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Employers Hold Responsibility for Australia's Productivity Challenges, Says ACTU

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The Australian Council of Trade Unions (ACTU) argues that the nation's ongoing productivity issues stem largely from employer practices rather than workforce shortcomings. As the Albanese government prepares to convene an economic roundtable with businesses, unions, and policymakers in August, attention is turning to how management styles and decision-making processes impact worker performance and economic growth.

The ACTU has pointed to managerial approaches as a key driver behind widespread employee burnout, highlighting a lack of meaningful consultation between employers and workers. According to the union body, this disconnect not only harms workplace morale but also undermines productivity gains that are critical for the nation's economic health.

Meanwhile, the Productivity Commission, a government advisory agency responsible for providing independent economic policy advice, is urging reforms that focus on structural improvements. Their recommendations include a thorough overhaul of company tax structures to incentivize investment, expediting planning approvals to accelerate infrastructure development, and adopting artificial intelligence (AI) technologies to boost efficiency across industries.

While the government's roundtable aims to foster dialogue among key economic players, the ACTU's critique underscores the need for businesses to take greater responsibility in fostering environments where employees feel engaged and valued. Without such changes, efforts to stimulate productivity may fall short, perpetuating economic stagnation.

This perspective invites a broader conversation about the role of leadership in shaping Australia's economic future, one that requires balancing innovation and investment with the well-being and input of the workforce.