



Spotlight on... illegal workers

The Considerate Constructors Scheme aims to raise awareness of important issues within the industry amongst registered sites, companies and suppliers, using our '**Spotlight on...**' campaigns.

Through **taking action** to tackle the topics highlighted, everyone can play an important role in **making a difference**, and ultimately improving the image of construction.



Spotlight on... illegal workers

Spotlight on... illegal workers aims to raise awareness of the risks an illegitimate workforce poses to construction work and the importance of taking proactive measures to end this practice.

In the construction industry, an illegitimate workforce is not just against the law, it creates a high-risk environment for everyone involved.

The Government is clamping down on illegal working and modern slavery, with new legislation increasing penalties for employers found guilty of hiring illegal workers.

The Home Office is committed to tackling the economic motivation behind illegal working. They have therefore partnered with the Scheme to broaden engagement with construction industry partners, providing guidance and information for this 'Spotlight on...' campaign.

- 93% agreed that illegal working could be better tackled in the construction industry.
- 61% admitted they have not received – or rarely receive – information on illegal working.
- Employers can now be fined £20,000 per illegal worker employed, and face up to 5 years in prison.
- In one week in October 2015, the Home Office arrested 257 illegal construction workers from 69 sites.

How the issue is being tackled

The issue of illegal workers is addressed as part of the larger topic of maintaining a diverse, competent and legitimate workforce.

Most construction companies ensure they and/or their subcontractors undertake the correct right to work checks on new employees. However, it is a common misconception that CSCS and National Insurance cards alone, are acceptable proof of eligibility to work. Only original Home Office approved documents are accurate measures of right to work. Remember, the employer must always **obtain, check and copy** these documents.

The industry at large is raising awareness of the issue of illegal workers through campaigns, articles and research studies. These efforts are shining a light on an uncomfortable but urgent issue.

What to do now?

Please visit the '**Spotlight on...**' section of the Best Practice Hub www.ccsbestpractice.org.uk to find a wealth of advice and useful information, case studies, and links to other organisations and bodies which will enable you to find out more about dealing with the issue of illegal workers.

The Hub will update the campaign as new information and case studies are identified.

To share how you are tackling the issue of illegal workers, please email enquiries@ccsbestpractice.org.uk