



Gangmasters &  
Labour Abuse Authority

# Labour User and Labour Provider Webinar

24<sup>th</sup> September 2024



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# 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'***



# Contact us

[contact@gla.gov.uk](mailto:contact@gla.gov.uk)





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# Intelligence update

**Claire Gardener**  
**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



Sector wide visa abuse across control strategy priority areas



# Key findings from the Strategic Assessment



no significant change in the number of licence applications



Refusals remain consistent with previous reporting periods



Generally, a good level of compliance was demonstrated across labour providers.



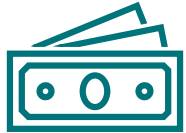
Allegations of the unlicensed supply of labour have decreased







43% of allegations received were breaches of critical licensing standards.



Financial exploitation continues to be the most reported form of labour abuse



There has been a slight increase in reporting of forced labour across food processing and packaging and agriculture.



# Intelligence gaps from the Strategic Assessment

- Age, nationality and gender of potential victims and exploiters? Is there a correlation between victim and exploiter nationality?
- How are workers commonly recruited? Does this vary on factors such as nationality and sector?
- How are potential victims transported to the UK from overseas? Are there any common themes among nationalities and/or sectors and the method used.
- What countries are seasonal worker operators likely to recruit from in 2025?



# SWS Profile June 2024 - key findings

- Between 01/08/2023 and 30/04/2024 the GLAA created 44 referrals/ reports (INTs) linked to SWS
- The most common allegations indexed were fees and providing additional services, no GLAA licence and quality of accommodation
- Where the gender and age were recorded the worker was most commonly male and had an average age of 33



- Most common nationalities of workers were Bulgarian, Uzbeki, Romanian, Kyrgyz and Kazakhs
- It is likely that the number of seasonal worker visas will increase in Q2 2024



# SWS Profile- Intelligence gaps

- Profile of seasonal worker – including accommodation and recruitment methods
- Methods used to identify and recruit workers and the communication methods used
- The transactions involved with the payment of work finding fees



# Contact the GLAA

[contact@gla.gov.uk](mailto:contact@gla.gov.uk)





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# Licensing and Compliance update

**David Stockdale**  
**Licensing Manager**

**Stopping worker exploitation**

# Recent compliance issues





# Licensing Standard 1.3 – Critical Standard (30 points)

- Notify the GLAA within 20 working days when starting to supply workers into regulated sectors



## Licensing Standard 1.4 (8 or 16 points)

- Licence holders must inform the GLAA of any relevant changes in details
- Licensing Officers have identified an increase in cases where we have not been notified within the required 20 working days



# Licensing Standard 2.1 is a Critical Standard (30 points)

- Relates to PAYE, National Insurance and VAT
- Licences revoked
- Licences refused
- Additional Licence Conditions (ALCs)



# Failed or liquidated business

- Licensing Standard 1.1 (Fit and Proper)
- We liaise with HMRC and other partners



# Mini Umbrella Companies (MUCs)

- Guidance from HMRC
- HMRC – use of MUCs is fraudulent
- Use of MUCs can impact negatively on worker rights and entitlements
- GLAA licence may be at risk



# Timesheets

- Timesheet must show start and finish times of each shift
- We DO NOT expect to see each break recorded in detail
- We DO expect to see a total figure of breaks taken as part of that shift



# General licence maintenance

- Inform us of any changes to your email address to ensure we can keep in touch
- Only those named or recorded on a licence (PA, Named Individuals or ABR) should contact GLAA to discuss matters related to the licence
- Applications
- Forms



# How to contact us

[contact@gla.gov.uk](mailto:contact@gla.gov.uk)







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# The Romanian and Eastern European Hub

## Cecilia Petre and Nadia Mihai Co-founders

- Stopping worker exploitation

# Romanian Workers' Rights Training

# What is Romanian Workers' Rights Training?

- ▶ Based on a pre-existing Level 1 Award in Workers' Rights and Labour Exploitation qualification developed by the GLAA and Skills and Education Group and piloted in Romanian, in February and March 2023 with the support of The Romanian and Eastern European Hub
- ▶ As part of the pilot project, Skills and Education Group with the support of The Romanian and Eastern European Hub have:
  - Translated the course material in Romanian
  - Recruited and upskilled Romanian speaking community members as facilitators
- ▶ The training was delivered in 5 weeks across London, Manchester, Birmingham and North East Lincolnshire – enabling 271 learners to successfully complete the course

# How was the Romanian Workers' Rights Training developed?

- ▶ In 2023, Skills and Education Group in partnership with The Ro-EE Hub have secured funding from the UK Home Office Modern Slavery Fund to expand delivery of the training
- ▶ 18 Romanian speaking facilitators recruited
- ▶ Training delivered face-to-face to a further 1553 Romanian nationals living in England, Scotland and Northern Ireland via collaboration with The Romanian Consulate and other community based organisations
- ▶ Online self-study version of the course developed by Skills and Education Group

# Romanian Workers' Rights Training – online study



Online Self-Study Training released in March 2024

Skills and Education Online Training press release link

<https://www.skillsandeducationgroup.co.uk/romanian-workers-rights-course-designed-to-tackle-modern-slavery-is-hailed-a-success-and-receives-further-funding-to-expand/>

Registration link to online training

<https://skillsedugroup.atomlms.co.uk/register/6345/>

# Questions?



# Thank you!

## Romanian Workers' Rights Training

Ro-EE Hub contact details:

[contact@ro-eehub.org.uk](mailto:contact@ro-eehub.org.uk)

0204 513 1500



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**Close**

**Suzanne McCarthy**  
**GLAA NED**



# How to contact the GLAA

**Email:** [contact@gla.gov.uk](mailto:contact@gla.gov.uk)



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