓ Including superannuation in Parental Leave Pay and partner leave payments;