



Migration Worker Protections

HI JAY, DO YOU EMPLOY ANY MIGRANT WORKERS?

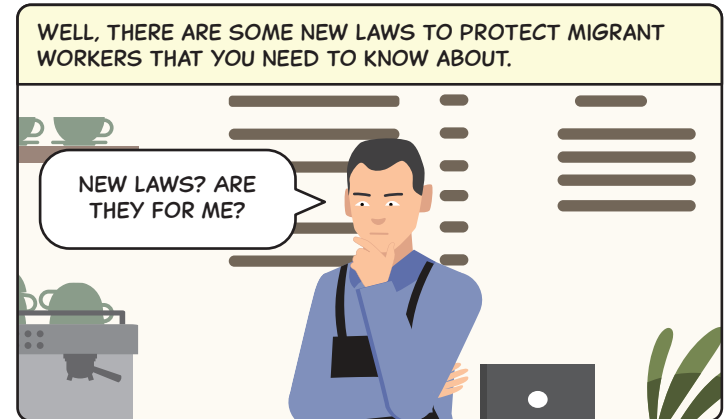


YES – THEY ARE REALLY IMPORTANT IN MY BUSINESS.



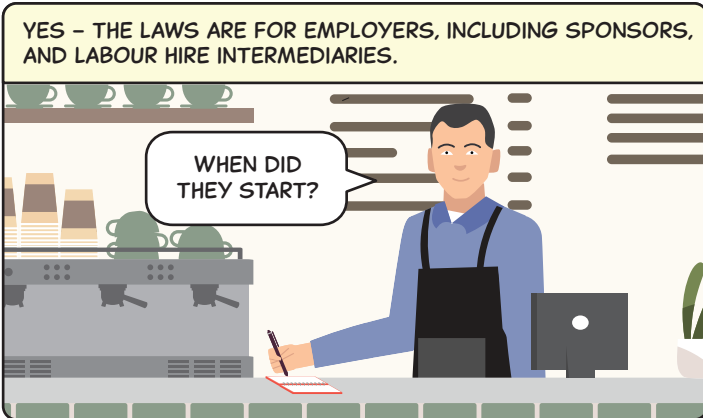
WELL, THERE ARE SOME NEW LAWS TO PROTECT MIGRANT WORKERS THAT YOU NEED TO KNOW ABOUT.

NEW LAWS? ARE THEY FOR ME?

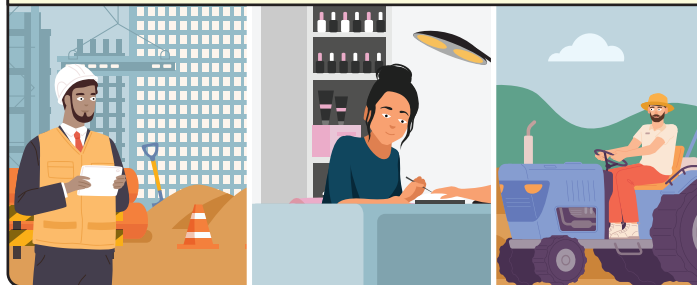


YES – THE LAWS ARE FOR EMPLOYERS, INCLUDING SPONSORS, AND LABOUR HIRE INTERMEDIARIES.

WHEN DID THEY START?



THE NEW LAWS BEGAN ON 1 JULY, 2024. THEY PROTECT MIGRANTS FROM WORKPLACE EXPLOITATION IN ALL INDUSTRIES. THERE ARE TOUGH PENALTIES FOR PEOPLE WHO BREAK THE LAWS.



WHAT DO YOU MEAN BY WORKPLACE EXPLOITATION?

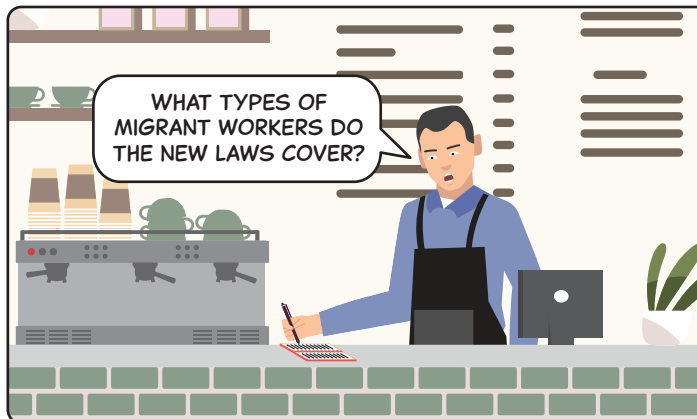


THERE ARE A RANGE OF BEHAVIOURS BY EMPLOYERS AND OTHERS IN THE LABOUR CHAIN THAT ARE CONSIDERED TO BE EXPLOITATION.

Examples of exploitation:

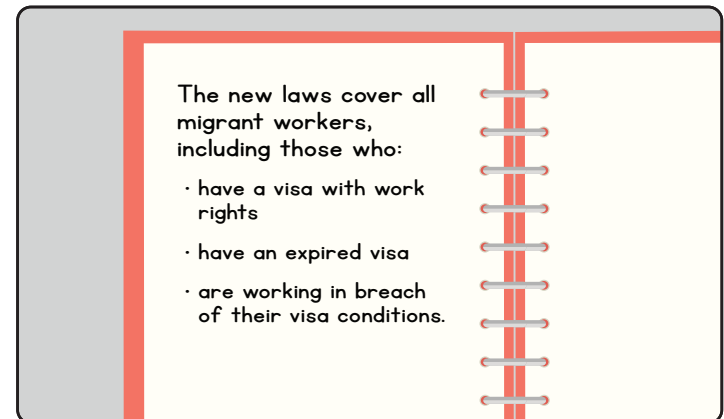
- underpaying a migrant worker (including penalty rates and other entitlements)
- pressuring a migrant worker to work in breach of their visa conditions
- threatening to cancel a migrant worker's visa
- coercing a migrant worker to engage in unwanted sexual acts
- pressuring a migrant worker to accept inadequate living conditions, such as poor housing, inadequate meals or poor access to running water and electricity.

WHAT TYPES OF MIGRANT WORKERS DO THE NEW LAWS COVER?



The new laws cover all migrant workers, including those who:

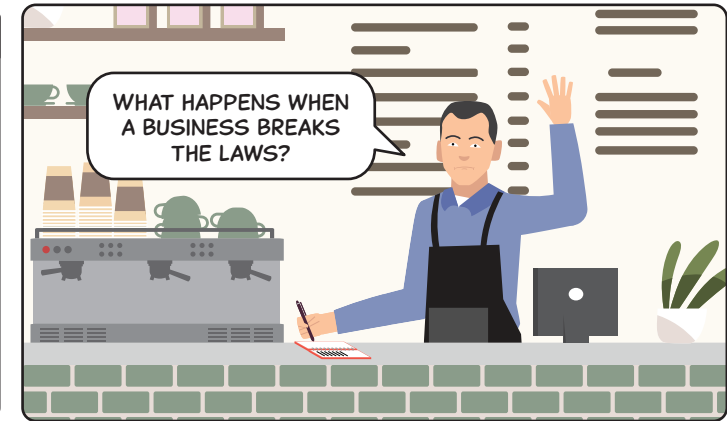
- have a visa with work rights
- have an expired visa
- are working in breach of their visa conditions.





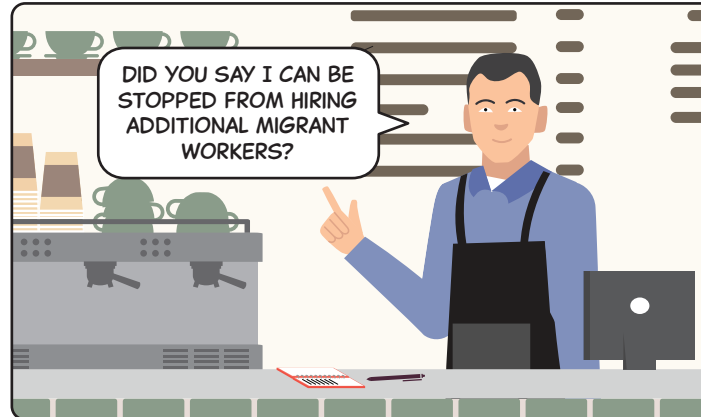
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TYPES OF MIGRANT WORKERS INCLUDE BACKPACKERS, STUDENTS, AND PALM SCHEME WORKERS.



For serious, deliberate or repeated breaches, you may be:

- jailed for up to 2 years
- fined more than \$100,000
- prevented from employing more migrant workers for a period of time.



YES, THIS IS THROUGH A NEW MEASURE CALLED A PROHIBITION DECLARATION.



PROHIBITED EMPLOYERS WILL HAVE THEIR NAME AND AUSTRALIAN BUSINESS NUMBER PUBLISHED ON THE AUSTRALIAN BORDER FORCE WEBSITE FOR AS LONG AS THEIR PROHIBITION DECLARATION LASTS.



YOU CAN LEARN MORE ABOUT THE NEW LAWS INCLUDING FREQUENTLY ASKED QUESTIONS AT HOMEAFFAIRS.GOV.AU/MIGRANT-WORKER-PROTECTIONS

