





<p>Powered by Bing © GeoNames, HERE, MSFT, Microsoft</p>	<p>Intelligence was predominantly linked to the South East and London areas, there was also a concentration of intelligence in County Durham. No intelligence was linked to Scotland or Northern Ireland. Potential victims were commonly from South East Asia, were equally male and female, and often aged between 45 and 60 years old.</p>	
<p>Type of Work Whilst potential victims are often responsible for general chores and tasks, some may be forced to commit criminal activities such as tending to cannabis cultivations.</p>	<p>Recruitment Can take place either in the home country or UK, often through social media or word of mouth. Several potential victims were homeless at the time of their recruitment or had a dependency on alcohol. Couples have been recruited together. Limited information relates to suspected trafficking into and around the UK.</p>	
<p>Control and Coercion Potential victims are often subjected to verbal abuse and intimidation, psychological control and/or physical violence. Potential victims often feel that their movements are monitored and controlled, and that they always need to be available for work. Workers have been threatened with police or immigration if they do not comply.</p>	<p>Conditions of Employment Potential victims are often exploited for a long period of time, over several years, and become reliant upon their potential exploiter. They may be required to work for multiple families and may be found other employment in addition to their domestic duties. Often no contract of employment is provided, or the conditions are not met.</p> 	
	<p>Payment The most common complaint concerned non-payment of the National Minimum Wage, or in some cases, any wages at all.</p>	<p>Accommodation Most commonly provided with the potential exploiter, though separate accommodation may be provided in caravans or outbuildings with limited access to amenities.</p>
<p>Cultural Significance In some cultures, employing domestic help is considered normal practice. Abused domestic workers may be in the service of a family from a very young age, leading to confusion about their treatment as slaves. They may not believe that they are entitled to privacy, space or time off.</p>		<p>NewStatesman UK 14 FEBRUARY 2017</p> <p>The maid slaves: how wealthy visitors to Britain trap servants in their homes</p> <p>Each year 17,000 domestic workers accompany wealthy families to the UK – helped by a special visa regime that campaigners call a “recipe for slavery”.</p>



Key Questions to Prevent and Identify Labour Exploitation



- How do you publicise the rights that workers have whilst completing domestic work, and where they are able to obtain advice or report abuse?
- What mechanisms are in place to understand high risk workers' recruitment and working conditions? Do you have access to translation services?
- How do you risk assess potential modern slavery and labour exploitation in your business?
- Are contracts being translated into worker's languages?

What to consider when reporting intelligence

Example: A foreign worker was employed as a live-in nanny but received no wages. Their transport to the UK was paid for by their employer and they were recruited through Facebook.

What else? Provide more details about the worker involved – do you know what language they speak or what nationality they are? What is their estimated age? Male or female? Are there other potential victims, either previously or currently? Are there any indicators of violence? What is the address? Are there any routines or patterns of note?

Whilst not all factors may be known, any additional details will assist the GLAA in identifying people and locations involved for operational purposes and to improve our intelligence picture.



Resources

GLAA resources are available at <https://www.gla.gov.uk/publications/resources/> including a useful "Spotting the Signs" leaflet at <https://www.gla.gov.uk/media/4285/spot-the-signs-glaa.pdf>

Who to Contact

Please report to the GLAA:

- Unlicensed trading in the regulated sector (agriculture, horticulture, shellfish gathering and any associated processing and packaging) across the UK.
- Labour market offences (non-payment of the National Minimum Wage, breach of Employment Agency Standards) in the regulated sector in England and Wales
- Individuals, labour users or labour providers who are suspected of modern slavery and human trafficking in any labour industry (excluding sexual exploitation), or individuals who are potential victims of such activity in England and Wales.

Please report to partners:

- Issues of National Minimum Wage only, in sectors that are not GLAA regulated to the HMRC NMW team (<https://www.gov.uk/government/organisations/hm-revenue-customs/contact/national-minimum-wage-enquiries-and-complaints>)
- Health and safety issues only (all sectors) to the Health and Safety Executive (<http://www.hse.gov.uk/contact/concerns.htm>)

- Workplace relations and employment law issues (including contract issues, discrimination and grievances) to the Advisory, Conciliation and Arbitration Service (ACAS) (<https://www.acas.org.uk/index.aspx?articleid=1410>)
- When there is an immediate threat to life contact the police emergency number.
- To report labour exploitation, human trafficking or modern slavery outside of the regulated sectors in Northern Ireland or Scotland, contact the local police service

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