

The Coalition's Response to the Diversity Council Australia
2025 Federal Election Questionnaire

The Coalition believes every Australian should be given the chance to succeed, regardless of their background. We will ensure marginalised Australians are supported to participate fully in the workplace and rewarded for their individual effort in a way that works for them and their personal circumstances.

Gender Equality

We welcome the Workplace Gender Equality Agency's publishing of the gender pay gap for employers of 100 or more employees. This is a policy that we developed and funded when we were last in government. This new level of scrutiny will force better outcomes for the working women of Australia.

As organisations have already conceded, the Gender Pay Gap is present because too few women are being supported to take on more highly paid roles across our workforce. Fixing this issue will require a renewed effort across the board.

Childcare

The Coalition believes that families should have access to affordable early childhood education, ensuring parents can balance their professional and personal responsibilities. A Dutton Coalition Government will:

- Drive improvements to support low out-of-pocket childcare costs for Australian families.
- Support greater access to childcare places in regional Australia and back local solutions to provide better access to flexible childcare and education services for families living in regional, rural and remote communities.
- Focus on providing targeted assistance to families in greatest need by offering the highest subsidies to those with the lowest incomes, the most hours of subsidy to those families working the most, and additional support for households with multiple children in childcare.
- Ensure the early childhood education system delivers successful outcomes that make a difference in the lives of Indigenous children.

The Fair Work Commission is finalising its gender undervaluation priority awards review. Should the Coalition form government, we will consider these arrangements and how best to meaningfully and sustainably increase wages for all workers.

Parental leave

The Coalition supports choice and flexibility for families. We will allow eligible parents to either receive superannuation contributions on government-funded paid parental leave (PPL), an additional two weeks of funded PPL or a one-off payment equal to the total value of the superannuation entitlement for PPL.

Workplace sexual harassment

Sexual harassment and violence against women are completely unacceptable. The Coalition has been at the forefront of combating these matters, particularly in the workplace.

It was the former Coalition Government that initiated the Respect@Work report and implemented the bulk of its recommendations. We have further supported implementation of the Respect@Work recommendations in Opposition. Should we be successful at this election, we will continue to work with stakeholders to ensure that the level of sexual harassment in the workplace is reduced, and a culture of mutual respect is enhanced.

Some of the most concerning examples of women being attacked, harassed and threatened in the workplace have been in the construction sector. Unfortunately, the Albanese Government has given effective control of this sector to the CFMEU and their criminal associates as a reward for their millions of dollars in Labor Party donations.

Peter Dutton and the Coalition will take a tough stand against violence against women that is plaguing the construction sector. The Coalition has made it clear that it will deregister the CFMEU and bring back a tough building regulator in the sector to protect all workers, particularly women who have been unfairly targeted by certain CFMEU officials and their organised crime associates.

Domestic violence

Family, domestic and sexual violence is a major issue in Australia, affecting all socioeconomic and demographic groups. As a local policeman before he entered Parliament, Peter Dutton attended countless domestic violence incidents where he provided crucial support to victim-survivors.

A Dutton Coalition Government will make child protection and the safety of women an enduring priority. We will invest significantly in family support services, including emergency payments to assist women and children fleeing domestic violence, which the Coalition established in 2021.

The Coalition supports the *10-year National Plan to End Violence against Women and Children 2022-2032*.

Indigenous Australians

An elected Dutton Coalition Government will focus on practical action for Indigenous Australians.

Despite the billions of dollars that we spend on Indigenous Affairs, the gap is regrettably not closing for Indigenous Australians, especially in our regional and remote communities.

Anthony Albanese has utterly neglected any kind of practical action for Indigenous Australians over the last three years, while being distracted by the failed Voice Referendum.

Labor has failed to achieve meaningful results in addressing Indigenous disadvantage. For Labor, symbolism and tokenism are the priority, rather than practical steps to address inequality, poverty, neglect and ill-health among Indigenous Australians.

We will focus our efforts on addressing the significant disadvantage and neglect within regional and remote Indigenous communities. This includes by:

- Auditing Commonwealth expenditure on Indigenous affairs to ensure spending is effective and making a practical difference in the lives of Indigenous Australians.

- Establishing a Royal Commission into Sexual Abuse in Indigenous Communities to shine a light on the horrors of these crimes and implement systemic reforms to end this scourge.
- Ensuring services are focused on delivering better health outcomes for Indigenous Australians.
- Supporting the Northern Territory Government’s plan to improve community safety, especially in Alice Springs.

An elected Dutton Coalition Government will focus on practical action for Indigenous Australians, solutions to improve health outcomes for Indigenous families, women and children, boosting law and order, and community safety in Indigenous communities.

People with disability

An elected Dutton Coalition Government will provide practical support to help those living with disability overcome any barriers they may experience and enable them to find and keep employment.

The Coalition was and remains committed to a fully funded National Disability Insurance Scheme (NDIS) as a demand driven scheme. We have been clear that the NDIS needs to be sustainable to ensure it delivers for generations to come.

An elected Dutton Coalition Government will guarantee, among other things, funding for the NDIS to support those with permanent and significant disabilities.

The Coalition respects existing flexible work arrangements and commits to enshrining them in future public service agreements. Work from home policies will help attract a diverse workforce, including those with a disability.

The former Coalition Government published the current *APS Disability Employment Strategy 2020-25*, and we remain committed to the principles it sets out.

Mental health

As part of our \$9.4 billion primary healthcare package, an elected Dutton Coalition Government will restore critical Medicare mental health funding, after Labor ripped away affordable mental health support from more than 372,000 Australians.

The Coalition will double the number of Medicare-subsidised mental health sessions Australians can access from 10 to 20 on a permanent basis. This will ensure Australians have affordable access to the mental health support they need.

The Coalition knows that affordable access to primary care support, particularly for more complex mental health conditions, is critical to preventing worse outcomes for patients and taking pressure off hospitals.

We care about Australians, and we care about their access to mental health support services when they need it most.