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

Summary Report

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Grampian Regional Equality Council

grec

equality for all

This is a summary report arising from the first phase of the project undertaken in 2015-16. The full 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.

This summary report provides an overview of the seven sections of the main resource report giving 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.

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.**

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.**

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

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.**

PROCESS CHART FOR ECONOMIC EXPERIENCES PROJECT 2015-16
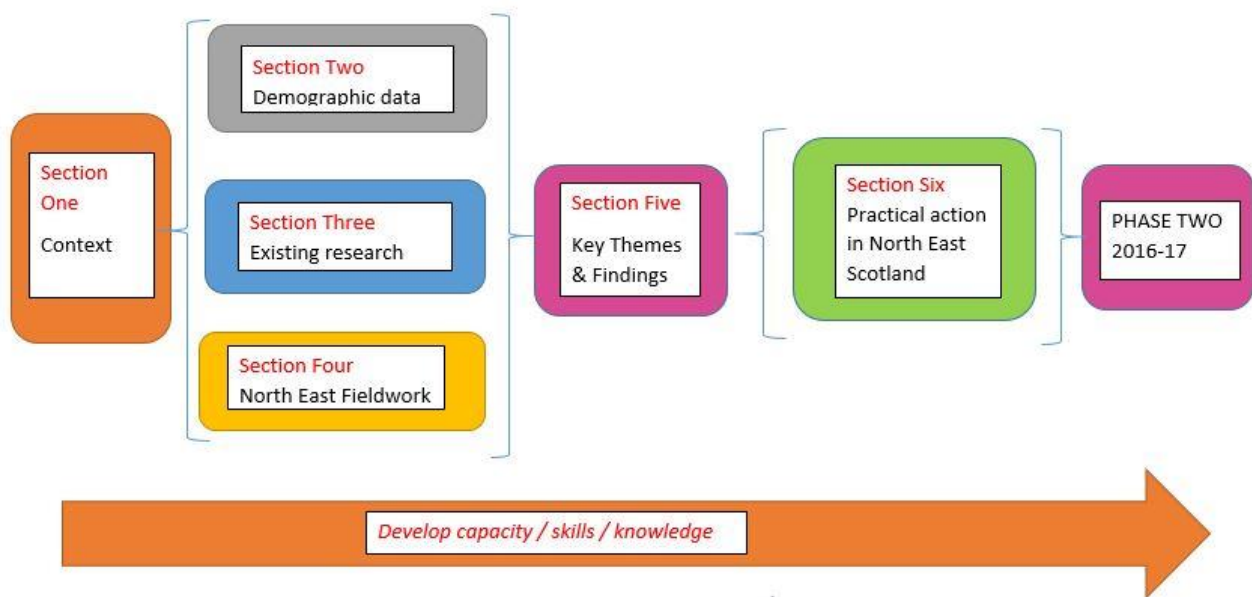
1.4 Context

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 oversees to Scotland, and 26,100 left for oversees from Scotland. In the same time, 3,631 migrants came from oversees to Aberdeen, while 2,332 left Aberdeen for oversees. 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 Sottish (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).

<u>Moray</u>

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] No	%	ABERDEEN CITY[1] No	%	Aberdeen Torry/Ferryhill[2] No	%	ABERDEENSHIRE[3,4] No	%	Fraserburgh[5] No	%	Peterhead[6] No	%	MORAY[7] 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?lID=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?lID=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

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?lID=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_MigranWorkers.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

For each of the 22 reports cited above a review is included in the main resource document.

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

In section four the third strand of data and evidence for the project is outlined. In the main report 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.

4.3 Findings – community participants – a summary

The findings are indicative in the sense that sampling was not 'representative' and so did not seek to be statistically significant. The collection of data through surveys is 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

<u>Age</u>

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

<u>Nationality/ethnicity</u>

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 haven't looked for work eg 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	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 eg fish processing. Clearly this then contributes to being stuck in the particular employment type. 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.
Lack of experience in Scotland, or experience and/or qualifications from home country not recognised	10	Case studies indicate: (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 god 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

Data is then presented in the main report identifying the following barriers and opportunities relating to economic experiences:

> **Scotland 'welcomes' economic migrants**
> **Language**
> **Child care**
> **'Stuck' in work and working conditions**
> **Confidence**
> **Expectations**
> **Networks – personal and community**
> **Support agencies**
> **Recruitment**
> **Community integration and cohesion**
> **Comparisons across ethnic groups**

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
b) 24th February 2016 SSAMIS research dissemination event in Aberdeen
c) 29th February 2016 Integrate Grampian (partnership forum for North East Scotland)
d) May 2016 Integrate Grampian

GREC scheduled interviews with partner organisations to provide information on the findings and to seek input to the research. The following organisations all contributed:

Aberdeen City Council

Aberdeenshire Council

NHS Grampian

Police Scotland

These contributions were important in helping to shape the practical recommendations as outlined in section six. There was 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 are included in the main report under the following headings:

➢ **Scotland 'welcomes' economic migrants**
➢ **Diversity Training**
➢ **Support Agencies**
➢ **Community integration and cohesion**
➢ **Use of positive action**

Section Five: Barriers and opportunities – key themes and findings

5.1 Introduction

This section of the report sets out the framework for collating the information by theme.

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 were identified is presented in the main report in 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
   o Linkage is made with other themes where relevant
   o 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.

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

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

   o National
   o Regional
   o 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

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 acess 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	Experience and contacts and opportunities	Develop approaches to social capital in communities

Community networks		
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 <u>demographic data</u> and <u>research</u> in relation to ethnic groups and from this identify gaps in knowledge and seek to <u>plug the gaps in knowledge about the North East context.</u>

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 <u>the economic opportunities and barriers</u> 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 address 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.