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29 July 2016

IPA: REFORM WORKPLACE RELATIONS SYSTEM TO HELP PEOPLE INTO EMPLOYMENT

The goal of helping people into paid employment should be the aim of the workplace relations system, according to a research paper released today by free market think tank the Institute of Public Affairs (IPA).

The paper, *Your Right to Work: The Employment Policy of a Truly Liberal Government*, which was written by Stephen Sasse, a consultant with over 30 years' experience in human resources and workplace relations for some of Australia's largest companies, highlights how our rigid and centralised employment laws are increasingly ill-suited to the changing nature of work, globalisation, automation and the ageing workforce.

Mr Sasse's long-term recommendations include removing the distinction between employment and independent contracting, pursuing institutional renewal by abolishing the Fair Work Commission while strengthening the Fair Work Ombudsman, and consolidating existing workplace safety nets by abolishing the award system and removing the 'social component' from the minimum wage paid by employers.

"For too long now, the workplace relations policy debate in Australia has been framed by arguments about the rights and privileges of unions, employer organisations, institutions and even governments," said the IPA's Director of Research, Mr Brett Hogan.

"Australia needs a legal framework that recognises the differences that exist between people, forms, hours and locations of work, and that puts the interests of people first."

"Employment law should also seek to provide opportunities to help get unemployed people back into work, be flexible enough to encourage people to stay, and responsive to changing circumstances in businesses and the wider economy. Freedom to Work and Freedom to Hire are concepts not heard often enough in the modern workplace relations context."

A copy of the report, *Your Right to Work: The Employment Policy of a Truly Liberal Government* can be found by clicking [this link](#).

For media and comment: Stephen Sasse, Author *Your Right to Work: The Employment Policy of a Truly Liberal Government*, smsasse@gmail.com or 0487 482 331 or Brett Hogan, Director of Research, Institute of Public Affairs, bhogan@ipa.org.au or 0407 273 884