



## FEDERAL POLICY: EMPLOYMENT

One Nation believes that re-industrialisation is the best way of creating lasting full time employment with positions for skilled, semi-skilled and unskilled workers. This combined with training Australians rather than importing skills. Tax and economic reform, rescinding of harmful treaties and industrial relations policy based on fairness and equality for all Australian employees and employers will enable our manufacturing, business and rural industries to compete on a truly level playing field. One Nation will make creating employment and the reducing of unemployment and all its associated social ills our prime objective. One Nation's Industrial Relations Policy is based on fairness and equality for all parties concerned. The important role unions have played in Australia is recognised and the continuing need for workers to have access to union assistance to protect them from unscrupulous employers or negotiate their wages and conditions is acknowledged. Though encouraged, membership of unions will continue to be voluntary.

### EMPLOYMENT AND WORKPLACE RELATIONS

- If a country has an agricultural base from which to feed its people, industrial infrastructure, a skilled manufacturing base, abundant energy and mineral resources and a healthy united and educated population, it has the essentials to become self sufficient. If that country is barren of opportunity for its young, unable to care for its aged, dependent on goods and finance from foreigners and unemployment among its workforce is rife; the problem is political ineptitude and economic mismanagement. One Nation policy covers the following fields;
- Status of Unions and Enterprise Bargaining.
- Compulsory Unionism.
- Australian Work Place Agreements
- Australian Industrial Relations Commission
- Industrial Action
- Accountability of Unions and Audits
- Minimum Wage
- Sick Leave
- Workers' Compensation
- Employment Advertising
- Unfair Dismissal Laws
- Employee Participation and Incentives
- Federal and State Awards
- Employee Protection - Business Bankruptcy
- Independent Contractors (Security of Payment)
- Role of Government in relation to Employment and Unions.

- In reforming the tax system by introducing the National Debit Tax to make it more attractive to employ workers, unemployment will subside.
- Training programs based on the needs of industry and business providing indentured apprenticeships to further skills and higher education. We need to return to indentured apprenticeship-based training which recent governments have discouraged. Due to their policy of dismantling our industrial base, these positions have not been available; so most kids have been forced to stay on at school, just to keep the unemployment numbers down.
- The ideal age for apprenticeship is after third year at high school, at the age of 15-16 years, an age receptive to discipline and learning. The majority is now forced to stay another two years at school, at which time it is usually too late for them to successfully enter a trade.
- Nursing is a typical example. Many, who would have made excellent nurses, have been lost due to the disbandment of on the job apprenticeship training, for academic training. This is reflected in the shortage of nurses and drop in standards of care in hospitals.
- Engineering trades have suffered the same problem and we are fast losing all our skills as the older generations retire and there is no one to hand them down to. Apprenticeship training is the ideal base to go on to almost any field, or position. Most of our top engineers started out this way.

## BACKGROUND BRIEFING: EMPLOYMENT and WORKPLACE RELATIONS

Australia's chronic unemployment is a national disgrace and economic policy needs to be restructured to make jobs growth a top priority. The Commonwealth Government's Employment and Workplace Relations (DEWR) covers the following: Employment Services, Government Employment, Grants, Occupational Health and Safety, People with Disabilities, Superannuation, Vocational Guidance, and Working conditions. Some of the employment services are now farmed out to private companies. However, despite all these programs, Full time employment continues to diminish and unemployment continues to grow. Why is this happening? The answer is because we no longer have industrial growth to provide jobs. Due to government policies, starting with the Lima Agreement, most of our manufacturing industry has moved off-shore, where the objective was to transfer 25% of our industry to so-called lesser-developed countries.

The multi-nationals tell us they need to move off shore to remain viable and competitive. The U.N. agenda portrays this to raise the living standards of the third world. In reality though it does little but use the new populous as a cheap and virtual slave work force with industry taking their profits out of the country thereby putting that nations populous further into dept. As with the banks, the multi national company has no loyalty to sovereignty and therefore has no interest in change for the better as that would defeat the purpose of establishing there in the first place. As of March 2009, as did the former Liberal Government and now the current Labor Government, appears to be covering over the true scale of our national unemployment figures, where if one is doing a Tafe course, training or working just one day a week, or on a "work for the dole" programme, they are not classed as unemployed, even though receiving social security benefits. Yet Government would have us believe that at the very most our current un-employment is only at a National level of 5%. Yet between January and February 2009 alone, 80,000 Australians lost their jobs and is estimated that a continuing 5000 Australians every day could become unemployed, with no end in sight because of and a direct symptom of Governments who mistakenly embraced globalism as its new economic model.

From the book "The Global Trap" by Hans-Peter Martin and Harald Schumann, they are predicting 80% unemployment in the future. Under Globalism in this century, 20% of the population will suffice to keep the world economy going. A fifth of all job seekers will be enough to produce all the commodities and to furnish the high value services that the world society will be able to afford. The bottom 80% will have almighty problems; they will have to depend on charity and social services.

## POVERTY

There is growing controversy over the increasing practice of Centrelink turning away hardship cases, telling them to try St. Vincent de Paul. Government funding to these agencies continues to decline, but the Government still refers around 80,000 people a year to such charities. In the last thirty years the proportion of people on middle incomes has fallen by 50% and is still falling, (ABS, IBIS). Our middle class is disappearing and becoming the "working poor". More than one in every seven Australians is now classified as "poor". That is, they are existing on half or less, of the average wage. Worldwide, 385 billionaires now control as much wealth as 2.7 billion people do. The gap between the rich and the poor is widening dramatically. Multinational companies now control two-thirds of the world trade and one third of the world's resources. With these facts in mind, it is evident that it is impossible for any of the current Government's schemes to create any real employment. The only way to create employment is by revitalising manufacturing in Australia.

The major unsatisfied market is energy. This is required by all nations. Australia has been blessed with abundant supplies of energy therefore we must use this to our advantage in much the same way as OPEC has done. History and research has consistently shown that a strong manufacturing sector is essential for employment growth. It is quite clear that Australia's future is dependent on the prosperity of the manufacturing sector. Each Australian government has the obligation to nurture and protect the industries which employ its citizens, rather than being subservient to UN treaties designed at destroying our industry, employment for our people and there by controlling us economically. One Nation advises that the Federal Government will never be able to retire the \$1.4 Trillion foreign debt with a current GDP of 0.2%, where we are now forced to import 98% of all our daily requirements. With nothing to sell, not until Australia's strong manufacturing base that it enjoyed in and from the 50's to the 70's is again rebuilt. Until then we will never be able to trade our way out of becoming a third world economy.

## AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

The functions of the AIRC are broadly summarised as follows:

- To facilitate agreement making between employers and employees or organisations of employees' wages and conditions of employment.
- To ensure that a safety net of fair minimum wages and conditions of employment is established and maintained.
- To prevent and settle industrial disputes so far as possible by conciliation and where appropriate within limits specified by the Workplace Relations Act 1996 (WR Act) by arbitration.
- To facilitate equal remuneration for work of equal value.
- To conciliate claims for relief in relation to termination of employment and if necessary, to arbitrate whether a termination is harsh, unjust or reasonable.
- To deal with matters concerning organisations, particularly registration, amalgamation, cancellation, representation rights, alteration of eligibility rules and change of name.

Members of the Australian Industrial Relations Commission are appointed by the Governor General upon the recommendation of the Federal Government of the day. The Workplace Relations Act 1996 provides for a President, two Vice Presidents and an unspecified number of Senior Deputy Presidents, Deputy Presidents and Commissioners. Members of the Commission include primary appointees and dual appointees whose primary appointment is to a State industrial tribunal.

## EMPLOYMENT

One Nation recognizes that long-term employment must come from the private sector. We desire a return to Australian ownership of land, resources, public utilities and businesses. The assets and resources of Australia must be the property of the Australian people.

### One Nation will support:

- 1) Incentives for farmers and small businesses.
- 2) Remove government "red tape".
- 3) Ensure fair competition.
- 4) Fair Trade (not Free Trade). Have tariffs in line with tariffs of trading partner.
- 5) Review of international agreements. No—to GATS and Globalization.
- 6) Controls to prevent monopolies and market manipulation.
- 7) Decentralisation of manufacturing and industry.
- 8) Re-industrialisation (Encourage value adding enterprises.)
- 9) Preference of Australian companies over foreign tenders.
- 10) Emphasis on apprenticeship training.
- 11) The right to Union membership on a voluntary basis.
- 12) Fair minimum wage.

One Nation believes that, combined with a strong primary industry and a vigorous resource sector, the stimulation of a broad-based manufacturing sector is vital to Australia's future well being. We will not let jobs go offshore.

## SOCIAL SECURITY

One Nation is committed to provide a “safety net” for the disadvantaged, people in temporary need and the retirees in our society. We will introduce a National Superannuation Fund as a secure and independent source of additional income to supplement the Social Security Pension.

### We will:

- 1) Provide sufficient numbers of adequate shelters for the homeless.
- 2) Support and protect victims of domestic violence (regardless of gender).
- 3) Maintain unemployment benefits.
- 4) Not tax personal savings and superannuation.
- 5) Have no assets tests.
- 6) Say no to death duty.
- 7) Upgrade age pensions.
- 8) Implement quarterly indexation of pensions. Indexation on a “basket of goods” basis.

No country that seeks a good future can survive for long, if it spends 35 to 40% of its budget on welfare. One Nation is intent on looking after the genuine cases, where people have fallen on hard times. However, jobseekers would be actively encouraged to attend training provided and/or to take a job offered. Skills and experiences gained will provide better prospects of securing full time employment. This will also be the base from which to build self-worth and self-esteem. The orchestrated dismantlement of Australian industry and the inept foresight to sufficiently train and retain our health sector that has seen to a desperate skills shortage and an excuse to import skilled labour, needs to be immediately abandoned. Despite all the pitfalls that are now abundantly clear, i.e. drastic shortage and ability to retain competent medical staff, trades sector fields and the like, the two major parties claim they are better qualified to remedy when they themselves are collaborators to the whole sad affaire. The current winding back on the number of skilled migration is a very sad indictment of Labor and Liberal doctrine of which has seen to the abandonment of sovereignty in place of globalist agendas, of which have created the whole dilemma in the first instance. One Nation has always advocated the training of Australians for Australian jobs. We do not accept that the Labor and Liberal party are capable of sincerely addressing the crisis.

Amendment 16/03/09 supplied by *Kevin Mitchell NSW*

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BACK!**

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