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Almost Two-Thirds of Australian Workers Plan to Leave Jobs

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A staggering 65% of Australian workers are contemplating quitting their jobs, driven by stagnant wages, burnout, and dissatisfaction, according to recent surveys. This article explores the reasons behind this mass exodus, critiques the Australian Labor Party's (ALP) economic policies, and highlights the urgent need for workplace reforms to address growing discontent.

A survey by recruitment firm Robert Half revealed that 60% of office workers feel underpaid, with many willing to change jobs for a pay rise of around 20%. The director of Robert Half noted that ongoing cost-of-living pressures and stagnant wages over the past decade continue to fuel worker unrest. Despite unemployment holding near historically low levels—around 3.5 to 4.1% in early 2025—workers across sectors such as technology, hospitality, and healthcare cite poor management, lack of flexibility, and limited career progression as key reasons for considering leaving their roles. Younger workers, especially those under 54, report high levels of exhaustion and feeling undervalued.

The ALP's economic approach, involving substantial public spending, has been criticised for insufficiently addressing wage stagnation and workplace wellbeing. Cost-of-living relief measures provide short-term assistance but may not tackle fundamental issues like inflation and housing affordability, which contribute to workers seeking better conditions. Research from Australian universities indicates that a significant portion of workers with chronic health conditions, worsened by job stress, are keen to quit unless flexible working arrangements improve. Frontline workers, often excluded from hybrid work options, face rising incidents of workplace abuse, further increasing attrition.

Employers face a pressing challenge. Although job vacancies have decreased slightly since peak pandemic levels, they remain substantially higher than before COVID-19, placing pressure on businesses to retain staff through competitive salaries and genuine workplace flexibility. Critics warn that without structural reform and policies that boost productivity alongside worker satisfaction, Australia risks ongoing talent shortages that could undermine business growth.