

The Economic Experiences of Different Ethnic Groups in North East Scotland

An initial exploratory study to
(a) collect evidence to better understand experiences
(b) inform how to tackle barriers and promote opportunities

A resource document

August 2016

Grampian Regional Equality Council



equality for all

This is the main report arising from the first phase of the project undertaken in 2015-16. The report provides a resource document for the project and for interested stakeholders. As a resource document it will be periodically updated and so in that sense is a work in progress.

A summary report is also available and provides a succinct account of the first phase of work together with the plans for the second phase from July 2016 to June 2017.

Over 200 people have contributed to the first phase of the project one way or another: members of the public as participants in the research; volunteers who organised and supported events; student interns who expanded the research; and colleagues from partner organisations. People have been generous in giving their time, views and advice; all of the contributions are warmly acknowledged as making the findings and next stage of the project possible.

In the second phase of the project we will continue to update relevant evidence and work with communities and partners to address barriers and promote opportunities.

The endeavour behind the project is three-fold.

First, to work from evidence which can inform policy and practice. As highlighted in the Scottish Government Social Research Report (Europe and External Affairs: 'Recent Migration into Scotland', The Scottish Government Social Research 2009) it is not uncommon for organisations or policymakers to commission new research without a clear understanding of what is already available or what untapped resources already exist. And indeed, not all policy and practice has a sound evidence base. This project is a contribution in this regard and the first phase of the project provides a broad based collation of relevant evidence and identification of gaps in evidence.

Second, to work with others to put in place, and to prompt, practical action which contributes to reducing barriers and enhancing economic opportunities for people in North East Scotland with a particular focus on how barriers and opportunities relate to ethnicity. To this end, the first phase of the project has provided options and recommendations for such action with a view to progressing these in phase two.

Third, to track and evaluate progress; this will be incorporated into a third phase of the project.

Section One: Background and Purpose	5
1.1 Introduction.....	5
1.2 Background	5
1.3 Purpose	6
1.4 Context	8
1.5 Data on ethnicity.....	10
Section Two: The Demographic Data – what it tells us.....	11
2.1 Introduction.....	11
2.2 Demographic Data.....	11
2.3 Gaps in knowledge.....	14
Section Three: Existing Research and Policy – what it tells us.....	18
Existing Research.....	18
Key points – opportunities and barriers.....	21
1. Advancing Outcomes for all Minorities	21
2. In Search of Normality	22
3. Indicators of Integration	23
4. Health and Ethnicity in Aberdeenshire: A Study of Polish In-Migrants	25
5. A Study of Migrant Workers in Grampian	26
6. EHRC launch inquiry into Human Trafficking in Scotland report: Baroness Helena Kennedy QC Investigating Commissioner, Nov 2011	27
7. Economic Output in Aberdeen City & Shire.....	28
8. Fact or Fable? The Truth About Migrant Worker Communities in Scotland	28
9. Experiences of Migrant Workers in Fish and Food Processing in North-East and Central Scotland: A fact finding study 2015	29
10. Social Support and Migration in Scotland (SSAMIS) Project	29
11. Scottish Parliament Equal Opportunities Committee.....	30
12. SPICe Briefing Ethnicity and Employment (Summary)	32
13. Processes of prejudice: Theory, evidence and intervention.....	32
14. Poverty and Inequality in Scotland. Report of expert seminars and stakeholder feedback on the relationship between equality and poverty	34
15. Room for Manoeuvre? The options form addressing immigration – policy divergence between Holyrood and Westminster.....	38
16. Employment and Migration: Scotland, Migrants’ rights network , February 2011.....	38
17. Europe and External Affairs: ‘Recent Migration into Scotland: the Evidence Base’, The Scottish Government Social Research (2009).	39
18. CIPD October 2015 A Head for Hiring: The Behavioural Science of Recruitment.....	40

19.	EHRC 2014: What equality law means for you as an employer: when you recruit someone to work for you.....	41
20.	The one percent and inequality - GREC input to Aberdeen University event May 2015.....	42
21.	House of Commons Briefing Paper April 2016 Unemployment by ethnic background	44
22.	Scottish Government 2016 Race Equality Framework for Scotland 2016-2030	44
Section Four: Giving voice to experiences in North East Scotland – our fieldwork 2015/16		46
4.1	Introduction.....	46
4.2	Methods for the field-work	46
4.3	Findings – community participants	48
4.4	Findings – partner organisations.....	65
Section Five: Barriers and opportunities – key themes and findings		67
5.1	Introduction.....	67
5.2	The 15 key themes	68
Income and working life.....		69
1.	Working conditions	69
2.	‘Stuck’ in work.....	69
3.	Poverty and inequality	71
4.	Child care	73
Access to work		74
5.	Scotland ‘welcomes’ economic migrants.....	74
6.	Equality and diversity programmes.....	76
7.	Recruitment and use of positive action.....	77
8.	Attitudes and discrimination	78
Personal and social capital		79
9.	Language.....	79
10.	Expectations and confidence	80
11.	Networks – personal and community.....	81
12.	Support agencies	83
Using evidence and data		84
13.	Data collection and use	84
14.	Comparisons across ethnic groups.....	86
Stronger local communities.....		87
15.	Community integration and cohesion	87
5.3	Analysis of linkages across the themes.....	90
5.4	Analysis of the themes by level of impact.....	90
Section Six: Practical action		91
Section Seven: Conclusions and Next Steps.....		93

Section One: Background and Purpose

1.1 Introduction

This section includes the following:

- An explanation of the background to the project
- An outline of the purpose and outcomes sought from the project
- The process that was followed
- Notes on context

1.2 Background

The project has been funded primarily through the Scottish Government Equality Fund 2015-16. In addition, a small sum from the EHRC (Equality and Human Rights Commission) has assisted with a specific focus and report on workers in the fish processing sector in North East Scotland.

The funding has provided part-time input of both a development worker and a researcher over a period of 15 months. Whilst the scope of the project has been ambitious for the resource available, and in the timeframe, this has been appropriate for an initial exploratory project in which the intent was to set a foundation for ongoing work. In the event an application for continued funding through the Scottish Government Equality and Cohesion Fund 2016-17 has been successful and so there will be a 12 month second phase to follow through on identified issues and initiatives.

The project is also one of the ways in which GREC is fulfilling its strategic objectives relating to

- an enhanced policy and research role
- evidence based work to inform one off initiatives but also supporting the mainstreaming of work in agencies through provision of data and evidence
- deeper connections to communities

This project therefore contributes to enhancing GRECs regional role on equalities both as ‘critical friend’ to the main agencies while working on initiatives to promote equality of opportunity for all and strengthening the ties to local communities.

The project enabled two student intern placements to be established in the second half of the project to assist with and expand the capacity for research. They provided valuable assistance and with the work now continuing into 2016-17 it is a basis for expanding the potential of the work while providing real life research experience to students (generating data and its application for policy and practice). The project has also developed ways to involve local people in supporting the survey work through identifying participants, assisting with interviews and providing language interpretation. Again, this has been a valuable outcome of the project by building capacity for the future.

Interestingly, this North East project has progressed at a time when the Equal Opportunities Committee of the Scottish Parliament has conducted an inquiry focusing on minority ethnic employment in Scotland. That inquiry reported in January 2016 and provides a backcloth at a Scottish national level.

1.3 Purpose

This project seeks to contribute an understanding of the respective economic experiences of different ethnic groups in North East Scotland. As an initial exploratory piece of work we wanted to surface evidence that would help us understand the issues and challenges in the form of opportunities and barriers. In addition we wanted to review current and potential activity to address these challenges for communities in North East Scotland and so work with partners to develop the understanding of what is needed and to ensure appropriate action to make improvements.

Economic well-being is a fundamental part of people's lives; it is linked to access to income, housing, health, and education. It is also a significant underpinning factor for cohesive and integrated communities. An adequate understanding of the barriers that people face and the opportunities that can be created gives a basis for effective policy and practice, not only by public bodies but also through supporting individual and community efforts, something that is today increasingly called 'social capital' or 'social assets'.

A range of questions beg answers and these include: what does the evidence tell us?; how does it apply to the North East?; what is being done or needs to be done about it?; what is current policy and practice and how effective is it?; how can agencies get the 'ball rolling' on relevant action?; how can communities and individuals be supported to develop 'grass roots' capacity and initiatives? The intent is to capture hard evidence to support the anecdotal evidence that we have about such questions. In addition, the intent is to use the findings to effect positive change.

Against this background, the project has a focus on four outcomes.

- i. **To develop a clear understanding of national (UK and Scottish) and the North East regional demographic data and research in relation to ethnic groups and from this identify gaps in knowledge and seek to plug the gaps in knowledge about the North East context.**

Activity/Method:

- Collate relevant data and research
- Abstract key points and what this tells us about the opportunities and barriers for different ethnic groups
- Identify gaps in knowledge

Outputs:

- a. Report on research findings
- b. Report on demographic data (for this project and as a basis for maintaining an up to date database for the organization and partners.

- ii. **To establish an increased understanding of the economic opportunities and barriers for people in North East Scotland including issues relevant in rural and in urban areas.**

Activity/Method:

- Develop survey/research questions
- Develop questionnaire for quantitative data collection

- Develop questionnaire for semi-structured interviews for qualitative data collection and for leading into group discussions/personal case studies
- Identify two areas for an in-depth examination of employment opportunities and barriers in north east Scotland (one rural and one urban)
- Undertake the fieldwork
- Analysis
- Collate results and write up findings
- Compare to the national research and demographic data
- Develop recommendations

Outputs:

- a. Survey data on current views and experiences of different ethnic groups in North East Scotland
- b. Report on findings and comparison with the national picture

iii. To prompt and support key stakeholders to work together to advance recommendations arising from the research findings

Activity/Method:

- To map the key stakeholders, make contact, explain the project and seek their support to be involved
- To create a questionnaire checklist for use to elicit the views of agencies on the issues and collect information on current initiatives and potential initiatives
- To promote and facilitate initial partnership work to develop further recommendations

Outputs:

- a. Report on views and current policy and practice
- b. Report on potential initiatives
- c. Establish dialogue and initial report on recommendations

iv. To explore community based initiatives to more clearly understand different economic situations existing across North East Scotland and ways that these can be addressed.

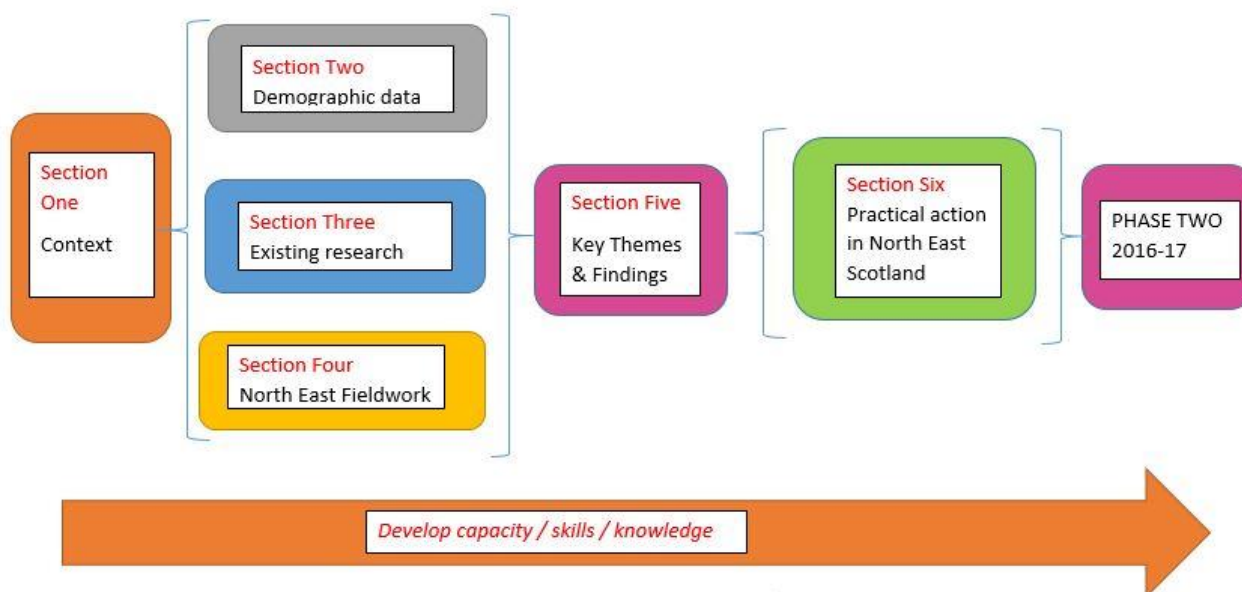
Activity/Method:

- To initiate discussions in local communities between the public and those working in and for the communities
- Linking up local initiatives with wider policy and practice to have an impact and identify gaps
- Make recommendations for future action

Outputs:

- a. Report on findings
- b. Establish dialogue and initial report on recommendations

PROCESS CHART FOR ECONOMIC EXPERIENCES PROJECT 2015-16



1.4 Context

The mix of ethnicities in Scotland and in North East Scotland changes over time. The available data on the current position is captured in section two.

A recent influence on the mix of ethnicities has been immigration. In 2007 the Scottish Government in its economic policy included a target to match average European population growth between 2007 and 2017 with migration having a key role in achieving this goal. In Scotland there is a 'welcome' for economic migrants. The desire for population growth (and the contribution to this from immigration) is to counteract the effects of a negative trend in the 'dependency' ratio of the population whereby more dependent older people combined with dependent young people need to be supported by a declining proportion of working age people. Working age economic migrants can help reverse that trend. From 2004 with the accession of the A8 countries to the European Union (Poland, Lithuania, Estonia, Latvia, Czech Republic, Slovakia, Hungary, Slovenia) there was increased migration to the UK at a time of increased labour demand particularly for low skill and semi-skilled labour. In 2007 there was accession for Bulgaria and Romania.

However, immigration policy is a reserved matter for the UK Westminster government and Scotland has to operate within that context. At a UK level there are sharply divided perspectives with regard to immigration – a large section welcoming economic migrants but an equally large section strongly opposed. In 2016 the subject of immigration became a central theme of the UK referendum on UK membership of the European Union. This resulted in a vote for the UK to leave the European Union (popularly termed 'Brexit'). It is a process that will take some years to put into effect and there is initially no clear plan for doing so and hence no clarity about the detail and how it might impact on the population in future years. This has brought into sharp relief the differing economic drives between a 'welcoming' Scottish Government and a UK Government seeking greater restrictions on immigration.

Taking a longer historical perspective, immigration is a constant context integral to economic development of countries and their people, including the cultural development of communities. Every one of us is descended from migrants; some in the current generation, some several generations back. And historically Scotland has received migrants from all over the world and has one of the largest populations of asylum seekers under the dispersal programme operated by the National Asylum Support Service. In the North East we have a tradition of 'welcome' as for the Vietnamese refugees in the 1970s and it continues today in the support for Syrian refugees.

Hence, migrants are a significant part of the picture when exploring different ethnic experiences in employment, but not the only part. The economic experiences of more settled generations of ethnic groups need to be explored too. And concomitant with this is the way in which communities handle the scale of change brought about through growth in population and an increasing diversity in that population. Perhaps this issue was too long under the radar of explicit public discourse and perhaps that, in part, explains the type of frenzied focus on immigration that came to the surface in the current public discourse on membership of the European Union and the control of immigration. It is right that implications for community integration and cohesion are explicitly addressed; in this project the focus on economic experiences is progressed with an eye to implications for integration and cohesion in communities.

Another part of the context for this work is how to effect change. It is salutary that the Scottish Parliament Equal Opportunities Committee Report published in January 2016 'Removing Barriers: race, ethnicity and employment' states that:

"what we have found is that, despite 40 years of legislation, training initiatives and equality policies, the world of work is still not representative of the communities and people of Scotland" (p.1).

In a similar vein, the Race Equality Framework for Scotland 2016-2030 states:

"Despite decades of UK legislation aimed at tackling racial discrimination and inequality in the workplace, unemployment rates in Scotland are still significantly higher for non-white minority ethnic groups compared to white ethnic groups, including the majority white Scottish population" (p.40).

This highlights that having identified barriers and opportunities it is not a straightforward task to put in place action to effectively address these. There is a need to reflect on the impacts (or lack of impacts) of past initiatives and on the deep-seated and structural causes of barriers when designing responses. This touches another contextual point – at what level can policy and practice make a difference. Our focus here is primarily on the North East of Scotland but issues and actions are relevant at national, regional and local community levels.

One final point about context. Economic changes impact on the whole population. A widening income inequality is evident. Relatively new and distinct patterns in the nature of employment have become sharper, such as those who enjoy secure, permanent positions, compared to those who face insecure, temporary conditions. Such changes make the situation more precarious for many, including minority ethnic groups who tend to be over-represented in jobs with lower wages and poorer working conditions as well as over represented in unemployment statistics. So whilst a primary focus is to understand barriers for ethnic minorities it is recognized that issues and solutions

require attention for the whole population (for all ethnic groups). Indeed, key aspects such as community integration and cohesion can only be addressed on that holistic basis.

These points are made to emphasise that whilst the project seeks an understanding of the issues (phase one) to inform practical initiatives in subsequent phases, it is vital to hold on to the evidence based perspective over time in order to test the impact of practical initiatives.

1.5 Data on ethnicity

It is necessary to use the existing data from key sources such as the census, and national and local surveys and through this report relevant data has been used. However, it is appropriate to highlight how terminology in data sources and in research varies and is problematic for interpretation in two particular ways. First, the mixed use of ethnicity and of 'colour' coding means that respondents may be asked to choose either an ethnic or a colour identifier for their response (in particular African or Caribbean or black) and non-African or Caribbean respondents may also use the black label. The second prevalent difficulty is in the different definitions of what constitutes an ethnic minority. Some distinguish between all so called 'white' categories as not ethnic minorities because ethnic minorities are seen as those with ethnicities characterised by visible differences of skin colour. Others define ethnic minorities as all ethnic groups that are not 'indigenous' or 'native' and so would include the so called white Europeans whose numbers have increased as part of the immigration over the past decade. The potential confusion is reflected in varying use (and understanding by readers) of labels such as Black Minority Ethnic (BME referring to all minority ethnicities which are non-white or non-native) or Black and Minority Ethnic (BAME referring to visible and non-visible ethnic minorities).

There are other problems with the use of colour coding specifically. The common use of black to refer to African and Caribbean ethnicities means no distinction between these two ethnicities. It also reflects a different labelling compared to all other minority ethnicities where the ethnic origin is used rather than a colour label; this begs the reason for choosing to do this, but also the impact of it in common discourse.

The key point here is that evidence is critical and we should use what is available and useful, but there should be attention to how data is best collected in the future. (GREC is currently collating information on these issues of Race, Identity and Colour Coding – language matters).

Section Two: The Demographic Data – what it tells us

2.1 Introduction

In 2011, 8.1% of the population in Scotland belonged to an ethnic minority (neither white Scottish nor white British). The proportion of ethnic minorities was higher in big cities than in the country. In Aberdeen 17.2% of the population belonged to the ethnic minority which is twice as much as in the Scotland overall. In comparison, in Aberdeenshire and Moray respectively 5.4% and 4.0% of the population belonged to an ethnic minority.

In Aberdeen City, the most diverse ward was Tillidrone/Seaton/Old Aberdeen, where 33% of the population belonged to ethnic minority. Another diverse ward was Torry / Ferryhil where 23% of the population belonged to ethnic minority. In Aberdeenshire, Fraserburgh was slightly more diverse than Peterhead with respectively 12.2% and 9.5% of the population belonging to an ethnic minority (see Table 1).

Brief comparison

- Scottish in Aberdeen City make up 75.3% of the population which is nearly 10% less compared to Scotland, Aberdeenshire or Fraserburgh.
- Polish comprise 5% of Fraserburgh population, which is four times more than in Scotland overall or in Aberdeenshire (1.2% each) and more than in Aberdeen City (3.2%)
- Other White make up 5.9% in Fraserburgh, and 4.7% in Aberdeen City compared to 1.9% in Scotland overall and 2.2% in Aberdeenshire
- There are more Asian, Asian Scottish or Asian British in Aberdeen (4.3%) than in Scotland overall (2.7%). There are three times less people belonging to this group in Aberdeenshire (0.8%) and Fraserburgh (0.7%) than in Scotland overall.

2.2 Demographic Data

Ethnicity

UK

In 2011, 13% of the UK population was born abroad, of whom 15% were from EU countries accessed after 2001, and 12% from EU countries accessed before 2001, 34% from Middle East and Asia, and 18% from Africa. The top origin countries for those who were born abroad were India, Poland, Pakistan, and Ireland. In England and Wales, 14% of the population were other than White British. 6.8% were Asian or Asian British, 3.4% were Black or Black British; and 2.2% were mixed race (Source A).

Scotland

In 2011, there were nearly 5.3 million people living in Scotland. 91.9% reported that they are white Scottish (84%) or white British (7.9%), while 8.1% described themselves as belonging to ethnic minorities. Almost 5.1 million (96%) of the population described themselves as White (other White 1.9%, Polish 1.2%, Irish 1%) . Among the remaining 0.3 million of people (4%), the largest group were Asian, Asian Scottish or Asian British (2.7%), followed by African (0.6%), mixed or multiple ethnic groups (0.4%), other ethnic groups (0.3%) and Caribbean or Black (0.1%). People from ethnic minorities were more likely to live in cities than in the country (Source B).

Aberdeen City

In 2011, there were nearly 223 thousands people living in Aberdeen. 82.9% reported that they are White Scottish (75.3%) or White British (7.6%), while 17.1% described themselves as belonging to ethnic minorities. 91.9% of the population described themselves as White (other White 4.7%, Polish 3.2%, Irish 1%). Among the remaining 8.1% of the population, the largest group were Asian, Asian Scottish or Asian British (4.3%), followed by African (2.3%), mixed or multiple ethnic groups (0.7%), other ethnic groups (0.6%) and Caribbean or Black (0.3%) (Source C). In Aberdeen City, the most diverse ward was Tillidrone/Seaton/Old Aberdeen, where 33% of the population belonged to an ethnic minority. Another diverse ward was Torry / Ferryhil where 23% of the population belonged to an ethnic minority (Source D).

Therefore, Aberdeen City was more ethnically diverse than Scotland with nearly 10% more of the population describing themselves as neither Scottish nor British. Among ethnic minorities, there were nearly three times as many Polish in Aberdeen City as in Scotland; twice as many other White; nearly twice as many Asian, Asian Scottish or Asian British; nearly four times more African and nearly two times more people from mixed or multiple ethnic groups (Source C).

In terms of changes in population between 2001 and 2011, these included the increase of Polish to 3.2% of Aberdeen City population in 2011 (no data for 2001). Furthermore, there was a twofold increase among those who described themselves as other White in Aberdeen City in 2011 (4.7%) compared with 2001 (2.8%). The Aberdeen City population of African increased from 0.3% in 2001 to 2.3% in 2011. There was a slight increase in the population of Caribbean or Black, and people from other Ethnic Groups in Aberdeen City from 2001 to 2011 (Source C).

There has been a large turnover of the population in Scotland and Aberdeen. In 2012/13 28 200 migrants arrived from overseas to Scotland, and 26,100 left for overseas from Scotland. In the same time, 3,631 migrants came from overseas to Aberdeen, while 2,332 left Aberdeen for overseas. Most of those who arrived to and left Aberdeen were aged 18-30. It was suggested that the main reason for migration was education, while the second was employment. From 2002/03 National Insurance number was allocated to nearly 48,198 migrants (Source E).

Aberdeenshire

In 2011, there were nearly 253 thousands people living in Aberdeen, which represented 4.8% of the Scotland total population. The Aberdeenshire was the fastest growing authority between 2001 and 2011 with the population increase by 11.5%, while Scotland population growth by 4.6% (Source F). 94.5% of the population reported that they are White Scottish (82.2%) or White British (12.3%), while 5.5% belonged to ethnic minorities. 98.6% of the population described themselves as White (including other White 2.2%, Polish 1.2%, Irish 0.5%). Among the remaining 1.4% of the population, the largest group were Asian, Asian Scottish or Asian British (0.8%), followed by mixed or multiple ethnic groups (0.3%), African (0.1%), other ethnic groups (0.1%) and Caribbean or Black (0.1%). Therefore, the Aberdeenshire was less ethnically diverse than Aberdeen City and Scotland. However, it became more ethnically diverse since 2001 when 99.3% of its population described themselves as White (Source F, G).

Fraserburgh and Peterhead

In 2011 the total population of Fraserburgh was 13,100. 87.8% reported that they are either White Scottish (84.2%) or White British (3.6%); while 12.2% belonged to ethnic minorities. Among ethnic

minorities the biggest group was White-Other (5.9%) followed by White-Polish (5%) (Source H). In the same year, the total population of Peterhead was 18,537 of which 90.5% were White Scottish (84.7%) or White-British (5.8%); while 9.5% belonged to ethnic minorities. Among ethnic minorities the biggest group was White-Other (5.7%) followed by White –Polish (2.1%) (Source I).

Moray

In 2011, there were slightly over 94 thousands people living in Moray. 96.0% reported that they are White Scottish (77.7%) or White British (18.0%), while 4% described themselves as belonging to ethnic minorities. 99.0% of the population described themselves as White (other White 1.7%, Polish 1.1%, Irish 0.5%). Among the remaining 1.0% of the population were Asian, Asian Scottish or Asian British (0.6%) and other ethnic groups (0.5%) (Source K).

Mothers' Country of Birth

The proportion of births to the non-UK born mothers in Aberdeen increased from 14% in 2004 to 37% in 2013. In that period the number of birth increased by nearly 20% with main increase in birth to the mothers born in other EU countries from 2% in 2004 to 14% of all birth in 2013 (Source E).

Language

In 2011, 2.0% of Aberdeen City population did not speak English well and 0.4% did not speak English at all, in Scotland it was respectively 1.2% and 0.2% (Source C). In Aberdeenshire 1.5% of the population did not speak English well and 0.3% did not speak English at all (Source F), while in Moray it was respectively 1.3% and 0.2% (Source J). The proportion of the population aged 3 and over reported as not being able to speak English well or at all was 11% for those born outside the UK. This proportion generally increased with age of arrival into the UK: for those who arrived aged under 16 it was 5% while for those who arrived aged 65 and over it was 31% (Source K).

The number of pupils whose main home language is not English increased from 1,183 in Aberdeen City and 438 in Aberdeenshire in 2006 to 3,215 and 1,405 respectively. In 2013/14, pupils in Aberdeen City schools spoke 76 different main home languages (other than English and Gaelic); while in Aberdeenshire the total was 56 (Source L). Over 170 languages are spoken across Scotland (Source M).

Religion

The number of Roman Catholics in Aberdeen City increased from 5.6% in 2001 to 8.9% in 2011, compared with 15.9% in Scotland. The number of Hindu in Aberdeen City increased from 0.2% in 2001 to 1.0% in 2011, compared with 0.3% in Scotland. The number of Muslim in Aberdeen City increased from 0.8% in 2001 to 1.9% in 2011, compared with 1.4% in Scotland. The number of people without religion in Aberdeen City increased from 42.4% in 2001 to 48.1% in 2011, compared with 36.7% in Scotland (Source C).

A slightly less people belonged to Church of Scotland in Aberdeenshire (36.3%) than in Scotland (32.4%). There were three times less Roman Catholics in Aberdeenshire (4.8%) than in Scotland (15.9%). There were more Other Christian (7.6%) in Aberdeenshire than in Scotland (5.5%). There were more people who did not have religion in Aberdeenshire (42.8%) than in Scotland (36.7%) (Source F).

In Moray, 34% of the population belonged to the Church of Scotland, 6.6% described themselves as Roman Catholic while 9.4% as other Christian. The minority of the population was either Muslim (0.3%) or had other religion (0.9%). Less than half of the population did not have religion (41.2%) (Source K).

Education

Only 8% of those aged over 16 in Scotland who had been resident in the UK for less than two years had no qualifications, compared to 28% for those over 16 who had been born in the UK (Source L). In relation to the average performance of pupils, Scottish pupils performed the worst and Chinese pupils performed the best. Asian pupils performed slightly above students' average, while non-Scottish white and African, Black or Caribbean pupils performed worse than the average. In 2013/14 only 1.1% of Modern Apprentices were from ethnic minority groups (Source B).

Economic activity

The term **economic activity** refers to "whether or not a person aged 16 and over was working or looking for work in the previous week"; while the term "economically inactive" refers to those who were not. This group includes those people who are "taking part in study, looking after children, retired or who are long-term sick or disabled". Among 16-24 years old 52.1% of those from white ethnic groups are employed compared with 24.9% employment among ethnic minority groups. Among 25-49 year old 72% of people from white ethnic groups is employed, while 55.2% from ethnic minority groups. Among 50-64 years old 54.7% of white ethnic groups is employed compared with 42.3% of ethnic minority groups. People from white ethnic groups are more likely to be retired (17.6%) than people from ethnic minority groups (11.9%) (Source B).

Employment

In terms of employment, Scottish people were more likely to be employed than people from other ethnic groups (80.1%), while Pakistani and Bangladeshi were least likely to be employed (52.3%). Polish people were more likely to work in 'manufacturing' than other ethnic groups (20%). It was argued that statistical data indicates that higher educational attainment does not result in higher participation in the labour market for all ethnic groups. It was suggested that the main barriers in career progression were discrimination and segregation into sectors (Source B).

2.3 Gaps in knowledge

One of the issue with demographic data is that it multiple methods of gathering information (e.g. NiNo) usually focus on the influx of migrants. As the result, there is lack of precise information regarding the number of migrants living in the country (Source N). Another issue is that some sources ignore the diversity among those classified as white and consider as ethnic minority only those who are not white. This sometimes leads to not recognising problems of those who are white but are neither Scottish nor British (Source B). Furthermore, the meaning of term 'migrants' varies depending on the source, which make comparison of information difficult between publications (Source M). These issues are further discussed in Section Five.

Table 1 Population by ethnicity in 2011

	SCOTLAND ¹		ABERDEEN CITY ¹		Aberdeen Torry/Ferryhill ²		ABERDEENSHIRE ^{3,4}		Fraserburgh ⁵		Peterhead ⁶		MORAY ⁷	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
All Ethnicities	5,295,403		222,793		21,900		252,973		13,100		18,537		93295	
White	5,084,407	96.0%	204,715	91.9%				98.6%		99.0%		98.6%		99.0%
• Scottish	4,445,678	84.0%	167,727	75.3%			207,936	82.2%		84.2%		84.7%		77.7%
• Other British	417,109	7.9%	16,910	7.6%			31,158	12.3%		3.6%		5.8%		18.0%
• Irish	54,090	1.0%	2,213	1.0%			1,162	0.5%		0.3%		0.3%		0.5%
• Gypsy/Traveller	4,212	0.1%	279	0.1%				0.1%						0.0%
• Polish	61,201	1.2%	7,031	3.2%	1,340	6.1%	3,020	1.2%		5.0%		2.1%		1.1%
• Other White	102,117	1.9%	10,555	4.7%	1,330	6.1%	5,661	2.2%		5.9%		5.7%		1.7%
Mixed or multiple ethnic groups	19,815	0.4%	1,488	0.7%				0.3%						
Asian, Asian Scottish or Asian British	140,678	2.7%	9,519	4.3%			2,037	0.8%		0.7%		0.8%		0.6%
African	29,638	0.6%	5,042	2.3%				0.1%						
Caribbean or Black	6,540	0.1%	588	0.3%				0.1%						
Other ethnic groups	14,325	0.3%	1,441	0.6%				0.1%						0.5%
SUM: British & Scottish		92%		83%		77%		95%		88%		91%		96%
SUM: Ethnic minorities		8%		17%		23%		5%		12%		9%		4%

Estimation based on the information from sources

1. Aberdeen City Council. 2013. "2011 Census Release 2 Aberdeen City"
2. Centre on Dynamics of Ethnicity www.ethnicity.ac.uk/medialibrary/.../2001-2011_Mixing_Profiler_Scotland.xlsx
3. Report for Aberdeenshire: Identity (Census 2011)
4. Blue figures: ABERDEENSHIRE CENSUS PROFILE 2011
5. Fraserburgh 2011 Census by Aberdeenshire Council
6. Peterhead 2011 Census by Aberdeenshire Council
7. Moray Profile. Scotland's Census - Area Profile. Available at: <http://www.scotlandscensus.gov.uk/ods-web/area.html#>

Sources

- A Advancing Outcomes for all minorities: Experiences of mainstreaming immigrant integration policy in the United Kingdom. 2014. Available at:
<http://www.migrationpolicy.org/research/advancing-outcomes-all-minorities-experiences-mainstreaming-united-kingdom>
- B SPICe Briefing: Ethnicity and Employment, Suzi Macpherson, 09 June 2015. Available at:
http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB_15-31_Ethnicity_and_Employment.pdf
- C Aberdeen City Council. 2013. "2011 Census Release 2 Aberdeen City". Available at:
<http://www.aberdeencity.gov.uk/Census/>
- D Centre on Dynamics of Ethnicity. Available at: www.ethnicity.ac.uk/medialibrary/.../2001-2011_Mixing_Profiler_Scotland.xlsx
- E Migration Report Aberdeen City Council Briefing Paper 2014/07. Available at:
<http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=60256&sID=3365>
- F Report for Aberdeenshire: Identity (Census 2011). Available at:
<https://www.aberdeenshire.gov.uk/media/11870/identityreportcensus2011.pdf>
- G Aberdeenshire Census Profile 2011. Available at:
<http://www.aberdeenshire.gov.uk/media/4703/aberdeenshirecensusprofile2011.pdf>
- H Fraserburgh 2011 Census by Aberdeenshire Council. Available at:
<https://www.aberdeenshire.gov.uk/media/4746/fraserburghcensusprofile.pdf>
- I Peterhead 2011 Census by Aberdeenshire Council. Available at:
<https://www.aberdeenshire.gov.uk/media/11913/peterheadcensusprofile.pdf>
- J Moray Profile. Scotland's Census - Area Profile. Available at:
<http://www.scotlandscensus.gov.uk/ods-web/area.html#>
- K Scotland's 2011 Census: Migration Matters Scotland Thematic Event. Available at:
<http://www.migrationscotland.org.uk/news/migration-matters-scotland-thematic-event>
- L Migrant Workers in Aberdeen City & Shire - Briefing paper 2015/08 – Aberdeen City Council. Available at:
<http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=67834&sID=3365>
- M Characteristics of Recent and Established EEA and non-EEA migrants in Scotland: Analysis of the 2011 Census. 2015. Available at:
<http://www.gov.scot/Publications/2015/03/7658>
- N Europe and External Affairs: 'Recent Migration into Scotland: the Evidence Base', The Scottish Government Social Research. 2009. Available at:
<http://www.gov.scot/Resource/Doc/261996/0078342.pdf>

Section Three: Existing Research and Policy – what it tells us

Existing Research

This section provides an overview of relevant research and policy papers that have been collected to inform the project. First, the individual sources are listed in the table below. Then, for each source there has been a literature review to produce an outline of the key points and evidence. As a resource report the intention is that when new relevant papers are sourced these will be reviewed and added to periodic updates of the report.

No	Title	Date	Status
1.	Advancing Outcomes for all Minorities Experiences of mainstreaming immigrant integration policy in the UK; MPI Europe: Sundas Ali and Ben Gidley Available at: www.migrationpolicy.org/sites/default/files/.../Mainstreaming-UK-FINALWEB.pdf	July 2014	Abstract The report examines integration policy by using case studies
2.	In Search of Normality Refugee Integration in Scotland Scottish Refugee Council: Gareth Mulvey Available at: www.scottishrefugeecouncil.org.uk/.../4093_SRC_Refugee_Integration_Doc_V4.pdf	Jan 2013	Summary This report explores refugee integration in Scotland specifically in Edinburgh and Glasgow
3.	Indicators of Integration Final Report, Home Office 2004 Available at: http://webarchive.nationalarchives.gov.uk/20110218135832/http://rds.homeoffice.gov.uk/rds/pdfs04/dpr28.pdf	2004	Summary The study was developed to establish a clear definition of integration in the UK context. Its main objective was to identify the key factors that appear to contribute to the process of integration.
4.	Health and Ethnicity in Aberdeenshire: A Study of Polish In-Migrants Scottish Health Council: John G Love et al. Available at: https://openair.rgu.ac.uk/bitstream/handle/10059/173/Health%20Council%20Polish%20Final%20Report%20June%202007%20oct%20rev.pdf?sequence=1&isAllowed=y	Oct 2007	Abstract “The study examined the health status and health behaviours of Polish in-migrants to Aberdeenshire”(p.4)
5.	A Study of Migrant Workers in Grampian Communities Scotland : Philomena de Lima et al. Available at:	July 2007	Summary The study aimed to create a picture of the working migrant community in Grampian and to

	www.gov.scot/Resource/Doc/1125/0086222.pdf		identify barriers which migrants face in entering the labour market and integrating into Scottish culture.
6.	EHRC launch inquiry into Human Trafficking in Scotland report: Baroness Helena Kennedy QC Investigating Commissioner	Nov 2011	Abstract Inquiry into human trafficking in Scotland Available at: https://www.equalityhumanrights.com/en/human-rights-scotland/inquiry-human-trafficking-scotland
7.	Economic Output in Aberdeen City & Shire Briefing Paper 2013/04 Available at: http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=51860&sID=3365	Aug 2013	Abstract “This briefing paper looks at economic output in Aberdeen City & Shire, as measured by gross domestic product (GDP) and gross value added (GVA).”
8.	Fact or Fable? The Truth About Migrant Worker Communities in Scotland Corinne Stuart Available at: http://archive.scottish.parliament.uk/s3/committees/equal/inquiries/migration/subs/MTS_MG_Report_on_MigrantWorkers.pdf	May 2010	Abstract The report discussed the consequences of migration to Scotland and analysed common myths about migration.
9.	Experiences of Migrant Workers in Fish and Food Processing in North-East and Central Scotland: A fact finding study Available at: https://www.equalityhumanrights.com/sites/default/files/experiences_of_migrant_workers_in_fish_and_food_processing_v2.pdf	Nov 2015	Abstract (GREC fieldwork) Investigation into food and fish processing industry.
10.	Social Support and Migration in Scotland (SSAMIS) January 2016 Interim Report Available at: www.gla.ac.uk/media/media_445785_en.pdf	2016	Abstract The report focuses on “experiences of migration and settlement amongst migrants from Central and Eastern Europe (CEE) living in Scotland.” (p. 2)
11.	Scottish Parliament Equal opportunities Committee Removing Barriers: race, ethnicity and employment	Jan 2016	Summary The report analyses the impact of race and ethnicity on migrants position in the labour market

	Available at: www.parliament.scot/parliamentarybusiness/CurrentCommittees/96080.aspx		
12.	SPICe Briefing Ethnicity and Employment (briefing paper for Scottish Parliament Equal Opportunities Committee as part of its work at 11 above) Available at: http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB_15-31_Ethnicity_and_Employment.pdf	June 2015	Abstract The report “focuses on the whole employment journey, from gaining access to employment, recruitment, and retention, and the actions that employers take to promote greater labour market participation.” (p.1)
13.	Processes of prejudice: Theory, evidence and intervention Dominic Abrams Centre for the Study of Group Processes, University of Kent EHRC publication Available at: https://www.equalityhumanrights.com/sites/default/files/research-report-56-processes-of-prejudice-theory-evidence-and-intervention.pdf	Spring 2010	Abstract The report discusses knowledge regarding prejudice in the light of the equality legislation.
14.	Poverty and Inequality in Scotland Report of expert seminars and stakeholder feedback on the relationship between equality and poverty Ali Jarvis and Pippa Gardner Unify EHRC publication Available at: https://www.equalityhumanrights.com/sites/default/files/research-report-45-poverty-and-inequality-scotland_0.pdf	Autumn 2009	Abstract The report examines the relationship between poverty and inequality
15.	Room for Manoeuvre? The options for addressing immigration – policy divergence between Holyrood and Westminster EHRC publication Available at: https://www.equalityhumanrights.com/en/file/5266/download?token=AF7-V828	2009	Abstract The paper discusses attracting and retaining immigrants in Scotland.
16.	Employment and Migration: Scotland, Migrants’ rights network Available at:	Feb 2011	Summary The paper provides information about employment situation of

	www.migrantsrights.org.uk/files/MRN_Migration_and_Employment_Scotland.pdf		migrants and barriers they encounter in the labour market.
17.	Europe and External Affairs: ' Recent Migration into Scotland: the Evidence Base ', The Scottish Government Social Research Available at: http://www.gov.scot/Resource/Doc/261996/0078342.pdf	2009	Summary The report reviews evidence of the impact of increased migrant populations
18.	CIPD October 2015 A Head for Hiring: The Behavioural Science of Recruitment – hire mini-me's – heavy and unconscious bias...in recruitment	Oct 2015	Summary The report explains biases in recruitment practice
19.	What equality law means for you as an employer: when you recruit someone to work for you. EHRC Equality Act 2010 Guidance for employers Newer version: April 2014 available at: https://www.equalityhumanrights.com/sites/default/files/what_equality_law_means_for_you_as_an_employer_-_recruitment.pdf	July 2011	Abstract The paper provides information regarding what equality law means for employers
20.	The One percent and inequality... GREC input to Aberdeen University event May 2015	May 2015	Summary highlighting the relevance of the literature for structural barriers
21.	House of Commons Briefing Paper April 2016 Unemployment by ethnic background	April 2016	Statistics UK unemployment by ethnicity
22.	Scottish Government 2016 Race Equality Framework for Scotland 2016-2030	2016	Statistics Scottish unemployment by ethnicity

Key points – opportunities and barriers

1. Advancing Outcomes for all Minorities

"The UK has a large foreign born population and a large native-born ethnic minority population. UK integration policy has made considerable effort to address ethnic minority needs – with an emphasis on antidiscrimination and good race relations. However, there has been less policy activity for immigrant integration. Since 2010 the UK government has stepped back from a national integration strategy and instead emphasised five key principles – shared values; social

responsibility; active participation; social mobility; and rejection of extremism. Local authorities have considerable power (though limited resources) to set their own integration goals and both policy and discourse vary widely by place.” (p. 1) The report examines integration policy through the use of case studies.

2. In Search of Normality

This report explores refugee integration in Scotland specifically in Edinburgh and Glasgow. The authors distinguished between immigration policy which relates to managing inflow of migrants and immigrant policy which refers to integration and multiculturalism.

In terms of employment, asylum seekers usually do not have the right to work. Among those who were allowed to work less than 1 in 5 were employed. This low level of employment was explained in terms of refugees lacking skills, gaps in employment record, language barriers and lack of knowledge about the UK recruitment process. Furthermore, a high percentage of the employed refugees are within the low skill and low pay job market and feel that their skills and experiences are not utilised efficiently. However, finding any job results in financial benefits, overcoming social isolation and improving language skills. In general refugees and asylum seekers struggle financially even more than the most deprived 15% of the Scottish population. The survey indicated that some 37.7% find it difficult to cope and 30.7% find it very difficult to cope on their current budget.

In terms of housing and neighborhoods, it was found initially that only 11% rented privately, 6.5% lived with friends and the rest of the sample lived in social housing. Some 61% were either satisfied or very satisfied with the neighborhood. Women with children were less satisfied with both housing and neighborhood than women without children and men. Housing issues included lack of furnishing, damp and overcrowding. They often had Hobson’s choice – forced to take the first offered accommodation (mainly because the second offered will be in a much worse condition).

In terms of education, it was found that refugees in Scotland are highly educated. Years in education vary between 0 and 25. On average, refugees have 12.44 years of education, asylum seekers – 11.92, while the UK population – 12.60. Main sources of information about education in Scotland were: Job Centre Plus, higher education colleges and refugees’ own research. Barriers to education were identified as: language (some reported waiting as long as two years to access ESOL courses), financial constraints. 85% of refugees and asylum seekers want to return to education at some point in the future.

In terms of health, refugees and asylum seekers showed a good knowledge of the UK health system. Nearly all are already registered with a GP (96%) and three quarters are registered with a dentist (77%) according to Survey 1. The ability to keep the same GP when moving houses was seen as highly beneficial. Asylum seekers reported worse health than refugees. Both groups reported concerning mental health issues. Asylum seekers who are women report the highest rates of mental health issues. By the time of Survey 2, the Warwick Edinburgh Wellbeing scale score actually dropped which is considered a ‘hangover effect’ from the experiences that led the

asylum seekers to flee their home country. Under-reporting of mental health issues among refugees and asylum seekers is a big concern.

3. Indicators of Integration

The study was developed to establish a clear definition of integration in the UK context. Its main objective was to identify the key factors that appear to contribute to the process of integration. The framework is structured around the key domains that evidence has shown are central to refugee and asylum seekers integration. The 10 domains are grouped under 4 headings: means and markets (employment, housing, education, health), **social connections** (social bridges, social bonds, social links), **facilitators** (language and cultural knowledge, safety and stability) and **foundation** (rights and citizenship). Success in all four groups indicates a well integrated individual or group.

1. Means and markets

Key areas for the participation of refugees in the life of communities.

1.1 Employment

It is a key factor supporting integration according to both policy makers and refugees themselves. Data on number of Job Centre Plus services used by refugees, number of local employers who employ at least one refugee, mean length of time before securing employment, rates of under-employment and job satisfaction can help to measure the success of integration policies in the UK (for potential data sources, refer to page 14 in the original report). From a policy perspective, data on refugee unemployment and average annual pay can be used (For a full list and potential sources of such data refer to page 14).

1.2 Housing

Housing conditions impact the sense of security and stability in a community. To assess the level of integration data on number of homeless refugees, satisfaction with housing conditions, proportion of refugees living in a private accommodation, proportion living in the most deprived areas and overcrowding (For a full list and potential sources of such data refer to page 15).

1.3 Education

Access to and progression with the education system is a key indicator of integration. Education provides better opportunities for employment. The success of education as an integration factor can be measured using data on percentage of children from refugee families accepted to university, achieving specific grades, children's satisfaction with school and percentage of refugee children participating in extra-curricular activities (For a full list and potential sources of such data refer to page 16).

1.4 Health

The equity of access to health services is detrimental to successful refugee integration. The key indicators of the level of refugee integration in terms of health are the percentage registered with a GP compared to the local population, utilization rate of specialized services, satisfaction with service provision, morbidity and mortality rates compared with the general population, immunization, antenatal care, cervical and breast feeding (For a full list and potential sources of such data refer to page 17).

2. Social connections

The different social relationships and networks that help towards integration. Connections with people who share your own experiences and values through ethnicity, religion and country of origin are considered **social bonds**. Connections with other groups and communities are defined as **social bridges**. Finally, connections that help to access services and be fully involved as a citizen are called **social links**.

2.1 Social bonds

A sense of belonging to a particular group or community is crucial to one's integration. The 'bonds' that support such belonging include number of members of refugee community organizations, frequency of community festivals, number of social contacts (For a full list and potential sources of such data refer to page 19).

2.2 Social bridges

Establishing connections with members of other communities broadens cultural understanding and widens economic opportunities. In practice, higher participation rates of refugees in youth clubs should be encouraged as well as undertaking voluntary work (For a full list and potential sources of such data refer to page 18).

2.3 Social links

Social links that further encourage integration can be established through engagement with local governmental and non-governmental services. This can be assessed by monitoring the number of refugees working with local community organizations, number of refugees active within governing bodies, number of refugees employed by the local council (For a full list and potential sources of such data refer to page 20).

3. Facilitators

These are key skills, knowledge and circumstances that help people to be active, engaged and secured within communities.

3.1 Language and cultural knowledge

Language and cultural knowledge facilitate social connections. Cultural knowledge includes local traditions and customs but also very practical knowledge of local services such as transportation, pensions, benefits, etc. Indicators include: number of refugees enrolled in English language classes, knowledge of local services and facilities among refugees, number of refugees reporting regular access to English language media (For a full list and potential sources of such data refer to page 21).

3.2 Safety and stability

Community safety is a common concern among refugees. Racial harassment and crime erodes confidence and constrains engagement in social connection. The following indicators should be monitored: proportion of refugees reporting experience of racial, religious and cultural harassment, number of racial incidents involving refugees, level of insecurity reported by refugees, number of refugees reporting satisfaction with the area they live. (For a full list and potential sources of such data refer to page 22).

4. Foundation

This last section of the framework defines what an individual has the right to expect from the state and the community and what is expected of them.

4.1 Rights and citizenship

This last domain aims to determine to what extent refugees are provided with the basis for full and equal engagement within the UK society. It only focuses on the enablement of rights for those ultimately granted a full refugee status. Some indicators include: mean length of asylum application procedure for successful claimants, access to legal and welfare benefits advice, number of refugees voting in local and parliamentary elections, acceptance rate of family reunion applications, proportion of refugees involved in a political party or trade unions (For a full list and potential sources of such data refer to page 23).

How can the framework be used? The authors of this paper expect the main areas of application of the framework to include policy reviews, helping with local consultations, service monitoring and evaluation and benchmarking (helping organizations compare their work across settings).

4. Health and Ethnicity in Aberdeenshire: A Study of Polish In-Migrants

“The study examined the health status and health behaviours of Polish in-migrants to Aberdeenshire. It sought to find out how well NHS services engage with them in the local authority area. The intention was to explore how patient and public involvement could be developed meaningfully to ensure that the views of Polish people are actively sought, listened to and acted upon.” (p.4)

It was found “that Polish in-migrants suffer disproportionate poor general health but far less long-term (and limiting) illness and disability, than people in the general population” (p.5). It was also “found that just over half of the Polish people surveyed felt that their views and opinions

had been listened to as they underwent treatment through the NHS, in the preceding 12 months”(p.9).

5. A Study of Migrant Workers in Grampian

The study aimed to create a picture of the working migrant community in Grampian and to identify barriers which migrants face in entering the labour market and integrating into Scottish culture. Between 2002 and 2006 Grampian increased their share of migrant workers in Scotland from 12.7% of the population to 14.5%. In 2006 A8 migrants accounted for 50% of Grampian NINo registrations (38% in Aberdeen City, 78% in Aberdeenshire, 55% in Moray).

“The definition of migrant workers adopted for this study is 'overseas nationals who are in employment and have been in the UK for five years or less'. The study did not set out to focus exclusively on migrant workers from A8 countries, but their dominance both in terms of numbers, and in terms of perceived impact on services, has meant that much of the project has concentrated on them.”(p. V)

It was found that the vast majority of migrants had unskilled or semi-skilled jobs. Agriculture was the most popular migrant industry, followed by food processing, tourism/hospitality, nursing/care, construction, and oil/engineering. The ways of recruitment included direct applications, private agency, and word of mouth which were all equally important modes of recruitment, while local press and Jobcentre Plus were cited as much less important by employers. Most employers praised the work ethic of migrants, saying they are harder workers than most British workers (e.g. qualified Polish nurses make excellent care assistants, they must work below their skill level because their qualifications don't transfer). 84% of employers provided additional assistance to migrant workers, more so than would have been offered to local workers, this assistance came in many different forms. 2/3 of these firms did not use any external organisations to provide this assistance. Some employers created a buddy system between migrants and local employees. Most assistance came from the existing 'Polish community' although this term was not clearly defined by employers.

Most respondents stated that accommodation is an issue for migrant workers. Half of employers offered some sort of assistance with housing such as providing accommodation, references for landlords, leasing properties to migrants, and assisting in the search process. The second issue in terms of difficulty was language especially in terms of verbal communication. This was seen as problematic for efficiency and health and safety regulations. Although, employers acknowledged that local accents/dialects could exacerbate language barriers. The third most cited difficulty was banking. Seasonal workers were paid in cash, therefore this was less of an issue. According to employers, some high street banks were more accommodating towards migrants than others. Another issue was lack of recognition of qualifications in Scotland and absence of system that could translate qualifications for Scottish equivalency.

Migrants revealed that employment was the main factor which motivated them to migrate. Many migrants described the perils of using an agency to migrate, citing hidden charges, fake contracts, and overpriced/overcrowded housing. Migrants consistently had a positive view of their

workplaces partly because comparing it more favourably to their previous jobs in home country; unwillingness to report negative experiences for fear of losing their current job; putting up with their current job inconveniences due to its temporary nature. Most migrants were on short-term contracts, ranging from 6 weeks to a year. Most migrants did not fully understand their rights to holidays and entitlements and did not know where to seek such information, a few listed organisations such as Jobcentre Plus, Citizens Advice Bureau, and GREC as sources for such information. Some reported that Scottish workers are given special treatment in the workplace over migrant workers.

Tied Housing: agricultural/seasonal workers are often housed in caravans on site. Most found these conditions to be satisfactory, given their short-term nature. Although, some were unaware of how much their employer was charging for their accommodation, as seen with a group of construction workers. Short-term housing tends to be overcrowded and migrants feared they were being overcharged.

Migrants highly valued 'on-site' English classes provided by employers because it was difficult to schedule ESOL classes around their work schedules and additional costs such as transportation demotivated migrants. Some viewed English classes as only necessary for those who were motivated to move to a higher paid job, participation in classes was correlated with age, expectations, and future plans. Many did not prioritise learning English.

Banking: having a bank account was very important to secure employment and to handle remittances. One high street bank catered to migrants by providing translation services, many banks were unfamiliar with the additional needs of migrants, such as how to transfer money abroad. Many migrants also had difficulty in providing all the necessary documentation required to open a bank account.

6. EHRC launch inquiry into Human Trafficking in Scotland report: Baroness Helena Kennedy QC Investigating Commissioner, Nov 2011

The Equality and Human Rights Commission Inquiry into human trafficking in Scotland which focused on trafficking for the purposes of forced labour, domestic servitude and criminal exploitation, but more explicitly on commercial sexual exploitation. The report recommendations were designed to improve responses to human trafficking, put victims needs at the centre of the issue and make Scotland a more hostile environment for traffickers.

It was found that human trafficking which is a serious violation of human rights, and a modern form of slavery that feeds on poverty and inequality, and it is a crime - exists throughout Scotland, with victims found not only in the sex industry, but in hotels, restaurants, farms and domestic homes. Human trafficking in Scotland arises from the exploitation of vulnerable victims, demand for cheap labour, and profit-driven organised crime. There is little public or professional awareness of trafficking and insufficient cooperation by agencies, leading to an intelligence gap on traffickers. Scotland has made some progress on tackling trafficking but lacks a comprehensive strategy to effectively deal with this crime.

Recommendations from the Inquiry included:

- Scotland should pioneer a strategic, victim centred approach to trafficking, focussing on human rights and crime prevention. This should be in place before the Commonwealth Games in 2014.
- Scotland needs to raise awareness of trafficking issues so that individuals and agencies know what trafficking looks like, where it happens, and what to do about it.
- Agencies must share information more systematically to improve performance on gathering intelligence, successful prosecutions, and supporting victims.
- There is a case for a new Human Trafficking Act, which would address the crime of trafficking directly, and which would enable more prosecutions of traffickers.
- Scotland needs end-to-end services for victims, with practical assistance accessible wherever a victim is found.”

7. Economic Output in Aberdeen City & Shire

“This briefing paper looks at economic output in Aberdeen City & Shire, as measured by gross domestic product (GDP) and gross value added (GVA). Information has been extracted from the two official sources of data on economic output: the Office for National Statistics and Eurostat. The growth in Aberdeen City & Shire’s GVA/GDP is tracked over time and compared with other areas in the UK and the rest of the EU.” (p.1)

8. Fact or Fable? The Truth About Migrant Worker Communities in Scotland

“This report on migrant workers in Scotland was created to aid the Equal Opportunities Committee of the Scottish Parliament in their inquiry into migration and trafficking. The objective of this inquiry is to ‘explore the impact and contribution of migrant populations within Scottish society and the extent and nature of trafficking.’”(p. 2) In this paper, a migrant worker is defined “as any ‘person who moves to a country other than that of their usual residence for a period of at least three months but less than a year, except in cases where the movement to the country is for purposes of recreation, holiday, visits to friends and relatives, business, medical treatment or religious pilgrimage.’ This paper focused on legal workers only as these have access to public services. Specifically, it focused on migrant workers from EU countries, who joined EU between 2004 to 2007.” (p.3)

The paper stressed the importance of the influx of migrant workers for Scotland due to its aging population. It also disproved **myths surrounding migration** such as lowering wages. It highlighted that “contrary to public belief, migrant workers face difficulties accessing information regarding their rights, entitlements and available public services in Scotland. As a result of not being informed about their community or rights and services available, migrant workers can easily fall victim to trafficking, labour exploitation and poor housing conditions. (...) In order to help prevent crimes such as trafficking and labour exploitation, migrant workers must be better informed about their community, rights, entitlements and available public services. Local Authority Areas (LAA) must therefore take pro-active measures to engage with migrant communities.” (p. 4) It was found however that there is “lack of unity throughout Scottish LAAs

in assisting migrant workers communities” (p. 4). It was suggested that “in order to improve the lack of cohesion, a national policy should be created by the Scottish Parliament to set standards for the assistance LAAs provide to migrant workers. The national policy would benefit from accumulating successful methods used by several LAAs throughout Scotland and considered for use on a national level.” (p.4)

9. Experiences of Migrant Workers in Fish and Food Processing in North-East and Central Scotland: A fact finding study 2015

“The Equality and Human Rights Commission Scotland (EHRC) engaged Central Scotland Regional Equality Council (CSREC) and Grampian Regional Equality Council (GREC) to conduct a small scale fact finding study into migrant workers in the food (Central Scotland) and fish processing (North East Scotland) sectors. The study was prompted by an earlier (full scale) inquiry conducted by the EHRC into the Meat and Poultry Industries in England and Wales (EHRC March 2010). That earlier research revealed some areas of concern and the EHRC was able to make recommendations to the industry based on these areas of concern, as well as areas of good practice revealed by that research. Given the similarities of the sectors, the EHRC in Scotland wanted to take a look at the wider food processing and fish processing industry to explore any indications of similarities in employment and systemic practices. “ (p. 3)

10. Social Support and Migration in Scotland (SSAMIS) Project

“The SSAMIS project (2013-2017) explores experiences of migration and settlement amongst migrants from Central and Eastern Europe (CEE) living in Scotland. As part of the project we have carried out extensive ethnographic fieldwork in four locations across Scotland, two urban (Aberdeen and Glasgow) and two rural (Aberdeenshire and Angus) which included interviews with migrants and experts as well as observations of key sites. This interim report is based on a preliminary analysis of our findings and will be of interest to a range of stakeholders and service providers including local authorities, community planning partners, ESOL practitioners, migrant associations etc.

Process of migration and settlement. Networks of family and friends have been of growing importance in facilitating migration to Scotland over recent years, while children are key to settlement decisions, especially as children who are growing up in the UK typically develop a strong sense of belonging here. Although migration remains an open-ended process and longer-term plans are often in flux, the likelihood of return to country of origin recedes over time.

Employment. Job opportunities and work remain the main reason for migrating to Scotland; however, migrants from CEE countries are typically clustered in low-skilled, low-paid employment where working conditions are often bad. Therefore, supportive employers are valued highly. Career progression remains difficult, especially in rural areas. Affordable and flexible childcare is a major issue for migrant families, particularly single parents. Experiences with Job Centre Plus are mixed but it is not seen as supportive in finding work.

Welfare/Benefits/Rights. Information about these is usually spread by word of mouth and is often incomplete or inaccurate. Formal sources of information are less likely to be used. Accessing services is often difficult due to the language barrier as well as the mismatch between services' opening hours and migrants' working hours. Translation/interpretation services are more available in some CEE languages than others (especially in Polish and Russian) limiting access for smaller CEE nationalities. Migrants have mixed experiences of and attitudes towards using services and claiming benefits, with some migrants feeling they do not deserve state support and others feeling there is 'institutional discrimination' against them. A combination of these factors often make accessing support in crisis situations difficult. Social housing is appreciated as generally available and accessible but is often of low-quality and located in areas of multiple deprivation.

Language. We found relatively low levels of fluency in English amongst adult CEE migrants. Nonetheless, migrants believe that good knowledge of English is key to integration and progress in the labour market. However, many have limited opportunities for learning English. Segregation in workplaces often results in CEE migrants acquiring/re-learning other languages than English (typically Polish or Russian).

Education. Migrants expressed mixed opinions of the compulsory school system but educational opportunities provided for young people and adults are valued with high levels of interest in these. However, many experience practical barriers to accessing further/higher education.

NHS. Experiences and perceptions of the NHS are varied. The fact that healthcare provision is free is valued highly it is often seen as inadequate. A common complaint was difficulty in accessing specialist care and migrants often continued to use such services in their home countries.

Social aspects of migration. There is no homogeneous 'Central and East European community' or even national CEE communities – each is highly heterogeneous. Nevertheless, most CEE migrants establish friendships with co-nationals and/or other CEE migrants. This results from the language barrier as well as segregation in workplaces and limited contact between migrants and local communities. Migrants also commonly form virtual communities; these are especially important to migrants from smaller and newer CEE communities which have no established formal institutions in Scotland, such as national clubs and churches. Transnational connections with family/friends back home remain highly important. Nevertheless, social isolation in Scotland and loneliness are considerable issues for many. “ (p. 2)

11. Scottish Parliament Equal Opportunities Committee

It was found that “ethnic minorities in Scotland remain disadvantaged in the labour market compared to their white counterparts” (p. 1). One of the big issue identified was underemployment regardless training and equality policies. It was highlighted that training should not be a one off box ticking exercise, but should be worthwhile and ongoing. It was also stressed that regardless of non-discriminatory recruitment processes, some people from minority groups experienced discrimination for example by not being short listed for an interview unlike

a Scottish person with the same qualifications and experience. Only 17.7% non-white people interviewed for a local authority job were appointed, as opposed to 31.9% white people. It was suggested that this problem could be addressed by a minority group representative in the interview panel.

People from ethnic minority groups were well represented in low-skilled, low-paid jobs but very **underrepresented in senior level positions**. Some people talked of exclusion and restricted access to training and development opportunities. Also being excluded from social events and networking on the basis of their accent. Often the perception of people from minority groups could be as outsiders. **A special training for managers should be developed** because their relationship with the employees is very important. Employers should promote working-to-learn cultures where opportunities are equally promoted and accessible to everyone.

It was found that new employees were reluctant to disclose information on ethnicity which could imply that people were worried that such information could be used against them. In some institutions such as Police Scotland, minority percentage was as low as 1% making gathering data meaningless for those groups as it is difficult to identify trends. The Scottish government introduced an initiative called Scottish National Equality Improvement project. Ignoring equality during recruitment imposes an '**ethnic penalty**' on applicants from minority groups. They are mostly young people (76% under the age of 40) which are the future of Scotland and missing opportunities for development can negatively affect the Scottish economy in the future.

80% of school leavers from an ethnic minority group go on to higher or further education as compared to 65% of school leavers from other backgrounds. However, non-white minority group school leavers are less likely to be in employment compared to their Scottish and other backgrounds counterparts. For the older generation, 55.2% are employed compared to 72% of the white population. Young people from an ethnic minority group may not have the same level of professional interaction, missing on lots of opportunities provided to people because of their acquaintances. SDS (Skills Development Scotland) provides a 1-2-1 career support to students, even though it is not specifically targeting minority groups but a wider population of students.

The Scottish government has also introduced the **Modern Apprenticeship Programme**. However, only 1.4% are from a minority group. Obvious reasons for these results are lack of understanding the potential value of an MA and reluctance to work in certain industries. Another explanation is that a high percentage of minority group young people have higher education so they consider the Modern Apprenticeship below their level of education and thus unnecessary. SDS captures data on black and minority ethnic people on a self-reported basis and not everyone wishes to disclose such information (as previously stated).

The overall experience of those who took the MA was not positive according to STUC (Scottish Trade Union Congress). Ethnic minority students are less likely to complete the programme and less likely to be kept by employers should they complete it. There was a tendency for women to be **stuck into stereotypically female occupations** such as hairdressing and social care which were generally lower paid.

Religious prejudices can also restrict the employability of ethnic minority women. Some of them reported being discriminated because of their religious dress.

Disability is another cause of discrimination that minority groups experience. The UK Department of Work and Pensions study found that the poverty rate among minority group families with disabled children is 44% compared with 17% for all other families.

An issue of new migrants is their **lack of proficiency in English** which is a barrier to finding a better job even if they are qualified for it. Many local authorities are addressing the language issue through providing ESOL language courses.

NARIC – UK's National Recognition Information Centre – validate overseas qualifications. However, there is a lack of awareness about the service.

Under the Equality Act 2010 employers are allowed to take '**positive action**' such as taking into account the person's ethnicity when recruiting or promoting or providing training specifically targeting the underrepresented minority groups to enable them to develop the skills necessary for a particular type of work. Examples are **PATH (Scotland)** in Glasgow and **NHS Lothian's 'Leading Better Care, Leading Across Difference'**.

12. SPICe Briefing Ethnicity and Employment (Summary)

The Equal Opportunities "enquiry focuses on the whole employment journey, from gaining access to employment, recruitment, and retention, and the actions that employers take to promote greater labour market participation. These include challenging discriminatory practices, challenging occupational segregation and opportunities for promotion within the labour market. (...) It includes a note on the terminology around ethnicity and some demographic information on the ethnic population living in Scotland." (p.1)

13. Processes of prejudice: Theory, evidence and intervention

"This report reviews current knowledge about prejudice: what it is, how it might be measured and how it might be reduced. It focuses specifically on the equality groups set out in the Equality Act 2006: groups which share a common attribute in respect of age, disability, gender, race, religion or belief, or sexual orientation. (...) Prejudice is defined in this report as 'bias which devalues people because of their perceived membership of a social group'. The social psychology literature highlights four areas that we need to understand, which are described below.

1. *The intergroup context.* This refers to the ways that people in different social groups view members of other groups. Their views may relate to power differences, the precise nature of differences, and whether group members feel threatened by others. These intergroup perceptions provide the context within which people develop their attitudes and prejudices.

2. *The psychological bases for prejudice.* These include: people's key values; the ways they see themselves and others; their sense of social identity, and social norms that define who is included in or excluded from social groups. Prejudice is more likely to develop and persist where: groups

have different or conflicting key values, others are seen as different, people see their identity in terms of belonging to particular groups, and their groups discriminate against others.

3. *Manifestations of prejudice.* There are many ways in which prejudice can be expressed. Stereotypes can be positive or negative, and may be linked to a fear that other groups may pose a threat. Some apparently positive stereotypes (as sometimes expressed towards older people or women, for instance) may nonetheless be patronising and devalue those groups. Different stereotypes evoke different emotional responses. These include derogatory attitudes or overt hostility. People's use of language, behaviour, emotional reactions and media images can all reflect prejudice too.

4. *The effect of experience.* This has several dimensions. First, people's experiences do not always match others' views about the extent of prejudice. For instance, few people express negative prejudice towards older people, yet older people report high levels of prejudice towards them. Secondly, contact between groups is likely to increase mutual understanding, though it needs to be close and meaningful contact. A third factor is the extent to which people wish to avoid being prejudiced. This is based on personal values, a wish to avoid disapproval, and wider social norms. Each of these offers a means for potentially preventing the expression of prejudice and discriminatory behaviour.

Measuring prejudice. Surveys in the UK provide examples of questions that examine various aspects of the components of prejudice. However, questions have not been developed for all those components. The available questions display both strengths and weaknesses. Questions relating to equality strands have generally been fielded in relation to one or perhaps two strands: seldom in relation to all.

Ways of reducing prejudice. Given that contact between different groups is linked to increased understanding, the development of relationships, particularly between individuals, offers one means of reducing prejudice. Using the media to reduce prejudice, for its part, requires extreme care. Evidence about the effectiveness of media campaigns is limited, and there is a danger that attempts to reduce prejudice can backfire. Prejudice can start in childhood. Gender bias begins earlier than, say, prejudice linked to nationality, but the latter then both persists and develops. Work with children can help them understand differences and similarities between groups, and school-based contacts contribute to the promotion of positive attitudes. The promotion of good relations more generally may help to tackle prejudice, but prejudice and good relations need to be understood and dealt with as distinct aspects of social harmony. This requires further research.

Conclusions. We need a comprehensive national picture of prejudice towards all equality groups. This will help us to understand the nature and extent of prejudice and provide a baseline against which to measure change. Having appropriate measurement tools will also enable us to establish whether policies to reduce prejudice are having the desired effect. Not least, we need more information about the most effective practical interventions to reduce prejudice. This should involve the rigorous evaluation of a range of interventions. " (p. 3-5)

14. Poverty and Inequality in Scotland. Report of expert seminars and stakeholder feedback on the relationship between equality and poverty

“Executive summary

Research aims and methodology

The Equality and Human Rights Commission (the Commission) in Scotland contracted Ali Jarvis – Unify to explore the relationship between poverty and equality and to determine whether the Commission has a valuable role to play in poverty work given its equality mandate. The specific objectives of this research were to:

- understand the relationship between poverty and equality, including the benefits and challenges of linking these two concepts together
- understand where research is needed to fill gaps in knowledge, and
- make recommendations on how the Commission might use its equality expertise to add value to existing anti-poverty work and to enhance understanding and approaches to tackling poverty.

Two seminars were held in Scotland with experts from the equality and poverty fields. In addition, a number of in-depth interviews were held with key organisations and academics in both Scotland and Britain. Focus groups were also held with relevant departments in Westminster and the Scottish government. This study primarily focuses on the Scottish context; however, the wider effect of issues such as taxation and benefits were also considered.

The relationship between poverty and equality

A key part of understanding the role that the Commission can have in anti-poverty work is to understand how equality and poverty fit together.

The policy context

Participants felt that a key institutional barrier to progressing equality within the poverty agenda in Scotland is the approach that the Scottish government takes to anti-poverty strategies. The Scottish government’s first poverty strategy in 1999 –A Scotland where everyone matters – contained some equality analysis. This equality approach was gradually eroded in subsequent strategies through shifts in language and policy. In general, participants thought that the conflation of equality with the term ‘social justice’ has resulted in policy approaches which fail to take into account the differences that exist between people living in poverty and the different policy interventions that may be required to lift people out of poverty. When anti-poverty strategies do use the term ‘inequality’ it is often to mean income inequality. While there is some policy consideration given to equality groups on the basis of age, for example children or pensioners, there is currently little rigorous or substantive analysis taking place for other equality groups within anti-poverty policy.

The benefits of linking poverty and equality

Participants at the seminars felt that by linking poverty and equality together more effective policies could be designed and delivered. In general, participants felt that the most effective policies take into account different starting points and the different needs of service users. Equality analysis acts as a lens to view poverty and is therefore a useful tool for understanding some of the reasons people fall into poverty and the different reasons they remain there. It may also give insight into how best to break entrenched cycles of deprivation. An equality approach can help design policy interventions which alleviate the symptoms of poverty, for example by providing suitable childcare to support women back into work. It may also go further and help policymakers look beyond short-term aims and see the larger issues that contribute to poverty in the first place – in this case issues around gender and the division of caring responsibilities. Equality analysis is therefore useful for tackling poverty in both the long and the short term.

The challenges of linking poverty and equality

Participants felt there were some challenges in bringing together poverty and equality. An equality approach was seen as having the potential to be divisive by artificially splitting individuals into different groups or creating competition for resources along equality lines. There was concern that an equality approach would entrench arguments of the deserving and undeserving poor, with people who were not clearly in an equality group being seen as 'undeserving' while other groups receive support. Linked to this was concern that a hierarchy would be created with some equality groups attracting a higher level of support than others. A discussion on the relative merits of means tested and non-means tested benefits also highlighted how targeting of services might lead to some groups being prioritised over others or a perception that this is the case.

Participants were also concerned that by asking the government and policymakers to take a different approach to poverty, work would be delayed while policies are reviewed and new approaches designed. Some participants felt that the introduction of a new approach would be used to justify inaction in certain areas. Others felt that using an equality analysis to approach anti-poverty work would make the task too complex, or that the lack of data looking at both poverty and equality would hamper progress. There was also concern that this lack of evidence could cause confusion for policymakers about the right approach to take.

The Single Outcome Agreements mean that decisions around how poverty is tackled are now taken at a local level. While this approach may bring certain benefits it also means that there is no longer any consistent national programme for tackling poverty. This may affect the poverty data that is generally available. It may also mean that it is harder to identify and share good practice and to evaluate the policies that are in place. This context adds to the challenge of linking equality and poverty, and many participants doubted that local capacity exists to understand the relevant equality issues and to design effective policies in light of them.

The Commission's role in anti-poverty work

There was a common view that the Commission does have a role to play in antipoverty work and that the Commission's value in this area is its expertise in equality. For this reason, the Commission should aim to work with other organisations with poverty expertise to enhance the anti-poverty work that is delivered in Scotland.

The Commission should ensure that a good understanding of equality exists among policymakers, poverty experts and the general public. This would help reduce the perception that equality is divisive or a minority issue that only affects a small number of people. Equality analysis is a way to understand the experiences people have and the policy interventions needed to lift people out of poverty.

Participants felt that the Commission's statutory powers are a key tool for tackling poverty in Scotland. For example the effective enforcement of equal pay legislation would benefit low-paid women across Britain and help lift families out of poverty. In addition, building poverty into equality impact assessments would help the government at both a local and a national level design more effective policies for people in poverty. The proposed equality bill, which may contain a socio-economic duty, is also an important opportunity for the Commission and others to influence and strengthen the legislative framework that exists for equality but also for anti-poverty work.

The Equality Measurement Framework (EMF) is another important tool that participants felt could be used in anti-poverty work. The EMF will help people understand how equality issues are progressing in Britain: are things getting better, getting worse or staying the same? This tool already makes the link between poverty and equality with 'standard of living' included as one of the domains of life where equality will be measured. The EMF, therefore, should help policymakers understand how members of different equality groups become susceptible to poverty and act as a guide to the relationship between poverty and equality. This removes some of the complexity associated with linking these issues together.

Filling research and evidence gaps

Some data sources on poverty rates for certain equality groups are available at present, particularly for gender, age and disability. Limited information is also available for ethnicity; however, this is difficult to apply at the Scotland level. What data is available is limited by technical issues around collection and analysis but also by political priorities and decisions around the sort of evidence that should be collected. For example no data is currently available for sexual orientation. Many participants felt strongly that there are significant amounts of data that is not being used effectively. Data sets are collected for a variety of purposes, but not always analysed or made available to other organisations. Organisations or policymakers often commission new research without a clear understanding of what is already available or what untapped resources already exist. There is work that can be done to collect and analyse these

existing data sources. It is important that an equality analysis is applied to all existing data so that a better understanding of the relationship between poverty and equality can be developed.

Conclusion and recommendations

Using equality as a lens to analyse poverty will help to develop more effective policies that both prevent people from falling into poverty and help lift people out of poverty. The Commission has a valuable role in promoting the use of equality analysis and ensuring that the relationship between poverty and equality is widely understood. Participants thought that the Commission could add value to anti-poverty work in Scotland in three key ways:

1) Use its expertise in equality to further develop anti-poverty work by:

- exploring ways to develop a clear public message around the benefits of a more equal society for everyone in Britain
- developing a clear narrative that describes the intersection between equality, human rights and poverty
- encouraging the Scottish government to review its equality strategy
- using its statutory powers to support the anti-poverty agenda
- analysing the ways that different ideological approaches tackle poverty and how this impacts on equality groups, and
- using its influence to ensure that any future socio-economic duty in the equality bill applies in Scotland.

2) Enhance understanding and approaches to tackling poverty in a way that reflects group-based inequality by:

- conducting a review of the effectiveness of government anti-poverty strategies for promoting equality
- analysing whether such strategies have affected equality groups differently in Scotland, England and Wales
- exploring how international instruments to tackle poverty might be used more effectively in Scotland, and
- focusing on understanding the causes of and solutions to the entrenched cycles of deprivation that different equality groups face.

3) Develop useful working partnerships around poverty and inequality by:

- working with established anti-poverty organisations or research teams to look at where poverty and equality intersect
- working closely with the Scottish Human Rights Commission to develop a coherent and relevant approach to poverty in Scotland
- developing guidance on the relationship between poverty and equality that is targeted at equality groups and service / support providers, and

- exploring opportunities to work with the Improvement Service to ensure equality and poverty expertise is being developed to deliver Single Outcome

Agreements at a local level.

In addition, research and evidence could be developed to fill gaps in knowledge. To achieve this, the Commission should:

- pull together existing data in relation to poverty and equality in Scotland, and make it more readily useable and accessible
- develop practical guidance and case studies to demonstrate how equality impact assessment and the statutory duties could tackle poverty and inequality
- work with other relevant partners to make available the 'grey literature' that exists around poverty and equality
- conduct new research focusing on the intersections between poverty and inequality where little is currently known, and
- encourage policymakers and service providers at a local level to gather and use relevant information on poverty and equality.

Recommendations for other organisations

- The Scottish government should update its equality strategy and use this to reappraise its approach to tackling poverty.
- UK, Scottish and local government policymakers should conduct equality impact assessments on all anti-poverty strategies and policy initiatives.
- In Scotland, national and local government should ensure policy outcomes on poverty and inequality are properly reflected in Single Outcome Agreements." (p. II-VI)

15. Room for Manoeuvre? The options form addressing immigration – policy divergence between Holyrood and Westminster

The paper was exploring what "needs to be considered when determining how Scotland could best attract and retain migrants" (p.29). It was found that "having the jobs and the economic opportunities to attract migrants, given that the pull of economic opportunity is the key force in causing people to migrate. The second factor is having a pre-existing migrant population, whose networks abroad would draw in new migrants, and whose networks in Scotland could help migrants settle". (p.29)

16. Employment and Migration: Scotland, Migrants' rights network , February 2011

It was found that the main categories of immigrants to Scotland were workers, refugees, asylum seekers, students and family members. The most accurate data on migration is for workers from the new EU states since 2004. Although the numbers increased significantly in the first years, after 2004, they have been declining since 2008 and are expected to continue dropping. According to Worker Registration Scheme data (includes only workers from new EU states) main concentrations of these nationals are in the Grampian and Tayside regions. Main industries they

were employed in Tayside were – hospitality and catering, agriculture, administration, food processing and manufacturing. For Grampian – hospitality, agriculture and food processing. In Grampian many expressed the wish to return home, whereas in Tayside 63% expressed the intention to stay.

According to Migrant's Right study (includes a more representative sample, a focus group), migrant workers tend to be clustered in low-skilled jobs keeping the wages from rising as much as they would otherwise do. Most of the migrants find work through word-of-mouth or directly approaching employers rather than through agencies. Glasgow bus company, NHS, agriculture and Fife council as major employers or sectors (believed to target migrants). Underemployment is wide-spread since employers rarely recognize non-UK qualifications and there is often a language barrier. Work experience from home country is also rarely recognized which is considered discriminatory by migrants. Language barriers found to be the main difficulties migrants face – difficulties accessing language courses. Loneliness, isolation and nostalgia combined with long working hours and lack of security and support can also have mental and physical health implications, compromising the quality of life. The data includes only registered workers. Data on self-employed and not registered workers as well as workers from outside new EU states is not captured.

17. Europe and External Affairs: 'Recent Migration into Scotland: the Evidence Base', The Scottish Government Social Research (2009).

The central question/issue that is being addressed:

The report reviews evidence of the impact of increased migrant populations due to the accession of the A8 countries in 2004.

Main argument and findings:

In terms of data sources and limitations it was argued that it is difficult to construct a clear picture of migration impacts, data sources are often UK-wide, therefore a variety of sources must to be used for more accuracy. It was suggested that education data sets are the most thorough. Employment data provided by Labour Force Survey (LFS) and Workers Registration Scheme (WRS). The WRS is specific to A8 migrants. Many sources provide minimal characteristics of migrants and do not cover activities, attitudes, and intentions of migrants. Non-migration data sets indirectly identify migrants, which can lead to potentially mis-identification of migrants. Improvements to Migration and Population Statistics (IMPS) established in 2006 to fill gaps in data across the UK establish wide range of indicators and analysis to inform the evidence base on migration and its impact on policy and public services. Government Register Office Scotland (GROS) will develop additional Scottish-specific sources. Most data only records inflow of migrants, not enough data on outflow or internal migration. Surveys focused on more specific characteristics of migrants often rely on small sample sizes, low response rates can create bias, also those who respond are self-selecting, probably have better English skills, more integrated (only speculative guesses).

Economic and employment Impacts: Unemployment: little to no effect on a macro level, more change found in specific industries such as agriculture and fishing. Wages: migrants have a small depressing effect on wages for unskilled jobs. Benefits of hiring migrant workers: stronger work ethic, more flexible, more reliable, more productive; recruitment is supply-led, (which reduces recruitment costs for the firm) through word of mouth and migrant communities. Some firms feel that employing migrants is seen as a 'failure' and cite negative social stigmas, therefore they cite 'necessity' rather than 'by choice' as their motivation for hiring migrants. Migrants have low wages because 1) work available 2) lack of English skills 3) unrecognisable qualifications. Many migrants are employed through an agency, where locals are employed directly. Studies have found more evidence of non-compliance with firms employing migrants such as hiring specific nationalities which is race discrimination; allocating men and women to different jobs which is sex discrimination; working beyond contracts which are health and safety violations. Employers are often aware that migrants have unrecognised qualifications. Training and progression within firm are limited due to 1) English skills 2) Qualifications 3) Employer attitudes and firm specific limitations (e.g. credit checks for financial industry jobs).

Barriers and Costs of Hiring Migrants: Some employers provide accommodation for short-term workers at additional costs. Use of agency to recruit workers in home country at additional costs. The use of agencies is decreasing as migrant communities become more established. Poor language skills increase costs and decrease productivity, mostly a short-run issue. Employers often assist settlement by giving advice to migrants relating to bank accounts, NHS registration, etc. which are additional costs, but not always reported negatively. Migrants move to locations where they have friends and family; migrants stay in low paid work partly due to lack of confidence; migrants are not aware of their rights as workers. Migrants often do not have contracts: expected to work as much or as little as needed. Lack of diversity training: women are offered less opportunities to advance within firm & British employees are favoured over migrants

Scottish Tourism & Migrant workers. 'Eastern European migrant workers and the Scottish tourism industry: economic impact Centre for Local Economic Strategies. There is a short report on the relationship of migrant workers and the tourism industry within the 'Recent Migration into Scotland' report. Tourism accounts for 9% of the Scottish workforce. Survey suggests that employment of migrants in tourism will continue to grow. Many of the conclusions made were similar to those stated above, although specific to the tourism industry (e.g. concern over language proficiency, migrants are desirable employees due to flexibility).

Suggestions for further research: Why are migrants concentrated in low skill and low pay jobs? © Further research on the aspirations of migrants and the barriers they face in trying to find work which matches their skill set. What is the extent of poor employment practices? Research is needed on self-employed migrants. To what extent do migrants use services and benefits?

18. CIPD October 2015 A Head for Hiring: The Behavioural Science of Recruitment

This report provides evidence that when recruiting there is a tendency to have a bias for selecting similar people to oneself, how this bias is a disadvantage for 'alternative' groups and indeed prevents greater diversity in teams and organisations whereas such diversity is good for business.

19. EHRC 2014: What equality law means for you as an employer: when you recruit someone to work for you.

“The paper provides guidance regarding what equality law means for employers. Employers are legally responsible for acts of discrimination, harassment and victimisation carried out by workers who are employed by you in the course of their employment. You are also legally responsible as the ‘principal’ for the acts of your **agents** done with your authority. Your agent is someone you have instructed to do something on your behalf, but who is not employed by you. It does not matter whether you have a formal contract with them. As long as: the worker was acting in the course of their employment – in other words, while they were doing their job, or your agent was acting within the general scope of your authority – in other words, while they were carrying out your instructions it does not matter whether or not you: knew about or approved of what the worker or agent did. However, you will not be held legally responsible if you can show that: you took all reasonable steps to prevent a worker employed by you acting unlawfully; an agent acted outside the scope of your authority (in other words, that they did something so different from what you asked them to do that they could no longer be thought of as acting on your behalf).

You can reduce the risk that you will be held legally responsible for the behaviour of the people who work for you if you tell them how to behave so that they avoid unlawful discrimination, harassment or victimisation. This does not just apply to situations where you and your staff are dealing face-to-face with other people in a work situation, but also to how you plan what happens. When you or your workers or agents are planning what happens to job applicants, you need to make sure that your decisions, rules or ways of doing things are not: direct discrimination, or indirect discrimination that you cannot objectively justify, or discrimination arising from disability that you cannot objectively justify, or harassment and that you have made **reasonable adjustments** for any disabled people who are applying for a job with you. So it is important to make sure that your workers and agents know how equality law applies to what they are doing.

How you can make sure your workers and agents know how equality law applies to what they are doing. Tell your workers and agents what equality law says about how they must and must not behave while they are working for you. Below are some examples of reasonable steps you can take to prevent unlawful discrimination or harassment happening in your workplace:

- telling your workers and agents when they start working for you – and checking from time to time that they remember what you told them, for example, by seeing if/how it has made a difference to how they behave. This could be a very simple checklist you talk them through, or you could give them this guide, or you could arrange for them to have **equality training**
- writing down the standards of behaviour you expect in an **equality policy**
- including a requirement about behaving in line with equality law in every worker’s **terms of employment** or other contract, and making it clear that breaches of equality law will be treated as disciplinary matters or breaches of contract.

You can read more about equality training and equality policies in the Equality and Human Rights Commission guide: *Good equality practice for employers: equality policies, equality training and monitoring*.

Using written terms of employment for employees: Employment law says you must, as an employer, give every **employee** a written statement of the main terms of their employment. So you could include a sentence in these written terms that tells the person working for you they must meet the requirements of equality law, making it clear that a failure to do so will be a disciplinary offence. Obviously, if you do this, it is important that you also tell the employee what it means. You could use an equality policy to do this, or you could just discuss it with them, or you could give them this guide to read. But it is important that they are clear on what equality law says they must and must not do, or you may be held legally responsible for what they do. Remember, if the employee is a disabled person, it may be a reasonable adjustment to give them the information in a way that they can understand.

If you receive a complaint claiming unlawful discrimination by one of your employees or someone else in a work situation you are in charge of, you can use the written terms to show that you have taken a reasonable step to prevent unlawful discrimination and harassment occurring. However, you will have to do more than this to actively prevent discrimination.

If someone does complain, you should investigate what has taken place and, if appropriate, you may need to discipline the person who has unlawfully discriminated against or harassed someone else, give them an informal or formal warning, provide training or even dismiss them; the action you take will obviously vary according to the nature of the breach and how serious it was.

If you do find that a worker employed by you has unlawfully discriminated against someone else in a work situation, then look again at what you are telling your staff to make sure they know what equality law means for how they behave towards the people they are working with. “

20. The one percent and inequality - GREC input to Aberdeen University event May 2015

There is a large literature around this whole issue – the notes here simply highlight some key points.

J. Stiglitz *The Price of Inequality* (2012) – provides evidence about inequality locking people into economic positions (so even in America the notion of being the land of opportunity is largely a myth for many) and the recession from 2008 having markedly different impacts for those at the bottom and those at the top[of income and wealth scales. He also provides evidence on the social impacts of inequality around higher crime, health problems, mental illness, lower educational achievement and life expectancy. So the need to look economic impacts and social and political impacts. This and other books de-bunk the notion of ‘trickle down economics’ by which a ‘rising tide lifts all boats’ (eg see T. Judt *Ill Fares the Land* (2010)).

Inequality in Britain grew dramatically in the 1980s and has remained at a high level since then. The impact on people from different ethnicities varies, linked to a range of social factors including housing, education, hereditary wealth. There are structural barriers which need to be addressed alongside more local, personal and community based initiatives (e.g. see W. Hutton *Them and Us Changing Britain Why we Need a Fair Society* (2010).

The research relating to impacts of income inequality on health and social problems is reviewed in a Rowntree Foundation report (2011) drawing on Wilkinson and Pickett *The Spirit Level* (2009) and subsequent critiques of that work and broader literature. Overall the conclusion is that the evidence varies in relation to what is found about correlations and the causes and effects between factors, but in the main “there is some evidence that income inequality has negative effects, and hardly any evidence of positive effects”.

The evidence shows a general correlation between income inequality and health and social problems. There is some evidence that income inequality causes health and social problems although the evidence of cause is not as strong as the correlation. Some research shows the effect of income inequality to be particularly harmful beyond certain thresholds. In Britain the income inequality was below this threshold up to 1986-87 and has settled well above the point since. This is put forward in the article as a potential national target i.e. for reduction through government policy.

Anxiety about status is an issue to be considered. Hierarchy accompanies income inequality and so means status issues. (On this the review draws on Wilkinson and Pickett *The Spirit Level* 2009).

There is research suggesting that people in lower socio-economic groups fare better in more equal countries than in more unequal countries.

Some studies highlight culture and history, ethnicity and social policies as impacting on health and social problems, alongside income inequality. Some refer to equality in terms of personal ‘agency’ whereby elites have dominance over monetary rewards but also set the definitions of morality, culture and public life. Such perspectives are relevant in a context where understanding and responses need to take in to account new and differing dynamics such as populist movements which challenge Western values or else in both America and Britain seek to ‘take our country back’.

Inequality is not a concept which expects that all people can be the same or even treated the same in all circumstances. Rather, it is a key value for an inclusive social order in which all people are valued and respected.

Concern about the One percent and inequality

K. Rowlingson, (2011) Does income inequality cause health and social problems? University of Birmingham, Joseph Rowntree Foundation.

The literature highlights that in addition to income inequality, moral and cultural inequality are problems; indeed for some the principal problems are an imbalances of power and control over one's life.

21. House of Commons Briefing Paper April 2016 Unemployment by ethnic background

In the period January to December 2015 to February 2016 the UK unemployment rate (the proportion of the economically active population who are unemployed) was as follows:

Ethnicity	UK unemployment rate
All ethnic backgrounds	5.3%
White	4.3%
Black	11.8%
Asian	8.4%
Other ethnic backgrounds	9.2%

Based on ONS Annual Population Survey

These rates are lower than at the height of the 2008 recession. Non-white ethnic minorities show a consistent rate that is at least double that for white ethnic groups.

22. Scottish Government 2016 Race Equality Framework for Scotland 2016-2030

A section of the framework is headed 'Employability, employment and income' and is supported in an evidence paper titled ' Education, Employment and Income'.

In this report the Scottish adult unemployment rate (as a percentage of adults who are economically active or looking for work) as at 2011 is shown as follows:

Ethnicity	Scottish unemployment rate
African	22%
Gypsy/ Traveler	18%
Arab	17%
Caribbean or Black	16%
Pakistani	13%
Chinese	12%
Bangladeshi	11%
Indian	9%
White Scottish	8%
White Irish	7%
White Other British	6%
White Polish	6%

Based on <http://www.gov.scot/Publications/2015/03/8716>

The highest rates of poverty are also experienced by ethnic minority groups.

For ethnic minority women disadvantages from ethnicity and gender intersect creating greater disadvantage.

Figures for self-employment are shown to vary widely across different ethnic groups with African lowest at 6% and White Scottish 11% and Pakistani highest at 24% of economically active adults. These figures can be combined with the unemployment figures to reveal the proportions in employment which is not self-employment.

Ethnicity	Unemployed	Employed	Self employed	Work for employer
African	22%	78%	6%	72%
Pakistani	13%	87%	24%	63%
Indian	9%	91%	12%	79%
White Scottish	8%	92%	11%	81%

Recommended policy responses include

- Practices in recruitment, retention and progression
- Tackling occupational segregation where this is found
- Addressing in work poverty
- Access to support and advice to reduce poverty and take up benefit entitlements
- Provision of early learning and childcare
- Recognition of overseas qualifications and experience
- Access to 'Modern Apprenticeships'
- Access to language classes (ESOL)

Section Four: Giving voice to experiences in North East Scotland – our fieldwork 2015/16

4.1 Introduction

Section four provides the third strand of data and evidence for the project. In this section the background and purpose of the fieldwork is explained followed by an outline of the methods deployed. Then the respective findings are presented from the community fieldwork and from the fieldwork with partner organisations.

The purpose of the community fieldwork was to complement the statistical data presented in section two by exploring personal detail sourced directly from members of the public in North East Scotland. This provides a further layer of evidence at a greater depth of understanding (although with a limited number of people) through surfacing meanings and associations as reported by individual people.

The purpose of the fieldwork with partner organisations was to establish links and dialogue. This provided a contribution to the wider understanding of barriers and opportunities facing different ethnic communities and also existing and potential initiatives to address these barriers and opportunities.

4.2 Methods for the field-work

The capacity for undertaking community based fieldwork was limited meaning that a number of questions had to be considered when deciding on methods. How could we surface some meaningful data which was not simply too thin across all ethnic groups but was not too restricted in a few ethnic groups? How could we balance out more straightforward on-line survey methods (which would appeal more to the confident user of digital media and English language) with more intensive methods to reach those who are more hidden/seldom heard with poorer English language skills and more isolated inside communities? How could we pitch the surveys so that they were not too long to be off-putting but have sufficient content to collect meaningful data; also, how to word the questions (and translations) so that they were understood? How to balance the survey work and the in-depth case studies and group sessions?

On weighing up these factors it was decided to

- Collect data relating to the north east in general via an on-line survey and to utilise opportunities to supplement this at face to face events
- Collect data in more depth in two localities (one in an urban context with a focus on Torry within Aberdeen City, the other in a more rural setting using a focus on coastal town of Fraserburgh in Aberdeenshire)

We were aware that the scope was ambitious within the available resource and also that we would be establishing a capacity to undertake survey work and that there would be some trial and error in the design of surveys and in the delivery and use of interviewers.

Overall the community fieldwork has had 5 outputs, as follows:

1. It has produced helpful data which has informed the findings, supporting themes emerging from the literature but also adding to these.
2. It has resulted in refined survey questions.
3. It has refined a fieldwork method which will inform future work on economic experiences and on other subjects being explored
4. It has developed further research experience in the GREC team and volunteers.
5. It has helped to further open up contact with communities.

In seeking to explore community experiences the focus was on asking

- a. what are these experiences
- b. how are they common and how do they differ
- c. what key factors influence the experiences
- d. alongside economic experiences what are the related experiences eg in housing, health, education
- e. what are the implications for integration and cohesion in communities

Similarly, the capacity for undertaking fieldwork with practitioners (partner organisations) was limited. Accordingly the key stakeholders were identified and as many as possible were asked to contribute on the basis of initial conversations with a view to a longer term process of dialogue and engagement.

Using a semi-structured questionnaire and sharing the findings from literature and community fieldwork the fieldwork with partners had 5 outputs, as follows:

1. It has established a dialogue
2. It has enabled a start to compare experiences to current assumptions of policy makers and practitioners
3. It has meant helped to collect information on initiatives that are underway or planned for to addressing issues related to economic experiences
4. It has provided an initial opportunity to share perspectives on integration and cohesion in communities
5. It has led to joint working on practical initiatives (see section 6)

The respective questionnaires and interview checklists were designed with information from opportunities and barriers identified in existing research (section 3).

Participants were not sought on the basis of representative samples (the numbers were too small) and so the results are seen as indicative. In Fraserburgh we had a focus on employees in the fish processing industry. In Torry we had a focus on ethnic minority people with which he had contact in the community. Group discussion helped to test and enrich the data from individuals.

4.3 Findings – community participants

As mentioned, the findings are indicative in the sense that sampling has not sought to be 'representative' and so is not presented as statistically significant. The collection of data through surveys was supplemented with deeper exploration of issues through case studies.

The profile of the participants is as follows:

Number of participants

In total we collected information from **140** individual people

The on-line respondents tended to have higher qualifications and (unsurprisingly) higher English language skills (for the English language online survey). However, by using interpreters and connections in the community the face to face respondents were mixed from those with good English language skills through to those with poor English language skills.

Gender

The female respondents were double the male respondents (both on-line and face to face) - they were generally more willing and interested to get involved. For future survey work this needs to be considered at the design stage.

Gender	%
Female	67
Male	33

Age

Participants were from a spread of age groups although the largest group was 25-44 years of age

Age	%
Under 25	8
25-44	51
45-64	37
65-74	2
75+	2

Nationality/ethnicity

The 140 people are from 23 nationalities in total. These are grouped below

Nationality/Ethnicity	%
West Europe	12
East Europe	63
Russian	2
Middle East	2
Asia	5
Africa	4
South America	4
UK	8

Whilst data on length of time in the UK/Scotland was not specifically collected for all respondents, from the interviews it is assumed that the majority of the respondents were first generation economic migrants. Data collected from some of the respondents indicates that in the main respondents were migrants within the past 10 years. Future fieldwork will seek respondents from the less represented ethnic groups in the table above and can seek to test differences in barriers between different ethnic groups – this would also enable collection of data on second and third generation residents from ethnic minorities.

Barriers

Have you faced barriers/difficulties/obstacles?

Barriers faced	%	
Yes	71	
No	29	For some of these respondents they cited 'no' but explained that they have not looked for work e.g. because of family commitments.

If 'yes', what are these barriers/difficulties/obstacles?

Most frequently mentioned

Barriers cited by respondents	%	Notes
Time	28	Case studies suggested an unrealistic view about the time it can take to secure a job
Child care	20	All from female respondents so the issue could have been higher across the sample
Discrimination	16	Many of these were the higher qualified. An indication that lower qualified people have lower expectations/higher tolerance about how they will be treated by employers
Language	14	<p>The frequency was surprisingly low but may be explained in that many with poor English language skills did not report this as a barrier because they only sought/expected work where English language was not necessary e.g. fish processing. Clearly this then contributes to being stuck in the particular employment type.</p> <p>It was reported as a barrier equally by those with good or poor English language skills –case studies indicated that it is more than just language proficiency that is important. Also important is understanding of 'jargon' and dialects at work and thinking this means an inability to converse rather than something all new employees need to learn.</p>
Lack of experience in Scotland, or experience and/or qualifications from home country not recognised	10	<p>Case studies indicate:</p> <ul style="list-style-type: none"> (a) This is associated with a general lowering of expectations (b) While some simply 'accept' that they will have to be under-employed 'as an outsider', others express frustration at this.

Examples of individual responses about barriers faced:

- More or less – I cannot complain (Italian professional with doctorate and good English, researcher)
- Not easy to find a job without experience, perceive that as one of the most important things the employer looks for
- Good English, but not expect much
- Looking after family, never looked for a job
- Work doesn't match expectations yet but just a matter of time – language is still a key obstacle despite good English, or is it being foreign
- Lack of job in my profession so I work as fish processor
- Poor English
- As I am foreign...sometimes I am interviewed and they are very happy with my skills but I don't get employment. One person was honest enough to tell me it's because I am foreign
- Worked short contracts before a permanent contract, but after maternity hours cut to part-time
- Still seen as a foreigner so not considered, treated as a free translator!
- Self-expectation not match reality
- Lack of opportunities in rural area at salary
- Feedback as being over qualified, but can't get certificate for UK
- No experience in UK and no experience in relevant industry
- Finding manual work is not difficult but non-manual is time consuming to apply and prepare for interviews
- Lack of experience in specific sectors
- High competition
- Not many jobs available, qualifications a problem
- Catch 22 of told not experienced but need to get experience
- No response to applications – it is depressing...the silence does not help me to understand
- There's always a reason...prejudice, distance of where I live, not educated enough

Scotland 'welcomes' economic migrants

In section three it was explained how and why the official position of the Scottish Government provides a positive welcome for economic migrants compared to the UK Government position.

The respondents indicated that the main reasons for migration to Scotland are

- To work/seek work
- To study
- To join family / friends

The information collected on this was limited and so potential further research could follow up with people and ask

- about reasons for ending up in north east Scotland in particular
- about intentions re settling when arrived and subsequently
- how does length of time in Scotland correlate with changing views/perspectives

- What are the rates of employment / unemployment and of welfare dependency across different ethnic groups including the native population

Language

Whilst the respondents were not a representative sample it was of interest that relatively few of them had made use of **ESOL classes** and most of those who had made use of the classes had self-reported as already average and seeking to become good. Both SSAMIS research and EHRC/GREC research indicates that access to classes can be problematic in terms of timing and childcare requirements. There were also specific concerns about decisions to remove the provision of beginner classes in Fraserburgh. This points to there being benefit in teasing out further information relating to overall provision, who is accessing classes and who is not, and for those who are not to find out the reasons for this. It so happened that from our respondents all but two who had used classes were female; again this is not a representative sample but does beg asking further about any difference in take up of classes between gender.

For those whose English had improved while living in the UK/Scotland we asked what had helped most to improve English language, in order of what people found most effective. Respondents indicated the following:

- Conversations at work or study
- English language classes (but as indicated above skewed to those already with average skills)
- Conversations at home
- Watching/listening to programmes/reading media

Link with confidence

Opportunities to 'work' in charity shops seen as beneficial

The online survey respondents were self-selecting as more able in terms of being able to complete the on-line survey in English – here 100% report 'average or better than average' for their English language and 70% report very good English language. Two findings related to language as follows:

- (a) Some who self-reported as having very good English language skills displayed errors in their written answers which begs the question as to how job applicant and recruiter expectations would match or differ.
- (b) Although 100% self-report average or better skills still 10% cite language as a barrier to employment – further research could tease out detail around this.

Case studies were useful in teasing out that learning the language is one thing, gaining fluency in day to day use is quite another. Respondents indicated a desire for, or experience of the benefit from, opportunities to converse in work based situations.

Case studies also drew out the issue of understanding more clearly. A number of interviewees displayed reasonably good spoken skills in the fieldwork interview but exhibited significant misunderstandings in their experiences of seeking work as in the following three examples:

- An applicant for a job succeeding in being interviewed and offered a position but then unable to take it up through misunderstanding that a driving licence was an essential requirement
- An applicant for a job being interviewed and only then realising it is at a location they cannot move to.
- An individual who has decided on a career path as a specialist primary teacher and is busy applying for courses – when primary teachers in Scotland are not specialist in subjects as they are in the person's home country.

For such cases there is benefit in support that will assist individuals to avoid wrong assumptions and to ensure clearer match with job requirements. And clearly it is also beneficial that employers should avoid any frustrations that might negatively colour their views of recruiting from ethnic minority applicants.(as in the example above where an appointment was made but could not be taken up without the driving licence).

Child care

Child care is clearly not a barrier that is unique to ethnic minority groups so we were interested in whether it was a barrier for our respondents and any particular problems they experienced. Twenty percent of respondents cited child care as a barrier to employment, with prohibitive costs being cited in all cases, one respondent expressed it as “to end up working just to pay someone else to look after the child”.

Whilst it is similar for the whole population of Scotland the higher proportion of ethnic minority people on minimum wage means a particularly prevalent barrier for those with children. We found that parents would work separate shifts so each can cover child care at different times but then explaining the negative impact on family life, “it was good at first but not now”. Others explained how not being able to access childcare (due to costs) impacted on not taking up the likes of language classes and so feeling trapped in the existing work “not progressing”. Others explained that it is a reason for family members coming to join them in Scotland – so they can provide the child care although one also explained that a larger family group meant less need to relate to people outside the family and less time learning conversational English.

In one case study the respondent cited the importance of happening to have an excellent church play group on their doorstep giving them time to try out language themselves but also seeing their child play with other nationalities, “must be good for when he goes to school”.

These examples highlighted the need to look at how barriers have compound effects and how this can be considered when looking at ways of addressing them.

‘Stuck’ in work and working conditions

Our main community fieldwork for this was the study of the fish processing sector in Fraserburgh with 32 respondents. This study was undertaken in conjunction with the Equality and Human Rights Commission and the report is available on the EHRC website at https://www.equalityhumanrights.com/sites/default/files/experiences_of_migrant_workers_in_fish_and_food_processing_v2.pdf.

The following are abstracts from the report.

We found that in this sector the employees do not need English language to get recruited nor to do the processing work. For the individuals it means that even those with poor English language can secure employment, but it also means a real problem of any work progression, even to similar low paid manual work if communication is required in English.

In this sense many were ‘stuck’ in work.

In terms of working conditions there were examples of poor practices and conditions in a number of aspects of employment in the sector: relation to recruitment; provision of contracts; supervision; health and safety; operation of overtime; and operation of holidays.

Generally speaking, the research found that most people were satisfied with their employment and their companies. The terms and conditions under which they are/were employed complied with the law at the time, although the question of holiday pay being based on average rather than basic hours needs to be clarified. Also, to a greater or lesser extent, their employers were mindful and accommodating of their needs.

In the North East of Scotland fish processing sector the study found no pattern which would point to systemic mal-practice, and the companies were considered by the participants to be fair employers. Nevertheless, there were examples of reported poor practice and a pattern whereby this related to the individual supervisor having a latitude which could push the boundaries beyond what might be deemed acceptable.

When examining the more subjective aspects of the information gathered from the reporting by participants, and in particular the dynamics of the workplaces in question, we can distil from an inevitably complex and variable picture a couple of themes that relate to both the food and fish processing sectors:

1. A tendency for a hierarchy of nationalities based primarily on the size of a nationality’s contingent within the overall workforce of a factory: the larger a nationality’s contingent, the greater its status.

2. Management that perhaps takes the path of least resistance, with an impression of turning a blind eye (either to inter- group tensions or else the discretion exercised by individual supervisors) in favour of maintaining levels of production.

We have sought throughout to differentiate between personality clashes and 'routine', systematic practices which provoke tensions among colleagues, excluding the former from the report's findings. That said, to a certain degree, when dealing with subjective evidence feelings that exists are instrumental in setting the atmosphere and dynamic of the workplace.

Summary of main findings under the 10 headings for the study.

Focus	Main finding
i. Recruitment process	Variable degree of formality or structure. Overall applied in a satisfactory way and even handed across different migrant worker nationalities. But word of mouth recruitment can have unintended consequences in reinforcing existing groupings of workers.
ii. Contracts	Whilst terms and conditions are at or close to the minimum requirements (e.g. pay rates and use of zero hours contracts) the overall use of contracts is satisfactory, being applied evenly across migrant employees and nationalities.
iii. Training	The study suggests that the training on the production line is basic but sufficient for the roles. Reporting suggests little additional training being offered but there are some examples of good practice in this regard.
iv. Overtime	Whilst there is no evidence of systematic discrimination one-off examples in different factories highlight a concern about how some supervisors operate. So too there is a concern that where management are seen to 'turn a blind eye' the potential exists for this to become more widespread. It suggests a need for training of supervisors and also a need for structured opportunities for employees to raise concerns without fear of harassment.
v. Annual leave	<p>The findings indicate that all employers are providing the appropriate annual leave allowances and have a fair system for allocating leave, largely 'first come first served'. However, the study suggests it is necessary for arrangements to be clarified:</p> <ul style="list-style-type: none"> - To ensure that holiday pay arrangements align with the legal position

	- To assist all employees to be clear about their contractual terms and conditions
vi. Breaks	It appears that the overall provision and application of breaks in the shifts is satisfactory and applied evenly across employees and nationalities. However there appears to be a scope for individual supervisors to apply their own rules and it is uncertain as to the scrutiny of this by the higher management.

A selection of quotes from participants in the study to evidence the examples of poor practice and why there is concern about one-off aspects of discretion exercised by individual supervisors:

"If the charge-hands were more consistent it would be better"

"Supervisors on many occasions quarrel and have different opinions"

"For years I was treated well then the supervisor changed and he picked on me, when he left it was fine again"

"The supervisor was vindictive and people were afraid, people were treated differently and a pregnant woman was not supported"

"Supervisors manipulate people – managers seem to rely on supervisors"

"I was harassed if I said no and given worse jobs to do – I felt discriminated against" (on grounds of nationality).

"I worked extra to appease senior staff - to secure my job"

"When I needed doctors' appointments I had to leave my job permanently"

"Was allowed to go to the toilet only in break times"

"Workers were sent to another, more intense department if denied working overtime".

Nationality "supervisors treat (their own nationality) better than other employees from different nationalities"

"People liked by supervisor get overtime...I go to manager to get overtime"

"My colleagues wish I was not working there because I am ...nationality"

"Managers ...ignore when supervisors discriminate (against other nationalities)...among those 'allowed' practices were shouting...verbally offending them. A new manager put an end to this and now complaints against other workers are confidential and dealt with.

"As a salaried worker I am expected to work through my breaks. I do not get overtime but could take time off but it would not be approved by other co-workers"

Nationality "were favoured, but (nationality) were underclass workers -verbal abuse and a ban on speaking (their language), abuse ,insults and so stressed and intimidated..."

"If people said no to overtime they would be harassed and forced or moved to worst jobs or even lose their job"

"Managers stayed in their office and were unaware of what was going on at the factory floor"

"English should be the official language. My boss doesn't speak English and doesn't speak my language – how come?"

"I can see the way Scottish and migrant are being treated and I see it is different. We are all hard working!"

"When there isn't a full amount of hours worked the managers would take off the overtime pay. Once I went to the office and received some of the money back. Local people (start their shift earlier) and receive the full 8 hours"

"The supervisor was bullying me and others. She shouted, swore at employees which caused health problems to me...I believed that bullying was on racial grounds...there have been other people who have left the department because of the supervisor"

"I had a supervisor problem then supervisor left and no problems..."

"She should not (be a manager) she looks for trouble, talks behind backs, people are afraid of her"

A charge hand has a problem when Polish go to toilet, but not when (their nationality) go...also happens to ...pregnant woman. I happens for years...he acts as it was his company and can do anything"

There were compliments for management and supervisors, as in the following quotes:

“Managers will listen”.

“I like working here”.

“They (employer) agreed to an arrangement for me to vary my hours”.

“Used to offer overtime to certain people, now everyone gets an offer, including agencies”

“...was best boss at everything”

“If I needed to talk about something the management would listen and help me”

“...stayed in this job 9 years because I love it”

“A works council (exists) to represent the department and raise issues”.

There was no indication of employers taking any steps to segregate nationalities. However, there is an indication of employers turning something of a blind eye to tensions that can arise. Although somewhat anecdotal and based on a small sample of employees there is a belief that more could be done by employers to assist supervisors in their role. Whilst acknowledging that the supervisor role exists to maintain production levels and fill shifts etc., as the face of management to the production staff it appears that in some cases they should apply their role more consistently, indeed could do so with an eye to supporting integration of employees. In the most serious cases, if this were addressed positively through training and clear statements of expectations it would negate any potential for discriminatory practices, wittingly or unwittingly. And even in the less serious cases there is potential value in retaining employees – being one of the perceived ‘better’ employers.

The origin of this study was in the similarity of the Scottish food and fish processing sectors to the meat and poultry industries in England and Wales. In particular, the purpose was to explore if areas of concern found in the meat and poultry sectors reported by the EHRC in 2010 were to be found in the current food and fish processing sectors in Scotland.

Based on a small scale fact finding study the current report did not replicate the earlier research, rather sought to explore the situation for any similarities. The table below provides a comparison.

Contrasting the findings of the current small scale study into the food and fish processing sectors in Scotland with the earlier (reported in 2010) full-scale research into the meat and poultry sectors in England and Wales.

2010 finding in meat and poultry industries in England and Wales	2015 indication in food and processing industries in Scotland
Widespread mistreatment and exploitation of migrant and agency workers	This was not reported to be the case. No segregation of workers by nationality was found, indeed a mix was the picture reported.
Physical and verbal abuse, lack of proper health and safety protection, poor treatment of pregnancy workers	Health and Safety was found to be on the whole satisfactory. No systemic physical and verbal abuse was found but isolated examples were reported. Good expectations for pregnant workers were reported in the food processing study and some isolated concerns identified in fish processing factories. Isolated examples of poor practice (breaks and toilet breaks, shouting and 'punishments') seem attributable to latitude exercised by individual supervisors.
Workers with little knowledge of their rights and fear that raising concerns would lead to dismissal	The knowledge of workers of their terms and conditions as reported was considered to be inadequate and employers should take steps to address this. Workers were fearful of being identified for speaking out.
Recruitment practices indirectly blocked British workers from getting jobs in the industry	Recruitment practices were considered to be open to all with no deliberate different practice for different migrant nationalities. However, the predominant method of 'word of mouth' recruitment can have the effect of reinforcing particular groupings (nationalities) of workers which whilst pragmatic rather than deliberate could nevertheless foster resentments if other nationalities (including Scottish) feel excluded.
Breaches of the law and licensing standards and poor conditions	There is a concern relating to the application of holiday pay by some employers.

Overall the treatment of migrant workers complies with requirements but reports of one-off examples point to supervisors having too much discretion to follow poor practices and management perhaps turning a 'blind eye'.

We found that most participants were satisfied with their employment and their companies. The terms and conditions under which they are/were employed are at the minimal end of the

spectrum but complied with the law at the time (although the point about holiday pay being set at average pay rather than basic pay needs to be clarified with employers).

For the most part, too, employers were mindful and accommodating of their employees needs in relation to breaks, annual leave, health and safety.

In the North East of Scotland fish processing sector no pattern was found which would point to systemic mal-practice and the companies were considered by the participants to be fair employers. Nevertheless, we found examples of reported poor practice and a pattern whereby this related to the individual supervisor having a latitude which could push the boundaries beyond what might be deemed acceptable.

When examining the factual and the more subjective aspects of the information gathered from the reports of participants, and in particular the dynamics of the workplaces in question, we can distil from an inevitably complex and variable picture a couple of themes that relate to both the food and fish processing sectors:

1. A tendency for a hierarchy of nationalities based primarily on the size of a nationality's contingent within the overall workforce: the larger a nationality's contingent, the greater its status.
2. Management that perhaps takes the path of least resistance, with an impression of turning a blind eye (either to inter- group tensions or else the discretion exercised by individual supervisors) in favour of maintaining levels of production.

We have sought throughout to differentiate between personality clashes and 'routine', systematic practices which provoke tensions among colleagues, excluding the former from the report's findings. That said, to a certain degree, when dealing with subjective evidence, feelings that exist are instrumental in setting the atmosphere and dynamic of the workplace.

There is an indication that that the size of a business can make a difference with larger businesses having the capacity for more developed HR systems and consistent policies for managing and supporting staff. Smaller businesses are less well-resourced and perhaps less concerned with these matters. For example, in the two central Scotland factories we found more inconsistencies, more tensions and more irregularities with the practices explored in the smaller firm than the larger one. That said, the employees in the smaller factory were still generally satisfied that their employer was overall fair.

It is possible to argue that the businesses we explored have a vested interest in treating their workers fairly. They are at the end of the supply chain and effectively are one step away from bringing the product to market. Their brand or the brand of those who bring their products to market could well be influenced were it to be found that they did not comply with the minimum employment rights required by law. As such employers may want to consider the report as generally providing a satisfactory picture of compliance but also providing points for clarification to ensure that they are compliant and do not allow undue discretion among supervisors which can lead to isolated poor practice to become more widespread.

From the perspective of employees the report offers one means whereby best practices may be more widely promoted across the sectors. There are some poor working conditions which whilst not found to be illegal can and should be improved. And with regard to factors that detract from learning English and so increasing the 'stuck' in employment problem steps could be taken to further support employees.

For the employers there will be costs associated with introduction of higher minimum wages and there is competition in the sector and pressure on contracts with supermarkets.

Confidence

The issue of confidence emerged from the respondents as a significant factor. The survey work did not start with this as a specific focus of enquiry but the case study and focus group work indicated that it is an important factor. In particular, there were reported examples of volunteer placements being critical to the individual in making progress with their employability, primarily because it offered an opportunity to assess their readiness in a less pressured situation and so reduced anxiety and increased confidence. Without this they were over-emphasising their lack of ability. It also provided experience of handling work place jargon – another level of language skill.

Expectations

We asked respondents how well their current work matched their expectations when they completed their education. From the responses we learned that 57% said the work does not match their expectations (under-employed). Language is a key factor in this and they have typically adjusted their expectations having moved to Scotland (we did not ask whether expectations had been higher prior to moving to Scotland).

Our surveys indicated that the higher qualified the respondent the less satisfied they were about their potential not being realised. And conversely, we found that the less qualified respondents, whilst still being under-employed, had a relatively high degree of acceptance of their position. The question as to how far this relates to 'satisfaction' or 'resignation' could feature in future research.

We had to develop this question as the survey work progressed because initially it was posed in a way that proved difficult for some to comprehend. Whilst our data on expectations is limited it is an aspect that can be usefully followed up in future surveys for a number of reasons:

The Scottish Government has an interest in welcoming economic migrants but not simply to fill jobs that others are unwilling to take on such as minimum wage jobs in sectors such as food processing, agriculture, hospitality, or care. The economic need is for an expanded economically active workforce to counteract the ageing population and the problematic 'dependency ratio' – basically a workforce that can continue to provide the taxation levels to sustain pension and schooling for dependents in the community.

Expectations of new migrants are personal but where they are stuck in employment and not learning English language there are perhaps limitations to their integration into communities and prospects for longer term settlement. It therefore points to relevance for public policy to consider factors beyond the immediate and the more narrow focus on current income.

Many respondents reported that the minimum income being received was in excess of what could be expected in their country of origin. And some explained how their expectations have changed after a number of years, for example with children attending local schools or with the initial purpose of more simply earning money and sending a proportion back home changing as family members joined then in Scotland, they met new partners, or they became more settled.

A focus group discussion highlighted how individual perceptions of the same community varied quite markedly based on individual personal experience out-with the direct employment experience.

Networks – personal and community

There was clear evidence of word of mouth recruitment in the fish processing sector. This is an initial advantage to existing employees who are primarily from ethnic minority backgrounds. They explained how they use their personal and community networks to gain employment for family and friends. However, it means that those from other ethnic backgrounds tend to be excluded whether minority ethnic or native Scottish. It also serves to compound the lack of a need to speak English at work and people, especially those with poor English being 'stick' in work. This also touches on wider community integration (see below).

The respondents explained how the existing community of recent migrants (over the past 10 years) is helpful in attracting and providing support networks for new migrants.

However, these personal and community networks varied between relatively closed networks for those with poor English language skills and larger immediate family to more open networks for those who made wider links through conversation and meeting new people. It was also apparent that the more closed networks would stay relatively static whereas the more open networks would tend to expand with implications for a greater range of opportunities.

Support agencies

Other research has highlighted the importance of access to support agencies. From our fieldwork there was a general support for this requirement with some examples of poor experiences, specifically:

- Examples of perceived less favourable treatment than the native population
- Lack of interpretation services meaning support could not be accessed or was delayed

In addition, there were examples of respondents being unaware of employment specific support that could be sought.

Recruitment

A number of respondents reported how their experience gained in other countries seems to be “ignored” and “not trusted” by recruiters. They are left wondering if it is a form of prejudice.

In a similar vein some respondents reported how qualifications gained in other countries are discounted even when these are not a professional requirement for the job. They felt disadvantaged compared to other applicants whose qualifications were taken into account. One respondent felt it had been an excuse by the recruiter for preferring someone who was not foreign.

Where qualifications are a professional requirement for a job the Scottish Government are committed to addressing this in relation to agreeing where accreditation can be formally accepted.

Whilst most of the responses expressed perceptions and it is not usually possible to know the recruiters side of the story two respondents reported directly being told that they were unsuccessful due to being ‘foreign’.

In all, 16% (22/140) of the respondents considered discrimination and prejudice on the part of recruiters to have adversely affected their opportunities for employment.

This backs up the wider research on the need for awareness among employers, consideration of short-leeting methods where recruitment panels and applicants can benefit from name blind review of applications and recruiters understanding of the value of diversity in their workforce link to training and more comprehensive diversity programmes.

The findings also suggest that consideration is given to supporting applicants in how to best present relevant experience and qualifications.

This can fit with future wider research and support to promote opportunities and overcome barriers. For example, research on employment pathways show how ‘black’ graduates earn less than other ethnic groups that are equally qualified - with 1 in 6 of the reported African population of Scotland living in Aberdeen this could be a particular focus of future work.

Community integration and cohesion

From the survey work, case studies and focus group discussion the issue of community integration and cohesion emerged as an important backcloth to looking at disadvantage and ways to overcome barriers. This includes how ethnic minorities can play a longer term and fuller part in Scottish society, but also how the native population can assist this through personal and community actions.

Respondents in case studies and focus group discussion had mixed perspectives on whether integration has improved or deteriorated over the last 5 years, their views being linked to personal circumstances and experiences. There was certainly an increased anxiety in the aftermath of the 'Brexit' vote with people not at all clear on the implications for them and their families.

Interestingly, respondents were very willing to give their views but queried why the native population are not also part of the research and conversation. One commented that the discussion on integration needed a wider perspective, "it's not only a nationality/ethnicity issue, what of the old town and country divide, what about being an 'outsider' until you've lived here for a generation..." In taking forward further conversations around integration and cohesion a range of disadvantages, perceptions and potential prejudices can be explored alongside ethnicity.

Comparisons across ethnic groups

In the main this field-work was with migrant workers and so provides a limited view of different ethnic groups. Further work can expand the insight into other ethnic groups.

Also, when collecting data the ethnic minority positions can be set alongside the data for the whole population and for the native population. Economic disadvantage affects all groups and whilst some measures can be specifically targeted at barriers faced by ethnic minorities there will be a core set of responses which impact on people from all ethnicities.

4.4 Findings – partner organisations

A number of opportunities were taken to share and discuss the emerging findings with partners:

- a) 4th November 2015 EHRC Scotland Committee Stakeholder Event in Aberdeen

GREC were the main presenter at this event on ‘experiences of migrant workers in fish and food processing in North East and East Scotland: a fact finding study 2015’

- b) 24th February 2016 SSAMIS research dissemination event in Aberdeen

GREC were a participant at this event. Agreement was reached to follow up with further events to involve partners in discussing evidence based practice.

- c) 29th February 2016 Integrate Grampian (partnership forum for North East Scotland)

GREC presented a progress report on the project and received support for partners involvement

- d) May 2016 Integrate Grampian

GREC presented an update on the findings and scheduled interviews with partners to contribute to the research

- e) May/June 2016 – individual partner interviews

These have fed into the research and shaped the practical recommendations as outlined in section six of this report. There has been widespread commitment from partners for ongoing collaboration to further develop the understanding and to address the issues arising.

Some of the specific points arising from partner discussions include:

Scotland ‘welcomes’ economic migrants

Within the national ‘welcome’ for economic migrants we can explore whether at a north east level partners are proactive about targeting who comes to the area with reference to both national efforts to encourage economic migration and local efforts to fill labour shortages.

Diversity Training

In section three the importance of diversity training was highlighted as one measure to tackle the problem whereby ethnic minority applicants are under-represented in interviews and appointments. Whilst our field work was with public sector partners and this issue relates to all employers it was still worthwhile to explore this with public sector employers since they are significant employers in scale and are required to be role models for equality and diversity.

In section three it was also pointed out how the content of diversity training is critical in terms of impact, so too how it is linked to wider diversity programmes for the organisation. Hence, the fieldwork opened up an initial exploration of the use of such training, the content, the position of this within a wider diversity programme, how this links to measures on the work force and perceptions of impact.

The information received indicated that practice varies widely, from a thorough face to face requirement for training to an optional on-line course. Elsewhere the on-line course is expected to be taken by all staff but with frequent extensions to deadlines this is seen as not very effective.

In the cases of weaker delivery of training the attention was largely on seeking more thorough delivery across the organisation rather than an examination of content and impact.

This is an issue that would benefit from following up to examine the status of diversity training and programmes, to share best practice and to prepare information from the literature for north east partners to consider, especially in the context where the Scottish Parliament Equal Opportunities Committee is promoting a review of equality and diversity training.

Poverty and inequality

There was not time to explore this with partners in phase one, but partner interviews are planned for phase two of the project in 2016-17.

Support Agencies

Discussions were held with partners about support through employability pathways. The intention is to further develop this and seek to ensure specific barriers for ethnic minority people are built into processes.

Community integration and cohesion

Interviews with partners revealed high levels of commitment among partners with a range of individual actions but often these are 'add-ons' to the core work and not clearly underscored by specific goals or joined up goals. That said, all partners expressed a desire to keep working together on these issues. There is awareness that committed individuals often self-select into equality related work and so in phase two the project will seek to support this through individual officers but also, where necessary, seek to strengthen how it features in the structures of each organisation

Use of positive action

There was not time to explore this in phase one, but it will feature in phase two in 2016-17.

Section Five: Barriers and opportunities – key themes and findings

5.1 Introduction

This section of the report is presented in three steps.

NOTE: the write up of this section is a work in progress – to date this section of the report sets out the framework for collating the information by theme – the write-up will be continued in phase two 2016-17 and will be subject to further updates as the project develops in future phases.

Step one: identification of the key themes relating to economic barriers and opportunities for different ethnic groups arising from an analysis of the data in the preceding three sections (demographic data, existing research and policy papers, and GREC fieldwork).

Each of the 15 themes that have been identified is presented in the following way:

- (a) The key issues in relation to barriers and opportunities are collated under the theme heading together with the evidence and sources
- (b) Any gaps in knowledge and/or outstanding questions are highlighted
- (c) Implications associated with the theme are outlined in two ways
 - Linkage is made with other themes where relevant
 - Linkage is made to policy and practice implications at national, local or community based levels.

Step two: Analysis of the theme clusters to bring out key linkages across the themes which inform action to address barriers and opportunities.

- Income and working life
- Access to work
- Personal and social capital
- Using evidence and data
- Stronger local communities

Step three: Analysis of the themes by level of impact:

- National
- Regional
- Community

The purpose of this step is to look at the geographic focus for relevant activity and policy when considering action to address barriers and opportunities.

Working through these three steps provides a bridge between the data and decisions on action to tackle barriers and opportunities as set out in section six of the report.

5.2 The 15 key themes

Income and working life

1. Working conditions
2. 'Stuck' in work
3. Poverty and inequality
4. Child care

Access to work

5. Scotland 'welcomes' economic migrants
6. Equality and diversity programmes
7. Recruitment and use of positive action
8. Attitudes and discrimination

Personal and social capital

9. Language
10. Expectations and confidence
11. Networks – personal and community
12. Support agencies

Using evidence and data

13. Data collection and use
14. Comparisons across ethnic groups

Stronger local communities

15. Community integration and cohesion

Income and working life

1. Working conditions

Issue: Migrants often compare their current job to the job in their home country and almost all of them view their current job more favourably. Migrants are unwilling to report negative experiences for fear of losing their current job and many see their current job as temporary, therefore don't mind some inconveniences. Most migrants did not fully understand their rights to holidays and entitlements and did not know where to seek such information, a few listed organisations such as Jobcentre Plus, Citizens Advice Bureau, and GREC as sources for such information. Some reported that Scottish workers are given special treatment in the workplace over migrant workers.

Source: A Study of Migrant Workers in Grampian Communities Scotland: Philomena de Lima et al July 2007

Implications: At a national level the Scottish Government can work with employers and trade unions to protect immigrant workers' rights. It is the bare minimum that immigrants fully understand their rights and demand equal treatment from their colleagues and their employer. They should not be afraid to speak up.

Gaps in knowledge about working conditions:

Data on the perspectives on Trade Unions.

Data on the perspectives of employers.

2. 'Stuck' in work

Issue: A high percentage of the employed refugees are within the low skill and low pay job market and feel that their skills and experiences are not utilised efficiently

Source: 'Refugee Integration in Scotland, Scottish Refugee Council': Gareth Mulvey January 2013

Implications: Underemployment is a very serious issue for immigrants. Their skills and expertise are not utilized efficiently and they feel a lack of motivation to seek promotion. Higher qualified immigrants could contribute more to the economy if their skills are recognized.

Issue: A main reason behind under-employment is that foreign qualifications are not easily transferrable. Many employers do not recognize qualifications and work experience from abroad. Therefore, immigrants have to start from the bottom and try to work their way up. There is no system that can translate qualifications for Scottish equivalency. Therefore, supportive employers are valued highly. Career progression remains difficult, especially in rural areas. Under-employment is a big issue in Scotland despite all training initiatives and equality policies.

Source: Scottish Parliament Equal Opportunities Committee Removing Barriers: race, ethnicity and employment January 2016

Implications: To avoid people being 'stuck' in work the authors of the above mentioned paper suggest that the Scottish Government promote more development projects such as PATH (Scotland) and NHS Lothian. Furthermore, immigrants should be informed about NARIC – UK's National Recognition Information Centre which provides advice on validating overseas qualifications.

Issue: Immigrants 'stuck' in work feel lonely and excluded. Some people talk of restricted access to training and development opportunities. Also being excluded from social events and networking on the basis of their accent. Working very long hours can bring exhaustion, burn-out and depression.

Source: Scottish Parliament Equal Opportunities Committee Removing Barriers: race, ethnicity and employment January 2016

Implications: Bad working conditions and feeling 'stuck' in work can have some serious mental health implications for immigrants who work long hours. However, the under-reporting of this issue can lead to more serious health issues. Measures need to be taken to gather more reliable data and start resolving the issue.

Issue: There was a tendency for women to be stuck into stereotypically female occupations such as hairdressing and social care which were generally lower paid.

Source: Scottish Parliament Equal Opportunities Committee Removing Barriers: race, ethnicity and employment January 2016

Implications: The Scottish Government has committed to develop a system to easily convert foreign qualifications so that migrants can use relevant skills and accreditation in their employment.

3. Poverty and inequality

Issue: In general refugees and asylum seekers struggle financially even more than the most deprived 15% of the Scottish population. The survey indicated that some 37.7% find it difficult to cope and 30.7% find it very difficult to cope on their current budget.

Source: 'In Search of Normality' Refugee Integration in Scotland, Scottish Refugee Council: Gareth Mulvey January 2013

Implications: Asylum seekers do not have the right to work. Therefore, their only source of income is from charities and supporting funders. The long waiting times to receive a refugee status might be one of the reasons for the low employment and thus financial difficulties of refugees. They tend to be under-qualified and their skills have stagnated while they waited to be granted a refugee status. Proposed financial reductions in aid for refugees might further worsen the financial situation of refugees and asylum seekers in the UK dragging them in the poverty trap with the insidious implications around crime rates. The Scottish government needs to work with charities and supporting funders to improve the conditions in which refugees and especially asylum seekers live and also support them in finding a job to improve their financial situation. The Government could also encourage employers to employ refugees.

Issue: Poverty and inequality can trigger human trafficking. People living in the most deprived areas in Scotland and the UK are the most vulnerable members of our society. It is a general belief that only illegal immigrants can fall victims to human trafficking. However, statistics show that immigrants from the A8 countries are also at a high risk.

Source: EHRC launch inquiry into Human Trafficking in Scotland report: Baroness Helena Kennedy QC Investigating Commissioner, Nov 2011

Implications: The Scottish Government should take every care to make Scotland a hostile environment for traffickers through robust policies and regulations. The Government should implement a comprehensive strategy for dealing with this crime. It needs to raise awareness of trafficking issues so that employers and agencies can recognize human trafficking and report it.

Issues: The poverty rate among minority group families with disabled children is 44% compared with 17% for all other families. Pregnant women and children who are asylum seekers live with less than 77p per day which is below the UN global poverty threshold.

Source: Scottish Parliament Equal Opportunities Committee Removing Barriers: race, ethnicity and employment January 2016, Report by the Scottish Poverty Information Unit

Implications: The Home Office officially states that 'those not prioritized for removal...should be denied the benefits and privileges of life in the UK and experience increasingly uncomfortable environment so that they elect to leave' (Home Office, 2007:17). This is where charitable foundations such as the British Red Cross and the Refugee Survival Trust step in. The report by the Scottish Poverty Information Unit suggests that the United Kingdom Border Agency should allow asylum claims to be submitted in Scotland to speed up the decision process. Asylum seekers should be given an end-to-end support including accommodation and a system of cash payments through all stages of the asylum system until they are given a refugee status or leave the UK. The report also suggests that the asylum seekers are given the right to work if they remain in the UK for six months or more <https://www.theguardian.com/uk/2012/oct/01/failed-asylum-seekers-scotland-poverty>.

Issue: Poverty

Source: Poverty and Inequality in Scotland (Ali Jarvis and Pippa Gardner for The Equality and Human Rights Commission in Scotland, 2009)

Implications: Migrants are often trapped in poverty due to the inability to be promoted in their workplace, lack of positions, lack of qualifications, and lack of language skills. Additionally, many migrants are unaware of the support services available to them.

Issue: Housing

Source: Recent Migration into Scotland (The Scottish Government Social Research, 2009)

Implications: More than 1/3 of A8 migrants in Dumfries and Galloway had their accommodation provided by employer or recruitment agency (Stevenson, 2007). Where this happens it can provide initial assistance but will also exacerbate being tied into the particular work 'stuck' in low paid and often poor working conditions.

Issue: Banking

Source: Recent Migration into Scotland (The Scottish Government Social Research, 2009)

Implications: Banking. Some high street banks are more accommodating towards migrants than others, this was seen from the perspective of employers and migrants

Migrants are intimidated to set up bank accounts, they are often charged high fees to remit to families, and face language barriers in high street banks

Issue: Migrants feel trapped in poverty stricken neighbourhoods.

Source: Poverty and Inequality in Scotland (Ali Jarvis and Pippa Gardner for The Equality and Human Rights Commission in Scotland, 2009)

Implications: Some neighbourhoods can become associated as with communities of migrants

Refugees and asylum seekers struggle financially even more than the most deprived 15% of the Scottish population. The survey indicated that 30.7% find it very difficult to cope on their current budget.

Gaps in knowledge about poverty and inequality:

There is limited information on racial inequality and poverty.

Implications for Actions

- Decrease barriers to enter the Labour Market in order to retain migrants
- Use an equality approach for reducing poverty, by designing policy interventions which alleviate the symptoms of poverty, for example: provide suitable childcare to support women back into work.
- The Equality Measurement Framework (EMF) is another important tool that is put forward for use in anti-poverty work. The EMF will help people understand how equality issues are progressing in Britain.
- The Community Planning Local Outcome Improvement Plans LOIPs (formerly Single Outcome Agreements) mean that decisions around how poverty is tackled are now taken at a local level – explore this around the Community Planning Partnerships
- Enhance understanding and approaches to tackling poverty in a way that reflects group-based inequality by conducting a review of the effectiveness of government anti-poverty strategies for promoting equality
- Contribute to useful working partnerships around poverty and inequality by working closely with the Scottish Human Rights Commission to develop a coherent and relevant approach to poverty in Scotland and exploring opportunities to work with the Improvement Service to ensure equality and poverty expertise is being developed to deliver LOIPsd at a local level.

4. Child care

Issues: Affordable and flexible childcare is a major issue for migrant families, particularly single parents.

Source: SSAMIS project report

Implications: Immigrant parents have to choose between work and looking after their children. Full-time private nursery fees can be as high as over 1000 pounds per month. Parents living in

Scotland are entitled to early learning and childcare which includes the provision of a limited-time free childcare for the 3 to 4 year-olds (some 2-year-olds may qualify). The Children and Young People (Scotland) Act 2014 replaced the 12.5 hours per week worth of childcare with the 600 hours per year (or roughly 16 hours per week) free childcare. This is equal to two 8-hour working days or 5 days of 3.2h. Most research shows that for people working way over the accepted 40 hours per week, these 16 hours of free childcare is insufficient. In such cases, immigrants are forced to drastically reduce their hours so that they can look after their children. Most of the immigrants find both state-provided and private childcare unaffordable. State-provided childcare is significantly less costly than private and yet its cost has risen by 77% percent over the past decade. There is also the issue of scarce resources. A study by the Family and Childcare Trust found that only 15% of the local authorities in Scotland had enough childcare places to meet the needs of the working parents' population compared to 43% in England. The Scottish Government plans to increase the free hours of childcare up to 30 by 2020.

[Access to work](#)

5. [Scotland 'welcomes' economic migrants](#)

Issue: 'When you move to Scotland, one thing you will be guaranteed is a friendly welcome', this is the first sentence on the 'Moving to Scotland' government's official webpage. The website also encourages future migrants to deeply research their priorities before coming to Scotland and the 'TalentScotland' webpage is suggested for further information. Scotland has experienced lower immigration than England in the past decades. This is said to be one of the reasons behind Scotland's more welcoming attitude towards immigrants. A decade ago Scotland's population was under 5 million and was falling further, causing a serious demographic problem. An immigration poll finds out that only 58% of the Scottish population wants to see lower levels of immigration compared to 75% in England.

The Scottish National Party is the ruling party in Scotland and its policy supports Scottish independence, the UK in Europe and encouraging immigration. However, the main immigration policies come from Westminster. Currently there are many issues that make immigrants' integration into Scottish society very hard. Immigration is a reserved matter which implies that only Westminster can pass legislation regarding immigration as it has a UK-wide impact. However, after the 2014 Scottish Independence referendum, Westminster agreed to allow the Scottish Government to have a particular say in the forming of the 2015-2016 Immigration bill. Further issues that immigrants face when living in Scotland are captured below.

Issue: Housing shortages and conditions are a major concern for immigrant workers in the Grampian region in Scotland.

Source: A Study of Migrant Workers in Grampian Communities Scotland: Philomena de Lima et al July 2007

Implications: Housing conditions impact the sense of security and stability in a community. The survey showed that only half of the employers offered some sort of assistance with housing.

Issue: Immigrants can easily fall victims of human trafficking in Scotland. Not only illegal immigrants are under threat but the most deprived refugees, as well.

Source: EHRC launch inquiry into Human Trafficking in Scotland report: Baroness Helena Kennedy QC Investigating Commissioner, Nov 2011

Implications: Firstly, immigration and trafficking policies are reserved to Westminster, which severely limits the policy-making abilities of the Scottish Parliament in regard to these issues. As a result of not being informed about their community or rights and services available, migrant workers can easily fall victim to trafficking, labour exploitation and poor housing conditions (Fact or Fable? The Truth About Migrant Worker Communities in Scotland Corinne Stuart May 2010). Scotland has made some progress on tackling trafficking but lacks a comprehensive strategy to effectively deal with this crime. Scotland should pioneer a strategic, victim centred approach to trafficking, focussing on human rights and crime prevention. Scotland needs to raise awareness of trafficking issues so that individuals and agencies know what trafficking looks like, where it happens, and what to do about it.

Issue: There is a common myth that immigrants are a burden on NHS and are abusing the social security system migrating to the UK to claim benefits. After the Brexit vote, the racist incidents have increased by 50%.

Source: Social Support and Migration in Scotland (SSAMIS) Project and BBC news

Implications: Although there are certainly cases like that one, statistics show that the net contribution of immigrants to the economy is positive. They take the jobs that are unwanted by the local people and work long hours. They also pay income tax and national insurance. However, migrants have mixed experiences of and attitudes towards using services and claiming benefits, with some migrants feeling they do not deserve state support and others feeling there is 'institutional discrimination' against them. A combination of these factors often makes accessing support in crisis situations difficult.

Issue: Scotland is considered more welcoming than England.

Source: A Study of Migrant Workers in Grampian Communities Scotland: Philomena de Lima et al July 2007

Implications: Most employers praised the work ethic of migrants, saying they are harder workers than most British workers (e.g. qualified polish nurses make excellent care assistants, they must work below their skill level because their qualifications don't transfer). 84% of employers provided additional assistance to migrant workers, more so than would have been offered to local workers, this assistance came in many different forms. 2/3 of these firms did not use any external organisations to provide this assistance. Some employers created a buddy system between migrant and local employees. Most assistance came from the existing 'Polish community' although this term was not clearly defined by employers. Policies aimed at improving the quality of life for immigrants, such as being active in welcoming and including migrants, and ensuring they, and the rest of the population, understand that attracting and retaining migrants is an integral part of Scotland's growth strategy. Variations within the immigration rules could give Scotland a competitive advantage over the rest of the UK in attracting migrants, but, unless Scotland then manages to capitalise on that advantage, by offering migrants the economic opportunities and welcoming environment that will induce them to stay, retention will prove difficult. The main policy efforts must go into identifying and targeting those groups most likely to stay, and in ensuring the networks and resources exist to integrate them into the labour market (Room for Manoeuvre? The options for addressing immigration – policy divergence between Holyrood and Westminster EHRC publication Implications for the Scottish context).

Gaps in knowledge about a welcome for economic migrants in Scotland:

Regional and local policies about this and how they support national efforts.

Implications at the local community level, including related policy and practice to support integration and cohesion.

6. Equality and diversity programmes

Issue: Motivations for organisations running such programmes and assumed efficacy.

Source:

Implications: There are a number of weaknesses in the diversity training and programmes evident in the literature and research. Where organisations have a legal compliance motivation for training employees – most bluntly to have a defence should discrimination be claimed – it is going through the motions rather than driving change.

There is also evidence that training on its own is at best limited and should be one part of a wider diversity programme where the effort is to develop a culture which values and respects diversity. This is further reinforced where managers are not simply receiving training and programmes to 'correct' their behaviour but are part of designing the solutions. And this is further reinforced where the business benefits (as well as the moral benefits and legal requirements) are the focus of attention – also see notes under number 7 recruitment and number 8 attitudes and discrimination below.

Moreover, the need to take care around training arises from evidence that in some cases the awareness raising through training might even be counter productive e.g. in some cases evidence that 'white males' feel that the action to correct disadvantages is unfair to themselves.

Gaps in knowledge about equality and diversity programmes:

There are clearly significant assumptions around diversity and training programmes which need to be challenged when designing action. This should be explored alongside the evidence around biases in recruitment practices which points to a need to develop knowledge about countering attitudes and discrimination which is unconscious.

7. Recruitment and use of positive action

Issues: The organizations that took part in the survey confirmed that they had non-discriminatory recruitment processes, however, some of the people from minority groups revealed that they experienced discrimination while job hunting. An example included not being short listed for an interview unlike a Scottish person with the same qualification and experience. Only 17.7% non-white people interviewed for a local authority job were appointed, as opposed to 31.9% white people.

Source: Scottish Parliament Equal Opportunities Committee, Removing Barriers: race, ethnicity and employment January 2016

Implications: Equality analysis is a way to understand the experiences people have and the policy interventions needed to lift people out of poverty. The Equality and Human Rights Commission's statutory powers are a key tool for tackling poverty in Scotland. For example the effective enforcement of equal pay legislation would benefit low-paid women across Britain and help lift families out of poverty. Some changes in the recruitment process were suggested such as a minority group representative on the interview panel.

Issues: Ignoring equality during recruitment imposes an 'ethnic penalty' on applicants from minority groups. They are mostly young people (76% under the age of 40) which are the future of Scotland and missing opportunities for development can negatively affect the Scottish economy in the future.

Source: Scottish Parliament Equal Opportunities Committee Removing Barriers: race, ethnicity and employment January 2016

Implications: Young people from an ethnic minority group may not have the same level of professional interaction, missing on lots of opportunities provided to people because of their acquaintances. SDS (Skills Development Scotland) provides a 1-2-1 career support to students, even though it is not specifically targeting minority groups but a wider population of students. The Scottish government has also introduced the Modern Apprenticeship Programme. However, only 1.4% are from a minority group. Special attention should be paid to the training and development of workers from an ethnic minority. Under the Equality Act 2010 employers are allowed to take 'positive action' such as taking into account the person's ethnicity when recruiting or promoting or providing training specifically targeting the underrepresented minority groups to enable them to develop the skills necessary for a particular type of work.

Issue: Unconscious bias

Source: CIPD October 2015 A Head for Hiring: The Behavioural Science of Recruitment

Implications: There are a wide range of biases that influence the thinking and behaviour and decisions of people, many of these operating at an unconscious level. It is incumbent on recruiters to become more self-aware about these biases and to use proven methods to assist them in avoiding the biases. This is a valuable adjunct to awareness exercises specifically about biases in recruiting from different ethnicities and can assist people accepting the need to take action.

8. Attitudes and discrimination

Issue: Prejudices

Source: **Processes of prejudice:** Theory, evidence and intervention, Dominic Abrams
Centre for the Study of Group Processes, University of Kent EHRC publication

Implications: An understanding of how prejudices do operate for all people and how the ability to discriminate is part of being able to make decisions and act is an essential underpinning to taking meaningful action. The discrimination which makes choices between alternative options becomes more open and transparent with less unconscious biases at play. This links directly to

the choices made in recruitment and the ongoing support and opportunities provided to employees. It also links to the way in which diversity training and programmes can be designed.

Issue: Exposure to people lessens discriminatory attitudes

Source: CIPD October 2015 A Head for Hiring: The Behavioural Science of Recruitment

Implications: Research has shown that while people will favour their own 'groups' and will label 'others' once they have real people in front of them (are not dealing with labels) they see them as people and the stereo-type biases are weakened.

Gaps in knowledge about attitudes and discrimination:

Interestingly the information and evidence is readily available. The question seems to be one about leaders having this information and/or their application of it.

Personal and social capital

9. Language

Issue: Language is one of the largest barriers migrants face in integration and in the workplace

Source: Social Support and Migration in Scotland (University of Glasgow, 2015)

Implications: Scotlands welcomes to economic migrants is to boost the working age population and reduce the dependency ratio between those working and those not economically active (primarily young people in education and retired people) and so there is a logic to encourage sustainability of migration through investing in ways for people to develop language skills. Investment does take place primarily through ESOL classes. What scale of classes is needed, how accessible are these classes, and are any supplementary methods needed.

Issue: In the pre-work stages of employability language provides barriers

Source: Refugee Integration in Scotland (Scottish Refugee Council, 2013)

Implications: Migrants face a barrier in accessing support agencies due to lack of language skills

Gaps in knowledge about language:

Language is a critical factor in accessing support, work and a range of facilities we often take for granted, such as banking. Language is also a factor in holding some people in work which does not need English language (as seen in fish processing examples in section 4 of this report) and where people are often trapped in a situation where attending English language classes is not possible (two parents each on minimum wages working alternate shifts to provide income and childcare).

Language translation services are more readily available for some migrant groups and not others, this gap is not always proportionate to ethnicity population.

Language learning is also positively correlated with retaining migrants and with efficiency in use of public agencies such as health services.

There is therefore a need to develop our understanding around the following factors:

- ESOL – what is the scale of provision, what is the impact
- What will help people to access opportunities to learn or improve language skills
- Explore the tension between providing translated materials and interpretation (which is necessary for people to understand at the likes of health appointments) and promoting the ability to use the English language (and be better connected and integrated and able to pursue social and employment options)
- Most of the respondents to our research were female – is the male experience and perspective different e.g. best ways to improve English language

10. Expectations and confidence

Issue: Relative wage rates

Source: GREC fieldwork 2015-16

Implications: Respondents told us how the minimum wage provided more than they could earn in their country of origin and despite relatively poor working conditions and being ‘stuck’ in this employment (including examples of being under employed for the qualifications held) expectations were often that they would not move on from this employment. This expectation coloured for some an acceptance of their lot.

However, there are a variety of factors that pull in different directions and can be expected to influence changing views over time. As people stay for periods of time (10 years and more is not uncommon) other family join them and so initial motivations to earn more than could be earned at home were added to with this being more like home. Having children adds to a growing family. Relatives speaking the original language reduces a need to learn English but

children at school learning English introduced another dynamic. Over time work aspirations can also be expected to alter.

Issue: Even for those with good language skills some still see their language as a barrier – so it will be useful to understand this better

Source: GREC fieldwork 2015-16

Implications: Exposure to work environments helps people to put in context their doubts and to test out their competencies.

Gaps in knowledge about expectations and confidence:

There is a benefit in better understanding the various dynamics and the factors that encourage or discourage integration and cohesion within communities.

There is a need to assist people to test themselves in work related situations to better gauge their readiness for types of employment and to have confidence to 'sell' themselves to employers. Evidence indicates that women are more particular than men in assessing themselves rigorously against employment criteria and so this aspect may be even more important for them.

11. Networks – personal and community

Issue: Migrants rely on social contacts to establish themselves.

Source: Social Support and Migration in Scotland (University of Glasgow, 2015)

Implications: Although different agencies and services are often available to provide help, language and/or cultural barriers can be intimidating and people tend to consult friends, family members or colleagues who have already built up experience of Scottish housing, welfare or the NHS, for example. This is the case even when migrants have moved to an area where they do not yet have any contacts – early relationships become crucial. Most CEE migrants establish friendships with co-nationals and/or other CEE migrants. This results from the language barrier as well as segregation in workplaces and limited contact between migrants and local communities.

Issue: Migrants commonly form virtual communities

Source: Social Support and Migration in Scotland (University of Glasgow, 2015)

Implications: The virtual communities are especially important to migrants from smaller and newer CEE communities which have no established formal institutions in Scotland, such as national clubs and churches.

Issue: Networks of family and friends

Source: A Study of Migrant Workers in Grampian (Communities Scotland, 2007)

Implications: These networks have been of growing importance in facilitating migration to Scotland over recent years, while children are key to settlement decisions, especially as children who are growing up in the UK typically develop a strong sense of belonging here. Although migration remains an open-ended process and longer-term plans are often in flux, the likelihood of return to country of origin tends to recede over time.

84% of employers provided additional assistance to migrant workers, more so than would have been offered to local workers, this assistance came in many different forms. 2/3 of these firms did not use any external organisations to provide this assistance. Some employers created a buddy system between migrant and local employees.

Gaps in knowledge about networks – personal and community:

There is a lack of data on the conception and functioning of virtual migrant networks

Personal networks are difficult to measure and scope due to their informal nature

Retaining migrants is crucial for Scotland's workforce, given its ageing population. Migrants are drawn to existing communities of migrants to help with the integration process through personal relationships. Allowing migrant communities to flourish encourages more migrants to stay in Scotland.

Migrants with children in the Scottish school system are more likely to stay because the children identify Scotland as home.

Knowing more about personal and community networks will give a focus on quality of life for individuals but will also have wider benefits. Loneliness, isolation, nostalgia, and lack of security and support can have mental and physical health implications with costs for the state emerging through health services and migrants possible being more inclined to leave.

12. Support agencies

Issue: Although many believe that it is illegal workers who are victims of trafficking and labour exploitation, workers from A8 countries can be particularly vulnerable to exploitation because they are not properly informed on their rights.

Source: Fact or Fable? The Truth About Migrant Worker Communities in Scotland, Corinne Stuart May 2010

Implications: ‘In order to help prevent crimes such as trafficking and labour exploitation, migrant workers must be better informed about their community, rights, entitlements and available public services. Local Authority Areas (LAA) must therefore take pro-active measures to engage with migrant communities In order to improve the lack of cohesion, a national policy should be created by the Scottish Parliament to set standards for the assistance LAAs provide to migrant workers.’

Issue: Welfare/Benefits/Rights. Information about support agencies is usually spread by word of mouth and is often incomplete or inaccurate. Formal sources of information are less likely to be used. Accessing services is often difficult due to the language barrier as well as the mismatch between services’ opening hours and migrants’ working hours. Translation/interpretation services are more available in some CEE languages than others (especially in Polish and Russian) limiting access for smaller CEE nationalities. Migrants have mixed experiences of and attitudes towards using services and claiming benefits, with some migrants feeling they do not deserve state support and others feeling there is ‘institutional discrimination’ against them. A combination of these factors often make accessing support in crisis situations difficult.

Source: Social Support and Migration in Scotland (University of Glasgow, 2015)

Implications: Dialogue is needed with relevant agencies to prompt and assist best practice.

Issue: NGOs and Migrant Community Organizations: 3 main groups

Source: Refugee Integration in Scotland (Scottish Refugee Council, 2013)

Implications: Group 1: Oxfam, Scottish Refugee Council, Poverty Alliance and Positive action in Housing tackle the issue from an anti-poverty perspective

Group 2: Black and Ethnic Minority Infrastructure in Scotland, Glasgow anti-racist alliance – community development, anti-racist and equality perspective

Group 3: Overseas nurses and care workers net

Employers can act as support agencies for migrants or to connect migrants to such agencies, 2/3 of these firms did not use any external organisations to provide this assistance.

Issue: Housing shortages

Source: A Study of Migrant Workers in Grampian (Communities Scotland, 2007)

Implications: 31/61 employers noted that housing shortages was a major concern for migrant workers. 31/61 employers offered some sort of assistance with housing. This assistance came in several forms. Some employers provided accommodation, others gave references for landlords, other leased property to migrants, and some assisted in the search process.

Gaps in knowledge about support agencies:

Are migrants aware of the support agencies available to them?

Are agencies able to meet the unique needs of different ethnic groups?

Implications for actions include:

- Attraction of migrants to Scotland is enhanced by welcoming migrants
- Migrants are attracted to existing migrant communities & high paying jobs
- In Scotland we can focus on quality of life for immigrants, such as being active in welcoming and including migrants, and ensuring they, and the rest of the population, understand that attracting and retaining migrants is an integral part of Scotland's growth strategy
- Increasing access to health, social, and community services.
- Employment services to develop gender specific employability schemes aimed at ensuring the appropriate resources, such as targeted support, information and training, are available for ethnic minority women seeking employment support and advice.
- Agencies can increase data sharing in order to improve efficiency of joint working

Using evidence and data

13. Data collection and use

Issue: Methods of measuring influx of migrants. Influx of migrant workers in Scotland is measured through allocation of National Insurance Number (NiNo) which is compulsory for people living and working in the UK. Another method used since 2004 to register workers from newly accessed EU countries was Workers Registration Scheme (WRS), which was compulsory

for those who wanted to work in the UK longer than one month and worked shorter than one year¹.

Sources:

1. Fact or Fable? The Truth About Migrant Worker Communities in Scotland May 2010 Corinne Stuart, The Scottish Parliament, Intern for Marlyn Glen, MSP. Available at: <http://archive.scottish.parliament.uk/s3/committees/equal/inquiries/migration/documents/MTS MG Report on MigranWorkers.pdf>
2. Migrant Workers in Aberdeen City & Shire - Briefing paper 2015/08 – Aberdeen City Council.
3. Europe and External Affairs: 'Recent Migration into Scotland: the Evidence Base', The Scottish Government Social Research. 2009.

Implications: Both of these methods provide estimate of short term migrant workers which is underestimated for a few reasons: lack of knowledge about necessity to register among migrants; do not include those working illegally; the methods do not measure those leaving country¹. Furthermore, NiNo does not provide information about the number of migrants living in the area². There is also not enough information about internal migration³.

Issue: Ethnicity classification. Ethnicity classification used in census 2011 divides the population into the following main ethnic groups: white; mixed or multiple ethnicity; Asian, Asian Scottish or Asian British; African, Caribbean or Black; other ethnicities¹.

Sources:

- 1 SPICe Briefing: Ethnicity and Employment, Suzi Macpherson, 09 June 2015.
2. Scottish Parliament Equal Opportunities Committee, Removing Barriers: race, ethnicity and employment January 2016. Available at: <http://www.parliament.scot/S4 EqualOpportunitiesCommittee/Reports/EOS042016R01Rev.pdf>

Implications: Using this ethnicity classification means that often only groups other than white are considered as ethnic minorities. This sometimes means that minorities within the white group such as White Polish are not recognised as ethnic minorities¹. This might be problematic when ethnicity data is used to assess issues such as equality in employment. For example, it was found that only 17.7% non-white people interviewed for a local authority job were appointed, as opposed to 31.9% white people².

Issue: Another issue is the use of term “migrants”. In some sources, it is used for those who were born outside the UK and thus children of UK-born parents who are born abroad are classified as migrants; while children of people not-born in UK who were born in the UK are not. Next term “recent migrants” means those who lived in Scotland for less than 10 years,

while 'established' migrants are those who lived 10 years or longer¹. In another study, migrant workers were classified as those coming from overseas and employed in the UK for up to 5 years². In another paper, a migrant worker is considered any "person who moves to a country other than that of their usual residence for a period of at least three months but less than a year, except in cases where the movement to the country is for purposes of recreation, holiday, visits to friends and relatives, business, medical treatment or religious pilgrimage."³

Sources:

1. Characteristics of Recent and Established EEA and non-EEA migrants in Scotland: Analysis of the 2011 Census.
2. Jentsch, B., de Lima, P. and MacDonald, B. (2007) Migrant Workers in Rural Scotland: "Going to the Middle of Nowhere". International Journal on Multicultural Societies(IJMS)Vol. 9, No. 1, 2007, p35-53.
3. Fact or Fable? The Truth About Migrant Worker Communities in Scotland Corinne Stuart May 2010.

Implications: Using the same term for different concepts makes it difficult to make comparisons between various sources.

Gaps in knowledge about data collection and use:

Lack of information about the number of migrants in the country.

14. Comparisons across ethnic groups

Issue: Differences between ethnic groups. Previous research identified differences between ethnic groups. For example, in terms of education it was found that refugees in Scotland have on average 12.44 years of education while asylum seekers have 11.92 and the general UK population has 12.60¹. Previous research indicated also differences between ethnic groups in terms of health. For example, asylum seekers reported poorer health than refugees¹. It was also found that Polish migrants have poorer general health but less long term illnesses and disabilities than general population².

Sources:

1. In Search of Normality Refugee Integration in Scotland. Scottish Refugee Council: Gareth Mulvey January 2013. Available at:
http://www.scottishrefugeecouncil.org.uk/assets/0000/5498/4093_SRC_Refugee_Integration_Doc_V4.pdf
2. Health and Ethnicity in Aberdeenshire: A Study of Polish In-Migrants Scottish Health Council: John G Love et al. October 2007. Available at:
<https://openair.rgu.ac.uk/handle/10059/173>

Implications: Identifying the differences between ethnic groups might help in policy making (e.g. health policies).

Issue: Characteristics, experiences and attitudes of migrants belonging to the same ethnicity are very diverse making it difficult to talk about specific ethnic community. Migrants of the same ethnic group have different qualifications, marital status etc. and they do not necessarily socialise with people from the same ethnic background. In addition, people do not like being classified as migrants.

Sources:

1. Social Support and Migration in Scotland (SSAMIS) Project Preliminary Fieldwork Report, August 2015. Available at:

<http://www.gla.ac.uk/research/az/gramnet/research/ssamis/outputs/outputs/>

Implications: The awareness of the diversity within migrant communities might enable better understanding their behaviour and might help with policy making.

Gaps in knowledge about data collection and use:

To what extent the awareness of differences within and between ethnic communities informs policy making.

Stronger local communities

15. Community integration and cohesion

Issue: Integration Policy:

Source: Experiences of mainstreaming immigrant integration policy in the UK (Sundas Ali and Ben Gidley for Migration Policy Institute Europe, 2014)

Implications: Since 2010 the UK government has stepped back from a national integration strategy and instead emphasised five key principles – shared values; social responsibility; active participation; social mobility; and rejection of extremism. This policy also marks a distinct shift from multiculturalism towards cohesion & shared values, partly in response to the 2005 ‘homegrown’ terrorist attack. Policies are once again in the melting pot as a harder line on immigration is being taken by the UK government in response to the referendum vote for ‘Brexit’ and with controlling immigration emerging as the top priority. However, economic pressures may lead to variations in this stance.

The different voting patterns across the UK (especially in Northern Ireland and Scotland) is leading to renewed discussion about interests between the different geographical constituent parts of the UK.

Issue: Low paid/unskilled contracts make it difficult for migrants to find the time to attend ESOL classes

There have been reported cases of discrimination in the workplace. Migrants can be excluded from social events and networking on the basis of their accent.

Source: Refugee Integration in Scotland (Scottish Refugee Council, 2013)

Implications: Integration in Practice: In Scotland, many migrant communities are insulated for many reasons. The most noticeable cause of migrant isolation is the fact that a large percentage of migrants do not intend to 'integrate' at all – because they do not believe they will stay in Scotland, they do not identify with the local area and have less motivation to improve their English or take part in the local community.

Issue: Local populations can be hostile.

Source: Room For Manoeuvre?(Equality and Human Rights Commission, 2009)

Implications: Hostility can be pronounced where immigrants are perceived to be in competition for jobs and services. A ready supply of migrant workers can lead to wage deflation, disadvantaging workers generally. The recruitment of highly skilled migrants from developing countries raises questions regarding 'brain drain', and viewpoints about a need to ensure that such flows contribute to an overall 'brain circulation' over time.

Issue: Networks of family and friends have been of growing importance in facilitating migration to Scotland over recent years, while children are key to settlement decisions, especially as children who are growing up in the UK typically develop a strong sense of belonging here. Although migration remains an open-ended process and longer-term plans are often in flux, the likelihood of return to country of origin recedes over time.

Source: A Study of Migrant Workers in Grampian (Communities Scotland, 2007)

Implications: Work to plot pathways can usefully extend beyond initial periods of migration into ways in which settlement can be supported and cohesive communities promoted.

Issue: Migration is not a one-off event, but a process.

Source: The Economic and Fiscal Impact of Migration (Blanchflower, 2007)

Implications: Many migrants do not intend to stay more than a year or even a season upon first arrival in Scotland. Instead, they may initially return home for a few months after their first season, but then gradually build foundations in their new location. The main reason for staying is not only work, but the perception that Scottish society offers greater opportunities for education or quality of life, for example.

Gaps in knowledge about community integration and cohesion:

Many integration policies are focused on minority groups rather than newly settled migrants often created in response to violence or poverty in minority communities.

There is a lack of unity in migration integration policy across the UK and even across Local Authority Areas in Scotland

(2011) In Grampian many expressed the wish to return home, whereas in Tayside 63% expressed the intention to stay → why does this gap exist?

Implications for action include:

- Local authorities have considerable power (though limited resources) to set their own integration goals
- Austerity has further reduced resources available for integration.
- The Scottish Government is more concerned with integration and retention of migrants because of Scotland's ageing population
- Policy efforts could be prioritised into identifying and targeting those groups most likely to stay, and in ensuring the networks and resources exist to integrate them into the labour market.
- In order to improve the lack of cohesion, should there be national policy to set standards for the assistance Local Authority Areas provide to migrant workers.
- Diversity Training for employers: both for access to employment but also because their relationship with the employee is very important
- Learn more about pathways for migrant workers and for second and third generation ethnic minority groups to break barriers
- Encourage dialogue in communities between all sections of those local communities.

5.3 Analysis of linkages across the themes

Through this project we have identified 15 themes within 5 clusters and in the text have touched on linkages across the themes which can be taken into account when deciding on action to address barriers and opportunities.

The project is designed to contribute action to address barriers and promote opportunities. But the project is mindful that despite decades of public policy attention many of the issues associated with tackling disadvantage for ethnic minorities have barely shifted. The data shows that positive change proves difficult and the root causes of barriers remain stubbornly in place.

Hence, as the project enters phase two we will use the evidence from the study to date to help shape action but will also use that evidence to continue to prise out the root issues – to do this we will analyse the linkages across the themes and report on this in our second phase reporting.

5.4 Analysis of the themes by level of impact

Associated with trying to get to root causes and so shape action to make a difference is also a step to examine the geographic focus for relevant activity and policy. We want to target our efforts to contribute to a wider effort by partner organisations and at the required levels of national, Regional and community.

This is clearly ambitious and some may say over ambitious. But the choice is to (a) mitigate barriers and support opportunities on the edges or (b) to do that while also addressing and facing squarely the big hurdles. Our choice is to attempt to contribute to the latter.

Section Six: Practical action

Proposals for action to address barriers and opportunities – to take forward in phase two of the project (2016-17) – are summarised in the table below.

Themes	Barriers and Opportunities	Proposed action
Recruitment Use of positive action Attitudes and discrimination	How recruiters tend to be biased towards people similar to themselves. Positive use of policy options	Diversity training as part of wider diversity programmes Review make-up of workforces and prompt action where required
Language Stuck in work	Enhanced opportunities with improved language	Promoting English language
Confidence Expectations	Demonstrate ability to self as well as others	Promoting work related experience in volunteering opportunities
Support Poverty and inequality	Access to support and opportunities	Employability pipelines – promote access by ethnic minorities including any specific measures required
Work conditions	Improve work conditions and experience	Follow up on fish processing sector (together with EHRC)
Integration	Partner organisations with explicit policy and action	Conversations on integration and cohesion at a strategic level
Integration Welcome for economic migrants	Longer term commitment Improve understanding and attitudes across all the community	Conversations on integration and cohesion at a community level
Personal networks Community networks	Experience and contacts and opportunities	Develop approaches to social capital in communities

Working conditions Comparisons across ethnic groups Gender	Be able to address any specific barriers Information to address intersectionality across ethnicity and gender	Explore differences between ethnic groups
Data collection and use	Evidence of gaps Evidence of impact	Develop a suite of relevant data
Data collection and use	Evidence of gaps Evidence of impact	Further research and field-work
Child care	Access to child care for work and learning opportunities	Review provision, access and gaps

Section Seven: Conclusions and Next Steps

This report presents an initial exploratory phase of work to increase understanding about economic experiences in terms of barriers and opportunities, to also identify limitations and gaps in that understanding, and to explore how barriers and opportunities are being addressed or might be better addressed.

In this conclusion we reflect back on the four outcomes

To develop a clear understanding of national (UK and Scottish) and the North East regional demographic data and research in relation to ethnic groups and from this identify gaps in knowledge and seek to plug the gaps in knowledge about the North East context.

Section two provides a collation of relevant demographic data and there has been agreement to work with the main statutory bodies to further develop the suite of data for the North East context and for the policy makers and practitioners in the north east.

Section three provides a collation of relevant research and reports. This can continue to be added to as the project develops.

Section four provides a window into the situation in north east Scotland.

The information that was captured has identified 15 themes around which an understanding of barriers and opportunities can be constructed.

iii. To establish an increased understanding of the economic opportunities and barriers for people in North East Scotland including issues relevant in rural and in urban areas.

Section four provides data on current views and experiences of different ethnic groups in North East Scotland. This is a limited picture but has provided an ability to confirm themes arising from wider research and also to examine themes in greater depth to inform the understanding of barriers and potential action to address these.

iv. To prompt and support key stakeholders to work together to advance recommendations arising from the research findings

Section four highlights the work to establish working relationships with a range of key organisations and a commitment to continue to work together to share evidence, develop understanding and develop effective policy and practice.

The information from the project and dialogue on the issues has been promoted in a number of settings.

- v. **To explore community based initiatives to more clearly understand different economic situations existing across North East Scotland and ways that these can be addressed.**

The work in Fraserburgh and in Torry provides a foundation for the development of community based initiatives to complement what is tackled at national and regional levels, although this is the least progressed of the four outcomes planned for the first phase of the project. Nevertheless, it is planned as a key part of phase two.

For the second phase of the project 2016-17 the plan is to follow on from the work in phase one by addressing particular issues that have been identified as preventing people from ethnic minority communities accessing employment or progressing in their careers. The barriers range from some quick wins through to more deep seated issues. Partner agencies have welcomed the initiative and are positive about joint work to take practical measures to address the barriers. Hence in phase two the project will:

- employ a project worker who will continue to engage and involve ethnic minority communities in Aberdeen and Aberdeenshire, identifying individuals facing the specified barriers
- work in partnership with a local employability charity (Pathways), to provide expert advice and support to individuals who most need it
- actively engage with key stakeholders to influence and change policy, as well as to work in partnership to put in place innovative solutions to identified problems
- further interrogate issues that were raised in our previous research project, e.g. exploring the particular barriers faced by women from ethnic minority communities in accessing employment, and gaining a better understanding of how the rapidly changing economy in the North East of Scotland (and decline in the oil industry) is impacting on ethnic minority communities.

Specifically the planned outcomes for the next phase of the project are as follows:

- i. People from ethnic minority communities in Aberdeen and North Aberdeenshire have improved access to skills and support that will help address barriers to employment and career progression.
- ii. Barriers to ethnic minority communities accessing economic opportunities are addressed at both a strategic and a community level
- iii. There is a greater understanding of those barriers that need further study (differences in gender and between ethnic minority groups as well as use of diversity training, and tackling working conditions) plus there is sourcing and sharing of relevant data to inform decision making.

For further information about this project please contact GREC by phone 01224 595505 or by email: info@grec.co.uk.