

**Extract from MacDonald Review of Farming: GLA recommendations**

**Gangmasters licensing scheme**

4.60 We urge those leading the review to consider our recommendations as a means of reducing the burden of administration and inspection when enforcing workplace rights.

**Communications and perceptions**

4.62 We recommend that the GLA continues to work with the National Farmers Union (NFU) and other representatives of labour users to lead drafting of future guidance specific to labour users. In line with our strategic recommendation (paragraphs 2.18–19), we recommend that the GLA and NFU jointly own this guidance.

4.63 To improve its relationships with the farming and horticultural industry, we recommend that the GLA should better communicate its priorities (enforcement against rogue gangmasters) and further engage with labour users on its enforcement approach.

**Inspections and enforcement**

4.64 We welcome the GLA's pilot [to test lighter-touch regulation in the forestry sector], and recommend that it be extended to low-risk activities in farming and growing.

4.65 We believe that the GLA should move its inspection regime to a more targeted, risk-based approach using the principles of earned recognition.

4.66 We recommend that the GLA ensures that its inspectors are clear as to the guidelines that are in place when conducting inspections.

4.67 We recommend that the GLA explores further alternative means of interviewing gang workers without disrupting farm businesses as far as possible and without adversely affecting its ability to identify worker exploitation.

4.69 We recommend that the GLA and trade associations should work together to better communicate the advantages of a labour user voluntarily registering on the GLA website as a labour user. We also recommend that the GLA make clear that labour users that voluntarily register on the website are at no higher risk of inspection than if they do not register.

**An alternative to licensing**

4.70 We recommend that Defra explores the costs and benefits of a 'registration and enforcement' model as an alternative way of delivering desired outcomes.