



<p>Powered by Bing © GeoNames, HERE, MSFT, Microsoft</p>	<p>Intelligence related predominantly to the East Midlands, Eastern, London, South East and South West regions. Potential victims are often Romanian, male, and can be of any age. Potential victims are commonly Romanian, male, and aged between 35 and 45 years old.</p>			
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	<p>Recruitment Many companies and agencies are proactively sourcing workers from overseas; some advertise online whilst others have a physical presence in key countries of origin. Vulnerable people, including those with learning difficulties and from impoverished backgrounds, are present in the sector.</p>			

Type of Employment
Most reports concern parcel delivery drivers and HGV drivers. There is a significant trend towards conditions of self-employment, sometimes erroneously, which enables exploitative practice. Workers do not always receive the benefits of self-employment, including flexible working. Some workers were required to turn up even if no work was scheduled or available; being fined if they did not.

<p>Payment Withheld wages were raised as a concern in a third of reports. Some workers were owed thousands of pounds. Deductions for vehicles, accommodation and fuel led to workers being paid less than the National Minimum Wage; in extreme cases workers receive no wages at all.</p>		<p>Some workers are committed into a contract during which they are required to repay the costs of their training and transport to the UK in a situation of debt bondage; costs may be inflated.</p>
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Accommodation
Often provided in residential properties, sometimes shared with other workers and their families through illegal subletting. Rents can be excessive, in extreme cases costing up to half of a worker's wages. Lorry drivers have been forced to live or sleep in their HGV cabin in inadequate conditions, regardless of it being illegal for drivers to spend their weekly rest period in the cabin of their truck. This issue is not being properly enforced in the UK.

	<p>Health and Safety Allegations have been made of drivers working without sleep for more than 24 hours, breaching the daily driving limit in Great Britain for goods vehicles. Workers who refused to work longer hours were threatened with dismissal. There have reportedly been many accidents because of fatigue, putting road users at risk.</p>
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Key Questions to Prevent and Identify Labour Exploitation



- Do you have a code of conduct for businesses you work with? Are there regular audits to identify and address any exploitative labour practices?
- How do you make workers aware of their entitlements during employment?
- How do you collect feedback or complaints from workers that may highlight indicators of labour exploitation or modern slavery? Are there processes in place to check any concerns?
- Do you have any additional due diligence checks for workers at risk of being exploited? Including access to translation services?
- Do you know all levels of subcontracting that occur in your business model?
- Do you have an internal escalation process if you identify an issue of exploitation or modern slavery? Do you know who to contact?
- Do you have a publicised reporting process for complaints by workers?
- Are your workers (particularly drivers) trained in how to identify and report concerns of modern slavery? Including if encountered whilst attending other industries/businesses?

What to consider when reporting intelligence

Example: A logistics company run by an unknown male may be exploiting Romanian workers provided by a named agency. Workers receive only half of their wages and their boss is also their landlord. The workers are accommodated in a HMO in London.

What else? How many workers may be affected by this exploitative activity? Where is the company based? What are the working hours? Is the agency complicit? Are there any other indicators of control present? Are there any other concerns for worker welfare?

Whilst not all factors may be known, any additional details will assist the GLAA in identifying people and locations involved for operational purposes and to improve our intelligence picture.



Resources

GLAA resources are available at <https://www.gla.gov.uk/publications/resources/> including a useful “Spotting the Signs” leaflet at <https://www.gla.gov.uk/media/4285/spot-the-signs-glaa.pdf>

Who to Contact

Please report to the GLAA:

- Unlicensed trading in the regulated sector (agriculture, horticulture, shellfish gathering and any associated processing and packaging) across the UK.
- Labour market offences (non-payment of the National Minimum Wage, breach of Employment Agency Standards) in the regulated sector in England and Wales
- Individuals, labour users or labour providers who are suspected of modern slavery and human trafficking in any labour industry (excluding sexual exploitation), or individuals who are potential victims of such activity in England and Wales.

Please report to partners:

- Issues of National Minimum Wage only, in sectors that are not GLAA regulated to the HMRC NMW team (<https://www.gov.uk/government/organisations/hm-revenue-customs/contact/national-minimum-wage-enquiries-and-complaints>)
- Health and safety issues only (all sectors) to the Health and Safety Executive (<http://www.hse.gov.uk/contact/concerns.htm>)
- Workplace relations and employment law issues (including contract issues, discrimination and grievances) to the Advisory, Conciliation and Arbitration Service (ACAS) (<https://www.acas.org.uk/index.aspx?articleid=1410>)
- When there is an immediate threat to life contact the police emergency number.
- To report labour exploitation, human trafficking or modern slavery outside of the regulated sectors in Northern Ireland or Scotland, contact the local police service

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