

**From:** Mustaq Patas  
**Sent:** Saturday, 4 February 2017 11:50 AM  
**To:** labourhirereg <labourhirereg@justice.qld.gov.au>  
**Subject:** My experiences

Dear Sir/Madam

I am writing to you regarding my experiences.

I have experienced direct and indirect racism from employers. They ask for photos and despite being born and bred in England (im of Indian origin) they discriminated against me.

I experienced bullying, harassment and comments regarding my identity.

These have had a negative impact on my experience, confidence, ability to deal with people.

I have lost out on money and my personal experiences have impacted my mental health.

I attended interviews and was deliberately treated as a second class citizen. I support the removal of the 6 month restriction.

I would like to contribute further to this by writing to your offices.

I look forward to participating further.

Kind regards,

Mushtaq

**From:** Rosie.Ayliffe  
**Sent:** Saturday, 4 February 2017 5:47 PM  
**To:** labourhirereg <labourhirereg@justice.qld.gov.au>  
**Cc:** Gaskin, Mary (GLA) <Mary.gaskin@gla.gsi.gov.uk>; lesjackson <les.jackson1@btopenworld.com>  
**Subject:** A submission in response to the report: Regulation of the Labour Hire Industry in Queensland

**A submission on behalf of Tom & Mia's Legacy, a campaign group for the improvement of conditions for 417 visa holders in Australia**

- ❖ It would seem that ideas about number of backpackers are anecdotal, so I therefore conclude that there is no registration system for young people embarking on the 88 days. An initial first step could be to register the applicants, so that they can be tracked, and provided with the following: a survival pack in the form of booklet (or website) on their rights in the workplace; free registration for relevant unions; hospital treatment entitlement, insurance details and numbers for Fairwork, Rape Crisis, Immigration.

- ❖ Figures on numbers or injuries and deaths occurring amongst 417 visa holders during the 88 days should be in the public domain, as should the percentage rate of those who embark on the scheme against the granting of 2nd year visas.
- ❖ Backpackers need to have an idea of who to call in the event of sexual exploitation. The authorities and police need to understand that this will only be stamped out when the perpetrators are brought to book. Female backpackers should be discouraged from going anywhere alone with a farmworker, or accepting a lift in these areas. Practises such as signing girls off in exchange for sexual acts or paying girls to work topless in fields for male sexual gratification need to stop. Reports of such practices will become more widespread until this is dealt with, I will ensure this.
- ❖ 417 visa holders need accurate, not anecdotal information on which farms are eligible to take part in the 88 day programme, so they are not misled into carrying out spurious days on farms which masquerade as eligible but are not.
- ❖ The young people need to be sent, by a central organising body, to registered farms advertising a number of days work. Transparency is necessary to prevent young people being crowded into hostels in areas where very little work is available, being charged exorbitant rates for accommodation, and made to compete for what few hours there are available. The confiscation of passports, a prime indicator of modern-day slavery, must be recognised as a criminal act as should the confiscation of laptops..
- ❖ Farms need to meet basic industry standards in terms of their and practices in order to gain an industry kitemark to be allowed to employ backpackers, and backpackers need to know who they are.
- ❖ There needs to be transparency of responsibility of contractor vs farmer.
- ❖ Workers need to know that days paid under the minimum pay award do not count towards their 88 days, so surely it's worth pointing them towards farms which pay the correct amount, so they do not spend long hours working for those farms where picking is at a piece rate that they, as inexperienced and untrained workers, cannot hope to achieve. Minimum hours should correspond to workplace norms.
- ❖ The onus should not be on vulnerable 417 young travellers to report injustices and criminal activity to Fairwork, and immigration should not deny visas to young people who have been failed by non-compliant workplaces. The onus should be on Fairwork and Immigration to ensure workers' safety and fair pay.
- ❖ Health and safety induction, training and industry level accredited training to use all machinery should be in place. Equipment and specialised clothing should be provided by the workplace. White cards should be earned, not available to download from the internet.
- ❖ Accommodation should be inspected regularly for fire safety exits and other workplace standard requirements, and be subjected to the same rigours as any other part of the workplace in terms of fire retardancy and duty of care to employees. Caravans, sheds and other potentially substandard accommodation should be abolished.

- ❖ Checks and balances need to be in place to enforce regulation. Inspections should be frequent and random and reporting systems should result in inspections. At the moment young people are told on forums that if they report to Fairwork, nothing will happen. They also report that immediately after an inspection, unjust practices are reinstated.
- ❖ Alcohol and drug taking in workplace accommodation should be disallowed, and there needs to be transport to towns of entertainment venues in the evenings. This is a cultural exchange, the young people are on a working holiday visa, not in a labour camp.
- ❖ Businesses throughout the supply chain should be obliged to report on the origins of produce, and to ensure it does not involve unjust working practices
- ❖ Penalties for non-compliance of all or any of this should be rigorous and preventative.