

Media Release

Hon Jacinta Allan MP
Premier



Monday, 20 July 2026

BIG TECH MUST STOP SPYING ON WORKERS AT WORK

Every Victorian worker deserves to know when they're being watched on the job.

Right now, workers can be watched, tracked and assessed by technology – often without ever being told.

Labor will protect the rights of workers from inappropriate and unfair uses of AI in the workplace, including intrusive workplace surveillance.

We will achieve it by introducing the toughest workplace surveillance protection laws in the country.

No weird, invasive spying on workers

Labor's new laws will:

- Ensure Biometric data can only be collected when there's no less intrusive option
- Prevent the use of biometric data to read your emotions, unless there's a legitimate reason to do so — like fatigue monitoring for truck drivers
- Prevent using AI to track things like bathroom breaks, a limp, or pregnancy, without a specific, legitimate purpose
- Increase protections to prevent use of workplace surveillance and AI to discriminate by race, gender, sexuality, religion or other personal characteristics

No AI bias in recruitment

AI bias in hiring, promotion and pay is one of the most consequential and least visible harms of the AI transition.

AI resume-ranking tools can systematically disadvantage women and people from diverse backgrounds.

These systems must be used appropriately.

Labor will ensure that whenever AI is used to make work decisions it is free from bias or discrimination.

Workers have the right to know

Employers will have to tell workers if they're being monitored.

Bosses will also have to consult staff before bringing in new surveillance or changing how it's used.

And they will only be able to undertake surveillance at work for a legitimate purpose.

Covert surveillance will only be allowed where unlawful activity is suspected and will be strictly controlled.

Humans must have the final say

A human will be required to review any significant automated decision made using surveillance data that affects a worker's rights.

That means an algorithm won't ever get the final say over a worker's job.

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Workers will get the right to access their own surveillance data when it's used to impact their job.

Quotes attributable to Premier Jacinta Allan

"No Victorian should be watched at work without knowing about it."

"I am sickened by the idea that a pregnant woman's bathroom breaks or emotions could be tracked, logged, and used against her or her colleagues in a salary decision."

"We cannot allow discrimination to sneak back into the workplace via AI."

Quotes attributable to Minister for Industrial Relations Jaclyn Symes

"Every worker has the right to know when, why and how they're being watched on the job – these laws make sure of it."

"These laws put workers back in control of their own information."