

Contents

FOREWORD	3
GLOSSARY	9
KEY FINDINGS AND FRA OPINIONS	11
INTRODUCTION	23
1 PATHWAYS INTO SEVERE LABOUR EXPLOITATION	31
1.1. Role of personal networks	33
1.2. Role of recruitment agencies, gangmasters and intermediaries	34
1.3. Pick-up spots	37
1.4. Online recruitment and other means of looking for a job	38
2 WORKING AND LIVING CONDITIONS OF EXPLOITED WORKERS	41
2.1. Violations of labour law	42
2.2. Housing and living conditions	52
3 EMPLOYERS' STRATEGIES TO KEEP WORKERS IN A CONDITION OF EXPLOITATION	55
3.1. Violence and threats	56
3.2. Strategies to isolate workers and restrict their social contacts	61
3.3. Confiscation of passports and other strategies relating to documents	61
3.4. False promises and financial control	62
3.5. Strategies related to inspections	62
4 INTERVIEWEES' PERCEPTIONS OF RISK FACTORS FOR SEVERE LABOUR EXPLOITATION	65
4.1. Vulnerability linked to residence status	67
4.2. Economic need	70
4.3. Lack of knowledge of legal provisions and workers' rights	70
4.4. Lack of knowledge of migration rules and procedures	72
4.5. Lack of knowledge of the language of the country of work	72
4.6. Lack of effective inspections, checks and punishment by authorities	73
4.7. Other risk factors	75
5 EXPLOITED WORKERS' ACCESS TO JUSTICE	77
5.1. Exploited workers seeking support	77

5.2. Police supporting workers in gaining access to justice	82
5.3. Role of courts in granting access to justice	84
5.4. Interviewees' perspectives on their current situation	88
CONCLUSIONS	91
ANNEX I – METHODOLOGY	93
ANNEX II – FRA OPINIONS ON SEVERE LABOUR EXPLOITATION	100