

Human trafficking and modern slavery compensation claims



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Anti Trafficking and Labour Exploitation Unit



Victims complaints

- Little or no salary, having worked excessively long hours
- Inadequate living accommodation
- Free movement heavily restricted - not allowed to leave unaccompanied or otherwise not being given time off
- Violence and intimidation – to victim and family
- Physical and sexual assault
- Withholding of Passport or ID documents

No domestic remedy

- No tort of trafficking
- Inadequate domestic remedies
- Council of Europe Convention Against Trafficking
- EU Anti Trafficking Directive
- UK is obliged to comply with its EU obligations in respect of trafficking, which includes compensation for acts of trafficking
- Houna v Allen UKSC [2014] 47

Employment tribunal

- Time limits – usually three months (less a day) from the act complained of
- Possible to extend time but test for doing so extremely high
- Wages
- Unfair Dismissal
- Working Time Complaints
- Breach of Contract
- Discrimination
- How long does it take?

The county court

- Time limits are three to six years
- Possible to extend time in very specific circumstances
- Protection from harassment
- False imprisonment
- Negligence
- Intimidation

Supporting clients through the process

- Need to attend court in person
- Cross examination
- Special measures – screens, videolink, separate waiting areas
- How long does it take?

Employment and compensation team

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