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Objective and Approach of Report:

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.’ In conducting initial research on migration and trafficking within Scotland, several issues were apparent which structured the objective of this report accordingly. 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. It was evident that a report on such issues would not fully assist the Equal Opportunities Committee in their inquiry. Second, a significant amount of reports have been previously conducted to examine migrant communities within the UK, the migrants’ ability to access services, trafficking and labour and sexual exploitation. This literature mostly consists of Scottish Government reports, UK Border Control reports, Local Authority Area reports, and reports from other organizations with an interest in Human and Equal rights, among others. In an attempt to create an original piece of literature and properly aid the Scottish Parliament in their inquiry, this report primarily seeks to dispel myths surrounding migrant workers and their access to public services within Scotland.

In this paper, a migrant workers 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.’ This paper will focus only on legal workers within the UK, since it is only these workers, which have access to public services. For this reason, this paper will refer mostly to migrant workers from EU countries, particularly those of the recent

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accession countries (A8) in 2004 to 2007. Other nationalities however may be represented in this paper, if they are able to legally work within the UK.

After first introducing common myths surrounding migrant workers and their access to public services, this paper will disprove such falsehoods, and highlight the difficulties Migrant workers face in gaining knowledge about their rights and access to public services. Finally, after demonstrating Scotland’s need for Migrant workers to supplement the labour force and population, this paper will address various solutions to be considered in improving the current Migrant workers situation.

Executive Summary:

- Particularly since the Accession of several Central and Eastern European Countries between 2004 and 2007, Migrant workers have grown to constitute a significant presence both in the Scottish workforce and community.
- Due to Scotland’s ageing population and declining birth rate, the nation faces demographic issues in future years. Future generations can potentially encounter labour shortages and increased taxes based on the decreased amount of working class citizens.
  - Increasing the number of migrant workers in Scotland could help remedy labour gaps and help to supplement the Scottish economy.
- Instead of welcoming migrant workers as a much needed addition to the Scottish workforce and community, public rumours question the true amount of profit from migrant workers.
  - Such myths claim that Migrant workers take more from Scotland by claiming benefits, straining public services, lowering wages and taking the jobs of Scottish nationals.
- Migrant workers however do largely contribute to Scotland by taking jobs that are not desirable to Scottish natives or where the pay is too low. Often migrant workers are single, young adults who want to maximize on their profits while working for a short period of time in Scotland. For this reason they infrequently need to claim benefits and do not excessively strain Scottish public service providers.
• Instead, 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.
  o 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.

• 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.

• To access the level to which LAAs aid migrant workers in their local area, a short e-mail questionnaire was sent to all LAAs in Scotland.
  o The responses from the questionnaire highlight the lack of unity throughout Scottish LAAs in assisting migrant workers 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.
  o The national policy would benefit from accumulating successful methods used by several LAAs throughout Scotland and considered for use on a national level.

Limitations and Inadequacies in Researching Migrant workers:

Several inadequacies and limitations arise from the two current methods that measure the influx of Migrant workers in Scotland and the United Kingdom. One method is the Workers Registration Scheme (WRS) which was introduced in 2004 as a means of registering workers from recent
accession countries who are working in the UK for less than a year.\textsuperscript{3} Citizens from the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, and Slovenia must register with the WRS if they want to work for an employer in the United Kingdom for more than a month.\textsuperscript{4} Once the non-national has worked uninterrupted in the United Kingdom for the period of a year, they no longer need to register with the WRS.\textsuperscript{5}

The second method to monitor the influx of migrant workers in Scotland is through National Insurance Number registrations (NINo). National Insurance Numbers are used to monitor national insurance contributions and benefits received.\textsuperscript{6} Any person, who resides in the UK and is employed, is required to have a National Insurance Number.\textsuperscript{7} Although it is mandatory to have a National Insurance Number, UK National Insurance is not deducted from foreign workers who can show proof they are paying National Insurance in their home countries.\textsuperscript{8}

The WRS and NINo registration provide a rough estimate of the number of short term migrant workers in the UK, however the actual number of non-national workers employed for a year or less in the UK could be much higher than currently available figures. Underestimation of the amount of migrant workers under the WRS and NINo can happen for multiple reasons. For example, migrant workers may be unaware that they need to register for the WRS or a NINo, and additionally the WRS and NINo methods do not include illegal workers or the number of dependants per migrant workers in their data. Further, data based on the WRS and NINo registrations only records when the worker first entered the country and initially registered. The WRS and NINo do not record when migrant workers leave the country, making it difficult to accurately measure the influx and outflux of migrant workers in the UK.

\textsuperscript{4} Ibid.
\textsuperscript{5} Ibid.
\textsuperscript{7} Ibid.
\textsuperscript{8} Ibid.
Currently the Office for National Statistics (ONS) has undertaken a programme titled 'Migration Statistics Improvement Programme' which is being carried out by the Improving Migration and Population Statistics Team. The second phase of this programme is to better measure the numbers of migrants coming in and out of the UK. This will include not only long term migrants (those staying longer than 12 months) but also short term (those staying more than 3 months but not more than a year). Such information is anticipated to be available by the advent of the 2011 Census. However, until such methods of recording migrant workers are improved, it must be assumed that any figures presented may not represent the entire population of migrant workers in the UK.

**Introduction:**
After the accession of several Central and Eastern European Countries' to the European Union between 2004 and 2007, increasing amounts of workers migrated to Scotland in search of employment. Based on National Insurance registrations, the number of migrant workers in Scotland increased from 22,900 in the 2004/2005 year to 40,510 in 2005/2006. The realization of this increase alarmed statisticians and policy makers, highlighting the need to better monitor Migrant workers within the United Kingdom. Despite this drastic initial increase, other UK wide reports indicate a decline in the influx of migrant workers after the EU’s latest expansion in 2007, indicative of a possible decreasing general trend throughout the UK in migration. For example, the UK Border Control published figures based on the Workers Registration Scheme which highlight the decrease in total UK applications from 210,800 in 2007 to 158,340 in 2008. Although figures have recently

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10 Ibid.

11 Ibid.

12 Ibid.


decreased slightly, the addition of several thousand inhabitants in Scotland has raised false concerns over a potential strain on public services. Myths surround migrant workers’ presence in Scotland, some of which claim that migrant workers gain public housing more rapidly than Scottish citizens, contribute to unemployment for Scottish citizens, and are linked with increased criminal activity in Scotland. In reality, migrant workers tend to face more difficulties in accessing services and gaining knowledge about their rights than Scottish citizens. Among other inequalities, migrant workers face discrimination, non-integration into the community, and cultural or language barriers which may inhibit them from gaining information and knowledge about services and rights available. A lack of knowledge and availability of reliable information can additionally cause vulnerability, which can result in exploitative labour or living conditions. Since migrant workers constitute a percentage of the work force and thus contribute to the Scottish economy, these workers deserve proper access to information regarding services and rights available to them in Scotland. Based on Scotland wide research highlighting the inability by migrant workers to access such services and information, further steps should be taken to reach out to Migrant communities. A questionnaire sent to Local Authority Areas in Scotland revealed the lack of cohesion between local governments in aiding migrant workers. Migrant communities can benefit from a national policy created to ensure that all migrant workers gain proper access to community information, public services and information regarding rights and entitlements.

Findings:

Based on NIino registrations, between 2006 and 2007, 20,970 foreign nationals came to Scotland from the EU New Member States. 6,250 foreign nationals came from the EU 15, contributing to a total of 40,510 from all nations. The number of foreign nationals in Scotland significantly increased after 2004, when several central and eastern European states were accepted


into the EU. NINo registrations indicate that Edinburgh and Glasgow have the highest number of registration by foreign nationals, with Aberdeen, the Highlands, and Perthshire and Kinross following shortly after.\textsuperscript{16} Migrant workers in Scotland originate from a diverse sampling of Nations, with the largest percentage migrating from the A8 Nations. In particular, most migrant workers in Scotland are Polish nationals, comprising 63\% of the amount of EU8 Migrants in the UK.\textsuperscript{17} Lithuanian and Slovak nationals then constitute the next largest percentage of EU8 Migrants in the UK at about 10\%.\textsuperscript{18} From a sample of migrant workers taken in Edinburgh, most migrants are single and between the age group of 18-34.\textsuperscript{19} In another study of A8 Nationals in Glasgow, migrants responded to questions regarding their motivator in coming to Scotland.\textsuperscript{20} The top three favoured responses from the migrants were that they were interested in economic gain, developing their English language skills and in improving the quality of their lives.\textsuperscript{21} The same study found that most of the A8 Nationals were employed in hospitality and catering, administration, business and management, manufacturing or construction and land services.\textsuperscript{22} The sectors in which migrant workers are employed can differ greatly depending on the region where the workers live. For example in the more rural area of Grampian, large amounts of migrant workers are employed in the food processing and agricultural sectors.\textsuperscript{23} In these sectors particularly, migrant workers were seen as a permanent solution to labour shortages.\textsuperscript{24} Migrant workers stated however in the Grampian study that they did not intend to stay in the UK long-term. In comparison, the majority of

\textsuperscript{16} Ibid., Page 5.
\textsuperscript{18} Ibid.
\textsuperscript{19} Ibid.
\textsuperscript{22} Ibid, Page 29.
\textsuperscript{24} Ibid.
migrant workers in the Edinburgh study stated that they intended to stay in the UK for at least longer than a year.\textsuperscript{25}

Unlike the whole of the United Kingdom, Scotland faces unique population issues, which favour increased immigration policies. Reaching its peak in the 1970’s, over subsequent decades, Scotland’s population has gradually aged and the birth rate has declined. Such a change in demographics has alarmed the Scottish Government and academics, who fear for the feasibility of providing care to such a large elderly population. In recent statistics released by the General Register Office for Scotland in 2008, the ageing population is particularly noticeable with the rise of the 45-59 age group by 14% and the 60-74 age group by 10%.\textsuperscript{26} It is additionally noticeable with the decrease of the number of children in Scotland under the age of 16 by 9%.\textsuperscript{27} Such change is projected only to continue, with estimates of Scotland’s ageing population noticeably increasing between 2006 and 2031.\textsuperscript{28} Within the context of the European Union, Scotland’s ageing population is also worrying. In comparison to other EU-15 countries, which are projected to increase by 9.1% between 2006 and 2031, Scotland is only projected to increase by 5.5%.\textsuperscript{29} Migration from Scotland to England and other nations has also played a major role in Scotland’s dwindling population.\textsuperscript{30} With job opportunities frequently driving migration, the less profitable job market in Scotland can discourage both natives and non-natives from permanently settling in Scotland.\textsuperscript{31}


\textsuperscript{27} Ibid.

\textsuperscript{28} Ibid.


\textsuperscript{31} Ibid.
Thus several policy issues must be considered in light of Scotland’s declining birth rate and increasing elderly population. One main issue is considering the greater demands an increasing ageing population will place on the health care sector. With a larger number of elderly citizens demanding health care, supply for health care must also increase, requiring a larger labour force. With the declining birth rate, native British citizens will be unable to fill the need for labour in the health care sector, causing labour shortages. Further labour shortages can occur in other industries due to the decreasing number of working age citizens. In addition to labour shortages, the ageing population will increase government spending on health care and pensions, resulting in higher taxes for working citizens.\(^\text{32}\) Both the shortage of workers and the increased taxes can result in lower economic activity or a decline in productivity growth for Scotland.\(^\text{33}\) Such evidence indicates that Scotland’s ageing population would benefit from expanding immigration policies and ensuring that migrant workers are encountering positive work and living experiences in Scotland. An attempt by the Scottish Government to encourage migration to Scotland is the Launch of Fresh Talent project.\(^\text{34}\) The Scottish Government hoped in launching this project and creating a website to provide information about working, studying and living in Scotland to potential migrant workers, that the rate of influx and retention of migrant workers would improve.\(^\text{35}\) Although such a project is beneficial in publicizing migration to Scotland, the project requires potential migrants to have access to the internet, an amenity lacking from many in the A8 countries. By seeking to better inform migrant workers of their rights and public services in Scotland, the rate of retaining long-term migrant workers could further improve.

Despite the alarming evidence indicating that Scotland’s society is in need of migrant workers to fill the gaps caused by Scotland’s ageing population, many still view migrant workers as a detriment to society. The general sentiment against the presence of migrant workers in Scotland is mostly a result of misinformation and most myths are in fact unsubstantiated.

\(^{33}\) Ibid.  
\(^{35}\) Ibid.
Many Scottish citizens believe that migrant workers place a heavy strain on public services, often affecting Scottish nationals who may also need the services. It is thought that with the added strain on public services, migrant workers are chosen over Scottish citizens for services such as health care and public housing. Some public rumours claim that migrant workers put a drain on taxes, taking more from the tax system than they actually contribute. Further, some Scottish nationals feel that migrant workers drive unemployment, taking the jobs of Scottish citizens. The Unison pamphlet dispelling migrant worker myths claims that some nationals contend that unemployment can be furthered by the willingness of migrant workers to accept lower wages than Scottish citizens, pushing more Scottish nationals out of the work force. The pamphlet additionally reveals the myth that an increase in crime is associated with migrant workers.

On the contrary to the previously stated inaccuracies, the truth surrounding migrant workers in Scotland is frequently the opposite of what is believed by the general public. Instead of migrant workers placing a strain on public services, migrant workers actually contribute to public service sectors by filling labour shortages. Unison found that foreign nationals comprise 19% of social workers, 16% of care workers, 11% of housing and welfare workers and 10% of nursing assistants. Further, migrant workers tend to face more difficulties than Scottish nationals in accessing information regarding public services. In the study of A8 nationals in Glasgow, a sample of migrants were presented with a list of public services and asked if they were aware such services were available. The public service receiving the highest level of awareness was the police at only 50%. In response to which public services the participants used, 32% had used health services, and only 12%
had used housing information or advice.\textsuperscript{44} The Equality and Human Rights Commission revealed in a study that new migrants comprised less than 2\% of occupants in social housing throughout the UK.\textsuperscript{45} Further evidence is provided by several Local Authority Areas’ responses to a short e-mail questionnaire regarding migrant workers. When asked how housing is allocated to non-EU and EU migrant workers, the Stirling, Midlothian and Moray Local Authority Areas, among others, indicated equal allocation of housing for all qualified applicants (including nationals and foreign nationals) in line with the Council’s Allocation Policy.\textsuperscript{46} This response indicates that migrant workers are in fact not given preference over Scottish citizens for public services such as public housing. The Home Office estimates that since most migrants are of working age, migrant workers contribute 10\% more in revenue than they receive in benefits.\textsuperscript{47} Rather than taking jobs from UK nationals, migrant workers fill in labour gaps, often working in jobs that UK nationals do not have skills for or find the wage too low.\textsuperscript{48} Further, there has been no correlation determined between a large-scale crime wave and increased migration.\textsuperscript{49} Such claims could be explained as ‘racist scare stories aimed at causing community strife.’\textsuperscript{50}

Upon arrival to the UK, most migrant workers face difficulties, particularly in gaining knowledge about available public services. Studies performed throughout the UK continuously highlight the large percentage of migrant workers who are unaware of available public services. Although some efforts have been made by local authority areas to reach out to migrant communities, barriers still hinder migrant workers from accessing services and information. One such barrier is poor English skills, which often hinder migrant workers from integrating in their surroundings and gaining community

\textsuperscript{44} Ibid.
\textsuperscript{45} http://www.unison.org.uk/acrobat/17352.pdf (search Unison and Myths about migrant workers)
\textsuperscript{46} Cite Responses from Stirling, Midlothian and Moray LAAs.
\textsuperscript{49} Ibid.
\textsuperscript{50} Ibid.
information through public advertisements or organizations.\textsuperscript{51} Often migrant workers choose to rely on family, friends or an employer for assistance based on their pre-conception of corruption in their own nations’ government agencies. For this reason, migrant workers may not be aware of their entitlements to rights and public services while in Scotland or may be obtaining false information from third-parties. The study of A8 migrants in Glasgow reinforces this trend, showing that 70\% of migrant workers were informed of public services through family or friends.\textsuperscript{52} Long working hours can additionally hinder migrant workers from contacting organizations or visiting information points directly.\textsuperscript{53} Despite the convenience of websites for migrant workers with long working hours, workers must have access to internet, a feature offered at all public libraries. Public libraries however, close after normal working hours, preventing migrant workers from accessing the available information points and free internet access located there.

Migrant workers’ lack of knowledge and misinformation about rights and available public services can help cause issues common to migrant workers communities. Frequently, migrant workers experience problems with housing, such as over-crowding or poor living conditions, and are unsure of their rights or where to find alternate accommodation. This situation can occur frequently when employers provide migrant workers with accommodation as a form of compensation.\textsuperscript{54} When workers leave or lose their jobs, they can face eviction from their housing and suffer either homelessness or poor and unsafe living conditions in alternate accommodation.\textsuperscript{55} The study conducted of A8 Nationals in Glasgow reports some unconfirmed conditions of ‘people sleeping in shifts to maximize accommodation’ and notes that there were 833 homeless A8 applications in

\textsuperscript{55} Ibid.
Scotland from 2004-2005.\textsuperscript{56} Employers and landlords can additionally take advantage of migrant workers’ ignorance surrounding renters’ rights by charging inflated prices or failing to provide a lease agreement.

Besides experiencing issues with accommodation, labour exploitation research has shown that traffickers utilise non-nationals’ uncertainty about rights and their visa status in the UK to force them into labour. The Trafficking for Forced Labour UK Country report cites a tactic where employers withhold workers’ documentation as a method of restricting workers’ movement while in the UK.\textsuperscript{57} Often employers, agents or gangmasters hold the documents longer than legally permissible, which increases the migrant workers’ dependence on them for employment and to stay in the country.\textsuperscript{58} Other migrant workers can become easily trapped in debt bondage after borrowing money from an agency, gangmaster or employer for costs of travel and getting settled in the UK.\textsuperscript{59} Originally, it is promised that upon the start of their employment in the UK, loans will be paid back to the loaner through deductions from the workers’ salaries.\textsuperscript{60} Unknown to the workers at the time when the loan is first agreed upon however, inflation is often so high that migrant workers have no real chance of ever paying back loans while affording standard costs of living.\textsuperscript{61} Although trafficking and exploitative labour conditions have typically been associated with foreign nationals who do not have the same rights as British workers, research has shown that Europeans from new EU countries are vulnerable to such criminals as well.\textsuperscript{62} Nationals from new EU countries can be limited by their unawareness of how to access information about their rights and entitlements in the UK.\textsuperscript{63} Further, the Workers Registration Scheme limits the rights of migrant workers from new EU member states during their first year of employment in the UK.\textsuperscript{64}

\textsuperscript{56} Ibid.
\textsuperscript{58} Ibid.
\textsuperscript{59} Ibid.
\textsuperscript{60} Ibid.
\textsuperscript{61} Ibid.
\textsuperscript{62} Ibid., Page 18.
\textsuperscript{63} Ibid.
\textsuperscript{64} Ibid.
Both situations easily allow gangmasters or employers to exploit these workers, trapping them in conditions of forced labour.

In examining the barriers to accessing services and community information that migrant workers face in Scotland, they can fall victim to trafficking, labour exploitation and other exploitative situations. It is important therefore that local authority areas take a pro-active stance in reaching out to migrant communities. In order to begin to assess the way in which local authorities handle this task, I conducted a short e-mail questionnaire regarding migrant workers and services in Scotland. The questionnaire was e-mailed to all local authority areas in Scotland. Generally the questions focused on asking about available staff members assigned to work with migrant workers, the recording of data related to migrant workers, available housing and health care assistance for foreign nationals and the existence of partnerships with organizations providing support to migrant workers. For further reference, the e-mail questionnaire and responses from the local authority areas are attached as the appendix to this report. Although I did not receive a response from every local authority area, the responses highlight the variation in assistance available for migrant workers. For example, the City of Edinburgh Council was unable to provide answers to any of the questions asked. The council’s website was additionally unhelpful in finding information specific to accessing services for migrant workers in Edinburgh. It is possible however that the Scottish Government may frequently report on such information in Edinburgh. This may be evident in the report published in 2007 by the Scottish Government; A Community Profile of EU8 Migrants in Edinburgh and an Evaluation of their Access to Key Services. Similar to the City of Edinburgh Council, the East Renfrewshire Council responded that they do not provide any assistance with accessing health care or public housing for migrant workers. The Council stated that they did not have a staff member or partnerships with organizations working with migrant workers. According

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67 Moir, Laura. Message to the author. 12 Mar. 2010. E-mail.
68 Ibid.
to the council, these services were discontinued in 2009 due to an insufficient number of migrant workers in the area.\(^ {69}\)

Despite the lack of information available in several local authority areas, Angus Council was much more knowledgeable about their assistance given to migrant workers.\(^ {70}\) The e-mail response indicated several employees who work directly with migrant workers.\(^ {71}\) Further, the response indicated a telephone help line for migrant workers issues, road shows which travel to farms and larger employers of migrant workers, and a partnership with the Volunteer Centre in Arbroath.\(^ {72}\) Similar to Angus Council, the Perth and Kinross Council was very knowledgeable about their services provided.\(^ {73}\) Although this council did not have specific staff members working with migrant workers, the council has a service level agreement in place with the Minority Ethnic Access Development Project to which the Council contributes funding.\(^ {74}\) Additionally, the Council was aware of road shows and focus groups that attempt to distribute information to migrant workers in the community.\(^ {75}\) Although the plethora of information available regarding migrant workers in Angus Council and the Perth and Kinross Council could serve as an indication of the higher amounts of migrant workers living in these areas, the response received from Edinburgh invalidates this theory. With the highest percentage of the migrant workers population in Scotland, the Edinburgh City Council seems to provide little support for their large migrant workers community. Moreover, the discrepancies between local authority areas indicate a lack of cohesion between methods to improve migrant workers’ access to public services and community information.

As contributors to the Scottish economy and workforce, migrant workers deserve equal access to information regarding their rights and ability to access public services while in Scotland. In particular, based on European Union and European Economic Area (EEA) regulations, citizens from member states are guaranteed access to public services while in EU or EEA territory.

\(^{69}\) Ibid.
\(^{70}\) Sawers, David S. Message to the author. 19 Mar. 2010. E-mail.
\(^{71}\) Sawers, David S. Message to the author. 19 Mar. 2010. E-mail.
\(^{72}\) Ibid.
\(^{73}\) Ibid.
\(^{74}\) McGregor, Mary. Message to the author. 22 Mar. 2010. E-mail.
\(^{75}\) Ibid.
Under these agreements, Nationals from the EU or EEA countries are entitled to the right to work, minimum pay, and holidays. All migrant workers must have a National Insurance number, and those citizens from the A8 countries are required to register with the Home Office under the Worker Registration Scheme within 28 days after starting employment. Additionally, EU citizens are entitled to claim benefits as they are working or actively seeking employment. Only nationals from EU member states who joined the union before May 1, 2004 are eligible to register for public housing as long as they are employed or self-employed. Migrants from A8 states are entitled to public housing after being in continuous employment with a Home Office registered employer for one year. Further, in most cases migrant workers have the right to register with a doctor as an NHS patient. Scottish and UK nationals would receive the same rights that EU and EEA nationals are entitled to in the UK, while travelling in other EU and EEA member states. As a member of the EU, the UK is reciprocally obligated to provide public services and assistance to migrant workers while in Scotland.

In order to help prevent problems common to migrant communities that result from unawareness of entitlements and rights, all LAAs must reach out to migrant workers living in their area. To accomplish this, the Scottish Parliament should create a national standard for providing information to and engaging with migrant communities for all LAAs. It could be beneficial to analyze methods that some LAAs have already successfully worked with to better inform migrant workers of their rights, entitlements and public services available in Scotland. One popular and effective tactic is the distribution of information packs to workplaces with large percentages of migrant workers, in libraries or at places in the community where migrant workers frequent such as a grocery store. ‘Welcome packs’ such as those produced by the Dundee City Council and the Stirling Council Area include information vital to migrant workers including advice on where to find housing, a job, emergency services,

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77 Ibid.
78 Ibid.
79 Ibid.
education and training, health services, and childcare.\textsuperscript{80} The pack also includes information regarding rights while in the UK such as UK laws, minimum wage, and housing and employment rights.\textsuperscript{81} Another method of reaching out to migrant workers is establishing a weekly outreach advice surgery in an area frequented by migrant communities. Examples of such centres are those in Glasgow and Paisley, which are typically open one day a week from 16:00 to 18:00. Other local authority areas, such as the Perth and Kinross Council, with more rural populations opted for ‘roadshows’ which traveled to areas with large populations of migrant workers.\textsuperscript{82} Additionally, the Perth and Kinross Council began an initiative, the Minority Ethnic Access Development project, to assess and provide the support needed by the migrant population in their local area.\textsuperscript{83} The project also seeks to work with other service providers to accomplish their goals.\textsuperscript{84} Such methods of reaching out to migrant communities serve as only a few examples of the requirements the Scottish Parliament could enact nation wide.

**Conclusion:**

With the accession of several Central and Eastern European countries to the European Union between 2004 and 2007, the United Kingdom witnessed a significant increase in migration in the past decade. Migrant workers, particularly from Poland, continue to migrate to the UK in order to improve their English skills, gain a higher standard of living and most importantly to maximize on potential earnings from employment in the UK. Although England is seeking to decrease migration to the UK, Scotland’s ageing population favors increased migration to fill potential labour shortages and help supplement the economy. Many Scottish nationals however view migrant workers as taking more from the public service system than they

\textsuperscript{80} *Welcome to Dundee*. Dundee Equality and Diversity Partnership. \<http://www.dundeepartnership.co.uk/file.php?id=1506>\textsuperscript{81}

\textsuperscript{81} *Welcome to Stirling Council Area*. Stirling: Stirling Design and Print, December 2007. \<http://www.stirling.gov.uk/7102_migrant_workers_pack.pdf>\textsuperscript{82}

\textsuperscript{82} McGregor, Mary. Message to the author. 22 Mar. 2010. E-mail.

\textsuperscript{83} MEAD Project. Perth and Kinross Association of Voluntary Service. Web. 30 Apr. 2010. \<http://www.pkavs.org.uk/sections/home/MEAD%20Project%20Manager%20Job%20Description.pdf>\textsuperscript{84}

\textsuperscript{84} Ibid.
actually contribute. Public rumours claim that migrants’ lower wages, take jobs from Scottish nationals and place a strain on the public service system. Such myths however only originate from racist sources. Migrant workers instead, fill the gaps in the workforce, empty because Scottish nationals find the wages too low, conditions unfavorable or do not have the skills for. Rather than straining the public service system, migrant workers often face barriers in accessing community information, public services, and information on rights and entitlements. The barriers migrant workers can face include poor English skills, lack of free time, and biases established from conditions in their own country. Besides simply hindering migrants to access services, lacking knowledge of rights and entitlements can make migrant communities vulnerable to traffickers and labour exploiters. In order to prevent such problems, local governments must engage with migrant communities to ensure that migrants are aware of available services and their rights while in the UK. Although it seems that some local governments are properly assisting migrant communities, it is evident that other local authority areas must improve upon providing information and engaging with migrant workers. The migrant worker community in Scotland would greatly benefit from a national policy that seeks to properly inform migrant workers of their rights and public services available. By examining policies utilized by LAAs previously in working with migrant communities, a national policy should be created that encompasses the broad needs of migrant workers in Scotland.
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