



AUSTRALIAN CATHOLIC  
**ANTI-SLAVERY**  
**NETWORK**

**Grievance Mechanisms**  
**by**  
**Jenny Stanger**

# Australia



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“Slavery crimes involve the manipulation of complex relationships between the offender and the victim, and they result in the **serious undermining of the victim’s personal freedom and ability to make choices for themselves.**”

This can be through the use of physical threats or psychological coercion, because they are treated as property, or, in some cases, because they are literally bought or sold. ”

*(Australian Government’s National Action Plan to Combat People Trafficking and Slavery 2015 - 2019)*

# Considerations

- What sits behind a grievance mechanism?
  - e.g. NSW modern slavery helpline
  - independent third party
  - multi-stakeholder collaboration
- Can the grievance mechanism be co-designed with and tested by the people who will use it?
- How will the grievance mechanism be marketed? Budget? Staff?
- Security of information collected?
- Over-reliance on tech - relationships with real people still matter
- Relevance of unions



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# Issara Institute – SE Asia



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## Inclusive Labor Monitoring

Through its comprehensive grievance mechanism, the Issara Institute strives to provide an effective avenue for workers to report labor rights violations, seek redress, and drive positive change in global supply chains.

<https://www.issarainstitute.org/the-issara-model>



# Coalition of Immokalee Workers -USA

## Worker Driven Social Responsibility

Combating forced labor and improving working conditions in the agricultural industry in Florida, particularly in the tomato harvesting sector.

Worker-led advocacy  
Fair Food Program  
Worker-driven monitoring  
Code of Conduct  
Transparency and accountability  
Expansion and industry impact

<https://ciw-online.org/>



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# Cleaning Accountability Framework - Australia

## Worker Driven Due Diligence

Worker engagement is essential to obtain greater buy-in from cleaners when it comes to improving labour conditions, and therefore leads to long-lasting improvements in compliance conditions compared to a point in time audit.

CAF works because it has been built by all of the stakeholders in the supply chain with workers at the centre.

<https://www.cleaningaccountability.org.au/>



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# Considerations for law firms

- Directly hire staff in areas where there is high risk – or get your building CAF certified
- Provide proactive advice to clients/boards about modern slavery risks, encourage investment in risk management, encourage regular engagement with internal risk management outcomes and robust interrogation of Modern Slavery Statements
- Advocate for policies and programs that provide a victim-centred, rights-based response to people impacted by modern slavery and exploitation
- Consider what you can do together as a group and find partners

