

# AT RISK WORKERS' STRATEGY 2018-2022

## CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) AND MIGRANT WORKERS PLAN 2018-19

### INTRODUCTION

Our workforce is culturally diverse, made up of people from different birthplaces who speak different languages at home.

CALD and migrant workers are more likely to be harmed in the workplace than other workers. SafeWork NSW's At Risk Workers' strategy 2018-2022 aims to support and protect these workers.

#### CALD workers

People who have different linguistic, religious and ancestral backgrounds.



#### Migrant workers

People who have moved to Australia to take up work, or study or holiday, with legal authorisation to work. These workers don't have permanent resident status in Australia.



### WHAT WE KNOW

In NSW in 2016:

- 2 million people were born overseas
- Just over a quarter (26.9 percent) of the population spoke a language other than English at home (Australian Bureau of Statistics (ABS) 2017).

There was a total of 5,368 workers compensation claimants between 2012-13 to 2015-16 where:

- Eighty-five percent of the claimants' language spoken at home was not English or an Indigenous Australian language.
- Seventy-six percent of the claimants required an interpreter.
- There were only 95 claimants who had indicated they were a subclass 457 work visa holder.

Australian and international research identifies that CALD and migrant workers are concentrated, and disproportionately represented, in high-risk industries and occupations. When working in the same occupations, they are often allocated tasks with higher risks.

### WHO WE ARE WORKING WITH

SafeWork NSW has worked with stakeholders to develop the strategy and will partner with them to deliver it.

Our stakeholders include:

- Multicultural NSW
- Ethnic Communities' Council of NSW
- Small Business Commissioner
- Unions NSW and affiliates.

We have also talked with CALD and migrant workers at events to gather their views and experiences:

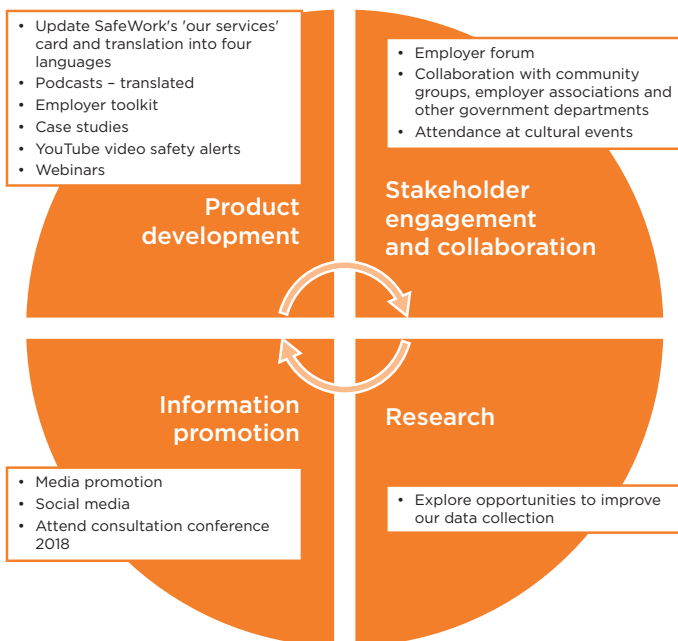
- South Western Sydney Jobs and Skills Expo
- Eid Festival
- Refugee Employment Information Expo
- Dial Before You Dig Multicultural and Young Workers Day.

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## WHAT ARE THE ISSUES (RISK AREAS)

2018		→ 2022				
AT RISK GROUP	HIGHEST RISK FACTOR	2ND FACTOR	3RD FACTOR	4TH FACTOR	5TH FACTOR	6TH FACTOR
<b>CALD WORKERS</b>	Language barriers hinder understanding of work health and safety rights and worker obligations	Language and literacy barriers to accessing safety information	Reluctance to speak up and 'make waves' due to multiple factors	Limited understanding of safe work practices	Inexperience in the job and/or at the individual workplace	Fear of authority due to cultural factors
<b>MIGRANT WORKERS</b>	Language barriers hinder understanding of work health safety rights and obligations	Fear of losing job or visa sponsorship	Poor understanding of safe work practices	Reluctance to speak up and 'make waves' due to multiple factors	Inexperience in the job and/or at the individual workplace	Language and literacy barriers to accessing safety information, including accessing regulatory advice lines to report issues anonymously or using own name

## HOW WE ARE ADDRESSING THE ISSUES (2018/19)



## WHAT SUCCESS LOOKS LIKE

1. CALD/Migrant workers and their employers have an increased knowledge of their work health and safety rights and obligations at work.
2. Workplaces are more aware of workplace diversity considerations and the impact on work health and safety.
3. Employers have an increased understanding of the specific issues facing CALD/Migrant workers and how to manage those risk factors in the workplace.
4. Greater accessibility for CALD/Migrant workers and their employers to information about work health and safety, regardless of literacy, language or cultural background.

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Information on the latest laws can be checked by visiting the NSW legislation website [www.legislation.nsw.gov.au](http://www.legislation.nsw.gov.au)

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