

## FUTURE OF WORK COMMISSION

The COVID pandemic has changed the way we work, accelerating many significant transformations that were already underway. Digitalisation and automation, remote working and work/life balance, individual contracting, de-unionisation and insecure work are important issues that are not just restricted to the gig economy. The current low unemployment figures mask the enormous problems of underemployment and wage stagnation. The shift to a clean energy economy will also create incredible possibilities.

There are enormous opportunities and threats from some of these trends. Digitalisation and remote work can offer greater flexibility and work/life balance but they can also lead to increased exploitation. Demand for more hours of employment can offer the opportunity for a rebalancing of working hours with a shift to a 4 day working week.

**The Greens will establish a Future of Work Commission to examine these issues and provide advice to government, business, unions and communities on how to address the threats and problems of the transformation of work and make the most of the opportunities.**

### AN INDEPENDENT FUTURE OF WORK COMMISSION

As we recover from the pandemic we must build back better instead of simply going back to business as usual. We have a unique opportunity to learn from our experiences and change the way we work for the better, to give people more control over their working lives and chart a path that prioritises working people instead of big business.

The Greens will establish a specialised, independent Future of Work Commission to examine the challenges we face and guide a pathway forward that both seizes new opportunities and ensures impacts on

Australia's workforce are tackled in a way that improves people's working lives.

One of the positives to emerge from COVID-19 are diverse working arrangements that support greater work/life balance such as working from home and flexible working hours. Research shows that remote working is here to stay with more than 40% of working people in Australia still regularly working from home<sup>1</sup>, and some businesses such as Atlassian adopting formal policies that only require staff to be in the office four times a year. The future of work should be one that empowers working people to have greater flexibility and control over their work/life balance.

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<sup>1</sup> [More than 40 per cent of Australians worked from home](#), ABS December 2021

Digitalisation has transformed our workplaces, provided the means for people around the world to shift to remote working overnight and allowed businesses to provide their services online. It has led to greater, faster access to information and services, and increased efficiency and productivity. But while there are benefits, technology can also have negative impacts. We have seen how corporations have used automation, digitalisation and other technology to cut down costs at the expense of their employees and job losses. As the impact and role digitalisation will have on work continues to evolve, we must make sure that it doesn't leave people behind and is used to improve the lives of working people.

The Commission will be tasked with investigating key issues facing the workforce including:

- How to enshrine work/life balance as a workplace right for employees, including working from home;
- The impact of digitalisation and automation on employment, including how to ensure working people have control and input into the use of technology in their workplace so they are used to make people's lives better, not worse;
- A model for tackling underemployment by moving to a four day work week without loss of pay for full time workers in Australia;
- How to address stress and burnout including if Australia's current leave entitlements are adequate and whether workers should have increased minimum annual and personal leave;

- How Australia can achieve full employment with a 2% unemployment rate while ending insecure work.

## PAYING FOR OUR PLAN

**By making billionaires and big corporations pay their fair share of tax and winding back handouts to big polluters, we can build a better life for all of us.**

**1 in 3 big corporations pays no tax and many big corporations and billionaires send their profits offshore tax free.**

**The Greens will tax billionaires with a new 'billionaires tax', require big corporations making excessive profits to pay a 'corporate super-profits tax' and axe billions of dollars in handouts to the coal, oil and gas giants that are driving the climate crisis.**

**These measures have all been costed by the independent Parliamentary Budget Office.**

**When big corporations and billionaires pay their fair share, everyone can have the services they need for a better life.**

## FIND ALL OUR POLICIES:

[greens.org.au/platform](https://greens.org.au/platform)