

Tel: 027 807 5450  
Joanna.hall@ema.co.nz  
www.ema.co.nz

30 November 2022

Re: Worker protection (Migrant and Other Employees) Bill  
Committee Secretariat  
Education and Workforce Committee  
Parliament Buildings  
Wellington

To the Education and Workforce Committee

The EMA would like to put our support behind the BusinessNZ Submission on Worker protection (Migrant and Other Employees) Bill and echo their points made.

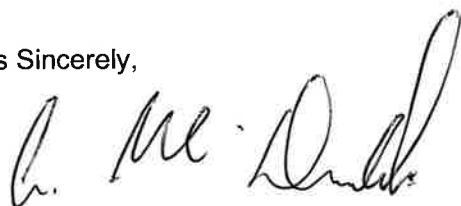
Exploitation of migrants and other employees is serious and can be hugely damaging to individuals, communities as well as to New Zealand's reputation offshore. Systemic and deliberate breaches need prompt and decisive interventions to serve as clear messaging that we do not welcome these behaviours in New Zealand.

However, a system to enforce employer obligations to migrant workers and other already exists, and lower-level technical breaches are better dealt with through enabling an education-based approach and providing solutions before punitive interventions.

New Zealand has a shortage of workers, and the system needs to enable employers to get the skills they need while being clear about expectations and making it simple for employers to comply. High level offences should be dealt with appropriately, but the process to do so already exists and there is nothing to be gained by penalising the majority of employers who only want to look after their workers and keep their business going.

For the reasons put forward in the BusinessNZ submission and those points highlighted above, we do not believe this bill should proceed.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Alan McDonald', is positioned below the 'Yours Sincerely,' text. The signature is fluid and cursive.

Alan McDonald  
GM Advocacy and Strategy  
Employers and Manufacturers Association (Northern) Inc.