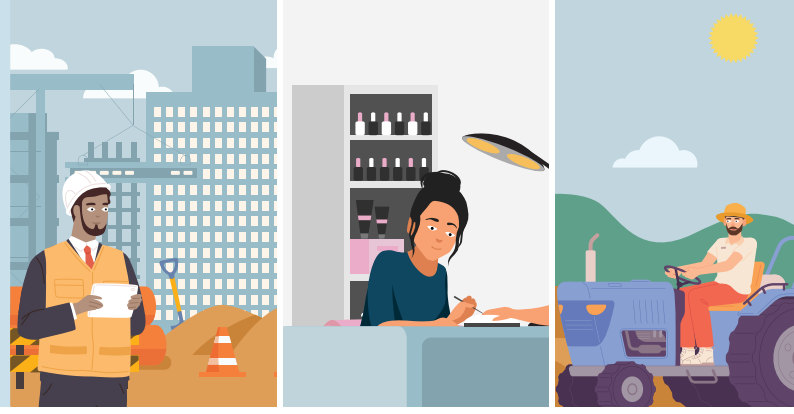




**Australian Government**



## Migrant worker exploitation reforms – social media kit

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### New laws providing greater reporting protections for migrant workers

All workers in Australia have the right to do their job without being exploited.

There are new laws to address migrant worker exploitation. They aim to stop employers, including sponsors, and others in the labour chain from using a worker's visa status to exploit them. They help create a level playing field for businesses doing the right thing.

These laws apply to employers of all migrant workers – whether they have a visa with work rights, an expired visa or are working in breach of their visa conditions.

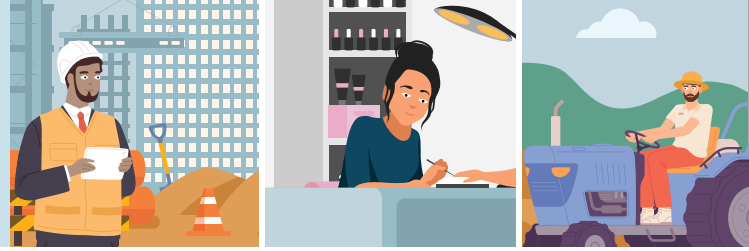
Employers and labour hire businesses must follow these new laws. People who break the law can be jailed for up to 2 years, fined more than \$100,000 or prevented from hiring more migrant workers for several years. Those who accidentally break the rules may receive directions about what they must do or stop doing to help them comply.

Read more about the new laws at [www.homeaffairs.gov.au/migrant-worker-protections](http://www.homeaffairs.gov.au/migrant-worker-protections). This website explains the types of behaviours that involve workplace exploitation, who must follow the new laws and provides case studies. The website content is available in 13 languages other than English.

### Key messages for employers and labour hire businesses

- There are new laws that address migrant worker exploitation.
- The new laws include strong penalties for using a person's migration status to exploit them in the workplace.
- The laws aim to stop employers, including sponsors, and labour hire businesses from using a person's visa status to exploit them. They cover all working migrants, including those working with a valid visa, those without a valid visa or migrants working in breach of their visa conditions.
- The new laws cover a range of work-related situations where exploitation might happen. These situations include but are not limited to:
  - underpaying a migrant worker
  - pressuring them to hand over their passport
  - threatening to cancel their visa (employers cannot cancel visas)
  - pressuring them to work more hours than their visa conditions allow
  - pressuring them to engage in or perform unwanted sexual acts
  - pressuring them to accept poor living conditions, like poor housing or lack of access to running water or electricity.

# Migrant worker exploitation reforms social media kit



## Key messages for employers and labour hire businesses *continued*

- Employers who deliberately, seriously or repeatedly break the law may be prosecuted. Penalties include fines of more than \$100,000 and/or up to 2 years' jail.
- Employers who deliberately, seriously or repeatedly break the law may also be prohibited from hiring more migrant workers for a period of time, depending on the nature and severity of the breach.
- Prohibited employers, including others in the labour chain who have been prohibited will have their name and Australian Business Number published on the Australian Border Force website for the period of their prohibition - [www.abf.gov.au/prohibited](http://www.abf.gov.au/prohibited). They will also have extra reporting requirements after the prohibition ends.
- Report workplace exploitation early. Contact the Fair Work Ombudsman on 13 13 94 or complete an anonymous online report. You can also anonymously report workplace exploitation to Border Watch.
- To find out more about the new laws protecting migrant workers, visit [www.homeaffairs.gov.au/migrant-worker-protections](http://www.homeaffairs.gov.au/migrant-worker-protections)

## Social media posts

We have prepared the below posts for you to share on your social media platforms.

Social media tiles and GIFs are available to [download](#).

### Post 1

Do you employ migrant workers in Australia? You need to know about new @ausgov laws providing greater protections for migrants at work.

Learn about the new laws and your responsibilities at: [www.homeaffairs.gov.au/migrant-worker-protections](http://www.homeaffairs.gov.au/migrant-worker-protections)

### Post 2

Underpaying migrant workers or pressuring them to work more hours than their visa allows are just some, of many, examples of workplace exploitation.

New @ausgov laws now cover a wide range of behaviours that exploit migrant workers.

There are serious consequences for employers and others in the labour chain who break these new laws.

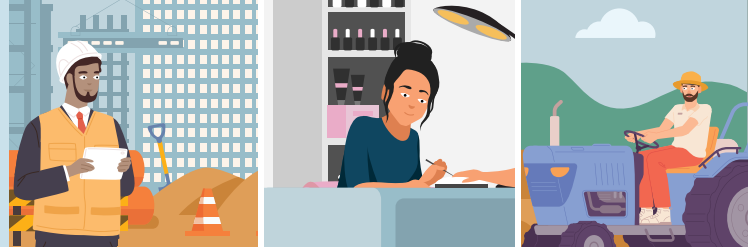
Learn more at: [www.homeaffairs.gov.au/migrant-worker-protections](http://www.homeaffairs.gov.au/migrant-worker-protections)

### Post 3

There are new laws that protect migrant workers from exploitation and level the playing field for businesses that do the right thing.

To find out about the new laws and how to report employers, sponsors or others in the labour chain who may be doing the wrong thing, go to: [www.homeaffairs.gov.au/migrant-worker-protections](http://www.homeaffairs.gov.au/migrant-worker-protections)

# Migrant worker exploitation reforms social media kit



## Suggested hashtags

#migrantworkersaustralia

#migrantworkers

## Suggested tags

@ausgov

@AustralianDepartmentofHomeAffairs

## Contact

Media enquiries - [media@homeaffairs.gov.au](mailto:media@homeaffairs.gov.au)