

Modern slavery includes:

- Slavery
- Domestic Servitude
- Labour exploitation
- Sexual exploitation
- Criminal exploitation
- Forced & compulsory labour
- Organ harvesting
- Human Trafficking

Trafficking is defined as “arranging or facilitating travel of another person with a view to them being exploited”.

Gangmasters and Labour Abuse Authority

The Gangmasters and Labour Abuse Authority is a non-departmental public body regulating the supply of workers to the agricultural, horticultural and shellfish industries, and any other associated processing and packaging. They work in partnership with the police, National Crime Agency, and other government law enforcement agencies to “target, dismantle and disrupt serious organised crime across the UK”.

Their role is to protect vulnerable and exploited workers through intelligence received from inspections, the public, local authorities, and industry.

Signs to look out for

Victims are controlled by force, threat, coercion, abduction, fraud and deception. Victims may:

Accommodation:

- Not know their home or work address or be able to share it with friends/family
- Live in poor or substandard accommodation, including degrading, unsuitable places, such as agricultural or industrial buildings
- Have no choice in where they live or who they live with
- Live in groups in the same place where they work and leave those places infrequently, if at all

Appearance:

- Suffer injuries that appear to be the result of an assault
- Suffer injuries or impairments typical of certain jobs or control measures
- Suffer injuries that appear to be the result of the application of control measures

Working Conditions:

- Have no contract
- Be unable to negotiate working conditions
- Be unable to choose when or where they work
- Be forced to work under certain conditions
- Work excessively long hours over long periods
- Not have any days off
- Not be dressed adequately for the work they do: for example, they may lack protective equipment or warm clothing
- Lack basic training or professional licences

Behaviour:

- Be unfamiliar with the local language
- Act as if they were instructed by someone else
- Allow others to speak for them when addressed directly
- Be distrustful of the authorities
- Be afraid of revealing their immigration status
- Have limited or no social interaction either in the workplace or at their accommodation
- Believe that they must work against their will
- Never leave the workplace without their employer
- Show fear or anxiety
- Feel that they cannot leave
- Have to resort to crime in order to get food or money for food
- May need to scavenge for food
- Be forced to commit crime if there is no work available for them
- Have acted on the basis of false promises

Finances:

- Receive little or no payment and have no access to their earnings
- Be disciplined through punishment or fines
- Be under the perception that they are bonded by debt
- Have had the fees for their transport to the country of destination paid for by facilitators, whom they must payback by working or providing services in the destination
- Be told that they can pay debts for transport or accommodation when they are found work
- Be charged for services they don't want or need
- Be forced to open bank# accounts
- Be forced to sign documents to receive social security benefits, credit agreements or loans

Restricted Freedom:

- Not be in possession of their passports or other travel or identity documents, as those documents are being held by someone else
- Be unable to leave their work environment
- show signs that their movements are being controlled
- Be unable to move freely
- Be threatened with being handed over to the authorities
- Be subject to security measures and controls to keep them on the work premises
- Depend on their employer for work, transport and accommodation without any choice
- Be controlled through religion, witchcraft, juju etc
- Have limited contact with their families or with people outside of their immediate environment
- Be unable to communicate freely with others
- Be forced to shop at a place they would not choose
- Have no access to medical care
- Be in a situation of dependence
- Be given only leftovers to eat
- Come from a place known to be a source of human trafficking
- Be subjected to violence or threats of violence against themselves or against their family members and loved ones
- Be found in or connected to a type of location likely to be used for exploiting people
- Have false identity documents

**If you think a person is in immediate danger, call:
999 or 101
GLAA on 0800 432 0804**