

Working in partnership

The GLAA works with partner organisations such as the police, the National Crime Agency and other government and law enforcement agencies to: prevent labour abuse, tackle exploitation and target, disrupt and pursue serious and organised criminal groups.

From the intelligence we receive from the public, industry, our inspections and other government departments, we investigate reports of worker exploitation and illegal activity. We also investigate labour market offences from non-payment of the National Minimum Wage through to forced labour, human trafficking and other modern slavery offences.

Through our robust licensing scheme we continue to regulate labour providers who supply workers into the UK fresh produce sector.




Your information counts

If you think someone is displaying one, or some of, the indicators listed overleaf, is a victim of forced labour or human trafficking, an employer is exploiting workers or operating illegally, then please tell us.


Your information could prevent serious criminal activity or labour abuse and help make sure workers receive the pay and conditions to which they are entitled.

Contact us

 **By phone** - 0800 432 0804

Call our 24 hour reporting line. You can speak to the intelligence team Monday to Friday, 9:00am - 5:00pm or leave a message outside of these hours.

 **By email** - intelligence@glaa.gsi.gov.uk

 **Online** - www.gla.gov.uk

Use our confidential reporting form to give information anonymously

 **By post**

Gangmasters & Labour Abuse Authority
PO Box 10272
Nottingham



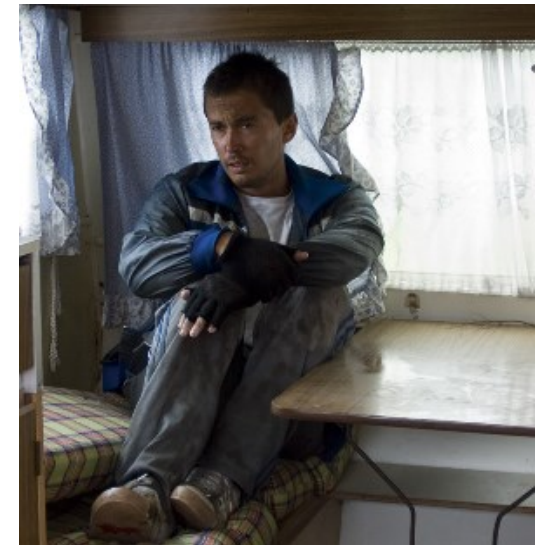
**Gangmasters &
Labour Abuse Authority**



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Labour Abuse Authority**

An introduction to the GLAA

Forced labour and human trafficking



Working in partnership to protect vulnerable and exploited workers

The GLAA protects all workers in the UK from exploitation.

Who we are

The GLAA is a Non-Departmental Public Body, (NDPB). Originally the Gangmasters Licensing Authority, we became part of the UK's Home Office in 2014, with our role and remit extended by the government in May 2017. These changes saw the GLA reformed and its name changed to the Gangmasters and Labour Abuse Authority.

What we do

Licensing—The GLAA operates a licensing scheme to regulate businesses who provide temporary workers into the UK fresh produce sector - these are also known as gangmasters.

Activities requiring a licence from the GLAA are: Agriculture, horticulture, shellfish gathering plus any associated processing and packaging. Operating as a gangmaster without a licence is a criminal offence.

We check that licence holders meet the GLAA licensing standards, which cover issues such as health and safety of workers, pay and transport. We also ensure that tax, National Insurance and VAT regulations are met.

Enforcement - We investigate all instances of labour market abuse including forced labour, human trafficking and Modern Slavery offences in England and Wales.

Workers trafficked into the UK and subjected to forced labour often display tell-tale signs - acknowledged indicators of exploitation.

If you spot them, please contact the GLAA immediately.

Spotting the signs

There are a number of indicators of forced labour. Not all of them will apply in every case but one or a combination of them suggest a person is a potential victim. The indicators include:

Situation and behaviour - victims may:

- Not be in possession of their passport/ID
- Have their movements controlled
- Depend on employer for transport/homes
- Have no access to shops and medical care
- Be subjected to violence or threats
- Appear to act as if instructed by someone else
- Be unable to speak English & distrust authority
- Scavenge for food, steal it or steal to buy it
- Be afraid of revealing immigration status
- Wear the same clothes every day
- Suffer injuries that appear to be from an assault
- Have injuries that appear to be old or untreated

Working conditions - victims may:

- Have no contract
- Be unable to negotiate working conditions
- Be unable to choose when or where they work
- Work excessively long hours
- Not have any days off

Accommodation - victims may:

- Not know their home or work address
- Live in poor or substandard accommodation
- Have no choice where or who they live with
- Not leave their homes other than to work
- Not be allowed to pass on their address to friends or family

Finances - victims may:

- Receive little or no payment
- Have no access to their earnings
- Be disciplined through fines
- Think they are bonded by debts
- Owe 'job-finding' fees or money for their transport to the UK
- Have been told they can pay when they are in work
- Be charged for services they don't want or need
- Be forced to open bank accounts
- Be forced to sign documents for loans, benefits, credit agreements
- Have their documents and bank cards held by someone else
- Have wages paid into an account that is used or controlled by others