



Gangmasters &
Labour Abuse Authority

Seasonal Worker Scheme

Nicola Ray, Head of Regulation

Working in partnership to protect vulnerable and exploited workers

Background

- How the scheme works:
 - Designed to provide workers for the edible horticulture sector includes poultry– formal visa route
 - Workers can be sourced from any part of the world and previously significant numbers came from Ukraine
 - The operators source workers and place them with the growers and are responsible for their welfare
 - Anyone involved in the supply of workers will need a GLAA licence



SWS

- GLAA is not the lead agency for the scheme
 - We don't make decisions on who is granted operator status
 - Our role is to ensure businesses who supply workers are compliant with the Licensing Standards
 - We can investigate allegations of forced labour that occur in the UK (Not Scotland and Northern Ireland)
 - We support UKVI with visits to farms to check the welfare of workers



SWS

This year we have:

- Processed applications from businesses based overseas which take longer to process
- Worked with colleagues in FCDO to link in to the relevant embassies to ensure we have a good understanding of labour laws in source countries
- Worked with the operators to produce a video to help with worker expectations



SWS

- Carried out some “meet and greet” activity with newly arrived workers
- Issued: [GLAA Brief 79 - How licensing applies to businesses outside of the UK – GLAA](#)
- Investigated allegations of exploitation



SWS

- This year has been challenging as there have been many allegations of exploitation:
 - Workers paying work-finding fees in their home country
 - Debt bondage through the payment of “fees”
 - Workers not being paid at least the NLW/NMW – the scheme requires a payment of £10.10 p.h
 - Workers being charged high amounts for accommodation
 - Workers not being provided with adequate PPE
 - Unlicensed sub-contracting in source countries



SWS

- Prevention is key in this activity to ensure workers understand what it means to work in the UK
- Likely that the scheme will expand to meet the demand





Gangmasters &
Labour Abuse Authority

Regulation Update

Nicola Ray, Head of Regulation

Working in partnership to protect vulnerable and exploited workers

Regulation Update

Number of projects that we are working on:

- Review of Fees
- Licensing guidance project
- Continuous Improvement work
- Training programme for new inspectors and new licensing officers
- Working with HMRC on businesses de-registered for VAT

