

Spot the signs | Forced labour & modern slavery

Have you or has someone you know been:

- **Forced to work against your will?**
- **Forced to work excessive hours?**
- **Threatened while at work?**
- **Told to pay a fee to get the job?**

Modern slavery offences include forced labour, servitude, trafficking in persons, debt bondage and deceptive recruiting. The International Labour Organization identifies 11 indicators of forced labour. They are:



Isolation

Workers are cut off from the outside world, sometimes in remote locations. They may have limited transportation available and restricted communication access.



Restriction of movement

Workers' movements are controlled through locked doors, surveillance, curfews or face arbitrary requirements limiting their ability to leave the workplace or employer-provided accommodation.



Retention of ID documents

Employers hold onto workers' passports or ID cards. They may persuade the worker that this is 'necessary' to keep the documents safe.



Abusive working or living conditions

Workers endure unsafe, unhealthy, or degrading conditions at work or where they live.



Withholding wages

Wages or other entitlements are unpaid, underpaid, or unfairly deducted, leaving workers financially trapped.



Threats and intimidation

Employers use threats to control or silence workers. This may include threats of deportation or harm to them, their co-workers or their families.



Abuse of vulnerability

Employers use workers' disadvantages to control them. This could include a worker's migrant status or limited literacy.



Excessive overtime

Workers are forced to work far beyond legal limits without rest or fair compensation.



Violence

There is physical or psychological abuse, including threats or aggression.



Debt bondage

Workers are bound to their jobs by high debts that can't be repaid. These debts often come from recruitment fees or wage advances.



Deception

Workers are misled about their job, conditions, or pay. This often involves fake contracts or false promises.

For confidential advice, support or assistance:

You can contact the NSW Anti-slavery Commissioner on 1800 FREEDOM (1800 37 33 36) or email antislavery@dcj.nsw.gov.au. For free, confidential interpretation services, please call 131 450.

**Office of the
NSW Anti-slavery
Commissioner**