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# BETTER PAID PARENTAL LEAVE

The Greens are standing up for working women and families by treating paid parental leave as a workplace

## WHAT DO I NEED TO KNOW?

The Greens' plan for paid parental leave is more generous, achievable and equitable.

We will provide six months of paid leave at 100% replacement wage up to \$100,000 per annum and superannuation contributions to ensure parents are not disadvantaged later in life.

Two additional weeks of leave for dads and partners at 100% of their regular wage, capped at \$100,000 per annum to ensure all parents can have secure family time with their new child.

Our plan is funded by a 1.5% business levy on companies' taxable incomes above \$5 million, plus an achievement bonus based on the forward estimates.

We will make changes to workplace laws to make sure women have a stronger right to return to their jobs and are not disadvantaged.

The Greens scheme is better than the Labor government's current scheme (which pays parental leave for only 11 weeks) regardless of what the parent earns and doesn't include super payments.

Our plan is better than the Coalition's expensive and unequitable scheme, which is uncapped, unrealistic and costs a point of \$150,000.

# BETTER PAID PARENTAL LEAVE.

Respecting working  
parents' rights



The current paid parental leave scheme underpays and undervalues parents by treating paid parental leave as a workplace right. As working women face increasing pressure, a more caring paid parental leave scheme is needed.

The Government's existing paid parental leave scheme scrapes together a bare minimum for working women. The current scheme is overly generous and unrealistic.

The Greens are standing up for Australian families by proposing a responsible and achievable 6 months of paid parental leave at 100% of the primary carer's regular wage, capped at \$100,000 per annum. This reflects parents' fair entitlements when they take time off work to care for a growing family.

## CARING PARENTAL LEAVE

The Greens know how important it is to get paid parental leave right. It is the critical foundation for a caring and encouraging women's participation in the workforce. We are proposing a more generous paid parental leave scheme that supports families and promotes productivity and work-life balance.

The Australian Greens' paid parental leave (PPL) scheme:

- Provides 6 months of paid leave at 100% of the primary carer's regular wage, capped at \$100,000 per annum. Paid parental leave should be a workplace entitlement, not a welfare payment.

- Includes superannuation contributions to ensure women are not disadvantaged later in life for taking parenting leave.

- Provides 2 additional weeks of leave to the secondary carer at 100% of their regular wage, capped at \$100,000 per annum. Dads, will have secure and fairly remunerated time to bond with their new child.

- Funded by a 1.5% business levy on companies' taxable incomes above \$5 million, plus an achievable additional 0.5% on companies with taxable incomes below \$5 million, based on forward estimates.

## PAID PARENTAL LEAVE IS AN ENTITLEMENT FOR ALL

It's time for a major overhaul of paid parental leave so that Australia's paid parental leave scheme gets the message across to working parents, as well as the importance of work-life balance in our society and economy.

Under the government's existing scheme, paid parental leave is universally set at the National Minimum Wage for the primary carer, that's a payment of approximately \$11,000 over 18 weeks. Around 70% of employed women are casual workers, so the majority of women still take a significant pay cut to spend the valuable first few months of their child's life.

The Greens' scheme pegs paid parental leave to the salary of each parent to a cap of \$100,000 per annum. The secondary carer's leave is capped at the National Minimum Wage, to be paid for 6 months (or 26 weeks). That means over the 6 months the paid parent receives up to \$16,170 and \$50,000 based on their salary, plus any additional support provided by their employers.

As noted by the Productivity Commission, a well-crafted paid parental leave scheme delivers long run benefits for the economy through increased lifetime workforce participation and better reflects the fair entitlements of employees.<sup>iii</sup> Families with support each other from the earliest moment, with the additional dad and partner leave able to be used

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maternal leave.

Australia should be moving towards a paid parental leave scheme that matches the best in the world  
that path.

 [Download the Paid Parental Leave initiative \(565Kb\)](#)

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