

West Wiltshire Wide Citizens Advice Bureau
and
Wiltshire Race Equality Council

Migrant Workers in Wiltshire

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1. Executive Summary

1.1 Migration to Wiltshire

The accession of the A8 countries to the European Union in 2004 has seen significant migration to the UK. Unlike previous migrations to the UK this has had significant impact in Wiltshire. There are various schemes that deal with this migration and they include primarily Work Permits and the Workers Registration Scheme (WRS). Between May 2004 and March 2006 there were some 2,657 migrant workers on the WRS with an employer in Wiltshire and Swindon. These were 75.5% Polish and nearly a third had employers in Trowbridge. Most of these worked in factories as process operatives. We estimate there are currently some 2,000 to 3,000 A8 migrant workers in Wiltshire and Swindon.

However, between January 2001 and July 2006 there were 6,512 work permits issued to migrant workers with employers in Wiltshire and Swindon. These migrants were predominately from Japan and India and concentrated in Swindon postcode areas.

In 2005-6 there were some 3,940 new National Insurance Number registrations for people resident in Wiltshire and Swindon. Over a third of these registrations came from Poland, and 11% from India.

The armed forces recruit nationals from across the UK, Ireland and Commonwealth. We estimate that there are between 730 and 1,160 Commonwealth soldiers stationed in the four Wiltshire Districts.

Due to internal migration, and recent changes we can estimate there are approximately 2,000 to 3,000 A8 migrant workers in Swindon and Wiltshire, and some 6,500 foreign nationals employed in the same area (since 2001). In addition there are about 1,000 Commonwealth soldiers stationed in Wiltshire.

1.2 The Fieldwork

We interviewed 22 Polish migrant workers in Trowbridge and Melksham using interpreters and one Commonwealth soldier. Attempts to contact more soldiers were not possible within our timeframe and those we contacted informally were reluctant to come forward. We asked them demographic information, about their housing, employment, education, health, knowledge of benefits, social and community relations, reasons for migration and aspirations and future plans.

1.3 Findings: A8 Migrant Workers

Migrant workers come to the UK to seek better wages and work. Some had been unemployed in Poland. On average, the migrant workers would earn £221 per month in Poland, but were earning on average £203 per week in the

UK. Work conditions were also felt to be better. Generally they stayed in the UK and went back to Poland for visits.

The status of their employment in Poland is generally higher than their current work in the UK. We interviewed teachers, drivers, factory operatives, a border guard, a dietician, an electrician, a car mechanic, and a bank employee. In the UK most were working as factory operatives or stuffing envelopes. Most were engaged via an employment agency.

Experiences of employment agencies were mixed. Agencies could help them with a lot of arrangements but also made a lot of deductions from their pay, sometimes not correctly. Many workers also had their accommodation arranged by the agency and deductions for this were made directly.

Migrants tended to move house a lot, and many in accommodation arranged by the employment agency. Major problems included overcrowding, poor repairs, lack of choice over who sharing with and unresponsive and unscrupulous landlords.

Most migrants have no knowledge of the UK benefits system. Those they were aware of were mainly Child Benefit and Tax Credits.

Nearly half of the migrant workers had university level education. Eight had attended “vocational school” in Poland, and four had finished at “High School”. Fourteen were not in education at all at the time of interview, but seven were attending ESOL classes. Some had problems accessing classes as it conflicted with work timetables, but many wanted to improve their English to improve their job prospects.

Only eight of the migrants had registered with a GP. There was some distrust of UK health services, and the main barrier was language. Five said they would rather seek treatment in Poland.

Socially, the migrants appeared quite isolated. They were aware of the Polish club in Trowbridge but did not attend it; there was little regular attendance at church. There appeared to be some division between the “new” Polish migrants and the old community that settled after the Second World War. They were negative about further migration from Bulgaria and Romania, as well as from Poland as they feared it would threaten their work or position within the UK

Some had experienced racist comments on the street or at work.

1.4 Armed Forces Migrant Workers

We approached a number of African and Fijian soldiers informally, as permission from the MOD was not forthcoming in time. They were generally reluctant to come forward. However we were able to speak to one soldier who spoke of problems experienced in general by Commonwealth soldiers which included being underrated and underemployed by the armed forces.

1.5 People Working with Migrant Workers

People who had frequent contact with migrant workers generally agreed with the issues discovered by the primary research. Housing, in particular overcrowding, was cited as the major issue. Employment was also agreed as a difficulty with unstable employment and variable hours. Community tensions were mentioned and there appeared to be some tension between the “old” and “new” Polish.

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2. Introduction

On 1 May 2004, eight countries joined the European Union and gained full employment access to the UK. Employers in Wiltshire, particularly in Trowbridge, were very keen to use this new labour force, and began recruiting immediately. Some 2,000 migrants were recruited directly into the Wiltshire and Swindon Area, largely to keep the locations factories running.

This research is part of the response from the statutory and voluntary sector to the new migration, to understand the conditions of migrant workers in Wiltshire and to point the need for further service provision and research. The research was commissioned jointly by West Wiltshire Wide Citizens' Advice Bureau (WWWCAB) and Wiltshire Racial Equality Council (WREC).

WWWCAB is based in Trowbridge and is part of the Citizens' advice network and provides advice and information to the public on a range of subjects including (but not limited to) benefits, housing, employment, debt and legal issues.

WREC – also based in Trowbridge – has responsibility to promote racial equality in Wiltshire (excluding Swindon), eliminate racial discrimination and provides casework for those who have experienced discrimination.

2.1 The Research

Transparency Research Partners Ltd (TRPL) was commissioned to carry out the research. The fieldwork was conducted in August – November 2006 and was funded by DEFRA.

2.2 Background

Migrant workers have increasingly become the focus of policy attention across the UK. On 1st May 2004 10 countries joined the European Union (EU) – Poland, Czech Republic, Slovakia, Hungary, Slovenia, Latvia, Lithuania, Estonia, Malta and (Greek) Cyprus. EU nationals are free to enter the UK to visit and look for work, without the need for work permits (although they do have to register with the Workers Registration Scheme), although nationals from these Accession Countries (commonly called the A8 (excluding Malta and Cyprus)) are have limited access to benefits until they have worked for 12 months in the UK.¹ Only Sweden, Ireland and the UK granted A8 nationals free access to the labour market immediately upon EU enlargement.²

In 2004/5 migrants from the A8 countries made 111,000 registrations for national insurance numbers (NINOs) , compared to 20,000 the year before.

¹ Department for Work and Pensions Information Directorate (2005): National Insurance Number Allocations to Overseas Nationals Entering the UK (previously Migrant Workers Statistics), p.13

² ANDERSON, Bridget et al (2006): "Fair enough? Central and East European migrants in low-wage employment in the UK", COMPAS, Oxford University.

62,000 of these were Polish arrivals,³ and overall A8 countries accounted for a quarter of all overseas nationals registering for a NINO in 2004/5.⁴

The migration of A8 workers into the UK, however, is merely part of the story of recent migration to the UK. The 1990s and early 2000s saw considerable conflicts arising on the world stage, and people fled countries such as Bosnia-Herzegovina, Somalia, Zimbabwe and Iraq; some arrived in the UK and applied as refugees. Many of these people were those best equipped to flee their countries and included many professionals who had considerable skills to offer the UK labour market. On acceptance of their claim for asylum many of these people are now working in the UK.

In addition to forced migrations from war zones, the UK government has a number of work migration programmes, and others which are not specifically designed to draw labour into the UK but do not preclude engagement in the UK labour market. Just before EU enlargement in 2004, there were 2.8 million foreign nationals living in the UK, 1.4 million of them working, making them approximately 5% of the UK workforce.⁵

Specific labour-related migration programmes have included the Highly Skilled Migrant Workers Scheme and various sector-based schemes. In addition to these are various programmes which are not explicitly labour migration programmes, but include some permission to work. Statistics are collected by the Home Office on leave to enter the UK and in 2004 these were as follows:

Given Leave to Enter UK in 2004⁶	Number
Students	294,000
Students Dependents	13,100
Work Permit Holders	82,700
Work Permit Holders Dependents	41,600
UK Ancestry	7,700
Domestic Workers	10,400
Ministers of Religion	640
Postgraduate Doctors or Dentists	415
Working Holiday Makers	62,400
Seasonal Agricultural Workers	15,000
Au Pairs	5,640
Spouse and Fiancées	35,400
TOTAL	568,995

Table 1 Given leave to enter in 2004

Students may work up to 20 hours a week in term time, and full time in the holidays. Spouses and fiancées are allowed to work, and the working holiday programme includes working as long as the candidate intends to have a holiday in the UK as well. UK Visas lists six type of work permit visa alone

³ Department for Work and Pensions Information Directorate (2005): National Insurance Number Allocations to Overseas Nationals Entering the UK (previously Migrant Workers Statistics), p. 13

⁴ Department for Work and Pensions Information Directorate (2005): National Insurance Number Allocations to Overseas Nationals Entering the UK (previously Migrant Workers Statistics), p. 13

⁵ ANDERSON, Bridget et al (2006): "Fair enough? Central and East European migrants in low-wage employment in the UK", COMPAS, Oxford University. P.7

⁶ Home Office (2005): Control of Immigration Statistics, 2004, 14/05.

including sector based schemes, training and work experience scheme, internships, GATS visas, and visas for sports people, entertainers and some of their crew.⁷

Even before the accession of the A8 countries, the UK was experiencing an increase in work related migration. The IPPR reported that work permits issued had increased to more than 80,000 in 2003 compared to less than 30,000 per year for most of the 1990s.⁸

Thus while the A8 countries are a significant development in migration to the UK, it should not be seen out of this context of consistent migration to the UK. However, the policy change in the case of EU enlargement in 2004 was a fairly sudden shift in migration policy and UK politicians were harangued by the tabloid press. In particular *The Sun* reported that tens of thousands of eastern European gypsies were poised to settle in the UK, and the *Express* stated that 1.6m gypsies were ready to flood in.⁹ Migrationwatch UK, the rightwing “think tank” asked in a slightly more restrained manner “The really wild card is the Roma question. A UN study last year found that 80% were unemployed and one in five were permanently hungry.”¹⁰

More measured responses came from those immediately involved with working with new arrivals to the UK. Asylum applications in the UK dropped significantly from 103,000 in 2002 to 30,000 in 2006.¹¹ A significant amount of the UK’s voluntary sector had been involved in the provision of assistance to refugees and asylum seekers in the early 2000s, now these organisations are turning their attention to the new migrant communities, with a particular focus on the A8. For example, the Refugee Housing Association is currently undertaking research on defining and assessing the needs of these new migrants. Indeed, this report is an example of the need for information about these new communities and reflects the needs of community organisations to be able to cater to the needs of communities in the UK.

2.3 Migrant Workers in the UK

Academic work on the migrant workers in the UK since the 2004 enlargement of the EU is necessarily limited by time constraints. There is, as yet, no clear consensus on the term “migrant worker” – does it include those allowed to work (students, working holiday makers), those working but not allowed to (over-stayers or “illegal” migrants)? Does it include those who are working but that is not the purpose of their migration (spouses, family reunion), and does it include foreign-born people who are now British (many refugees, for example)? And does it include soldiers recruited from Ireland or the Commonwealth to serve in Britain’s Armed Forces?

⁷ <http://www.ukvisas.gov.uk/servlet/Front?pagename=OpenMarket/Xcelerate/ShowPage&c=Page&cid=1018721068127>

⁸ IPPR(2005): *Selecting Wisely*, p. 3.

⁹ *The Guardian*, February 23rd 2004.

¹⁰ Migration Watch UK (2004): *The impact on immigration of the EU expansion to Eastern Europe*, Briefing paper 4.1, European Union.

¹¹ European Council on Refugees and Exiles, *Asylum applications and country of origin information in Europe and EU in 2005*, (<http://www.ecre.org/factfile/statistics.shtml>).

Several working definitions are currently in use and these are generally broad. The broadest is perhaps that from the UN Convention on the Rights of Migrants which is: “a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.”¹² Business in the Community (Northern Ireland) uses “An individual who arrives in the host country either with a job to go to or with the intention of finding one.”¹³ Clearly, nearly all the immigration categories above fall within these broad definitions.

2.4 Migrant Workers in Wiltshire

There is no previous relevant research on migrant workers in Wiltshire. The figures below will show that while migration has been a fairly minor feature of migration in the county historically, the A8 has produced some fairly major demographic and statistical shifts. It would be fair to say that this is the first occasion in modern times that there has been substantial overseas migration into Wiltshire.

In response to this various members of the statutory authorities have set up a working group to consider the issues of migrant workers. The group includes representatives from the police, fire brigade, housing services, employers, as well as the Racial Equality Council and Citizen’s Advice bureau.

2.5 Statistical Picture 1991 – 2001

Statistics on the population of Wiltshire are complicated by a number of elements.

Firstly, the manner in which census statistics were collected changed radically between 1991 and 2001. Ethnic groups in particular were expanded in the 2001 census and the data from 1991 and 2001 is not contiguous. In 1991 amongst the ethnic data collected was the definition “White”. In 2001 this had been expanded to include White British/English/Welsh/Scottish, White Irish, and White Other. European Migrant workers and many other “white” ethnic groups in the UK would tend to fall into the White “other” category, but as this definition in 1991 was under the encompassing “White” definition, white Polish, white Italian *et al* would have been categorised with the majority “White British *etc*” population in 1991.

Secondly, the statistical geography changed in Wiltshire, with the abolition of all wards and imposition of new wards in 1999.¹⁴ This complicates the comparison between 1991 and 2001 for the investigation of any long term trends in migration to the area.

Finally, there is no widely accepted definition of “migrant worker”, least of all for the purposes of statistical measurement. This means that for examining the demographics of “migrant workers” prior to 2004 one must rely on proxy

¹² http://portal.unesco.org/shs/en/ev.php-URL_ID=3020&URL_DO=DO_TOPIC&URL_SECTION=201.html

¹³ Business in the Community Northern Ireland (2005): Voluntary Code of Practice on Employing Migrant Workers/Overseas Staff in Northern Ireland.

¹⁴ Statutory Instrument 1999, Nos 2926, 2923, 2922, 2924, 2927

figures, such as ethnic group or country of birth. There is, however, information held by the Home Office since 2001 which we examine further below.

District	Pop	Region of Birth Census 2001					
		Total Foreign Born	Eastern Europe	Africa	Asia	Americas	Oceania
Kennet	74,803	6.51%	0.19%	0.83%	1.31%	0.68%	0.43%
North Wilts	125,318	5.64%	0.18%	0.65%	1.28%	0.66%	0.27%
West Wilts	118,142	5.43%	0.35%	0.69%	1.19%	0.58%	0.21%
Salisbury	114,560	6.67%	0.15%	0.79%	1.47%	0.60%	0.34%
Swindon	180,032	7.58%	0.56%	0.91%	2.39%	0.67%	0.21%
TOTAL	612,855	6.47%	0.32%	0.78%	1.63%	0.64%	0.27%

Table 2 Region of Birth Census 2001

District	Pop	Region of Birth Census 1991					
		Total Foreign Born	Eastern Europe	Africa	Asia	Americas	Oceania
Kennet	68,526	5.98%	0.11%	0.27%	0.80%	0.27%	0.29%
North Wilts	111,974	5.03%	0.10%	0.26%	0.77%	0.29%	0.21%
West Wilts	107,803	4.87%	0.32%	0.20%	0.70%	0.17%	0.19%
Salisbury	105,318	6.27%	0.10%	0.26%	1.01%	0.24%	0.28%
Swindon	170,850	6.51%	0.51%	0.34%	1.29%	0.27%	0.16%
Total	564,471	5.80%	0.27%	0.27%	0.96%	0.25%	0.21%

Table 3 Region of Birth Census 1991

One proxy figure is country of birth. These figures should be noted with some caution since people born overseas will include British citizens who were born overseas. Given Wiltshire's strong military presence this will include many of the children of serving families posted overseas. Table 1 shows us that very few of the population of Wiltshire in 2001 were born overseas. Overall 6.5% of the population were born overseas and less than a third of one percent were born in Eastern Europe. The largest foreign-born population by region in Wiltshire were those born in Asia who accounted for only 1.6% of the population of the county. This is lower than the UK average, which is 8.3% of the population¹⁵, and certainly lower than major urban centres in the UK. Over a quarter of London's population overall is foreign born with some boroughs approaching half the population born overseas. However, more locally 8.2% of the population the City of Bristol was born overseas in 2001¹⁶.

This figure is a rise on the 1991 figures. However much of the rise would appear to be accounted for by people born in Asia and Africa. Indeed, the Eastern European-born shows the least difference between the censuses.

¹⁵ National Statistics, 2001

<http://www.statistics.gov.uk/CCI/nugget.asp?ID=1312&Pos=2&ColRank=2&Rank=208>.

¹⁶ National Statistics, Table KSo5 Country of Birth, Census 2001.

Ethnic Group	District					
	Kennet	North Wilts	West Wilts	Salisbury	Swindon	TOTAL
White British	96.3%	96.0%	96.1%	96.4%	91.5%	94.8%
White Irish	0.6%	0.7%	0.6%	0.7%	1.3%	0.8%
White Other	1.7%	1.6%	1.5%	1.6%	2.4%	1.8%
Black African	0.1%	0.1%	0.1%	-	0.2%	0.1%
Black Caribbean	0.1%	0.2%	0.3%	0.1%	0.4%	0.2%
Black Other	-	-	-	-	0.1%	-
Asian Indian	0.1%	0.2%	0.1%	0.1%	1.3%	0.5%
Asian Pakistani	-	-	-	-	0.4%	0.1%
Asian Bangladeshi	-	0.1%	0.1%	0.1%	0.3%	0.1%
Asian Other	-	0.1%	0.1%	0.1%	0.2%	0.1%
Chinese	0.2%	0.2%	0.2%	0.2%	0.4%	0.3%
Mixed (All)	0.6%	0.7%	0.7%	0.6%	1.1%	0.8%
Other	0.2%	0.2%	0.2%	0.2%	0.4%	0.2%
TOTAL Not White British	3.7%	4.0%	3.9%	3.6%	8.5%	5.2%

Table 4 Ethnic Group Census 2001

Another proxy figure which can assist in identifying migrant workers is ethnic group. These figures should also be regarded with caution as they specifically describe an ethnic group rather than a migration status. However, they can point to migration, at least in the past, and provide some pointer of the amount and location of migrant workers in 2001.

The ethnic make-up of Wiltshire is equally predominately White British. Five percent of the population in 2001 is from non White British groups. However, of the ethnic groups “White Other” is the most commonly mentioned, which indicates that non-British white people make up the majority of the minority ethnic groups in the county. The total non-“White” percentage population of the county is 2.6%. The figures show that in 2001, and compared to major urban centres, minority ethnic groups in Wiltshire certainly are a minority, this masks considerable change. The comparable figure for non-“Whites” in 1991 was 1.1% which means that in the 10 years between 1991 and 2001 the non-White population more than doubled in the county as a whole, reflecting broader changes in UK society.

2.6 Changes since 2001

National surveys present little evidence of change in Wiltshire since 2001, however this should not be taken as evidence of little change. The Labour Force Survey taken between 1999 and 2004 collected information on people who gave their national identity as “Other” – that is not British, Irish, Scottish or Welsh. Between 1999 and 2003 all this information in the survey is suppressed as statistically unreliable, however in 2003-4 the figures are considered reliable.

District	National Identity “Other”, Oct 2004-Sep 2005
Kennet	1900
North Wiltshire	4500
Salisbury	3300
Swindon	10000
West Wiltshire	3600

Table 5 National Identity “Other”, Labour Force Survey 2003-4

The change between reliable and unreliable figures between the years may itself be evidence of increased migration into the area. In all this suggests that in 2004 there were 13,200 people in Wiltshire who described their national identity as not British (or any sub-group of British), and a further 8,800 in Swindon.

The Annual Population Survey (APS) took over some of the obligations of the LFS in 2004, and recorded the same question. In total some 23,300 individuals in the county (including Swindon) recorded their national identity as not British. The APS also collected nationality and country of birth information. This information suggests that non-UK nationals account for some 20,000 people in Wiltshire and Swindon in 2005. People born outside of the UK who are white number 23,200 and non-whites some 3,300. In Swindon these are 9,000 and 8,200 people respectively. National identity is probably the closest definition for migrant workers in the county and once age is taken into consideration we are looking at some 14,900 non-UK nationals of working age in Wiltshire and Swindon (7,000 in Swindon and 7,900 in Wilts).

2.7 Work Permits UK Figures

However, the Home Office Immigration and Nationality Department does collect figures for the Workers Registration Scheme (which monitors A8 countries), the Sectors Based Scheme, the Seasonal Agricultural Workers scheme and individuals issued work permits. We collected these figures from 2001 forwards. The information includes gender, occupation, nationality, and the first part of the postcode of each employer. Unfortunately postcodes do not match up with other geographies such as wards, and they are of the employer rather than the employee, but they do give us some indication of local concentration.

2.7.1 Background to WRS

The WRS is the main scheme that deals with migration from the A8. It is useful at this juncture to give an idea of the WRS process for migrant workers. Workers must fill in a registration form in English from the Home Office in order to get their WRS card. There is a £70 fee for initial registrations. The worker must also supply information relating to their employment including contact details, pay details, type of work and duration of stay. They must also send in their passport or national identity card, a letter from their employer and two passport photographs. The form must be completed in the first month of employment, and subsequent registrations are needed if the migrant changes employer. After one year’s full work “without interruption of more than 30 days in total” the migrant will gain full Treaty rights and be able to apply for an EEA residence permit. The scheme does not apply to those who

are working on a self-employed basis, students, those here before 1 May 2004 and people employed by overseas employers.

2.7.2 WRS Distribution Figures

The figures show that of the accession countries after 2004, there were a total of 2,657 WRS applicants in Wiltshire and Swindon postcode areas. Of these, 2,007 were Polish (75.5%), followed by Slovaks (275, or 10.3%) and Czechs (141, or 5.3%). Geographically, these were highly concentrated in certain areas, in particular 32.1% of all WRS registrations were with an employer in Trowbridge.

Location		WRS Approved 1/5/2004 to 31/3/2006, Nationality, Number and Percentage (of TOTAL)							
Postcode	Post Town Area								
Kennet Areas		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
SN10	Devizes	5 (0.2%)	~	11 (0.4%)	5 (0.2%)	10 (0.4%)	49 (1.8%)	11 (0.4%)	91 (3.4%)
SN8	Marlborough	9 (0.3%)	~	2 (0.1%)	~	~	16 (0.6%)	5 (0.2%)	32 (1.2%)
SN9	Pewsey	1 (0%)	~	~	~	~	32 (1.2%)	3 (0.1%)	36 (1.4%)
Kennet Areas Total		15 (0.6%)	~	13 (0.5%)	5 (0.2%)	10 (0.4%)	97 (3.7%)	19 (0.7%)	159 (6%)
North Wilts Areas		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
SN11	Calne	9 (0.3%)	~	~	~	1 (0%)	11 (0.4%)	~	21 (0.8%)
SN14	Chippenham	8 (0.3%)	1 (0%)	4 (0.2%)	7 (0.3%)	3 (0.1%)	35 (1.3%)	12 (0.5%)	70 (2.6%)
SN15	Chippenham	4 (0.2%)	1 (0%)	5 (0.2%)	1 (0%)	2 (0.1%)	57 (2.1%)	19 (0.7%)	89 (3.3%)
SN16	Malmesbury	6 (0.2%)	~	2 (0.1%)	1 (0%)	~	14 (0.5%)	9 (0.3%)	32 (1.2%)
SN4	Wootton Bassett	7 (0.3%)	1 (0%)	8 (0.3%)	3 (0.1%)	~	12 (0.5%)	18 (0.7%)	49 (1.8%)
SN13	Corsham	2 (0.1%)	~	~	7 (0.3%)	1 (0%)	52 (2%)	6 (0.2%)	68 (2.6%)
North Wilts Total		36 (1.4%)	3 (0.1%)	19 (0.7%)	19 (0.7%)	7 (0.3%)	181 (6.8%)	64 (2.4%)	329 (12.4%)
Salisbury Areas		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
SP1	Salisbury, part of	9 (0.3%)	2 (0.1%)	10 (0.4%)	4 (0.2%)	8 (0.3%)	106 (4%)	37 (1.4%)	176 (6.6%)
SP2	Salisbury, part of	11 (0.4%)	2 (0.1%)	3 (0.1%)	3 (0.1%)	~	93 (3.5%)	7 (0.3%)	119 (4.5%)
SP3	Salisbury, part of	~	~	7 (0.3%)	~	1 (0%)	49 (1.8%)	3 (0.1%)	60 (2.3%)
SP4	Salisbury, part of	2 (0.1%)	1 (0%)	2 (0.1%)	3 (0.1%)	1 (0%)	56 (2.1%)	10 (0.4%)	75 (2.8%)
SP5	Salisbury, part of	2 (0.1%)	2 (0.1%)	~	3 (0.1%)	6 (0.2%)	25 (0.9%)	10 (0.4%)	48 (1.8%)
SP7	Salisbury, part of	2 (0.1%)	~	1 (0%)	4 (0.2%)	12 (0.5%)	41 (1.5%)	3 (0.1%)	63 (2.4%)
Salisbury Areas Total		26 (1%)	7 (0.3%)	23 (0.9%)	17 (0.6%)	28 (1.1%)	370 (13.9%)	70 (2.6%)	541 (20.4%)

Location		WRS Approved 1/5/2004 to 31/3/2006, Nationality, Number and Percentage (of TOTAL)							
Postcode	Post Town								
Swindon Areas		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
SN1	Swindon, part of	17 (0.6%)	1 (0%)	4 (0.2%)	1 (0%)	9 (0.3%)	101 (3.8%)	42 (1.6%)	175 (6.6%)
SN2	Swindon, part of	3 (0.1%)	~	~	~	2 (0.1%)	27 (1%)	12 (0.5%)	44 (1.7%)
SN25	Swindon, part of	4 (0.2%)	~	~	1 (0%)	4 (0.2%)	11 (0.4%)	3 (0.1%)	23 (0.9%)
SN26	Swindon, part of	~	~	~	~	~	7 (0.3%)	~	7 (0.3%)
SN3	Swindon, part of	12 (0.5%)	1 (0%)	5 (0.2%)	1 (0%)	4 (0.2%)	47 (1.8%)	15 (0.6%)	85 (3.2%)
SN5	Swindon, part of	3 (0.1%)	1 (0%)	5 (0.2%)	~	2 (0.1%)	99 (3.7%)	13 (0.5%)	123 (4.6%)
SN6	Swindon, part of	14 (0.5%)	~	~	~	1 (0%)	25 (0.9%)	3 (0.1%)	43 (1.6%)
Swindon Areas Total		53 (2%)	3 (0.1%)	14 (0.5%)	3 (0.1%)	22 (0.8%)	317 (11.9%)	88 (3.3%)	500 (18.8%)
West Wiltshire Areas		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
BA12	Warminster	4 (0.2%)	4 (0.2%)	4 (0.2%)	6 (0.2%)	6 (0.2%)	62 (2.3%)	4 (0.2%)	90 (3.4%)
BA13	Westbury	1 (0%)	~	~	~	4 (0.2%)	37 (1.4%)	1 (0%)	43 (1.6%)
BA14	Trowbridge	3 (0.1%)	~	1 (0%)	~	2 (0.1%)	825 (31.1%)	23 (0.9%)	854 (32.1%)
BA15	Bradford-on-Avon	2 (0.1%)	9 (0.3%)	~	~	1 (0%)	4 (0.2%)	3 (0.1%)	19 (0.7%)
SN12	Melksham	1 (0%)	~	5 (0.2%)	~	~	114 (4.3%)	2 (0.1%)	122 (4.6%)
West Wiltshire Areas Total		11 (0.4%)	13 (0.5%)	10 (0.4%)	6 (0.2%)	13 (0.5%)	1042 (39.2%)	33 (1.2%)	1128 (42.5%)
TOTALS		Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	TOTALS
		141 (5.3%)	26 (1%)	79 (3%)	50 (1.9%)	80 (3%)	2007 (75.5%)	274 (10.3%)	2657 (100%)

Table 6 WRS individuals registered between 1 May 2004 and 31 March 2006

2.7.3 WRS by Occupation

The WRS records some 160 possible occupations for migrant workers in Wiltshire. Although many occupations are noted, most are employed in factory work, catering or service occupations, and with significant local concentrations.

Top 10 Occupations	Total Employed	Significant Local Concentration, by Postcode				
		BA14	SN1	SN12	SN5	SP1
Process operative (other Factory worker)	893	628	38	14	4	12
Kitchen and catering assistants	197	6	10	2	23	38
Not Stated	141	68	15	6	5	5
Warehouse Operative	138	8	34	55	16	0
Care assistants and home carers	107	4	1	17	3	14
Cleaner, domestic staff	92	5	2	4	17	12
Waiter, waitress	90	2	5	0	8	17
Maid / Room attendant (hotel)	77	4	3	0	14	16
Food processing operative (meat)	65	52	1	0	0	2
Sales and retail assistants	51	0	5	0	3	10
Bar staff	47	1	5	0	5	10

Table 7 WRS occupations and local concentration.

Fully one third are process operatives working in a factory, and most of these are concentrated in the Trowbridge area. Nearly a quarter of all Wiltshire and Swindon's migrant workers work in factories in Trowbridge. Given what we know about nationality, one should expect to find a significant Polish community in Trowbridge working in one or two factories.

2.7.4 WRS by Gender

Overall 61.0% of the WRS registered are men. In the key area of Trowbridge, 68.4% are male. Overall there are significant concentrations in Kennet and West Wilts, with the remaining areas tending to be a little more balanced.

		Number		Percent	
Post code	Post Town	Female	Male	Female	Male
Kennet					
SN10	Devizes	33	58	36%	64%
SN8	Marlborough	19	13	59%	41%
SN9	Pewsey	4	32	11%	89%
All Kennet		56	103	35%	65%
North Wilts					
SN11	Calne	9	12	43%	57%
SN13	Corsham	19	49	28%	72%
SN14	Chippenham	38	32	54%	46%

		Number		Percent	
Post code	Post Town	Female	Male	Female	Male
SN15	Chippenham	33	56	37%	63%
SN16	Malmesbury	13	19	41%	59%
SN4	Wootton Bassett	21	28	43%	57%
All North Wilts		133	196	40%	60%
Salisbury					
SP1	Salisbury	93	83	53%	47%
SP2	Salisbury	49	70	41%	59%
SP3	Salisbury	23	37	38%	62%
SP4	Salisbury	22	53	29%	71%
SP5	Salisbury	26	22	54%	46%
SP7	Shaftesbury	26	37	41%	59%
All Salisbury		239	302	44%	56%
Swindon					
SN1	Swindon	86	89	49%	51%
SN2	Swindon	19	25	43%	57%
SN25	Swindon	10	13	43%	57%
SN26	Swindon	2	5	29%	71%
SN3	Swindon	39	46	46%	54%
SN5	Swindon West	52	71	42%	58%
SN6	Swindon	13	30	30%	70%
All Swindon		221	279	44%	56%
West Wilts					
BA12	Warminster	43	47	48%	52%
BA13	Westbury	14	29	33%	67%
BA14	Trowbridge	270	584	32%	68%
BA15	Bradford-on-Avon	12	7	63%	37%
SN12	Melksham	47	75	39%	61%
All West Wilts		386	742	34%	66%
Total		1035	1622	39%	61%

Table 8 WRS Gender and local concentration.

2.8 Work Permits and the Sectors Based Scheme

Figures for Work Permits and Sectors Based Scheme are collected together. These show very significant differences to information from the A8 countries. Overall, between 1 January 2001 and 31 July 2006 there are over 6,512 work permits issued within Wiltshire and Swindon postcode areas. Given the differences in scheme eligibility between the WRS and WP/SBS it is no surprise that the nationalities are different.

Nationality	Number	Percent
Japan	1,279	19.6%
India	1,176	18.1%
Philippines	710	10.9%
United States Of America	409	6.3%
China Peoples Republic Of	311	4.8%
South Africa	301	4.6%
Malaysia	207	3.2%
Bangladesh	194	3.0%
Australia	178	2.7%
Pakistan	119	1.8%

Table 9 Work Permits and Sectors Based Scheme by Nationality

However it is notable that 19.6% and 18.1% of work permits were for Japanese and Indian nationals respectively. Overall 110 different nationalities were recorded in this scheme.

2.8.1 WP/SBS Distribution

WP/SBS figures show considerable concentration by nationality.

Nationality	Local Concentration, by selected Postcodes							
	SN1	SN16	SN25	SN3	SN4	SN5	SN8	SP1
Japan	0.1%	0.0%	0.2%	92.7%	0.2%	1.6%	0.2%	0.2%
India	5.8%	1.4%	1.4%	8.8%	3.8%	5.9%	2.6%	46.8%
Philippines	13.7%	0.1%	0.3%	18.7%	1.4%	1.4%	0.3%	4.5%
USA	11.0%	7.6%	3.4%	29.8%	3.7%	16.4%	1.2%	0.7%
China	8.0%	2.3%	1.0%	2.9%	6.4%	39.9%	4.2%	7.7%
South Africa	19.6%	2.3%	1.3%	7.6%	7.3%	11.0%	2.7%	4.0%
Malaysia	13.0%	12.6%	3.9%	6.8%	6.3%	22.2%	3.4%	0.5%
Bangladesh	13.9%	3.1%	2.1%	0.5%	9.8%	5.2%	6.7%	4.6%
Australia	19.1%	2.2%	1.7%	11.8%	10.1%	11.2%	3.4%	1.7%
Pakistan	5.0%	0.0%	1.7%	10.9%	10.1%	7.6%	48.7%	0.0%

Table 10 WP/SBS by local concentration

It is also highly notable that 92.7% of the Japanese work permit holders have an employer in SN3. These local concentrations almost certainly reflect the fact that these schemes are directly related to work, and companies may be relocating or recruiting specifically from certain target populations.

2.8.2 WP/SBS Occupations

Occupations in the WP/SBS are also quite different from those in WRS. Clearly basic eligibility criteria are the main function here.

Occupation	Number	Percent
Other Engineer	1,385	21.3%
Nurse	848	13.0%
Other Manager Related	612	9.4%
Software Engineer	510	7.8%

Occupation	Number	Percent
Other Health/Medical	361	5.5%
Chef	354	5.4%
Other IT Related	296	4.5%
Groom	184	2.8%
Teacher(School/College)	137	2.1%
Other Agricultural	132	2.0%
Electrical/Electronic Engineering	83	1.3%

Table 11 Work Permits occupations

Generally these occupations tend to be in the technology sector, although nurses and teachers are highly representative. From what we know about nationality distribution and recruitment practices it seems highly likely that we would find many Japanese engineers in SN3, many Indian software engineers in SP1 and many Filipino nurses in SN3 and SP2.

Occupation	Local Concentration by selected postcodes						
	BA13	SN11	SN3	SN4	SN8	SP1	SP2
Other Engineer	0.2%	0.0%	64.7%	8.2%	0.1%	6.8%	0.6%
Nurse	0.0%	2.6%	22.2%	1.8%	0.7%	6.1%	31.6%
Other Manager Related	1.5%	0.7%	47.1%	2.3%	1.3%	2.5%	2.3%
Software Engineer	0.0%	0.2%	0.4%	0.4%	0.2%	70.6%	5.7%
Other Health/Medical	3.9%	2.5%	18.0%	6.1%	1.7%	7.5%	4.7%
Chef	0.8%	1.1%	3.4%	0.6%	5.9%	3.1%	10.7%
Other IT Related	0.3%	3.4%	15.5%	3.7%	0.3%	21.6%	7.8%
Groom	0.0%	0.0%	0.0%	23.9%	38.6%	0.0%	0.0%
Teacher(School/College)	0.0%	2.2%	15.3%	4.4%	3.6%	13.9%	0.7%
Other Agricultural	30.3%	39.4%	0.8%	2.3%	8.3%	2.3%	0.0%
Electrical/Electronic Engineering	0.0%	0.0%	65.1%	2.4%	2.4%	0.0%	0.0%

Table 12 WP/SBS by occupation and selected postcodes

2.8.3 WP/SBS Gender distribution

Overall the gender distribution shows us that there are more men than women migrating to Wiltshire. The balance is higher for men than in the WRS, and this is particularly true in Swindon.

Location		Number		Percent	
Post code	Post Town	Female	Male	Female	Male
Kennet					
SN10	Devizes	15	35	30.0%	70.0%
SN8	Marlborough	48	192	20.0%	80.0%
SN9	Pewsey	5	9	35.7%	64.3%
All Kennet		68	236	22.4%	77.6%
North Wilts					

Location		Number		Percent	
Post code	Post Town	Female	Male	Female	Male
SN11	Calne	35	107	24.6%	75.4%
SN13	Corsham	14	31	31.1%	68.9%
SN14	Chippenham	44	52	45.8%	54.2%
SN15	Chippenham	54	103	34.4%	65.6%
SN16	Malmesbury	54	132	29.0%	71.0%
SN4	Wootton Bassett	116	236	33.0%	67.0%
All North Wilts		317	661	32.4%	67.6%
Salisbury					
SP1	Salisbury	133	556	19.3%	80.7%
SP2	Salisbury	265	230	53.5%	46.5%
SP3	Salisbury	14	75	15.7%	84.3%
SP4	Salisbury	52	38	57.8%	42.2%
SP5	Salisbury	69	26	72.6%	27.4%
SP7	Shaftesbury	34	17	66.7%	33.3%
All Salisbury		567	942	37.6%	62.4%
Swindon					
SN1	Swindon	219	277	44.2%	55.8%
SN2	Swindon	39	111	26.0%	74.0%
SN25	Swindon	16	84	16.0%	84.0%
SN26	Swindon	5	8	38.5%	61.5%
SN3	Swindon	301	1562	16.2%	83.8%
SN5	Swindon West	131	410	24.2%	75.8%
SN6	Swindon	66	171	27.8%	72.2%
All Swindon		777	2623	22.9%	77.1%
West Wilts					
BA12	Warminster	11	59	15.7%	84.3%
BA13	Westbury	26	54	32.5%	67.5%
BA14	Trowbridge	48	49	49.5%	50.5%
BA15	Bradford-on-Avon	1	15	6.3%	93.8%
SN12	Melksham	18	40	31.0%	69.0%
All West Wilts		104	158	39.7%	60.3%
Total				28.1%	71.9%

Table 13 WP/SBS by gender and local concentration.

2.9 NINO Registrations 2005/6

The Department for Work and Pensions collects information on new National Insurance Number registrations by local authority area. While neither this nor the WRS figures can provide complete data due to internal migration, it does provide corroboration of WRS and Work Permits figures, and, presumably, those in the Armed Forces.

Nation	New NINO Registrations 2005/6 ¹⁷						
	Swin-don	Kennet	North Wilts	Salis-bury	West Wilts	All	All (%)
Poland	440	120	130	230	460	1,380	35.00%
India	330	20	20	30	40	440	11.20%
Slovak Rep	110	30	50	40	30	260	6.60%
Portugal	100	-	20	10	20	150	3.80%
South Africa	50	20	20	20	30	140	3.60%
Philippines	50	10	20	20	10	110	2.80%
Czech Rep	30	20	20	30	-	100	2.50%
Germany	30	10	20	20	10	90	2.30%
Brazil	70	10	10	-	-	90	2.30%
Lithuania	50	20	-	10	10	90	2.30%
Italy	60	-	10	10	-	80	2.00%
Nepal	50	-	10	-	10	70	1.80%
Bangladesh	30	10	10	10	10	70	1.80%
Australia	20	10	10	20	10	70	1.80%
Hungary	10	10	10	30	10	70	1.80%
China	20	10	10	20	10	70	1.80%
France	20	-	10	10	10	50	1.30%
Latvia	30	10	-	10	-	50	1.30%
USA	20	-	10	10	10	50	1.30%
Turkey	20	-	10	10	-	40	1.00%
Ireland	20	-	10	10	-	40	1.00%
Romania	10	-	10	10	10	40	1.00%
Pakistan	20	10	-	-	-	30	0.80%
Thailand	10	-	-	10	10	30	0.80%
Ghana	10	-	10	10	-	30	0.80%
Bulgaria	10	-	10	-	-	20	0.50%
Jamaica	10	-	10	-	-	20	0.50%
Zimbabwe	10	-	10	-	-	20	0.50%
New Zealand	10	-	-	10	-	20	0.50%
Canada	10	-	10	-	-	20	0.50%
Netherlands	10	-	-	10	-	20	0.50%
Spain	10	-	-	10	-	20	0.50%
Nigeria	20	-	-	-	-	20	0.50%
Japan	10	-	-	-	-	10	0.30%
Colombia	10	-	-	-	-	10	0.30%
Kenya	10	-	-	-	-	10	0.30%
Guyana	-	-	-	-	10	10	0.30%
Fiji	-	-	-	10	-	10	0.30%
Eritrea	10	-	-	-	-	10	0.30%
Switzerland	-	-	10	-	-	10	0.30%
Russia	10	-	-	-	-	10	0.30%
Malaysia	10	-	-	-	-	10	0.30%
Sweden	10	-	-	-	-	10	0.30%
Sri Lanka	10	-	-	-	-	10	0.30%
Estonia	10	-	-	-	-	10	0.30%
Iran	10	-	-	-	-	10	0.30%

¹⁷ Department of Work and Pensions. http://www.dwp.gov.uk/asd/asd1/niall/nino_allocation.asp

Somalia	10	-	-	-	-	10	0.30%
TOTAL	1,810	320	480	620	710	3,940	

Table 14 New National Insurance Number registrations 2005/6

While it is interesting to note that Polish registrations number 35%, the next biggest group is from India. The A8 countries overall (in bold above), account for 47% of new registrations in Wiltshire and Swindon in 2005/6.

2.10 Armed Forces Migrant Workers

There are certainly “Migrant Workers” within the British Armed Forces when using a broad definition as above. Recruits to the Armed forces must, however, amongst other rules, satisfy nationality criteria which state that only British, Irish or Commonwealth Citizens can apply. The Commonwealth comprises some 82 nations and territories¹⁸, which means that the potential for migration via the armed forces is very large indeed. However, rules published on the Army website also state that someone applying from a Commonwealth country must also be able to attend assessment in the UK and be able to meet the costs of travel, accommodation and subsistence over this three month period, and presumably be able to meet the immigration rules. This will necessarily limit application to those with required level of resources.

It is, however, also clear that the army recruits directly from Commonwealth countries, the most well known being the recruiting station based in Nepal for the recruitment of Gurkhas, an arrangement which has been in existence some 200 years.

Figures on military personnel are a little more difficult to access. A Freedom of Information Act request was made to the MOD to ascertain the level of non-British born and non-British Citizens stationed in Wiltshire in August 2006. Because the request required new information to be generated the MOD were not required to comply with this; however they did refer to other more general sources. In 2006 at any one point it seemed 14,720 military personnel of all ranks were stationed in Wiltshire, this is approximately 9% of all personnel stationed in the UK.

District	Army (July 2006)	Navy (July 2006)	RAF (April 2006) ¹⁹	TOTAL (Appx)
Kennet	4,420	-	20	4,440
North Wiltshire	1,450	100	2,700	4,250
Salisbury	4,430	50	300	4,780

¹⁸ i.e. Anguilla (Windward Islands), Antigua & Barbuda, Ascension Island, Australia, Australian Antarctic Territory, Bahamas, Bangladesh, Barbados, Belize, Bermuda, Botswana, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Brunei, Cameroon, Canada, Cayman Islands, Channel Islands, Christmas Island, Cocos (Keeling) Isl (Aus), Cook Isl's & Niue (N/Z), Coral Sea Isl's Territory (Aus), Cyprus (republic & SBA), Dominica, Ducie & Oeno Islands, Falkland Islands, Fiji Islands, Gambia, Ghana, Gibraltar, Grenada, Guyana Heard Isl (Aus), Henderson Isl, India, Jamaica, Kenya, Kiribati, Lesotho, Macdonald Islands (Aus), Malawi, Malaysia, Maldives, Malta, Maquarie Islands (Aus), Mauritius, Monserrat, Mozambique, Namibia, Nauru, New Zealand, Nigeria, Norfolk Island (Aus), Pakistan, Papua New Guinea, Pitcairn Isl, Seychelles, Sierra Leone, Singapore, Solomon Islands, South Africa, South Georgia, South Sandwich Isl, Sri Lanka, St Helena, St Kitts & Nevis, St Lucia, St Vincent & Grenadines, Swaziland, Tanzania, Territory Ashmore & Cartier Isl (Aus), Tokelan & Ross Dependency (N/Z), Tonga, Trinidad & Tobago, Tristan da Cunha, Turks & Caicos Islands, Tuvalu, Uganda, Vanuatu, Western Samoa, Zambia, Zimbabwe and the UK.

¹⁹ A new personnel information system was implemented for the July edition of TSP10, which meant we had to use April figures for RAF personnel.

West Wilts	1,240	10	-	1,250
TOTAL	11,540	160	3,020	14,720

Table 15 Soldiers of all ranks stationed in Wiltshire April and July 2006.²⁰

Information on nationality was not available at the level of Wiltshire, however our information request did gather that at a national level 6.2% of the Army, 1.2% of the Navy and 0.4% of the RAF were non British nationals.²¹

This may, however, be an underestimate or via the result of different definitions. Anecdotal evidence points to many non-British nationals in the Army particularly in Wiltshire. An article in the *Telegraph* posted in April 2006 quoted the then Defence Secretary John Reid that about 10% of the Army was non-British. This comprised 3,000 Gurkhas, 1,965 Fijians, 975 Jamaicans and 650 South Africans amongst others from a total of 54 countries.²²

Using the information from the MOD and the estimates provided in the press we are able to estimate that migrant workers in the armed forces number about 730 to 1,160 individuals across the four districts. Total figures suggest these will be stationed largely in Kennet and Salisbury districts.

2.11 Welfare of Armed Forces Migrant Workers

It is worth noting at this stage that military personnel operate with their own welfare system. This includes regular medical check ups, access to doctors and dentists at any time, support via the chain of command including training staff sergeant or colour sergeant, the chaplaincy, there is a contracted out telephone guidance service called the Confidential Support Line, and the Army Welfare Information Service, which provides advice and referral.

2.12 Interviews with Migrant Workers

This research is about the needs of migrant workers and clearly is a response to the A8 accession, and may inform future work and service provision on further EU expansion. The county of Wiltshire is predominately white British in terms of ethnic group, however, prior to 2001 there were significant non-British nationals resident in the county. In particular we estimate some 14,900 non-Britons of working age are resident in the county at the time of writing. However, not all of these will be “migrant workers”, in this instance people who have come to Britain legally with the intention of seeking work.

Information on specific migrant worker schemes is, however, highly detailed. It does not take into account migrant workers leaving the UK, however we can be fairly sure that while there will be an outflow, the nature of work in the UK means that Work Permits figures will represent an upper figure and the information also allows us to arrive at proportions by gender and location.

²⁰ TSP10: UK Regular Forces Distribution Across UK, AT 1 April 2006 and 1 July 2006. Defence Analytical Services Agency, MOD.

²¹ Letter from Tim Knight, DASA, MOD 4 September 2006.

²² “One in 10 soldiers is recruited overseas”, Graeme Wilson, The Daily Telegraph, 13 April 2006. <http://www.telegraph.co.uk/news/main.jhtml?xml=/news/2006/04/13/narmy13.xml&sSheet=/news/2006/04/13/ixhome.html>

We did not propose to interview those who have entered on WP/SBS visas. While this is a highly significant area of migration to the county, this research is about the needs of migrant workers and the figures suggest that WP/SBS workers are generally in high status occupations, with all the advantages in terms of remuneration and access to resources that this implies. Thus our first limitation was to interview migrant workers from the A8 countries on the WRS scheme.

Secondly, given Wiltshire's longstanding military presence it made sense to examine this issue within this context as well. So in addition to the A8 migrant workers we sought to interview non-British nationals in the armed forces stationed in Wiltshire.

Ideally our samples would have taken into account gender and location; in practice we approached the communities from various angles until we had secured enough informants using the snowball method. Future studies should build in location and gender sampling and interview a wider range of participants.

3. Findings: A8 Migrant Workers

3.1 Practicalities

We interviewed 22 A8 migrant workers in Trowbridge and Melksham. Trowbridge was identified as the primary location of A8 migrant workers in the county from WRS data, and we hired two local interpreters to assist with the research. Further notes on interviewing Polish migrant workers are contained in Appendix 7.1. Exactly half were male and half were female. All were from Poland, which is both a reflection of the main source of migration into Wiltshire and of our contact methods. Questions on ethnicity were generally not answered or considered relevant, and nearly all stated their religion as Catholic (but see Appendix 7.1). Our interview schedule is included as Appendix 7.3.

The average age was 33; the youngest was 22 and the oldest was 55. All had registered through the WRS.

3.2 Significance and Accuracy

This study was largely qualitative, and is based on the experiences of 22 Polish migrant workers. We did not interview migrants from any of other seven A8 countries despite attempts to do so. Therefore, there is little justification for attributing statistical significance to the outcomes of the research. However, there are varying degrees of consensus and similarities between experiences and issues; and the results are triangulated with other sources (see Section 5). Overall the research is at least a good indication of the experiences of migrant workers in Wiltshire, and points to the need for further in-depth research for this group.

3.3 Reasons for Migration

Twelve respondents were in the UK for the first time. Many had travelled back and forth back to Poland for visits and holidays. None of our interviewees had arrived prior to the A8 accession. Four arrived in 2004, three in 2005 and fifteen in 2006. One did not give dates.

Some had been recruited directly by UK agencies working in Poland. The overriding reason for migration was economic. Nearly all respondents had come to seek better wages or work; some had been unemployed in Poland. Amidst the economic factors were a myriad of additional push-pull factors. Joining family members who had already come to the UK was mentioned by six respondents. Higher wages were mentioned by fourteen. Work conditions were perceived to be better in the UK by three people.

On the push side wages were perceived to be very low in Poland; they could only pay the basics and aspirations such as buying a property were effectively out of their reach. The average wage amongst respondents previously employed in Poland was £221 per month. On average in their UK jobs respondents were earning £203 per week. Some felt that they were treated

badly in their Polish employment, and one mentioned that the UK was a good place “to voice your opinion”. This respondent felt that the Polish president and Prime Minister (who, incidentally, are twin brothers) spent too much time praying and pandering to the Catholic electorate.

There were a number of factors which inclined respondents to take the decision to migrate. The main reasons were economic. These migrants were clearly expecting to make more money in the UK in better work conditions. A number had defined goals such as buying a new car or a flat in Poland. Most maintained ties with Poland and visited, but these tended to be short holidays to visit family and friends. Generally they seemed to be spending most of their time in the UK. Family and friends were also cited as additional reasons for coming to the UK, with some moving in order to maintain contacts as well as responding to news about potential work. Family could also be push factors: one respondent wanted to leave his wife.

3.4 Employment

While four respondents had been unemployed in Poland, the rest did have jobs or careers prior to emigrating. Occupations were various but did include two teachers, two drivers, two factory operatives, one factory supervisor, a dietician, a manager of an internet café, a carpenter, a bank employee, a sales assistant, a border guard, a printer, an electrician, a car mechanic and a cleaner. As noted above, wages were low and conditions not generally considered favourably.

Their employment in the UK was of a remarkably lower standard. Thirteen worked in factory as “general” operatives. Many were cleaning machinery. Five were engaged in “stuffing envelopes”, two made furniture (presumably in a factory setting), and one was a waitress. One was off sick and had no employment.

The employment of most was arranged via a variety of agencies. Only three had not contacted an agency. Employment agencies were engaged not only in securing employment of the respondents but mediated many other areas of the migrants’ life as well. Some were engaged in direct recruitment from Poland, many arranged transport to the UK, registration with the Home Office, transport to and from work and employees accommodation. Costs for all of these were deducted from the migrants pay by the agency.

Experiences of employment agencies were mixed. For some the work provided was inconsistent, especially at the beginning. Assistance with paying the WRS fee, travel from Poland, and providing accommodation were appreciated by some, for others this could cause problems in particular with deductions. Deductions from pay caused some concern. Sometimes these were made incorrectly or for items not used. If deductions were made incorrectly these took a number of weeks to rectify, and some migrants were unsure about taxation and were unable to know if they had been taxed correctly. Information from agencies was inconsistent. Some had Polish employees themselves so were able to negotiate better with the migrants; on the other

hand this sometimes created a language barrier *in* the agency. Some gave detailed information about the WRS, the national insurance system and taxation. Others did not provide such information and this left the migrants unsure about their pay.

The link with accommodation was difficult for some. While this provided a solution to the immediate housing problem for the migrant, having employment and accommodation arranged by the same body also posed problems. For example, complaints about housing were not attended to in two instances and further deductions from wages for bedclothes and “other” were included in at least one migrants wage slip. One migrant was scared of moving in case it affected his employment.

3.5 Housing

Seven of the migrants owned a property in Poland. None were owner-occupiers in the UK, and all privately rented, sometimes via the employment agency or through separate arrangements. Conditions in the accommodation varied considerably between the migrants. Most of the interviews with the migrants took place in their accommodation; our fieldworker indicated that three interviewees appeared to live in accommodation that was in good condition.

Seven respondents lived in accommodation that had been arranged via the employment agency. Fifteen lived in accommodation arranged via agencies or friends and family. Only ten had remained in the same housing since arrival in the UK with twelve moving two or more times. Twelve did not have a copy of their tenancy agreement; and thirteen had no knowledge of housing advice services. Those that were aware of housing advice services mentioned the CAB or council offices – some had previously used CAB.

One of the major problems was overcrowding. On average there were 1.75 people sharing each bedroom, even taking into account those sharing with their spouses, boyfriends or girlfriends this is high ratio; and overcrowding was mentioned by many respondents. In some instances nine adults were sharing four rooms and three women were sharing one room.

Other problems included poor repairs. Issues included damp, broken windows, mould, and no heating. Seven respondents cited poor repairs. Some of these had been reported to the landlord/agency in control of the property, but none of them had been fixed. Additionally, many problems had not been reported: the migrants were reluctant to report problems with the accommodation for fear of losing their jobs and not wanting to seem as making a fuss.

Other issues for migrants included the tenants themselves, and stated that they had no choice over who was living there, people drinking or looking for drugs and the general area in which they were placed. Several respondents referred to a house known as the “Big Brother House” – apparently in reference to the lack of privacy there – which has 12 bedrooms and was

described in various states of overcrowding. Respondents variously stated there were 14 migrants staying there, another upto 24 and one thought there were 40. Nonetheless, the property has gained some notoriety amongst the migrants.

One respondent had saved up enough money for six months rent in advance but was having problems finding accommodation through agencies. He believed this was discriminatory as an English friend would ring and ask about properties; however, when he asked himself he was told the place was gone.

Overall the housing situation for the respondents was fairly poor. They appeared to have little knowledge of their rights and were reluctant to pursue them.

3.6 Welfare Benefits

Thirteen of the respondents had no knowledge of welfare benefits in the UK. Nearly all of them had no knowledge of their eligibility – they felt that to be eligible you had to have children, and some assumed that they were not eligible because they had only come to the UK to work. Nine had some knowledge of the benefits system but this was largely sketchy, most often they mentioned Child Benefit, Tax Credits, and one mentioned Housing Benefit. Two felt that they might be eligible for contribution based Job Seekers Allowance, but were not sure.

Three were making a claim. This was for Child Benefit and Tax Credits. One had been turned down, and expressed frustration with the speed of the process.

3.7 Education and Language

Nine of the migrants had a university level education, one with a master's degree. Their subjects included computer science, journalism, sociology, teaching, child psychology and law. Eight of the respondents had attended a “vocational school” in Poland – which consists of specific training for specific work roles. This included learning to be a chef, a dietician, roof tiling, car mechanics, and to be an electrician. Four had finished at “High School” at the age of 18 or 19.

Fourteen of the respondents were not in education at all at the time of interview. Seven were attending ESOL classes, and two said that they had not been able to attend ESOL as it conflicted with work requirements. Thirteen wanted to progress their education, most of these with improving their English. Two were interested in transferring their education from Poland to England. Many saw better English as a means of improving their work situation and perhaps to continue their previous career or profession from Poland.

There were some problems accessing education and most seemed aware of opportunities. Difficulties seemed to centre around the timing of ESOL

courses which made it difficult to fit in with their work commitments, or oversubscription of courses. There were problems for some as the courses were full - at least two had a 2 ½ month wait for the lower level classes, and one person was waiting to hear about a higher level class. Two others tried a college but found it also full and are still waiting to hear from the second college they had applied to. At least two people said that they had difficulties in class as the tutor didn't speak Polish.

3.8 Health

All but two of the migrants said they were in good health at the time of interview. One was stressed due to accommodation and another appeared to have suffered some type of repetitive strain injury at work. Only eight were registered with a GP, and of those six had accessed the GPs services. Most problems they had or anticipated in accessing health services were around language or interpretation, and one reported that a friend had been told to “go back to Poland”, and another had returned for medical treatment to Poland. There was some distrust of the UK medical system, eleven said they were aware of how it works and where they would go for various needs but five said they would seek treatment in Poland rather than in the UK.

Language appeared to be the main barrier to accessing health services. Some used friends or family members to translate and others were aware of language line. The preference for those seeking medical attention in Poland may also be down to language.

3.9 Social and Community

In terms of social contacts the migrants generally appeared quite isolated. Nearly all of them said they didn't attend mass at all or regularly, two seemed to feel there was less pressure in the UK to attend church. Many were aware of an established Polish club in Trowbridge, but did not attend it. Some were uncomfortable with the drinking in the club and some felt that people could get aggressive or noisy after drinking. Most social contact came through work and accommodation, although some said they had a few friends locally and across the UK.

In terms of the concerns of their community, many were apprehensive about further migration from Poland. This was perceived as a threat to their employment prospects, and some were concerned about migration from Bulgaria and Romania. A number felt that large groups of Polish people were not good for themselves, that some were potentially criminals and that when Polish men were drinking they would argue a lot, mainly with their friends. Presumably more migrants were perceived as a threat to their position within the UK.

Most respondents were not well travelled within Wiltshire or the UK. They appear to have generally mainly stayed near their work. Things they liked about living in Wiltshire include its quietness, architecture and clean air.

There were more mixed opinions about their relationships with English people. Some were of the view that the British were generally polite and quiet, although others had experienced racism including comments on the street such as “fucking Polish” and a mother telling her child that the respondent was “Polish trash”. Another respondent told us of things being thrown at his wife at work, and English people saying bad things about Polish people working. A small number of respondents were shocked at some British habits including breaking wind in public. One respondent said of his English work colleague:

[He] will sit there with a sandwich in one hand and a packet of crisps in the other and then pass wind...

The respondent felt that this sort of behaviour was unheard of in Poland and they felt it very strange. Two had concerns about the type of taps which are commonly used in the UK (mixer taps) compared to those in Poland.

Many respondents were concerned about how they were perceived by the English community. In particular they were concerned at being perceived as drinkers, trouble makers, and involved in crime.

3.10 Aspirations

The hopes of the Polish migrant workers in Wiltshire did not conform to any general pattern. Most wanted to go back to Poland, but for visits rather than permanently. More important to them was the prospect of improving their job prospects, earning more and some were considering permanently settling.

It was largely felt that there were more opportunities in the UK than in Poland. Improving their English skills was on the agenda for many people, but overall, for the long term future, a lot of the respondents just didn't know.

4. Findings: Armed Forces Migrant Workers

Unfortunately this part of the research did not go according to plan. We contacted the relevant officials at Lyneham and Tidworth, but did not get permission to interview any Commonwealth soldiers within our timeframe. The MOD may even not want such research to take place. Indeed, we were told by one contact that “I believe that the Army position will be that any overseas soldier signs on and is a full member of the British Army with all the welfare support that that brings with it. To suggest that they are in any way different from say the Royal Welsh ... would be counterproductive” – indicating that there can not possibly be an issue because the rules say so.

Using informal contacts from soldiers we knew already and those we were familiar with we approached a number of African soldiers and a group of Fijian soldiers. There are logistic difficulties as armed forces personnel are often accommodated at camp and are very busy. They are also bound by the Official Secrets Act. Generally they seemed reluctant to talk to us and did not return calls or turn up to appointments. Despite offers of conducting interviews via the telephone, at evenings, or weekends, and with assurances that we did not collect identifiable information, and with the £10 incentive, only one was prepared to come forward within our time frame.

Thus there is no corroborating evidence of any issues experienced commonly between Commonwealth soldiers serving in Wiltshire. One of our questions did, however, concern broader community issues that were common between Commonwealth soldiers. We were told:

...when compared to your British peers you are undervalued. It's nothing overtly done - it's done very carefully so as not to break the law - but they give a lack of dignity to us. Commonwealth Soldiers are not truly valued. Many have skills from before but these are never utilised. Sometimes we are working with British soldiers who have literacy and numeracy problems. Commonwealth soldiers are underrated and underemployed particularly in terms of their education. There are different expectations of Commonwealth soldiers and British soldiers. Officers are easier to talk to but they don't understand what goes on in the other ranks.

This individual testimony does immediately raise inferences of “institutional racism” as previously found in the Metropolitan Police Force through the Steven Lawrence inquiry. Evidence presented at that inquiry from the Black Police Association stated:

The term institutional racism should be understood to refer to the way the institution or the organisation may systematically or repeatedly treat, or tend to treat, people differentially because of their race. So, in effect, we are not talking about the individuals within the service who may be unconscious as to the nature of what they are doing, but it is the net effect of what they do.²³

This is all very alarming: however, we have to be very careful as this is only one individual understanding. What this does point to, however, is the need for further research on the experience of Commonwealth soldiers serving in the armed forces in order to either refute or corroborate this view.

²³ Sir William MacPherson of Cluny: The Steven Lawrence Inquiry, 1999.
<http://www.archive.official-documents.co.uk/document/cm42/4262/sli-06.htm#6.6>

5. Findings: People Working with Migrant Workers

In addition to A8 migrant workers, and in the light of our difficulties in contacting Commonwealth soldiers, we also undertook interviews with people locally who were in contact with Polish migrant workers on a frequent basis and also attended the Wiltshire migrant workers group. Interviewees included the Honorary Polish Consul's office, three employers in the area and a community organisation in Bristol which had previously worked with refugees and asylum seekers, but was experiencing increased contact with migrant workers.

We also noted that activities were taking place within Wiltshire to co-ordinate information sharing between authorities and that the "Spark plugs" project was providing information to migrant workers on a number of topics to address their information needs. This includes traffic laws and conventions, housing, and employment information.

We also conducted a brief analysis of local recent press articles on migrant workers, and this is covered in the appendices at 7.2.

5.1 Honorary Consul's Office

The Honorary Consul is based in Bristol and undertakes his work on behalf of the Polish community from his own expense. A second officer works in Trowbridge and has frequent contact with Bristol. We have amalgamated information from their interviews.

5.1.1 Housing

Housing was cited as the major issue affecting Polish migrant workers. Some workers were afraid of complaining about the condition of housing in case they lost their jobs. Concerns attributed to the fire brigade concerned overcrowding and the potential for fire. Many Polish people are smokers and there was concern that migrants – especially new ones – tended to drink more heavily than those more settled, as they were away from their families. Some landlords also had little compliance with health and safety and fire regulations, and subjective evidence concerned one landlord who was letting tents and his shed in his garden to migrants.

There was significant concern about overcrowding. One of the causes of this was some tenants sneaking acquaintances they found homeless into the accommodation. There were further anecdotal stories of the "Big Brother House" (see page 27) which was alleged to hold 20-24 people. An employment agency was placing up to two people per room, and some complaints about overcrowding were coming from neighbours to migrants.

5.1.2 Employment

There was considerable concern about employment and employment conditions. While it was heard of elsewhere, there was no evidence that employers or agencies in Wiltshire were withholding migrants' passports. However, there was unease at a perceived recklessness amongst some

migrants who had not arranged either employment or accommodation before coming. Two Polish migrants were discovered attending a homeless shelter.

Employment conditions were not stable for many; many migrants expect to work a full week or to get overtime. Fixed charges such as accommodation charges significantly affect remaining income when a worker does not get a full weeks work. Many workers appear to be on minimum wage. While this guarantees some nominal standard of living, many migrant workers felt that their British counterparts were being paid more.

5.1.3 Social and Community Relations

Polish drinking culture was referred to by our respondents. Like contemporary British culture, our respondent felt that Polish culture included drinking and occasional violence. The Polish Club (in Trowbridge) was mentioned as a place which did not tolerate drinking and bad behaviour, and new migrants did not attend because of this. This contradicts our interviews with migrants who stated that they did not attend the Polish Club precisely because of the drinking that went on there!

There was, however, evidence of tension between 'old' and 'new' Polish migrants. New migrants tended to socialise amongst themselves and there was little interest in the established Polish community facilities such as the club, church, or choir. Equally, the old migrants felt that the new migrants could be giving them a bad name; whereas the new migrants felt the established community had had it easy in the UK.

The migration was also having affects on society in Poland. In particular, migrant worker families were now becoming dispersed with children in Poland living with their grandparents while their parents worked in the UK. However, there were an increasing number of Polish children in the schools. Our informant told us that this had increased from five to 60 in local schools within the previous 12 months, and there had been evidence of bullying in schools.

Our respondents felt that inter-agency work, increased number of interpreters and better advice and information for migrants would be beneficial. On the other hand it was also noted that considering the level of migration nationally, the level of social problems experienced was fairly small.

5.2 Employers

We contacted six local employers and three agreed to be interviewed over the telephone. One was a factory and two were employment agencies. Employers were clear that migrant workers were working in roles which were traditionally hard to fill vacancies, and the migrants had allowed factories to continue to operate in the area without having to move to a different area or even out of the country. There was also consensus that the migrants had a very good work ethic and made very efficient employees.

The employer had a little less to do with migrant workers than the agencies had. Of its permanent employment contracts about 5-10% were held by

migrant workers. The casual workforce, however, was brought in daily by the agencies and 95% of these would be migrants. The agency also dealt with specific issues such as WRS registration. There was limited involvement by the factory short of signposting to language classes and posting Health and Safety information in Polish. Lack of English skills restricted the employment on offer to the migrants.

Of the two employment agencies, one tended to specialise and target migrant workers whereas the other was somewhat smaller and less targeted. Migrants were particularly targeted because they had been proven as reliable workers with a strong work ethic, and on the other simply because there was no longer a reliable workforce to supply labour.

Both dealt with some of the administrative issues; one mentioned specifically a registration pack, help with opening bank accounts, help with Home Office forms, applications for National Insurance Number and the tax system. The other agency arranged English lessons for the workers. One did not house its workers (“it opens up a can of worms”), whereas the other largely did.

Crucially, none of the employers or agencies were aware to any great degree of the problems or common issues faced by their employees other than language needs. Indeed, one felt the “workers appear to be content and happy in life.”

5.3 The Community Organisation

The Bright Project works in Bristol with refugee and asylum seeker community organisations and are currently working with Honorary Consul to determine the advice needs of Bristol’s Polish population.

Overall they felt that there was a lack of demographic information available about the Polish community which made estimations of need more difficult. However, they did identify key concerns which were a lack of knowledge about welfare benefit entitlements, health care and issues with GPs, housing – in the private rented sector – and homelessness, and a lack of knowledge of employment rights especially regarding women and pregnancy. Similarly to the Honorary Consul’s office, they also mentioned bullying in schools as a problem for some children.

They identified some key facilities, such as the Church and the Consul – a job which is carried out unsupported - but otherwise pointed out the lack of community organisation development in this area. The project has been independently commissioned to undertake a survey of advice needs of this community.

6. Conclusions

There is clearly a need to conduct further research on migrant workers in Wiltshire, and within its proper context. This research has merely started the process, however, we did discover that the A8 migration needs to be put properly in its context of a broader, and often less politically sensitive migration within the county. In particular, the arrival of the 2,000 to 3,000 A8 migrants sits adjacent to a Work Permits scheme which brought in over 6,500 highly skilled migrants since 2001, and there are approximately another 1,000 Commonwealth soldiers stationed in the county and engaged in the country's defence.

The A8 migration to Wiltshire is mainly the result of employers in the county needing employees to fill skills gaps. We spoke to employers who, until May 2004, were facing an uncertain future. In Trowbridge in particular, the arrival of the A8 has seen businesses continue to be able to perform and remain in the county. One employer in particular started recruiting Polish migrants the very first day they were able to.

This research has highlighted a number of needs of the Polish community. These include most predominately housing and employment conditions and the need for better information. There are community tensions, but the people we spoke to were certainly not seeking out aggravation. We also uncovered in the course of our research a lot of what can loosely be called anecdotal evidence. This included patently false information which is not supported by any of the evidence, such as the notions that migrants were swamping local NHS services (in reality the evidence suggests they declined even registration and preferred to travel to Poland for health care), or "stealing" jobs from British-born people (employers were clear that they filled "hard to fill" vacancies).

Discussion on policy direction should be informed by the available evidence rather than uninformed and misleading information. In short, there is a need for "myth busting" about migrant workers both in terms of their numbers, activities and impacts, analogous to the myth busting we have previously seen undertaken about refugees and asylum seekers.²⁴ In general the Polish people we spoke to seemed to be focusing on working and improving their career prospects.

In terms of the provision of services there are a number of immediate issues. Free ESOL provision to migrant workers is very important both in terms of integration and simply being able to provide them with the information and services they need. The withdrawal of funding for classes presents a serious policy problem in addressing this need.

Equally translation is expensive and there are limited resources for it. Virtually all our interviews required interpretation which we had to source

²⁴ See, for example "The truth about asylum" by the Refugee Council.
<http://www.refugeecouncil.org.uk/practice/basics/truth.htm>

locally. There is a need to co-ordinate translation needs and share the costs between agencies working with migrant workers.

Statutory and voluntary agencies should work together with employers of migrant workers. Employers need to be engaged, as they are central to accessing migrant workers and provide them with key practical services already often including arranging employment (particularly agencies), transport, help with forms and accommodation.

7. Appendices

7.1 Appendix: Notes on Interviewing Polish Migrant Workers

- All the interviews were done at the weekend or during the evening as people were working during the day. Some Polish people wouldn't access services e.g. ESOL classes or GP as their appointment was in the day.
- The types of questions used have to be thought through properly as the Polish people will literally respond to the question asked and will not elaborate on it unless asked.
- Polish people are very precise e.g. when we asked questions about the education system in Poland we were first told that people would leave the secondary school when they were 18 but then someone else disagreed with this and a discussion ensued. The group agreed that people would leave the system when 18 or 19 depending on their birthday. This discussion took some time and there is a need for interviewers to be aware of this I feel so that they can schedule in enough time.
- Education and housing systems are different in Poland and in UK and some time was spent trying to gain understanding of the Polish way of life to ensure that the questions were answered as accurately as possible.
- Interviewing a group of people was useful because discussions would ensue but people were less inclined to talk about personal issues.
- It took several trips to Trowbridge and chats on the phone before anyone began to talk about the xenophobic remarks they were a victim of. Gaining trust is very important and will take time. We later learnt that people were reluctant to answer questions because of the fact that historically both the Germans and the Communists used to question people and then come back to kill members of their family. On many occasions we had to go in to some detail to explain exactly what we were going to do and ask.
- People are also frightened to talk because they are worried about losing their home or employment. It took a while for people to come forward to be interviewed but after we had been a several times it did get easier.
- On one occasion we bought cakes and coffee for people and we couldn't understand why people wouldn't eat the cakes. The interpreter explained that eating food in a group was something that was usually done after knowing people a little while. They did eat them after about 1 1/2 hrs of being in their company but this might be useful when arranging a meeting and people are thinking of providing food.
- All the people I met were very polite, friendly and hospitable.
- Take off your shoes when you enter their home.

- When asking questions around religion some people were reluctant to tell you the truth about how many times they attended mass because apparently there is pressure on people in Poland to attend mass. We got around this by jokingly saying that we were not priests and that this information would not be going to the priest.
- People will say they are 'single' even if they are living with someone.
- Our interviewees tended not to use the Polish Club for various reasons but we are unsure whether our interviewees are a true representation of the Polish community. This happened as we used the snowball technique to find interviewees and our initial contacts didn't use the Club.

7.2 Appendix: Local Press Coverage of Migrant Workers

A selected summary of recent local press relating to migrant workers.

Ten lodgers squeezed into terraced house – 24th February 2006, Wiltshire Times.

Landlord, Mr Wieslaw Boguski was issued with an Overcrowding Notice. 10 people were living in a 3 bed roomed house. The situation was brought to the Council's attention when neighbours complained. The article states, 'Hopefully this will send the message to landlords that they can't take advantage of vulnerable people.' (Not attributed).

First Polish food store is a roaring success - 24th February 2006, Wiltshire Times

Article promoting the new Polish Deli. Have already had 2,000 customers, including British people who like the Polish bread.

Tensions rise over migrants' behaviour -28th July 2006, Wiltshire Times

The arrival of hundreds of Polish workers to the area is being blamed for an increase in drunkenness and antisocial behaviour. There had been reports of Polish people gathering and drinking in the Town Park and Wicker Hill area. Apparently they were shouting and making lewd remarks. Some of the councillors were to set up a separate group to look at obtaining a drinking ban for the Town Centre. (One attendee of this meeting we spoke to said that it "felt like a witch hunt".)

Leaflets have been produced and distributed in the Polish Club and the Priest has been asked to talk to his congregation. Cllr Osлом said that , '...if something not done the situation could blow up..' while Cllr John Knight said that Wicker Hill , '....had definitely changed...' The article continues to say 'The influx of foreign workers.....has led to problems with people being housed in unsuitable, overcrowded accommodation.' Trowbridge Mayor, Tom James said, 'We have a lot of Polish workers, but what I find shameful more than anything are landlords ripping them off.' Police Inspector, Dave Cullop says that the force has problems communicating and '....is considering employing bilingual community support officers ...' Also said that the police are already receiving help from the established Polish Community.

Teachers impressed at schools. -7th July 2006, Wiltshire Times

Polish teachers from twinned Polish city of Elblag visited local schools. The article says 'Trowbridge and surrounding areas has a large Polish community with more families arriving all the time.' This link, 'will help school children learn about a different culture, but also to understand more about the background of Polish friends and neighbours.'

Poles Apart – 11th August 2006, Wiltshire Times

The article says 'Polish workers appealed to residents not to judge all of them by the action of a few.' Miss Markiewicz who works at the Polish Deli said,

‘some issues could be dealt with through the creation of a centre younger Polish people could use as a meeting place and as a point of support and advice.’ The article says that the Polish Club tends to be for the older ones who have been here longer. The article says ‘More recent arrivals have been filling a need in the job market and are proving a great hit with employers. Lynda Walker from Partners said, ‘They are reliable. If you employ a Polish person to do a job they will turn up everyday and they bring their work ethic with them.’ ‘If they run out of work they will ask for more and many local firms have seen their productivity go up.’

Valuable links -1st Sept 2006, Wiltshire Times

Michael Bowen, Town Councillor for Bradford-on-Avon says in response to an article by MP Dr Murrison that Trowbridge has links with Poland that go back to the war. Also, ‘Poland has considerable unemployment problems. Surely they are welcome here, and we should continue to give them every support.’ ‘They make an important contribution to our economy.’

Blame government, not foreign workers – 8th September, 2006. Swindon Advertiser

‘I don’t like an open door policy, but cannot blame the people who come here, after this stupid government offered everything to everyone in the world.’

Time to check immigration? -27th September, 2006 Swindon Advertiser

An article from S. Halden, Swindon ‘UKIP wants to raise the living standards of all ordinary working people and build good quality homes for everyone.’ ‘These goals are not possible while immigration from the new EU countries remains completely uncontrolled.’

Articles about two Polish women feeding the pigeons on the Town Bridge -Oct 6th/20th Wiltshire Times

Someone had written to the newspaper complaining about the mess that the two ladies had produced by feeding the pigeons. Also, said that they were encouraging rats not pigeons. The reply on the 20th said that the article had portrayed the two Polish women as, ‘... public enemy no. 1.’ and asked, ‘... would you have attacked them like this if they had been English-speaking and therefore able to read your report. It’s bordering on racist and I think you went too far.’

Help on offer to Polish staff - 13th October 2006 Wiltshire Times

Ishti Turner, West Wiltshire District Council Community Safety Manager has arranged a series of workshops at Trowbridge Library. Interpreters will be available. The article says ‘We have a growing number of Polish workers to the Trowbridge area and this scheme aims to provide them with the support they need to settle into life here.’

No to Polish Sausages -27th October, 2006 Wiltshire Times

Town Council refused an application to sell Polish sausages on the streets of Trowbridge as ‘they don’t want any more street vendors.’

7.3 Appendix: Interview Schedule for Migrant Workers

Section A: Demographics

1. Age
2. Gender
3. Nationality
4. Occupation
5. Religion (if considered relevant)
6. Ethnic Group (if considered relevant)
7. WRS/SBS/HSMP/WP Programme?
8. Education Level
9. Highest Employment Level (in country of origin).
10. Marital Status, location of partner/spouse.
11. Children, Location and Ages.
12. Highest income level in country of origin.
13. Income level now
14. Has savings in UK/Home. How much?
15. Owns property in UK/Home?
16. Debt at Home/UK? Approximate amount owed interest rates etc.
17. Does Informant need an Interpreter Y/N?
18. Language Abilities

How would you describe your English language skills?

Reading: Elementary / Intermediate / Proficient / Native

Speaking: Elementary / Intermediate / Proficient / Native

Writing: Elementary / Intermediate / Proficient / Native

(These are the levels commonly used by TEFL teachers. Elementary includes everything from nothing to a few basic phrases and words. Intermediate students can often converse quite well but have difficulty picking up complex phrases and make many grammatical mistakes. Proficient speakers communicate well and will often ask clarification over certain elements and are often learning more complex nuances in English language. Native or Near Native speakers are those who will often have English as a mother tongue, and basically are very good!)

Section B: Migration History

1. Is this your first time in the UK, or have you travelled back and forth?
2. When did you first come to the UK?
3. Why did you first come? What did you hope to achieve?
4. Why did you leave your country of origin in the first place (explore Push/Pull factors)
5. What sort of skills did you have in your home country that you thought you could use here?

For each journey to the UK

1. When did you come? (MM/YY)
2. Did you have a job arranged before you arrived?
3. What work did you get?

4. Why did you travel to the UK in the first place? (rather than somewhere else)?
5. Who employed you?
6. How long did you stay?
7. Why did you go back?
8. When did you go back (MM/YY)

Section C: Services Used

Employment

1. Have you ever been in contact with an employment agency?
 - If yes: Why? What happened? How did they treat you? Anything that could be done to improve their services? What did you think of them?
 - If no: Why not? What prevents you from going to them? Do you need anything?
2. Employed now? Who by? How much do you get paid?
3. Any periods of unemployment? Impact of this on situation.

Housing

1. Where do you stay now? What type of house is it (HMO, Rent room, Rent flat, Council/RSL).
2. How much do you pay for it?
3. Brief housing history – from, to, reason for leaving, how much paid, anything good/bad about the place?
4. Knowledge of advice services.
5. Problems in the past – and how they have been dealt with.

Welfare Benefits

1. What do you know about welfare benefits in the UK? (Awareness of rights, and restrictions).
2. Is the person eligible for welfare benefits?
3. Has had any problems, that potentially needed addressing?

Education

1. Is in education now?
 - if yes, what? Costs?
 - if no, why not? Would like to access education?
2. Members of family in education at the moment (spouse, children).
3. Any problems accessing education.
4. Any problems while in education?
5. Hope for future regarding education?

Health

1. How has health been generally? Any problems.
2. Is registered with a GP.
3. Has accessed GP?
4. Has accessed emergency services/Hospital.
5. Any problems accessing health services?
6. Has needed to access but not been able to? Why?
7. Knows where to go for which particular type of problem? Probe – GP, dentist, hospital etc.

Social/Community

1. Is member of specific religious group?
2. Attends social/community groups? What type (formal meeting places, groups of friends, social networks, or established organisations?)
3. Knows of social/community groups?
4. Has friends from own country.

Financial

How much you get paid after tax and NI in a month?

Expenditure on:

Housing:

Food and household expenses (include clothes)

Remittances Home

Transport

Socialising

Telephone Bills

Other major regular expenses (note).

Section D: Broader Issues for Migrant Workers

Day to day contact with fellow migrants.

1. Do they have major concerns?
2. Do you have contact with other migrant workers *not* in Wiltshire?
3. Do you think there are major differences between Wilts and other places?
4. What you like about Wilts?
5. What you don't like about Wilts?

Day to day contact with British people.

1. What you like. What you don't like?
2. How you feel you are perceived.

The Future

1. Short term aspirations – where do you want to be in a few months time?
2. Long term aspirations – where do you want to be in two years time?