



Gangmasters  
Licensing Authority

# GLA49/16 Stakeholder Engagement

20 April 2016

# **Board Paper Reference – GLA49/16 Stakeholder Engagement**

## **1. Purpose of the Report**

1.1 To update the Board on the work of the liaison group

## **2. Recommendation**

2.1 The Board is invited to note the (draft) minutes of the

- Worker Victim Liaison Group meeting held on 1 March 2016.
- Labour User/Labour Provider Liaison Group meeting held on 18 February 2016.

The minutes are attached at Annex A.



# Minutes

**Title of meeting** Labour Provider and Labour User Liaison Group Meeting

**Date** 18 February 2016 **Time** 11am

**Venue** GLA, Nottingham

**Chair** Margaret Beels **Secretary** Serena Barton

<b>Attendees</b>		
Margaret Beels (MB)		GLA
Paul Broadbent (PB)		GLA
Charlotte Woodliffe (CW)		GLA
Serena Barton (SB)		GLA
Janice Tilley (JT)		GLA
David Camp (DC)		Alliance HR/ ALP
Fergus Morgan (FM)		2 Sisters Food Group
Jackie Newman (JN)		P D Hook
Jane Bladon (JB)		Staffline
John Devine (JD)		Response Recruitment Ltd
Jonathon Mason (JM)		AG Thames Group
Lorna Bramwell (LB)		Staffing Group
Rob Orme (RO)		Concordia
Sharon Cross (SC)		GS Marketing
Sian Thomas (ST)		Fresh Produce Consortium
Terry Waite (TW)		Vital Recruitment
Tom Easson (TE)		Ringlink

<b>Apologies</b>		
Neil Court		GLA
Andrew Large		British Poultry Council
Colin Hall		50 Club
David Segust		First Call Contract Services
Gavin Dring		2 Sisters Food Group
Gemma Polanski		Troy Foods
Jane Fielden		Agentis Solutions Ltd
Joanne Young		GI Group
Jon Tugwell		Fyffes
Julie Giles		Staffing Group
Kevin McCormick		KHS Personnel
Shayne Tyler		Manor Fresh
Wendy Woolfe		Lincs FP

## 1. Introductions and Apologies

Margaret Beels (MB) welcomed the group; apologies as above.

## 2. Declarations of interest

Rob Orme, Terry Waite - licence holders.

## 3. Minutes of previous meeting

The minutes of the previous meeting were agreed.

## 4. Action Schedule

Actions from 12 November 2015:

1. *Paul Fearn (PF) to email LU/LP Liaison Group to set up further communications meeting – CLOSED.* Further communications meeting held on 9 February 2016.
2. *GLA Communications Team to email the GLA website link to the "Labour Exploitation – Spotting the Signs" booklet to all labour providers – CLOSED.* Link to the GLA website was emailed together with GLA Brief 44 in November 2015
3. *CW to consider reissuing Brief 21 to ensure there is no potential for confusion – CLOSED.* All GLA Briefs are currently being reviewed.
4. *GLA to share the growth in licence applications trend data with BIS – IN PROGRESS.*
5. *All LU/LP Liaison Group members to send any new ideas for a GLA Brief directly to CW - CLOSED.* No new ideas for GLA Briefs received to date.
6. *Any members of the Group who would like GLA Briefs to be issued to them directly to contact Serena Barton – CLOSED.* A few members of the group contacted SB and their details have been forwarded to the Communications Team.
7. *Comments made by the CBI to be circulated to the Group – CLOSED.* CBI comments circulated with the papers in preparation for this meeting.
8. *DC to share the ALP draft response to the public consultation with Serena Barton to be shared onward with the group – CLOSED.* ALP draft response circulated with the papers in preparation for this meeting.
9. *PF together with DD to draft ToR for the Communications Group – CLOSED.* ToR now drafted.
10. *SB to add standing item to the agenda to allow generalised intelligence from the industry to be passed to the Group – CLOSED.*

11. *All group members and the GLA to promote the LU/LP Group to labour providers and labour users* – CLOSED. The meeting is now advertised on the GLA website.

ST enquired whether the LU/LP liaison group agenda could be circulated sooner as this might encourage wider attendance. CW stated that the meeting dates had been added to the website but so far we had only had interest from 3 people.

DC asked whether trade associations should be invited to the LU/LP Liaison Group meeting however as trade unions are neither labour users nor labour providers. MB stated that in general it would not be the correct forum for trade associations. ALP was an exception as all its members were licensed LPs.

**NEW ACTION 1** – meeting secretariat to circulate draft agenda 1 month prior to meeting.

12. *SB to find out if the Worker Exploitation poster is available in Lithuanian or if it can be translated* – CLOSED.

13. *GLA Communications Team to add the Worker Exploitation posters to the GLA website in all three languages* – CLOSED. The poster is now available on the GLA website in the following languages: Bulgarian, Lithuanian, Romanian, Vietnamese, English, Polish, Russian, Latvian, Portuguese and Slovakian.

14. *DD to consider whether the GLA can consider the removal of names from the licence revocations list after a significant period has passed* – IN PROGRESS.

MB queried if any suggestions had been received for questions to be asked on the GLA satisfaction survey. SB confirmed to date none had been received.

## **5. Declaration of urgent business**

None raised.

## **6. Update from Chief Executive**

### **Item 7 on the agenda: Labour Market Enforcement Update**

The Immigration Bill is currently going through its final stages.

The Appointment of the Director for Labour Market Enforcement is being considered. The Director will have responsibility for oversight of labour market exploitation – both for temporary and permanent workers. The time frame for appointment is likely to be September/ October this year.

The Immigration Bill will hopefully be given Royal Assent in April/ May of this year. There are a number of clauses that will come into effect after that:

1. Appointment of Director – this will go through a public appointment panel.

2. Intel Hub – this will be a central point in Government which reaches across the entire labour market. The Hub will analyse data and present it to the Director who will then present his/her strategy based on the findings to the Home Secretary and SoS BIS.

DC queried whether the new modern slavery helpline would feed into that process? PB states that he had been to the US Embassy and they currently use a helpline which is backed by Google and Polaris. This model will be adopted by the UK.

A modest financial investment could expand the GLA hub to provide for the Director's requirements.

DC queried whether this meant the GLA wanted to run the hub PB said that GLA was the only one of the 3 labour market enforcement bodies (GLA, NMW, EAS) to have an intelligence hub.

Development of information gateways – this deals with improving the sharing of information between government departments. The legislation includes obligations to share information with the Director.

GLA name change – The new legislation proposes changing the name of the GLA to the GLAA (Gangmaster and Labour Abuse Authority). The licensing and compliance aspect of the GLA's current duties will remain the same and there are no plans to extend mandatory licensing. The change means that the Authority will be given extra powers to investigate modern slavery, NMW, tax issues, bogus self-employment, etc. The GLAA will focus on the more serious end of exploitation.

DC queried the proposed amendments to the GLA Act which would remove the requirement for statutory instruments to be laid in order to change the scope of licensing. He asked if there would still be public consultation on future changes or whether future changes can be made with only Secretary of State approval. MB stated that she could not envisage a time where GLA would not consult on changes. PB agreed that the Authority would always consult on big changes. CW also explained that the Authority is required to complete a business impact assessment whenever there are changes being made to policy.

PB also stated that the Director's intelligence hub will inform any decisions on whether any area should become subject to statutory licensing or should cease to be subject to statutory licensing (so called "Dial up" and "Dial down"). Any decision to 'dial up' will have to be evidence based. However this will not affect industry managed self-regulation.

PB also advised the group that all of the current 35 GLA inspectors will be trained on the new powers the GLA will have however not all of them may use those additional powers.

The upcoming changes will mean that the licensing model will remain unchanged. Any additional resources given to the Authority will be for enforcement work and not for licensing or compliance work.

FM expressed his concern that at present the industry is happy to share information/ intelligence with the GLA as it trusts the Authority; however an independent hub would not have that trust and there is a concern that any intelligence passed through it will be handled differently. PB reassured the group that conversations are ongoing regarding how to manage the intelligence passed to the new hub but the group should be reassured that any information/ intelligence shared will be handled to national standards.

### **Pop-Up Events**

PB updated the group on the recent pop-up events that were held by the GLA. Eight events have been held so far and there is one remaining to be held in April of this year in Northern Ireland. There have been 200 attendees so far in total. There was a presence at all the meetings of the following departments: HMRC, Trading Standards, Police, retailers, Illegal Money Lending teams from Birmingham.

The reoccurring themes coming out of the events were as follows: travel & subsistence, National Living Wage, raising awareness of the GLA, feedback on intelligence received from the industry so that industry knows it is being dealt with and not ignored, charge rates and how they work and whether we look at these during inspections and risk management.

There was some discussion regarding tier 1 resolutions. DC raised that as the tier 1 process is not explained in any of the GLA's codes of practice, the Authority is open to criticism in relation to tier 1s. There is no process to explain how LPs can address or question a tier 1 resolution. PB explained that the focus is on reducing burden on businesses while meeting the needs of workers. CW agreed that a LP should be able to call the Authority and discuss their concerns regarding any tier 1 intervention.

RO asked whether the LP is advised that the contact from the GLA is a tier 1 intervention. CW advised that although tier 1 interventions are not something she deals with personally she can see why it would be confusing if this is not made clear to the LP.

**NEW ACTION 2:** The Intel team to draft guidance on tier 1 intervention which will be uploaded to the GLA website.

There was some discussion regarding the new National Living Wage ("NLW") and the risk of discrimination for under 25s. CW also advised that the GLA will look at cases of discrimination and this is covered in the Licensing Standards.

**NEW ACTION 3:** CW to add an extra link to the GLA Brief on NLW regarding the discrimination of under 25s - CLOSED

### **GLA Budget for Next Financial Year**

GLA is still awaiting advice from the Home Office as regards its 2016-17 budget.

### **Update from Modern Slavery Threat Group**

PB updated the group. There are threat groups for cybercrime, drugs, firearms, etc; however the modern slavery threat group stands alone. The group looks at threats around labour exploitation, sexual exploitation and criminal exploitation. The largest victim profile of labour exploitation is that of British people. Nationally there has been a large push to try and understand the crime of labour exploitation.

### **National GLA Conference**

PB reminded everyone about the upcoming GLA conference and gave a quick overview of what is planned for the day: case studies; videos of a worker, a trafficker and a victim; explanation of the compliance inspection process; a talk about what happens during an enforcement investigation. Present will be the GLA Board, Offer Stern-Weiner, (a senior HO official), Kevin Hyland (Modern Slavery Commissioner), a Barrister who has dealt with GLA work, and a gangmaster, amongst others. The conference will be a lot more interactive this year than the last.

PB asked if there was anything the group would like to see at the conference. JB asked if the planned case studies could show how LP/LU input helps the outcome of a case.

### **7. Labour Market Enforcement Update**

As above

### **8. Compliance Update**

JT provided the compliance update: there are currently 35 ongoing application inspections including 12 application inspections running in the background. The turnaround time is currently approximately 7 weeks. There are currently 61 compliance inspections being undertaken; there are currently 980 LPs.

Current trends noted by the GLA are no National Insurance numbers (NINOs) or temporary NINOs being used for workers. TW stated that it is becoming increasingly difficult for workers to obtain NINOs. JT stated that inspectors should be asking why temporary NINOs are being used during the inspection.

Further trends included non-payment of holiday pay, verbal abuse cases, poor quality of accommodation, ICO registration, fees and providing additional services, more applications being received from cleaning companies, an increase in non-compliance outside of the GLA sector.

The compliance update will be uploaded onto the GLA website

### **Intelligence Sharing**

PB reiterated the importance of intelligence being provided to the GLA and stated that any intelligence provided will be treated with the strictest confidence.

DC asked whether there had been a reduction in the amount of intelligence received by the Authority. He was advised there had been no reduction but more

is always useful. DC asked if ACAS shares any intelligence they may come across. He was advised that the Authority does not get a lot of intelligence from ACAS.

FM queried whether the GLA could attend farmer/ supplier meetings to increase the Authority's profile and gather intelligence. It was agreed this is one avenue that is worth investigating.

There was some discussion regarding attendance at the upcoming Conference. JB asked whether the ALP sends its members to the conference. DC advised that the ALP does not do this. JB asked whether the sharing of intelligence could be raised at the upcoming conference. PB agreed to send a follow up email regarding the conference.

**NEW ACTION 4:** GLA to send email reminder regarding the national stakeholder conference - CLOSED.

## **9. 1 Item for discussion: Update on Communications Group - verbal**

Update given by CW. There was a lot of idea sharing at the last meeting, the ToRs were also agreed. It was suggested that the Unchosen films should be uploaded onto the GLA website however due to copyright law this may not be possible, it was being looked into. A new GLA website will be going live on 22 February 2016. This will be more user friendly and will make it easier to report any Intel. The website will have the facility to be translated into different languages and there will also be audio access. Feedback from the group was encouraged.

ST queried why all the pictures on the front page of the new website were of fresh produce as this does not reflect the other sectors covered by the GLA. It was agreed this would be raised with PF to amend if possible.

**NEW ACTION 5:** PF - Pictures on new website to reflect all sectors not just fresh produce - CLOSED.

CW also discussed informing LUs why the GLA undertakes compliance inspections. She stated that she will be looking at the GLA best practice guidance and updating this. A draft will be prepared for the next LU/LP Liaison Group meeting in May.

**NEW ACTION 6:** CW to revisit the best practice guidance in regards to compliance inspections. This is to be circulated prior to the next LU/LP meeting in May 2016.

RO asked if the ToR for the Communications Group could be shared with the LU/LP Liaison Group.

**NEW ACTION 7:** SB - Communications Group ToRs to be circulated to the group.

## **10. 2 Item for discussion: NGO- Worker Liaison Group report – verbal**

MB updated the group. The first meeting was held on 30 November 2015 and the next is scheduled for 1 March 2016. The ToRs for the group are currently being finalised and the group is trying to establish its membership.

With regards to Public Concern at Work, PB stated that contact had been made with the group with an offer to attend however the group was awaiting a response.

**10. 3 Item for discussion: Self-employment in the GLA sectors –verbal**

DC explained that he had taken a call from an ALP member whose competitors were operating a self-employed worker model resulting in a reduction in the charge rate of 25%. DC asked how the GLA looks at self-employment in the sectors. He stated that there may be an increase in self-employed workers due to travel and subsistence schemes and umbrella schemes disappearing and the new NLW coming into force in the coming months. PB advised that strategically bogus self-employment has been identified by the Home Office and there is work ongoing to assess and validate a CAB report on the number of bogus self-employed workers. The Authority is working through how to address this issue. CW stated that she had worked together with the CAB during their campaign. She also explained that the GLA does have a Brief already published on this issue which explains how the GLA assesses self-employment. CW said that the GLA are currently starting to see an increase in bogus self-employment and that it was something which seemed to peak and trough. CW said it is difficult for the Authority to take any action when the workers themselves refuse to speak to it. Worker co-operation is key but difficult; the GLA is open to suggestion in regards to increasing this.

DC asked if it was worth reissuing the GLA Brief on this issue. MB agreed it was worth reviewing.

**NEW ACTION 8:** GLA Brief on self-employed status to be circulated to the group and any comments on it to be forwarded to SB by the end of April 2016.

**10. 4 Item for discussion: GLA Performance statistics – verbal**

DC said that there is a lot of information shared by the GLA and requested that this be reduced to the 'key headlines'. MB stated that this information is in the CEO report which is on the GLA website. PB agreed to share consolidated financial figures at year end including the rationale on how figures are achieved. He agreed to do this for the next meeting.

**NEW ACTION 9:** PB to share consolidated year-end figures at the next meeting.

**10. 5 Item for discussion: Update on National Living Wage Brief – paper**

As above

**10. 6 Item for discussion: Satisfaction survey questions for GLA Conference**

As above.

**11. AOB**

JM advised the group that he is working on trying to raise the standards to temporary accommodation in caravans. He asked if anyone would like to get involved with this piece of work to contact him directly.

**12. Date of Next Meeting**

12 May 2016

# Draft Minutes

**Title of meeting**      **Worker/NGO Liaison Group**  
**Date**                      1 March 2016                      **Time**                      11.30  
**Venue**                      Home Office, London  
**Chair**                      Linda Dickens                      **Secretary**                      Margaret Beels

**Attendees**                      Linda Dickens, Board Member – Chair (LD)  
Andrew Wallis, Unseen UK (AWa)  
Caroline Robinson, Focus on Labour Exploitation (CR)  
Bridget Henderson, Unite (BH)  
Steve Kemp, GMB (SK)  
James Tullett, Migrant Help (JT)  
Emma Wilkinson, Citizens Advice (EW)  
Sally Brett, TUC (SB)  
Barckley Sumner, UCATT (BS)  
Yvonne Hall, Palm Cove Society (YH)  
Kasia Zagrodniczek, East European Advice Centre (KZ)

Margaret Beels, Chair GLA (MB)  
Paul Broadbent, CEO GLA (PB)

**Apologies**                      Andrew Wileman , Salvation Army

<b>1.</b>	<b>WELCOME AND INTRODUCTIONS</b>  On behalf of GLA, LD welcomed attendees to the second meeting of the Worker/NGO Liaison Group. Attendees introduced themselves.
<b>2.</b>	<b>APOLOGIES</b>  Apologies were received from the Salvation Army.
<b>3.</b>	<b>MINUTES OF PREVIOUS MEETING</b>  Minutes of Worker/NGO Liaison Group meeting on 30 November 2015 were approved.

4.	<p><b>ACTIONS ARISING FROM THE PREVIOUS MEETING</b></p> <p><b>1, 3: GLA to amend ToR to reflect discussion.</b> On Agenda - CLOSED</p> <p><b>2: John Powell to consider sharing of Migrant Help trend data.</b> JT reported that he was meeting with the GLA Intel team on Thursday - CLOSED</p> <p><b>4: GLA to consider arranging some cross stakeholder group engagement, potentially at the GLA conference.</b> LD said that the GLA conference on 8 March in Derby would provide informal opportunities for cross-stakeholder group engagement. PB ran through the conference programme. Seats had been reserved for all the participants in the Worker/NGO group. CLOSED</p> <p><b>5. GLA to add current data and trends as a standing agenda item.</b> On Agenda - CLOSED</p> <p><b>6. GLA to distribute the quarterly CEO report and P&amp;I report to members for information.</b> – Done CLOSED</p> <p><b>7. Unite to help the GLA engage with EU issues and wider EU engagement.</b> BH referred to European Trade Union Confederation, and various International Union Federations based in Geneva as potential sources/contacts. The need to think globally as well as within Europe was mentioned. <b>NEW ACTION 2.1</b> SB undertook to work with BH and other relevant unions to collate a list of various worker bodies for the group/GLA, indicating the sphere and nature of activity.</p> <p><b>8. CAB to share research on bogus self-employment with members.</b> EW agreed to provide a link to the CAB Report for sending to the group. <b>NEW ACTION 2.2</b></p> <p>CR noted that there had been considerable parliamentary interest in bogus self-employment not least from the viewpoint of lost tax revenue. BS said that UCATT would be happy to share the outcome of some recent work they had done. <b>NEW ACTION 2.3</b></p> <p><b>9. GLA to provide link to members to access GLA posters.</b> Done CLOSED</p> <p><b>10. Unite to share the results of the survey on the impact of the abolition of the AWB with members.</b> BH summarised the findings from the survey Unite had done on the impact of the abolition of the Agricultural Wages Board in England. Workers had received pay rises but they had been imposed not negotiated and downward adjustments had been made to sick pay and holiday pay. TUPE processes had not been followed. <b>BH agreed to circulate a briefing on this survey that Unite had produced. NEW ACTION 2.4</b></p> <p><b>11. GLA to consider engaging with Unite, GMB and UCATT at an initial meeting.</b> All three unions were now represented on this liaison group. ACTION CLOSED</p>
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	<p><b>12. GLA to provide members with some data relating to the use of the GLA exploitation helpline.</b> PB said that in the 12 months up to 1 Dec 2015, 1,000 calls had been received. 70% of the calls received related to financial matters – unpaid wages or holiday pay. Another theme had been poor induction – rushed and with language problems. Some complained of psychological abuse. Only 1% complained of physical abuse. Experience from other crime areas (e.g. domestic violence) indicated that fear of retribution meant victims were slow to report physical violence. It might be that calls were going to 999 or 101. Data had also been looked at by geographical region, sector, by LP. One issue was that calls from workers were more frequent from LPs who were more diligent about advertising the existence of the line.</p> <p>A new modern slavery helpline was being set up sponsored by Google/Polaris. This would be more high tech and accessible than the GLA helpline. Over time it might make sense to merge the services.</p> <p>KZ asked whether anonymous calls were given lower priority by GLA? PB said that the nature of the issue being raised determined the priority.</p> <p>EW asked about trends, noting that a recent CAB survey had shown an 84% increase in unlawful deductions from wages. PB said that GLA currently did not have enough historic data to establish trends. <b>GLA will report back to the next meeting on further analysis NEW ACTION 2.4</b></p> <p><b>13. GLA to circulate info about GLA Pop Up Events Done – CLOSED</b> PB reported that the events had been well attended and well received. GLA Board would be receiving a report.</p> <p><b>14. Worker Liaison Group meetings to start after 11.30 – Done CLOSED</b></p>
5.	<p><b>TERMS OF REFERENCE</b></p> <p>Subject to the Stakeholder Engagement Table being amended to show the Worker/NGO group meeting four times a year, the Terms of Reference for the Worker/NGO Liaison Group were approved. <b>They will be reviewed annually. ACTION 2.5</b></p>
6.	<p><b>UPDATE ON IMMIGRATION BILL</b></p> <p><b>PB updated the group on the key provisions relating to GLA in the Immigration Bill.</b> (i) The creation of the post of Director of Labour Market Enforcement whose strategy would determine the direction of GLA, NMW team and EASI. The Director would report jointly to Home Secretary and BIS SoS. But GLA would remain solely accountable to Home Office. (ii) Additional information gateways would be created to facilitate the sharing of data. (iii) The Director’s work would be underwritten by what had varyingly been described as an Intelligence Hub or an Information Hub. GLA favoured expansion of its Intelligence Hub to service the full range of the Director’s responsibilities. (iv) GLA will be retitled the Gangmasters and Labour Abuse Authority. In the short term GLA licensing would remain unchanged but scope to dial up or dial down licensing was included in the Bill.</p>

(v) the Bill included provision for Improvement Orders that could be legally enforced where employers were guilty of an aggravated breach of labour law. Timescales for change were uncertain but Home office was targeting to have Royal Assent in the spring and enactment over the summer/autumn.

**There was a wide ranging discussion of the impact of these changes.** A strong message from many was that without additional resources GLAA could not deliver. Other points made included lack of clarity around dial-up / dial down licensing provision; perceived contradictions in the Bill; nature of proposed Labour Abuse Prevention Officers (separate from other GLA staff, having additional powers); a need to map information sources - gathering accurate, timely intelligence about the high risk areas remained vital, with those working in the sector the best source; the challenge of how to process big data faster remained; might private sector sources e.g. from audits be available?

Questions were raised also concerning the potential impact of Brexit. Noted that GLA will continue to work with European counterparts whatever the referendum result. Netherlands has just produced a Modern Slavery Handbook. If UK holds presidency in 2017 GLA will build on this work; operating across the UK with different powers in Scotland and N Ireland created difficulties for GLA/GLAA.

## 7. **WORKER EXPLOITATION: CURRENT DATA AND TRENDS**

**Unpaid wages and/or holiday pay** remains a dominant issue for GLA. Workers were not given clear information on induction.

**Ghost workers** on the books with LPs skimming the money for the workers that don't exist.

**Dodgy Travel and Subsistence** schemes are meant to stop by 1.4.16 when LPs have to prove schemes are genuine, but GLA expects creative accounting will continue.

**Bogus Self Employment** is an increasing issue.

**Bad quality transport** – a police matter.

At the GLA Pop-up seminars **National Living Wage** had emerged as a key issue for employers. It could lead to more automation but it was hard to spot where. BRC has forecast 900,000 fewer jobs as a result of NLW.

There was some interest amongst retailers to work with their entire supply chain, food and non-food, and encourage the application of a GLA licence as a benchmark for good practice regardless of sector. The British Poultry Council had issued a new Code of Practice which describes something similar.

For the first time **Slavery/Trafficking Prevention Orders** (11 incl 2 from GLA work) had been made in Kings Lynn.

GLA was seeking its share of £15m identified under POCA.

	<p>GLA was about to sign an MOU with ILO on information sharing and had also made progress in this area in Eire which should lead to a more co-ordinated approach on the N Ireland border.</p> <p>In other contributions it was suggested (AWa) that SMEs were fearful of reporting problems up the chain as they were vulnerable to being cut out by large supermarket chains. A joint working approach should be adopted. A code of practice was needed. The Supplier Retailer protocol had created the framework for information exchange but more could be done with the retailers as regards worker protection.</p> <p>It has been observed that car wash workers are also seen working in local fruit and vegetable shops.</p> <p>It was reported (KZ) that cleaners requesting annual leave were being dismissed and then given a new contract.</p> <p>YH asked whether the GLA investigated labour exploitation associated with travellers' sites. Evidence was that – currently - it was non GLA sector work – e.g. building renovation and tarmac-ing.</p> <p>Clarification was sought on items in the CEO report including work that had attracted press attention.</p>
<p>8.</p>	<p><b>ASCERTAINING WORKER VIEWS</b></p> <p>It was agreed that a worker survey to ascertain satisfaction with GLA was not likely to be fruitful. There was a need to try to establish how well informed workers were as regards their rights and their awareness of sources of information and help (including GLA brand recognition) and also to try to establish the scale of labour exploitation as seen by workers. Social media might be part of the solution of how to reach workers (multi-language App seeking information) and vulnerable workers might be contactable through churches with reach into the community. Analysis of calls to the new Modern Slavery helpline might be useful here. It was suggested that members of the liaison group might consider adding a few GLA questions to any relevant surveys undertaken by their organisations. It was suggested that research done by Liverpool University (2007-9) might provide pointers as to an approach. A list could be compiled of where relevant current academic research was being done (e.g. in Cambridge, Warwick and Middlesex). It was accepted that challenges in this area meant there would be a mix of 'messy data' but that this would still be useful. <b>Action 2.6 GLA to follow up on points raised during discussion; Action 2.7 ALL to give topic of ascertaining workers' views further thought.</b></p>

<p><b>9.</b></p>	<p><b>ANY OTHER BUSINESS</b></p> <p>(a) Attendance – LD said that overall the balance of the group seemed appropriate. Red Cross might attend or their views might come via FLEX (CR). LD had made contact with the Fisherman’s Mission (David Dickens) who would attend.</p> <p>(b) Some questions were raised on information in the reports which had been circulated. PB explained that the increase in GLA Licence applications had diverted resource. On Tier 1 interventions, he explained that all the money goes to the workers. GLA awaited its budget for 2016/17. Even a “stand still” allocation would involve one fewer post (out of 69) because costs had gone up. Partnership working was all the more vital.</p>
<p><b>10</b></p>	<p><b>DATE OF NEXT MEETING</b></p> <p>Monday 16 May at 13.00 2 Marsham Street</p>