



Gangmasters
Licensing Authority

NGO Engagement Group

Mark Heath

Working in partnership to protect vulnerable and exploited workers



Gangmasters
Licensing Authority

The GLA

- Who - NDPB, 68, significant risk
- What - Regulate provision of labour
- Where - UK
- When - 2005 onwards
- How - compliance, enforcement, consent



Compliance and Enforcement

- Regulatory - 8 civil standards
- Application and compliance inspections
- 1151 licences

- Law enforcement - Criminal offences
- Power of arrest, search, seizure
- Prosecution - conviction



Gangmasters
Licensing Authority

Remit and Powers

- Agriculture,
- Food packing/processing
- Sell fish gathering
- Not - construction, hospitality, car wash etc
- Forced labour
- Human trafficking
- Organised crime



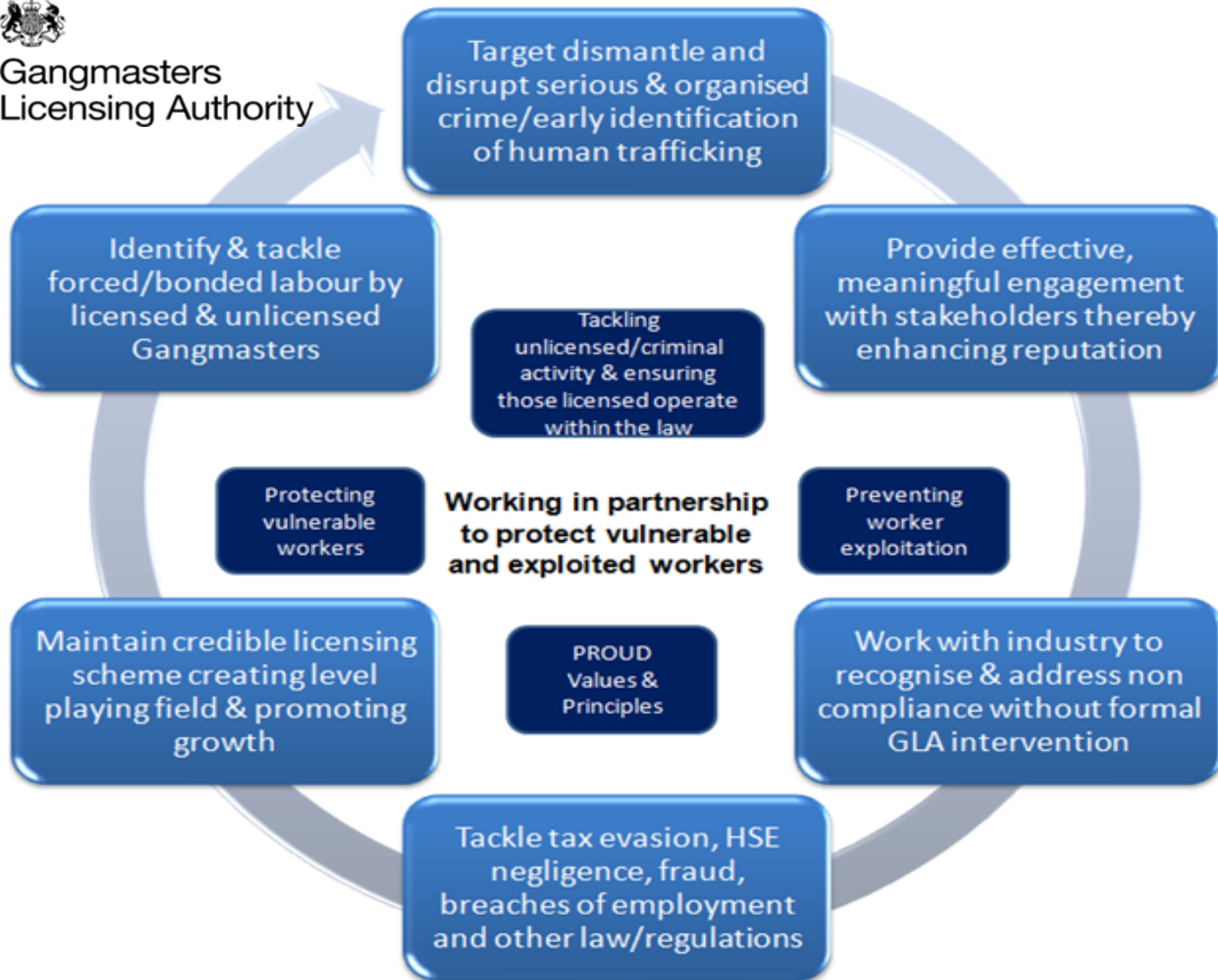
Gangmasters
Licensing Authority

Structure

- Strategy 2013 - 2016
- Clear aim, 3 priorities, 6 objectives
- Management (inc programmes)
- Governance
- Risk management
- Discretionary site visits



Gangmasters
Licensing Authority





Risks	2009	2013
• Budget	£4.7	£3.9
• Staff	100	68
• Licences	1100	1151
• Crime Enquiries	30	80
• Economy	Buoyant	Austerity

Compliance Continuum

compliant – honest triers – ignorant avoiders - disregard/evasion – criminals



Gangmasters
Licensing Authority

2005

- Localised
- Immigration
- Standard
- Exploitation

2013

National/Multinational/International
Migration
Complex/Sophisticated
Exploitation + +
rogue landlords
forced labour
bonded labour
intimidation/violence
modern slavery

Limited resources – unlimited risks



Trafficking and Forced Labour

- Apr 2009 to Mar 2012 - 2667 cases referred to National Referral Mechanism
- 835 on the basis of forced labour - 31%
- 1101 on the basis of sexual exploitation - 41%

- The number of cases identified during 2012/13 is showing a significant increase



Perceptions/Reality

- Forced Labour is perceived as:
 - Workers being held under lock and key
 - Workers only allowed out to go to work
 - Workers being accompanied by controllers at all time
 - Workers having no control of documents
- The reality is that some of those indicators are prevalent but often the coercion and control is more subtle.



Recent Cases

- Workers recruited in home country
- Brought to addresses in the UK
- Placed in houses with a controller/enforcer
- Placed in work in regulated sector with licensed agencies
- No control over bank cards
- Taken to withdraw money
- Fear of assault if wages not paid over
- Actual assaults if step out of line
- Become alcohol dependent



The GLA will:

- Deal with potential victims if they present themselves to us, duty of care as first responder
- If for any reason GLA cannot offer immediate assistance liaise with relevant partner
- Assist with victim/witness interviews and evidence gathering
- Liaise with UKHTC and Salvation Army/Migrant Help
- Give advice on Forced Labour issues to industry and partners
- Assist in completing NRM Forms
- Secure evidence and work alongside investigative teams



Issues

- Community Tension
- Increase in acquisitive crime
- Increase in assaults
- Health Risks through alcohol and drug dependency
- Health and safety in the workplace
- Risk to workers family in own country



Northern Ireland

- 27 current licence holders
- A number of UK wide agencies have offices in Northern Ireland
- 5 current licence holders in Eire
- Two permanently based GLA Officers



Gangmasters
Licensing Authority

Contact

- enquiries@gla.gsi.gov.uk
- 0845 6025020

- intelligence@gla.gsi.gov.uk
- 0800 432 0804
- 0115 9597052