



scottish social services
learning network
north

Information Resource: Migrant Workers

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Overview:

The number of migrant workers in Scotland has been growing steadily over recent years. This has a number of implications for the social services sector so the Scottish Social Services Learning Network North have gathered together a number of documents and links to websites that may be of benefit in this significant and topical area.

If you are aware of other subject related documents or sites that you believe may be of interest to others please get in touch:
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Scottish Social Services Council report on Migrant Workers in Scotland

This report by the Scottish Social Services Council, (prepared in 2008), presents the findings of the largest survey of migrant workers in Scottish social services.

The details contained in the report are drawn from surveys covering local authority, voluntary and private sectors providing adult day care, services which combine housing support and care at home, domiciliary care, early years and child care, housing support and residential child care services.

Included in the report are details of the number of migrant workers, where they are employed, their roles and skills needs. An appendix sets out the views and experiences of a number of migrant workers. This describes their country of origin, jobs held in their home country, qualifications, training and future intentions.

- [Click here to access the report \(pdf\).](#)

Projects focusing on course and curriculum development relating to migrants

Feel Like a Migrant: are developing a curriculum for the training and continuing professional development of teachers of migrants. <http://www.flam-project.eu>.

Culture and European Citizenship for Employability: are developing guides and training tools that focus on specific key competences expected by the countries people are emigrating to. <http://www.ccee.fr>

Improved Future for Migrants: aim to support vocational guidance advisors, counsellors and all others who support refugees, asylum-seekers and migrants as they prepare for education and work in their new countries. <http://www.improvedfuture.se>. (This project was previously: Mainstreaming Vocational Guidance for Refugees, Asylum-seekers and Migrants. <http://www.gla.ac.uk/rg>).

The Role of Migrant Health and Social Care Workers in Ageing Societies: Planning for the Future

[The Centre on Migration Policy and Society \(COMPAS\)](#) at the University of Oxford conducts research to develop theory, inform public opinion and evaluate policy. The core staff of COMPAS includes social scientists and migration policy experts from a variety of disciplines.

The mission of the COMPAS is to provide a strategic, integrated approach to understanding contemporary and future migration dynamics across sending areas and receiving contexts in the UK and EU.

Scotland is the Place

An informative website for both workers and employers

www.scotlandistheplace.com

The site hosts a toolkit which is intended to be used by employers who want to know about employing overseas nationals who need permission to work in the UK.

(Businesses employing overseas nationals who do not have permission to work may be committing a criminal offence.)

- [Link to toolkit on employing overseas nationals who need permission to work in the UK](#)
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Migrant worker in the Highlands & Islands – Research Report

This study was commissioned in October 2005 by Highlands and Islands Enterprise (HIE) to provide information and understanding of the role migrant workers play in the labour market in the Highlands and Islands, and to suggest how the support needs of employers and migrant workers might be addressed.

- [Link to report on Migrant worker in the Highlands & Islands](#)
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Communities Scotland: A study of Migrant Workers in Grampian

Published in July 2007 this study into migrant workers was undertaken by UHI PolicyWeb (University of the Highlands and Islands). It was commissioned jointly by Communities Scotland, Aberdeen City Council, Aberdeenshire Council, Moray Council, Scottish Enterprise Grampian and NHS Grampian.

The aims of the study were to:

- identify how and in what ways the public sector agencies might improve their response to migrant workers
 - assess the level of service provision they will need to plan for
 - provide an understanding of health issues in relation to migrant workers in Grampian, consistent with the provision of an effective health service.
 - [Link to full report on Migrant Workers in Grampian](#)
 - [Link to summary on Migrant Workers in Grampian](#)
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Fife's Migrant Workers' views revealed

In partnership with Fife Council a team from the Fife Polish Association carried out a face-to-face survey with 904 migrant workers who were asked about their education, training and qualifications and their working and living arrangements. Their views were also sought on their reasons for coming to Scotland, access to services and their experiences of living and working here.

The purpose of the survey (carried out between August and October 2007) is to assist the main service providing agencies in Fife with a better understanding of migrant workers' characteristics and needs. The survey found that while the majority is still made up of single young men, an increasing number of families are now moving to Scotland to work.

It revealed that most had only basic English language skills but were unable to take lessons because of work commitments however it also showed that more than half either had a degree or under-graduate qualification but that most employers were unwilling to recognise them.

Quote from BBC News website March 2008 - Several jobs

Journalism graduate Justyne Chmurzynska has had several jobs in Scotland. She spent 18 months working on the Forth Road Bridge tolls until they were abolished. She said: "When I was working as a cleaner I was, like 'oh my God, I've got a degree and I'm cleaning.' It was so frustrating."

She is now studying at Napier University in Edinburgh.

Although the study provides no concrete recommendations for change, its authors have said it highlights the areas that need addressing.

- [Link to report on Fife's Migrant Workers' views](#)

Integrating New Migrants - Communicating Important Information - Improvement & Development Agency

All over the UK, organisations are developing information packs and websites to help people from overseas settle into their areas and better understand British society. These resources are almost as diverse as their readership; they may be called different things, such as information resources or welcome packs, in this guide the term 'information resource' is used to include all of these.

This document is designed to help you get the most out of developing an information resource.

Part One: a generic information resource
Part Two: what's out there
Part Three: involving community stakeholders
Part Four: monitoring and evaluation

- Link to document's web space: [Integrating new migrants](#)
 - Link to IDeA's web pages on Migration: [Migration programme: sharing good practice](#)
 - Link to IDeA's main website: www.idea.gov.uk
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Migrant Worker Advice Project

This is a project established by Lochaber Citizens Advice Bureau, which has produced a welcome-pack available in a number of different languages. For further information contact Hilary Hemm, Project Officer at Lochaber CAB on 01397 709098.

- [Link to download a copy of the Migrant Worker Advice Project welcome pack](#)
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Are You Legal?

The UK Government has introduced civil penalties for employers of illegal migrant workers as part of reforms of the immigration system.

For Information about employers' responsibilities in relation to the Immigration, Asylum and Nationality Act 2006 that came into effect on 29 February 2008 visit the UK Border Agency website where you can download guidance booklets

- [UK Border Agency | Preventing illegal working: guidance booklets for United Kingdom employers](#)

The minimum penalty is £2,500 per employee rising to £10,000 per employee. The website also includes pages on: studying, working, newcomers, EU citizens

The educational needs of new migrants, refugees and asylum seekers

The Director of Student Services at the Open University commissioned this report in May 2008 to examine the opportunities and challenges for the Open

University in engaging with groups of migrants from the new accession states of the European Union.

The aims of the project were:

- To compile demographic data on new migrants and refugees across the UK;
- To audit current practice across the OU;
- To identify relevant case studies;
- To collate information on issues around the recognition of non-UK qualifications and the appropriateness of the OU curriculum to new migrant groups;
- To identify funding opportunities;
- To make recommendations for future action.

The report is based on the findings from, a mainly desk based, research project undertaken by the Open University in Scotland's Learning Development Team.

- [Link to report: The educational needs of new migrants, refugees and asylum seekers](#)