



Gangmasters &
Labour Abuse Authority

Modern Slavery and Labour Exploitation

Mark Heath

GLA Background

- Morecambe Bay
- Introduce a Licensing regime for agriculture etc.
- Tackle labour exploitation
- Compliance and Enforcement
- Recognised and increase in Labour exploitation and Human Trafficking
- RTC- Tackle Criminal Activity, Prevent Labour Exploitation, Protect Vulnerable
- Modern Slavery Act



GLAA – what we do

- Investigate labour exploitation across all sectors
- Work in partnership to protect vulnerable and exploited workers – prevent, protect, pursue
 - Gangmasters Licensing Act 2004
 - Employment Agency Act 1973
 - Police & Criminal Evidence Act 1984
 - National Minimum Wage Act 1998
 - Modern Slavery Act 2015
 - Immigration Act 2016



Modern Slavery – Myth or Reality

- Myth
 - It does not happen in the UK
 - It only occurs in the shadow economy
 - Workers are kept under lock and key
- Reality
 - It will be within your supply chains
 - It introduces criminality into your business
 - It is a significant source of income for the exploiter



A working definition

1. Movement – The Action

Human trafficking is the movement of a person from one place to another into conditions of exploitation

2. Control - The Means

Using deception, coercion, the abuse of power or the abuse of someone's vulnerability.

3. Purpose – Why

The purpose is always **EXPLOITATION**



Smuggling Versus Trafficking

4 Main differences:

Consent?	YES / NO
Exploitation?	NO / YES
Trans- nationality?	YES / NO
Profit Source	TRAVEL / EXPLOIT

What if they consent?

Consent becomes irrelevant if any of the **'means'** of trafficking are used

Control - (The means)

- Deception,
- Coercion
- Abuse of power
- Abuse of someone's vulnerability.

A child cannot consent even if the 'means' are not involved.

Child = under 18 years old



Trafficking awareness

What might make people vulnerable to trafficking

Lack of opportunity

Poverty

Family debt

Discrimination

Violence (including harmful traditional practices)

Conflict

Drug/ Alcohol dependence

Mental/ physical health

Trafficking endemic in area



Trafficking awareness

How are they recruited?

Family member

Boyfriend/ partner

Acquaintance

Stranger

Employment agency

Smuggling agent



The Problem

- Worldwide 45 million
- 10,000 to 13,000 victims in UK
- Low paid - low skilled - high demand – temporary
- 31m UK working population
- 10.8m high risk sectors
- 500k GLA sector
- Risk sectors include – Agriculture and fishing, food packing and processing, Accommodation/Food services, Construction, Wholesale/Retail, Transport/Storage
- Multiple exploitation



Key Findings

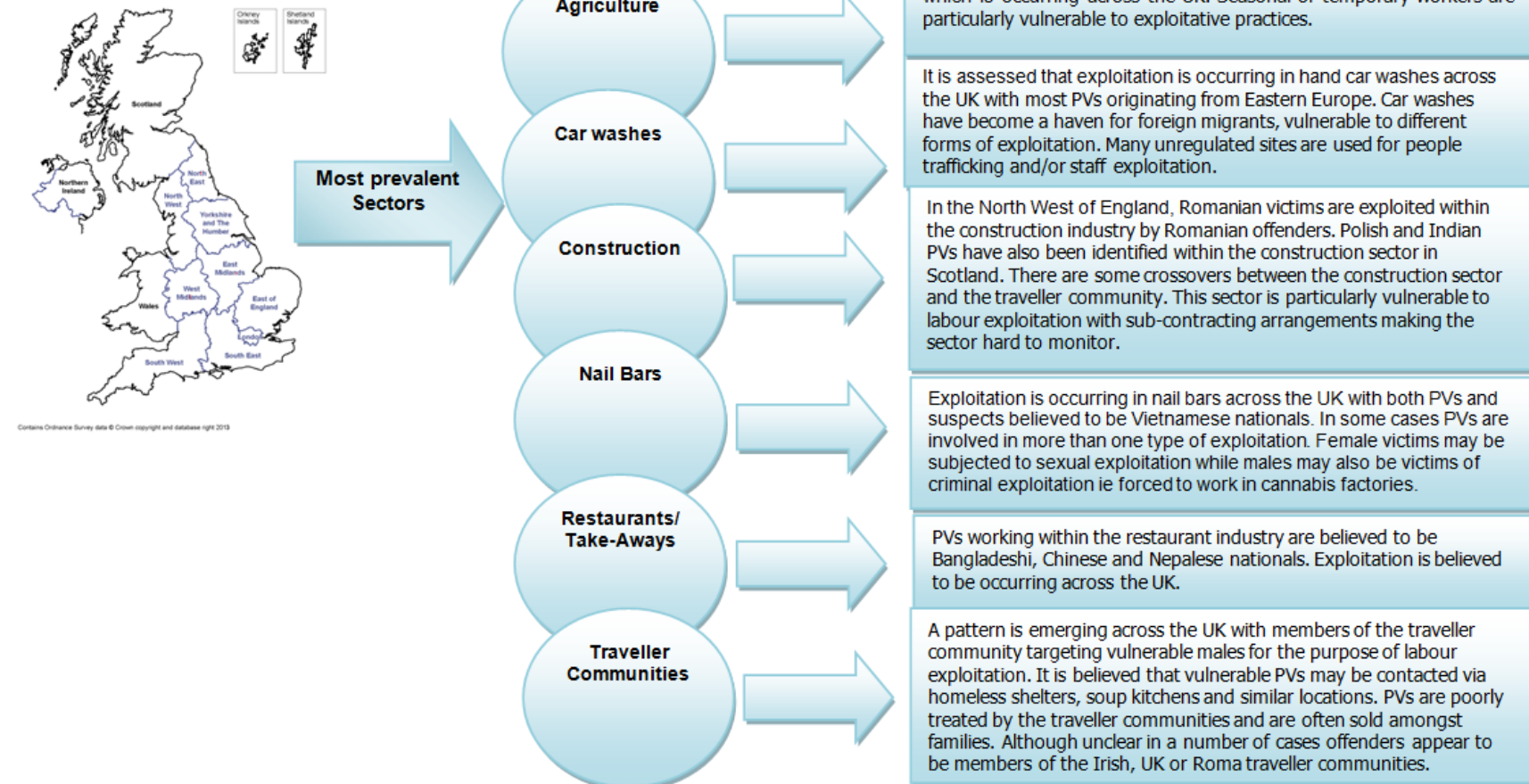
- A fivefold increase in victims of modern slavery since 2012, 55% being for labour (NCA).
- Improving picture but gathering, collation and analysis of information concerning modern day slavery and labour exploitation remains fragmented leading to significant intelligence gaps in some areas
- Efforts being made by various agencies to identify the nature and scale of labour exploitation but data must be shared
- Where such information is available it is not always consistent and therefore makes meaningful analysis a significant challenge



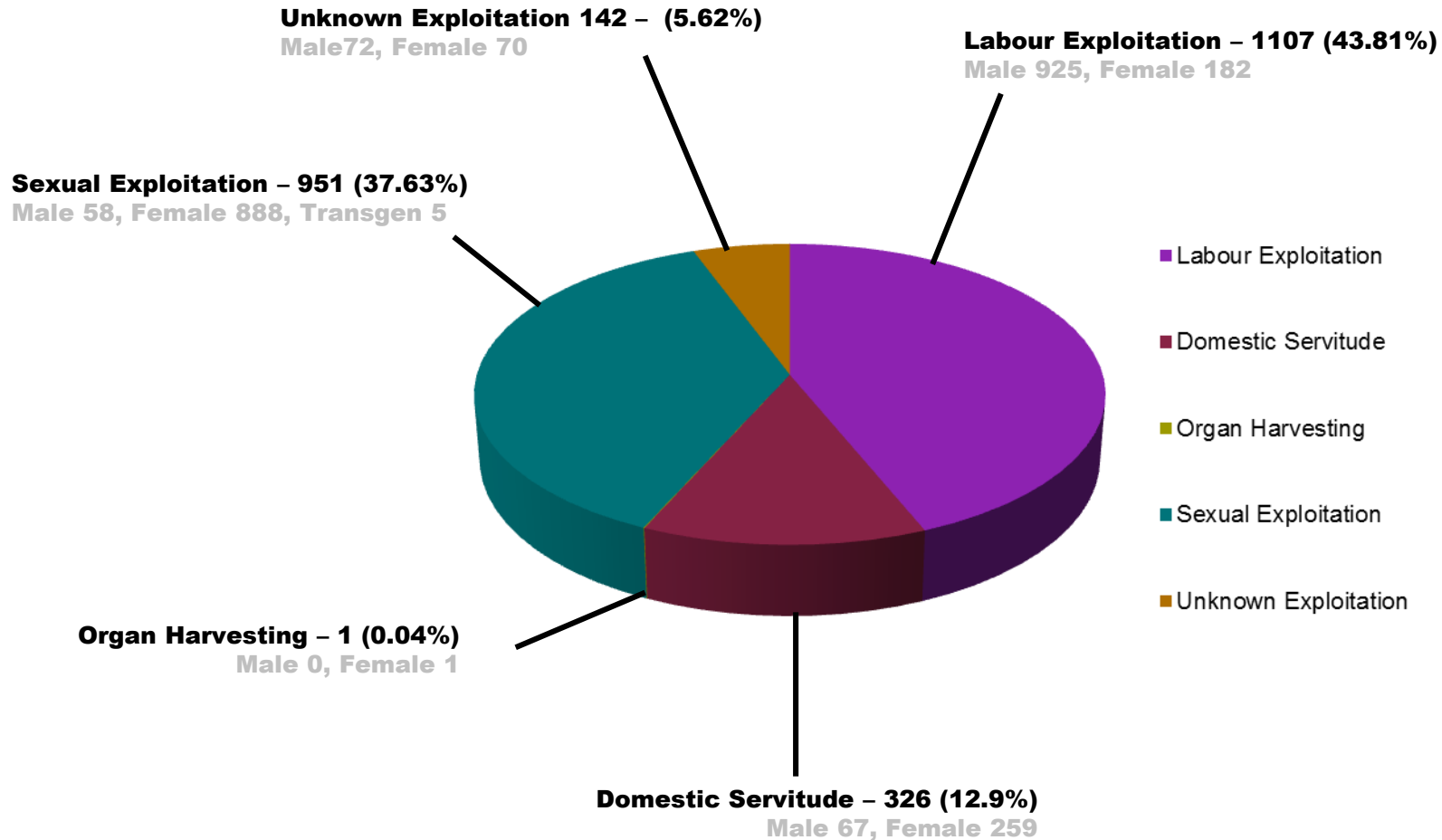
Key Findings - UK Picture

1. UK Picture

Infographic 1 – UK



Types of trafficking (adults) - 2016



Emerging Trends

- Increase in number of OCGs involved in the supply of labour
- Nationalities generally exploit “their own”
- Increase in labour exploitation – Eastern European males
- Low risk/high return
 - Under the radar
 - Workers reluctant to complain, often through fear
 - Links to benefit and tax fraud
 - Credit Card Fraud



Associated Crimes

- Work Finding Fee
- Sham Marriages
- College Fraud
- Benefit Fraud
- Violence, Intimidation.
- Guns, Drugs
- Cyber Crime, Cyber Slavery
- Anti social behaviour, theft

Humans are low risk and high profit



Labour Market Exploitation

The Chancer

The Employer

The Intermediary (Horse Trader)

The Organised Criminal



Recent Cases

- Workers recruited in home country
- Brought to addresses in the UK
- Placed in houses with a controller/enforcer
- Placed in work in regulated sector with licensed agencies
- No control over bank cards
- Taken to withdraw money
- Fear of assault if wages not paid over
- Actual assaults if step out of line
- Limited social contact
- Become alcohol-dependent



Case Study – Power and Profit



- Brothers Marek and Igor Marcin lived in a typical Derby semi.
- They trafficked men into the UK from Slovakia and the Czech Republic.

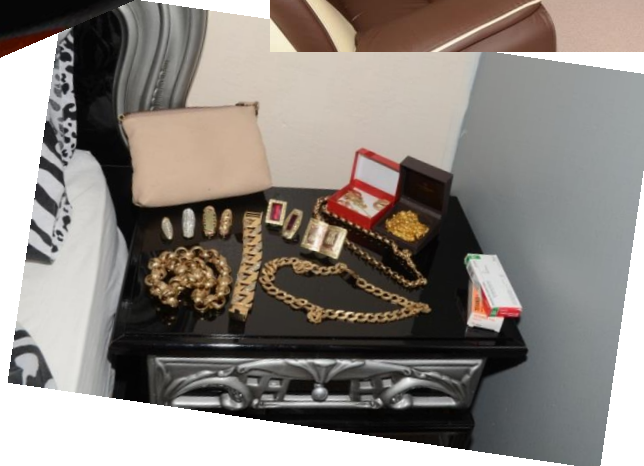


Power and Profit

- They housed 11 workers in a three-bedroomed house
- They controlled all their bank accounts
- They paid them between £5 and £20 per week
- They claimed benefits in their names
- They wore expensive jewellery
- They drove expensive cars
- Their wives stole 'ready cash' from the workers
- They made in excess of £1.3 million



Power and profit



Fear and hope



Outcome

- 11 workers were rescued from the Marcins' control
- All entered the National Referral Mechanism for victims of trafficking
- Eight were assisted in returning to their homeland
- Three remained in the UK
- They wanted to stay and work for a decent wage

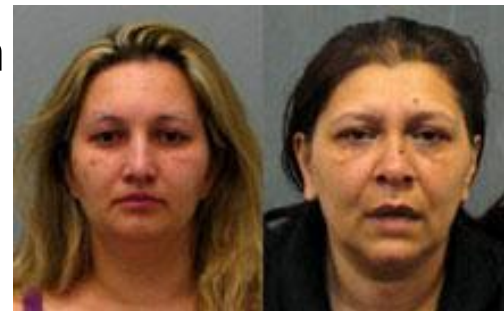


Convicted



- Marek and Igor Marcin and their wives were arrested on 15 July 2013
- In February 2014 both men admitted human trafficking charges
- Marek got 40 months in prison – Igor got 52 months

- Marek's wife Gabriela (right) received an eight month sentence for theft.
- Igor's wife, Dagmar, got 10 months



Where are the risks

- High turnover workforce
- Low skill – low expectations
- Long supply chains
- Sub-contract
 - Formal
 - Informal
- Auditing
- Legitimate businesses are a target
- Brexit?



Identifying Victims of Trafficking

Key Indicators

- Found in or connected to locations likely to be used for exploitation
- Distrust of authorities (threat of being handed over)
- Expression of fear or anxiety
- Depression (lack of interest, hopelessness)
- Hostility – (annoyed, aggressive)
- Acts as if instructed by another
- Passport or documents held by someone else
- Perception of being debt bonded
- Show signs of injuries
- Evidence over control of movement
- Limited social contact
- Allows others to speak when addresses directly
- No knowledge of location



Vulnerability

- Financial
- Health
- Dependencies
- Economic
- Lack of Opportunity
- Cultural

An exploiter will always spot their opportunity



Demand for labour

- Labour will always be required
- Black economy
 - Cash rich
 - Lack of controls
 - Little or no consideration for worker welfare
- Legitimate business
 - Agency Labour
 - Flexibility
 - Peaks and troughs of demand



UK Legislation



Modern Slavery Act 2015



Role of Business

- Transparency requirements
- Eyes and ears for law enforcement
- Reputational risk
- Reduced Investment
- Work in partnership
- Take and show a lead
- “Audits don’t catch criminals”
- Op Advenus



Know the supply chain

- Kozee Sleep Dewsbury



- Daily Mail 5 March 2016



Know the supply chain

- 'How they lured slaves to Dewsbury factory that made beds for John Lewis'

Next, John Lewis and Dunelm Mill failed to spot 'slaves' at Kozee Sleep factory

- Dewsbury bed factory run on 'slave workforce'



Immigration Act 2016

- Creates Director of LME
- Sets requirement for annual labour market enforcement strategy
- Expands information gateways and creates an information hub
- Renames and expands powers of GLA
- Introduces new sanctions (LMEU/LMEOs)
- Amends existing legislation



Government Strategy

- To introduce a broader and harder edge to enforcement of labour market offences committed deliberately or recklessly and not as a straightforward administrative error
- To ensure there is a level playing field for legitimate competition between law-abiding businesses
- To see the enforcing authorities work together collaboratively to deliver the priorities in the annual strategy set out by the Director of LME
- The GLAA should be responsible for investigating the more serious cases of labour market abuse involving a modern slavery element or multiple offences across a range of specified legislation



Impact on licensing

- No extension of licensing
- GLAA continues with its licensing, compliance and enforcement activity for the GLA regulated sector to license as per the Gangmasters (Licensing) Act 2004
- Any proposals to extend require involvement of DLME & approval by HomeSec & SoS BEIS



Partnerships

- Law Enforcement
- Protocols
- Private Sector
- NGOs



Working together

- Call the GLA – entire market
- Tac. Advice, expert/impact witness
- LMEA
- Your supply chain (TISC)
- Procurement
- @UK_gla
- 0800 432 0804

mark.heath@gla.gsi.gov.uk

Intelligence@gla.gsi.gov.uk



Gangmasters & Labour Abuse Authority

