



Know your rights

Migrant workers and visa holders have the same workplace rights as all other workers in Australia. These are protected by law. The Fair Work Ombudsman provides a free service, and can help you understand your rights while working in Australia. These include:

- Minimum rates of pay
- Other minimum conditions at work, including leave or time off work
- Protections at work, including the right to be free from discrimination

All employers must follow these laws. For example, they cannot pay less than the minimum amount set by law, even if a worker agrees to it.

For information about your workplace rights, you can visit www.fairwork.gov.au, or contact the Fair Work Ombudsman by telephone on **13 13 94**. If you require an interpreter, contact the Translating and Interpreting Service on **13 14 50**.

For more information or confidential advice please contact Australian Red Cross.

T. 03 9345 1800

E. national_stpp@redcross.org.au

W. redcross.org.au/workrighthub

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Modern slavery happens in Australia





In Australia, **modern slavery** refers to a range of serious exploitative practices, that undermine a persons' freedom and ability to make choices for themselves. These practices include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

Trafficking in persons is when someone is recruited or transported by deception, threat or force for the purpose of exploitation. This can happen in any industry including agriculture, hospitality, construction, cleaning and the sex industry.

Forced labour is any work someone is forced to do against their will or under threat of punishment.

Servitude is when a person does not consider themselves to be free to stop working or to leave work, because of threats, coercion or deception; and the person is significantly deprived of their personal freedom in areas of their life outside of work. **Domestic servitude** occurs in the context of domestic work, when the circumstances and conditions amount to slavery-like practices.

Debt bondage is when someone's personal services are used to repay a debt and the debt owed or claimed to be owed is excessive, or the amount of work the person is doing to pay off the debt is not reasonable.

Signs of exploitation

- Being forced to work
- Working long hours with little time off
- Not having control over their earnings
- Paying off a large debt to a recruiter or employer for travel, accommodation, clothing, food, transport or work documents
- Not being able to leave your place of work or negotiate conditions
- Being intimidated or threatened at work, such as being told you will be deported or that family members will be harmed
- Not able to access your passport or other identification documents
- Not being able to see a doctor or get medical treatment

If you work in someone's house, these are also signs of exploitation

- Never or rarely being able to leave the house for personal reasons
- Only being allowed to leave the house under employer supervision
- Not being allowed contact with family or friends
- Having your phone taken away
- Being made to sleep in a shared or inappropriate space and not having access to any private space
- Being subjected to insults, degrading treatment, abuse or violence
- Experiencing sleep and food deprivation



Help is available

Red Cross gives advice and support, and can refer you to other services for help. Interpreter services are available.

Call 03 9345 1800 or email national_stpp@redcross.org.au

There is also a **support program** that helps people recover and rebuild their lives. The program helps people find somewhere safe to live, provides support to access medical care, counselling and legal and migration advice, financial support, help with education and training or finding a job, and social connections. Red Cross can tell you more about this program.

This work is funded by the Department of Social Services under the Support for Trafficked People Program.

For **free and confidential legal advice**, contact Anti-Slavery Australia on **02 9514 8115** or email ASALegal@uts.edu.au

If it is an emergency or there is a threat to someone's safety call the police on **000**.

To report a possible case of modern slavery call the Australian Federal Police on **131 237**.

If the situation involves a child there may be mandatory reporting obligations under child protection laws.