

# New Zealand General Election 2026

## POLICY COMPARISON SNAPSHOT

### Industrial and Workforce

| <br>ACT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <br>Green                                                                                                                                                                                                                                                                                                                                                                                                                                         | <br>Labour                                                                                                                                                                                                                                                                                                                                                                            | <br>National                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <br>NZ First                                                                                                                                                                                          | <br>Opportunity                                                                                                                                                                                                                                                                                                                     | <br>Te Pāti Māori |
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| <p><b>Reduced time limit for lodging PGs</b> with Employment Relations Authority down to 90 days.</p> <p><b>Freeze adult minimum wage</b> for 3 years and introduce reduced Training Wage for workers under 20 during first 12 months of employment.</p> <p><b>Make payroll deductions for union fees voluntary</b> with members arranging direct payment for union fees.</p> <p><b>Strengthening political neutrality requirements</b> for health regulators as well as public service workers.</p> <p> <b>KiwiSaver</b> tax-exemption on qualifying earnings to replace annual government contribution to KiwiSaver members.</p> | <p><b>Pay equity</b>, transparency, and parity in all sectors.</p> <p><b>Increase leave allowances</b> for annual leave to 5 weeks and parental leave to a total of 15 months, allowing concurrent use in first three months.</p> <p><b>Supporting default union membership</b> when starting new job (ability to opt-out).</p> <p> <b>KiwiSaver</b> government contributes for those on low incomes, regardless of employee contributions.</p> | <p><b>Cutting student debt</b> by 10% for eligible students who stay in NZ for 3 years after finishing study.</p> <p><b>Pay equity legislation</b> restored within first 100 days, and immediate pay rise (\$4/hour) for care and support workers.</p> <p> <b>KiwiSaver</b> lifting employer contributions to 6% by 2032, even when employees reduce or pause own contributions.</p> | <p><b>Reduce student loan repayment rate</b> for domestic borrowers from 12% to 10%, and tougher measures to recover debt from those who move overseas.</p> <p><b>Staged extension of paid parental leave</b> from 26 to 30 weeks, allowing concurrent or overlapping use.</p> <p> <b>KiwiSaver</b> to become compulsory for all workers, with staged increase of total (employee + employer) contribution rate to 12% by 2032. Plus \$1,500 govt contribution for every child born in NZ.</p> | <p> <b>KiwiSaver</b> to become compulsory for all workers, with staged increase of total (employee + employer) contribution rate to 10%. Plus \$1,000 govt contribution at birth for NZ citizens.</p> | <p><b>Roll back student loan interest</b> for up to 3 years spent overseas, upon loan repayment and return to NZ residency.</p> <p> <b>KiwiSaver 2.0</b> replaces KiwiSaver scheme, with staged increase of total (employee + employer) contribution rate to 12% by 2034. Once fully phased in, becomes exempt from income tax.</p> | <p><b>Silent on industrial and workforce policy.</b></p>                                             |

Note:  Most parties have a KiwiSaver-related policy. Click on the link [here](#) to compare the details across each party.