

Better protections for contractors

Frequently asked questions



What will this project do?

The Government wants to ensure that all workers in New Zealand have access to decent work with minimum standards and conditions. We are concerned that some contractors are vulnerable to poor outcomes, because they lack both the protections offered to employees by law, and the power to negotiate a better deal.

We are consulting the public on four groups of possible options for change to offer better protections to contractors. We will use feedback gathered during consultation to progress policy development.

What is the timeline for this work?

We are publicly consulting on options for change from 26 November 2019 to 14 February 2020.

We will use feedback gathered during consultation to inform advice to the Minister of Workplace Relations and Safety. Any changes resulting from this work will be made in 2020 and beyond.

What problems will this work address?

We have identified two types of workers who are particularly vulnerable to poor outcomes.

The first group is workers who are **misclassified** as contractors rather than employees, so miss out on their rightful employment entitlements.

The second group is workers caught in a **'grey zone'** between employee and contractor status, who may not be adequately protected by either employment or commercial law.

Who do you want to hear from?

We want to hear from anyone who may be interested in this work, or impacted by the changes.

This includes workers, businesses and business representatives, unions and worker representatives, people from the legal profession, and members of the public.

What do you want to learn from the submissions process?

We want to know more about people's experiences of working as a contractor and the changes they think the Government should make to improve their working lives.

We want to hear what impact the options for change might have on contractors, other workers, businesses, and employers.

What will the information from submissions be used for?

The information from submissions will inform further policy work in this area, so we can make the best possible changes to improve rights and protections for contractors.

We may also publish a summary of the responses on MBIE's website.

How can I make a submission?

Please visit www.mbie.govt.nz/ContractorsConsultation, or the **'Have Your Say'** section of the MBIE website.

You can provide feedback on the options for change in the discussion document by making a written submission. This can be sent by email or post. Details are available at the website above.

If you are a contractor, we also want to hear about your working life. There is a short survey you can complete at www.research.net/r/contractorsconsultation.

If you have any questions, email us: contractorsconsultation@mbie.govt.nz

Will you keep my information private?

You are welcome to submit anonymously.

When you submit, please identify any information that you want to be excluded from publication on the MBIE website or release under the Official Information Act.