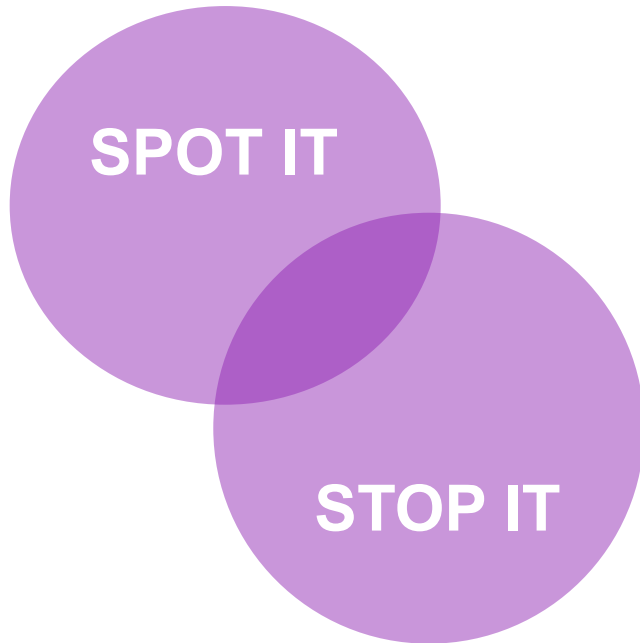


# Labour Exploitation

## Spot the signs



## Modern slavery is a serious violation of human rights

Modern slavery is a global problem and an international crime, affecting millions of people worldwide, including many victims within the UK. Men, women and children of all ages and backgrounds can fall victim to labour exploitation, forced to work for little or no pay.

Labour exploitation can be an element of the criminal offences of forced labour or human trafficking, which constitute modern slavery.

This guide explains how to spot the signs.

## What we do to fight it

Our role is to protect vulnerable and exploited workers.

We investigate all aspects of labour exploitation in England and Wales, working with partner organisations such as the police, the National Crime Agency and other government law enforcement agencies.

The GLAA licensing scheme regulates businesses that supply labour to the agriculture, shellfish gathering and food processing and packaging sectors across the UK. Our licensing standards cover health and safety, pay, breaks, transport and accommodation.

## Report it

If you have any concerns or suspicions of worker exploitation you should report them immediately.

You can contact:

**The GLAA** - 0800 432 0804 or 0115 959 7032 (outside office hours)  
email: [intelligence@gla.gov.uk](mailto:intelligence@gla.gov.uk)

**The Police** - 101, or in an emergency 999

**Crimestoppers** - 0800 555 111

**UK Modern Slavery Helpline** - 08000 121 700

## Further help and guidance

**Gangmasters and Labour Abuse Authority**  
[www.gla.gov.uk](http://www.gla.gov.uk)  
PO Box 10272, Nottingham, NG2 9PB  
Telephone: 0115 959 7052 (Intelligence team)

**Salvation Army**  
[www.salvationarmy.org.uk/modern-slavery](http://www.salvationarmy.org.uk/modern-slavery)  
Telephone: 0300 303 8151 (24 hour)

**Migrant Help**  
[www.migranthehelpuk.org](http://www.migranthehelpuk.org)  
Telephone: England - 01304 203977 or 07766 668781  
Scotland - 0141 884 7900 or 0141 2128553  
Northern Ireland - 02890 315744 or 02892 448449



**Gangmasters &  
Labour Abuse Authority**

# Spot the signs

There are a number of indicators of labour exploitation. Not all will apply in every case and some may not be immediately apparent.

Victims may be reluctant to tell their story through fear of reprisal or not being believed, through a feeling of shame, or because they do not know their rights and the treatment they are entitled to receive.

If one or more of the indicators listed lead you to believe someone is at risk of exploitation, please seek assistance for them without delay.

## Working conditions

Victims may:

- Have no contract
- Be unable to choose when or where they work
- Work long hours over long periods
- Not have any time off
- Not interact with work colleagues
- Be forced to work under certain conditions or unable to negotiate working conditions

## Accommodation

Victims may:

- Not know their home or work address
- Not have been able to give their address to friends or relatives
- Live in poor, substandard or unsuitable accommodation
- Have no choice where they live or who they live with
- Live in groups in the same place that they work, rarely leaving that location

## Restricted freedom

Victims may:

- Be unable to communicate or move freely
- Not be in possession of their passport, travel or identity documents
- Depend on their employer for work, travel and accommodation without any choice
- Have limited contact with their families, friends or people outside their work environment
- Have no access to medical care
- Come from a place known to be a source of human trafficking

## Appearance

Victims may:

- Suffer injuries that appear to be the result of an assault or control measures
- 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
- Have injuries that appear old, untreated or that they cannot explain
- Wear the same clothes each day
- Not be dressed adequately for their work, no protective equipment or warm clothing

## Finances

Victims may:

- Receive little or no payment for their work
- Have no access to their money
- Be charged for services they don't want or need
- Be disciplined through punishment or fines
- Have their bank cards or documents held by someone else
- Be forced to open bank accounts
- Be told they can pay debts for transport or accommodation when they are found work