



 <p>Powered by Bing © GeoNames, HERE, MSFT, Microsoft</p>	<p>Intelligence related predominantly to the East Midlands and Eastern regions, with intelligence also concentrated in South Yorkshire and the West Midlands. Potential victims are often Romanian, male, and aged between 18 and 25 years old.</p>	
<p>Transport</p> <p>Transport to work is often provided at a cost of between £5 and £8 per day but sometimes more than £20 per day. Agencies are reportedly charging for transport even when it is not used or required; transport can take several hours with stops at other workplaces.</p>		 <p>18-25</p>
<p>Recruitment</p> <p>There is a suggestion that workers are being recruited even when no work is available, making them vulnerable to further exploitation in the UK. Sometimes work is only available for one or two days per week.</p>		
<p>Unlicensed Activity</p> <p>Unlicensed gangmasters operate in the industry for financial gain; they may be used to meet extra demand where there are labour shortages. These include previous and current employees, and sophisticated networks of individuals connected to the industry. Individuals attend labour providers in company with workers who may be introduced as friends and family. However, those employed by licensed labour providers are not invulnerable to exploitative practices.</p>		
<p>Accommodation</p> <p>Some employers have arrangements with landlords or letting agencies, resulting in significant financial gain. Accommodation is mostly provided in a shared residential property, with rent being deducted from wages. Overcrowding can be an issue with reports of hot-bedding. Some workers do not earn enough money to move elsewhere and accept new employment, with their accommodation bonded to their work. Other workers are housed in caravans.</p>		
<p>Payment</p> <p>Some workers are not paid at all or receive less than £1 per hour.</p>		<p>Control</p> <p>Workers are suspected to have been given scripted responses when questioned. Those who complain are less likely to receive shifts.</p>
<p>Health and Safety</p> <p>Several health and safety issues were identified including; long hours and insufficient breaks, the presence of rodents and other contaminants, issues with ventilation causing illness, accidents whilst using machinery and a lack of safety equipment, training and PPE.</p>		



Gangmasters & Labour Abuse Authority

Key Questions to Prevent and Identify Labour Exploitation



- How do you ensure workers on site know their rights in the workplace, including how much they should be paid?
- Do you know and understand each level of your supply chain? Do you conduct background checks?
- Do you have a code of conduct for factories/suppliers? Are there regular audits to identify and address any exploitative labour practices?
- Do you have any additional due diligence checks for workers at risk of being exploited? Including access to translation services?
- Do members of your organisation receive training on spotting the signs of modern slavery and labour exploitation?
- Has your organisation undertaken a modern slavery / labour exploitation risk assessment?
- Do you have an internal escalation process if you identify an issue of exploitation? Do you know who to contact?

What to consider when reporting intelligence

Example: Current employees are charging money for employment at a food production site. They are reputed to be dangerous.

What else? Provide full details about the potential exploiters. Do you know what language they speak or what nationality they are? How many workers are affected? Are they of a certain nationality or demographic? Are there specific threats that have been made? Any indications of physical violence? Are the potential exploiters also providing accommodation and transport to workers? How much money is being charged, and how regularly?

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.



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>

More information about Food Processing is available at <https://www.gla.gov.uk/i-am-a/i-supply-workers/do-i-need-a-glaa-licence/which-activities-need-a-licence/processing-packaging/>

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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