



ISANA conference 2024

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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



Melissa Halliday
Christine Carolan



Nerida Chaza
Kyla Raby



Marinella Marmo
Eva Coussens



Australian Government
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.**”



Modern slavery practices



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 Quiz

How many people in Australia are estimated to be 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

Context

- Offences in Criminal Codes divisions 270 and 271
- Modern Slavery Act 2018

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DECENT WORK AND ECONOMIC GROWTH



Universities and modern slavery

1. Universities as sites of exploitation risk and sites of risk mitigation

Staff at risk

Students at risk

Procurement

2. Universities as sites of antislavery education and engagement

Watkins-Smith, A, 2021, *The Slavery-Free Campus: A blueprint for university action against modern slavery*, University of Nottingham Rights Lab.



Research overview

Research question: *What modern slavery risks are Australian Universities identifying in their **operations** and what actions are they taking to mitigate these?*

Assessment of the 2023 Modern Slavery Statements published by 39 Australian universities

Risks to university staff

Risks to university students

Other areas assessed:

- Risks in research
- Risk in investments
- **Education and awareness raising activities**



Photo by [Andy Wang](#) on Unsplash

Risk to university students

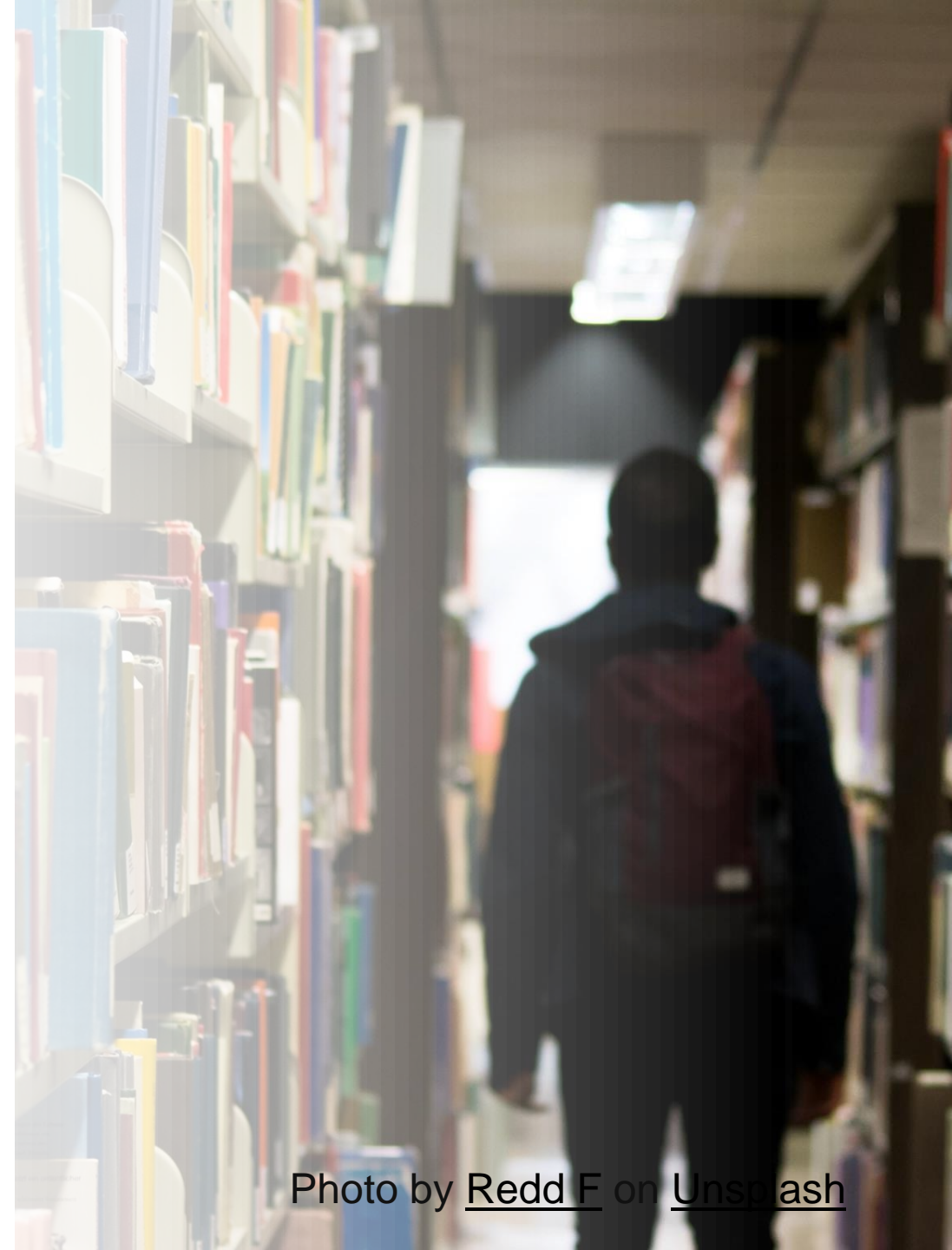
Risk identification

- 79 per cent of universities (n=31) described their students as being at risk of modern slavery
- 21 per cent of universities (n=8) did not

Risk mitigation

- 69 per cent of universities (n=27) described having taken action to assess and address risks of modern slavery to its students
- 31 per cent of universities (n=12) did not

Three universities described having receiving reports of their students experiencing modern slavery.



International Students



Risk identification

All 31 universities that described their students as being at risk of modern slavery, identified that their **international students** faced higher risks.

International student recruitment was identified as a specific area of risk by 65 per cent (n=20) of these universities and some noted this as a high-spend, medium to high risk area for them. 3 of these universities identified risks as extending to student sponsorship arrangement.

Risk mitigation

Of the 20 universities who identified **international student recruitment** as a specific area of risk to their students, only 60 per cent (n=12) identified having taken specific actions to address these risks.

The most common actions taken to address these risks include **due diligence processes** in relation to the engagement of recruitment agents and agent **contract management strategies** such as contract clauses.

All Students

Risk identification

Of the 31 universities that described their students as being at risk of modern slavery, 5 identified that it was *only* international and **not domestic students**.

Although 26 universities identified **all their students as facing some degree of risk**, 8 of these universities provided no description of what these risks were.

10 universities identified all their student are exposed to risks of modern slavery through **student placements, internships & work integrated learning**

Risk mitigation

8 of the 10 universities that identified their students as being exposed to risks of modern slavery through student placements, etc, described undertaking **due diligence** on related processes to address this risk.

Only 5 universities identified **staff education** as a strategy to address risks students face of experiencing modern slavery.





University student vulnerabilities

- Financial pressures
- Visa conditions
- Awareness of work rights
- Language and cultural
- Use of education agents

Modern slavery practises faced by university students:

- Debt bondage
- Forced labour
- Forced marriage



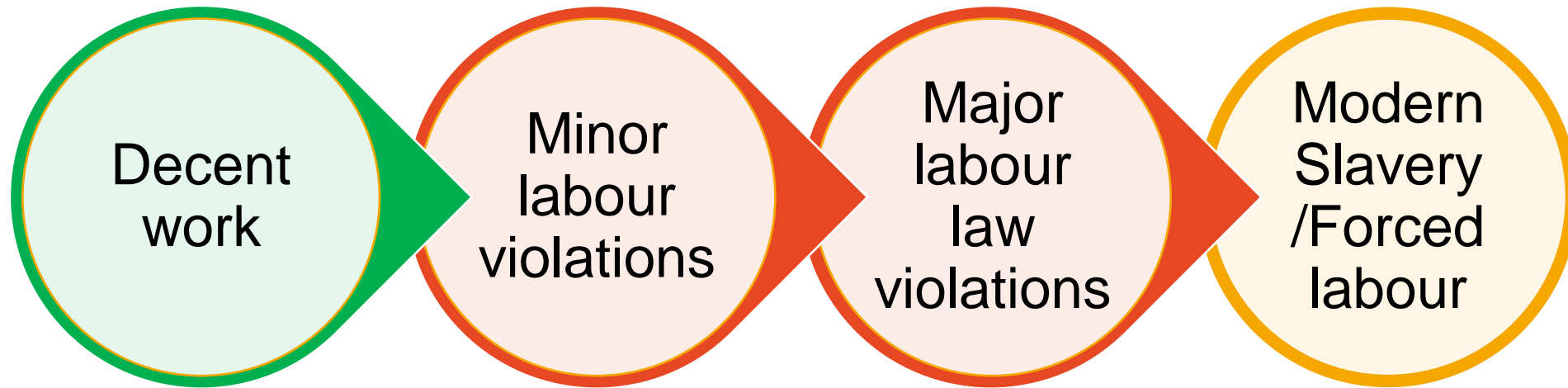
Photo by [Ashwini Chaudhary\(Monty\)](#) on [Unsplash](#)



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

A 3D illustration of a puzzle with one red piece standing out from the white pieces. The red piece is in the center, and the white pieces are arranged around it, some of which are missing, creating a sense of a puzzle being solved or a key piece being highlighted.

University staff can:

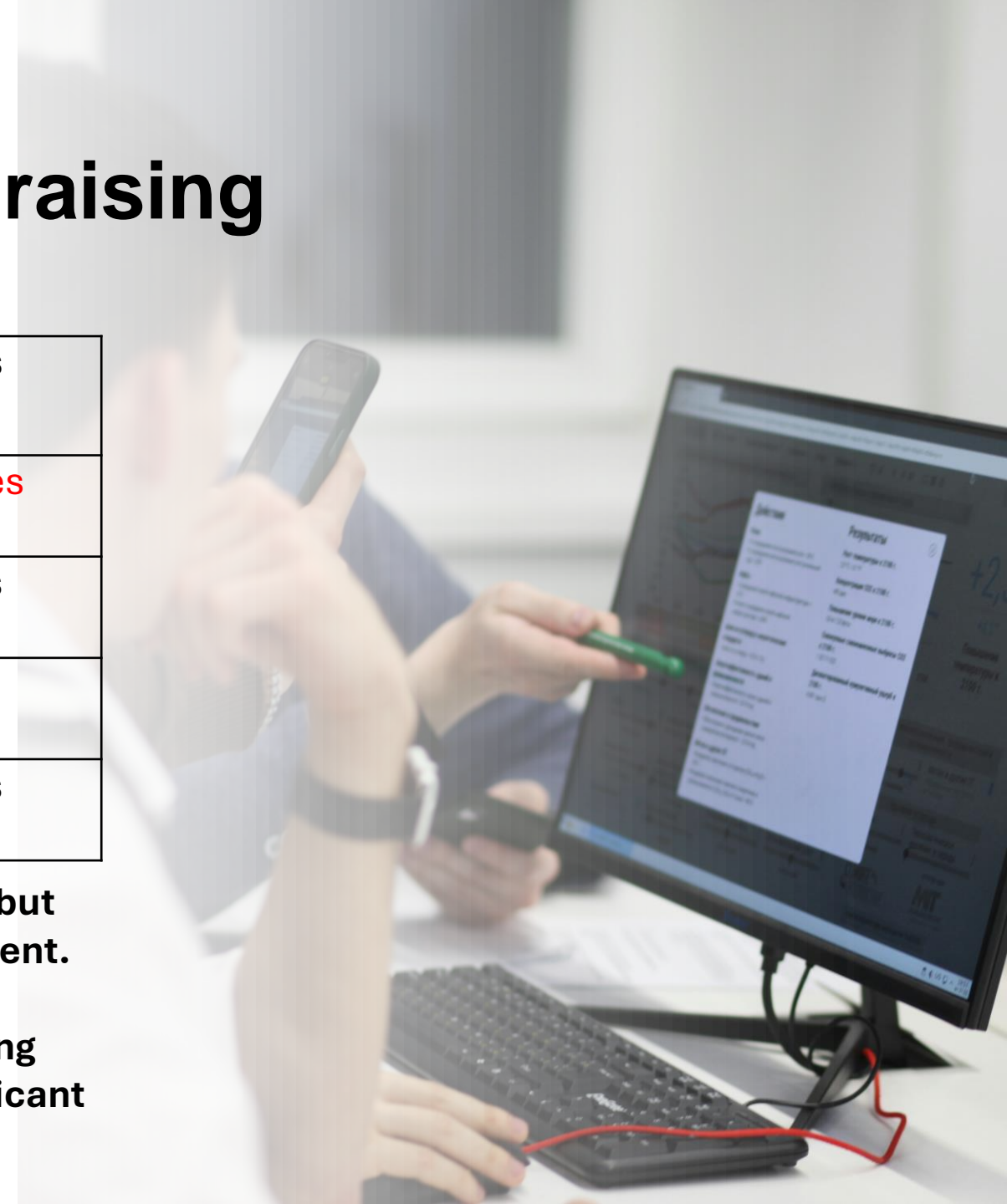
- Educate students
- Learn to identify the signs.
- Create safe spaces. Seek to understand. Take an approach that includes:
 - trauma informed,
 - rights based principles,
 - cultural sensitivity.
- Know and link to support services.
- Share knowledge, raise awareness.

Education and awareness raising

Public awareness raising	15 per cent (n=6) of universities
Student education	26 per cent (n=10) of universities
Government engagement	20 per cent (n=7) of universities
Community engagement	8 per cent (n=3) of universities
Research	15 per cent (n=6) of universities

Universities may indeed be undertaking these activities but simply not reporting them in their modern slavery statement.

However, the low number of universities reporting having undertaken student education activities indicates a significant future opportunity.



The Educating for Change Project



- Raise awareness of modern slavery amongst university staff and students.
- Educate future frontline professionals to improve identification of people at risk of, or who have experienced, modern slavery.
- Up-skill university staff in identifying and responding to modern slavery.



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Flinders
University



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The micro-credentials

- 6 online modules
- 30 minutes each
- Downloadable certificate/credential

Modules:

1. Introduction to modern slavery
2. Modern slavery in **university settings** (*for university staff*)
3. Modern slavery in **healthcare settings**
4. Modern slavery in **social work settings**
5. Modern slavery in **legal and criminal justice settings**
6. Modern slavery in **school settings**



Learning objectives

Supporting university staff and future frontline workers to:

- understand what modern slavery is and how it intersects with their area of work and study,
- be able to identify it,
- know how to respond ethically.



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Roll out

- All modules will be tested and available (free of charge) in early 2025.
- **21 universities across Australia**

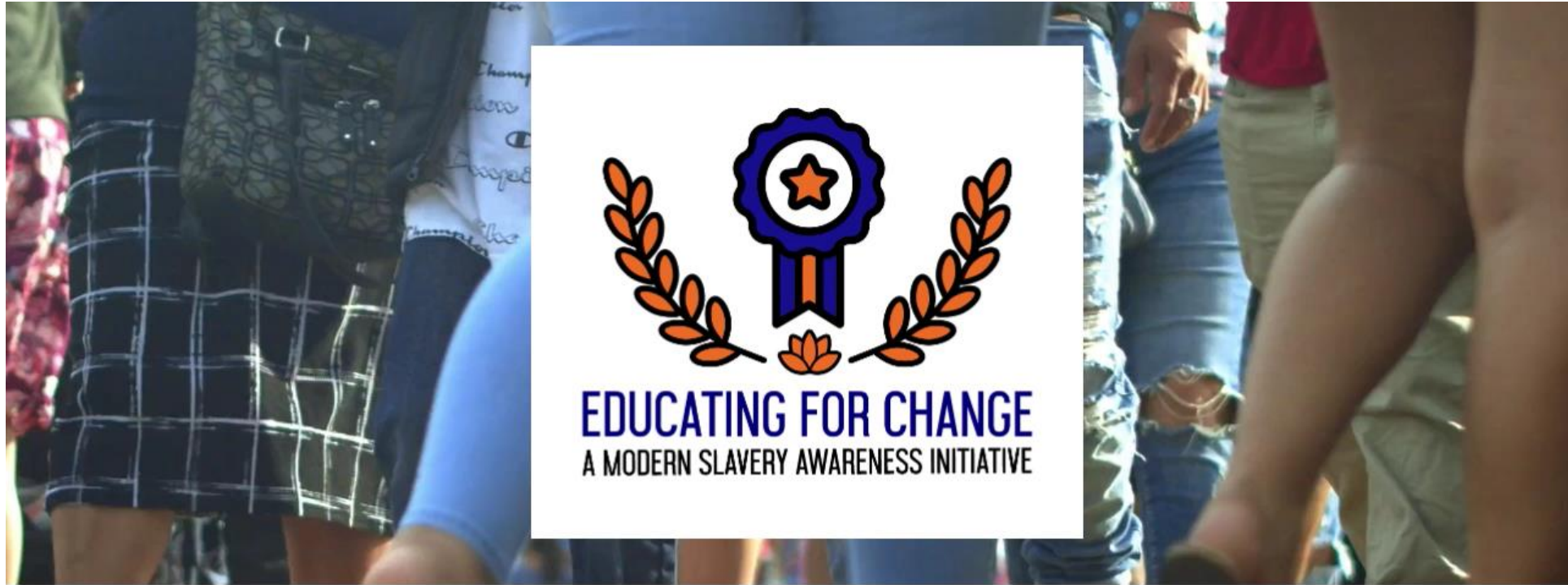


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Promotional clip



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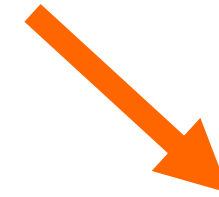
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Sign up!

Sign up now to implement the Educating for Change program in your institution.

Can you spread the word to other faculties at your university?



Sign up to learn more

Name Required

First Name	Last Name
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University/Organisation Required

	Email <small>Required</small>
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SUBMIT

<https://acrath.org.au/resources/educating-for-change/>



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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