The new role for the Gangmasters Licensing Authority

Working in partnership to protect vulnerable and exploited workers
Agenda

• Where GLA came from?
• Where is GLA today?
• Where will GLAA be going?
GLA to GLAA time line

- 2004 - Morecambe Bay
- 2006 - Gangmasters Licensing Authority
  Regulate supply temp labour in food, farming, shellfish – 500,000 workers
- 2015 - Modern Slavery Act
- 2016 - Immigration Act
- 2017 - Gangmasters & Labour Abuse Authority
  Police powers to investigate modern slavery (inc. PACE, RIPA etc.)
GLA - who we have been till now

- Arms Length Body of Defra then Home Office
- UK wide
- 65-70 staff : 50/50 split Nottingham /home based
- Investigations are intelligence led and risk based
- Ensure compliance of civil licensing standards in food industry through licensing scheme
- Investigate labour exploitation across food sector including shell fishing
GLA - Last four years

- Prevented continued exploitation of 11,245 workers
- Proceeds of Crime Identified £19.2m
- 900 Victims of labour exploitation assisted
- 138 Potential victims of trafficking rescued
- 42 OCG identified/disrupted
- Trained 2,000 co staff employing 790,000 workers
- Prevented £30m from entering the informal economy.
- 71 years imprisonment
Recent Patterns Labour Exploitation

• Individual and Organised - Associated crimes

• Financial, Physical, Psychological (ILO indicators)

• High Yield – Low Risk

• Low paid - low skilled - high demand – temporary

• Vulnerable – 0.7m (GLA sector), 1.6m (agency workers), 2.5m (NMW/NLW) 0.4m (?bogus self employed)

• Agriculture, restaurants/take aways, car wash, construction/renovation, nail bars, warehousing, traveller community

• 10,000 to 13,000 slaves in UK (labour/criminal/sexual)
Compliance Continuum

Police Forces  National Crime Agency  Gangmasters Licensing Authority

Collusion  Careless  Compliant

Criminal  Exploitation

HSE  EAS Inspectorate  HMRC – NMW Enforcement

Gangmasters & Labour Abuse Authority
Immigration Act 2016

• Creates Director to set strategic priorities for labour market enforcement bodies in an annual labour market enforcement strategy

• GLAA has to operate in accordance with Director’s strategy GLAA to work jointly with NMW and EAS (collectively “labour market enforcement” bodies)

• Allows data sharing between the Director, the Director’s hub, labour market enforcement & other bodies

• Reforms GLA into Gangmasters and Labour Abuse Authority with stronger powers to tackle labour exploitation across the economy.

• Additional powers for GLAA officers outside existing GLA scope (Labour Abuse Prevention Officers)

• Creates new labour market undertaking and enforcement order regime
GLAA - what does this mean for us?

- GLAA will have stronger powers and 100% increase in resource to tackle labour exploitation across the economy
- Remains an Arms Length Body of Home Office
- Different powers in England and Wales vs Scotland and N Ireland
- 110 staff: 50/50 split Nottingham/home-based
- Investigations will continue to be intelligence led and risk based
- Ensuring compliance of civil licensing standards in food industry through licensing scheme remains a core activity
- Investigate labour exploitation across entire labour market
- Overseen by IPCC, HMIC, NAO, Surveillance & Information Commissioners

Gangmasters & Labour Abuse Authority
GLAA – what we will do

• Continue to work in partnership to protect vulnerable and exploited workers – prevent, protect, pursue
  • Gangmasters (Licensing) Act 2004 –as now
  • **But also…………**
  • Employment Agency Act 1973
  • Police & Criminal Evidence Act 1984
  • National Minimum Wage Act 1998
  • Modern Slavery Act 2015
  • Immigration Act 2016 (LMEU/O)
Preparation for new role - Threat Assessment:

Key Findings

• A fivefold increase in victims of modern slavery since 2012, 55% being for labour exploitation (NCA information)

• Gathering, collation and analysis of information concerning modern day slavery and labour exploitation remains fragmented leading to significant intelligence gaps in some areas – but improving

• Efforts being made by various agencies to identify the nature and scale of labour exploitation but data must be shared

• Where such information is available it is not always consistent and therefore makes meaningful analysis a significant challenge
Threat Assessment: Key Findings - UK Picture

1. UK Picture

Agriculture

Car washes

Construction

Nail Bars

Restaurants/Take-Aways

Traveller Communities

Agriculture remains a sector extremely vulnerable to labour exploitation which is occurring across the UK. Seasonal or temporary workers are particularly vulnerable to exploitative practices.

It is assessed that exploitation is occurring in hand car washes across the UK with most PVs originating from Eastern Europe. Car washes have become a haven for foreign migrants, vulnerable to different forms of exploitation. Many unregulated sites are used for people trafficking and/or staff exploitation.

In the North West of England, Romanian victims are exploited within the construction industry by Romanian offenders. Polish and Indian PVs have also been identified within the construction sector in Scotland. There are some crossovers between the construction sector and the traveller community. This sector is particularly vulnerable to labour exploitation with sub-contracting arrangements making the sector hard to monitor.

Exploitation is occurring in nail bars across the UK with both PVs and suspects believed to be Vietnamese nationals. In some cases PVs are involved in more than one type of exploitation. Female victims may be subjected to sexual exploitation while males may also be victims of criminal exploitation i.e. forced to work in cannabis factories.

PVs working within the restaurant industry are believed to be Bangladeshi, Chinese and Nepalese nationals. Exploitation is believed to be occurring across the UK.

A pattern is emerging across the UK with members of the traveller community targeting vulnerable males for the purpose of labour exploitation. It is believed that vulnerable PVs may be contacted via homeless shelters, soup kitchens and similar locations. PVs are poorly treated by the traveller communities and are often sold amongst families. Although unclear in a number of cases offenders appear to be members of the Irish, UK or Roma traveller communities.
North West Region

North West

Most Prevalent
- Food processing
- Travelling Community
- Fishing
Northern Ireland

Most Prevalent
- Agriculture
- Fishing
Scotland

Most Prevalent
- Traveller Community
- Nail Bars
- Construction
- Restaurant sector
How you can help

• Threat assessment reveals gaps around sea fishing, fish processing and other fishing related industries.
• GLAA is keen to build local contacts and relationships.
• intelligence@gla.gsi.gov.uk is the best contact.
Examples of other trends

• Sports Direct issue has highlighted how production line practices create a risk of labour exploitation and intelligence suggests is prevalent across textile and warehousing industries.

• Micro Business ‘loophole’ - splitting of large employee based companies into no more than 4 employees including a Director per business to avoid National Insurance and VAT payments.

• Personal Accident Insurance is suspected of being mis-sold to workers on initial induction as an ‘opt out’
Labour Market Enforcement

• Sir David Metcalfe – Appointment announced on 5 Jan as Director LME to set the strategic priorities for labour market enforcement bodies* in an annual labour market enforcement strategy

• Data sharing between the Director, the Hub, labour market enforcement and other bodies inc. law enforcement

• Joint working – not just NMW and EAS – which is existing practice

• Anti Slavery Commissioner and Prime Ministerial Modern Slavery Task Force

* GLAA, HMRC (NMW), EAS

Gangmasters & Labour Abuse Authority
Other reviews

- Matthew Taylor’s Review Employment Practices
- BEIS Select Committee investigation - future world of work & rights of workers
Developments and Challenges

- Building on transparency in supply chains
- Reduce intelligence gaps
- Making use of new powers
- Prioritising
- Achieving business culture shift so as to
  - Reduce expectation of workers not being paid
  - Eliminate workers accepting the position as better than nothing
GLAA Strategic Plan 2017 -2020

Aim:  
Working in partnership to protect vulnerable and exploited workers

Priorities:  
Preventing worker exploitation  
Protecting vulnerable people  
Pursuing those who exploit others for their work either financially, physically and or through coercion and control

Objectives:  
Disrupt criminal activity within the labour market  
Engage with stakeholders to minimise and manage risk  
Support compliant business  
Work in partnership to protect workers’ rights  
Maintain a credible licensing scheme, creating a level playing field and promoting growth  
Identify and support victims of labour exploitation
Questions – Thank you

Working in partnership to protect vulnerable and exploited workers