

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, target and disrupt serious and organised crime.

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 identify, then work with others to tackle labour market offences from non payment of the National Minimum Wage to human trafficking.

We work with the businesses we regulate in the fresh produce sector to address non-compliance and maintain the GLAA licensing standards.




Your information counts

If you think someone is displaying any of the indicators listed overleaf, is a victim of forced labour or human trafficking, an employer is exploiting workers or is 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@gla.gov.uk

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

Use our confidential reporting form to give information anonymously.

 **By post**

Gangmasters and Labour Abuse Authority
PO Box 10272
Nottingham
NG2 9PB



**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 Gangmasters and Labour Abuse Authority protects all workers in the UK from exploitation

Who we are

We are a non-departmental public body (NDPB) governed by an independent board and sponsored by the Home Office.

Our priorities are to prevent worker exploitation, protect vulnerable people and tackle unlicensed and criminal activity throughout the UK.

What we do

We investigate all instances of labour market abuse in the UK including forced labour, human trafficking and modern slavery offences in England and Wales.

We also regulate businesses who supply workers to the fresh produce sector. Labour providers in agriculture, horticulture, shellfish gathering and food or drink processing and packaging need a GLAA licence.

Our licensing standards cover issues such as health and safety, pay and transport. We ensure that tax, National Insurance and VAT regulations are met. It is a criminal offence to operate without a licence or use an unlicensed labour provider.

What you can do

You can check a business is licensed at www.gla.gov.uk, or contact us if you have concerns about workers in any sector.

Spotting the signs

Workers trafficked into the UK may show signs that indicate they are being exploited.

Not all of the indicators will apply in every case, but one or more suggest a person may be a victim of forced labour or debt bondage.

The indicators include:

Situation and behaviour

Victims may:

- not be in possession of their passport/ID
- have their movements controlled
- depend on their 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
- live in unsuitable buildings such as agricultural or industrial units
- 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.