

Migrant Workers

**meeting the challenges of a
diverse workforce**

Conference Report

Hilton Hotel

Belfast

Tuesday 8 November 2005

Equality Commission

FOR NORTHERN IRELAND

Aims and Objectives of the Conference

The conference which took place during Anti-Racist Workplace Week, 7 – 11th November 2005, was entitled “Migrant Workers – Meeting the Challenges of a Diverse Workforce”. Its aim was to:

- Consider ways of promoting equality of opportunity in employment and service provision for migrant workers taking account of the local and European context, and
- Examine the issues faced by migrant workers in important areas such as housing, education, employment and health

Conference format

1. Some 140 people attended the conference. They represented a mixture of individuals and stakeholders with particular interest in issues around Migrant Workers. These included employers, trade unionists, political parties, policy makers, and delegates from the NGO sector.
2. The conference keynote speaker was Lord Rooker, Minister of State for Northern Ireland, with responsibility for equality, who addressed the government’s Northern Ireland Racial Equality Strategy. This was followed by Dr John Wrench from the European Monitoring Centre on Racism and Xenophobia (EUMC). The conference then heard from representatives from an employers’ organisation, from a trade union, from a research body and from the NGO sector. The afternoon session consisted of 6 workshops with the following topics:

Education, Public Sector Employment, Private Sector Employment,
Health and Social Services, Housing, and Local Government. Each workshop was led by a presenter with specific interest in and knowledge of the area and an informal presentation was delivered. A chairperson then led a discussion on the topic with the objective of reporting back on recommendations on the way forward. These workshops allowed delegates to debate the various topics and develop some of the issues raised by the morning speakers. The

conference continued with feedback from the workshops which was presented by the chairpersons and summarised by the Chief Executive before closing remarks from the Chief Commissioner. Both the Chief Executive and the Chief Commissioner stated in their concluding remarks that the recommendations arising out of the workshops would be presented to the Commission for action to be taken where appropriate.

KEY RECOMMENDATIONS FROM THE WORKSHOPS

Workshop 1:- EDUCATION

Chair:- Michael Rea, Commissioner

Presenter:- Ken Montgomery, Vice-Principal East Tyrone
College of Further and Higher Education

Notetaker:- Eileen Lavery, ECNI

To improve access and quality of education to migrant workers it was recommended that:-

- a) Government policy is addressed so that the issue is approached in a coherent manner in the future
- b) Better information is made available to enable improved services to students and their families
- c) The education sector is given a better understanding of the needs of migrant workers and their families and the value of diversity.

Workshop 2:- PRIVATE SECTOR EMPLOYMENT

Chair:- Tayra McKee, ATGWU

Presenter:- Mia McKeown, Avondale Foods

Notetaker:- Deborah Howe, ECNI

There was considerable debate in this workshop about the difficulties faced by migrant workers in relation to employment in the private sector. These included: language difficulties; bullying by co-employees, including other migrant workers; difficulties in accessing National Insurance Numbers, opening bank accounts; accommodation issues; racist attitudes at work e.t.c. Many employers are already addressing these issues but support is required from outside bodies so that a co-ordinated approach may be adopted.

Recommendations from this workshop were based on mainly practical issues which employers need to address to meet the needs of migrant workers:-

- a) Employers to work more closely with community groups and focus on empowerment and sharing information about services

- b)** Employers need to recognise that what is implicitly understood by local workers may need to be made explicit with migrant workers
- c)** All employees should be given anti-racism training
- d)** Contracts of employment, health and safety instructions and other various workplace policies should be provided in each employee's first language to avoid any misunderstandings

Workshop 3:- PUBLIC SECTOR EMPLOYMENT

Chair:- Paul Oakes, ECNI

Presenter:- Claire Armstrong, RVH

Notetaker:- Carolyn Brown, ECNI

The workshop was introduced by Claire Armstrong from the Royal Victoria Hospital. She began with a history of how the overseas recruitment process began by using a recruitment agency approved by the Filipino government in 2000. Claire pointed out that the UK has an inter-governmental agreement with the Filipino government with regard to standards of training. The Royal Victoria Hospital has been working with local communities to try to dispel some of the myths and rumours surrounding the employment of migrant workers. It has also been accepted that the employers' duty of care does not end with the working day, but extends to home life as well, and they have facilitated the establishment of local equality networks.

From a Trade Union perspective, Unison is considering establishing an advice line for migrant workers based on a similar model in G.B.

The problem was raised where, if a migrant worker who is employed here on a visa, wants to move jobs, then the employer effectively controls the situation as the visa remains with the first employer. It was felt that this was something which would need to be changed as it can place some migrant workers in a very difficult and dangerous position.

Discussions then moved to the type of advice and assistance provided by both the ECNI and the LRA and the accessibility of advice and information by people who do not have English as their first language.

It was felt by everyone in the workshop that public services need to have a joined-up approach in their delivery with regard to interpretation and translation and statistics need to be shared within the sector regarding the languages spoken by the migrant worker population. It seems that there is a difficulty around identification of which languages need to be observed and that monitoring of the situation needed to be implemented.

There was a suggestion that a good practice guide for all employers in Northern Ireland would be useful. Following on from that, the group discussed the provision of classes in English as a second language by local colleges etc, to provide a more long-term solution.

Recommendations in this workshop were based mainly with a view to liaising with external bodies as follows:-

- a) It was felt that the Equality Commission should provide more guidance on key issues in relation to migrant workers
- b) There should be a local point of contact for Home Office issues
- c) There should be the promotion of English language training by employers in conjunction with external providers.

Workshop 4:- HEALTH AND SOCIAL SERVICES

Chair:- Tony Carlin, Commissioner

Presenter:- Anne McCormill, United Hospitals Trust

Notetaker:- Donna Heaney, ECNI

Anne McCormill introduced the workshop with a presentation on the orientation programme devised by United Hospitals Trust for international staff. This has been mirrored in service provision where interpreter services are provided for people who do not have English as their first language; menus are provided in several languages for patients and staff in conjunction with Ballymena Inter-Agency support group; and the Trust has developed a welcome pack in alternative formats to reflect the growing numbers of people from different ethnic backgrounds who are coming to live and work in the Ballymena area.

However, problems still arise and need to be resolved, for instance, more training is needed for front-line staff on how to enable people to access primary care services and some GP

practices are using cost as a justification for not providing interpreter services. It was felt that once staff become aware of the need to provide adequate services to everyone, the quality of service delivery increased.

The workshop looked at problems around equivalent qualifications and the barriers some migrant workers face when trying to register with agencies and with NISCC especially with regard to working in care homes.

The NHS Scotland model was discussed where bi-lingual staff have been employed to work on a permanent basis with minority ethnic communities and it was felt that the employment of bi-lingual staff may be an alternative to using interpreter services, especially as they would be on-site and part of the established workforce.

Three main recommendations were made in this workshop as follows:-

- a) That the Regional Interpreters' Project should be extended to provide interpreting and translation services in the sector across all of Northern Ireland.
- b) There should be a joined-up inter-agency approach to the provision of services
- c) The Equality Commission needs to play a key role in tackling discrimination and in removing barriers against migrant workers

Workshop 5:- HOUSING

Chair:- Jim Glackin, ECNI

Presenter:- Maurice Rooney, NI Housing Executive

Notetaker:- Darren McKinstry, ECNI

Initial discussions centred on the importance of an integrated approach to housing which would include all the relevant agencies working together to follow the Northern Ireland Housing Executive's policy on Race Relations, the Northern Ireland Race Relations Strategy and the Code of Practice on Housing. It was felt that organisations such as the Northern Ireland Housing Executive and the Department of Health and Social Services should work together to identify "real" solutions to the problems faced by migrant workers with regard to housing.

It is important to understand “Housing Market Profiles” ie the relationship between the private rental sector, the social rental sector and the owner/occupier sector. Landlords in the private rental sector can increase their return from houses in multiple occupancy use. This then decreases the supply of affordable rented accommodation on the market and leads to speculators buying increasing numbers of houses for private rental. The result is a decrease in supply of affordable owner/occupied accommodation on the market, offering those in public sector housing less opportunity to become owner/occupiers. There are thus potential implications for “good relations” if migrants are labelled as the cause of rising rental/house prices.

It was agreed that there is a need for a new approach to data collection and it was pointed out that the Northern Ireland Office is currently piloting a system of monitoring racial assaults in South Belfast which includes the categories of nationality, ethnicity, and religion. A common approach is needed across departments to maximise benefits put in place following the analysis of the data.

With regard to communication it was felt that there is a need to incorporate language into service provision by way of employing bi-lingual staff and it was considered appropriate to learn from the experiences of both good and bad practice from other jurisdictions.

The protection of migrant workers in their access to housing was also discussed. The main points were as follows:

a) Private Sector regulation:-

- Informing landlords of their obligations and encouraging best practice,
- Advice regarding safety and acceptable standards in housing of multiple occupancy,
- Discouragement of tied accommodation and the necessity of separating the role of “employer” from that of “landlord” even if in practice both roles are held by the same person.

b) Clarity of rights and entitlements of the housing provider, the advisor and the client

Workshop 6:- LOCAL GOVERNMENT
Chair:- Paul Yam, ECNI
Presenter:- Daniel Holder, Animate
Notetaker:- Ray Russell, ECNI

In the Local Government workshop four main areas were identified for specific action:

a) Good Relations Duty

- A legal requirement for District Councils to take seriously their “good relations duty” under Section 75 of the Northern Ireland Act. In order to do this councils need to be pro-active and should ensure that work is carried out by community relations departments in councils, as at the moment the amount of anti-racist work is being overshadowed by the amount of racism.

b) Human Resources

- HR policies and procedures need to be examined to ensure that there are no barriers to the employment of migrant workers
- For some staff appointments in council offices it may be helpful to insert language ability into desirable criteria

c) Internal Infrastructure

- Services ought to be made more accessible to migrants (e.g. multi-lingual publications for leisure centre facilities; waste disposal etc.)

d) External Infrastructure

- Local Government needs to provide better support for the NGO sector to facilitate the work which is already being done on the ground. This could be done by awarding grants to local voluntary organisations and NGO's which are already working with migrant communities

Appendices

event programme

9.00am	Registration
10.00am	Welcome and introduction Bob Collins, Chief Commissioner ECNI
10.15am	NI Racial Equality Strategy Lord Rooker, Minister of State for Northern Ireland
10.45am	Migrant Workers – a European Perspective John Wrench, European Monitoring Centre on Racism and Xenophobia
11.15am	Break
11.35am	Frank Hewitt, NI Chamber of Commerce
11.50am	Eugene McGlone, ATGWU
12.05pm	Danny Sriskandarajah, IPPR
12.20pm	Bernadette McAliskey, STEP
12.35pm	Lunch
1.45pm	Workshops
3.15pm	Break
3.35pm	Feedback from workshops Evelyn Collins, Chief Executive ECNI
4.00pm	Closing remarks Bob Collins, Chief Commissioner ECNI

Attendees (pre-registered)

<u>Title</u>	<u>Name</u>	<u>Surname</u>	<u>Organisation</u>
Ms	Carolyn	Brown	Equality Commission NI
Mr	Paul	Callaghan	Equality Commission NI
Mr	John	Collins	S.T.E.P
Ms	Sharon	Currans	Banbridge District Council
Ms	Rosalyn	Harkness	Equality Commission NI
Ms	Eileen	Lavery	Equality Commission NI
Mr	John	McLoughlin	S.T.E.P
Mr	Kevin	Oakes	Equality Commission NI
Ms	Geraldine	Scullion	Equality Commission NI
	Lyndon	Whortley	Equality Commission NI
Ms	Gayle	Wilkinson	Equality Commission NI
Prof	James	Anderson	Queen's University, Belfast
Ms	Alison	Annett	Homefirst Community Trust
Ms	Claire	Armstrong	Royal Group of Hospitals
	Tura	Artura	Artfrique
Ms	Anna	Assa	Unison
Mr	Paul	Blease	Labour Relations Agency
Ms	Loretta	Bullick	Council for Catholic Maintained Schools
Mr	Ciaran	Bradley	Equality Commission NI
Mr	Eamonn	Broderick	NI Legal Services Commission
Mr	Vincent	Brogan	Omagh College of Further & Higher Education
Mr	Paul	Browne	Queen's University, Belfast
Mr	Bryan	Campbell	Labour Relations Agency
Mr	Tony	Carlin	Equality Commission NI
Mr	Nick	Cassidy	Omagh Ethnic Community Support Group
Ms	Caroline	Coleman	S.T.E.P
Mr	Bob	Collins	Equality Commission NI
Ms	Evelyn	Collins	Equality Commission NI
Ms	Louise	Conlon	Equality Commission NI
Ms	Janine	Cranston	Equality Commission NI
Ms	Caroline	Cumberland	Central Services Agency
Mr	Tony	Dardis	East Tyrone College of Further & Higher Education
Mr	Andrew	Dawson	Dept. of Employment & Learning
Ms	Carole	Dennis	Equality Commission NI
Mr	Tim	Devine	DEL
Ms	Pamela	Dooley	Unison
Mr	Colin	Dunlop	DHSS PSNI
Mr	Vincent	Edwards	Equality Authority
Ms	Alison	Farr	North & West Belfast HSS Trust
Ms	Diana	Farrelly	Armagh College of Further Education
Prof	Barry	Fitzpatrick	
Ms	Claire	Fitzsimmons	ISS Mediclean

Mr	Frank	Fleming	Equality Commission NI
Mr	Ken	Fraser	OFMDFM
M	Kasia	Garbal	Coleraine Polish Association
Mr	Trevor	Gillen	Causeway HSS Trust
Mr	Jim	Glackin	Equality Commission NI
Ms	Monica	Goligher	NATFHE
Ms	Nicola	Gordon	Invest NI
Ms	Nancy	Henry	NI Health & Safety Executive
Mr	Frank	Hewitt	NI Chamber of Commerce
Ms	Mary	Higgins	Ards Borough Council
Mr	Daniel	Holder	Animate
Ms	Deborah	Howe	Equality Commission NI
Ms	Karen	Hunter	Construction Industry Training Board
Ms	Tracey	Johnston	Craigavon Borough Council
Ms	Ann	Johnston	Mater Hospital Trust
Mr	Bill	Kennedy	Walkway Community Association
Mr	Tory	Kerley	Skillsmart Retail Ltd
Mr	Suneil	Kher	Coleraine Multicultural Forum
Mr	Jim	Lennon	Armagh College of Further Education
Mr	Tim	Lewis	Tim Lewis Recruitment
Mr	Stephen	Malcolm	Lisburn City Council
Ms	Bernadette	McAliskey	South Tyrone Empowerment Programme
Ms	Margaret	McAteer	OFMDFM
Ms	Helen	McBride	Newtownabbey Borough Council
Mrs	Justyna	McCabe	Regional Health & Social Services Interpreting Project
Ms	Oonagh	McCann	Tim Lewis Recruitment
Ms	Suzanne	McCartney	Down Lisburn Health & Social Services Trust
Ms	Clare	McCarty	Clanmill Housing
Ms	Sinead	McCaul	Foyle Language School
Mr	Jonathan	McComb	Avondale Foods Ltd
Ms	Ann	McCormil	United Hospital Trust
Ms	Rose	McCrystal	Omagh Ethnic Community Support Group
Mr	Eugene	McGlone	ATGWU
Ms	Nicola	McGookin	Field Boxmore
Ms	Joan	McGovern	Tvar Leatha
Mr	David	McGrath	Labour Relations Agency
Ms	Louise	McGregor	Equality Commission NI
Ms	Shauna	McGroarty	Seagate Technology
Ms	Tayra	McKee	ATGWU
Ms	Jacqui	McKee	Equality Commission NI
Ms	Mia	McKeown	Avondale Foods
Ms	Antoinette	McKeown	Equality Commission NI
Ms	Ann	McKernan	Equality Commission NI

Mr	Darren	McKinstrey	Equality Commission NI
Mr	William	McMullan	Construction Industry Training Board
Cllr	C	McShane	Moyle District Council
Mr	David	Millar	DARD
Ms	Venus	Milliken	Kilcranny House
Ms	Debbie	Mills	Alliance Party
Mr	Wilfred	Mitchell	Federation of Small Businesses
Ms	Teresa	Moley	Equality Commission NI
Mr	Ken	Montgomery	East Tyrone College of Further & Higher Education
Mr	Jim	Murdock	Ards Borough Council
Ms	Lyn	Mykinder	Equality Commission NI
Ms	Ursula	Neill	Tim Lewis Recruitment
Mr	Dermot	Nesbitt	Ulster Unionist Party
Mr	Eamon	Oakes	City Bridges
Mr	Paul	Oakes	Equality Commission NI
Mr	Ciaran	O'Maolain	NI Human Rights Commission
Ms	Teresa	O'Neill	Bryson House
Ms	Rosemary	Parker	East Down Institute
Ms	Geraldine	Patterson	Equality Commission NI
Mr	Mark	Peters	PSNI
Mr	Mark	Pinkerton	Dept of Enterprise, Trade & Investment
Ms	Shirley	Poxon	North Down Borough Council
Mr	Michael	Rea	Equality Commission NI
Ms	Tatiana	Rehakova	Multi-Cultural Resource Centre
Ms	Catriona	Reilly	Simon Community NI
Mr	Ralph	Roche	NI Human Rights Commission
Mr	Maurice	Rooney	NI Housing Executive
Mr	Ray	Russell	Equality Commission NI
Ms	Lee	Russell	PSNI
Ms	Geraldine	Shevlin	Equality Commission NI
Ms	Claire	Smyth	United Hospital Trust
Ms	Ola	Sobieraj	CWSAN
Ms	Kelly	Spence	Equality Commission NI
Mr	Danny	Sriskandarajah	Institute of Public Policy Research
Ms	Joanne	Stainsby	Ballymoney Community Resource Centre
Ms	Mairead	Starrs	Equality Commission NI
Ms	Clíodhna	Steele	Special EU Programmes Body
Ms	Doreen	Thompson	NI Assembly
Ms	Louise	Togneri	Housing Right Service
	Lesley	Townsend	BIH Housing Association
Ms	Daphne	Trimble	Equality Commission NI
Ms	Jenni	Whyte	NISPA
Ms	Sharon	Wilkinson	Ards Borough Council

Ms	Rosemary	Wilson	North & West Belfast HSS Trust
Dr	John	Wrench	European Monitoring Centre on Racism & Xenophobia
Mr	Paul	Yam	Equality Commission NI

Additional delegates

Donna	Heaney	Equality Commission NI
Heather	Wilson	Equality Commission NI
Colin	Clinton	Henderson Group
Thomas	McGrath	Equality Commission NI
Elaine	Waterson	Equality Commission NI
Jane	Floyd	DEL
Fiona	Neilan	NIHE
Alfred	Abolarin	NIHE
Eileen	Chan-Hu	Ballymena Community Forum Ethnic Minority Project
Deborah	Kelly	Banbridge District Council
Marie	Austin	Craigavon & Banbridge Community H&SS Trust
Caroline	Cullen	SHSSB (Armagh)
N	Jarman	ICR

EQUALITY COMMISSION FOR NORTHERN IRELAND

Bob Collins

Chief Commissioner

Introduction at Annual Conference

Tuesday 8 November 2005

It is, I suppose, a depressing contemporary reality that there is need for an initiative to challenge racism but, there you are. It is a reality that in our modern, developed, sophisticated societies, apprehension, dislike and hatred still exist. It was ever thus and our world has not felt it necessary or possible to be different. Fear of the unknown – even in a world which has shrunk so much thanks to modern communications – still looms as part of our being.

The presence among us of new residents is a relatively new but not an entirely novel phenomenon. It is, of course, the case that in very recent years the numbers of people from beyond the shores of these islands seeking to make their homes in Northern Ireland have substantially increased but population movements into and out of Ireland are nothing new. True, the pattern with which we have been most familiar is the movement away from these parts when people were constrained to leave to make a new life elsewhere. But the movement into what is now Northern Ireland could not be said to be new.

One of the dictionary definitions of the concept of migration is “to change habitat according to the season”; another is “wandering”.

There is a risk is that our current understanding of the term will be influenced by the way we have used it in the past or in other domains and that the notion of transience might in some way be associated with the term and with our policy responses to the phenomenon it now represents. Language, as we know from many other contexts, can be far from neutral.

The reality is that for a complex variety of reasons many people want to make Northern Ireland their home, to settle here, to set down roots here, to become part of this community and to bring up their families here. So much within that simple sentence is positive and desirable that it is difficult to see why so much that is negative should be involved. That people want to come to live here is such an affirmative statement about Northern Ireland and its future that one would expect that the first instinct would be to rush to welcome these people and to take them to our hearts. That they may have economic or practical reasons for their decisions does not alter the underlying fact in the slightest. We know a great deal in both parts of Ireland, as in other parts of the UK, about the real and gritty reasons for which people move from their home country to an adopted country. And the fact that there may be an economic element to the decision should not dull our awareness of the other dimensions of such decisions.

Although we will focus today on issues of the workplace, let us not forget the other aspects of the topic. We live not just in an economy but in a society. We are social creatures. We have social needs. We have social responsibilities. People who come to work and to live here do not come simply as economic units and a

purely economic analysis of their position would not be an adequate response to their presence nor to their needs. They come as complete human beings with all the aspirations, all the virtues, all the failings and all the potential of the rest of us. This more rounded portrait will be the focus of this afternoon's sessions.

They bring with them experience, expertise, knowledge and skill with which they can enhance our lives and our communities. They offer to us values of diversity, vibrancy, openness and freshness and they challenge us in our responses. Their presence challenges our certainty, our generosity, our self-belief and our sense of identity. Many of the responses which we see around us vindicate our sense of ourselves as open, warm and friendly but many of the responses in both parts of this island suggest that we have a long way to go to justify our brand image of "Ireland of the welcomes".

It is difficult to understand why the presence of new residents among us can prompt such negative responses, impossible to understand why their presence can be responded to with violence, with threats and with open hostility. Racism exists and it is frequently manifested to those who are newly among us. This is an issue and a problem which faces the entire community of Northern Ireland. Nobody is exempt from responsibility and nobody is exempt from dealing with it.

Can you imagine how our health sector would function without people from abroad? Where would the nurses, the doctors, the midwives come from? How would we provide the range of services we require? What would we do in the construction industry, in the

food industry, in the meat sector particularly, without the willingness of people to come here to take up these jobs? Indeed a number of our private sector employers have indicated that without workers from abroad, they would have to consider moving their operations out of Northern Ireland. The reality is that Northern Ireland PLC needs migrant workers. It is interesting to note that the Government of the Republic of Ireland has estimated that in the medium term it will require more than 50,000 people to come to the country so as to maintain current levels of economic growth.

The 2001 Census identified over 14,000 people as belonging to a minority ethnic minority and identified some 30,000 residents as being born other than in the UK or Ireland, of whom just over 20,000 were born outside the European Union (pre-Accession). That latter group represented 1.2% of the population. Recent DSD figures indicate that 31,421 from 120 different countries applied for National Insurance numbers between April 2003 – June 2005, with, one presumes, a significant growth in the numbers from new EU member States in the period after April 2004. The figures indicate an ever growing diversity of the population in NI. The largest number of applications for this period comes from Poland (6,710), Lithuania (3,586), Portugal (3,246), India (2,140), Slovakia (2,034), the Philippines (1,230) and China (1,085). Immigration has, of course, been happening for quite a long time but the current immigration appears to be much more rapid than previously the case – although still representing a small percentage of the overall population - and migrant workers are

coming from countries without a recent history of immigration to the UK and Ireland.

These figures identify those people taking up work and thus do not indicate the number of people who subsequently return home or who move to another part of the UK or Ireland, nor do they incorporate family members or dependents. The issue of quality of information is of central importance. Public policy decisions should be evidence based. But we are far from having the clear, comprehensive and timely picture of the changing nature of the population in Northern Ireland. Inter-censal periods are too long and some other reliable mechanisms are needed. People who are choosing to come to live in Northern Ireland, as we noted earlier, are not birds of passage. They are here for the long haul. That means that our thinking and policy-making must recognize that time frame. The children of new or recent arrivals will be a part of our educational and health environment for a long time. They will, in their turn become part of the workforce. All this will involve different experiences from those that their recently arrived parents encounter but we must be certain that our current planning is recognising their future needs.

Given the ease of travel and the inevitability of movement between and within these islands, there is evident need for greater co-ordination and sharing of information with a willingness to ensure its early and regular publication so that those charged with, or interested in, the provision of services have access to up to date data. We do not have a clear picture of the ethnic minority

communities in Northern Ireland or in the Republic. This is an issue that needs urgently to be addressed.

Migration can have a number of benefits: economic, social, cultural, humanitarian and in the field of international relations. There is the very real potential that the culture in Northern Ireland will be enriched and that the reward of a truly diverse society will be achieved. Migration can also pose challenges, not just the personal and philosophical ones already identified but challenges to systems, to social structures, to service provision. The very speed and extent of the increase in numbers of migrant workers, at least at present, pose complex and indeed rapidly changing challenges for all.

In the context of today's conference, some of the important benefits are economic. Migration has always been a source of a changing workforce and of new skills in Britain and has contributed to some of the Government's core economic objectives in respect of growth, productivity and stability. Those who have chosen to live here will make a very real and significant contribution to the economy. There is a clear correlation between increased migrant population and increased economic performance.

Resource allocation for public services does not seem to be following the economic contribution that is being made by these new residents. Their economic contribution is not being matched, for example, in the area of language support classes. It is also undoubtedly the case that those who work with them in a voluntary

capacity have not seen the level of increase in their resources that the importance of their work deserves.

Migrant workers may have arrived on their own, but are now being joined by their families in Northern Ireland. This has implications for current and future educational provision, as we have already noted. It also represents the potential for renewal of declining communities and an increase in school numbers which might otherwise have dropped.

The Equality Commission, for its part, is keen to ensure that new and arriving communities are provided with full and easy to understand knowledge of the services available in what to them will be a very different society and may represent a very new way of doing things.

The Commission also wants to ensure that it plays its full role in supporting employers to meet the challenges and ensuring that the positive rewards of intercultural workplaces may be achieved. The Commission will continue to work with employers, trade unions and our NGOs to promote intercultural strategies and to provide practical supports so as to ensure good practice in the recruitment and employment of migrant workers. Many organisations have shown a variety of good employment practices in relation to migrant workers. It is this good practice that must be a source of leadership and example in the future. We are currently working with a range of employers to develop Employment Equality Plans, designed more effectively to promote Equality of Opportunity for Migrant Workers. For example, over the coming weeks we will

organise an Equality Forum to promote best practice in the employment of migrant workers for the Retail sector and a seminar on employers' obligations in the employment of migrant workers for the construction industry.

The Equality Commission has been working to address the challenges posed by racism in the workplace and in society in general and this work is becoming an increasingly important priority for us. It is a scandal that there is such a level of racial incidents and crimes. This growing manifestation of hate and/or racism challenges us all to reflect deeply on the nature of the society in which we want to live and to overcome the disrespect which it betrays for fellow human beings just because they are different. New residents carry no baggage from the past. They share not a jot or tittle of the responsibility for anything that may have happened. They of all people should not have hatred turned upon them. They offer us the opportunity to reach beyond the past, to broaden our horizons, to form and shape new sets of relationships, to have a genuinely shared future in Northern Ireland.

Many of the people of whom we speak today are our fellow citizens in the European Union. They have the same rights in that Union as do we. They have no less right to be here than we have to be in the countries from which they come and where many people from these islands are making future lives for themselves.

One of the great traditions which inhabit Northern Ireland had its origins in a process of migration to these shores in the 16th and

17th centuries. The communities which that process formed and which represent a very significant part of the current population of Northern Ireland will shortly celebrate the 400th anniversary of that migration. That community rightly holds in high esteem the traditions of the past. All traditions on the island of Ireland have shared the loss of almost countless citizens to far flung fields. But all celebrate alike the achievements of those people in their new homes; several Presidents of the United States, for example, having their roots in Ulster, Munster or Leinster. We, more than most, should understand the difficulties for new arrivals to make their way in a strange land and we, more than most, should recognise the enormous potential for achievement and success which the same new arrivals represent. We are challenged to open our arms and our hearts, to welcome those who are choosing to live among us and, in the words of the Ulster poet Louis McNeice, to rejoice in “the drunkenness of things being various”.

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Summary of Speech made by Lord Rooker, Minister of State for NI

Migrant workers are increasingly becoming part of the scene in Northern Ireland. This reflects the fact that more and more people want to work, to live and to settle permanently in Northern Ireland.

Government is glad to welcome Northern Ireland's migrant workers who bring skills and prosperity to our economy as well as new perspectives and attributes to our social mix. However, we are mindful that we must work with these new participants in our society, to prepare them for our systems and structures, introduce them to our differences and integrate them in their host communities.

Government recognises that in areas of work where there are skills gaps or where there is limited interest in particular jobs within the local population there is a very real need for migrant workers in Northern Ireland. The valuable contribution that these migrant workers are making across the Northern Ireland economy – their presence within specific workplaces may well assist in securing the jobs of indigenous employees and indeed possibly even the retention of those employers in NI - should be acknowledged.

We need to challenge the myths surrounding migrant workers and spell out the valuable contribution they make. They are not taking "our" jobs, they make a significant contribution to both the community and the economy and many of our local companies could simply not operate without migrant workers.

We cannot fill all our job vacancies from the domestic labour market alone. However, we need to recognise that migration can have an adverse impact on public services and community life if it is not properly managed.

Government is determined to respond to challenges of racism and racial inequalities encountered by both minority ethnic people who are long-term residents and more recent arrivals.

The Racial Equality Strategy provides a framework to tackle racial inequalities in Northern Ireland and to open up opportunity for all; to eradicate racism and hate crime; and together with A Shared Future, to initiate actions to promote good race relations.

We have six shared aims which will contribute to the elimination of racism, racial inequality, unlawful racial discrimination; combat racism and provide effective protection; ensure equality of opportunity for minority ethnic people; increase participation and a sense of “belonging”; promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds; and build capacity within minority ethnic communities.

Government will work together with all sections of society to ensure that we all tackle racism.

The “buzz” surrounding migrant workers will have negative as well as positive repercussions as all change does. We are aware of this and seek to plan and anticipate problems so that this new sector of our job market continues to flourish.

A small minority of people carry out race hate crimes – this is utterly unacceptable in any society and the criminal justice system is cracking down hard on anyone who carries out harassment or violence on racist grounds.

Section 1.12 of the Racial Equality Strategy states “It is important that we have an honest and robust debate about how we respond to these challenges” – this conference will contribute to this. I look forward to its outcomes.

Speech by Frank Hewitt, NI Chamber of Commerce

Ladies and Gentlemen:

I would first of all like to thank the Equality Commission for the opportunity of addressing you this morning and of giving you something of an employer's perspective on the opportunities and threats posed by the radical changes in population movements in Europe in recent years and, in particular, the effects that these have had on social developments in Northern Ireland.

I stress the words 'Northern Ireland' because of-course, although all of this is relatively new to our country, it is a phenomenon that many other regions have faced in the past.

I had the pleasure of living and working in what used to be called 'West Germany' in the 1970s – the years of the 'Wirtschaftswunder' or economic miracle. As Germany began, with the help of the Allies, to re-build its economy, the German Governments of Brandt and Schmidt soon found that the acceleration of economic growth was outstripping the ability of the German work-force to keep pace with that growth. Germany's answer was to negotiate with the governments of Italy, Greece and Turkey to allow literally millions of 'guestworkers' to migrate to Germany to work in the newly built factories in the Ruhr, in Baden-Wurtemberg and Bavaria. By the 1970's Germany's engineering industry was heavily dependant on its guestworkers to meet the increasing demand for German products around the world.

In the following decade – 1982 to be exact - I moved to work in Los Angeles and was fascinated to observe, at close quarters, the American version of that same phenomenon present in a number of sectors of the rapidly growing Californian economy. In the case of California, it was migrant workers from Mexico who not only laboured in the agricultural sector, but also provided a workforce for many of America's largest cosmetics companies, as well as for the hospitality sector

In the late 80s and early 90s I observed the same thing happening in Hong Kong where industry had found it necessary to 'import' labour from mainland China and indeed from the Philippines.

So the concept of labour migration is by no means a new one. Nor is it peculiar to Europe.

Of-course the recent – and fundamental – changes in Europe in the last decade have accelerated the movement of labour on our doorstep.

Ironically, Germany, which in the 60s and 70s and 80s was the dynamo of Europe, has, in more recent times, had to deal with the enormous economic and social costs of re-unification and unemployment running at levels not seen since the 1920s. As German Consul in Northern Ireland I have been amazed at the numbers of German citizens turning up in my office for consular services – many of them from the former East Germany and many of them here to look for new employment opportunities.

The new EU Accession States now look to the original founding States of the Union not only as a source of financial support and economic development expertise, but also a source of jobs.

The ease with which the citizens of Europe can now move about within the Union, both in terms of cost but also time, means that it is now entirely viable to look for employment in countries which, just ten years ago, would have appeared almost totally inaccessible.

Then there is the growth which some of the 'older' members of the EU now exhibit.

It would have been a brave man or woman who, 20 years ago, would have predicted that the United Kingdom economy would become a beacon of hope in old Europe or, probably more surprising still, could have foreseen that our neighbours in Ireland, would have had the highest growth rate in Europe.

If you superimpose on top of these factors, the fact that, in modern, relatively rich economies, the jobs at the bottom of the wage spectrum become increasingly unattractive to the indigenous population, then it becomes inevitable that employers will look abroad to find employees, particularly if they are engaged in labour intensive industries where competitive pressures are becoming increasingly acute. Equally unemployed persons in less fortunate economies will find the attraction of working in a developing economy virtually irresistible.

Northern Ireland's economic situation has, as we all know, also changed radically in the last 35 years.

Many of our traditional industries have virtually disappeared – textiles and shipbuilding being the most obvious examples – and they have been replaced by activities such as call centres – a totally unknown phenomenon 15 years ago.

The spectacular development of the service and retail sectors offers employment opportunities which are flexible and attractive and the development of these sectors has severely restricted the numbers of local people who are prepared to undertake the much less pleasant work involved in food processing etc.

Many local employers therefore face a double-whammy dilemma. They have to respond to constantly shrinking margins and a local work-force with no real appetite for the somewhat unpalatable work involved in these industries.

Even areas such as the National Health Service find it difficult to source the skills it needs in the local community and, increasingly, doctors are being recruited from Europe and the sub-Continent, and nurses are being recruited from places like the Philippines.

I was amazed just recently to learn from the Ambassador of the Philippines in London, that that country regards trained nurses as one its major 'exports.'

Another complicating factor in this complex 'racial' mix is the possibility that foreign workers will stay longer in Northern Ireland simply because, in relative terms, the quality of life they can enjoy here is better than they would experience at home. The 2001 census suggested that almost half of all foreign workers remained in Northern Ireland for less than 12 months. Although current statistics are unreliable, anecdotal evidence would suggest that foreign workers are now choosing to stay longer and indeed consider remaining on a semi-permanent basis.

So these are the conditions which underlie our current challenge. And therein lie both opportunities and threats.

The main threats lie in the strains that are already becoming apparent in our society. It is a sad fact of life that many people are nervous and resentful of peoples who look different, speak different languages and enjoy different cultures.

That resentment is reinforced when those same foreigners appear to be competing for **our** employment opportunities, **our** housing and **our** school or hospital places.

The fear and resentment of the indigenous population is also increased when some of our new neighbours choose, for totally understandable reasons, to keep themselves to themselves.

Sadly migrant workers are often relatively easy to identify in the street and in the workplace, and this makes them all too easy to target.

The way in which some members of our own society have treated migrant workers is an affront to all of us who value the contribution that overseas workers make to our economy.

The opportunities presented by an increasing overseas workforce are legion:

Many of our local companies, particularly those in sectors such as food processing, and increasingly in engineering, simply could not continue to develop in Northern Ireland without the skills and experience of their 'imported' workforces.

In engineering, for example, foreign-based employees are increasingly providing skills that are in short supply in Northern Ireland,

What should be our response?

The last thing that we need in Northern Ireland is the development of the kind of racial tensions that we have seen in the major cities of France in recent days. We already have serious sectarian divisions in our country, and we have lived through, and continue to live through, the damage that such divisions can inflict upon the social fabric of our society.

Should we adopt the American approach of just letting things happen? Live and let live!

In California the approach was to employ the migrant workers, pay them as little as possible and not worry too much about where they lived, or how they educated their children.

Or should we adopt the German approach which, because of the nature of the nation, tends to be formal, structured and somewhat disciplinarian.

The German approach was to restrict entry only to those people who had secured employment. Once they were in the country, German authorities insisted that they learned the German language, that their children attended German schools and that the workers themselves acquainted themselves with the German way of life and, as far as possible, adapt to the lifestyle of their hosts.

Firstly I believe that we need to be much more confident in talking about the advantages of being able to attract employees from beyond our borders.

We need to make it clear that people are coming to work in country because we are successful!

A moribund sluggish economy, with a high level of unemployment, wouldn't need to supplement its workforce from beyond our shores.

We also need to stress that the vast majority of people who come here looking for work are genuine in their wish to work and that

those people who are unfortunate enough to have to beg in our streets are unrepresentative of our migrant worker population.

I also feel that we need to make it clear, and keep on making it clear, that without our 'guestworkers' a number of our industrial sectors could face significant contraction and others would be unable to realise their potential.

And it is not just the private sector that is becoming dependant on overseas employees.

Our hospitals would have real difficulty in functioning without nurses from the Philippines, and doctors from India, Pakistan – even Germany.

Our Universities benefit from the expertise and experience of lecturers and researchers – and indeed students - from all over the world.

Secondly I feel that we need to develop a much more structured approach to identifying the national identities and cultures to which we, as a nation, are currently playing host. We know that we have Indian and Chinese groups in Northern Ireland but do we really know how many Portuguese, Polish, Estonian or Latvian emigrant workers now live and work in Northern Ireland.

One of the largest groups of foreign workers is, in fact, German. But I have to admit that I have no real idea how many German citizens work and live in Northern Ireland.

Unlike many of our European counterparts, we do not have a system that requires residents to register and de-register when they enter or leave our country.

This is a restriction that we have chosen, for very good reasons, not to impose but it does leave us with no formal system for tracking the development of ethnic groups.

I would not want to recommend such a system but we do need to find more reliable ways of establishing how the ethnic mix of our population is changing. Without that we cannot afford our guest workers the protection and support to which I believe they are, as fellow-Europeans, fellow citizens of the world, entitled.

We also need to encourage and support the development of existing outreach programmes which are playing an important role in identifying and responding to the needs of new migrant worker groups, in terms of housing, education and health care.

These programmes also need to be structured in a way that encourages these groups themselves also need to recognise that there is an obligation on them to meet the rest of us half-way. To build bridges and help us understand their culture, their aspirations and their expectations.

This is, of-course, much easier said than done.

We do, however, have to face up to the fact that migration of labour is a fact of 21st century economic life. The developed

economies of Europe, and that now includes Northern Ireland, will continue to see influxes of foreign workers who, in many cases, are prepared to work for less than local labour, whose expectations of life are, at least in the short term, more modest than ours.

This will inevitably generate tension and intolerance and, unless we tackle the underlying causes, could result in the replacement in Northern Ireland of the religious tensions of the last 40 years, with a level of racial intolerance that could be equally damaging.

I honestly believe that, if Northern Ireland can be imaginative in responding to the opportunities and threats posed by this new phenomenon we can not only reap massive economic benefits but we can demonstrate to the world that we have emerged from the troubles of the 70s,80s and 90s and a mature, tolerant and enlightened society.

DISCRIMINATION AGAINST MIGRANT WORKERS IN EMPLOYMENT: A EUROPEAN PERSPECTIVE

Equality Commission Annual Conference – Belfast, 8 November 2005

Dr John Wrench
Head of Sector Research and Analysis

European Monitoring Centre on Racism and Xenophobia
Observatoire Européen des Phénomènes Racistes et Xénophobes
Europäisches Zentrum für Beobachtung von Rassismus und Fremdenfeindschaft



The EUMC is

an independent agency of the European Union established by Council Regulation (EC) 1035/97.

It is based in Vienna and currently has a staff of 33.


European Monitoring Centre on Racism and Xenophobia
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One of its prime objectives is

to provide the Community and its Member States with objective, reliable and comparable data at European level on the phenomena of racism and xenophobia in order to help them take measures or formulate courses of action within their respective spheres of competence;

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RAcism and XEnophobia Network

25 National Focal Points in each Member State:

- ✓ Consortia of NGOs, research organisations, special bodies, social partners;
- ✓ Selected through an EU wide open call for tender and contracted by the EUMC;
- ✓ Collecting data and information according to common guidelines developed by the EUMC.


European Monitoring Centre on Racism and Xenophobia
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Data collection & analysis

- Data and information collection by the National Focal Points of the EUMC's RAXEN network in the following areas:
 1. Employment
 2. Education
 3. Legislation and case law
 4. Racist violence and crimes
 5. Housing
- (<http://www.eumc.eu.int>)

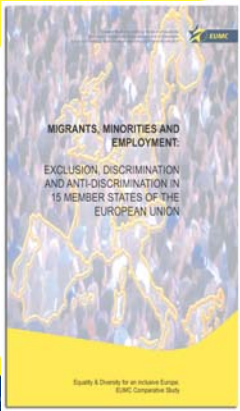
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Observatoire Européen des Phénomènes Racistes et Xénophobes
Europäisches Zentrum für Beobachtung von Rassismus und Fremdenfeindlichkeit




Comparative Studies

- Employment
- Education
- Legislation
- Racist Violence
- Housing

Website:
www.eumc.eu.int




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Sources of evidence for racial discrimination in employment

1. Statistical sources
2. Discrimination testing
3. Evidence on the activities of 'gatekeepers'
4. Evidence from immigrants and minorities
5. Evidence from complaints, court cases, media


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Europäische Stelle für Beobachtung von Rassismus und Fremdenfeindschaft



Rate of discrimination in five European countries

	BE	DE	NL	ES	IT
• 1.stage: telephone	19	13	23	25	27
• 2.stage: invitation	12	6	9	8	12
• 3.stage: offer of work	2	X	5	3	2
• Rate of discrimination	33	19*	37	36	41


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Discrimination cases 1997

- Sweden 0
- France 4
- UK 3 173

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Thank you for your attention

Dr John Wrench
Head of Sector Research and Analysis

Migrant Workers Meeting the challenge of a diverse workforce

The Challenge to the Trade Union Movement-are the unions doing enough to assist Migrant Workers?

Q. What have Trade Unions done to assist Migrant Workers?

- A. Not nearly enough!

Or have they done as much as they can?

Q. Does the Trade union Movement have a responsibility towards Migrant Workers?

- If so why, or why not?
- These people are workers
- But they are not in the Union
- Can we afford to ignore the plight of these workers simply because they are not in a trade union?
- Is it OK to tolerate the exploitation workers if they are not in a union?

Some examples of union work with Migrant workforces

- Unison has been working very successfully with Nurses from the Philippines
- Siptu has been working with Turkish construction workers
- Atgwu is involved in assisting Polish, Ukrainian and other east European workers in several factories and we have a large and growing Portuguese membership in mid Ulster

Q. Is there a down side?

- Work with small groups of non-national workers is resource hungry-very hungry
- Unions are not wealthy organisations-dependant on voluntary contributions
- Projects necessarily compete with each other for a share of the cake

Q. What is the purpose of Unions?

- "The principal objects of the Union are the regulation of relations between workers and employers, and between workers and workers,..." (Rule 2(1) TGWU rule book).

But what about Equalities?

- "The promotion of equality for all... to actively oppose all forms of prejudice and discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, creed caring responsibilities, marital status, sexuality physical ability age or mental health." (Rule 2(d) ibid).

The Challenge

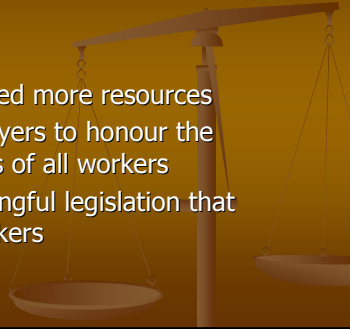
- Put the aspiration into action
- Make it meaningful
- Educate our class to embrace difference
- Educate employers not to exploit Migrant Labour on the altar of capital

The obstacles

- Irish Ferries-dismiss workers from Ireland and replace them with grossly exploited labour with little or no rights
- This of course would not happen in Northern Ireland- or would it?
- Employers holding onto work permits
- Creating a new generation of economic slavery

Q. Are we up to it?
Q. What are the obstacles?

- Well - Yes
- However we need more resources
- We need employers to honour the legislative rights of all workers
- We need meaningful legislation that protects all workers





Making migration work

The scale and impact of recent immigration

Dhananjayan Sriskandarajah
Institute for Public Policy Research

Belfast, 8 November 2005

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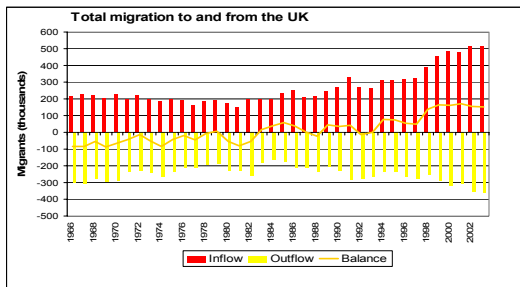


Rising numbers & rising anxieties

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UK: rising numbers

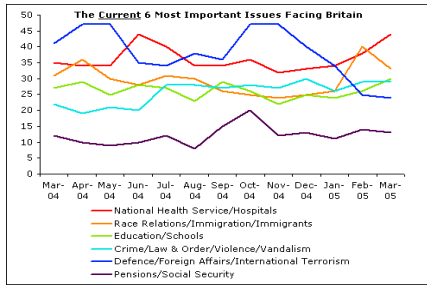


Source: International Passenger Survey

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Rising public anxieties



Source: MORI, 2005; <http://www.mori.com/polls/trends/issues12.shtml>

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Mischievous media message 1: floodgates open

After Blair claims the UK has 'turned the corner', the true picture emerges

BRITAIN STILL THE ASYLUM CAPITAL

www.ippr.org



Mischievous media message 2: 'soft-touch'

Fury as taxpayers' millions are handed to 'stressed' refugees

ASYLUM SEEKERS GET FREE HOLIDAYS

Now asylum seekers get £3m freebies

EXPRESS EXCLUSIVE REPORT

www.ippr.org



Mischievous media message 3: cover-up

EXCLUSIVE: Ministers accused of cover-up

ASYLUM FIGURES RIGGED

EXPRESS SPECIAL INVESTIGATION
The Home Office has been accused of rigging asylum figures to make the UK appear more secure than it is. The investigation reveals how the Home Office has used a variety of tactics to manipulate the numbers, including inflating the number of successful asylum claims and deflating the number of failed claims. The investigation also reveals how the Home Office has used a variety of tactics to manipulate the numbers, including inflating the number of successful asylum claims and deflating the number of failed claims.

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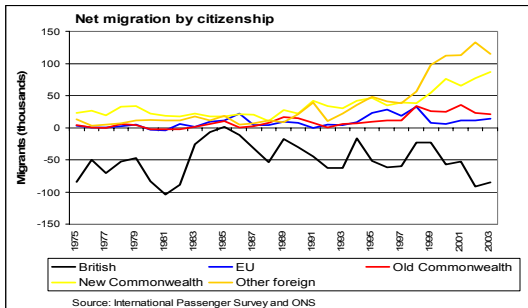


More diversity

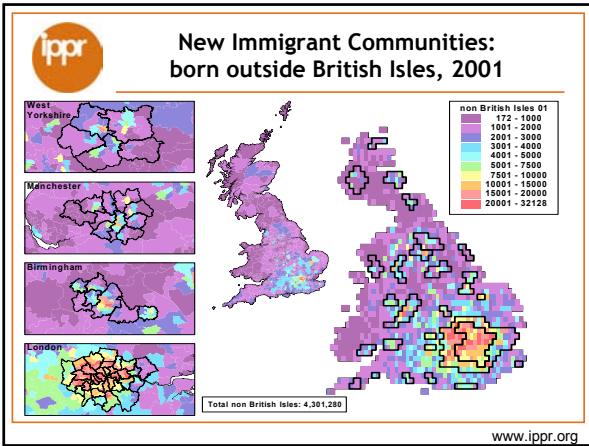
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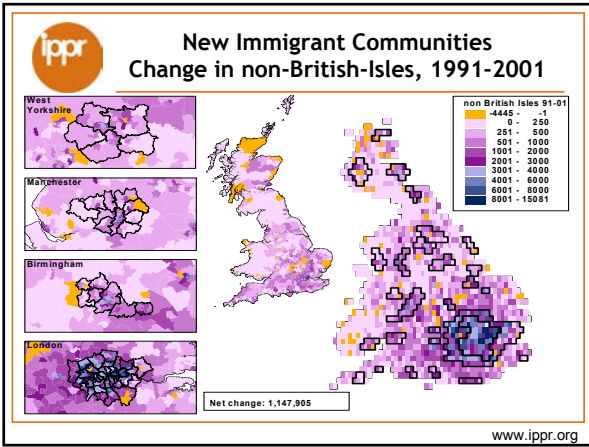


UK: diversification of regions of origin



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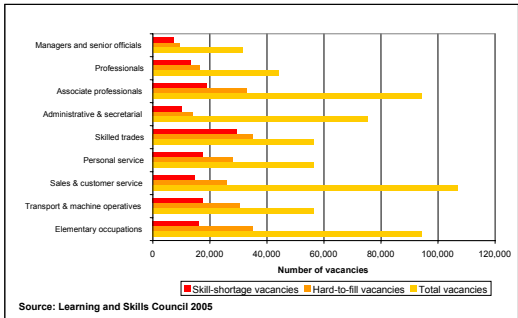
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Economic characteristics

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Job vacancies by occupation, 2004

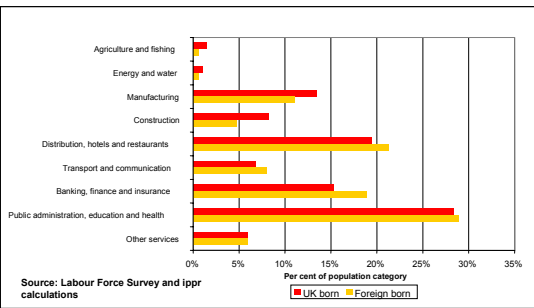


Source: Learning and Skills Council 2005

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Migrant and non-migrant employment by industry sector, March-May 2005



Source: Labour Force Survey and ippr calculations

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Top 10 occupations of successful applications to the WRS, May 2004 - June 2005

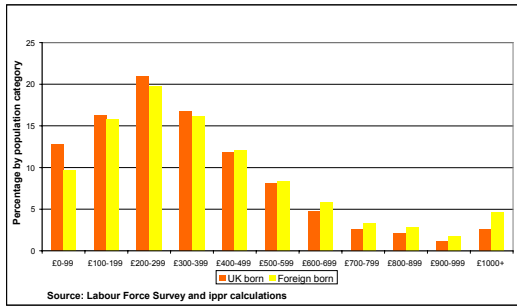
Other process operative (not electronics, textiles or vehicles)	40,270
Kitchen and catering assistants	11,800
Packer	11,650
Farm worker/farm hand	9,145
Cleaner/domestic staff	8,895
Waiter/waitress	8,660
Warehouse operative	8,605
Hotel maid/room attendant	6,510
Care assistants and home carers	5,485
Sales and retail assistants	4,965
All others	65,105
Total	181,085

Source: Home Office et al. 2005

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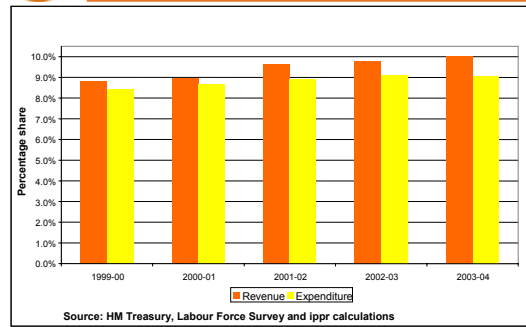
Distribution of gross weekly earnings from main job, 2003-04



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Migrants' share in government revenue and expenditure

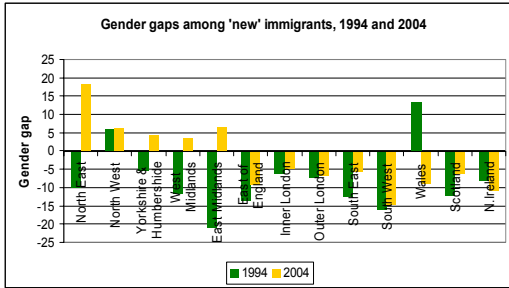


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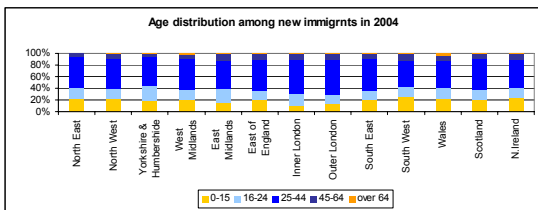


Regional differences

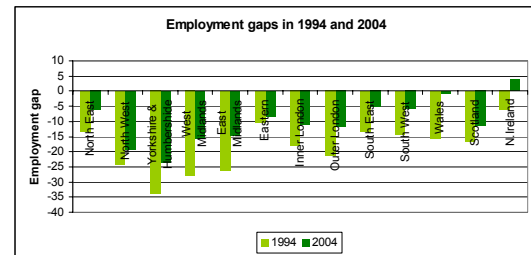
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AEIOU: Getting the basics right

1. Admission - who can enter and the terms of their admission;
2. Entitlements - what rights migrants enjoy;
3. Integration - how effectively they integrate into their host society;
4. Overseas impacts - the impact of their movement on erstwhile home; and
5. Undocumented migrants - what to do about those who are already here but living or working without permission.

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Research and political challenges ahead

- Understanding better the scale, nature and impact of immigration (incl. regional nuances)
- Building a social consensus around migration
- Getting beyond the 'numbers game'; responding to but not pandering to public opinion
- Communicating the social and economic benefits of migration
- Promoting anti-discrimination, equality and integration
- Involving migrants and minorities
- Generating good news stories

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Making migration work

The scale and impact of recent immigration

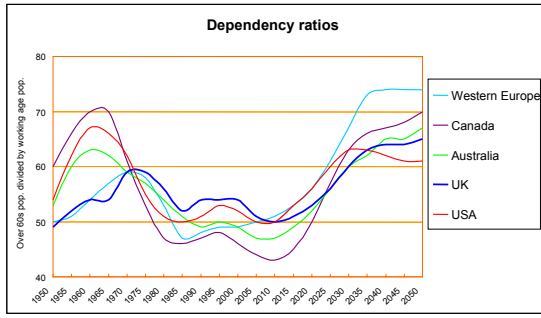
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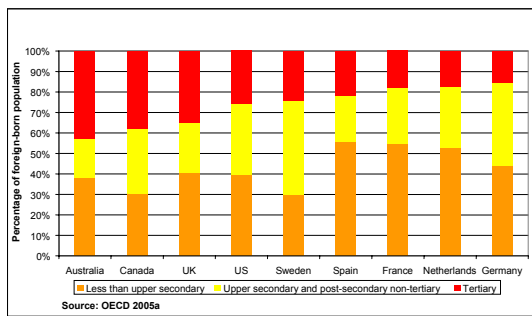
7. Long-term: demographic change



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Distribution of foreign-born population by education level



Source: OECD 2005a

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speaker biographies

Dr John Wrench

Dr John Wrench is Head of Sector Research and Analysis at the European Monitoring Centre on Racism and Xenophobia (EUMC), Vienna.

He is on secondment from the University of Southern Denmark, where he is an Associate Professor, teaching diversity management. Before that he was a Principal Research Fellow at the Centre for Research in Ethnic Relations, University of Warwick.

John has researched and published for many years in the area of labour market inclusion and exclusion regarding immigrants and ethnic minorities, first of all in the UK and later at a comparative European level.

Frank Hewitt

Frank Hewitt is Chief Executive of Northern Ireland Chamber of Commerce and Industry.

He joined the Chamber after a long career in the public and private sectors. In March 2002 he retired from the Northern Ireland Senior Civil Service where his last post was Deputy Permanent Secretary of the Department of Culture Arts and Leisure.

Most of his public service career was spent in the field of economic development and he was, for eight years, Deputy Chief Executive of the Industrial Development Board, the forerunner of Invest Northern Ireland. As Deputy CEO of IDB he was responsible for the organisation's Inward Investment activity and he managed the Board's overseas offices in Belfast, London, Germany, the United States, Japan, Korea, and Taiwan. He has travelled widely in the US, Europe and Asia Pacific and was personally involved in some of the major investments into Northern Ireland, e.g. Seagate Technologies and Daewoo.

Between 1996 and 2000 Frank was Chief Executive of Northern Ireland Growth Challenge a private sector initiative aimed at accelerating economic growth in Northern Ireland through the development of sectoral 'clusters.' Growth Challenge went on to play significant role in the development of Strategy 2010, generally regarded as the most comprehensive review of economic development policy since the 1970s and currently the basis for the Northern Ireland Executive's Economic development policy.

Between 1984 and 1988 he was Marketing Director in the Industrial Development Board responsible for Trade and Export development.

In 1982 he was seconded to the Foreign and Commonwealth Office and, for two years, was UK Consul in Los Angeles.

He also spent five years between 1973 and 1978 as Northern Ireland's representative in Stuttgart, Germany.

Frank is also the Honorary Consul for the Federal Republic of Germany and a Member of the Northern Ireland Legal Services Commission.

Frank is a graduate of the Queen's University, Belfast where he read economics. He speaks fluent German.

Eugene McGlone

Eugene McGlone has been a full-time Official of the ATGWU for the past 17 years.

He has worked with and serviced a variety of workers in different employments, including retail/wholesale distribution; catering and hospitality; food processing; local Authorities and manufacturing.

He has previously served on Wages Councils and Industrial Training Boards. More recently he was an Employees panellist on the Industrial Tribunal and served on the Criminal Injuries Compensation Appeals panel.

He is currently a member of the NIC/ICTU and is a past Chairperson of the NIC/ICTU. Since 2000 he has been a workers representative on the Board of the Labour Relations Agency where he plays an active part in the governance of the Labour Relations Agency.

At the moment he is the Deputy Regional Secretary of his Union based in the Union's Belfast Office.

Danny Sriskandarajah

Dhananjayan (Danny) Sriskandarajah is a Senior Research Fellow and Head of Migration, Equalities and Citizenship at the Institute for Public Policy Research (IPPR).

Dhananjayan coordinates several research projects at IPPR and edits IPPR's Asylum and Migration Working Paper series. He is also a consultant to the UN's Global Commission on International Migration, a member of the Party of European Socialists reflection group on demography, an analyst for Oxford Analytica, and a Trustee of Ockenden International.

Dhananjayan holds degrees from the University of Oxford, where he was a Rhodes Scholar, and the University of Sydney.

He has published extensively on economic development, conflict, migration and diaspora, with recent work appearing in academic journals such as *Asia Pacific Viewpoint*, *Geography*, *International Migration*, *Oxford Development Studies*, and *Third World Quarterly*.

Danny is also a regular commentator on migration issues in the media, with recent articles in the *Financial Times*, *Guardian*, *New Statesman*, and *Prospect*. He has also given more than 130 broadcast interviews (including on flagship current affairs programmes such as *Newsnight*, *Newshour*, *Politics Show*, *Today Programme*, *World Today*, *World Tonight*, and *World at One*) and been quoted in UK and international press (including *TIME* and *Newsweek*).

Bernadette McAliskey

Bernadette McAliskey has been Co-ordinator of South Tyrone Empowerment Programme (S.T.E.P.) since 1997.

Since her time as an MP in the late 60s and early 70s, Bernadette McAliskey has devoted herself to the building of a successful community infrastructure in her local area of South Tyrone. She has been a keen community activist on a number of subjects including Equal Opportunities, Womens' issues, Discrimination and more recently Racial Equality.

As Co-ordinator of South Tyrone Empowerment Programme (S.T.E.P.), she has assumed management of the organisation's four distinct but inherently linked Departments – Community Development, Tutor-led Training, Online Learning (learndirect) and the Migrant Workers Programme.

Despite the demands on her time and resources with S.T.E.P. Bernadette still maintains an active role in a number of community and voluntary sector organisations in the area. Speaking on her work, Bernadette says:

“There are probably not many people in any employment sector who could honestly say that they feel fortunate to go to their work every morning to do something they enjoy doing - and get paid for it. The work I do with S.T.E.P. is the type of work I have been doing most of my life so I am delighted that organisations like S.T.E.P. exist so that valuable community work can continue and be recognised.”

