



Gangmasters &  
Labour Abuse Authority

# Labour User and Labour Provider Meeting

18th January 2024



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**Welcome  
Suzanne McCarthy**



Gangmasters &  
Labour Abuse Authority

# CEO Update Elysia McCaffrey






**Our mission is to stop the exploitation  
of workers in the UK and to ensure  
employers treat them fairly**

***'stopping worker exploitation'***



# Our strategic goals

- 1.**  **Be a robust and effective regulator**
- 2.**  **Be known as experts in addressing worker abuse and exploitation**
- 3.**  **Be an essential enforcement partner**



## GLAA Executive



Phil Cain  
Director of Operations



Karen O'Brien  
Director of Corporate Services



Samantha Ireland  
Director of Strategy and Impact





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# Intelligence Update

## Claire Gardener

# Control Strategy – September 2023



Exploitation of Seasonal Workers in the Agricultural Sector



Forced or Compulsory Labour in the Residential Care Sector



Mapping and Operational Activity around Organised Crime Groups (OCG's)



High risk, non-compliant Labour Providers, including unlicensed activity





# Intelligence Collection Plans

- To identify individuals or groups involved in / linked to the commission of offences relating to the exploitation of Seasonal Workers in the Agricultural sector
- To identify individuals or groups whose operating practices identify them as 'High-risk' Licensed Labour Providers or who are operating as Unlicensed Gangmasters within the Regulated Sectors



- Identity and roles of those involved
- Methods used to exploit workers and breach the licensing standards
- Locations/Linked addresses
- Methods used to identify and/or recruit workers
- Use of professional enablers and facilitators and identification of same e.g. landlords, accountants etc
- Method of travel/movement



- Communication methods used by exploiters including the use of web-based platforms, e.g. Snapchat, WhatsApp, Telegram etc
- Involvement in other forms of exploitation, including OIC (Organised Immigration Crime)
- Use of intimidation and violence in securing compliance and co-operation from workers or other criminal groups
- Methods of extortion and debt enforcement
- Methods used to evade detection, including the use of identity fraud



# Reporting to the GLAA



**Increase in reporting from labour providers and labour users**



# SWS Profile- Key Findings

- In the period between 01/01/2023 and 31/07/2023 the GLAA intelligence team created 40 referrals/ reports related to SWS
- The top 3 allegations recorded were Fees and Providing Additional Services; Other-Employment Fraud and No GLAA Licence.
- Locations that were recorded in more than 1 referral/report were: Lancashire; London and Warwickshire
- 50% of referrals recorded exclusively female workers and 33% recorded exclusively male workers
- The top 3 nationalities of workers recorded were Uzbeki, Kyrgyz, Bulgarian and Tajik
- Possible emerging trend- fraudulent recruiters purporting to work with operators



# SWS Profile- Intelligence Gaps

- Profile of seasonal worker – including accommodation and recruitment methods
- A lack of knowledge around the supply /recruitment rules in different countries
- A lack of knowledge of the work finding fees that are paid abroad



# How to contact us

intelligence@gla.gov.uk





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# Control Strategy Update

## Colin Norton

Stopping worker exploitation





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# Regulation Update Nicola Ray

Stopping worker exploitation

# Regulation Update - Applications

- Review of processes/structure – aim to deliver applications more speedily
- Onus is on applicants “being ready”
- Virtual inspections where required but also some face to face



# Regulation Update - Compliance

- Every business granted a licence will have an inspection once they start trading
- Every licence-holder will be risk assessed to determine when they will be inspected
- We will increase our compliance activity





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# Close Suzanne McCarthy

# Contact us

- Licensing team – [licensing@gla.gov.uk](mailto:licensing@gla.gov.uk)
- Intelligence team – [intelligence@gla.gov.uk](mailto:intelligence@gla.gov.uk)
- Partnership bulletin – [communications@gla.gov.uk](mailto:communications@gla.gov.uk)

