



Gangmasters &
Labour Abuse Authority

GLAA LU/LP group meeting 8 June 2023

Stopping worker exploitation

Agenda

1. Welcome – Suzanne McCarthy, Chair and GLAA Board member
2. GLAA update, Elysia McCaffrey, CEO
3. Seasonal Workers Scheme Sponsor Perspective, Karen Goode Concordia and James Mallick, ProForce
4. Engaging with New Source Countries, Darryl Dixon, GLAA Head of SEB
5. Case Study, Martin Plimmer, GLAA Senior Investigating Officer
6. Victim Navigator, Jess Clayton, Justice and Care
7. Close





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Welcome

**Suzanne McCarthy,
Chair and GLAA Board Member**



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GLAA update

Elysia McCaffrey, CEO



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Seasonal Workers Scheme Sponsor Perspective

Karen Goode, Concordia

James Mallick, Pro-Force

Seasonal Worker Scheme Update





Changes in 2023



Guaranteed 45,000 SWS visas



An additional 10,000 SWS visas if needed



Guaranteed 32 hours per week for all SWS workers



Minimum hourly rate - £10.42 for all SWS workers



UK Home Office Compliance Team –
Farm Visits



Challenges Impacting the Seasonal Worker Scheme in 2023



Poor weather – crop failure, lack of hours



Transfer Requests



Ukrainian BRP direct recruitment



Decline in EU Settled recruitment



Fake Agencies

Seasonal Worker Scheme

Development Update



GLAA Worker Education Video



GLAA Worker Education Video

How were you recruited?


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concordia
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 **fruitfuljobs**
.com

HO'S


 **PRO-FORCE**
WORKING TOGETHER

GLAA Worker Education Video



GLAA Worker Education Video



GLAA Worker Education Video

If anyone asks you to pay them money to find you work it is probably a scam.

Don't pay them and report it to your Sponsor, your employer in the UK or to your Embassy.

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If you think your rights have been breached,
or want more information

contact the Work Rights Centre charity for free
confidential advice in your language.

03004000100 contact@workrightscentre.org

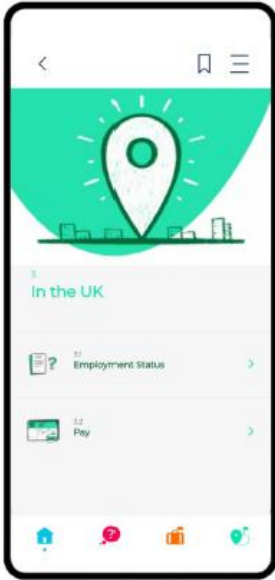
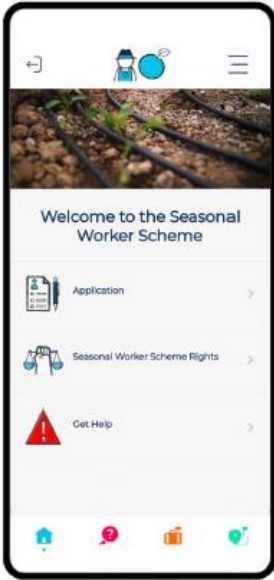


Further Development of Just Good Work

Just Good Work

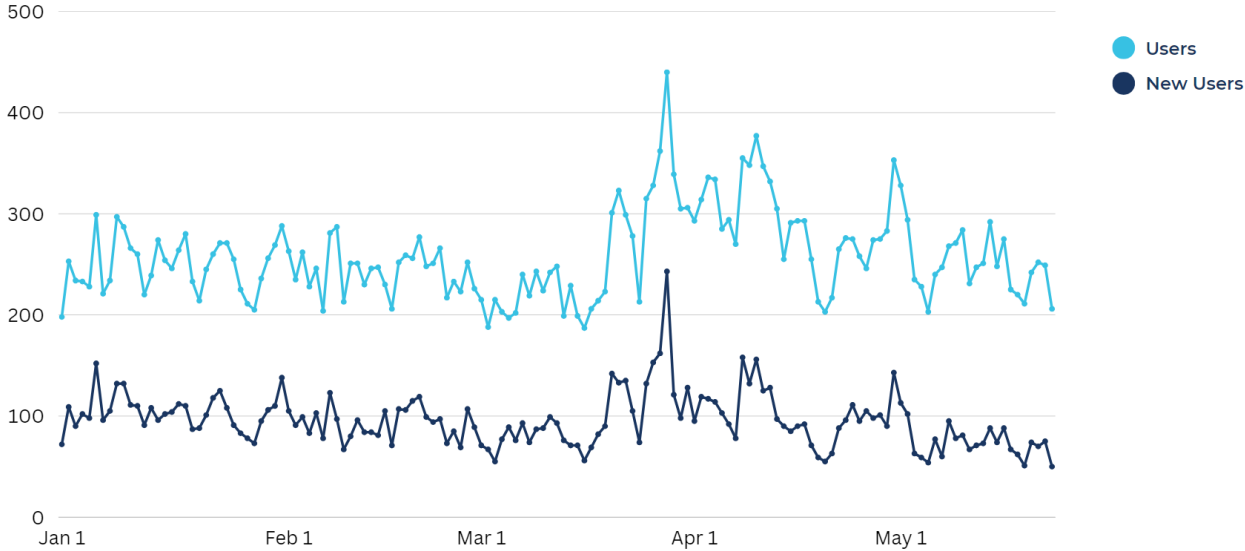


Further Development of Just Good Work



Further Development of Just Good Work

USERS

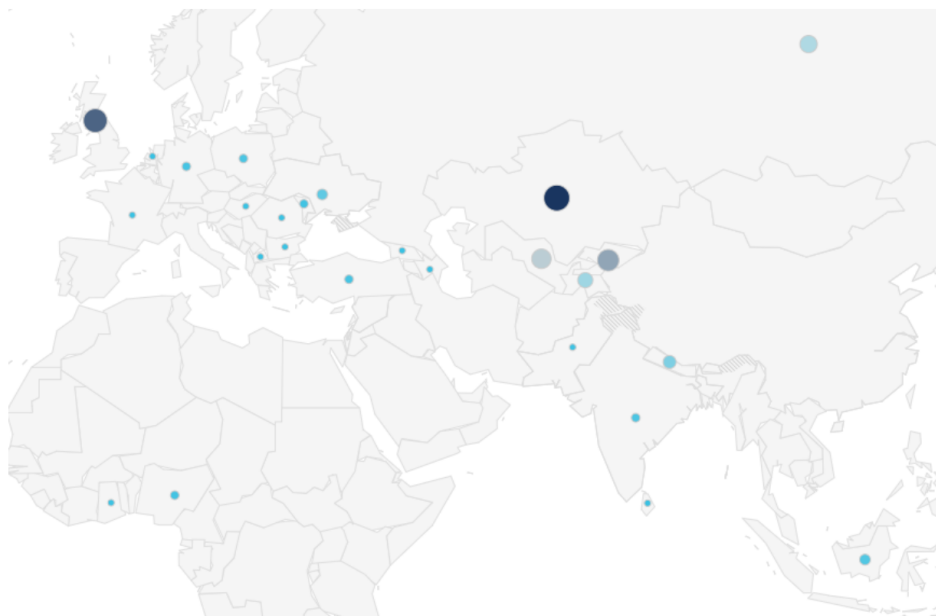


Between January 1st - Ma7 25th 2023 there was a total of 17,413 users and 13,877 new users.



Further Development of Just Good Work

USER LOCATION (1 April to 25 May 2023)



Top 15 Countries

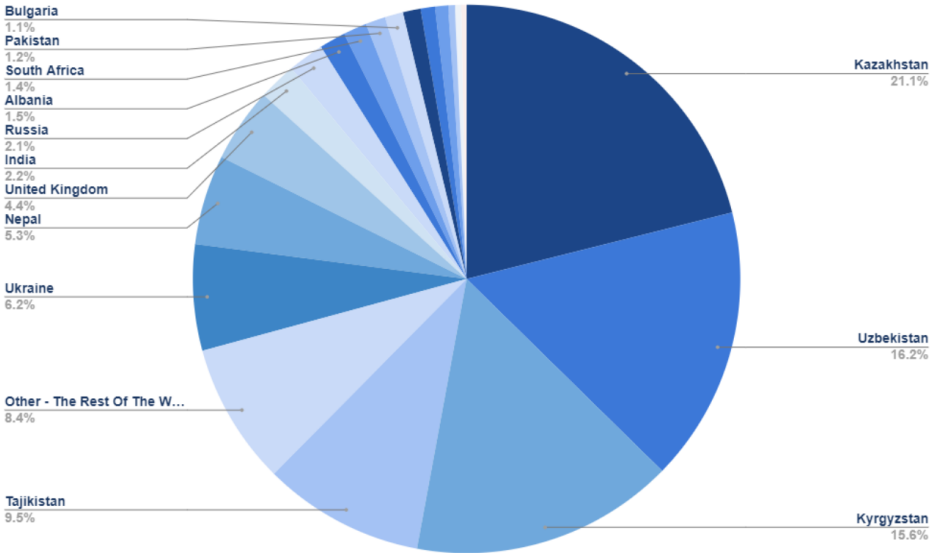
Kazakhstan	1660
United Kingdom	1443
Kyrgyzstan	1125
Uzbekistan	934
Russia	666
Tajikistan	577
Nepal	402
Ukraine	239
Indonesia	169
Poland	136
India	132
Moldova	74
Romania	40
Bulgaria	37
Hungary	37



Further Development of Just Good Work

USER SELECTED:

HOME COUNTRY



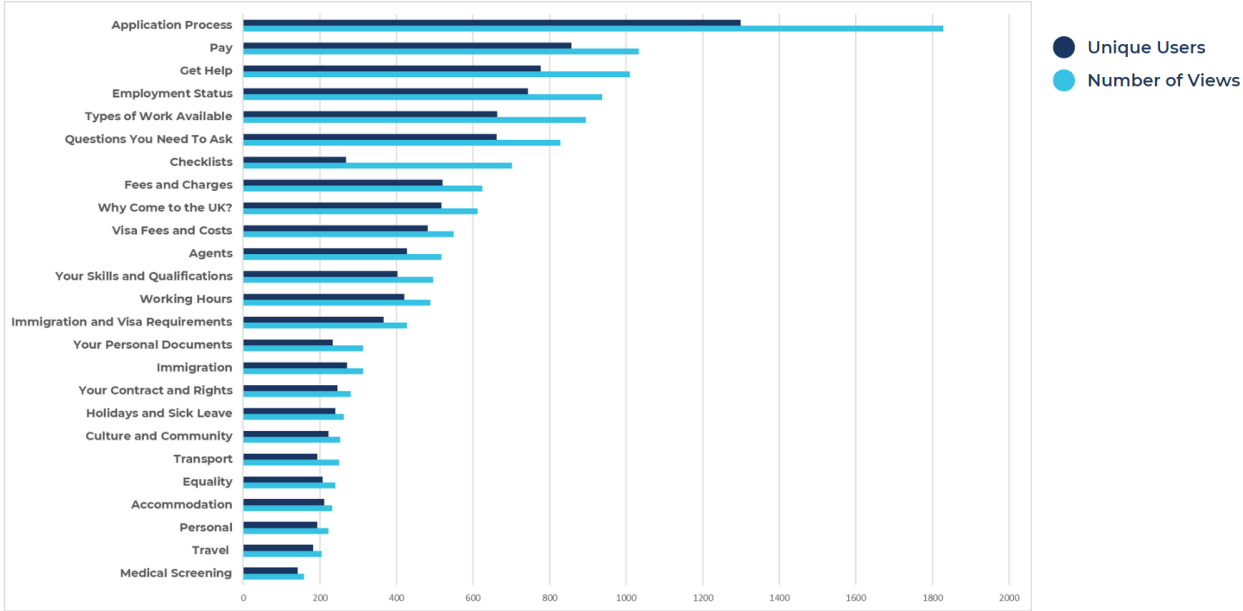
LANGUAGE

RUSSIAN	6016
ENGLISH	2504
UKRAINIAN	441
UZBEK	448
NEPALI	112
ALBANIAN	106
ROMANIAN	82
BULGARIAN	77
KAZAKH	72
TAJIK	69
POLISH	50
SERBIAN	19
INDONESIAN	16
GUJARATI	9
VIETNAMESE	3



Further Development of Just Good Work

WHAT MATTERS MOST TO WORKERS? (1 April to 25 May 2023)



Further Development of Just Good Work

Development of push notifications

Simplified onboarding process

Live survey questions

Improved data reporting



Seasonal Worker Scheme Taskforce



SWS Taskforce



Seasonal Worker Scheme Taskforce

Objective:

To work collaboratively to develop and implement tangible actions to help safeguard and ensure access to workers' rights in the UK Seasonal Workers Scheme.

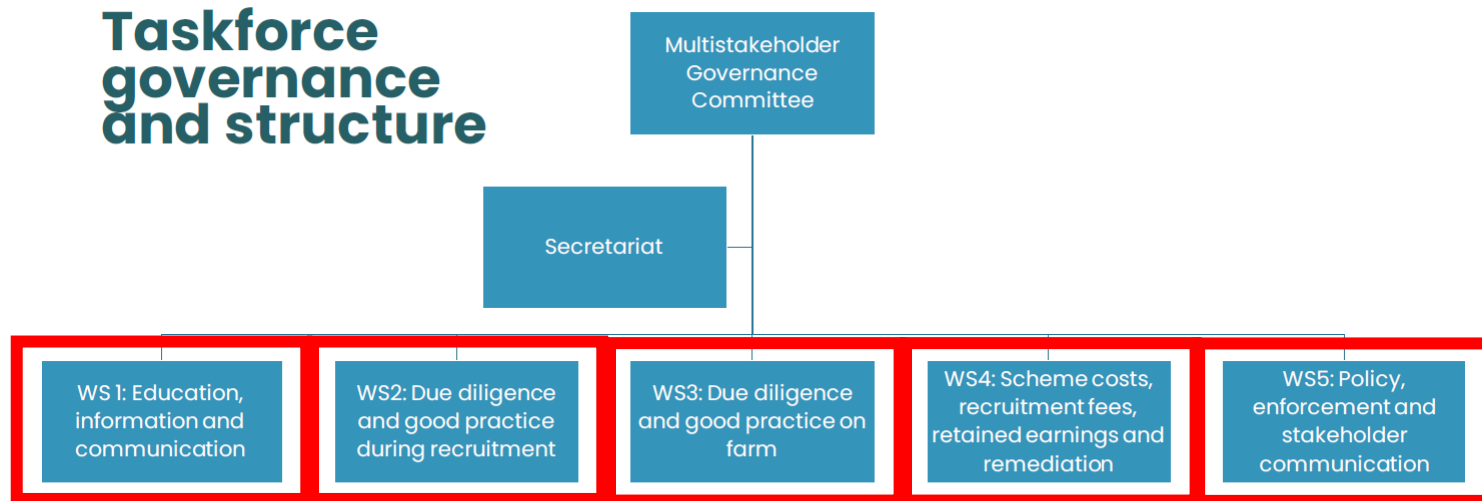
Approaches:

- Implementing practical actions to improve the responsible recruitment and employment of migrant workers into UK farms *within current Scheme Design*
- Working with Government departments and enforcement agencies on *potential changes to Scheme rules, regulation, oversight and enforcement.*



Seasonal Worker Scheme Taskforce

Taskforce governance and structure



Members are made up of: retailers, growers, suppliers, Scheme Operators, industry and membership associations, migrant worker community organisations, non-governmental and inter-governmental organisations

Observers are made up of: government departments, public bodies and devolved administrations





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www.pro-force.co.uk/blog



jamesmallick@pro-force.co.uk



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Engaging with New Source Countries

Darryl Dixon,
GLAA Head of SEB

Seasonal Worker Scheme (SWS)

- Any SWS operator has to hold a GLAA licence
- If they use a sub-contractor in the recruiting country the sub-contractor has to hold a licence
- Section 5 of the Gangmasters (Licensing) Act 2004 requires any labour provider supplying workers into the UK to the agricultural sector to hold a GLAA licence
- If the SWS Operator uses an unlicensed sub-contractor, where a dispensation does not apply, they will commit a criminal offence
- The sub-contractor would also commit a criminal offence
- If the sub-contractor is a Government agency discretion not to have a licence may be allowed



SWS 2

- An SWS Operator has a UKVI licence
- UKVI compliance might find non-compliances, and lead to the revocation of the Operator licence
- Where that occurs the GLAA will review whether the GLAA licence should continue
- Equally, if the GLAA finds grounds to revoke a licence, it will notify UKVI as the company will no longer be able to supply workers into the agricultural sector



Collaboration across jurisdictions

- SWS Operators are recruiting in Kyrgyzstan, Uzbekistan, and Tajikistan
- Need to understand labour laws and compliance
- But risk reduced by:
 - UK foreign Office supporting IOM capacity training/pre-departure training
 - In country Centre for Migration taking responsibility for worker recruitment for SWS operators in cooperation, excludes private agencies
 - GLAA signing information sharing agreements to tackle any residual exploitation risks





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A Case Study of Labour Exploitation and Modern Slavery

Martin Plimmer

GLAA Senior Investigating Officer

Stopping worker exploitation

Bolton Crown Court Tuesday 9th May 2023

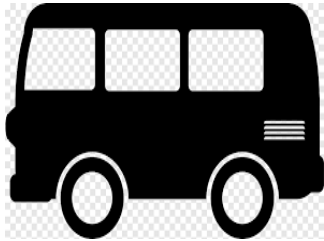
‘ A 52 year old Romanian man, Nelu Nechita appeared at Bolton Crown Court where he pleaded guilty to an offence under the Modern Slavery Act’

‘ He pleaded guilty to the arranging or facilitating the travel of another person with a view to exploiting that person – Contrary to Section 2 of the Modern Slavery Act 2015’

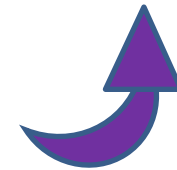
Nechita had originally been arrested by Officers from GLAA in February 2019



Victim(s)



= 5



Offender due for sentencing on 26th June



Role of the Labour Provider

- Approached by the main victim who disclosed that they were being exploited by the named offender.
- Further investigation revealed that a 'number' of potential victims could exist, some who had left employment
- Report of threats and assaults in addition to financial exploitation
- Highlighted commonality of address for victims
- Referred the allegations and suspicions to GLAA.
- This ultimately led to the rescue of a number of victims and the arrest and prosecution of the exploiter.





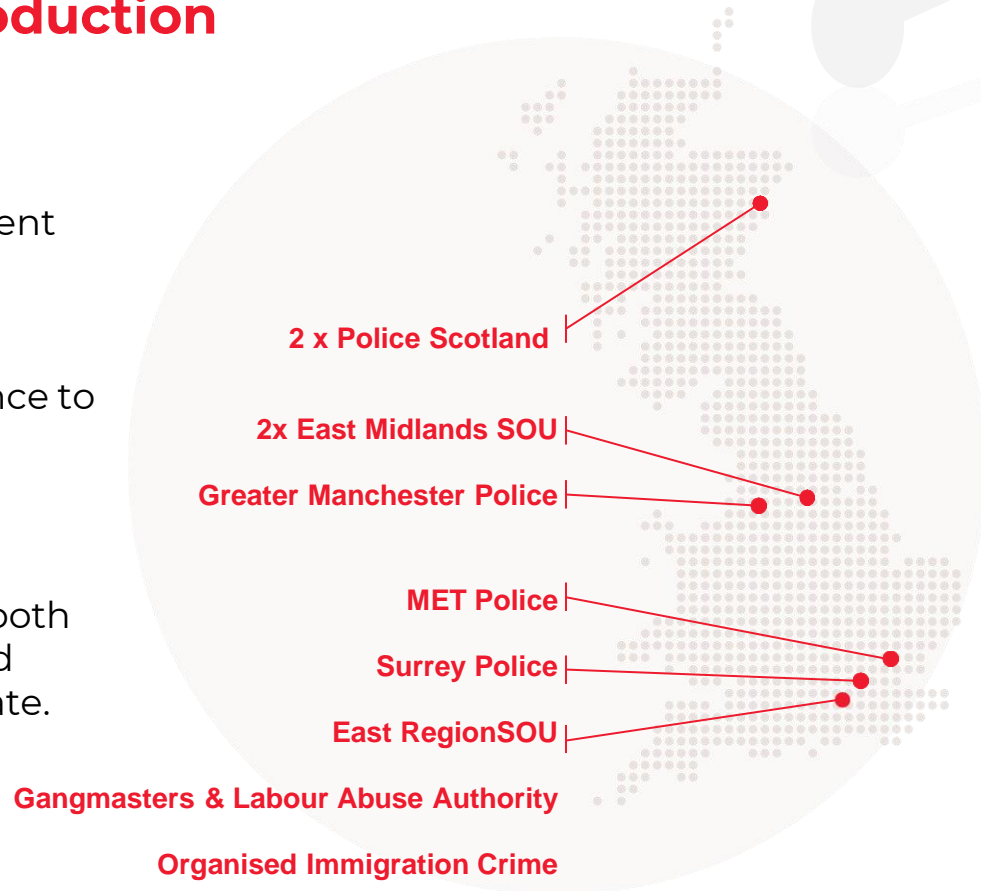
**JUSTICE
& CARE**

**Saving lives. Breaking
the grip of slavery.**

Introduction

What is distinctive about us?

- We work directly with law enforcement
- We use a victim centred approach
- We use our knowledge and experience to create systemic change in order to develop best practice, legislation, strategies and processes
- We strategically place our teams in both source and destination countries and always aim to work alongside the state.



The Victim Navigator Programme

Our Aim: To improve victim support, strengthen modern slavery investigations and increase prosecution rates – *“a stronger victim is a stronger witness.”*

Our Methodology:

Independent support for victims at point of first encounter through to prosecution and/or repatriation, helping victims understand and access their rights at an earlier stage and improving their trust and relationship with police.

To a police investigation, a Victim Navigator is a vital role. It makes you have more time to do a better investigation so that that victim gets justice at the end of it. The Victim Navigators have definitely helped people engage more with police; it's priceless really.

Essex Police



Support needs

Investigation

- Setting up reception centres
- Supporting NRM referrals
- Supporting interviews between victims and investigators
- Answering any questions
- Pre-court visits
- Advocating for additional special measures
- Attending court

Accommodation

- Access to safehouses
- Move-on accommodation
- Sourcing donations/funding for financial support
- Retrieving and moving property

Employment and education

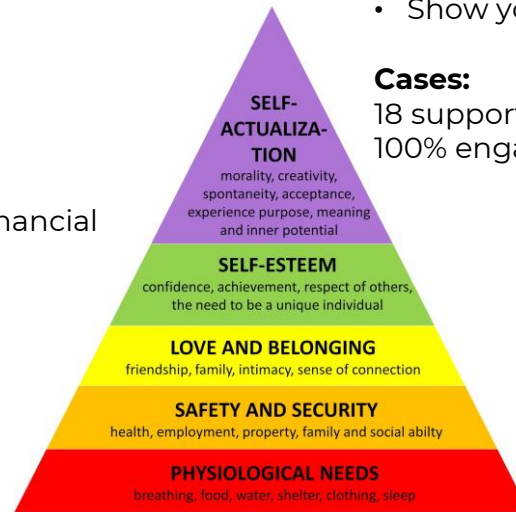
- Bright Futures and Staffline
- CV's/interview prep
- Show arounds
- Applying for courses/funding

Other

- Liaising with Embassy's
- Repatriations
- Reissuing ID
- Access to share code
- Improving English
- Signposting to community groups
- Exploring hobbies
- Show you, show me

Cases:

18 support plans
100% engagement rate



The strategic impact with the GLAA so far.....

Training

'Lunch and Learns'

Victim Liaison Working Group

Development of a dedicated victim support page on Morecambe

National policy changes within BBC News and CPS

Meeting with SCA regarding negative RG decisions on forced labour cases

Working with UKVI on exploitation in sponsorships

"Thank you for your encouraging words. Really appreciate how you think about me, I appreciate your care for me. You are truly my guardian angel, thank you so much." GLAA Victim, Syndicate 1

"Thanks so much Jess for all of your help, it's been extremely useful having you supporting us. I've got so much work on and it's just such a relief to know that you have the victims covered." GLAA Investigator, Syndicate 2

"Thank you for helping me with my resettlement/immigration problems, I have been trying to fix this for months now and did not understand what was wrong. But now it is fixed with your help, thank you." GLAA Victim, Syndicate 3

"I have always been amazed by the work you do and I didn't really get chance to say while we were in Liverpool that I think your victim navigator updates are the best thing on Morecambe – it really is a powerful reminder of the important work of GLAA to see the stories of the victims and see their long journeys to reclaiming their freedom and independence with your support." GLAA colleague, Licensing Team

"A noble lady named Jess. I really don't know what to say. Because thank you is so little. Not so long ago I received a mail with acrylic paint and canvases. I bless you and your beautiful family. Well thank you. Well thank you. Well thank you." GLAA Victim, Syndicate 1.

Thank you for joining us today

Next meeting – 5 October 2023

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