



**Inquiry into modern slavery risks faced by temporary migrant workers
in rural and regional New South Wales**

TERMS OF REFERENCE

1. That the Modern Slavery Committee inquire into and report on modern slavery risks faced by temporary migrant workers in rural and regional New South Wales, and in particular:
 - a) lived experience of temporary migrant workers in rural and regional New South Wales working in agriculture, horticulture, meat processing and other sectors reliant on temporary migrant labour
 - b) incidence, causes and extent of forced labour, deceptive recruiting, gender-based violence, sexual servitude and labour trafficking
 - c) violations relating to wages, allowances, superannuation, leave entitlements, workers compensation, piecework payments, such as underpayment, excessive deductions and debt bondage arrangements
 - d) structural factors that make temporary migrant workers vulnerable to exploitation
 - e) worker conditions and labour practices of direct employers and labour hire companies, including the adequacy of regulations governing both
 - f) confiscation of passports and other personal identification
 - g) adequacy of monitoring, compliance and enforcement of workplace laws, including health and safety laws
 - h) support and resources needed by local communities, NSW Government frontline agencies and non-government service providers to support at-risk and vulnerable temporary migrant workers, including education, training and cultural capability needs
 - i) the impact of visa settings and conditions of employment on temporary migrant workers in rural and regional New South Wales
 - j) adequacy of interjurisdictional/cross-government cooperation and data sharing in the provision of accommodation, medical care and other essential services to temporary migrant workers
 - k) potential protections for temporary migrant workers through State based interventions
 - l) any other related matters.

The terms of reference for the inquiry were self-referred by the committee on 10 October 2024.

Committee membership

Dr Joe McGirr MP	Independent	<i>Chair</i>
Ms Jenny Leong MP	The Greens	<i>Deputy Chair</i>
Mrs Tina Ayyad MP	Liberal Party	
Hon Robert Borsak MLC	Shooters, Fishers and Farmers Party	
Hon Greg Donnelly MLC	Australian Labor Party	
Hon Dr Sarah Kaine MLC	Australian Labor Party	
Hon Aileen MacDonald MLC	Liberal Party	
Ms Lynda Voltz MP	Australian Labor Party	