



ISANA conference 2023

Melissa Halliday

ACRATH



EDUCATING FOR CHANGE
A MODERN SLAVERY AWARENESS INITIATIVE

We acknowledge country

Let us acknowledge the traditional custodians of the land we are gathered on.

We acknowledge **our gratitude** that we share this land today, **our sorrow** for the costs of that sharing, **our hope** that we can move to a place of justice and partnership together.

Tim Muirhead





Today's aims

- Overview of modern slavery in Australian university settings.
- Introduction to 'Educating for Change' project.

Introduction



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**Funded by National Action Plan to Combat Modern Slavery 2020-25
Grants Program Round 2, Attorney General's Department.**

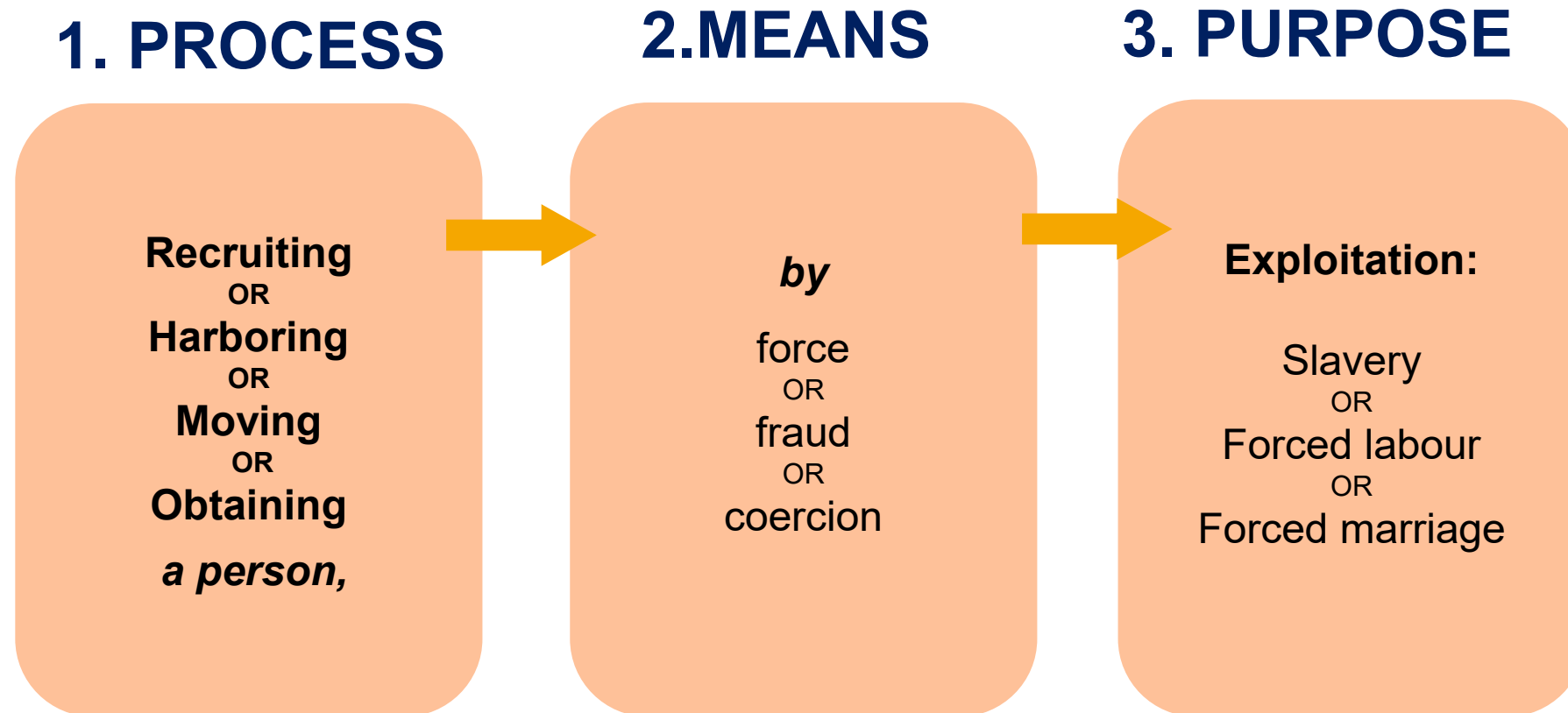


The definition of modern slavery

“a situation of **exploitation** that a person cannot refuse or leave because of **threats, violence, coercion, deception, and/or abuse of power.**”



Three elements of trafficking



From the UN Palermo Protocol 2000

Modern Slavery Quiz

According to the Global Slavery Index, how many people around the world are living in modern slavery conditions?

A. 10 million

B. 20 million

C. 30 million

D. 50 million

The answer is...

50 million

THE
GLOBAL
SLAVERY
INDEX

Modern slavery practices



Forced Labour

Forced Marriage



Trafficking

Servitude

Debt bondage



Deceptive recruiting

Sexual exploitation

Slavery

Organ and tissue harvesting



Modern Slavery Quiz

An estimated how many people in Australia are victims of modern slavery ?

A. 1,000

B. 500

C. 23,000

D. 41,000

The answer is...

41,000



Trafficking & slavery in Australia



Labour trafficking: construction, agriculture, restaurants...



Domestic servitude, sexual exploitation, forced marriage

Forced marriage

- A slavery-like practice and an abuse of human rights.
- Is forcing or causing another person to be married without that person's full and free consent.
- Forcing somebody to get married is a crime in Australia.



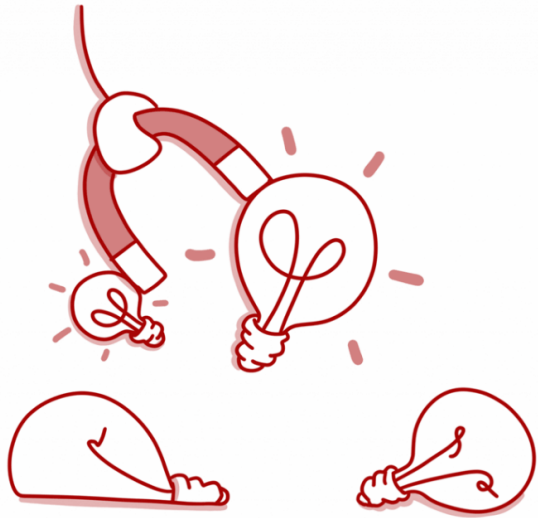
Context

- Offences in Criminal Codes divisions 270 and 271
- Modern Slavery Act 2018
- National Action Plan to Combat Modern Slavery 2020-25
- Global Goal #8 and #5

8

DECENT WORK AND ECONOMIC GROWTH





Discussion

- What is resonating?
- What does this bring to mind?

Relevant to universities in two major ways

Procurement
of goods and
services

University
students



1- University procurement of goods and services



[values](#) / [Modern slavery](#)

University_

- Modern slavery



THE
S

2 – University students experiencing modern slavery





University student vulnerabilities

- Financial
- Awareness of work rights
- Language and cultural
- International students are particularly vulnerable

A long, empty hotel hallway with a patterned carpet and a cleaning cart in the distance. The hallway is dimly lit, with light coming from the end of the corridor. A cleaning cart is positioned in the middle of the hallway, and a vacuum cleaner is in the foreground. The walls are lined with doors and framed pictures.

Modern slavery practises faced by university students:

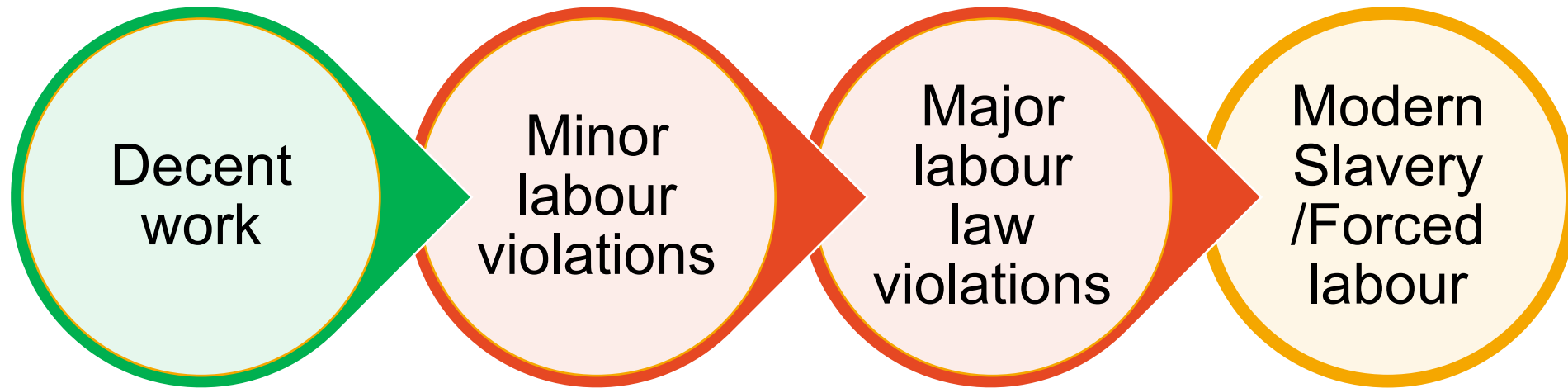
- Debt bondage
- Forced labour
- Forced marriage



Exploitation

- employer wage theft,
- sham contracting,
- threats of dismissal, unfair dismissal
- excessive work hours
- employers taking advantage of international student visa status work limits to underpay staff
- deceptive recruitment or labour services
- 'paying' students in food and housing instead of paying wages.

The continuum of exploitation



Civil or administrative sanctions

Criminal sanctions

Example



Key questions



- Has their attendance pattern changed?
- Have they entered into employment voluntarily?
- Are they forced to provide labour or services to repay an inflated student debt?
- Are they able to access their ID documents at any time?
- Are they free to leave employment if they like?
- Are penalties or threats used to keep workers from leaving employment?
- Are they being forced to marry in Australia or overseas?

General indicators

- Display fear, anxiety, distress
- Not in possession of passport, held by someone else
- No address
- Story seems rehearsed
- Talk about debts
- Talk about not being able to cease work
- No phone



[Australian Federal Police indicators online:](#)

- General
- Forced marriage
- Sexual servitude
- Labour exploitation
- Child exploitation



**University
staff can:**

Recognise, Respond, Refer

- Learn to identify the signs.
- Create safe spaces for disclosure.
Seek to understand
- Know and link to support services.

- Share knowledge, raise awareness.



Advice and support at your university

- What reporting portals/procedures does your university have to raise concerns about modern slavery and or student exploitation?
- What information is available about work rights?
- Are your counsellors/staff aware of modern slavery and the risks?



Advice and support available



IMMEDIATE DANGER?

Triple Zero (000) to reach the Police

REPORT IT:

Call the **Australian Federal Police** on 131 237

www.afp.gov.au/report-crime



FOR ADVICE:

Anti-slavery Australia



Red Cross - 9345 1800.

Support for Trafficked People Program

The project: micro credentials

- Raise awareness of modern slavery amongst teachers and students
- Up-skill university staff
- Empower future professionals, improve identification of victims



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A MODERN SLAVERY AWARENESS INITIATIVE

The project: micro credentials

- 5 online modules online
- 30 minutes
- Downloadable certificate/credential

Modules:

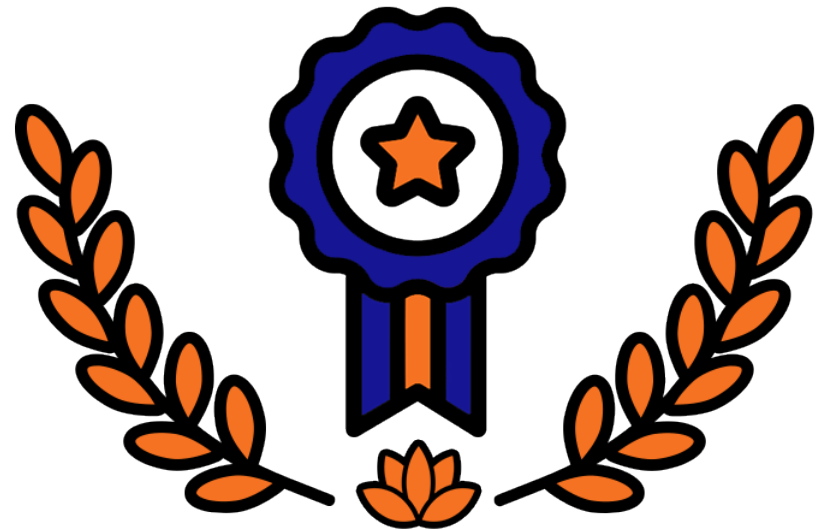
1. Modern slavery introduction
2. University staff
3. Education students
4. Healthcare students
5. Law students
6. Social Work students



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Thank you

- **Sign up** - Find out when the micro credentials become available.
- National roll out 2025
- **Contact us** at edforchange@acrath.org.au



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