Working in partnership

The GLA works with partner organisations such as the police, the National Crime Agency and other government law enforcement agencies to target, dismantle and disrupt serious and organised crime.

Through the intelligence we receive from the public, industry, our inspections and other government departments, we investigate reports of worker exploitation and illegal activity.

We identify then work with others to tackle forced and bonded labour, human trafficking, tax evasion, health and safety negligence, fraud and breaches of employment law.

We also work with the industry we regulate to address non-compliance without formal intervention where possible.

Your information counts

If you think someone is displaying the indicators listed overleaf, is a victim of forced labour or human trafficking, a labour provider is operating illegally or a business is using an unlicensed gangmaster, please tell us.

Your information can prevent serious criminal activity and make sure workers receive the pay and conditions they are entitled to.

Contact us

☎ By phone - 0800 432 0804

Call our 24 hour reporting line. You can speak to the intelligence team Monday to Friday, 9:00am - 5:00pm or leave a message outside of these hours.

By email - intelligence@gla.gsi.gov.uk

Online - www.gla.gov.uk

Use our confidential reporting form to give information anonymously

By post
Gangmasters Licensing Authority
PO Box 10272
Nottingham
NG2 9PB

Gangmasters
Licensing Authority

Gangmasters
Licensing Authority

An introduction to the GLA

Forced labour and human trafficking

Working in partnership to protect vulnerable and exploited workers

The Gangmasters Licensing Authority was set up to protect workers from exploitation.

Who we are

We are a non-departmental public body, (NDPB) operating throughout the UK. Through licensing we regulate businesses who provide workers to the fresh produce supply chain.

Our priorities are to prevent worker exploitation, protect vulnerable people and tackle unlicensed and criminal activity.

What we do

Anyone who supplies labour to the GLA regulated sectors will need a licence: Agriculture, horticulture, shellfish gathering and processing and packaging of food and drinks.

We check that labour providers meet the GLA licensing standards, which cover issues such as health and safety, pay and transport. We ensure that tax, National Insurance and VAT regulations are met.

We also investigate unlicensed, illegal activity and encounter workers who have been trafficked into the UK and are being subjected to forced labour. Such victims display tell-tale signs — acknowledged indicators of exploitation.

Spotting the signs

There are a number of indicators of forced labour. Not all of them will apply in every case but one or a combination of them suggest a person is a potential victim. The indicators include:

Situation and behaviour - victims may:

- Not be in possession of their passport/ID
- Have their movements controlled
- Depend on employer for transport/homes
- Have no access to shops and medical care
- Be subjected to violence or threats
- Appear to act as if instructed by someone else
- Be unable to speak English & distrust authority
- Scavenge for food, steal it or steal to buy it
- Be afraid of revealing immigration status
- Wear the same clothes every day
- Suffer injuries that appear to be from an assault
- Have injuries that appear to be old or untreated

Working conditions - victims may:

- Have no contract
- Be unable to negotiate working conditions
- Be unable to choose when or where they work
- Work excessively long hours
- Not have any days off

Accommodation - victims may:

- Not know their home or work address
- Live in poor or substandard accommodation
- Have no choice where or who they live with
- Not leave their homes other than to work
- Not be allowed to pass on their address to friends or family

Finances - victims may:

- Receive little or no payment
- Have no access to their earnings
- Be disciplined through fines
- Think they are bonded by debts
- Owe ‘job-finding’ fees or money for their transport to the UK
- Have been told they can pay when they are in work
- Be charged for services they don’t want or need
- Be forced to open bank accounts
- Be forced to sign documents for loans, benefits, credit agreements
- Have their bank cards and documents held by someone else
- Have wages paid into an account that is used or controlled by others.