



Gangmasters &
Labour Abuse Authority

Stakeholder webinar

14 January 2025



Gangmasters &
Labour Abuse Authority

Welcome

Suzanne McCarthy
GLAA NED



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'



2025 – looking ahead



[Employment Agency Standards Inspectorate](#)

Find out more about the work of EAS here.....
[Read more >](#)



[National Minimum Wage Team](#)

Find out more about the work of the National Minimum Wage team here.....
[Read more >](#)



[Pay and work rights](#)

This leaflet explains your basic information....
[Read more >](#)



UK Government

Factsheet: Employment Rights

This is a comprehensive bill which, once implemented, will raise the minimum employment rights for a generation. It will raise the minimum British public the prosperity, security and dignity that we work.

The bill will support the government's mission to increase conditions for long-term sustainable, inclusive, and secure standards across the country and provide better support good practices.

What does the bill do?

Address **one-sided flexibility** ensuring that jobs provide

- ban exploitative zero hours contracts by introducing rights shifts, and compensation for short-notice cancellation of a
- end unscrupulous 'fire and rehire' and 'fire and replace' practices, failing to agree to a change in contract as automatically without alternative
- provide a day one right to protection from unfair dismissal (which a lighter-touch dismissal process applies)
- strengthen collective redundancy rights by ensuring the employer obligations to consult on and notify 28 or more redundancies applies across a workforce, not just at a single establishment
- close the maritime redundancy notification loophole, ensuring that operators providing regular services from the UK cannot avoid the collective redundancy notification requirement

Support **family friendly rights** by improving flexibility and security:

- make existing entitlements to Paternity Leave and Unpaid Parental leave available from 'Day 1' of employment

How to apply for a GLAA licence?

The individual designated as the **Principal Authority** should create an account on GLASS. This individual will be responsible for completing the information submitted in the application.

You can apply for a licence online. You will need to do the following:

1. Create an [online business registration account](#) to access the application portal.
2. Complete and submit an application through your online business registration account.

Please note that you can only apply for a licence for one legal entity when registering an account. You will need to register again, with a different email address, if you need to apply for a licence for another legal entity.

Who can create a business registration account?

Principal Authority is a term that we use to describe the person responsible for the day-to-day management of the business. The Principal Authority must be an employee of the business.

A sole trader will always be the Principal Authority. In a partnership, one of the partners should be designated as the Principal Authority. In the case of a company the Principal Authority will normally be the managing director. However, if the person running the company is not a director then they can upload written evidence (i.e. a letter or email) within the online application from a director of the company providing confirmation that they meet the definition of a Principal Authority.

Please note

You will not be able to apply for a licence online if you use Windows XP, Windows Vista or Internet Explorer 6 or 7. Other older operating systems and browsers may also be affected. To access the licence application portal you will need to use an up-to-date operating system and browser such as Chrome, Firefox, Opera or Edge C.

I have forgotten my user details

If you have forgotten your password, click [Forgot your password](#) and enter the email address that you used when creating your account.

You may also wish to refer to the instructions on how to reset your password



GLAA priorities

Our strategic plan



Goal one: Be a robust and effective regulator



Goal two: Be known as experts in addressing worker abuse and exploitation



Goal three: Be an essential enforcement partner





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Intelligence update

Robert Stenson
Intelligence Analyst

Control Strategy – September 2024



Exploitation of seasonal workers in the agricultural sector



Forced or compulsory labour in the residential care sector



High risk, non-compliant labour providers, including unlicensed activity



Cross-cutting theme: Exploitation linked to conditions of visa or sponsorship



Key findings from the Q2 Forced Labour Quarterly Intelligence Picture Jul- Sept 2024



Potential victims

Gender - equal split
Nationality - Indian



Potential exploiters

Gender - predominantly male
Nationality - British



Top reported sectors

Care home/social care
Food service
Retail



Trends



Increase of forced labour across food processing and packaging
Decrease in agriculture



Most reported form of labour abuse – financial exploitation



Intelligence gaps for the GLAA

- Age, nationality and gender?
- How are workers commonly recruited?
- How are potential victims transported to the UK from overseas?
- What countries are seasonal worker operators likely to recruit from in 2025?
- How are payments made?



Contact us

contact@gl.a.gov.uk





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Licensing and Compliance update

Michael Waters

Senior Enforcement Investigator

Stopping worker exploitation

Investigating breaches of section 12/13 of the Gangmasters (Licensing) Act 2004

Penalties

- Summary penalty – Magistrates Court (England and Wales) up to 12 months imprisonment and/or fine
- On Indictment (Crown Court) – up to 10 years imprisonment and/or fine



The application of the law and how it best serves the public and industry



There is no benefit in taking a one size fits all approach to 'policing' the regulated sector



There is merit in maintaining a level playing field



Factors determining how issues will be addressed

- The Deregulation Act 2015 & Statutory Guidance issued 21/05/2024 by the Department for business and trade (balancing duties & decision making)
- Genuine mistakes or clerical errors flagged at the earliest opportunity
- Self-reporting of breaches at the earliest stages
- Positive mitigating actions are instigated
- Workers are properly safe guarded



The steps taken when dealing with Section 12 and 13 breaches of the act

- Making a complaint or admission
- Who to contact and when
- Recording the facts
- Early triage, impact assessment.
- Investigation plan
- Formal interviews
- Disposals



Why is this important?

To stop worker exploitation

To prioritise investigations resulting in fair and proportionate outcomes

To protect compliant businesses and promote a level playing field

To promote engagement and sharing of information

To ensure investigations are available and accessible

Support economic growth in the UK



When will the GLAA take a more critical view?

Where there is evidence of

Malice

Criminal intent

Other attempts at malpractice



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Licensing Standards

January 2020



Gangmasters &
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Code of practice

on compliance, enforcement, labour market
and modern slavery investigations

October 2018



Case study



Contact us

contact@gla.gov.uk





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Close

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