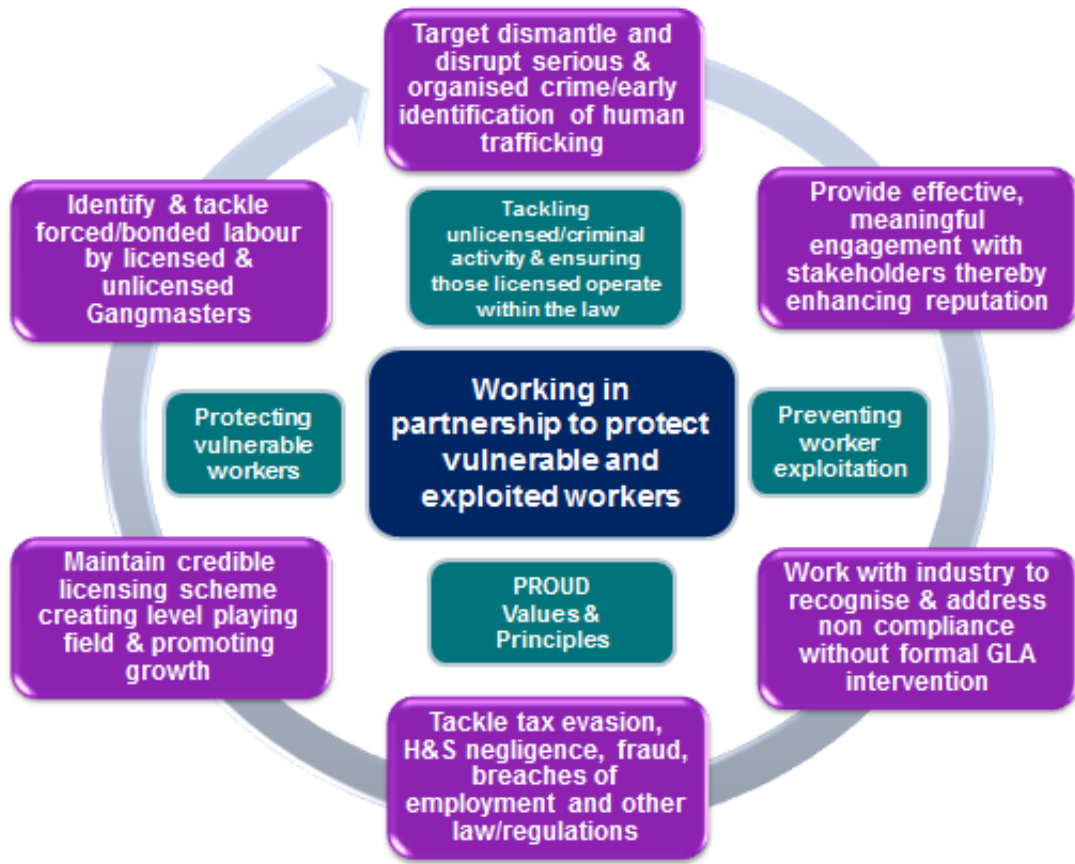




Gangmasters  
Licensing Authority

**From GLA to GLAA – the Evolution**

**Margaret Beels**  
Chair, GLA



# GLA – this year alone

- 69 staff: 50/50 split Nottingham/home based
- £4m budget
- **989 current licences**
- **111 Application Inspections**
- **53 (86) Compliance Inspections**
- **300 enforcement investigations**
- **11 revocations, 8 refusals (more complex)**
- **Around 5,000 intelligence reports received**
- Running at/beyond capacity



# Labour Exploitation: Context and Challenges

- Individual and organised
- Associated crimes
- Financial, physical, psychological (ILO indicators)
- High Yield - Low Risk
- Low paid - low skilled - high demand - temporary
- Vulnerable - 700,000, 1.6m, 2.5m
- Agriculture, food, cleaning, catering, warehousing, car wash, renovation, care homes, logistics
- 10,000 to 13,000 slaves in UK (labour/criminal/sexual)

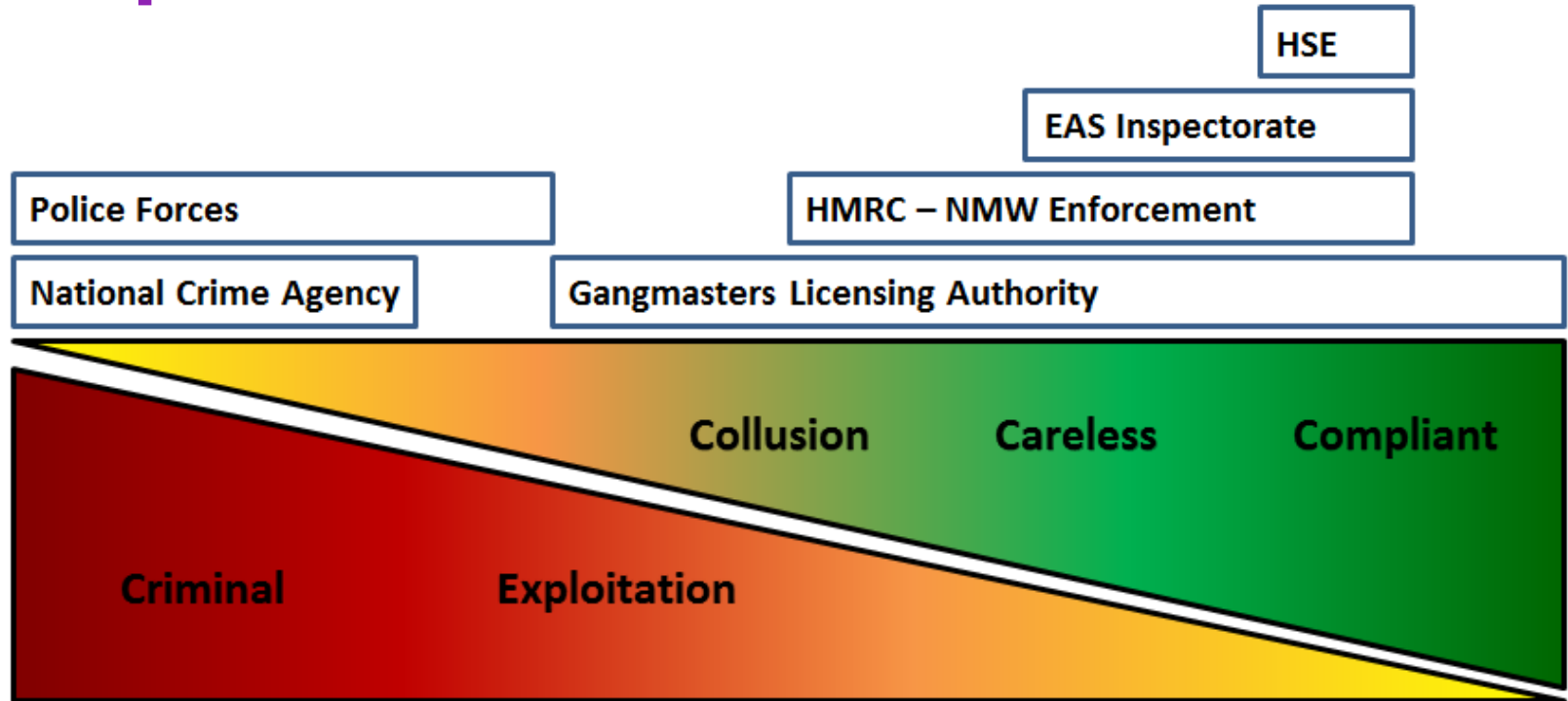


# Labour Market Enforcement

- Prime Minister - 21 May 2015 – create a new enforcement agency that cracks down on the worst cases of exploitation
- Inter-Departmental Debate over Summer 2015
- Our ‘asks’ - greater powers, expand intelligence, more resources, retain licensing, greater information sharing
- Legislation: Immigration Bill published - 17 September 2015
- Public consultation - 13 October 2015
- Operational Sub-Group set up - early December 2015
- Government response to public consultation - 12 January 2016
- Passage of Bill – Government amendments - 12 January and 1 March 2016



# Compliance Continuum



# Outcomes so far ...

- Creates Director to set strategic priorities for labour market enforcement bodies in an annual labour market enforcement strategy
- Allows data sharing between the Director, the Director's hub, labour market enforcement & other bodies
- Reforms **GLA** into **Gangmasters and Labour Abuse Authority** with stronger powers to tackle labour exploitation across the economy
- **GLAA** has to operate in accordance with Director's strategy
- Additional powers for **GLAA** officers outside existing **GLA** scope (Labour Abuse Prevention Officers)
- Creates a new labour market undertaking and enforcement order regime



# Potential Timetable

- **Spring 2016**

Immigration Bill Royal Assent - Spring 2016

- **Summer 2016**

Recruit Director for labour market enforcement

- **Autumn 2016**

GLA to GLAA - additional powers

Create Information Gateways/Intelligence Hub

Start phased recruitment additional staff?

- **April 2017**

Director's Strategy?





# How do I think it's all going to work?

- Not the model if starting from scratch – but trying to tackle serious issue
- Interesting ideas – e.g. the enforcement order for non-compliance
- Holding line on licensing has been important. How will “Dial-up: dial down” provisions work in practice?
- Role of GLA Board in practice may change ... but GLAA Board will work with Director and we believe Director will want to work with GLAA
- To make it work requires more resources
- Huge challenge to GLA – also a compliment

