

A photograph of Ed Miliband and Angela Rayner in an industrial setting. Ed Miliband, on the left, is wearing a dark suit, a red tie, and a high-visibility yellow safety vest. He has glasses and is looking towards the camera. Angela Rayner, on the right, is wearing a red and white patterned scarf and a high-visibility yellow safety vest. She is looking slightly off-camera. In the background, there is industrial machinery, including a large metal cabinet with a blue label and various pipes and railings.

Standing Up for Jobs

A job for everyone who wants one by 2018

Our commitments

Deliver a job for everyone who wants one by 2018. We will do this by investing in people, in skills and in the businesses that create jobs.

Invest in people. We will give people the skills they need through the creation of 50,000 apprenticeships and traineeships, and increase the minimum wage to a living wage of €11.30 per hour so that work always pays. The JobsPlus programme will be expanded to support job creation for 10,000 long-term unemployed people, while a new Working Family Benefit will ensure that all parents working full time earn at least €12 per hour.

Help companies access the funding they need to grow. We will increase the scale of the Strategic Banking Corporation of Ireland's lending to small and medium companies. We will also promote alternatives to debt financing and encourage a greater number of IPOs by reviewing and reforming the Irish stock exchange. We will protect the 12.5% corporation tax rate.

Invest in innovation. We will increase the funding available for research and development to small companies, and scale up the 15 Technology Centres to build a quality research and advisory infrastructure around businesses in targeted sectors. We will strengthen our research and innovation activities by establishing an Advanced Manufacturing Centre.

Better supports for start-ups. We will reduce the Capital Gains Tax entrepreneur relief to 15% and increase its lifetime limit to €10m. Work space can often be a major start-up cost so we will work with local authorities to identify and allocate manufacturing space in unused and under used facilities for start-up businesses. We will give an earned income tax credit of €1,650 to self-employed people.

“**DELIVER A JOB FOR EVERYONE WHO WANTS ONE BY 2018. WE WILL DO THIS BY INVESTING IN PEOPLE, IN SKILLS AND IN THE BUSINESSES THAT CREATE JOBS.**”

INTRODUCTION

A job for everyone who wants one by 2018

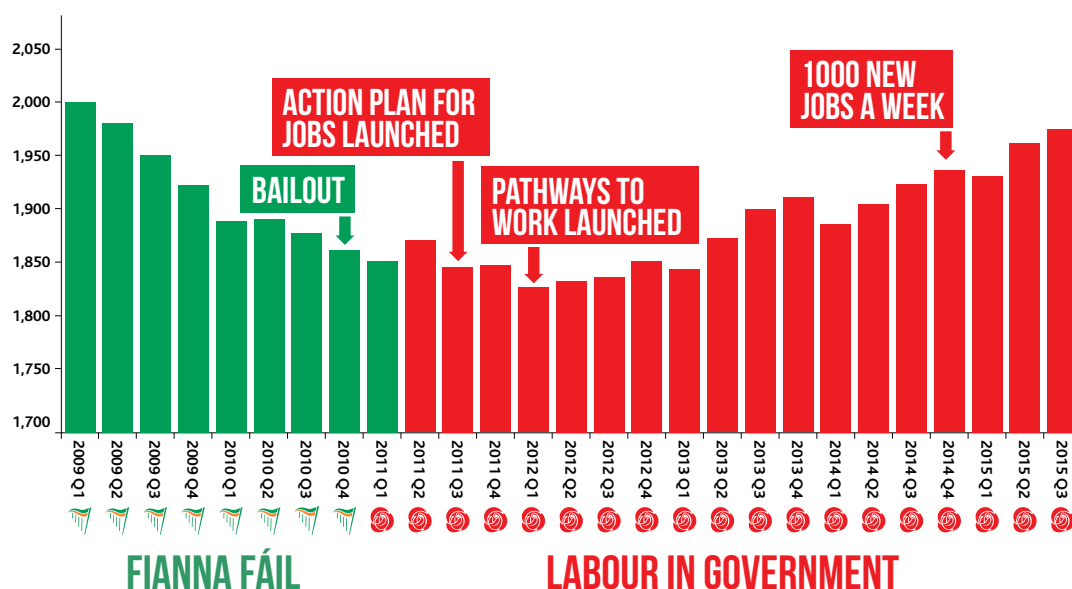
Labour is the party of work. Work gives us dignity and purpose, as well as improving the quality of our lives. We are facing into a decade of opportunity, and our plans are based on delivering one simple, but powerful promise – a job for everyone who wants one.

Job creation will continue to be the first priority of Labour in Government. All of Labour's policies are aimed at strengthening and enhancing the jobs-rich recovery. Our plan will create at least 150,000 jobs by 2018.

When Labour took office in 2011, we were haemorrhaging jobs at a rate of 1,000 per week. Now, 1,100 new jobs are being created every week. There are now over 2 million people in the Irish workforce.



NUMBER OF PEOPLE IN A JOB STANDING UP FOR JOBS



Providing a job for everyone who wants one must start with restoring all of the jobs that were lost during the crash. It also requires us to get more people into work, including those that are signing on, those that are discouraged and those who stay at home for caring or other duties. A key measure of our success will be the proportion of women at work, particularly those with children.

Delivering a job for everyone who wants one by 2018 requires a stronger and more resilient enterprise base. We need a flourishing enterprise sector to make sure we can withstand any potential downturn arising from external factors.

We must never again become reliant on just one sector to drive our economy, as Fianna Fáil did with the construction industry to ruinous effect. We need an innovative and competitive enterprise base giving quality and lasting jobs and that brings a higher standard of living for all of our people. We need to support strategic sectors that can boost our jobs-rich recovery, and to better support the start-ups that can grow to become the next generation of employers.

Labour recognises that we need to invest in skills so that people can adapt to the changing demands of the labour market of today and tomorrow. Significantly increasing the proportion of people in work will also depend on a comprehensive system of childcare, and we also need to improve the labour market supports for those transitioning into work. Our simple ambition is the creation of quality, decently paid work. Labour has no interest in 'jobs at any price'; casual labour at the lowest wages. We want sustainable, secure and well-paid jobs.



1. Labour's Plan to Invest in Business

Innovation is key to the success of Irish business and job creation. Looking to the decade of opportunity that lies ahead, we can see that innovation will help us to respond to global changes, and to take advantage of new opportunities.

Between 2008 and 2012, Ireland recorded one of largest number of job losses of any economy across the industrialised world since the Great Depression. Over 22% of full time jobs were lost with many more pushed into involuntary part time work in order to save and sustain their workplaces.

In Government, we published annual Action Plans for Jobs which provided significant supports to different sectors of the economy to grow and expand jobs.

Combined with economic growth which picked up strongly in the last three years to about 7% last year (the fastest rate in Europe), this work has ensured that 140,000 jobs have been created in the Irish economy since 2012. In the tourism sector, initiatives like The Gathering or the targeted VAT reduction helped to grow many businesses. Tax relief for home renovations has boosted residential construction demand and we have reduced motor tax to better support the thousands of jobs in Ireland's haulage industry.

We want an innovative and competitive enterprise base delivering quality employment that is sustainable over the longer term and that delivers a higher standard of living for all of our people. Our plan will create at least 150,000 jobs by 2018.

Supporting strategic sectors

Labour's plan is to support the creation of at least 150,000 jobs by 2018, providing a job for everyone who wants one by 2018. The Irish economy is expected to grow by close to 4% on average over the next three years and we are confident that employment growth will remain strong. Sectors such as agri-food, construction, hospitality, professional and technical services have been driving recent employment growth – our plans are designed to ensure this will continue.

We want to do everything we can to support productive companies of all sizes, both home-grown and multinational. Agri-food, tourism and retail will be critical to the future of rural communities, while advanced manufacturing, financial services and the technology sectors will be the key drivers of future job creation.

Labour will bring forward the planned review of capital expenditure to the end of 2016, so that the proceeds of growth beyond current projections can be reinvested to ensure a continuing jobs-rich recovery. Our plans for housing, increased energy efficiency and infrastructural development will give rise to thousands of additional construction jobs. We plan to build 35,000 social housing units, bring forward significant road projects and greatly expand the home retrofitting scheme to improve the energy efficiency of our housing stock.

The Year of Irish Design: ID2015 has allowed us to begin to once again imagine design and creative industries at the heart of job creation. We will put the Design and Crafts Council of Ireland on a statutory footing, develop a 'Designed in Ireland' brand, and provide initial funding of €3m for a National Design Centre with innovation and enterprise space for small

design companies and start-ups. We can achieve jobs growth in this sector of at least 6.7% by 2020, delivering more than 3,000 jobs.

Labour recognises the key role manufacturing plays as a vital component in our economy. We will work with industry and the research sector to help develop an international reputation for Irish manufacturing and advanced manufacturing, promoting excellence and innovation in a sector which currently employs 159,000 people across the country, with 82% of companies based outside Dublin – our ambition is to create at least 15,000 more jobs in manufacturing by the end of the decade.

Supports for innovation to start-ups and existing companies

Labour recognises the cash-flow and financing constraints of start-up and small firms. We will increase direct and matching funding available for research and development activities in small companies.

We will also scale up the 15 Technology Centres as the next step in building a quality research and advisory infrastructure around businesses in the strategic sectors outlined above. We will also establish a new national innovation hub for international sales. Labour recognises Ireland's competitive advantage in this sector and we should build on this.

In the manufacturing sector, we must strengthen our research and innovation activities by establishing an Advanced Manufacturing Centre with initial funding of €5 million. The Centre will bring together the very best in skills development and service provision to support cutting-edge research for the benefit of our domestic manufacturers.

We are also committed to working with local authorities to explore the potential of creating manufacturing space in unused buildings, as part of "creative place" policies with wider social and economic benefits.

Digital economy and society

The digital economy in Ireland is driving sweeping change in the way we communicate, work, learn and live. Digital activity currently represents more than 5% of the economy and supports around 100,000 jobs. Labour has supported the development of Ireland as a digital society through the National Digital Strategy and funded digital entrepreneurship and R&D through the National Digital Research Centre and the Digital Hub. We also pioneered the Trading Online Voucher Scheme, which offers grants, training and mentoring to help small businesses develop their online trading presence.

**“WE WILL ENSURE
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BROADBAND BY 2020**

We will promote the development of Ireland as a digital society through a renewed National Digital Strategy, maximising our potential, encouraging digital economic and social networks, and helping citizens and businesses to develop and enhance their digital skills. We will ensure that every home, school and business in Ireland has access to high-speed broadband by 2020. We will support employers who want to retrain employees to boost opportunities by expanding digital business.

It is important to recognise that all sectors, not just "high-tech", can benefit from and contribute to Ireland's digital agenda. Labour will accelerate direct capital investment in digital innovation in health, education, transport, energy, agriculture, tourism and other sectors. We will promote Ireland as the

location of choice for ICT businesses, including start-ups, through the IDA and initiatives like the Digital Hub and Ludgate@Skibbereen. We will implement the National Broadband Plan, eGovernment and eHealth strategies.

Finance and banking

An effective banking system is the backbone of a strong economy. We need competition between banks and we need available credit, balanced by strong regulation. We established Micro Finance Ireland and the SBCI (Strategic Banking Corporation of Ireland), which have supported the investment of hundreds of millions of euro in the economy.

Within the Ireland Strategic Investment Fund we will create a €1bn dedicated Green Infrastructure Fund to invest in clean public transport and energy efficiency projects. This will be funded by €500m from the proceeds from the sale of bank shares, combined with private sector leveraging. The rest of the proceeds of the sale of bank shares will go to reduce the national debt.

Companies with fewer than 50 workers have an average turnover of €4m, but struggle to access the financing they need. They require access to finance to enable them to grow. Labour recognises that traditional lenders are not providing the necessary finance.

We will explore new mechanisms to meet this gap through the SBCI. We will also restructure the Irish Stock Exchange to encourage a greater number of IPOs to overcome limits to expansion. Labour's goal is to ensure greater opportunities for Irish companies to reach significant scale.

In order to maintain a sustainable trading environment, Labour recognises that non-banking peer to peer seed investment is a vital part of the support jigsaw for new and early stage firms. We will reduce the CGT entrepreneur relief to 15% and increase the lifetime limit to €10m, at a full year cost of €50 million.

Protecting our productivity and competitiveness

Productivity growth is key to ensuring Irish businesses become more competitive. This needs businesses and the State to invest jointly in the labour force and in vital training, transport and telecommunications infrastructure.

We recognise that a greater emphasis is needed on modern management planning and culture. We will replace the existing National Competitiveness Council with a National Productivity Council. This will continue the work of monitoring and advising on competitiveness issues, but will also extend to advising and reviewing best practice in incentivising and facilitating effective management and career progression.

Supports for indigenous sectors to grow and compete abroad

The Government must lead by example. The State spends over 90% of the €8.3 billion annual public procurement budget on purchasing goods and services from indigenous companies. Labour remains strongly committed to maintaining this.

Labour is also committed to increasing indigenous companies' capacity to export. We will work to increase their exposure to multi-national corporations located here. This will assist not only in terms of building supply chains, but by providing greater business-to-business mentoring in the areas of research and development, sales and quality assurance.

Ireland has a proud tradition of social enterprise – the success of initiatives such as the BT Young Scientist & Technology Exhibition or Vantastic shows our potential in this area. The sector already employs more than 9,000 people and supports more than 5,000 more indirect jobs. We will make 2017 the year of Social Enterprise, so that the potential of this sector can be highlighted and developed as we have already done with Irish design.

2. Labour's Plan to invest in people

Investing in skills

The key to reaching full employment and maintaining it is to invest in people. This means providing new and additional investment in those who don't go to third level, those who leave school early and those who struggle to find employment after studying.

Just as importantly, we must invest in those who are currently in work and afford them an opportunity to up-skill and re-learn so they can adapt to future changes and demands in the labour market. Investing in people, and giving them the right opportunities is critical to ensuring that equality is a hallmark of our recovery.

Over the past five years, Labour's focus has rightly been on getting people back to work. JobBridge, Gateway and back to work family supports have played a vital part in giving people work and training experience. As the crisis recedes, we must now develop more permanent, sustainable policies to work towards our target of a job for everyone who wants one by 2018.

Our top priority is to transform the role that apprenticeships play in Ireland. 21st century apprenticeships have been designed and developed in areas as diverse as catering, electrical engineering and accountancy and more apprenticeship types need to be developed. We will deliver 50,000 apprenticeships and traineeships by 2021, at a cost of €131m.

Childcare support for working parents

Irish parents have to bear an extraordinarily high burden in terms of the cost of childcare with little or no state support.

This has significant implications for a mother's participation in the workplace in particular. Almost 40,000 women say they are

discouraged from seeking work because of a lack of available or affordable childcare. And 85% of mothers who don't work in Ireland or work part time, do so because of childcare costs.

It is vital that adequate, quality child care supports are put in place to enable parents to enter employment and to up additional hours. Labour's plan will immediately cap childcare costs at €4.25 per hour, and reduce this cost to €2 per hour by 2021, with a cost in that year of €516m.

Making work pay

A good job depends on a decent wage. A decent wage is one which ensures that a worker's hourly pay based on full time hours can at least meet a decent standard of living or better without having to depend on State supports.

Labour in Government will use a number of tools to improve wages, in particular the wages of our lowest income workers, in a manner that is cost competitive and economically viable for companies. Government can lead by example both with its own workforce and with those that supply it with goods and services.

The Family Income Supplement has continued to support many low-paid families to remain in work during the crisis, and has been a critical part of making sure that work always pays. However, this scheme is underused by families, and overly complex.

We will create a new, simpler, more supportive Working Family Benefit so that all parents working full time will earn at least €12 per hour. This will better support working families and remove disincentives to taking on additional work. We will reduce the 19 minimum hours of work required to receive Family Income Supplement. Instead we will ensure people qualify based on their income. Assessment for the Working Family Benefit will



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exempt some additional forms of income for single-parent families to better support their unique needs. When fully implemented, reforms will account for approximately €100 million of the available fiscal space.

Pathways to work

Social welfare must offer not just a safety net, but a pathway back to work, financial independence and a better future for jobseekers and their families.

Over the last five years, Labour's core goal has been to support as many people as possible back into employment. The Pathways to Work strategy has transformed social welfare from a passive provider of benefits to an active and engaged public employment service that helps jobseekers find work, training and education.

We will create 10,000 new places on JobsPlus – our highly successful programme which assists employers with wage costs when they hire a long-term unemployed person.

We will move towards welfare individualisation in the medium term – this will ensure that all working-age adults are given the same entitlements and opportunities, and especially help women and primary carers who are looking to enter the labour market. As a first step, we will ensure that in households dependent on one partner's jobseeker's payment, the right to work, training and education supports can be accessed by either partner. This will give more options to families.

We will expand the Youth Guarantee scheme to offer more training, education and employment opportunities to those under 26. For those participating in the Youth Guarantee, we will pay the full rate Jobseeker's payment. These initiatives are estimated to account for €117 million of the fiscal space.

Additional support for those who lose their jobs

For a stronger welfare system that combines security with opportunity, we will take steps towards an income-linked system of jobseekers payments to empower workers to move between jobs and bounce back from short-term unemployment secure in the knowledge that the social welfare system will adequately support them and their families as they transition.

This income linked job seekers payment will amount to up to €30 a week extra above existing benefit levels, as a first step towards creating a system of contributory welfare that recognises that those who contribute to our social insurance fund should benefit when they need it most. The cost of this initiative is approximately €40 million.



3. Costings

Policy commitment	2021 cost (current)
Reduce CGT entrepreneur relief to 15% and increase the lifetime limit to €10m	€50m
50,000 apprenticeships and traineeships	€131m ¹
Reducing childcare costs to €2 per hour by 2021	€516m ²
Working Family Benefit	€100m
10,000 JobsPlus placements and expanded Youth Guarantee	€117m
Income linked job seekers payment	€40m
Total	€954m

Policy commitment	Capital cost
Advanced Manufacturing Centre	Initial funding of €5m
National Design Centre	Initial funding of €3m
Social Enterprise Scheme	€5m
Green Infrastructure Fund	€1bn ³

¹ Detail to be supplied in Labour's plan for skills and wages

² Detail to be supplied in Labour's plan for children

³ Detail to be supplied in Labour's plan for the green economy



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