



Gangmasters &
Labour Abuse Authority

Project Evaluation

Romanian Workers' Rights Project

In collaboration with the Gangmasters and Labour Abuse Authority, Skills and Education Group, and the Embassy and Consulate General of Romania in London.

Contents

- 2 Introduction**
- 5 Project overview**
- 5 Project activity**
- 7 Project outcomes**
- 10 Project evaluation**
- 13 Project findings**
- 16 What's next?**

Who we are and what the project is about

The Gangmasters and Labour Abuse Authority (GLAA) awarded and commissioned Skills and Education Group to create a three-hour programme which was piloted within Romanian communities across the UK during February and March 2023. Content for the course was based on the award-winning Level 1 Award in Workers' Rights and Labour Exploitation, a qualification developed with the expertise of GLAA and Skills and Education Group.

The Romanian Workers' Rights project evolved following a conference hosted during October 2022 by the Embassy and Consulate General of Romania in London on exploring new approaches to tackle human trafficking and modern slavery relating to Romanians working in the UK. This conference was attended by the Gangmasters and Labour Abuse Authority (GLAA) and the Skills and Education Group.

This project provided an exciting opportunity for collaboration between the GLAA and the Embassy and Consulate General of Romania in London, making use of a range of valuable expertise to support and protect Romanian nationals living and working in the UK. The project was managed by the Skills and Education Group.

The Skills and Education Group were successful in leading and delivering this project within a very short timeline, commencing in January 2023 and concluding at the end of March 2023.



Gangmasters and Labour Abuse Authority

The Gangmasters and Labour Abuse Authority (GLAA) is an executive non-departmental public body, sponsored by the Home Office. They funded and supported the delivery of the project.



**Gangmasters &
Labour Abuse Authority**



gla.gov.uk



Many workers may lack a full understanding of their employment rights. Combine this with cultural and language barriers and this can make them vulnerable to exploitation.

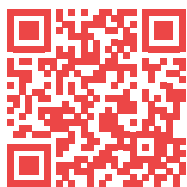
- Frank Hanson, Former Head of Prevention and Partnerships, GLAA



Romanian Embassy and General Consulate

The Embassy of Romania carries out representative functions in the United Kingdom of Great Britain and Northern Ireland. The Consulate General of Romania in London provides consular services and assistance to Romanian citizens and contributes to solving cases of vulnerability and preventing situations of abuse. The Labour and Social Affairs attaché office functions within the Embassy of Romania with the main role of protecting the rights of Romanian workers in the United Kingdom. The Embassy and the Consulate General of Romania in London - according to their respective areas of responsibility - promote and protect the interests of the Romanian state and Romanian citizens.

londra.mae.ro/en/node/372



Skills and Education Group

The Skills and Education Group is a not-for-profit charitable organisation that supports the further education and skills sector through qualifications; funding opportunities; professional development programmes; and initiatives in support of teaching, learning, assessment and governance, to make real change in people's lives locally, nationally and internationally.

skillsandeducationgroup.co.uk



Romanian and Eastern European Hub

The Romanian and Eastern European Hub is a registered and equity-led charity providing services designed to support the Romanian and Eastern European communities both in London and more widely across the UK.

ro-eehub.org.uk

Funded and supported by:



Gangmasters &
Labour Abuse Authority

Project overview

The Romanian Workers' Rights Project involved developing a training course to help tackle human trafficking and labour exploitation affecting Romanian workers in the UK.

A key driver for the project was the recognition from learners and tutors undertaking the Level 1 Award in Workers' Rights and Labour Exploitation qualification that there is a need to provide greater accessibility for vulnerable workers (who for various reasons were not able to undertake this qualification) to gain knowledge and confidence of their workers' rights.

The training course subject matter was selected and agreed utilising content from the Level 1 Award in Workers' Rights and Labour Exploitation.

Project activity

The Embassy and Consulate General of Romania in London supported the Skills and Education Group in different activities related to the implementation of the project.





In-depth knowledge

Skills and Education Group provided access and support for the five facilitators to enrol on and complete the full Level 1 Award in Workers' Rights and Labour Exploitation qualification, which ensured the training facilitators had a wider and more in-depth knowledge and understanding of the subject.

Train the Trainer

A "Train the Trainer" course was designed. This was then delivered to the Romanian facilitators to ensure consistent and coherent delivery within Romanian communities in the UK. GLAA were also present and provided feedback on the content. Embassy and Consulate General of Romania in London hosted this event in February 2023. All of the training resources were shared with the Romanian training facilitators at the event for comment and feedback.

Translated resources

As part of this training, a professional workbook and supporting PowerPoint resource were also designed.

Having received constructive feedback from the Romanian facilitators and the GLAA, these resources were translated to Romanian with the support of the Romanian and Eastern European Hub. The supporting resources were available in both professional print and as a digital resource to support the delivery of the training.


The Embassy and Consulate General of Romania in London and the training facilitators promoted the training course within their own Romanian communities, which covered London, Manchester, Birmingham and North East Lincolnshire.

Blended learning

Attendance numbers at early training events determined the requirement for a "blended approach" to delivery of this training. This provided the opportunity for some training sessions to be delivered online to ensure individual needs were met.

Online delivery

An online training session was run for domestic abuse survivors who needed a special environment and provisions to be able to attend, while a session was run for mothers with young children in care who could not attend in person due to childcare needs. The online sessions attracted good numbers. The course workbooks were sent to attendees via post and screenshots were taken during the session as evidence of attendance.



Project outcomes

Qualification translated

The Skills and Education Group Awards Level 1 Award in Workers' Rights and Labour Exploitation content was adapted and translated to Romanian cultural relevance applicable to working in the United Kingdom. The training course consisted of five modules delivered over three and a half hours.

5 Community representatives

from five organisations were trained to become facilitators for the Romanian Workers' Rights and Labour Exploitation training course.

33

Training sessions delivered nationally

in six weeks and by five facilitators during February and March 2023.

Further reach

A mix of Romanian and Roma Romanian audiences have been reached.

98%

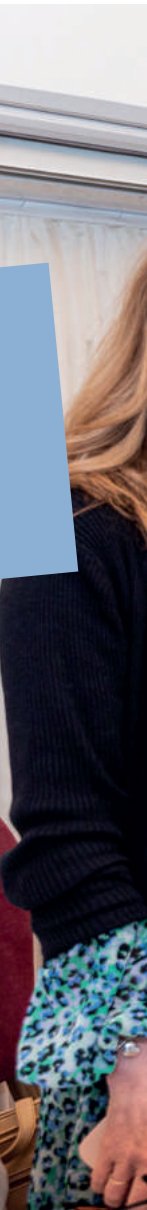
Completion Rate

Pre-course information forms were distributed to attendees to gain a greater understanding of the Romanian nationals' backgrounds resulting in a 98% completion rate.

Educational and bespoke delivery needs were addressed

An Easy Read version has been created to support learners with special educational needs.

Two online and one hybrid session were delivered to accommodate domestic abuse survivors, women with childcare responsibilities, and people who could not travel to a specific location due to distance or cost.



271 learners

successfully completed the course and have received certificates of attendance.

3 languages

The resource workbook has been translated into three further languages: Russian, Ukrainian and Hindi for online access.



Project outcomes

98% *were from diverse backgrounds* and successfully completed the pre-course information form which evidenced this.

Age

Ages ranging from 18 to 70+.

Gender

A mixture of all genders.

Disabilities

Some disabilities, some neurodivergent conditions and others who had literacy issues or were completely illiterate.

Speaking

Varying English-speaking abilities, from fluency in English to non-English speakers.

Skills

A mix of skill levels (ranging from highly skilled to non-skilled).

Sex

A range of sexual orientations.

Employment

A large proportion were currently in some form of employment.

Job Roles

Of those employed, there was a wide range of job roles, with cleaning, hospitality and beauty roles being the most popular.

Contracts

There were more working on permanent contracts than temporary contracts with slightly more being full-time than part-time.

Aims

Attendees had various aims, from practitioners and community workers to the wider public wanting to learn more about their rights.

Project evaluation

99%

Completion rate

Quantitative and qualitative post-course evaluation was completed which resulted in a 99% completion rate.

98%

Would recommend this course

100% of attendees rated

Quality of course materials

Course delivery

Knowledge of the trainer

"Very Good"

"Excellent"

100% of attendees said

The course content was very relevant to their needs.

Their knowledge of the subject was significantly higher at the end of the training than it was prior to the training.

They now understand how important is to look for the signs of modern slavery and human trafficking.

Project evaluation

Attendees were asked:

How will this training course assist you in the future?

“I can combat all forms of abuse at my workplace, and I can share the information with people less aware of them.”

“Telling my work colleagues about their rights.”

“Defence of my work rights.”

“Helping me ask more for my rights of employer vs employee.”

“I am more prepared in asking for my rights.”

“Rules and information which I can rely upon in the case of needing help in the working domain.”

“The utilisation of the course’s material for helping Romanians in the West Midlands communities.”

Attendees were asked:

What other subjects would you like to learn about in the future?

“Information sessions about the improvement of professional skills.”

“How to apply for work in different domains - what are the necessary documents?”

“Work accidents and the rights you get through law!”

“Domestic violence in families.”

“How to apply for qualifications or studies in the UK regarding a better paid job.”

“Practical cases where there have been cases of abuse and have been solved?”

“Workplace accidents.”

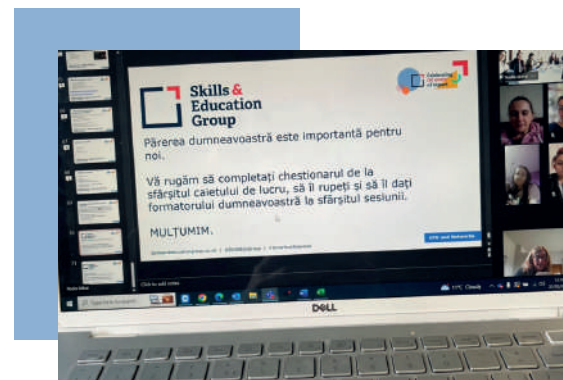
Project findings

Upskilling is essential

The Level 1 Award in Workers' Rights and Labour Exploitation has ensured upskilling of informal community leaders and provided them with a recognised qualification and accredited resources to advise their communities on employment rights and related issues.

Online delivery is essential

Online delivery is essential to reaching vulnerable groups.



Work-related issues are happening

99% of course attendees have experienced one or more work-related issues: exploitation, trafficking, abuse, or discrimination at work.

Visuals are needed

For those who cannot read or write in any language, visuals are required, and pace of delivery should be adapted.

Regional differences

Abuse and exploitation differ geographically (different in London to Birmingham or Liverpool).

Highly skilled face discrimination

Highly skilled workers experienced mainly discrimination at work (excessive workload, colleagues not accepting their seniority, excluded from work socials, excluded from promotion and progression opportunities or pay increases).

Below minimum wage is happening

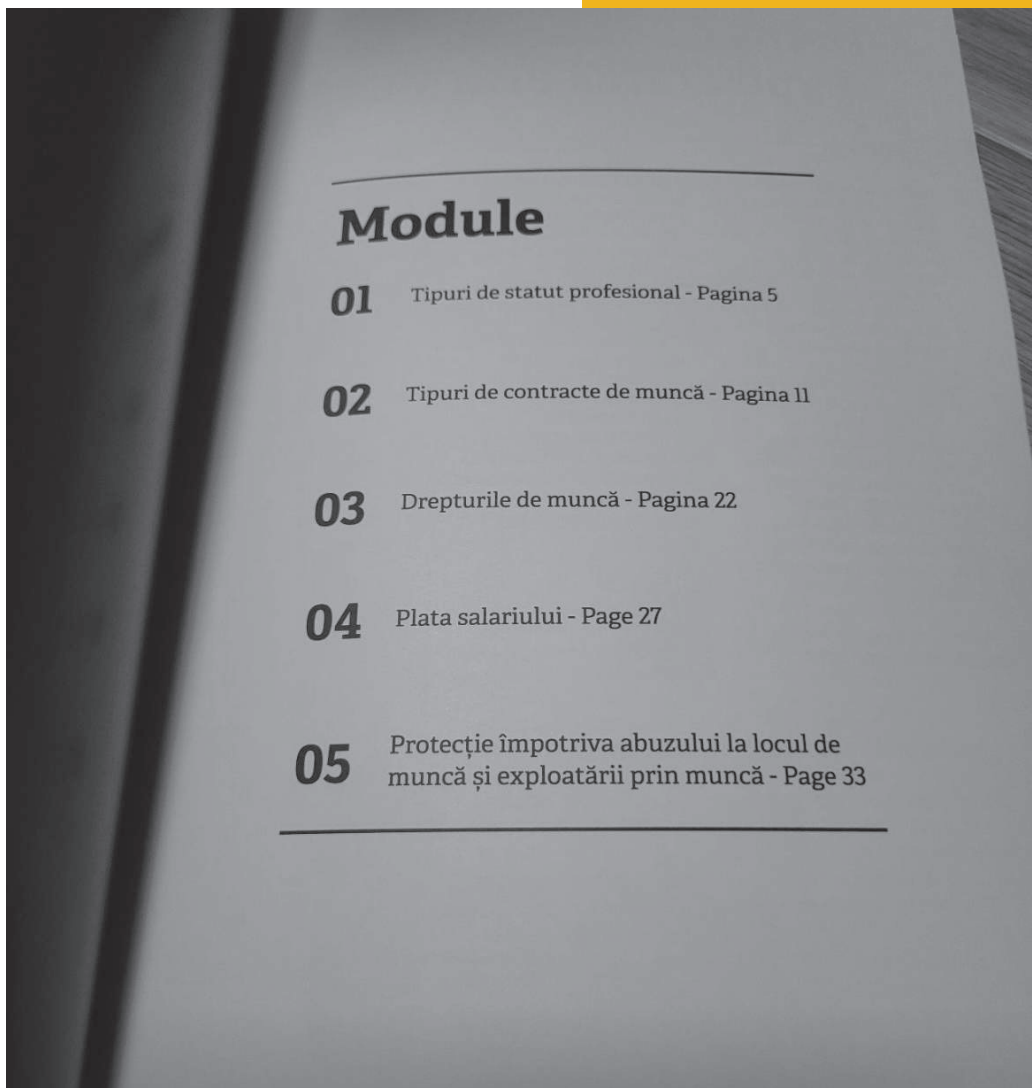
A few attendees disclosed that they were paid below the minimum wage.

Difficulty accessing education

Young Roma Romanians experience difficulty in accessing and gaining qualifications and more secure employment due to a lack of language skills and literacy issues.

Barriers for women

Certain communities have “stay at home” women who look after children and cannot work or gain a qualification.



Module

- 01** Tipuri de statut profesional - Pagina 5
- 02** Tipuri de contracte de muncă - Pagina 11
- 03** Drepturile de muncă - Pagina 22
- 04** Plata salariului - Page 27
- 05** Protecție împotriva abuzului la locul de muncă și exploatării prin muncă - Page 33

**Access to education
and training for all.**

What's next?

As a result of a successful relationship between Gangmasters and Labour Abuse Authority, Skills and Education Group and the Embassy and Consulate General of Romania in London, this project was delivered in a very short timescale and the following recommendations were identified:

Funding *for training*

The Skills and Education Group in collaboration with The Romanian and Eastern European Hub have secured further funding to continue to upskill the Romanian Community throughout the UK to help prevent and reduce vulnerability to exploitation of Romanian nationals in the UK.

Upskill *more learners*

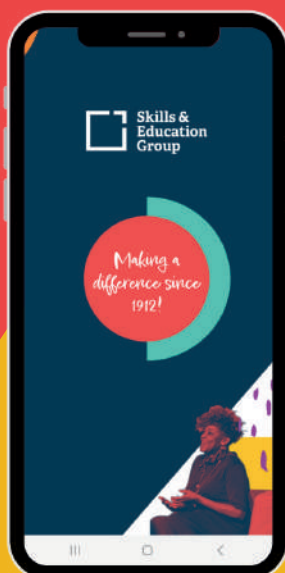
Upskill additional Romanian-speaking community facilitators through the undertaking and accreditation of the Level 1 Award in Workers' Rights and Labour Exploitation.

Develop *bespoke courses*

Develop other bespoke short courses on issues such as: Proving your rights under the EU Settlement Scheme; Looking for jobs; Identifying genuine employment.

Opportunities *for attendees*

Provide opportunity for attendees to undertake the Level 1 Award in Workers' Rights and Labour Exploitation qualification.



Sign up to the Skills and Education Group Newsletter

Scan the QR code or visit skillsandeducationgroup.co.uk and head to our footer to add your email address.





Find out more about the qualification

Level 1 Award in Workers' Rights and Labour Exploitation





Gangmasters &
Labour Abuse Authority

Email: communications@gla.gov.uk
Telephone: 0345 602 5020
Find us on Twitter @uk_glaa
Website: gla.gov.uk



Email: media@skillsedugroup.co.uk
Telephone: 0115 854 1631
Find us on Twitter @SkillsEduGroup
Website: skillsandeducationgroup.co.uk