

MODERN SLAVERY

MODERN SLAVERY: A BRIEFING FOR LABOUR EXPLOITATION

Modern slavery can take many forms including the trafficking of people¹, forced labour, servitude and slavery. Recent statistics show that 47% of all potential victims who cite the UK as the location of exploitation, were trafficked into forced labour.²

HOW YOUR INDUSTRY IS AFFECTED

The vast majority of employment agencies will be legitimate providers of labour, but some agencies could find themselves targeted by traffickers and illegal/unlicensed gangmasters offering a ready supply of labour. The sectors affected include, but are not limited to, agriculture, food processing, fisheries, construction, manufacturing and the hospitality industry.

All those responsible for supplying staff should be alert to the signs of exploitation and make the relevant checks on all workers registered with the agency. Some industries will be governed by the Gangmasters Labour Abuse Authority where labour providers must meet certain requirements to protect workers from poor treatment and exploitation.

MAKE-UP OF VICTIMS OF LABOUR EXPLOITATION

Anyone can become a victim of modern slavery. In some cases Eastern European men and women are promised a job in the UK and find that they are forced by their traffickers to work in fields, or factories for instance, for little or no pay. Through threat, violence or coercion victims may be forced to live in squalid accommodation and have their identity documents taken from them. Three quarters of all reported forced labour victims are male.



¹ Defined in Directive 2011/36/EU as the recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those persons, by means 'of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person', for the purpose of exploitation. The consent of a victim of trafficking in human beings to the exploitation, whether intended or actual, shall be irrelevant where any of the means (') set forth in paragraph 1 has been used or if the victim is a child

² National Referral Mechanism Statistics 2016

ENSURE YOU ARE MAKING THE FOLLOWING CHECKS TO PROTECT WORKERS:

Legal documents

Is the person in possession of their legal documents (passport, identification and their own bank account details) or are these being held by someone else? Victims will often be forced to use false or forged identity documents.

Pay

Does each worker have their own bank account? Are there a group of workers who have their wages paid into the same bank account? This may be sign of an illegal gangmaster collecting all their wages.

Right to work

Is the person legally able to work in the UK? Ensure appropriate checks are made on all workers.

Shared occupancy

Check the names and addresses of workers. A high number of people listing the same address may indicate shared occupancy, often a sign of exploitation.

Appearance

Does the person look malnourished, unkempt, or appear withdrawn? Are they suffering physical injuries? Do they have few personal possessions and often wear the same clothes? What clothes they do wear may not be suitable for their work.

Behaviour

Is the person withdrawn or appear frightened, unable to answer questions directed at them or speak for themselves and/or an accompanying third party speaks for them? If they do speak, are they inconsistent in the information they provide, including basic facts such as the address where they live? Do they appear under the control/influence of others and rarely interact with colleagues?

Medical care

Does the person have old or serious untreated injuries? Have they delayed seeing a healthcare professional, and are they vague, reluctant or inconsistent in explaining how the injury occurred?

Fear of authorities

Is the person afraid of the authorities (police, immigration, the tax office)? Are they scared of removal or what might happen to their families?

Debt bondage

Does the victim perceive themselves to be in debt to someone else or in a situation of dependence?

If you think you've identified a trafficker or illegal gangmaster call the police on **101**

For advice on how you can avoid employing victims of trafficking and how you can help ensure your supply chain is slave free visit **stronger2gether.org**

If you have any doubts as to whether a labour provider in the regulated sectors is licensed you should contact the Gangmasters Licensing Authority for confirmation on **0845 602 5020** or visit **www.gla.gov.uk**

If you think you work with or employ someone who may be a victim of Modern Slavery or forced labour you can call a helpline on **0800 0121 700** and talk through your concerns or visit **modernslavery.co.uk**

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