



# Resolve Industry Briefing

Industrial Relations & 'Same Job, Same Pay'

August 2023



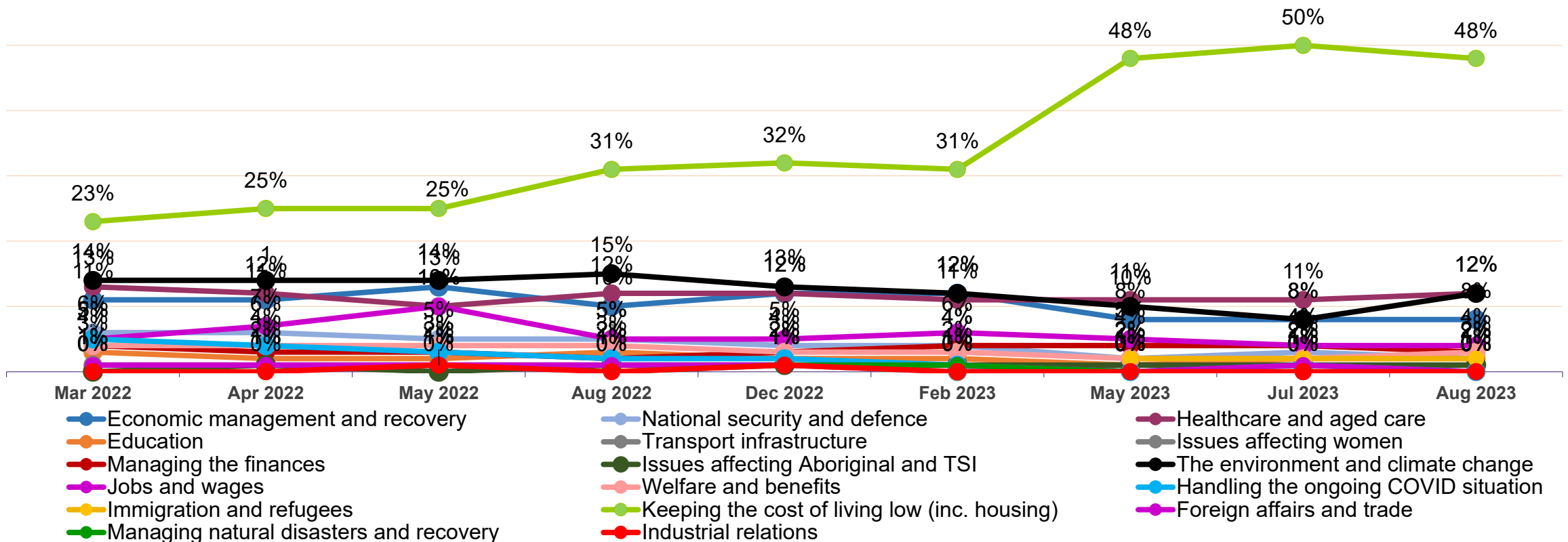
# Summary Methodology

This briefing note outlines the results of a series of questions on the subject of industrial relations. It was conducted as part of the Resolve Political Monitor (RPM). The methodology was as follows:

- An on-line survey conducted 9<sup>th</sup> – 13<sup>th</sup> August 2023, achieving a sample of n=1,603 adult Australians, with a notional maximum error margin of +/-2.4%.
- Used panel(s) primarily recruited by invitation off-line (random phone surveys, F2F, mail, etc.) to avoid inherent biases in self-selecting consumer panels and purely on-line recruitment.
- Respondents were not informed of the survey's topic(s) or publication prior to taking part to avoid response bias, e.g. a skew to more politically interested and/or informed voters seeking to send a public message.
- Detailed state-by-state quotas and weighting were employed for area, sex, age, education, income, marginal seats, etc., to ensure the sample truly reflected the population. Unless there are 'over-samples' of particular sub-groups of interest, any data weighting is minimal.
- Security and quality control checks were undertaken at all stages, including screening out 'bots'.
- Breakdowns may be provided by geo-demographic groups and voting blocs, but also the all-important marginal seats and uncommitted voter groups that will decide election outcomes, all with larger error margins.
- Where vote is reported and/or used for such breakdowns, primary voting intention is used. This is based on the '1' option in a fully ranked choice containing the most likely named candidates and parties in each area, and does not include the option of being 'undecided' (as per the ballot paper).
- Commentary of results may include the pollster's opinions, in turn based on breadth of historical experience.

# Context: Single Policy Priority

Australians find many issues important right now but, when we asked them to nominate a single priority, it is cost of living pressures that dominated – equaling the sum of all other priorities. Living costs can include utilities, housing, rents, groceries, insurances and sometimes fuel, and voters are expecting governments and businesses to focus on these points and help wherever they can.

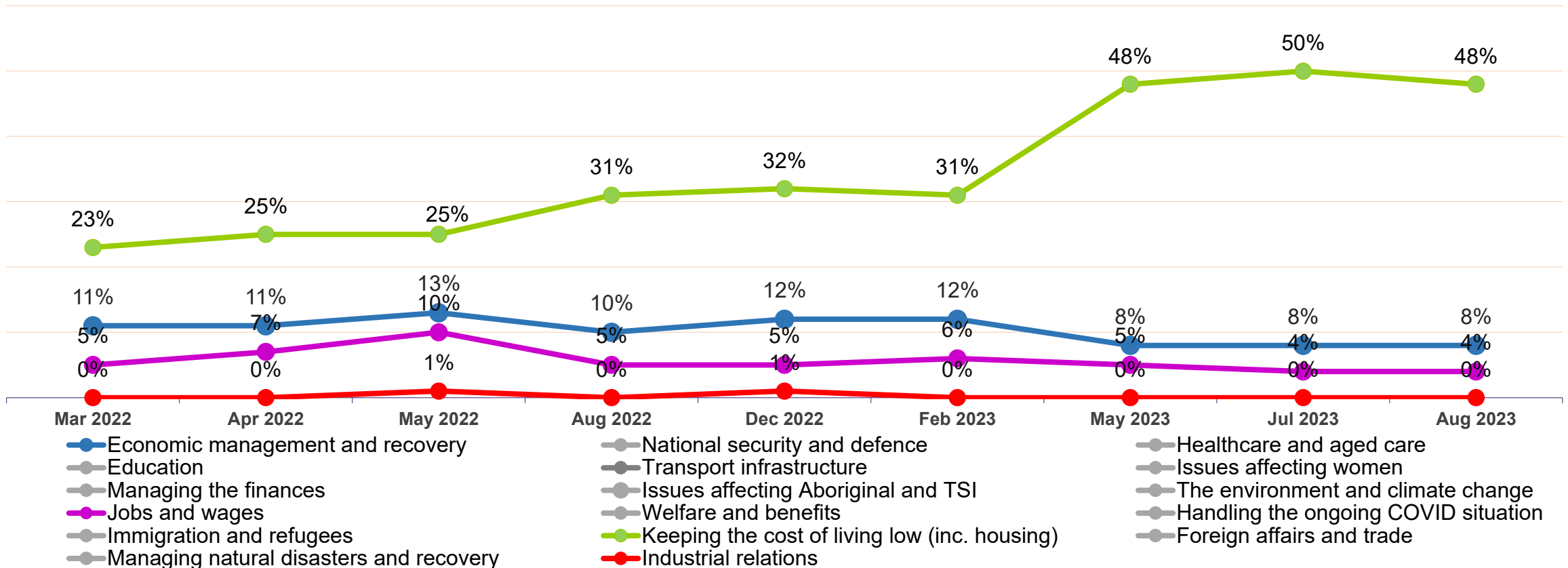


Q) Which ONE of the following issues do you think is the highest priority for you and your vote choice? Base: All (n=1,603).



# Context: Single Policy Priority

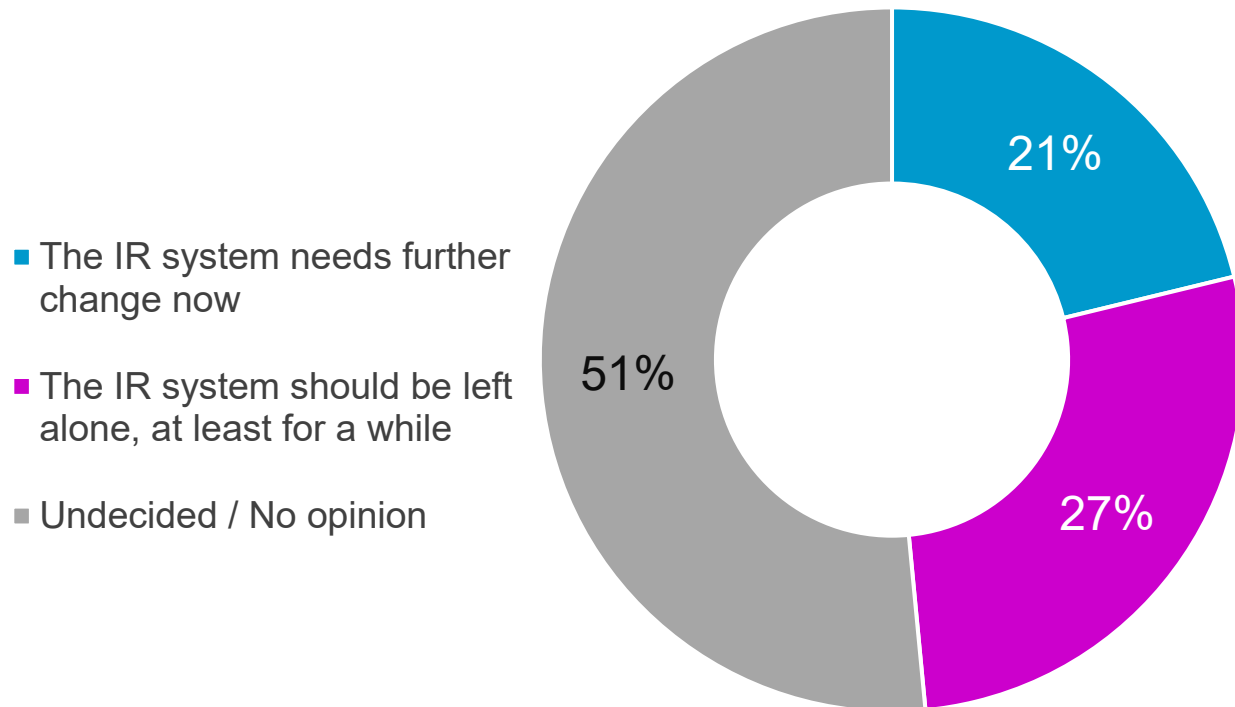
Of relevance to the topic at hand, we found that economic management and jobs / wages were second-tier issues (not surprising given fairly positive outcomes at present, though either may ‘flare up’ quickly if the economy worsens), but that IR is one of the least salient priorities for the electorate right now.



Q) Which ONE of the following issues do you think is the highest priority for you and your vote choice? Base: All (n=1,603).

# Foundation: Need for Change in IR System

Half of Australians were undecided on whether further change is needed in the IR system or not, which can be construed as disengagement from what is an unimportant issue for many and/or that many are unaware of any case for change. Regardless of cause, only around a fifth of major voting blocs, target seats, employees and lower income groups saw a need for change in the short-term.



	Change Now	Leave Alone Now	Undecided / No Opinion
<b>Total</b>	<b>21%</b>	<b>27%</b>	<b>51%</b>
Labor Voters	20%	27%	53%
Coalition Voters	20%	42%	37%
Other Voters	25%	14%	61%
Soft Voters	21%	27%	52%
Marginal Seats	17%	35%	48%
Employed	24%	27%	50%
Not Employed	21%	17%	62%
Retired	14%	39%	48%
Lower Income	20%	27%	53%
Middle Income	23%	31%	45%
Higher Income	22%	27%	50%

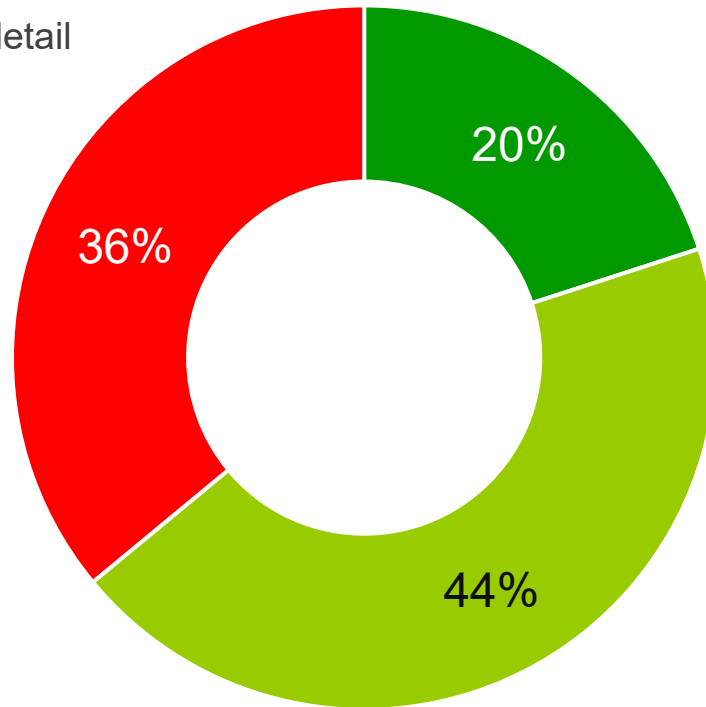
Q) Since being elected in 2022, the federal Labor government has implemented several changes to the industrial relations (IR) system that covers employment law, working conditions and pay. Some people believe that the IR system now needs further change, whereas others think it should be left alone either because it is working well or allow recent changes to bed in. What is your own view? Base: All (n=1,603).



# Engagement: Awareness & Knowledge of SJSP

One-in-five reported that they felt informed about the ‘Same Job, Same Pay’ legislation, i.e. knew at least some of the detail, which is not a surprisingly low level when we consider its novelty and that not all detail had been finalised or released at the time of this poll. Almost half reported they had heard the term, with the remainder unaware, i.e. the majority are operating in a relative vacuum.

- Aware and across the detail
- Heard the term, but not across the detail
- Unaware



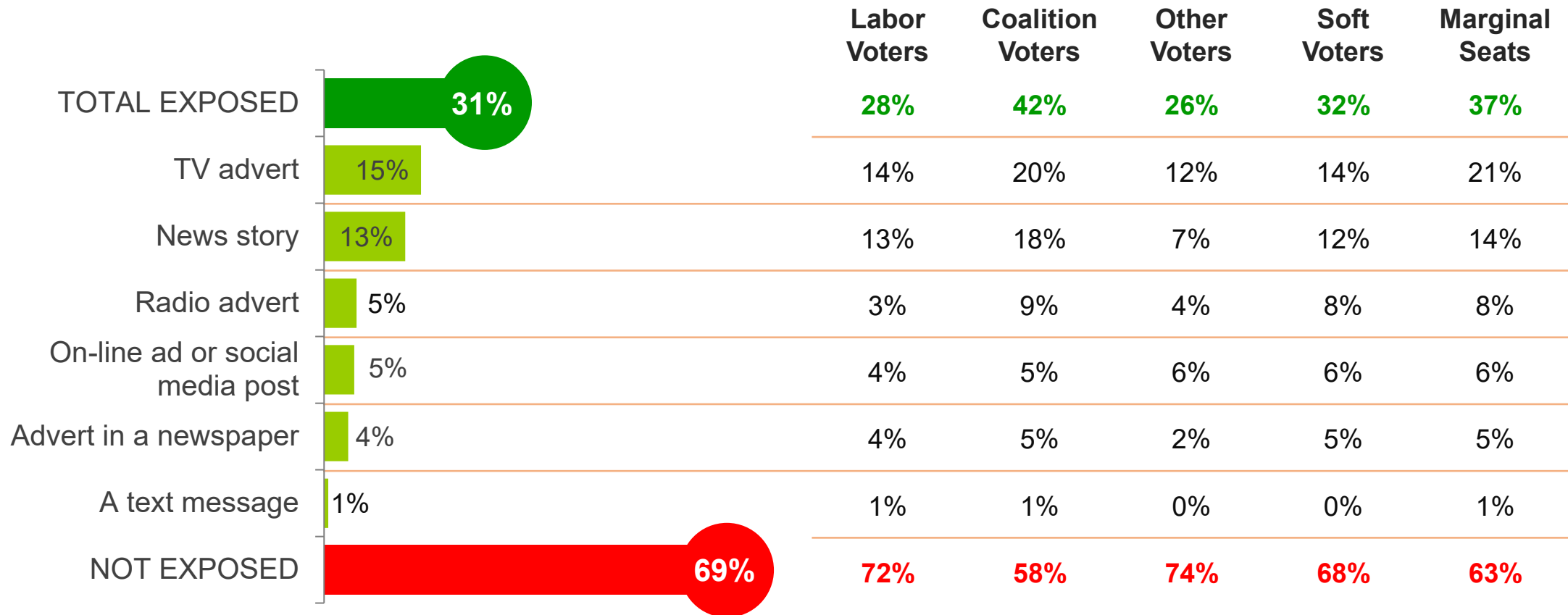
	Informed	Aware Only	Unaware
<b>Total</b>	<b>20%</b>	<b>44%</b>	<b>36%</b>
Labor Voters	15%	48%	38%
Coalition Voters	29%	43%	28%
Other Voters	15%	43%	42%
Soft Voters	16%	46%	37%
Marginal Seats	19%	47%	33%
Employed	19%	43%	38%
Not Employed	17%	43%	40%
Retired	27%	47%	25%
Lower Income	20%	48%	32%
Middle Income	21%	44%	34%
Higher Income	21%	43%	36%

Q) The government is currently working on new industrial relations legislation called ‘same job, same pay’ (sometimes also referred to as ‘Closing the Loopholes’). Before today, were you aware of this proposed legislation? Base: All (n=1,603).



# Engagement: Exposure to Business Campaign

That is not to say that there has been no exposure to messaging from the government, opposition, unions or business, however. Taking the latter, almost a third said they recalled some sort of exposure to an industry campaign (usually via just one channel at this early stage, with TV adverts and news stories most common).

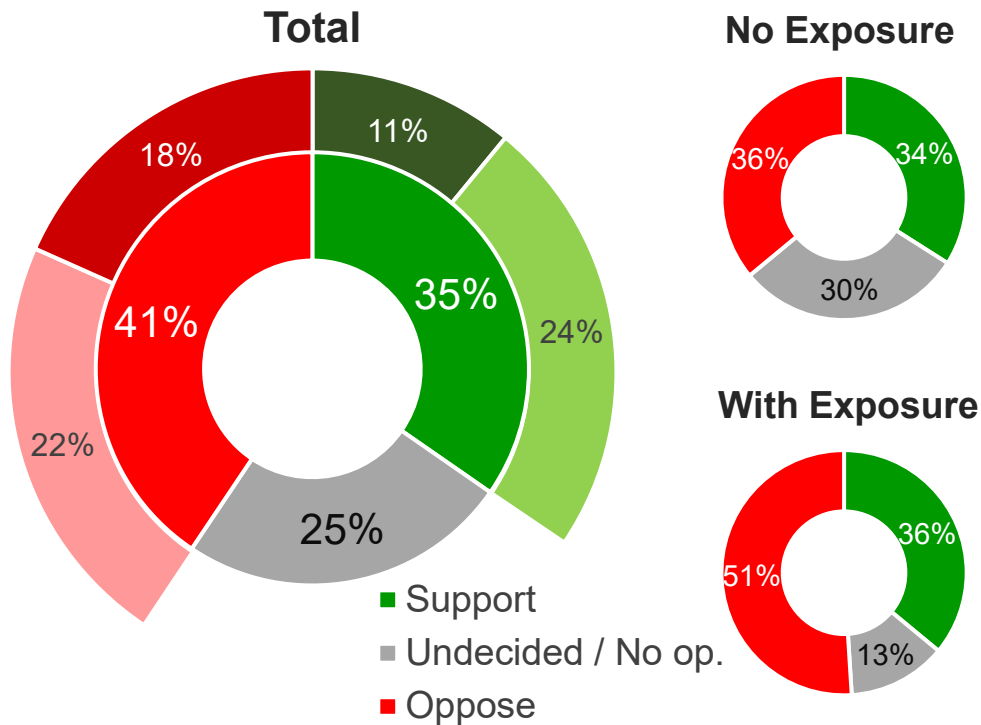


Q) Industry bodies have recently started to campaign against these 'same job, same pay' changes. Have you seen anything about this? Base: All (n=1,603).



# Opinion: Support for SJSP

And campaign exposure does seem to have increased opposition to the ‘Same Job, Same Pay’ legislation already, with just over half of those exposed saying they were against it once explained. Overall, views were a little more mixed (and weaker in intensity), with four-in-ten opposed and a third supportive. This can vary by voting intention and income, but working people were also more likely to oppose than support.



	Support	Undecided / No opinion	Oppose
<b>Total</b>	<b>35%</b>	<b>25%</b>	<b>41%</b>
Labor Voters	46%	25%	29%
Coalition Voters	25%	19%	56%
Other Voters	34%	29%	37%
Soft Voters	39%	26%	35%
Marginal Seats	36%	22%	43%
Employed	34%	31%	40%
Not Employed	34%	22%	44%
Retired	37%	21%	42%
Lower Income	42%	25%	33%
Middle Income	37%	21%	43%
Higher Income	35%	21%	44%

Q) In simple terms, the ‘same job, same pay’ legislation would aim to ensure that two people doing the same task are paid at an equal hourly rate, regardless of location, if they are full or part-time, employed or a sub-contractor. The government says this is a way to ensure people are paid fairly, but critics say it would lead to unfair outcomes where an experienced skilled worker could find themselves being paid the same as a temporary worker on their first day, and that it could remove flexibility, choice and competition that would ultimately affect prices. Do you support or oppose this ‘same job, same pay’ legislation? Base: All (n=1,603).





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